

Global Health 50/50

2019 data on organisational performance

Coding system

Commitment to gender equality

G (Green)	Commitment to gender equality with gender referring to men and women or gender mainstreaming in policy and planning.
G+	Commitment to gender equality with gender referring to men and women or gender mainstreaming in policy and planning. Commitment refers to LGBTQI.
Gp (Green/Purple) ●	Commitment to gender equality made, with focus on women and girls.
Gp+ ●	Commitment to gender equality made, with focus on women and girls. Commitment refers to LGBTQI.
Gw (Green/WEPs)	Signatory to Women's Empowerment Principles.
Gw+	Signatory to Women's Empowerment Principles. Commitment refers to LGBTQI.
A (Amber)	Organisation works on women's health and wellbeing, but makes no formal commitment to gender equality.
A+	Organisation works on women's health and wellbeing, but makes no formal commitment to gender equality. Commitment refers to LGBTQI.
R (Red)	No mention of gender; general commitment to diversity and inclusion.
RS (Red/SDGs)	General commitment to SDGs.

Definition of gender

G	Consistent with WHO definition.
G+	Consistent with WHO definition. Refers to LGBTQI.
G*	Consistent with WHO definition. Definition provided in internal policies only.
G2	Consistent with WHO definition. Definition is in relation to health.
G2+	Consistent with WHO definition. Definition is in relation to health and refers to LGBTQI.
A (Amber)	Define gender-related terms and/or with a focus on women and girls.
A+	Define gender-related terms and/or with a focus on women and girls. Refers to LGBTQI.
A2	Define gender-related terms and/or with a focus on women and girls. Definition is in relation to health.
A2+	Define gender-related terms and/or with a focus on women and girls. Definition is in relation to health and refers to LGBTQI.
R (Red)	No definition found.

Workplace policy

G (Green)	Gender equality or diversity affirmative policy with some specific measure to improve gender equality and/or support women's careers.
G+	Gender equality or diversity affirmative policy with some specific measure to improve gender equality and/or support women's careers.
	Specific mention of no discrimination based on gender identity/other mention of inclusion of transgender.

DI (Diversity & Inclusion)	Focus on Diversity and Inclusion but not equality and with specific strategies in place for D&I.
DI+	Focus on Diversity and Inclusion but not equality and with specific strategies in place for D&I. Specific mention of no discrimination based on gender identity/other mention of inclusion of transgender.
A (Amber)	Stated commitment to gender equality and/or diversity in the workplace (above the legal requirement) but no specific measures to carry out commitments.
R (Red)	Policy is compliant with law but no more = "we do not discriminate".
NF	Not found
NA	Not available

Programmatic strategy

G (Green)	Strategies to address women/men and boys/girls in policies and programmes for external delivery.
G+	Strategies to address women/men and boys/girls in policies and programmes for external delivery. Mention of transgender health.
Gp (Green/Purple) ●	Address gender with predominant focus on women and girls.
Gp+ ●	Address gender with predominant focus on women and girls. Mention of transgender health.
Gp*	Address gender with predominant focus on women and girls. <i>Confirmed through direct correspondence, i.e. not available online.</i>
G3	Strategies to address women/men and boys/girls in policies and programmes for external delivery. Work specifically on sex-differences (life sciences).
A (Amber)	Predominant focus on women and girls, no mention of gender.
A+	Predominant focus on women and girls, no mention of gender. Mention of transgender health.
R (Red)	No mention of gender in strategies.
NA	Organisation does not undertake programmatic work.

M&E Disaggregation

G (Green)	Disaggregation of programmatic delivery (i.e. reported as men/women and boys/girls); or require disaggregation in the programmes they support or provide a gender analysis of their work.
G+	Disaggregation of programmatic delivery (i.e. reported as men/women and boys/girls); or require disaggregation in the programmes they support or provide a gender analysis of their work. Sex-disaggregate data and report on transgender health.
G*	Disaggregation of programmatic delivery (i.e. reported as men/women and boys/girls); or require disaggregation in the programmes they support or provide a gender analysis of their work. <i>Confirmed through direct correspondence, i.e. not available online.</i>
A (Amber)	Limited to what percentage of beneficiaries are women and girls.
A1 (Amber/Purple1) ●	Commitment to disaggregate data but not actually reported.
R (Red)	No disaggregation or no policy on disaggregation.
NA	Organisation does not collect/report programmatic data.

Gender parity in senior management

G (Green)	45-55% women represented; or difference of one.
A (Amber)	35-44% women represented.
A1 (Amber/Purple1) ●	56-100% women represented.

R (Red)	0-34% women represented.
NF	Not found.

Gender parity in governance

G (Green)	45-55% women represented; or difference of one.
A (Amber)	35-44% women represented.
A1 (Amber/Purple)	56-100% women represented.
R (Red)	0-34% women represented.
NF	Not found.

Gender of executive

M	Man	
W	Woman	
M	W	Two executive directors, one male and one female.
X	Non-binary; undefined.	
NA	Not applicable/no current executive head.	

Gender of board chair

M	Man	
W	Woman	
M	W	Two executive directors, one male and one female.
X	Non-binary; undefined.	
NA	Not applicable/no board chair.	
NF	Not found.	

Sexual harassment policy - availability

E (Exists)	Organisation shared or informed GH5050 of internal policies which are not online; GH5050 was unable or not authorised to code.
O (Online)	Available online.
S (Shared)	Shared with GH5050.
NF	Not found.

Sexual harassment policy - performance

G (Green)	Policy scores Green for at least 2/4 <u>variables</u> and Amber on all others, and no Reds.
A (Amber)	Policy scores 1 Red or any other combination of Green/Amber/Red across <u>variables</u> .
R (Red)	Policy scores Red on at least 2/4 <u>variables</u> .

Parental leave policy - availability

E (Exists)	Organisation shared or informed GH5050 of internal policies which are not online; GH5050 was unable or not authorised to code.
O (Online)	Available online.
S (Shared)	Shared with GH5050.
NF	Not found.

Gender pay gap - reported

Y (Yes)	Gender pay gap data reported, presented in 2019 GH5050 report.
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