Global Health 50/50 2023 Report

Information Sheet on the sharing of internal documents by organisations with Global Health 50/50

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Purpose of the Global Health 50/50 2023 Report

The Global Health 50/50 report provides a unique birds-eye view of the global health system today. By assessing the gender and diversity related policies and practices of 200 global organisations active in health, the report presents progress and gaps in organisational efforts to address inequalities -- inequality of opportunity in career pathways inside organisations and inequality in who benefits from the global health system. The 2023 Global Health 50/50 Report will be published on 18 July during the Women Deliver 2023 Conference.

To complement the variables we track year-on-year, this year's report adds two themes. One, a review of progress made since 2021 on organisational policies to promote gender equality within the workplace, including anti-sexual harassment policies, family-friendly policies, and gender pay gap reporting, and; Two, whether organisations have policies to address the sexual and reproductive health and rights of workers over the course of their careers.

Why is your organisation being included in the 2023 Report?

The 2023 Report will review 198 organisations active in global health. GH5050 defines "global organisations" as those with an operational presence in at least three countries. The sample includes organisations actively involved in global health and those organisations that aim to influence global health policy even if this is not their core function. Inclusion of an organisation does not signify GH5050's endorsement of its activities, nor that GH5050 considers the organisation to be contributing to advancing population level health. Rather, organisations under review have been identified as having demonstrated an interest in influencing global health and/or global health policy. Over the past five years, the sample has differed to some extent in its composition to account for: 1) the thematic focus of the report each year, 2) continued efforts to identify global organisations headquartered in low- and middle-income countries, and 3) the general evolution of the global health architecture.

What kind of data is collected on your organisation for the report?

Global Health 50/50 primarily reviews information on organisations collected from public, online sources. Given our focus on workplace policies this year, we are additionally inviting organisations to share internal policies with us for review. We are grateful to organisations which shared policies for review in our 2021 Report. For reasons of confidentiality and in line with best practice on data privacy, those policies have been deleted.

Will your organisation be able to review the data collected before it is published?

Your organisation will have an opportunity to review data collected by Global Health 50/50 in advance of its publication. Organisations will be contacted in late March and provided with the data collected

on them, and given a four-week window to verify the data, suggest amendments or provide additional information via our online verification portal. We aim to ensure a process that is as simple as possible and are grateful to you in advance for engaging with us.

This process is voluntary and if an organisation does not take part, we publish our findings without the input of organisations.

Which workplace policies are GH5050 collecting and reviewing?

This year, we are requesting all organisations that are interested in doing so, to share confidentially with Global Health 50/50 any or all of the following policies that are presently in force:

- Gender equality in the workplace
- Diversity and inclusion in the workplace
- Anti-harassment, sexual harassment and bullying
- Results of gender pay gap analysis
- Sexual and reproductive health and justice policies, including those related to menstruation, abortion, fertility support, adoption, surrogacy, antenatal visits, stillbirths, miscarriage, preterm, caring responsibilities, menopause, and domestic violence
- Parental leave allowances
- Flexible working arrangements - including in relation to policies governing remote working arrangements

Does your organisation have to share internal workplace policy documents?

No, sharing of internal documents is entirely voluntary. Some organisations may wish to share internal documents (not available in the public domain) to inform the scoring that they receive in the Global Health 50/50 Report. Organisations are under no obligation to share these policy documents and if they do not, their scoring will be based on information that is available in the public domain only.

What will happen if your organisation chooses to share internal documents?

If your organisation chooses to share internal documents, these must be shared with Global Health 50/50 via an online form. To upload a document via this form, a representative from your organisation must first consent to our storage and data use terms and conditions.

By sharing these policies, your organisation agrees that they be assessed in line with GH5050 methods, and their coded results be published in the 2023 Gender and Health Index. However, no policies nor any part or excerpt will be published by Global Health 50/50.

The documents will be stored temporarily online (in a secure Drive with restricted access), in order for researchers to be able to access and review the documents. The sharing settings will be restricted so that these documents can only be viewed by selected, identified researchers from Global Health 50/50. After these documents have been reviewed, they will be removed from online storage and stored offline via the UCL storage system. Documents will be stored securely offline for six months, after which point they will be deleted.

What are the benefits of sharing internal documents?

Organisations may wish to share their internal documents because they detail policies and practices of an organisation that cannot be found online. This will help Global Health 50/50 provide a more accurate score for your organisation, and may result in an improved score across certain variables if the policies outline measures that cannot be found online.

What are the risks of sharing internal documents?

Internal documents will be stored via OneDrive in a secure folder with restricted access. However, there is a potential risk of a third party gaining access to them and thus documents ending up in the public domain. To mitigate this risk, we will only store the documents online in a secure drive while reviewers are reviewing these documents, after which point they will be stored offline. The documents will then be deleted after six months. While stored online, only the Global Health 50/50 researchers involved in reviewing these documents will be able to access the documents.

What if something goes wrong?

If there is a security breach and policies are accessible to a third party who has not been granted permission to view these documents, your organisation will be immediately informed of this and efforts will be made to withdraw these documents from the public domain.

If you have concerns with how your documents are stored or accessed, or wish to withdraw them from the Global Health 50/50 assessment, you should immediately contact info@globalhealth5050.org.

Will the decision to share internal documents be confidential?

No. The Global Health 50/50 2023 Report will indicate when a policy document that has been assessed is internal or external (ie. available in the public domain), as we wish to highlight that where possible, having policies available online is best practice as it promotes transparency and accountability. Therefore the report will indicate in its coding when organisations have shared internal documents for assessment or whether these documents were found online.

When will the review be published?

The findings from our 2023 review will be published on 18 July 2023. An embargoed report will be shared with organisations one week in advance of its publication.

Contact for further information

Please do not hesitate to reach out with any further queries by contacting info@globalhealth5050.org.

Thank you for reading this information sheet.