

## 2022 GLOBAL HEALTH 50/50 REPORT

### Gender and Health Index Scoring key on Core Variables

	<b>Commitment to gender equality</b>
	G: Commitment to gender equality/equity with gender referring to men and women, gender justice, or gender mainstreaming in policy and planning.
	GP: Commitment to achieve gender equality, with focus on empowering women and girls
	A: Organisation works on women's health and wellbeing, but makes no formal commitment to gender equality; Commitment to social justice and health equity, but makes no formal commitment to gender equality
	R: No mention of gender
	()+: commitment is inclusive of LGBTQI
	GW: Signatory to Women's Empowerment Principles in relation to UN Global Compact: <a href="https://www.weps.org/companies">https://www.weps.org/companies</a>
	S: UN Global Compact signatory <a href="https://www.unglobalcompact.org/what-is-gc/participants/20031">https://www.unglobalcompact.org/what-is-gc/participants/20031</a>
	C: UN Global Compact participant
	L: Submitted Letter of Commitment to UN Global Compact (not associated with particular code)
	5: Explicit commitment to SDG5 in context of UN Global Compact participation
	<b>Definition of gender</b>
	G: Consistent with WHO/UN definition.
	A: Define gender-related terms.
	R: No definition found.
	()+: Definition refers to LGBTQI.
	<b>Workplace gender equality policy</b>
	G: Gender equality affirmative policy with specific measure(s) to improve gender equality and/or support women's careers
	GE: EDGE certified (external validation)

	A: Stated commitment to gender equality and/or diversity in the workplace (above the legal requirement) but no specific measures to carry out commitments; and/or is an Affirmative Action employer (US Federal funds) but does not state what specific measures are in place to promote equality/diversity; Reporting on gender distribution of staff
	R: Policy is compliant with law but no more = "we do not discriminate"
	NF: Not found/no information available
	()+: specific mention of no discrimination based on gender identity/other mention of inclusion of transgender or gender diversity
	NA: Not applicable. For organisations with fewer than 10 FTE staff, we have scored as NA given that we would not expect organisations (nor did we find any) of this size to develop gender, diversity and/or inclusion plans (although we would expect them to be complying with non-discrimination laws). In the future, we would hope to see language in support of equality, diversity and inclusion in the workplace.
	<b>Intersectional workplace diversity and inclusion policy</b>
	G: Diversity and inclusion affirmative policy with specific measure(s) to improve diversity/inclusion/equality
	A: Commitment to promoting diversity and inclusion evidenced by a) aspirational comments and b) listing protected characteristics; and/or is an Affirmative Action Employer (US Federal funds) but does not state what specific measures are in place to promote equality/diversity; Some reporting on diverse characteristics among staff
	R (Red): Minimal commitment to non-discrimination, consistent with national laws
	NF: No public references to non-discrimination or diversity and inclusion
	NA: Not applicable. For organisations with fewer than 10 FTE staff, we have scored as NA given that we would not expect organisations (nor did we find any) of this size to develop gender, diversity and/or inclusion plans (although we would expect them to be complying with non-discrimination laws). In the future, we would hope to see language in support of equality, diversity and inclusion in the workplace.
	<b>Diversity &amp; Inclusion Board Policy</b>
	G: Board policy with specific measures (e.g. targets, dedicated seats, monitoring) to promote diversity, inclusion and representation publicly available
	GW: Board policy with specific measures (e.g. targets, dedicated seats, monitoring) to promote gender diversity / representation of women only
	MS: Governing body representation determined by country affiliation - "Member States"; no other policy to promote diversity & inclusion

	A: Policy in place includes commitment to diversity and/or representation of affected communities made, but no specific measures to advance diversity and inclusion. Some summary reporting on board composition, but no policy to advance diversity and inclusion.
	R: Publicly available policy or commitment about board composition/role but no commitment to principles of diversity and inclusion
	NF: No information about board policy regarding composition and/or role (regardless of whether current Board members are published)
	NA: No governing body
	<b>Gender-responsive programmatic approaches</b>
	1: Gender blind, No reference to the role of gender in influencing organisation's external activities or desired outcomes
	2: Gender aware, Notices gender or sex, treats as a sex difference. Does not address gender differences generated by unequal norms, roles or relations.
	3: Gender responsive, Considers gender norms, roles and relations for women and men and how they affect access to and control over resources. Makes it easier for women and men to fulfil duties that are ascribed to them based on their gender roles.
	3: For private sector companies, commit to avoiding harmful gender stereotypes in marketing; contributions to promoting girls and women's participation and leadership in STEM industries.
	4: Gender transformative, Actively strives to examine, question, and change rigid gender norms and imbalance of power as a means of reaching health as well as gender equity objectives. Encourage critical awareness among men and women of gender roles and norms; promote the position of women; challenge the distribution of resources and allocation of duties between men and women; and/or address the power relationships between women and others in the community.
	4-H: Organisation explicitly indicates that it takes a gender-transformative approach to improving health outcomes.
	Gender focus indicated by W=women, M=men, T=Transgender
	<b>Sex-disaggregation of M&amp;E data</b>
	Y: Policy or organisational commitment to regularly report sex-disaggregation of undertake gender analysis found
	N: No policy or organisational commitment to regularly report sex-disaggregation of undertake gender analysis found
	NA: Not applicable. Organisation does not collect/report any programmatic data
	<b>Gender parity in senior management &amp; governing bodies</b>

	G: 45-55% women represented; or difference of one
	A: 35-44% women represented
	P: 56-100% women represented
	R: 0-34% women represented
	NF: Not found
	<b>Gender of CEO &amp; Board Chair</b>
	M: Man
	W: Woman
	MW: Two individuals, one male and one female
	X: Non-binary; undefined
	NA: Not applicable/no current executive head
	NF: Not found