GLOBAL HEALTH 5050
TOWARDS GENDER EQUALITY IN GLOBAL HEALTH

GENDER AND HEALTH INDEX – SCORING KEY 2021

View the Index: https://globalhealth5050.org/data/

* Across variables, an asterisk indicates that a score is based on information that is not publicly available.

Commitment to gender equality	
	G (green): Commitment to gender equality/equity with gender referring to men and women, gender justice, or gender mainstreaming in policy and planning.
	GP (green/purple): Commitment to achieve gender equality, with focus on empowering women and girls
	A (amber): 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 (red): No mention of gender
	()+: commitment is inclusive of LGBTQI
	W: Signatory to Women's Empowerment Principles in relation to UN Global Compact: https://www.weps.org/companies
	S: UN Global Compact signatory - https://www.unglobalcompact.org/what-is-gc/participants/20031
	C: UN Global Compact participant
	L: Submitted Letter of Commitment to UN Global Compact
	5: Explicit commitment to SDG5 in context of UN Global Compact participation
Definition of gender	
	G (green): Consistent with WHO definition.
	A (amber): Define gender-related terms and/or with a focus on women and girls.
	R (red): No definition found.
	()+: Definition is in relation to health and refers to LGBTQI.
Workplace gender equality policy	

	G (green): Gender equality affirmative policy with specific measure(s) to improve gender equality and/or support women's careers
	GE: Gender equality affirmative policy with specific measure(s) to improve gender equality and/or support women's careers; EDGE certified (external validation)
	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; 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 (red): 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 10 or fewer FTE staff, 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 they are expected to be complying with non-discrimination laws).
Workplace diversity and inclusion policy	
	G (green): Organisation committed to promoting diversity/inclusion/equality and has specific measures in place
	A (amber): 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 10 or fewer FTE staff, 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 they are expected to be complying with non-discrimination laws).
Board diversity policy	
	G (green): 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 (member states): Governing body representation determined by country affiliation - 'Member States"; no other policy to promote diversity & inclusion
	A (amber): 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 (red): 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)
Gender-responsive programmatic strategy	
	1: Gender unequal
	2: Gender blind i.e. pays no attention to gender
	3: Gender sensitive, Notices gender or sex, treats as a sex difference, but doesn't act on it. Does not address inequality generated by unequal norms, roles or relations.
	4: Gender specific, 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.
	4: For private sector companies, commit to avoiding harmful gender stereotypes in marketing.
	5: Gender transformative, notices and acts on gender through policies, programmes etc across all genders. Addresses the causes of gender-based health inequities. Fosters progressive changes in power relationships between women and men.
	Gender focus indicated by W=women, M=men, T=Transgender
	Based on the WHO Gender-Responsiveness Scale
Sex-disaggregated M&E reporting	
	G (green): Policy commitment and full sex-disaggregation of programmatic delivery data (Ie reported as men/women and boys/girls); report gender analysis of the impact of their work; or require disaggregation in the programmes they support
	G1: Report disaggregated data but no policy/commitment for disaggregation found
	A (amber): Disaggregated reporting limited to what percentage of beneficiaries are women and girls
	A1: Stated commitment to disaggregate data but not reported

	R (red): No evidence of data disaggregation or policy on disaggregation
	()+: Sex-disaggregate data and report on transgender health
	NA: Not applicable, organisation does not collect/report any programmatic data
Gender parity in senior management & governing bodies	
	G: 45-55% women represented; or difference of one
	A: 35-44% women represented
	A1: 56-100% women represented
	R: 0-34% women represented
	NF: Not found
Gender of CEO & Board Chair	
	W: Woman
	M: Man
	MW: Two individuals, one male and one female
	X: Non-binary; undefined
	NA: Not applicable/no current executive head
	NF: Not found
Sexual harassment policy – availability	
	O: Majority of policy information available online
	OS: Data collected from both public/online sources and internal documents shared with GH5050
	S: Shared directly with GH5050
	E: Organisation shared or informed GH5050 of internal policies which are not online; GH5050 was unable or not authorised to code
	NF: Not found
Sexual harassment policy – overall performance	

	G: Policy scores Green for at least 2/4 variables and no Reds.
	A: Policy scores no more than 1 Red.
	R: Policy scores 2 or more Reds among the 4 variables.
Parental leave policy – availability	
	O: Available online
	OS: Data collected from both public/online sources and internal documents shared with GH5050
	S: Shared directly with GH5050
	NF: Not found
Support for new parents returning to the workplace	
	G: Policy references support provided to facilitate new parents return to work following parental leave, e.g. on-site breastfeeding facilities; child care support; transitional flexible working arrangements; mentoring programmes; transition back to work resources.
	NF: Not found
Flexible working arrangements for all staff	
	G: Policy references availability of flexibility working arrangements for all staff
	A: Flexibility working arrangements are limited to certain staff, e.g. new parents
	NF: No mention of flexible working found
Gender pay gap reporting	
	B (blue): Organisation assesses and reports on its Gender Pay Gap (defined as the difference in average pay between all men and all women in a workforce)
	LB (light blue): Organisation assesses within-grade pay differences / undertakes equal pay for equal work audits