

New elements in the 2023 Global Report

24 February 2023

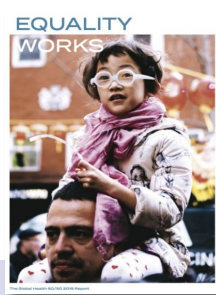


THE GLOBAL HEALTH 50/50 REPORT 2018-2022



2018

140 organisations
7 variables



2019

198 organisations
10 variables
(new workplace
variables)

FOCUS
Gender in the
workplace



2020

200 organisations
9 variables
(new diversity
variables)

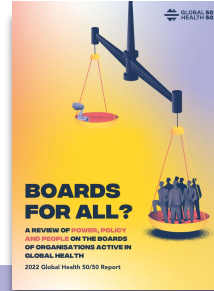
FOCUS
Power and privilege
Health priorities



2021

201 organisations
12 variables
(revisited additional
workplace variables)

FOCUS
COVID-19 in the
workplace and in
response activities



2022

200 organisations
10 variables
(new board member
review)

FOCUS
Power and privilege in
governing bodies

EACH YEAR IS A LITTLE BIT DIFFERENT

We strive to ensure that the report remains:

- RELEVANT
- RESPONSIVE to developments in the issues of gender equality
- REFLECTIVE of best practices.

ANNUAL REPORT

A

Core variables

- 10 core variables that are assessed and included in the report each year

B

Thematic focus

- Each year a different thematic focus is selected
- Every second year there is an in-depth examination of workplace policies and the gender pay gap



METHODS

- Sampling frame across 10 sub-sectors of global health system
- Identify global norms and 'gold standard' criteria and definitions - e.g. using WHO, ILO
- Data collection:
 - At least two reviewers collect publicly available data from organisational websites
 - A third reviewer verifies the data
 - The reviewers discuss any discrepancies in data extraction until they reach a consensus
 - Findings are analysed and scored using a key developed by GH5050
- Data validation:
 - Organisations are informed at the start of data collection
 - Preliminary findings are shared with organisations twice for review, correction and/or validation via a dedicated portal
 - For workplace variables, internal policies/data is invited; only coded information is published
 - Final results are shared with all organisations before publication

PRINCIPLES & ETHICS

- Data comes primarily from publicly-available websites. Transparency and accountability are closely related and by relying on publicly-available data we aim to hold organisations and stakeholders to account - including for having gender-related policies accessible to the public.
- We do not ask for confidential information, information of a commercially sensitive nature or information that would identify individuals in organisations (other than the gender of the CEO, for example, which is publicly available for all included organisations).
- Our methods have been approved by the ethics committee of University College London, where GH5050 was previously housed.

RESEARCH FRAMEWORK 2023



EXPLORING THE GAP BETWEEN POLICY AND PRACTICE

INFORM, INSPIRE
AND INCITE ACTIONS
TO PROMOTE
GENDER, DIVERSITY
AND INCLUSION

INSIGHTS FROM
ORGANISATIONS ACTIVE IN GLOBAL
HEALTH ON WHAT WORKS AND
WHAT COULD BE STRENGTHENED IN
GLOBAL HEALTH 50/50'S GENDER
AND HEALTH INDEX

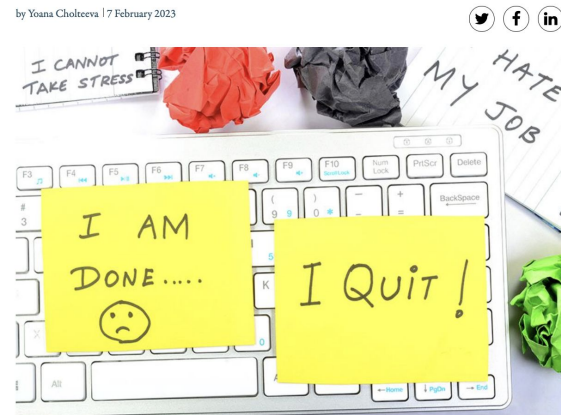
Report prepared for Global Health 50/50 by Gender at Work



Majority of employees would leave jobs without wellbeing support, research finds

Workers also value EDI, LGBTQ+ and menopause inclusion workshops, while employers want to offer focused work-life balance training

by Yoana Cholteeva | 7 February 2023



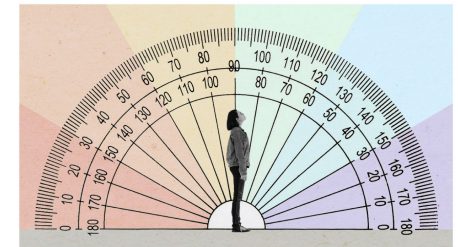
Harvard
Business
Review

Consumer Behavior | How to Measure Inclusion in the Workplace

How to Measure Inclusion in the Workplace

by Lauren Romansky, Mia Garrod, Katie Brown, and Kartik Deo

May 27, 2021



HRK Staff/Bjorker/Unsplash/Getty Images

EXPLORING THE GAP BETWEEN POLICY AND PRACTICE

DEFINITIONS OF EQUALITY, DIVERSITY, AND INCLUSION

- Tracking the use of definitions of EDI
- Will not be scored/published for individual organisations

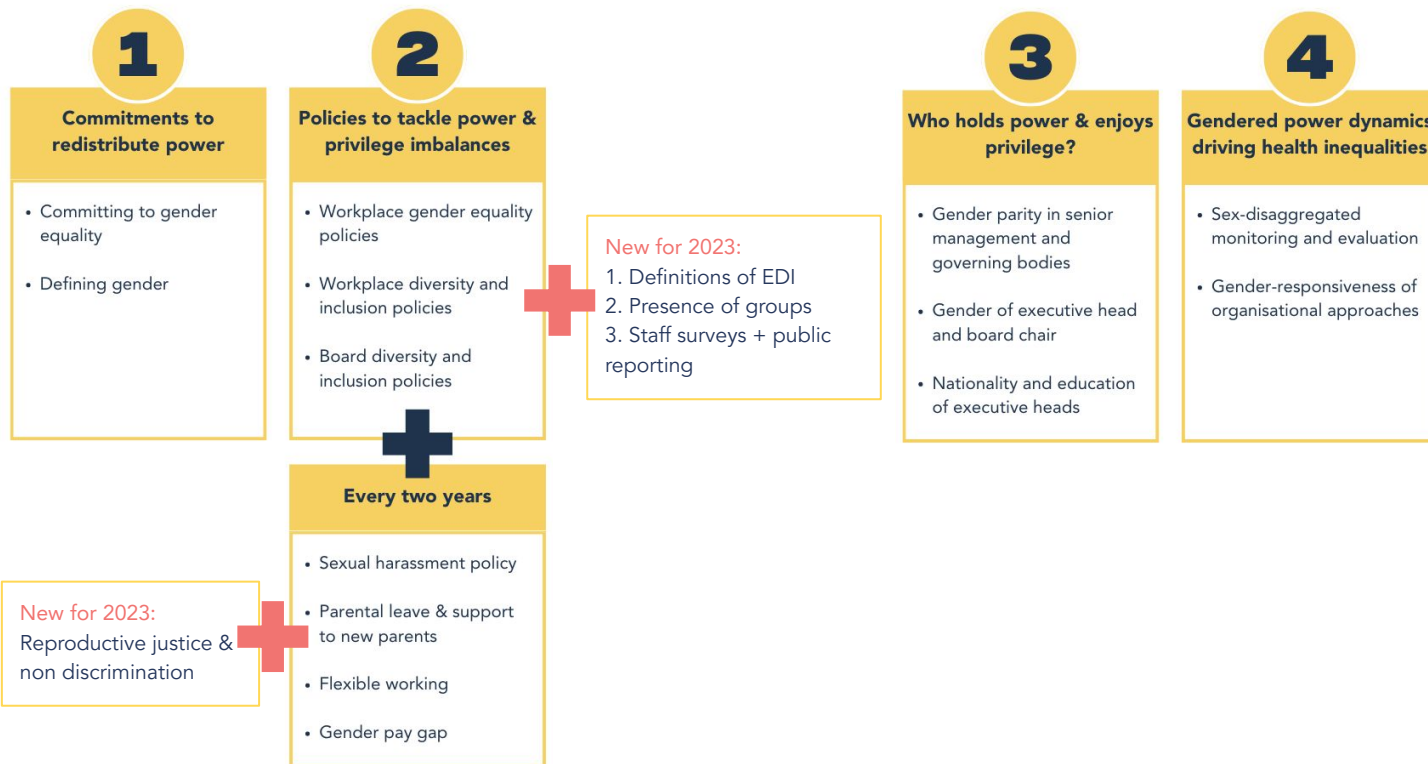
PRESENCE OF EDI GROUPS

- Published evidence/mention of staff groups or networks in support of EDI
- Self-reporting option

REPORTING OF STAFF SURVEYS

- Evidence of staff surveys on employee wellbeing/issues of inclusion and belonging; & whether results & response publicly shared
- Self-reporting option

RESEARCH FRAMEWORK 2023



REPRODUCTIVE HEALTH IN THE WORKPLACE

Supreme Court has voted to overturn abortion rights, draft opinion shows

"We hold that Roe and Casey must be overruled," Justice Alito writes in an initial majority draft circulated inside the court.



Spain approves menstrual leave, teen abortion and trans laws

Measures allow workers suffering period pain to take paid time off, as right to abortions in state hospitals is enshrined.



Menopause rights: UK's refusal to change law should still give employers pause for thought

The government may have rejected the idea of trialling menopause leave, but there's still plenty that firms can do to support employees who may be struggling with the symptoms



ACROSS THE CAREER LIFECOURSE

Recruitment policy: equal rights to being recruited



Reproductive health BEYOND giving birth/becoming a parent



Reproductive health around becoming a parent



Immediate return to work after having a child



Reproductive justice approach



Later career reproductive justice



REPRODUCTIVE HEALTH IN THE WORKPLACE

Recruitment policy: equal rights to being recruited

- Non-discrimination re pregnancy
- Policy banning pre-employment inquiry about family planning/fertility intentions

Reproductive health BEYOND giving birth/becoming a parent

- Menstruation
- Abortion - right to take time off after abortion; any other support provided

Reproductive health

Paid time off work for:

- Antenatal visits
- Adoption or surrogacy
- Stillbirths or miscarriage
- Fertility - related interventions
- Parental leave

Maternity discrimination /
job protections

REPRODUCTIVE HEALTH IN THE WORKPLACE

Immediate return to work

- Return to work including breastfeeding facilities
- Flexible working, part-time
- Travel support/ accommodations for new parents

Reproductive justice approach

- Carers' leave / family responsibility leave
- Flexible working
- Creche facilities, recognition of informal & formal care and carers
- Gender based violence - support, leave

Reproductive health

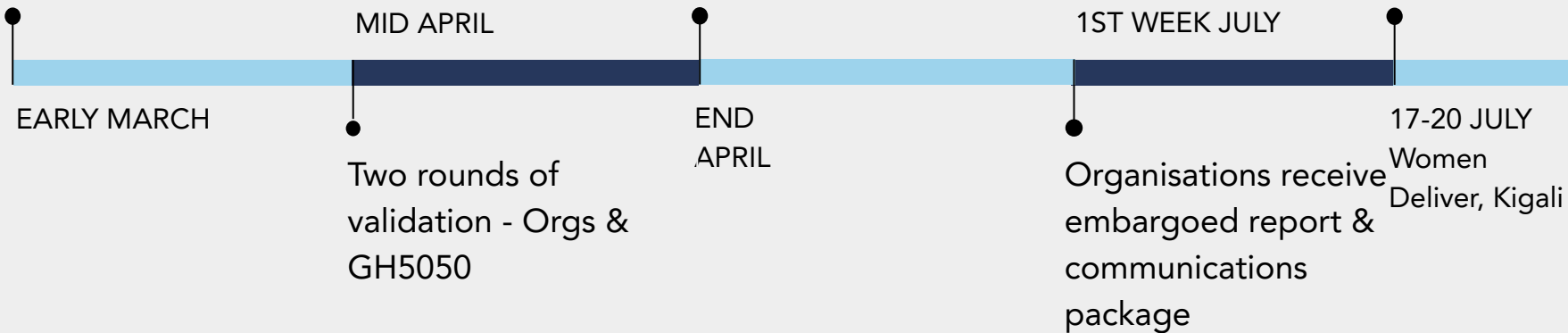
- Policies or strategies in support of menopause
- Flexible working towards retirement

2023 GLOBAL REPORT TIMELINE

Organisations receive data

Data collection & validation complete
Dataset closed

2023 GLOBAL REPORT LAUNCH



CHANGES TO RESEARCH FRAMEWORK IN 2023

Dimension	Variable	Changes
1: Commitment to redistribute power Organisational commitment to gender equality and an official definition of gender that is consistent with global norms.	1. Organisational public commitment to gender equality	No change
	2. Organisational definition of gender	No change
2: Policies to tackle power & privilege imbalances at work Responsive policies that promote equality in attracting, retaining and advancing employees and promote representative governing bodies	3. Workplace gender equality policy	No change
	4. Workplace D&I policy	ADDITIONS <ul style="list-style-type: none"> Track definitions of EDI Presence of groups/committees Staff surveys + public reporting (in addition to self reporting)
	5. Board diversity policy	No change

WORKPLACE POLICIES REVIEWED EVERY TWO YEARS

Dimension	Variable	Changes
2: Policies to tackle power & privilege imbalances at work	1. Sexual harassment policy	No change
Responsive policies that promote equality in attracting, retaining and advancing employees and promote representative governing bodies	2. Parental leave policies and flexible working options for work-life balance	No change
	3. Gender pay gap reporting - UK and US + others	No change
	4. Reproductive justice & non discrimination	NEW

CHANGES TO RESEARCH FRAMEWORK IN 2023

Dimension	Variable	Changes
3: Equitable outcomes in power and pay / gender and geography of global health leadership	6. Gender parity in senior management and on the governing body	No change
Outcomes in terms of gender balance in senior management, governing bodies and leadership, and the gender pay gap.	7. Gender, nationality, age, discipline of the executive head and chair of the governing body	No change
	Reported salaries in US; budget sizes	NEW
4: Addressing the gendered power dynamics of inequalities in health outcomes	8. Gender-responsiveness of global health programmes	Excluded in July 2023 report; dedicated report in November 2023
Global health programmes and monitoring that account for gender as a determinant of inequitable health outcomes.	9. Sex-disaggregated monitoring and evaluation data policy	No change