New elements in the 2023 Global Report

24 February 2023
THE GLOBAL HEALTH 50/50 REPORT 2018-2022

2018
140 organisations
7 variables

FOCUS
Gender in the workplace

2019
198 organisations
10 variables
(new workplace variables)

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

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

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

<table>
<thead>
<tr>
<th>1</th>
<th>Commitments to redistribute power</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• Committing to gender equality</td>
</tr>
<tr>
<td></td>
<td>• Defining gender</td>
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<table>
<thead>
<tr>
<th>2</th>
<th>Policies to tackle power &amp; privilege imbalances</th>
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<tbody>
<tr>
<td></td>
<td>• Workplace gender equality policies</td>
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<tr>
<td></td>
<td>• Workplace diversity and inclusion policies</td>
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<tr>
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<td>• Board diversity and inclusion policies</td>
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<table>
<thead>
<tr>
<th>3</th>
<th>Who holds power &amp; enjoys privilege?</th>
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<tr>
<td></td>
<td>• Gender parity in senior management and governing bodies</td>
</tr>
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<td>• Gender of executive head and board chair</td>
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<td>• Nationality and education of executive heads</td>
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<tr>
<th>4</th>
<th>Gendered power dynamics driving health inequalities</th>
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<tr>
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<td>• Sex-disaggregated monitoring and evaluation</td>
</tr>
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<td></td>
<td>• Gender responsiveness of organisational approaches</td>
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</tbody>
</table>

**New for 2023:**
1. Definitions of EDI
2. Presence of groups
3. Staff surveys + public reporting

Every two years:
- Sexual harassment policy
- Parental leave & support to new parents
- Flexible working
- Gender pay gap
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 Sana Chakravorty / 17 February 2023

How to Measure Inclusion in the Workplace

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

May 27, 2023
### Exploring the Gap Between Policy and Practice

<table>
<thead>
<tr>
<th>Definitions of Equality, Diversity, and Inclusion</th>
</tr>
</thead>
<tbody>
<tr>
<td>● Tracking the use of definitions of EDI</td>
</tr>
<tr>
<td>● Will not be scored/published for individual organisations</td>
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</table>

<table>
<thead>
<tr>
<th>Presence of EDI Groups</th>
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</thead>
<tbody>
<tr>
<td>● Published evidence/mention of staff groups or networks in support of EDI</td>
</tr>
<tr>
<td>● Self-reporting option</td>
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</table>

<table>
<thead>
<tr>
<th>Reporting of Staff Surveys</th>
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</thead>
<tbody>
<tr>
<td>● Evidence of staff surveys on employee wellbeing/issues of inclusion and belonging; &amp; whether results &amp; response publicly shared</td>
</tr>
<tr>
<td>● Self-reporting option</td>
</tr>
</tbody>
</table>
RESEARCH FRAMEWORK 2023

1. Commitments to redistribute power
   - Committing to gender equality
   - Defining gender

2. Policies to tackle power & privilege imbalances
   - Workplace gender equality policies
   - Workplace diversity and inclusion policies
   - Board diversity and inclusion policies

3. Who holds power & enjoys privilege?
   - Gender parity in senior management and governing bodies
   - Gender of executive head and board chair
   - Nationality and education of executive heads

4. Gendered power dynamics driving health inequalities
   - Sex-disaggregated monitoring and evaluation
   - Gender-responsiveness of organisational approaches

Every two years

- Sexual harassment policy
- Parental leave & support to new parents
- Flexible working
- Gender pay gap

New for 2023:
- Reproductive justice & non discrimination
- Definitions of EDI
- Presence of groups
- Staff surveys + public reporting
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 around becoming a parent

Reproductive justice approach

Reproductive health BEYOND giving birth/becoming a parent

Immediate return to work after having a child

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

- **EARLY MARCH**: Organisations receive data
- **MID APRIL**: Two rounds of validation - Orgs & GH5050
- **END APRIL**: Data collection & validation complete, Dataset closed
- **1ST WEEK JULY**: Organisations receive embargoed report & communications package
- **17-20 JULY**: Women Deliver, Kigali
- **2023 GLOBAL REPORT LAUNCH**
## Changes to Research Framework in 2023

<table>
<thead>
<tr>
<th>Dimension</th>
<th>Variable</th>
<th>Changes</th>
</tr>
</thead>
<tbody>
<tr>
<td>1: Commitment to redistribute power</td>
<td>1. Organisational public commitment to gender equality</td>
<td>No change</td>
</tr>
<tr>
<td>Organisational commitment to gender equality and an official definition of gender that is consistent with global norms.</td>
<td>2. Organisational definition of gender</td>
<td>No change</td>
</tr>
<tr>
<td>2: Policies to tackle power &amp; privilege imbalances at work</td>
<td>3. Workplace gender equality policy</td>
<td>No change</td>
</tr>
</tbody>
</table>
| Responsive policies that promote equality in attracting, retaining and advancing employees and promote representative governing bodies | 4. Workplace D&I policy | ADDITIONS  
- 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

<table>
<thead>
<tr>
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<tbody>
<tr>
<td>2: Policies to tackle power &amp; privilege imbalances at work</td>
<td>1. Sexual harassment policy</td>
<td>No change</td>
</tr>
<tr>
<td></td>
<td>2. Parental leave policies and flexible working options for work-life balance</td>
<td>No change</td>
</tr>
<tr>
<td></td>
<td>3. Gender pay gap reporting - UK and US + others</td>
<td>No change</td>
</tr>
<tr>
<td></td>
<td>4. Reproductive justice &amp; non discrimination</td>
<td>NEW</td>
</tr>
<tr>
<td>Dimension</td>
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<td>Changes</td>
</tr>
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<td>-----------</td>
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</tr>
<tr>
<td>3: Equitable outcomes in power and pay / gender and geography of global health leadership</td>
<td>6. Gender parity in senior management and on the governing body</td>
<td>No change</td>
</tr>
<tr>
<td></td>
<td>7. Gender, nationality, age, discipline of the executive head and chair of the governing body</td>
<td>No change</td>
</tr>
<tr>
<td></td>
<td>Reported salaries in US; budget sizes</td>
<td>NEW</td>
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<tr>
<td>4: Addressing the gendered power dynamics of inequalities in health outcomes</td>
<td>8. Gender-responsiveness of global health programmes</td>
<td>Excluded in July 2023 report; dedicated report in November 2023</td>
</tr>
<tr>
<td></td>
<td>9. Sex-disaggregated monitoring and evaluation data policy</td>
<td>No change</td>
</tr>
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