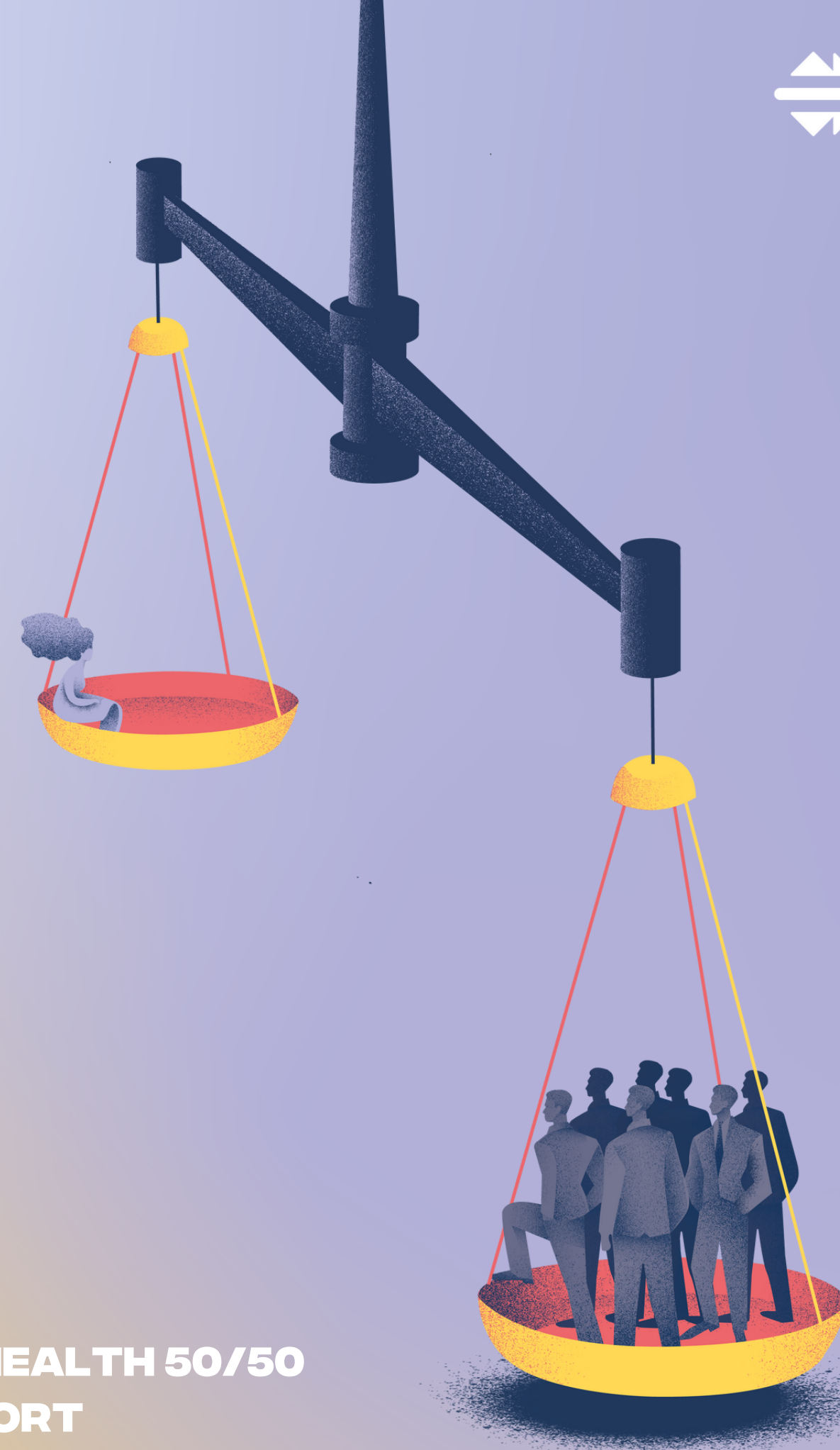


BOARDS FOR ALL?

A REVIEW OF **POWER, POLICY
AND PEOPLE** ON THE BOARDS
OF ORGANISATIONS ACTIVE IN
GLOBAL HEALTH

#BOARDSFORALL GLOBAL HEALTH 50/50
2022 REPORT



WHO IS GH5050 AND WHY DO WE PUBLISH THIS REPORT?

- **Global Health 50/50 is an independent research initiative that informs, inspires and incites action and accountability for gender equality and health equity**
- **Annual report provides key moment to:**
 - **Provide birds-eye view of progress on gender and gender policy in global health**
 - **Independently assess individual organisations & engage directly on their gender policies**
 - **Equip individuals and organisations with rigorous evidence for advocacy and accountability**
 - **Bring public scrutiny and pressure to organisational policies**
 - **Encourage healthy competition - race to the top**

WE AIM TO INFORM, INSPIRE AND INCITE CHANGE TO SHIFT INSTITUTIONS, IDEAS AND INTERESTS

INFORM

global discourse with
world's most rigorous
and extensive database
on the state of gender
equality in global
organisations active in
health

INSPIRE

a vision of a new
normal for gender
equality in global
health

INCITE

a movement to demand
and deliver on the
policies that will lead to
gender equality in the
workplace and in global
health programmes

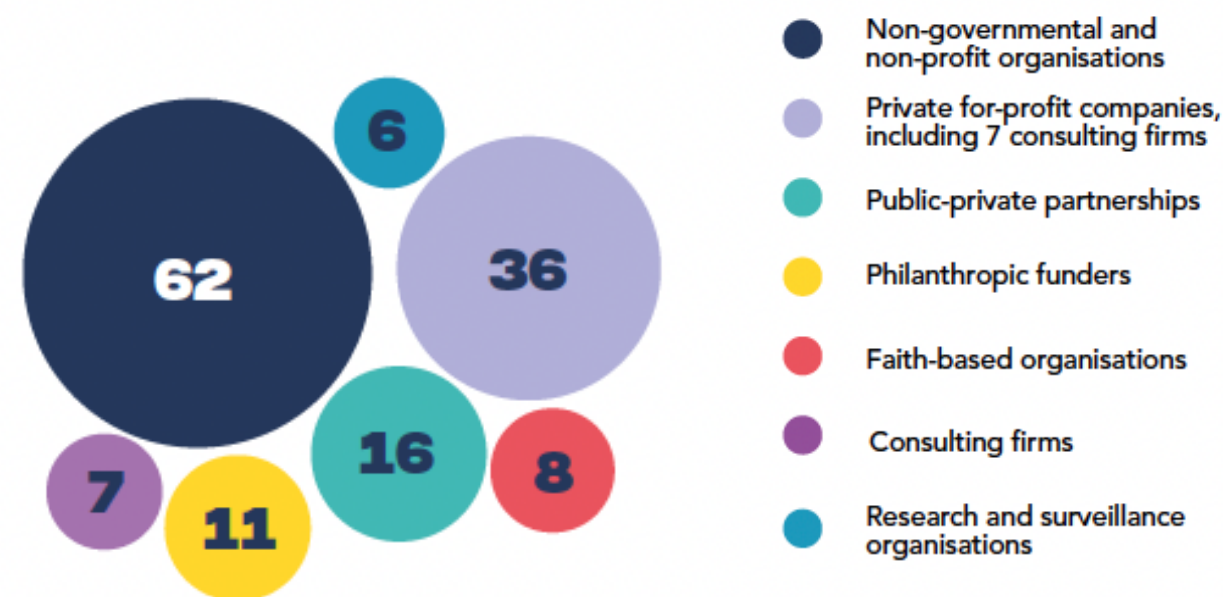
WHAT IS NEW ABOUT THE 2022 REPORT?

- The first time the report takes deep dive into demographics of **who governs global health** - mapping who holds more than 2000 board seats across 146 organisations
- **It has five years of data showing trends** - including signs of progress and stagnation
- The first time the report and Gender and Health Index have **ranked all 200 organisations** according to performance - celebrating where progress is being made and calling out laggards

ABOUT THE GLOBAL HEALTH 50/50 2022 REPORT

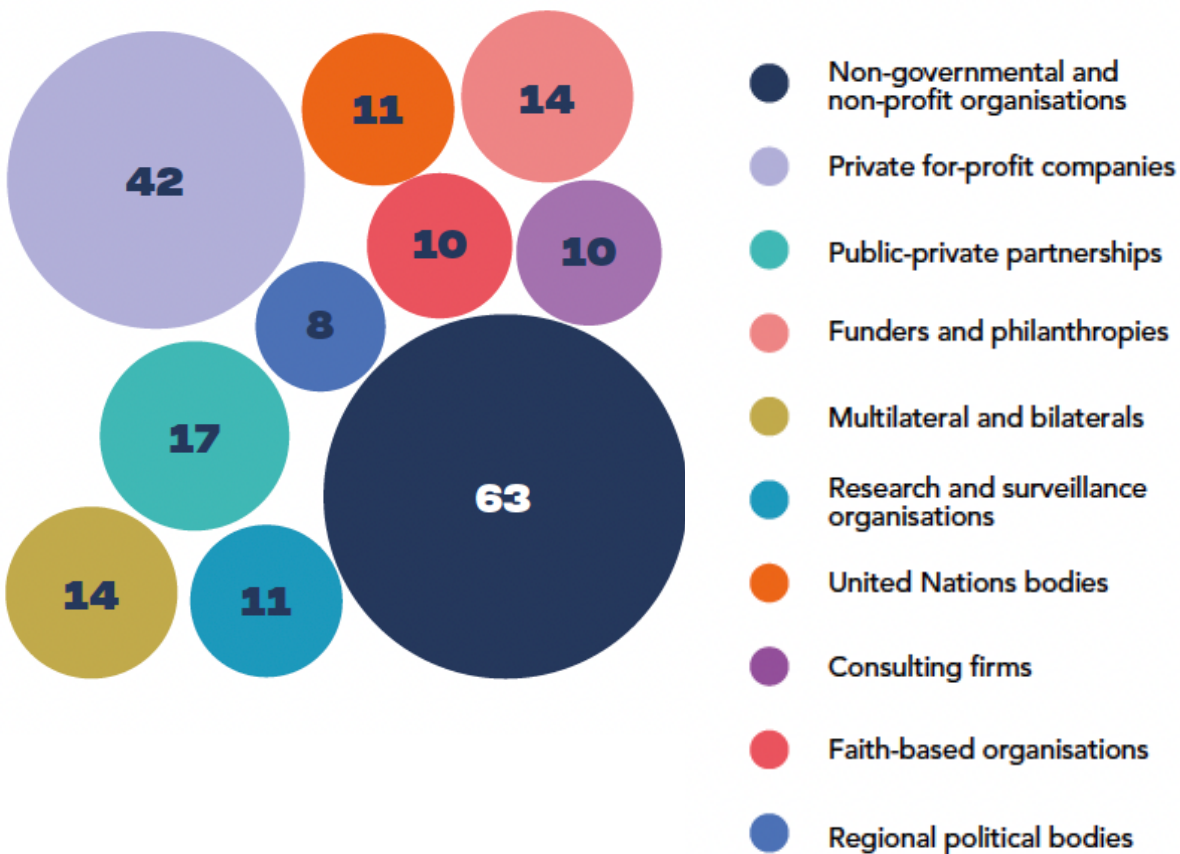
FIRST-EVER ASSESSMENT OF GLOBAL HEALTH BOARD MEMBERS

146 ORGANISATIONS INCLUDED IN 2022 BOARD MEMBER ANALYSIS



ANNUAL ANALYSIS OF ORGANISATIONS' GENDER-RELATED POLICIES AND PRACTICES

200 ORGANISATIONS INCLUDED IN ANNUAL REPORT ON GENDER-RELATED POLICIES, PRACTICES AND OUTCOMES

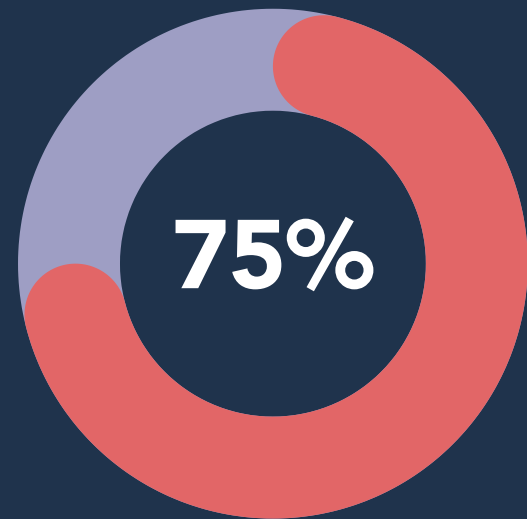


PART 1
POWER AND PRIVILEGE
IN GLOBAL HEALTH
BOARDS:
A REVIEW OF PEOPLE
AND POLICY

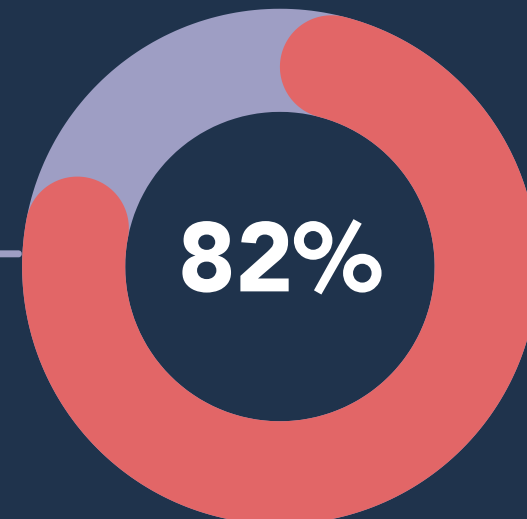


MOST BOARD SEATS ARE HELD BY NATIONALS OF HIGH-INCOME COUNTRIES

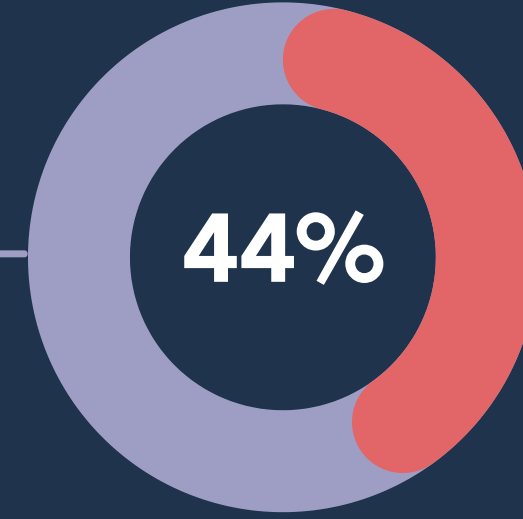
OF 2014 BOARD SEATS...



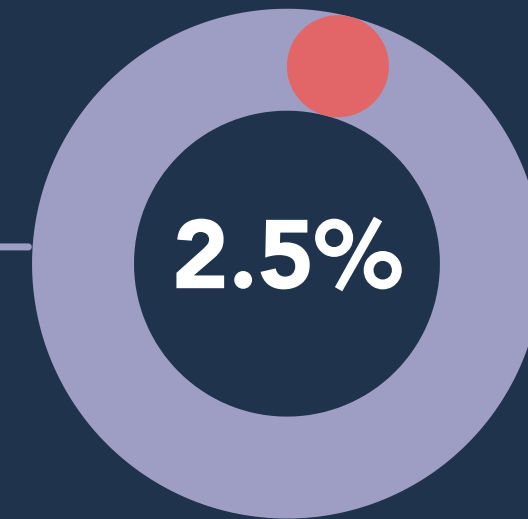
are held by
nationals of **high-**
income countries



rising to 82%
among **funding**
bodies

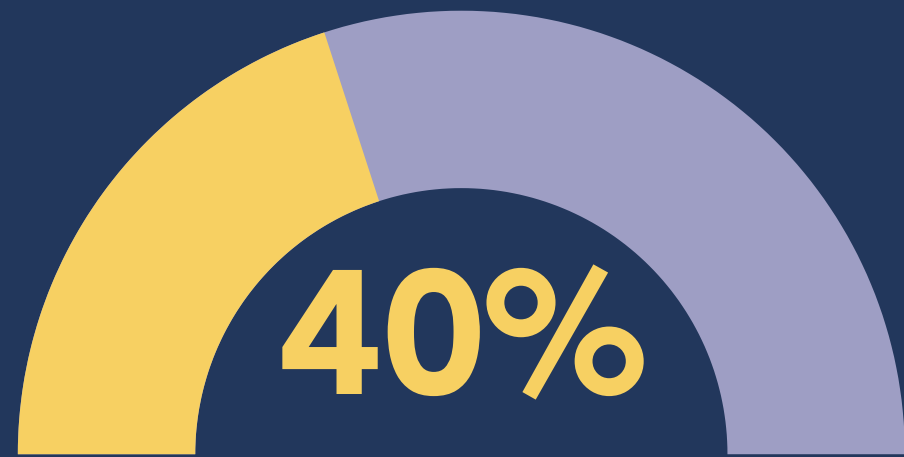


are held by **USA**
nationals alone



are held by
nationals of **low-**
income countries

WOMEN FROM LOW-INCOME COUNTRIES ARE NEARLY ABSENT FROM GOVERNING BODIES

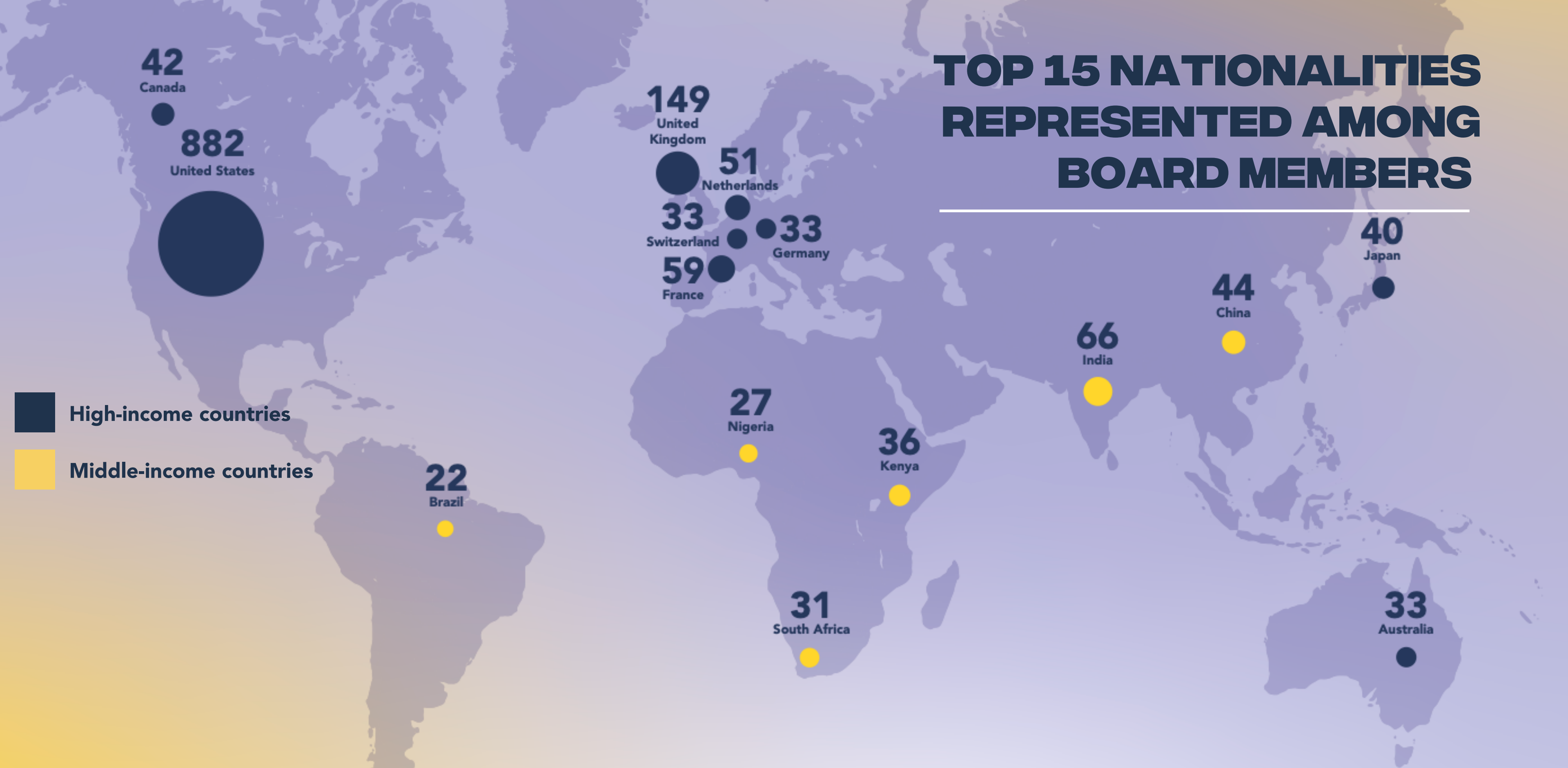


Across all 2,014 boards
seats, 40% are held by
women



Yet fewer than 1% of board
seats are held by **women**
from low-income countries

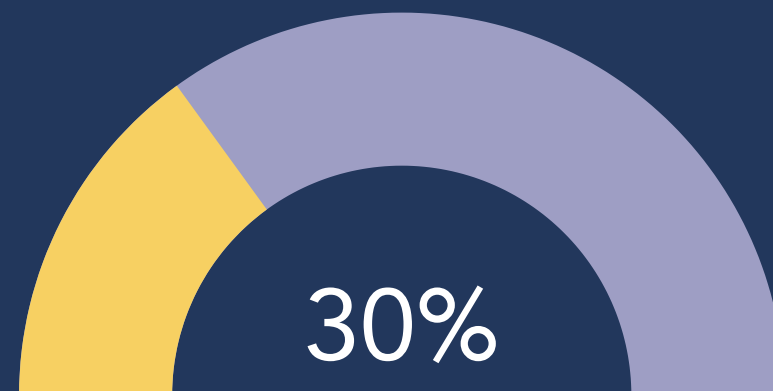
TOP 15 NATIONALITIES REPRESENTED AMONG BOARD MEMBERS



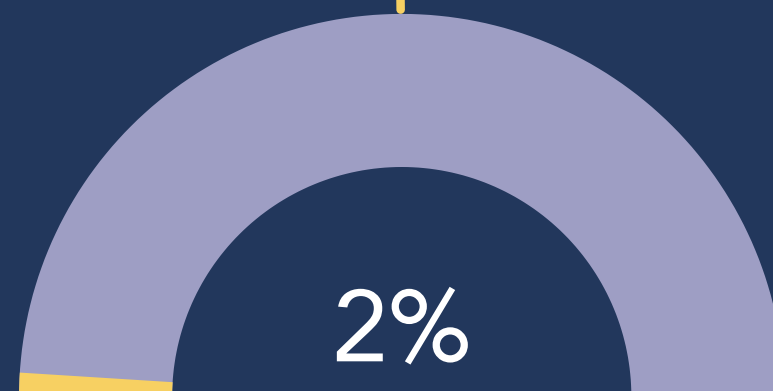
STARK INEQUALITIES ON PRIVATE SECTOR BOARDS



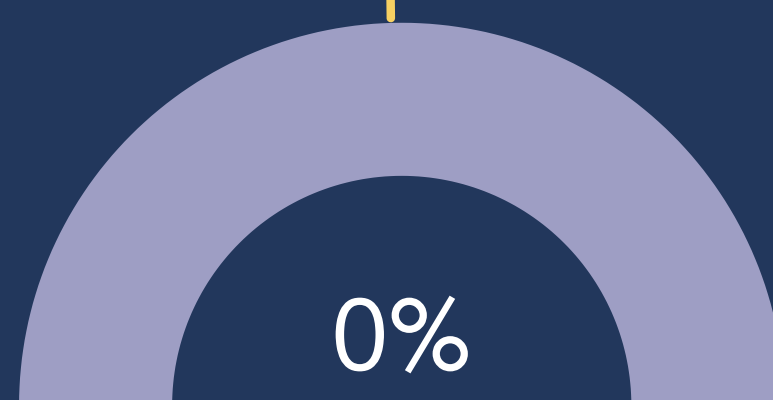
OF 576 BOARD
SEATS ACROSS
43 COMPANIES...



30% are held by women,
most of whom are nationals
of high-income countries



Just 2% are held by women
from middle-income countries



There are no women who are
nationals of low-income
countries

BOARD INEQUALITIES DIFFER BY SECTOR



Board seats held by

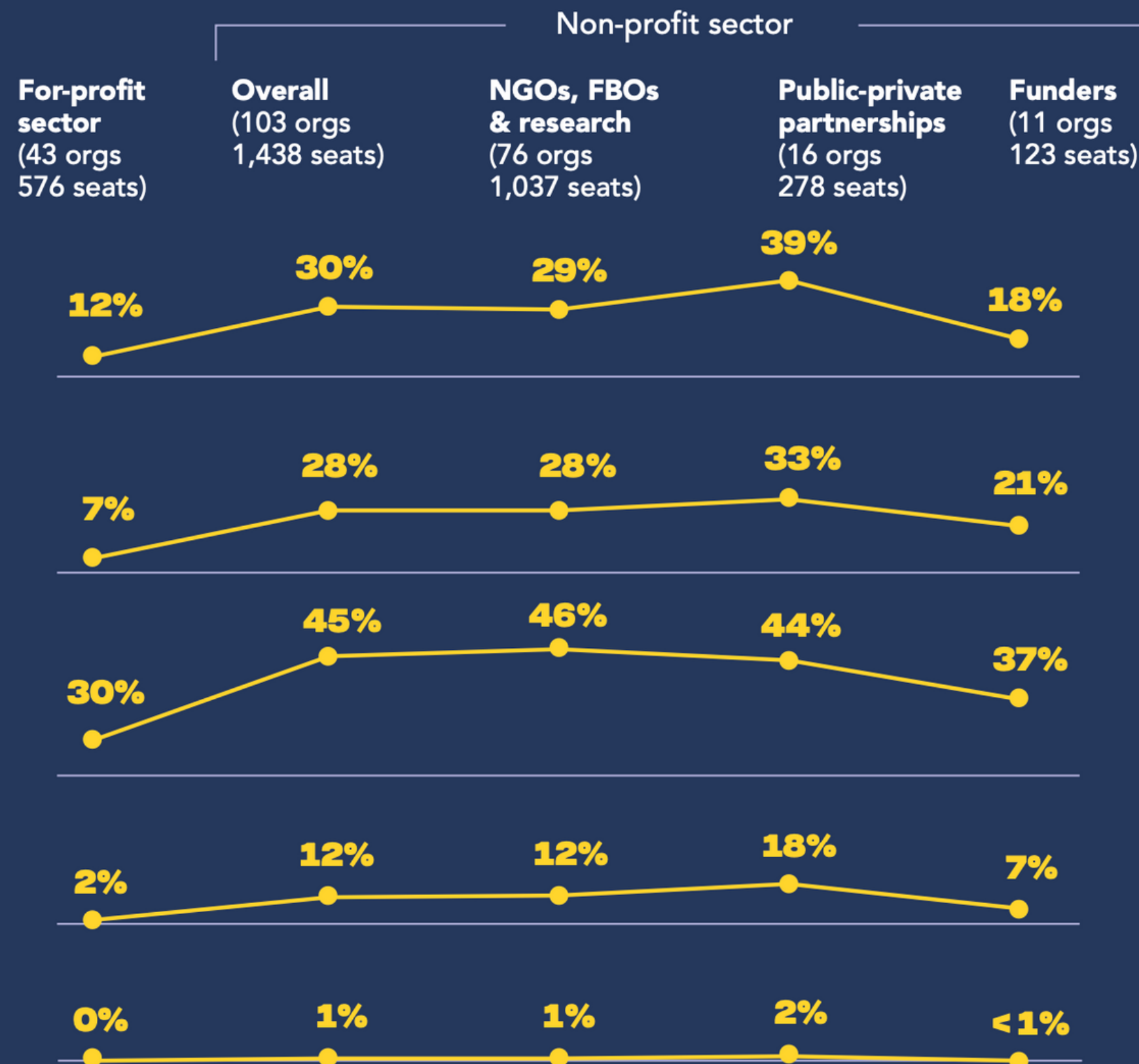
Nationals of LMICs

Individuals working for
organisations
headquartered in LMICs

Women

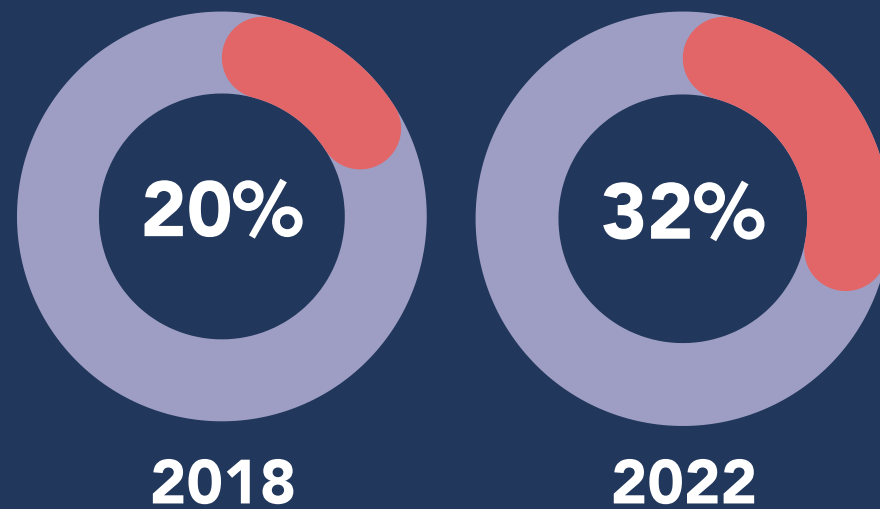
Women LMIC nationals

Women LIC nationals

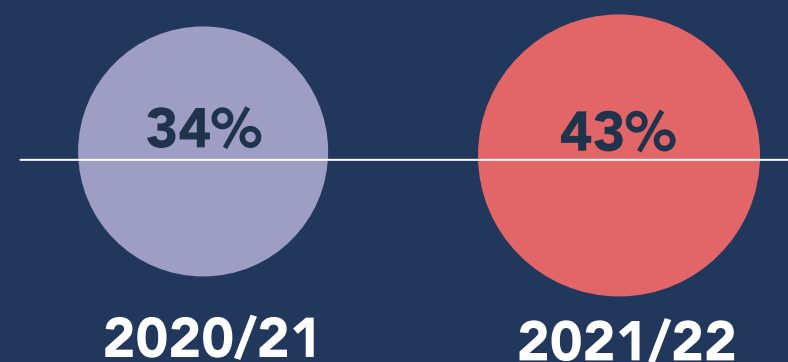


MORE WOMEN ARE BOARD CHAIRS THAN EVER BEFORE BUT WE ARE STILL FAR FROM PARITY

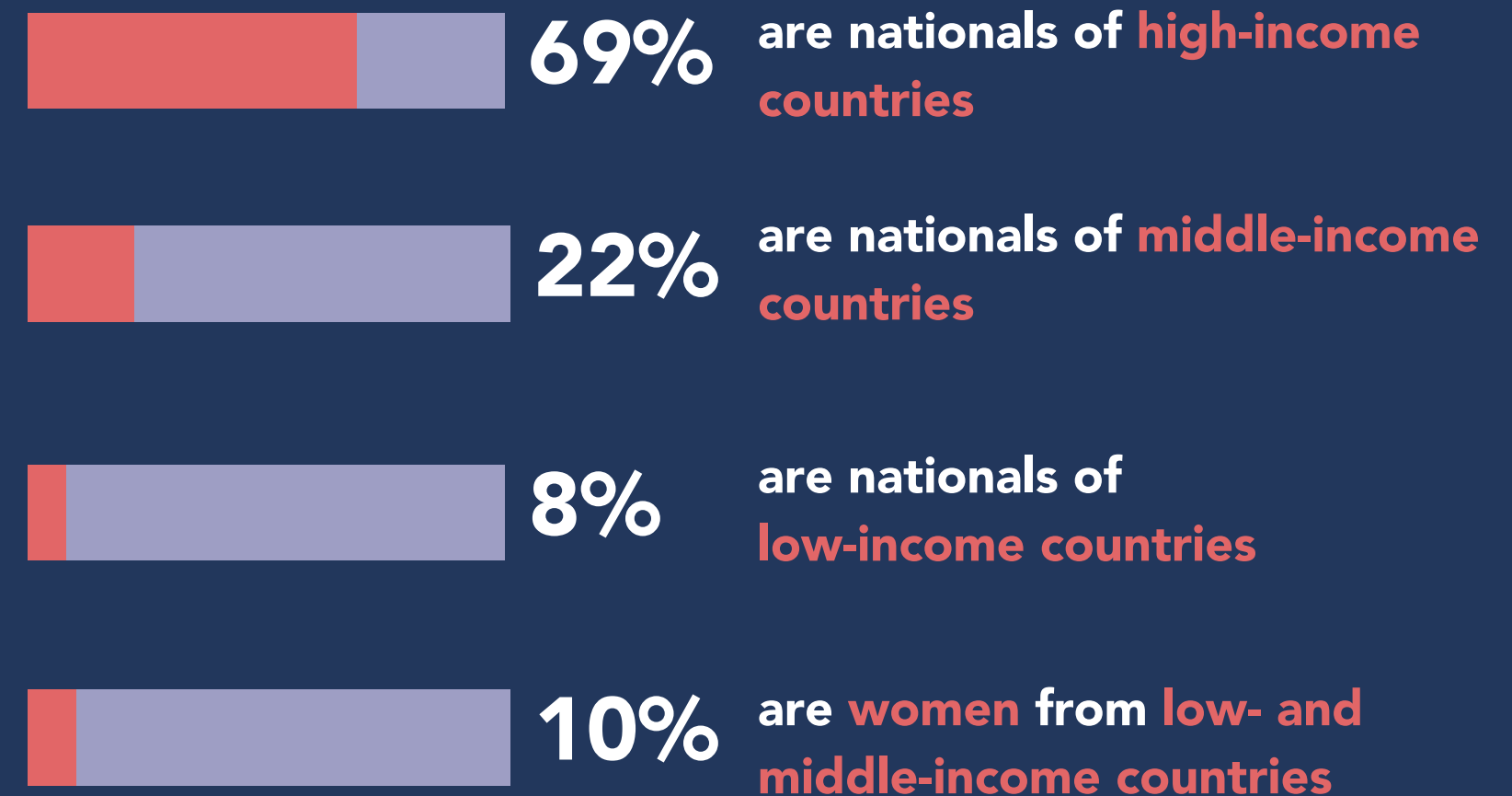
PROPORTION OF BOARD CHAIRS WHO ARE WOMEN



PROPORTION OF NEWLY APPOINTED BOARD CHAIRS WHO ARE WOMEN

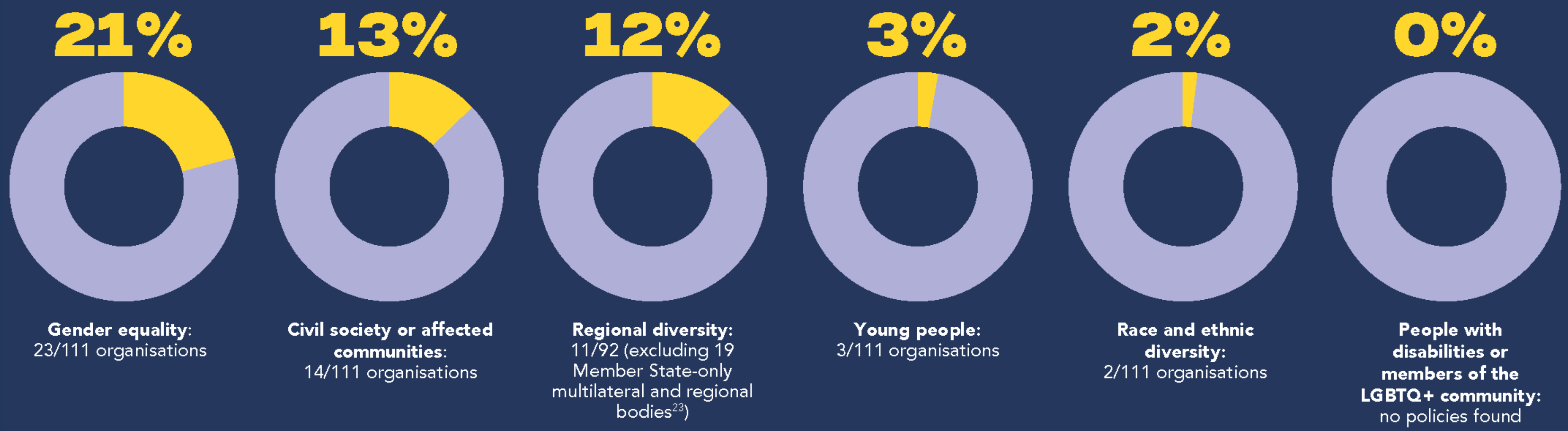


AMONG THE 49 NEWLY-APPOINTED BOARD CHAIRS IN 2021/2022 WHOSE NATIONALITY COULD BE FOUND:

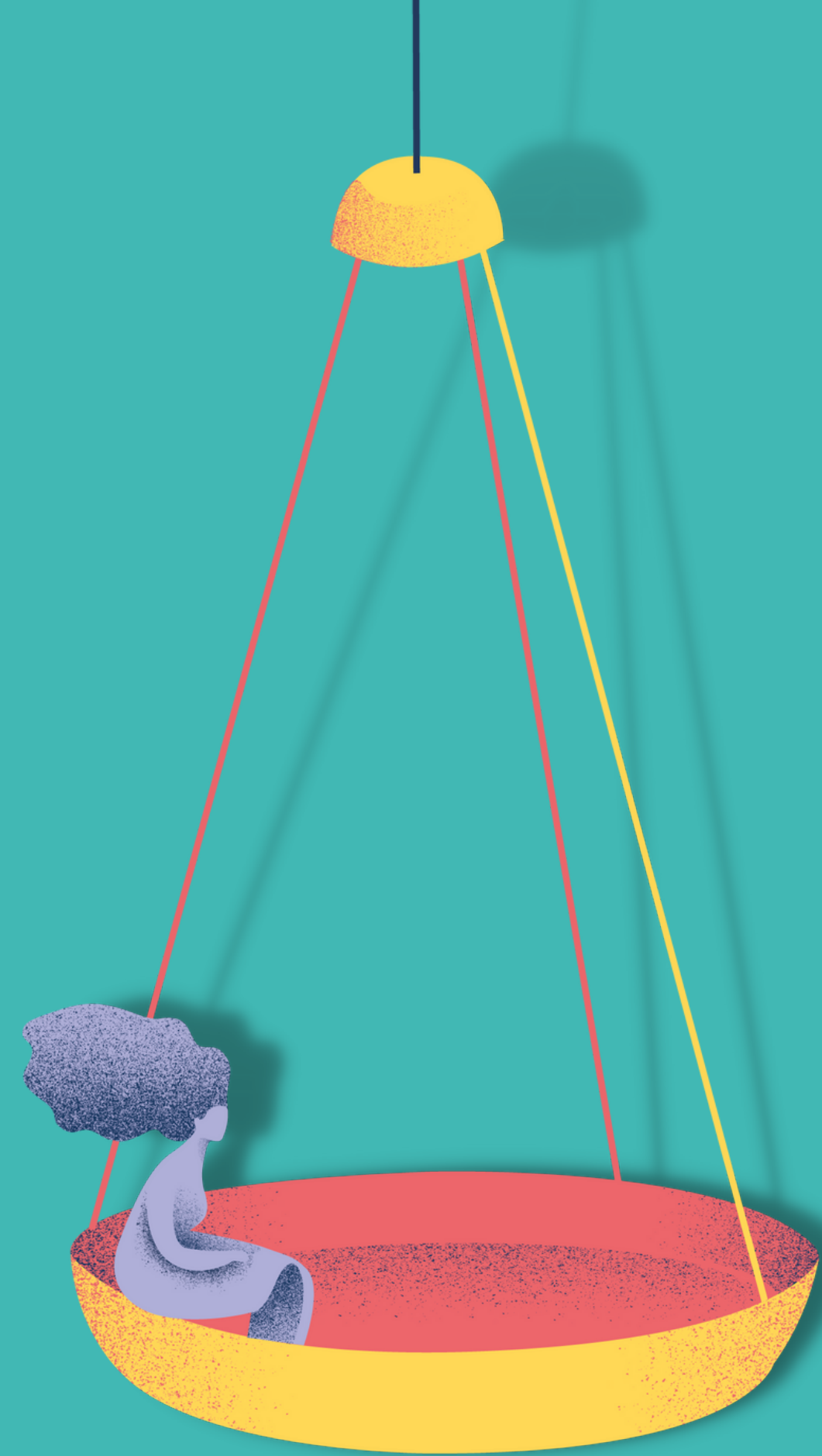


BOARD DIVERSITY POLICIES WITH STRATEGIES, MEASURES AND TARGETS ARE RARE

Publicly available information on the rules that guide board composition was found for 111/198 organisations. Among that information, we found few targets and seats to ensure diversity and representation for:

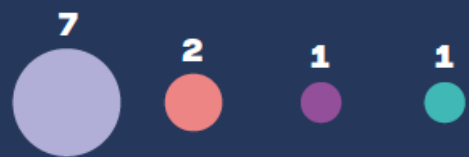


PART 2
THE UNFINISHED
AGENDA:
GENDER AND
HEALTH INDEX TRENDS
OVER FIVE YEARS

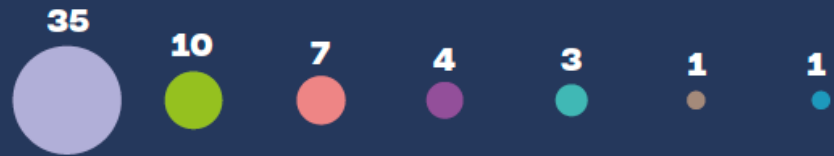


STAGNATION SINCE 2018 ACROSS 138 ORGANISATIONS

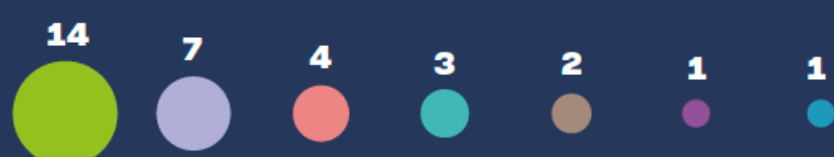
11 Organisations: No public commitment to gender equality found, 2018 and 2022



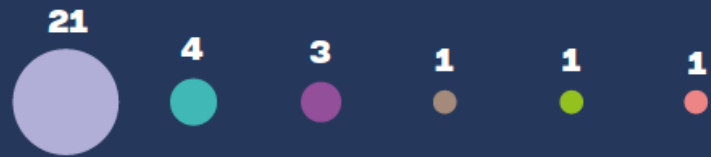
61 No public definition of what "gender" means to the organisation, 2018 and 2022



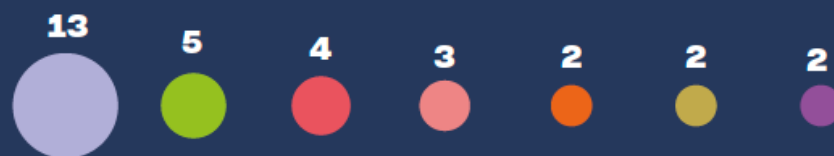
32 No published workplace policy with measures to advance gender equality, 2018 and 2022



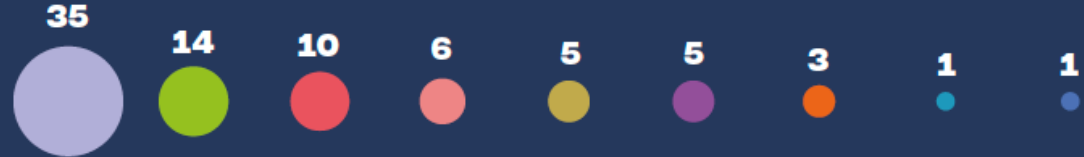
31 Fewer than 34% women in senior management, 2018 and 2022



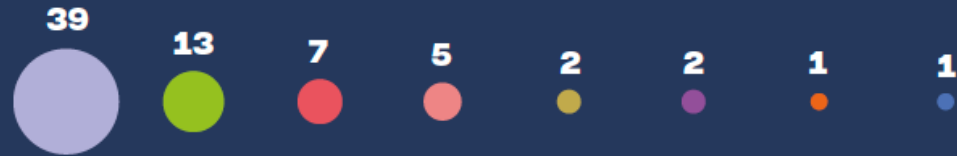
31 Fewer than 34% women on the governing body, 2018 and 2022



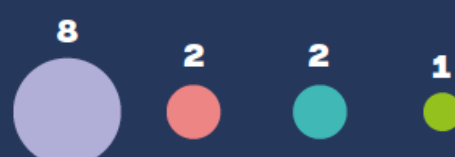
80 Have not had a woman CEO since 2018



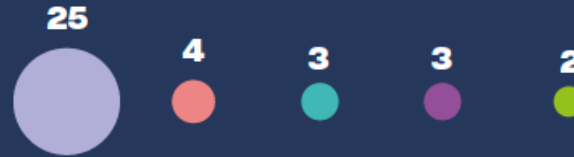
70 Have not had a woman Board Chair since 2018



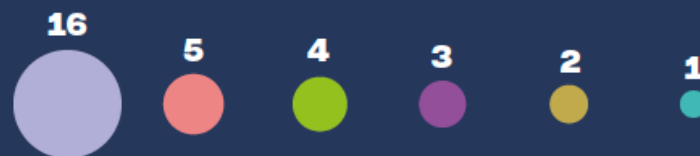
13 Programmatic approaches consistently gender blind since 2018



37 No sex-disaggregated monitoring and evaluation data, 2018 and 2021, and no policy on sex-disaggregated data found in 2022



31 Have never responded to requests to validate data collected by GH5050 since 2018



Private sector companies Public-private partnerships NGOs Funders Bilaterals & multilaterals Research body UN bodies Consultancies PPPs Regional body Bilaterals

MALE DOMINANCE IN GLOBAL HEALTH PERVADES

ACROSS 138 ORGS, OVER FIVE YEARS FROM 2018-2022...



have not had a woman CEO



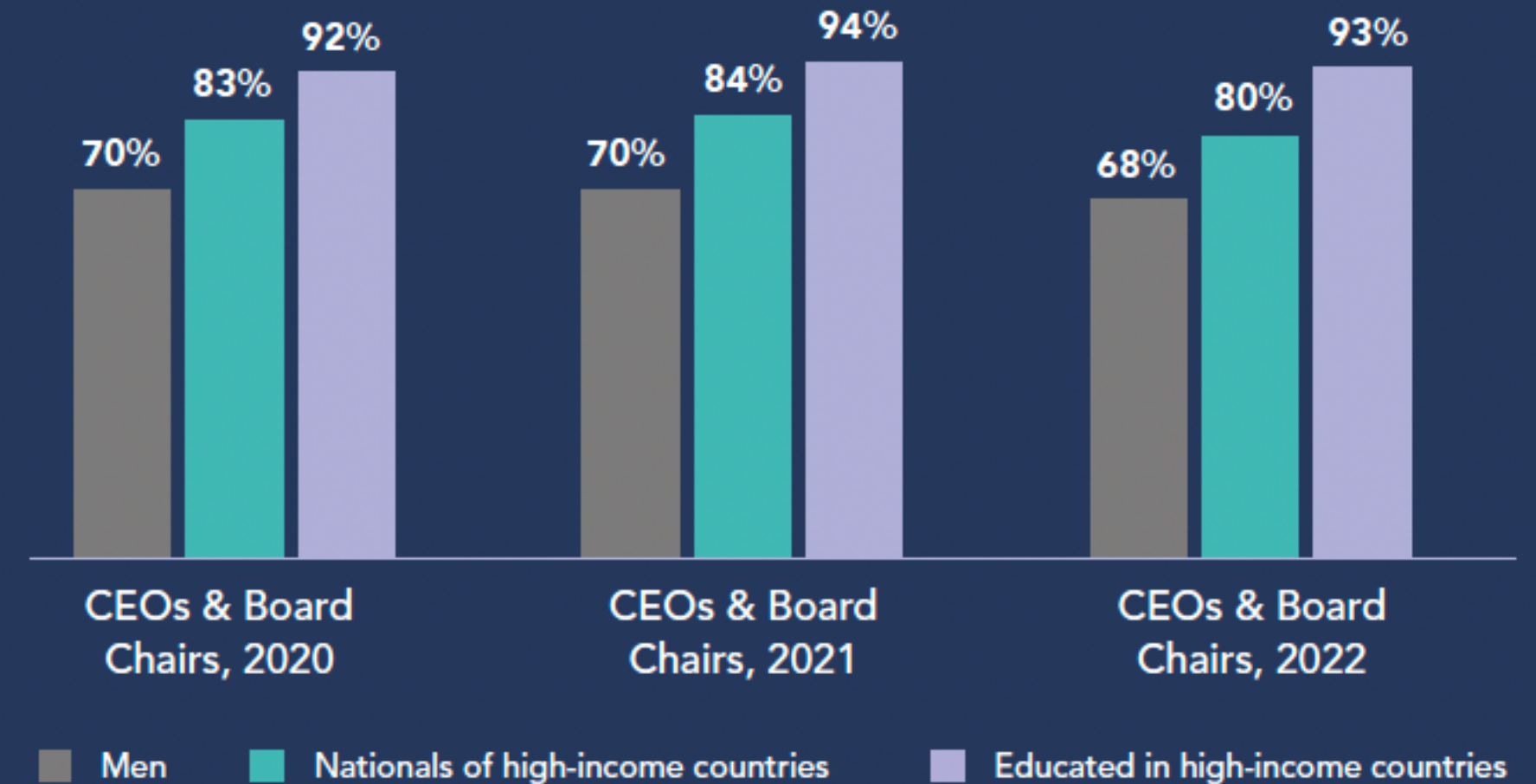
have not had a woman board chair



have had neither a woman CEO nor a woman board chair



THE 70-80-90 'GLASS BORDER' IN GLOBAL HEALTH LEADERSHIP* REMAINS INTACT



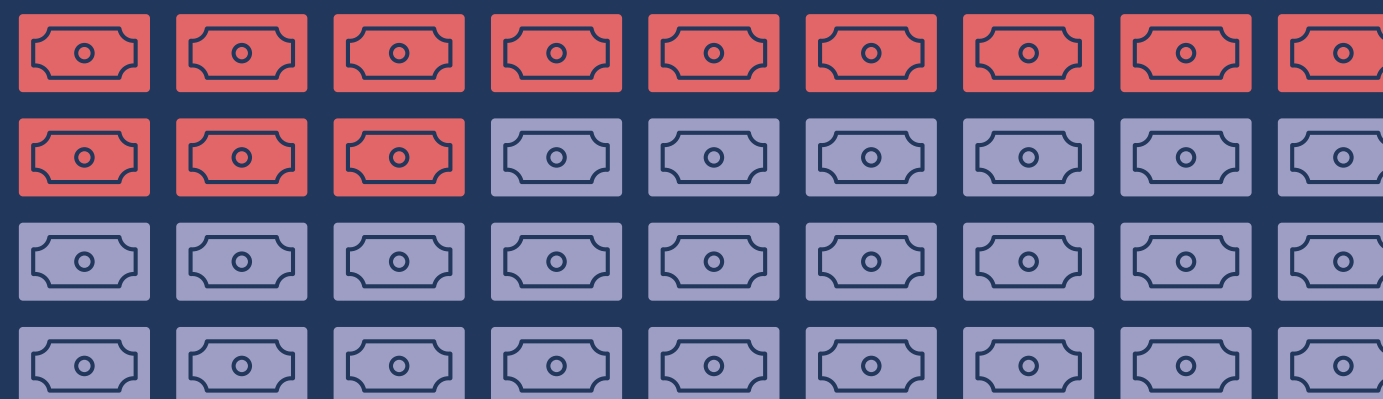
*"leadership" means both CEO and board chair

GENDER PAY GAP - BETTER OR WORSE?

Among 36 UK-based organisations, on average, the gender pay gap decreased by 2.5% over the period 2017/8 - 2020/21.



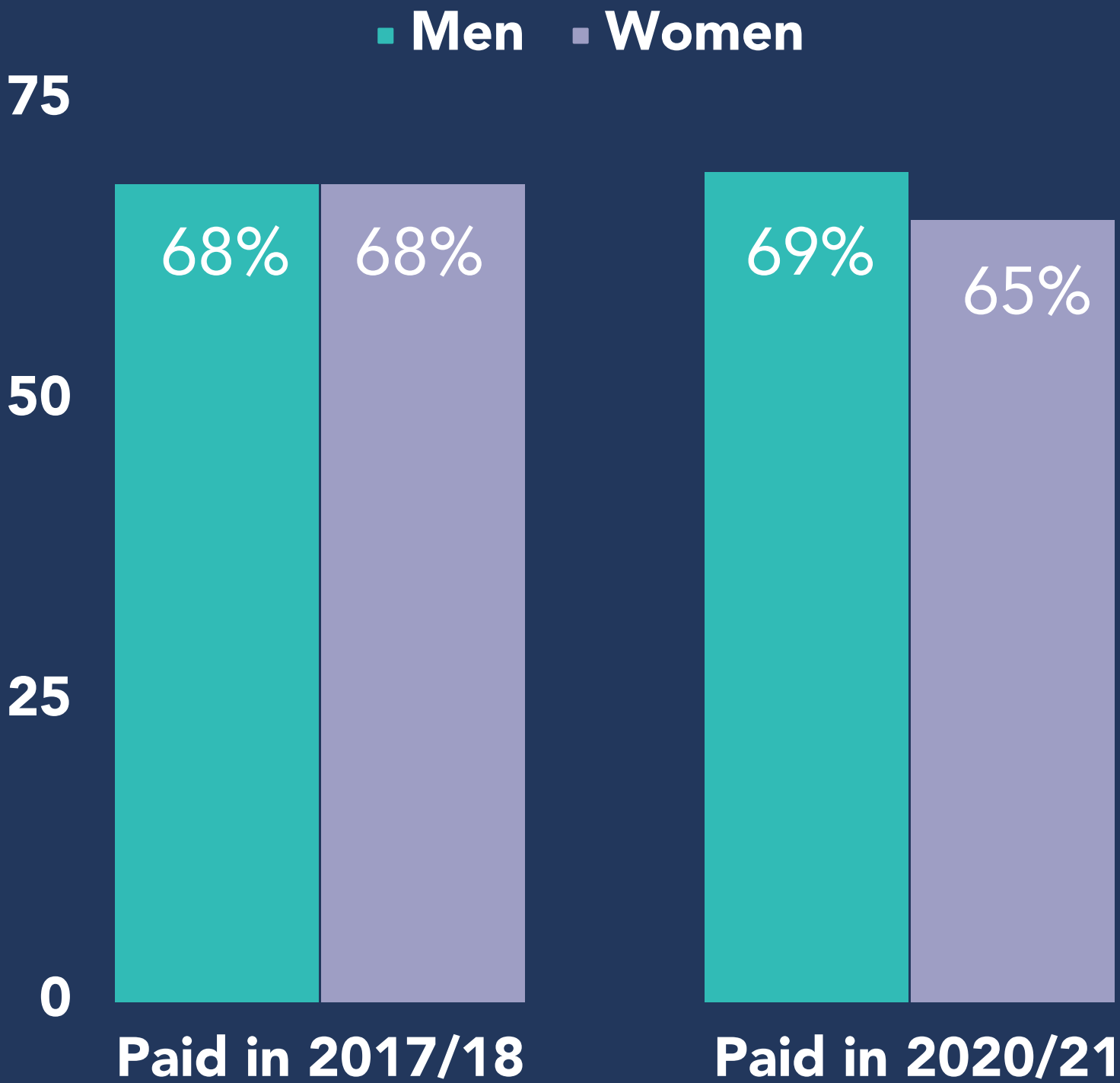
In **half** (18/36) of organisations the **GPG decreased** by an average of **8.1%**



Yet in **one-third** (12/36) of organisations the **GPG increased** by an average of **4.6%**

INEQUALITIES IN BONUS PAY: PANDEMIC IMPACT?

Among 36 UK-based organisations (those organisations in the GH5050 sample required to report gender pay gap), the proportion of women that received a bonus pay fell in 2020/21 compared to 2017/18.



WANT TO KNOW MORE?

**FIVE YEARS OF DATA,
INTERACTIVE INDEX &
ORGANISATIONAL PROFILES**
at: globalhealth5050.org/2022-report

EMAIL
info@globalhealth5050.org

TWEET
[@globalhth5050](https://twitter.com/globalhth5050)

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