



WORKPLACES: WORSE FOR WOMEN

Analysis of workplace policies on sexual and reproductive health and rights and gender equality of 197 global organisations active in health

**Global Health 50/50
2023 Report**

bit.ly/SRHRAtWor



Eyes always lie. Silvia Viana, Spain, 2018.

RESEARCH/PRACTICE ON GENDER, HEALTH AND DEVELOPMENT - THE GENESIS OF GH5050

AN UNRULY MÉLANGE? COORDINATING EXTERNAL RESOURCES TO THE HEALTH SECTOR: A REVIEW

KENT BUSE and GILL WALT

International Health Policy Programme, London School of Hygiene and Tropical Medicine, Keppel

Social Science & Medicine, 1998

Keeping a tight grip on the reins: donor control over aid coordination and management in Bangladesh

KENT BUSE

Health Policy Unit, London School of Hygiene and Tropical Medicine, UK

Health Policy and Planning, 1999

Why include men? Establishing sexual health clinics for men in rural Bangladesh

SARAH HAWKES

Public Health Sciences Division, International Centre for Diarrhoeal Disease Research, Bangladesh (ICDDR,B)

Health Policy and Planning, 1998

Reproductive-tract infections in women in low-income, low-prevalence situations: assessment of syndromic management in Matlab, Bangladesh

Sarah Hawkes, Linda David Mabey

The Lancet, 1999

Sanna Peeling

World health

The World Bank and global cooperation in health: the case of Bangladesh

Kent Buse, Catherine Gwin

The Lancet, 1998

Gender and global health: evidence, policy, and inconvenient truths

Sarah Hawkes, Kent Buse

"Gender is probably the most restrictive American life"

The Lancet, 2013

11.381.1783-87

GH5050: ACCOUNTABILITY TO DRIVE CHANGE

INFORMED ACTION.

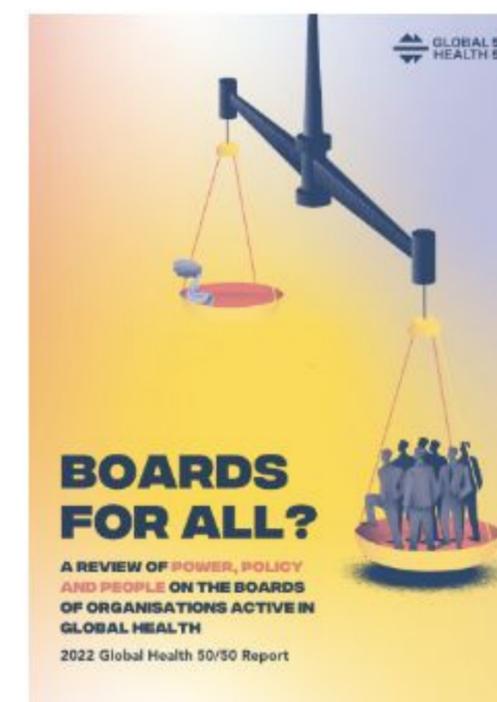
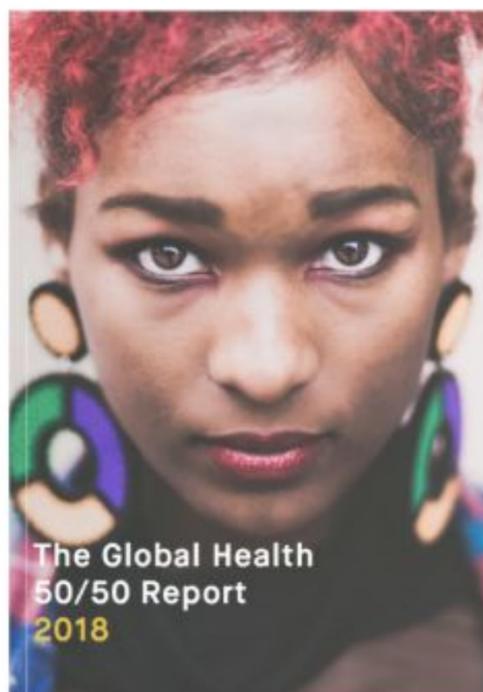
Organisations report change in policy and practice

CULTURE CHANGE.

Generation of demand for fairer workplaces

SMARTER FUNDING.

Data used to inform funder leverage for fairer systems





Red.
Violet Costello,
Canada, 2022.

GROWING RECOGNITION OF SRHR IN WORKPLACE

Painful periods? Spain just passed Europe's first paid 'menstrual leave' law



Just one in six working women have never experienced period pains that are bad enough to affect their ability to work

How often, if at all, do you experience period pains that are sufficiently bad that they affect your ability to work? % of 892 working women who currently menstruate

■ Every time I get my period
 ■ Most times I get my period
 ■ Some times when I get my period
 ■ Rarely when I get my period
 ■ Don't know
 ■ I do not regularly get period pains that affect my ability to work, but I have in the past
 ■ I have never had period pains that affect my ability to work



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

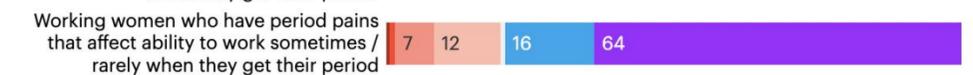
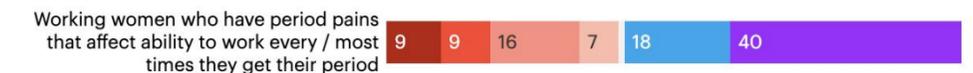
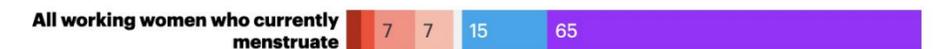
The government may have rejected the idea of trialling menopause leave, but there's still plenty that firms can do to support employees who may be struggling with the symptoms



Four in 10 working women who have period pains that regularly affect their ability to work have never taken any time off for period pains

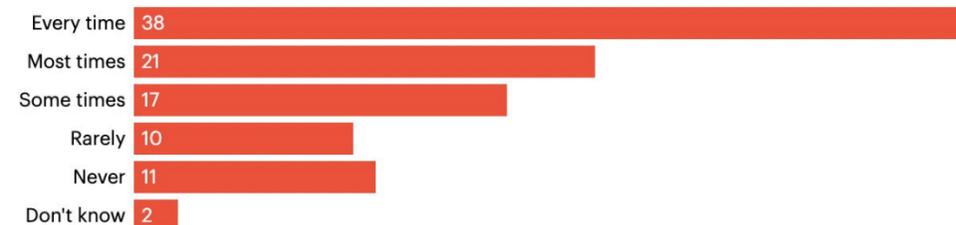
How often, if at all, do you take time off work for period pains? If you no longer menstruate, please think about when you did. % of 865 working women who currently menstruate

■ Every time I get my period
 ■ Most times I get my period
 ■ Some times when I get my period
 ■ Rarely when I get my period
 ■ Don't know
 ■ I do not regularly take time off for period pains, but I have done so in the past
 ■ I have never taken time off for period pains



Just 11% of working women who have taken time off work for period pains have never concealed the real reason why they needed a sick day

Thinking about the occasions you have taken time off work for your period pains, how often did you actively conceal the fact that it was for period pains (i.e. you pretended you had to take time off work for some other reason)? % of 287 working women who have ever taken time off work for period pains



SRHR WORKPLACE POLICY ISSUES REVIEWED

REPRODUCTIVE RIGHTS ACROSS THE LIFE COURSE

- Menstruation
- Abortion
- Menopause

WELL-BEING & SAFETY IN THE WORKPLACE AND BEYOND

- Flexible working
- Anti-sexual harassment
- Resources for staff experiencing domestic violence

BECOMING A PARENT

- Leave for fertility treatment
- Antenatal care leave
- Leave for pregnancy loss or stillbirth
- Parental leave, for all parents, including via adoption or surrogacy

PARENTS AND CARERS

- Support for new parents returning to work
- Leave for family caring responsibilities

OUR METHODS

- Sampling frame of organisations working in the global health space - covers a variety of sectors
- Reviewing the organisations:
 - Analysis of websites
 - Each organisation contacted at least twice to review and validate their data
- Reviewing SRHR policies:
 - Policies downloaded from websites or shared directly with GH5050
 - Findings validated with organisations
 - Engagement with SRHR experts and evidence review

61

NGOs

11

Research and surveillance

42

For-profit companies

11

United Nations bodies

17

Public-private partnerships

10

Consulting firms

14

Multilateral and bilaterals

10

Faith-based organisations

13

Funders and philanthropies

8

Regional political bodies

ORGANISATIONS ARE LARGELY SILENT ON HOW THEY HELP TO MEET STAFF SRHR NEEDS

AMONG **197** ORGANISATIONS, INCLUDING **73** WHO VALIDATED THEIR DATA AND PROVIDED INTERNAL INFORMATION:

1

menopause policy found.

1

menstrual leave policy found.

1

organisation references abortion in staff benefits policy.

89

organisations published detailed information on parental leave policies online.

112

of 135 total parental leave policies assessed were inclusive of adoption and/or surrogacy.

121

organisations provide some form of support to returning parents.

SICK & PERSONAL LEAVE FOR SRHR

14

report staff can request sick leave if unable to work due to menstrual symptoms.

10

report staff can request sick leave for fertility treatment.

12

report staff can request sick leave for menopause.

4

paid personal leave for menstrual symptoms.

7

report availability of fertility leave.

2

paid personal leave for severe menopause symptoms.

VIOLENCE IN THE HOME

21

organisations report having a domestic violence policy or offering support to staff experiencing domestic violence.*

8

organisations reported that staff may use existing sick or personal leave to seek health, social or legal assistance.

DOES THIS MATTER FOR WOMEN'S CAREER EQUALITY? A LOOK AT CAREER OUTCOMES

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 snr. management and boards
- Gender of CEO and Board Chair
- Nationality and education of leaders

4

GENDERED POWER DYNAMICS DRIVING HEALTH INEQUALITIES

- Sex-disaggregated monitoring and evaluation

MALE LEADERSHIP PERVADES

AMONG 135 ORGANISATIONS...

74

organisations have not had a woman CEO since 2018, when GH5050 began tracking.

58

organisations have not had a woman board chair since 2018.

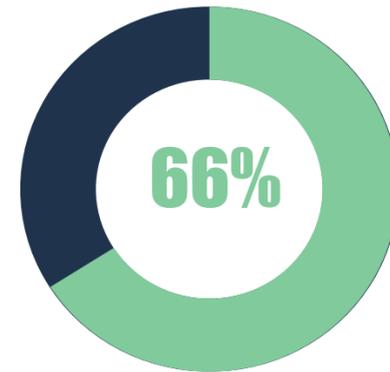
45

organisations have not had a woman CEO or board chair since 2018 - compared to **5** organisations that have not had a man CEO or board chair in that period.

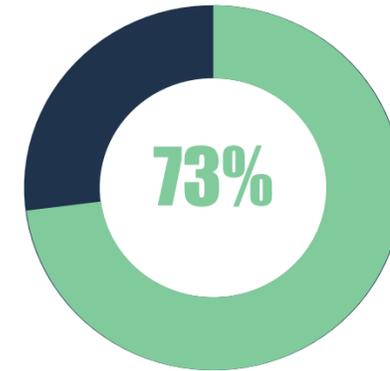
CRACKS IN THE 70-80-90 GLASS BORDER?

Among 372
CEOs and
Board
Chairs...

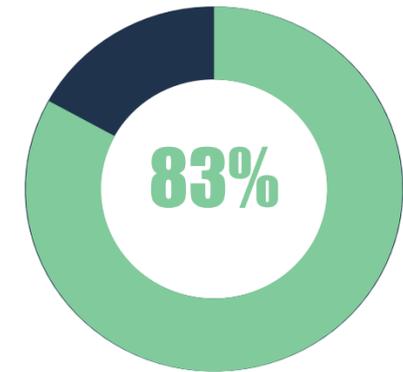
2023



CEOs and Board
Chairs who are
men

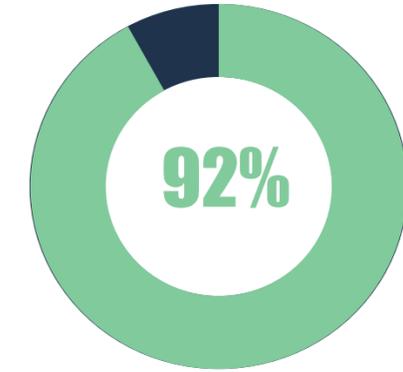
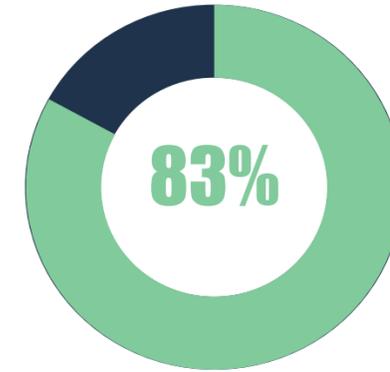
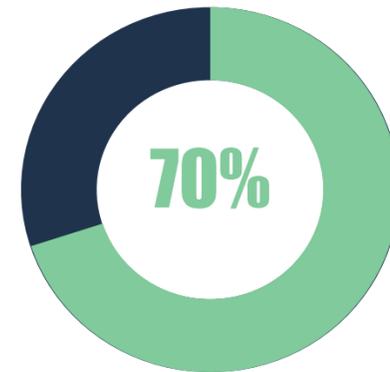


CEOs and Board
Chairs who are
nationals of HICs

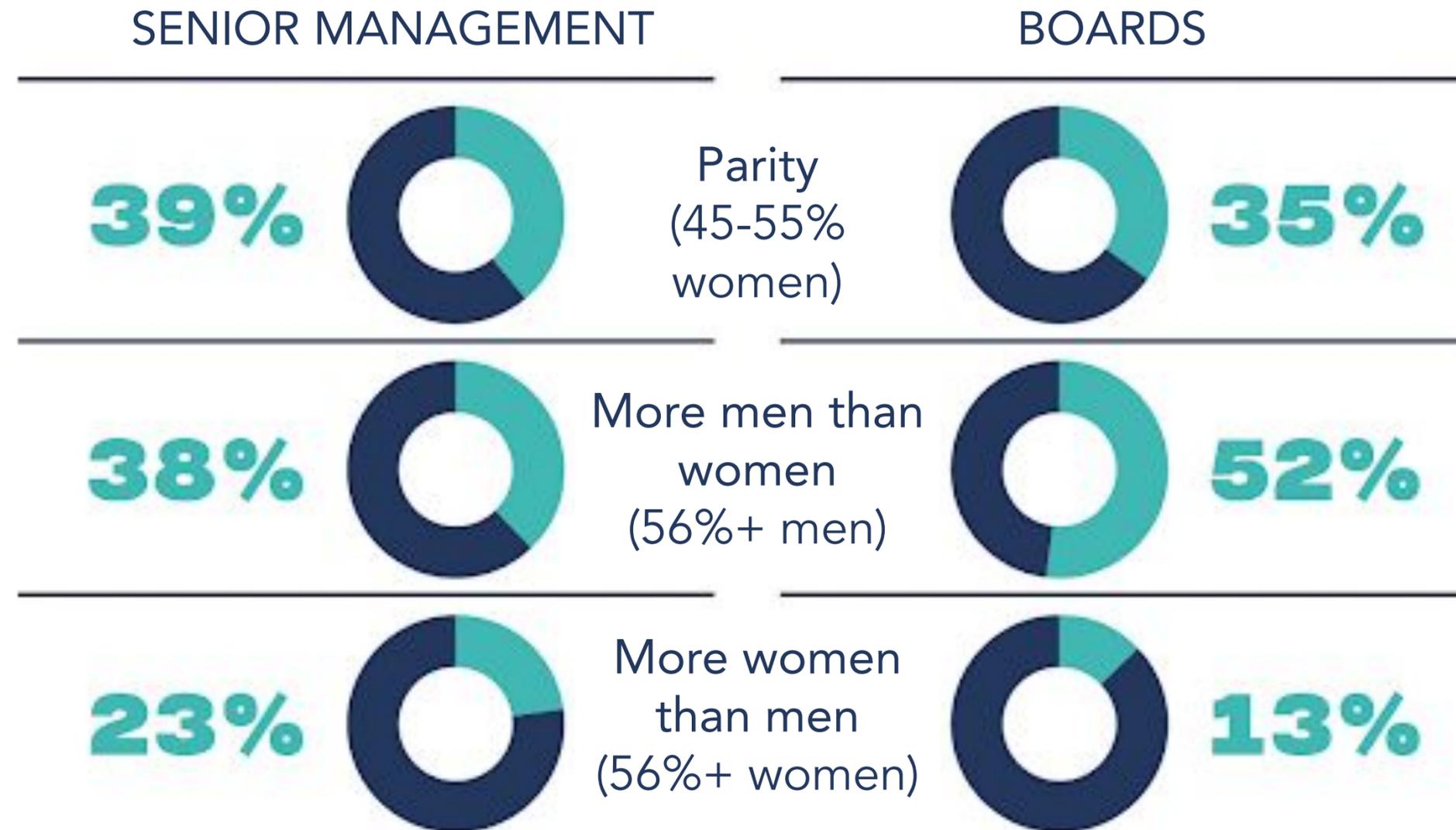


CEOs and Board
Chairs who
completed their
degrees in HICs

2020



DESPITE PROGRESS, DECISION-MAKING BODIES STILL NOT EQUAL



WANT TO KNOW MORE?

**SIX YEARS OF DATA,
INTERACTIVE INDEX &
ORGANISATIONAL PROFILES AT:**
globalhealth5050.org/2023-report

EMAIL

info@globalhealth5050.org

TWEET

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



Alpha woman I. Nifesah Mehru Nisa, Pakistan, 2021.

