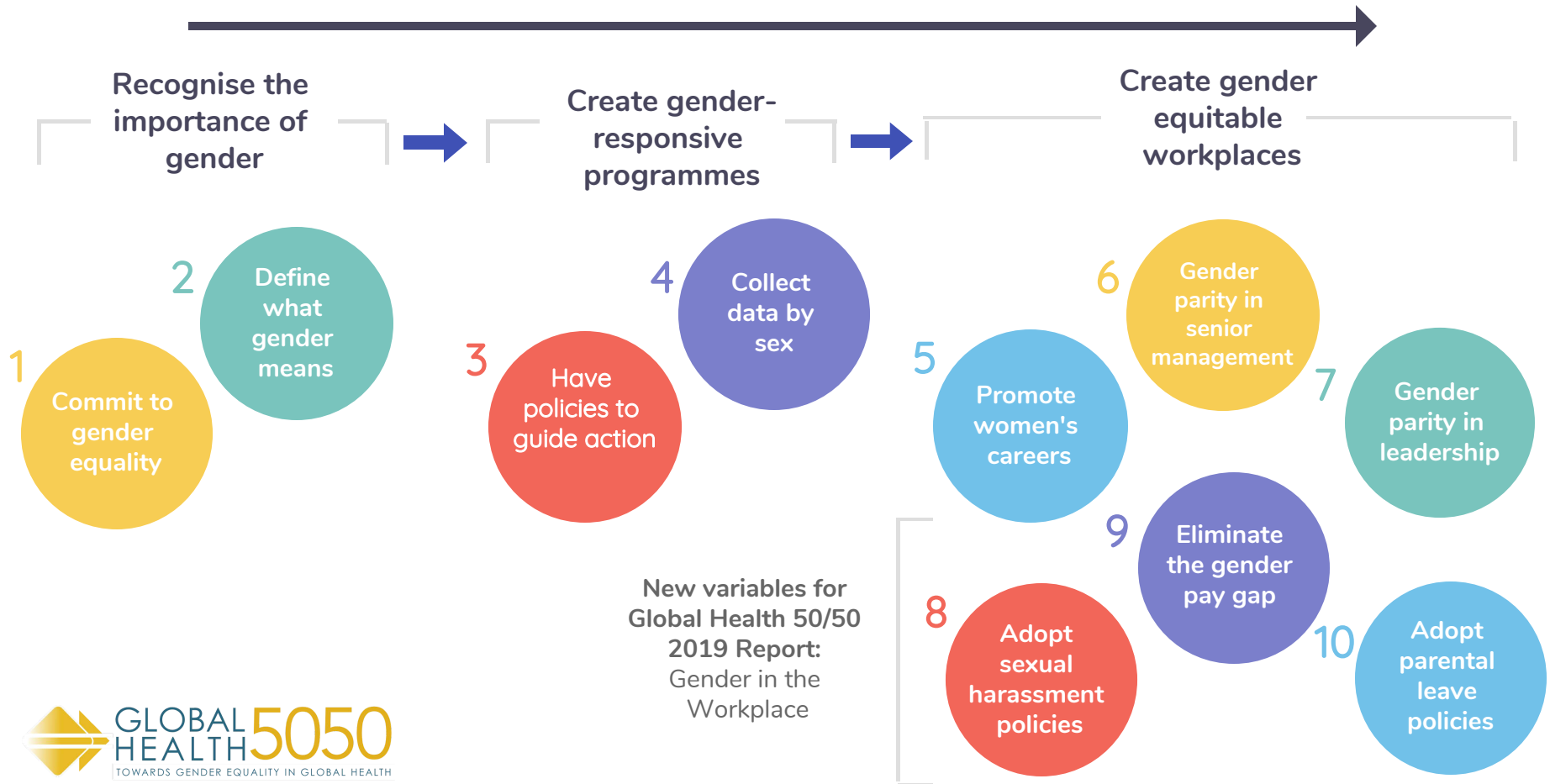GLOBAL HEALTH 50/50

Recommendations for gender-transformative change

Adapted from the 2018 Global Health 50/50 Report

#GH5050Challenge
#CelebratingChange

The pathway to gender-responsive organisations

Recognise the importance of gender

Create gender-responsive programmes

Create gender equitable workplaces

1 Commit to gender equality

2 Define what gender means

3 Have policies to guide action

4 Collect data by sex

5 Promote women's careers

6 Gender parity in senior management

7 Gender parity in leadership

8 Adopt sexual harassment policies

9 Eliminate the gender pay gap

10 Adopt parental leave policies

New variables for Global Health 50/50 2019 Report: Gender in the Workplace

GLOBAL HEALTH 5050
TOWARDS GENDER EQUALITY IN GLOBAL HEALTH

1 Commit to gender equality

○ Make an explicit commitment to gender equality

○ Adopt policies and incentivise practices that respond to evidence on the impact of gender on the health, wellbeing and careers of all people
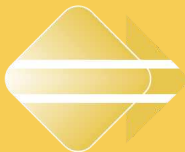
2 Define what gender means

○ Adopt a definition of gender and gender equality that is consistent with global norms

○ Put in place policies and processes to ensure a common organisational understanding and ownership of the definition of gender, and the practices required to achieve gender equality

3 Create policies to guide action

○ Include gender as a critical domain for analysis in programme design, implementation, monitoring and evaluation (M&E)

○ Move beyond the tendency to conflate gender with women so as to appreciate the gender-related determinants of everyone's health

○ Conduct gender-based analyses to inform the development, implementation and M&E of programmes, in order to understand and address how gender affects health outcomes for everyone and respond to differences among them

4 Collect sex-disaggregated data

○ Ensure relevant programmatic data is sex-disaggregated

○ Conduct gender analyses to understand sex-disaggregated findings, and calibrate programmes and strategies based on this evidence

○ Commit to collecting data on other markers of inequality and analysing the interaction among them, as well as with sex and gender. Such data/evidence should be the basis for assessing the equitable impact of an organisation's work

5 Use specific measures to promote women's careers

○ Undertake assessments of whether and how gender equality is embedded in your institution

○ Implement a range of interventions to address the complexity of gender-responsive organisational change (e.g. parental leave & sexual harassment policies)

○ Publish and act on your gender pay gap, even in the absence of statutory requirements

○ Funders should define and attach gender diversity and gender workplace policy requirements to the funding eligibility of organisations

Aim for gender parity in senior management and leadership

○ Undertake quantitative and qualitative analysis to identify gender-related barriers at each step in the professional pathway, including to recruitment, hiring, retention and advancement

○ Set time-bound targets for gender parity, particularly at senior levels

○ Establish regular and transparent monitoring and reporting of progress with clear lines of accountability.
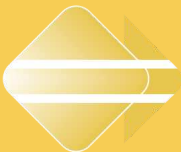
STEP UP TO THE #GH5050CHALLENGE

ASSESS → PLAN → DECLARE → SHARE

Assess where change is needed: Use the GH5050 Report / Self-Assessment

Identify concrete actions for change: Use the GH5050 Recommendations

Make a public declaration of these commitment**s**

Share them with GH5050 so we can celebrate change

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@GlobalHlth5050

GLOBAL HEALTH 5050
TOWARDS GENDER EQUALITY IN GLOBAL HEALTH

#CelebratingChange
#GH5050Challenge
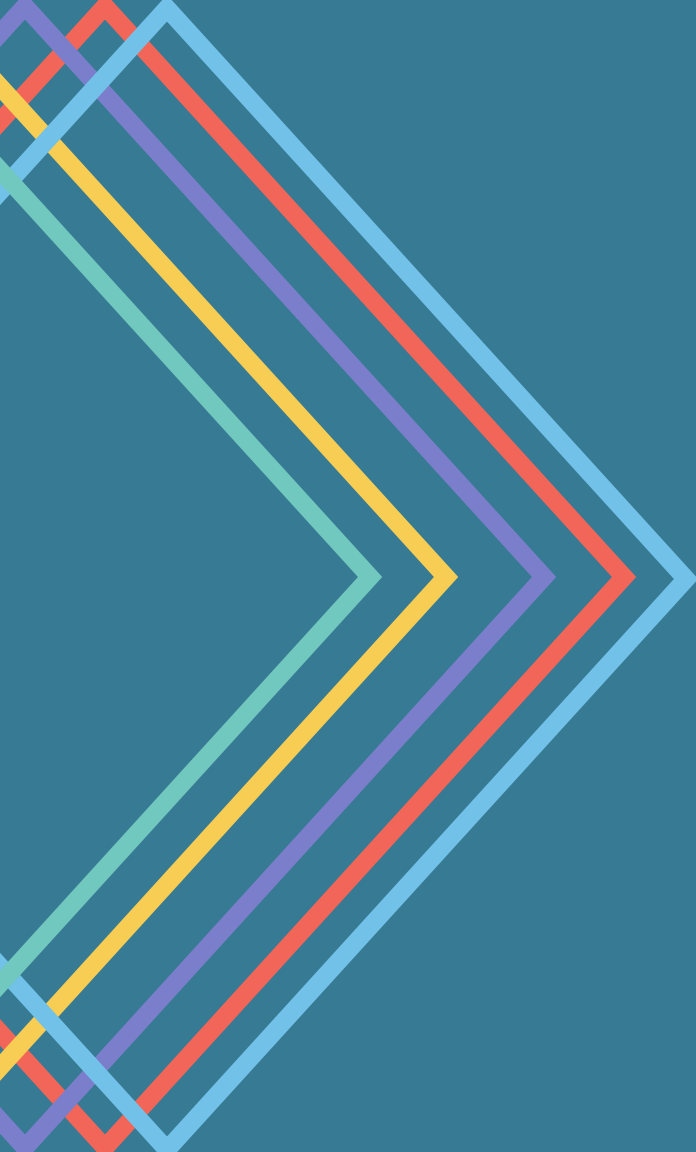
Find out more at
globalhealth5050.org/resources

Explore the recommendations and findings in more depth in the
2018 Global Health 50/50 Report

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#CelebratingChange