



# EQUALITY WORKS

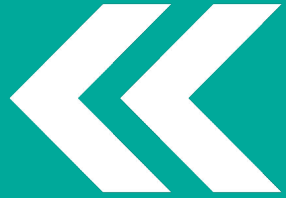
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## Launch of the Global Health 50/50 2019 Report

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@GlobalHlth5050  
Wifi: UNECAGuest

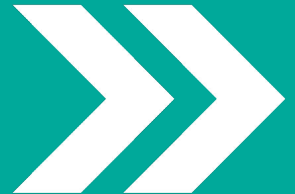
# WHAT IS GH5050



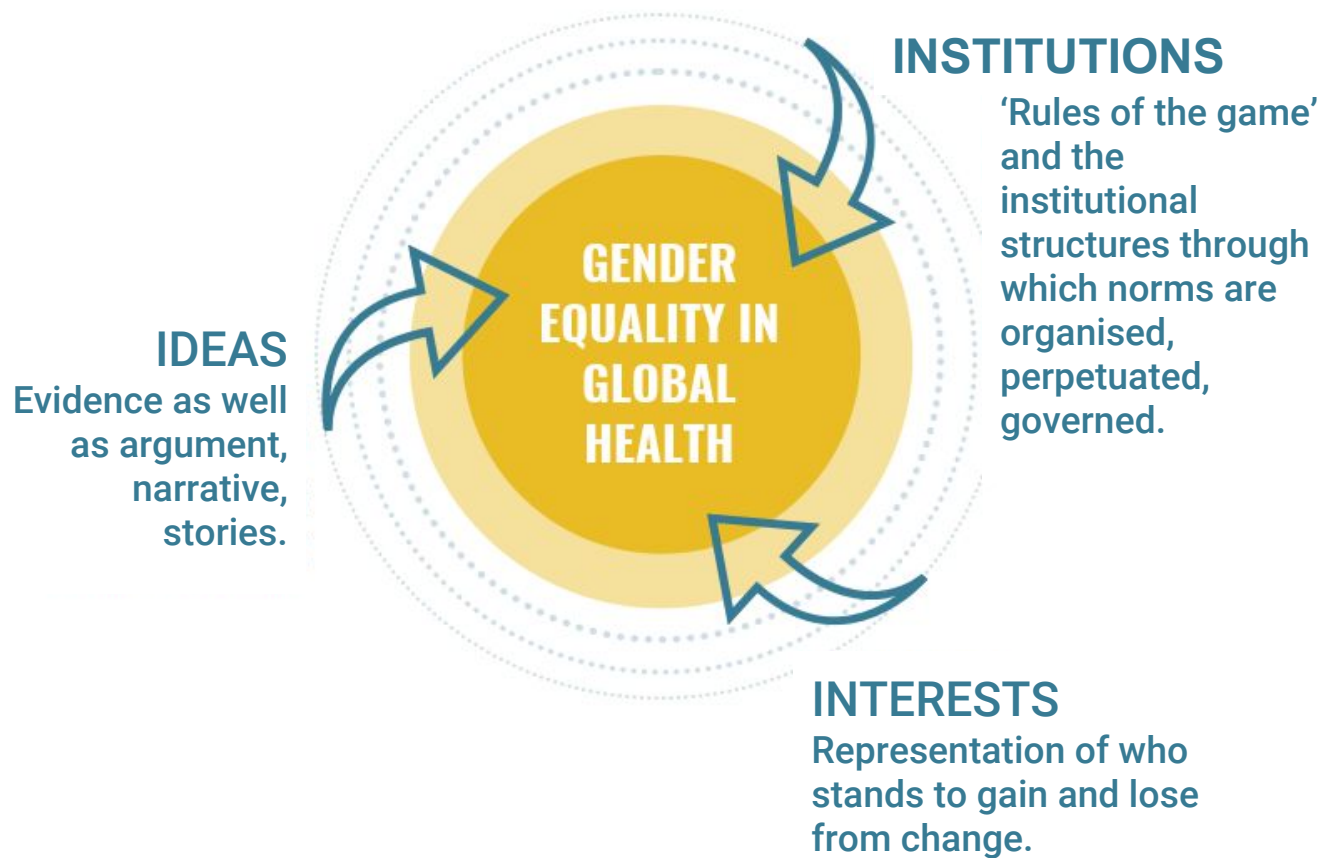
Who are we and where are we  
coming from?

What have we found?

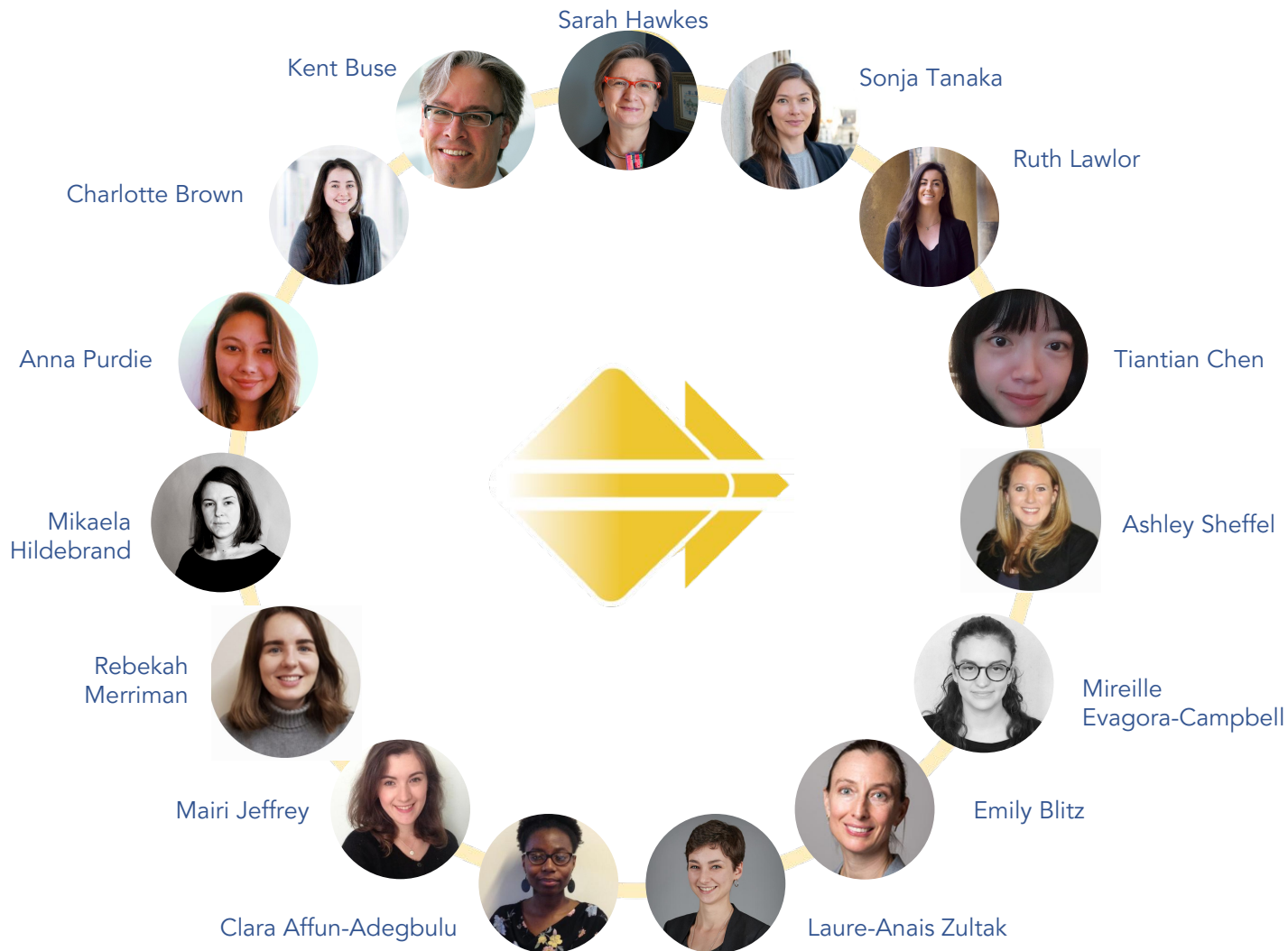
Where are we going?



# Theory of Change



# The Team



# The Advisory Council



Frances Baum



Jan Beagle



James Chau



Helen Clark



Jocalyn Clark



Gary Darmstadt



Roopa Dhatt



Senait Fisseha



Bience Gawanas



Ilona Kickbusch



Geeta Misra



Muhammad Musa



Ulrika Modeer



Sania Nishtar



Mariângela Batista  
Galvão Simão



Levi Singh



Sheila Tlou



Ravi Verma

## GH5050 AIMS TO

1

### INFORM

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

2

### INSPIRE

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

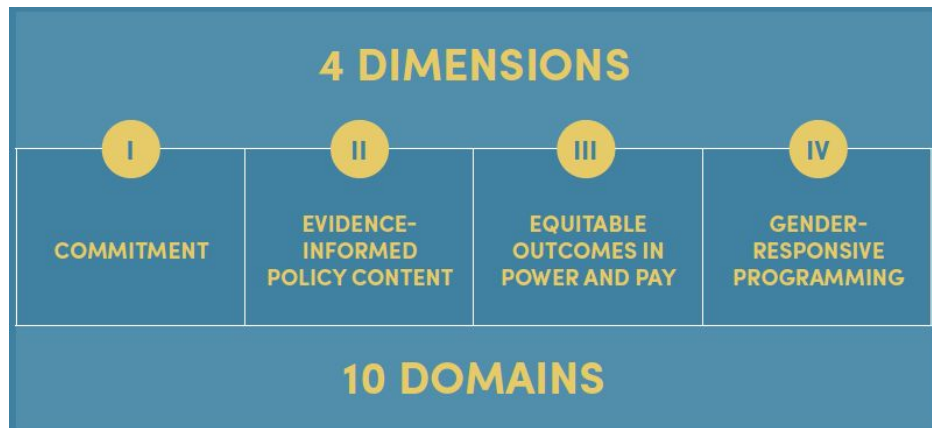
3

### INCITE

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

# Parameters of the Global Health 50/50 2019 Report

How gender-equal and gender-responsive are the world's most influential organisations active in global health?



1. Public commitment to gender equality
2. Definition of gender
3. Workplace gender equality policy
4. Sexual harassment policy
5. Parental leave policies and flexible working options
6. Gender parity in senior management and boards
7. Gender of the executive head and board chair
8. Gender pay gap
9. Gender in programmatic strategies
10. Sex-disaggregated M&E

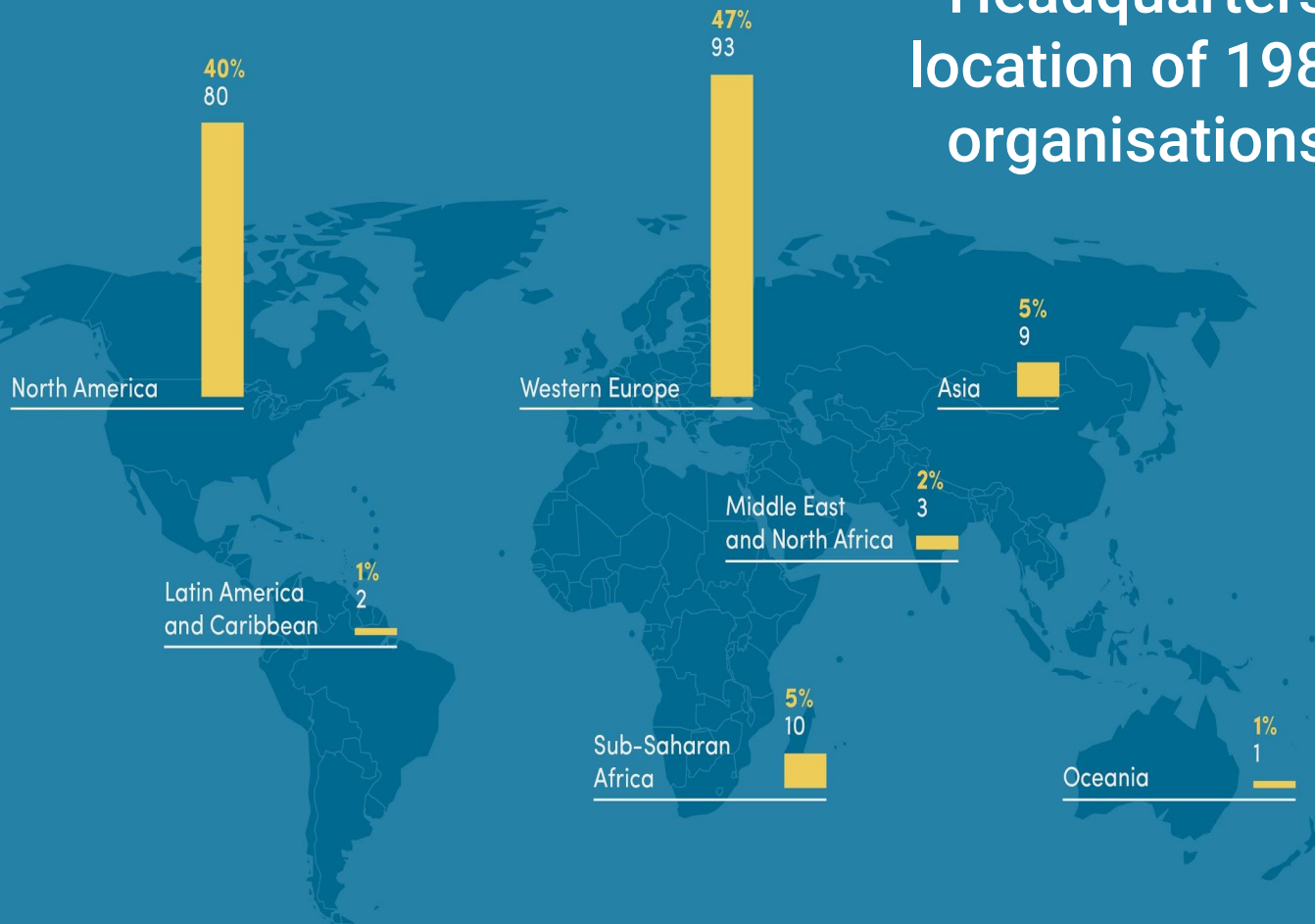


# WHAT WE FOUND

Results of the 2019  
GH5050 Report



# Headquarters location of 198 organisations



## # orgs per sector

NGOs 53

Private sector 43

PPPs 18

Bi/multilaterals 17

Funders 13

Journals 11

UN system 10

Research 10

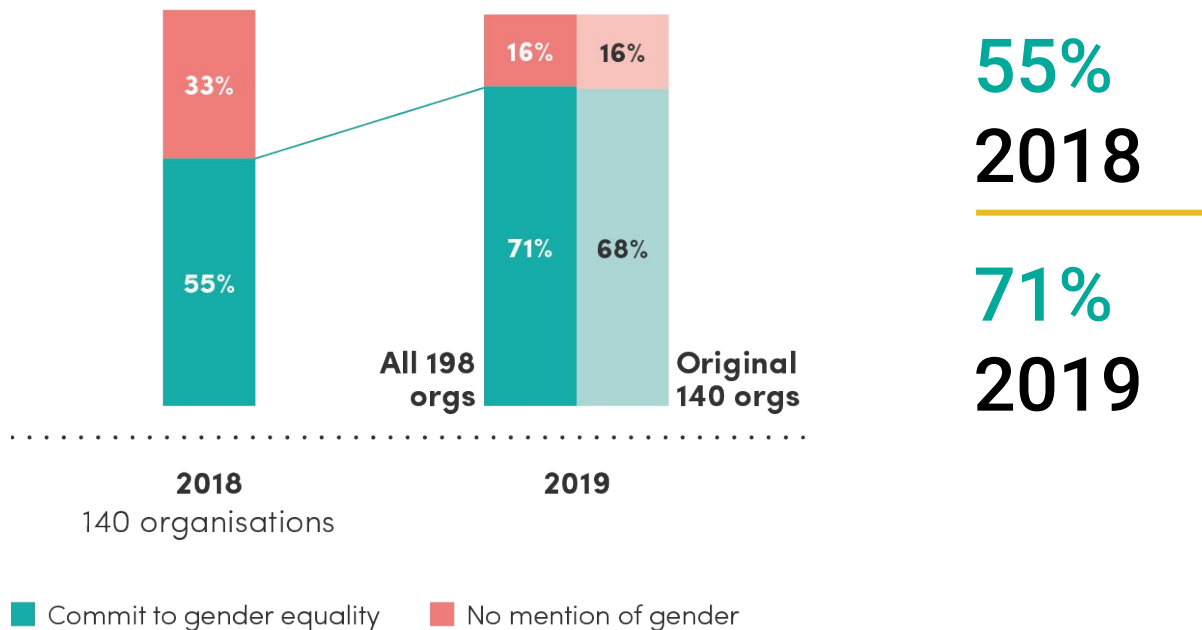
Faith-based 9

Journal parents 7

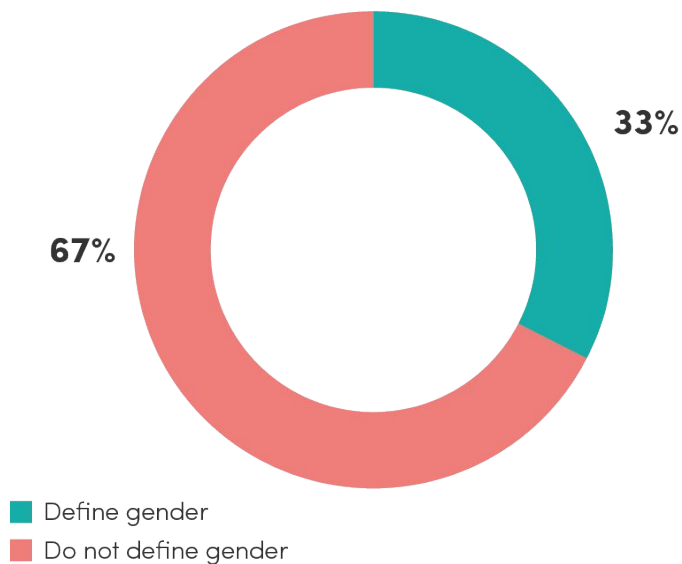
Consultancies 7

1

# Public commitment to gender equality: on the rise



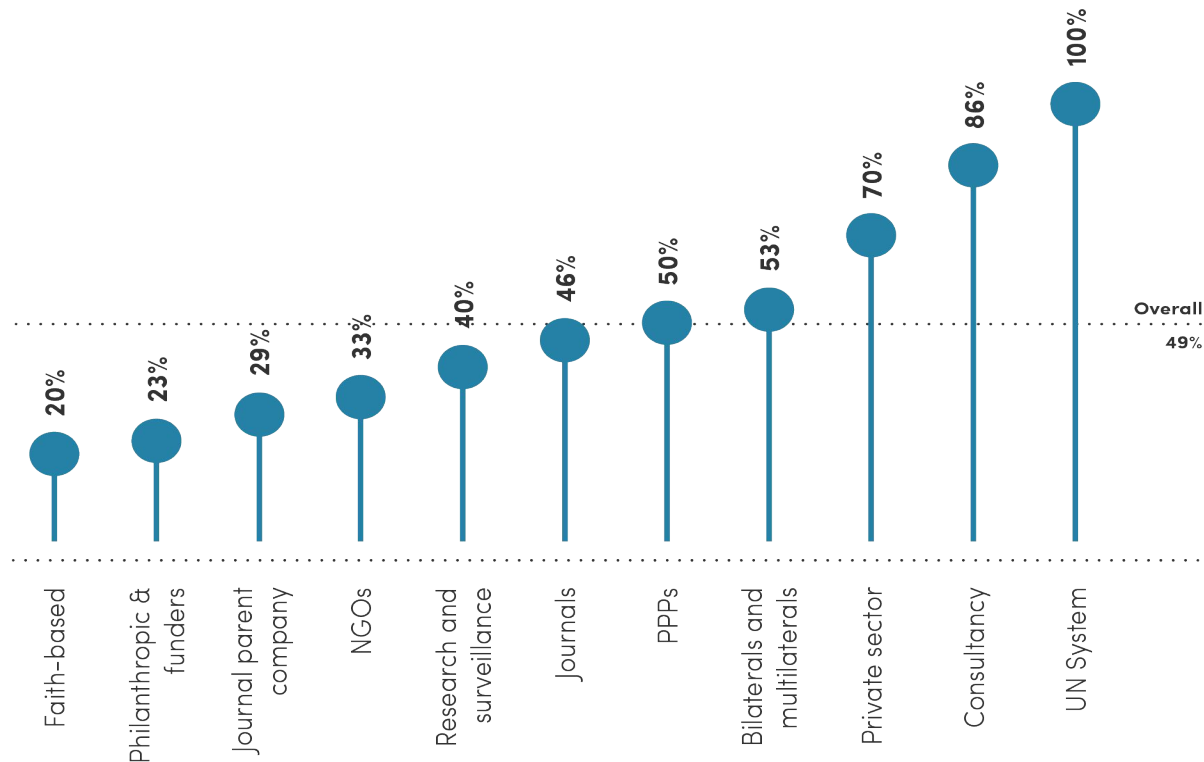
## Organisational definition of gender: flying blind



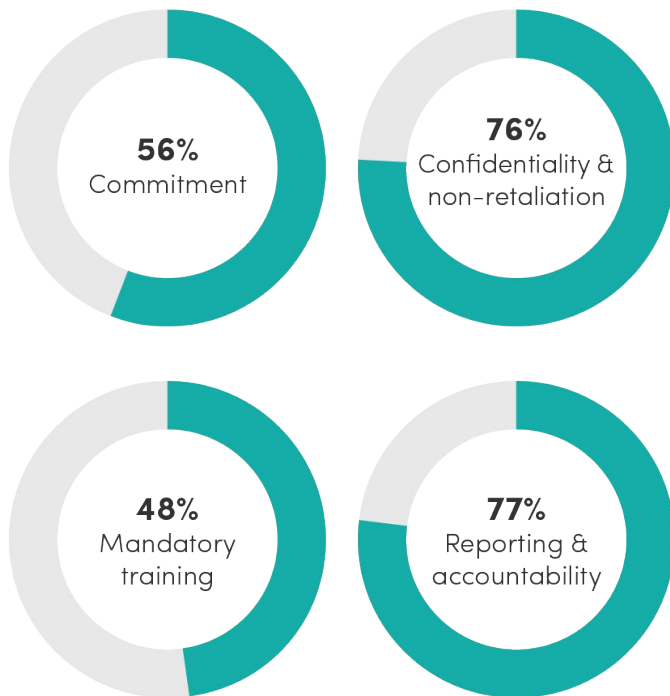
# 33%

Proportion of  
organisations that  
define gender,  
similar to 2018

# Workplace gender equality policies: policy content yet to catch up with commitment to equality

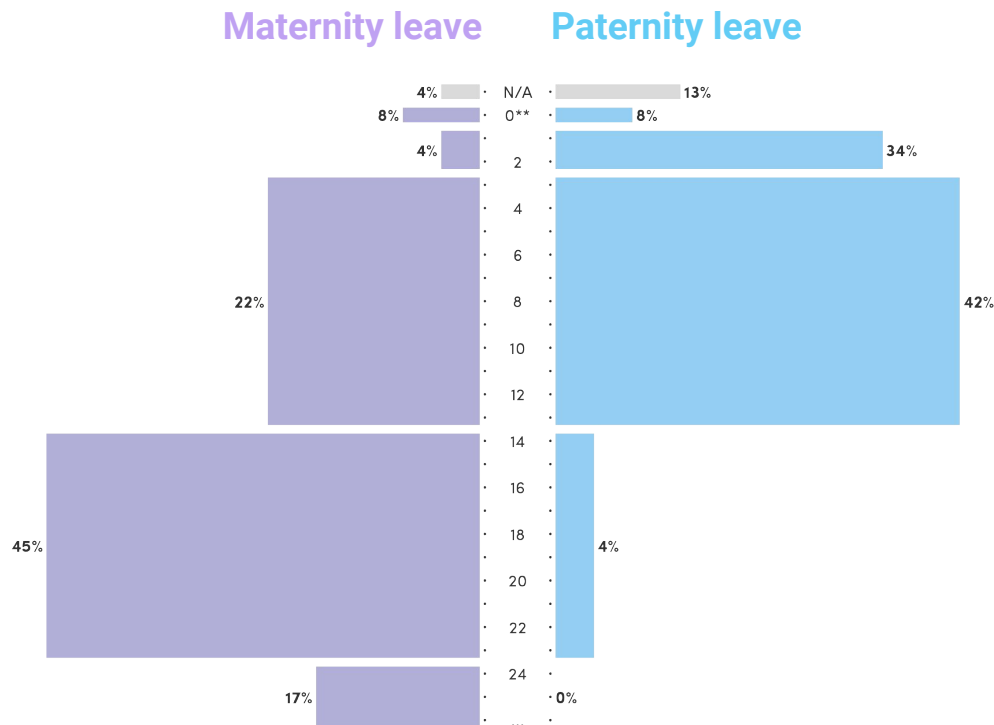


# Sexual harassment policies: a black box

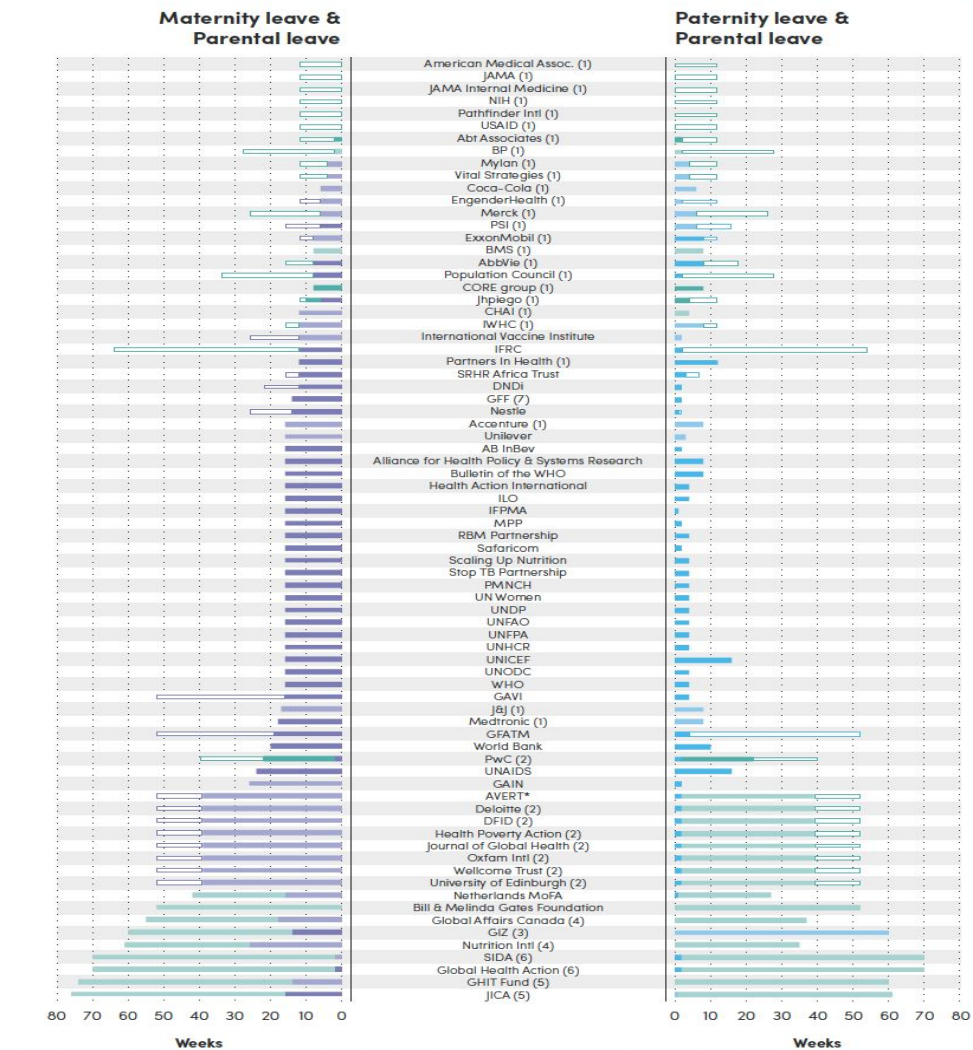


Just  
**25**  
(of 77) policies scored well on all four elements of a comprehensive sexual harassment policy

# Parental leave policies and flexible working options: short on equity



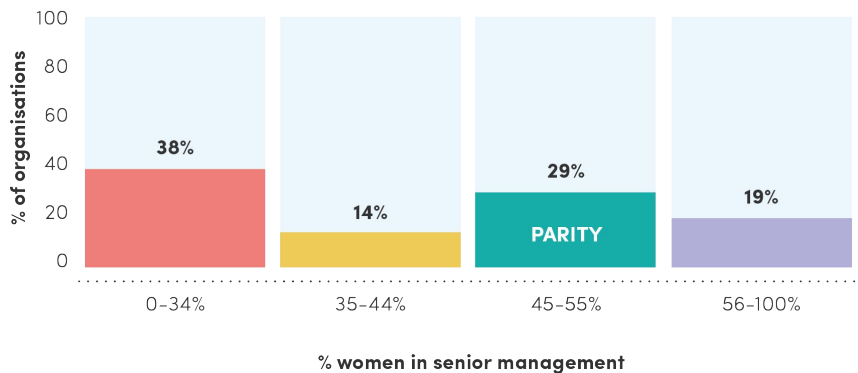
# Parental leave policies: can parents afford to leave?





# Gender parity in senior management and governing bodies: where are the women?

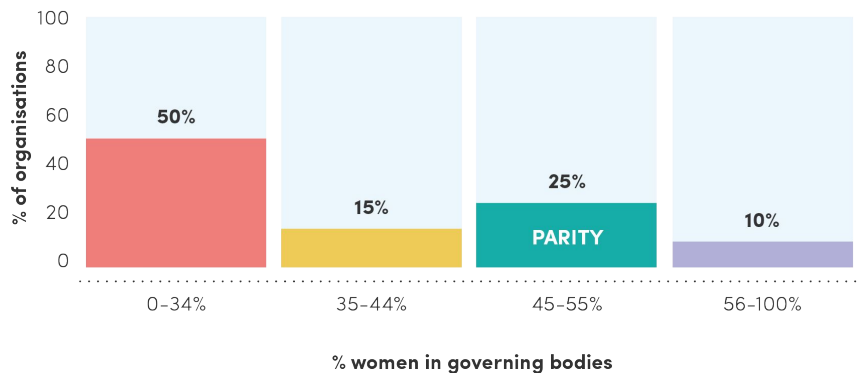
## Gender composition in senior management



**5%**  
of orgs have no  
women in senior  
management

Men are  
**50%**  
more likely to reach  
senior roles

## Gender composition in governing bodies



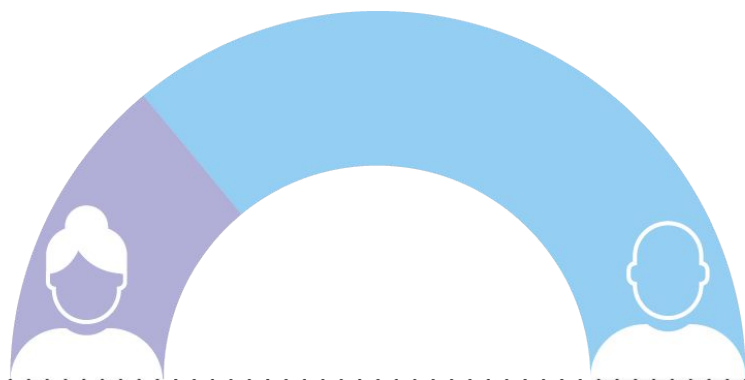
**10%**  
of orgs have fewer  
than 1/6 women on  
their boards

Men are  
**2x**  
more likely to  
sit on boards

7

# Executive heads and chairs of governing bodies: men lead

## Executive heads



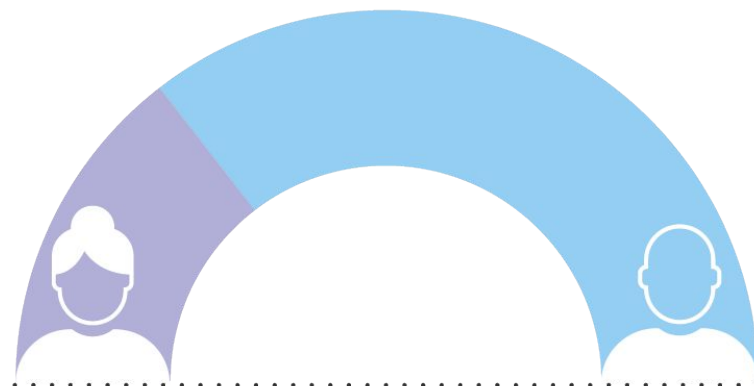
Female

28%

Male

72%

## Governing board chairs



Female

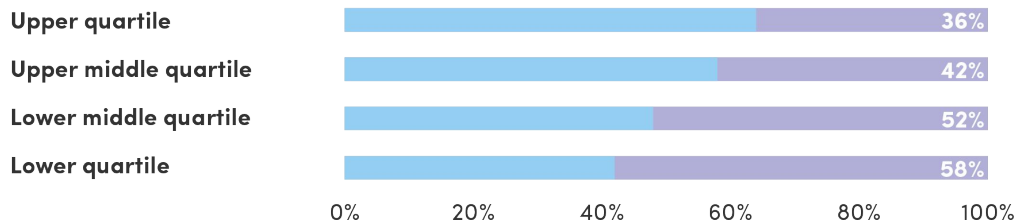
29%

Male

71%

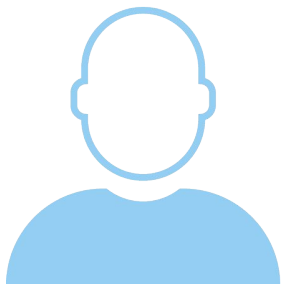
# Gender pay gap: a visible manifestation of gender inequality in global health

## Proportion of women in lower and higher pay quartiles



**\$41,000**

average CEO salary  
bump for men CEOs,  
even after controlling  
for revenue size



**13.5%**

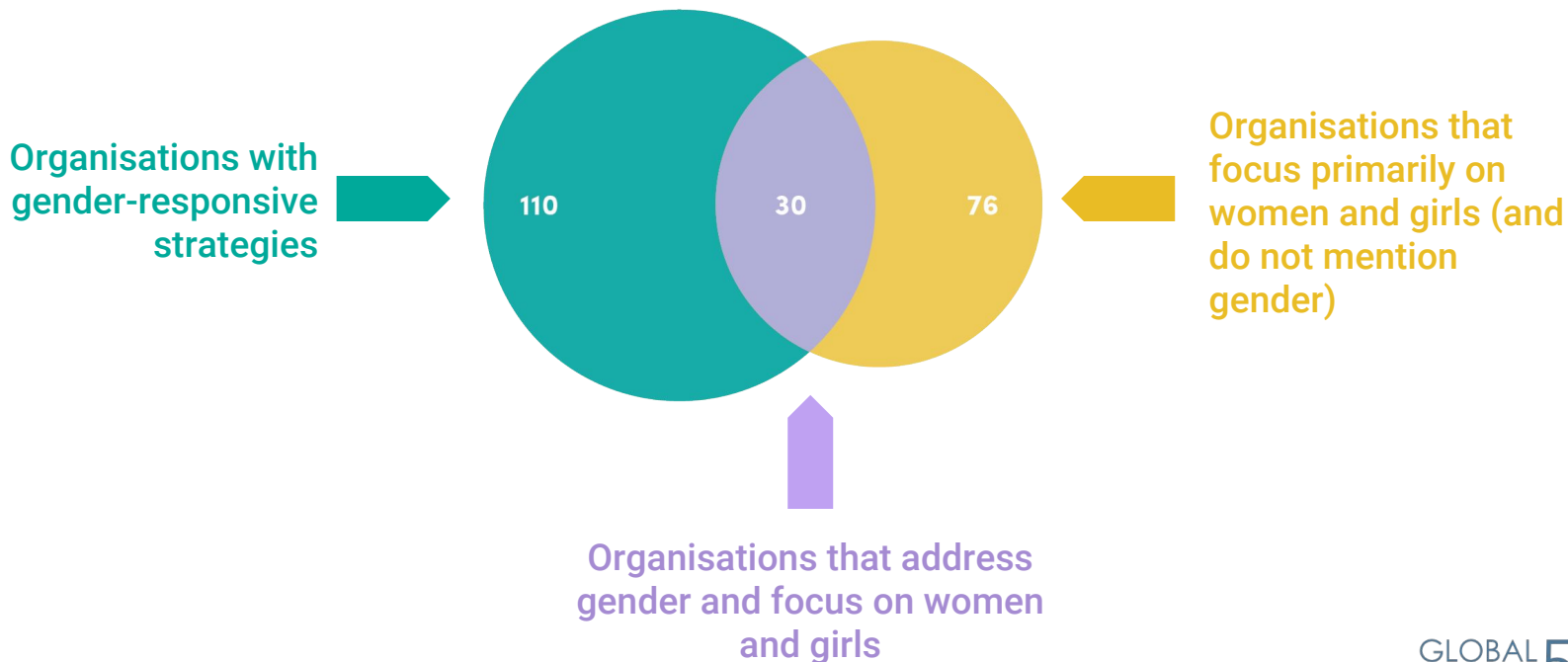
median gender pay gap in  
hourly earnings

**22.8%**

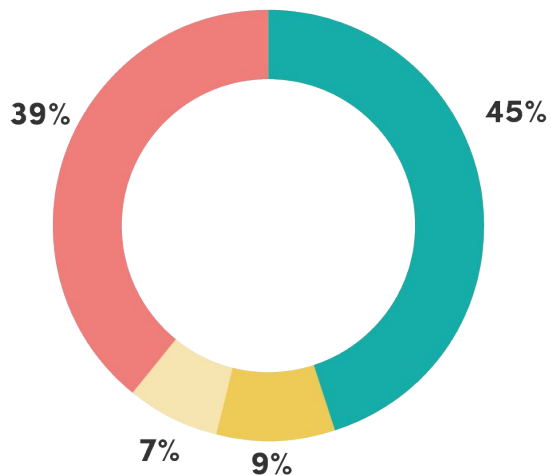
median gender gap in bonus  
payments



# Gender in programmatic strategies: too little recognition that gender drives health outcomes



# Sex-disaggregated monitoring and evaluation data: walking the talk on evidence?



- Report sex-disaggregated data or require disaggregation in programmes they support
- Commit to disaggregate data but not actually reported
- Reporting limited to beneficiaries that are women and girls
- Do not report or no policy on disaggregation

**2018**

139 organisations

**36%**

**45%**

**2019**

196 organisations

# Lessons for moving forward

1

Commit to a more  
equal, just and fair  
workplace that  
benefits everyone

2

Adopt/adapt  
existing best  
practice and  
normative guidance

1

Engage in action  
at multiple levels  
and all of society

4

Promote broad  
advocacy  
coalitions

5

Practice inclusion  
- gender is  
everybody's  
business



**“Although the report holds up a mirror and reveals inequalities that must be addressed within the health sector, it also shows where we can quickly make progress. It’s this that gives me hope. If our leaders and our workforce come together and commit to change, I know that we can create kinder places for all of us to work.”**

**Jacinda Ardern, Prime Minister of New Zealand**

**“I urge the global health community to reflect on the findings presented and to act to improve practice. I hope, too, that other sectors will follow suit and undertake similar analysis. It is only by embedding gender analysis and action deep in the global structures of development cooperation that we will achieve sustainable and inclusive development that leaves no one behind.”**

**Amina Mohammed, United Nations Deputy Secretary-General**

