

# Gender and Health Index

Global Health 50/50

2020 Scoring Key on organisational performance

## ORGANISATIONL PUBLIC COMMITMENT TO GENDER EQUALITY

<b>G (Green)</b>	Organisation commits to gender equality with gender referring to men and women or gender mainstreaming in policy and planning
<b>GP (Green/Purple)</b>	Commitment to gender equality made, with focus on women and girls; commitment to women's empowerment
<b>A (Amber)</b>	Organisation works on women's health and wellbeing, but makes no formal commitment to gender equality
<b>R (Red)</b>	No mention of gender in core policy or strategies documents

+: commitment refers to LGBTQI

W: Signatory to Women's Empowerment Principles In relation to UN Global Compact

S: UN Global Compact signatory

C: UN Global Compact participant

5: Explicit commitment to SDG5 in context of UN Global Compact participation

L: Submitted Letter of Commitment to UN Global Compact

## DEFINITION OF GENDER

<b>G (Green)</b>	Organisation provides a definition of gender consistent with WHO definition
<b>A (Amber)</b>	Defines gender-related terms
<b>R (Red)</b>	No definition found

+: definition refers to transgender

## WORKPLACE GENDER EQUALITY POLICIES

<b>G</b>	Organisation has gender equality affirmative policy with specific measure(s) to improve gender equality and/or support women's careers, available in the public domain/on its website
<b>GE</b>	EDGE certified (external validation)

<b>A</b>	Stated commitment to gender equality and/or diversity in the workplace (above the legal requirement) but no specific measures to carry out commitments; and/or is an Affirmative Action Employer (US Federal funds) but does not state what specific measures are in place to promote equality/diversity
<b>R</b>	Policy is compliant with law but no more = "we do not discriminate"
<b>NF (Not found)</b>	Not found/no information available online

+: Specific mention of no discrimination based on gender identity/other mention of inclusion of transgender or gender diversity

<b>NA (Not applicable)</b>	For organisations with fewer than 10 FTE staff, we have scored as NA given that we would not expect organisations (nor did we find any) of this size to develop gender, diversity and/or inclusion plans (although we would expect them to be complying with non-discrimination laws). In the future, we would hope to see language in support of equality, diversity and inclusion in the workplace.
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## WORKPLACE DIVERSITY AND INCLUSION POLICIES

<b>G</b>	Organisation publicly committed to promoting diversity/inclusion/equality and has specific measures in place
<b>A</b>	Commitment to promoting diversity and inclusion evidenced by a) aspirational comments and b) listing protected characteristics
<b>R</b>	Minimal commitment to non-discrimination, consistent with national laws
<b>NF (Not found)</b>	No public references to non-discrimination, or diversity and inclusion

## BOARD DIVERSITY POLICIES

<b>G</b>	Board policy with specific measures (e.g. targets, dedicated seats, monitoring) to promote diversity, inclusion and representation publicly available
<b>GW</b>	Board policy with specific measures (e.g. targets, dedicated seats, monitoring) to promote gender diversity / representation of women only
<b>MS (Member States)</b>	Governing body representation determined by country affiliation - 'Member States'; no other policy to promote diversity & inclusion
<b>A</b>	Evidence of some summary reporting/reflections on the characteristics of the board or board composition, but no policy; Commitment to diversity and/or representation of affected communities made, but no specific measures in place
<b>R</b>	Publicly available information about board composition/role but no mention of diversity
<b>NF (Not found)</b>	No information regarding board policy on composition and/or role (regardless of whether current Board members are published)

## GENDER PARITY IN SENIOR MANAGEMENT AND GOVERNING BODIES

<b>G</b>	45-55% women; or difference of one
<b>A</b>	35-44% women
<b>A1</b>	56-100% women
<b>R</b>	0-34% women
<b>NA</b>	No governing body

## GENDER OF CEOS/BOARD CHAIRS

<b>W</b>	Woman
<b>M</b>	Man
<b>X</b>	Non-binary or undefined
<b>MW / WW / MM</b>	Indicates multiple executive heads and/or board chairs
<b>NF</b>	Not found
<b>NA</b>	Not applicable

## GENDER-RESPONSIVENESS OF GLOBAL HEALTH PROGRAMMES

<b>5: Gender-transformative</b>	Notices and acts on gender through policies and programmes across all genders; foster progressive changes in power relationships between women and men
<b>4: Gender-specific</b>	Notices and acts on gender in relation to one gender. Makes it easier for women and men to fulfil duties that are ascribed to them based on their gender roles
<b>3: Gender sensitive</b>	Notices gender or sex, treats as a sex difference, but doesn't act on it.
<b>2: Gender blind</b>	Does not account for differences in health outcomes, opportunities and/or resource allocation for women and men

W= gender focus on women

M= gender focus on men

T= gender focus on transgender people

## SEX-DISAGGREGATED MONITORING & EVALUATION

<b>G</b>	Commitment and full disaggregation of programmatic delivery (ie reported as men/women and boys/girls); require disaggregation in the programmes they support; and/or provide a sex-disaggregated and gender analysis of their work
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<b>G1</b>	Report disaggregated data but no policy/commitment for disaggregation found
<b>A</b>	Disaggregated reporting limited to what percentage of beneficiaries are women and girls
<b>A1</b>	Stated commitment to disaggregate data but not reported
<b>R</b>	No evidence of data disaggregation or policy on disaggregation
<b>NA</b>	Organisation does not collect/report disaggregated data

+: Sex-disaggregates data and reports on transgender health