

## 2025 GLOBAL HEALTH 50/50 SCORING KEY

### Scoring Key on Core Variables

#### Gender & Health Index

Commitment to gender equality	
	G: Commitment to gender equality/equity with gender referring to men and women, gender justice, or gender mainstreaming in policy and planning.
	GP: Commitment to achieve gender equality, with focus on empowering women and girls
	A: Organisation works on women's health and wellbeing, but makes no formal commitment to gender equality; Commitment to social justice and health equity, but makes no formal commitment to gender equality
	R: No mention of gender or social justice
	()+: commitment is inclusive of diverse/non-binary gender identities
	GW: Signatory to Women's Empowerment Principles in relation to UN Global Compact: <a href="https://www.weps.org/companies">https://www.weps.org/companies</a>
	S: UN Global Compact signatory <a href="https://unglobalcompact.org/interactive">https://unglobalcompact.org/interactive</a>
	C: UN Global Compact participant
	L: Submitted Letter of Commitment to UN Global Compact (not associated with particular code)
	5: Explicit commitment to SDG5 in context of UN Global Compact participation
Definition of gender	
	G: Consistent with WHO/UN definition. <a href="https://globalhealth5050.org/glossary/">https://globalhealth5050.org/glossary/</a>
	A: Define gender-related terms.
	R: No definition found.
	()+: Definition refers to gender diverse gender identities.
Workplace gender equality policy	

	G: Gender equality affirmative policy with specific measure(s) to improve gender equality and/or support women's careers
	GE: EDGE certified (external validation) <a href="https://www.edge-cert.org/">https://www.edge-cert.org/</a>
	A: 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; Reporting on gender distribution of staff
	R: Policy is compliant with law but no more = "we do not discriminate"
	NF: Not found/no information available
	()+: specific mention of no discrimination based on gender identity/other mention of inclusion of transgender or gender diversity
	NA: Not applicable. 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 and/or fairness and equity 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 gender equality, fairness and equity in the workplace.
<b>Workplace fairness and equity policy</b>	
	G: Fairness and equity affirmative policy with specific measure(s) to improve diversity/inclusion/equality
	A: Commitment to promoting fairness and equity evidenced by a) aspirational comments and b) listing protected characteristics; and/or is an Affirmative Action Employer (US Federal funds) but does not state what specific measures are in place to promote equality/diversity; Some reporting on characteristics among staff
	R (Red): Minimal commitment to non-discrimination, consistent with national laws
	NF: No public references to non-discrimination or fairness and equity
	NA: Not applicable. 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 and/or fairness and equity 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 gender equality, fairness and equity in the workplace.
<b>Board representation and inclusion policy</b>	

	G: Board policy with specific strategies and measures (e.g. targets, dedicated seats, monitoring) inclusion and representation publicly available
	GW: Board policy with specific measures (e.g. targets, dedicated seats, monitoring) to promote gender equity / representation of women only
	MS: Governing body representation determined by country affiliation - 'Member States'; no other policy to promote representation & inclusion
	A: Commitment to inclusion and/or representation of affected communities on board found, but no specific measures to advance representation and inclusion. Some summary reporting on board composition, but no policy to advance representation and inclusion
	R: Publicly available policy and/or information on board rules but no commitment to principles of representation and inclusion
	NF: No information on board policy or rules regarding composition and/or role (regardless of whether current Board members are published)
	NA: No governing body
<b>Sex-disaggregation of M&amp;E data</b>	
	G: Policy or organisational commitment found to regularly report sex-disaggregation of data or to undertake gender analysis
	A: Project-specific commitments to report sex-disaggregation of data or to undertake gender analysis
	R: No policy or commitment to regularly report sex-disaggregation of undertake gender analysis found
	NA: Not applicable. Organisation does not collect/report any programmatic data
<b>Gender parity in senior management &amp; governing bodies</b>	
	G: 45-55% women represented; or difference of one
	A: 35-44% women represented
	P: 56-100% women represented
	R: 0-34% women represented
	NF: Not found
<b>Gender of CEO &amp; Board Chair</b>	

M:	Man
W:	Woman
MW:	Two individuals, one male and one female
X:	Non-binary
NA:	Not applicable/no current executive head
NF:	Not found