GENDER EQUALITY

FLYING BLIND IN A TIME OF CRISIS

2021 Global Health 50/50 Report

#GH5050 #FLYINGBLIND
GLOBALHEALTH5050.ORG

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TOWARDS GENDER EQUALITY IN GLOBAL HEALTH

WHO IS GH5050 AND WHY DO WE PUBLISH THIS REPORT?

➤ GH5050 is a **research and accountability initiative** based at University College London

➤ Aim: To advance **gender equality and health equity** through evidence and accountability

➤ GH5050 Collective **built around model that unites range of expertise** to bridge research, advocacy & policy engagement to reach range of audiences

➤ Annual report provides key moment to:
  • Provide birds-eye view of progress on gender and gender policy in global health
  • Independently assess individual organisations & engage directly on their gender policies
  • Equip individuals and organisations with rigorous evidence for advocacy and accountability
  • Bring public scrutiny and pressure to organisational policies
  • Encourage healthy competition - race to the top

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GLOBAL HEALTH 50/50 AIMS TO INFORM, INSPIRE AND INCITE CHANGE TO SHIFT INSTITUTIONS, IDEAS AND INTERESTS

INFORM

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

INSPIRE

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

INCITE

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

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TOWARDS GENDER EQUALITY IN GLOBAL HEALTH

ABOUT THE GLOBAL HEALTH 50/50 2021 REPORT:
GENDER EQUALITY: FLYING BLIND IN A TIME OF CRISIS

➢ Reviews gender-related policies and practices of **201 organisations**

  ➢ The 201 are global organisations (operational in more than 3 countries) promoting health and/or influencing global health policy

  ➢ The organisations are from **10 sectors**, headquartered **in 33 countries** across 7 regions and together **employ an estimated 4.5 million people**

➢ Assesses performance on gender, diversity and inclusion across two interlinked dimensions of inequality:
  • **inequality of opportunity in career pathways inside organisations**
  • **inequality in who benefits from the global health system**

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VARIABLES IN THE 2021 REPORT

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COMMITMENTS TO REDISTRIBUTE POWER

1. Stated commitment to gender equality
2. Definition of gender

EQUITABLE OUTCOMES IN POWER AND PAY

1. Gender parity in senior management and governing bodies
2. Gender and geography of global health leadership
3. Gender pay gap

TACKLING POWER AND PRIVILEGE IMBALANCES IN THE WORKPLACE

1. Workplace gender equality policies
2. Workplace diversity and inclusion policies
3. Anti-sexual harassment policies
4. Parental leave and support to new parents
5. Flexible working arrangements

TAKING A GENDER-RESPONSIVE APPROACH TO IMPROVING HEALTH

1. Gender-responsiveness of global health programmes
2. Sex-disaggregated monitoring and evaluation data

&

COVID-19: HOW IS THE SECTOR RESPONDING IN THE WORKPLACE?

&

COVID-19: EXAMINING THE GENDER-RESPONSIVENESS OF ORGANIZATIONS' COVID-19 ACTIVITIES

COMMITMENTS TO REDISTRIBUTE POWER

# 79% OF ORGANISATIONS STATE THAT GENDER EQUALITY MATTERS TO THEIR WORK
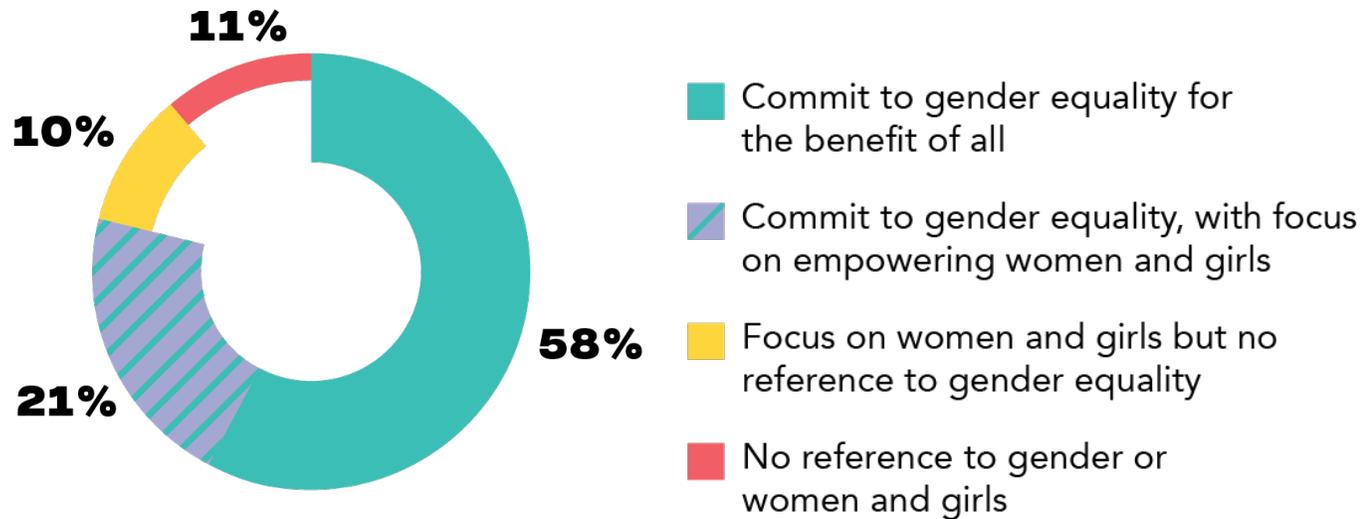
COMMITMENT TO GENDER EQUALITY INCREASED FROM 55% IN 2018 TO 79% IN 2021

11%

10%

58%

21%

- Commit to gender equality for the benefit of all
- Commit to gender equality, with focus on empowering women and girls
- Focus on women and girls but no reference to gender equality
- No reference to gender or women and girls

55%
2018

70%
2019

76%
2020

79%
2021

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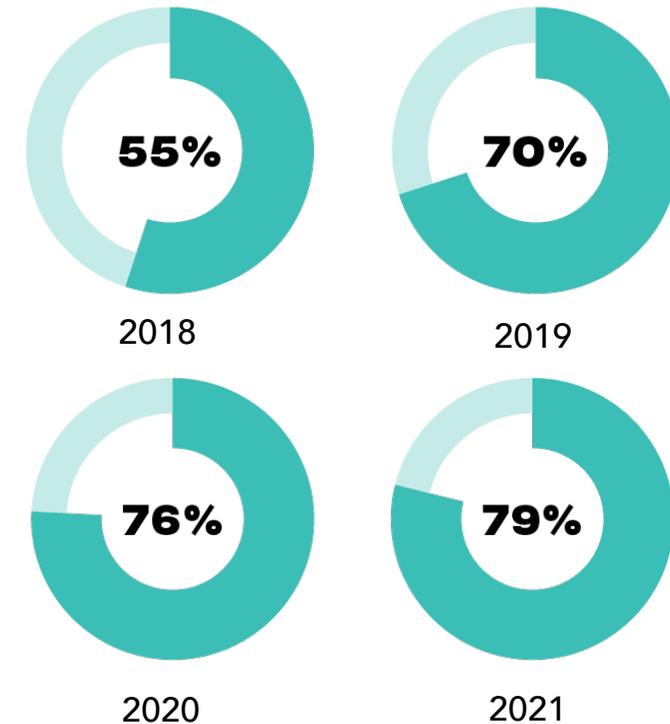
39% OF ORGANISATIONS DEFINE GENDER IN A WAY THAT IS CONSISTENT WITH GLOBAL NORMS
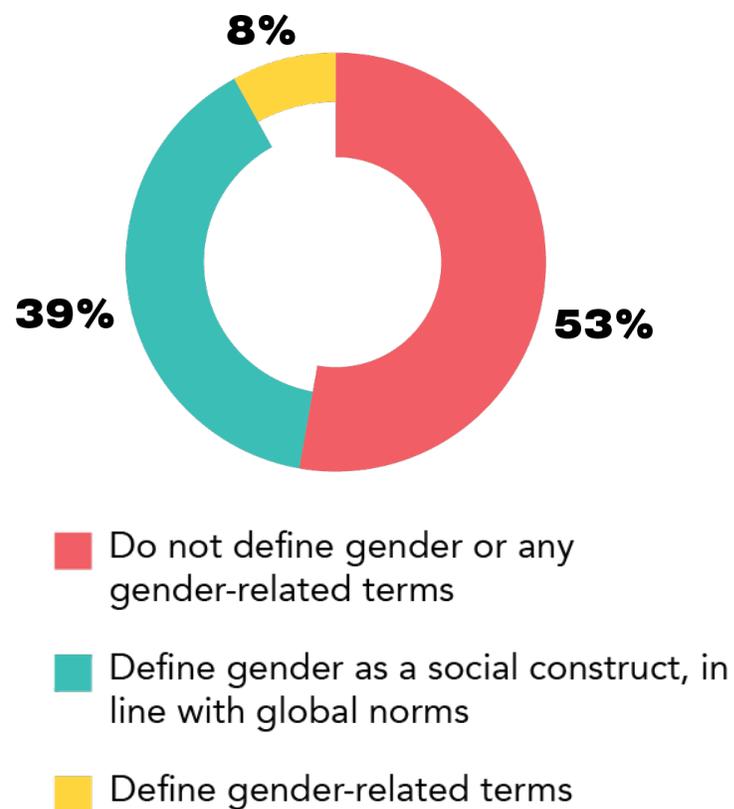
AVAILABILITY OF A DEFINITION OF GENDER VARIES CONSIDERABLY BY SECTOR

8%

39%

53%

- Do not define gender or any gender-related terms

- Define gender as a social construct, in line with global norms

- Define gender-related terms

UN system (n=11) — 82%
PPPs (n=17) — 76%
Bi & multilaterals (n=14) — 64%
Regional bodies (n=8) — 50%
Research & surveillance (n=11) — 45%
NGOs (n=64) — 44%
Funders (n=14) — 21%
Consultancies (n=10) — 20%
Faith-based (n=10) — 20%
Private sector (n=42) — 9%
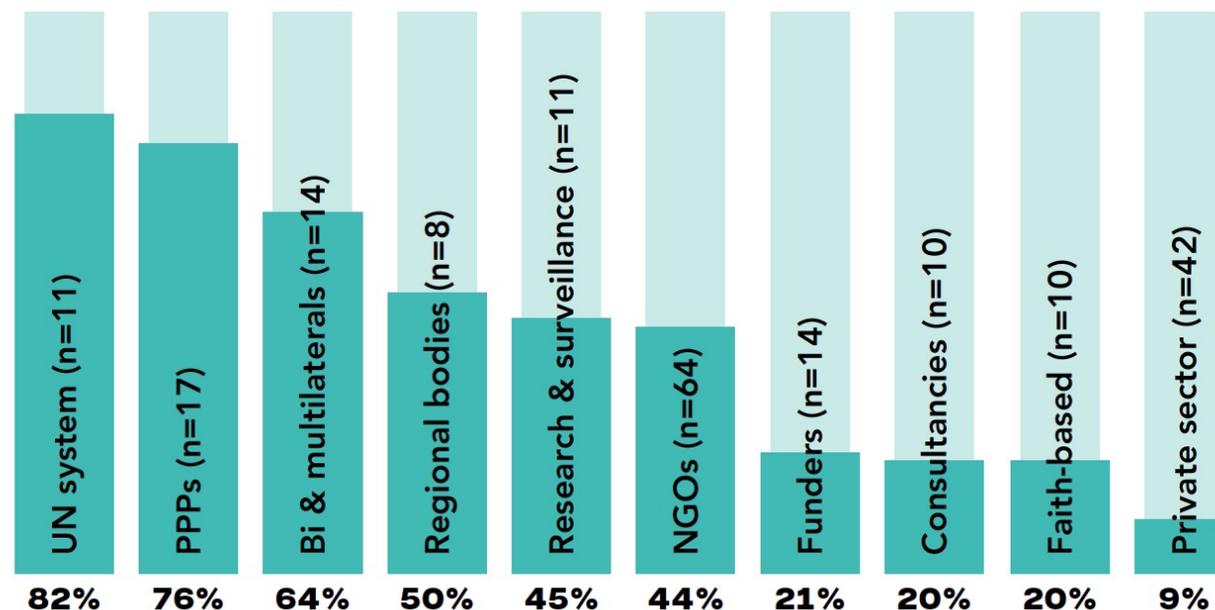
TACKLING POWER AND PRIVILEGE IMBALANCES IN THE WORKPLACE

# 61% OF ORGANISATIONS HAVE PUBLICLY AVAILABLE WORKPLACE GENDER EQUALITY POLICIES

16%

6%

17%

61%
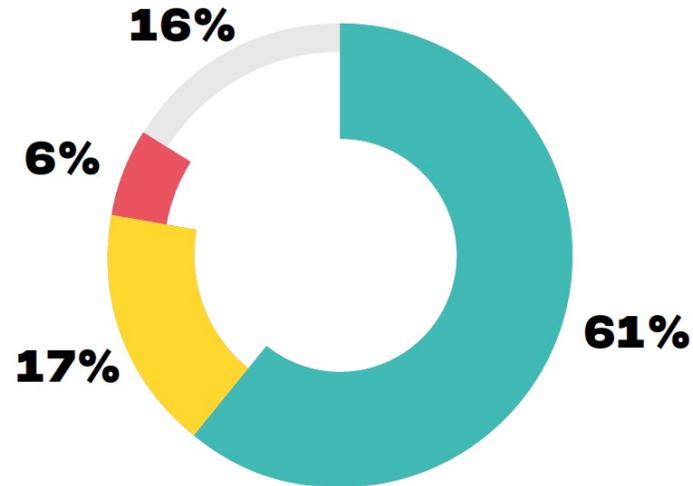
- **Gender equality policies/plans with specific measures**
- **Compliant with law**
- **Commit to gender equality but no measures**
- **No policy or commitment found**

AVAILABILITY OF WORKPLACE GENDER EQUALITY POLICIES VARIES BY SECTOR

UN system (n=11)	Research & surveillance (n=10)	Consultancies (n=10)	Bi & multilaterals (n=14)	Private sector (n=40)	PPPs (n=17)	Funders (n=14)	NGOs (n=57)	Regional bodies (n=8)	Faith-based (n=10)
100%	80%	80%	79%	77%	71%	57%	42%	25%	20%

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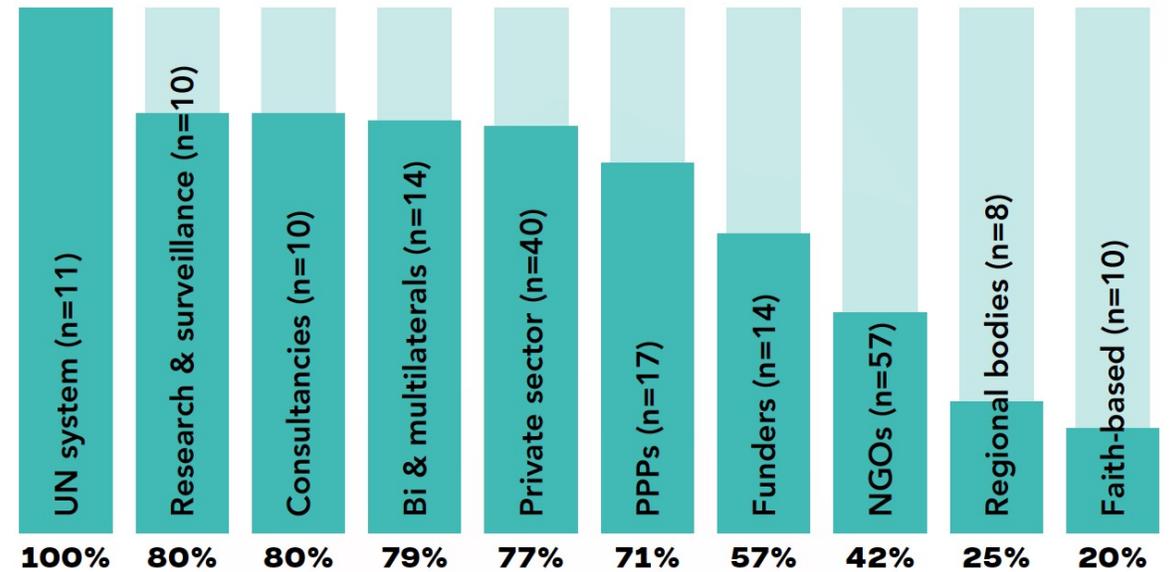
PROGRESS STALLS WHEN IT COMES TO
PUBLICLY AVAILABLE WORKPLACE GENDER EQUALITY POLICIES

Among the 132 organisations (>11 staff) reviewed consistently from 2018 to 2021:

| 46% | 56% | 70% | 70% |
| 2018 | 2019 | 2020 | 2021 |

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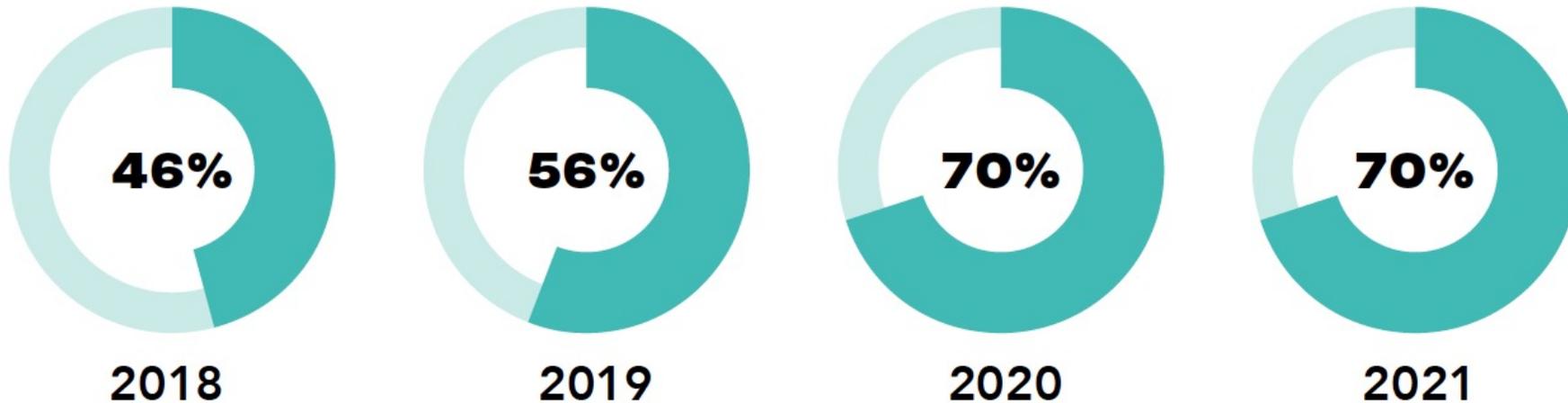
AVAILABILITY OF WORKPLACE DIVERSITY AND INCLUSION POLICIES GROWS, 2020-2021

2020

45%

23%

8%

24%

2021

51%

28%

6%

15%

CHANGE

6%

5%

-2%

-9%

- Policies with specific measures in place
- Commit to promoting diversity and inclusion, but no actions
- Minimal commitment to non-discrimination
- No reference to non-discrimination or diversity and inclusion

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TOWARDS GENDER EQUALITY IN GLOBAL HEALTH
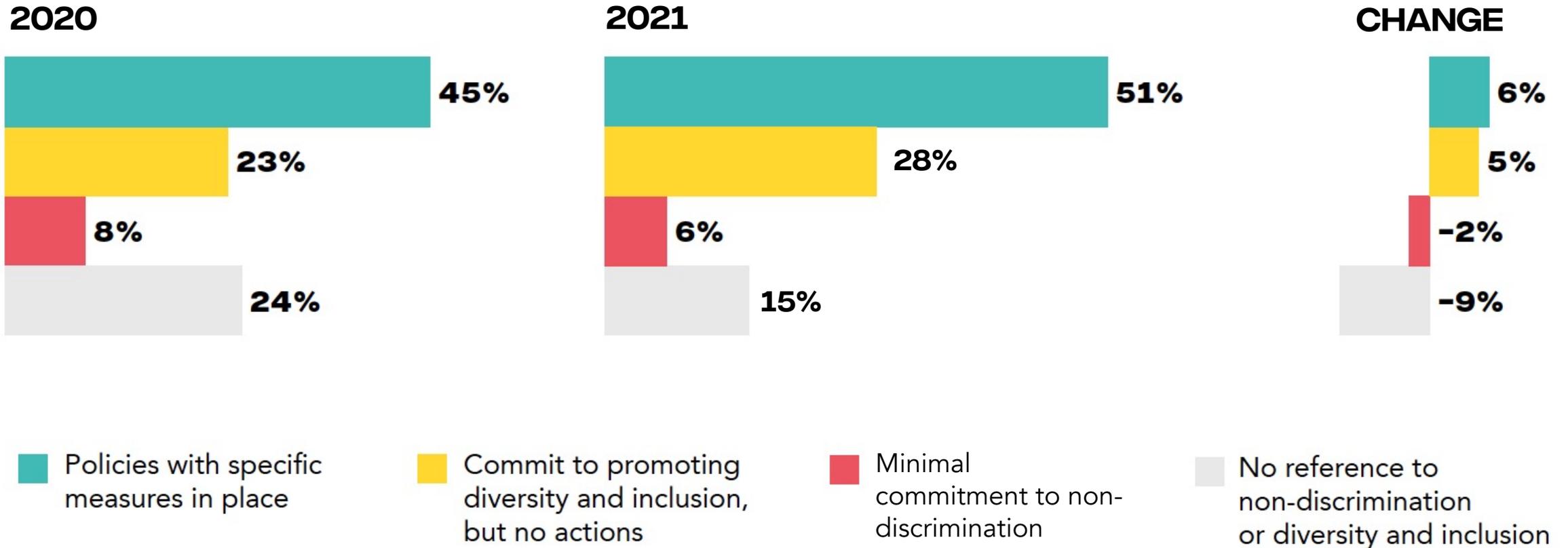
AVAILABILITY OF BOARD DIVERSITY POLICIES GROWS, 2020-2021

2020

14%

21%

65%

2021

20%

27%

54%

CHANGE

6%

6%

−11%

■ Board policy with specific measures to promote diversity and inclusion

■ Commitment to diversity, but no specific measures; Board composed of Member States but no other policy to promote diversity

□ No policy found

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TOWARDS GENDER EQUALITY IN GLOBAL HEALTH
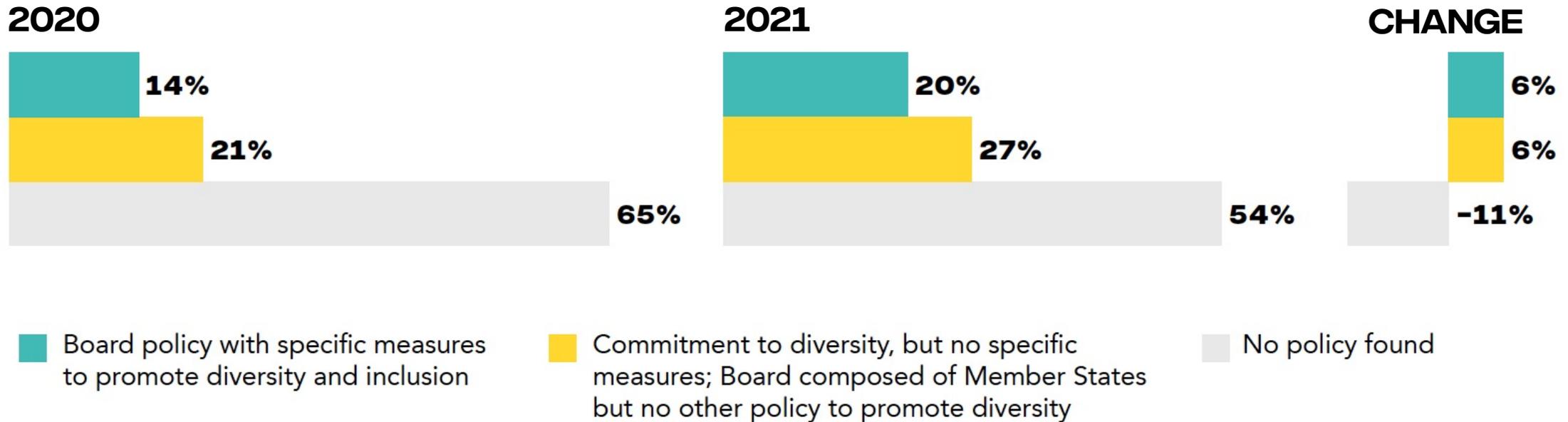
SEXUAL HARASSMENT POLICIES ACROSS 201 ORGS:
40% AVAILABLE ONLINE
15% SHARED INTERNAL POLICIES

Among the policies reviewed, the following contained best-practice elements:
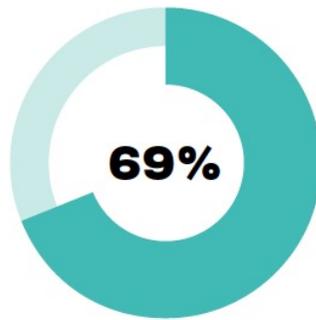
69%
Commitment

78%
Confidentiality
& non-retaliation

50%
Training

80%
Reporting &
accountability

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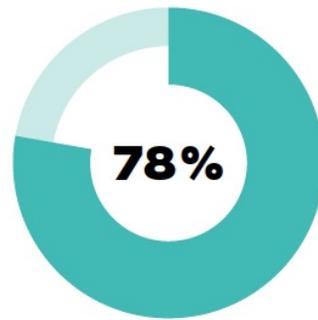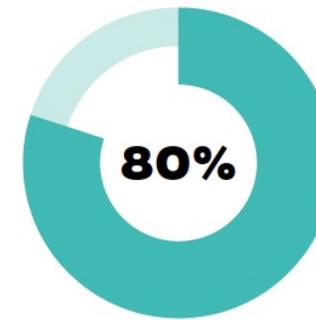
GH5050 FOUR BEST PRACTICE ELEMENTS OF A COMPREHENSIVE SEXUAL HARASSMENT POLICY

COMMITMENT & DEFINITION
Does the policy: state the organisation's zero-tolerance approach to sexual harassment; sufficiently define sexual harassment, and/or provide clear examples of sexual harassment?

TRAINING
Does the policy guarantee mandatory training for all staff?

CONFIDENTIALITY & NON-RETALIATION
Does the policy: guarantee confidentiality of the investigation; and non-retaliation for complainants?

REPORTING & ACCOUNTABILITY
Does the policy describe: the formal and informal reporting processes; the sanctions that will apply to those who commit sexual harassment outlined; how complaints will be investigated provided; and whether the results of investigations reported back to all staff?

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EQUITABLE OUTCOMES IN POWER AND PAY

DECISION-MAKING BODIES STILL DISPROPORTIONATELY MALE

Senior management

36% | Parity
47% | More Men than Women
17% | More Women than Men

**Governing bodies**

29% | Parity
61% | More Men than Women
10% | More Women than Men
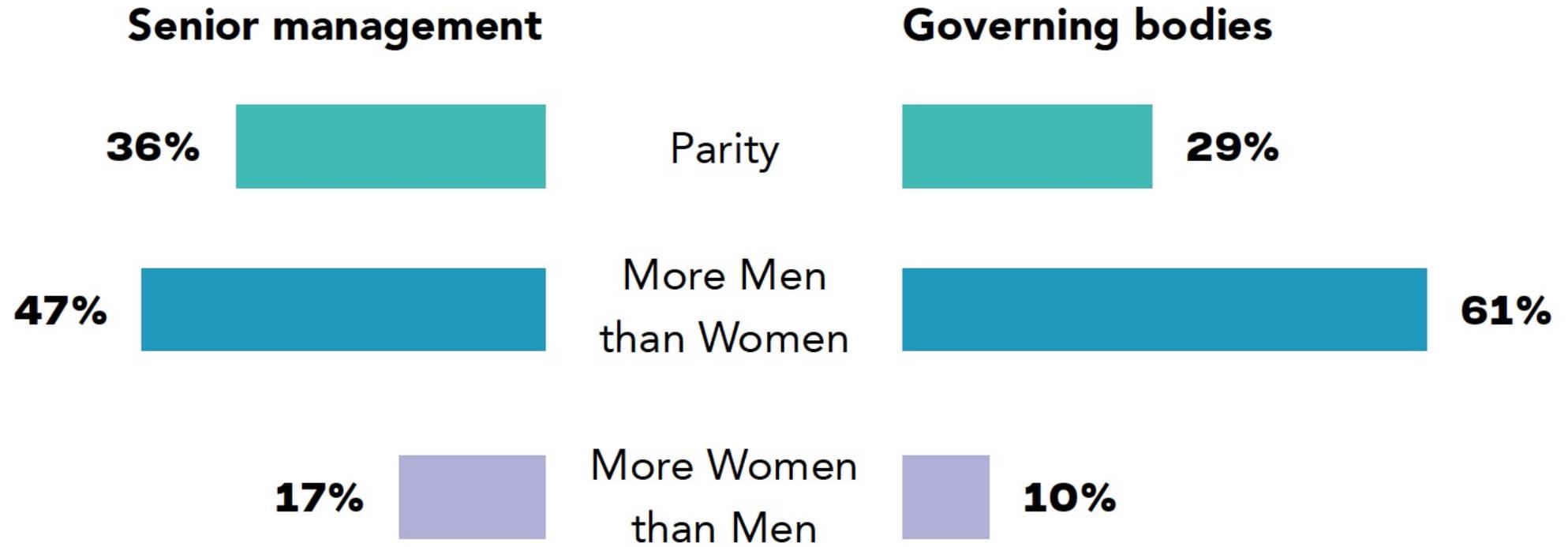
SOME SIGNS OF PROGRESS TOWARDS GENDER PARITY OVER FOUR YEARS

Among the 139 organisations consistently reviewed:

Senior management   **Governing boards**

2018   2018
2019   2019
2020   2020
2021   2021

■ 56-100% women represented   ■ 45-55% women represented; or difference of one; parity   ■ 35-44% women represented   ■ 0-34% women represented

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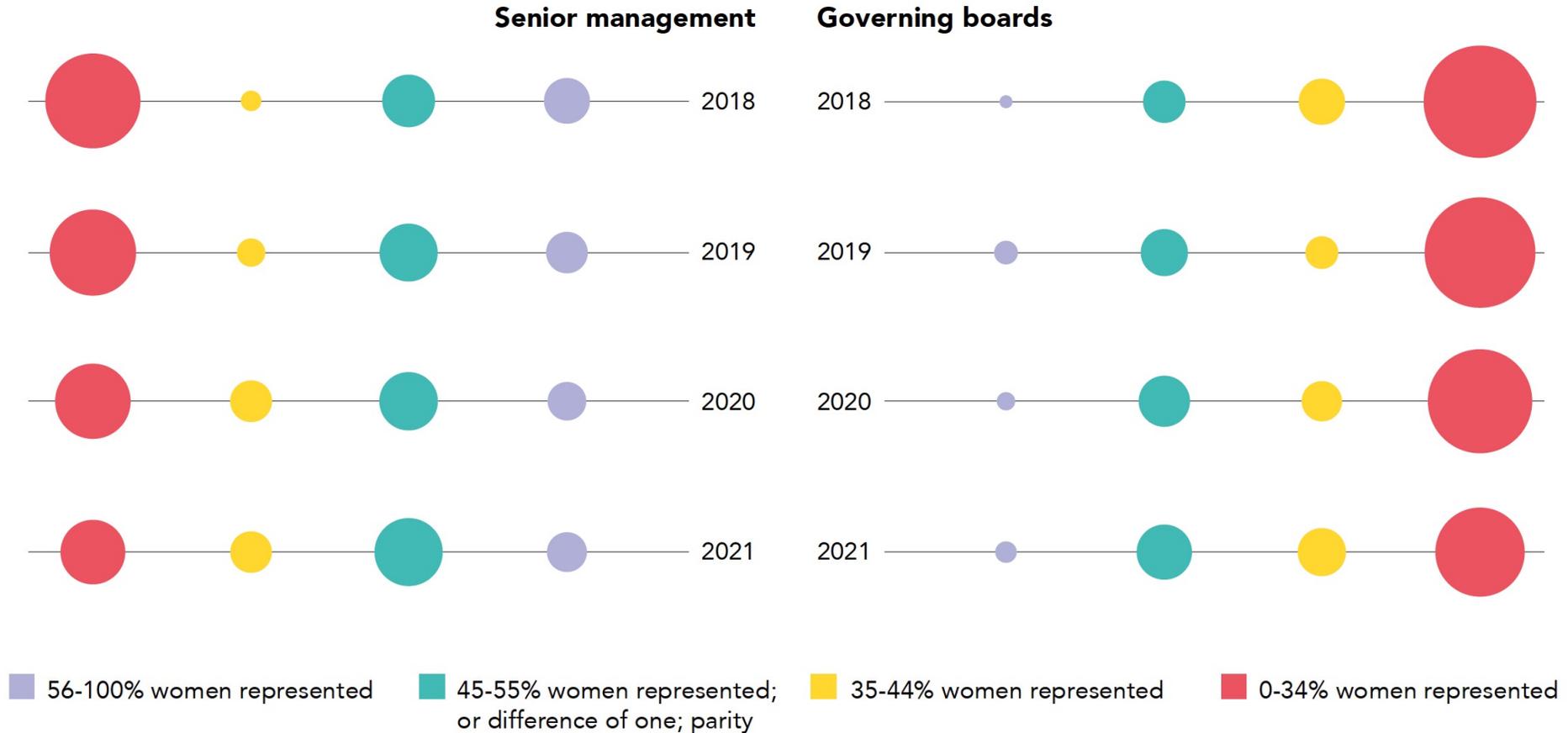
DEMOGRAPHICS OF 387 CEOS AND BOARD CHAIRS

Among 271 men:

Among 116 women:

84% are nationals of high-income countries (HICs)

83% are nationals of high-income countries (HICs)
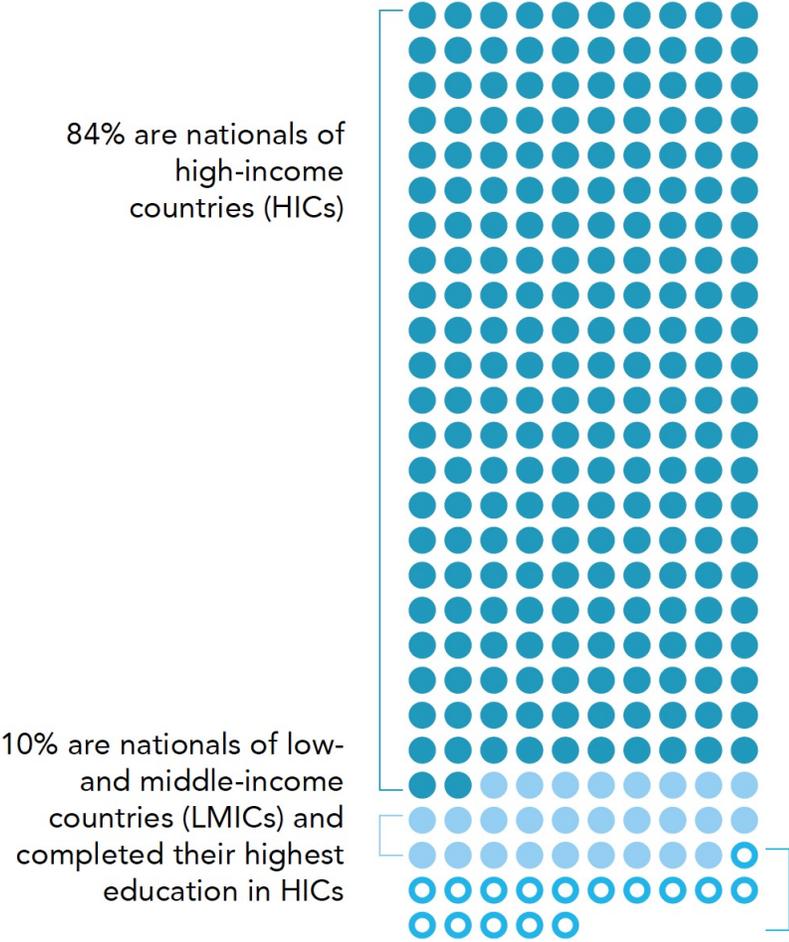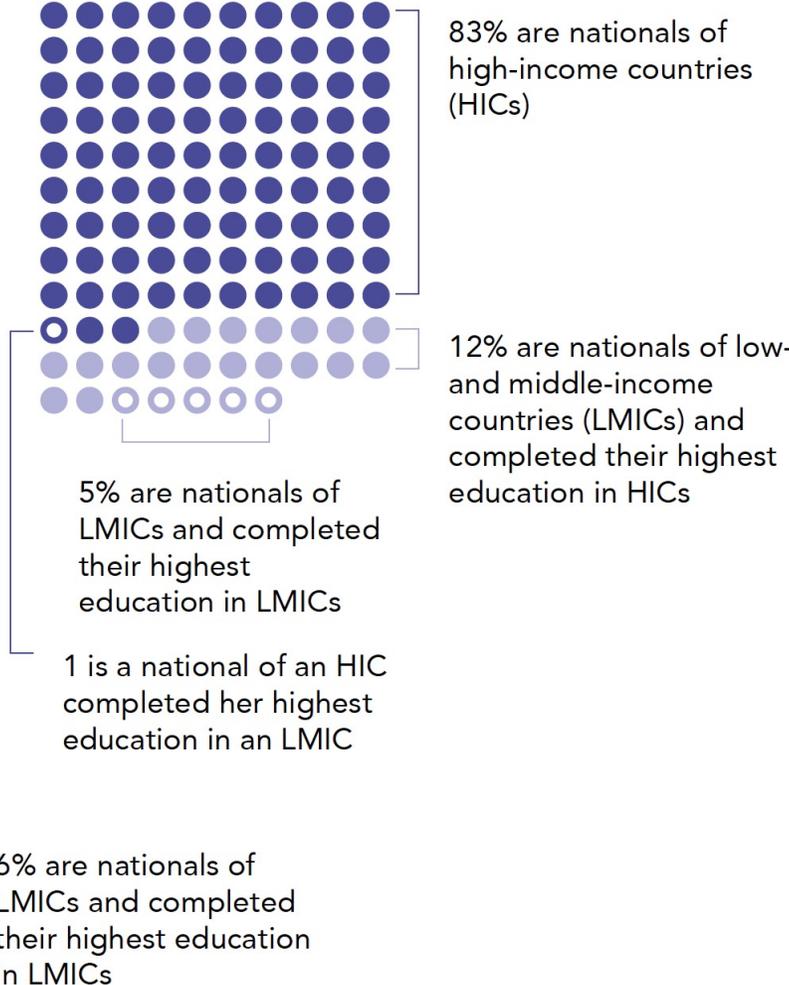
JUST 5% OF ALL LEADERS ARE WOMEN FROM LMICS

12% are nationals of low- and middle-income countries (LMICs) and completed their highest education in HICs

5% are nationals of LMICs and completed their highest education in LMICs

1 is a national of an HIC completed her highest education in an LMIC

10% are nationals of low- and middle-income countries (LMICs) and completed their highest education in HICs

6% are nationals of LMICs and completed their highest education in LMICs

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ACROSS 387 LEADERS...

70% ARE MALE
72% ARE NATIONALS OF EUROPE & N. AMERICA
84% ARE NATIONALS OF HICS
94% ARE EDUCATED IN HICS

Europe
25% MEN
9% WOMEN

North America
26% MEN
12% WOMEN

Middle East & North Africa
1% MEN
1% WOMEN

Asia
6% MEN
1% WOMEN

Latin America & the Caribbean
1% MEN
2% WOMEN

Sub-Saharan Africa
6% MEN
3% WOMEN

Dual nationality
3% MEN
1% WOMEN

Oceania
2% MEN
1% WOMEN

■ MALE
■ FEMALE

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ACROSS 94 NEW LEADERS APPOINTED SINCE 2020...

66% ARE MALE
67% ARE FROM EUROPE & N. AMERICA
76% ARE NATIONALS OF HICS
**88%** ARE EDUCATED IN HICS

NORTH AMERICA

EUROPE

ASIA

MIDDLE EAST &
NORTH AFRICA

LATIN AMERICA &
THE CARIBBEAN

SUB-SAHARAN
AFRICA

OCEANIA

■ MALE
■ FEMALE

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NO PROGRESS MEASURED TOWARDS DIVERSITY AMONG CEOS AND BOARD CHAIRS, 2020-2021

IN 2020, GH5050 FOUND...

**70%**
were men
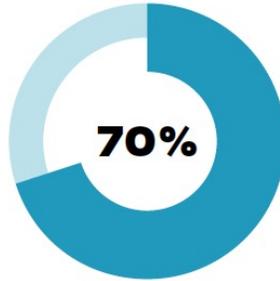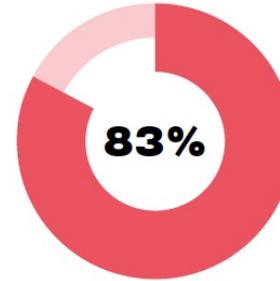
83%
were nationals of high-income countries
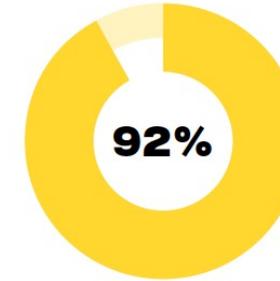
92%
were educated in high-income countries

IN 2021, GH5050 FOUND...
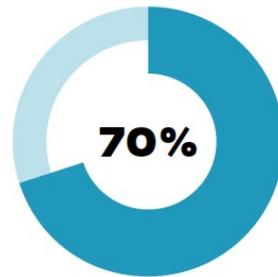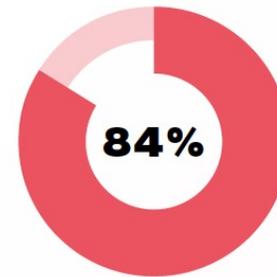
70%
are men

84%
are nationals of high-income countries

94%
were educated in high-income countries

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CEOS (% MALE)

71%

BOARD CHAIRS (% MALE)

69%
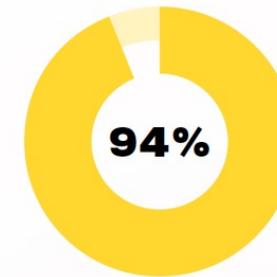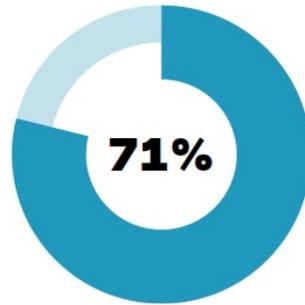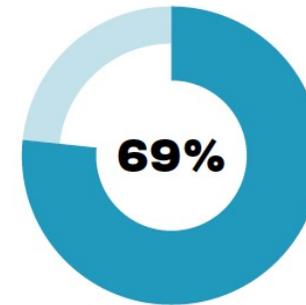
2. Gender of CEOs, by sector

Sector	Women	Men
UN system	45%	55%
NGOs	42%	58%
PPPs	35%	65%
Regional orgs	33%	67%
Funders	29%	71%
Research / surv.	27%	73%
Bi/multilaterals	21%	79%
Faith based	13%	87%
Private sector	12%	88%
Consultancy	11%	89%
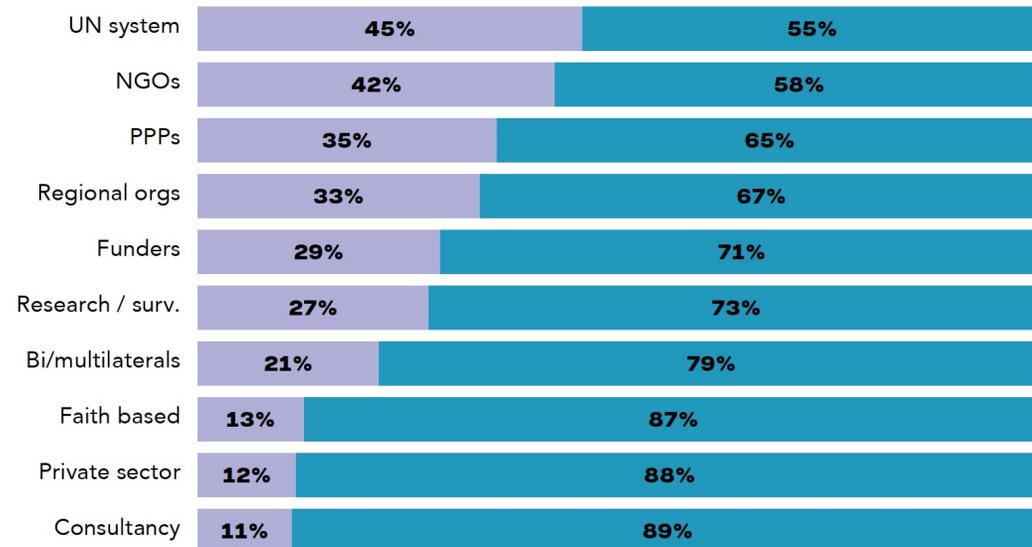
3. Gender of Board Chairs, by sector

Sector	Women	Men
Research / surv.	63%	37%
Bi/multilaterals	50%	50%
NGOs	44%	56%
PPPs	44%	56%
Faith based	33%	66%
Funders	31%	69%
UN system	25%	75%
Consultancy	13%	87%
Private sector	2%	98%
Regional orgs	0%	100%

Women
Men

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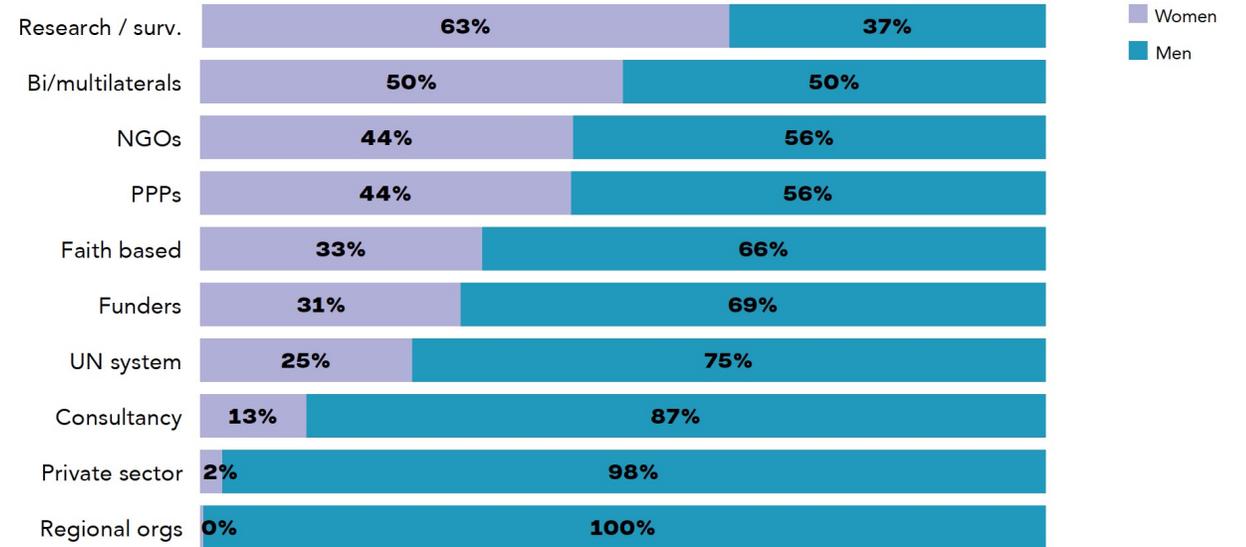
SALARIES OF CEOS ACROSS 34 US-BASED NGOS

RATES OF PAY RANGED BETWEEN $150,000 AND $965,000 PER ANNUM
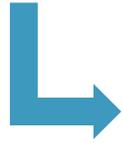
SALARIES WERE CONSISTENTLY HIGHER FOR MALE CEOS, ON AVERAGE BY $106,000 PER YEAR

THE AVERAGE TOTAL REVENUE OF ORGANISATIONS LED BY MEN WAS OVER THREE TIMES THAT OF ORGANISATIONS LED BY WOMEN

WHEN CONTROLLING FOR REVENUE WE FIND A GAP OF $45,000 BETWEEN MALE AND FEMALE CEOS'

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GENDER PAY GAP OF ORGANISATIONS REQUIRED TO REPORT UNDER UK LAW

% Difference in hourly pay (Median)

Women paid more → Men paid more

% Difference in bonus pay (Median)

Women paid more → Men paid more

AB InBev UK Limited — -160%
Reckitt Benckiser Group
Unilever
GlaxoSmithKline UK
Médecins Sans Frontières (UK)
Heineken UK Limited
Nestle UK Ltd
Organa Pharma (formerly Merck Sharp)
Sanofi UK
Kuehne + Nagel Limited
Becton, Dickinson UK Limited
Bristol-Myers Squibb Pharmaceuticals Limited
DSM Nutritional Products (UK) Limited
PricewaterhouseCoopers
Islamic Relief Worldwide
Salvation Army Trustee Company
Department for International Development (DFID)
Coca-Cola European Partners Great Britain Limited
Novartis
Accenture (UK) Limited
Oxfam
Plan International
Eli Lilly and Company Limited
Deloitte LLP
McCann Health Medical Communications Limited
Medtronic Limited
World Vision
McKinsey & Company, Inc UK
Save the Children International
Wellcome Trust
ExxonMobil Chemical Limited
AbbVie
KPMG UK Limited
BP PLC
Mott MacDonald Limited
Novo Nordisk Limited
Johnson & Johnson Limited
General Electric Energy UK Limited
Philips Electronics UK Limited
Pfizer Limited
GSM Association
Gilead Sciences Europe Ltd.
MSI Reproductive Choices
Intel Corporation UK Limited

Hourly pay axis: -40% -20% 0% 20% 40%

Bonus pay axis: -100% -50% 0% 50% 100%

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TAKING A GENDER-RESPONSIVE APPROACH TO IMPROVING HEALTH

# MORE ORGANISATIONS PUBLISH GENDER-RESPONSIVE HEALTH APPROACHES, 2020-2021 (N=199)

Gender-transformative
Addresses the causes of gender-based health inequities. Includes strategies to foster progressive changes in power relationships between women and men.

Gender-specific
Considers how gender norms affect access to resources. Intentionally targets women or men to meet specific needs. Makes it easier for women and men to fulfil their gender roles.

Gender-sensitive
Acknowledges gender norms, roles and relations , but no remedial action is developed.

Gender-blind
Ignores differences in opportunities and resource allocation for women and men;

APPLYING THE WHO GENDER-RESPONSIVENESS SCALE

2020

| 29% | 32% | 19% | 20% |

2021

| 39% | 32% | 14% | 16% |

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39% OF ORGANISATIONS PUBLISH SEX-DISAGGREGATED PROGRAMMATIC DATA

ORGANISATIONS THAT SEX-DISAGGREGATE THEIR PROGRAMMATIC DATA, BY SECTOR

34%

38,5%

- Fully disaggregate data in reporting
- Report percentage of women and girls
- Commit to report sex-disaggregated data, but do not report it
- No disaggregation or commitment

10%

17,5%

UN System (11)	Regional bodies (8)	Research & surveillance (11)	Bilaterals/Multilaterals (14)	PPPs (17)	NGOs (63)	Consultancy (10)	Funders (14)	Faith-based (10)	Private sector (42)
100%	62%	54%	50%	47%	44%	40%	21%	10%	9%

NO PROGRESS ON THIS VARIABLE SINCE 2018

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COVID-19: EXAMINING THE GENDER-RESPONSIVENESS OF ORGANIZATION'S COVID-19 ACTIVITIES

SEX AND GENDER MATTER TO HEALTH OUTCOMES IN THE PANDEMIC

Gender differences along the COVID-19 clinical pathway, globally (% male/ female):
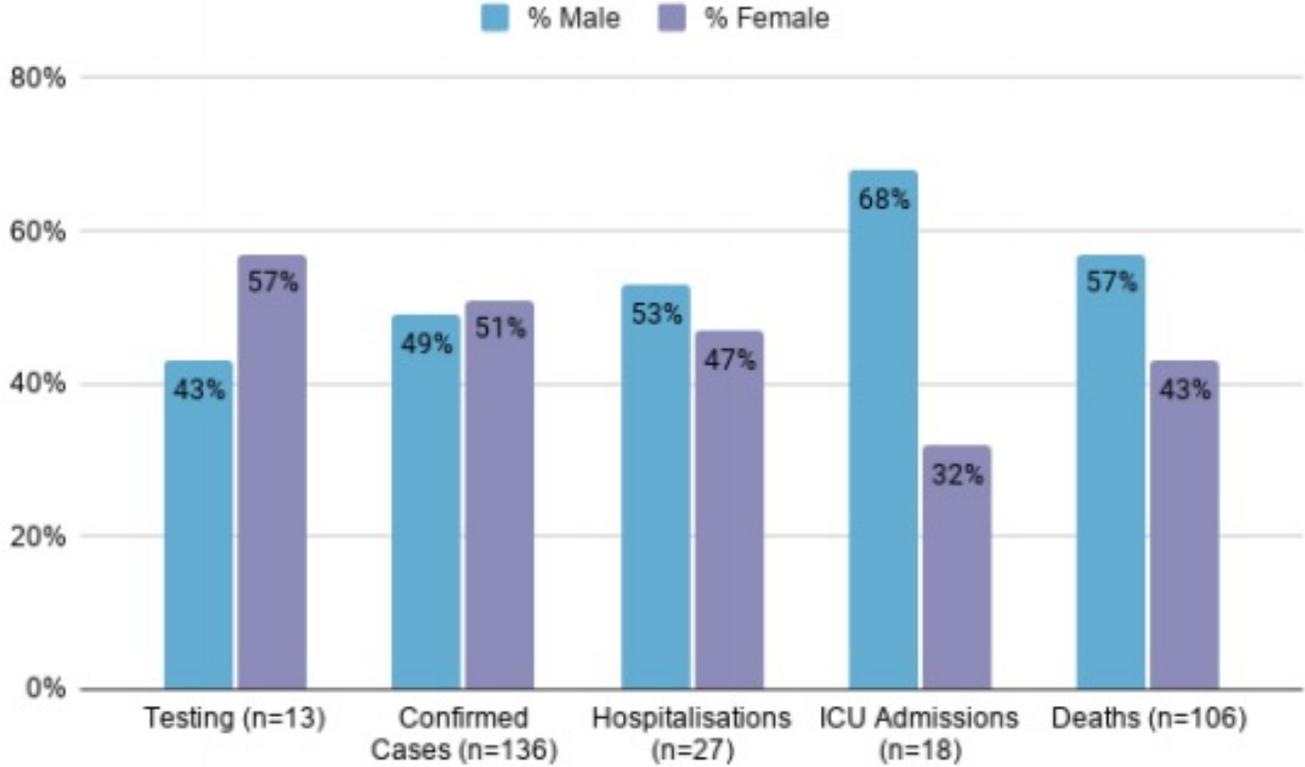
As of February 2021, COVID-19 Sex-Disaggregated Data Tracker

GH5050 REVIEWED FIVE AREAS FROM WHO PANDEMIC RESPONSES RECOMMENDATIONS

Proportion of 140 organisations found to have programmes on each of the five pandemic response areas:
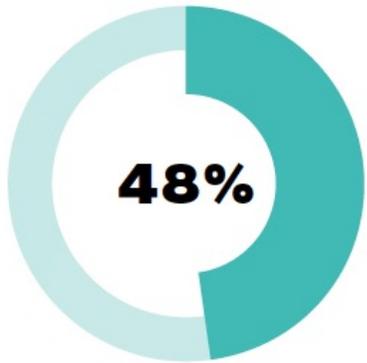
48%	71%	50%	57%	24%
Research and development of vaccines, drugs and therapeutics	Promoting positive health behaviours	Access to COVID-19 -related health services	Protection of healthcare workers	Supporting national surveillance efforts
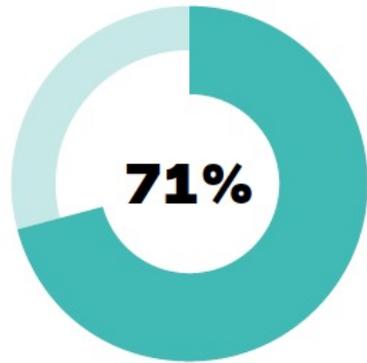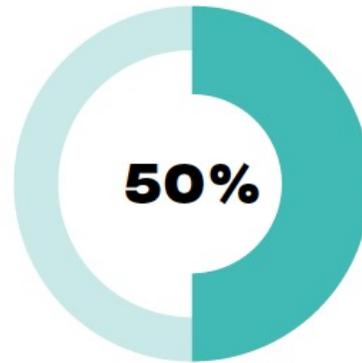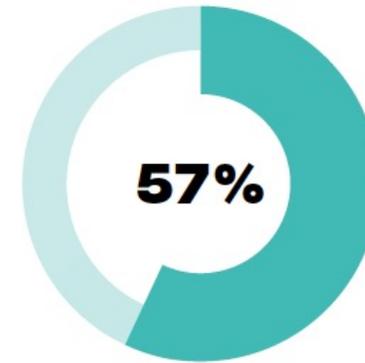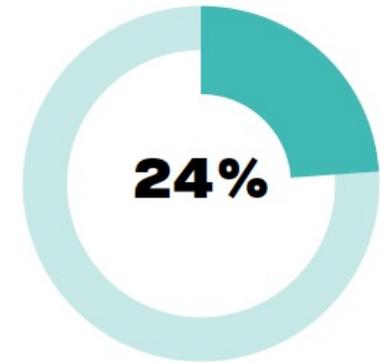
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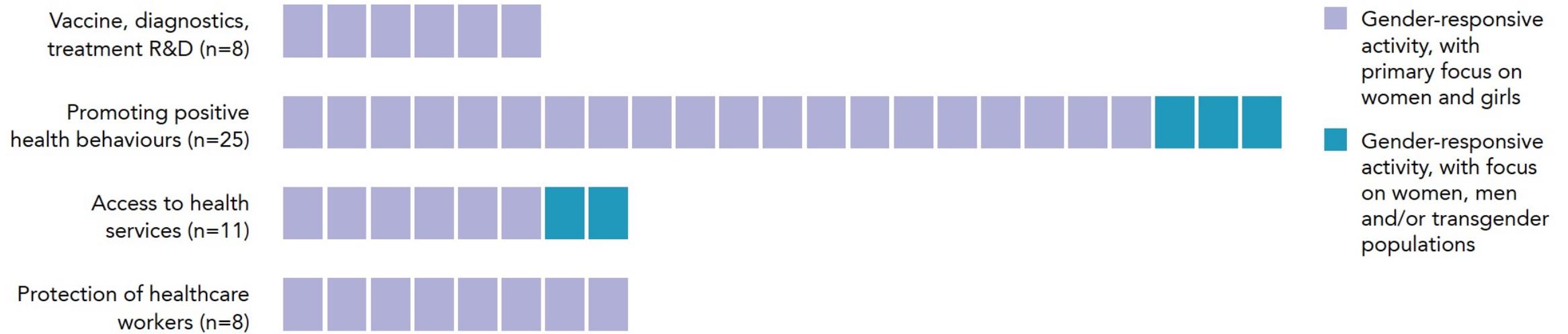
HOW RESPONSIVE? 81% OF COVID-19 ACTIVITIES (N=349) FOUND TO BE GENDER-BLIND

Overall

11%
8%
81%

- Gender-blind
- Gender-sensitive
- Gender-specific

By area

	Gender-blind	Gender-sensitive	Gender-specific
Vaccine, diagnostics, treatment R&D (n=67)	88%	5%	7%
Promoting positive health behaviours (n=99)	75%	4%	21%
Access to health services (n=70)	84%	6%	10%
Protection of healthcare workers (n=80)	90%	4%	6%
Support to national surveillance (n=33)	61%	39%	

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EXPLORE THE FINDINGS VIA THE GENDER & HEALTH INDEX AND POLICY REPOSITORY