GLOBAL 50/50
Year in Review

April 2024 - March 2025
Annual Report

Ainsley Duyvestyn Smith. 2020.

WHO WE ARE

Since 2017, Global 50/50 has been at the forefront of efforts to inform, inspire, and incite action and accountability for gender justice in global health. We bring together the authority of academic research with the knowledge of how to deliver real change.

Supported by a high-powered Advisory Council aligned with this mission, our model acts as a channel to bridge evidence and policy, accelerating progress towards gender equality and health equity.

Our work has helped to catalyse change across the policies, practices, and leadership within our sample of 200 organisations working in global health, and beyond – establishing a global benchmark for progress and transparency for equality.

We know that the forces driving gender inequality don't stop at the borders of health. They're systemic and deeply rooted around the world. In 2024, we expanded into a new sector that shapes opportunities, livelihoods and societies: law and justice. This new chapter allows us to take our proven model into new sectors, while staying grounded in the evidence-informed, change-focused work we're known for.

H.E. former Prime Minister Helen Clark and Global 50/50 Advisor addresses a networking event for gender advocates in New York during UNGA, 2024.

We recognise 2025 as a pivotal year for gender justice, marking 30 years since the Beijing world conference on women. The challenges of achieving equality and social justice are immense, but together, we can all make a difference.

OUR VISION

Global 50/50 envisions a world where gender justice is a reality for all.

OUR MISSION

Global 50/50 is an independent research initiative that informs, inspires and incites action and accountability for gender justice in society.

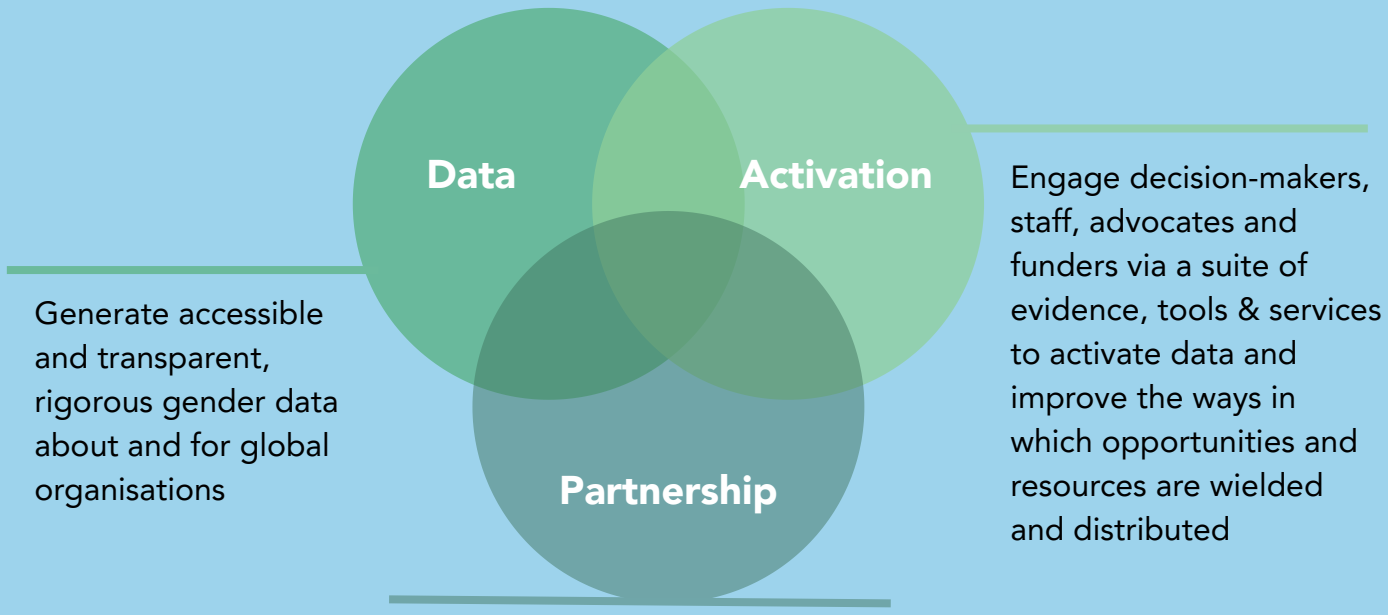
OUR PRINCIPLES AND VALUES

At Global 50/50, collaboration is at the heart of our research and engagement process. We are committed to partnerships that are ethical, equitable, and rooted in social justice. These principles give our approach:

- **Values-driven:** Our work is grounded in social justice and guided by international frameworks including the Universal Declaration of Human Rights, the Sustainable Development Goals and the Beijing Declaration and Platform for Action.
- **Equitable collaboration:** We prioritise fairness in project design, governance, recognition and the sharing of benefits across all partnerships.
- Transparent practices: We are committed to transparency in all aspects of our work, including our funding model, and provide clear and timely updates to stakeholders.
- **Plurality of perspectives:** We actively seek out and amplify a broad range of voices among our partners, research participants, and research users.
- **Ethically grounded:** Our research adheres to the highest ethical standards in design, governance and implementation.
- **Impact-focus:** Our research is solutions-oriented and designed to drive tangible change in addressing gender inequalities.
- **Independent and non-partisan:** While we acknowledge the power imbalances in the systems we work within, we maintain a democratic, non-partisan and non-sectarian approach.
- **Ethical funding:** We only accept funding that allows us to operate independently and critically engage with issues without compromise.
- **Accountability:** We uphold the highest standards of openness, honesty and accountability in our relationships with external partners and within our team.

OUR 2023-2025 STRATEGY AT A GLANCE

STRATEGIC ACTION AREAS



STRATEGIC OUTCOMES

By 2025:

- Driven measurable, substantial shifts in organisational policy and practice to advance gender justice
- Enhanced accountability for intersectional gender justice, by delivering rigorous evidence on gaps and trends in organisational change
- Responded to demand to expand analyses and engagement into new sectors
- Brought in new funders and incentivised investments for our work

Working towards:

- Demonstrated progress towards SDG goals
- Improved gender-responsive policies and programmes in health and related sectors, globally and in priority geographies
- Increased number of women and leaders from low/middle income countries exercising decision-making power and influence

OUR RESULTS

2024/25 was a pivotal year for Global Health 50/50 (GH5050). We launched our 7th annual report on gender equality in global health, expanded our proven methodology into new sectors, and deepened partnerships that are shaping more equitable health and justice systems worldwide.

Despite a drop in organisational commitments and the withdrawal of some workplace policies since early 2025, particularly among organisations receiving US federal funding, Global 50/50 continued to publish reports, generate evidence and inform advocacy to defend and advance gender justice.

We are grateful to the Gates Foundation, Co-Impact and our many partners for making this work possible and amplifying its impact.

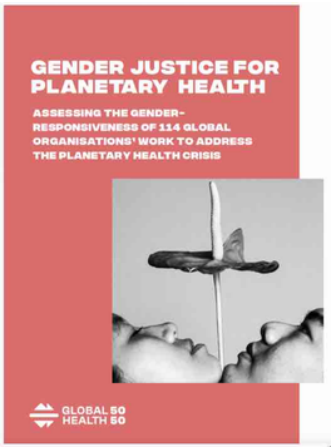
WHAT WE DELIVERED

New evidence for gender-responsive action for planetary health

In April 2024, we launched our first ever report on planetary health 'Gender Justice for Planetary Health' at the Planetary Health Summit in Malaysia. Our report, which contains an analysis of 114 organisations with activities in planetary health, delves into how gender considerations shape global responses to planetary health crises.

"I and many others were hopeful that the movements for gender justice, climate change and planetary health could be united, yet as this groundbreaking report from Global Health 50/50 and the Sunway Centre for Planetary Health reveals, gender-transformative action remains remarkably absent from most planetary health efforts."

Dr. Soumya Swaminathan, former Chief Scientist of the World Health Organization



"The Global Health 50/50 report is considered by the Gates Foundation's Gender Equality Division to be among the most impactful funded assets and reports in their grant portfolio."
The Gates Foundation

Global accountability for gender justice: Release of the 7th Global Health 50/50 Report

In July of 2024, we released our 7th annual 2024 Global Health Report: 'Gaining Ground', which presented a detailed analysis of gender equality and diversity in leadership across 201 organisations active in global health.

Drawing on seven years of annual assessments, the report found that important progress had been made, including reaching gender parity among non-profit board members. The report also highlighted that only 2% of nonprofit board seats were held by women from low-income countries. It called for urgent structural changes and rigorous accountability to foster inclusive, equitable and effective organisations active in global health.

"The index serves as an important tool, showcasing the use of data to drive structural change, advance action, and hold global health organizations accountable for creating more inclusive and equitable workplaces."

Mark Suzman, CEO of the Gates Foundation

2%
of nonprofit board seats held by women from low-income countries

Launch of a new evidence and impact initiative: Global Justice 50/50

Recognising the critical role that the law and justice sector plays in shaping gender equality and access to justice worldwide, we expanded our proven model of research and accountability into this field.

Global Justice 50/50 (GJ5050) will apply the same robust methodology that has catalysed transformation in the health sector to the institutions that uphold justice and the rule of law, ensuring gender equality is not just a principle, but a practice within the structures that govern societies.

The first report and Gender and Justice Index will be published in January 2026.

"If we are to build a just future, we need a systemic response that spans every sphere of society. Because without gender justice, there is no justice at all. Global Justice 50/50 promises to contribute to the building of just legal systems around the world – ensuring every voice counts."

Mary Robinson, Former President of Ireland

Special series delivers new evidence on gender equality in health systems

We published the results of two years of research on gender equality and women's leadership in the health sectors in India and Kenya with our partners, the International Center for Research on Women and the African Population Health Research Center, in a special collection of the BMJ. This included a paper that explored opportunities to ensure greater accountability for gender justice commitments and an innovative paper introducing the 'law cube' approach to assessing country legal environments for women's leadership.

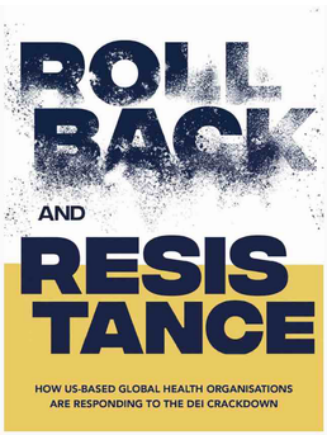
"The metaphor of smashing the glass ceiling is an attractive rallying cry for reaching parity in leadership, but the ceiling rests on pillars and systems of inequality that require dismantling too. It is time for us not just to smash the ceiling but to rebuild the whole house according to a more feminist blueprint."

Sarah Hawkes, Rama Baru, BMJ 2024

Rapid mobilisation and review of organisational policy in response to US Executive Orders

Our March 2025 report, Rollback and Resistance provided rapid data on how US-based global health organisations were responding to the US administration's removal of language around gender and dismantling of DEI policies, highlighting the risks, the resistance, and the urgent need for collective action to defend progress.

The Report was discussed at a side event during the 69th session of the Commission on the Status of Women (CSW69). Drawing on those discussions, Global 50/50 published Defying the Pushback: an agenda for action to mobilise for gender justice.



Global leadership in contributing to our understanding of gender and global health: The Lancet Commission

We were proud to fund and support the Lancet Commission on Gender and Global Health - a multi-year process uniting Commissioners, researchers, policymakers, and the wider global health community.

The Commission, co-chaired by our co-CEO Sarah Hawkes, produced new research, evidence and recommendations to provide a practical roadmap for action to improve health and wellbeing for everyone. Its final report, launched on World Health Day 2025, examines how gender is actively contested within health systems, and how anti-gender movements and commercial interests entrench injustice. Drawing on historical, political, legal, and economic analysis, it explores how power operates through gender to determine whose health counts.

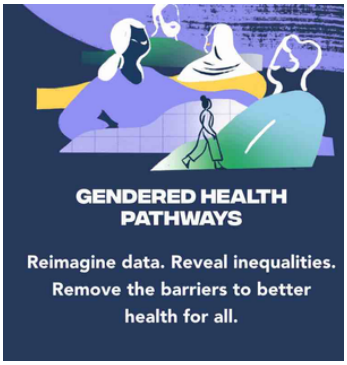
A new, groundbreaking tool to visualise health data and disparities

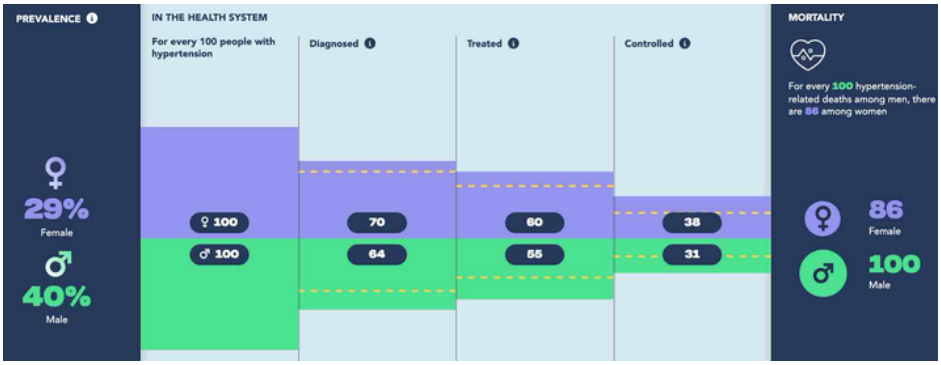
Our Gendered Health Pathways work started as COVID-19 swept the world. Over the course of the pandemic, we gathered, analysed and published data disaggregated by sex and other characteristics on testing, vaccination, hospitalisation and death. Our COVID-19 Tracker became the world's largest repository of sex-disaggregated data, used by multiple UN dashboards and covered widely in the national and global media.

We took the lessons learned from that work and expanded it to better understand gender differences across other life-threatening health conditions: diabetes, hypertension, and HIV. The result is Gendered Health Pathways, our breakthrough data visualisation tool, launched in 2025.

"This platform has the power to galvanise a shift in thinking and in how we collect and use data."

Dr Swarup Sarkar, Indian Council of Medical Research





Global dialogues and partnerships for gender justice

Over the past year, we proudly strengthened our global presence, knowledge sharing and forging partnerships to drive gender equality in health, justice, and beyond.

We advocated for feminist leadership at the Reykjavík Global Forum – Women Leaders and championed physical activity as a right at the 10th Congress of the International Society for Physical Activity and Health (ISPAH) in Paris. We collaborated with the African HIV Control Working Group to integrate gender into transformative health responses, advocated for social justice at the 5th People's Health Assembly in Argentina, and co-hosted critical dialogues on gender and planetary health at the Consortium of Universities for Global Health 2024.

At the World Health Summit, we met leaders from organisations in our annual report, fostering accountability and action. At UNGA79, we partnered with WomenLift Health, where H.E. Helen Clark called for systems of accountability to deliver on gender equality commitments. And at CSW79, we led a conversation around the rollback of gender commitments in US organisations and laid the groundwork for a strategic agenda for pro-gender justice.

This is Gender, world-renowned image collection, in a new vibrant online space

Since 2019, Global Health 50/50 has invited artists from around the world to engage in and submit their work to the This is Gender collection, a collective effort to reimagine and reframe gender stereotypes and dynamics globally. The ever-expanding collection is widening public perception of what gender equality looks like around the world.

In 2025, we launched our new platform for the collection, a vibrant online space showcasing images from visual storytellers around the world that disrupt reductive representations of gender. We also issued two new calls for images in 2024/2025: the Gender and Disability competition with the resultant 'Cripping the Lens' exhibition and Gender (In)Justice.

"You came up with such an amazing opportunity and idea to share these kinds of stories because it makes the world a better, more understanding place to live in."

Anwar Sadat Swaka, Photographer

Jamie Prada, 2024

OUR IMPACT

- **Strengthened global accountability for gender equality,** with multilateral organisations, funders, and major international NGOs using G5050's data to benchmark progress, assess risks of rollback, and adjust internal policies and leadership practices.

- **Equipped actors and organisations to resist gender and DEI rollbacks**, particularly in the United States, by providing rapid evidence that shaped internal discussions and supported coalitions advocating for the protection of gender justice commitments.

- **Shifted norms and narratives about gender globally**, with expanded public engagement through the This is Gender collection challenging reductive stereotypes, elevating marginalised perspectives, and influencing how gender is visually and culturally represented in global health and beyond.

- **Expanded body of knowledge on gender, health and social justice**, with 22+ academic articles in the past year by current G5050 staff. G5050 data has been cited in more than 1,000 academic research papers and in hundreds of major media outlets since 2017 – including The New York Times, CNN, The Guardian, the China Current, and the Times of India.

- **Informed gender-responsive policy** - our research has been used in over 60 policy documents published by Governments, thinks tanks, NGOs and legislative bodies.

PLANS FOR FUTURE PERIODS

In 2025–26, Global 50/50 will continue to bring together our strengths in research, data, engagement and partnerships across initiatives to deliver on our strategy for gender justice in health, law and finance. To this end, we are developing a detailed impact tracking programme to define and monitor the results we expect to achieve.

We are focusing on:

- Protecting and advancing gender justice in the face of backlash, by monitoring rollbacks in policy and practice, and supporting collective advocacy to resist them.
- Expanding and deepening our 50/50 indices to cover additional variables, integrate feminist leadership principles, new sectors and geographies, thereby improving the availability, comparability and use of data on organisational commitments, practices and leadership.
- Amplifying diverse voices and narratives through storytelling and art, including the continued growth of the This is Gender collection and new calls focused on disability, justice and the care economy.
- Building and sustaining strategic partnerships, especially with feminist and Global South organisations, to co-create agendas and ensure our evidence informs real-world decision-making.
- Investing in our organisational strength, including team capacity, governance, systems and learning, so that Global 50/50 remains a trusted, agile and effective actor in a rapidly changing global landscape.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document Global Health 50/50 is a charitable organisation (CIO) registered as a charity with the Charity Commission (England and Wales). The CIO appoints its trustees under terms of a CIO Foundation document dated 7th April 2021 (referred to as its constitution).

Organisation Global Health 50/50 (or Global 50/50) is governed by a Board of Trustees composed of four members from diverse disciplinary backgrounds including financial, legal, philanthropic, gender and global health expertise. The Trustees meet formally approximately four times throughout the year.

Trustees Induction and Training The process for the induction of new Trustees comprises meetings with the Chair of Trustees and other Trustees, and new Trustees are also provided with current and previous Annual Report and Accounts. In addition, the Trustees are provided with guidance from the Charity Commission on the duties of a Trustee and provided with key documents relating to the functioning of Global Health 50/50.

Risk Management The Trustees have agreed a risk management framework and review changes in risk assessments at each formal meeting. They have established systems and contingency plans to mitigate them.

Reserves have been reviewed and are considered sufficient to enable the charity's objectives to be achieved in the medium term.

Key internal controls have been reviewed and are considered sufficient. The Trustees have regular access to and oversight of all financial reporting and management accounts.
Adequate measures are in place in the event of the Charity ceasing to operate.

Fundraising The charity does not actively fundraise from the public and its only income is from grant making foundations.

Public Benefit The Trustees have taken into account guidance issued by the Charity Commission regarding public benefit. The Trustees consider the charity's activities meet the public benefit as explained further under the Results section of this report.

Reserves policy The Charity has a policy of maintaining sufficient reserves to cover existing commitments and those of the forthcoming year, donations due and its administrative obligations. No upper limit is considered necessary to be set for the level of reserves.

Key personnel and pay policy The Trustees consider the Board of Trustees and Profs Sarah Hawkes and Kent Buse (Co-CEOs) to be the key management personnel of the Charity in charge of directing and controlling the Charity on a day-to-day basis. All Trustees give their time freely and no Trustees remuneration or expenses were paid in the year.