Global Health 50/50
2019 Organisational Self-Assessment

![GLOBAL HEALTH 5050 — TOWARDS GENDER EQUALITY IN GLOBAL HEALTH]

This Self-Assessment is aligned with the framework of the 2019 Global Health Report 'Equality Works'. It aims to support organisations that were not reviewed in the 2019 Global Health 50/50 Report, yet are interested in assessing their own performance on gender and gender equality.

GH5050 places particular emphasis on the value of transparency; its annual reports review publicly available documents. GH5050 urges organisations to place its policies, particularly human resources policies, in the public domain, which sends a signal about organisational priorities, facilitates employees' access to essential information and enables public scrutiny and external accountability.

Organisations are encouraged to explore a range of resources on the GH5050 site that aim to support organisations to strengthen their performance, including the 2019 Report Recommendations, a list of Recommended Resources and a range of How To guides.

Organisations are invited send this completed form to Global Health 50/50 (info@globalhealth5050.org) for publication on its site.

View the resources above at www.globalhealth5050.org/resources
Read the Global Health 50/50 2019 Report Equality Works

Organisation:	
Headquarters location (Country):	
Staff size:	

For each question below, please select one option only unless otherwise indicated.

Part 1. GH5050 Core Variables
These variables are reviewed annually.

1. Has your organisation made a public statement or commitment to gender equality?

Score

☐ Yes, it has made a public commitment to gender equality in a key corporate policy document. The organisation refers to gender as relating to both men and women or mention gender mainstreaming in policy and planning. — Green (G)

☐ Yes, it makes a public commitment to gender equality with a focus on women and girls. — Green/Purple (Gp)

☐ Yes, it is a signatory to the Women's Empowerment Principles. — Green/WEPs (Gw)

☐ The organisation works on women's health and wellbeing but makes no formal commitment to gender equality — Amber (A)

☐ There is no mention of gender in organisation's corporate policies, but organisation does have a general commitment to diversity and inclusion — Red (R)

☐ There is no mention of gender in organisation's corporate policies, but organisation does make a general commitment to the SDGs — Red/SDGs (Rs)

2. Does your organisation define gender in its institutional policies in a way that is consistent with global norms?

☐ The definition is consistent with the WHO or UN Women definition of gender* — Green (G)

☐ The definition is consistent with WHO or UN Women definition, and includes a reference to transgender — Green 1 (G1)

☐ The definition is consistent with WHO or UN Women definition, and is in relation to health — Green 2 (G2)

☐ Gender is defined with a primary focus on women and girls, or gender-related terms are defined but not 'gender' — Amber (A)

☐ No definition of gender provided — Red (R)

*See definition of gender here: https://globalhealth5050.org/glossary/

3. Does your organisation have a workplace policy on gender equality?

☐ There is a gender or diversity affirmative policy in place with specific measures to improve gender equality and/or support women's careers — Green (G)

☐ There is a plan/policy that promotes diversity and inclusion, but not explicitly equality, and there are specific strategies in place for diversity and inclusion — Green/Diversity&Inclusion (DI)

☐ There is a stated commitment to gender equality and/or diversity in the workplace (above the legal requirement) but no specific measures to carry out commitments — Amber (A)

☐ The policy is compliant with the law but makes no additional commitment to advancing gender equality in the workplace = "we do not discriminate" — Red (R)

☐ There is no reference to workplace gender equality in key corporate policies — N/A (Red)

☐ Additionally check box if policy is publicly available online

☐ Additionally check box if policy contains specific mention of no discrimination based on gender identity/other mention of inclusion of transgender

4. Does your organisation mention gender in their core strategic and/or programming documents?

☐ There are programmatic strategies with a gender focus and that are inclusive of women and men, girls and boys — Green (G)

☐ There are programmatic strategies with a gender focus but predominantly focus on women and girls — Green/Purple (Gp)

☐	There are programmatic strategies with a predominant focus on women and girls with no mention of gender	Amber (A)
☐	There is no mention of gender in programmatic strategies	Red (R)
☐	Organisation does not perform programmatic work.	Not applicable (NA)

☐	Additionally check box if document(s) is publicly available online
☐	Additionally check box if programmatic strategy mentions transgender health

5. Does your organisation disaggregate its monitoring and evaluation data by sex?

☐	Organisation disaggregate data related to programmatic delivery (i.e. reported as men/women and boys/girls); or require disaggregation in the programmes they support or provide a gender analysis of their work	Green (G)
☐	Data disaggregation is limited to what percentage of beneficiaries are women and girls	Amber (A)
☐	Organisation state a commitment to sex-disaggregated data but do not report it	Amber 1 (A1)
☐	Organisation make no mention of sex-disaggregated data and do not report	Red (R)

☐	Additionally check box if organisation sex-disaggregate data and report on transgender health

6. Does your organisation have gender parity in its senior management?

☐	45-55% of senior management are women, or a difference of one	Green (G)
☐	35-44% of senior management are women	Amber (A)
☐	56-100% of senior management are women	Amber 1 (A1)
☐	0-34% of senior management are women	Red (R)

7. Does your organisation have gender parity in its governing board?

☐	45-55% of the governing board are women, or a difference of one	Green (G)
☐	35-44% of the governing board are women	Amber (A)
☐	56-100% of the governing board are women	Amber 1 (A1)
☐	0-34% of the governing board are women	Red (R)

8. What is the gender of the Executive Head of the organisation?

☐	Woman	Woman (W)
☐	Man	Man (M)
☐	Transgender or other	Other (O)

9. What is the gender of the Board Chair?

☐	Woman	Woman (W)
☐	Man	Man (M)
☐	Transgender or other	Other (O)

Part 2. Sexual Harassment Policy

See pgs 57-64 in the GH5050 2019 Report for further information about elements of comprehensive sexual harassment policies [Link].
The GH5050 website provides additional resources to support organisations in developing and strengthening sexual harassment policies [Link].

10. Is your organisation's sexual harassment policy publicly available online?

☐	Yes, available online	Online (O)
☐	No, policy is internal and not available online	Not online (NO)
☐	Organisation does not have a sexual harassment policy	No policy (NP)

11. Commitment and definition: How many of the following features does the policy possess?

1 - statement of the organisation's zero-tolerance approach to sexual harassment
2 - definition of sexual harassment that meets GH5050 requirements of a definition*
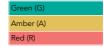3 - detailed examples of conduct that constitutes sexual harassment

A definition of sexual harassment should include the following three conditions: (1) the conduct is unwelcome; (2) the conduct is of a sexual nature (3) either submission to/rejection of the unwanted conduct is made either explicitly or implicitly a term or condition of an individual's employment; the conduct interferes with an individual's work performance or creates an intimidating, hostile, degrading, humiliating or offensive environment.

See the GH5050 glossary for the UN Chief Executives Board definition of sexual harassment.
See page 62 of the GH5050 2019 Report for more examples of definitions of sexual harassment.

☐	Policy possesses all three elements	Green (G)
☐	Policy possesses 1-2 elements	Amber (A)
☐	Policy possesses none of the above	Red (R)

12. Protection guarantees: Does the policy guarantee confidentiality of the investigation and non-retaliation for complainants?

☐	Both confidentiality and non-retalitation	Green (G)
☐	Confidentiality guaranteed to fullest extent possible	Amber (Ac)
☐	Protection guaranteed against non-retaliation	Amber (Anr)
☐	Neither confidentiality nor non-retaliation guaranteed	Red (R)

See pages 62-63 of the GH5050 2019 Report for examples of language on protections.

13. Does the policy guarantee sexual harassment training?

☐	The policy guarantees mandatory training for all staff	Green (G)
☐	Training is available to all staff but not mandatory, or mandatory only for a certain staff category e.g. managers	Amber (A)
☐	No mention of training	Red (R)

See pages 63 of the GH5050 2019 Report for examples of language on training.

14. Reporting and accountability: How many of the following features does the policy possess?

1- Description of sexual harassment reporting processes
2- Description of both formal and informal reporting processes
3- Description of sanctions that will apply to those who commit sexual harassment
4- Description of how complaints will be investigated
5- Commitment to transparently report of results of investigation(s)

☐	3-5 features	Green (G)
☐	1-2 features	Amber (A)
☐	None	Red (R)

See pages 63-64 of the GH5050 2019 Report for examples of language on formal and informal complaint processes and reporting results to staff.

RESULTS: Sexual harassment policy
Overall organisational scoring

Please tally your responses to questions 11-15 and select the corresponding result:

☐	Scores Green for at least 2/4 variables and Amber on all others, and no Reds	Green (G)
☐	Sexual harassment policy scores 1 Red or any other combination of Green/Amber/Red	Amber (A)
☐	Policy scores Red on at least 2/4 variables	Red (R)

Part 3. Family-friendly workplace policies

See pgs 65-73 in the GH5050 2019 Report for further information about family-friendly workplace policies [Link].

The GH5050 website provides additional resources to support organisations in developing and strengthening family-friendly workplace policies [Link].

15. Is your organisation's parental leave policy publicly available online?

☐	Yes, available online	Online (O)
☐	No, not online	Not online (NO)

16. Does the policy reference availability of support to new parents e.g. flexible working upon return to work period, or childcare or breastfeeding facilities on site?

☐	Yes, support listed	Green (G)
☐	Support, including lactation facilities or flexible returns to work, is available but not referenced in organisation policy, OR; facilities are available at headquarters, but not guaranteed by policy across the organisation	Half green (HG)
☐	Support is not provided	Red (R)

17. Does you organisation have a family-friendly flexible working policy?

☐	Family-friendly flexible working policy in place	Green (G)
☐	No policy	Red (R)

18. Maternity leave

Total weeks available	[Enter here]
Wage replacement (%)	[Enter here]

19. Paternity leave

Total weeks available	[Enter here]

Wage replacement (%)   [Enter here]

20. Parental / shared parental leave
    Total weeks available   [Enter here]
    Wage replacement (%)   [Enter here]

21. Do leave entitlements exceed national statutory entitlements - in duration, wage replacement, people who are covered, etc?
    ☐   Yes
    ☐   No

See pgs 65-66 in the GH5050 2019 Report for definitions of maternity, paternity and parental leave.

Part 4. Gender pay gap

22. Does your organisation publicly report its gender pay gap?
    ☐   Yes
    ☐   No

23. If so, please enter which (if any) variables are reported:
    Mean pay gap in hourly wages of men and women
    Median pay gap in hourly wages of men and women
    Mean bonus pay gap among men and women
    Median bonus pay gap among men and women
    Proportion of men occupying upper pay quartiles
    Proportion of women occupying upper pay quartiles
    Percentage of women receiving bonuses
    Percentage of men receiving bonuses

To calculate your organisation's gender pay gap, see these instructions (Page 10) provided by the UK Government Equalities Office.

Please include a brief description of how your organisation calculated its gender pay gap:

GH5050 SELF-ASSESSMENT SUMMARY RESULTS

#GH5050CHALLENGE

Domain	Score		Online
1. Commitment to gender equality			
2. Definition of gender			
3. Workplace gender policy			N
4. Programmatic gender strategy			N
5. M&E Disaggregation			
6. Senior Management Parity			
7. Board Parity			
8. Gender of Executive Director			
9. Gender of Board Chair			
10. Sexual harassment policy - availability			
11. Sexual harassment policy - performance			
12. Parental leave - availability			
13. Gender pay gap reported			

Presence of + indicates mention of inclusion of transgender people.

A printer friendly version of organisational self-assessment results as well as GH5050 recommendations can be found on the second tab, below.