Snapshot of Gender Equity in the eye health sector

Monday, January 11, 2021
41
Total Responses

Date Created: Friday, October 23, 2020
Complete Responses: 41
Q1: Has your organisation made a public statement or commitment to gender equity?

- Answered: 41   Skipped: 0

- Yes, we make a public commitment to gender equity in a key corporate policy document
- Yes, we make a public commitment to gender equity but equate it to women’s health
- We work on women’s health and wellbeing but make no formal commitment to gender
- There is no mention of gender, but we have a general commitment to diversity and inclusion
- We state a gender commitment to the SDGs
Q2: Does your organisation define gender in its institutional policies in a way that is consistent with global norms?

Answered: 41    Skipped: 0

- **37%** Consistent: WHO definition of gender
- **5%** Consistent: WHO definition & includes a reference to transgender
- **10%** Consistent: WHO definition & in relation to health
- **17%** Defined with a primary focus on women & girls, or they define gender-related terms
- **32%** No definition of gender provided
Q3: Does your organisation have a workplace policy on gender equity?

Answered: 41   Skipped: 0

- Green: Gender or diversity affirmative policy in place with specific measures to improve gender equity
- Blue: Plan/policy & strategies promotes D & I, not explicitly equity
- Yellow: Stated commitment to gender equity &/or diversity in the workplace (above the law)
- Teal: Policy is compliant with law, no additional commitment to advancing gender equity in the workplace
- Orange: No reference to workplace gender equity in key corporate policies
- Purple: The policy contains specific mention of no discrimination based on gender identity/other
Q4: Does your organisation have a programmatic strategy on gender equity?

- **Yes, and inclusive of women, men, girls, boys**: 41%
- **Yes, women and girls focus, mentions gender**: 24%
- **Yes, women and girls focus, no mention of gender**: 12%
- **Transgender health mentioned in programmatic strategies**: 22%

Answered: 41    Skipped: 0
Q5: Does your organisation disaggregate its monitoring and evaluation data by sex?

Answered: 41    Skipped: 0

- **44%**: There is full sex-disaggregation of programmatic delivery data (ie. Reported as men/women).
- **5%**: Or they provide a gender analysis of their work.
- **7%**: Or they require sex-disaggregation in the programmes they support.
- **7%**: There is a partial reporting of sex-disaggregated data.
- **2%**: There is gender disaggregation of programmatic delivery data, including for transgender.
- **12%**: The disaggregation is limited to what percentage of beneficiaries are women and girls.
- **2%**: They state a commitment to sex-disaggregated data but do not report it.
- **20%**: No mention of sex-disaggregated data and do not report it.
Q6: Has your organisation made any direct changes to its existing policy(ies) that reference gender equity since the Covid-19 pandemic began?

Answered: 41  Skipped: 0

- 24%: Yes, they have been strengthened to ensure C-19 d...
- 22%: No, nothing has changed yet, but it is a key agenda item i...
- 54%: Yes, we have decided that we can no longer prioritise...
- 0%: No, it has not been raised as a topic.
Q7: Does your organisation have gender parity in its senior management?

Answered: 41    Skipped: 0

- 0-34% of senior management are women: 32% (13)
- 17% (7)
- 45-55% of senior management are women, or a difference of one: 32% (13)
- 56-100% of senior management are women: 32% (13)
Q8: Does your organisation have gender parity in its governing board?

Answered: 41   Skipped: 0

- 45-55% of senior management are women, or a difference of one
  - 24% (10)
- 0-34% of senior management are women
  - 7% (3)
- 56-100% of senior management are women
  - 29% (12)
- 35-44% of senior management are women
  - 32% (10)
Q9: What is the gender of the Executive Head of the organisation?

Answered: 41  Skipped: 0

- Man: 71% (29)
- Women: 29% (12)
Q10: What is the gender of the Board Chair?

Answered: 41    Skipped: 0