



2021 Snapshot:

Gender equity in the eye health sector

- 90 unique responses were obtained in the 2021 survey
- 41 unique responses were obtained in the 2020 survey

Note: 23 IAPB members participated in both the 2021 and 2020 survey

About the survey



In 2018, the Global Health 5050 Initiative was launched with their first report on gender responsiveness of 140 leading global health organisations.

IAPB has permission from Global Health 5050 to use the same questions to deliver a report on eye health organisations.

The first IAPB survey was done in 2020, this is the results of the second IAPB run survey

Annual surveys will be done to identify successes and challenges in the sector and learn together to improve gender equity in eye health.

Presentation of results



1. Summary of report and recommendations
2. Comparison to Global Health 5050
3. Complete set of responses



Report summary & recommendations

Section 1: 2021 Organisation Set Up

| | % with |
|-----------------------------------------------------------|--------|
| Definition in line with WHO | 63% |
| Public Commitment | 57% |
| Organisation policies & actions specific to gender equity | 44% |



Having a public commitment to Gender Equity



57% of respondents have made a public statement or commitment to Gender Equity

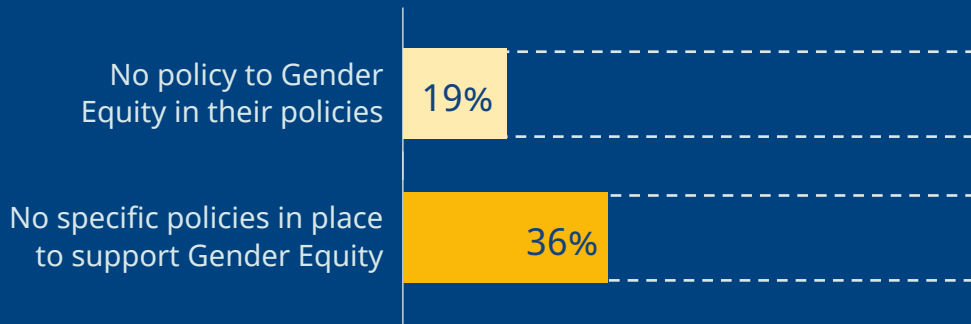
ACTION:

The Gender Equity Work Group (GEWG) Toolkit includes an example Gender Equity Position Statement (from The Fred Hollows Foundation).

IAPB will share more widely with Members.



Having Gender Equity included in organisational policies



19% of respondents had no policy or reference to Gender Equity in their policies.

A further 36% did not have specific policies/actions in place to support Gender Equity.

ACTION:

The GEWG will develop some sample Gender Equity policies for Members to adapt and tailor.

These will be available in the Gender Equity Toolkit by June 2022.

Defining Gender Equity



63% of respondents, defined Gender Equity in line with the WHO definition.

ACTION:

The GEWG will develop a sample Gender Equity definition, consistent with WHO, which Members can adapt and tailor.

This definition will be available in the Gender Equity Toolkit by June 2022.

Changes since COVID-19



49% of respondents had not made any changes to any policies that reference gender equity since the pandemic started.

ACTION:

The Gender Equity Toolkit includes a specific C-19 section with resources to support Members – this section will continue to grow.



Section 2: 2021 Services & Data

| | % with | % change from 2020 |
|-----------------------------------------------------------------|---------------|---------------------------|
| Programmatic strategy which included reference to gender equity | 78 | -7% |
| Data disaggregation | 55 | -4% |

Having a Programmatic strategy on Gender Equity



78% of respondents had some level of programmatic strategy which included reference to gender equity.

ACTION:

The Gender Equity Toolkit will continue to build resources to support organisations working programmatically to enhance their work in Gender Equity.

Sex disaggregation of data



***55% of respondents
disaggregated their data by sex.
A further 26% used a partial or
summary disaggregation.***

ACTION:

IAPB and the GEWG will share examples of how organisations have moved towards full data sex disaggregation to help other Members.



Section 3: Leadership

| | % | % change from 2020 |
|--------------------------|----|--------------------|
| Female Senior Management | 56 | 0 |
| Female CEOs | 32 | -5 |
| Board Member parity | 31 | -9 |
| Female Board Chair | 20 | +3 |

Female Senior Management



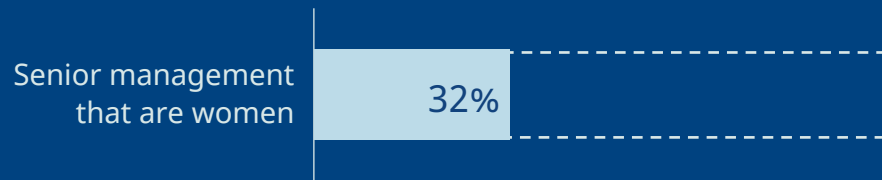
1/3 of respondents have >55% of senior management that are women.

Moreover a further 1/5 have between 45% - 55% of senior management that are women.

Further Information:

In a direct comparison of those Members who responded in both 2020 and 2021, there was no change with 56% of respondents have almost parity, parity or an actual female majority senior management cohort (>45% females in senior management positions).

Gender of CEOs



Only 32% of respondent Members had a female CEO

Further Information:

In a direct comparison of those Members who responded in both 2020 and 2021, there was no change with only 26% of CEO's being female.

Gender Parity of Board Members



69% of respondents do not have gender parity on their Boards (<44%)

Further Information:

In a direct comparison of those Members who responded in both 2020 and 2021, there were fewer women on Boards.

In 2021, there were 9% fewer organisations with >45% female Board members

Gender of Board Chair



Only 20% of respondent Members had a female Board Chair

Further Information:

In a direct comparison of those Members who responded in both 2020 and 2021, there was no change with only 17% of Chairs being female.

Comparison to the Global Health 5050 survey

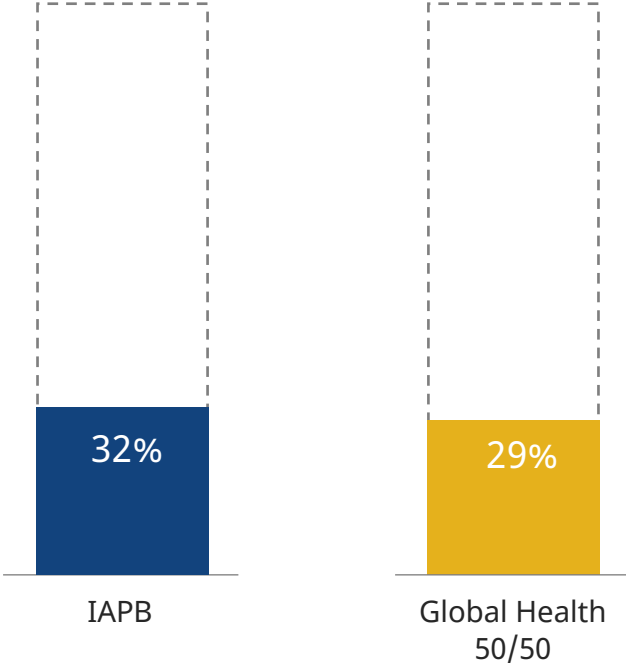
- The methodology for the survey (<https://globalhealth5050.org/>) appears to have been modified
 - As a result, not all questions are directly comparable – in some cases noted below, some assumptions have been made to make a comparison



Gender of CEO



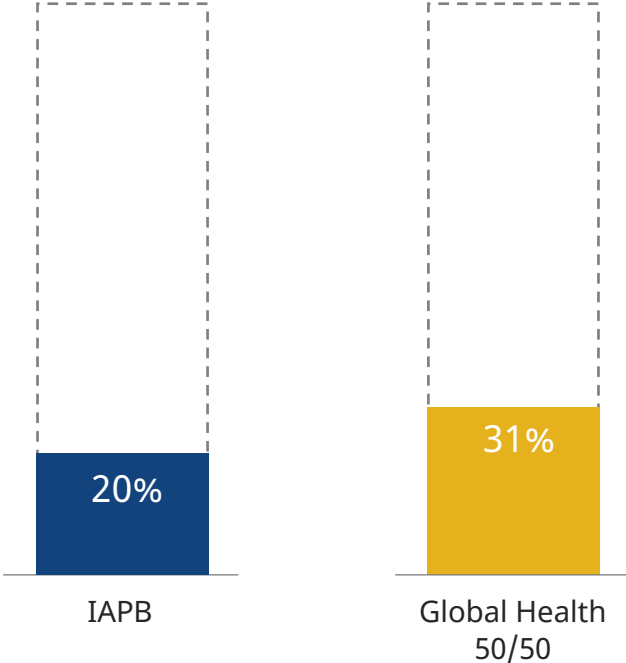
IAPB was just ahead of the Global Health 50/50 trend with 32% of female CEOs (as compared to 29%).



Gender of Board Chair



IAPB was behind the Global Health 50/50 trend with only 20% of female Board Chairs (as compared to 31%).



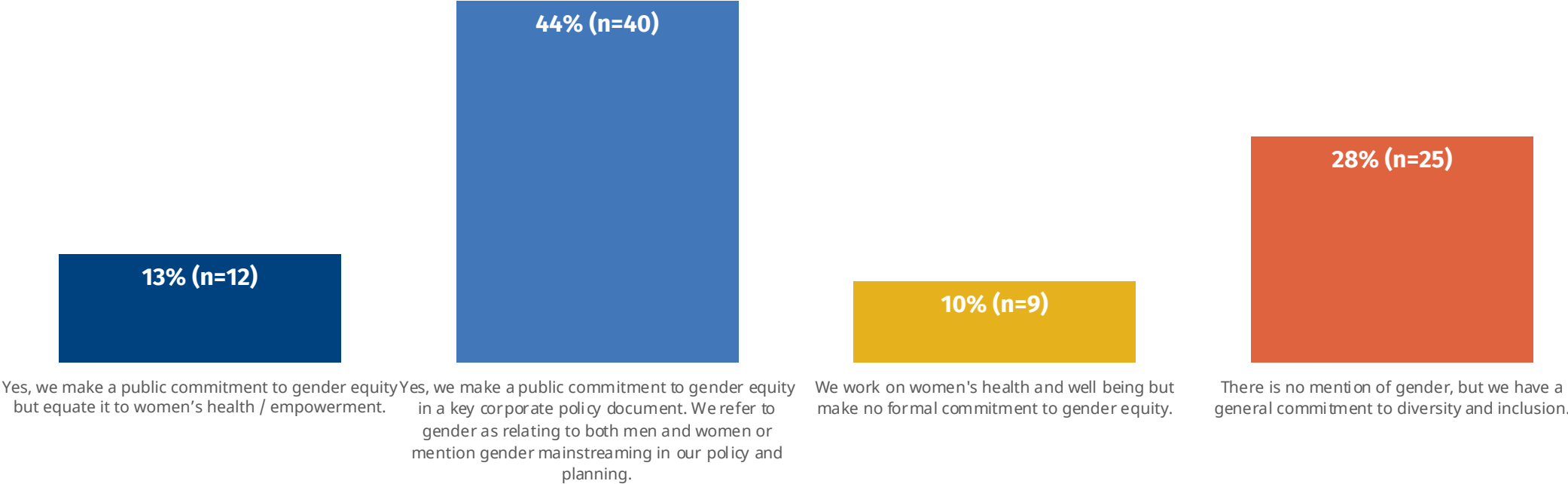


Complete responses

Commitment to gender equity



Has your organisation made a public statement or commitment to gender equity? (n=90)





Has your organisation made a public statement or commitment to gender equity?

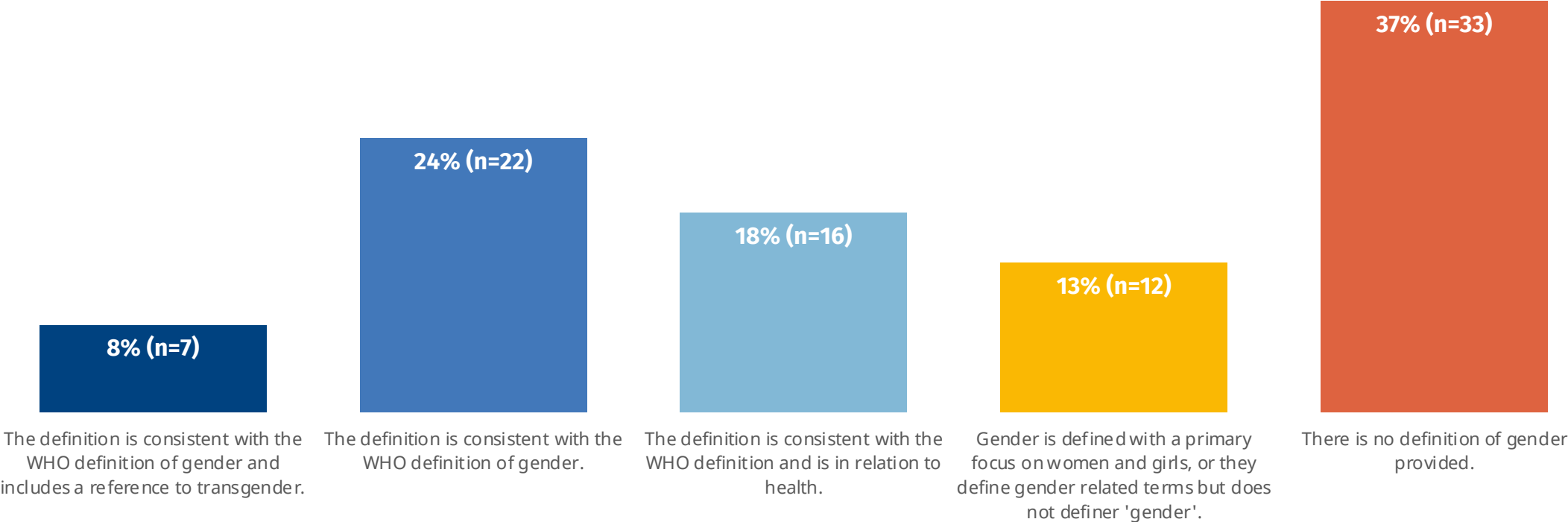
Change from 2021 result

| | 2021 (%) n = 41 | 2022 (%) n = 90 | % change |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|--------------------|----------|
| Yes, we make a public commitment to gender equity but equate it to women's health / empowerment. | 17 | 13 | -4 |
| Yes, we make a public commitment to gender equity in a key corporate policy document. We refer to gender as relating to both men and women or mention gender mainstreaming in our policy and planning. | 61 | 44 | -17 |
| We work on women's health and well being but make no formal commitment to gender equity. | 20 | 10 | -10 |
| There is no mention of gender, but we have a general commitment to diversity and inclusion. | 17 | 28 | 11 |
| We state a gender commitment to the SDGs. | 2 | 4 | 2 |

Institution policies



Does your organization define gender in its institutional policies in a way that is consistent with global norms? (n=90)





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

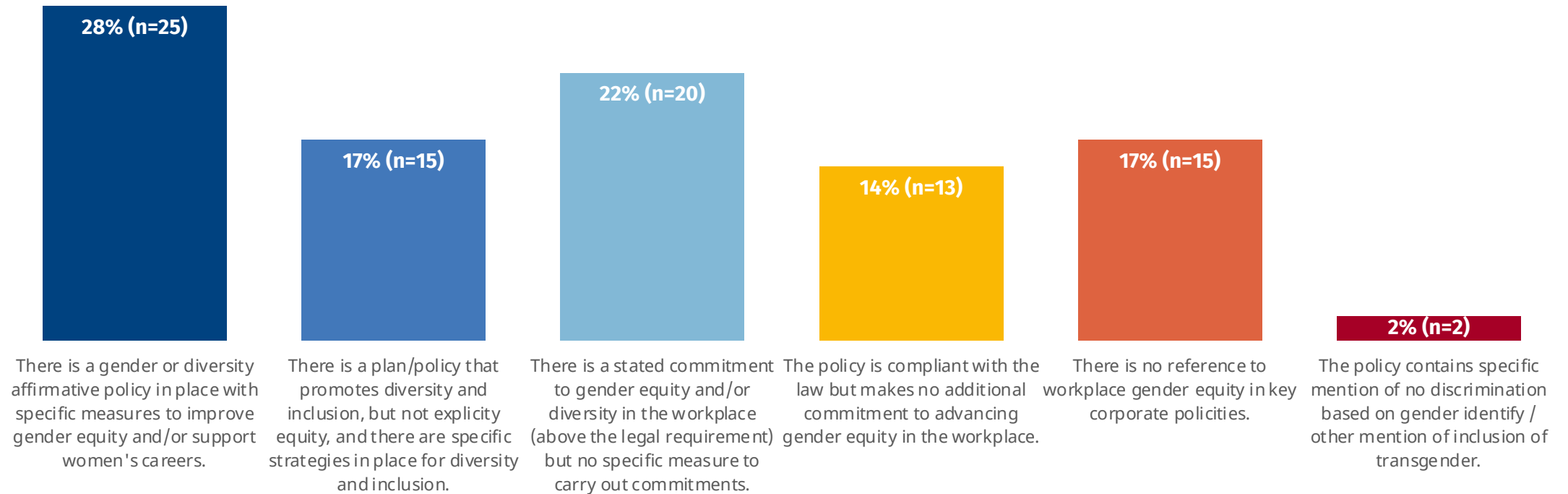
Change from 2021 result

| | 2021 (%) n = 41 | 2022 (%) n = 90 | % change |
|------------------------------------------------------------------------------------------------------------------------------|--------------------|--------------------|----------|
| The definition is consistent with the WHO definition of gender and includes a reference to transgender. | 5 | 8 | 3 |
| The definition is consistent with the WHO definition of gender. | 37 | 24 | -13 |
| The definition is consistent with the WHO definition and is in relation to health. | 10 | 18 | 8 |
| Gender is defined with a primary focus on women and girls, or they define gender related terms but does not define 'gender'. | 17 | 13 | 4 |
| There is no definition of gender provided. | 32 | 37 | -5 |

Workplace policy



Does your organization have a workplace policy on gender equity? (n=90)



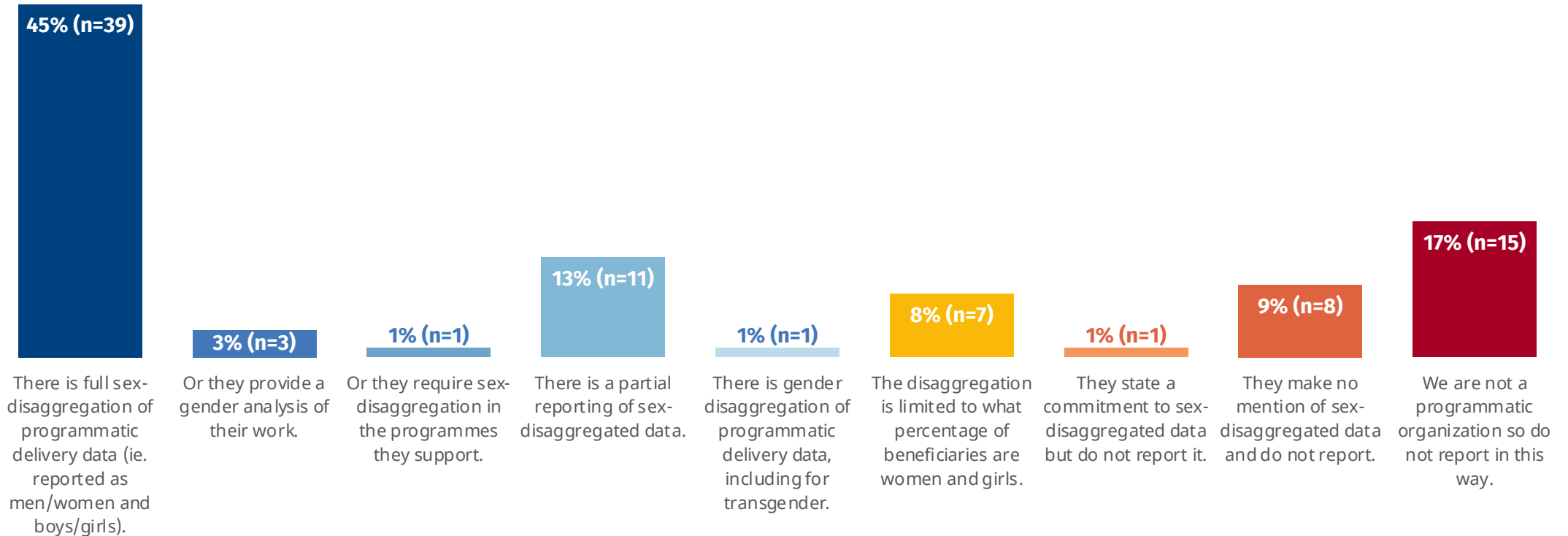
Does your organization have a workplace policy on gender equity?



Change from 2021 result

| | 2021 (%) n = 41 | 2022 (%) n = 90 | % change |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|--------------------|----------|
| There is a gender or diversity affirmative policy in place with specific measures to improve gender equity and/or support women's careers. | 34 | 28 | -6 |
| There is a plan/policy that promotes diversity and inclusion, but not explicit equity, and there are specific strategies in place for diversity and inclusion. | 15 | 17 | 2 |
| There is a stated commitment to gender equity and/or diversity in the workplace (above the legal requirement) but no specific measure to carry out commitments. | 15 | 22 | 7 |
| The policy is compliant with the law but makes no additional commitment to advancing gender equity in the workplace. | 17 | 14 | -3 |
| There is no reference to workplace gender equity in key corporate policies. | 15 | 17 | 2 |
| The policy contains specific mention of no discrimination based on gender identify / other mention of inclusion of transgender. | 5 | 2 | -3 |

Does your organization disaggregate its monitoring and evaluation data by sex? (n=86)



Does your organization disaggregate its monitoring and evaluation data by sex?



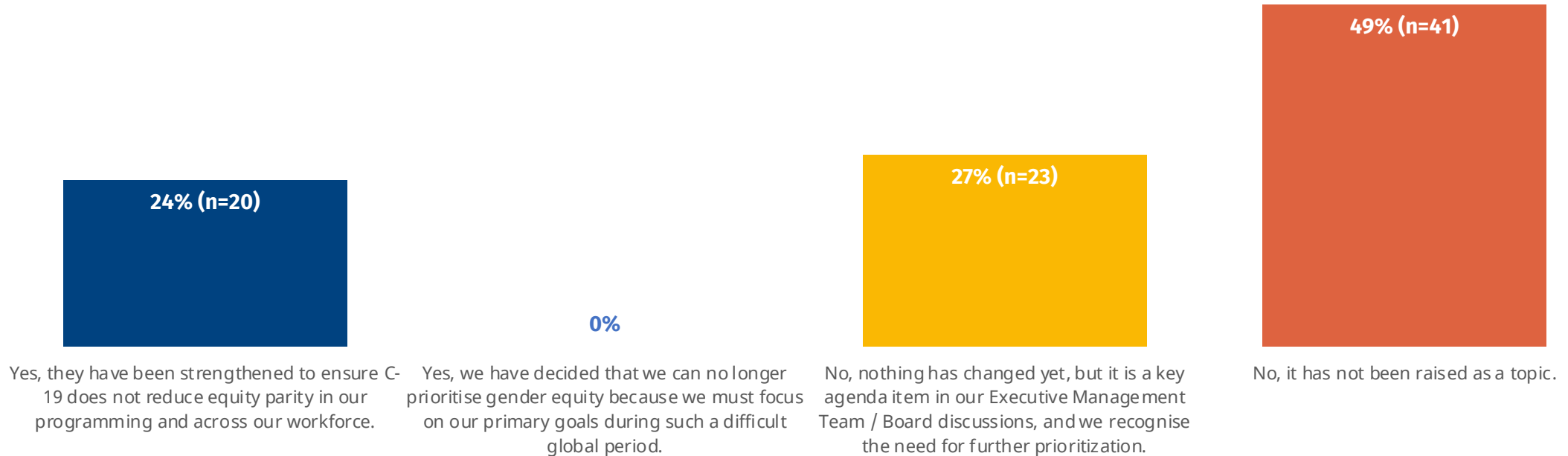
Change from 2021 result

| | 2021 (%) n = 41 | 2022 (%) n = 86 | % change |
|------------------------------------------------------------------------------------------------------------|--------------------|--------------------|----------|
| There is full sex-disaggregation of programmatic delivery data (ie. reported as men/women and boys/girls). | 44 | 45 | 1 |
| Or they provide a gender analysis of their work. | 5 | 3 | -2 |
| Or they require sex-disaggregation in the programmes they support. | 7 | 1 | -6 |
| There is a partial reporting of sex-disaggregated data. | 7 | 13 | 6 |
| There is gender disaggregation of programmatic delivery data, including for transgender. | 2 | 1 | -1 |
| The disaggregation is limited to what percentage of beneficiaries are women and girls. | 12 | 8 | -4 |
| They state a commitment to sex-disaggregated data but do not report it. | 2 | 1 | -1 |
| They make no mention of sex-disaggregated data and do not report. | 20 | 9 | -11 |

Changes since pandemic



Has your organisation made any direct changes to its existing policy(ies) that reference gender equity since the Covid-19 pandemic began? (n=84)





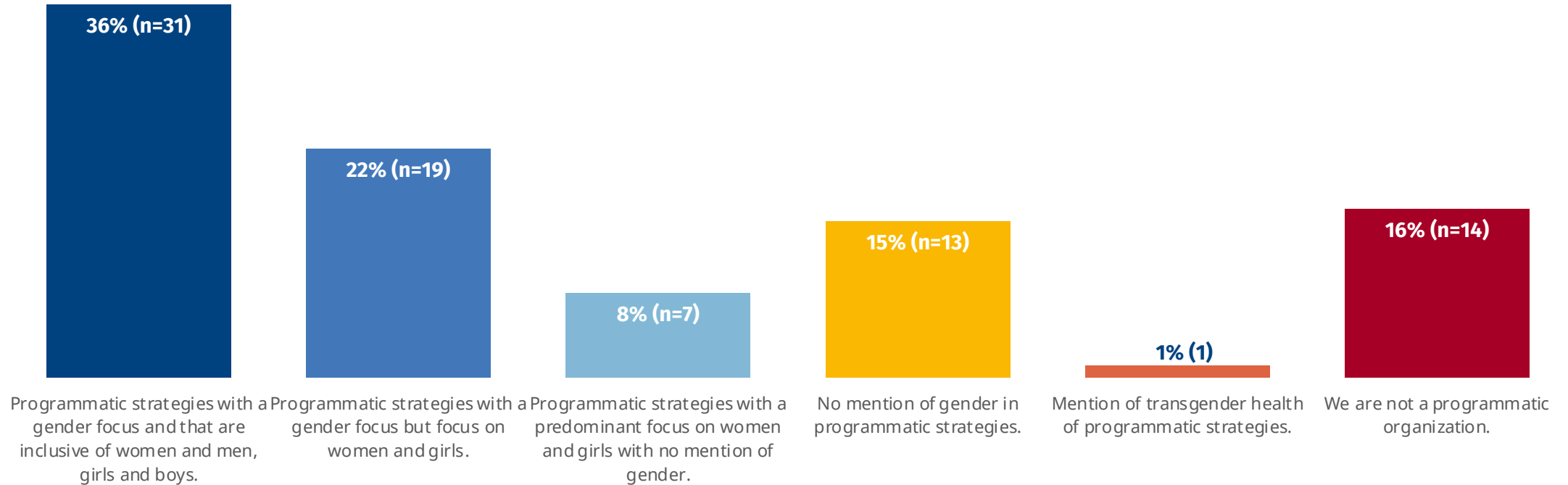
Has your organisation made any direct changes to its existing policy(ies) that reference gender equity since the Covid-19 pandemic began?

Change from 2021 result

| | 2021 (%) n = 41 | 2022 (%) n = 84 | % change |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|--------------------|----------|
| Yes, they have been strengthened to ensure C-19 does not reduce equity parity in our programming and across our workforce. | 10 | 24 | 14 |
| Yes, we have decided that we can no longer prioritise gender equity because we must focus on our primary goals during such a difficult global period. | 0 | 0 | N/A |
| No, nothing has changed yet, but it is a key agenda item in our Executive Management Team / Board discussions, and we recognise the need for further prioritization. | 9 | 27 | 18 |
| No, it has not been raised as a topic. | 22 | 49 | 27 |

Programme strategy

Does your organization have a programmatic strategy on gender equity? (n=85)



Does your organization have a programmatic strategy on gender equity?



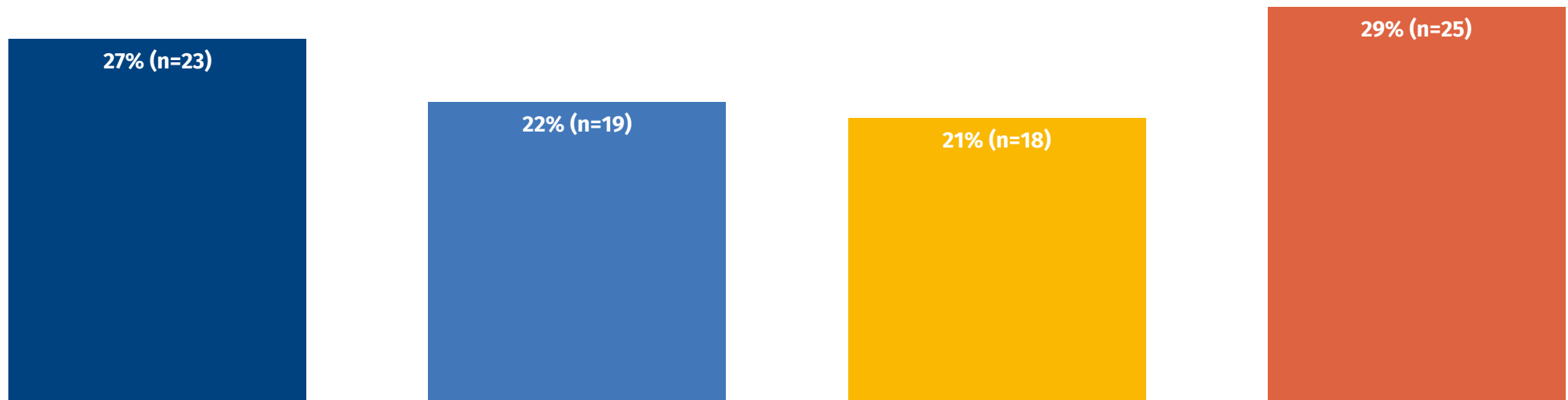
Change from 2021 result

| | 2021 (%) n = 41 | 2022 (%) n = 85 | % change |
|----------------------------------------------------------------------------------------------------------------|--------------------|--------------------|----------|
| There are programmatic strategies with a gender focus and that are inclusive of women and men, girls and boys. | 17 | 36 | 19 |
| There are programmatic strategies with a gender focus but predominantly focus on women and girls. | 10 | 22 | 12 |
| There are programmatic strategies with a predominant focus on women and girls with no mention of gender. | 5 | 8 | 3 |
| There is no mention of gender in programmatic strategies. | 9 | 15 | 6 |
| There is a mention of transgender health of programmatic strategies. | 0 | 1 | 1 |
| We are not a programmatic organization. | not asked | 14 | |

Senior management



**Does your organisation have gender parity in its senior management?
(n=85)**



0-34% of senior management are women. 35-44% of senior management are women. 45-55% of senior management are women, or a difference of one.

56-100% of senior management are women.



Does your organisation have gender parity in its senior management?

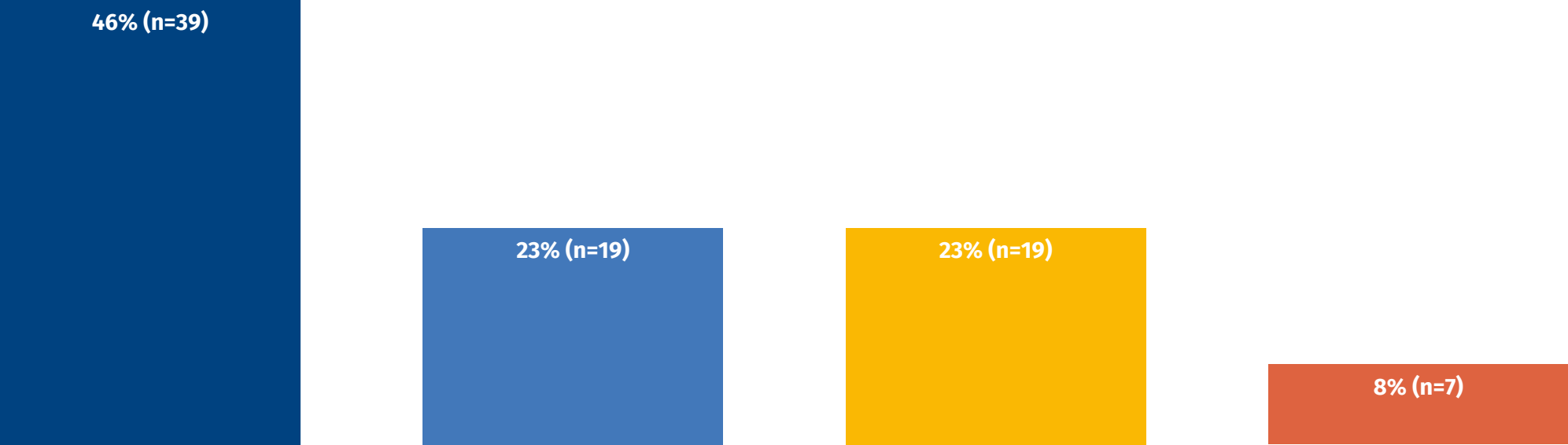
Change from 2021 result

| | 2021 (%) n = 41 | 2022 (%) n = 85 | % change |
|----------------------------------------------------------------|--------------------|--------------------|----------|
| 0-34% of senior management are women. | 17 | 27 | 10 |
| 35-44% of senior management are women. | 32 | 22 | -10 |
| 45-55% of senior management are women, or a difference of one. | 20 | 21 | 1 |
| 56-100% of senior management are women. | 32 | 29 | -3 |

Governing Board



**Does your organisation have gender parity in its governing board?
(n=84)**



0-34% of Governing Board are women.

35-44% of Governing Board are women.

45-55% of Governing Board are women, or 56-100% of Governing Board are women. a difference of one.

Does your organisation have gender parity in its governing board?



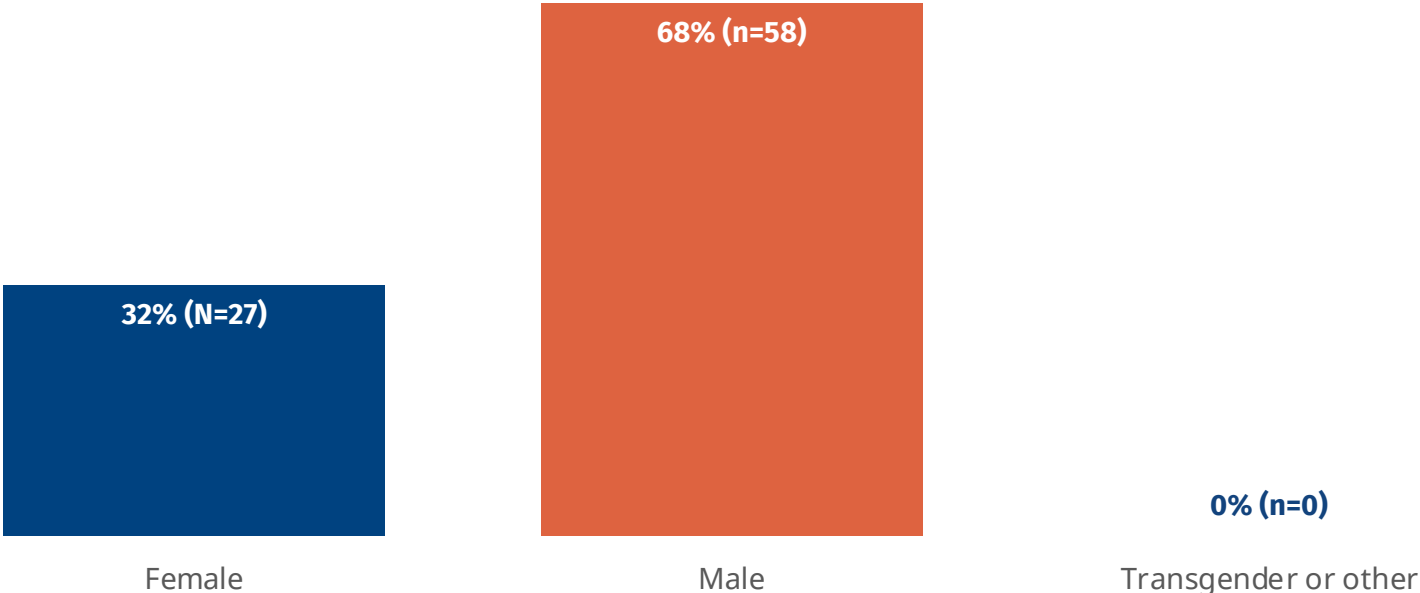
Change from 2021 result

| | 2021 (%) n = 41 | 2022 (%) n = 84 | % change |
|--------------------------------------------------------------|--------------------|--------------------|----------|
| 0-34% of Governing Board are women. | 29 | 46 | 17 |
| 35-44% of Governing Board are women. | 39 | 23 | -16 |
| 45-55% of Governing Board are women, or a difference of one. | 24 | 23 | -1 |
| 56-100% of Governing Board are women. | 7 | 8 | 1 |

Executive Head



What is the gender of the Executive Head of the organisation or sub-group? (n=85)



What is the gender of the Executive Head of the organisation or sub-group?



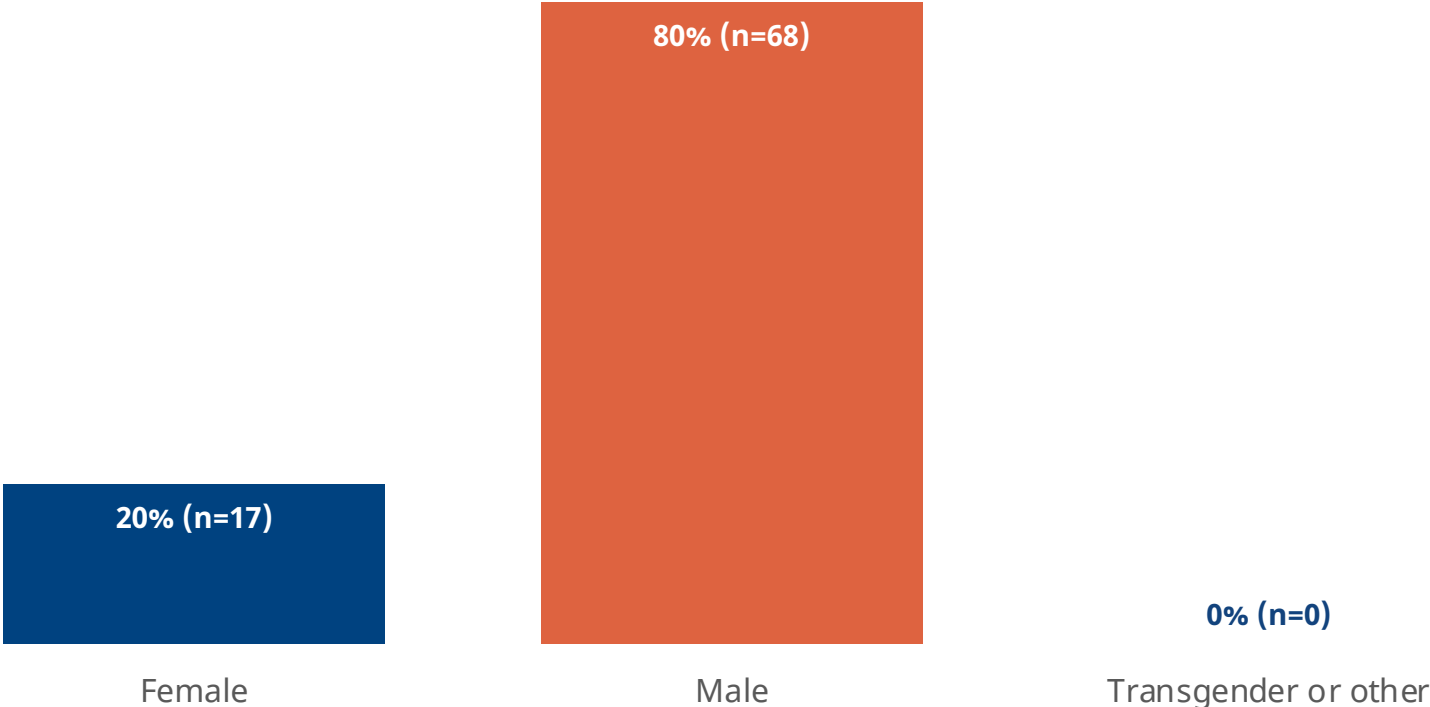
Change from 2021 result

| | 2021 (%) n = 41 | 2022 (%) n = 85 | % change |
|----------------------|--------------------|--------------------|----------|
| Female | 29 | 32 | 3 |
| Male | 71 | 68 | -3 |
| Transgender or other | 0 | 0 | 0 |

Board Chair



What is the gender of the Board Chair?
(n=85)





What is the gender of the Board Chair?

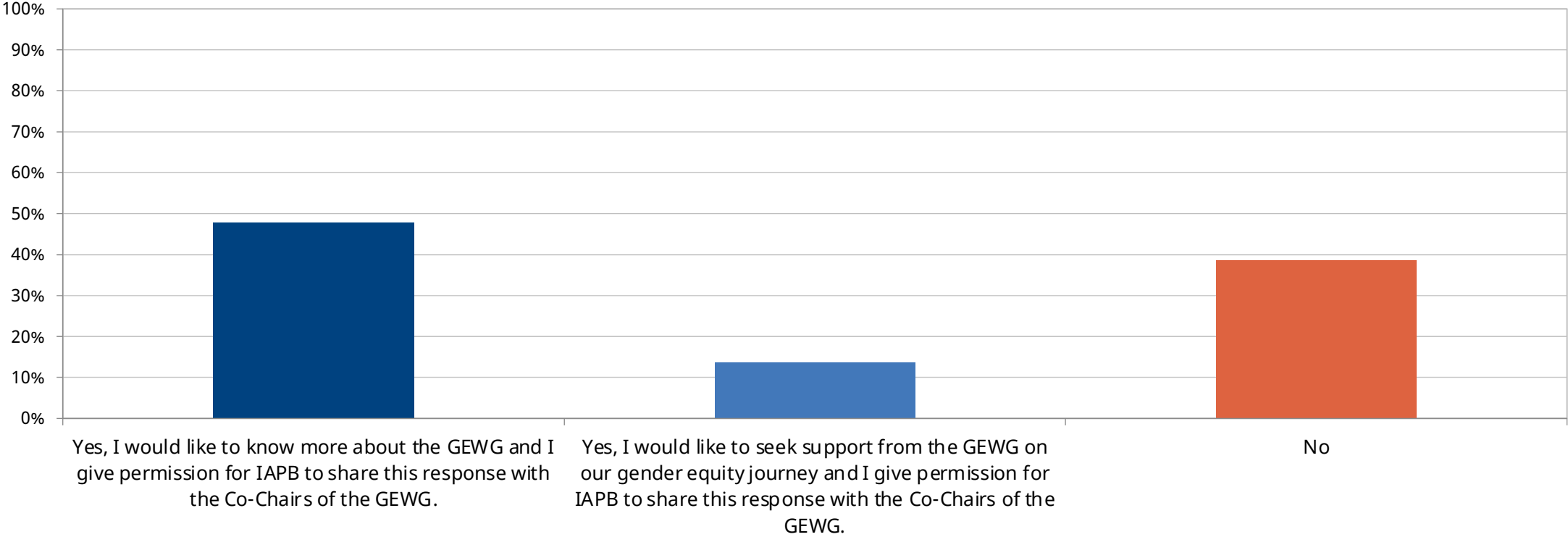
Change from 2021 result

| | 2021 (%) n = 41 | 2022 (%) n = 85 | % change |
|----------------------|--------------------|--------------------|----------|
| Female | 27 | 20 | -7 |
| Male | 73 | 80 | 7 |
| Transgender or other | 0 | 0 | 0 |

More information



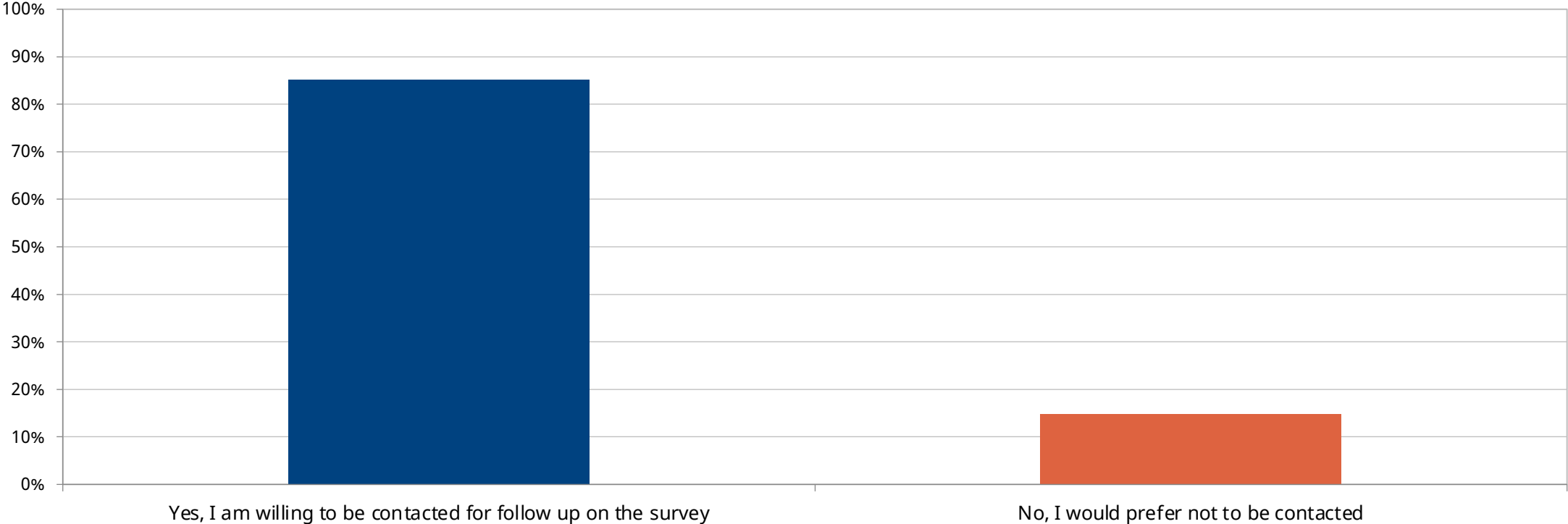
Would you like to know more about the Gender Equity Work Group (GEWG) or would you like support from the GEWG on your organizations gender equity journey?



Contact



Please indicate by ticking the below box, if we are able to follow-up with you about any questions we might have from the survey results:



Comparison to the Global Health 5050 survey

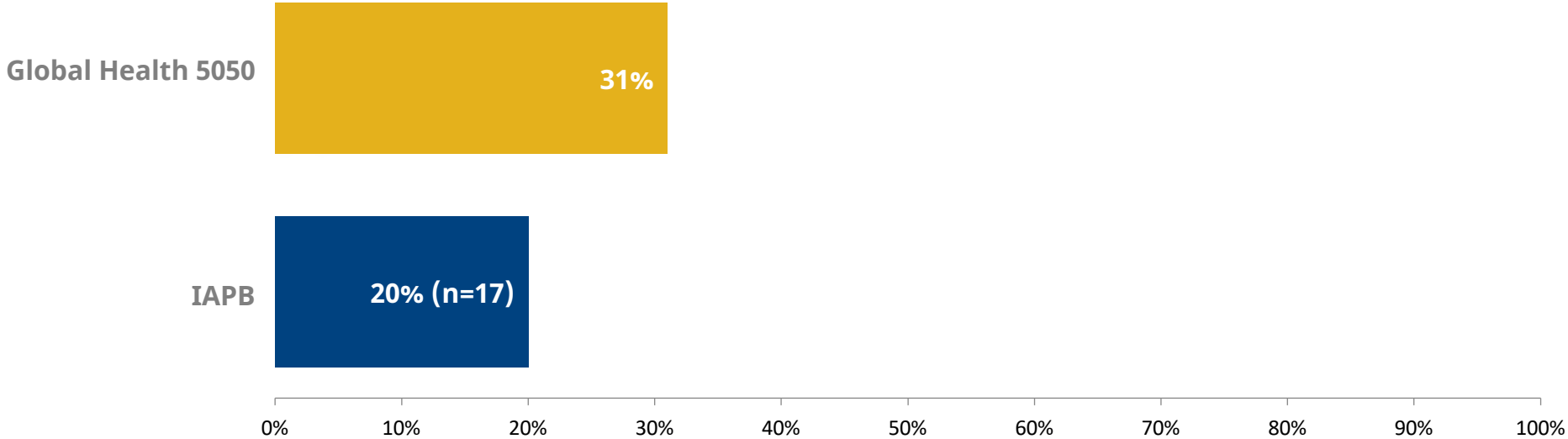
- The methodology for the survey (<https://globalhealth5050.org/>) appears to have been modified
 - As a result, not all questions are directly comparable – in some cases noted below, some assumptions have been made to make a comparison



Board Chairs



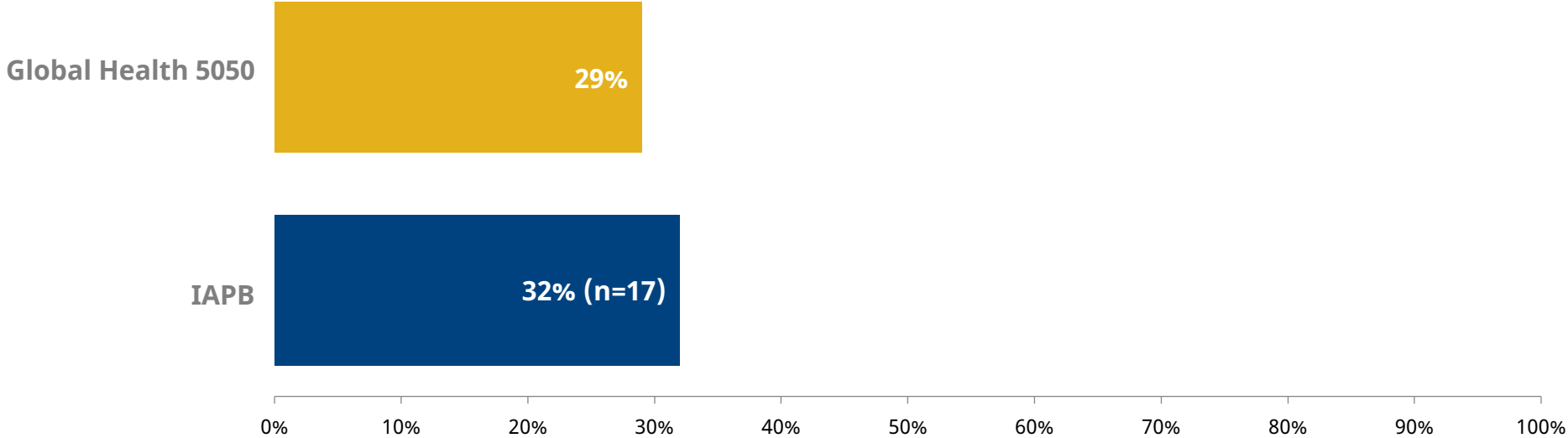
Women who are Board Chairs in the organisation
(n=86)



Executive Heads



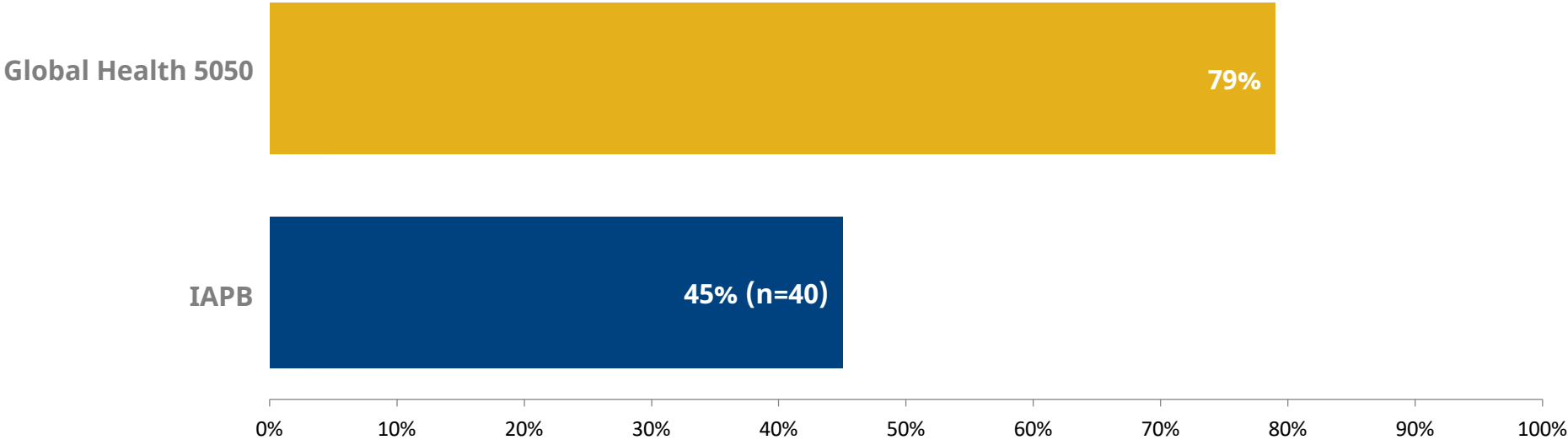
Women who are Executive Heads in the organisation
(n=85)



Commitment to gender equality



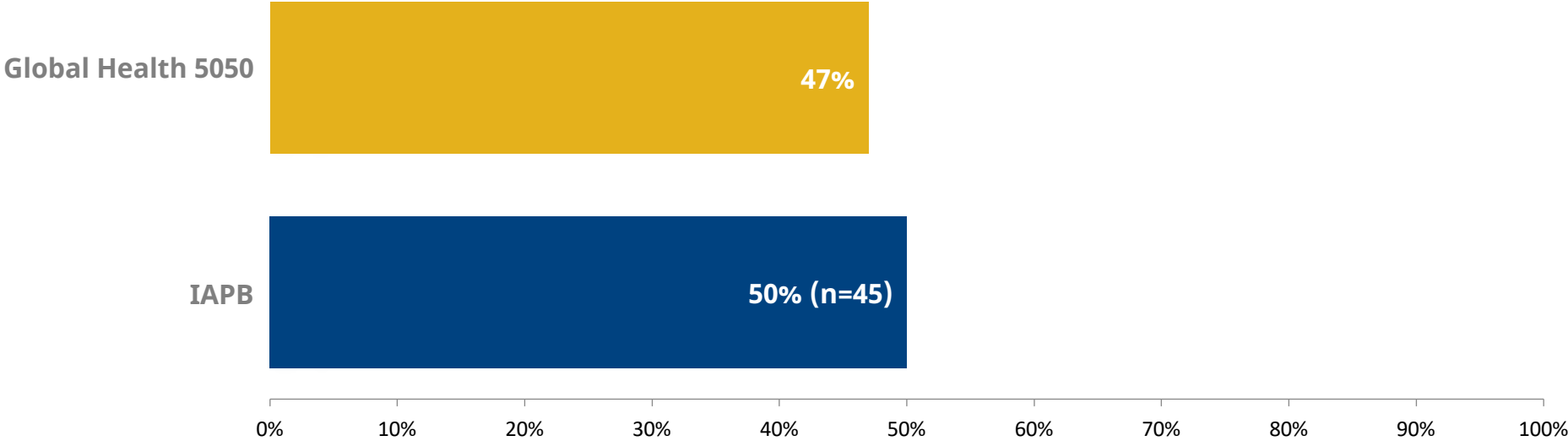
Yes, there is a commitment to gender equality (n=90)



Gender definition



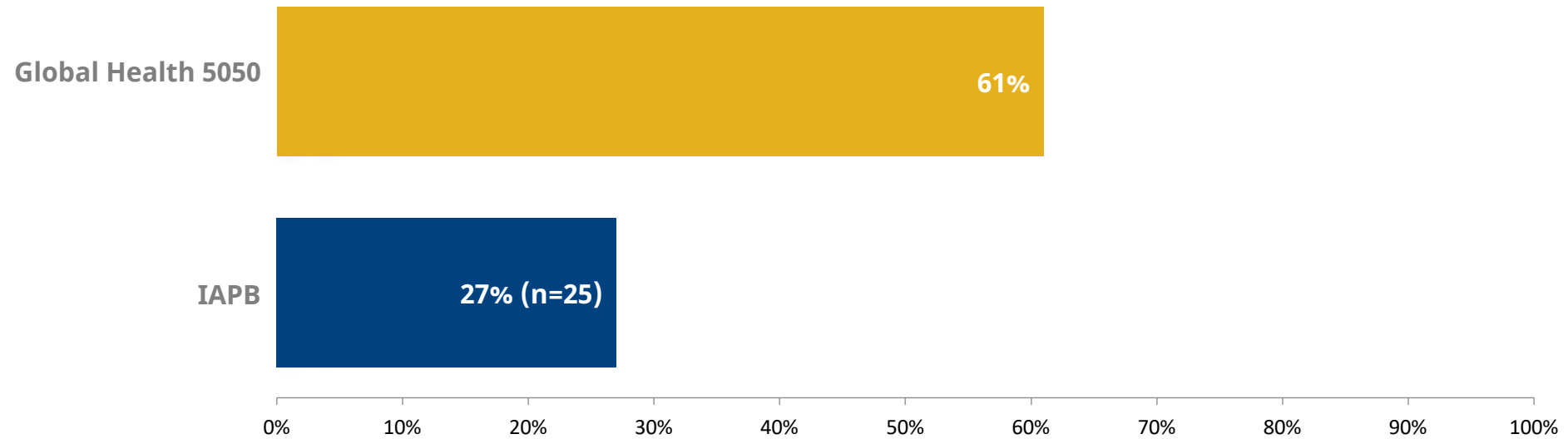
Yes, the definition of gender is defined in line with global definitions (n=90)



Workplace policy



Yes, our organisation has a workplace policy on gender equity (n=90)





Gender Equity Toolkit

<https://www.iapb.org/learn/knowledge-hub/gender-equity/gender-equity-toolkit/>