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

1. Has your organisation made a public statement or commitment to gender equality?
   - 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 (GDI)
   - 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)
Part 2. Sexual Harassment Policy

See pp 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
- No, policy is internal and not available online
- Organisation does not have a sexual harassment policy

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

- Statement of the organisation’s zero-tolerance approach to sexual harassment
- Definition of sexual harassment that meets GH5050 requirements of a definition*
- 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.
12. Protection guarantees: Does the policy guarantee confidentiality of the investigation and non-retaliation for complainants?

- Both confidentiality and non-retaliation: 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 your 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] |

19. Paternity leave

| Total weeks available | [Enter here] |
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:

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**GH5050 SELF-ASSESSMENT SUMMARY RESULTS**

#GH5050CHALLENGE

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

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.