

Gender and Health 50/50 Nepal 2022 Report - Scoring

* Across variables, an asterisk indicates that a score is based on information that is not publicly available.

Commitment to gender equality	
	G: Commitment to gender equality for the benefit of all; referring to men and women
	GP: Commitment to achieve gender equality, with focus on empowering women and girls
	A: Organization works on women's health and wellbeing, but makes no formal commitment to gender equality; Commitment to social justice and health equity, but makes no formal commitment to gender equality
	R: No reference to gender or women and girls
	()+: commitment is inclusive of LGBTQI
Definition of gender	
	G: Define gender as a social construct, in line with global norms
	A: Define gender-related terms; definition not consistent with global norms
	R: Do not define gender or any gender-related terms
	()+: Definition is in relation to health and refers to LGBTQI.
	()*: Definition provided in internal policies only.
Workplace gender equality policy	
	G: Gender equality policy with specific measure(s) to improve gender equality and/or support women's careers
	A: Commitment to workplace gender equality but no policy or specific measures found
	A1: No gender equality policy found; job advertisements encourage women applicants and/or indicate that preference will be given to women

	(among other populations) candidates
	R: Compliant with law i.e. “we do not discriminate”
	NF: No mention or policy on non-discrimination or gender equality in the workplace found
	()+: specific mention of no discrimination based on gender identity/other mention of inclusion of transgender or gender diversity
	*Information confirmed via correspondence with organization; internal policy not found online.
Intersectional workplace diversity and inclusion policy	
	G: Policies with specific measures to advance diversity and inclusion in place
	A: Commitment to promoting diversity and inclusion, but no policy or specific measures found
	A1: No D&I policy found; job advertisements encourage applicants from underrepresented groups to apply and/or indicate that preference will be given to such candidates
	R (Red): Minimal commitment to non-discrimination or equal employment opportunity workplace
	NF: No reference to non-discrimination or diversity and inclusion
	*Information confirmed via correspondence with organization; internal policy not found online.
Diversity & Inclusion Board Policy	
	G: Board policy with specific measures to promote diversity and inclusion in place
	A: Commit to promoting diverse representation on the board, but no specific measures
	R: Information available online regarding the role and/or composition of the board; but no reference or commitment to diverse representation found
	NF: No information on the board found
	NA: Not applicable - no governing body
	*Information confirmed via correspondence with organization; internal policy, not found online.
Gender-responsive programmatic strategy	
	1: Gender unequal
	2: Gender blind approaches make no reference to the role of gender in influencing an organization’s external activities or desired outcomes.

	3: Gender aware approaches recognize gender norms, but do not propose remedial actions to address gender inequities in health outcomes.
	4: Gender responsive approaches consider gender norms, roles and relations for women and men and how they affect access to and control over resources. They may make it easier for women and men to fulfill duties that are ascribed to them based on their gender roles. These approaches stop short, however, of addressing the underlying causes of inequities and fostering progressive changes in the gendered power relationships between people. As such, they are not considered gender-transformative.
	5: Gender transformative approaches actively strive to examine, question, and change rigid gender norms and imbalance of power as a means of reaching health as well as gender equity objectives. Encourage critical awareness among men and women of gender roles and norms; promote the position of women; challenge the distribution of resources and allocation of duties between men and women; and/ or address the power relationships between women and others in the community.
	Gender focus indicated by W=women, M=men, T=Transgender
	<i>Based on the WHO Gender-Responsiveness Scale</i>
Reporting M&E data disaggregated by sex	
	G: Sex-disaggregated data in programmatic reporting found
	A: Report data on women and girls only
	R: No sex-disaggregation of quantitative data or commitment to sex-disaggregate found
	()+: Sex-disaggregate data and report on transgender health
	NA: Organization does not collect/report any programmatic data
Gender parity in senior management & governing bodies	
	G: 45-55% women represented; or difference of one
	A: 35-44% women represented
	A1: 56-100% women represented
	R: 0-34% women represented
	NF: Not found

Gender of CEO & Board Chair	
	M: Man
	W: Woman
	MW: Two individuals, one male and one female
	X: Non-binary; undefined
	NA: Not applicable/no current executive head
	NF: Not found
Sexual harassment policy - availability	
	O: Majority of policy information available online
	S: Shared directly with GH5050
	NF: Not found
Sexual harassment policy - overall performance	
	G: Policy scores Green for at least 2/4 variables and no Reds.
	A: Policy scores no more than 1 Red.
	R: Policy scores 2 or more Red among the 4 variables.
Parental leave policy - availability	
	O: Available online
	S: Shared directly with GH5050
	NF: Not found
Support for new parents returning to the workplace	

	G: Policy references support provided to facilitate new parents return to work following parental leave, e.g. on-site breastfeeding facilities; child care support; transitional flexible working arrangements; mentoring programmes; transition back to work resources.
	NF: Not found
	*Information confirmed via correspondence with organization; internal policy not found online.
Flexible working arrangements for all staff	
	G: Policy references availability of flexibility working arrangements for all staff
	A: Flexibility working arrangements are limited to certain staff, e.g. new parents
	NF: No mention of flexible working found
	*Information confirmed via correspondence with organization; internal policy not found online.

SEXUAL HARASSMENT POLICY

Commitment and definition:

	G: 3 criteria in place
	A: 1- 2 criteria in place
	R: 0 criteria in place

Protection guarantees:

	G: Both confidentiality and non-retaliation
	A(c): Confidentiality guaranteed to fullest extent possible A(nr): protection against non-retaliation
	R: Neither confidentiality nor non-retaliation guaranteed

Training:

	G: Mandatory training for all staff
	A: Training available for all staff; mandatory training for some staff (eg managers)
	R: No mention of training

Reporting and accountability:

	G: 3-5 criteria in place
	A: 1-2 criteria in place
	R: 0 criteria in place