



Information Sheet on the sharing of internal documents with Global 50/50

Global Health 50/50 2026 Report on the Care Economy

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In 2026, Global 50/50 will continue to review your organisation's performance using our regular [methodology](#) for the annual [Global Health 50/50 Report](#) and [Index](#), which relies on information collected from publicly available sites. In addition, this year we will review workplace policies related to the care economy, including parental and care leave, menstrual leave, anti-sexual harassment and violence, flexible working, and protection of victims of domestic violence. These are policies which enable people to participate in paid work equitably in safe and supportive environments. These policies are reviewed every two to three years (see the 2023 review [here](#)).

We understand that many of these latter policies are held internally by organisations and not available in the public domain.

This information sheet explains why we are seeking to use internal documents, how we will use them, and how you can verify the information we collect.

Why this matters

Policies that support the care economy are essential for creating fair and equitable workplaces. They enable staff to balance work and care responsibilities and promote gender equality, benefiting everyone.

Who is conducting the research?

The report will be produced by Global 50/50, and only Global 50/50 researchers will have access to any internal documents you share.

Why is your organisation included in this Report?

The thematic report on the care economy will assess around 200 organisations active in global health. This is the same sample of organisations reviewed each year by Global 50/50 as part of its annual report on gender-related policies and practices. We define "global organisations" as those with an operational presence in at least three countries. The sample includes organisations actively involved in global health and those organisations that aim to influence global health policy even if this is not their core function. Inclusion of an

organisation does not signify our endorsement of its activities, nor that we consider the organisation to be contributing to advancing population level health.

What kind of information are we looking for?

If an organisation does not have relevant policies available in the public domain, we are inviting them to share internal policies on the care economy for us for review.

Any workplace policy documents shared with us will be securely stored, not copied and will not be published or made publicly available, in part or in full, as part of this review. We will delete the documents after six months

Will your organisation be able to review our assessment of internal documents before it is published?

Yes, organisations will be contacted in May 2026 and provided with the data collected on them and given a four-week window to verify the data, suggest amendments or provide additional information via our secure online verification portal. We aim to ensure a process that is as simple as possible and are grateful to you in advance for engaging with us.

As an independent monitoring initiative, this process is voluntary. If an organisation chooses not to share internal documents with us, we will only rely on information available in the public domain.

Which workplace policies are Global 50/50 collecting and reviewing?

As part of the 2026 report, we are inviting organisations to share:

- Anti-harassment, sexual harassment and bullying policies
- Policies covering prevention of violence in the home or support to victims of domestic violence
- Sexual and reproductive health and justice policies (including menstruation, abortion, fertility support, adoption, surrogacy, antenatal care, miscarriage, menopause, and domestic violence)
- Parental leave policies and allowances (including maternity/primary carer leave and paternity/secondary carer leave)
- Support to new parents (including breastfeeding breaks and facilities, mentoring programmes, back-to-work resources, flexible working, subsidised childcare and other facilities)
- Mental health policies
- Care leave policies and allowances (including long-term care, emergency leave and disability care leave)
- Other leave policies and allowances

- Flexible working policies (including remote work policies)

What will happen if your organisation chooses to share internal documents?

Internal workplace policy documents shared with Global 50/50 will be assessed in line with the framework established for the upcoming report on the care economy and will inform the findings of this report. We will publish whether organisations have these policies, and whether they are in the public domain. We will score the contents of the policies and will name those organisations where we find positive (only) examples in policies and practice.

After shared documents have been reviewed, they will be stored securely for six months, after which point they will be deleted. Any documents shared with us will only be accessible for viewing by Global 50/50 researchers.

What are the benefits of sharing internal documents?

Organisations may wish to share their workplace documents because they detail policies and practices of an organisation that cannot be found online. This will help Global 50/50 provide a more accurate understanding of how organisations are supporting the care economy.

What are the risks of sharing internal documents?

While reasonable measures will be taken to protect data confidentiality, there is a minimal risk of unauthorised access, data breaches, or other security incidents inherent to most online data storage. Reasonable measures include storing the documents online in an encrypted secure drive for the duration of six months, at which point the documents will then be deleted. Only Global 50/50 researchers involved in reviewing these documents will be able to access the documents.

What if something goes wrong?

If there is a security breach and policies are accessible to an unauthorised third party, your organisation will be immediately informed of this, and all efforts will be made to follow guidance from relevant UK authorities. If you have concerns with how your documents are stored or accessed or wish to withdraw them from the Global 50/50 assessment after sharing, you should immediately contact info@global5050.org.

Has this research been appraised for ethical compliance?

The Global 50/50 methodology, described [here](#), has been approved by the ethics committee of University College London, where G5050 was previously housed. Further, in 2023, the methodology, including the review of internal documents, received a favourable



appraisal from the UK's Social Research Association (SRA) ethics team, covering future reports, including this report on the care economy.

When will the review be published?

The Care Economy Report will be published in September 2026.

Who is organising and funding the research?

This research is funded by the Gates Foundation.

Contact for further information

Please do not hesitate to reach out with any further queries by contacting info@global5050.org.

Thank you for reading this Information Sheet.