



Gavi Alliance Guiding Principles on Gender Balance for Board and Committee Nominations Version 2.0

DOCUMENT ADMINISTRATION

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2.0	Reviewed and recommended by: Gavi Governance Committee	30 April 2020
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1. Purpose

- 1.1. The purpose of these Guiding Principles is to establish a framework through which the Gavi Alliance Board can endeavour to ensure gender balance across Gavi's governance structures, to the extent possible.
- 1.2. The Governance Committee has the responsibility to monitor adherence to the principles on behalf of the Board.

2. Mandate of the Governance Committee

- 2.1. The Gavi Alliance Board and Board Committee Operating Procedures state, at Section 2, paragraph 2.3 that:

“The Governance Committee may establish, subject to the approval of the Board, minimum criteria as to the qualifications and competencies of all Board Members, provided such criteria shall not unreasonably restrict or interfere with the right of any Eligible Organisation or Eligible Constituency to select its Board member(s) according to its Selection Process. The criteria for Board membership shall be consistent with the guiding principles on gender for Board and Board Committee nominations, specifically, that gender balance in all areas of Gavi Alliance work should be ensured, including throughout the governance structures, to the extent possible.”

- 2.2. Under Section 3, paragraph 3.2 of the Gavi Alliance Board and Board Committee Operating Procedures, the Governance Committee may decide not to nominate a person designated by an applicable Eligible Organisation or Eligible Constituency as its Representative Board Member if “the person so designated does not meet the minimal criteria established pursuant to paragraph 2.3”.

3. Acceptable gender balance

- 3.1. The Governance Committee shall ensure that a ratio of 60/40 male/female among Board Members, Alternate Members, Board Committee Members and Board Advisory Body Members¹ is established and maintained. For the purposes of this calculation, the Board Members, Alternate Members, Committee Members and Advisory Bodies shall be assessed both as separate groups and as an aggregate. The gender balance shall be deemed to be within the acceptable range if there is no more than 60% of any one gender.
- 3.2. At the time of reviewing nominations, the Governance Committee will be made aware of the current gender balance and the impact of putting any nominations forward to the Board.
- 3.3. The Governance Committee will strive to give preference to nominating a designated representative or proposed candidate of the under-represented gender for appointment as Board Member, Alternate Board Member, Board Committee Member and/or Board Advisory Body Member until such time as the gender balance of the Board Members or Alternate Board Members has been brought within the acceptable range.

¹ Includes the All Chairs Group, the Evaluation Advisory Committee (EAC) and the Independent Review Committee (IRC)

4. Exceptions approval procedure for nominations otherwise not in conformity with gender guidelines

- 4.1. The Governance Committee may decide to nominate a designated representative or proposed candidate for appointment as a Board Member, Alternate Board Member, Board Committee Member or Board Advisory Body Member even if the decision to make such a nomination would otherwise not be in conformity with paragraphs 3.1-3.2 of these guiding principles.

5. Miscellaneous Provisions

5.1 Secretariat support

- 5.1.1 The Secretariat will tabulate and report on the gender balance of the Board Members, Alternate Board Members, Board Committee Members and Board Advisory Body Members both as separate groups and as an aggregate.

5.2. Inadvertent gender imbalance

- 5.2.1. Any gender imbalance in the Gavi Board, Board Committees or Board Advisory Bodies shall only be deemed to be an imbalance not in conformity with these guiding principles, if such imbalance arises as a result of a Board decision to make an appointment that does not comply with the gender balance requirements as set out above.