



The essential checklist on gender (ECG):

QUESTION	YES / NO	EXTRA INFORMATION
1. Is the think tank representative in terms of male vs female ratio at junior, mid, and senior level?		Questions 1 and 2 are all about equal representation, which is an integral aspect of being a gender-equal organisation.
2. What is the male/female ratio of board members?		
3. Does the think tank include gender as an integral aspect of its research?		Question 3 looks at how the think tank includes gender in its research framework, outcomes and organisational theory of change.
4. Is the think tank an equal opportunities employer?		Questions 4 and 5 are about organisational hiring policies.
5. Does the think tank include/acknowledge the LGBTQ communities either in hiring practices or its research?		
6. Does the think tank have a formal gender policy that has been implemented?		Questions 6 and 7 are asking whether the organisation has a gender policy, and whether or not it has been implemented in its entirety (or drafted and left on the shelf).
7. Does the think tank also have a written mandate on wage equality that addresses any gender pay gap?		
8. Has the think tank integrated gender equality into its overall guidelines and strategic goals?		Question 8 aims to understand if the organisation has ensured that gender equality is part of its overall organisational strategy.
9. Does the think tank have ways in which it communicates aspects on gender equality?		Question 9 seeks to find out if the organisation has a dedicated process to share its commitment towards gender equality – this could be verbally during meetings or on its website etc.
10. Has the think tank taken steps to incorporate and measure gender inclusion in the workplace?		Questions 10 and 11 are about ensuring a gender-inclusive workplace. Question 10 is about infrastructural and policy requirements (such as separate toilets, on-site child care, post-maternity reintegration policies). Question 11 pertains to policies that the organisation has adopted to ensure safety and security of its workforce, irrespective of gender.
11. Has the think tank formally adopted the zero-tolerance to sexual harassment policy?		

Scores: every Yes = +1 and every No = 0. The higher the score, the better the institution's result on the gender scorecard.



WHAT DO THE SCORES MEAN?

Score between 10–11: An organisation that has done a lot of work on improving gender inclusion.

Score between 7–9: An organisation that has attempted, albeit in a non-structured manner, to build a gender-equal organisation.

Score below 6: An organisation that needs to start working towards creating a gender-equal organisation immediately to stay relevant.

The PAC scored eight points on the ECG test: an organisation that has attempted, albeit in a non-structured manner, to build a gender-equal organisation.

Even with the PAC's decent score of eight, the absence of a formal policy of reintegration after maternity leave and a lack of women on the board, means that PAC needs to work more towards gender equality. The test has nonetheless started an important conversation, which we hope will inform changes in thinking and practice.

While a score may help raise important questions internally, and put in perspective where the thinking lies on the issue of gender, true change can happen only if there are dedicated strategies that are implemented and backed by the core members of the organisation.

In its silver jubilee year, the PAC has the opportunity as a reputed think tank to build a structured approach towards becoming a good practice, gender-equal organisation. This will involve introducing new policies, standards and processes and abiding by them, to sustain a progressive work environment.

The PAC senior team were receptive to the questionnaire and were eager to know where the institute stood on the ECG spectrum. But any change is difficult: the PAC's journey towards building a gender-equal organisation has just begun.