



## CARE International in Pakistan Girls Day Out 28th Dec 2011

A unique endeavor to make  
CARE a women-friendly workplace

CARE in Pakistan recently moved to a new office and soon the female staff realized that their mingling had lessened due to the new office layout. Determined to overcome this challenge, the girls unanimously agreed to the idea of an all girls outing. A quaint little park, ablaze with autumn colours, at the end of the street was chosen as the venue.

Sitting together, enjoying a brown-bag lunch and seasonal fruit under the autumn sun was a welcome break from the monotony of work. Though much of the leaves had fallen, we brought our own colors to the park that afternoon while we ate, laughed and pondered on how to make CARE a more women-friendly workplace.

Despite drawing many comments from our male colleagues who felt excluded, we stuck to our initiative as an affirmative action plan.

It took lobbying and advocacy to ensure that all women staff took this time off from pressing deadlines for just one afternoon to build the CARE sisterhood and strengthen their roles as agents of positive change. Even the women in support duty roles in the kitchen, driving and the reception desks were relieved for 45 minutes of their duties.

With the exception of 5 staff members who were absent or on leave that day, 17 CARE girls enjoyed the bonding experience. We discussed casual topics like fashion and trends as well as more serious ones like acceptable behavior between male and female colleagues, balancing work and home, assessing needs and gaps in the workplace and how we and our management can help address these.

It was a beginning. We talked without an agenda but felt that next time an agenda would help us come up with solutions and actions to build a friendlier environment for women employees at CARE.

