

Progress Toward Gender Policy Commitments



Meeting of the Executive Committee of the CARE International Board
7 November 2014

Highlights of progress toward CI Gender Policy commitments (from CI Member reports, FY14)



- First-ever **central coordination** of our gender work through the TDY of the Gender Director and Advisor (8 months in FY14, supported by CARE USA).
- **Extensive analysis** through the TDY for mapping CARE's gender resources, analyzing context and donor trends, best practices for institutionalizing gender equality, and proposing **way forward** for strengthening CARE's gender equality programs.
- First-ever **impact report** focusing on CARE's programs tackling Gender Based Violence (based on 50 evaluations and a review of work in 61 countries).
- **250 deployment days for gender in emergencies** for type 4 and large type 2 emergencies.
- **Advocacy** at the Commission of the Status of Women calling for a stand-alone goal on gender equality in the post-2015 framework.
- Re-affirming **CARE's commitment to gender equality** through the CARE 2020 Program Strategy.
- Nine CI Members undertook **staff capacity building** activities on GED and engaging men and boys. A total of 140 facilitators and 2,100 staff trained from 2011 to 2014.
- CARE Gender Network co-chaired by CARE Canada, India and UK working on **interdependently advancing gender equality and women's empowerment** at CARE.

Challenges



- Slow progress on carrying out **gender audits** (5 CI Members have carried out such audits, this year Raks Thai and CARE USA).
- Building expertise and committing resources for implementing the Board-approved policy on **Prevention of Sexual Abuse and Exploitation**.
- Continuing the **gender equality and diversity staff professional development program** (resource challenges).
- Increasing the % of women in **senior management positions**.



Recommendations



1. CARE-wide gender function.

Approve resources for a central gender equality function at the CARE International level, building on the progress of the FY14 TDY. *This is critical for implementing the CARE 2020 Program Strategy!*

2. Strengthen interdependent work towards gender equality programs and professional development.

3. Staff diversity. Put measures in place to ensure equality and diversity in senior leadership.

