



care®

CARE Ethiopia

Our Journey to Gender Equality

Firstly in our team...

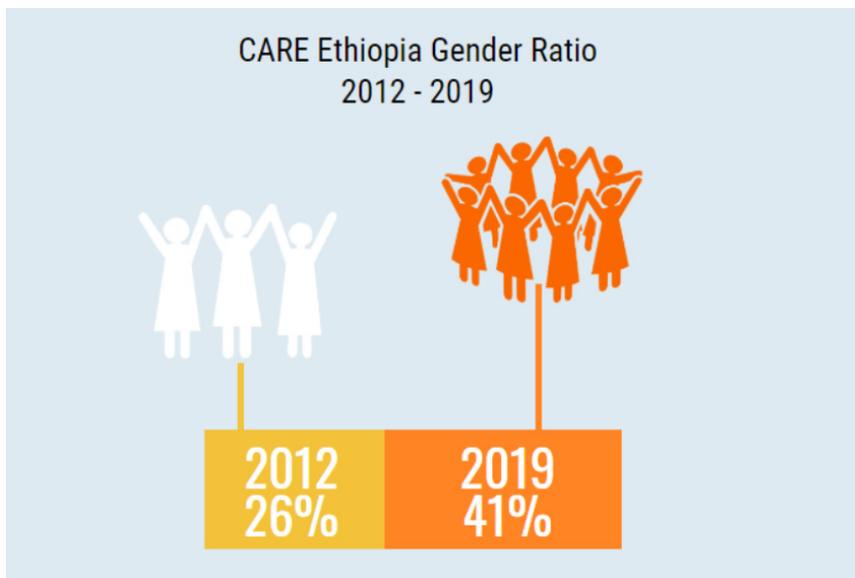
In 2012, a Gender Equity and Diversity audit presented CARE Ethiopia with some challenging findings.

Women were not fairly represented, either in the overall staff (only 26% of staff were women, mostly in junior positions) or in the senior leadership team (only 13% women).

After an initial effort to use the country office's program gender advisors to participate in recruitments and ensure that women sat on interview panels, etc., CARE Ethiopia as an organization realized that a greater investment and clearer statement of

intent would be needed if true gender equity was to become our reality. As a result, CARE Ethiopia established a bold ambition: we determined to target 51% female staffing.

We are not there yet: but we have come a long way. As of 2019, 41% of CARE Ethiopia staff are women. Key tactics behind this progress include focusing on competency-based assessments, active recruitment of female staff and improving retention. We are still learning and are determined to reach our goal.



...and secondly in our programs

CARE Ethiopia is committed to achieving gender equality and empowerment for women and girls, in all of its programs.

The CARE Gender Marker is a simple, easy-to-use accountability and learning tool that monitors how well gender has been integrated into humanitarian and development work, through the project cycle.

CARE Gender Continuum

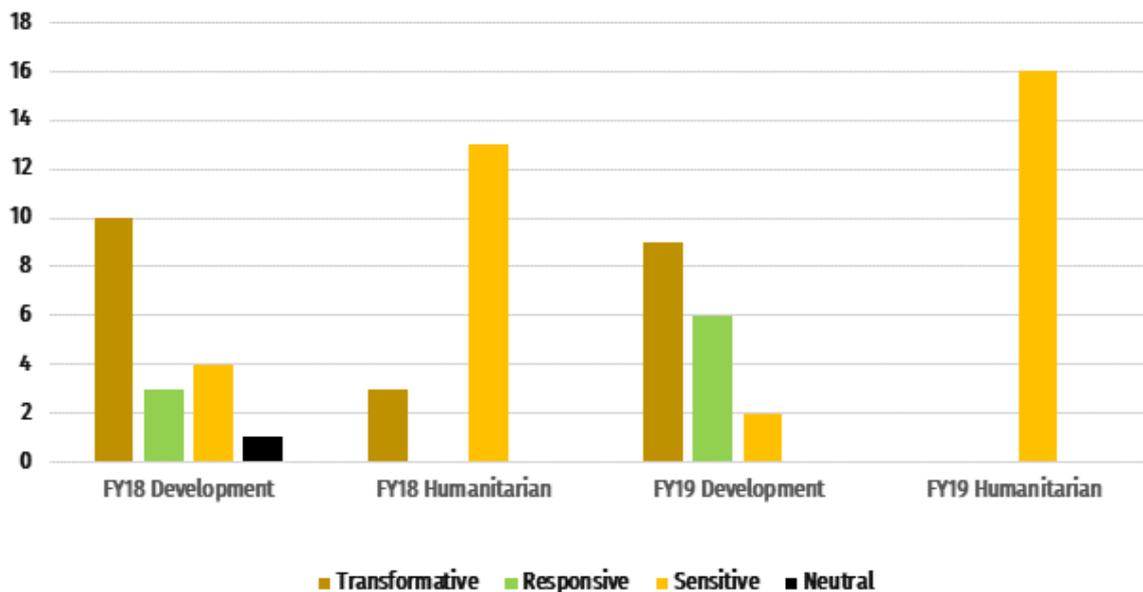
The CARE Gender Marker grades projects from 0-4 then places the result on CARE's Gender Continuum - a scale ranging from 'gender harmful' to 'gender transformative'.



Using the Gender Marker, CARE Ethiopia measures the performance of its projects every year to assess the integration of gender. We look carefully at the analysis the project design is based on, the activities delivered by the project, the participation of women and men, boys and girls and the monitoring and evaluation systems and tools we are using, in order to locate each project accurately on the Gender Continuum.

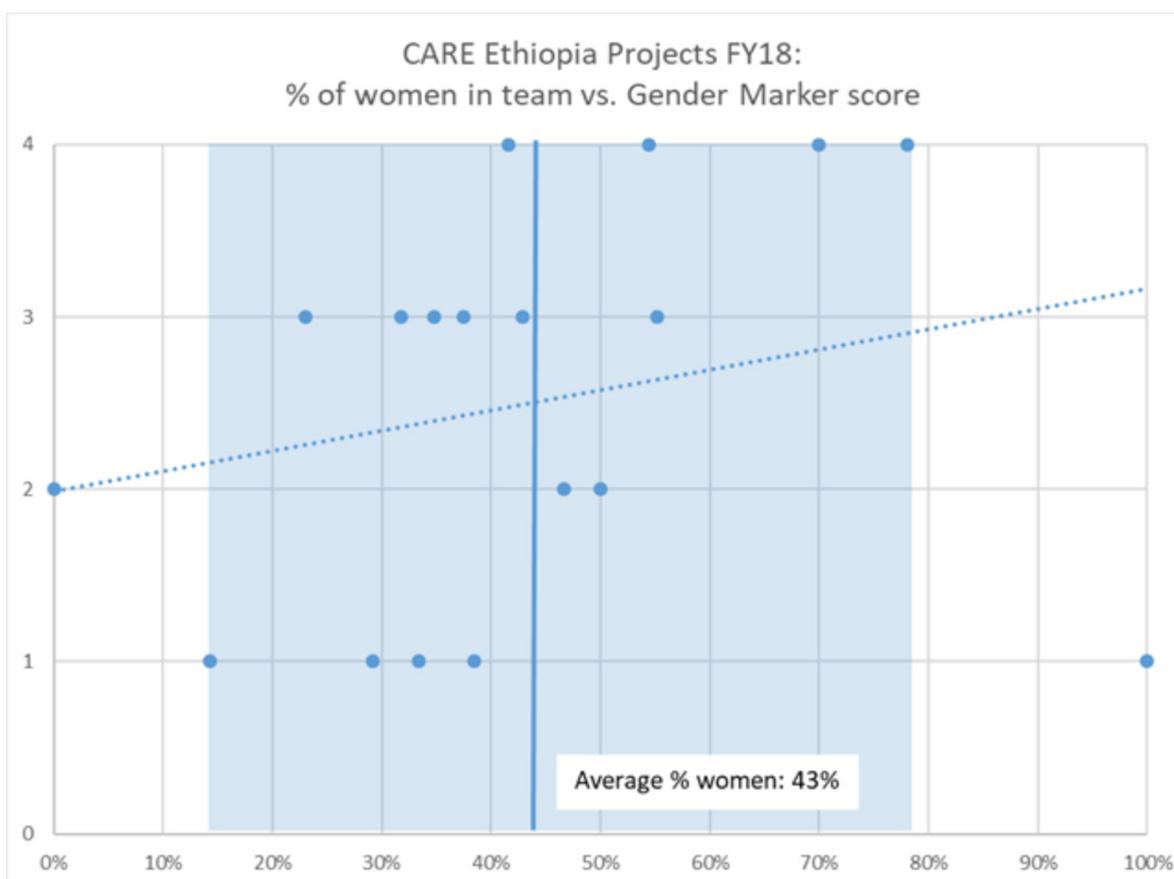
Since introducing the Gender Marker, we have seen year-on-year improvements in the levels of gender integration, especially in our development programs. Integrating more gender responsive and transformative elements into our humanitarian programs is our next challenge.

Gender Marker scores for CARE Ethiopia projects



Gender-balanced teams are more effective

We believe that gender-balanced teams deliver better humanitarian and development projects. Specifically, we believe that increasing the percentage of women on project teams is amongst the factors contributing to greater integration of gender transformative ideas, concepts and practices into the delivery of those projects. Data from our Gender Marker measurements supports this.



Qualitatively, the reasons for this pattern are not hard to find. When gender ratios were skewed, male staff were having to play roles to which they were unsuited: teaching breastfeeding for example, or discussing sexual health with female adolescents. By contrast, greater gender balance in project teams enables us to walk the Talk of our gender equality commitment: challenging harmful social norms; exploring deeply held beliefs; addressing root causes of discrimination; and addressing the specific needs of women and girls. Equal staffing helped in balancing needs, roles, and relationships, and identifying protection risks and power dynamics during analysis, implementation and evaluation stages of interventions.

CARE Ethiopia is committed to equity and balance in our team because it is the right thing to do. Our growing understanding that it makes our programs more effective and impactful only strengthens that commitment.

'As a woman, I understood the challenges of mothers and children in my project. When I become a mother, I lived through those challenges. Every time I see the improvements in my project it is more personal'

Tsedey Amare, Acting Chief of party, GROW project.

Want more information?

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