



WOMEN'S VOICE AND LEADERSHIP



Women's Voice and Leadership is a new priority for CARE's 2030 Gender Equality Impact Area Strategy. In line with SDG 5.5, we seek to ensure **women's full and effective participation and equal opportunities for leadership at all levels of decision-making in private, political, economic and public life**. The over-representation of men in decision-making and leadership at all levels of society and government perpetuates gender injustice and is a **root cause of gender injustice**. **CARE is well positioned** to meaningfully support women and girls to have more say and influence over decisions that affect their lives, through our development and humanitarian programming and advocacy.

CARE's aims to support **11 million women and girls** to have more voice and leadership in public life and decision-making by 2030. We will achieve this through both stand-alone programming and by integrating women's voice and leadership activities and outcomes across all of CARE's impact areas and sector programmes.

WHAT DO WE AIM TO ACHIEVE?

MID-TERM

- **Public and political institutions** are more **inclusive** of, and **responsive** and **accountable** to, all people, regardless of sex, gender identity, sexual orientation, race, ethnicity, religion, age, disability or citizenship status.
- Women have **actual influence** within decision-making processes at all levels and in **all aspects of political, economic and public life**.
- **Strong and independent women-led organisations** act to transform unequal and unjust power structures and advance the rights of all genders.
- **Male leaders champion gender equality** and women's rights.

LONG-TERM

- **Equitable societies and political systems** work for the benefit of all people and people of all genders are equally committed to and responsible for promoting justice and equality.
- **Equitable and inclusive organisations** promote transformative forms of leadership, which advance human rights and social justice by challenging and transforming unjust social or political orders.
- Elected representatives, public officials and community **leaders actually represent and are accountable to all** and, in particular, people that are or have been oppressed or marginalised.

Based on CARE's tested and proven **Gender Equality Framework (GEF)**, changes in Agency, Relations and Structures are necessary to ensure women's meaningful participation in decision-making in all aspects of political, economic and public life.

Agency Level: We work to strengthen women's individual and collective agency by improving their self-esteem, access to information, education and knowledge and control of material and economic resources.

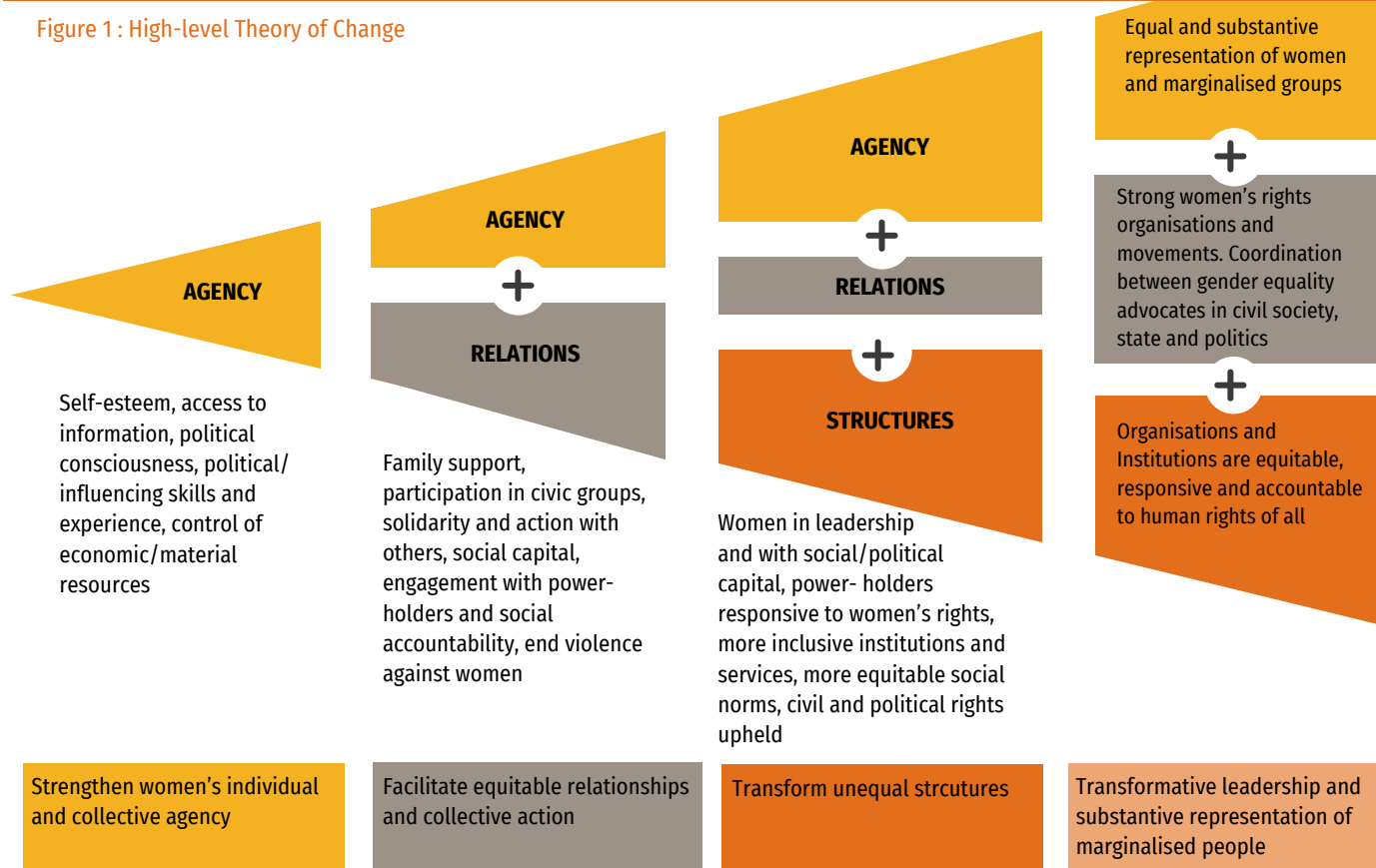
Relations Level: We facilitate equitable relationships and collective action by challenging barriers at family level and engaging men and boys to end gender-based violence; supporting women and girls' participation in solidarity groups and their collective efficacy, and improving women's access to decision making spaces and their engagement with power-holders.

Structures Level: We aim to transform unequal structures and social norms to ensure more inclusive institutions and services that demand and accept women power.

THEORY OF CHANGE

Continuum of changes for Women's Voice and Leadership

Figure 1: High-level Theory of Change



WHAT ARE THE TOOLS WE USE TO ADVANCE VWL?

- [Social Analysis and Action](#) is a community-led social change process through which individuals and communities explore and challenge social norms, beliefs and practices around gender and sexuality.
- [Women Lead in Emergencies](#) promotes women's leadership in humanitarian settings to ensure humanitarian response reduces gender inequalities.
- [Village Savings and Loans Associations](#) particularly those that are women led, provide opportunities for achieving transformational change in many ways.
- [Engaging Men and Boys](#) is crucial for achieving gender equality, particularly for transforming inequitable power relations.
- [Community Score Card](#) is a citizen-driven accountability measure for the assessment, planning, monitoring and evaluation of service delivery.

HOW DO WE MEASURE SUCCESS?

[We measure the success through a number of global indicators that all programs across CARE Confederation report on](#) (if applicable):

Global Indicator 1: % of women and girls who report confidence in their own negotiation and communication skills.

Global Indicator 9: % of women and girls reporting that they could work collectively with other in the community to achieve a common goal.

Global Indicator 14 VWL: # and % of women and girls who have actively participated in formal (government-led) and informal (civil society-led, private sector-led) decision-making spaces.

Global Indicator 16: # of positive shifts in informal structures as defined and influenced by movements and/or activists supported by CARE.

Global Indicator 17 VWL: # of new, amended or better implemented policies, legislation, multilateral agreements, programs, and/or budgets influenced by the voices of or actions taken by women and girls.

Need more information?

For more information about CARE's approach to Women's Voice and Leadership, see: [Transforming Leadership, Challenging Injustice: CARE's approach to achieving women's equal voice and leadership in public life and decision-making](#) or contact VWL Sub-impact Area Lead Tamara Sartania at Tamara.Sartania@care.org