

CARE INTERNATIONAL

Impact, Accountability & Learning Report 2021



care[®]

“I want to see more women in my community and around the world growing their influence. Imagine the impact if all women had the same opportunities as me!”

Hawa Abdalnabi, VSLA member in Sudan



A message from our Secretary General

2021 has been a devastating year for millions of men, women and children around the world facing unprecedented levels of humanitarian need, forced displacement, increasing climate-related emergencies and a second year of the global pandemic.

While lockdowns, restrictions and the tragic social and economic ramifications of COVID-19 continued, 2021 was the year where we also began to see more wide-scale inequities in how the pandemic was impacting different groups, especially stark for women and girls.

To understand these inequities better, CARE used tested tools that allow us to listen to the unique experiences women face in crisis, as shown in our [‘Women Respond’](#) Report, and adapt our programs accordingly. As one CARE colleague noted: “The world was responding with soap, face masks and social distancing, but the women we spoke to were telling us they couldn’t eat or feed their kids. They couldn’t possibly quarantine, so listening to these women was very different than listening to ourselves.”

2021 was also a key strategic year for the CARE International Confederation with the launch of our ambitious [CARE 2030 Vision](#) - a framework for defining the CARE of the future, and the impact we seek. It outlines six areas of impact for the organization, each of which are designed to address the underlying causes of poverty and social injustice. These include Gender Equality; Crisis Response; Climate Justice; Health; Food, Water and Nutrition; and Economic Justice.

As we look to the future, decolonial approaches, equitable partnerships, and embracing feminist principles remain essential to CARE’s efforts. We know that our programs are more impactful when implemented in partnership; which, in 2021, made up around 43% of all CARE projects and contributed to 56% of CARE’s total impact numbers. In 2021 we also launched our first Feminist Advisory Board made up of grassroots feminist activists from countries in Asia, Latin America, Africa and the Middle East, to help guide our organizational, operational, and strategic thinking around gender equality and other intersecting areas.

Across the year, CARE International supported over 100 million people across 102 countries: from supporting those facing extreme hunger in places such as the Sahel, to addressing the needs of Venezuelan refugees and their hosts in South America. None of this great work would have been possible without our hardworking staff and partners from across the world, and the generous support of our donors.

I would like to thank everyone for their continued commitment as we continue to strive together towards a world of hope, inclusion, and social justice.



CARE International Secretary General
Sofia Sprechmann Sineiro

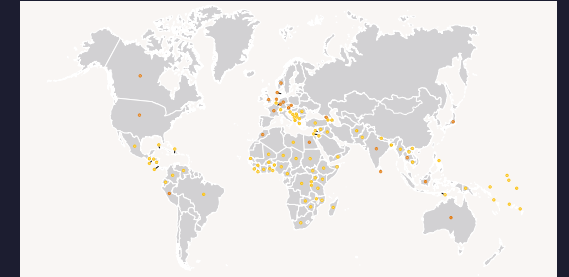
Contents



Photo: The Quaker Crece program in Guatemala helps communities increase their resilience to climate change, address chronic malnutrition, and build women's economic empowerment.
© CARE



About CARE International • 6



Where We Work • 8



Our Global Reach & Impact • 10



Working In Partnership • 20



People & Culture • 22



Good Governance & Accountability • 26

About CARE International

CARE International is a global network of independent national organizations, which include CARE members, candidates and affiliates, social enterprises, and thousands of community-based partner organizations working together across more than 100 countries to save lives, end poverty and fight social injustice. The combined efforts of all parts of the CARE confederation supported our life-changing work in 102 countries in fiscal year 2021.

Our commitment to being ‘locally led, and globally connected’ means working side-by-side with partners and communities to understand the root causes of poverty; find innovative, locally led solutions; and seek ways to support their scale up and sustainability. We [publish the results and methodologies](#) used in our projects to ensure transparency and accountability and advance the quality of our work.

VISION

We seek a world of hope, inclusion, and social justice, where poverty has been overcome and all people live with dignity and security.

MISSION

We work around the globe to save lives, defeat poverty, and achieve social justice.

FOCUS

We put women and girls in the center because we know that we cannot overcome poverty until all people have equal rights and opportunities.

CARE International Confederation

The CARE International confederation consists of 16 national members, four candidates and one affiliate with a common vision and mission to defeat poverty. [The CARE International Secretariat](#) coordinates and supports the CARE network to achieve common impact goals and shared global priorities.

Current CARE members include: [CARE Australia](#), [CARE Canada](#), [CARE Deutschland](#), [CARE Danmark](#), [CARE Egypt Foundation](#), [CARE France](#), [CARE India](#), [CARE Japan](#), [CARE Luxembourg](#), [CARE Nederland](#), [CARE Norge](#), [CARE Österreich](#), [CARE Peru](#), [Raks Thai \(Thailand\)](#), [CARE UK](#), [CARE USA](#)

As part of our journey to diversify our membership, candidate members represent CARE International entities currently on a time bound journey to becoming full members.

Current candidates include: [CARE Caucasus](#), [CARE Czech Republic](#), [CARE Maroc](#), [Yayasan CARE Peduli \(Indonesia\)](#)

Affiliate members are more independent parts of our network, they do not use the CARE brand identity, but work as part of the CARE network based on a shared set of goals and values and in line with our mutual strategic interests.

Current affiliates include: [Chrysalis](#)

This report has been developed by the CARE International Secretariat. It looks at the Financial Year 2021 which covers the period from June 2020 – July 2021 (unless otherwise specified).



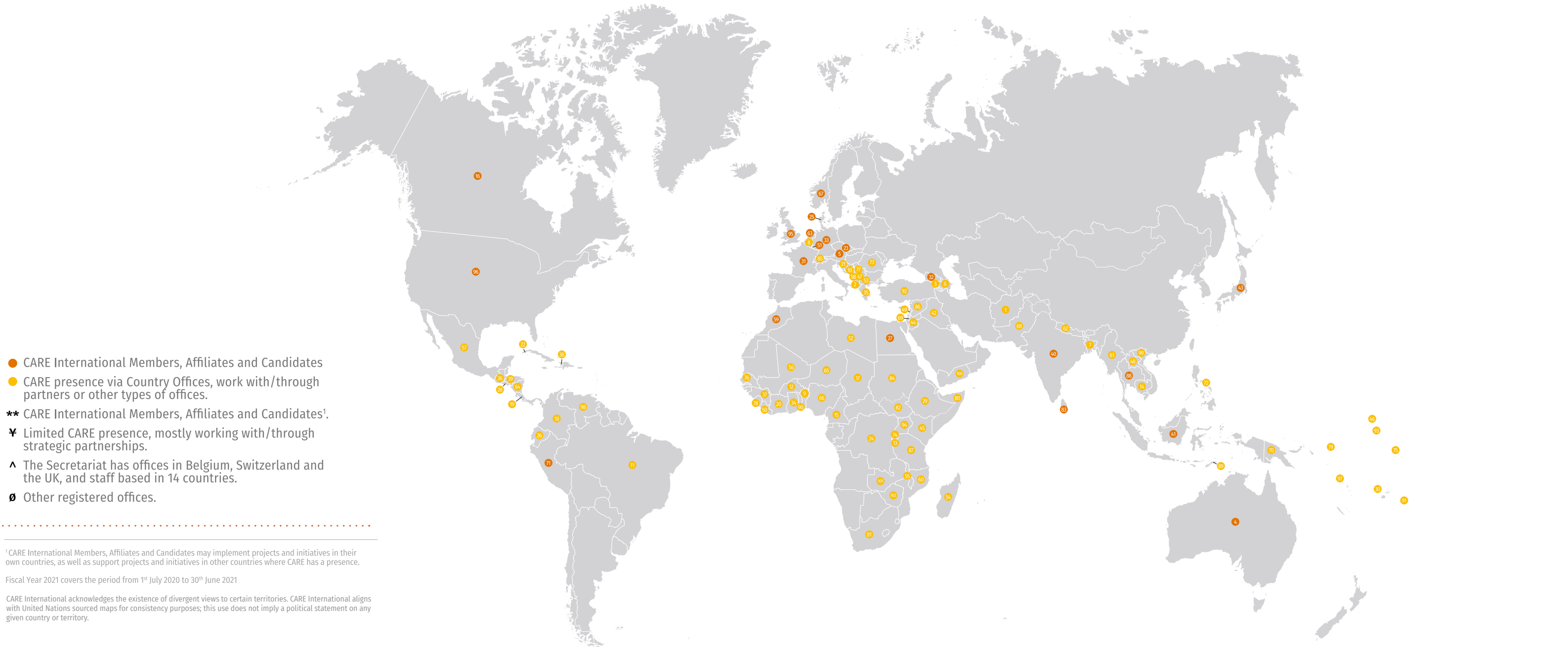
Photo: Stephen Chilufya, a male gender-champion at CARE's SANI project, with his family in Zambia. © Karin Schermbrucker / CARE

A WORLD OF CARE

In fiscal year 2021, CARE worked in **102 countries** around the world, contributing to saving lives, defeating poverty and achieving social justice.

CARE INTERNATIONAL COUNTRY PRESENCE FOR FISCAL YEAR 2021

- | | | | | | | | |
|----------------------------|----------------------------------|--------------------------------------|-----------------------------|-------------------------------|------------------------------------|----------------------------------|--|
| 1. Afghanistan | 11. Brazil [¥] | 24. Democratic Republic of the Congo | 36. Guatemala | 50. Liberia | 64. Nicaragua [¥] | 77. Serbia | 91. Tonga [¥] |
| 2. Albania [¥] | 12. Burkina Faso | 25. Denmark ^{**} | 37. Guinea | 51. Luxembourg ^{**} | 65. Niger | 78. Sierra Leone | 92. Turkey |
| 3. Armenia [¥] | 13. Burundi | 26. Ecuador | 38. Haiti | 52. Libya [¥] | 66. Nigeria | 79. Solomon Islands [¥] | 93. Tuvalu [¥] |
| 4. Australia ^{**} | 14. Cambodia | 27. Egypt ^{**} | 39. Honduras | 53. Macedonia [¥] | 67. Norway ^{**} | 80. Somalia | 94. Uganda |
| 5. Austria ^{**} | 15. Cameroon | 28. El Salvador [¥] | 40. India ^{**} | 54. Madagascar | 68. Pakistan | 81. South Africa [¥] | 95. United Kingdom ^{** ^} |
| 6. Azerbaijan [¥] | 16. Canada ^{**} | 29. Ethiopia | 41. Indonesia ^{**} | 55. Malawi | 69. Palestine (West Bank and Gaza) | 82. South Sudan | 96. United States of America ^{**} |
| 7. Bangladesh | 17. Chad | 30. Fiji [¥] | 42. Iraq | 56. Mali | 70. Papua New Guinea | 83. Sri Lanka ^{**} | 97. Vanuatu |
| 8. Belgium ^{^ ∅} | 18. Colombia | 31. France ^{**} | 43. Japan ^{**} | 57. Mexico [¥] | 71. Peru ^{**} | 84. Sudan | 98. Venezuela [¥] |
| 9. Benin | 19. Costa Rica [¥] | 32. Georgia ^{**} | 44. Jordan | 58. Montenegro [¥] | 72. Philippines | 85. Switzerland [^] | 99. Vietnam |
| 10. Bosnia and Herzegovina | 20. Côte d'Ivoire | 33. Germany ^{**} | 45. Kenya | 59. Morocco ^{**} | 73. Romania [¥] | 86. Syria [¥] | 100. Yemen |
| | 21. Croatia [¥] | 34. Ghana | 46. Kiribati [¥] | 60. Mozambique | 74. Rwanda | 87. Tanzania | 101. Zambia |
| | 22. Cuba | 35. Greece [¥] | 47. Kosovo | 61. Myanmar | 75. Samoa [¥] | 88. Thailand ^{**} | 102. Zimbabwe |
| | 23. Czech Republic ^{**} | | 48. Laos | 62. Nepal | 76. Senegal [¥] | 89. Timor-Leste | |
| | | | 49. Lebanon | 63. Netherlands ^{**} | | 90. Togo | |



- CARE International Members, Affiliates and Candidates
- CARE presence via Country Offices, work with/through partners or other types of offices.
- ** CARE International Members, Affiliates and Candidates¹.
- ¥ Limited CARE presence, mostly working with/through strategic partnerships.
- ^ The Secretariat has offices in Belgium, Switzerland and the UK, and staff based in 14 countries.
- ∅ Other registered offices.

¹CARE International Members, Affiliates and Candidates may implement projects and initiatives in their own countries, as well as support projects and initiatives in other countries where CARE has a presence.
 Fiscal Year 2021 covers the period from 1st July 2020 to 30th June 2021
 CARE International acknowledges the existence of divergent views to certain territories. CARE International aligns with United Nations sourced maps for consistency purposes; this use does not imply a political statement on any given country or territory.

Our Global Impact 2015-2021



Photo: CARE workers distribute a specialized food package to help fight chronic malnutrition among children in Guatemala. The initiative is part of the Quaker Orece program.
© CARE

In 2021 CARE and its partners reached



100.2 MILLION PEOPLE



WITH 1,495 PROJECTS & INITIATIVES



ACROSS 102 COUNTRIES



In line with our [CARE Vision 2030](#) to support 200 million people from the most vulnerable and excluded communities to overcome poverty and social injustice by 2030, 2021 saw ambitious strategic commitments across CARE to increase the scale, quality, impact and inclusivity of our global programming work.

Since 2015, CARE has been tracking impact metrics in line with the Sustainable Development Goals. In 2021, CARE shifted to 30 impact indicators for CARE's Vision 2030, still aligned with the SDGs. The SDGs represent a collective, global commitment to a transformed world. It is only right that an organization like CARE also be accountable to demonstrating how its work contributes to these shared goals toward this collective vision.

Between 2015 and 2021 CARE and our partners have contributed to global change for 161 million people in 83 countries.

We use the word “contributions” deliberately: in all our work, change happens through the combined efforts of many different actors, including civil society and movements, governments, and the private sector. Our programs are just some of the contributing factors that lead to these impacts and outcomes.

Gender inequality is a key driver of poverty, as well as one of the most widespread forms of injustice, which is why CARE puts gender at the centre of all our work. For this reason, we monitor and measure all our programmes to ensure we are effectively addressing the rights and specific needs of women and girls.

By applying CARE's [Gender Marker](#), in 2021 we found that 62.3% of all projects were scored as being at least ‘Gender Sensitive’ (for humanitarian projects) or at least ‘Gender Responsive’ (for all other projects).

Photo: Midwife Nooryana in front of negative pressure tent in Banten, Indonesia, where pregnant patients positive for Covid-19 received healthcare support.
© Rosa Panggabean/CARE



Gender Justice



Photo: 37 year old Rebecca Nyirongo is part of a Village Savings and Loans group in Kasungu Malawi. © Lameck Luhanga/GGImages/CARE



Our 2030 Goal

50 million women and girls experience greater gender equality, with a specific focus on eliminating gender-based violence (GBV), and increasing women and girls' voice, leadership and education.

4 QUALITY EDUCATION



Our Impact 2015-2021: SDG 4

4.4m

Children helped to access better quality or more inclusive education services, in 30 countries.

For example, 420,000 children in Timor-Leste have quality education materials to support literacy skills.

5 GENDER EQUALITY



Our Impact 2015-2021: SDG 5

13.8m

Women and girls supported to increase their levels of empowerment and gender equality, in 70 countries.

For example, CARE and our partners helped over 260,000 women in 5 countries reject intimate partner violence.

CARE's gender-based violence (GBV) programs in 2021 reached 1.7 million people and our programs to promote gender equality led to impacts for over 3 million women and girls.

Across the year, CARE worked to address harmful gender norms which limit girls' education outcomes and make them more vulnerable to violence in countries such as **Bangladesh, Nepal** and **Somalia**. We enhanced the ability of women and girls to influence decision-making, including through our highly successful **Village Savings and Loans Associations programming**.

In Burundi, projects addressing gender and social norms led to households more than doubling their rice production, with women being 26% more likely to have enough food to eat.

In **Ethiopia**, strong social norms integration alongside other components like sexual and reproductive health and economic empowerment mitigated some of the harmful effects of **child marriage**. In **Benin**, empowering adolescents to mobilize for their rights to sexual and reproductive health and lives free from violence halved rates of child, early and forced marriage.



Crisis Response



Photo: After heavy rains during December 2021 flooding in North West Syria displaced close to 142,000 people. © Shafak/CARE



Our 2030 Goal

Working with local partners, CARE provides quality and gender focused humanitarian assistance to 10% of those affected by major crises, reaching at least **50 million people** by 2030.

1 NO POVERTY



Our Impact 2015-2021: SDG1

73.9m

People supported with quality humanitarian assistance, access to basic services, or reduced poverty, in 56 countries.

For example, 8.3m crisis-affected people in Yemen obtained cash, improved hygiene or access to clean water.

In 2021 CARE humanitarian programs were able to reach more than 24 million people with humanitarian support, in coordination with local partners, governments, UN agencies and other humanitarian actors. CARE's largest humanitarian programs were in Syria, Yemen, India, Bangladesh and Ethiopia, and our nexus programming improved the livelihood situation of at least 4 million people affected by crises, including through sustainable access to essential services, cash and shelter.

Humanitarian crises can both exacerbate inequalities and present opportunities for transformative change. CARE addresses gaps in women and girls' meaningful participation in crisis decision-making through initiatives like our **Women Lead in Emergencies (WLiE)** approach. CARE also uses models such as the **Rapid Gender**

"We are women leaders in emergency. We have the capacity to say: I have a voice and a vote, I am not going to stay stagnant. To be able to say that, I have my skills and knowledge and that at any time I can go anywhere to participate."

Woman from Colombia, interviewed for CARE's She Told Us So Again report.

Analysis, Village Savings and Loan Associations in Emergencies and **Gender Sensitive Cash and Voucher Assistance**, to empower women and girls in emergencies, address gender-based violence in crises, and promote community support for gender equality in humanitarian programming, including through **engaging men and boys**.



Women's Economic Justice



Photo: Mahalet Gulelate and her VSLA group members in Ethiopia.
© Terhas Berhe / CARE



Our 2030 Goal

50 million women have more equitable access to, and control over, economic resources and opportunities.

8 DECENT WORK AND ECONOMIC GROWTH



Our Impact 2015-2021: SDG 8

17.6m

People supported to increase their economic empowerment and dignified work, in 65 countries.

For example, 13.7m people supported to join community savings groups, 78% of which are women.

CARE helped over **2 million** women have greater access to, and control over, economic resources and opportunities in 2021, with particular impact across West, Central and Southern Africa, such as the **'Worker Wellbeing Project'** which helped improve wellbeing and dignified working conditions for nearly 77,000 female factory workers across Bangladesh, Indonesia and Vietnam.

In 2021, 1.2 million women joined CARE-supported **Village Savings and Loans Associations (VSLA)**, increasing their access to financial services. They join the now 13.7 million women who are part of a VSLA since 2015.

"I saw a lot of changes, women have had more right to express their concerns, dared to stand up to express their wishes to factory leaders."

Deputy Head of Woman's Union, involved in CARE's Workers Well-being project in Vietnam.

Climate Justice



Photo: Loise Natu Nalau participated in the Community Disaster Climate Change Committee (CDCCC) training in Vanuatu, which helped her prepare for the increasingly common natural disasters in the country.
© Georgina Ishmael / CARE



Our 2030 Goal

25 million poor and marginalized people, particularly women and girls, have strengthened their resilience and adaptive capacities to the effects of climate change.

13 CLIMATE ACTION



Our Impact 2015-2021: SDG 13

5.9m

People supported to strengthen their ability to build climate resilience or reduce their vulnerabilities, in 40 countries.

For example, in Madagascar we contributed to increased resilience for 756,000 people.

In 2021, CARE and partners contributed to greater resilience or adaptive capacities for over 850,000 people. CARE and its partners also influenced changes in climate-relevant policies and legislation, increasing the ability of over 120,000 people to adapt to the effects of climate change, foster climate resilience and lower greenhouse gas emissions. Since 2015, our programs have made significant contributions to SDG 13, helping strengthen resilience and adaptive capacity for over 6 million people.

In Uganda, for example, the **Partners for Resilience** programme influenced national policy with a particular focus on building women's leadership.

In Bangladesh and Vietnam, CARE worked with 207 groups, movements and institutions to amplify the priorities of the poorest and most marginalized in climate-related decision-making.

CARE also collaborated on several research, policy and partnership initiatives relating to climate justice. These included signing the Red Cross Federation's **Climate and Environment Charter**, an agreement with the **Global Center on Adaptation** to collaborate on a youth leadership and adaptation education project in 10 African countries, and a new partnership with the Ban Ki-moon **Centre for Global Citizens** to train young women leaders in Africa on climate adaptation.



Right to Food, Nutrition & Water

Photo: Tanzanian farmer Onolina Mbugi significantly increased her productivity with the support of the Growing is Learning project, which teaches new skills to improve crops, income and family's nutrition. © Vanessa Mwingira/CARE



Our 2030 Goal

75 million people can better exercise their right to adequate food, water and nutrition.

2 ZERO HUNGER



Our Impact 2015-2021: SDG2

22.6m

People helped to increase food security, or improve nutrition or sustainable agriculture, in 54 countries.

For example, 1.6m people in Nepal improved their food security, through participatory social accountability approaches.

6 CLEAN WATER AND SANITATION



Our Impact 2015-2021: SDG 4

10.2m

People helped to access clean water or improved sanitation services, in 31 countries

For example, 5.8m people in Peru got access to better water and sanitation services

In 2021 our food, water and nutrition programming reached 33.9 million people directly – 53% of them women and girls – and supported almost 2.5 million people to achieve their right to food, water and nutrition. We helped reduce food insecurity for 104,415 people and contributed to 10,295 children under five escaping stunting. CARE and our partners also improved access to water for 203,009 people and improved sanitation for 506,268 people.

Since 2015, CARE and partners have contributed to impacts for nearly 32 million people in relation to **SDG 2** (hunger) and **SDG 6** (water). In **Ghana**, for

example, CARE and partners improved agricultural productivity for 30,000 women small-scale producers, their families, and their communities, through increased availability, access, and use of good quality agricultural inputs.

Over the next 3 years, we aim to support around 25 million people (over half of them women), to produce more healthy food, have better access to water and sanitation, and improve their nutrition. This will include small-scale farmers, women and girls living in areas with poor access to water, and refugees and internally displaced people.



Right to Health

Photo: A health worker injects the COVID-19 vaccine to students during the CARE-supported vaccine program in Cinangka Public High School, on the Island of Java, Indonesia. © Rosa Panggabean/CARE



Our 2030 Goal

50 million people can exercise their right to health, including 30 million women their right to sexual and reproductive health.

3 GOOD HEALTH AND WELL-BEING



Our Impact 2015-2021: SDG1

43.3m

Women supported to exercise their right to sexual and reproductive health, in 44 countries.

For example, 7.8m couples in Bangladesh got modern contraceptives from NGO service delivery partners.

In 2021 our right to health programming impacted the lives of 809,186 people. Since 2015, CARE and partners have contributed to impacts for over 43 million people in relation to **SDG 3** (health). The work included strengthening local health systems in the **State of Bihar in India**, improving maternal and new-born health in **Tanzania**, increasing access to quality health services, including sexual and reproductive health and rights services in Iraq, as well as supporting female frontline health workers in the **COVID-19 response in Yemen**.

As we move forward, CARE will continue to focus on building the assets and agency of women, girls, and other groups facing injustice. We will work to change power relations to enable collective voices and well-being. And we will help transform health systems and structures to ensure universal access to health.

"The community is more aware and concerned about health care services and how to access them and the bad traditional beliefs that could affect the health of mothers and children has stopped."

Young mother involved in the maternal and newborn health initiative in Tanzania.



Photo: Yen Duong is a Vietnamese factory worker. She participated in the CARE and Target-supported project promoting women's voice and leadership in the garment industry.
© Yen Duong/GMB Films/CARE

Advocacy & Policy

Advocacy is essential to CARE International's fight for gender equality and social justice and is a means through which we can multiply the impact of our work.

In 2021, our advocacy contributed to advancing the recognition and funding for women's groups in crisis response; climate finance; gender transformative approaches in food security policy; expanding humanitarian access; and advancing a gender-just response and recovery to COVID-19.

Some advocacy and policy highlights in 2021 included:

- Global influencing across capitals, and in coalition with humanitarian partners, to support the [Inter-Agency Standing Committee](#) in making gender equality and the empowerment of women and girls a strategic priority for their work in 2022-23.
- Coordinating with partners, and targeting key governments, to agree a humanitarian exemption to sanctions regimes within the UN Security Council. This enabled the continued flow of humanitarian assistance into Afghanistan following regime change in August 2021, and led to the [scale-up of critical operations](#) to support the 22 million Afghans in need.
- Advancing gender-transformative approaches in food security policy at the Food Systems Summit in 2021 and beyond. CARE also worked with some of the largest food corporations to advocate for more sustainable, coherent and gender transformative corporate social responsibility.
- Policy influencing around UNFCCC COP26 in Glasgow, UK throughout the year included the release of CARE's ['Climate Adaptation Finance: Fact or Fiction?'](#) report which revealed how rich nations and institutions have been routinely over-reporting funding for developing countries to adapt to the climate crisis.

Working in Partnership



In 2021

60%

of CARE International projects had all, most or some of their activities implemented with or through partners.

52%

of those projects had at least one women-led or women's rights organizations as partner.

Photo: Nour* is a social worker at Ihsan Relief and Development, one of CARE's Syrian partner organizations in Northwest Syria.
© IhsanRD/CARE

At CARE International we firmly believe that partnerships are purposeful relationships based on mutual trust, equality and learning, which engage the complementary strengths of all those involved to achieve greater impact together than we could achieve alone. We believe being “locally led and globally connected” will mean bigger, longer-lasting impacts on people’s lives and we are committed to forming equitable partnerships.

We recognize that in humanitarian contexts local actors are often better positioned and better able to provide appropriate assistance to affected people, and our preliminary data also shows that when we work with partners our interventions are of a higher quality and more impactful. For example, CARE projects implemented in partnership on average score 70% against CARE’s program quality standards, compared to 56% for projects that are not in partnership. As a signatory to the [Grand Bargain and Charter for Change](#) we strongly believe that humanitarian and development interventions should be “as local as possible, international as needed.”

In 2021, through the launch of [Vision 2030](#), CARE committed to deepening its existing approach to partnerships for sustainable development and humanitarian assistance with an emphasis on amplifying local women leaders and movements. As part of this, we published a specific [‘Partnership Paper’](#) which outlined CARE’s strategy, aims and model for partnerships.

During 2021, as part of the [Generation Equality Forum](#) and the [Call to Action on Protection from Gender-Based Violence in Emergencies](#), CARE made important commitments to working in partnership on women’s economic justice and in humanitarian contexts. We committed to invest US\$100 million by 2026 to strengthen and scale-up [Savings Groups](#), and to support 10 million local women across 10 African countries to advance their own initiatives on economic justice and rights. CARE also committed to increase our support and resources for women, girls and gender non-conforming (GNC) people and the organizations they lead so they have preparedness, planning, response decision-making and accountability processes in at least 6 country contexts where CARE is implementing the [Women Lead in Emergencies approach](#).

We are on an exciting path towards fully achieving our commitment to being ‘locally-led’ and will continue to reflect on and improve our partnerships. This includes by reviewing internal policies; setting partnership standards and ensuring we are accountable to them; making working with or through partners a default for all programs; increasing partnerships with women’s rights organizations and women-led and feminist organizations; working in partnership in humanitarian contexts; focusing more on the power relations within partnerships; as well as [supporting social movements](#) as allies and partners.



Photo: 7 year old Zokiya is a Rohingya refugee from Myanmar currently living in Cox's Bazar Bangladesh.
© Asafuzzaman/CARE Bangladesh

CARE International aims to be a place where engaged colleagues from diverse backgrounds work to achieve our collective ambition to alleviate poverty and achieve gender equality. We are committed to the wellbeing and development of our 12,179 staff globally, as well as to the safety and security of people in the communities where we work.

Advancing diversity, equity and inclusion; and promoting anti-racism

In 2021, we continued to work to improve our commitment to gender, equity and diversity within CARE, and continued our intentions to actively shift power, decolonise structures and ways of working, and advance anti-racism both internally and externally.

We integrated anti-racism and inclusion guidance into our [Gender Equality and Inclusion Policy](#) and have focused on conducting gender and diversity audits and improving our hiring practices in many of our offices as a path towards ensuring teams are diverse and balanced. We have rolled-out a specialised learning program for all staff through gender equity and inclusion dialogue workshops, to raise staff awareness and action planning in how to address oppression and be more deliberate around being anti-racist. Our scoring on the [FairShare Index of women's leadership](#) improved from **13.4 in 2020** to **8.7 in 2022**.

To improve our external communications, we developed new guidance for use throughout CARE, on working to address and challenge stereotypes within our storytelling, striving to co-create with partners and participants, applying justice and hope-based narratives, and actively seeking out and investing in local and female talent. CARE Australia also successfully piloted strength-based narratives for its annual FY21 Tax Appeal fundraising campaign and CARE USA set up a special Board to review tone and use of imagery in its fundraising to ensure images are respectful and avoid neo-colonial attitudes.

We have updated our templates for job advertisements and have reviewed our hiring processes to encourage and promote diversity. Members including CARE UK and [CARE USA](#) have set specific targets for increased diversity in their Supervisory Board, leadership and staffing.

Climate justice: learning & collaboration

Throughout 2021, online training in the [CARE Climate & Resilience Academy](#) continued to strengthen the education of CARE colleagues and external development practitioners. As of June 2021, a total of 159 people from 48 different countries were trained through the Academy.

CARE's carbon footprint

In 2021 CARE developed a Carbon Footprint and Climate-smart Practices Dashboard to show individual office's Greenhouse Gas emissions from flights, vehicle usage, and office energy consumption and the measures implemented to reduce them over a 3-year period (2019-2021). CARE also launched its joint offsetting program - 'BACHAT II' - an improved cookstoves program through which CARE International members can offset their unavoidable emissions.

Our commitment to gender equality

In 2021 we conducted a review of our offices' commitments to CARE's [Gender Equality Policy](#) to enhance our impact and improve resource allocation. The [report](#) saw our overall scoring on the Gender Equality Policy increase from 56% (in 2019) to 59% in 2021 on program-related commitments.

Safeguarding

At CARE, we believe all people have a right to live their lives free from sexual harassment, exploitation, and abuse, and that no child or adult should be subjected to abuse of any form by anyone associated with CARE.

In 2021, we improved our monitoring and accountability towards our [Safeguarding Policy on Protection from Sexual Harassment, Exploitation and Abuse, and Child Abuse](#) to enable continuous improvement in our commitments in this area. We introduced risk assessments and safer programming methods to help identify possible risks for where and how sexual misconduct could occur, and in ways that prevent incidents from happening. With COVID-19 restrictions impacting how we deliver face-to-face trainings on safeguarding, we also made an online training available for staff and partners.

CARE produced its fifth [Transparency Report](#) that includes anonymised case data on all reported incidents of sexual harassment, exploitation, abuse, and child abuse, from January to December 2021. As per our policy, we carefully examined all allegations and carried out investigations, and disciplinary action as needed. All our safeguarding activities are guided by a survivor-centred approach.

We also recognize our responsibility to ‘do no harm’ to anyone in our programs or the communities where we work. In the coming years, we will continue to enhance our safeguarding measures to be robust and accessible to all people who are associated with CARE. We are reinforcing our safer recruitment practices by using the [Misconduct Disclosure Scheme](#), and will work together with our partners to strengthen capacity and understanding of safeguarding in our operating contexts.

Safety & security

Safe programming is key to all of CARE’s work. We implement a series of policies and strategies to keep all people safe in what unfortunately is becoming an increasingly hostile environment for NGOs to operate.

The COVID-19 pandemic continued to be a catalyst for increased political and institutional fragility, and drove further insecurity, population migration, inflation, and destabilization in many of the areas where CARE works, impacting programming and staff travel. In response to the pandemic, CARE Safety and Security staff developed specific COVID-19 guidelines and related policies to enable CARE to continue its activities while also allowing staff to work safely. CARE staff from across the globe were provided with learning and development opportunities on safety and security protocols via CARE’s Online Safety Course and through use of our Personal Safety & Security Handbook which was translated into additional languages.

Within CARE, 220 security incidents were reported in 2021. This is a slight overall decrease from 2020 due to the ongoing COVID-19 pandemic which limited staff travel and how we delivered operations. 2021 did see an increase in the number of CARE staff injured compared to 2020. Countries where the highest number of incidents were reported included Afghanistan, Ecuador, Ghana, Madagascar, Malawi, South Sudan and Yemen. The majority of incidents reported were thefts (28%), followed by transport accidents (25%), threats to staff, including harassment and extortion (15%), and attacks on staff (12%).



Photo: One of the two CARE-supported clinics in the UN Bentiu Protection of Civilian site.
© Josh Estey/CARE

Good Governance & Accountability

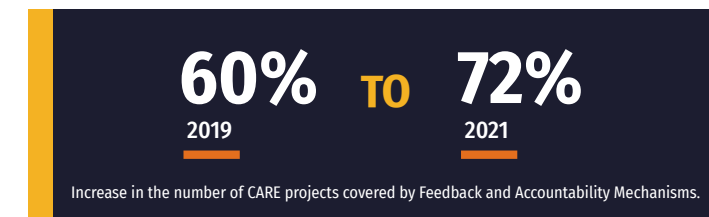


Photo: Mery Neli Salazar Pedro in her artisan business 'Arte Yanasha Amazónica' in Peru. Mery is an entrepreneur supported by the CARE/Mastercard Foundation Ignite program, that unleashes the power of growth-oriented entrepreneurs to contribute to resilient, inclusive economies.
© CARE Peru

Inclusive and accountable governance systems are central to bringing about the impact we want to achieve at CARE International. They help safeguard human rights and build trust with our stakeholders. The need for accountable and inclusive governance has never been more pressing. We know that poverty and inequality persist when those most disadvantaged have little control over the forces that affect them, and lack the knowledge, opportunities and confidence to speak up for themselves. We constantly seek ways to be better held accountable by the people we serve and partners we work with.

Inclusive governance

In 2021 CARE continued to work to adapt to the changing external environment. The [CARE Egypt Foundation](#) joined the CARE Confederation as a full member as part of our commitment to diversify our membership to become truly global, more diverse and equitable. A further two existing CARE Candidates - [Yayasan Care Peduli](#) in Indonesia and [CARE International Maroc](#) in Morocco - are also on track to become full CARE International members by the end of 2022. CARE also began the process of identifying new external Affiliates, including in South Africa, in order to bring more Global South voices and influence into our governance and decision-making.



We set up a Policy Framework and cross-Confederation Policy-Governance team which aims to guide our work around new and revised policies, making the process more transparent, accountable and inclusive. A new Feminist Advisory Board (FAB) made up of feminist activists from Asia, Latin America, Africa and the Middle East was also established. The FAB is a high-level and purposeful partnership with feminist activists, who are connected to social movements. It helps guide our organizational, operational, and strategic thinking, enabling CARE to operationalize impact around gender equality.

Accountability & transparency

CARE is committed to transparent reporting on how we work to meet international standards of quality and accountability for all our partners, staff, and the communities we work with. We are guided by our rights-based approach and programming principles to ensure that our partners and the communities we work with play an active part in planning, implementing and evaluating our work.

[Feedback and Accountability Mechanisms \(FAM\)](#) are critical to communicate transparently with project participants and to make adjustments that reduce the risk of doing harm. The feedback and complaints received help improve both program quality and CARE's positive impact. The number of CARE projects covered by FAM have grown from 60% in 2019 to 72% in 2021.

In 2021 CARE also launched a new Accountability Dashboard structured around the three areas of [CARE's Accountability Framework](#): Impact, Organizational Performance, and Collaboration. The framework allows CARE Members, Candidates and Affiliates to measure and monitor progress against shared commitments and priorities. It represents an important step forward in CARE's ambition to promote transparency, accountability and learning among our membership, and ultimately, with and to the communities and partners we work with. We have also built on our commitment to transparent reporting by adopting new Program Quality Guidelines that include accountability to the people we serve and partners we work with as one of ten key drivers of program quality.

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Cover Photo: A member of the local Village Savings and Loan Association (VSLA) in Niger celebrates the 30th year of participation in the program.
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