

FAIR SHARE Monitor 2020 - Full Data Set for International Civil Society Organisations

We consider a FAIR SHARE Index below 15 desirable.

09 September 2020

2020 Rank	Organisation	Commitment to FAIR SHARE	A) Women on Staff %	Aa) Staffing Gap (if <50%)	B) Women on Board %	Bb) Board Gap (if <50%)	C) Women on SMT %	Cc) SMT Gap (if <50%)	D) Overall Representation Gap (Average of Aa, Bb & Cc)	E) Women in Top Leadership % (B & C)	F) FAIR SHARE Gap (E-A)	FAIR SHARE Index 2019	FAIR SHARE Index 2020 (D+F)	Progress
1	350.org (GO)	Yes	59%	0	63%	0	57%	0	0	60%	1	5.1	1	↗
2	Plan International (GO)	Yes	50%	0	50%	0	59%	0	0	54%	4	9.9	4.1	↑
3	IPPF (IS)	No	64%	0	69%	0	67%	0	0	68%	5	0.3	4.5	↘
4	Skateistan (GO)	Yes	52%	0	67%	0	50%	0	0	60%	8	14.6	7.6	↑
5	Sightsavers International (GO)	No	49%	-1	47%	-3	41%	-9	-4	44%	-5	12.2	9.6	↗
6	Human Rights Watch (GO)	No	68%	0	60%	0	55%	0	0	59%	-10	21.8	9.8	↑
7	Transparency International (IS)	Yes	57%	0	42%	-8	75%	0	-3	50%	-7	19.0	10.2	↑
8	World Vision (GO)	No	43%	-7	50%	0	33%	-17	-8	45%	2	14.4	10.3	↗
9	CIVICUS (GO)	Yes	78%	0	64%	0	75%	0	0	67%	-11	20.3	11.0	↑
10	Greenpeace International (GO)	No	54%	0	46%	-4	45%	-5	-3	46%	-8	11.0	11.3	↔
11	WeMove Europe	Yes	52%	0	50%	0	80%	0	0	64%	12		11.8	
12	Frontline AIDS (GO)	Yes	75%	0	50%	0	100%	0	0	63%	-13	2.4	13.0	↓
13	Oxfam (IS)	Yes	66%	0	52%	0	52%	0	0	52%	-13	15.3	13.2	↗
14	CARE International (GO)	Yes	38%	-12	48%	-2	44%	-6	-7	44%	7	10.3	13.4	↘
15	HelpAge (IS)	Yes	51%	0	57%	0	25%	-25	-8	45%	-5	18.3	13.4	↗
16	VSO (GO)	Yes	48%	-2	29%	-21	60%	0	-8	42%	-6	11.8	13.9	↘
17	Pact (GO)	Yes	62%	0	43%	-7	58%	0	-2	49%	-13	39.9	15.6	↑
18	Save the Children International (IS)	No	37%	-13	47%	-3	44%	-6	-7	46%	9	20.5	16.1	↗
19	Restless Development (GO)	Yes	41%	-9	50%	0	60%	0	-3	54%	14	17.4	16.8	↔
20	Red Cross, International Committee (GO)	No	34%	-16	37%	-13	57%	0	-10	42%	8	18.0	18.0	↔
21	BRAC International (IS)	Yes	70%	0	56%	0	50%	0	0	51%	-18	18.2	18.2	↔
22	ActionAid (IS)*	No	70%	0	50%	0	50%	0	0	50%	-20		20.0	
23	EngenderHealth (GO)	Yes	41%	-9	56%	0	62%	0	-3	59%	18		21.0	
24	WWF International (GO)	No	53%	0	38%	-12	40%	-10	-7	39%	-14	28.0	21.0	↑
25	SOS Children's Villages (IS)	No	58%	0	36%	-14	50%	0	-5	41%	-18	29.4	22.3	↑
26	Amnesty International (IS)	Yes	67%	0	44%	-6	50%	0	-2	46%	-21	46.4	22.5	↑
27	AMREF Health Africa	Yes	40%	-10	36%	-14	65%	0	-8	57%	17		25.0	
28	Habitat for Humanity (GO)	Yes	66%	0	44%	-6	44%	-6	-4	44%	-22	51.9	25.4	↑
29	terre des hommes (IS)	Yes	89%	0	33%	-17	89%	0	-6	67%	-22	27.8	27.8	↔
30	ONE (GO)	Yes	66%	0	32%	-18	50%	0	-6	37%	-29	38.4	35.4	↗
31	ADRA International (IS)	Yes	50%	-0	18%	-32	36%	-14	-15	22%	-28	70.6	43.1	↑
32	CBM (IS)	No	48%	-2	22%	-28	0%	-50	-27	18%	-30	54.5	56.6	↘
33	Red Cross, International Federation (IS)*	No	70%	0	22%	-28	20%	-30	-19	21%	-49	56.0	68.2	↓
34	Islamic Relief Worldwide (IS)*	No	70%	0	20%	-30	0%	-50	-27	9%	-61	90.9	87.6	↗

GO = Global Organisation

IS = International Secretariat