

## FAIR SHARE Monitor 2020 - Full Data Set for CARE International

We consider a FAIR SHARE Index below 15 desirable.

5 March 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	CARE Norway	Yes	75%	0	56%	0	100%	0	0	73%	-1	9.0	1.2	↑
2	CARE Peru	Yes	59%	0	50%	0	80%	0	0	57%	-2	10.0	2.1	↑
3	CARE France (GO)	Yes	52%	0	47%	-3	60%	0	-1	55%	3	9.0	3.7	↑
4	CARE Caucasus	Yes	47%	-3	-	-	50%	0	-1	50%	3	5.0	3.9	
5	CARE Thailand (Raks Thai Foundation)	Yes	55%	0	45%	-5	64%	0	-2	60%	5	12.0	6.5	⇒
6	CARE Indonesia (Yayasan CARE Peduli)	Yes	48%	-2	-	-	44%	-6	-4	44%	-4	10.0	7.5	
7	CARE Egypt	Yes	59%	0	-	-	50%	0	0	50%	-9	7.0	9.0	
8	CARE International Secretariat	Yes	74%	0	67%	0	92%	0	0	83%	10	22.0	9.5	↗
9	CARE USA (GO)	Yes	38%	-12	42%	-8	39%	-11	-10	39%	1	21.0	11.4	⇒
10	CARE Australia (GO)	Yes	48%	-2	50%	0	61%	0	-1	60%	12	16.0	13.0	↓
11	CARE UK	Yes	76%	0	55%	0	80%	0	0	63%	-13	22.0	13.2	↑
12	CARE Czech Republic	Yes	100%	0	78%	0	100%	0	0	80%	-20	20.0	20.0	
13	CARE Canada (GO)	Yes	36%	-14	38%	-13	49%	-1	-9	47%	11	17.0	20.4	⇒
14	CARE Denmark	Yes	55%	0	50%	0	25%	-25	-8	43%	-12	40.0	20.7	↘
15	CARE Germany (GO)	Yes	59%	0	44%	-6	42%	-8	-5	43%	-16	73.0	20.7	⇒
16	CARE Morocco	Yes	60%	0	36%	-14	50%	0	-5	42%	-18	9.0	22.4	
17	CARE Netherlands	Yes	62%	0	43%	-7	43%	-7	-5	43%	-19	10.0	24.0	↘
18	CARE Sri Lanka (Chrysalis)	Yes	27%	-23	67%	0	40%	-10	-11	48%	20	9.0	31.3	
19	CARE India	Yes	15%	-35	63%	0	17%	-33	-23	24%	9	5.0	31.6	↓
20	CARE Japan	Yes	73%	0	29%	-21	75%	0	-7	45%	-27	12.0	34.4	↑
21	CARE Austria	Yes	86%	0	33%	-17	67%	0	-6	50%	-36	10.0	42.0	↑

GO = Global Organisation