GENDER EQUALITY IN PROGRESS

CTG
Committed to Good

FEMALEFIRST
GENDER EQUALITY IN PROGRESS
FROM THE CEO

BY 2030, 30% OF CTG’S PROJECT RELATED ROLES WILL BE REPRESENTED BY WOMEN.

A lot has happened since we launched FemaleFirst in 2017. Our vision was to empower more women through employment in the humanitarian and development sector in the fragile countries that CTG operates in. With a target of 30% of our project-related roles to be represented by women by 2030, I am delighted to say we are making significant progress. In Somalia, for example, where we started with 8% female representation, there’s only 10% to go to reach our target.

The challenges are varied: unlocking unconscious bias, battling gender stereotypes, and ensuring inclusive, safe and rewarding workplaces for all. In these pages you’ll find how we are tackling such challenges and making positive steps towards our goals.

As FemaleFirst has evolved it’s become clear that when you start to unlock Gender Equality, you impact on many other Sustainable Development Goals. From providing education to reduced inequalities, the ripple effect of our efforts continues to spread.

New projects have included the launch of FemaleFirst Career Development Workshops in Gaza and Somalia that will see hundreds of local female graduates learn critical skills for entering the workforce such as CV building and job interview techniques. Our Women in Aid Internship and Mentorship programme fosters partnerships with public and private sector actors to support more female graduates into a career in aid and development. Providing more to the local communities in key areas that we work, CTG giving philanthropic grants raised by CTG staff have been gifted to survivors of Gender Based Violence (GBV) in Mogadishu in support of female entrepreneurship.

I’m grateful for the commitment of our clients and supply chain who have supported the positive ripple effect of FemaleFirst, helping it impact resonate in the workplace, marketplace and local community. As FemaleFirst gains more momentum year on year, we are calling on other companies and organisations to partner with us and help us make even more of an impact.

It was both humbling and inspiring to become an SDG Pioneer for Women in Conflict Settings at the United Nations General Assembly and to receive the Oslo Business For Peace Award; these recognitions validate that we are on the right track.

With our shared value approach – placing the achievement of SDG5 as part of ‘how we do business’ – we will continue in our unwavering commitment to empower women in the countries that we work and play our role in creating peaceful societies.

Alice Laugher, CEO of CTG
When we committed to upholding the Agenda for Sustainable Development, we knew that we could make a real difference to Gender Equality, SDG5, in the fragile countries that we operate. Since 2017, we have strived to place women’s empowerment as a key part of our business strategy; it is now woven into the fabric of our company ethos. We don’t consider it Corporate Social Responsibility, but rather Shared Value. Empowering women is part of ‘how we do business’ rather than an additional tag on.

Designed to be interactive and responsive to our stakeholders, FemaleFirst will rebalance the gender scales in humanitarian and development employment; not only creating job opportunities for women but bringing people together for a shared purpose and a more prosperous future.

GLOBAL LANDSCAPE

Women remain less likely to participate in the labour market than men around the world.

According to the UN, the labour force participation rate for women aged 25 to 54 is 63% compared to 94% for men.

Women are over-represented in informal and vulnerable employment.

They receive unequal pay for equal work and they continue to be targets of physical and sexual abuse.

The digital divide remains a gendered one.

Most of the 3.9 billion people whom are offline are rural and unemployed women.

Globally, women are paid less than men.

In addition, women are under-represented in power and decision-making roles.

SHARED VALUE APPROACH

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FemaleFirst has a multifaceted approach embedded into our operations through policies and procedures, programmes, activities and stakeholder engagement.

**THREE PILLAR APPROACH**

Our corporate social responsibility strategy is divided into three pillars:

- **Putting people first**: creating an inclusive, rewarding and safe workplace
- **Transparency and corporate governance**
- **Promoting peace, partnerships and protecting our environment**

Our unwavering commitment to women in conflict led to our CEO being nominated as an SDG Pioneer for Women’s Empowerment in Conflict Settings.

**PLEDGE:**

TO CREATE JOB OPPORTUNITIES FOR WOMEN IN FRAGILE AND CONFLICT-AFFECTED COUNTRIES

**GOAL:**

30% OF ALL OUR PROJECT-RELATED ROLES TO BE REPRESENTED BY WOMEN BY 2030
MAKING FEMALEFIRST A REALITY

There are four projects that form FemaleFirst that will help us to achieve our goal.

1 OPENING THE GATES: SOURCE, SUBMIT, SELECT

Committed to empowering more women into the workplace, we use a three-pronged approach:

SOURCE: Ways of increasing our female talent pool include targeted online and outreach partnerships with local universities, and training women through our Committed to Good Curricula. With over 6000 female candidates from 136 countries on our database, considerable progress has been made to achieve our goal.

SUBMIT: A minimum of 30% of all shortlisted candidates represented forward to clients must be female. Any submission of less than 30% is deemed insufficient and is monitored monthly.

SELECT: We advocate to our clients the importance of hiring women and share monthly success stories on our efforts.
6000+
The number of female candidates on our database

136
Countries represented

% WOMEN IN PROJECT RELATED ROLES VS CANDIDATES & SUBMISSIONS

% CANDIDATES WE NEED TO SUBMIT EACH YEAR TO REACH THE 30% TARGET

% BUSINESS & GENDER GROWTH
CREATING JOB OPPORTUNITIES FOR WOMEN IN CONFLICT SETTINGS

Afifa Habbassi, IED Operations and Quality Assurance Officer, Mali

“There are not many women working in this field, in fact I am the only female NATO certified in Explosive Ordnance Device instructor in my country, and one of very few working out in the field. This is a man’s world. Finding another woman with expertise in explosives and weapons would be hard work; however, if we were to find women interested in participating in training, I would gladly support them.”

Zamiya Abdullahi Moge, Field Monitor, Somalia

“My passion for the humanitarian sector stems from my belief that through my work I get the opportunity to create a better way of life for those affected by civil war, drought and disease. I work with CTG in Third Party Monitoring (TPM) for one of the programmes in Somalia whereby the main goal is to achieve zero hunger (UN Sustainable Development Goal 2).”

Yasmin Alkanouni, Displacement Tracking Operations Assistant, Libya

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Women not only remain under-represented in leadership roles, but they are disadvantaged in the path to attaining them. As women’s careers progress, their representation declines, along with their opportunities in the sector. This programme works with women of diverse cultural and ethnic backgrounds to provide hands-on experience and mentorship opportunities to enable them to develop a successful career in the aid and development sectors.

**THE INTERNSHIP PROGRAMME:** Provides work experience for young women interested in the aid and humanitarian sector. The programme ranges from one to three months.

**THE MENTORSHIP PROGRAMME:** Provides emerging female aid and development workers with the opportunity to receive guidance and acquire management skills through the help of CTG mentors.

**OBJECTIVE**

Create more opportunities for women in the aid and development sector.

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**THE SHINING STARS**

8 Interns at CTG key offices over 12 months

12 Interns hired over 18 months

Alaa Mohamed Ben Hamza,
Former HR Intern and current Account Assistant, Libya.

“The chaotic environment in Libya in the past few years has made me realize how important it is to help build strong teams that can provide assistance for people in need. It is a privilege to be able to be part of the implementation of human rights activities in a country like Libya and a bigger privilege to see it become a priority.”

Charlene Gichuru,
Former Intern and Account Manager in Somalia.

“When I got into CTG, I was so excited. There was a dynamic group of people to work with and they were all open to teach me on how to improve my skills and performance. This really motived me and shaped my career and I knew this is where I wanted to be.”

Florence Staring,
CTG CSR Intern

“Working on gender equality in a global context at CTG has widened my perspective on diversity rights and taking action in conflict affected countries. Being mentored by the CEO and COO taught me a great deal in a short time span, learning how ideas are put into action.”

Amino Sheikh Muhumed,
Somalia Intern & Graduate of the CTG Career Development Workshop

“When I started my internship I was very happy because CTG provided me with the opportunity that I was looking for. I met such helpful people, who taught me many things and helped build my confidence. I’ve improved my skills during this internship, and I know it will help me reach my career goals.”

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Called the Committed to Good Curricula, the train and partner programme aims to provide bespoke, in-person and online training activities that encompass unconscious bias, employability skills, and professional development courses to support recruitment and retention of women in the workplace, partnering with local universities and institutions in CTG’s operational zones.

**COMMITTED TO GOOD CURRICULA**

- Utilizes best practices
- Innovative approaches
- Offered in all of our locations
  - Completed in Gaza and Somalia so far
- English language proficiency diploma scholarships

Shared with our clients – CTG welcomes partnership opportunities with local and international businesses, the United Nations and other public sector organisations, in line with SDG 17.

Graduates are offered an internship with either CTG or one of our aid and development partners which provides hands-on mentorship, real-life experience, and a foundational gateway into the sector.

**OBJECTIVE**

**PARTNERING TO HOST MORE TRAINING WORKSHOPS, ENGLISH LANGUAGE PROFICIENCY DIPLOMA SCHOLARSHIPS AND INTERNSHIP ROLES.**
In November 2018, CTG hosted its inaugural Female First: Career Development Workshop in Gaza in partnership with the Oxford English Centre language school. Titled ‘How to Stand out from the Crowd & Get the Job You Want’, and CV-building, the workshop welcomed 25 recent female graduates every Saturday morning for four weeks. The training included boosting understanding of tools such as LinkedIn, further developing vital professional skills such as writing a noticeable cover letter, as well as tips and tricks for interviews.

The workshop was coordinated by CTG’s Mahmoud Shehada in Gaza.

A recent World Bank report on Palestine finds that the probability of joining the labour market for a man who holds a secondary degree is 65 percent, while for a woman this likelihood is only 8 percent.

Mahmoud Shehada, Senior Account and Quality Manager

“Gender inequality in the workplace is rife in Gaza, possibly because of a lack of experience and shortage of opportunities. I believe that gender-balance makes for a stronger, more effective team and helps to strengthen communities. I suggested the Female First: Career Development Workshop in an effort to advance initiatives to promote sustainable gender equality and promote women’s advancement in the workplace.”

Asmaa Alburai
Graduate and Palestinian national

“My dream job would be in translation as I’m passionate about languages. I am grateful to have participated in this workshop and believe it will help me on my career path. I came out of the workshop with a clearer understanding of how to stand out amongst other applicants, and ways of improving my resume and cover letter. There was also value in the networking aspect.”
In May 2019, CTG hosted its second FemaleFirst Career Development Workshop, this time in Mogadishu. Using the Committed to Good Curricula, the programme welcomed recent female graduates to further develop vital professional skills to maximise job applications. The workshop included guest speakers from CTG and university partners, as well as a success story from one of the few women in the Somali National Army. The workshop was coordinated by CTG’s Country Director Iman Shawwa in Mogadishu.

**SOMALIA COUNTRY DIRECTOR IMAN SHAWWA LEADS A SESSION ON CONSTRUCTING A PROFESSIONAL CV**

Iman Shawwa, Country Director in Somalia

“FemaleFirst cannot be implemented without buy-in on the ground. We need to support young women in their journey with the building blocks for their career development. Women’s empowerment is something that is close to my heart, which is why I’ve taken it upon myself to advocate for skills development for new female graduates pursuant of professional careers in humanitarian aid and development.”

**NINE SOMALI FEMALE GRADUATES JOINED THE WORKSHOP**

Ilham Hassan, Workshop attendee and member of Somali women’s organisation UGASO (Ururka Gabdhaha Aqoonyahaanada Soomaaliyeed)

“My computer is filled with unanswered job applications because my CV and cover letter were unattractive. I now have the confidence to do it the right way, and I think all the ladies who attended the Female First: Career Development Workshop, have benefitted enormously, learning how to put together an application that’s more likely to be successful. I’m also so happy to have received the internship with CTG.”

**THE GRADUATES TAKE PART IN A HANDS-ON SESSION IN COMPILING A SUCCESSFUL COVER LETTER**

**SESSION ON PREPARING FOR A JOB INTERVIEW**
The seven principles outlined by WEPs inspired us to develop our FemaleFirst campaign and lead by example towards ensuring gender equality is reached not only in the humanitarian and aid sector but in the workplace, marketplace and local communities CTG works. The WEPs Toolkit drives innovation, encourages supply chain engagement and integration of best practices into policies.

CTG CEO Alice Laugher founded and Chaired the Women’s Empowerment Principles (WEPs) UAE Taskforce and, in 2018, Alice and the team signed up more than 62 companies to the WEPs in the UAE.

HOW CTG IS IMPLEMENTING THE WEPs PRINCIPLES

1. The company’s CEO is an SDG Pioneer for Empowerment of Women in Conflict Settings and achieving women’s empowerment is a key part of CTG’s business strategy through FemaleFirst.

2. We are committed to creating fair and inclusive work environments for all: our main offices have 50:50 gender balance and as part of FemaleFirst a minimum of 30% of our candidates put forward are female. Through our Whistleblowing policy and ethics committee we uphold the human rights of our employees.

3. Gender-sensitive training and our thorough approach to duty of care ensures the health, safety and wellbeing of all our staff.

4. We promote education and training and professional development for female graduates through our FemaleFirst Career Development Workshops as well as our Internship and Mentorship Programmes.

5. Several of our key suppliers have signed up to WEPs and we continue to encourage the rest of our supply chain. We continue to market humanitarian and development roles to female candidates, in countries where women are not always considered as first choice candidates for these roles, as part of FemaleFirst.

6. CTG Giving is one of the ways we aim to promote equality through community engagement with our most recent CTG Giving grant supporting entrepreneurship training for victims of Gender Based Violence in Mogadishu.

7. We submit a Sustainability Report annually as part of the United Nations Global Compact and encourage others to do the same.
CTG Giving focuses on supporting and empowering women in conflict settings through strategic partnerships with local organisations on the ground. The key focus areas are:

- Gender equality and women’s empowerment
- Workforce education and employability skills
- Community stability and environmental protection in conflict and post-conflict communities

In May 2018, CTG CEO Alice Laugher travelled to Mogadishu, Somalia, to deliver a generous donation and meet the inspiring women behind the Elman Peace and Human Rights Centre. As the benefactor of our very first CTG Giving donation, the foundation aligns strongly with our social good vision. Thanks to a small team of CTG staff, $4,625 was raised through initiatives, donations, auctions and events.

Somalia has one of the highest rape and child marriage rates in the world, where violence against women and girls is common. At CTG we believe that empowering women will help create stronger and more peaceful societies.

MORE ABOUT ELMAN PEACE

Elman Peace is an organisation that’s committed to providing innovative, life-saving support to those in need, particularly victims of gender-based violence. We first heard of the Elman Peace Centre through our operations in Somalia, where CTG staff implement projects ranging from governance and food distribution to mine action.

The foundation established the first rape crisis centre in Somalia, called Sister Somalia, which provides psychosocial counselling, trauma healing and emergency medical care to survivors.

“Fartuun Adan and Ilwad Elman dedicate their lives to supporting women's basic human rights in Somalia, and it was inspiring to see the incredible support they give to the extremely courageous and strong women who endure in the face of towering adversity. I look forward to seeing the entrepreneurship training programme unfold as well as the opportunity to work with the women selected. I am so proud to have been able to contribute CTG Giving’s grant to this foundation, one that aligns so strongly with CTG’s social good vision.”

- Alice Laugher, CEO CTG

HOW CTG’S DONATION CAUSED A POSITIVE RIPPLE EFFECT

Elman Peace used the CTG Giving donation to set up a week-long entrepreneurship training programme for 13 female students, facilitated by 2 successful entrepreneurs from Mogadishu. The programme ended in a business pitch and investment opportunity for three women, who combined their ideas to open a convenience shop and grocery store. The women who became benefactors of the CTG Giving grant are not only able to give back to the community, but train other women in the centre.
EMPOWERING WORK PLACES FOR ALL

To succeed with FemaleFirst and bring more women into humanitarian and development roles, eliminating harassment and creating safe and empowering workplaces for women is key.

STRENGTHENING AWARENESS

In 2018, CTG dedicated almost 100 hours in training to all our permanent staff. This included joint sessions to complete the following online training courses:

- The Prevention of Sexual Exploitation and Abuse (PSEA)
- Prevention on Sexual Harassment and Abuse of Authority (UNICEF)
- I know gender: An Introduction to Gender Equality for UN Staff (UN Women)
- Human Rights & Business (UNGC)
- The Fight Against Corruption

GLOBAL RECOGNITION

It’s been an incredible honour for CTG’s CEO Alice Laugher to be publicly recognised for CTG’s efforts to empower women in the areas that we work. In 2018, Alice was named an SDG Pioneer for the Empowerment of Women in Conflict Settings by the UN Global Compact. A year later, she took to the stage in Oslo to accept the prestigious Business For Peace Award.

These awards are gratefully received in recognition of the efforts of the entire CTG team, and will encourage us to keep pushing for gender equality, especially in the countries where women are not awarded the same opportunities as their male counterparts.

BLOW THE WHISTLE!

CTG’s Duty of Care extends to protection from abuse or harassment of any sort. It is our policy to ensure that there is an open and safe environment in which staff can report any suspicions of misconduct or wrongdoing confidentially. All whistleblowers are protected against retaliation for reporting or providing information.

Any of our staff who have been subjected to or have witnessed unethical behaviour, harassment or wrongdoing, must report it to ethics@ctg.org

Measuring Our Impact

Our intentions are strong, our goals are set. We’ve started the journey but how can we be sure that we are really making an impact? Using hard data is the only way to measure effectively. In 2019, we partnered with AmpUz, a social impact technology company, who monitor and track all aspects of our sustainable development work.

IT’S TIME TO BE THE CHANGE

By some estimates, gender equality won’t be achieved until 2095. Our vision is to use our position as a partner of agencies operating in fragile communities to help empower women in the workplace because when more women work, economies and communities grow stronger. Thank you for your support.

To find out more, please get in touch at csr@ctg.org

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