



CTG

Committed to Good



GENDER EQUALITY
IN PROGRESS
2020 - 2021

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FROM THE CEO

CTG launched Female First in 2017 to ignite our commitment to Sustainable Development Goal 5. Since then, the gender parity ambitions embodied by this initiative have been integrated and mainstreamed across all our business operations. The support and input of CTG staff across all our countries of operation have been integral to this process and I am grateful for their continued dedication.

The Covid-19 pandemic that will historically define the year 2020 has left a wake of loss and devastation that is already having a disproportionate impact on women worldwide. Taking measures to champion gender equality and empower women in all facets of life is more important now than ever.

Despite the global pandemic I am proud that CTG has continued to make significant strides towards our flagship goal of achieving 30% representation of women across our roles globally. In countries such as Libya and Somalia we have seen substantial percentage increases, moving us ever closer to achieving our target.

I am delighted that our efforts towards gender equality and improving people's access to decent work in fragile and conflict-affected countries have also been recognised in our recent membership to Business Call to Action.

For CTG, 2020 was a year for internal restructuring, change and development. In consideration of the welfare of all our staff we introduced [CTG Wellbeing](#), a wellness support network providing online access to counsellors to assist with anxiety during periods of high stress. We also launched [CTG Learning](#), part of the respected e-learning platform Kaya, developed by The Humanitarian Leadership Academy. This educational platform not only provides our staff with easy access to compulsory courses, but also a vast range of other learning opportunities to benefit careers in aid and development.

Specific to our gender parity ambitions, we continued to develop our existing projects and programmes, such as refining our Women in Aid: Internship Programme strategy, and our Committed to Good Curricula which supports our Job-Readiness workshops further.

Despite our successes, there are still many challenges in our countries of operation limiting women's representation and hindering our progress towards gender parity. We outlined many of these as a call to action in our first [White Paper](#) exploring women's access to decent work opportunities. We hope more organisations also operating in fragile and conflict-affected countries will join us in championing gender equality and empowering women.

I look back on our gender parity achievements so far with pride. Looking ahead, CTG is more determined than ever to create shared value and have a positive impact on the communities we serve.



Alice Laughher

ALICE LAUGHER, CTG CEO
January 2021

Recipient of Oslo Business For Peace Award 2019

SDG Pioneer for Empowerment of Women in Conflict Settings

GENDER EQUALITY IS A FUNDAMENTAL HUMAN RIGHT

As a private sector organisation that operates in some of the world's most challenging fragile and conflict-affected countries, CTG recognises its responsibility to realise the rights of women by confronting discrimination and championing gender equality.

Within these environments women's equal contributions to society, including through decent paid work, is essential to achieving positive development outcomes and laying the foundations for sustainable peace.



CTG consultant Nasra, on a Monitoring and Evaluation programme in Somalia. To read her story press [HERE](#).

WOMEN PEACE & SECURITY

PILLARS OF UNSCR 1325

PARTICIPATION AND PREVENTION

It is widely accepted that reconstruction following conflict is only effective if women are recognised as valuable social and economic participants rather than as a 'vulnerable group' of beneficiaries. A woman not participating is a woman silenced. Challenging discriminatory norms, attitudes and behaviour, and engaging men as agents of change for gender equality are critical to increasing women's participation and harnessing their important role in conflict prevention. At CTG, our Female First initiative allows us to do just that. We give women a voice by working with male and female stakeholders to challenge discrimination and actively promote their participation through decent work across all types and levels of reconstruction, conflict prevention and peace building.

PROTECTION

As a business that operates in high-risk areas, we strongly believe that every person has the right to live a life free from violence and to be treated with dignity and respect. In light of this, we recognise our responsibility to protect the rights of all our staff, irrespective of gender. CTG has a zero-tolerance approach to all forms of violence, abuse, harassment and discrimination set out in its Code of Conduct. All staff are required to adhere to this code, and to undergo trainings in safeguarding, security awareness and the prevention of sexual exploitation and abuse.

RELIEF AND RECOVERY

Peace processes don't start and end at a peace agreement. It involves implementation and maintenance afterwards and to be successful this requires the inclusion of all those who have been affected by conflict. A gender-diverse workforce provides invaluable benefits across any sector, but for the delivery of humanitarian and development projects to be successful, gender parity is essential.

WOMEN, PEACE AND SECURITY AGENDA

"[...] Addressing economic empowerment issues during conflict and post-conflict phases is a prevention strategy, as disputes over access to economic resources are one of the most prevalent drivers of conflict. If we are serious about sustaining peace, we can no longer allow women's economic rights to remain a blind spot in efforts to respond to crises and plan for peace".

– UN Security Council Report of the Secretary-General, Women Peace and Security. 9 October 2019. S/2019/800

FEMALEFIRST

CTG's leadership has made gender equality and the empowerment of women a priority for the company and has committed to achieving gender parity across its entire global workforce.

With staff working across 25 countries, CTG represents a large number of different nationalities and cultures. For us and the work we do, particularly

in fragile and conflict-affected environments, it is essential to employ local staff and engage a workforce representative of the communities we serve.

Our company-wide gender parity ambitions are underpinned by our commitment to Sustainable Development Goal (SDG) 5 and driven by our flagship initiative Female First which was launched in 2017.



Our pledge:

to improve women's access to decent work opportunities in fragile and conflict-affected countries.

Our goal:

by 2030, 30% of all our roles globally will be represented by women.

OPERATIONAL
EXPERIENCE IN

25

COUNTRIES

59

THE NUMBER OF
NATIONALITIES
CTG REPRESENTS

136

THE NUMBER OF
NATIONALITIES
REPRESENTED ON OUR
CANDIDATE DATABASE

"The CTG Female First initiative ensures that our recruitment processes are not gender blind or male-biased, but that they target women, at least as much as they target men. It prevents women being excluded from jobs, just because they're women. It means that gender equity in all our operations is central and not simply an afterthought or add-on."

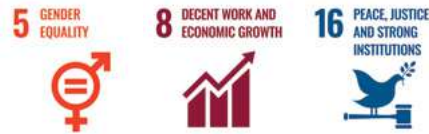
– TECHNICAL DIRECTOR AND FEMALE FIRST GLOBAL LEAD, DR DEBORAH J SMITH

CREATING SHARED VALUE

The launch of our new Shared Value Strategy in 2019 consolidated our gender parity ambitions as an integral part of our business strategy.

In addition to SDG 5 for Gender Equality, this strategy also embraces our commitment to SDG 8 Decent Work and Economic Growth and SDG 16 Peace, Justice and Strong Institutions.

We believe that for our business to prosper over the long term, the communities we serve must also prosper. This means we must create economic value for our business in a way that also creates value for society by addressing key social and economic development challenges. Because of the fragile and conflict-affected environments where we operate and the asymmetrical gender relations that often pervade these contexts, we believe promoting gender equality and empowering women is integral to creating shared value and a prosperous future for our business, and our local communities.



IT'S HOW WE DO BUSINESS

CTG has engaged with a wide range of internal and external stakeholders to identify key challenges and opportunities associated with accelerating gender equality in conflict settings. Informed by this, we have mainstreamed our gender parity efforts throughout our daily operations by developing a gender-sensitive recruitment strategy. This strategy is tailored to each part of the recruitment process and is adapted to suit each geographical context.

TRACKING OUR PROGRESS

CTG has monitoring and evaluation mechanisms in place to assess the performance of our gender parity programmes.

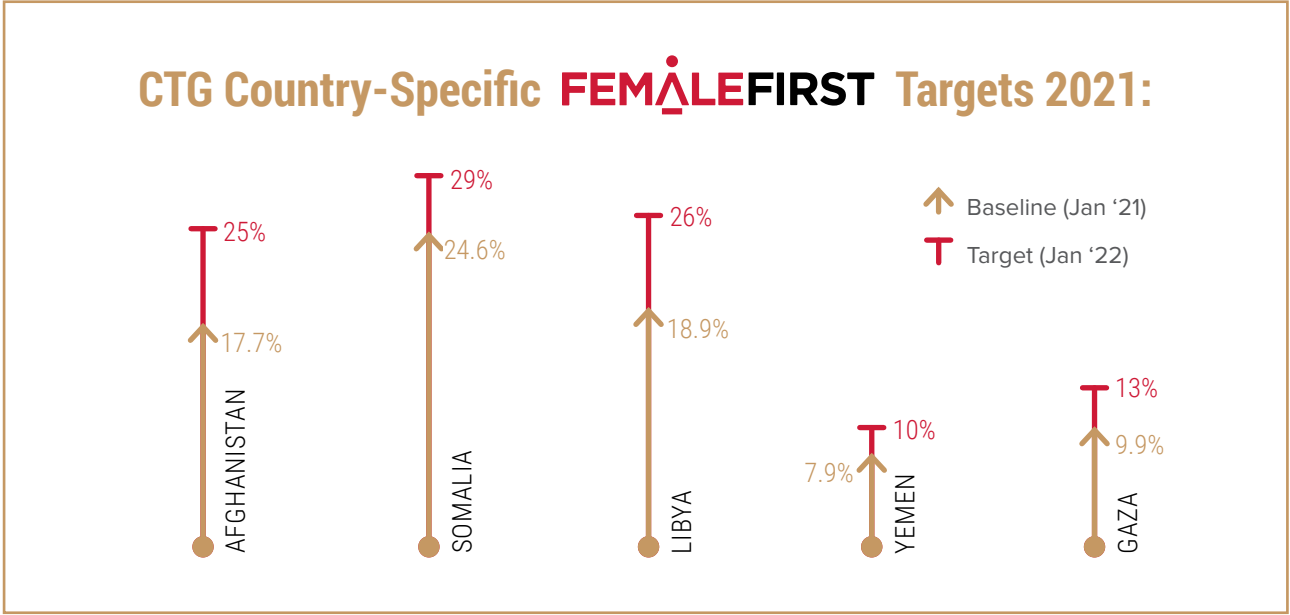
Our online Talent Acquisition and Operations platform MyCTG, plays a key role in providing visibility on gender-disaggregated data related to our staff. Our updated platform, set to launch soon, will develop the tracking capabilities of this platform further, enabling us to collect even more data related to our gender parity ambitions.



As we are committed to creating long-term strategic impact, we have also adopted the impact measurement platform, ampUz. This platform helps us analyse our sustainability data and monitor our progress towards key performance indicators and international frameworks such as the SDGs and United Nations Global Compact (UNGC) Principles.



Using the information provided by these platforms, we are able to set location-specific targets that support our overall target of reaching 30% representation of women across all our positions by 2030. We regularly review our progress and when necessary, make amendments to our programmes to maintain momentum towards our targets.



WHY TRANSPARENCY MATTERS

One of CTG's core business values is transparency. We see it as a critical tool for driving progress towards gender equality in our countries of operation. Highlighting our challenges as much as our successes enables our staff and our other allies to come together to find sustainable solutions to the obstacles hindering progress across our sector.

This year CTG issued its first White Paper, 'Women, Work and Economic Development, an examination of women's access to employment in fragile and conflict affected states'. By outlining some of the key challenges we are facing as a large employer in the aid and development sectors and offering insight into potential solutions, it serves as a call to action to other organisations to join us in our endeavours to promote gender equality and empower women through decent work.

715

ONLINE VISITS TO OUR WHITE PAPER 'WOMEN, WORK AND ECONOMIC DEVELOPMENT'.

Research from the ground shows that increasing work opportunities for women in fragile and conflict-affected countries can change the course of global conflict and economics. Join CTG in our journey towards gender parity by empowering women now.

1. OPENING THE GATES: MAINSTREAMING GENDER PARITY IN RECRUITMENT PRACTICES

Female First, initially launched as a recruitment initiative, is designed to provide equal opportunities for women and men and we have a three-pronged approach:

- SOURCE:** CTG has conducted location-specific research in each of our countries of operation to identify the most effective ways of attracting qualified female talent. These include targeted outreach campaigns online or through various in-country partner organisations.
- SUBMIT:** CTG strives to ensure at least 30% of shortlisted candidates that are presented to our clients are those of qualified women. Where feasible, CTG representatives participate in interview panels to ensure equitable, non-biased interview practices and therefore a fair selection process.
- SELECT:** We work closely with our partners and clients to deliver on our mutual mandates for gender parity. Being transparent is crucial to driving progress, which is why we share regular Female First updates with our clients and other stakeholders to motivate their commitment to Female First.



Dareen, a CTG Case Worker in Libya. To read more about Dareen's story press [HERE](#).

GENDER EQUALITY IN PROGRESS

16%

OF OUR CONSULTANT ROLES ARE REPRESENTED BY WOMEN.

398

NEW CONSULTANT FEMALE HIRES;

1307

NEW CONSULTANT MALE HIRES IN 2020.

10,822

NUMBER OF FEMALE CANDIDATES ON THE DATABASE.

62%

INCREASE SINCE 2019.

23%

OF NEW CONSULTANT HIRES IN 2020 WERE WOMEN.

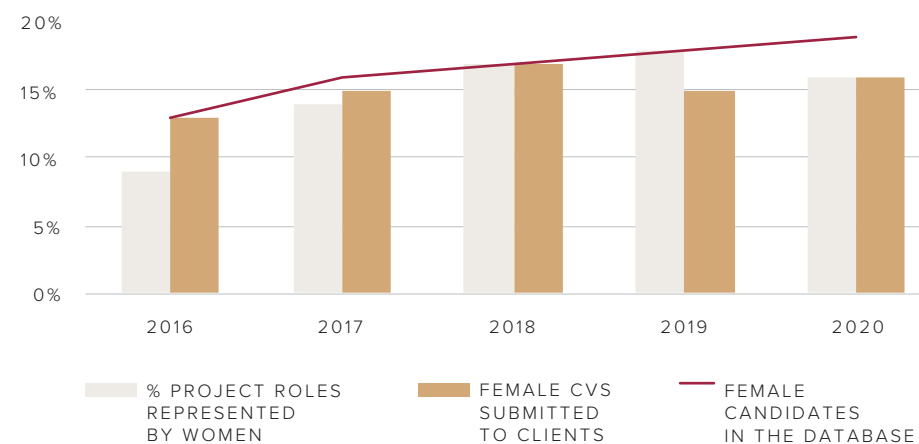
18.1% IN 2019 | 17.8% IN 2018

102%

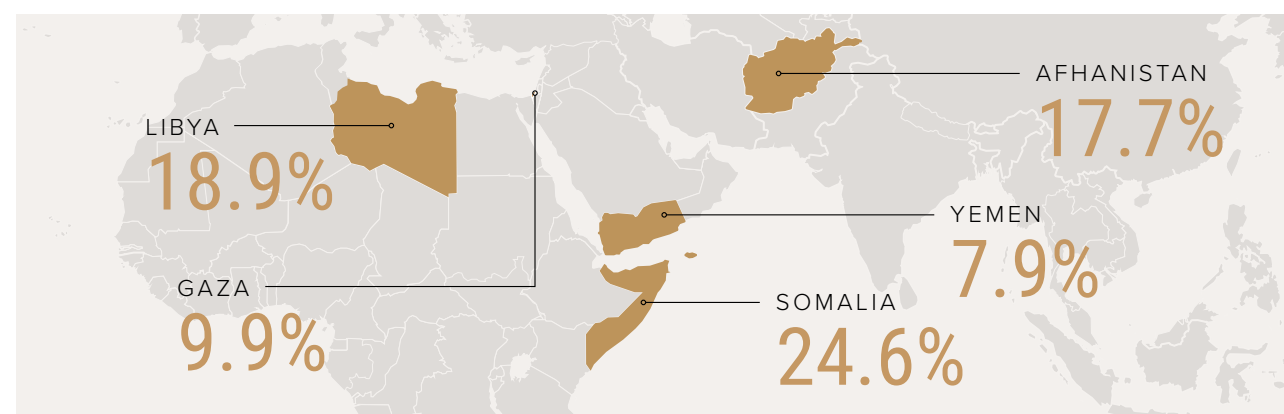
INCREASE IN THE NUMBER OF APPLICATIONS MADE BY WOMEN TO OUR CONSULTANT POSITIONS IN 2020 COMPARED TO 2019.

0

INCIDENTS OF DISCRIMINATION RELATED TO GENDER OR SEX.



*CTG saw a significant drop in its Female First % in 2020 following the closure of two key projects which employed large numbers of women. Our % directly represents our projects and as such will change when projects end. In light of this we are now working even harder to achieve our gender parity goals.



IMPROVING WOMEN'S ACCESS TO DECENT WORK IN CONFLICT-AFFECTED COUNTRIES

At CTG we believe in our people. That is why we are willing to go the extra mile to support them in securing decent paid work.



"Words aren't enough for me to express my full gratitude to the CTG team. I am very proud and grateful for their support and giving me the opportunity to prove myself. CTG supported me when I was feeling desperate and frustrated with applying for jobs over and over again, unsuccessful each time.

When the CTG Libya team contacted me, I told them that I felt I should stop applying since I was getting so many rejections. They encouraged me to keep going as they would continue to support me by finding the right position for me. This made me feel confident again and inspired me to not give up.

After four months of job hunting my application was successful, and I was hired as a Monitoring and Evaluation Enumerator. I feel so proud to be an aid worker and that I'll have the opportunity to make a difference in fragile communities.

Having CTG here in Libya is a strong source of support. The best thing about the CTG recruitment process is the credibility, transparency, and their support for women. I am very grateful for their guidance and encouragement."

– LAYAL, CTG MONITORING AND EVALUATION ENUMERATOR IN LIBYA

2.

WOMEN IN AID:
INTERNSHIP & MENTORSHIP
PROGRAMME

This programme works with young women across our fragile and conflict-affected countries to provide hands-on experience and mentorship opportunities to enable them to develop successful careers in the aid and development sectors.

CTG looks forward to reigniting this programme when the Covid-19 pandemic permits it. Once relaunched, CTG will set new goals and targets to guide its delivery in line with our newly developed strategy.

SUPPORTING YOUNG TALENT



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 realise 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 started at CTG, I was so excited. There was a dynamic group of people to work with and they were all open to teach me how to improve my skills and performance. This really motivated me and shaped my career.”



AMINO SHEIKH MUHUMED, SOMALIA INTERN & GRADUATE OF THE CTG JOB-READINESS 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.”

3.

TRAIN & PARTNER

Our Job-Readiness workshops bring our Train and Partner programme to life. Last year we began developing our Committed to Good Curriculum to streamline the delivery of these workshops across our countries of operation. While the concept began as Career-Development workshops, CTG has refined its focus creating a curriculum that is made up of a series of different educational modules designed to cultivate key Job-Readiness skills to help improve young women’s entry into the labour market.

CTG has utilised best practice to develop innovative and engaging approaches to educate participants in key knowledge and skills such as:



OVERCOMING
CHALLENGES



FINDING THE BALANCE



MAPPING STRENGTHS
AND WEAKNESSES



SPEAKING YOUR
TRUTH



TRADITIONAL CAREER
PATHS AND CREATING
SOMETHING NEW



CONNECTING TO YOUR
COMMUNITIES

These Job-Readiness workshops are offered across all our countries of operation.

Following the workshop opportunity, some graduates are offered an internship with CTG or one of our aid and development partners which provides hands-on mentoring and tangible work experience, and therefore a foundational gateway into the sector.

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.



Participants of CTG’s Female First Job-Readiness Workshop in Gaza, 2018. To read more about this workshop press [HERE](#).

MAKING AN IMPACT



GAZA, PALESTINE

In November 2018, CTG hosted its inaugural Female First: Career Development Workshop (now called Job-Readiness Workshops) in Gaza in partnership with the Oxford English Centre language school. Titled ‘How to Stand out from the Crowd & Get the Job You Want’, 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.

100
THE NUMBER OF
PARTICIPANTS
OF CTG’S GAZA
WORKSHOPS.



SOMALIA

In May 2019, CTG hosted its second Female First Job-Readiness 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 a senior position in the Somali National Army.

9
THE NUMBER OF
PARTICIPANTS OF
CTG’S SOMALIA
WORKSHOPS.

THESE WORKSHOPS WERE COORDINATED BY CTG’S SENIOR ACCOUNT MANAGER, MAHMOUD SHEHADA IN GAZA.

THE WORKSHOP WAS COORDINATED BY CTG’S REGIONAL DIRECTOR IMAN SHAWWA IN MOGADISHU.

MAHMOUD SHEHADA,
SENIOR ACCOUNT 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 & 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.”

IMAN SHAWWA,
REGIONAL DIRECTOR, SOMALIA
& YEMEN

“Female First 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 female graduates pursuing professional careers in aid and development, and beyond.”

ILHAM HASSAN,
WORKSHOP ATTENDEE AND MEMBER OF
SOMALI WOMEN’S ORGANISATION UGASO
(URURKA GABDHAHA AQOONYAHHANADA
SOOMAALIYEED)

“I now have the confidence to do it the right way, and I think all the ladies who attended the 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.”



Mahmoud Shehada with participants of CTG’s Female First Job-Readiness Workshop in Gaza, 2018. To read more about this workshop press [HERE](#).



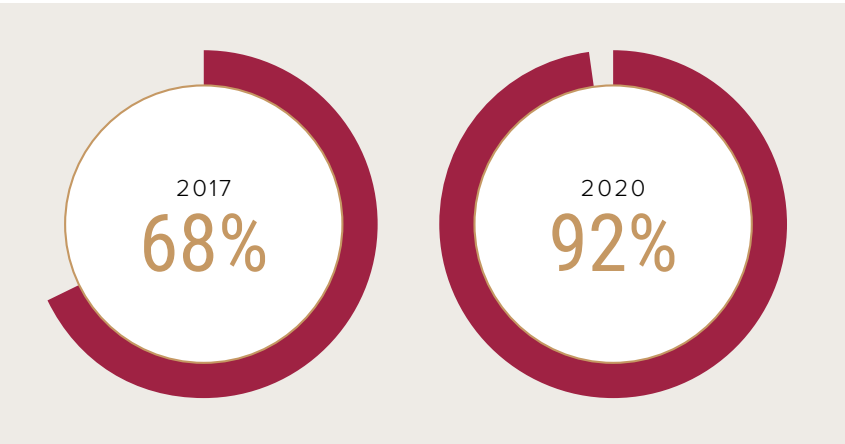
Iman Shawwa conducts a CV writing session for workshop participants in Mogadishu, 2019. To read more about the 2019 Workshop in Mogadishu press [HERE](#).

4.

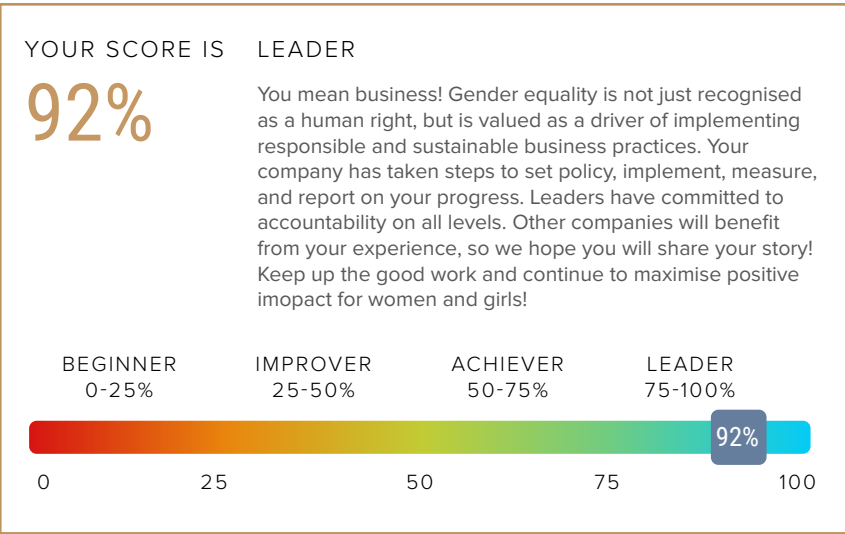
WOMEN’S EMPOWERMENT PRINCIPLES (WEPS)

The seven principles outlined by WEPS inspired us to develop our Female First 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 where CTG works.

CTG is proud to share that in 2020 year we achieved 92% implementation of the WEPS according to the Gender Gap Analysis Tool. Developed by UN Women and the UNGC, the Gap Analysis Tool is an online resource for companies to assess their gender equality performance against criteria grounded in the seven Principles. While our leadership commitment to Gender Equality has remained steadfast since 2017, CTG has made improvements to ensure we are driving an inclusive culture in our workplace.



DESCRIPTION OF OUR WEPS GENDER GAP ANALYSIS TOOL OUTCOME



MAINTAINING MOTIVATION THROUGH FLEXIBLE WORKING

At CTG, we believe that maintaining a healthy work-life balance is central to strong performance and productivity at work. That is why where feasible, we try to accommodate for our employee’s needs by helping them balance their work-life responsibilities. To achieve this, we offer a range of options including working from home, flexible working hours, or part-time contracts.

TRACKING AND REPORTING

We see tracking and reporting as critical tools for driving progress towards gender equality in our countries of operation. Since we first signed up to the WEPS, we have developed our tracking and reporting mechanisms and have begun disclosing our gender-related data and information to both our board and to our stakeholders.

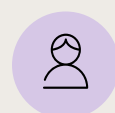
IMPLEMENTATION GOALS

By beginning to track our diversity spend and developing a Sustainable Procurement Policy that encourages greater use of female suppliers, CTG is looking forward to improving its engagement with women-owned businesses this year. By 2022 our goal is to reach at least 95% implementation of the WEPS.



Veronica Mutakyala, CTG Workshop Supervisor, South Sudan. Veronica leads Traffic Monitoring Assistant Workshops and organises the spare parts supply chain. To read her story press [HERE](#).

HOW WE ARE RESPONDING TO THE WEPs 7 PRINCIPLES TODAY



LEADERSHIP

Our CEO is an SDG Pioneer for Empowerment of Women in Conflict Settings and striving for gender parity and women's empowerment is a key part of CTG's business strategy.



EQUALITY

We are committed to creating fair and inclusive work environments for all: our headquarters and field management offices have a 50:50 gender balance, and a minimum of 30% of the candidates we present to our clients are those of qualified women.



SAFETY

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



LEARNING

We promote education and training and professional development for female graduates through our Female First Job-Readiness Workshops as well as our Internship and Mentorship Programmes.



MARKETS

Several of our suppliers have signed up to WEPs and we continue to encourage the rest of our value chain to sign up too. CTG recently included a clause in our Code of Conduct that bans the portrayal of harmful gender stereotypes across all our operations.



COMMUNITY

This year CTG issued its first White Paper 'Women, Work and Economic Development' as a call to action for other private sector companies operating in fragile and conflict-affected countries to join us on our journey towards gender parity. In 2021, CTG will be launching a WEPs campaign to encourage more companies in fragile and conflict-affected countries to sign up.



TRANSPARENCY

Each year, we submit a Sustainability Report as part of our commitment to the United Nations Global Compact and we encourage others to do the same.

In support of

WOMEN'S EMPOWERMENT PRINCIPLES

Established by UN Women and the UN Global Compact Office

PROPELLING THE WEPs IN THE UAE

CTG's CEO Alice Laughler was co-founder of the UAE WEPs Taskforce and served as the Chair for two years. The mission of the taskforce is to educate UAE companies on the WEPs and encourage them to sign up and commit to the principles. While Alice was Chair, the taskforce saw more than 62 companies make their commitment to the WEPs.

ADVOCACY GOALS

This year, CTG is launching a WEPs campaign to promote the principles, gender equality and women's empowerment throughout the local communities we serve. Part of this campaign includes a webinar we will be hosting in partnership with the NGO CSW65 Virtual Forum. This webinar will provide businesses with guidance and insight into best practices on how to implement the WEPs in fragile and conflict-affected countries.

16

COMPANIES PUBLICLY
COMMITTED TO THE
WEPs AT THE 2019 CTG
SUMMIT IN SOMALIA



iRise, TECH HUB Co-Founder and CEO, Awil Osman (left) after signing the WEPs CEO Statement of Support at the Committed to Good Summit, with Julius Otem (right), UN Women, Head of Programme - Policy Specialist. To read more about the 2019 Committed to Good Summit press [HERE](#).

CREATING SAFE & REWARDING WORKPLACES FOR ALL

Key to driving progress towards gender equality is ensuring workplaces are welcoming for all. We have always held ourselves to the highest ethical standards and expect the same when it comes to the conduct of our staff. Behaving responsibly and treating others with respect will help contribute to a safe and secure environment for everyone. This year, CTG has strengthened the support it provides to its staff through platforms such as CTG Learning and CTG Wellbeing, to further promote a work and community environment that is safe and rewarding, no matter what your gender is.



This year, we launched **CTG Learning**, an online learning portal to keep our teams informed and inspired. This platform is part of the respected e-learning platform, Kaya, that was developed by The Humanitarian Leadership Academy. This portal provides our staff with easy access to a catalogue of free courses developed by leading international humanitarian and development organisations, ranging from security awareness to operating within the Covid-19 landscape.

The same platform also hosts essential CTG resources and information for our staff such as how to use our online HR management system MyCTG and our approach to Duty of Care, ensuring our new staff are prepared for deployment. Incorporated into our Onboarding Pass are the series of compulsory trainings that our staff are required to undergo prior to employment to promote safety and security for all. These courses include:

- THE PREVENTION OF SEXUAL EXPLOITATION AND ABUSE (PSEA)
- PREVENTION ON SEXUAL HARASSMENT AND ABUSE OF AUTHORITY (UNICEF)
- EQUALITY, DIVERSITY AND INCLUSION
- BSAFE
- SAFEGUARDING ESSENTIALS

CTG WELLBEING

CTG recognises that our consultants are often exposed to stressful situations operating in high-risk locations. Over the last year, the threat of Covid-19 and all its emerging social and economic consequences have added additional pressures to our staff.

That is why we launched **CTG Wellbeing**, a mental health and wellness support network for all CTG staff to assist during periods of high stress. This platform gives our staff online access to remote counsellors with backgrounds within the humanitarian and development sector, who have an understanding of the kind of challenges our staff face every day. Staff are offered up to six one-hour sessions each year, and an additional six one-hour sessions following critical incidents.

HUMAN RIGHTS

Human Rights is an essential part of our commitment to the United Nations Global Compact and is extremely important to us. We have a zero-tolerance approach to abuse, bullying, exploitation, discrimination and harassment, and we take the reporting of human rights violations seriously. This year, CTG developed its approach to Human Rights by rolling out Human Rights and Compliance Assessments across all our country offices to identify possible risks our activities or the context of our operations could pose to human rights. These assessments are based on the Universal Declaration of Human Rights and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work.

SAFEGUARDING

At CTG, we both protect our staff and strive to ensure they don't harm others. All staff are required to undergo compulsory training on Safeguarding Essentials on CTG Learning prior to employment. This year, CTG also issued a Safeguarding Policy to protect people, particularly children, at risk adults and beneficiaries of assistance from harm.

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.

We encourage all staff who have been subjected to or witnessed unethical behaviour, harassment or wrongdoing to report it to our ethics committee at ethics@ctg.org.

COMMITTED TO GOOD SUMMIT

CTG hosts an annual Committed to Good Summit to promote the voices and interests of stakeholders within conflict-affected countries. For CTG it provides an opportunity to bring important discussions surrounding sustainable development to the forefront of the communities we serve. By providing a platform for our stakeholders to advocate for key issues such as gender equality and women's empowerment, the Summit helps promote safe and rewarding workplaces for all. To date, CTG has hosted summits in Gaza and Somalia. To read more about our Summits press [HERE](#).

100

ATTENDEES AT
THE COMMITTED
TO GOOD SUMMIT,
SOMALIA 2019



Asha Siyad from the Somali Women's Leadership Initiative at the Committed to Good Summit in Mogadishu, Somalia in 2019. To watch our 2019 Committed to Good Summit video, press [HERE](#).

GLOBAL RECOGNITION

At CTG we take pride in what we do and we are honoured that our efforts and sustainable business practices have received global recognition.

BUSINESS CALL TO ACTION

CTG's approach to gender parity and employing locally has recently received recognition in our membership of the Business Call to Action (BCTA). Driven by UNDP, this platform champions organisations who have committed to improving the lives and livelihoods of people in developing countries by improving access to various markets, products and key services. Companies that are members of BCTA are considered market leaders with profitable and scalable models that reach the poor and contribute to global development efforts.

BUSINESS FOR PEACE

In 2019, CTG's CEO Alice Laughher won the Oslo Business for Peace award in recognition of the company's commitment to delivering opportunities for women, minorities and diverse and disadvantaged groups in conflict-affected regions and making this a central goal of the business.

SDG PIONEER FOR WOMEN'S EMPOWERMENT IN CONFLICT-SETTINGS

In 2018, CTG's CEO Alice Laughher was recognised as an SDG Pioneer for Women's Empowerment in Conflict-Settings. At the time, this award had only been bestowed on 29 CEOs worldwide since the SDG Pioneers nomination began in 2016. Our nomination was as a result of our dedication to our Female First initiative.

MOST WOMEN FRIENDLY EMPLOYER AWARD

The Women in Leadership (WIL) Achievement Awards reward entrepreneurs, business leaders and organisations for their exemplary leadership and strong commitment to supporting the development of women. In 2017, CTG was honoured to be awarded the 'Most Women Friendly Employer Award' for SMEs in the MENA region at the 19th Global Women In Leadership (WIL) Economic Forum.



2021 GENDER EQUALITY GOALS



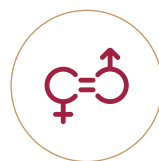
Continue to work closely with our stakeholders to drive Female First and Gender Equality ambitions within our value chain and beyond.



Advance Women's Empowerment Principle's (WEPs) 5 and 6 by launching an advocacy campaign to promote the WEPs within fragile and conflict-affected countries.



Reignite our Female First Job-Readiness workshops and Women in Aid: Internship and Mentoring Programme after Covid-19 forced us to put them on hold.



Relaunch our charitable giving platform CTG Giving to support Gender Equality, Women's Leadership Development and Women, Peace and Security within our countries of operation.



Work with our supply chain to encourage sustainable business practices that promote adherence to international human rights standards and promote gender equality.



Salwa, a CTG Civil Engineer at the Committed to Good Summit in Gaza, 2018.



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