

Gender Policy

Frequently Asked Questions



1. **Why does TechnoServe have a [Gender Policy](#)?**

We believe that our gender policy, by providing a clear and consistent message on our commitment to gender equality, will maximize project effectiveness, strengthen our organization, improve coordination with internal and external partners, and increase accountability.

2. **What are the existing barriers to gender equality?**

In many countries where TechnoServe works, women continue to face tremendous barriers to success. They have limited access to productive resources such as land, finance and information that they need to grow their farms and businesses, and they are disproportionately affected by poverty, violence and discrimination.

3. **How is TechnoServe addressing these barriers to gender equality?**

TechnoServe's approach is to facilitate gender-inclusive market systems by understanding the market's gender dynamics and then partnering with system actors to reshape the industry to achieve greater gender equity. This can include, for example by: uncovering and growing latent gender inclusive business opportunities; developing and communicating the business case for gender diverse ownership, leadership and employment; and building the capacity of women and girls and their enterprises.

4. **What is the timeline for implementation of the Gender Policy?**

The Gender Policy was both a formal recognition of the efforts that TechnoServe has already undertaken in advancing gender equality and the work still left to be done. We will continue to work to close gender gaps through our programming efforts and our corporate policies and practices until we achieve gender equality in our organization and in our work.

5. **How will TechnoServe evaluate and measure the impact of all gender-integrated programming and corporate practices?**

We are currently refining the gender indicators for our programming and corporate practices. A key component of the organizational gender self-assessment we are currently undergoing is to obtain a baseline of these indicators, set clear targets and integrate areas for improvement into our work plans. We will be measuring and reporting on these indicators over time.

6. **How does gender equality fit into TechnoServe's overall [Strategic Plan](#)?**

TechnoServe is committed to increasing gender equality through our work. Engaging, empowering and benefiting women is critical for transformative impact. As part of our Strategic Plan, we aspire to have women comprise 40 percent of our beneficiaries by 2017. With 34 percent, or 110,000 women beneficiaries in 2015, we are well on our way to that target. Achieving our goal will ensure that we continue to empower both men and women to build competitive farms, businesses and industries.

7. **Why is the target 40 percent and not 50 percent of female beneficiaries by 2017?**

TechnoServe is committed to closing the gender gaps in the market systems in which we work, recognizing that each of our target market systems have different challenges and opportunities. To close this gender gap in a sustainable and safe manner requires time and careful execution in partnership with farmers, businesses and industries. We believe our female beneficiary target of 40 percent by 2017 is a realistic recognition of the challenge we have set for ourselves given the contexts in which we work.

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