

# Gender Policy

June 2015



## RATIONALE

TechnoServe works with women and men to build competitive farms, businesses and industries that contribute to prosperity in developing countries, reducing poverty and increasing resilience among beneficiaries and their communities. We recognize that maximizing the inclusive economic growth that is required to achieve widespread prosperity requires the full and unencumbered participation of women and girls. Our commitment to programmatic excellence therefore necessitates that our work and our organization engage, empower and benefit both women and men. We believe that this gender policy, by providing a clear and consistent message on our gender equality commitment, will maximize project effectiveness, strengthen our organization, enhance program resources, improve coordination with internal and external partners, and increase accountability.

## GENDER POLICY

This gender policy defines TechnoServe's explicit commitment to advancing gender equality<sup>1</sup> through our work as we believe it will maximize operational and organizational effectiveness and improve our contribution to sustainable poverty alleviation. TechnoServe commits to ensuring that:

- the contributions of both women and men<sup>2</sup> are visible and valued;
- both women and men are listened to and exercise influence; and
- women and men have equal access to, and benefit from, information, assets, services and opportunities.

## POLICY IMPLEMENTATION

We seek to achieve the policy's objectives through actions focused on both our programming and on our corporate practices and culture.

### Our Programming

We intend to integrate gender into our programming in the following ways:

**Gender analyses:** Gender equality means recognizing that men and women often have different needs and priorities, face different constraints, have different aspirations, and contribute to development in different ways. To enable the exploration and understanding of gender differences, we will systematically deploy and continuously improve tools to assess the needs of both males and females in our formative research and monitoring and evaluation. We will also strive to ensure that all staff understand the different roles, responsibilities and experiences of women and men in relation to the issues being addressed by the project. Gender technical advisors will undertake targeted analyses aimed at testing hypotheses, gaining deeper understanding of gender-based needs,

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<sup>1</sup> **Gender equality** entails the concept that all human beings, both women and men, are free to develop their personal abilities and make choices without the limitations set by stereotypes, rigid gender roles or prejudices. Gender equality means that the different behaviors, aspirations and needs of women and men are considered, valued and favored equally.

Source: UN Women, *Guidance Note Gender Mainstreaming in Development Programming, 2014*.

<sup>2</sup> References to "women" and "men" in this policy are, where appropriate, inclusive of girls and boys respectively.

opportunities and constraints, and improving our approach to gender integration.

**Gender-sensitive design:** Draw upon research, analysis and experiences to design projects that advance gender equality through our operations.

**Gender-integrated implementation:** Project implementation strives to achieve equitable economic and social benefits for women and men.

**Sex-disaggregated data:** Systematic collection and analysis of sex-disaggregated data to understand if and how issues affect females and males differently.

**Learning:** Systematic capturing and sharing of programmatic lessons learned in relation to intended and unintended impacts on the lives of women and men, including impact on gender equality.

### Our Corporate Practices

TechnoServe commits to the process of incorporating a gender perspective into our organizational policies, strategies, administrative functions and organizational culture. TechnoServe is at its most effective at delivering gender-integrated programming when our own corporate policies and processes are gender-sensitive and support gender equality.

TechnoServe recognizes that this is an ongoing process that will require sustained commitment of will, time and resources. We further recognize that gender inequality is a relational issue, and as such, it can only be addressed by working with men as well as women. In practice this will require us to examine and (where necessary) revise the policies, formal and informal practices, and characteristics of our organization to ensure that they support gender equality. Our activities will include:

**Gender-sensitive policies:** Gender-sensitive language and gender equality principles incorporated into policies.

**Committed leadership:** Leaders regularly communicating and demonstrating their commitment to organizational gender equality, e.g. through the recognition of efforts to advance policy objectives.

**Gender training:** Gender capacity-building opportunities made available to staff, e.g. through trainings and e-learning platforms.

**HR practices:** Gender-sensitive and gender-equitable practices integrated into:

- Job recruitment and hiring;
- Performance evaluations; and
- Remuneration-related processes to ensure equal pay for equal work.

**Female staff targets:** Our ambition is to achieve gender balance across all countries and at all levels.

TechnoServe will continue to insist that advancement and hiring through merit is critical to our success.

Women's ability to enter and advance at TechnoServe will not be because of their gender but because of their talent, insight and experience.

### ACCOUNTABILITY

TechnoServe commits to undertaking an organizational gender self-assessment to learn from our ongoing gender integration work and to identify opportunities for improvement. Headquarters and country offices will use these insights to identify actions to be taken and ongoing mechanisms needed for monitoring progress.