

Economic Opportunity for All Policy

Introduction

TechnoServe recognizes the vital role of all people in driving economic and social progress. We strive to build inclusive and competitive markets that generate sustainable economic opportunities for entrepreneurs, farmers, and workers. Women and youth often face greater discrimination and more severe constraints to participate in and benefit from the economy. Addressing these constraints is critical to enhancing scale and deepening the impact of our programs on individuals, families and entire communities. We recognize that engaging, empowering, and benefitting women and men, of all ages, is required to maximize economic growth and achieve widespread prosperity and strive to create opportunities for all.

Policy Statement

We aim to achieve parity in the share of women and men who financially benefit from our programs and enable them to translate their economic participation into positive outcomes for them, their families, and communities. This policy describes TechnoServe's commitment to creating economic opportunity for all people and specifically for women and youth through our work and in our workplaces.

Scope

Core Principles

Our policy and commitments are designed to help our leadership, staff and programs to uphold these principles that guide our work.

Understand and address power

We work to address the root causes of inequality and expand the power women and men have to improve their lives.

Respect the dignity of all people

We believe all people deserve to be treated with equal dignity and respect, honoring the voice and contributions of all people.

Do no harm

We believe that all persons we encounter have the right to be protected from all forms of harm, abuse, neglect, and exploitation. We strive to ensure our work does not increase harm, abuse, neglect, and exploitation for the clients with whom we work.

Context matters but does not define objectives

We recognize that differences exist across the communities and geographies where we work. Understanding this context is necessary to design and implement impactful programs, and build trusting relationships with our clients. It does not however diminish our objective to create economic opportunities for all people. Our work aims to enable women and men to advance economically.

Programmatic Commitments

We advance economic opportunity for all people, and specifically for women and young people, when we apply best practices to improve the quality and impact of our programs.

Programs are required to:

- Analyze the context to identify constraints and opportunities for reaching and benefitting women and men of all ages at the design phase and during implementation, and specifically to inform the development of an action plan.
- Set a **minimum target of 40% for reaching women** clients.¹
- Collect and **disaggregate key indicators by sex and age** at least at output and outcome levels.

Programs are encouraged to:

- Design activities that **address the obstacles** within households, businesses, and communities that impede the ability of women and men of all ages to participate in and benefit from economic opportunity
- Include activities that **engage men and boys** in taking actions to support their own economic empowerment and that of women and young people's economic empowerment.
- Develop **learning agendas and disseminate learnings** about our program impacts on women and young people's economic empowerment.
- **Communicate the benefits of women and young people's economic empowerment** to partners, including funders, business partners and communities with which we work.

Corporate Commitments

We achieve lasting results for the individual women and men, and communities we serve, when our corporate culture and policies reflect the values of inclusion, equity, and accountability.

Country offices, including Headquarters, are required to:

- Ensure our policies **acknowledge and respect the needs of staff and are in accordance with TechnoServe's Equal Opportunity and Non-discrimination policy.**
- Ensure supervisors and managers follow **non-discriminatory practices** in hiring, retention, and promotion.

Teams and staff are encouraged to:

- **Build their confidence and capacity to lead** programs and operations in line with the principles and commitments laid out in this policy by participating in training and workshops related to this policy.

¹ The target should be included in the program's log frame, results framework, and/or action plan.

- Adopt inclusive and ethical **language and communication** practices in our internal and external communications.
- **Report any concerns or suspicions of harassment, abuse and exploitation**, as per our Safeguarding Policy. Country Offices are also strongly encouraged to publicly display information and resources for people experiencing gender-based violence.
- Implement practices to **ensure that we contract with the most suitable partners, including women-owned/led and minority-owned/led businesses** and with donors and corporate partners who share our commitment to creating economic opportunities for all people.

Accountability

We are all responsible for upholding the commitments in this Policy. While not all commitments apply to every role in the organization, each of us has responsibility to know the contents of this Policy and understand how it relates to our individual responsibilities.

We use a set of key performance indicators to track our progress and hold ourselves accountable to our commitments across our programs and corporate practices. The KPIs focus on different areas and levels of the organization to ensure the responsibility for fulfilling our commitments is tied to each and every one of us.

The Global Practice for Women and Youth will work with Directors and the Senior Management Team to regularly report our progress on the commitments in this Policy to staff, clients, the Board, and partners.