



EMPOWERING WOMEN AND MEN FOR EQUITABLE DEVELOPMENT

ACDI/VOCA considers achieving gender equality and female empowerment as core development objectives essential to creating effective and sustainable outcomes. Gender equality is a key part of ACDI/VOCA's vision to empower all people—women, men, boys, and girls—to succeed in the global economy. We do this by investing in the skills and knowledge of farmers, workers, entrepreneurs, and communities, and finding ways to expand their access to resources for greater opportunities.

We are committed to implementing gender-equitable approaches in all our programs. Our more than 50 years of experience illustrates that strong gender and social inclusion help ensure that women, men, boys, and girls fully engage in development activities and benefits.

Identifying Gender Gaps

In many parts of the world, women have fewer rights than men—from less control over resources to less power in household decision making. Women worldwide typically earn less,

work longer, receive less schooling, and have less access to health care than men. They also represent most of the world's refugees and agricultural laborers, despite receiving a small fraction of support services. These disparities, among others, are called gender gaps.

Connecting to Youth

While women experience gender gaps due to their social roles and responsibilities, girls are especially vulnerable to forced and early marriage, early childbirth, and less decision-making power and mobility. ACDI/VOCA also understands that male and female youth have specific needs and challenges different from each other and from adults in their communities. Our projects assess age and gender differences, ensuring that benefits address youth issues.

Engaging Men and Boys

ACDI/VOCA understands that men and boys, like women and girls, are disadvantaged by socially-defined gender roles. In some regions, men face pressure to join armed

GENDER LEADER



ACDI/VOCA was a coauthor and first endorser of the **Minimum Standards for Mainstreaming Gender Equality**, a set of eight fundamental standards for development organizations to follow. We require all our projects to identify gender gaps and address gender-specific needs throughout project implementation.

www.genderstandards.org

PROMOTING GENDER EQUITY IS NOT ONLY THE RIGHT THING TO DO, BUT ALSO SMART DEVELOPMENT.

conflicts or the challenge of mass, male unemployment—both of which affect expectations around what it means to be fathers, husbands, or sons, and provide for their families. ACDI/VOCA also understands that projects cannot empower women without engaging men. To address these gender constraints, our projects include gender analyses, strategies, and activities to improve men and boys' economic status and wellbeing, while ensuring they understand and value women's empowerment.

Forging Inclusion

People are not defined only by gender; age, ability, sexuality, religion, ethnicity and other social identifiers play a role, too. ACDI/VOCA believes that to truly empower women and men, we need to take the interrelated, diverse roles and identities of our beneficiaries into account. Our approach addresses issues of diversity to ensure the inclusion of all people.

Leading by Example

ACDI/VOCA promotes the equal participation of women at all levels of our organization—in headquarters and field offices—through equal access to resources, opportunities, and decision-making roles. We encourage all personnel to integrate

ACDI/VOCA's commitment to gender equity into their work. To facilitate progress toward gender equity, we also conduct internal gender audits and gender awareness trainings throughout our global operations.

GenderFirst™ In Action

ACDI/VOCA's GenderFirst™ Signature Tool helps projects identify interventions in households, markets, enterprises, and community groups to ensure gender equality. This tool, applied throughout our programs, embodies proven approaches based on experience, learning, and ongoing adaptation.

Gender First™

Start with gender to succeed together

A Signature Tool from 

“WITHOUT THE SUPPORT OF FEED II, I WOULDN'T BE WHERE I AM TODAY. I CAN'T TELL YOU HOW MUCH YOUR SUPPORT MEANS TO ME.”

—Yegnanesh Aschale, poultry entrepreneur, Ethiopia FEED II participant

HIGHLIGHTING CHANGE

Afghanistan



The Regional Agricultural Development Program (RADP-N)

The Regional Agricultural Development Program (RADP-N) increased agricultural production and food security using value chain strategies. ACDI/VOCA served as a subcontractor to DAI. In just five months, our subcomponent grew its number of female participants from 2 to 40 percent by ensuring staff received context-specific gender training.

Ghana



Agricultural Development and Value Chain Enhancement II (ADVANCE II)

The Agricultural Development and Value Chain Enhancement II (ADVANCE II) project conducted gender analysis at start-up and included gender in its gross margin analysis. The project successfully trained 20,000 women in good agricultural practices, and those who participated had 21 percent higher yields.

Sierra Leone



The Sustainable Nutrition and Agriculture Promotion (SNAP+)

The Sustainable Nutrition and Agriculture Promotion (SNAP+) program led a gender training and continuous monitoring and analysis of its cash transfer program to ensure that both male and female participants avoided any form of harassment from other participants or community leaders.