



# Gender Policy

## Introduction

SNV is dedicated to a society where **all people enjoy the freedom to pursue their own sustainable development.**

We believe that development works when:

- Solutions are tailored to the local context and address the real needs of people living in poverty.
- It changes the underlying systems that keep poverty in place.
- It gives all people (women, men, girls and boys) the tools to guide their own development.

SNV has six organisational values: **trust, respect, equity, quality, diversity, and people-centeredness.**

Specifically **equity** underscores the importance of addressing inclusion, inequality of opportunity, and power imbalance through SNV's work.

Gender equality and women's empowerment is enshrined in SNV's mission, organisational values, project initiatives and operational practices. As an organisation whose core principle is inclusive, sustainable development, SNV leverages tailored gender solutions, adapted to different socio-cultural contexts in order to challenge structures perpetuating gender inequalities.

## Purpose

This Gender Policy reaffirms SNV's commitment to:

- Reduce gender disparities;
- Transform gender relations;
- Promote women's empowerment; and
- Strengthen organisational structures and systems for gender equality.

## SNV's Gender Principles

SNV will implement the provisions of this policy, guided by its gender principles, namely:

- **Know them** - Understand socio-economic and cultural contexts, gender norms and perceptions; understand the

needs and aspirations of women, men, boys and girls (generational thinking); understand the opportunities, and know where the levers for solutions lie.

- **Design with them** - Develop appropriate, contextualised solutions and projects, to ensure all interventions are gender aware and could transform gender relations. Mainstream gender considerations into all activities, budget accordingly, and ensure the implementing team is gender sensitive.
- **Level the field** - Use social and behaviour change communication and evidence-based advocacy at household, community, and public policy levels to influence gender norms, perceptions, and policies that perpetuate exclusion.
- **Be accountable to them** - Implement with clear roadmap for change, account for results on sector, gender and generational outcomes, monitor progress and aftereffects.

**In line with these principles, SNV's gender commitments at project level are:**

- Conducting **gender analyses**, to identify power relationships, disparities, and constraints. These findings guide the entry points for gender transformation and sound project design;
- Setting **clear, time-bound gender objective(s)** to reduce gender disparities. This includes transforming gender relations, promoting women's empowerment; and ensuring that women and girls contribute to, and benefit from projects equitably.
- **Identifying, monitoring and mitigating potential risks or unintended consequences** arising from programme activities.
- Tailored **activities and approaches for women, men, boys and girls** to ensure that gender objectives are achieved. These include:
  - Social and behaviour change strategies to address inequitable gender norms, such as women's limited

access to and control over resources;

- Advocacy to change gender blind and aggravating policies, and to increase implementation of gender sensitive or transformative policies;
  - Project design that addresses gender constraints such as mobility, access to finance, time;
  - Skills training for women, such as in leadership and finance, to enhance their participation and benefits
  - Support for women to adopt non-traditional roles; and
  - Promoting women's equal participation in decision making roles and bodies.
- **Reporting and accounting** of gender results as per project objectives and activities.
  - **The commitment of resources and support** for gender responsive and transformative activities such as:
    - Appointment of/access to local gender specialists;
    - Training in gender sensitisation;
    - Data collection and analysis of gender barriers, knowledge, attitudes, and practices;
    - The evaluation of gender approaches or learning questions; and
    - International technical support from gender specialists for gender analysis, strategy development, quality review, and evaluation and learning throughout the project.
  - Ensuring that **all team members** both SNV and partner staff have the necessary diversity, skills and sensitivity to implement projects in a gender transformative manner. This could include the identification of a gender or social development specialist.
  - SNV will strive for a gendered staffing balance at all levels.

## Gender commitments within SNV

- We uphold **gender equality** throughout our **organisational policies, systems and practices** including but not limited to: recruitment, career development, talent management, compensation and benefits practices; training; management and leadership appointments; business development; budgeting.
- SNV's **working culture and values** reflect a deep and voluntary commitment to gender equality, with commitment and support of the organisation's leadership for gender equality and implementation of the Gender Policy.
- Strengthening **staff capacity** to implement and uphold SNV's gender policy, by including gender training as part of staff induction.

## Accountability

SNV's Managing Board is responsible for implementation of the gender policy, supported by a Global Gender Coordinator, in collaboration with Department staff, Country Directors and Project Managers. Progress will be reported annually on the following indicators:

### Projects

- Number and percentage of SNV projects which specifically benefit women; (Those which result in greater than 70% of benefits for women.)
- Number and percentage of SNV projects that are self-assessed to be gender transformative.
- Number and percentage of SNV projects that have gender disaggregated data included in their reporting framework.

### Staff

- Monitoring percentage change in proportion of women staff in advisory, management and leadership positions in SNV.
- Tracking the number of staff receiving SNV Way induction training that incorporates gender policy & tools.
- Monitoring the number of staff with more than five years specific gender expertise hired for projects.



*An Implementation Guidance document accompanies this Gender Policy.*



### Contact

Sabdiyo B-Dido - Global Gender Coordinator ✉ [sbdido@snvworld.org](mailto:sbdido@snvworld.org)  
SNV Netherlands Development Organisation  
Parkstraat 83, 2514 JG The Hague, The Netherlands