

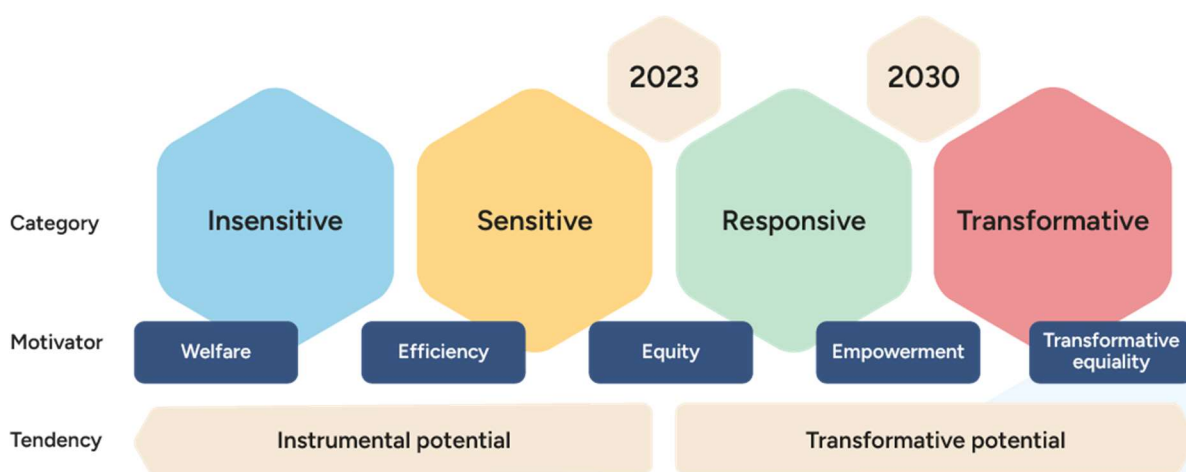
SNV Approach Gender Equality and Social Inclusion: Pathways to Impact 2030

About SNV

SNV is a global development partner deeply rooted in the countries where we operate. We are driven by a vision of a better world: a world where, across every society, all people live with dignity and have equitable and sustainable opportunities to thrive. We need transformations in vital agri-food, energy, and water systems to make this vision a reality. SNV contributes by strengthening capacities and catalysing partnerships in these sectors. We help strengthen institutions and effective governance, reduce gender inequalities and barriers to social inclusion, and enable adaptation and mitigation to the climate and biodiversity crises. Building on 60 years of experience, we support our partners with our technical and process expertise and methodological rigour. We do this in more than 20 countries in Africa and Asia with a team of approximately 1,600 colleagues. By adapting and tailoring our approaches to these different contexts, we can contribute to impact at scale, resulting in more equitable lives for all.

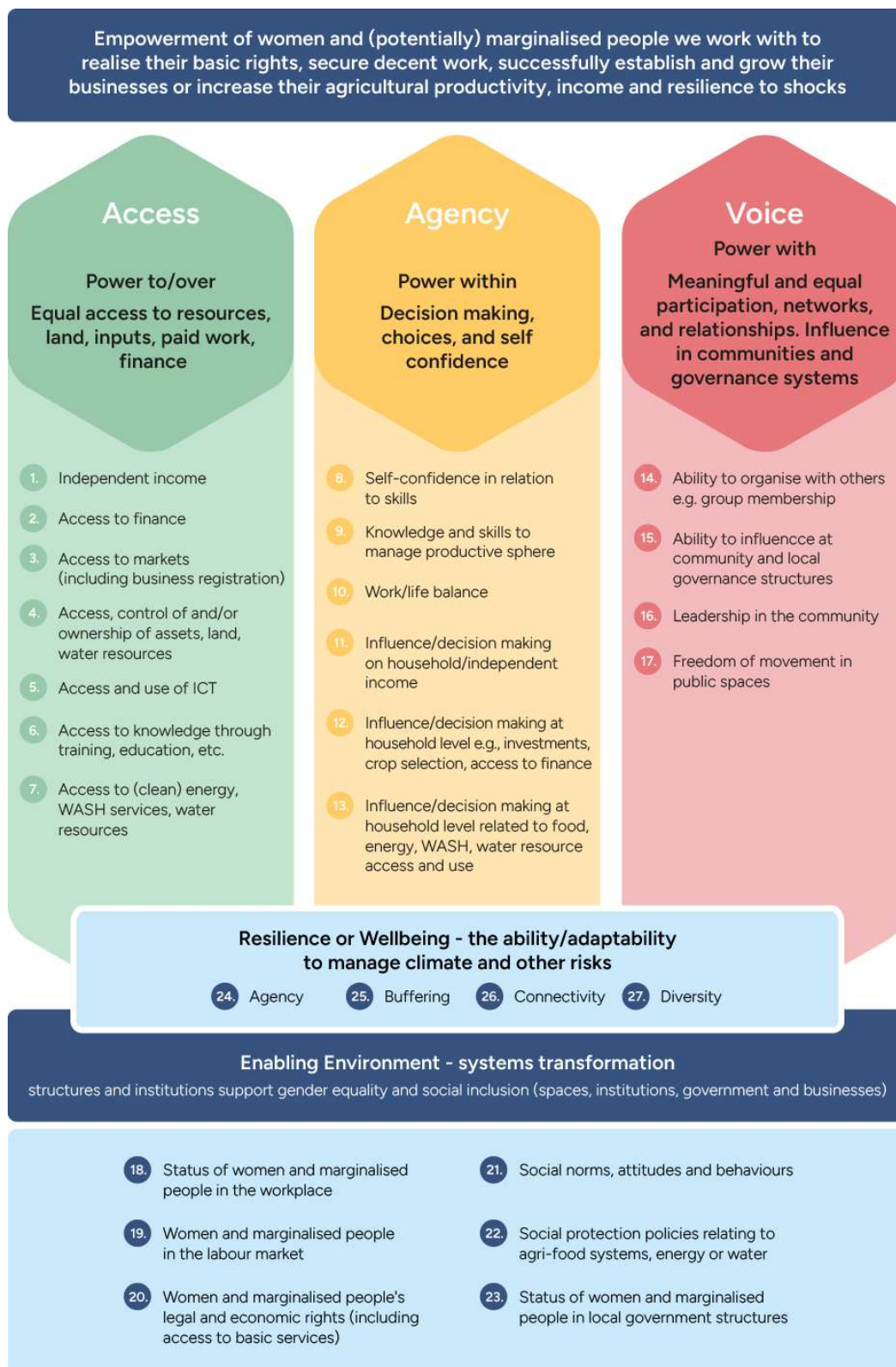
Addressing inequality through Gender Equality and Social Inclusion

SNV has positioned Gender Equality and Social Inclusion (GESI) as a global priority, aiming to integrate gender equality and social inclusion across all levels of our work by 2030. This summary outlines our seven pathways for embedding GESI within our organisation, programmes, and partnerships to achieve inclusive development while contributing to the global Sustainable Development Goals (SDGs).



Inclusive Empowerment Framework

In 2024 SNV launched our refreshed approach to GESI, key to this is the Inclusive Empowerment Framework.



Our Inclusive Empowerment Framework provides a conceptual and practical pathway to transformative programming. It guides our teams to design, deliver and monitor GESI progress related to empowerment across our programmes and projects. The framework works at the individual level across three interconnected spheres: access, agency, and voice, and focuses on the enabling environment that creates levers for systemic change such as social norms, attitudes and behaviours. The framework includes four areas which help teams to:

- Enable equal access to resources, land, inputs, paid work and finance.
- Support the development of agency and empowerment of women and marginalised groups to have more self-confidence and influence over decision-making.
- Support the meaningful and equal participation of women and marginalised people and support the development of networks and relationships for influencing governance structures.
- Create an enabling environment to support gender equality and social inclusion.

Our approach for strengthening GESI across sectoral work

SNV implements a refreshed, cross-sectoral GESI approach that supports our systems transformation work and contributions to SDG 5 (Gender Equality) and SDG 10 (Reduced Inequalities). This involves:

- **Mainstreaming:** Integrating GESI into all stages of the programme cycle, activities, policies, and practices, as well as embedding it into our organisational DNA through established minimum standards, targets, and participation in project activities.
- **Targeting:** Working to increase confidence and opportunities through tailored activities and outcomes focused on empowerment, as well as practical and strategic GESI outcomes (agency, access, and voice), acknowledging that we cannot 'add women and stir' i.e. addition of GESI targets only.
- **Intersectional:** Applying intersectional analysis to understand the dimensions of inclusion, exclusion, and power, as well as the relationships between them



This approach is grounded in 'developing from within', aligning our organisational structure with our commitment to GESI. This entails learning, evidence-building, and building partnerships with marginalised groups to support gender justice and equitable access to food, water, and energy.

SNV integrates GESI-responsive programming across our sectors;

- Agri-Food Systems
- Energy
- Water systems

And leverages impact through work with:

- Governance and institutions
- Youth Employment and Entrepreneurship (YEE)
- Climate Adaptation and Mitigation
- Innovative Finance
- Digitalisation

Our pathways to GESI impact by 2030

SNV's seven pathways work together to 'scale deep and scale up' GESI across our organisation and programmes:

1. Consistently recognise the role of women and marginalised people in our sectors

Recognition is foundational to our design, implementation, and strategy: It is a core principle of our design, implementation, monitoring and influencing strategy to support the uptake of SNVs refreshed position on GESI. SNV effectively communicates its GESI approach, including its framework, priorities, and external engagement, to enhance capacity development and ensure the inclusion of women and marginalized groups in all its work. We ensure consistent messaging, people-centred communications, promotion of positive social norms and evidence-sharing on the role of women and marginalised people in our sectors and partnerships.

2. Implement an organisation-wide GESI approach

A refreshed GESI approach has been mainstreamed throughout our activities. GESI targets empowerment, ensuring practical and strategic outcomes through tailored interventions and recognises the intersectional dimensions of inclusion and exclusion. SNV's approach offers both depth and specificity. While aligning with the widely accepted process of mainstreaming and targeting, it introduces the concept of 'transformative development practice.' This practice is shaped by who we are as an organization, how we operate, what we do, and how we think to facilitate inclusive empowerment.

3. Support systems transformation through an inclusive development practice

Aligning with the 'leave no one behind' agenda, we address specific questions about including marginalised groups, enhancing market-based solutions for the poorest, and integrating GESI in fragile or conflict-affected contexts. A set of key questions guides our work under this pathway:

- How do we consistently include and empower people with disabilities and address barriers in our programme reach?
- How do we reach the poorest households when working on market-based solutions?
- How do we address GESI in fragile or conflict-affected areas?
- What should GESI responsive programming consider when working with displaced populations?
- How do we create inclusiveness for more locally led adaption processes to reduce exposure to climate risks and increase resilience?

4. Build cross-sector tools and approaches

We create and use adaptable tools informed by cross-sector experiences. These provide a framework for implementing GESI approaches, analyses, and activities. They encapsulate our institutional knowledge regarding effective practices, causal pathways, assumptions, and associated risks. However, we acknowledge two key challenges associated with them:

- First, while they offer resources applicable across various countries and contexts, they should be regarded as starting points or guidelines that require iteration and contextualisation.
- Second, the effectiveness of these tools is closely linked to the skills and capacities of the teams and partners that apply them. Therefore, we invest in training and learning to enhance their application.

5. Measure our GESI impact

GESI impacts are tracked at global, country, sector, and project levels. Specific indicators are tailored to monitor outcomes like GESI outcomes linked to WASH access and women's learning progress, aligning with global frameworks for consistency.

6. Integrate and monitor GESI minimum standards through workstreams

SNV endorsed the 8 minimum standards to provide a clear framework for consistent GESI-responsive internal practices and programming. We embed gender equality in policies, organizational culture, and across our programme designs. This includes conducting gender analyses, allocating resources, utilizing disaggregated data, and tracking progress through key indicators. We apply a Do No Harm approach and promote accountability to ensure feedback is received, considered and risks mitigated. Progress is measured throughout programme cycles to drive informed and targeted action.

7. Generate evidence through a global learning and influencing agenda

GESI is a core component of the 'integrated global learning agenda', focusing on sector-specific GESI priorities as learning and influencing spaces. Programme and global teams test GESI-related assumptions and change pathways within our framework approaches through monitoring, evaluation, and learning systems, communities of practice, and GESI-focused research. For example, the nexus between access to basic services, paid employment and women's empowerment, in our three sectors.

Conclusion

Our strategic repositioning of GESI as a central theme aims to scale its impact by 2030. Through seven pathways, we seek to ensure gender equality, equitable access to resources, and inclusive system transformation. Our approach aims to address GESI integration across agri-food, energy, water systems, youth employment, climate adaptation, and digital inclusion for sustainable, inclusive development that leaves no one behind.

Contact us: snv.org/contact

