

Gender Statement

IDE's mission is to confront the challenge of rural poverty by working within the value streams and market systems that poor women and men (and the households they constitute) live and work within in order to develop or offer opportunities for the creation and /or capture of higher levels of income.

IDE believes in the right of poor women and men to a secure livelihood, and recognizes that both women and men play vital, but often differential, roles in their quest for secure livelihoods for their families.

Further, IDE observes that women are frequently disadvantaged participants in their households and communities with respect to opportunities for income, education, health, asset ownership, economic rights and influence. IDE believes that households, communities and society are stronger when there is gender equality with respect to such opportunities.

IDE is committed to gender equality in our hiring decisions and organizational structures; we will consciously seek to achieve balanced gender participation in all organizational roles and levels. IDE will seek to recruit, in particular, female program staff in order to:

- More effectively achieve our organizational mission
- Overcome gender barriers in terms of working with female clients and female-headed households
- Model to client households the importance of giving girls and women educational and productive opportunities on a status equal to boys and men

Further, IDE will ensure that its HR policies and practice are proactive and gender friendly with respect to recruitment and advancement, compensation, safety and harassment.

Insofar as the voice of customer is an essential component of IDE's market approach, IDE will regularly conduct gender disaggregated surveys and listening exercises in order to ensure that products and services developed and marketed by IDE have value and relevance to all members of clients' households, including women.

IDE recognizes that social, cultural, political and economic dynamics within countries, communities and households are diverse and complex. In expressing its value of gender equality, IDE will always seek to work from a position of respect for cultures, traditions and customs where we work recognizing that there will be times when our values may be in tension with those held locally.

Adopted by the IDE Board October 2008