

Gender Policy

Purpose

Tetra Tech is committed to integrating gender considerations throughout our work. This includes the planning, implementation, monitoring and evaluation of our projects, as well as promoting diversity within the organisation. Our work is aligned with the UK Gender Equality Act and grounded in comprehensive understanding of best practice in the sector.

We are part of a sector-wide effort to promote gender equality

Clarifying key concepts, definitions and approaches related to gender is critical in promoting a shared understanding among our staff, partners and clients, as well as in ensuring our work upholds the gender equality commitments of the Sustainable Development Goals. To this end our understanding of gender is aligned with the definitions used by UN Women, the UK Department for International Development (DFID) and Foreign Commonwealth Office (FCO), the Organisation for Economic Co-operation and Development (OECD), Development Assistance Committee (DAC), the Inter-Agency Standing Committee (IASC), and others. Our approaches also reflect best practices and lessons learned identified through sector-wide collaboration and project implementation.

Gender is a social construct that refers to the roles, behaviours, activities, and attributes that a given society considers appropriate for men and women, girls and boys at any given time, as well as the relations between them. Gender informs what is expected, allowed and valued in a woman or a man in any given context. Our understanding of gender as a social construct recognises that there can be systematic and structural barriers to gender equality between women and men. These structural barriers can restrict their access to and control over resources, their decision-making and leadership opportunities, their voice and ability to use it, and access to quality education and health services, including sexual and reproductive health, among others. Gender must be understood as intersecting with other markers of identity along the axes of class, race, socioeconomic status, ethnicity, able-bodiedness and age.

Gender equality means that women and men have equal rights, freedoms, conditions, and opportunities to realise their human rights and full potential, as well as to contribute to, and benefit from, economic, social, cultural, and political development.

Gender equity is the process of reaching gender equality. It means steps taken to eliminate gender-based discrimination from decision making processes, and to achieve fairness and justice in the distribution of benefits and responsibilities between women and men..


Gender norms are the standards and expectations around which gender identities generally conform in a particular context at any given point in time. The expectations based on gender identities can be internal and external, relating to one's expectations regarding their own behaviour, as well as their perception of other people's expectations regarding their actions.

Gender mainstreaming is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It ensures that the concerns and experiences of men and women are an integrated into of the design, implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres with the aim of promoting gender equality.

Gender analysis is a critical examination of how differences in gender roles, activities, needs, opportunities, rights and entitlements affect men, women, girls and boys in particular situations or contexts. Gender analysis examines the relationships between women and men and the barriers and enablers they face relative to each other.

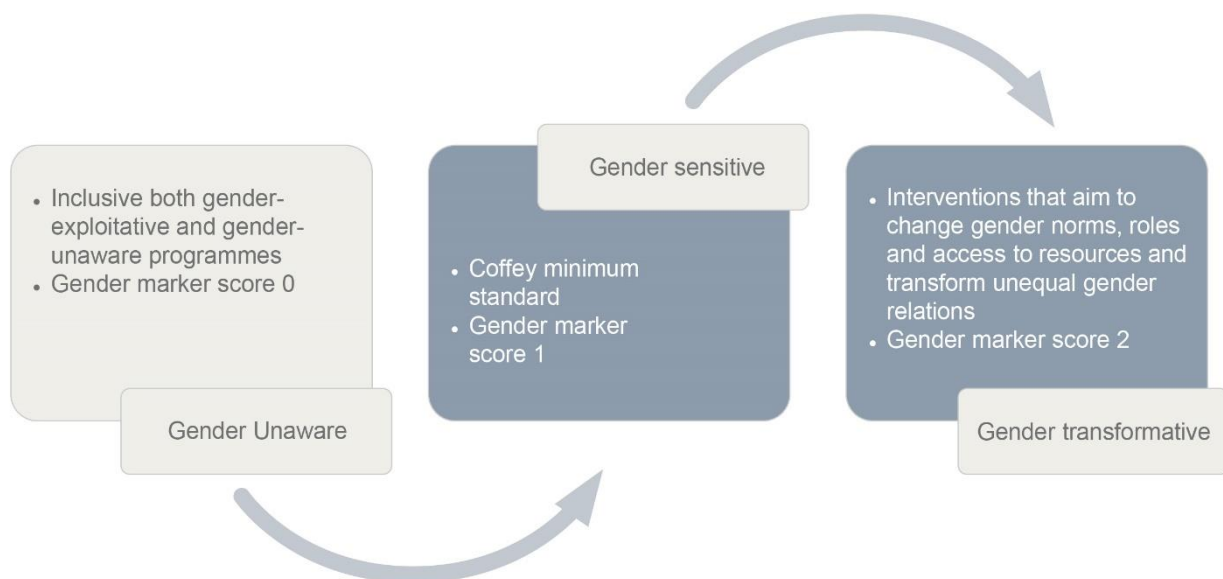
Our approach is based on a detailed understanding of the context

A gender analysis should be integrated into all assessments to ensure that we promote greater equality and justice in gender relations, and that gender inequalities are not exacerbated by our interventions.

Document ID	UK_HR_006	Date of last review	05/2020
Sign off Managing Director			

Tetra Tech uses the OECD-DAC gender marker to monitor how our work contributes towards SDG 5 Global Equality, as well as to ensure that all of our projects reflect on gender considerations throughout their lifecycles. Based on this process, we recognise three broad categories of programmes:

- **Gender unaware:** programmes and activities that are designed without taking specific gender-related needs and contexts into consideration. This lack of analysis may reinforce gender inequalities or fail to fully maximise the potential of the project to achieve sustainable impact. At worst, gender unaware projects risk taking advantage of or exacerbating existing gender inequalities.
 - *Example: A sexual reproductive health project aimed at improving access to health services is using the same approach for men and women. This results in low utilisation of services and stigmatisation of women who choose to participate in project activities.*
- **Gender sensitive:** programmes and activities where gender equality is an important and deliberate objective, but not the principal reason for undertaking the project.
 - *Example: Our GEMS4 project combined a Making Markets Work for the Poor (M4P) with a focus on women's economic empowerment to improve the performance and inclusiveness of key market systems in the sectors that are particularly important to women in Nigeria.*
- **Gender transformative:** programmes and activities where achieving gender equality is the main objective of the project and is an integral part of its design and expected results. The project would not have been undertaken without this gender equality objective.
 - *Example: Our Jamii Thabiti project provided training on violence against women and girls to Bingo who is the leader of the motorcycle association in Kenya. This improved his understanding of the issues faced by women and girls in his community, and gave him the tools to become an active member of community policing activities. Bingo can now effectively refer and follow up on any cases of abuse.*



Our approach to gender is driven by our values

Collaboration

We recognise that gender equality is a human right and we will strive to pro-actively champion best practice across the company.

We will also align our approaches with existing international standards and seek to actively participate in sector-wide discussions and knowledge exchange.

Integrity

We consider gender mainstreaming to be integral to our work. We believe that a gender analysis and a 'do no harm' approach are necessary among all activities to ensure that our projects at a minimum do not perpetuate or exacerbate existing gender inequalities. All of our projects will be gender-sensitive at minimum.

Gender Policy

We use evidence-based approaches to maintain, improve and implement policies and procedures to champion diversity within the organisation, such as Code of Conduct and Equal Employment Opportunities. Our aim is to create equal opportunities and we strive to follow best practices across the sector. We work to remove bias from the recruitment process, encourage clear professional development paths for our staff, and believe and transparent communications with our employees.

Respect

We will value and constructively engage with the contributions of our staff, partners and clients. Our Gender Team will provide a central coordination role for the company, working closely with all practices and colleagues to share and promote best practice guidelines to inform future policy and programming.

Ingenuity

We recognise that gender equality is a necessary requirement in meeting our commitments to the Sustainable Development Goals. We will mainstream gender across all areas of our work and strive to promote holistic programming and identify, assess and overcome barriers to address root causes of gender inequality.

We aspire to be a thought-leader in gender and international development, and will seek to challenge existing thinking on gender by continuing to reflect on the norms and barriers that affect all groups in society, including those that adhere to non-binary definitions of gender.

Intelligent Risk

We will use evidence to inform our decisions and ensure that our initiatives deliver meaningful impact. We will manage resources centrally and deliver structured training and capacity-building to our staff to ensure they have the tools they need to advocate for excellence in the sector.

We understand that gender equality and social inclusion cannot be achieved through an 'all-or-nothing' approach and will tailor our strategy depending on the socio-economic context, existing gender norms and power imbalances. However, we will not knowingly implement activities that compromise our organisational values or breach Do No Harm principles.

Delivery

We do what we say we will and are accountable for our commitments. We will gather, analyse and report on gender outcomes achieved across our projects to measure and improve performance. The design of our projects will be peer-reviewed at proposal and implementation stages to ensure that all projects are gender-sensitive and take into account the specific contexts in which they are delivered.

We will also hold our local partners, suppliers and staff to account, by requiring that they comply with our standards and procedures.