

OUR WORK IN  
GENDER EQUALITY AND  
SOCIAL INCLUSION



At Chemonics, we realize that every project is an opportunity to change historical norms for how all individuals participate in and benefit from development. We apply a gender and social inclusion lens to our multi-sector work, acknowledging factors like age, ethnic and religious identities, sexual orientation and gender identity, physical and mental ability, and socioeconomic status. We understand the unique roles that gender and other social identities play in how people experience their society, and our activities are designed to respond to these diverse needs.

## ABOUT CHEMONICS

Founded in 1975, Chemonics is one of the world's leading international development consulting firms. In more than 70 countries around the globe today, our network of approximately 5,000 specialists pursues a higher standard in development everyday to help clients, partners, and beneficiaries achieve results.

## OUR SERVICES

**GENDER EQUALITY: INTEGRATING GENDER INTO BROADER DEVELOPMENT EFFORTS.** We use gender analyses across sectors to examine the roles, rights, and responsibilities of men and women, as well as the obstacles, opportunities, and choices available in different contexts. From inception to completion, our programs are designed with the understanding that women and men may experience development issues differently. Our strategies ensure diverse community members have different yet equitable mechanisms to participate in and benefit from our activities. In our education program in Rwanda, for example, we are promoting girls' engagement in science and technology, children's rights, women's enrollment in higher education, and women's promotion to leadership positions.



## SOCIAL INCLUSION: ENSURING DEVELOPMENT WORKS FOR ALL.

We believe that for development projects to be truly successful, they must incorporate the needs of all community members — particularly those most vulnerable to exclusion from traditional societal opportunities and protections.

Across sectors, we ensure that our projects meet the needs of everyone in the community, whether that's ensuring equal representation of all citizens in Kosovar municipalities; campaigning with persons with disability and para-Olympians to harmonize the Nigeria Disability Bill; or supporting Vietnamese legislation that promotes equal rights for the lesbian, gay, bisexual, transgender, and intersex (LGBTI) community.



**90.7%**

**OF WOMEN**

in Nigeria report increased self-efficacy at the conclusion of USG supported training/programming



**22,808**

**PEOPLE**

received mediation or conciliation services in the Democratic Republic of the Congo



**4,428**

**WOMEN**

have adopted at least one new agricultural technology in Tajikistan

## WOMEN'S EMPOWERMENT: ADDRESSING DEEP-ROOTED INEQUALITY.

In some settings, deep-rooted cultural and historical practices have narrowly defined women's opportunities and roles. To address these inequalities, we lead activities that provide women with skills, resources, and access to participate fully in society. For example, in Afghanistan, we are helping young women launch government careers through innovative internship programs.

**GENDER-BASED VIOLENCE (GBV) AND TRAFFICKING IN PERSONS.** We offer a variety of solutions to combat different forms of GBV, which may include trafficking in persons, to ensure that the more vulnerable populations have equal access to preventative services. Our work supports prevention, protection, and prosecution efforts and runs the gamut from setting up referral mechanisms in Latin America to improving policies in the Middle East to reduce GBV.

### IMPACT IN VIETNAM

In November 2015 Vietnam Governance for Inclusive Growth (GIG), in collaboration with the Ministry of Justice and National Assembly, supported the revised Civil Code, which marked a turning point in the country's movement to address the rights of the LGBT community, including personal identity, equality in marriage, and equality in employment.



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## OUR PRACTICES

Agriculture and Food Security • Democracy and Governance  
Economic Growth and Trade • Education and Youth • Environment and Natural Resources  
Gender Equality and Social Inclusion • Health • Peace, Stability, and Transition  
Supply Chain Solutions • Water, Energy, and Sustainable Cities

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