## **IDH Gender Concepts & Criteria**



## Gender unintentional

The potential IDH partner or platform does not take steps to understand the different needs and preferences of men and women.



## Gender intentional

The potential IDH partner or platform understands the different needs and constraints of women and men and takes steps to create gender equality.

- > Steps are focused on outcome level
- > Creating practical needs



## Gender transformative

The IDH Partner or platform takes a data-driven approach to understand the different needs and constraints of women and men, addresses root causes of gender inequality and creates gender equity.

- Steps are focused on impact level
- Creating strategic needs

**Gender Strategy** 

Data Collection

Inclusive workplace policies / practices

Inclusive Consultation

**Inclusive Tailoring** 

Independence /
Control of
Resources