Applying intersectoral and integrated solutions to empower women around the world

Tetra Tech is a leading global provider of women’s empowerment programs, building supportive networks and enabling environments that prioritize women’s participation, decision-making, and representation in institutions, economies, and resource allocations.

Women and girls are particularly vulnerable to the impacts of global pandemics such as COVID-19, conflict and climate change. Our approaches are gender transformative and intentionally inclusive, recognizing the importance of context and social norms using “do no harm” tools and approaches.

We equip women and girls with the skills and knowledge necessary to improve economic opportunities and to become changemakers in their communities, while also promoting male engagement and male champions in women’s empowerment programming. Our approaches advance workforce development, promote private sector engagement, provide educational opportunities, encourage participation in local economies, and overcome legal and cultural barriers traditionally faced by women.
**Workforce Development**

We foster enterprise-driven innovation by identifying and implementing gender equity best practices. We promote women’s engagement in the workforce through internship and mentorship programs for participants, their families, and their communities. Scaling knowledge and skill-based programs enables women and girls to meet job market needs, take on leadership roles, and enter the upper echelons of decision-making in all sectors of society.

**Eliminate Barriers to Increase Female Participation**

We strive to eliminate barriers and increase women’s participation in public spheres, local government, and traditionally male-dominated fields by raising public awareness, implementing law and policy reform, using technology platforms, and engaging communities. We work with private sector and government partners to perform gender audits and customize policies, procedures, and action plans to improve workplace environments for women.

**Women as Entrepreneurs**

We provide opportunities and guidance for women and girls to build businesses and foster an entrepreneurial spirit among project participants. Our cross-sectoral approach enables participants to conduct independent projects, receive entrepreneurship training through the use of social enterprise platforms, and gain access to funding to launch their businesses. Progress is monitored and evaluated to ensure increased effectiveness and promote self-reliance.

**Access to Education**

Tetra Tech aims to have positive impacts on women’s and girls’ health, encourage more participation in the formal labor market, and overcome negative stereotypes in the community through improving girls’ access to education. Working directly with national and local governments, we implement programs that enhance young women’s leadership and social and economic development.

**Access to and Control over Resources**

Globally, there is still a strong discrepancy between women and men over access to, and control over, their own resources. Across our projects, we work with the public and private sectors to ensure that women have access to and control over their own resources, whether it be land rights, government services, agricultural resources, or reproductive health.

**Protection from Violence**

Impacts from violence against women range from immediate to long-term, with physical, sexual, and mental consequences, hindering women from fully participating in society. Tetra Tech works to raise awareness of these effects and promote social norms change in communities, and also engages with local and national governments to facilitate the implementation of policy to counter gender-based violence.

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**Tetra Tech currently implements**

- 112 women’s empowerment projects
- with over 75 staff in 23 countries

**Since 1980, Tetra Tech has implemented over**

- 300 women’s empowerment projects
- in over 50 countries
Gender-responsive Approach

Tetra Tech integrates women’s empowerment across all projects to ensure that every woman and girl has access to the same economic, decision-making, and educational opportunities as men and boys, as well as protection from gender-based violence.

Colombia: Land and Rural Development Program (LRDP)

Through the USAID-funded LRDP project, Tetra Tech supported the Government of Colombia to bring displaced victims of conflict and other poor rural families back to their land, providing them with legal land ownership and catalyzing investments in public goods and services. Our team worked with women disproportionately affected by armed conflict and identified legal barriers faced by women to access land titles. Through sensitivity training to the Ministry of Agriculture and Rural Development and municipal staff, we raised government awareness of challenges faced by women in rural economic development. Over 6 years, LRDP directly supported 5,249 restitution cases, of which 49% benefited women.

Democratic Republic of Congo: USAID Feed the Future Strengthening Value Chains (SVC)

In the DRC, the SVC Activity is working to increase household incomes and access to nutritious foods by linking small-holder farmers to strengthened and inclusive market systems services. Using our Gender Action Learning System (GALS) approach, we conduct participatory workshops focused on identifying gender-related issues within households and developing collective visions to improve equality. We work with Food for Peace partner beneficiaries and farmer cooperatives to encourage men and women to work together to develop family goals and action plans. Between 2018-2020, more than 350 people participated in GALS training. In 2020, 15,000 households were reached with messaging about conflict mitigation, climate risk resilience, nutrition sensitive agriculture, gender equality, and women’s empowerment.

Global: Clean Cities, Blue Oceans (CCBO)

Through CCBO, Tetra Tech is strengthening waste management systems in rapidly urbanizing areas around the world to reduce land-based sources of ocean plastic pollution that affect human health, marine biodiversity, and our climate, while empowering vulnerable populations. The program works across seven countries and in more than 25 cities to build circular economies that treat waste as a resource and empower those working in the waste and recycling sectors. While women count for more than half of the world’s 15-20 million informal waste collectors, they are often undervalued and have limited opportunities as compared to their male peers. CCBO empowers women by promoting economic opportunities and gender equality through skill, empowerment, and leadership trainings; small grants to build or expand entrepreneurial ventures; employment opportunities at new local circular waste centers; and work with local governments to advance systematic changes, such as gender-inclusive solid waste management plans.

Tanzania: Water Resource Integration Development Initiative (WARIDI)

Through the USAID-funded WARIDI project, Tetra Tech helped Tanzania improve its water resources, WASH services delivery, and community resilience in adaptation to climate change. WARIDI addressed gender inequality through our UPWARD (Uplifting Women’s Participation in Water-Related Decision Making) initiative, which trained women’s groups and community leaders in changing social norms and supporting women’s leadership. Training sessions for community members tackled the topics of sex and gender, gender and WASH, envisioning more constructive norms, increasing women’s role in public decision-making, public speaking skills, and inclusive decision-making approaches.
Gender-focused Projects

Global: Engendering Industries (EI)
Tetra Tech designed the Engendering Industries project to adapt and scale USAID’s efforts to increase gender equality and women’s economic empowerment opportunities within traditionally male-dominated sectors, as pioneered in USAID’s Engendering Utilities model. As of December 2021, EI has expanded their partnerships to include 41 organizations in 27 countries. The project implements a Workforce Gender Equality two-year Intensive Program and a 6-12 month Accelerated Program. EI is also collaborating with the Johns Hopkins Bloomberg School of Public Health to implement the Self-Empowerment and Equity for Change (SEE Change) Initiative to empower women to realize their leadership potential and foster self-reliance, and also managing the Women in African Power Network/Power Africa. In response to partner priorities, EI is delivering male engagement workshops to raise awareness on the important role men play in changing corporate culture, foster healthy masculinity, and inspire men to become vocal leaders for gender equality.

Colombia: Generating Equity (GE)
The Generating Equity Program aims to remove barriers to women’s economic empowerment, reduce gender-based violence and positively transform gender norms and attitudes. The Program works with civil society, private sector, and local and national government actors to achieve equity and improve economic outcomes for Colombian women. Special attention is given to engaging women from the most vulnerable social groups, such as Afro-Colombian, indigenous, women with disabilities, and the Lesbian, Gay, Bisexual, and Transgender, Queer/Questioning, Intersex, and others (LGBTQI+) community. Generating Equity also supports Colombian partners to engage men and boys to positively transform gender norms. In its first six months, the Program worked closely with partners to co-create and rapidly launch Quick Impact Projects (QIP) to combat the impacts of the COVID-19 pandemic, which has resulted in alarming increases in GBV, unemployment, and family care responsibilities for women. The Generating Equity Program is implemented in Colombia’s Pacífico, Bajo Cauca, Montes de María regions, and in Bogotá, Cartagena and Medellín.

India: Integrated Land and Resource Governance (ILRG)
Through the ILRG program, Tetra Tech is promoting women’s empowerment and engagement in the PepsiCo potato supply chain in West Bengal, India. We are developing a business case for their engagement, and we are strengthening their access to and control over the resources needed to produce potatoes, including land, credit, and extension information. ILRG offers training to women’s groups and PepsiCo farming households, including Empowered Entrepreneurship training to encourage women entrepreneurs. In 2020, Tetra Tech supported 499 women in potato cultivation and sustainable farming practices. We are employing the Gender Action Learning System (GALS) and Nurturing Connections approaches to support community norms change. Gender will also be integrated into existing PepsiCo training extension materials, and training will be provided to PepsiCo staff on gender-sensitive approaches, gender integration, and risk mitigation related to gender-based violence.

Guatemala: Urban Municipal Governance Project (UMG)
Tetra Tech’s UMG project supports municipal governments with USAID funding to promote the civic participation of women and counter widespread gender-based violence (GBV) throughout Guatemala. The project is supporting ten Municipal Women’s Offices (Direcciones Municipales de la Mujer) to develop GBV prevention strategies, strengthen attention to victims of violence, and ensure the participation and advocacy of civil society to counter violence against women. UMG supports a recognized civil society partner to use participatory research methodologies to generate greater awareness among community members (men and women) about GBV and to identify risk factors in homes and schools, as well as strengthen victim support systems. UMG is currently developing a comic book series in print and virtual media platforms, with associated social media campaigns, to challenge attitudes that sustain GBV.