

Working towards a gender-equal world

Our practitioners can help you design services and deliver projects that are gender-responsive and socially inclusive.



Closing the gender gap will benefit all



Gender equality – the state of play in the world today

Women are more likely than men to live in poverty, more at risk of violence, and continue to be underrepresented at all levels of decision-making.¹

Progress to address these inequalities is being slowed by climate change which brings greater risks to women's livelihoods and limits their responses. Women have also been hardest hit by the impacts of the COVID-19 pandemic on education, employment and social protection.² No country in the world today can claim to have achieved gender equality.

Promoting gender equality is not just a moral imperative, it is

crucial to alleviating poverty and building sustainable societies.

Eliminating the gender gap, according to one estimate, would improve economic efficiency so much it could add US\$28trn to global GDP.³ This is because policies designed to create a level playing field will drive inclusive growth, benefiting economies as a whole.

Building better, fairer societies

Through gender-inclusive planning and design, we strive to deliver infrastructure and projects that provide better social outcomes for women and girls. This will help to advance equality and unlock more inclusive economic and social development.

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We can help you to deliver projects and services that:

- Align with international human rights standards and the United Nations Sustainable Development Goals (SDGs) – in particular, SDG 5: Achieve gender equality and empower all women and girls
- Identify, assess and minimise or eliminate gender risks and adverse impacts
- Take an intersectional approach by considering gender alongside other social markers, such as disability, age, race, economic status, sexual orientation and indigeneity
- Fulfil statutory and legal gender requirements
- Promote good decision-making by prioritising activities that meet the needs of the most marginalised, including women and girls
- Generate insights that highlight transformative gender impacts, drive innovative responses and combat the gender data gap
- Ensure a sustainable, positive social legacy for the communities in which you work

1. [United Nations Department of Economics and Social Affairs](#)
2. [UN Women](#)
3. [McKinsey & Company](#)

Our gender equality services



Education, employment and training

We have extensive experience of managing development programmes in middle- and low-income countries and conflict-affected communities. We create education, employment and training opportunities for women and girls, supporting their empowerment and broader social development.

Gender and climate resilience

We help communities respond to climate impacts that disproportionately affect women. Our specialists translate climate science for everyday decision-makers, mapping vulnerabilities, and identifying adaptive interventions that help women improve their resilience to climate shocks and impacts.

Health and wellbeing

Our gender, health and wellbeing specialists apply their expertise to mainstream gender equality and social inclusion (GESI) in health sector initiatives. This includes health systems strengthening, digitalisation of health services and pandemic responses.

Infrastructure development

For infrastructure projects in a range of sectors, we produce gender analyses, impact assessments, action plans and capacity development toolkits to address risks and seize opportunities for positive gender outcomes. Our solutions for stakeholder engagement and community consultation, survey design, grievance management and awareness-raising are inclusive, accessible and promote gender equality.

Safeguarding

Our specialists design and deliver world-class safeguarding systems by employing a bespoke 'Prevent, Report, Respond and Learn' framework. We develop community of practice mechanisms that prevent harm, promote learning, and improve clients' capacity in sexual exploitation, abuse and harassment (SEAH) reporting and response.

Social performance

We ensure gender considerations are integrated into social impact assessments, social due diligence and monitoring, stakeholder engagement activities and resettlement plans. Our specialists address specific issues including workforce participation, non-discrimination in employment decisions, project-induced migration, and protection against gender-based violence and harassment.

Our unique service offer



1.

Global capability

Our teams of gender equality specialists are global, multidisciplinary and multilingual in nature, working across 20 countries spanning high-, middle- and low-income geographies.

2.

Cross-sector experience

We have a wide range of experience in gender programming as a cross-cutting theme for infrastructure, climate resilience, international development and health projects.

3.

Focus on gender impacts

We underpin all our work with monitoring, reporting, evaluation and learning approaches that capture gender impact. We mainstream gender throughout our results frameworks, and use in-house data analytics tools to generate gender-disaggregated data, insights and dashboards.

4.

Tailored advice

Our practitioners offer tailored advice to governments and clients in the public and private sectors on how to embed gender equality into projects, programmes and policy. And also how to embed this thinking into their own organisations through capacity building and the development of institutional equality, diversity and inclusion (EDI) strategies.



Leading by example

Our ongoing commitment to equality, diversity and inclusion (EDI) is fundamental to the realisation of our Group purpose. Diverse teams will enable us to better understand and meet the needs of clients and communities across the globe, while more inclusive and equitable workplaces will provide fertile ground for learning, innovation and excellence.

Our new EDI vision is that:

- We will be an equitable organisation where everyone has a chance to succeed. We will achieve more equitable outcomes through fairer, more transparent and open decision-making processes.
- We will be open, welcoming and inclusive, taking a zero-tolerance approach to discrimination, harassment, victimisation and intimidating or offensive behaviour. We will attract new talent and business because we are known for our inclusive cultures, leaders, line managers and behaviours.
- We will actively recruit, develop and value our diverse workforce at all levels. And take steps to build a diverse supply chain. This diversity will give us the fresh ways of thinking, skills, knowledge and expertise needed to deliver better social outcomes in the communities we serve.

We are here to help you deliver projects that create value for generations to come.

To learn more about our gender equality services, please contact:

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Opening opportunities
with connected thinking.