

INNOVATE
FOR IMPACT

TRANSFORM
SMALLHOLDER
FARMING

STOP
DIARRHEA

CREATE
EQUALITY FOR
WOMEN

FIGHT
CLIMATE
CHANGE

EQUALITY FOR WOMEN

Enabling all people to thrive on their own terms

iDE Powering
entrepreneurs
to end poverty.



Power imbalances and harmful social norms prevent socially excluded groups - like women and people with disabilities - from going about their lives freely, preventing them from taking full and equal advantage of opportunity.

By focusing on women as customers and entrepreneurs, iDE strengthens their participation in rural value chains and increases their access to technology, know-how, finance, and markets. Success in commercial farming also increases women's self-confidence and standing in the community.

Ghana

In rural areas in particular, women are five times less likely than men to have paid employment. However, 40 percent of the vegetable farmers in Ghana are female, and have little access to resources to improve their production.

Ethiopia

Fathers and husbands determine whether Ethiopian women have access to resources and can engage in their community, even though women make up the majority of the agricultural labor force. When women are able to have control of their own incomes, they are more likely than men to spend it on the betterment of their families.

Bangladesh

Reducing poverty requires a specific concern for the situation of women and their role in rural markets. iDE takes time to listen to women as both customers and entrepreneurs.

Nepal

Not only is gender inequality high in Nepal, it is further complicated by discrimination based on ethnic, caste, and regional differences—Madhesi and Dalit women in the agricultural Terai Region are the most marginalized and excluded.



Ired Chuumbwe, 46, is focused on growth, not only for herself and the five children she's raising as a single mother, but also for her community.

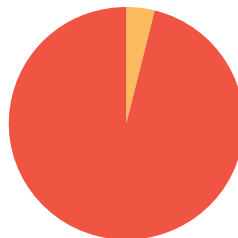
As a Farm Business Advisor, or FBA, she works with more than 200 farmers, providing women with training in Conservation Agriculture, post-harvest management, and food processing and preservation. FBA entrepreneurs bring improved products and practices to rural areas, offering farmers the opportunity to grow and sell more. Her advice is also a directive to other women. "Whatever opportunity comes along, grasp it with your two hands so that when [iDE] is gone, you can continue to grow," said Ired.

iDE provides Ired with the training and support to build her business skills and make connections in the business environment.

- iDE'S 1,200 EMPLOYEES make up a network of diverse individuals who are committed to the organization's values and mission.
- We believe in the principles of equity, diversity and decolonized development when it comes to hiring processes.

iDE's global workforce increasingly reflects the diversity and experience of the people we serve

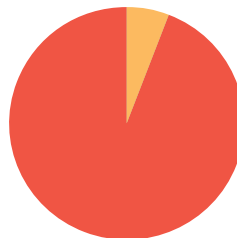
EMPLOYEES BY LOCATION



96% Field Offices
4% Headquarters

The overwhelming majority of our staff (96%) live and work in the countries and areas we support

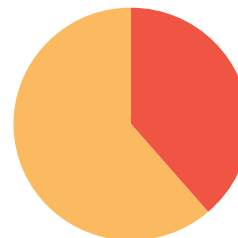
EMPLOYEES BY CITIZENSHIP



94% National
6% International

We hire locally. In fact, 94% of our staff are citizens of the same countries they are working in

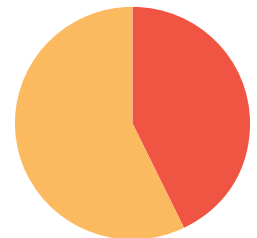
EMPLOYEES BY SEX



36% Female
64% Male

36% of our global staff are female, and we've committed to hiring more women in all aspects of our business

SENIOR MANAGERS BY SEX



43% Female
57% Male

43% of our senior management positions are held by women, who serve as role models and mentors