



# TNE Gender Challenge

## **The Next Economy (TNE) Challenge 2023: Sustainability and Gender Inclusion Reflection**

*By Shaqodoon Organization | October 2023*

### **Overview:**

Shaqodoon's commitment to inclusivity led us to address the pronounced gender gap prevalent across program stages. Our analysis revealed a gender imbalance, prompting us to explore avenues for enhanced women's participation. Moreover, we observed consistently outstanding performances by women participants, indicating untapped potential crucial for societal impact.

### **Activities Conducted:**

The Needs Assessment Survey engaged 173 female alumni through surveys, focus group discussions, and interviews. It revealed critical insights, such as gender stereotypes impacting confidence and cultural norms hindering active participation. Simultaneously, our women-only mentorship program empowered 23 out of 40 mentees, with 96.6% expressing a strong desire for similar initiatives.

### **Progress Towards Deliverables:**

Despite challenges in adhering to the timeline, both initiatives successfully met their objectives, achieving a high satisfaction rate among participants and alumni.

### **Lessons Learned:**

Our experimentation brought forth a wealth of information. For instance, the survey illuminated disparities at various program stages, while the mentorship program showcased the positive impact of gender-responsive environments on learning outcomes.

### **Private Sector Engagement:**

The mentorship program highlighted the potential of budding female entrepreneurs to drive transformative changes in the private sector. Each participant demonstrated immense talent and innovative ideas, signifying a pool of untapped potential for collaboration.

### **Changes and Next Steps:**

Moving ahead, we plan to refine program structures based on observed outcomes, expand mentorship topics, strengthen outreach strategies for diverse representation, introduce flexible scheduling, and prolong program durations. Simultaneously, we'll maintain data-driven decisions, rigorous selection processes, post-program evaluations, private sector collaborations, gender-responsive approaches, and adaptability.

***You can inquire more about the challenge and findings by emailing [info@shaqodoon.org](mailto:info@shaqodoon.org)***