



World Food Programme



Evaluation of the WFP Gender Policy (2015-2020)

WFP Office of Evaluation

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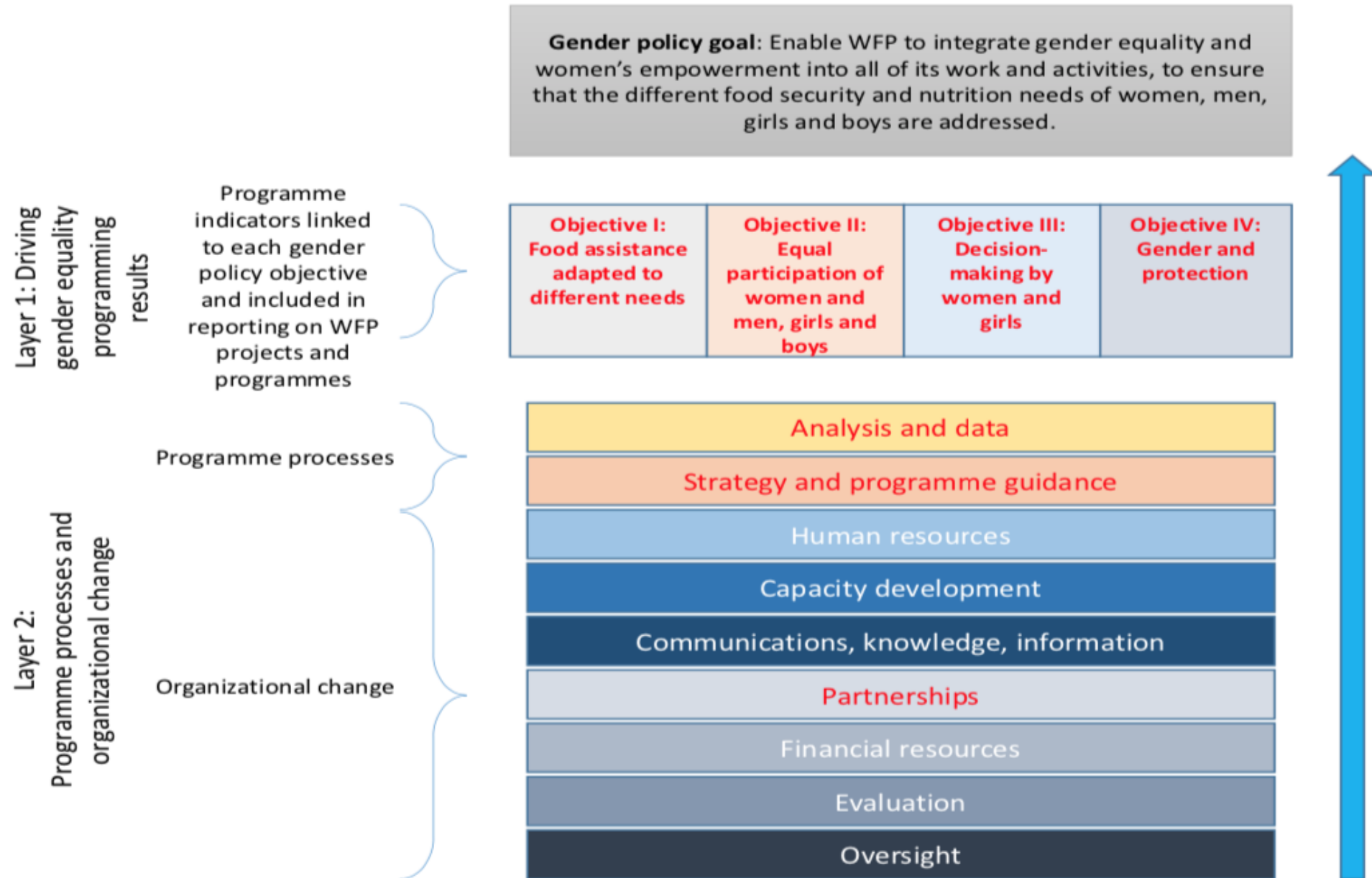
June 2020

Primary goal



“To enable WFP to integrate gender equality and women’s empowerment into all of its work and activities [and] to ensure that the different food security and nutrition needs of women, men, girls and boys are addressed”

Gender Policy Theory of Change



Findings – Policy Quality



- Policy built on recommendations from evaluation of previous Gender Policy
- Aligned with key international norms and standards

Findings – Policy Results (Objectives)



- **Objective 1:** WFP programmes not consistently adapted to the specific needs of women, men, girls and boys
 - Limited understanding of intra-household dynamics
- **Objective 2:** Results related to equal participation are mixed
 - Examples of transformative change are not captured in corporate reporting

Findings – Policy Results (Objectives)



- **Objective 3:** Women engaged in decision-making in asset creation and livelihoods, nutrition and school-based programmes



- **Objective 4:** Moderate progress towards ensuring food assistance does no harm to the safety, dignity or integrity of the women, men, girls and boys receiving it

Findings – Policy Results (Organization)



- Human and financial resource targets not met
- Work required to achieve parity across all levels and for all functions
- Broader gender mainstreaming challenges overlooked
- Variations in investments on gender advisors and related capacity strengthening

Conclusions



Gender Policy remains relevant but requires an update to accelerate work at country level as part of the Decade for Action 2020-2030



Commitment to gender parity led to positive change but overshadowed other aspects of WFP's approach to gender equality and women's empowerment



Translation of policy objectives into activities meeting the specific needs of women, men, girls and boys required



Attention to GEWE dependent on individual leaders



Limited financial investment has weakened the integration of gender equality and women's empowerment into WFP's culture

Recommendations

- 1 Update the Gender Policy
- 2 Allocate sufficient PSA for corporate commitments and mobilize extra-budgetary funding
- 3 Establish a Steering Group on gender equality and women's empowerment
- 4 Revise regional gender strategies and CSP-aligned gender action plans
- 5 Gender, diversity and inclusion in accountability framework to achieve excellence in people management
- 6 Invest in professional cadre of gender advisors
- 7 Gender analysis in guidance for mid-term reviews and evaluations of CSPs
- 8 Mainstream gender into CSPs