



World Food Programme



Evaluation of the WFP Gender Policy (2015-2020)

WFP Office of Evaluation

SAVING
LIVES
CHANGING
LIVES

May 2020

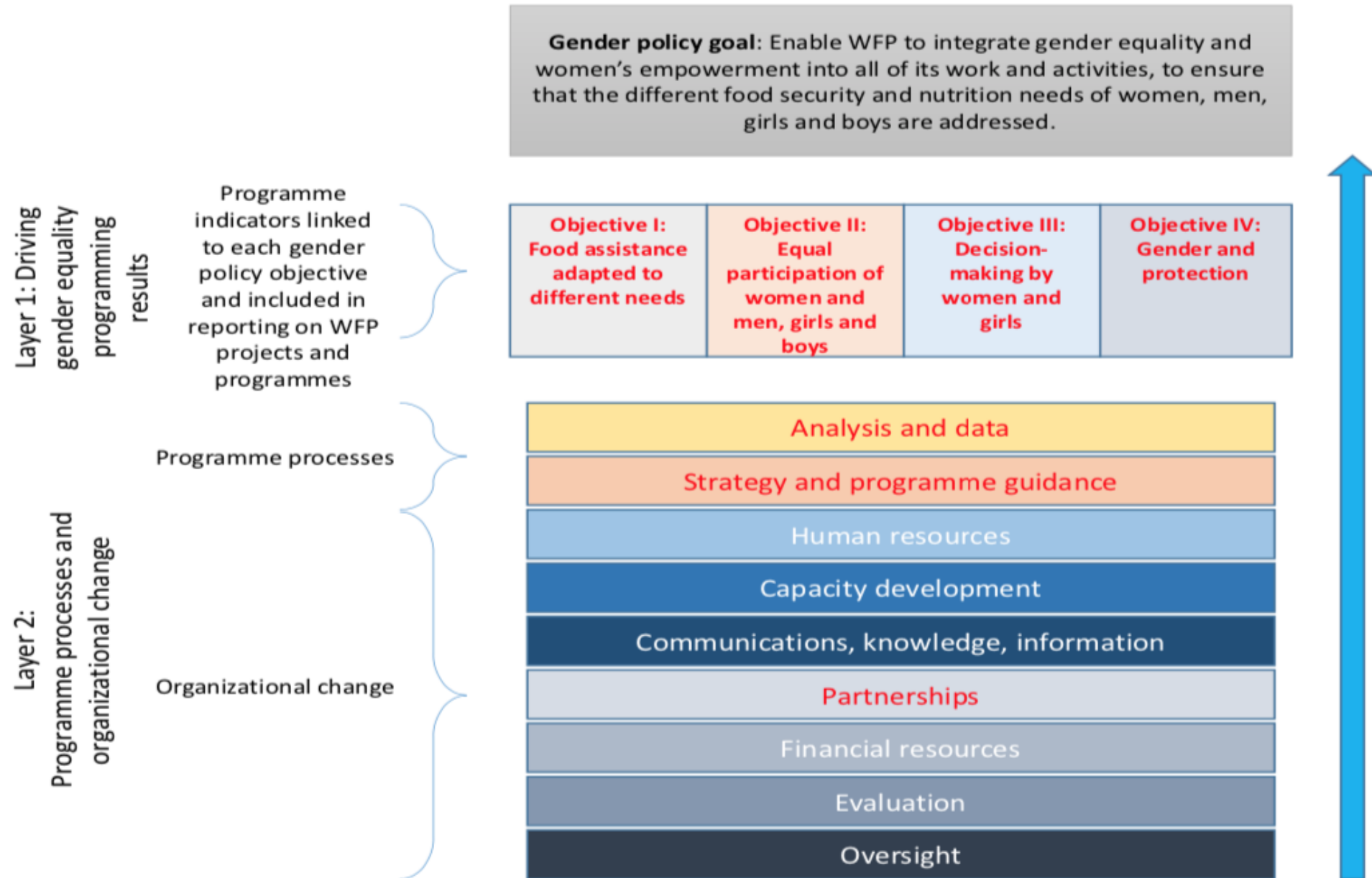
Context



The primary goal of the Gender Policy (2015-2020) is:

“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



Data collection methods



SURVEY OF GENDER RESULTS NETWORK



GROUP AND KEY INFORMANT INTERVIEWS

200+ stakeholders



REVIEW OF COMPARATOR ORGANIZATIONS

UNHCR, Sida, Oxfam



REVIEW OF KEY DOCUMENTS, REPORTS AND DATA SETS



STUDY OF 12 COUNTRY OFFICES

Afghanistan, Bolivia, Burkina Faso, Kyrgyzstan, Lebanon, Mauritania, Mozambique, Nicaragua, Rwanda, South Sudan, Sri Lanka, Zimbabwe



DISCUSSION WITH EXECUTIVE BOARD MEMBERS

Findings – Policy Quality



- Policy built on recommendations from evaluation of previous Gender Policy
- Aligned with key international norms and standards
- Mainstreaming of gender into corporate policies
improvement needed at regional and country levels

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 not being 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



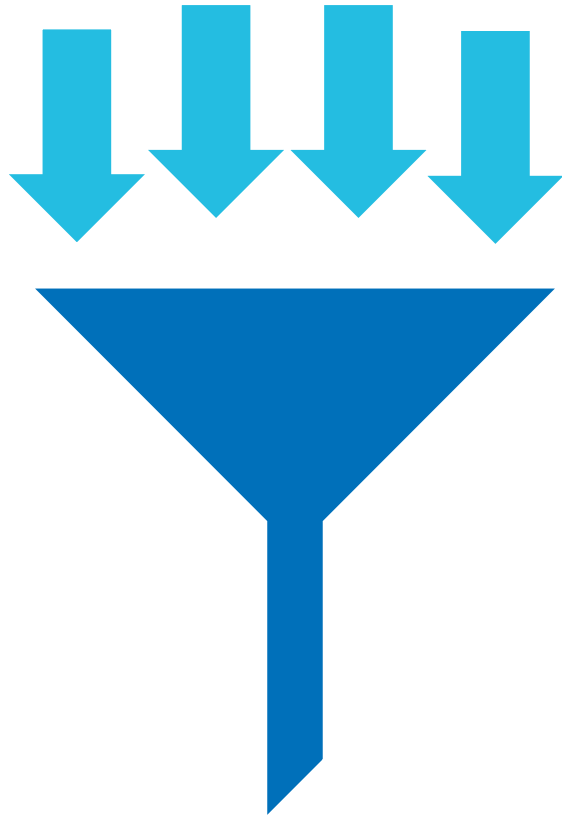
- *Objective 4:* Moderate progress towards ensuring food assistance does no harm to the safety, dignity or integrity of the women, men, girls and boys receiving it

Findings – Policy Results (Organization)



- Human and financial resource targets have not been met
- Work required to achieve parity across all levels and for all functions
- Broader gender mainstreaming challenges have been overlooked
- Variations in investments on gender advisors and related capacity strengthening
- Few COs creating context-driven knowledge on gender equality and women's empowerment

Findings – Factors affecting Implementation



- Sustained leadership provided by the Gender Office
- Capacity strengthened but some training materials seen as too theoretical
- Use of the UN-SWAP process has reinforced gender-related accountabilities in WFP

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 gender equality and women's empowerment (GEWE) dependent on individual leaders



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

Recommendations - strategic



WFP should update the Gender Policy (2015–2020) to accelerate progress towards the 2030 Agenda for Sustainable Development and strengthen WFP's contribution to gender equality and women's empowerment in the context of food security and nutrition



WFP should allocate sufficient PSA to implement its corporate commitments and mobilize extra-budgetary funding

Recommendations - operational



Establish a Steering Group on gender equality and women's empowerment



Revise regional gender strategies and CSP-aligned gender action plans



Gender, diversity and inclusion in accountability framework to achieve excellence in people management



Invest in professional cadre of gender advisors



Gender analysis in guidance for mid-term reviews and evaluations of CSPs



Mainstream gender into CSPs