



World Food Programme

Gender Policy (2022–2026) Annotated draft



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1ST Informal Consultation
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SAVING
LIVES
CHANGING
LIVES

Presentation structure



BACKGROUND



PROCESS



KEY FINDINGS



THE POLICY



WHAT'S NEXT

Section 1

- Background
 - Process
 - Key findings
- **Objective:** explain the path from evaluation recommendations to key findings

Recall: Evaluation Recommendations - summary

| | |
|-------------------|--|
| Update | the Gender Policy (2015–2020) |
| Allocate | PSA to implement corporate commitments |
| Establish | a Steering Group on gender equality and women’s empowerment |
| Revise | regional gender strategies and CSP-aligned gender action plans |
| Gender | 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 Country Strategic Plans |

Point of departure: Evaluation Recommendations

| RETAIN | REVIEW | ENHANCE | USE | INCLUDE | INCLUDE | Be |
|---|--|---|---|---|--|--|
| Structure, Commitments Accountability | Governance Leadership Financial Partnership | Accountability of WFP Regional and Country Offices | Progressive language that seeks to leave no-one behind | Intermediary objective for an enabling environment to support programming and humanitarian operations | Revised Theory of Change (ToC) that will clearly illustrate the linkages between the areas of organizational change, programme processes and the policy objectives | Accompanied by a well-thought out communication and dissemination plan |

Process to date

Scoping

- Preliminary literature review
- Initial Key Informant Interviews (34)
- Mapping Gender Policies/Strategies (13)
- Online Survey (289 respondents)

Evidence gathering

- In-depth literature review
- Key Informant Interviews (about 60 internal; and 15 external)
- Regional and Country Office Consultations (6)

Stakeholders' engagement

- Internal Reference Group (IRG) (14 HQ; 8 RB&CO)
- EB list nominees
- Consultations with RBs & COs

Policy drafting

- Development of the Theory of Change (ToC)
- Goal & Vision
- 4 Objectives & 10 Priority Areas
- Review by internal and external stakeholders

Stakeholder Engagement

External:

UN Women, OCHA, FAO,
IFAD, UNDP, UNFPA,
UNICEF, Oxfam, Plan
International, ITAD

KEY FINDINGS

WFP Internal Reference Group (IRG):

14 HQ-based; 8 Regional
Bureaus & Country
Offices across functions
and divisions

EB lists:

Capo Verde
Canada, Brazil, Slovakia
Cuba, Dominican
Republic, India, Mexico,
USA, Sweden, France

KEY FINDINGS

1. Progressive language and approach in line with **“Leave no One Behind”**
2. Engagement with men and boys as partners and beneficiaries
3. Alignment with the Sustainable Development Goals and the overall United Nation Reform
4. Centrality of gender equality and women’s empowerment for humanitarian, development and peace outcomes
5. Gender integration all-encompassing (e.g. supply chain)
6. Adaptability, localization and capacity strengthening at country level
7. Need for a practical and targeted approach
8. Accountability & measurement
9. Evidence gathering and analysis
10. Gender architecture and capacity as foundations

PAUSE FOR Q&A

Section 2

➤ THE POLICY

- Situation
- WFP's solutions examples

➤ Objective: explain WFP's experience in integrating Gender Equality and Women's Empowerment

THE SITUATION

The world is not on track to achieve zero hunger by 2030

Women face exclusion in various ways that expose them and their children to greater risk of food insecurity and malnutrition

60 percent of food insecure people are women and girls, and on every continent food insecurity is more prevalent among women than among men

Women and girls continue to suffer higher job losses, shrinking work hours and greater care burdens as a result of COVID-19

Rise in gender-based violence

THE SITUATION

More children are not going back to school

Child marriages have increased

There is a gap in Women's access to financial services and technology

Women have limited access to productive assets and decision making

Overall progress towards gender equality and women's empowerment is being eroded by the "3 Cs" – conflict, climate change and COVID-19

Solutions

With access to productive resources, markets, training and technology women, can play a key role in achieving SDG 2.

WFP is well suited to promoting the advancement of gender equality and the empowerment of women in all its work.

Its strengths:

- scaling operations up or down and to reach beneficiaries
- substantial partnerships, strategic positioning - FSS, COVID
- coordination and collaboration mechanisms and processes for integrating gender throughout humanitarian and development work
- innovative and task-driven approaches to leading change and transformations

Solutions



Inclusive innovation



Food Assistance for Assets



School meals



Cash based transfers



Solutions

Engaging men and boys in changing social norms regarding masculinity and femininity

WFP has developed and is implementing a training of trainers learning initiative. So far, more than 80 employees from 50 country offices around the globe have been trained and are now "cascading" their new knowledge to hundreds of colleagues and partners through awareness raising and training.

The training helps to change mindsets, for example by emphasizing the importance of fathers supporting their daughters' aspirations for equality and education.

Sensitizing and involving men in asset creation, training and income generation activities has led to positive transformations of men's understanding and acceptance of women's ability and right to participate and contribute, with improved outcomes for all.

Solution

Women participate in peace and security in numerous ways, for example, women's influence at negotiating tables where peace agreements are forged.

The more women that participate in peace processes, the more longstanding the peace (Krause, Krause, and Bränfors 2018).

Women peace negotiators increase the influence of women's civil groups in redacting and monitoring peace agreements.

PAUSE FOR Q&A

Section 3

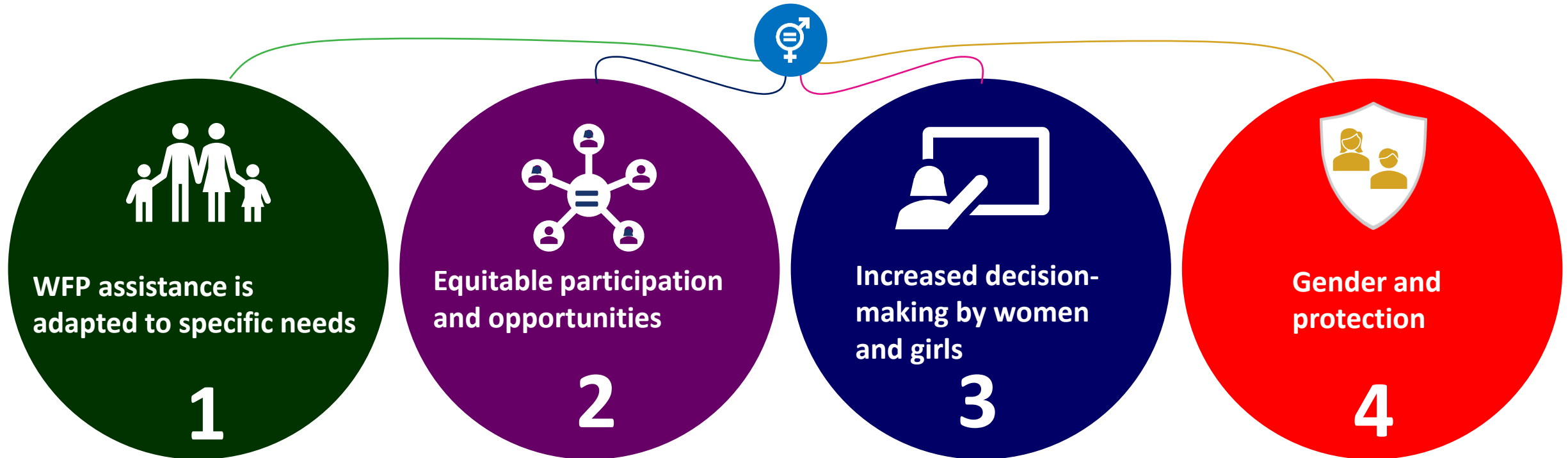
- ❖ Alignment with the Strategic plan
 - ❖ Goals and objectives of the Gender Policy
 - ❖ Theory of Change- *work in progress*
 - ❖ Next steps
- **Objective:** explain the pathways to achieving the objectives/goal of the Gender Policy

Alignment with the Strategic Plan

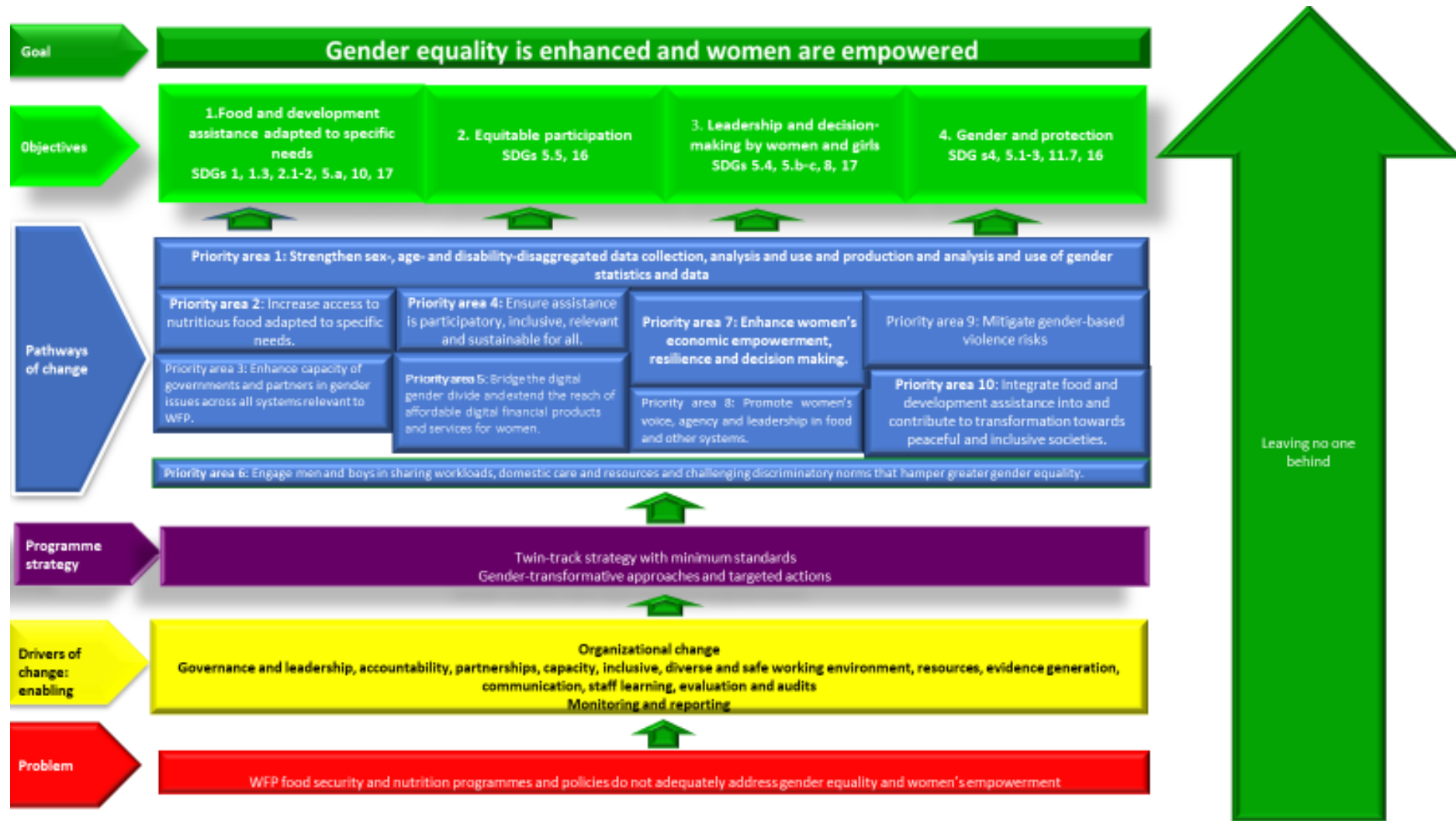
- ❖ The goal and objectives of the WFP Gender Policy (2022–2026) have been developed in line with WFP's Strategic Plan for 2022–2026
- ❖ The Strategic Plan's gender outcome – **gender equality is enhanced and women are empowered** – is the goal of the WFP Gender Policy (2022–2026)
- ❖ Gender equality and women's empowerment are key contributors to sustainable food security and nutrition (Strategic Plan goal 1) for people who are more resilient, empowered and better able to meet their essential needs (Strategic Plan goal 2).

Goal and Objectives

Goal: Gender equality is enhanced and women are empowered



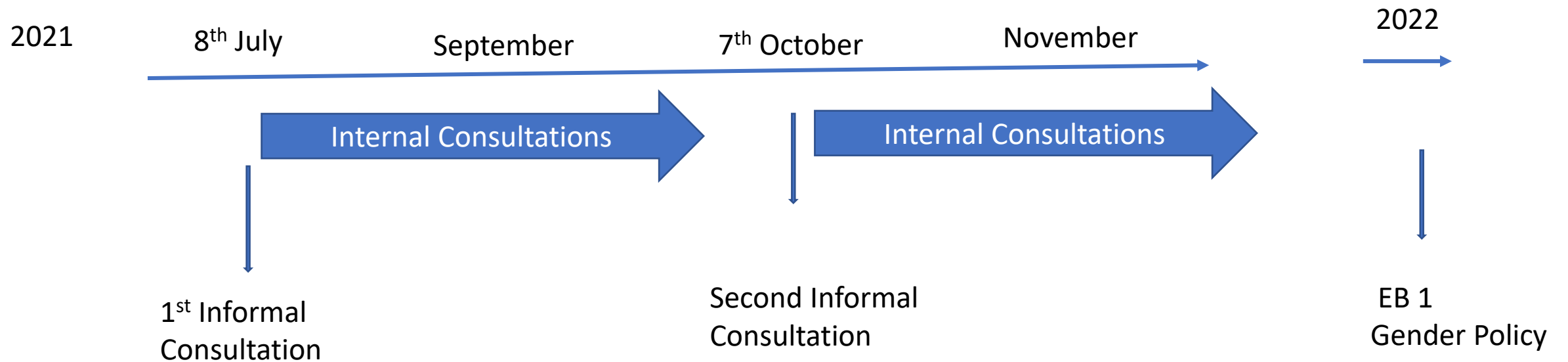
LEAVING NO ONE BEHIND



Theory of Change

Work in progress

Next steps



Q&A



THANK YOU

7/6/2021