



WFP GENDER POLICY 2022

Accelerating progress towards gender equality and women's empowerment



Accelerating Progress Towards Gender Equality and Women's Empowerment

GENDER EQUALITY OFFICE

**Executive Board Induction
September 19, 2023**

May 2022



GENDER POLICY 2022 – VIDEO

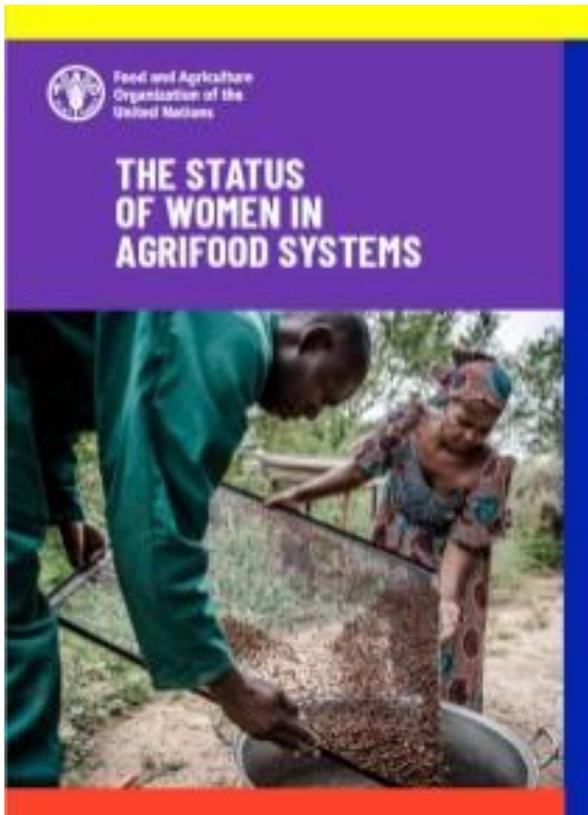
Please press play on the icon below

WFP envisions a world where everyone has equal opportunities, equal access to resources, and an equal voice in the decisions that shape their lives, including as individuals within households, communities and societies.

Food for Thought:

- In 2022, 691 to 783 million people in the world faced hunger
- Worldwide, food insecurity disproportionately affects women and people living in rural areas
- Food insecurity remains more prevalent among adult women than men in every region of the world

Gender Equality, Food Security & Nutrition: Context



The Status of Women in Agrifood Systems

- Closing the gender gap in farm productivity and wage gap in agrifood systems would increase global GDP by **1% (nearly USD 1 trillion)**, and reduce the number of food-insecure people by **45 million**
- Women earn **18.4%** less than men in agriculture
- Women spend **4.2 hours** per day on unpaid domestic care work, whereas men spend 1.9 hours per day

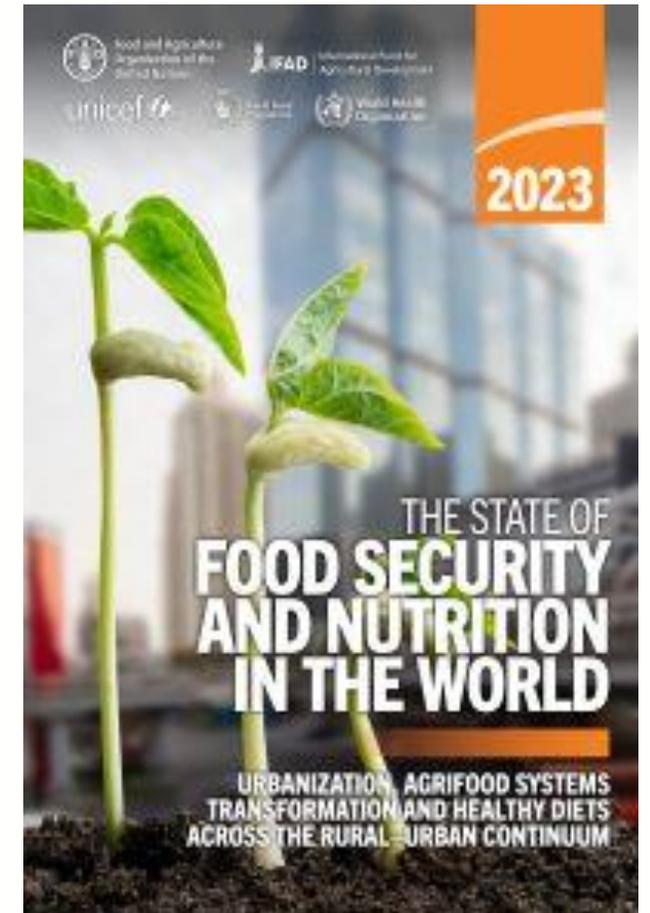
Gender Equality, Food Security & Nutrition: Context

The State of Food Security and Nutrition in the World 2023

In 2022, 27.8 percent of adult women were moderately or severely food insecure, compared with 25.4 percent of men (proportion: 10.6% women; 9.5% men)

Suggested gender responsive recommendations:

- Design gender-sensitive wholesale market infrastructure to improve supply and food safety compliance
- Build gender-sensitive transportation infrastructure to address mobility and market access barriers
- Include women's empowerment strategies in food system policies and programmes to improve access to nutritious foods and household nutrition outcomes
- Ensure equitable access to digital technologies to improve production and competitiveness



Gender Equality, Food Security & Nutrition: Context

2022 Global Food 50/50 Report

- Gender and geographic diversity are severely lacking in the boards of major global food organizations. Across 24 organizations and 351 board seats, **3%** of seats are held by nationals of low-income countries
- **2%** of board seats are occupied by women from low-income countries
- **40%** of board seats are held by women



GENDER POLICY 2022: GRAPHIC VIDEO

Please press on sharepoint link below

[WFP Gender Policy Explained.mp4 \(sharepoint.com\)](#)

Gender Policy 2022



Gender Policy Implementation: Workstream 1 - Programming

**Gender and
Humanitarian
Access Study**

<https://newgo.wfp.org/news/new-study-unequal-access-gendered-barriers-to-humanitarian-assistance>

**Performance
Measurement &
the Gender and
Age Marker**

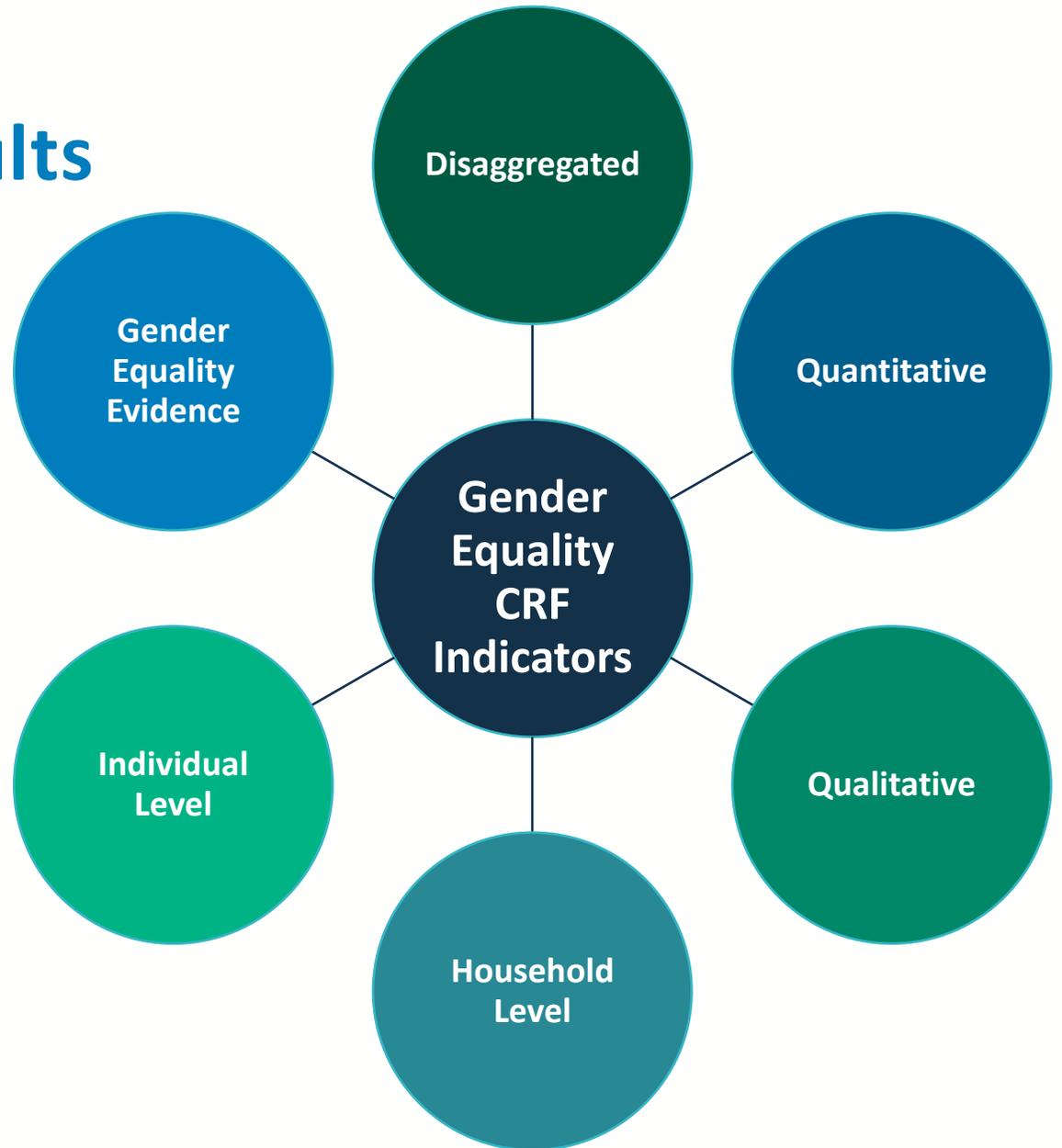
[Gender and Age Marker \(GaM\) | WFPgo](#)

**Gender Equality
Certification
Programme**

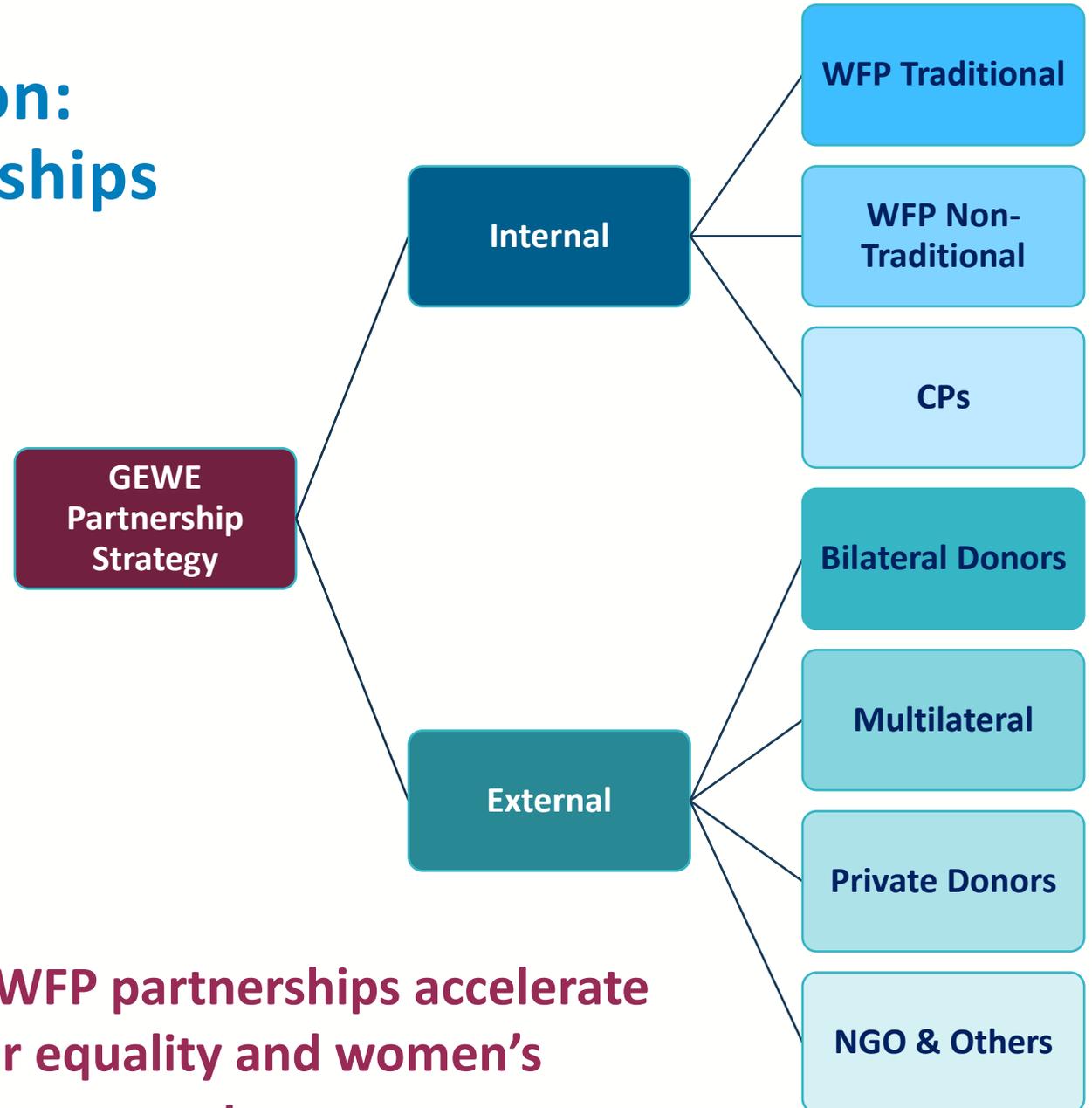
[GTP \(wfp.org\)](#)



Policy Implementation: Workstream 2 - Gender Results



Policy Implementation: Workstream 3 - Partnerships



Collaboration is key – WFP partnerships accelerate progress in gender equality and women’s empowerment

Policy Implementation: Workstream 4 - Resources



WFP GENDER EQUALITY TRUST FUND



RATIONALE

The WFP Gender Equality Office is seeking additional financing for its Trust Fund Corporate Gender Equality (TFCG), in order to implement the Gender Policy 2022 through a multi-donor partnership of like-minded actors committed to accelerating progress in gender equality. WFP envisions a world with zero hunger where everyone has equal opportunities, equal access to resources and an equal voice in the decisions that shape

their lives, including as individuals within households, communities and societies. The pursuit of gender equality and women's empowerment is central to WFP's mission of achieving zero hunger, Development Goals.

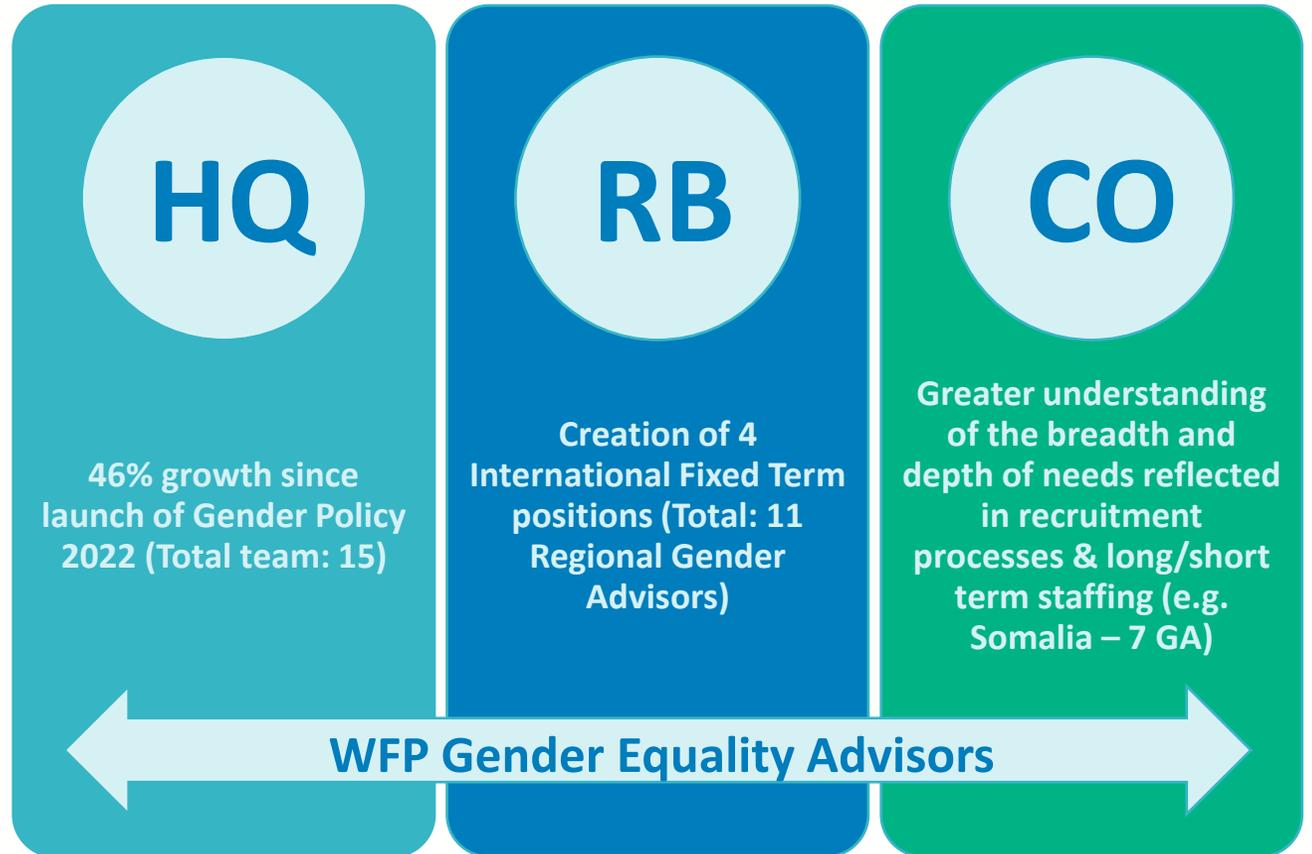
PURPOSE

Provide a multi-donor platform to accelerate key actions in gender equality and women's empowerment in alignment with the broader objectives and priorities of the WFP Gender Policy 2022.

Photo: WFP/Mohammed Awadh



Policy Implementation: Workstream 4 - Resources



Policy Implementation: Workstream 5 - Accountability

GEWE Steering Group

PSEA Compliance

Inter-Agency Standing
Committee Gender
Reference Group (IASC-
GRG)

UN System-Wide
Action Plan for Gender
Equality & Women's
Empowerment (UN-
SWAP)

Performance &
Capability
Enhancement Exercise
(PACE)

PROGRAMMING EXAMPLES AND OPPORTUNITIES FOR COLLABORATION



World Food
Programme

SAVING
LIVES
CHANGING
LIVES

Cash-Based Transfers

- 2023 Cash Policy: effectively and efficiently supporting people to meet food, nutrition, and other essential needs
- Focusing on sending cash to women – the largest part of the world’s poor – as women’s economic empowerment could lift hundreds of millions out of poverty by adding trillions to the global economy
- **In Uganda, WFP partnered with the National Bank to conduct an analysis of the barriers preventing women’s use of financial services, leading to a focus on increasing the # of women with bank or mobile money account**



Climate Change

- Women and girls are disproportionately affected by extreme weather, exacerbating pre-existing inequalities
- Women's participation in resilience programming is crucial to enhance adaptability, capability and independence
- **In Guatemala, WFP provides climate risk insurance to indigenous women thereby increasing their capacity to plan for and manage climate related shocks**



Food Systems and Resilience

WFP's SAMS programmes promote gender equality and women's economic empowerment through gender transformative agricultural value chain approaches

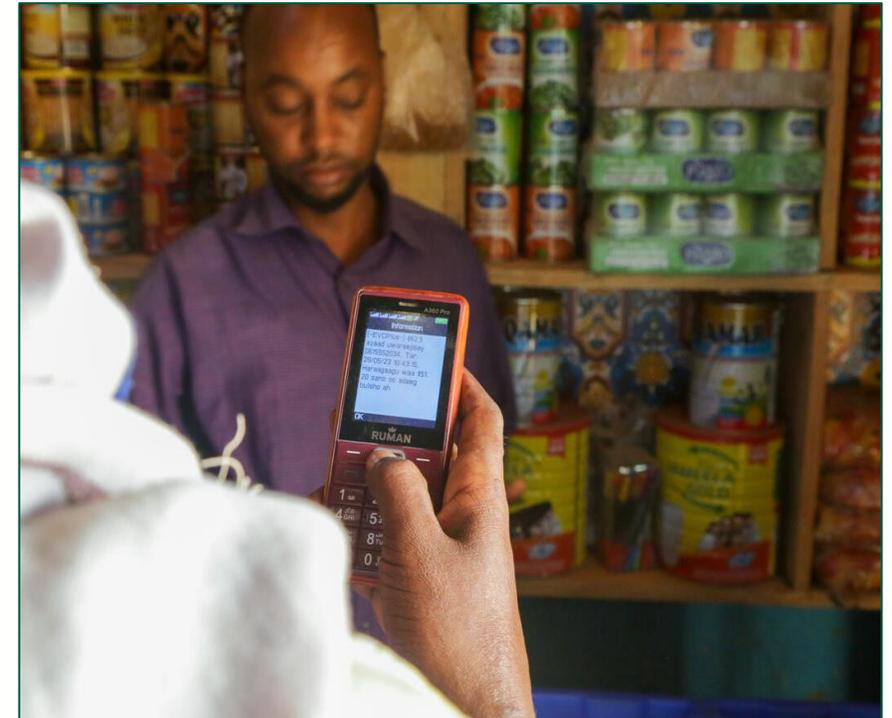
- **Mastercard Foundation** partnership: strengthening local food systems, reducing post-harvest losses and boosting access to markets and jobs along the value chain
- **Rockefeller Foundation** partnership: improving diet quality, sustainability of food systems and rural economic impact through school meal programmes
- **Food System Summit's Coalition on Making Food Systems Work for Women and Girls:** addressing social norms that influence women's participation, decision-making, voice and agency in local food system strengthening



Emergency Response and Preparedness

Unequal Access - Gendered Barriers to Humanitarian Assistance: common barriers and risks faced by crisis-affected populations

- **Key findings before provision of assistance:**
Marginalization/discrimination, low literacy, mobile connectivity and ownership, lack of time for carers, lack of ID, avoiding military service
- **Key findings during provision of assistance:**
Insecurity, gender-based violence, remoteness
- **Key findings after provision of assistance:**
Stigmatization/discrimination, gender-based violence, assistance allocation in polygamous households



Nutrition

- Integrating a gender-transformative focus for lasting impact such as social and behaviour change sessions involving women, men, girls and boys
- Using nutrition sensitive programming to support women's livelihood development and leadership
- **Through nutrition programming, WFP promotes timesaving technologies that improve livelihoods, reduce the burden of unpaid work and facilitate equitable access to and control over food security and nutrition, e.g. digital and financial inclusion to improve access to information.**



School-Based Programming

Providing nutrition school meals, cash incentives and tailored support to schools:

- Addresses barriers to the continuous learning of both boys and girls
- Examines school norms and structural barriers related to human capital development
- Improves health and education outcomes through improved nutrition
- Provides linkages between small holder farmers, especially women, to markets, supply chains assets, information, technologies and credit through the homegrown school meals programme



Joint Programme: Gender Transformative Approaches (JP-GTA)

Contributing to Zero Hunger by addressing the root causes of gender inequalities

Countries of Implementation: Ecuador and Malawi

Funded by the European Union in collaboration with the RBAs

In 2022:

- **Supported over 70 capacity building workshops**
- **Reached over 70,000 people**
- **Produced 16 publications, newsletters and knowledge products**



Joint Programme: Rural Women's Economic Empowerment (JP-RWEE)

Tackling barriers to gender equality and rural women's empowerment

Funded by Norway, Sweden and the Bill & Melinda Gates Foundation

Phase two ongoing in Nepal, Niger, the Pacific Islands, Rwanda, Tanzania and Tunisia

- **65,000 female and 15,000 male participants reached to date**
- **Female agricultural yields increased 82%**
- **US\$3.6 million income generated**
- **US\$6.5 million funding shortfall** (Nepal, Niger, the Pacific Islands, Tanzania and Tunisia)



Gender-Based Violence (GBV)

- Enhanced gender-based violence technical capacities in the Gender Equality Office, focusing on:
- **Gender analyses:** better analysis and use of data to strengthen Country Strategic Plans
- **Gender in emergencies:** more intentional gendered humanitarian responses are required
- **Gender and access:** specific recommendations will be developed with country offices as part two of the study *Unequal Access: Gendered Barriers to Humanitarian Assistance*



Breaking Barriers To Girls' Education

Joint programme: WFP, UNFPA, UNICEF

Funded by Global Affairs Canada

Currently in Chad and Niger with significant potential for scale and replicability. Beneficiaries: 130,450 (36,000 Chad, 94,450 Niger)

Responds to:

- High levels of poverty, vulnerability and fragility in Chad and Niger with a focus on displaced populations and humanitarian needs;
- Limited awareness and understanding of sexual and reproductive health rights, and a lack of gender-based violence awareness;
- Nutrition, WASH and health needs of adolescent girls, aiming to ensure they are healthy and well-nourished in school.



Regional Gender Implementation Strategy - RBB

- Strengthening people-centered data and analysis to inform
- More people-centered programme design and delivery, and in turn, contribute to learning
- Influencing more inclusive social protection systems



Regional Gender Implementation Strategy - RBC

Focus Areas: Emergencies, Social protection, Climate change and water scarcity, GE, Disability Inclusion, Youth, Refugee resilience

Key actions:

- Evidence generation and knowledge management
- Capacity strengthening within country offices and partners
- Piloting the UN Women gender-sensitive resilience capacity index with UN Women



Regional Gender Implementation Strategy - RBD

Focus areas: Emergencies, Social protection, School feeding, Resilience-building, Digital and financial inclusion

Analysis and use of disaggregated data and enhanced evidence generation:

- SODEXO – in Benin, the Gambia, Liberia and Sierra Leone – focused on sustainable food systems and strengthened value chains
- MasterCard Foundation – in Ghana, Nigeria and Senegal – focused on improving equitable and inclusive value chains with a strong focus on engaging women smallholder farmers and women-led enterprises
- Rockefeller Foundation – in Benin and Ghana – focused on food fortification and the associated downstream supply chains



Regional implementation strategy - RBJ

- Developing and validating a corporate gender budgeting and expenditure tracking framework
- Engaging with system strengthening via enhanced government policy dialogue towards gender-responsive food systems
- Ensuring concerted and practical actions that address root causes of gender inequalities through enhanced partnerships with local and grassroots partnerships alongside modernizing agriculture to attract youth
- Embedding gender equality and women's empowerment in Country Strategic Plans
- Replicating rural transformation programmes and collaborate on anticipatory action mapping



Regional Gender Implementation Strategy - RBN

Key areas of focus:

- Gender-inclusive value chain analysis and development (MasterCard Foundation)
- Climate change and water scarcity, with strong collaboration with RBJ
- Advancing gender transformative approaches (Somalia CO has demonstrated a strong commitment by recruiting 7 gender advisors to deliver on commitments)



Regional Gender Implementation Strategy - RBP

Key areas of focus:

- Employment – Bolivia, Guatemala, Haiti, Venezuela
- Emergencies, disaster risk reduction and preparedness – Bolivia, Cuba, Honduras
- Local women’s organizations – Bolivia, Nicaragua, Peru
- The redistribution of care work – ECLAC alignment (regional)
- Food systems – Bolivia, Colombia, Ecuador, Guatemala, Honduras (specifically linking women producer organizations to markets, including financial inclusion)



Sampling of Engagement Opportunities



Breaking Barriers to Girls' Education: phase 2

- US\$10 million shortfall per year

Joint Programme: Rural Women's Economic Empowerment – phase 2

- US\$6.5 million shortfall

Joint Programme: Gender Transformative Approaches – phase 2

Trust Fund Corporate Gender Equality

- US\$1.1 million+ shortfall

Women-led Food Systems Design and Development in the context of the Food Systems Summit GenderCoalition