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WFP
World Food Programme

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CHANGING LIVES

Gender Policy 2022 & Implementation Plan

3rd Executive Board Informal Consultation

December 9, 2021

Today's Agenda



Revised Gender Policy: Draft 3 High Level Changes

1

Operationalizing gender commitments along a continuum:
DO NO HARM – TRANSFORM GENDER RELATIONS

2

Reinforced link between gender analysis and programme design,
implementation and monitoring

3

Gender mainstreaming in humanitarian and emergency response

Three Gender Policy Objectives

1

Achieve equitable access to and control over food security and nutrition

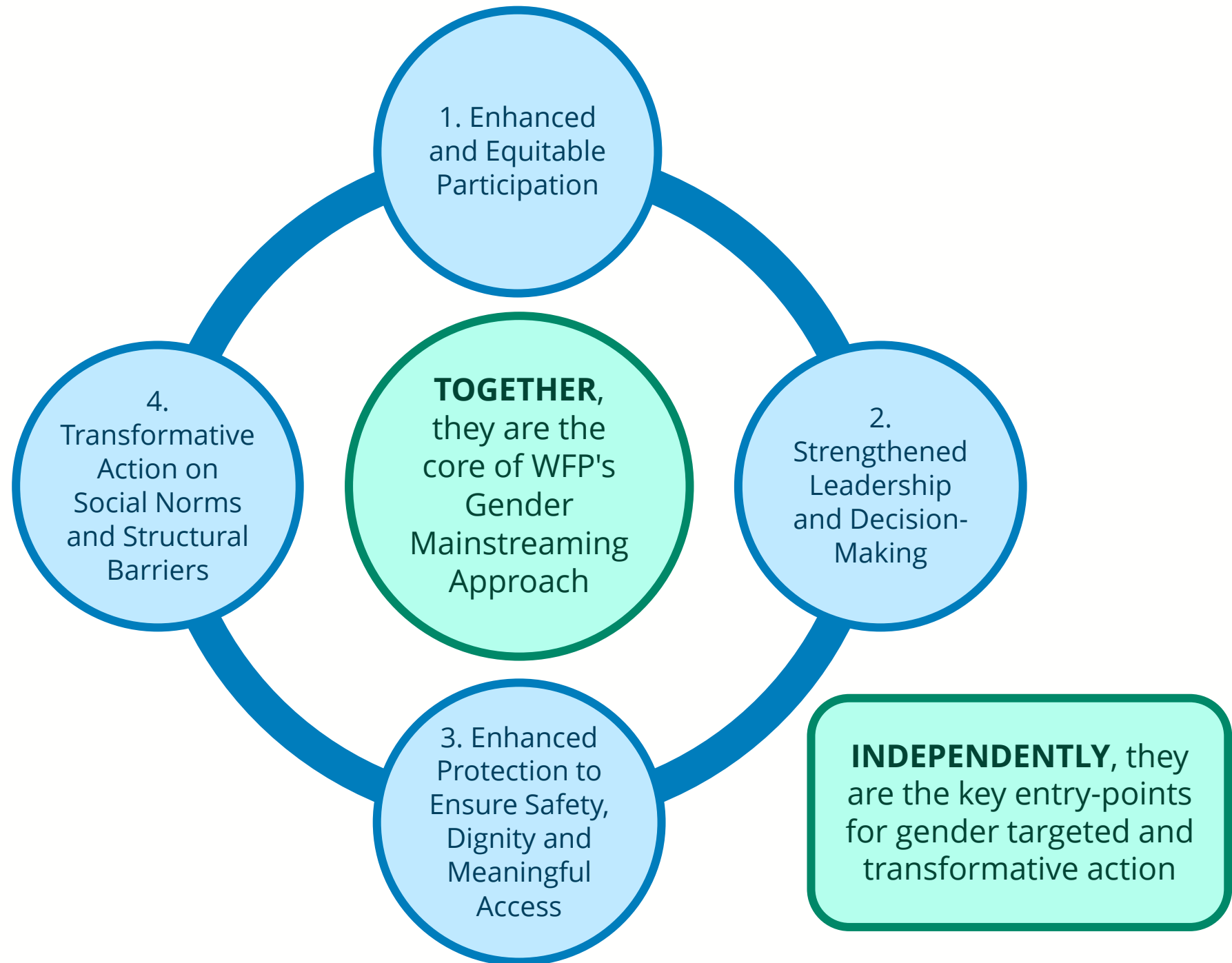
2

Address the root causes of gender inequalities that affect food security and nutrition

3

Advance the economic empowerment of women and girls in food security and nutrition

Four gender policy priorities



Seven Gender Policy Essential Enablers

Ensuring participatory quantitative and qualitative **data** collection, analysis and use

Consistent **monitoring, reporting & evaluation** of gender equality results

Building individual and institutional **capacity** to deliver gender equality results

Ensuring appropriate **human and financial resources** for gender equality results

Ensuring **accountability** for gender equality results at all levels of WFP

Building **diverse partnerships** for gender equality results

Consistent **communications and advocacy** to advance gender equality results

Summary Overview of WFP's Revised Gender Policy



Recognizes SDG 5 as a prerequisite for SDG 2 and SDG 17



Presents complementary and interdependent objectives, priorities and essential enablers and includes a comprehensive vision statement and goal



Recognizes the importance of collaboration, coordination and consolidation of actions with other UN Entities



Presents a gender operationalization continuum ranging from the guiding principle of “Do No Harm” to actions that “transform” gender relations



Embraces diversity, inclusion and the importance of gender analysis



Acknowledges the centrality of gender equality in humanitarian and emergency responses

High Level Implementation Plan

**Programming
for GEWE**

**Gender
Results**

Partnerships

Resources

Accountability

Programming for GENE Work Stream

LEAD	SUPPORT	ACTION AREA
GEN	PD, RBx, COs	Develop & disseminate a quality standard for gender analysis
GEN	RD, RBx, COs, HRM	Continue and adjust as necessary to deliver training & develop training material on gender analysis
GEN	COs	Establish triggers to re-assess gender analysis based on country context
EME, GEN	PRO-P, PD, RBx, COs	Strengthen coordination and collaboration on GE in humanitarian and emergency response context
COs	RBx, GEN, PD	CSPs demonstrate enhanced gender programming informed by the design-phase gender analysis
GEN	COs, RBx	Recalibrate the Gender & Age Marker and Gender Transformation Programme to align with new gender policy
RAM, GEN	CPP, RBx, COs	Gender analysis findings inform monitoring and evaluation activities
RBx	COs, GEN, PD, PA, RM	Regional gender strategies are revised

Gender Results Work Stream

LEAD	SUPPORT	ACTION AREA
RAM	CPP, COs, GEN	Optimize the analysis of data disaggregated by sex, age and disability collected at the country level
RAM	COs, CPP, GEN	Develop, validate and implement a qualitative data measurement approach (es)
RAM	COs, CPP, GEN	Initiate a pilot in select countries to collect, analyse and use intra-household data
GEN	RAM, CPP, RBx, COs, PD	Identify, pilot and validate new gender indicators for the corporate results framework
GEN	RAM, CPP, RBx, COs, PD	Develop, validate and roll out a results pathway mapping a SMART results chain from country to corporate level
GEN	RAM, CPP, PD, COs, RBx	Deliver training and develop training material on gender results measurement, monitoring and reporting
GEN, COs	RBx, CAM, PD, OEV	Ongoing: Build an evidence base of gender success stories, lessons learned and best practices to inform future programming

Partnership Work Stream

LEAD	SUPPORT	ACTION AREA
GEN, PPR, PPF	RBx, COs, PD	Develop a WFP Gender Partnerships Strategy to guide programme delivery, collaboration and networking, evidence generation and financing
GEN, COs, RBx	PD, PA	Consolidate and strengthen partnerships with other UN entities, recognizing comparative advantage in specific countries and contexts
COs, RBx	GEN, PD	Develop new and strengthen existing partnerships with feminist organizations, women-led and women-centered NGOs & CSOs
COs, RBx	GEN, PD	Review the field-level agreement to consider opportunities for contracting local organizations for service delivery, TA and capacity building
SCO, GEN	COs, RBx, PA	Identify opportunities to enhance the integration of gender dimensions and gender partnerships into supply chain processes, e.g. targets for proportion of women suppliers, vendors and subcontractors

Resource Work Stream

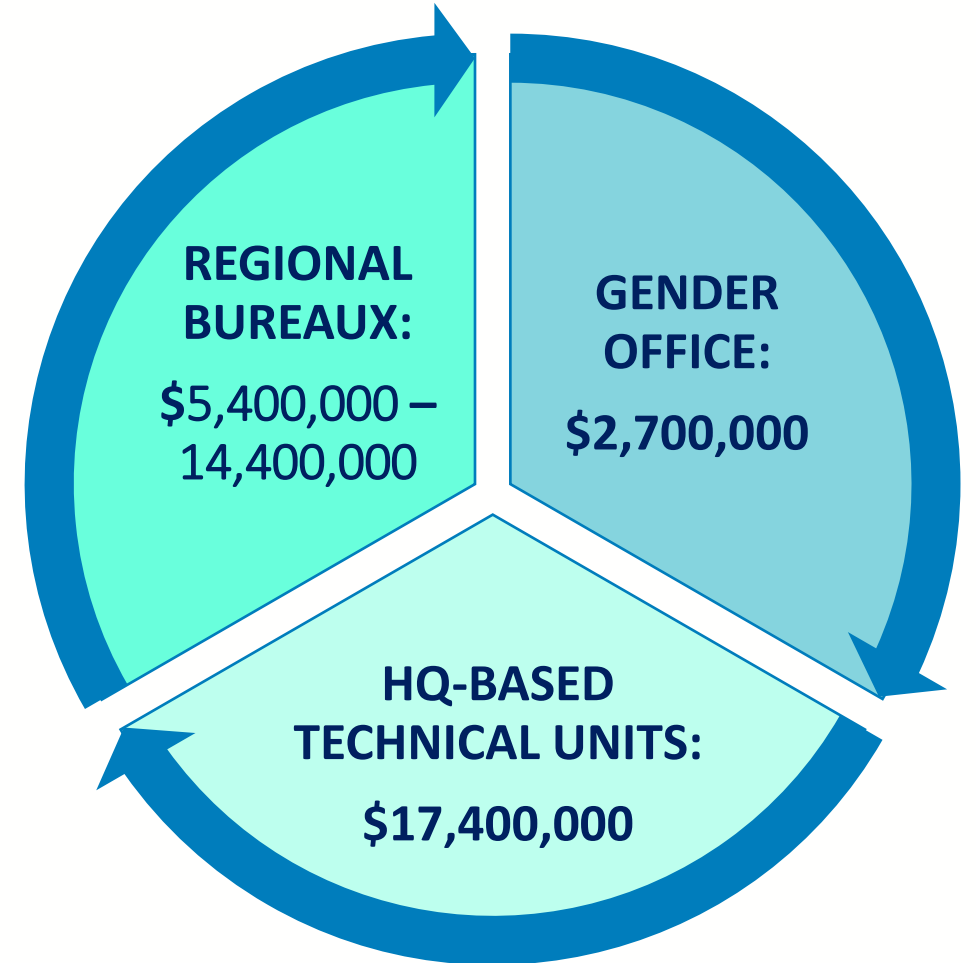
LEAD	SUPPORT	ACTION AREA
PD, HRM	GEN, COs, RBx	Develop a gender staffing, recruitment and reporting architecture in alignment with the ongoing workforce planning exercise
RMD, PD	ALL	Develop a gender resourcing plan to ensure sufficient financial resources for policy implementation – including bridging as necessary during 2022
PD, RBx, COs	GEN, HRM	Ensure sufficient and appropriate engagement of gender advisers at HQ, across technical units, RBx and COs
HRM	RBx, COs, HQ	Ongoing: Achieve a representative workforce in which WFP employees have equal opportunities for rewarding careers in alignment with the WFP people policy

Accountability Work Stream

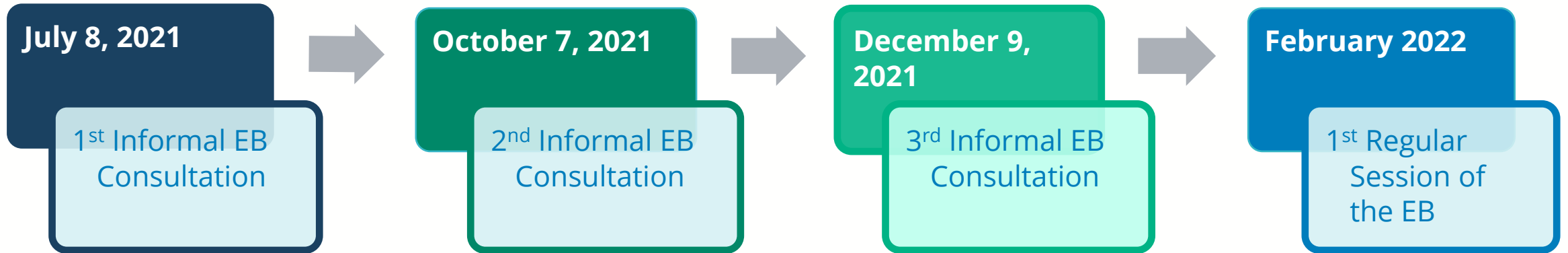
LEAD	SUPPORT	ACTION AREA
GEWESG	GEN, RBx, COs	Oversight of, and senior management accountability for, policy implementation
GEN	HRM	Develop and implement a gender incentive and recognition programme for technical teams & individuals demonstrating an exceptional commitment to gender results
PA	GEN, CAM	Develop and disseminate a gender communication plan with an internal and external orientation to ensure consistency in communications, advocacy & outreach
ETO	HRM, PRO-P, CAM	Ongoing: Ensure compliance with mandatory training on the Secretary-General's bulletin on special measures for protection from SEA and WFP's PSEA measures
PD/EME	RBx, COs, GEN	Ongoing: Adherence to the IASC minimum standards for prevention and mitigation of GBV, adapted by WFP for the nutrition and food security sectors
GEN	Multiple	Ongoing: Work towards exceeding the requirements of UNSWAP performance reporting

Resourcing for Gender Equality

2022 WFP GENDER BUDGET WITH POLICY IMPLEMENTATION COST ESTIMATES				
	PSA Budget	Bilateral Projections	Forecast for Policy Implement.	2022 TOTALS
Gender Office	1,800,000	400,000	500,000	2,700,000
Corporate Technical Units	17,400,000	-	-	17,400,000
Regional Bureaux	2,100,000	-	550,000 – 2,050,000/RBx	5,400,000 – 14,400,000
TOTALS	21,300,000	400,000	3,800,000 – 12,800,000	25,500,000 – 34,500,000



Next Steps



Informal Consultations





World Food
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A photograph of a man and a young child in a rural setting. The man, wearing a striped hat and a dark short-sleeved shirt, is holding a white bag for the child. The child is wearing a red and white patterned shawl. In the background, there are other people, trees, and a red and white striped barrier.

Thank you