Gender Policy 2022 & Implementation Plan
3rd Executive Board Informal Consultation

December 9, 2021
Today’s Agenda

- The Policy
- The Implementation Plan
- Resourcing
- Next Steps
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

1. Enhanced and Equitable Participation
2. Strengthened Leadership and Decision-Making
3. Enhanced Protection to Ensure Safety, Dignity and Meaningful Access
4. Transformative Action on Social Norms and Structural Barriers

TOGETHER, they are the core of WFP's Gender Mainstreaming Approach

INDEPENDENTLY, they are the key entry-points for gender targeted and transformative action
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
<table>
<thead>
<tr>
<th>LEAD</th>
<th>SUPPORT</th>
<th>ACTION AREA</th>
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<tbody>
<tr>
<td>GEN</td>
<td>PD, RBx, COs</td>
<td>Develop &amp; disseminate a quality standard for gender analysis</td>
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<tr>
<td>GEN</td>
<td>RD, RBx, COs, HRM</td>
<td>Continue and adjust as necessary to deliver training &amp; develop training material on gender analysis</td>
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<tr>
<td>GEN</td>
<td>COs</td>
<td>Establish triggers to re-assess gender analysis based on country context</td>
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<tr>
<td>EME, GEN</td>
<td>PRO-P, PD, RBx, COs</td>
<td>Strengthen coordination and collaboration on GE in humanitarian and emergency response context</td>
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<tr>
<td>COs</td>
<td>RBx, GEN, PD</td>
<td>CSPs demonstrate enhanced gender programming informed by the design-phase gender analysis</td>
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<tr>
<td>GEN</td>
<td>COs, RBx</td>
<td>Recalibrate the Gender &amp; Age Marker and Gender Transformation Programme to align with new gender policy</td>
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<tr>
<td>RAM, GEN</td>
<td>CPP, RBx, COs</td>
<td>Gender analysis findings inform monitoring and evaluation activities</td>
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<tr>
<td>RBx</td>
<td>COs, GEN, PD, PA, RM</td>
<td>Regional gender strategies are revised</td>
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<td>LEAD</td>
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<td>ACTION AREA</td>
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<tr>
<td>RAM</td>
<td>CPP, COs, GEN</td>
<td>Optimize the analysis of data disaggregated by sex, age and disability collected at the country level</td>
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<tr>
<td>RAM</td>
<td>COs, CPP, GEN</td>
<td>Develop, validate and implement a qualitative data measurement approach (es)</td>
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<tr>
<td>RAM</td>
<td>COs, CPP, GEN</td>
<td>Initiate a pilot in select countries to collect, analyse and use intra-household data</td>
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<tr>
<td>GEN</td>
<td>RAM, CPP, RBx, COs, PD</td>
<td>Identify, pilot and validate new gender indicators for the corporate results framework</td>
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<tr>
<td>GEN</td>
<td>RAM, CPP, RBx, COs, PD</td>
<td>Develop, validate and roll out a results pathway mapping a SMART results chain from country to corporate level</td>
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<tr>
<td>GEN</td>
<td>RAM, CPP, PD, COs, RBx</td>
<td>Deliver training and develop training material on gender results measurement, monitoring and reporting</td>
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<tr>
<td>GEN, COs</td>
<td>RBx, CAM, PD, OEV</td>
<td>Ongoing: Build an evidence base of gender success stories, lessons learned and best practices to inform future programming</td>
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### Partnership Work Stream

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<tr>
<th>LEAD</th>
<th>SUPPORT</th>
<th>ACTION AREA</th>
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<tbody>
<tr>
<td>GEN, PPR, PPF</td>
<td>RBx, COs, PD</td>
<td>Develop a WFP Gender Partnerships Strategy to guide programme delivery, collaboration and networking, evidence generation and financing</td>
</tr>
<tr>
<td>GEN, COs, RBx</td>
<td>PD, PA</td>
<td>Consolidate and strengthen partnerships with other UN entities, recognizing comparative advantage in specific countries and contexts</td>
</tr>
<tr>
<td>COs, RBx</td>
<td>GEN, PD</td>
<td>Develop new and strengthen existing partnerships with feminist organizations, women-led and women-centered NGOs &amp; CSOs</td>
</tr>
<tr>
<td>COs, RBx</td>
<td>GEN, PD</td>
<td>Review the field-level agreement to consider opportunities for contracting local organizations for service delivery, TA and capacity building</td>
</tr>
<tr>
<td>SCO, GEN</td>
<td>COs, RBx, PA</td>
<td>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</td>
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## Resource Work Stream

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<tr>
<th>LEAD</th>
<th>SUPPORT</th>
<th>ACTION AREA</th>
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<tbody>
<tr>
<td>PD, HRM</td>
<td>GEN, COs, RBx</td>
<td>Develop a gender staffing, recruitment and reporting architecture in alignment with the ongoing workforce planning exercise</td>
</tr>
<tr>
<td>RMD, PD</td>
<td>ALL</td>
<td>Develop a gender resourcing plan to ensure sufficient financial resources for policy implementation – including bridging as necessary during 2022</td>
</tr>
<tr>
<td>PD, RBx, COs</td>
<td>GEN, HRM</td>
<td>Ensure sufficient and appropriate engagement of gender advisers at HQ, across technical units, RBx and COs</td>
</tr>
<tr>
<td>HRM</td>
<td>RBx, COs, HQ</td>
<td>Ongoing: Achieve a representative workforce in which WFP employees have equal opportunities for rewarding careers in alignment with the WFP people policy</td>
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<tr>
<td>LEAD</td>
<td>SUPPORT</td>
<td>ACTION AREA</td>
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<td>GEWESG</td>
<td>GEN, RBx, COs</td>
<td>Oversight of, and senior management accountability for, policy implementation</td>
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<tr>
<td>GEN</td>
<td>HRM</td>
<td>Develop and implement a gender incentive and recognition programme for technical teams &amp; individuals demonstrating an exceptional commitment to gender results</td>
</tr>
<tr>
<td>PA</td>
<td>GEN, CAM</td>
<td>Develop and disseminate a gender communication plan with an internal and external orientation to ensure consistency in communications, advocacy &amp; outreach</td>
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<tr>
<td>ETO</td>
<td>HRM, PRO-P, CAM</td>
<td>Ongoing: Ensure compliance with mandatory training on the Secretary-General’s bulletin on special measures for protection from SEA and WFP’s PSEA measures</td>
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<tr>
<td>PD/EME</td>
<td>RBx, COs, GEN</td>
<td>Ongoing: Adherence to the IASC minimum standards for prevention and mitigation of GBV, adapted by WFP for the nutrition and food security sectors</td>
</tr>
<tr>
<td>GEN</td>
<td>Multiple</td>
<td>Ongoing: Work towards exceeding the requirements of UNSWAP performance reporting</td>
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# Resourcing for Gender Equality

## 2022 WFP GENDER BUDGET WITH POLICY IMPLEMENTATION COST ESTIMATES

<table>
<thead>
<tr>
<th></th>
<th>PSA Budget</th>
<th>Bilateral Projections</th>
<th>Forecast for Policy Implement.</th>
<th>2022 TOTALS</th>
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<tbody>
<tr>
<td>Gender Office</td>
<td>1,800,000</td>
<td>400,000</td>
<td>500,000</td>
<td>2,700,000</td>
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<tr>
<td>Corporate Technical Units</td>
<td>17,400,000</td>
<td>-</td>
<td>-</td>
<td>17,400,000</td>
</tr>
<tr>
<td>Regional Bureaux</td>
<td>2,100,000</td>
<td>-</td>
<td>550,000 – 2,050,000/RBx</td>
<td>5,400,000 – 14,400,000</td>
</tr>
<tr>
<td>TOTALS</td>
<td>21,300,000</td>
<td>400,000</td>
<td>3,800,000 – 12,800,000</td>
<td>25,500,000 – 34,500,000</td>
</tr>
</tbody>
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### 2022 INDICATIVE BUDGETS

- **GENDER OFFICE:** $2,700,000
- **REGIONAL BUREAUX:** $5,400,000 – 14,400,000
- **HQ-BASED TECHNICAL UNITS:** $17,400,000

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**Notes:**
- PSA Budget and Bilateral Projections are estimated costs for policy implementation.
- Forecast for Policy Implement. refers to the estimated total cost.
- 2022 TOTALS include the sum of all projected costs for the respective category.

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**Source:** World Food Programme
Next Steps

15 July 8, 2021 1st Informal EB Consultation

October 7, 2021 2nd Informal EB Consultation

December 9, 2021 3rd Informal EB Consultation

February 2022 1st Regular Session of the EB

Informal Consultations

Consult & Consolidate Feedback

Finalize Implementation & Resourcing Plan

FINALIZE POLICY
Thank you