Accelerating Progress Towards Gender Equality and Women’s Empowerment

December 2023
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.
Current Context

Global Operational Response Plan (GORP, November 2023):

- 333 million acutely food insecure people across 78 countries (47.3 million in IPC4+ in 54 countries);
- Women and girls bear brunt of food insecurity crisis (negative coping strategies and GBV risks);
- PBWGs continue to suffer from acute malnutrition (increase by 25% since 2020 in 12 countries).
Current Context

The Status of Women in Agrifood Systems:

- Closing gender gap in farm productivity and wage gap in agrifood systems = 1% increase in global GDP (nearly USD 1 trillion) + 45 million less food-insecure people;
- Women earn 18.4% less than men in agriculture;
- Women spend 4.2 hours/day on unpaid domestic care work. Men spend 1.9 hours per day.
Gender Policy 2022

Goal: Gender Equality is enhanced and women are empowered

Objectives:
- Achieve equitable access to and control over food security and nutrition
- Address the root causes of gender inequalities that affect food security and nutrition
- Advance the economic empowerment of women and girls in food security and nutrition
- Enhanced participation
- Strengthened leadership and decision-making
- Enhanced protection to ensure safety, dignity and meaningful access
- Transformative action on social norms and structural barriers

Priorities:
- Human resources
- Data
- Monitoring
- Partnerships

Essential enablers:
- Accountability
- Capability and capacity
- Communications
Workstream 1: Programming for GEWE
Gender in Emergencies

‘Unequal Access: Gendered Barriers to Humanitarian Access’ study in DRC, Haiti, South Sudan, Syria.

Findings before, during and after provision of assistance.

Key recommendations provided and implementation considerations ongoing.
Gender Analysis

ICARA tool: Chad, Iraq, Mozambique, Sri Lanka and Tanzania.

Training and programme guidance materials with gender lens.

Ongoing work to expand upon gender analysis approaches in specific contexts, including through innovative partnerships.
Gender & Age Marker

GAM adjusted to reflect intent and objectives of new policy.

GTP to GECP

Certification Programme revamped & benchmarks adjusted.

27 COs completed, 7 currently enrolled.
Regional Gender Implementation Strategies demonstrate emerging areas of regional leadership, with each RB exploring multiple intersections between gender and other focus areas.
Workstream 2: Gender Results
Disaggregation by sex, age and disability for CRF Indicators

GEN and RAM explore and validate qualitative and mixed methods across WFP programming

Individual-level assessments in Iraq and Sri Lanka (and planned in Burundi):

Impact of mixed methods approach on data analysis to inform equitable and inclusive programming.
Corporate Results Framework

4 new indicators:

- 2 mixed methods reporting (qualitative assessment)
- 2 tracked through GAM monitoring
Evidence Building

The Gender Equality Experiences Knowledge Platform was launched in June 2023.
Workstream 3: Partnerships
UN Partnerships (RBA, Tripartite with UN Women, UNFPA, UN Women Peace and Security Fund)

Collaboration for GEWE CFS Voluntary Guidelines

Academic Organizations (ODI, IDS)

Private Sector and Foundations (Rockefeller, Sodexo, Bill and Melinda Gates, Mastercard Foundations)

Women-led Organizations and Gender-centered organizations
Workstream 4: Resources
Dwindling funding

Only 26% of total requirements met: US$6.2 billion received of US$23.5 billion total requirements.

Cost of Inaction

Risk of hunger and instability spiraling out of control, often at the cost of women and girls who experience these shocks at disproportionately higher levels.

Key Ask

Invest in food security of women and girls and in emergency responses that are gender-sensitive, to strengthen protection.

Integrated Gender-Responsive Budgeting and Expenditure Tracking System ensured
Women on the Frontline of WFP’s Work

• Position women and girls as central social, economic and political leaders and agents of change for food security and nutrition.

• Eliminate barriers for more women in WFP front-line roles globally for better representation in interactions with people we serve.
Staffing Gender Advisory roles

Regional Bureaux:
• 11 Regional Gender Advisors

Headquarters:
• 15 employees
• Dedicated expertise on specific focus areas (2 new GBV Officers)
Workstream 5: Accountability
ED Commitment

IASC PSEA Champion
International Gender Champion
WFP Representation at UN Action Against Sexual Violence in Conflict Network
Accountability Mechanisms

GEN is responsible for:

GEWE Steering Group Meetings
- GEN, RB & CO Directors set strategic directions and actions for Gender Policy implementation.

Visibility of GEWE:
- Improved communication materials and readily accessible information on intranet.

GEN Supports other units on:

UN PSEA and UN SWAP
- Annual Reporting requirements timely addressed, demonstrating strong efforts to align with commitments across the organization.

Human Resources
- GEN works closely with HR to support integration of gender commitments within PACE, including quantifiable data.