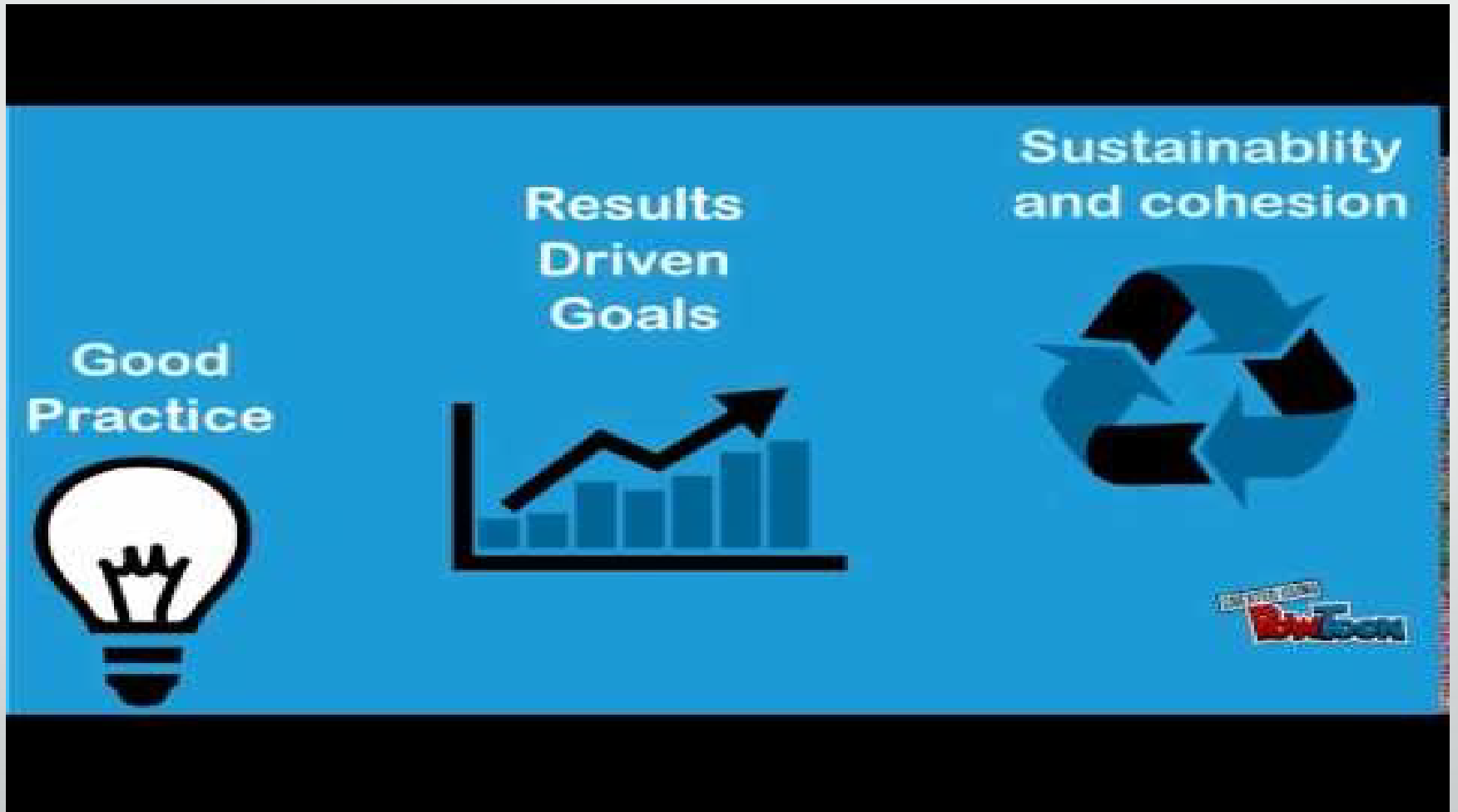




# Review of WFP Gender Policy 2015-20. Draft

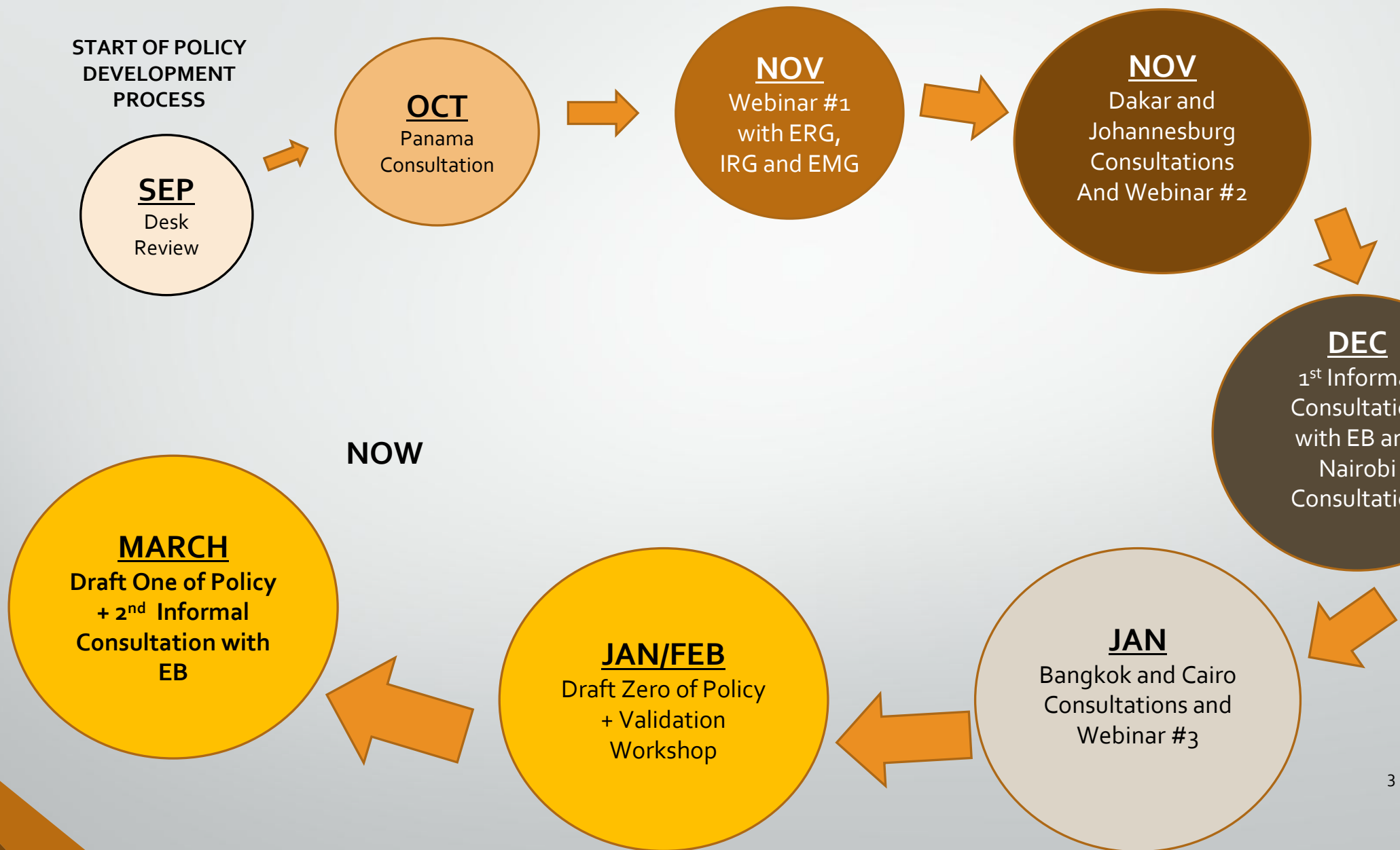
1

Second Informal Consultation with the Executive Board,  
Rome, 3<sup>rd</sup> March 2015



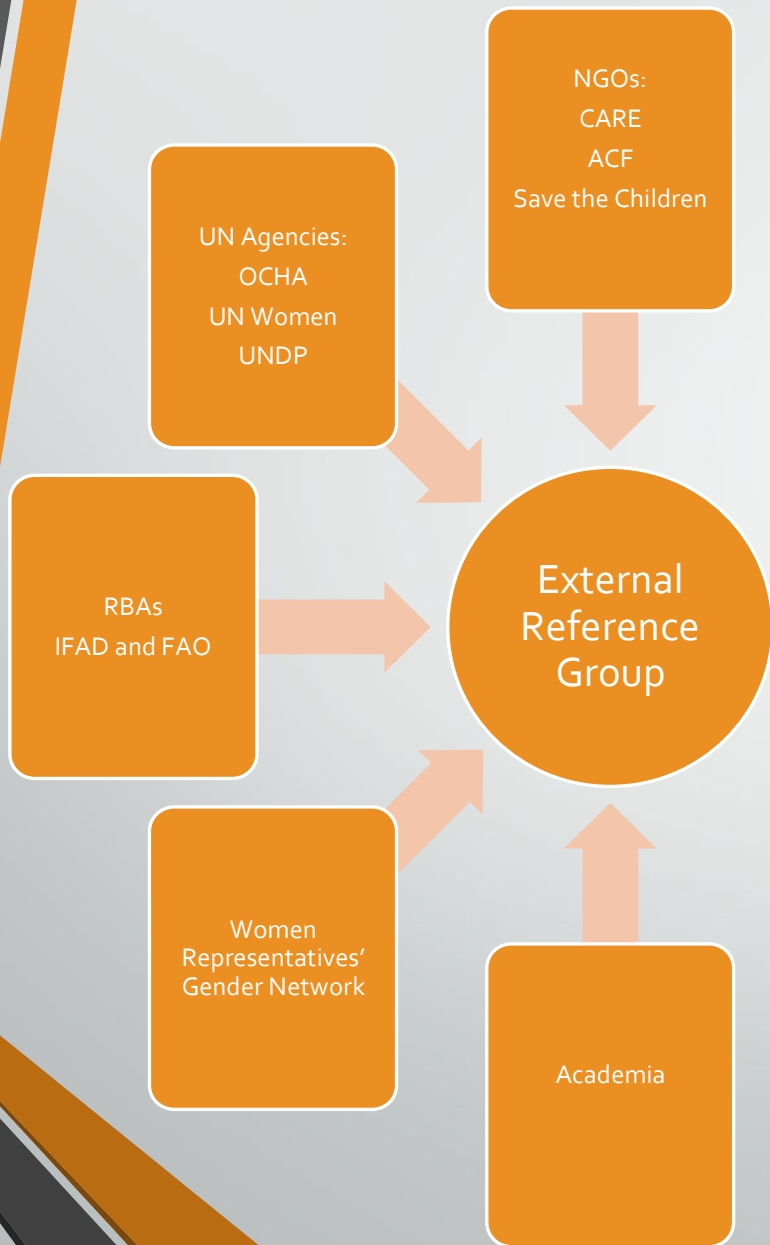
[Open hyperlink to see video on the policy development process](#)

# Key events for the development of the Policy

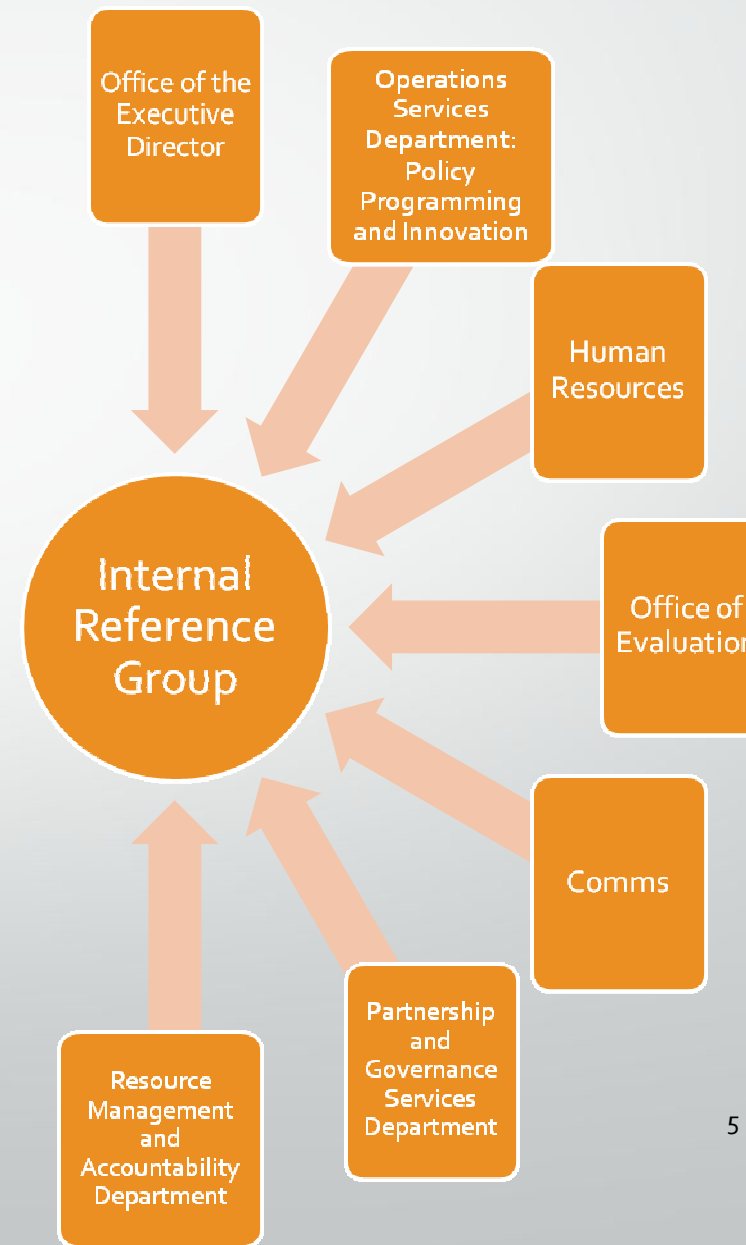


## How key comments from 1<sup>st</sup> EB consultation were addressed

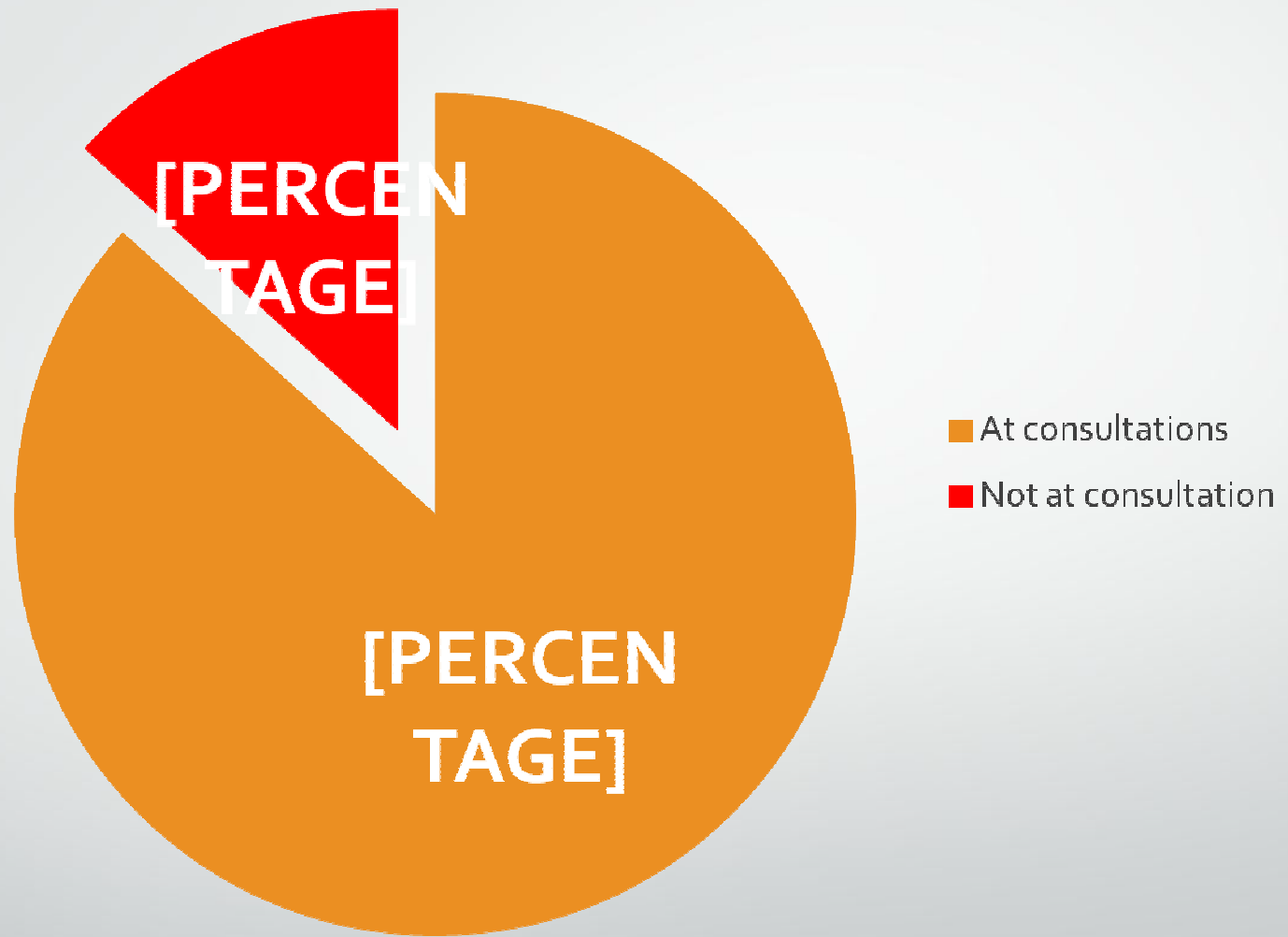
- Reference groups
- Concept of gender
- GBV/PSEA/Protection/Do no harm
- Capacity building
- Resources
- Evidence base/ToC
- SADD
- Timing



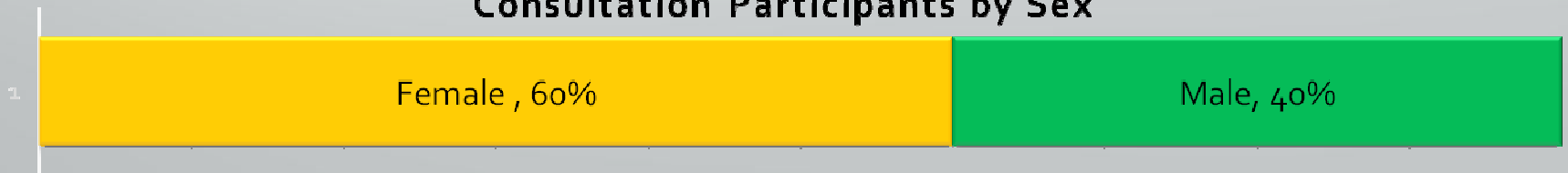
# IRG & ERG



# Country Offices Represented at Consultations



## Consultation Participants by Sex

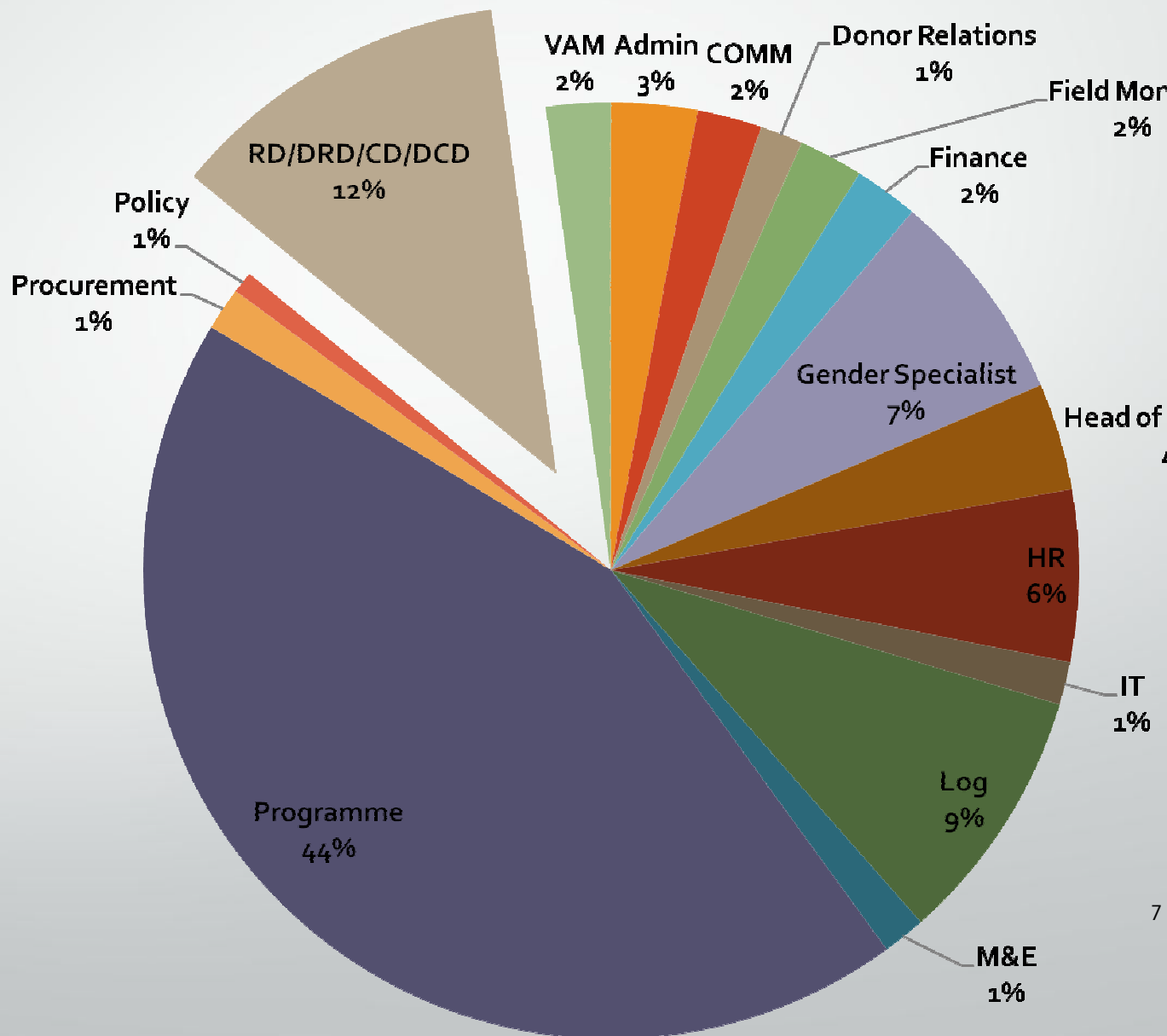


# Regional Consultations

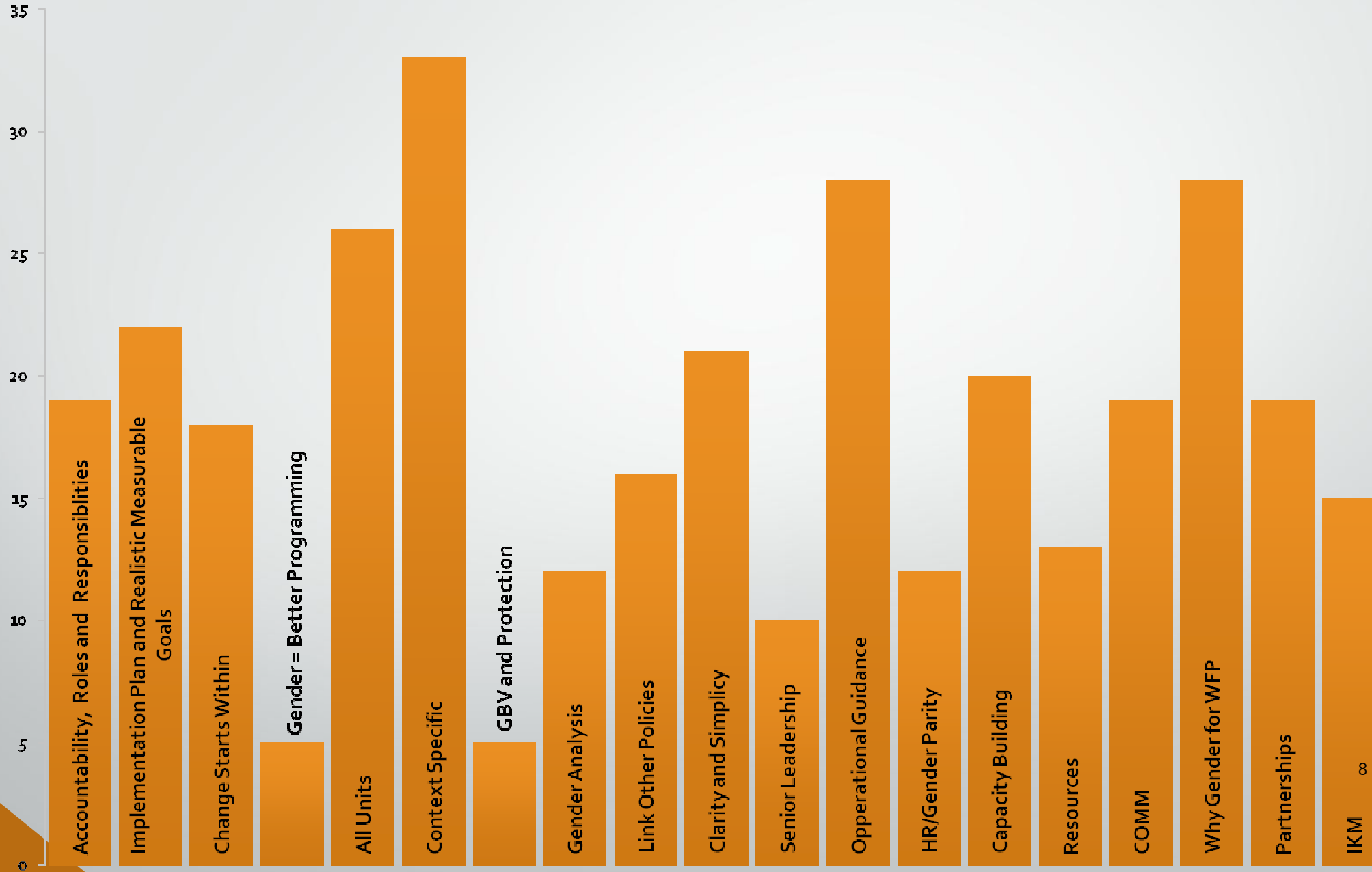
## Participants by Functional Area

In the numbers:

- 3 Regional Directors
- 2 Deputy Regional Directors
- 7 Country Directors
- 4 Deputy Country Directors
- 12 Logistics
- 59 Programming Staff
- 8 HR
- 10 Gender Specialists



# Key Messages from Consultation Participants





# Components of a quality policy

- Plain language
- Clarity of vision
- Theory of Change
- Strong analytical and theoretical foundation
- Comprehensive mechanisms for accountability
- Adequate financial and human resources
- Inclusive consultative process
- Link to other relevant policies

# Implementation Strategy

- Policy/strategy implementation should include all departments and RBx with their sub strategy implementation plan and aligned results framework for implementing the Gender policy.
- An aggregated work plan would be a product of those strategy implementation work plans and would identify for each department who is going to do what by when for how much budget support.

# Budget Estimates

- Estimates to be reflected in the final version; immediate needs for implementation in 2015-2016 include:
  - staffing (GEN/RBx) costs
  - formulation of regional/large CO/HQ department strategies
  - policy dissemination
  - capacity development initiatives
  - coordination of UNSWAP roll out
- Resources for the full five year implementation of the policy will be informed more comprehensively after the formulation of regional/HQ strategies

# Comments to Draft 1

- Accountability framework... yes or no?
- Praise for radical shift in gear.... Is it realistic?
- Should be more focused on programmatic guidance.... Should be cross-cutting
- Is gender equality a means to an end or an end in itself?
- Comments evidence need to strengthen in-house capacity development and information management
- Need to use positive, encouraging language throughout

- Strengthen link to WFP Strategic Objectives
- Explicitly acknowledge recommendations of 2013 Evaluation
- Further elaborate on cross-cutting issues such as Protection, AAP and DNH
- Clarify role of Gender Office vis-à-vis implementation
- Standardize language (GEWE, Food Security and Nutrition, etc)
- Explain 11% benchmark in resource allocation



Thank you