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WFP
World Food Programme

SAVING LIVES
CHANGING LIVES

Gender Policy (2022-2026) Second Draft

2nd Executive Board Informal Consultation

October 7th, 2021

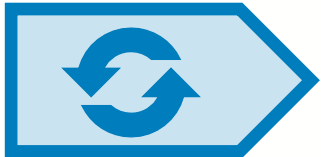
Today's Agenda



Summary of the Gender Policy Evaluation Findings



Gender Policy remains relevant; the centrality of gender equality and women's empowerment for humanitarian, development and peace outcomes should be strengthened.



Commitment to gender parity led to positive change internally but overshadowed other aspects of WFP's approach to gender equality and women's empowerment.



Greater emphasis needed to ensure the policy objectives address the specific/different needs of women, girls, men and boys; with special consideration to intra-household dynamics affecting the use of WFP food assistance.



Commitment to deliver gender results at the country level relies too heavily on individual leaders.



Greater emphasis required to engage men and boys as partners and beneficiaries in advancing gender equality.

Limited / inconsistent financial investment weakened the integration of gender within WFP's culture and programming.

Management Response: Gender Policy Evaluation



Gender Equality and Women's Empowerment Steering Group (GEWE SG) established and functional.



Commitment to revise corporate policy, develop new regional gender strategies and ensure gender objectives reflected in CSP's.



Implementation plan will define actions to strengthen the accountability framework, ensure adequate resources and a cadre of technical gender experts.



Comprehensive gender analysis recognized as an essential starting point for emergency and humanitarian response, CSP design, mid-term reviews and evaluations.

CSP

Twin-track strategy promoted for integrating gender into CSPs, including targeting and transformational approaches.

An Informed Policy Development Process

SCOPING

- Preliminary literature review
- Initial key informant interviews
- Mapping gender policies/strategies
- Online survey

EVIDENCE GATHERING

- In-depth literature review
- Key informant interviews
- Regional and country office consultations

CONSULTING

- Internal Reference Group (IRG)
- External Reference Group (ERG)
- GEWE Steering Group
- EB Informal Consultations

SUSTAINABLE DEVELOPMENT GOALS



SDG Targets

- 2.1 Access to Food
- 2.2 End Malnutrition
- 2.3 Smallholder Productivity & Incomes
- 2.4 Sustainable Food System
- 17.9 Capacity Strengthening
- 17.14 Policy Coherence
- 17.3 Diversified Resourcing
- 17.16 Enhance Global Partnership

UNSDCF & HRP

UNITED NATIONS SUSTAINABLE DEVELOPMENT COOPERATION FRAMEWORK & HUMANITARIAN RESPONSE PLAN

OUTCOMES



1. People are better able to meet their urgent food and nutrition needs



2. People have better nutrition, health & education outcomes



3. People have improved & sustainable livelihoods



4. National programmes & systems are strengthened



5. Humanitarian & development actors are more efficient & effective

WFP OUTPUTS

OUTPUTS
Link to Outcomes

WFP ACTIVITIES

WFP ACTIVITIES
Generate Outputs

CROSS-CUTTING PRIORITIES

- ←----- A) PROTECTION & ACCOUNTABILITY TO AFFECTED POPULATIONS (AAP) -----→
- ←----- B) GENDER EQUALITY & WOMEN'S EMPOWERMENT -----→
- ←----- C) NUTRITION INTEGRATION -----→
- ←----- D) ENVIRONMENTAL SUSTAINABILITY -----→

ENABLERS



Gender Policy Alignment with the Strategic Plan

The vision, goal and objectives of the WFP Gender Policy (2022-2026) have been developed to align with WFP's Strategic Plan for 2022-2026.

Specific alignment can be found around:

- The policy goal: gender equality is enhanced and women are empowered
- The humanitarian – Development – Peace nexus
- Leveraging WFP's reach and scale of operations to advance gender equality
- Prioritizing safety, dignity, meaningful access and doing no harm
- Gender results monitoring, reporting and evaluation with the Corporate Results Framework

Structure of the 2022-2026 Gender Policy

Vision

- 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

Goal

- Gender equality is enhanced and women are empowered

Objectives

Priorities

Essential Enablers

Theory of Change

Three Gender Policy Objectives

1

Equitable access to and control over the means to achieving food security and nutrition

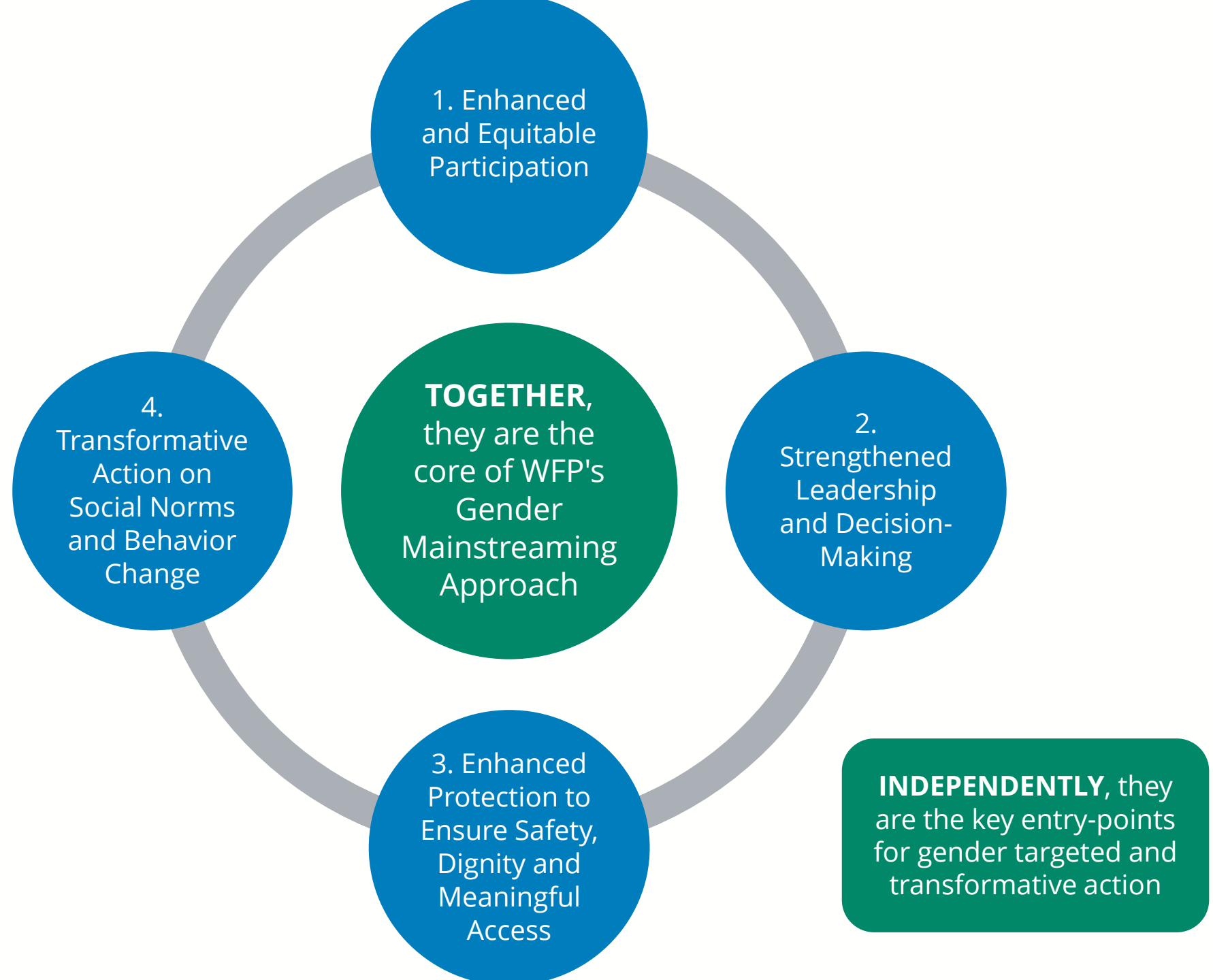
2

Progress in advancing gender equality by addressing the root causes of inequality

3

Economic empowerment of women and girls

Four gender policy priorities



Pause for Q&A on:

- Vision
- Goal
- Objectives
- Priorities

Seven Gender Policy Essential Enablers

Ensuring inclusive **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 & women's empowerment

Ensuring **accountability** for gender equality & women's empowerment at all levels of WFP

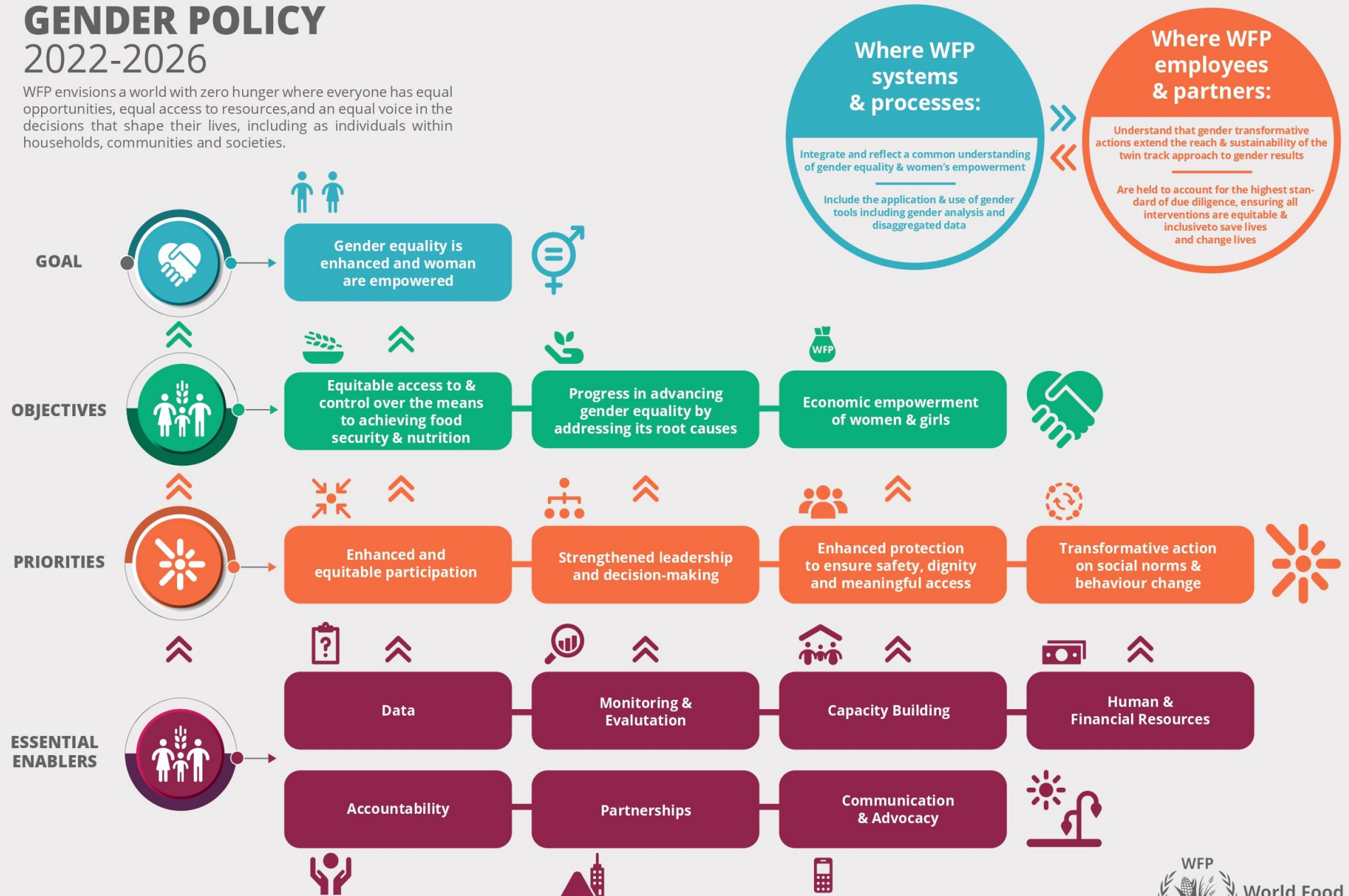
Building **diverse partnerships** for gender equality & women's empowerment

Consistent **communications and advocacy** to advance gender equality & women's empowerment

Theory of Change

GENDER POLICY 2022-2026

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.



Where WFP systems & processes:

Integrate and reflect a common understanding of gender equality & women's empowerment

Include the application & use of gender tools including gender analysis and disaggregated data

Where WFP employees & partners:

Understand that gender transformative actions extend the reach & sustainability of the twin track approach to gender results

Are held to account for the highest standard of due diligence, ensuring all interventions are equitable & inclusive to save lives and change lives

In Summary: WFP's New Gender Policy



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



Includes a comprehensive vision statement and goal



Presents complementary and interdependent objectives, priorities and essential enablers



Emphasizes transformational change including through new and diverse partnerships – international, national and local

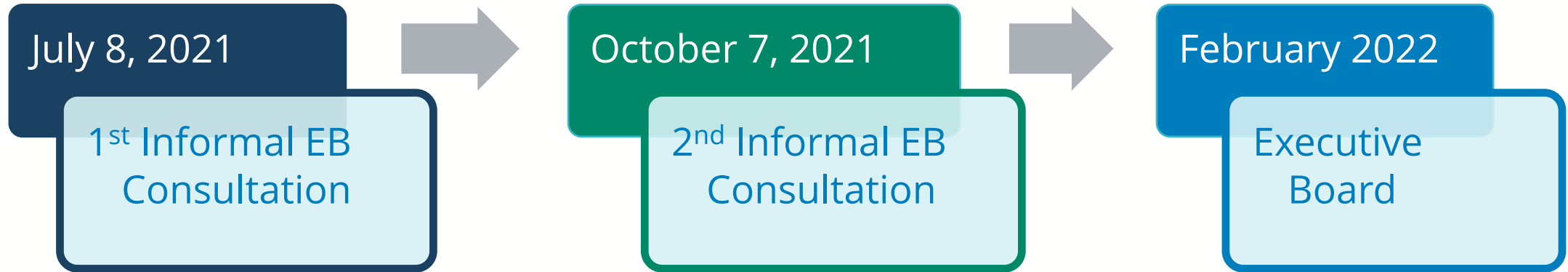


Embraces diversity and inclusion

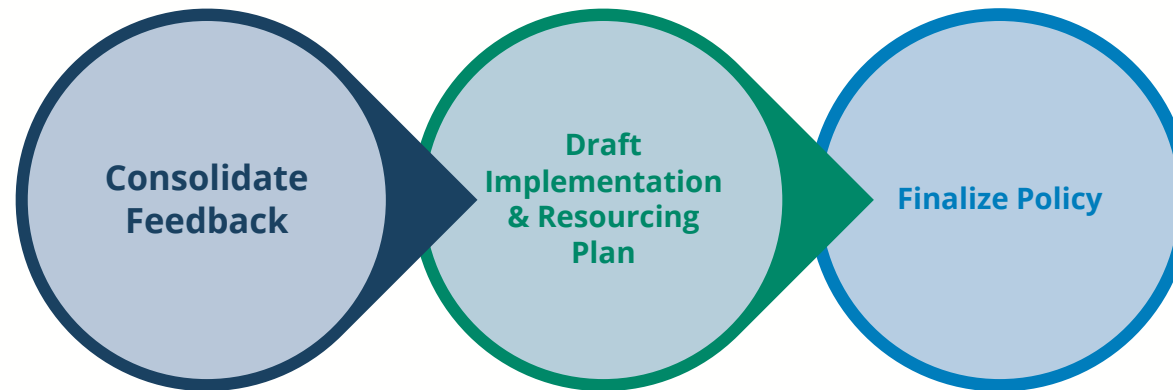


Aligns with the new WFP Strategic Plan and other cross-cutting themes

Next Steps



Informal Consultations →



Pause for Q&A on:

- Essential Enablers
- Other policy-related areas
- Timeline



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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