



Accelerating Progress Towards Gender Equality and Women's Empowerment

December 2023



World Food Programme

SAVING
LIVES
CHANGING
LIVES



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).



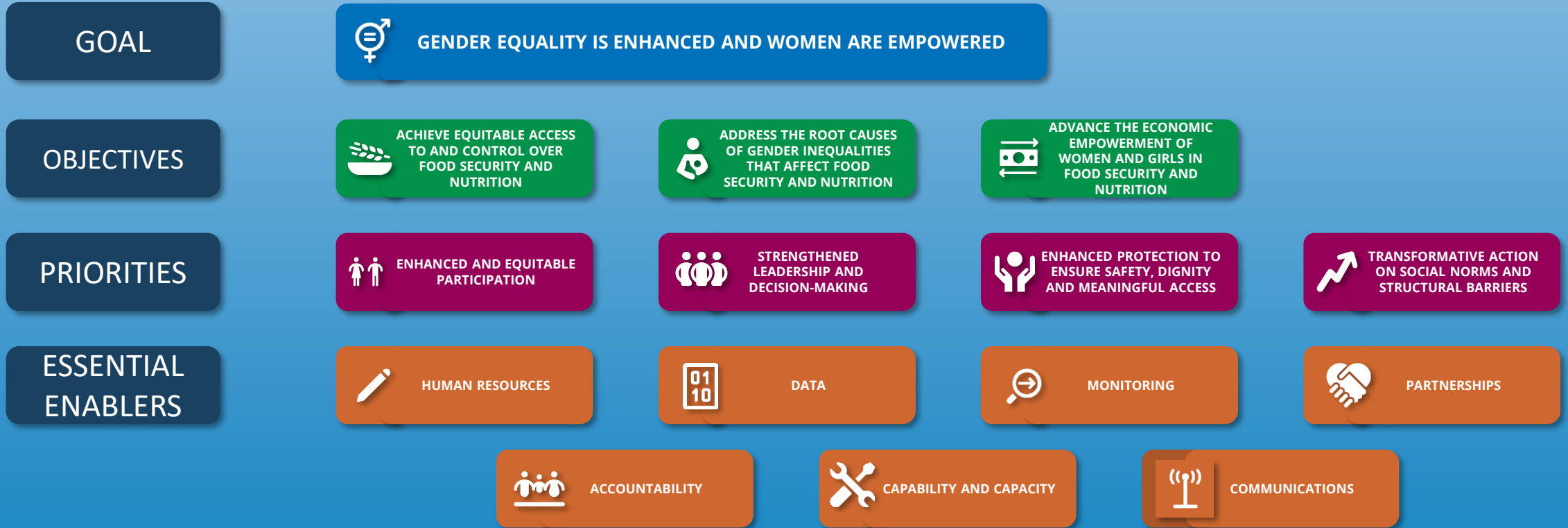
Current Context

A group of women are walking away from the camera on a dirt path through a lush green field. The woman in the foreground is wearing a yellow and red top and an orange skirt, carrying a child on her back. Another woman next to her is wearing a white t-shirt and a patterned skirt, also carrying a child. The background is filled with dense green foliage.

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





Workstream 1: Programming for GEWE

A photograph showing a group of women in a humanitarian setting. In the foreground, a woman in a green patterned shirt is looking intently at a large bowl filled with beans. Another woman in a white patterned shirt is leaning over the bowl. In the background, other women are visible, some wearing head coverings. The scene is outdoors, with a white structure and a rocky hillside in the distance.

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 Strategies

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

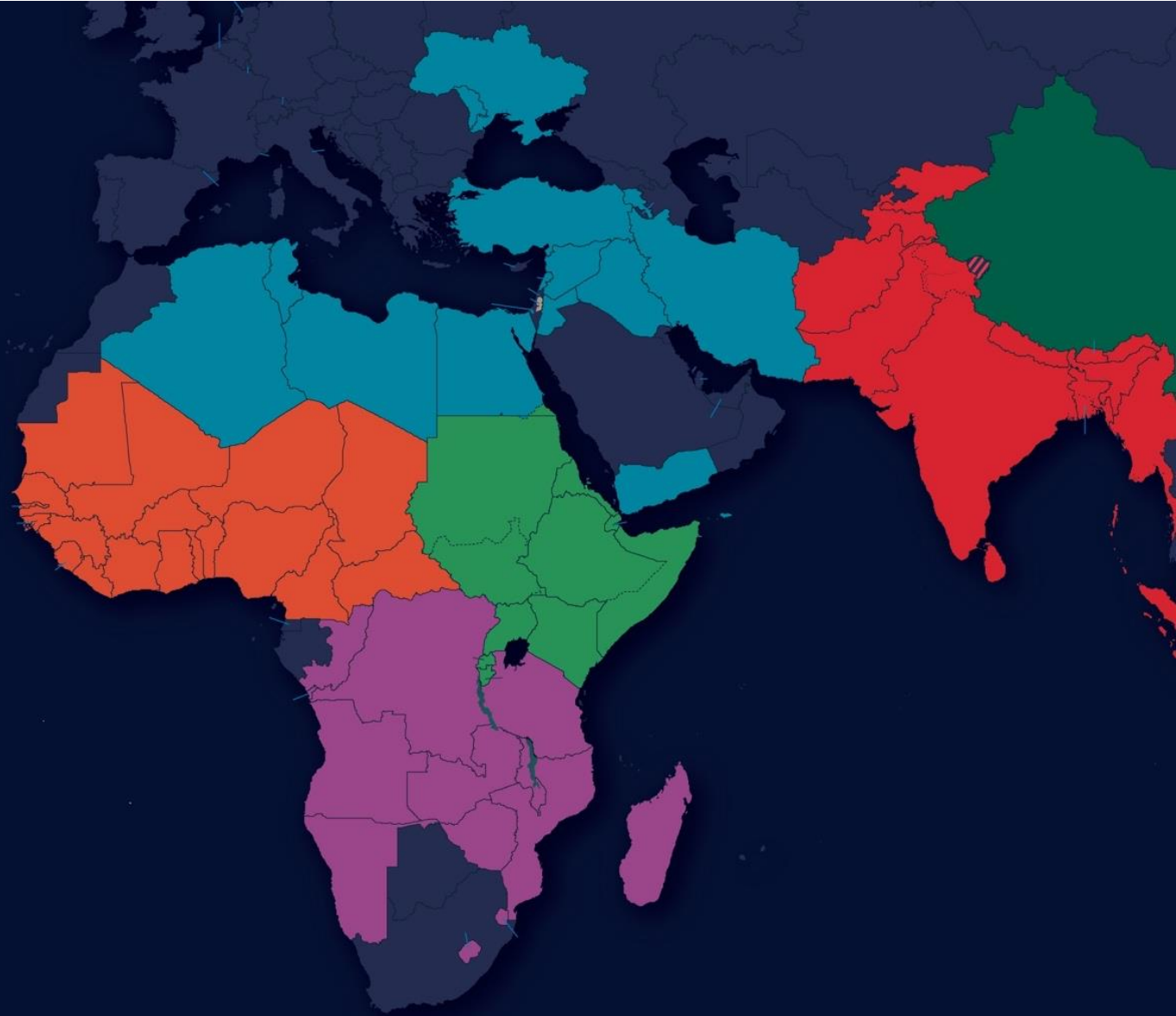
Data

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



Gender Experiences & Examples

WFP GENDER EQUALITY OFFICE KNOWLEDGE PLATFORM

Evidence Building

The Gender Equality Experiences Knowledge Platform was launched in June 2023.

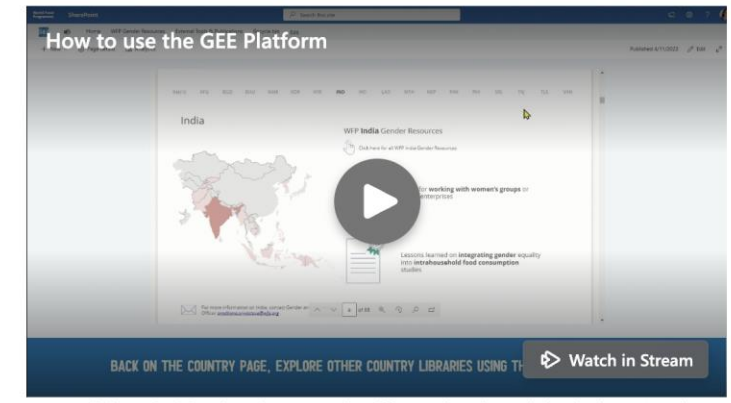
WFP Gender Equality Office Knowledge Platform

This platform is for all WFP practitioners. It is a space to learn from past and current gender-responsive and transformative programmes.

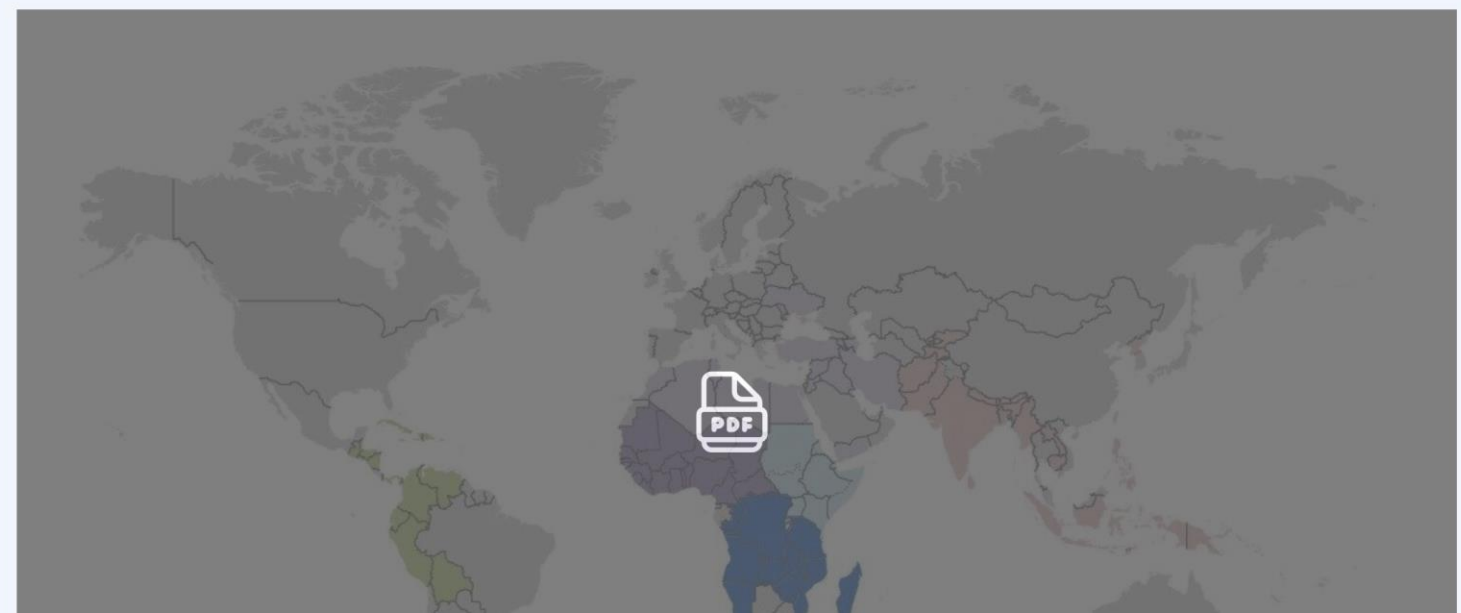
You may find:

- [Resource library](#) of WFP programmes with a strong gender components
- [Tools and publications](#) from other UN and civil society organizations

For guidance on how to programmatically incorporate gender across a range of functions and areas in WFP, see the [Gender Equality Toolkit](#) & the [WFPgo Gender site](#).



A walkthrough video that showcases the different functions of the platform. See the chapters, if you are interested in specifics.





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

A group of women and a child are gathered outdoors in a rural setting. In the foreground, a woman with her back to the camera wears a white short-sleeved shirt. Behind her, several women are looking towards the camera or slightly to the side. One woman in the center wears a black face mask. A young child in a white shirt with a pink floral pattern is looking down. The background shows trees and a building with a corrugated metal roof under a cloudy sky.

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.

A woman in a white shirt with a blue UN Women logo is hugging another woman in a red hat. The background is a dry, outdoor setting with some greenery.

Staffing Gender Advisory roles

Regional Bureaux:

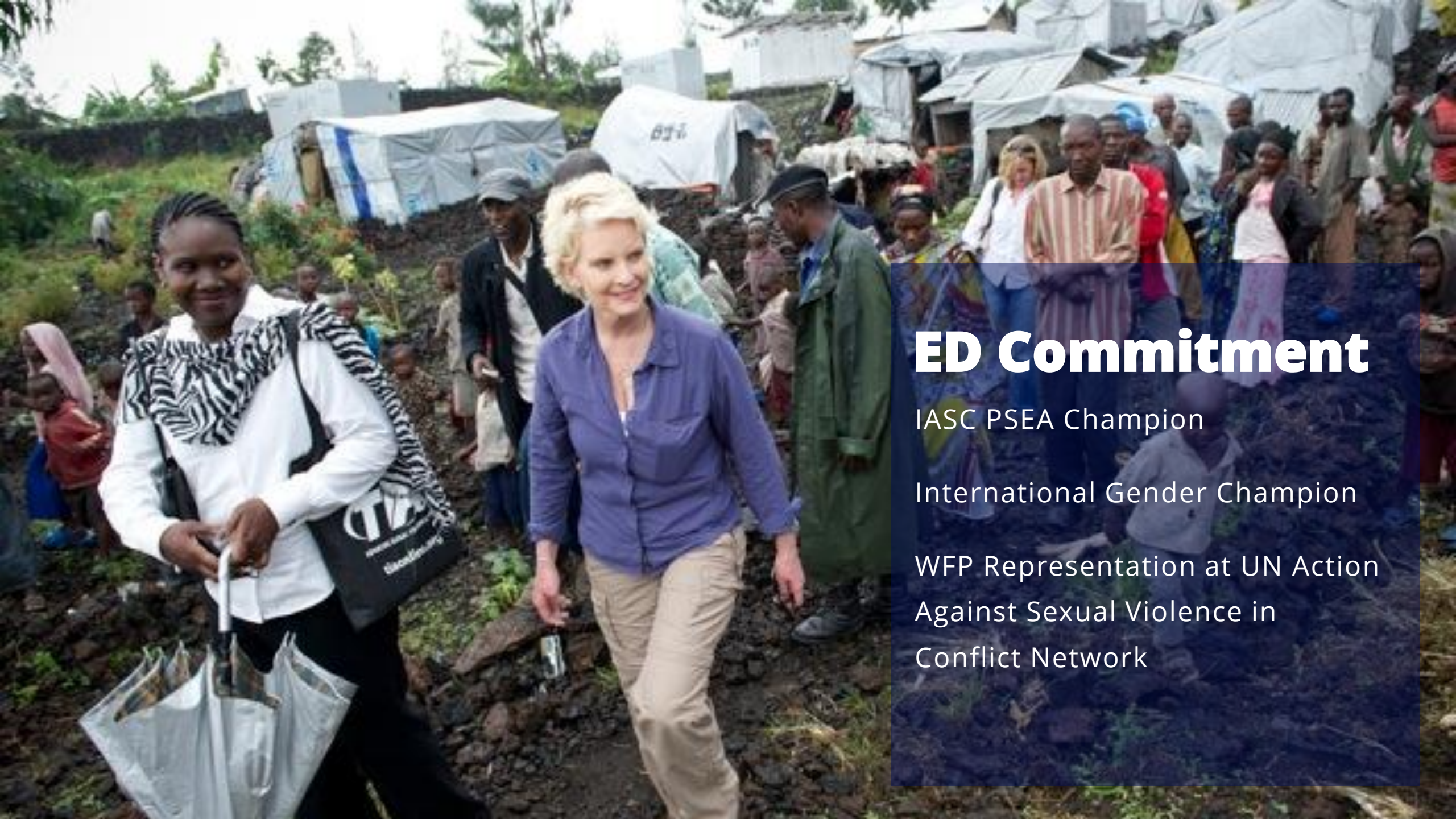
- 11 Regional Gender Advisors

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.