



WFP CLIMATE CHANGE POLICY UPDATE: ANNOTATED OUTLINE

Background

1. WFP's climate change policy (2017) defines the guiding principles and programmatic entry points for WFP to support adaptation to climate change and strengthen the resilience of livelihoods and food systems to climate shocks and stressors. The 2022 evaluation¹ of WFP's climate change policy and disaster risk reduction and management policy (2011) concluded that, in the period following the Executive Board's endorsement of the original policies, climate action has been further mainstreamed across the organization, and programmes that address the impacts of climate change on food security and nutrition have grown significantly. The evaluation recommended that the climate change policy be updated to reflect the evolving international context, reflect the cross-cutting nature of climate change across WFP's operations and incorporate lessons learned from the implementation of the policy.

Global context

The climate crisis is a humanitarian crisis

2. Since WFP's first climate change policy was endorsed in 2017, the accelerating frequency and intensity of extreme climate impacts have surprised even the scientific community.² It is now clear that the impacts of climate change will continue to stretch a humanitarian system that is already struggling to keep pace with humanitarian needs, which keep rising at the intersection between conflicts and economic and environmental shocks.
3. Between 2010 and 2020, 83 percent of all disasters caused by natural hazards were linked to climate extremes – floods, storms, droughts and heatwaves. Together, these disasters killed more than 410,000 people and affected 1.7 billion people.³ In 2022, climate extremes drove 57 million people into crisis or emergency levels of hunger⁴ and displaced 32 million people within their own borders.⁵

¹ WFP. 2023. *Evaluation of WFP's Disaster Risk Reduction and Climate Change Policies*.

² Intergovernmental Panel on Climate Change. 2023. *Climate Change 2023: Synthesis Report. Summary for Policymakers*.

³ International Federation of Red Cross and Red Crescent Societies. 2020. *World Disasters Report 2020. Come Heat or High Water: Tackling the humanitarian impacts of the climate crisis together*.

⁴ Food Security Information Network and Global Network Against Food Crises. 2023. *2023 Global Report on Food Crises*. To be updated with the latest numbers when available.

⁵ Internal Displacement Monitoring Centre (IDMC). *Global Report on Internal Displacement 2023: Internal displacement and food security*.

4. Climate change is shifting the patterns of humanitarian crises as certain hazards, such as heatwaves, become more common⁶ while others, such as tropical storms, behave in less predictable ways.⁷ The impacts of climate change will continue to deepen social and economic inequality, exacerbating the food security and nutrition challenges faced by women, girls and other disproportionately affected groups and reinforcing the social norms and structural barriers that limit their capacity to manage risks. Globally, food systems are particularly vulnerable to the impacts of climate shocks. They also need to adapt to the longer-term stresses that come with more variable and unpredictable weather patterns. Food production, processing, distribution and consumption drive one third of global greenhouse gas emissions – further proof of the importance of diversified, low carbon and climate-resilient food systems.⁸ Coordinated international support for governments is necessary to improve the performance and resilience of food systems and ensure that vulnerable communities can meet their food and nutrition needs in a changing climate.

Climate change mitigation and adaptation remain too little, too slow

5. In February 2024, the world concluded its first 12 months in which average temperatures exceeded the critical global warming threshold of +1.5°C.⁹ This shows that the window for reducing global emissions and accelerating the transformative action required to keep global warming permanently within the +1.5°C limit of the Paris Agreement is beginning to close.¹⁰ At present, the world is headed for a temperature rise of between 2.5°C and 2.9°C,¹¹ which would lead to tipping points in social and environmental systems and catalyse an unprecedented escalation of humanitarian needs. To avoid this scenario, countries need to sharpen their climate change mitigation commitments and reduce greenhouse gas emissions by at least 42 percent compared to current policy scenarios to get back on track for the +1.5°C goals of the Paris Agreement.
6. On the basis of current emission trends, scientists predict that the +1.5°C temperature limit could be permanently breached as early as 2030, which would have wide-ranging consequences for social and economic development, ecosystems and food systems. To prepare for such a future, countries need to couple ambitious climate change mitigation efforts with urgent investments in institutions, systems and processes that improve the management of climate risks and enable adaptation to the impacts of climate change.
7. Since WFP's 2017 climate change policy was endorsed, the urgency for investment and financing to strengthen the adaptive capacities and resilience of climate-sensitive livelihoods and food systems has increased dramatically. Despite clear signs of accelerating climate risks and impacts worldwide, the financing gap for climate change adaptation in developing countries keeps widening and stands at between USD 194 billion and USD 366 billion per year.¹²

⁶ The Intergovernmental Panel on Climate Change synthesis report for 2023 notes the projection of more frequent heatwaves and droughts.

⁷ World Meteorological Organization. 2023. [Tropical Cyclone Freddy may set new record](#).

⁸ X. Xu and others. 2021. [Global greenhouse gas emissions from animal-based foods are twice those of plant-based foods](#).

⁹ Copernicus Climate Change Service. 2024. [Copernicus: In 2024, the world experienced the warmest January on record](#).

¹⁰ The [Paris Agreement](#) is a legally binding international treaty which entered into force in November 2016 and covers climate change mitigation, adaptation and finance.

¹¹ United Nations Environment Programme. 2023. [Emissions Gap Report 2023: Broken Record – Temperatures hit new highs, yet world fails to cut emissions \(again\)](#).

¹² United Nations Environment Programme. 2023. [Adaptation Gap Report 2023: Underfinanced. Underprepared. Inadequate investment and planning on climate adaptation leaves world exposed](#).

8. Governments and communities in the world's most fragile and vulnerable settings remain especially disconnected from financing for efforts to manage climate risk and strengthen systems for climate change adaptation, disaster risk reduction and emergency preparedness.^{13,14} The absence of timely and strategic investments in climate change adaptation, as well as the failure to include the voices and needs of marginalized groups, results in avoidable losses and damage to food systems; meanwhile the impact of climate hazards on vulnerable populations intensifies, exacerbating inequality.¹⁵ Local communities are now experiencing climate change on a timescale of weeks and months, rather than years and decades into the future.

WFP's value proposition

9. The twin failure of climate change mitigation and adaptation has substantive implications for loss and damage in countries where WFP operates and threatens to increase humanitarian needs. In this new operational reality, WFP must prioritize planning, partnerships and investment decisions to:
 - respond more efficiently and effectively to the food security and nutrition needs associated with the direct and indirect impacts of a changing climate;
 - strengthen climate change adaptation, climate risk management and resilience capacities for communities and institutions in exposed and vulnerable contexts;
 - harness its thought leadership, technical expertise and field presence for accelerated climate prediction and climate protection in fragile settings; and
 - reduce its own environmental and carbon footprint across all programmes and operations.
10. Based on lessons learned during the first phase of climate change policy implementation (2017–2023), WFP will prioritize the following principles for the next phase:

i) Anticipate, prepare and protect

Climate shocks are often predictable and the scientific methods used to forecast them are increasingly reliable. Pre-emptive action saves lives, time and money – as has been demonstrated by the growing scale of WFP's early warning and anticipatory action programmes over the past five years. Building clear thresholds for action and working in collaboration with government, United Nations and non-governmental organization (NGO) partners, WFP warns communities of impending climate shocks and triggers local preparedness and prevention campaigns that help people cope with the forecasted impacts.

¹³ Organisation for Economic Co-operation and Development. 2023. *Development finance for climate and environment-related fragility: Cooling the hotspots*.

¹⁴ United Nations Development Programme. 2021. *Climate Finance for Sustaining Peace: Making climate finance work for conflict-affected and fragile contexts*. and Organisation for Economic Co-operation and Development. 2023. *Development finance for climate and environment-related fragility: Cooling the hotspots*.

¹⁵ According to the Office of the United Nations High Commissioner for Refugees *Global Focus on Climate Action*, millions of refugees, displaced and stateless people are living in "climate hotspots", where they typically lack the resources to adapt to an increasingly inhospitable environment.

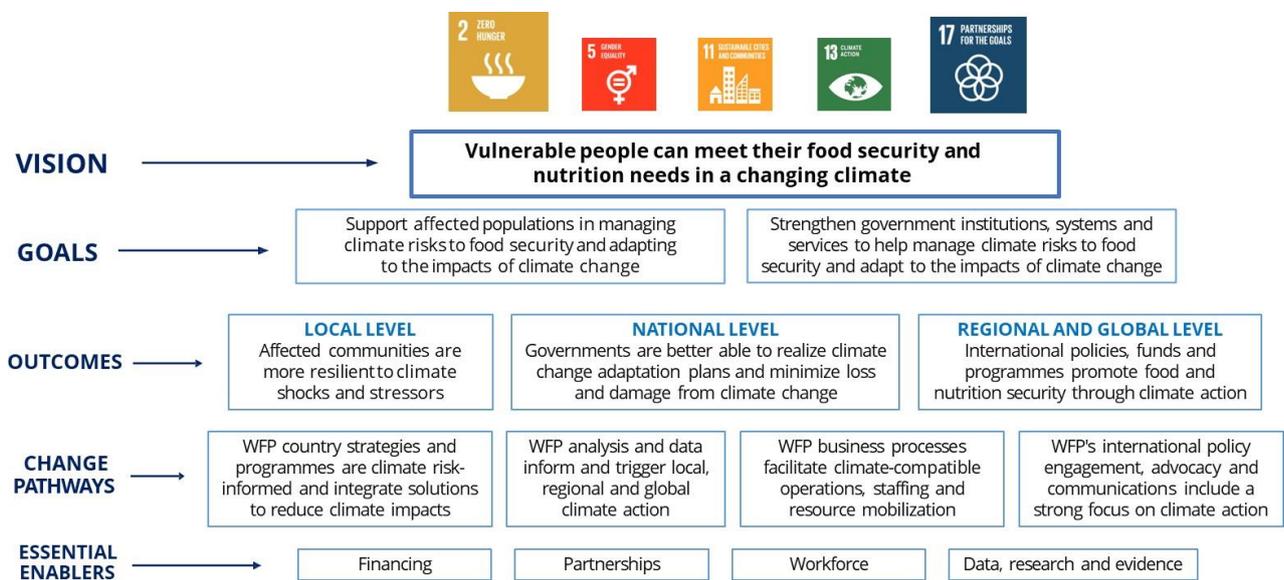
ii) Assess, integrate and localize

Evidence from WFP resilience and climate programmes^{16,17} shows that the resilience of local communities to climate shocks is determined by the degree to which people have access to resources and are capable of organizing themselves prior to and during times of need. For WFP, this means engaging in risk-informed and integrated programming that focuses on a balanced approach to strengthening human, social, natural, productive, financial and political capital. In contexts where this balance is chronically and structurally deficient, such programming requires WFP to transition away from a distribution- and execution-focused role, and instead maintain strategic emphasis on the empowerment, capacity, leadership and governance of local actors.

iii) Mobilize, catalyse and partner

Vulnerability to climate change is multidimensional. It also relates to income poverty, economic and social inequality and a lack of human and state security. The solutions to vulnerability are equally multidimensional and require strong institutional and financing partnerships at the nexus between humanitarian, development, peace and climate action. Lessons from the first phase of WFP’s climate and resilience programmes show that the most effective approaches to climate change adaptation – such as WFP’s integrated resilience programme in the Sahel region or its global anticipatory action programme – are both institutionally and financially integrated. They sequence and combine different sources of humanitarian, development and climate funding and establish sustainable partnerships between governments, United Nations institutions, NGOs, research institutions and local actors. Apart from a more sustainable financing base, these partnerships also raise awareness of climate change adaptation and catalyse evidence generation and knowledge sharing.

Theory of change



¹⁶ WFP. 2023. *Niger, Resilience Learning in the Sahel: Impact Evaluation Baseline Report*.

¹⁷ WFP. 2021. *Acting Before a Flood to Protect the Most Vulnerable: An Independent Review of WFP’s Anticipatory Cash Transfers in Bangladesh*.

11. Aligned with WFP's strategic plan and based on a series of internal and external consultations, WFP's updated climate change policy sets out the **vision** that people who are exposed to climate shocks and stressors can meet their food security and nutrition needs in a changing climate. This vision will be achieved through two complementary **goals**:
 - i) support affected populations in managing climate risks to food security and adapting to the impacts of climate change; and
 - ii) strengthen government institutions, systems and services to help manage climate risks to food security and adapt to the impacts of climate change.
12. These goals will be achieved through three **outcomes** at the local, national, regional and global levels which relate to the resilience of local communities and institutions, the adaptive capacity of government organizations and the integration of food security and nutrition in regional and global climate policies, funds and programmes. These outcomes are not mutually exclusive and can intersect in contexts where community-based adaptation and resilience programmes connect with – or complement – efforts to strengthen systems for climate or disaster risk management and emergency preparedness planning.
13. **Pathways for change:** To facilitate the achievement of these outcomes, WFP will establish complementary pathways for change, including through its country strategic plans (CSPs) and programmes; climate risk analysis and data generation; operational, staffing and business processes; and international policy engagement, advocacy and communications. For example, to ensure that climate change adaptation is integrated across WFP interventions at the country level, CSPs must be risk-informed and aligned with climate change adaptation needs and priorities at the national and local levels. Evidence and analysis emerging from climate-specific and climate-relevant projects will be key to articulating “what works” in different risk contexts. The simplification and streamlining of business processes to access, plan for and implement climate-specific finance and recruit, retain and train climate-focused expertise will also facilitate climate-compatible operations. Furthermore, WFP's effectiveness in promoting and advocating for climate solutions in international policy forums will rely on consistent efforts at the senior management level, as well as a strategic and systematic approach to internal and external partnerships.
14. **A cross-cutting issue:** While the set of country-level interventions varies depending on the national climate risk profile, policy environment and institutional framework, climate action in WFP is cross-cutting and relevant for all operational and programmatic functions. The climate change policy is therefore closely aligned with the resilience policy (2024); the conceptual framework for disaster risk reduction (2024); the environmental policy (2017); the emergency preparedness policy (2017); the local and regional food procurement policy (2019); the country capacity strengthening policy (2022); the gender policy (2022); the protection and accountability policy (2020); and the forthcoming school feeding policy (2024) and localization policy (2025).¹⁸

¹⁸ “Compendium of policies relating to the strategic plan” (WFP/EB.2/2023/4-C).

Outcome 1: Affected communities are more resilient to climate shocks and stressors

15. **Climate change mitigation:** WFP's asset creation and livelihood programmes¹⁹ help to reduce greenhouse gas emissions by restoring soils and ecosystems, supporting regenerative and sustainable agriculture and using short and resource-efficient value chains for procurement. In line with the United Nations "Greening the Blue" initiative,²⁰ WFP is identifying solutions that will enhance environmental sustainability across its supply chain operations – from sourcing to transportation and warehousing – and reduce the carbon footprint of its field operations through greater energy efficiency in its fleet and buildings, carbon-sensitive travel guidance and the implementation of circular economy principles.²¹
16. **Climate change adaptation:** WFP's asset creation and livelihoods programmes support locally led adaptation efforts and the scaling of ecosystem-based adaptation solutions. Working with a range of local partners, WFP supports the restoration of degraded ecosystems and infrastructure and promotes ecological and diversified farming practices, the adoption of "green skills" and climate-resilient farming practices, and increased natural resource efficiency in food systems and value chains. WFP's resilience programmes constitute a central component of its community-based adaptation portfolio, enabling localized and collaborative action with local institutions, civil society and women-led organizations. WFP's approach includes applying a resilience lens to post-harvest processing and storage, the climate-proofing of productive assets, and shock-responsive social protection for smallholder farmers.²² It also entails supporting local institutions in safeguarding resilience gains and fostering recovery from climate shocks and disasters, including through the reinforcement of community infrastructure and more risk-informed land-use planning. Along these lines, WFP will also bolster climate change adaptation capacities in peri-urban areas with high concentrations of vulnerable and food-insecure people. This will be complemented by an increased focus on climate-compatible practices and commodities in supply chains across WFP operations.
17. **Disaster preparedness and risk reduction:** Reducing humanitarian needs in an era of increasingly frequent climate disasters requires a combination of long-term adaptation efforts and short-term interventions in disaster preparedness, risk reduction and protection. In this regard, WFP is committed to strengthening both community and national emergency preparedness protocols; enabling better and more equitable access to weather information; increasing the range, reliability and accessibility of climate early warning systems;²³ activating and implementing local contingency plans for anticipatory action;²⁴ enhancing the resilience of global and local supply chains in consultation with affected people, including marginalized groups and local women-led organizations; and scaling up disaster risk financing solutions for smallholder farmers and humanitarian operations.²⁵ Across its portfolio of locally led adaptation and resilience programmes, WFP will prioritize a high level of integration with systems and services that enable climate prediction and financial protection.

¹⁹ More information can be found at <https://www.wfp.org/food-assistance-for-assets>.

²⁰ "Greening the Blue" is a United Nations-wide initiative managed by the United Nations Environment Programme.

²¹ Links to WFP's environmental policy, sustainability strategy and the mitigation co-benefits of ecosystem-based resilience programmes will be added here at a later stage once the policies have been completed.

²² WFP. 2023. *Changing Lives – Social Protection*.

²³ WFP. 2023. *Anticipating Weather and Climate Risk – Weather Information for the Global Public Good*.

²⁴ More information available at <https://www.wfp.org/anticipatory-actions>.

²⁵ More information available at <https://www.wfp.org/risk-management-insurance-and-finance>.

18. **For all activities under outcome 1**, WFP will put people first, meaning that all social groups that are disproportionately affected by the climate crisis,²⁶ especially women and girls, are engaged and supported on all aspects of physical and financial protection. WFP has championed women's access to climate risk insurance²⁷ and financial inclusion²⁸ and will continue to involve all affected groups in shaping individual and collective climate action.²⁹
19. **Climate action for women and girls:** The impacts of climate change affect everyone, but not equally. Women and girls are disproportionately impacted by climate shocks and stresses. Unequal roles and responsibilities make it challenging for women and girls to access and exercise control over land, financial services and information and to engage in decision-making in relation to natural resource allocation. This results in disparities between exposure to climatic stressors and shocks, adaptive capacities, climate change response preferences and choices, and participation in climate-responsive policies. For example, water resources are under increasing pressure, and women and girls shoulder the burden of fetching water in 80 percent of the world's households that lack it.³⁰ They must walk further in search of scarce resources, which heightens their exposure to gender-based violence and limits their time to engage in economic and educational opportunities. It is now estimated that climate change will trigger the abrupt end to schooling for 12.5 million girls every year.³¹ Understanding the different impacts of climate change requires that the voices and needs of the most marginalized people be equitably and intentionally included in WFP programme design and delivery. *[to be developed further on the basis of additional consultations]*

Outcome 2: Governments are better able to realize climate change adaptation plans and minimize loss and damage from climate change

20. WFP works with governments to strengthen the analysis of climate risks in relation to food security in order to inform the design and implementation of agricultural policies, national adaptation plans, national disaster management plans and Nationally Determined Contributions to the Paris Agreement. WFP also advises government institutions on a range of climate risk management and disaster preparedness services.
21. Since the adoption of its first climate change policy in 2017, WFP has scaled up its support to national and local institutions and strengthened government capacities and systems for climate change adaptation and disaster risk reduction. Government demand for such support encompasses all stages of policy design, investment planning and decision making. To meet this need, WFP leverages its technical expertise in climate and disaster risk management,³² community-based natural resource management, livelihood diversification and social protection; its extensive field presence, including in fragile and conflict-affected settings; its delivery systems for cash and food assistance; its extensive partnerships with local institutions (including schools and farmer groups); and its ability to deliver swiftly and at scale.

²⁶ Objective 2 of the "WFP gender policy 2022" (WFP/EB.1/2022/4-B/Rev.1) is to "address the root causes of gender inequalities that affect food security and nutrition".

²⁷ WFP. 2023. *Climate Risk Protection for Vulnerable Communities and Countries*.

²⁸ WFP. 2023. *Gender & Risk Finance – From micro to macro: Examples of inclusive disaster risk financing in LAC and West Africa*.

²⁹ This policy will be closely aligned with the "WFP gender policy 2022" (WFP/EB.1/2022/4-B/Rev.1).

³⁰ United Nations Children's Fund and World Health Organization. 2023. *Progress on household drinking water, sanitation and hygiene 2000–2022: Special focus on gender*.

³¹ Malala Fund. 2021. *A greener, fairer future: Why leaders need to invest in climate and girls' education*.

³² WFP's climate risk management approach is aligned with the *Sendai Framework for Disaster Risk Reduction 2015–2030*.

22. WFP will continue engaging with relevant government institutions for the country-specific analysis of climate risks and impacts, including through integrated context analysis, national climate risk profiles, and climate modelling and forecasting. This engagement informs the development and updating of CSPs.
23. WFP is committed to working with its humanitarian and development partners to support governments with the design and implementation of climate change adaptation projects that reduce climate risks to food security. This includes facilitating government access to bilateral and multilateral climate funding instruments, including the Green Climate Fund and Adaptation Fund,³³ and advocating context-specific climate action at the national level through its country offices. Leveraging its expertise and capacity in disaster risk reduction and emergency preparedness, WFP will be available to serve as implementation partner for governments who receive funding from loss and damage financing mechanisms³⁴ and aim to localize loss and damage support. Through a more systematic integration of climate-specific and climate-relevant programmes, WFP will leverage the de-risking and transformation of food systems as key entry points for climate action. Its focus will be on sustainable and resilient local food systems that also serve people who are often excluded from climate change adaptation investments – including women, young people and Indigenous groups. For example, through the concept of planet-friendly school meals, WFP facilitates a targeted push to reduce unsustainable agricultural practices,³⁵ prevent food loss along supply chains, scale up solutions for clean cooking and energy and promote education about climate change.

Outcome 3: International policies, funds and programmes promote food and nutrition security through climate action

24. **Global advocacy for climate action:** Leveraging its presence in multilateral policy processes, networks and partnerships, WFP advocates for the incorporation of food security and nutrition in global climate change policies, funding mechanisms and thematic initiatives. Through these efforts, WFP also endeavours to strengthen the empowerment of women and girls in international climate action.^{36,37}
25. This engagement builds on WFP's current roles as an active observer of the Conference of the Parties (COP) to the United Nations Framework Convention on Climate Change process and member of associated technical expert groups;³⁸ as a member of the Inter-Agency Standing Committee climate sub-group; and as a member of the technical advisory group of the newly formed Santiago Network on loss and damage.³⁹ WFP will maintain its active engagement in global thematic initiatives such as the Early Warnings for All initiative, the

³³ WFP is accredited to both the [Green Climate Fund](#) and the [Adaptation Fund](#).

³⁴ The 28th Conference of the Parties to the United Nations Framework Convention on Climate Change saw the operationalization of the new loss and damage fund. The decision text may be found [here](#).

³⁵ WFP. 2023. [WFP's Approach to Planet-Friendly School Meals](#).

³⁶ For more information, please see WFP. 2020. [The power of gender equality for food security: Closing another gender data gap with a new quantitative measure](#).

³⁷ United Nations Entity for Gender Equality and the Empowerment of Women. 2023. [Feminist Climate Justice: A Framework for Action](#).

³⁸ WFP is a member of the [Technical Expert Group on Comprehensive Risk Management](#) under the Warsaw International Mechanism.

³⁹ The technical advisory group will provide support to the Advisory Board of the [Santiago Network on loss and damage](#), which is led by the United Nations Office for Disaster Risk Reduction and the United Nations Office for Project Services.

Risk-informed Early Action Partnership, the Systematic Observations Financing Facility and the Global Shield against Climate Risks, among others.⁴⁰

26. **Advocating for climate action in fragile contexts:** Complementary to its international policy engagement, WFP will collaborate with partners within and outside the United Nations system to advocate for more climate financing flows to people who face the triple crises of climate vulnerability, fragility and conflict, and food insecurity. Building on its pledge to support the COP 28 Declaration on Climate, Relief, Recovery and Peace,⁴¹ WFP has formulated quantifiable global ambitions and developed a pipeline of projects to scale up climate action in fragile contexts.⁴²
27. In close collaboration with other Rome-based agencies, WFP will support the United Nations Framework Convention on Climate Change and other multilateral processes with analytical and technical input to help realize the COP 28 Declaration on Food and Agriculture.⁴³ This declaration marks a milestone in the official recognition of the need to transform food systems and agriculture to achieve the long-term goals of the Paris Agreement and limit global warming.⁴⁴

Essential enablers

28. **Financing:** WFP must be prepared to meet food security and nutrition needs in an increasingly adverse and rapidly changing risk environment. The projected increase in climate shocks and stressors in the coming years will require more targeted investments to ensure that all WFP operations are climate-compatible and risk-informed. This will include the greening and risk analysis of WFP's supply chain operations. In parallel to strengthening CSPs with the support of bilateral and multilateral climate funds⁴⁵ and integrating different sources of humanitarian, development, climate and thematic financing, WFP will expand and diversify its funding sources to ensure more flexible, predictable and multi-year funding for climate and resilience programmes.⁴⁶ In addition, WFP will strengthen its internal monitoring systems for tracking and reporting on climate-specific and climate-relevant funding.
29. **Partnerships:** As part of the climate change policy implementation plan, WFP will map its existing global, regional and country-level partnerships in climate-specific and climate-relevant action. Based on this analysis, WFP will establish and strengthen relevant partnerships with government partners; United Nations country teams; international financial institutions; NGOs; public and private sector donors; philanthropic institutions and foundations; and research, knowledge and communications partners to ensure high quality support for its climate change adaptation and climate risk management portfolio.⁴⁷

⁴⁰ WFP will also remain active in its partnerships with [CREWS](#), and the Insurance Development Forum.

⁴¹ See the [COP 28 Declaration on Climate, Relief, Recovery and Peace](#).

⁴² For more information, please see WFP's [Climate and Resilience Investment Acceleration Pipeline](#).

⁴³ See the [COP 28 Declaration on Sustainable Agriculture, Resilient Food Systems, and Climate Action](#).

⁴⁴ For more information, please refer to the overarching goals of the [Paris Agreement](#).

⁴⁵ See footnote 33.

⁴⁶ WFP will also work to ensure that country office partnership resourcing strategies will encompass climate financing opportunities in support of CSP implementation, where appropriate.

⁴⁷ The climate change policy is aligned with WFP's "[Private-sector partnerships and fundraising strategy \(2020–2025\)](#)" (WFP/EB.2/2019/4-A/Rev.1).

30. To improve the quality and impact of United Nations country programmes, WFP will work with the Food and Agriculture Organization of the United Nations (FAO) on implementing a joint strategy for anticipatory action⁴⁸ to protect people's food security and improve the geographical coverage and degree of anticipation of mechanisms for forecasting shocks that affect agriculture and food security. Another priority will be the aligned and mutually reinforcing support of WFP and FAO for sustainable food and agriculture priorities in international climate funds and policies – building on the COP 28 Declaration on Food and Agriculture⁴⁹ and the United Nations food systems summit process. Collaboration with the International Fund for Agricultural Development will focus on de-risking agricultural value chains for smallholder farmers, including through insurance-based programmes, and the introduction and scaling of climate change adaptation practices and technologies in hazard-prone food systems.
31. **Workforce:** As part of the climate change policy implementation plan, WFP will make targeted investments in its workforce to meet the objectives of this policy. This includes strengthening staff capacities on climate change policy, climate financing and climate-specific and climate-relevant programmes; recruiting specialized staff with complementary skillsets to strengthen climate capacity in relevant functions across WFP; and developing a deployment model to make specialized technical expertise available to country offices with shorter lead times. Rotational cycles and staffing contracts will be reviewed with a view to recruiting, retaining and training the best possible human capital for WFP on climate change issues. Workforce-related activities under this policy will be aligned with a three-pronged “Buy, Build or Borrow” strategy⁵⁰ to build internal capacity, source external thematic expertise and mobilize support through secondments or standby partnership agreements.
32. **Data, research and evidence:** WFP will strengthen its analytical tools and evidence base to support planning, investment and decision making in the areas of climate change adaptation, climate risk management and resilience programming. Building on the monitoring and evaluation systems of climate-specific and climate-relevant programmes, WFP will generate data and evidence with a broad range of research partners to inform programme interventions and policy processes. When designing climate-specific projects at the community level, WFP will collect and utilize quantitative and qualitative data disaggregated by sex and age to prioritize activities and will build on recent or ongoing country and regional gender analyses to increase the participation of women and girls, especially from marginalized groups. In addition, WFP will update its multi-year research strategy on climate change and food security, which includes cost-benefit analysis of different adaptation options and impact evaluations of its programme and project portfolio. WFP will strengthen existing collaboration and forge new partnerships on research and evidence generation. In tandem with project implementation, WFP will use its assessment, monitoring and evaluation capacity, including impact evaluations and decentralized evaluations, to track results under the outcome areas outlined in this policy.

⁴⁸ FAO and WFP. 2023. *FAO-WFP Anticipatory Action Strategy: Scaling up anticipatory actions to prevent food crises*.

⁴⁹ See the *COP 28 Declaration on Sustainable Agriculture, Resilient Food Systems, and Climate Action*.

⁵⁰ WFP's *Climate Learning Certification Programme* aims to equip WFP staff with the knowledge and skills to interact with donors and national governments on climate programmes.