Actions you can take as a leader

- **Uphold** a vision for gender equality in your Office / Sector and clearly communicate that vision with your staff and partners, including the priorities and the needed changes.
- **Motivate and support** staff in dealing with the organisational and managerial changes needed to mainstream gender; and promote innovation and risk-taking.
- **Make** reporting on gender equality results a standing agenda item in regular meetings – with senior management, programme personnel, operations employees and partners.
- **Reinforce** collection, analysis and reporting of sex- and age-disaggregated data – at the level of the person!.
- **Recognise** publicly individual employees and teams for efforts in advancing gender equality and women’s empowerment.
- **Advocate** for gender equality by sharing consistent and repeated messages with staff and partners, using events such as International Women’s Day and World Hunger Day. Make messages visible with posters, photos, logos, quotes.
- **Delegate** responsibility for gender mainstreaming to senior members of staff – women and men – who have authority, commitment and sound interpersonal and advocacy skills.
- **Support** activities organized by your Gender Results Network members, which may require allocating time and funds.
- **Participate** in gender learning sessions and stay for the entire time.
- **Promote and participate** in campaigns that support gender equality, including International Women’s Day and the 16 Days of Activism Against Gender-Based Violence.
- **Promote** the value of gender and bring in gender expertise.
- **Participate** in the Gender Transformation Programme (**GTP**).
- **Be a role model** – attend to your unconscious biases (we all have them) and show what fairness and respect look like.
- **Apply** a gender lens to hiring and promotion decisions.
- **Support** employees in their efforts to balance their work and personal responsibilities. Approve requests for use of flexible working arrangements.

The essentials you need

- **Gender Policy (2015-2020)** sets the goal “for WFP to integrate gender equality and women’s empowerment into all its work and activities, to ensure that the different food security and nutrition needs of women, men, girls and boys are met.”
- **Gender Action Plan**: The actions, responsible WFP units, indicators and targets across 8 outcomes; to be achieved by 2020. Complemented by the Regional Gender Implementation Strategies and Country Office Gender Action Plans.
- **UN SWAP 2.0**: “UN System-Wide Action Plan for Implementation of CEB United Nations System-Wide Policy on Gender Equality and the Empowerment of Women” consists of 17 performance Indicators, divided across (a) results-based management, (b) oversight, (c) accountability, (d) human and financial resources (e) capacity (f) knowledge, communication and coherence.
- **Strategic Plan | CRF (2017-2021)**: includes advancing gender equality and women’s empowerment as a cross-cutting result, with indicators.

Resources you can use

- **Gender Toolkit** is a practical resource on the what-why-who-where-how of mainstreaming gender across WFP’s work, for employees and partners.
- **Gender Community** is a platform for all employees to share experiences, lessons, good practices, news, photos, videos & ask questions. Become a follower and encourage staff to join in.
- **Gender Topic Page** on WFP’s intranet
- **Gender Brown Bag Sessions** are held on the 1st Tuesday of each month, 11:00-12:00 Rome time, with webcasting (announced through the Gender Community)
- **Gender Learning Channel** on WeLearn including “Gender Basic Learning Journey” and “Social Norms” eLearning.