How to Integrate Gender in Social Protection

1. Integrate
   gender and age analysis into social protection context analysis and needs assessments, both for programme specific and country strategic reviews with a social protection component.

2. Use
   the information from the gender analysis and design, in a participatory manner, a social protection programme addressing the identified needs and situations of the particular women, men, girls and boys.

3. Address
   the different needs, priorities, roles and workloads of women and men.

4. Ensure
   social protection measures do no harm by undertaking and using protection analyses. Share information with stakeholders. Use complaints and feedback mechanisms.

5. Ensure
   measures are in place for women and men to equitably access and benefit from the assistance where the social protection measure involves in-kind, voucher or cash transfers.

6. Check
   that women and men, and their organisations have access to required technology (e.g. mobile phones), financial information & services (e.g. banking) and capacity-strengthening opportunities for cash-based transfer programmes & risk financing programmes.

7. Include
   measures to support girls and boys school attendance and retention (primary & secondary); challenge discriminatory and restrictive gender roles; promote equal representation in leadership & decision-making positions & where women & men are remunerated for their labour, ensure it is equitable.

8. Make sure
   that processes are inclusive and participatory, and that sensitisation campaigns reach, inform and engage the diverse women, men, girls and boys and their organisations.

9. Monitor
   social protection programmes in a gender-responsive manner. Track indicators that assess changes (or not) for individual women, men, girls and/or boys, as well as for households and communities. This requires disaggregating data by sex and age and doing gender and protection analyses.

10. Set up
    and manage inclusive and accessible complaints and feedback mechanisms. Feedback and complaints mechanisms should exist wherever WFP is present and in all social protection programmes. It is important that they are safely accessible to all women, men, girls and boys.