



Technical Note

Integrating Gender in WFP Evaluations

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Purpose and rationale

1. Gender inequality is a root cause of food insecurity. Women and girls are more likely to be food insecure than others, due to unequal access to and control over the means of achieving food security and nutrition (see [Annex 4](#)).
2. The WFP Office of Evaluation has developed this technical note to provide guidance to WFP evaluation managers and evaluation teams on how to better integrate gender into WFP evaluations.¹ It updates a previous Technical Note (2014).
3. Ensuring that evaluations address gender issues:
 - helps generate an evaluation process that is inclusive and respectful of all stakeholders
 - provides information on how WFP programming is affecting women and men differently and identifies any effects on gender and power relationships
 - produces informed recommendations that, in turn, can inform programme designs, so that interventions benefit women, men, girls and boys and contribute to positive changes in gender relations
 - enables WFP to account to its partners, and 'tell the story' of how its interventions have helped achieve WFP and wider United Nations objectives on gender equality.
4. This note covers both centralized evaluations undertaken by the WFP Office of Evaluation (OEV) and decentralized evaluations commissioned by WFP Headquarters divisions, regional bureaus, and country offices.

WFP gender commitments

5. WFP objectives under its 2022 Gender Policy are as follows:

- i. Achieve equitable access to and control over food security and nutrition –
- ii. Address the root causes of gender inequalities that affect food security and nutrition
- iii. Advance the economic empowerment of women and girls in food security and nutrition

UN SWAP and this Note

6. The [UN System Wide Action Plan on Gender Equality](#) ((UNSWAP 2.0) is the gender accountability framework for all United Nations entities. It combines a harmonized set of seventeen measurable indicators with gender equality requirements. Those for evaluation are:
 - meet the UNEG gender equality-related norms and standards and apply gender equality guidance during all phases of evaluations
 - conduct a corporate gender mainstreaming evaluation during the past 5-8 years
7. [Annex 3](#) presents the UN SWAP Evaluation Performance Indicator Annotations, aligned to the three criteria for evaluation: (i) Integrating gender into the evaluation scope of analysis, (ii) Selecting a gender-responsive methodology and (iii) Reflecting a gender analysis in findings, conclusions, and recommendations.
8. This Note is geared to enable WFP's Office of Evaluation to meet the first commitment under the UN-SWAP. It is accordingly aligned to [UNEG 'Integrating Gender and Human Rights into Evaluations' guidance](#).

¹ This technical note is complementary to the UNEG Human Rights and Gender Equality Guidance but adapted to the WFP context, commitments, and programming.

WFP evaluation commitments to gender

9. WFP evaluation commitments to gender are specified in the Centralized Evaluations Quality Assurance System (CEQAS) and the Decentralized Evaluations Quality Assurance System (DEQAS). This guidance focuses on integrating gender equality concerns throughout the evaluation process.

10. This Note is organized to align with the phases of the evaluation process as per CEQAS and DEQAS. It does not cover every stage of the evaluation process, but rather focuses on areas of identified underperformance since the last version of the Technical Note.

11. Annexes to this Note provide background on [key concepts and terms](#), [what WFP aims to achieve vis a vis GEWE](#), and additional detail and resources.

Planning

12. The planning phase establishes the type and the purpose of the evaluation. It estimates time needed, human and financial resource requirements and links the evaluation with available baseline and monitoring data.

Preparation

UNSWAP criterion: *Gender Equality and Women's Empowerment is integrated in the evaluation scope of analysis and evaluation criteria and questions are designed in a way that ensures GEWE related data will be collected.*

13. Key aspects of the Preparation phase are: (i) conducting the evaluability assessment; (ii) integrating evaluation into the evaluation scope and questions (to be reflected in the Terms of Reference); and (iii) recruiting the evaluation team.

Evaluability Assessment

14. The evaluability assessment should:

- Assess whether the gender aspects can be evaluated based on the availability and quality of relevant data (e.g. sex-disaggregated data, gender-related Corporate Results Framework (CRF) cross-cutting indicators ([Annex 12](#)), and any additional quantitative or qualitative data to measure progress on GEWE results)
- Identify any methods that will facilitate effective evaluation of the gender aspects

15. Where quality data is not available, the evaluability assessment should outline the indicative challenges and limitations to gathering gender-related data for the evaluation.

Evaluation Questions and Scope

16. Considering gender within the evaluability assessment will help determine the breadth and depth of gender assessment in the evaluation scope. At this stage, the relevance and role of gender equality (whether, where and why) to the evaluation object should be identified, particularly related to the commitments of the WFP Gender Policy. The use or otherwise of the WFP Gender and Age (GAM) marker should also be noted at this stage.

17. All evaluations, regardless of whether the intervention did or did not integrate gender, should at minimum consider the relevance and effectiveness of the intervention from a gender perspective. Specifically, the extent to which the intervention:

- Responded to the needs and priorities of men, women, boys, girls and whether there were any possible gaps in design (relevance)

- Was equally accessible to men, women (and boys and girls as appropriate depending on intervention) (effectiveness)
 - Generated differential (intended) results for men, women, boys and girls (effectiveness)
 - Resulted in any unintended or unanticipated positive or negative results (e.g., increased risk of Gender Based Violence) for men, women, boys and girls (effectiveness)
 - Monitored the (different) results for men, women, boys and girls.
18. For specific evaluation questions:
- UNEG Guidance on [Integrating Human Rights and Gender Equality in Evaluation](#) and the [OECD DAC Applying a human rights and gender equality lens to the OECD evaluation criteria](#) provide examples of evaluation questions as well as links to resources / examples from other organizations.
 - [Annex 5](#) provides indicative evaluation questions for relevance, effectiveness and sustainability
19. Specific examples of questions/lines of enquiry linked to a number of WFP's intervention areas can be found in the Annexes, specifically:
- Food Assistance for Assets: [Annex 6](#)
 - Emergency Preparedness and Response: [Annex 7](#)
 - Nutrition [Annex 8](#)
 - School Feeding and Gender [Annex 9](#)
20. Country Strategic Plan Evaluations (CSPE) and Policy Evaluations (PE) have standard evaluation questions to ensure a consistent approach and enable synthesis of evidence across different evaluations. [Annex 10 \(CSPE\)](#) and [Annex 11 \(PE\)](#) highlight key considerations for sub-questions where integration of gender could be prioritized.

Evaluation team recruitment

21. The preparation phase ends with the selection and recruitment of the evaluation team. The team overall should be balanced in terms of gender, geography and culture; and gender analysis skills should be a core requirement of the Terms of Reference. One team member should have:
- Experience in conducting evaluations which look at gender equality and women's empowerment and inclusion
 - Knowledge of gender equality and women's empowerment (GEWE) normative and analytical frameworks
 - Demonstrated capacity to analyse the data and to write reports with a strong gender analysis, particularly, evaluation reports

Inception

UNSWAP criterion: *A gender-responsive methodology, methods and tools, and data analysis techniques are selected.*

22. The Inception Phase translates the Terms of Reference into an operational plan for the evaluation. The Inception Report should present *inter alia* a gender-sensitive understanding of the context and stakeholder analysis; a gender-sensitive interpretation of the evaluation criteria; and a gender-sensitive methodology, reflected in the evaluation matrix.

Context Analysis

23. The context section of the evaluation should outline the key gender related issues in the country, institution, or programme in which the intervention was designed and implemented. This analysis will help refine the evaluation scope (including evaluation questions) and design, as well as develop the stakeholder analysis.

Box 1: *Evaluation of Mozambique WFP CSP 2017-2021*

“Poverty affects women more than men, and disability and poverty are intrinsically connected. Disabled people are more disadvantaged economically than the rest of the population, and women and girls with disabilities are at high risk of gender-based violence (GBV).

24. [Annex 4](#) provides more detailed guidance on, and resources for, preparing a gender-sensitive context analysis, but a key feature is the concept of intersectionality – or recognising how multiple vulnerabilities can combine to increase disadvantage and marginalization (box 2).

Box 2: Intersectionality

Intersectionality refers to “the interaction of multiple factors, such as disability, age and gender, which can create multiple layers of discrimination, and, depending on the context, worsen legal, social or cultural barriers”. It recognizes that women are not a homogeneous group, nor are men, girls, or boys, that within each group there are additional factors (e.g., disability, age, ethnicity, education, gender identity) which will affect their lived experience. Intersectionality is an important tool for analysis to help understand how the intersection of different sets of identities (e.g., gender, ethnicity, age, education) can affect access to rights and opportunities, and consequently outcomes.

Addressing intersectionality using gender as the entry point, requires asking, how does gender intersect with aspects of social identity to produce advantage and disadvantage? i.e., what sub-groups of men, women, boys and girls are further left behind?

Stakeholder analysis

25. The stakeholder analysis should specify which women, men, girls and boys of affected populations will be included in the evaluation and how. It should also identify key interlocutors on gender issues, for example the national gender machinery; relevant WFP co-operating partners; UN working groups (Gender in Humanitarian Affairs, Gender Based Violence Sub-Cluster, Protection from Sexual Exploitation and Abuse); and any academic or other institutions who can provide gender-related information relevant to the evaluand. Interviews with WFP staff, CSOs working to advance GEWE, community leaders and other partners (e.g., government gender machinery, UN Working Groups - may help identify 'less visible' individuals / sub-groups of interest (see [Annex 10](#) for potential resources for identifying relevant organizations).

Evaluation criteria

26. The 2018-2019 adaptation of the international evaluation criteria sought alignment with Agenda 2030, including a focus on gender inequality and other forms of exclusion. [Applying a human rights and gender equality lens to the OECD evaluation criteria](#) provides more detail, In summary, key issues to consider are:

- **Relevance:** Does the intervention respond to rights, needs and priorities? Has it adapted to context? Has it accounted for intersectionality?
- **Coherence:** Has the intervention aligned with relevant (gender-related) policy commitments? Has it engaged with national actors working on gender issues/
- **Effectiveness:** Did the intervention affect groups differently and were outcomes equitable? Did rights-holders participate meaningfully in design and implementation?
- **Efficiency:** How were resources were allocated to achieve inclusive, equitable and gender-transformative results? Was the intervention economically efficient in reaching marginalised groups?

- **Impact:** Has the intervention contributed to transformative change? Were there differential impacts or unintended effects?
- **Sustainability:** Does the intervention build an enabling environment for human rights and gender equality? Have positive effects been sustained, and how?

Evaluation Methodology

27. A mixed-method approach helps ensure consultation with a diverse range of stakeholders and integrate principles of non-discrimination, participation and inclusion. It helps enable the voices of women, those most likely to have their rights violated, or those marginalized and/or discriminated against, to be heard and taken into account during the evaluation process. It should include a clear statement of the ethical standards to be applied (see Box 4).

28. *Purposive sampling strategies* may be considered to ensure adequate representation of sub-groups of women, men, girls and boys of interest. Examples include:

- maximum variation sampling to identify individuals (schools/communities) that are intentionally very different from each other, to understand variations in experience
- snowball sampling to identify less visible or specific issues, building on information supplied by one or more informant(s).

29. *Surveys* can also be used to ensure the inclusion of different voices; these should be designed to ensure representation of diverse groups and analyse the resulting data by gender and other socio-demographic factors (e.g., age, disability, rural/urban).

30. The *evaluation matrix* should include the gender-sensitised evaluation criteria and questions (see Step 2); incorporate relevant gender-related indicators to assess performance; list the gender-sensitive methods which will be applied as part of a mixed-methods approach; and indicate which groups of men, women, boys and girls will be consulted.

Box 3: [UNEG Ethical Guidelines for Evaluation](#) are important to adhere to for all evaluations in all contexts (relationship with GEWE).¹ While all ethical principles of Integrity, Accountability, Respect and Beneficence are important for integration of gender in evaluation particular attention should be paid to the principle of respect and beneficence, and requirements in relation to gender considerations to as ensure inclusion and non-discrimination; “do no harm” and address power relations among others.

Data analysis and reporting

UNSWAP criterion: *The evaluation findings, conclusions and recommendations reflect a gender analysis.*

Data analysis

31. Methods for data analysis should aim at highlighting gender dimensions of the intervention and its results, both for ‘including women’ and any transformational changes sought and delivered – or opportunities missed. Methods for analysis may include: comparing evaluation data with wider data on the gender situation in the context; integrating gender-related questions into survey designs; analysing by stakeholder group to identify any differential effects of the intervention.

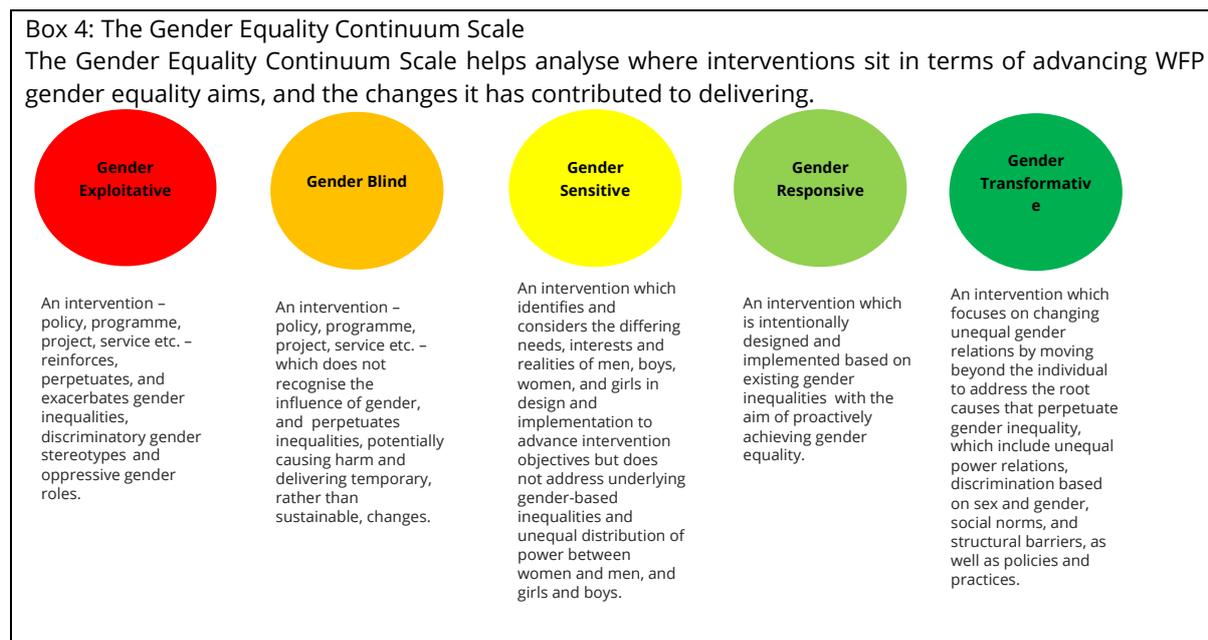
32. *Analysing results:* Analysis of results should include the four priorities of the WFP Gender Policy (2022), namely:

- Enhanced and equitable participation
- Strengthened leadership and decision making
- Strengthened protection to ensure safety, dignity and meaningful access
- Transformative action on social norms and structural barriers

33. Analysis should also take note of explanatory factors for gender results, in the form of the Essential Enablers of the Gender Policy, namely:

- Ensuring appropriate human and financial resources
- Ensuring participatory quantitative and qualitative data collection, analysis and use
- Consistent monitoring, reporting and evaluation
- Building diverse partnerships:
- Ensuring accountability at all levels
- Strengthening individual and institutional capacity:
- Consistent communications and advocacy

34. Various frameworks exist to help structure the analysis of gender results. [Annex 15](#) and Box 4 include examples.



Findings, conclusions and recommendations

35. The evaluation report should incorporate gender equality concerns throughout the findings, conclusions and recommendations. Findings may include:

- Whether and how gender issues were implemented as a cross-cutting theme in programming, and if WFP gave sufficient attention to promote gender equality
- Whether and how WFP paid attention to effects on women and individuals/groups who are marginalized and/or discriminated against;
- Whether and how the design and implementation of the WFP intervention addressed any gaps;
- Whether and how WFP monitored and analysed results from a gender perspective.
- What results were delivered for men and women, boys and girls, analysed from a differential perspective.
- Whether there were any unintended results, positive or negative, of the intervention for men and women, boys, and girls²

36. The evaluation's conclusions should include a specific paragraph on gender-related conclusions, and gender issues to address should be explicitly reflected in the evaluation's recommendations. [file:///C:/Users/User/Downloads/UNEG_HRGender_web_final%20\(1\).pdf](file:///C:/Users/User/Downloads/UNEG_HRGender_web_final%20(1).pdf) provides UNEG guidance on content and standards for gender-sensitive evaluation reports.

² Unintended effects and unanticipated effects share the same definition for the purposes of this note, i.e., results of an intervention other than those it aimed to achieve. Where unintended effects are not found, this should be explicitly stated in the evaluation report.

ANNEXES

Annex 1. Key Concepts/Definitions³

1. **Gender Equality:** Gender equality refers to the equal exercise of rights, opportunities, resources and rewards by women, men, girls and boys. It does not mean that women, men, girls and boys are the same, but that their exercise of rights, opportunities and life chances is not governed by whether they were born female or male.
2. **Women’s Empowerment:** Women’s empowerment is the process whereby women obtain and exercise agency in their lives and have equal access with men to resources, opportunities, and power. To be empowered, women must have not only capabilities and equal access to resources and opportunities to men, but also the ability to use them to make choices and decisions as full and equal members of society, which in many contexts requires a transformation of power relations. For WFP, this means that food assistance policies and programmes must create conditions that facilitate, and not undermine, the possibilities for women’s empowerment.
3. **Human rights-based approach (HRBA):** HRBA is a conceptual framework for human development anchored in international human rights standards and principles aimed at promoting and protecting rights. It focuses on understanding and addressing the root causes and structural barriers (e.g., discrimination and inequality) to the enjoyment of rights by ‘rights-holders, or individuals, which is fundamental to achieving GEWE (for more information on applying a human rights and gender equality lens please refer to OECD DAC guidance)⁴. It is distinct from a needs-based approach which focuses on meeting needs and addressing immediate causes of problems (table 1 below).⁵ Traditionally because of WFP’s focus on humanitarian action, WFP programmes have focused on addressing immediate and shorter term needs but a number of more recent policies apply more of a HRBA lens (e.g. [WFP Protection and Accountability Policy 2020](#)). While WFP does not use the language of duty bearers and rights holders⁶ and does not link its work explicitly to the right to food, the organization does highlight HRBA core principles in designing and implementing many of its programmes and policies, e.g., participation and inclusion, equality and non-discrimination, and accountability to affected populations, equitable access, promoting agency and addressing root causes, in achieving zero hunger (SDG 2).

Table 1: Key differences between needs-based approach and HRBA

Needs-based approach	Human rights-based approach
Focuses on input and outcome	Focuses on process and outcome
Emphasizing meeting needs	Emphasizing realizing rights
Recognizes needs as valid claims	Recognizes individual and collective rights as claims towards legal and moral duty bearers
Individuals are objects of development interventions	Individuals are subject of rights and therefore entitled to assistance
Focuses on immediate causes of problems	Focuses on structural causes and their manifestations

Source: UNEG Guidance Document 2014: Integrating Human Rights and Gender Equality in Evaluations

4. **Equity:** Equity is associated with the notion of fairness. It recognises that all individuals are not in the same ‘starting position’ due to historical and social disadvantages and that measures are often needed to level the playing field. Equity can be viewed as part of the process or means to achieve gender equality and an important component of a human rights-based approach.

³ Definition for gender equality, women’s empowerment, and equity (adapted) are from the [WFP Gender Policy 2022](#). The WFP Gender Toolkit includes additional [concepts](#) and definitions

⁴ OECD: Applying a human rights and gender equality lens to the OECD evaluation criteria, 2023

⁵ UNEG Integrating Human Rights and Gender Equality in Evaluations, August 2014

⁶ Duty bearers are defined as state or non-state actors, who have the obligation to respect, protect, promote, and fulfil the human rights of rights-holders, individuals or social groups who have entitlements in relation to duty-bearers.

Annex 2. Key WFP and global Gender Related Normative Frameworks

WFP Gender Related Normative Frameworks

1. WFP's commitments to promoting GEWE are elaborated in its key recent strategic and policy documents, most notably the WFP [Gender Policy 2022](#), the [Strategic Plan 2022-2025](#), and [Protection and Accountability Policy 2020](#) in alignment with the [Convention on the Elimination of All Forms of Discrimination against Women](#) (CEDAW) and the [UN System Wide Action Plan on Gender Equality](#) (UNSWAP).
2. **WFP Strategic Plan 2022-2025:** In alignment with Agenda 2030's recognition that progress on gender equality is fundamental to achievement of the Sustainable Development Goals, the [WFP Strategic Plan 2022-2025](#) highlights gender equality and women's empowerment, a precondition of achieving zero hunger, as one of four cross-cutting priorities for the organization. To this end WFP commits to working through a twin-track approach (gender mainstreaming and gender targeted actions) to address structural gender-based inequality and unequal power relations. This includes promoting women and girls' decision-making and leadership, women's economic empowerment, women's safe mobility and access to information, education, equitable access to and control over resources, the recognition, valuing and redistribution of unpaid care and domestic work, and equal sharing of intra-household responsibilities through nutrition and school meal programmes and social, and behaviour change interventions.
3. [The WFP Gender Policy 2022](#) states WFP's commitment to promoting and protecting and gender equality as recognized in key global normative frameworks, notably the [Convention on the Elimination of All Forms of Discrimination against Women](#) (CEDAW) and the [UN System Wide Action Plan on Gender Equality](#) (UNSWAP), an accountability framework for GEWE. It identifies three key objectives to address gender inequalities:
 - Achieve ***equitable access to and control over food security and nutrition*** – by broadening WFP's assessment, implementation and monitoring activities to better respond to intrahousehold food distribution dynamics.
 - Address the ***root causes of gender inequalities that affect food security and nutrition*** – by challenging the barriers that influence the meaningful participation of all household members as agents of change.
 - Advance the ***economic empowerment of women and girls in food security and nutrition*** – by using food and nutrition assistance as entry points to livelihood opportunities that increase equitable access to productive assets, financial services, and technologies.
4. These objectives are further unpacked through four interrelated priorities, specifically:
 - Enhanced and equitable participation
 - Strengthened leadership and decision making
 - Enhanced protection to ensure safety, dignity and meaningful access
 - Transformative action on social norms and structural barriers
5. The [WFP Protection and Accountability Policy 2020](#) highlights how approaches to access and gender issues are particularly important in reinforcing protection noting the importance of: (i) adopting an intersectional lens in applying the protection policy, (ii) the need to look at sociocultural gender inequalities as part of the context analysis and (iii) how gender analyses can help WFP better “understand how structural inequalities are compounded by recurring risks and identify critical gaps that need to be addressed through nuanced and tailored programming that results in strengthened food security, gender and protection outcomes”.
6. In order to achieve the above GEWE results WFP has highlighted the need to address the *root causes of gender inequalities that affect food security and nutrition* and challenge the structural barriers that lead to gender inequalities and influence the meaningful participation (in line with a human rights-based approach), generally of women. These inequalities are driven by factors including: control over resources (e.g. in many parts of the world women aren't allowed to own property and have limited

access to physical inputs like seeds and fertilizer as well as labour) ⁷ decision making power (e.g. women are often excluded from food security and nutrition related decision making including how, when, where why and by whom food is acquired and consumed) gender based violence (e.g. food insecurity amplifies GBV risk for women and girls).

Key Global Normative Frameworks

7. An overview of CEDAW and other key global normative frameworks which guide the work of the United Nations on GEWE, including those focused on humanitarian action, is provided in table 1. Core universal international human rights frameworks (e.g. International Convention on Civil and Political Rights, International Convention on Economic, Social and Cultural Rights) are available at this [link](#).

8. The 2030 Agenda for Sustainable Development highlights States' and others' responsibility to respect, protect and promote human rights without discrimination. Recognizing that progress on gender equality is fundamental to achievement of the Sustainable Development Goals, Agenda 2030 includes a standalone goal on gender equality (SDG 5 – Achieve Gender Equality and Empower All Women and Girls), as well as mainstreams GEWE targets across the other Goals.

9. The core normative framework for gender equality and women's rights is the [Convention on the Elimination of Discrimination against Women](#) (CEDAW) adopted in 1979. The Convention defines discrimination against women as "...any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field". Only three countries where WFP has programme presence, Iran, Somalia and Sudan have not ratified the treaty. Additional information on CEDAW and other normative frameworks including articles of particular relevance to WFP work can be found in the table below.

10. [The UN System Wide Action Plan on Gender Equality](#) (UNSWAP), an accountability framework for GEWE and the Interagency Standing Committee [Gender Handbook for Humanitarian Action](#) both offer guidance in relation to adopting approaches which promotes GE. Additional information on both of these documents can also be found in the [table below](#).

Table 2: Key Normative Frameworks for Integration of GEWE (of relevance to WFP)

General
Convention on the Elimination of Discrimination against Women (CEDAW)
The Convention requires States parties to take "all appropriate measures, including legislation, to ensure the full development and advancement of women, for the purpose of guaranteeing them the exercise and enjoyment of human rights and fundamental freedoms on a basis of equality with men"(article 3). As of early 2023, 189 countries have ratified CEDAW. Only three countries where WFP has programme presence, Iran, Somalia and Sudan have not ratified the treaty; however, the majority of countries have ratified CEDAW with reservations on certain articles. Specific reservations can be found at this link. Articles of particular relevance to WFP work include:
<ul style="list-style-type: none">▪ Guarantee of Basic Human Rights and Fundamental Freedoms (Article 3)▪ Special Measures (Article 4)▪ Sex Role Stereotyping and Prejudice (Article 5)▪ Education (Article 10)▪ Employment (Article 11)▪ Economic and Social Benefits (Article 13)▪ Rural Women (Article 14)

[The UN System Wide Action Plan on Gender Equality \(UNSWAP\)](#)

The United Nations System-Wide Action Plan (UNSWAP 2.0) is the gender accountability framework for all United Nations entities. The framework consists of 17 key performance indicators, encompassing results-

⁷ <https://blogs.worldbank.org/voices/empower-her-address-food-and-nutrition-security-africa>

General

based management, oversight, accountability. Human and financial resources, communication and knowledge, communication and coherence.

The “oversight” element of the UNSWAP 2.0 framework includes one indicator dedicated to evaluation, namely the Evaluation Performance Indicator (EPI-4), which has three criteria and nine covering nine annotations (See [Annex 3](#)). The EPI is linked to the United Nations Evaluation Group Norms and Standards and serves both as a reporting tool and as a benchmark to help United Nations entities integrate gender in evaluations. All evaluations at WFP are assessed of the integration of GEWE in accordance with the UNSWAP EPI.

The [2030 Agenda for Sustainable Development](#) highlights States’ and others’ responsibility to respect, protect and promote human rights without discrimination. Agenda 2030 includes a standalone goal on gender equality (SDG 5 – Achieve Gender Equality and Empower All Women and Girls) as fundamental in its own right, as well as mainstreams GEWE targets across the other Goals in recognition of the important role that gender equality plays in sustainable development.

SDG Indicators of relevance to WFP work

1.2.1 Proportion of population living below the national poverty line, by sex and age

1.2.2 Proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions

1.3.1 Proportion of population covered by social protection floors/systems, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, new-borns, work-injury victims and the poor and the vulnerable

2.3.2 Average income of small-scale food producers, by sex and indigenous status

4.5.1 Parity indices (female/male, rural/urban, bottom/top wealth quintile and others such as disability status, indigenous peoples and conflict-affected, as data become available) for all education indicators on this list that can be disaggregated

5.3.1 Proportion of women aged 20–24 years who were married or in a union before age 15 and before age 18

5.4.1 Proportion of time spent on unpaid domestic and care work, by sex, age and location

The full list of indicators is available at this [link](#).

Humanitarian Action specific

[Gender Handbook for Humanitarian Action](#) February 2018 Inter-agency Standing Committee Sub-Working Group on Gender and Humanitarian Action

The Gender Handbook for Humanitarian Action provides guidance on gender analysis, planning and actions to ensure that the ‘needs, priorities and capacities of women, girls, men and boys are considered in all aspects of humanitarian response.’ It includes some guidance on evaluation, including suggested indicators for assessing satisfaction levels and results (see page 62 of [Handbook](#)). It also provides sector specific guidance in relation to adopting a gender equality programming approach in humanitarian action. The IASC has also developed [Guidelines on Integrating Gender-based Violence Interventions in Humanitarian Action](#).

Annex 3. UN SWAP Evaluation Performance Indicator Annotations

All WFP completed evaluations are assessed against the below scorecard and are rated overall as meets, approaches or missing requirements⁸. WFP has included an additional column with guidance on expectations in terms of the minimum requirements for each element.

Criteria	Annotations	WFP Additional Guidance on Minimum Requirements
1. GEWE is integrated in the evaluation scope of analysis and evaluation criteria and questions are designed in a way that ensures GEWE related data will be collected.	a. Does the evaluation assess whether sufficient information was collected during the implementation period on specific result indicators to measure progress on human rights and gender equality results?	<p>As part of the evaluability assessment (assessment of the available data), the evaluation should look at (and the evaluation report should explicitly mention) if:</p> <ul style="list-style-type: none"> - Sex (and age) disaggregated data was collected, - Data on GEWE related CRF cross-cutting indicators was collected (See Annex 12) - Any additional data related to GEEW results was collected - Any additional data related to participation, inclusion and promoting equality and non-discrimination of marginalised and excluded groups more broadly (i.e. results identified as linked to addressing root causes of inequality and discrimination) <p>Where sufficient information was not collected, the methodology section of the evaluation report should indicate how data gaps will be mitigated.</p>
	b. Does the evaluation include an objective specific to assessment of human rights and gender equality considerations or was it mainstreamed in other objectives?	<p>Evaluations where GEWE is a major component of the intervention (e.g., a gender transformative programme) should include an explicit objective on assessment of GEWE considerations. Otherwise, this can be mainstreamed in the objectives of the evaluation either with additional narrative in the objectives section on how gender is mainstreamed or through inclusion in the evaluation questions and sub-questions. Examples include</p> <p>Thematic Evaluation of Supply Chain Outcomes in Food System in Eastern Africa</p> <p>As WFP is committed to enhancing GEWE and HR through all its work, another objective of this evaluation will be to assess whether supply chain activities within food systems are equally accessible to men and women as well as people with disabilities and if not, what the barriers are and for whom, and most importantly what could be done to break these barriers.</p> <p>JE of the National Integrated School Feeding Program (PNASI) in Benin – 2017-2021</p> <p>The evaluation has two interdependent objectives: (i) an accountability objective: to analyse the performance and final results of the PNASI in Benin, integrating gender and human rights, beneficiary protection and accountability; (ii) a learning objective: to draw useful lessons for the future and determine the reasons why certain results did or did not occur.</p> <p>Evaluation of WFP's Policy on Building Resilience for Food Security and Nutrition</p> <p>The evaluation addresses the dual objectives of learning and accountability. ... The evaluation also assesses the policy from a GEWE and inclusion perspective.</p>

⁸ SWAP criteria scoring is Met/partially met/not met

Criteria	Annotations	WFP Additional Guidance on Minimum Requirements
	c. Was a standalone criterion on gender and/or human rights included in the evaluation framework or mainstreamed into other evaluation criteria?	The evaluation should integrate evaluation question(s) aligned to one or more criterion on gender and / or human rights (<u>at a minimum Relevance and Effectiveness</u>). See Evaluation Questions section for additional guidance.
	d. Is there a dedicated evaluation question or sub-question regarding how GEWE was <u>integrated into the subject of the evaluation</u> ?	<p>See annotation 1.C guidance. Examples of broad questions/sub-questions/lines of enquiry are included in the Annex 5, as well as sector specific questions in Annex (FFA), Annex (Emergency Preparedness and Response), Annex (Nutrition), and Annex (School Feeding), and Annex (Country Strategic Plan Evaluations) and Annex (Policy Evaluations).</p> <p>To assess the extent to which GEWE was integrated into the subject of the evaluation, the overview section of the evaluation subject section should highlight key gender related components of the intervention. This could include the extent to which gender was integrated in the TOC, and where the intervention aimed to be on the Gender Equality Continuum Scale (box 4) in its design and implementation. This section should refer to assisted populations and the numbers that were intended to be reached.</p>
2. A gender-responsive methodology, methods and tools, and data analysis techniques are selected.	a. Does the evaluation specify how gender issues are addressed in the methodology, including: how data collection and analysis methods integrate gender considerations and ensure data collected is disaggregated by sex?	The methodology section should go beyond stating that the evaluation used a mixed methods approach and was conducted in accordance with the UNEG HRGE guidance. It should explain how the data collection methods selected integrated gender considerations (e.g., by using participatory methods; through the inclusion specific questions in data collection tools to capture gender differentiated experiences and views). It should also be clear on what analytical methods or frameworks were used that enabled an analysis of any differential results for men, women, girls, and boys.
	b. Does the evaluation methodology employ a mixed-methods approach, appropriate to evaluating GEWE considerations?	The methodology section should clearly state what qualitative methods were used and what quantitative methods were used.
	c. Are a diverse range of data sources and processes employed (i.e., triangulation, validation) to guarantee inclusion, accuracy, and credibility?	The methodology section, including the evaluation matrix should clearly indicate the different sources of data and how they have been triangulated.
	d. Do the evaluation methods and sampling frame address the diversity of stakeholders affected by the intervention, particularly the most vulnerable, where appropriate?	<p><u>Sampling frame</u>: The evaluation report should clearly describe <u>which</u> women, men, boys and girls were engaged consulted during data collection. This should be reflected in the evaluation matrix (in alignment with the <u>stakeholder analysis</u>).</p> <p>The sampling strategy should also be explicit in the narrative. If the groups living in the ‘most’ vulnerable situations were not included, the methodology section should explain why.</p> <p><u>Methods</u>: The narrative should describe if and how data collection methods used were ‘accessible’, inclusive and tailored to diverse stakeholders when needed.</p>

Criteria	Annotations	WFP Additional Guidance on Minimum Requirements
	e. Were ethical standards considered throughout the evaluation and were all stakeholder groups treated with integrity and respect for confidentiality?	While all ethical principles of Integrity, Accountability, Respect and Beneficence are important for integration of gender in evaluation particular attention should be paid to the principle of respect and beneficence, as well as the importance of ensuring inclusion and non-discrimination; “do no harm” and addressing power relations among others .
3. The evaluation findings, conclusions and recommendations reflect a gender analysis.	a. Does the evaluation have a background section that includes an intersectional analysis of the specific social groups affected by the issue or spell out the relevant normative instruments or policies related to human rights and gender equality?	Intersectional analysis: Box 2 provides an explanation of intersectionality. <u>Relevant normative instruments:</u> For information on CEDAW and other relevant global normative instruments or policies see Annex 2 . Table 4 in Annex 4 also provides data sources which can provide data on national policies related to GEHR, notably OECD Social Institutions and Gender Index and CEDAW State Party Reports . Per CSP guidance on Gender, CSPs should highlight if CSP aligns with national plans and frameworks related to GE, e.g., national rural women development strategies, gender equality policy, financial inclusion policies, gender parity policies, women’s economic empowerment, unpaid care work / informal work policies etc. Highlight any commitments related to gender equality and SDG5 in the UNSDCF and clearly indicate how WFP will contribute to achieving these commitments
	b. Do findings include data analysis that explicitly and transparently triangulates the voices of different social role groups, and/or disaggregates quantitative data, where applicable?	Where data allows, analysis and interpretation of data should be conducted by sex, age and disability, as well as other social role groups as relevant. Where data does not allow this should be explicitly stated.
	c. Are unanticipated effects of the intervention on human rights and gender equality described?	For strategies on capturing unanticipated effects see Annex 5 key considerations for exploring unintended results. Any unanticipated effects should be clearly and explicitly presented as such in the report.
	d. Does the evaluation report provide specific recommendations addressing GEWE issues, and priorities for action to improve GEWE or the intervention or future initiatives in this area?	The report should ensure that there are recommendations in relation to the findings on GEWE.
	Overall Score	

Additionally, qualitative criteria recommended by UNSWAP-EPI guidance include:

- i. Evaluability of the gender aspects of the intervention is assessed and steps/measures are taken to mitigate data gaps.
- ii. A gender-responsive stakeholder analysis is undertaken, identifying who, why, how and when stakeholders will be included in the evaluation process and their level of participation.
- iii. An evaluation team is recruited that has the capacity to conduct a gender-responsive evaluation, e.g., include one evaluation team member who has GEWE expertise and ensure teams are gender balanced and geographically diverse
- iv. The evaluation management response addresses gender issues raised in the report and is developed in consultation with a diverse group of stakeholders who have an interest in and/or are affected by these issues.
- v. Include at least one reference group member who has GEWE expertise

Annex 4. Context of the evaluation

1. The evaluation context section should outline key gender related issues in the country, institution or programme context in which the intervention was designed and implemented in relation to:

- *Development outcomes of interest* (e.g., food security, nutrition, education) disaggregated by sex and age as relevant and other factors, e.g., rural/urban based on data availability and focusing on the most marginalized groups (sources: international and national data, UNSDCF Common Country Analysis, gender or other analysis conducted to inform the program, CSP, etc.)
- *Different needs, priorities, and capacities* of (sub-groups of/between and within) women, men, girls and boys (relevant to WFP areas of work). (sources: UNSDCF Common Country Analysis, gender or other analysis conducted to inform the program, CSP, etc.)
- *Contextual constraints and opportunities* in relation to gender equality, including informal gender norms, roles and expectations, and legislation and barriers which might affect access and programme outcomes for women, men, girls and boys as identified in the (sources: UNSDCF Common Country Analysis, gender or other analysis conducted to inform the program, CSP, etc, CEDAW State reporting for legislation and policies, Social Institutions and Gender Index for gender norms)
- Evidence of GBV risks within the operational context.

2. Intersectionality from a LNOB lens The United Nations Development Group (UNDG) [Good Practice Note for UNCTs on Operationalizing Leaving No One Behind](#) provides a framework with the key factors which contribute to exclusionary processes (discrimination, geography, vulnerability to shocks, governance and socio-economic status) and intersect to contribute to individuals and groups being left behind. Those left furthest behind are individuals or groups who are located at the centre/intersection of the five circles (see figure below) where people face 'multiple, reinforcing sources of deprivation and inequalities, making them more likely to be left behind.' (See figure below)



3. Possible sources for intersectional data include: UNSDCF Common Country Assessments; specific analysis conducted by the CO⁹; UNCT/HCT assessments (e.g., Leaving No One Behind Studies, Humanitarian Needs Overviews, Multi-Cluster/Sectoral Initial Rapid Assessments); and international and national databases and studies.

4. Table 4 below provides additional resources for context with respect to gender issues.

Table 3: Country Context: GEWE related Data

Country Context / Statistics

[CEDAW State Party Reporting](#)

States which have ratified CEDAW are obligated to submit periodic [State Party Reports](#) to the Committee on the Elimination of Discrimination against Women on their progress on upholding rights of women against their obligations. The State Reports can also serve as a source of information on the normative national framework on gender equality.

[Our World in Data](#) database provides useful sex disaggregated national level data across a range of indicators, including on time spent on domestic and care work, land ownership, decision-making, gender gap in leisure time

The [Global SDG Indicators Data Platform](#) includes available data on indicators which aim to measure progress on GEWE. Indicators which may be of specific relevance to WFP areas of work can be found in [Annex 8](#).

[World Bank Gender Data Portal](#)

The World Bank Gender Data Portal includes data on assets, education, employment and time use, entrepreneurship, norms and decision-making, technology (as well as other areas) disaggregated by sex (and age for some indicators).

The [2023 Gender Social Norms Index \(GSNI\)](#) developed by UNDP provides data on peoples' attitudes on women's roles across four key dimensions: political, educational, economic and physical integrity.

The [UNDP Gender Inequality Index \(GII\)](#) is a composite index of gender inequality across three dimensions: reproductive health, empowerment (secondary education, representation in parliament) and the labour market. The higher the GII value the higher the inequality between women and men.

The [World Economic Forum Gender Gap Index](#) calculates the relative gaps between women and men in health, education, economy, and politics.

The [Organization for Economic Cooperation and Development Social Institutions and Gender Index](#) measures discrimination against women in social institutions across 179 countries based on formal and informal laws, social norms and practices. More specifically it looks at (i) discrimination in the family (power dynamics with the household), (ii) restricted physical integrity (GBV and control of women and girls over their bodies), (iii) restricted access to productive and financial resources ; and (iv) restricted civil liberties (women's access to and participation and voice in public and social spheres). Scores range from 0 (no discrimination) to 100 (absolute discrimination).

UNCT Common Country Analysis should include a gender analysis. Indicator 1.1 of the [UNCT-SWAP Gender Equality Scorecard](#) provides an indication of the strength/robustness of the Gender Analysis. UNCTs reporting meeting requirements should have a CCA which includes (i) gender analysis across all sectors which identifies the underlying causes of gender inequality and discrimination in line with SDG priorities and (ii) consistent sex-disaggregated and gender sensitive data. Those exceeding requirements should also include a targeted gender analysis of those furthest left behind. You can search the [UN info digital platform](#) by country for available CCAs .

UNCT SWAP Scorecard

The [UNCT SWAP scorecard](#) measures progress on gender equality of UNCTs across seven categories – (i) planning, (ii) programme and M&E, (iii) partnerships, (iv) leadership and organizational culture, (v) gender architecture and capacities, (vi) resources, and (vii) results.

⁹ The Assessment of Indigenous Peoples' Livelihoods in the Central Africa Republic" WFP 2021 provides a good example of a country report which is a good resource for looking at intersectionality.

Annex 5. Evaluation questions/lines of Inquiry on GEWE

Criteria	Broad Questions ^{10, 11}	Key Considerations
Relevance / Appropriateness	To what extent was the intervention informed by an analysis of underlying causes of gender inequality and discrimination?	<ul style="list-style-type: none"> Was a gender analysis conducted as part of design ? (see. e.g. GAM dash board (Annex 9) and the Gender Equality Certification Programme (previously Gender Transformation Programme) (See Annex 10) Did the gender analysis include an analysis of intersectionality? Did it identify areas where women and girls lack agency/control, as well as having fewer opportunities to participate?
	To what extent did the intervention design address the rights, needs and priorities of diverse women, men, girls and boys, to ensure no one is left behind?	<ul style="list-style-type: none"> How are needs and priorities captured in formal documents and policies? Where on the Gender Equality Continuum Scale is the CSP; WFP policy, project document is situated (this will help assess the level of ambition of the evaluand and the extent to which structural needs are being addressed as well as whether the evaluand is transformative in that particular context). Is the intervention addressing target stakeholders' priorities? Do target stakeholders view the intervention as useful? Whose priorities are being met? (ensure consultation with marginalized and underrepresented groups including groups that may be restricted in their access to services and/or rights) Is the intervention addressing immediate practical or more strategic needs? Were any adaptive measures taken to cater for changes in the context? Were key stakeholders involved in design and implementation (upstream e.g. ministries and downstream e.g. CSPs, beneficiaries)?
	Was the intervention aligned with WFP GEWE-related normative framework (e.g., Gender Policy, Protection and Accountability Policy and Strategic Plan)?	<ul style="list-style-type: none"> Is the intervention aligned with the WFP objectives and priorities in the Gender Policy? <ul style="list-style-type: none"> Achieve <i>equitable access to and control over food security and nutrition</i> Address the <i>root causes of gender inequalities that affect food security and nutrition</i> Advance the <i>economic empowerment of women and girls in food security and nutrition</i> Enhanced and equitable participation Strengthened leadership and decision-making Enhanced protection to ensure safety, dignity and meaningful access Transformative action on social norms and structural barriers

¹⁰ While the questions refer to men, women, boys and girls, some questions may be more relevant for men/women or boys/girls depending on the intervention. In addition, where possible, men, women, boys and girls should not be considered homogenous groups.

¹¹ As part of exploring the questions below, it would be useful to understand whether the intervention in considering gender integration adopted a mainstreamed, targeted or twin-track approach.

Criteria	Broad Questions ^{10, 11}	Key Considerations
Effectiveness	To what extent was the intervention aligned with government's obligations under CEDAW and national and sub-national gender policies?	<ul style="list-style-type: none"> Is the intervention aligned with government's obligations under the CEDAW? Is the intervention aligned with national and subnational gender policies or other local strategies to advance gender and empowerment? Is the intervention aligning and contributing to the realization of rights (see Annex 1) (e.g. right to education, right to food, women's right to participation) ?
	What proportion of the assisted populations (women and men (boys / girls as relevant) were targeted vs reached?	<p>All evaluations should assess what <u>proportion of assisted population receiving assistance and / or participating in WFP interventions</u> (planned vs. actual) were at a minimum women and men (boys and girls as relevant)¹².</p> <p>Secondary data: Check COMET, ACR and other relevant document to see whether relevant CRF indicators¹³ on transfers received and numbers assisted have targets and information collected is disaggregated by sex . Annex 8 provides a list of those indicators.</p> <p>Primary data collection during the evaluation on proportion targeted vs. reached is important to help interrogate reasons for the differences (e.g., barriers for specific subgroups).</p>
	Has the intervention achieved inclusive results? What were the differential (intended) results for diverse women, men, girls and boys?	<p>Secondary data as a starting point:</p> <ul style="list-style-type: none"> Use the CRF cross-cutting indicators on gender (if available) to look at any progress on (i) strengthened leadership and decision making and (ii) enhanced and equitable participation, as well as protection issues See whether there is any programme specific monitoring data, assessments or studies related to GEWE results Potential sources of information on the extent of integration of gender in the CSPs are the GAM dashboard (Annex 9) and the Gender Equality Certification Programme (previously Gender Transformation Programme) (Annex 10)
	To what extent has the intervention contributed to advancing GEWE?	<p>Evaluations of Interventions with specific components aimed at contributing to GEWE can use Gender Analysis Frameworks to classify and more systematically analyse the:</p> <ul style="list-style-type: none"> types of results in relation to GEWE: To what extent does the intervention address more transformational change including changes in <i>gender roles, activity profiles and time use, access, ownership and control/decision-making in relation to resources, who benefits and participates</i>, and focus on <i>strategic interests (as well as practical needs)</i>? at what level these changes are occurring: Is the intervention contributing to change at the individual, household, community, institutional, or more systemic level? <p>The framework used should be based on the types of questions / areas the evaluation would like to explore. Examples of gender analysis frameworks can be found under Analytical Frameworks for Analysing GEWE results section.</p>
	To what extent has the intervention addressed structural barriers to gender equality and discriminatory gender norms and practices?	<p>Unintended effects refer to the results of an intervention other than those it aimed to achieve; they can be positive benefits not initially envisioned as part of the intervention results framework or theory or change or negative causing harm to those involved directly or indirectly, (or neutral). Exploring unintended outcomes, both positive and negative,</p>
Has the intervention had any unintended effects (positive, negative) on the lives of different		

¹² WFP does not always have actual disaggregation data but in many cases applies general demographics (in particular for general food distribution), i.e. if 52% of the relevant population are women and 10,000 people were assisted then 5,200 women will be reported as having received assistance. Information on how gender disaggregation was done might be found in the COMET data notes.

¹³ CRF gender indicators are expected to be endorsed in July and rolled-out in 2024

Criteria	Broad Questions ^{10, 11}	Key Considerations
	<p>assisted (and non-assisted) populations?</p>	<p>requires a purposeful approach as often evaluations focus on progress towards /achievement of intended outcomes. To ensure that unanticipated effects are looked at, evaluations should include an explicit evaluation question / sub-question on whether there were any unintended effects, positive or negative (under effectiveness).</p> <p>To explore potential unintended effects of the intervention data collection tools should include open-ended questions asking participants/respondents to recount changes in their lives, households, or communities (as relevant).</p> <ul style="list-style-type: none"> ▪ <i>For evaluations where it is likely that respondents are familiar with the WFP intervention</i>, questions can directly reference the intervention(s) being evaluated and ask what the effects of the respondents' lives have been as a result of the intervention or in what ways, if any, the intervention has affected participant's lives, households, community. This can be in the context of more traditional focus group discussions and KIs or using more participatory methods (e.g., most significant change, photovoice). ▪ <i>For evaluations where participants may not know the specific WFP intervention being evaluated</i>, use participatory methods which allow participants to describe key changes over the past XX years and then trace back what this has been a result of / linked to (e.g., a combination of outcome harvesting and outcome mapping). <p>The inclusion of non-assisted populations in data collection can also capture any unintended effects caused by the intervention outside of the targeted population.</p> <p>Other potential sources for identifying unintended results include:</p> <ul style="list-style-type: none"> ▪ Assumptions and / or the risk assessment (if conducted) for the intervention ▪ Interviews with internal stakeholders involved in design or implementation of the intervention ▪ Community Feedback Mechanism data <p>Specific unintended outcomes to potentially explore include increased time burden, gender-based violence¹⁴, transfer of responsibilities to more marginalized individuals or groups.</p>
Sustainability	<p>Does the intervention build an enabling environment for human rights and gender equality? Have positive effects been sustained, and how?</p>	<p>Sustainability can look at changes at individual level, organizational/institutional level, and systemic level, including</p> <p>Individual level</p> <ul style="list-style-type: none"> ▪ To what extent has the intervention contributed to (or is likely to) contribute to long lasting positive changes in social norms and practices in relation to GEWE e.g., more equal intra-household decision-making, equal sharing of household responsibilities including redistribution of unpaid care and domestic work, women's increased participation and leadership in decision-making bodies)? <p>Organizational/institutional level</p>

Criteria	Broad Questions ^{10, 11}	Key Considerations
		<ul style="list-style-type: none"> ▪ To what extent has the intervention contributed to (or is likely to) contribute to strengthening institutional systems and/or policies to address gender inequalities / advance GEWE? ▪ To what extent has the intervention tapped into and enhanced capacities of local organizations, local humanitarians, and affected populations to address gender inequalities? <p>Systemic level</p> <ul style="list-style-type: none"> ▪ To what extent has the intervention contributed to national strategies and policies becoming more gender responsive, promoting GEWE, and increasing coherence with national gender strategies?

Annex 6. Food Assistance for Assets and Gender

The Food Assistance for Assets (FFA) programme tackles food insecurity, vulnerabilities, and their underlying causes by (i) meeting the immediate food consumption gap through food or cash-based transfers; (ii) building household or community assets that strengthen food security, livelihoods, and resilience over time.

Key documents to consider includes documents related to the [three-pronged approach](#) and the [Feedback & Complaint Mechanisms](#).

Box 1: the three -pronged approach (3PA)

The 3PA is a programme design approach developed by WFP in consultation with governments and partners (2013). It aims to strengthen the design, planning and implementation of programmes in resilience building, safety nets, disaster-risk reduction, and preparedness. It is made up of distinct but interrelated processes that take place at three different levels – Integrated Context Analysis (ICA) -national level, Seasonal Livelihood Programming (SLP)- subnational level and Community-Based Participatory Planning (CBPP) -local level.

Source: WFP (2017) *Three-pronged approach – factsheet*.

Relevant areas of analysis

- **Workloads:** Are work norms adapted to the different circumstances of the different individuals and the different households in the community, so that no woman, man or household is burdened with excessive demands?
- **Work Type:** Are different types of work available so that the diverse women and men in the community can participate?
- **Unconditional Transfers:** Keeping in mind the different circumstances of the women, men, girls and boys in the community, in what circumstances are unconditional transfers needed?
- **Education & Training:** what learning opportunities are provided to the different women and men that contribute, to transforming discriminatory and restrictive gender roles and norms in favour of equality in rights and opportunities? For example, child nutrition and cooking instruction for men and older boys. Financial literacy and sexual and reproductive health and rights for women (and men).
- **Childcare:** to facilitate participation (mostly of women) and prevent older children (mostly girls) from being withdrawn from school, what measures have been put in place to facilitate the provision of safe childcare? What role are community organisations playing?
- **Safety and dignity:** Are activities and work norms informed by GBV risk analysis and related mitigations?

Potential Questions for Evaluation of FFA interventions¹⁵

Relevance / appropriateness

- To what extent were the FFA activities aligned with Government, WFP and UN policies and priorities at the time of design and over time including gender policies where/as appropriate?
- To what extent are the objectives of the FFA programme in line with the needs of women, men, boys and girls from different marginalized groups? How were these selected? Were any relevant groups overlooked or excluded, and if so, why (bearing in mind that some groups in vulnerable situations will always be excluded from FFA and will need unconditional transfers) ?
- In what way did the selected transfer modality ensure alignment to the beneficiaries' needs, the markets and the project's objectives?
- To what extent is FFA design based on a sound gender analysis and to what extent is the design and implementation gender-sensitive?
- What was the situation and specific needs of women & girls in each component areas when the project was designed?
- To what extent were women and girls involved in the needs assessment and project implementation?
- What measures were taken to avoid exclusion of households in vulnerable situations that did not meet the criteria for asset creation (e.g. was unconditional transfers available for those households) ?

¹⁵ Based on WFP.2022 Evaluation of Asset Creation and Public Works Activities in Lesotho 2015-2019; WFP 2022. Zimbabwe, R4 Rural Resilience Initiative in Masvingo and Rushinga: Decentralised Evaluation; WFP 2021. Evaluation of the Food Assistance for Assets (FFA) in the Context of Malawi 2015-2019; WFP 2021 Programme Activity Evaluation of Food Assistance for Assets (FFA) Project in South Sudan

- To what extent did feedback received from women, men, girls and boys inform amendments or changes to the intervention?
- To what extent was the CFM accessible and understood by the beneficiaries?
- Who was consulted regarding the design of the activities and the intended beneficiaries?

Effectiveness

- Did women hold (and continue to maintain) leadership roles within communities regarding asset management? What did this mean/what impact did this have on the FFA programme?
- To what extent did women within the community feel engaged throughout the project?
- How did the FFA Programme change the lives and livelihoods of the direct project beneficiaries? Were there differences observed on the change in the lives and livelihoods in male versus female participants?
- Was the modality chosen more appropriate/valuable to some target groups than others?
- What are the unintended [positive/negative] effects of FFA on targeted individuals, households and communities (spill over effects?)
- How and to what extent have the different project activities of the FFA had an impact on gender (men, women, girls, and boys), the social networks and fabric of community and power?
- Proportion of men, women, girls and boys reporting positive impacts on gender equality over the 4 years of the project? Has the project had specific impacts on gender equality?
- How did the FFA Programme benefit the targeted communities as a whole? Who in the community is benefiting the most from WFP activities and who the least? Who is not benefiting from the FFA activities but should be and why?

Efficiency

- Were all activities related to FFA (i.e. planning, beneficiary selection, training, input delivery and monitoring) carried out at the optimal time for maximum benefit?
- Did the intervention balance trade-offs between efficiency and protection (e.g. provision of safe sleeping spaces at markets for women) ?

Sustainability:

- To what extent did women within the community assume ownership of the project during and after implementation? To what degree did the project (through specific asset tenure arrangements) help increase ownership of/access to specific assets among women and vulnerable groups ?
- Will most FFA participants benefit from the created/rehabilitated assets in the long-run, including women and the most vulnerable households?
- Is the workload needed for ensuring sustainability equally distributed among different groups?

Annex 7. Emergency Preparedness and Response and Gender

WFP and the broader humanitarian field recognizes that crises can affect women, men, boys and girls differently, sometimes exacerbating pre-existing inequalities and compounding the adverse effects suffered by women and girls during a crisis. Women and girls may be at greater risk if they need to search for fuel and food, may not be able to access distribution sites due to social norms, may eat less to provide sufficient food for others in the family, and may have additional demands in terms of unpaid care and domestic work. Men and boys can also become more food insecure, through undernutrition if they are separated from their families and do not know how to cook or access food. There is also robust evidence that gender-based violence increases during emergency settings and that both how and what WFP does in the context can have significant impact on either increasing risk of GBV or reducing risk of GBV. Women, men, girls and boys have specific needs that need to be addressed and different capacities that can be leveraged during a crisis.

Relevance/Appropriateness

- To what extent have the needs and priorities of women, girls, boys and men been addressed in a targeted manner, based on how each has been affected by the crisis?
- To what extent did GBV risk assessments and related mitigation plans inform and shape WFP presence, programming, and implementation?
- To what extent did the gender analysis (if done) look at differences in how different groups of people (gender, age, ethnicity, disability, etc.) are affected by the emergency, their needs, resources available, and impact of emergency on gender roles, responsibilities and relations (and what that means for meeting food assistance needs, ensuring protection and delivering empowering and equitable outcomes)?
- To what extent have men and women (boys and girls) participated in the design and decision-making around the emergency response, the type of food assistance to be provided? (areas of exploration – receipt of information on the humanitarian response, recognition and utilization of knowledge, skills and networks of the diverse women and men in the affected population)?
- To what extent has the emergency assistance provided met the particular needs, priorities and concerns of the diverse group of women, men, girls and boys in the affected population? (safety and accessibility of distribution sites; providers of food assistance – both women and men among logisticians, emergency personnel in accordance with safety concerns and cultural norms; sensitization of men and women distributing food on gender and inclusion, CFM, protection; monitoring of CFM to ensure it is understood, accessible and used to strengthen the understanding of needs and issues in the ‘affected population’)
- To what extent was **food distribution** designed and implemented in a manner which included women and men e.g.,
 - i. location and design of distribution sites - close to where women (and men) reside to minimize travel time and costs, protect against risks, and not increase domestic workload, with separate queues, waiting areas and toilet facilities for men and women as culturally appropriate;
 - ii. food distribution timing – during daylight hours, taking into account women’s and men’s existing commitments, workloads and schedules, including domestic work and care of children, elderly persons and sick relatives;
 - iii. food distribution packaging – ensure accessibility (safe and manageable loads and weights, means of assisting those who cannot carry packaged foods or replace with CBT);
 - iv. prioritization – to pregnant and breastfeeding women; women and men with children under 5 years; elderly persons; persons who are unwell and/or malnourished; and persons with disabilities;
 - v. communication – information provided about the food distributions to women and men (through their communication channels) and information provided to community on reasons for targeting subgroup (if done); and
 - vi. targeting and distribution – are ration cards in woman or man’s name, noting that this can be important but does not necessarily give women control over household rations because control is determined by the capacity to negotiate and decide the use of food.

- To what extent is the response aligned with WFP Protection and [Accountability to Affected Populations \(AAP\)](#) and [GBV](#) guidelines?

Effectiveness

- To what extent did the intervention leverage the emergency response as an opportunity to contribute to changes in pre-existing unequal gender relations (norms, power relations, etc.), e.g. promoting local women and women's organization to have a leading / active role in the response and the community.
- To what extent are women and men involved in decision-making, design, implementation, monitoring and review across the emergency response? (e.g., equal representation of women and men on food assistance committees (and any other decision-making body).
- To what extent did the emergency response contribute to gender equality outcomes OR was designed in a way to 'build back better' in the medium term with respect to gender equality outcomes?
- To what extent did women, men, (and girls and boys as applicable) have equitable access to food?
- What were the unintended outcomes, positive or negative, on women, men, boys and girls?
- To what extent did the intervention achieve its results in a manner which mitigated and prevented GBV risks?
- To what extent were community feedback mechanisms accessible and used by all groups?

Sustainability/Connectedness

- To what extent were capacities on how to adopt a gender lens included as part of the strengthening of competencies of government counterparts, cooperating partners and other partners dealing with the emergency response?
- Did the emergency response reinforce existing local capacities of diverse groups including local women's groups, youth groups, religious groups, minority groups and groups of persons with disabilities? Which groups and how?
- To what extent did the emergency response consider, and plan exit strategies at the beginning of an intervention in order to create new, inclusive interventions that fully used the capacities of women, girls, men and boys?
- To what extent did the intervention prioritize programming that facilitates early recovery for all women, girls, men and boys?

Annex 8. Nutrition and Gender

CRF Indicators: See [Nutrition CRF Indicator Compendium | WFPgo](#)

Relevant analysis

- Identification of which girls and boys – considering age, disability, ethnicity, location, etc. – are particularly at risk for malnutrition.
- Community norms around breastfeeding and the impacts for mothers and infants
- Shocks and stressors, including impacts of climate change, affecting nutritional vulnerabilities (who is most at risk to nutritional deficiencies and why)? For example, in some cultural settings, shared temporary shelters after a natural disaster may limit the possibility of women to breastfeed due to lack of privacy.
- Assess the impact of a ‘shock’ / emergency / crisis on the nutritional status, diet intake & practices of women, men, girls and boys separately.
- Identify – and address – with partners and specific- WASH, health, gender and protection mandated organizations the reasons for improvement and deterioration in the nutrition status of any groups of women, men, girls and/or boys.

Evaluation Questions

Relevance

- Were gender and age differentiated roles and responsibilities that impact socio-cultural practices on nutrition status at individual and household level considered and addressed in the intervention design and implementation? (e.g., food taboos, acquisition/purchase, preparation of food, feeding of infants and children)
- In cases in which nutritionally vulnerable persons worked, was the intervention designed and implemented specific needs and capacities (lighter work and lighter work norms, taking into account their particular nutrition needs, timing of FFA activities, sufficient breaks, such as for rest, care taking and feeding of babies)?
- To what extent is gender considered in the content and delivery of nutrition education/curriculum (e.g., educators, target both boys and girls, materials inclusive of different life stages and abilities, reinforce or challenge discriminatory gender roles)?
- Has the intervention developed and implemented campaigns on and learning opportunities on nutrition and care practices which are appropriate for the different target audiences based on gender inequalities (as related to literacy, access to mobile phones, mobility, etc.)?

Effectiveness

- How has the intervention affected decision-making around (breastfeeding, food purchases, feeding times and frequencies for family members, quantity of food intake of different family members, care of children, health and well-being)?
- How has the intervention affected the nutritional status of women? Men? Girls? Boys? Which women and which men? (their access to nutritious food)
- Targeted programming - To what extent has the nutrition specific programme promoted women’s leadership and ensured ensure women’s and men’s meaningful consultation and participation (e.g. shared responsibility for the nutrition, health and well-being of themselves and others integrate – so collect, analyse and use information on – the corporate [\(CRF\)](#) indicators for the gender equality cross-cutting result (C.3)
- To what extent has the intervention equipped women (and girls) with the knowledge and skills the nutrition needs of themselves and the people they care for?
- Has the intervention worked to challenge discriminatory gender norms around nutrition such as assigning exclusive responsibility for the nutrition of children to women to support shared responsibility (e.g. by targeting women and men in FFA-facilitated sensitization sessions and integrating gender sensitization).
- Has the school feeding intervention worked to change discriminatory gender norms and practices, e.g., engaging men in preparing nutritious meals or ensuring that girls and boys equally tend to vegetable gardens, ensure equitable remuneration of community members supporting school feeding activities, such as cooks and storekeepers?
- To what extent did the intervention achieve its results in a manner which mitigated and prevented GBV risks?

Annex 9. School Feeding and Gender

Equality in education is recognized as critical for long-term poverty reduction and girls have traditionally had unequal access to quality education¹⁶. Girls (including adolescents) more often face barriers associated with gender and social norms. School feeding, particularly as part of an integrated programme¹⁷, has been seen as making a positive contribution to gender equality, serving as an incentive to send and keep children, including girls in school. Girls (including adolescents) education and well-being is identified in [WFP's School Feeding Strategy 2020-2030](#) as one of the six thematic focus areas that should be strengthened.

Relevance

- How relevant are the implemented activities in addressing the needs of education, food security and nutrition of primary school children (boys and girls) and their families (from different socio-demographic, intersectional groups)?
- To what extent did the school-feeding programme (SFP) identify the specific needs of girls and adolescent girls and the relevant barriers to girls' education where it was being implemented (e.g. protection arrangements, sex of teachers, sanitation facilities)?
- Does the SFP align with and support the government in reducing exclusion, reaching marginalised groups, and transforming gender inequalities?
- To what extent did the SFP respond to the changing operating context, and programmatic needs over time in a gender-responsive manner using an integrated approach)?
- To what extent was the NFSP aligned with and complementary to other government policies and programmes including gender empowerment policies/programmes where/as appropriate?

Effectiveness

- To what extent and how did the SFP contribute to achieving gender equality and protection outcomes, especially for girls? Were there any differential effects experienced between girls and boys?
- What internal and external factors affected the programme's achievement of intended results, e.g., community attitudes about girls' education, intra-household dynamics such as household core allocation, girls' participation in school, health and nutrition behaviours of girls, boys, and families?
- Does the involvement of local traders and farmers/smallholders in the school feeding programme helped improve their livelihoods, and are these benefits the same across women and men and other marginalised groups?
- To what extent did the intervention use school feeding as an entry point to promote gender equality?
- Has the provision of healthy/nutritious meals enhanced pre/primary school children's equal access to education considering various gender, disability, exclusion/marginalization factors?
- To what extent did the different modalities (on-site, THR) and approaches (traditional and home-grown) activities impact food security, nutrition, and learning of beneficiaries (boys and girls), and community?
- How did the implementation of the SFP and other related actions affect the context of gender inequality among learners and in the wider community?

Sustainability

- To what extent did the program achieve long-term outcomes for girls' education?
- To what extent was WFP able to work with national institutions and partners to identify opportunities to address structural causes of gender inequality affecting school children?

¹⁶ Programming should be informed by a careful analysis as in some contexts boys may not be able to attend school

¹⁷ Programmes which address other potential barriers to girls' participation including female teachers, separate toilet facilities and safety to and from school

Annex 10. Country Strategic Plan Evaluation Questions and Gender

The table below includes the four main CSPE evaluation questions and sub-questions. All of the questions can consider integration of gender to some extent. The below highlights those sub-questions where integration of gender could be prioritized.

Evaluation Question	Gender integration Considerations
EQ1 – To what extent and in what ways is the CSP evidence based and strategically focused to address the needs of the most vulnerable to food and nutrition insecurity?	
1.1 To what extent was the design of the CSP and its consecutive budget revisions informed by credible evidence and strategically and realistically targeted to address the food security and nutrition situation in the country?	<ul style="list-style-type: none"> ▪ Did it respond to the needs and priorities of men, women, boys, girls and whether there were any possible gaps in design ▪ Was it based on a gender or inclusion analysis ▪ Were men, women, boys and girls living in the most vulnerable situations targeted? ▪ Was gender inclusion considered as part of the targeting strategy
1.2 To what extent was the CSP designed to support national priorities, the UN cooperation framework and the SDGs?	Include alignment with country commitments in relation to the Convention on the Elimination of Discrimination against Women (CEDAW) (if ratified) and any relevant national gender strategies or frameworks
1.3 To what extent is the CSP design internally coherent and based on a clear theory of change with realistic assumptions?	Extent of internal coherence of gender activities across the CSP as well as coherence with e.g., Gender Policy, Strategic Plan and other relevant policies
1.4 To what extent and in what ways did the CSP adapt and respond to evolving needs and priorities to ensure continued relevance during implementation?	Assess extent of gender integration as part of targeting and continued relevance of the intervention to men, women, boys and girls targeted as context changed
EQ2 – What difference did the CSP make to food security and nutrition in the country ?	
2.1 To what extent did WFP achieve its coverage and outcome targets and in what ways did it contribute to the expected outcomes of the CSP? Were there any unintended outcomes, positive or negative?	<p>Coverage and outcome target: ensure to sex disaggregate when addressing this question. Analyse proportion of assisted population that were women versus men (comparing reached vs. planned if applicable)</p> <p>More specifically evaluation teams should look at whether</p> <ul style="list-style-type: none"> ▪ women and men, boys and girls had equal access and benefited equally from the interventions (e.g., access restrictions, barriers in spending cash, and protection threats identified during needs assessment) ▪ results achieved vis a vis GEEW were in line with what the CSP aimed to achieve ▪ the intervention generated differential (intended) results for men, women, boys and girls (effectiveness) ▪ resulted in any unintended or unanticipated positive or negative results (e.g., increased risk of Gender Based Violence) for men, women, boys and girls (effectiveness)

Evaluation Question		Gender integration Considerations
2.2	To what extent did WFP contribute to achievement of cross-cutting aims (protection and AAP; GEEW; nutrition integration; environment and other issues as relevant and adhere to humanitarian principles?	see above
2.3	To what extent are the achievements of the CSP likely to be sustainable, in particular from a financial, social, and institutional perspective?	Unpack whether results of the interventions are likely to be sustainable for both men and women (boys and girls). For CSPE's that strive to be transformative assess the extent to which changes were structural or addressed root causes.
2.4	To what extent did the CSP facilitate strategic linkages between humanitarian action, development cooperation and, where appropriate, contributions to peace?	Has gender-sensitive conflict analyses been undertaken and applied as context-specific input for response planning and programming?
EQ3: To what extent has WFP used its resources efficiently?		
3.1	To what extent were the CSP outputs delivered and related budget spent within the intended timeframe?	
3.2	To what extent and in what ways did the CO reprioritize its interventions to optimize limited resources and ensure continued relevance and effectiveness in view of eventual funding gaps?	
3.3	To what extent was the CSP delivered in a cost-efficient manner?	Assess trade-offs between efficiency and equity, taking into consideration those who are hardest to reach or living in the most vulnerable situations.
EQ4: What are the critical factors, internal and external to WFP, explaining performance and results?		
4.1	To what extent and in what ways has WFP been able to mobilize adequate, timely, predictable, and flexible resources to finance the CSP?	
4.2	How well and in what ways did WFP establish and leverage strategic and operational partnerships to maximize efficiency, effectiveness and sustainability?	Where interventions refer to gender integration look at extent to which and how partnerships with women's groups and other government and non-government actors working on gender have influenced performance and results and whether they partnered with the right organizations.
4.3	<p>What role have the following factors played:</p> <ul style="list-style-type: none"> • Programme integration at design stage [AL1] [ACL2] and during implementation • Adequacy of Human resources • Innovation in the CSP design and implementation leading to greater efficiency and effectiveness. • Adequate availability and use of monitoring data to track progress and inform decision making. • Other internal or external factors 	<p>Explore extent to which CO has appropriate HR capacity to design and implement inclusive programming</p> <p>Explore extent to which data collection and monitoring systems monitored whether men and women, boys and girls had equal and safe access and benefitted equally.</p>

Annex 11. Policy Evaluation Questions and Gender

WFP Policy Evaluations have three standard evaluation questions:

1. How good is the policy?
2. What are the results of the policy?
3. What has enabled or hindered results achievement from the policy?

In assessing the **quality** of a WFP Policy (How good is the policy?), all policy evaluations should look at the extent the policy was aligned to WFP Gender Policy 2022 and considered (where relevant) potential implications of the policy for men, women, boys, and girls. General evaluation questions could include:

- To what extent has the Policy and subsequent guidance highlighted gender, disability and broader equity considerations?
- To what extent has the Policy been aligned with WFP objectives and priorities as outlined in the WFP Gender Policy?
- To what extent is the policy coherent with the gender equality, equity and inclusion approaches?

The extent to which policy evaluation can assess the **results** of the policy (What were the results of the Policy?) in relation to contributing to GEWE may differ depending on the nature of the policy and its objectives. General evaluation questions could include:

- Has the Policy, explicitly or implicitly, contributed to improving gender equality and women's empowerment? To what extent? How?
- To what extent have gender transformative, inclusive and equity issues been integrated at an operational level in the policy area?

While policy evaluations should strive to consult with a diversity of stakeholders, the normative and global nature and scope of the evaluand and limited time and resources may not allow for direct consultation with assisted populations. Nevertheless, policy evaluations should strive to try to include the perspectives of women, men, boys and girls from different groups through CSOs and other organizations or community leaders working on their behalf / representing them where possible.

Annex 12. Relevant Indicators, Data Sources and Systems

Corporate Results Framework (CRF) Indicators

CRF Indicators gender related indicators

Cross-cutting priorities

WFP cross-cutting priorities: Additional indicators are included under Protection and accountability to affected populations cross-cutting priorities in the CRF

CRF (2022-2025) [NEW] ¹⁸

- *CC.3.1. Proportion of households where women, men, or both women and men make decisions on the use of food/cash/vouchers, disaggregated by transfer modality [NEW]*
- *CC.3.2 Proportion of food assistance decision-making entity members who are women*
- *CC.3.4 Proportion of women and men in WFP food assistance decision-making entities who report meaningful participation [NEW]*
- *CC.3.5 Proportion of women and men reporting economic empowerment [NEW]*
- *CC.3.6 Proportion of Country Strategic Plan (CSP) activities contributing systematically to advance gender equality in the context of food security and nutrition [NEW]*
- *CC.3.7 Proportion of Country Strategic Plan (CSP) Activities Achieving Country Capacity Strengthening Outcomes which also Contributed to Gender Equality [NEW]*

CRF(2017-2022)

- *Percentage of households where women, men, or both women and men make decisions on the use of food/cash/vouchers, disaggregated by transfer modality (to be gathered through household surveys – post distribution monitoring instruments). This indicator contributes to measuring progress in achievement of the WFP Gender Policy (2022) priority of “strengthened leadership and decision making”. The methodological note can be found at this [link](#)*
- *Proportion of food assistance decision making entity – committees, boards, teams, etc. – members who are women (to be updated at least once a year based on membership list). This indicator contributes to measuring progress in achievement of the WFP Gender Policy (2022) priorities of (i) “strengthened leadership and decision making” and (ii) enhanced and equitable participation. The methodological note can be found at this [link](#)*
- *Type of transfer (food, cash, voucher, no compensation) received in return for engagement in WFP activities, disaggregated by sex and type of activity (per WFP guidance data for Indicator C.3.3 should be obtained from any source of monitoring data, including partner’s reports. The data source should not be limited to distribution reports, as they may not capture non-remunerated (i.e. voluntary) activity, such as by community health volunteers). This indicator contributes to measuring progress in achievement of the WFP Gender Policy (2022) priorities of (i) “strengthened leadership and decision making” and (ii) enhanced and equitable participation. The overarching aim of this indicator as articulated in the methodological note is to contribute to gender equality, the end of programme/ activity/CSP targets are for: a) gender balance in the participation of women and men in WFP (gender-mainstreamed) activities; and b) for women and men undertaking the same / equal activities to receive equal transfer. The methodological note can be found at this [link](#).*

¹⁸ New CRF Indicators on gender equality and women’s empowerment were finalized in 2023. Methodological notes for each the cross-cutting gender indicators are available at this [link](#).

Management result 2: People Management

2.3 Diversity of the workforce increased

- Percentage of United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women (UN SWAP) indicators met or exceeded (QCPR) (common with UNICEF). Reporting is at corporate level.
- Percentage of women among international professional and national staff (QCPR) (common with UNICEF, UNFPA) WFP meets or exceeds UNDIS entity accountability framework standards concerning employment (QCPR). Calculation level is at CO, regional level (average of selected country office values) and corporate level (average of all country office values). The methodological note can be found at this [link](#).

Additional CRF Indicators which should be disaggregated by sex, age group, disability, residence status, transfer modality, and programme, where possible¹⁹

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

Output 1.1 Food insecure and crisis-affected populations have access to nutritious food and cash-based assistance, restored assets and services to meet their urgent needs

- Quantity of food provided unconditionally or to restore infrastructure and community assets
- Quantity of food provided to girls and boys through emergency school-based programmes
- Total value of cash transferred to people
- Total value of vouchers transferred to people disaggregated by type (value voucher or commodity voucher)
- Total value of vouchers (value voucher or commodity voucher) transferred to family members of girls and boys benefiting from school-based programmes
- Number of people covered and assisted through forecast-based anticipatory actions against climate shocks

Output 1.2 Crisis-affected children, pregnant women and girls and new mothers, and other nutritionally vulnerable populations benefit from programmes to prevent and treat malnutrition and improve diets

- Quantity of food provided to nutritionally vulnerable people through malnutrition treatment and prevention programmes
- Total value of cash transferred to people
- Total value of vouchers transferred to people disaggregated by type (value voucher or commodity voucher)
- Percentage of fortified staple commodities (out of total staple commodities) distributed to nutritionally vulnerable people

Outcome 2: People have better nutrition, health and education outcomes

2.1 Food-insecure populations have increased and sustained access to nutritious food, cash-based assistance, new or improved skills and services to meet their food and nutrition needs

- Number of people receiving assistance unconditionally or conditionally (complementary with UNICEF, FAO, WHO)
- Quantity of food provided through conditional or unconditional assistance
- Number of women WFP has transferred cash to, into an account in their name, disaggregated by account type (bank, mobile money, others) Total value of cash transferred to people
- Total value of vouchers transferred to people disaggregated by type (value voucher or commodity voucher)

¹⁹ For the indicators that count children - the methodology of the WGQs is slightly different to the Short Set. We cannot guarantee that our staff or governments will use this methodology so WFP never really recommend disaggregation for children UNLESS the data can be provided through government registries or other parties i.e. UNICEF.

2.2 Children, pregnant women and girls and new mothers, and other nutritionally vulnerable populations benefit from programmes to prevent and treat malnutrition and improve diets

- Number of children with access to improved health, nutrition and education services with WFP assistance (HLT lead indicator)
- Number of women and children that benefit from WFP services designed to prevent and treat malnutrition during the first 1,000 days of life (HLT indicator)
- Number of nutritionally vulnerable people receiving food/cash-based transfers/commodity vouchers/capacity strengthening transfers through malnutrition treatment and prevention programmes (complementary with UNICEF, FAO, WHO)
- Quantity of food provided to nutritionally vulnerable people through malnutrition treatment and prevention programmes
- Total value of cash transferred to people
- Total value of vouchers transferred to people disaggregated by type (value voucher or commodity voucher)

Outcome 3: People have improved and sustainable livelihoods

3.1 People and communities have access to productive assets to better cope with shocks and stressors

- Number of people receiving food/cash-based transfers/commodity vouchers/capacity strengthening transfers under food assistance for assets (complementary with ILO, UNDP, World Bank, UNHCR, UNICEF)
- Quantity of food provided to people enrolled in food assistance for assets activities
- Total value of cash transferred to people enrolled in food assistance for assets activities
- Total value of vouchers transferred to people enrolled in food assistance for assets activities disaggregated by type (value voucher or commodity voucher)

3.2 People and communities have increased skills, capacities and access to financial, energy and climate services for climate-adapted and sustainable livelihoods

- Number of people receiving food/cash-based transfers/commodity vouchers/capacity strengthening transfers through livelihood skills training activities
- Quantity of food provided to people and communities through livelihood skills training activities
- Total value of cash transferred to people through livelihood skills training activities
- Number of people covered by an insurance product through risk transfer mechanisms supported by WFP
- Number of people covered and assisted through forecast-based anticipatory actions against climate shocks
- Number of people provided with direct access to energy products or services
- Number of participants who completed vocational/livelihood skills training activities
- Number of people provided with direct access to information on climate and weather risks

3.3 Smallholder farmers and value chain actors have increased capacity to produce and aggregate marketable surpluses, reduce post-harvest losses, access markets and leverage linkages to schools

- Number of children covered by HGSP-based programmes
- Quantity of food provided to schools through home-grown school-based programmes

Additional Data, Tools and Platforms

5. The Gender Equality for Food Security (GE4FS), a collaboration between WFP and Gallup is a quantitative measure which combines the Food Insecurity Experience Scale (FIES) and a gender equality component that covers five dimensions of empowerment: decision-making ability, financial self-sufficiency, freedom from violence, reproductive freedom and unpaid labour. To date the GE4FS has been administered in 17 countries with data available at this [link](#). Analysis is included for most countries on gender and age, gender and location and gender and education.

6. Table 4 below provides a list of tools and platforms which contain a range of information on WFP's reporting and broader gender related data.

Table 4: Corporate tools and resources with data on gender

Sex disaggregated data – Corporate Office Tool for Managing (programme operations)

COMET

Sex disaggregated data in the intervention: WFP's Corporate Office Tool for Managing (programme operations) Effectively (**COMET**) houses data on annual beneficiaries assisted with a gender breakdown. Guidance for where this data is available and how it is entered can found at [Overview section | Annual Country Report Guidance \(wfp.org\)](#) – section 1.

Gender and Age Marker (GaM)

The Gender and Age Marker (GAM) is a corporate tool that codes the extent to which GAMs are integrated into the design and monitoring of a WFP country strategic plan or programme on a 0 (does not integrate gender or age) to -4 (fully integrates gender and age) scale.

WFP programmes are labelled with GAM at two stages: the GAM-Design (GAM D) code is assigned for the whole CSP at the design stage, whereas the GAM-Monitoring (GAM M) score is assigned every year for monitoring at activity level. The annual monitoring and subsequent variations in ratings can be a starting point for a discussion with the CO on how the ratings were established on which activities are considered successful from a gender perspective as well as activities that are facing certain challenges (See [Annex 7](#) for an example). In addition, the GAM dashboard provides the sources for the annual assessment which is equally a good starting point for reviewing data used for the self-assessment. See Annex 10 for more details.

Gender Equality Certification Programme (formerly known as the Gender Transformation Programme (GTP))

The GTP supports integration of gender in programming, operations and the office through key actions, across 39 benchmarks in 7 categories ([Annex 8](#)). Open to all COs, the GTP is tailored to WFP needs and context and employs collaborative and participatory approach, with shared responsibility within the CO. The GTP cycle is normally between 12-18 months. As of 2023 [36 countries](#) are participating in the GTP with 25 countries having completed; 6 countries have developed an improvement plan and 5 countries have conducted a baseline assessment. As with the GAM, and depending on what stage the CO is at, the self-assessment can be used as an entry point for a conversation on strengths and weaknesses of the CO's approach to gender mainstreaming. If the country office is further in the process the improvement plan and final assessment can be used to discuss steps taken to enhance WFP's performance. The reports are available upon request to the CO.

Gender Equality Office Knowledge Platform

Recently a [knowledge platform](#) has been developed by the Gender Equality Office. It is a resource hub of WFP programmes, trainings and guidance material that have a strong gender equality and women's empowerment lens. All documents can be filtered by multiple categories: region, country, topic, programme cycle and document type, to narrow down the search and help the user find the most relevant resources. This can be a useful source for e.g., CSPEs to get a quick overview of documents available in a certain country or in the case of decentralised evaluations to get an overview of documents on gender and a certain theme.

7. In addition data on GEWE can be found in the [Annual Country Report \(ACR\)](#). ACR guidelines include a Gender Review Checklist which details expectations in terms of the information that should be considered in the different sections of the ACR. This guidance indicates that COs should focus on results against gender related CSP commitments rather than process and provide an analysis of data collected against the WFP gender equality indicators. COs are also encouraged to report on unexpected or unintentional gender equality related results of WFP activities (positive and negative), beneficiary feedback, and capacity strengthening or technical assistance activities which contribute to reducing gender inequality (where applicable).

8. Potential sources to help identify organizations working to advance GEWE include:

- a. the Annual Country Report partnerships section narrative
- b. *UNCT SWAP Indicator 3.1 reporting* – UNCT collaborates and engages with government on GEWE and Indicator 3.2 – UNCT collaborates and engages with women's/gender equality CSOs
- c. inception briefings with the country office (as a reference for discussion can refer to the [list of NGO Partners](#) by the NGO Partnership Unit and [DOTs](#) WFP's data hub, which have information on partnerships by country but not whether they work o
- d. the [UN Partner Portal](#) includes CSO partner profiles
- e. Equilo global [Partner Directory](#) classifies partners by country, organization type, sector, thematic area and population type

- f. UNSDCF Common Country Assessment
- g. Consultations with Gender in Humanitarian Affairs Working Group, GBV Sub-Cluster Working Group, PSEA Interagency Working Group

Annex 13. Gender and Age Marker (GaM)

The GaM is a corporate tool that codes – on a 0 to 4 scale – the extent to which gender and age are integrated into the design and monitoring of a WFP a Country Strategic Plan.

The GaM is made up of four mandatory components, each with three sub-components (that are optional).

1. Gender Analysis	<ul style="list-style-type: none"> ■ There is collection and analysis of sex- and age-disaggregated data. ■ There is understanding of the particular circumstances, needs, interests and abilities of different groups of people. ■ Targeted individuals and groups receive evidence-based assistance.
2. Tailored Activities	<ul style="list-style-type: none"> ■ Assistance is tailored to the needs and interests of the different beneficiaries. ■ Beneficiaries and participants are protected from gender-based violence. <p>There is coordination and partnerships in the delivery of the activities</p>
3. Participation	<ul style="list-style-type: none"> ■ Direct (Tier 1) beneficiaries influence the design / implementation of the activities. ■ Beneficiaries and participants can safely and readily make complaints and provide feedback. ■ Information about the activities is provided to the different stakeholders.
4. Benefits	<ul style="list-style-type: none"> ■ The activities contribute to gender equality outcomes. ■ The beneficiaries are satisfied with the activities. ■ Problems, challenges and unintended impacts are identified and addressed.

The four components form the basis for determining which GaM code applies to a CSP – at design once at the beginning of the CSP, and then during implementation ('Monitoring') as part of the reporting on a yearly basis. Access to the full (including narratives for ratings) GAM dashboard can be requested through the Gender Equality Office (hq.genderhelpdesk@wfp.org). Each Country Office has a dedicated GaM page for each of their CSPs. Each GaM page includes 3 sections: : (i) Summary; (ii) Design; and (iii) Monitoring. At the Monitoring phase, the countries must upload the relevant evidence to back up the response to the survey.

At the design stage, a WFP country strategic plan is assigned one of the following GaM codes; while at the monitoring stage, each CSP Activity is assigned one of the following GaM codes.

4	Fully integrates gender and age
3	Fully integrates gender
2	Fully integrates age
1	Partially integrates gender and age
0	Does not integrate gender and age

The minimum requirement, at design stage, is for CSPs to fully integrate gender (Gam Code 3), to support implementation of corporate commitments articulated in SP (2022-2025) and Gender Policy (2022). For monitoring GAM-M codes are established yearly for each CSP activity and the codes generated are reported in ACRs as shown below. The narratives in the ACRs are limited and do often not provide a complete justification for changes in the ratings. It is considered that looking at these ratings can nonetheless be a starting point for a conversation with the CO on why and how ratings were applied.

Example from Tanzania ACR 2020

Strategic outcome 01: Refugees and other acutely food insecure people in Tanzania are able to meet their basic food and nutrition requirements in times of crisis

CSP Activity	GAM monitoring code
Provide cash- and/or food-based transfers to refugees living in official camps.	4

Narrative: Activity 1 received the Gender and Age Marker code of 4, which reflects the full integration of gender and age into the implementation of activities. WFP ensured accountability to affected population by maintaining the existing beneficiary complaint and feedback mechanism, and using findings from post-distribution monitoring and the annual CHS to make operational adjustments

The GAM dashboard also provides a full overview of yearly ratings which can be compared across years²⁰

CSP Activity #	CSP Activity	GaM Code 2018	GaM Code 2019	GaM Code 2020	GaM Code 2021	GaM Code 2022
1	Provide cash- and/or food-based transfers to refugees living in official camps.	3	4	4	4	4
2	Provide evidence to the government and engage in policy dialogue	Not started				
3	Provide nutrition services to at risk populations in targeted districts	3	3	4	4	4
4	Provide capacity strengthening to government entities involved in nutrition programming	1	3	3	4	4
5	Provide value-chain support to smallholder farmers	3	3	3	4	4
6	Promote climate-smart agriculture and crop diversification amongst smallholder farmers	1	3	3	4	4
7	Provide capacity support to government food security institutions	3	3	1	4	4
8	Provide supply chain and IT capacity, expertise and services to partners	N.A.	1	0	N.A.	N.A.
9	Provide innovation-focused support to partners and targeted population	0	3	3	4	4
10	Provide cash and/or food-based transfers to food insecure people as a result of the COVID-19 pandemic	N.A.	N.A.	N.A.	4	4

In addition, access to the full GAM dashboard includes the resources used for the GAM ratings and narrative which can be a useful source for understanding the gender analysis.

Republic of Tanzania GaM dashboard (Monitoring) for SO 7 Mitigate and prevent environmental degradation and promote climate change adaptation approaches through the provision of climate services and integrated resilience building at the community level. Monitoring score 4 (2022)

Narrative: There are two resilience activities which have a bias in favour of women and youth. This is a water provision project whereby boreholes are built near homesteads to reduce Gender related violence by reducing the time travelled and distances to fetch water, mostly done by women and girls. The boreholes will be solar powered to reduce labour intensity. The unit will also consist of laundry sites, nutrition garden and orchards for fruit trees, exclusively to be benefit women and youth. Other members of the community will benefit through domestic water provision and livestock watering.

Resources used to substantiate rating and narrative²¹.

TASAF Quarter Report Mar- Jun 2022	Download	Remove
Post Distribution Monitoring for TASAF PSSN II	Download	Remove
WFP Resilience Water Provision Selection guide and Project flow draft	Download	Remove
Signed MOU Kondoa	Download	Remove
Signed MOU Kongwa	Download	Remove
Signed MOU Mpwapwa	Download	Remove

²⁰ Ratings are also reported in the APR annually which provides information globally.

²¹ The acronym TASAF is used for the Tanzania Social Action Fund.

Annex 14. The Gender Equality Certification Programme

The basis of the GECP is a benchmark matrix which operationalises the various elements of the Gender Policy 2022 and the associated implementation plan. The gender equality benchmark matrix comprises of seven categories (accountabilities and oversight, enabling environment, capacities, programming, communications and knowledge management, partnerships, and M&E). Within those categories, there are 34 benchmarks. To complete the GECP, 30 of 34 benchmarks must be met.

Gender Equality Certification Programme	
Accountability and Oversight	
<u>Outcome 1.1 : Management accountability systems in place and functional</u>	
Benchmark 1.1.1	Country Office Gender Action Plan developed and endorsed by the management
Benchmark 1.1.2	Annual Performance and Competency Enhancement (PACE) plans of senior managements include at least one key gender equality result
Benchmark 1.1.3	Annual Performance and Competency Enhancement (PACE) plans of office employees includes assessment of GEWE competencies
Benchmark 1.1.4	In the last two years, the Office has made at least one substantive contribution to gendertransformative results , aligned to one or more of the objectives of the Gender Policy (2022).
<u>Outcome 1.2 : Gender Results Network counts on active and effective participation</u>	
Benchmark 1.2.1	The office has a Gender Results Network (GRN), with a written Terms of Reference (ToR), with at least one member of staff minimum P4 level, or equivalent and GRN responsibilities included in all members' PACE.
<u>Outcome 1.3 : Adequate financial resources allocated and accountability processes in place for gender equality and women's empowerment work</u>	
Benchmark 1.3.1	The Office has in place a process for preparing and analyzing a gender equality budget
Benchmark 1.3.2	The Country Office carries out participatory consultations with people from different sex and age groups (in all their diversity) across the programme cycle.
Benchmark 1.3.3	Community feedback mechanism data are disaggregated by sex and age and analyzed to inform programme design and implementation.
Enabling Environment	
<u>Outcome: 2.1: Corporate gender parity policies localised and applied</u>	
Benchmark 2.2.1	Progress has been made towards overall gender parity in office employees (with a minimum 5% shift in preceding 12 months) and towards the equal participation of women and men in committees, advisory bodies and other decision making entities of the Country Office.
Benchmark: 2.2.2	Targeted messaging on WFP's corporate policy on Protection from Sexual Exploitation According to the new Gender Policy, ensuring safety, dignity and meaningful access is one of the Priority areas. WFP acknowledges that structural norms and unequal power dynamics disempower and discriminate against diverse people. This could include, for example: WFP employees: Training/awareness raising session agenda, presentations, attendance lists Cooperating partners: 5 and Sexual Abuse (PSEA) is regularly disseminated to each of the following: WFP employees, cooperating partners and communities in which WFP is providing assistance.
Capacities	
<u>Outcome: 3.1: The country office has sufficient understanding of and expertise in gender equality and women's empowerment, in particular in relation to food security and nutrition</u>	
Benchmark 3.1.1	Orientation to WFP's commitment to gender equality and women's empowerment is integrated into the employee induction process and documents.

Benchmark 3.1.2	All employees have completed a basic level training course on gender equality, preferably in relation to food security and nutrition, such as the WFP Gender Basic Learning Journey
Benchmark 3.1.3	In the preceding 12 months, the Office has implemented at least 1 awareness raising and 1 learning event to strengthen employees understanding of and ability to integrate gender into their work.
Outcome 3.2: The Country Office has adequate technical capacities for gender-transformative programming	
Benchmark 3.2.1	All suppliers are trained on basic gender concepts.
Benchmark 3.2.2	Large Offices: dedicated gender specialist (adviser, officer etc.) in place. Other Offices: there is at least one formal partnership with a gender specialist or gender specialised entity (e.g. UN Women, academic department, women's civil society organization, standby partner) to support gender transformative programming.
Benchmark 3.3.3	Tailored gender refresher courses delivered to senior management.
Benchmark 3.3.4	Recruitment procedures include screening for gender competencies.
Programme	
Outcome 4.1: Gender is integrated across all programmes and operations, in accordance with corporate policies and guidelines	
Benchmark 4.1.1	The Office integrates gender equality in resource mobilization and proposals.
Benchmark 4.1.2	Intersectional gender analyses are systematically undertaken and incorporated into (a) situation/context analyses, and (b) key planning, implementation, and reporting documents.
Benchmark 4.1.3	The Country Office has undertaken a participatory Gender based Violence (GBV) risk analysis (separately or as part of a protection and/or gender analysis) a developed a measurable action plan to implement mitigation measures.
Benchmark 4.1.4	The Office has invested in gender capacities of its Cooperating Partners and on working together on mutual gender capacity strengthening.
Benchmark 4.1.5	Gender equality actions supported by dedicated budget are included and tracked under each applicable CSP activity
Communication	
Outcome 5.1: Knowledge products explicitly address gender equality	
Benchmark 5.1.1	In the last 12 months, the Office has produced a knowledge and/or communication product According to the Gender Policy 2022, WFP acknowledges the importance of clear, concise, inclusive and appropriate communications, advocacy and outreach when addressing the root causes of gender inequalities. Knowledge product(s), with GEWE dimensions highlighted. A knowledge product can be, for example, a formal publication, a video, a research 10 specifically addressing
Outcome 5.2 Internal and external communication materials consistently contain gender equality messages	
Benchmark 5.2.1	The Office communication plan explicitly references measures for gender-sensitive communication and the dissemination of gender equality messages.
Benchmark 5.2.2	Office communications and advocacy materials are gender sensitive and include key messages on gender equality.
Outcome 6.1 Partnerships include specific measures to promote gender equality and women's empowerment.	
Benchmark 6.1.1	The Country office call for proposals explicitly requests to include gender equality actions in project proposals.
Benchmark 6.1.2.	All field-level agreement budgets include specific lines for GE related costs
Outcome 6.2 Partnerships with other UN agencies and government entities strategically leveraged to support gender equality goals.	

Benchmark 6.2.1	In the preceding 12 months, the Office has participated in, and contributed to, (a) inter-agency coordination In the Gender policy 2022, WFP committed to continue to draw upon and contribute to existing frameworks and mechanisms to advance gender equality and women’s empowerment, including through its role in United Nations country teams; humanitarian cluster system and Inter-Agency work plans. Inter-Agency meeting agendas, inclusive of participant lists. BTORs (back-to-office reports) from CO participants to InterAgency meetings, and/or meetings minutes. 12 mechanisms on GEWE, or (b) local gender networks.
Benchmark 6.2.2	The Office has made a significant contribution to ensuring that national normative framework development (policies, legislation etc.) related to food security, nutrition and/or emergencies are gender sensitive/transformatiive.
Monitoring and Evaluation	
<u>Outcome 7.1 Gender is integrated in monitoring and evaluation process, in accordance with corporate policies and guidelines</u>	
Benchmark 7.1.1	Gender is incorporated in the Office monitoring and evaluation framework (including tools and processes)
Benchmark 7.12	The Office systematically collects, analyses and uses qualitative and quantitative sex and age disaggregated data to inform its targeting, prioritization, programme design and implementation

Process

Implementing the GECP is divided across 6 steps:



Evaluation of Country Strategic Plan Evaluations can in particular benefit from documents developed in countries that have signed up for the Programme. The Baseline Assessment and Improvement Plan can give an indication of strengths and weakness and inform lines of inquiry for the evaluation. In cases where the final assessment has been conducted it provides a starting point for a discussion with the country office. This site provide information on the countries participating [GTP \(wfp.org\)](http://gtp.wfp.org) and an indication of what phase the country offices are in.

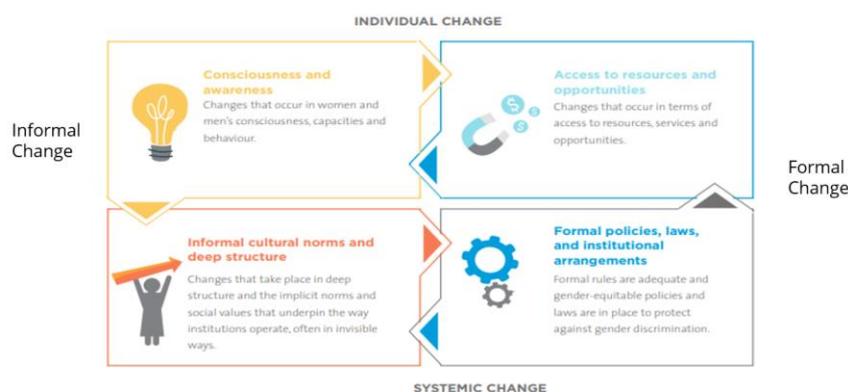
Annex 15. Gender Analytical Frameworks

1. Gender analysis frameworks particularly for interventions with an expressed gender responsive or gender transformative focus can be useful. This annex provides a number of frameworks with examples of how they have been used. These frameworks provide a structure for exploring changes in *gender roles, activity profiles and time use, access, ownership and control/decision-making in relation to resources, who benefits and participates, and practical needs²² vs. strategic interests²³*, as well as at what level these changes are occurring (individual, household, community, institutional, systemic). The framework used should be based on the types of questions / areas the evaluation aims to explore

2. Gender at Work Framework

The [Gender at Work Framework](#) can be useful in analysing the types of changes that have occurred for men and women based on programme participation and the interrelationship. It classifies change as tangible or formal, e.g., access to resources, services and opportunities and changes in policies, laws, and institutional arrangements and those which are more intangible or informal, e.g., changes consciousness and awareness and changes in informal cultural norms, social values, and structures, categorizing change as well as individual or systemic. Oxfam Novib used this framework to assess the results of its Measuring Milestones Initiative to analyse Most Significant Change (MSC) stories they collected to capture the types of changes and where change started and how it progressed. Additional information on their approach and the lessons learned is available at this [link](#).

Figure 1: Gender at Work Framework



3. The Women's Empowerment in Agriculture Index (WEAI)

The [WEAI](#) includes both quantitative and qualitative components to measure and understand women's empowerment. It is comprised of two main indices: (i) 5DE which measures empowerment across five domains in agriculture (decisions about agricultural production, access to and decision-making power about productive resources, control of use of income, leadership in the community and time allocation) and (2) Gender Parity Index (GPI) which looks at gender parity within the household. The WEAI also includes [qualitative protocols](#) to better understand different elements related to women's empowerment. It includes specific activities to look at (i) gender-based seasonality patterns (how responsibilities are distributed by gender, and the effect of seasonal variations on women and men's time use by developing a seasonality diagram), (ii) a FGD guide to explore the various elements of empowerment; (iii) semi-structured interview guide for collection of life histories. The WEAI was used in a Joint Evaluation in Kyrgyzstan in conjunction with KIIs, focus group discussions and the creation of change maps (see box 5).

Box 5: Using mixed methods to measure and understand Women's Empowerment

Evaluation of Joint WFP/IFAD/FAO/UN Women Programme on Accelerating Progress toward the EE of Rural Women in Kyrgyzstan

Applied **domains of Women's Empowerment in Agriculture Index (WEAI)** (survey-based index) designed to measure empowerment, agency, and inclusion of women in agricultural sector

- **Decision-making** about production
- **Ownership of, access to, and decision-making power** about productive resources
- **Control** over the use of income and expenditures
- **Leadership** in the community: membership in economic or social groups and comfort speaking in public
- **Time allocation** for productive and domestic tasks and for leisure



Data collection methods:

- WEAI survey**
- semi-structured interviews with 'critical cases'** (women in the villages who were more than just regular members of the self-help groups, e.g., village activists, leaders)
- focus group discussions** – started out with both men and women in the FG which offered the team an opportunity to observe potential interactions and social norms, then divided them by sex to work on change maps
- participatory change maps** - people were asked to create maps which were structured to capture the changes related to the domains of the Women Empowerment in Agriculture Index (WEAI): (1) input in productive decisions; (2) input in decisions about use of income; (3) confidence of speaking in public; (4) leadership in community; (5) division of labour in the household; (6) free time, as well as an "other" section to capture any unintended outcomes.

4. Other gender analysis frameworks which provide a framework for collecting and assessing more systematically gender roles and responsibilities, access to and control over resources, and extent of transformative change include ²⁴ :

- the [Harvard Analytical Framework](#) identifies (i) men and women's reproductive²⁵ and productive activity profile/division of labour (who does what, when and where) and (ii) access and control profile of men and women over resources and benefits (e.g. services). It also examines factors which influence (constraints and opportunities) the differences in gender roles identified in the different profiles (e.g., social norms, institutional structures, economic conditions).
- the [Gender Analysis Matrix](#) provides a framework for organizing the different intervention results related to (i) labour (e.g., changes in tasks, level of skill required), (ii) time (e.g., changes in amount of time required), (iii) resources changes in access and control over income, land, credit, etc. and (iv) socio-cultural factors (changes in gender roles, status and other social aspects of participants' lives), that interventions have at four levels women, men, households and community. Additional codes can be added during the discussion to indicate if the outcomes are consistent (+) or inconsistent (-) with interventions goals.
- the [Moser Framework](#) organizes gender roles in relation to (i) care and maintenance of household and its members (*reproductive work*), (ii) production of goods and services for consumption and trade (*productive work*), (iii) collective organization of social events and services (*community roles*). It goes beyond Harvard Analytical Framework to consider whether interventions are addressing practical, more immediate needs, vs. strategic needs (those which would address unequal power relations). In addition, the Moser Framework provides a tool which

²⁴ An overview of each of these tools with examples and discussion of their advantages and disadvantages can also be found in Oxfam's [A Guide to Gender-Analysis Frameworks \(ndi.org\)](#)

²⁵ Reproductive roles in gender analysis frameworks generally refer to those activities related to domestic and care activities.

- the [Capacities and Vulnerabilities Analysis Framework](#) which was designed to be used in humanitarian interventions and disaster preparedness and looks at capacities and vulnerabilities as (i) material and physical, (ii) social and organizational and (iii) motivational (beliefs and attitudes).

5. Adaptations to the frameworks: The analytical frameworks above focus on providing data on a given moment in time and therefore either need to be used two or more times over a period of time or if data collection is occurring only at one point in the intervention, e.g. at the end, which is the case for most WFP evaluations, guiding questions need to be structured in ways to encourage participants to reflect on the situation before the intervention or X number of years in the past. Moreover, while most of the frameworks disaggregate primarily by men and women, additional categories can be created to look at subgroups of each as needed. For example, if in the stakeholder analysis age or disability was deemed to be a factor contributing to differential access to and experiences with the intervention then data could be further disaggregated, e.g. women with disabilities and without disabilities, young women and older women.

Annex 16. Select Bibliography

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- IASC Guidelines for Gender-based violence interventions in Humanitarian Settings
- IASC GBV Pocket Guide – How to support survivors of GBV when a GBV actor is not in your area
- [WFP Gender Policy 2022](#). 18 February 2022
- The [Gender Equality Toolkit](#) provides sector guidance on gender and food assistance, CBT, FFA, Emergency Preparedness and Response, Climate, Social Protection, Nutrition and Protection and AAP. It also includes guidance on human resources, the workplace, security, communications and supply chain.
- [Integrating Human Rights and Gender Equality in Evaluations](#) (UNEG)
- [Protection and Accountability Handbook](#). WFP October 2021
- [Essential Needs Assessment](#) Guidance Note (December 2020)
- [Intersectionality Resource Guide and Toolkit: An Intersectional Approach to Leave no One Behind](#), UN Partnership on the Rights of Persons with Disabilities and UN Women (2021)
- [Supply Assessment of Goods and Services for Essential Needs](#) Interim Guidance Note WFP VAM, Food Security Analysis July 2018
- [Targeting and prioritization Operational Guidance Note](#) January 2021: VAM Food security analysis
- How to Manage Gender-responsive Evaluations (UN Women) [AR](#), [EN](#), [ES](#), [FR](#)
- Inclusive Systemic Evaluation for Gender Equality, Environments and Marginalized Voices ([ISE4GEMS](#)) (UN Women) [EN](#), [ES](#)
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- [How to Design and Manage Equity-focused Evaluation](#) (UNICEF)
- [Compendium of Gender Scales \(careinternationalwikis.org\)](#) (Communication for Change, FHI360, USAID) September 2011
- [WHAT GETS MEASURED MATTERS: A Methods Note for Measuring Women and Girls' Empowerment](#). Bill and Melinda Gates Foundation, September 2011
- UNEG Ethical Guidelines for Evaluation
- The [Inclusive Systemic Evaluation for Gender Equality, Environments and Marginalized Voices \(ISE4GEMS\): A new approach for the SDG era](#) guidance includes a [stakeholder analysis tool](#) (ISE4GEMS Tool 2) with questions to guide the analysis to unpack stakeholder engagement and structural and power dynamics.
- UN Women Stakeholder Analysis Tool structures the analysis according to duty-bearers and rights-holders, and explicitly includes those who should be included but are not or those who are negatively affected by the intervention, How to Manage Gender Responsive Evaluations: Evaluation Handbook. Tool 9. Stakeholder Analysis Template. UN Women 2022