



The potential of Food Assistance for Assets (FFA) to empower women and improve women's nutrition: a five-country study

Synthesis Report



1 Study objectives and outline

From June 2016 to April 2017, a five-country study to explore the potential of WFP's Food Assistance for Assets (FFA) programmes to empower women and improve women's nutrition was conducted jointly by WFP Headquarters' Asset Creation and Livelihoods Unit (OSZPR), Gender Office (GEN), Nutrition Division (OSN) and Emergencies and Transitions Unit (OSZPH).

The purpose of the study was to:

1. Assess **changes** (outcomes or impacts)¹ that relate to women's socio-economic empowerment (WSEE) and women's nutrition, and to what extent they occurred;
2. Examine the **causal linkages** that may explain how and why these changes occurred in the lives of women; and
3. Identify the **key success factors**, be they FFA programme actions, complementary actions or contextual factors, which led to the observed changes.

The study also examined how FFA may contribute to protection by avoiding harm and having a positive effect on people's safety and dignity, households' dynamics and social cohesion. This study was *not* an impact evaluation or a performance assessment. Instead, it was an exploratory exercise to understand the potential of how FFA and complementary actions can empower

women and improve their nutrition. To achieve this, qualitative methods inspired by the Participatory Impact Assessment and Learning Approach (PIALA) and the Most Significant Change (MSC) technique were employed to understand why and how complex transformative processes of women's empowerment and improved nutrition occurred in each context. The study's qualitative approach, sample size and reliance on beneficiaries' personal accounts of change were both its strength and limitation.

2 Study design

This study used a case-study approach covering five countries; employing qualitative methods and drawing upon secondary data. The primary information sources were:

- Semi-structured interviews;
- Focus group discussions (FGDs);
- Site visits to FFA assets;
- Observations of FFA processes;
- Sub-national multi-stakeholder participatory workshops in each country; and
- A global sense-making workshop.

Data from these information sources contributed towards four main bodies of work: (i) contextual analysis; (ii) process analysis; (iii) analysis of changes and causal links; and (iv) recommendations. See figure on the information sources for each body of work.

The study had five country case studies of three sites² each (15 sites in total). The countries were selected based on the WFP Country Office's (CO's) willingness and resources to participate. Each CO was requested to select three sites where results had been observed in empowering women and improving nutrition. A 'positive deviance' approach was applied, given the focus on understanding what actions and factors needed to be in place for successful cases in WSEE and WN to occur. Given this purposive sampling, rather than being representative, the study sites were often the 'best' or 'better' FFA sites.

The scope of the study included the 'whole package' of FFA and complementary actions. FFA actions spanned planning processes, such as the Three-Pronged Approach (3PA), committees, work, technical training, transfer, and assets. Where there were complementary actions that were implemented in parallel with FFA, whether by WFP or by other actors, these were studied as well for their contributions to changes. Examples of complementary actions in the study included sensitisation³, agricultural extension, food preservation training, cooking classes, group farming, value chain facilitation, enterprise development savings-and-loan groups, latrine construction, linkages with health services and women's services.

Good nutrition is especially important during the first 1,000 days from conception to a child's second birthday, however the focus in this study is on the

nutrition of women aged 18 years and above. This focus aligns with the fact that women are directly engaged with FFA work and are direct recipients of complementary actions. Within this group, the focus was on all adult women; not solely on the most nutritionally vulnerable groups of pregnant and lactating women (PLW) or women of reproductive age (WRA), acknowledging that nutrition is important for all women throughout their life cycle.

3 Country studies

This report summarises the key WSEE and WN findings for each of the five country case studies. The following are summaries of study areas:

- **Niger – West Africa.** Zinder, near the Nigerian border, is an agro-pastoralist area that is currently experiencing typical to good years following drought years. The program, which started in 2014, has a focus on resilience. The communities visited were predominantly Hausa-speaking and Muslim. While men had typically migrated to Nigeria each year for work, this had markedly reduced at the time of the study.
- **Kenya – East Africa.** Kilifi county, in coastal Kenya, is a low-potential mixed farming area with entrenched poverty. The program, implemented since 2009, focuses on building resilience. At the time of the study, the area had experienced two consecutive poor or failed harvests. The study sample was predominantly Christian and polygamy was a common practice.

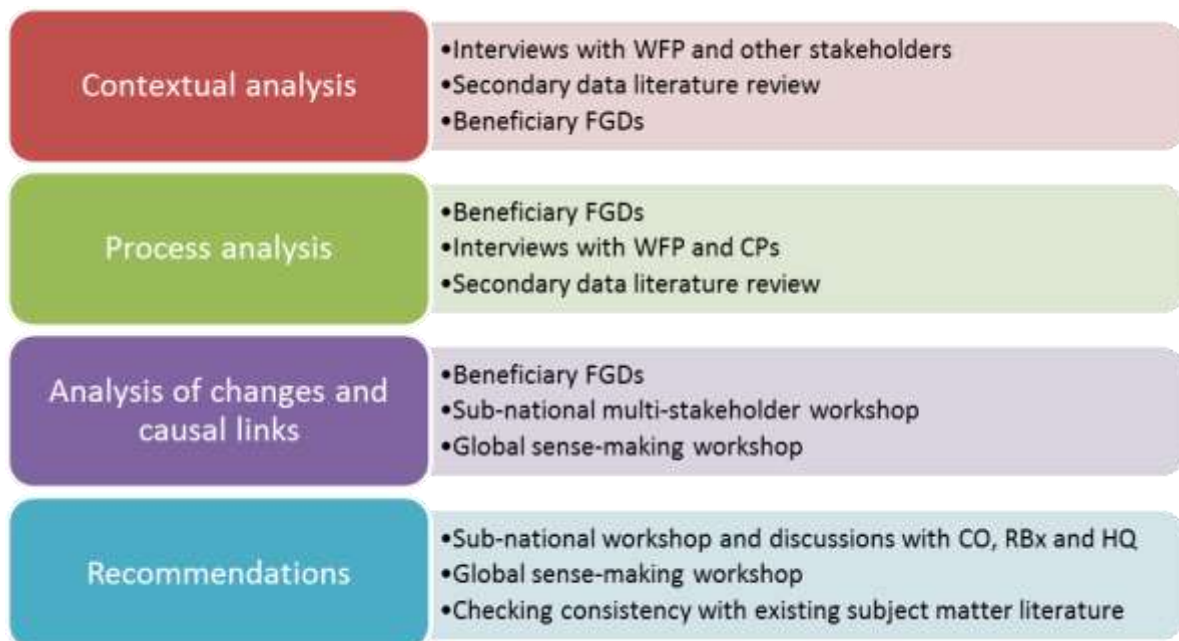


Figure. The study's bodies of work and their information sources

¹ Intended and unintended, positive and harmful changes were examined

² The study sampled three sites, comprising three women-only FGDs and three men-only FGDs, as analysis has found that 80 to 90 percent of themes are discoverable in three FGDs. See Guest et al., April 2016. How Many Focus Groups Are Enough? Building an Evidence Base for Nonprobability Sample Sizes. Field Methods: Vol 29, Issue 1, 2017

³ Sensitisation was conducted on a wide range of topics. Examples included women's rights, sexual and reproductive health and rights (SRHR), gender-based violence (GBV), nutrition and diet, hygiene, and use of mosquito nets.

- **Zimbabwe – Southern Africa.** Mwenezi district in southern Zimbabwe is a low-potential mixed farming area with cattle and rainfed maize and beans. The area is one of the poorest districts in Zimbabwe. The communities studied are predominantly Christian. Many young able-bodied men in Zimbabwe migrate to cities and South Africa to work, returning once or twice a year. The program, which is implemented in annual cycles, focuses on building resilience.
- **Guatemala – Latin America.** Zacapa and El Progreso provinces are in the drought-prone hilly landscapes of Guatemala’s Dry Corridor. The area had experienced six to seven years of drought across over the past ten years. The livelihoods in the area are centred around subsistence agriculture (maize and beans) and agricultural labour in the plains or coffee plantations. The communities are Christian and non-Indigenous. The program, which started in 2009, focuses on building resilience.
- **Sri Lanka – South Asia.** Mannar and Kilinochchi districts, in Sri Lanka’s north, practise mixed farming and coastal fishing. The districts are among Sri Lanka’s poorest. Some communities are re-establishing their livelihoods following their resettlement following the end of the conflict. The program, implemented in annual cycles, has projects that focus both on recovery (resettlement) and resilience.

The intention was to conduct the study in a range of seasons and types of years (typical, good and bad/shock years) as detailed in their Seasonal Livelihood Plans (SLPs). While there were seasonal variations in the study sites, 2016-17 had been globally

challenging, and the study was conducted in a bad/shock year for all but Niger. The El Niño drought affected Kenya, Zimbabwe and Guatemala, while Sri Lanka had experienced the poorest rains in four decades.

4 Changes and causal links

4.1 Women’s socioeconomic empowerment (WSEE)

Seven domains of change, from the **individual** to **household** to **public spheres**, were identified. At the individual level, women reported reductions in workload and hardship (WSEE Change 4); improved skills and confidence, and changed perspectives (WSEE Change 5); improved livelihoods, earning more income and reduced financial dependence (WSEE Change 6); and a better understanding of their rights (WSEE Change 7). At the household level, women reported improvements in intra-household dynamics, including women’s decision-making, women’s roles and workload, greater recognition and harmony (WSEE Change 3). In the public sphere, women reported better organisation among women, and experienced better social cohesion, mutual support and solidarity (WSEE Change 1). Women experienced better recognition and improvements in their roles and leadership in the public sphere (WSEE Change 2).

Most of these changes occurred due to several FFA or complementary actions, rather than one single action. The multiple actions acted to reinforce each other. There were strong interactive effects between and among actions and changes. For example, when women were better organised, it had benefits for

Table. WSEE changes and the extent to which they were reported in each country case study.

WSEE Changes	Niger	Kenya	Zimbabwe	Guatemala	Sri Lanka
1. Women are better organised and experience better social cohesion, mutual support and solidarity		✓✓✓	✓✓✓	✓✓	✓✓
2. Improvements in the recognition of women, women’s roles and leadership in the public sphere		✓✓✓	✓✓✓	✓✓	✓
3. Improvements in intra-household dynamics	✓✓	✓	✓✓✓	✓✓	✓
4. Reduced women’s workload and hardship	✓✓✓	✓	✓✓✓		✓
5. Women have improved skills and confidence, and changed perspectives	✓	✓✓✓	✓✓✓	✓	✓
6. Women have improved livelihoods, earn more income, and reduced financial dependence		✓✓	✓✓	✓	✓
7. Women have a better understanding of their rights and can exercise them			✓✓	✓✓	

other domains of change, such as their engagement in the public sphere and their livelihoods.

The extent to which each of these changes varied from country to country, and were influenced by FFA and complementary actions and contextual factors, are summarised in the report. It is important to note that many of the documented changes were also experienced by men. Women’s empowerment is not a zero-sum game. Where FFA programmes empowered women, they empowered men too.



4.2 Women’s nutrition (WN)

This study focused on beneficiaries’ perceptions of changes in immediate, underlying and basic determinants of malnutrition as presented in the conceptual framework for nutrition (Figure 4.2). At the immediate determinant level, women and men reported better diets (WN Change 2). Improvements in three underlying determinants were reported: Improved resilience and households cope better in bad seasons (WN Change 3); better care practices

(including feeding, health and WASH) (WN Change 4); Better (physical, economic) access to health services (WN Change 6). Finally, changes were also reported in two basic determinants: Women’s empowerment and gender equality (WN Change 1) and better living and health environment in communities (WN Change 5).

As with the changes in WSEE, most of the WN changes occurred as a result of several FFA or complementary actions, and not one single action. Changes often required multiple actions working in concert. For example, to grow nutritious vegetables, women and men needed assets (garden and water), training, and sensitisation. The report detailed description of how each change came about and their interactions.



Table. Women’s nutrition changes and the extent to which they were reported in each country case study.

WN Changes	Niger	Kenya	Zimbabwe	Guatemala	Sri Lanka
1. Women’s empowerment and gender equality, and its implications		✓✓	✓✓✓	✓	
2. Better diets	✓✓✓	✓✓	✓✓✓	✓✓	✓✓
3. Improved resilience/ Households cope better in bad seasons	N/A ⁴	✓✓	✓✓✓	✓	✓✓
4. Better care practices (including feeding, health and WASH)	✓✓✓		✓✓✓	✓	
5. Better living and health environment in communities (e.g. water and sanitation infrastructure)	✓✓	✓✓	✓✓✓	✓	✓
6. Better (physical, economic) access to health services	✓	✓	✓	✓	✓

⁴ This could not be determined as there had not been a bad year since the start of the FFA programme.

WSEE Impact Pathway for FFA and complementary actions

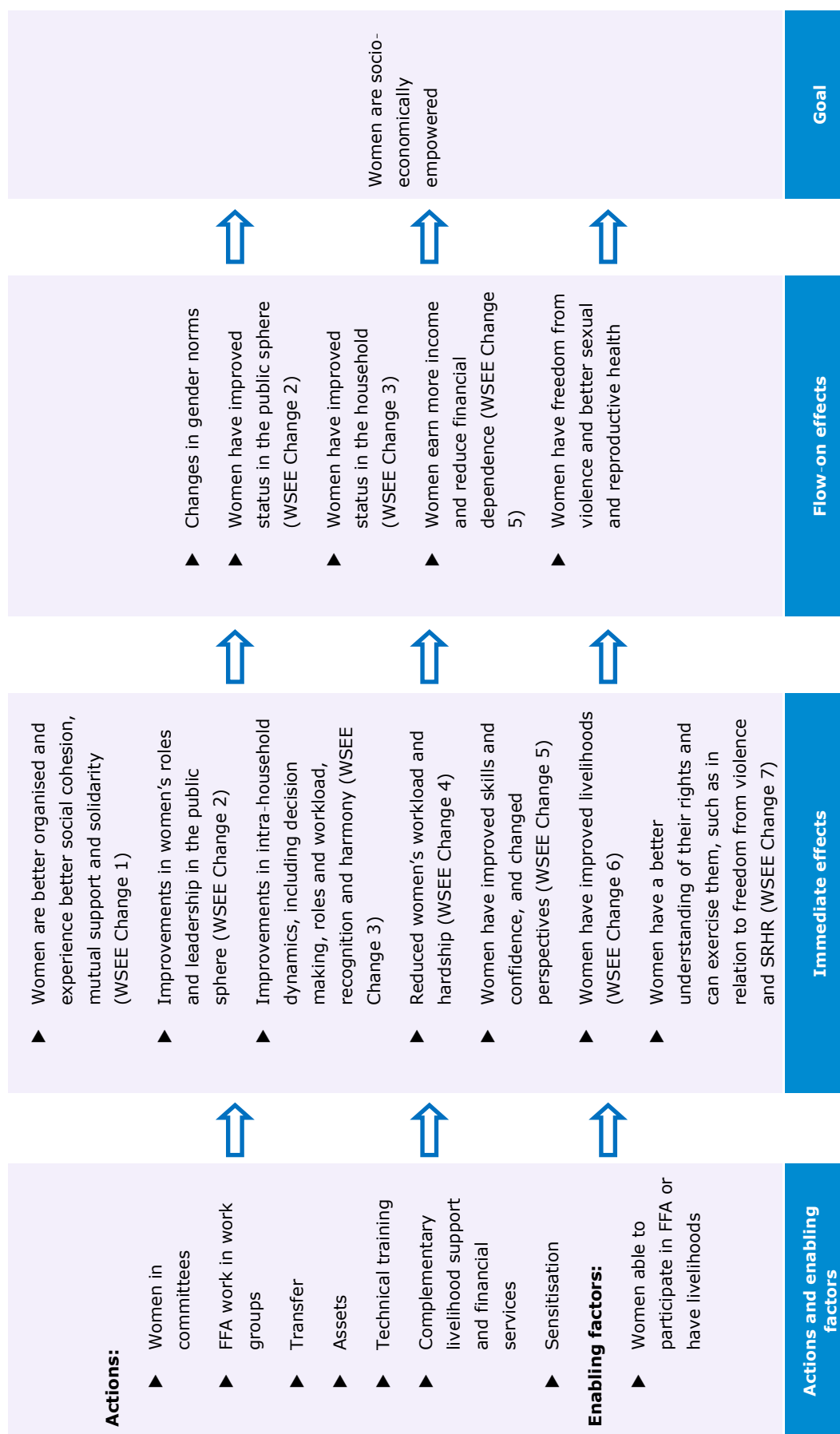


Figure. Overall WSEE impact pathway for FFA and complementary actions. Given the multiple interactions between and among factors and effects, detailed arrows are not drawn in.

WN Impact Pathway for FFA and complementary actions

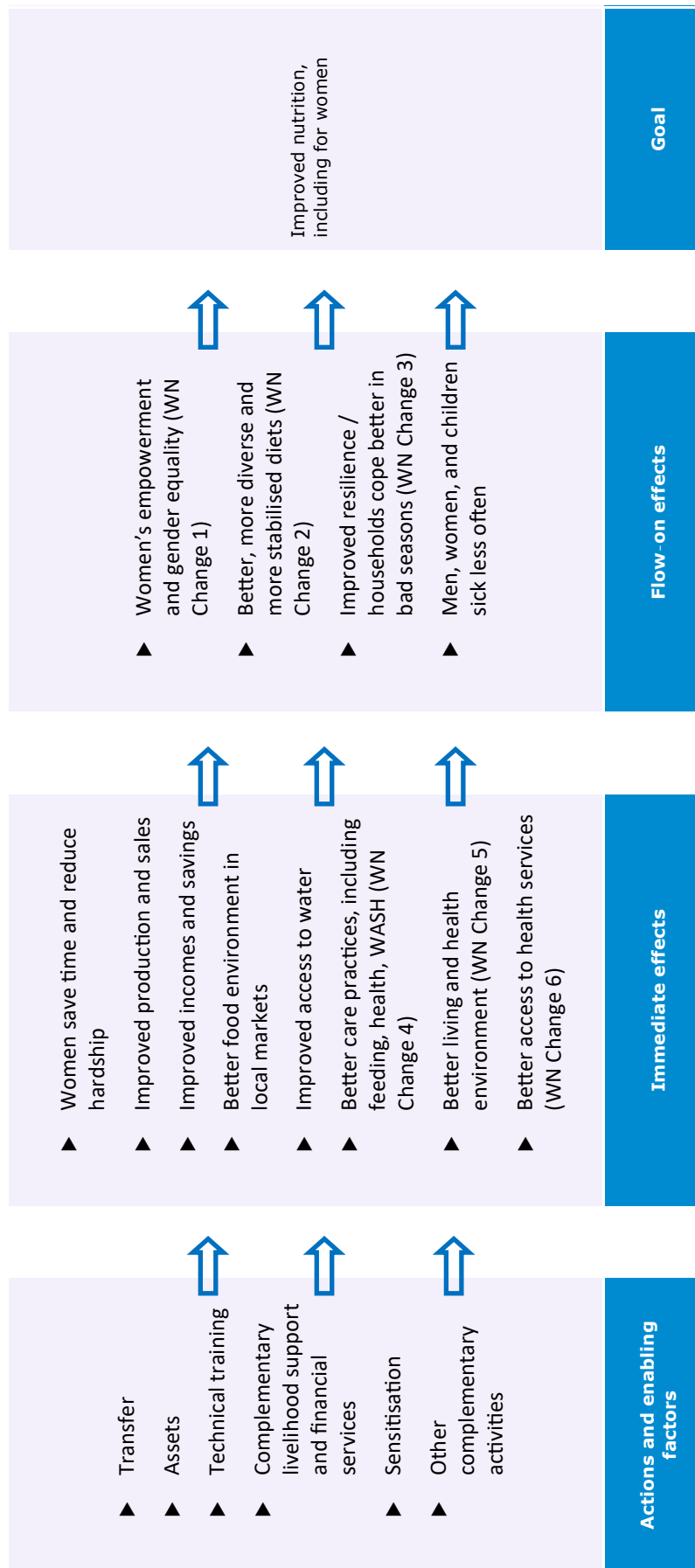


Figure. Overall WN impact pathway for FFA and complementary actions. Given the multiple interactions between and among factors and effects, detailed arrows are not drawn in.

5 Key success factors

The study identified 13 key success factors; be they FFA programme actions, complementary actions or contextual factors, which led to the observed changes. Put another way, women were empowered or their nutrition was improved when this factor, or a combination of these factors, was in place. The following is a list of key success factors identified, along with the occurrence of each key success factor in the study.

The report also provides a detailed description of the critical actions that led to the success factor being achieved. A summary of these critical actions is included in Section 9.



Image. Female and male beneficiaries with kale and cabbage from in a successful nutrition garden in Matande, Zimbabwe.

Women were empowered when the FFA programme (and complementary actions):	Occurrence in the study
1. actively supported the free and fair participation of women in FFA activities;	Observed in some programmes
2. used the 3PA to analyse the context and ensure that programming is gender transformative and empowers women;	Observed in most programmes
3. actively promoted women’s social cohesion and organisation;	Observed in some programmes
4. actively promoted women’s leadership and engagement in community decision-making	Observed in some programmes
5. reduced women’s workload and hardship;	Observed in some programmes
6. supported women’s livelihoods and reduced women’s financial dependency; and	Observed in some programmes
7. supported women’s access to information on rights and referrals (for GBV and SRHR) and the ability to exercise their rights.	Observed in some programmes
Women’s nutrition improved when the FFA programme (and complementary actions):	Occurrence in the study
8. used the 3PA to ensure programming improves nutrition outcomes for women;	Observed in some programme
9. used FFA as platform to provide nutrition sensitisation and link to nutrition and health services;	Observed in some programmes
10. ensured that the transfers and FFA work supported good nutrition, particularly for women;	Observed in some programmes
11. identified and supported assets to reduce women’s workload and hardship, and improve safety and hygiene;	Observed in some programmes
12. identified and supported actions for better diets; and	Observed in most programmes
13. identified and supported actions for better sanitation.	Observed in some programmes

6 Challenges and missed opportunities

While the case studies offered successes, there were also challenges and missed opportunities that contributed to valuable learning. The report also provides a detailed description of the potential mitigation measures for these challenges and missed opportunities. These mitigation measures are included in Section 9.



Challenges or missed opportunity	Occurrence in the study
Common to both WSEE and WN	
1. Women are over-burdened by the additional demands posed by FFA work norms in addition to their domestic responsibilities.	Observed in some programmes
2. Sensitisation in the areas of health, nutrition, rights, etc is not included, or sensitisation was only provided to women and not men.	Observed in some programmes
3. Single year, rather than multi-year programmes, mean that programmes cannot bring about sustainable change.	Observed in some programmes
4. FFA projects do not articulate project-level impact pathways for WSEE and WN, and consequently have few monitoring indicators to track changes WSEE and WN.	Observed in all programmes
WSEE	
5. Inappropriately determined transfers distort participation ratios of women and men in FFA work due to pre-existing cultural norms and economic barriers.	Observed in most programmes
6. Limited analysis and pre-existing cultural norms create the preconditions for FFA activities to reinforce discriminatory livelihood roles and options for women (and men).	Observed in some programmes
7. FFA governance structures and positions, such as committees and supervisors, reinforce unequal gender relations in communities when not correctly implemented.	Observed in some communities within programmes
WN	
8. Targeting nutritionally-vulnerable household members as FFA <i>participants</i> (rather than FFA <i>beneficiaries</i>).	Observed in one programme
9. Cash transfers are not enough to afford a nutritious diet.	Observed in most programmes
10. Vegetable gardens do not provide the foods to diversify the diet as expected.	Observed in most programmes
11. Lack of alternative water sources creates the precondition for people to consume water from FFA water reservoirs that were designed for animal consumption or domestic responsibilities.	Observed in most communities where there are reservoirs

7 Conclusion

The objective of the study was to explore the potential of how FFA and complementary actions can empower women and improve their nutrition. This study found that FFA programmes can indeed transform gender dynamics, empower women and improve their nutrition. From the five countries, FFA supported WSEE and WN through the following actions.

- **Gender-sensitive three-pronged approach (3PA including ICAs, SLPs and CBPPs).** Good planning and quality assets were critical to achieving women's empowerment and women's nutrition outcomes. Planning led to women's empowerment or nutrition outcomes when women and men were equitably involved in CBPPs (or other planning processes) and when the plans were developed with strong gender equality and nutrition elements.
- **Committees.** Women were empowered when they held key leadership positions in community committees that oversee FFA works (Kenya), food distribution (Guatemala) or asset management (Zimbabwe). Leadership in FFA can lead to women having a stronger role in community decision-making and governance (Guatemala). When committee members are trained in such skills as leadership, management and conflict resolution, it increases women's confidence in carrying out their leadership roles (Zimbabwe).
- **FFA work.** The process of bringing women and men together to work on a shared (group or community) asset provided valuable opportunities for women (and men) to (a) form new friendships; (b) establish and be part of support networks, and (c) strengthen their sense of self-efficacy and self-worth (Niger, Kenya and Zimbabwe). Women reported using new networks to support each other in times of crisis and to seek or provide advice. Work sites can model gender relations with women and men working together as equals (Zimbabwe and Sri Lanka). Work arrangements need to be mindful of women's needs, particularly of PLW's nutritional and health requirements.
- **Assets.** Assets, when strategically selected to consider the needs and priorities of women and men, can (a) significantly reduce women's workload and hardship, particularly in relation to unpaid domestic work, such as carrying water; (b) create opportunities to generate an income, and (c) improve diet. Water harvesting assets, such as dams and ponds, can reduce a woman's workload by up to three hours per day. When layered with additional assets, such as wash basins and nutrition gardens, this can create an 'asset package' that yields significant change for women's lives and the nutrition of their households (Zimbabwe).
- **Transfers.** Transfers provide immediate relief and provide space for women and men to work on their longer-term food security and livelihoods. Cash transfers may be used differently when provided to a woman or a man (Zimbabwe). Messaging around the use of the cash increases the chances of joint decision-making between women and men (Zimbabwe) and the cash being spent on food (Niger). Nutrition messaging can potentially lead to women and men purchasing more nutritious foods.
- **Sensitisation.** Sensitisation on hygiene, nutrition and gender equality for both women and men can potentially improve knowledge, and change attitudes and practices (Niger and Zimbabwe). Sensitisation can be used to promote joint decision-making in households and a redistribution of unpaid care and domestic work within households (Zimbabwe). FFA can be a platform from which other actors provide messaging, referrals or service delivery in GBV and SRHR for example (Niger, Zimbabwe, Guatemala). When women and men are introduced to other actors – government entities, health centres, civil society organisations – FFA programming builds their networks and enhances their ability to seek services beyond the programme life (Zimbabwe, Guatemala).
- **Technical training.** Many women and men identified the technical training that they received, such as in agriculture, soil-water conservation and construction, as being the most significant FFA action to bring about changes in women's empowerment and nutrition. In addition to providing the opportunity to develop knowledge and skills, training has an 'empowering', confidence and resilience-building

women's lives and the nutrition of their households (Zimbabwe).

Irrigated vegetable gardens can significantly improve the stability, diversity and quality of diets when they are accompanied with good planning, agricultural training and nutrition messages for a year-round 'rainbow' diet (Zimbabwe). Small-scale irrigation infrastructure, such as pipes and watering troughs, mean that the time and energy required for watering is reduced, and that households can sustainably maintain the gardens even through seasons with household labour scarcity. Other assets, such as water reservoirs, latrines, roads and energy-saving stoves, can promote better health and hygiene (Kenya, Zimbabwe, Guatemala and Sri Lanka).

When women and men's long-term and equitable access to the assets are secured, they are more likely to be able to invest their energies and resources in them (Kenya and Zimbabwe).

effects. Training can be nutrition-sensitive, e.g. growing nutrient-dense food or promoting hygiene (Kenya, Zimbabwe).

- **Complementary actions.** Agricultural extension, group farming, value chain facilitation, savings-and-loan groups, and latrine construction are some of the complementary actions with reported success in empowering women and improving their nutrition.

8 Recommendations

While the study confirmed the potential of FFA to empower women and improve their nutrition, there remain gaps across WFP's FFA programmes globally. Over the past years, the focus has been on promoting women's participation in FFA programmes. This study has found that women's participation in FFA activities is a necessary precondition, but not a guarantee, of WSEE. A shift is required for WFP to realise its ambition for its food assistance programmes, including FFA, to be gender transformative and to empower women.⁵

Similarly, the emphasis is only now broadening from not only improving food security but to simultaneously improve nutrition. WFP's recently-introduced interim Nutrition-Sensitive Guidance, along with updates to the FFA PGM, provides much-needed guidance to support the inclusion of nutrition-sensitive activities and objectives in to FFA programming.

To advance women's empowerment and improve nutrition, the following need to be addressed:

1. **Promote women's participation, social cohesion and leadership.** Women's participation in FFA activities, including FFA work, technical training, and complementary services, is a precondition for their equitable benefit and empowerment. This study found that women's participation in FFA activities brought many benefits, including better social cohesion, women's organisation, women's leadership, improved skills, and transformed gender dynamics.

Further action is required of FFA programmes to promote women's participation, social cohesion and leadership. Examples include ensuring that women are not over-burdened (e.g., ensuring flexible and appropriate work times, tailored and appropriate work norms), women's work teams, women's group assets, supporting women's membership in FFA committees, and providing training to FFA committee members to foster leadership skills. Further work is required to

systematise and take these actions to scale across FFA programmes globally.

2. **Use appropriate transfer values.** Across most programmes studied, inappropriately determined transfers distorted the participation ratios of women and men in FFA work. When transfers were low, men were less likely to participate in the FFA work. In these situations, high women's participation in FFA may not be a sign of gender transformation or women's empowerment; rather it signifies pre-existing cultural norms where there is lower valuation of women and their labour, relative to men. Action is required to ensure women's place in FFA even when the transfer value is increased. Alternatively, action is required to ensure that women receive other non-monetary benefits to improve their longer-term food security and livelihoods, such as technical training, soft skills training, access to credit and access to markets.

The study found that transfer values were often not enough to afford a nutritious diet. Transfers were often calculated based on a calorie, rather than nutrient, gap. A nutritious diet is usually more expensive as it requires more fresh food, e.g., fruit and vegetables, and protein-rich foods. While FFA assets, can – in the medium and long term – contribute to a more nutritious diet, they are often unable to support immediate food needs, particularly for nutritionally-vulnerable groups. Action is therefore required to adjust transfer values based on a nutrient gap.

3. **Promote women's skills, livelihoods, and income.** Across many communities, women and men spoke of the skills gained from the FFA programme as leading to lifelong change. Livelihoods and income were high priorities for women across the five countries. It was particularly important for women household heads, who are usually solely responsible for providing for their families.

FFA has significant potential to improve women's skills, livelihoods, and income through both FFA and complementary actions delivered by partners. Supportive FFA actions include assets that support women's livelihoods or save labour, and technical training. Supportive complementary activities include training (e.g., livelihoods and financial management), value chain facilitation, and access to credit. This is a nascent area of work within WFP's programming toolbox, and the study highlighted both successes (e.g., brokering relationships with agricultural exporters and FFA groups) and pitfalls (e.g., confining women's livelihood options to small-scale and unprofitable ventures). Further work is required to develop WFP's capacity and partnerships in this area and linkages with FFA programmes.

⁵ [WFP Gender Policy 2015-2020](#), also citing Summary Evaluation Report of the WFP Gender Policy (2008–2013) (WFP/EB.1/2014/5-A*)

4. **Use FFA as a platform for nutrition messaging and awareness raising on rights and referrals.** The study highlighted the potential of using FFA programmes as a platform for sensitisation on a wide range of topics including women’s rights, GBV, SRHR, malaria prevention, diet, hygiene, care practices, infant and young child feeding (IYCF), and child growth monitoring. WFP can potentially act as an enabler, with the sensitisation delivered by partners such as Government or other service providers. This appeared to be most successful when partners provided the sensitisation to both women and men (not only women).

Despite the potential benefits, currently only a few FFA programmes deliver sensitisation initiatives. Further work is required to document good practice and develop guidance and partnerships to take this to scale.

5. **Impact pathways and measurement.** Although WFP staff have a clear vision of how their FFA projects contribute to women’s empowerment and improving nutrition, the study found that FFA projects currently do not have project-level impact pathways documenting how FFA (and complementary) actions empower women. Mechanisms to measure changes in women’s empowerment and nutrition are limited.

To improve the quality of programming, with tangible and empowering impacts, putting in place impact pathways and indicators are essential. Findings from monitoring during programme-life can inform adjustments to implementation. Further guidance on WFP gender equality indicators will be drafted by the end of August 2017, and these will need further nuanced for FFA programming and rolled out.

9 Summary of critical actions and mitigating measures

Through the study, critical actions and mitigation measures were documented to improve the potential of FFA to empower women and improve nutrition. The following are highlights of critical actions and mitigation measures discussed in the report:

Take action to ensure that women are not over-burdened by the additional demands posed by FFA work norms in addition to their domestic responsibilities.

- ▶ Adjust timing for implementation of FFA and existing workloads, particularly on women and caregivers.
- ▶ Adopt fair work norms.
- ▶ Accommodate specific requirements for those households over-burdened with work related to the care of children or other responsibilities but willing to participate in FFA activities.

- ▶ Establish specific work norms for PLW and households with less or no labour capacity.
- ▶ Establish specific but physically light tasks for PLW and households with limited labour capacities; such as child caring or distributing water for FFA workers.
- ▶ Provide unconditional assistance for highly vulnerable and food insecure households that have no labour capacity.
- ▶ Provide sufficient breaks for care taking and feeding activities.
- ▶ Provide a set of alternatives to women with young infants and children, such as baby-sitting and crèches.

Incorporate sensitisation in the areas of rights, health, nutrition etc., and ensure sensitisation is provided to both women and men.

- ▶ Working with partners, use FFA as a platform to raise awareness on rights and referral services, including in relation to:
 - ◊ Women’s legal rights;
 - ◊ Gender roles, relations and responsibilities;
 - ◊ Sexual reproductive health and rights (SRHR) and services;
 - ◊ Gender-based violence (GBV), including legal rights and services; and
 - ◊ Nutrition sensitisation and messaging, including on women’s nutrition in all life cycle stages, care practices, hygiene and sanitation, maternal and child health.
- ▶ Model good practices by sensitising on SEA for FFA work sites, and assigning a gender focal point for complaints.
- ▶ Explicitly invite both women and men to sensitisation sessions.
- ▶ Consider making attendance at sensitisation sessions a work norm or a soft condition.

Support women’s leadership and social cohesion.

- ▶ Ensure that women are represented in committees. At a minimum, this should be equal participation. Depending on context, women-only committees can ensure that men do not ‘take over’.
- ▶ Actively provide opportunities for women to meet, work together and collaborate in ways that are aligned with their needs and priorities. This may include women-only committees, women’s work teams, group assets owned by women, training events, and savings and loan groups.
- ▶ Ensure that women can attend meetings by, for example, holding meetings at times that suit women, providing children with a space to play while mothers meet, supporting breastfeeding.
- ▶ Provide leadership and soft-skills training for committee members to equip them to perform their roles skilfully and with confidence.

- ▶ Provide beneficiaries – women and men – with sensitisation about the benefits of women’s leadership.

Support women’s livelihoods and reduce financial dependency.

- ▶ Based on participatory gender and market analysis, support women in pursuing viable livelihoods of their choice, and reflecting their capacities and priorities.
- ▶ Promote household and/or community assets that support women’s livelihoods, including indirectly by reducing women’s hardship and workload.
- ▶ Provide technical or complementary training to support women’s livelihoods, such as agricultural extension, financial services and value chain facilitation.
- ▶ Support complementary actions, like group formation, savings and loan groups, business skills training, and value chain facilitation.
- ▶ Link with other actors that can support women’s livelihoods, such as:
 - ◊ Market actors, such as input suppliers, buyers, processors, or transporters;
 - ◊ Other WFP programmes, such as home-grown school feeding, FFT, smallholder programmes, and Purchase for Progress (P4P);
 - ◊ Agricultural value chain development programmes, like those of FAO and IFAD; and
 - ◊ Training organisations, NGOs, business incubation programmes, and cooperatives.
- ▶ Form partnerships with actors with the capacities to identify and support viable livelihoods for women.
- ▶ Carefully assess livelihood options that are being proposed for women, including questioning assumptions that underlie selecting livelihoods.

Use appropriate transfer values.

- ▶ Ensure that the timing and composition / value of the transfer supports good nutrition, in line with WFP Nutrition-Sensitive Guidance and WFP Cash and Voucher Manual. The transfer should be sufficient to enable access to a nutritious diet (including not only quantity but quality and thus meet macro and micronutrient requirements); not just a calorie-adequate diet.
- ▶ Ensure that the transfer is accompanied by sensitisation on nutritious foods to support

informed decision making and use of the transfer.

- ▶ Add a fortified complementary food or an extra transfer for nutritionally-vulnerable groups.
- ▶ Ensure that PLW have tailored work norms and that facilitative services, such as child care for breastfeeding mothers.
- ▶ Adjust work norms and/or transfers to respond to changes in women’s workload.

Identify and support actions for better diets.

- ▶ Use the CBPP to identify pathways to better diets, and select actions to support better diets (which may not be through own production).
- ▶ Provide messaging on better diets; tailored to the different beneficiaries (gender, age, disability, literacy etc.).
- ▶ Support asset packages that can increase own production, income, or physical access.
 - ◊ Ensure the assets are packaged or layered with other assets to be sustainable.
 - ◊ Ensure that assets are of sufficient size or scale to improve diets.
 - ◊ Assuring permanent tenure / access to land and ownership of assets.
 - ◊ Establish an asset management committee (with gender balance in membership).
- ▶ Link to nutrition-sensitive agricultural extension services to promote a nutritious diet comprising rainbow fruit and vegetables and animal protein.
- ▶ Link to other complementary services (value chain actors) so that women and men can derive the maximum benefit from assets.
- ▶ If introducing new foods, provide cooking classes (to women and men) to ensure consumption.



For more information contact:

World Food Programme
 Asset Creation and Livelihoods Unit
 Policy and Programme Division (OSZ)
 Via C. G. Viola 68/70, Parco de’ Medici
 00148 Rome, Italy
wfp.assetcreationandlivelihoods@wfp.org