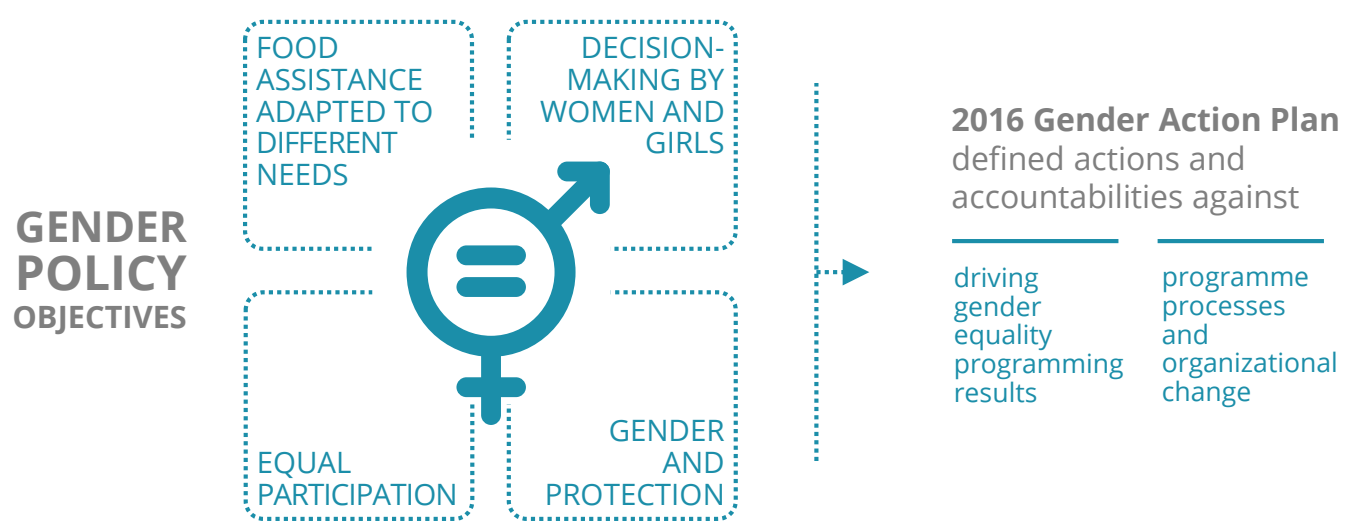


GENDER POLICY GOAL

“To enable WFP to integrate gender equality and women’s empowerment into all of its work and activities [and] to ensure that the different food security and nutrition needs of women, men, girls and boys are addressed”



EVALUATION

2015 **review** of key documents, reports and data sets **2019**

- survey of Gender Results Network members
- Executive Board members’ focus group discussion
- comparator analysis OXFAM | SIDA | UNHCR

12 5 field missions 7 desk reviews

212 stakeholders interviewed (59% women)

CONCLUSIONS

- Gender Policy remains relevant but requires an update to support WFP’s work at country level to accelerate efforts as part of the Decade for Action 2020-2030
- Commitment to gender parity led to positive change but overshadowed need for change in other areas to strengthen WFP’s approach to gender equality and women’s empowerment
- More work is needed to translate the objectives of the Gender Policy into activities tailored to the specific needs of women, men, girls and boys
- Limited financial investment made to operationalize the Gender Policy has weakened WFP’s ability to ensure that gender equality and women’s empowerment become integral to the culture and learning of the organization

RECOMMENDATIONS

- Update the Gender Policy
- Allocate Programme Support and Administrative budget to implement corporate commitments
- Establish a steering group on gender equality and women’s empowerment
- Revise regional gender strategies and country strategic plan-aligned gender action plans
- Set out gender, diversity and inclusion in accountability framework to achieve excellence in people management
- Invest in a professional cadre of gender advisers
- Ensure gender analysis in guidance for mid-term reviews and evaluations of country strategic plans
- Mainstream gender into country strategic plans