



World Food Programme

SAVING LIVES
CHANGING LIVES

WFP Gender Policy 2022

Accelerating progress towards gender equality and women's empowerment

WFP envisions a world with zero hunger where everyone has equal opportunities, access to resources and an equal voice in the decisions that shape their lives, including as individuals within households, communities and societies. However, gender inequalities that limit access and participation continue to exacerbate food and nutrition insecurity outcomes, impacting the lives of people differently.

As a leader in emergency response and humanitarian assistance, WFP recognizes the differential impacts of crises upon women and girls, men and boys. This is why gender is critical to WFP programming, to ensure that we respond to the diverse needs of all people with a gender lens.

Everyday we work to redress inequalities by creating the conditions for more transformative work that advances gender equality. Unequal power structures restrict women and girls' access to participate as economic actors in decision making, particularly at

strategic levels related to food systems, food security and nutrition. This inequality limits their access to and control of the assets and resources necessary to adapt to sociopolitical changes and to be economic actors in their own right.

The "3 Cs: conflict, climate change and COVID-19, have exacerbated the overall inequalities further eroding progress towards gender equality and women's empowerment. This policy reinforces and lays out a framework through which all WFP organizational units can better integrate gender work into programming and accelerate implementation of WFP commitment to gender equality and women's empowerment. It also defines the necessary changes and entry points for further mainstreaming gender in WFP's work.

For us, the pursuit of Gender Equality and Women's Empowerment (GEWE) is critical to fulfilling our mandate of saving lives and changing lives while ending global hunger.

May 2022

GOAL AND OBJECTIVES

The goal for this gender policy is to ensure that gender equality is advanced and women are empowered. This goal will be accomplished through implementation of gender-targeted actions that address the following three policy objectives:

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

PRIORITIES

The gender policy objectives are further explained broken down into the following four interconnected priority areas of WFP's gender mainstreaming approach.

Enhanced and equitable participation: ensuring that our interventions are designed, implemented and monitored with the equitable and meaningful participation of all people, in particular women and girls. Equitable

Strengthened leadership and decision making:- ensuring that our interventions are designed, implemented and monitored in such a way that all people, and in particular women and girls, are able to participate and be represented in decision making and leadership activities in proportion to their numbers

Enhanced protection to ensure safety, dignity and meaningful access: -ensuring that our interventions are designed, implemented and monitored in such a way that they promote the protection principles of safety, dignity, meaningful access, accountability and empowerment of all people.

Transformative action on social norms and structural barriers: - ensuring that our interventions use the findings of country-level gender analyses to inform the design of transformative approaches that challenge gender-based discrimination, norms and structural barriers and stimulate behavior changes.

These priority areas also present entry points for gender-targeted actions essential to transform gender relations and achieve the policy objectives.

OUR APPROACH

We support a people-centered approach. This involves promoting diversity, inclusion and gender equality by

considering a range of attributes including, but not limited to, sex, age, gender, disability, race, ethnicity, religion and sexual orientation. How people engage in and benefit from WFP programming may be influenced by any one, or combination of, these attributes.

Gender is mainstreamed into project design, implementation and evaluation, with gender targeted actions guided by humanitarian principles and the “do no harm” imperative.

ESSENTIAL ENABLERS



To achieve the gender policy objectives, we recognize and emphasize the importance of collaboration, coordination and aligned commitment to advancing gender equality and women's empowerment. Develop the capacity of individuals, organizations, and policy systems through global collaborations so that they can effectively address gender and food security issues.

The gender toolkit and learning resources will be regularly updated and expanded so that they continue to offer key guidance on gender mainstreaming to WFP and its partners.

The programming strategies and tools will both inform and be strengthened by the policy's seven essential enablers, which form the organizational building blocks. for translating our commitments into gender equality actions and results, both internally and externally.





HOW WE WORK

WFP implements multiple programming strategies to accelerate progress in gender. Our interventions include Cash-Based Transfers, Digital and financial inclusion, School-Based Programming, nutrition asset creation, resilience and climate change adaptation and Smallholder Agricultural Market Support (SAMS) to ensure that WFP optimizes its presence, role and capabilities, in partnership.

PARTNERSHIPS

WFP fully embraces the 2030 Agenda for Sustainable Development, with SDG 2 (Zero Hunger) and SDG 17 (Partnerships for the Goals) at the heart of its work. Effective partnerships are not only essential for reaching Zero Hunger but contribute to realizing ambitions across the full extent of the Agenda.

This gender policy priorities developing new and strengthening existing local and international collaborative partnerships with gender-mandated organizations, feminist organizations and women's civil society organizations in humanitarian settings, who possess comparative advantages that enable them to drive gender results in a specific country or context. Partnerships that seek to leverage financing for gender results are also essential.

Through some of our partnerships we strengthened food security and education during COVID-19, strengthened leadership and decision making, as well as Gender analysis to inform policies and programmes.

Strengthening food security and education during COVID-19 through partnerships

As a result of COVID-19 school closures, WFP has worked with governments in 50 countries to find alternative solutions that reach the most vulnerable children through take-home rations and vouchers or cash. The scale-up of school health and school feeding programmes as school systems reopen will be crucial in ensuring that children return to school.

The longer children are out of school the less likely they are to return, especially girls who are at risk of early marriages, pregnancy and abuse. School closures risk losing a generation of children, especially girls who, without incentives, may never return to school. WFP and partners are working to prevent that and to ensure that no child is left behind.

For example, WFP's Lebanon country office adjusted its school meals programme to provide monthly family food parcels as take-home rations to alleviate negative coping mechanisms such as early child and forced marriage and child labour. This approach also increased the chance of girls returning to school when schools reopened.

Strengthened leadership and decision making

In Cameroon, WFP's distribution of in-kind food assistance is accompanied by awareness raising sessions focused on shared decision making by women and men in the use of the assistance. This promotes the participation, leadership and agency of women and girls by increasing the proportion of men and women making household decisions together, as well as the number of households where women are empowered to lead on decisions about food assistance on their own.

Gender analysis to inform policies and programmes

After the Haiti earthquake in August 2021, WFP partnered with the Cooperative for Assistance and Relief Everywhere and UN-Women to conduct a rapid gender analysis. This guided the short-term humanitarian response by generating sex- and age-disaggregated data and strengthening the leadership capacity of women and women-led organizations. It also identified needed medium-term recovery actions, including disaster preparedness training and economic empowerment support for women.

GENDER BASED VIOLENCE (GBV)

Gender roles, harmful norms, stereotypes and inequalities are the root causes of Gender-Based Violence (GBV). While anyone can experience GBV, it predominantly affects women and girls. In humanitarian settings GBV may include intimate partner violence, sexual violence, human trafficking, early child and forced marriage, female genital mutilation, digital abuse and other forms of exploitation and abuse in humanitarian settings.

Every year, 12 million girls – 23 every minute – are married before the age of 18.

36 percent of girls and 6 percent of boys living in least developed countries were married by the age of 18 from 2014 to 2020.

Early child and forced marriage affect psychosocial, intellectual and physical development, and pregnancy and childbirth remain the leading causes of death among adolescent girls age 15–19.

WFP is committed to protecting employees, stakeholders and beneficiaries from GBV and has zero tolerance for sexual exploitation and abuse. This gender policy shall be implemented complementary to and in alignment with other WFP's corporate documents that guide the safeguarding of beneficiaries and employees, essential to meeting the duty of care while promoting gender parity, safe and inclusive workplaces.



GENDER OFFICE

World Food Programme

Via Cesare Giulio Viola 68/70,
00148 Rome, Italy - T +39 06 65131
wfp.org

Photo page 1: WFP/Wahid Adnan

Photo page 2: WFP/Simon Pierre_Diouf

Photo page 3: WFP/Mohammed Awadh

Photo page 4: WFP/S Nour Hamad