

WFP Gender Policy 2022 FAQs

Resources:

[WFP Gender Policy 2022 | World Food Programme](#)
[Gender Toolkit | Gender Toolkit \(wfp.org\)](#)

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What are the main differences between the old and the new WFP Gender Policy?

The most significant difference is that the new 2022 Gender Policy has elevated objectives. These three policy objectives respond to the question:

Where will WFP focus on accelerating progress in gender equality and women's empowerment?

Objective 1 Achieve equitable access to and control over food security and nutrition

Objective 2 Address the root causes of gender inequalities that affect food security and nutrition

Objective 3 Advance the economic empowerment of women and girls in food security and nutrition

The policy's four inter-connected priorities respond to the question:

How will WFP accelerate progress in gender equality through establishing the policy's foundation of gender best practices:

Priority (i) enhanced and equitable participation

Priority (ii) strengthened leadership and decision making

Priority (iii) enhanced protection to ensure safety, dignity and meaningful access

Priority (iv) transformative action on social norms and structural barriers

Policy Objective 2 and Priority (iv) represent the most significant departure from the status quo in gender programming.

These commitments recognize that accelerating sustainable progress in gender equality requires a concerted effort to understand and redress power imbalances that are at the root of gender inequalities, by taking action to dismantle the social norms and structural barriers that perpetuate these inequalities.

Does the new gender policy require any key adjustments to the capacity assessment of CPs at the time of proposal reviews?

Not at this stage, though there is a heightened expectation to see commitments towards accelerating progress in gender equality evident through proposals and field level agreements.

Empowering CPs on capacity building for conducting gender analysis, mainstreaming and the development of monitoring systems remains key. How will WFP support the capacity building of partners on the new gender policy?

Will sub country offices be trained on the importance of gender inclusion work so that they do not reject these additional gender costs?

As part of the Policy's implementation, WFP will undertake a gender capacity needs assessment to determine the capacity building approach moving forward. If CP's feel strongly that they require support in this area, we ask that they communicate this clearly to their CO counterparts so that this may be included in the corporate needs assessment exercise. This will inform the approach to supporting partner capacity building related to gender equality and the empowerment of women in the future.

Are there particular gender indicators that should always be integrated and measured in FLA associated reports?

Only those gender indicators that might be identified at the country level, and those positioned in the CRF would be expected to feature in the FLA at present. In time, the Gender Office hopes to develop stronger gender results monitoring pathways from the field level up to the CRF. This work is yet to be undertaken.

Does the Gender Policy apply to subcontracted CPs?

Yes, it does.

One regular challenge is limited resources for gender staff/analysis/integration particularly for emergency responses. Will these policy changes be considered in budgets as an allowable expense?

As per our policy and as per our commitments to the UNSWAP, we include in our CSPs a gender budget to be dedicated to mainstreaming or targeted activities. Effective gender mainstreaming should take place at the conception phase, via planning and design activities. In so doing, projects and other interventions can be developed via a gender lens. This approach places less pressure on limited budgets as it is a question of designing and implementing interventions differently, rather than adding actions to address gender concerns at a later date. An effective gender analysis can support country offices and CPs to ensure that they are responding to the specific gender barriers and opportunities from the outset.

Q Would WFP finance the CP to advance this agenda through implementation and M&E?
Some tools and activities regarding gender equality require budget. Does WFP allow any expenses related to gender equality?

According to our policy and practice all our CSPs budget adequate resources to advance gender equality. Through our FLAs this contribution should be agreed as a gender analysis informed programme with the respective % of budget for gender mainstreaming and/or targeted activities. Both CP and WFP should engage in a gender responsive budgeting exercise for their project, considering the particular needs of diverse women, men, boys and girls and the different impacts on their lives.

Q There is a gender sheet in the standard WFP budget template that never really gets much attention. Will there be any amendments to this budget worksheet? Will there be more guidance?

Gender is integrated across the FLA in its entirety including the budget. This reflects our desire for partners and WFP alike to recognize gender as integral to all that we do, rather than an add on. Gender budget guidance more broadly will follow in 2023.

Q Does the new policy consider the need for promoting the strategic gender needs of affected populations with more focus on practical gender needs?

Yes. Objective 2 which addresses the root causes of gender inequalities that affect food security and nutrition recognizes the importance of a balanced approach recognizing strategic gender needs are deeply rooted in social, economic, political or cultural norms and structures. Practical gender needs respond directly to the symptoms of discriminatory norms that perpetuate gender inequalities.

Q What gender transformative approaches does WFP consider in the Gender Policy towards the advancement of a gender responsiveness support and response?

The Gender Transformative approaches that WFP considers are linked to work in the complementary areas to achieve results: agency both at individual and collective level, power relations towards an equal share of power and responsibilities, and structures, both the informal (social norms) and the formal (policies, legislation, strategies.). We encourage all CPs to engage directly with COs to identify the most appropriate approaches to pursue food security and gender equality.

Q Does the policy have tools that can be incorporated in the individual CP policies?

Yes, please refer to the WFP Gender Toolkit: [Gender Toolkit](#) | [Gender Toolkit \(wfp.org\)](#)

How can gender equality be effectively ensured in GFA and FFA activities?

This is an extract of the sectoral guide in our Gender Toolkit: [Gender & Food Assistance for Assets \(FFA\)](#).

“Gender is central to the purpose, delivery and results of WFP’s Food Assistance for Assets (FFA) programming. FFA, when deliberately planned and steered to address gender inequalities, also has the potential to promote shared power, control of resources and decision-making between women and men. Gender is also present in the awareness, capacities and commitments of the persons and organisations who participate in the FFA initiatives: community members, WFP staff and contractors, cooperating partners, and government counterparts.

One of the areas that will ensure an effective integration of gender is starting with the right targeting based on the gender analysis. For example, should the findings of the gender analysis indicate that there is disproportionate participation of women, due to social norms or structural barriers, it would be appropriate for the activity to incorporate specific gender targets within its design to recalibrate access, control and decision-making within the specific GFA / FFA activity.”

Does WFP promote partners’ research into gender equality?

Building an evidence based should be everyone’s focus as we shift to achieving SDG5.

To get women to engage in food distribution may take months of pre work and relationship building - this is challenging if a food distribution is only taking place over 2 weeks. it would require significant budget from other sources to work on this.

Indeed, and gender analysis at the early stages of the programme, should already inform about the capacities of women and/or men to participate in the programme. Preparations should be put in place to ensure not only women participate but benefit equally of the programme. WFP CSPs frames this work so that all actions lead towards preparing communities for these outcomes. Both programmes with SBCC and policy dialogue would be ways to secure the buy-in at all levels.

Does WFP take the initiative to Gender Scan in different periods?

The CSP is the space through which WFP identifies the gender entry-points and commitments for a specified period. Gender analyses are then considered integral to designing activities to be developed and implemented over the CSP period.

There is already a section in existing Capacity assessment tools for Gender. Should this still be used?

Yes, please refer to the WFP Gender Toolkit: : [Gender Toolkit](#) | [Gender Toolkit \(wfp.org\)](#).

Will WFP be considering commissioning gender analysis across countries to better guide gender transformative programming?

Yes, WFP is already working in partnership with FAO and IFAD on developing guidance and tools for a gender transformative approach to food security and nutrition. This includes specific gender analysis on social norms and gender indicators to measure transformation.

WFP deals mostly in emergency response while these interventions are mostly applicable for development or long term projects. How will WFP implement these interventions for short term projects?

Rapid gender assessments are the most effective tool to quickly assess the gender dimensions of an emergency situation and ensure that our responses are appropriate and effectively targeted. The fact that emergency responses are quick - and sometimes short (though not always) increases the importance placed upon understanding the different needs, priorities and experiences of our intended beneficiaries - men, women, boys, girls - in all their diversity. In fact, better integration of gender equality actions in emergency situations could be a central driver for WFP's gender transformative impact within a specific country, context or setting.

Does the WFP Gender Policy take into account the traditions of the targeted areas? Is the WFP Gender Policy customizable for specific countries/communities?

Yes, WFP's commitment to accelerate progress in gender equality and women's empowerment relates to ensuring equal opportunities and rights to access and control food security and nutrition. To achieve this, WFP aims to dismantle the barriers that discriminate against the rights of women, men, boys and girls in all their diversities. Human rights are universal, and in that sense, we should all be contributing to them. Culture and traditions are not static, they are ever changing in response to the context or setting in which they are found. Working within the framework set by culture and traditions can enable gender equality messaging to be adapted in a way that is more meaningful and appropriate for the different populations with whom we work, ensuring throughout to convey the message of equal opportunities and equal rights.

The Gender Policy 2022 continues to support WFP's dual track approach to advancing gender equality and women's empowerment:

"For WFP, gender mainstreaming is the underlying approach to systematically integrating gender considerations across programming, while gender targeted actions include specific measures in instances where issues cannot be addressed through gender mainstreaming alone."

An example of this approach is shared in the policy as follows:

"For instance, a food distribution programme that focuses solely on the number of individuals per household, rather than the sex, gender and life cycle stages of its members, is likely to overlook important nutritional needs. In this instance, gender mainstreaming would ensure that WFP seeks to identify and respond to the specific caloric and nutritional needs of all members of the household. A targeted gender action could in such a case provide additional specific support for some household members, for example, adolescent girls through supplemental food or cash assistance as evidenced through application of WFP's Fill the Nutrient Gap tool to identify context-specific barriers to nutrient intake."

A further example is offered:

“Where a smallholder farmer support programme seeks to distribute productive assets, a gender targeted action might be necessary to explore barriers to access, ownership and control of productive assets by women farmers in order to advocate and promote equitable access to and control of farming inputs by all farmers, regardless of sex, age or disability.”

Further, the gender policy commits WFP to undertaking gender analyses at the outset of project, programme or policy design to ensure that the specific context, setting or field-based realities are factored into the gender mainstreaming (or targeted) approach.

How does the WFP Gender Policy protect the victims of migrated refugees?

- WFP is committed to protecting employees, stakeholders and beneficiaries (including migrants and refugees, among many other groups of people) from gender-based violence (GBV) and has zero tolerance for sexual exploitation and abuse. Please refer to the following:
- The Gender Policy 2022 is both complementary to and in alignment with [WFP's protection and accountability policy 2020](#)
- WFP Executive Director's circular on special measures for protection from sexual exploitation and abuse - [Protection from Sexual Exploitation and Abuse \(PSEA\) | World Food Programme \(wfp.org\)](#)
- WFP GBV manual - [WFP-GBV-Manual.pdf \(gbvguidelines.org\)](#)
- WFP Executive Director's circular on harassment, sexual harassment and abuse of authority and discrimination - [2018 - ED Circular - Protection from Harassment, Sexual Harassment, Abuse of Authority, and Discrimination | World Food Programme \(wfp.org\)](#)
- WFP People Policy - [WFP people policy](#)
- WFP's Community Engagement Strategy for Accountability to Affected Populations - [2021 – WFP Community Engagement Strategy for Accountability to Affected Populations \(AAP\) | World Food Programme](#)

Will WFP support AAP capacity building for organizations working more in the development space as opposed to humanitarian settings.

Yes. Accountability to Affected Populations (AAP) contributes to mainstreaming gender throughout programming and operations both in humanitarian and development contexts, by, for example, ensuring that the needs and priorities of women, men, girls and boys are addressed, and that women, men, girls and boys are able to make complaints and provide feedback. To operationalise its commitments to give account to, take account of, and be held to account by affected populations, WFP focuses on information provision, consultations, and complaints and feedback mechanisms.