



Regional Bureau for **Eastern Africa**

Gender

2022 Regional **Achievements and Outlook**

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World Food Programme

SAVING LIVES
CHANGING LIVES

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WFP's New Approach to Gender Programming: Gender Transformative Approach

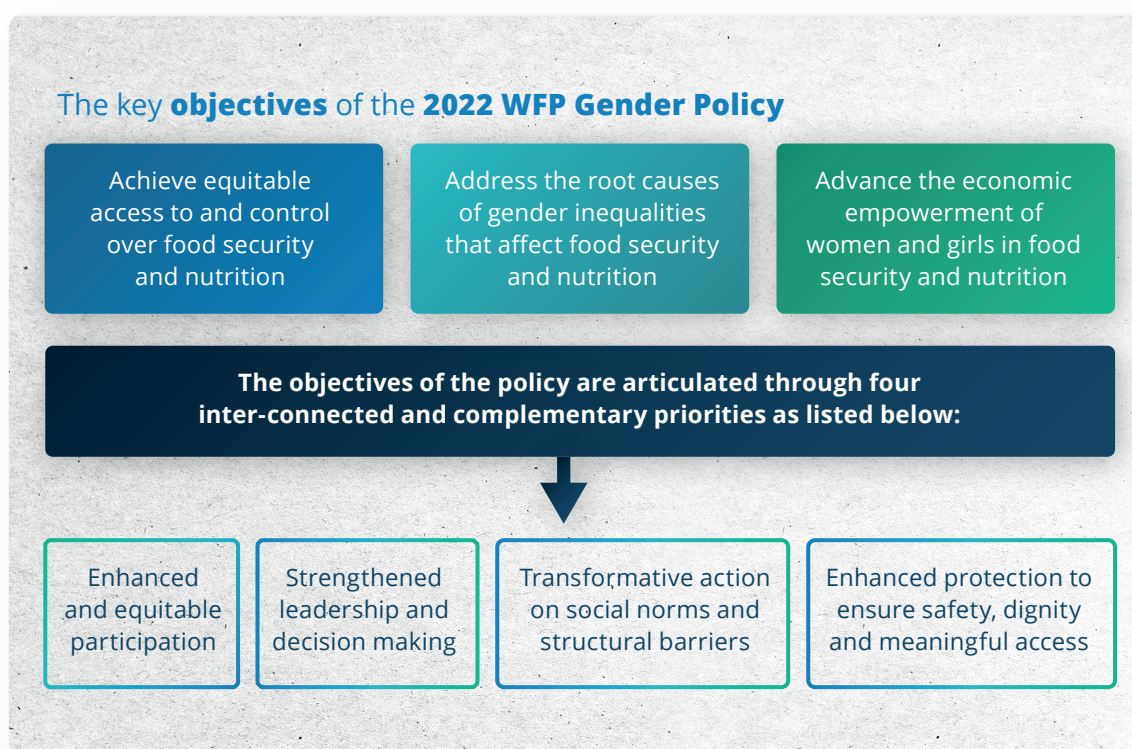
Gender Transformative Programming

Gender equality and women's empowerment are key to achieving Zero Hunger. WFP works with partners and governments to ensure everyone has equal opportunities, access to resources, and a voice in the decisions that shape their households, communities, and food security. Women play a vital role in the global food system, accounting for 60 percent to 80 percent of the total agricultural workforce in East Africa; However, persistent gender inequalities within food systems are widely documented and play a critical role in perpetuating food insecurity.

WFP's new 2022 WFP Gender Policy aims to explicitly address the root causes of gender inequalities by embracing gender transformative approaches. In line with this, WFP Regional Bureau for Eastern Africa has begun to make the necessary shifts in gender programming, from gender sensitive approaches to gender transformative approaches.

Gender transformative approaches focus on transforming unequal and harmful gender norms and relations at a much deeper level compared to other approaches that have previously been applied. The Gender transformative approaches challenge (and positively transform) entrenched gender norms, biases, behaviours, values, and stereotypes to nurture meaningful gender equality that is lasting and sustainable, including truly equitable shared power, control of resources, decision making and support for women's rights, agency, and empowerment.

Gender transformative work focuses on thinking beyond the individual woman or a group of women, to understand and acknowledge the larger social systems these women live in and address the root causes that perpetuate gender inequality in their lives. Such inequality can take many forms, from household to institutional level, but all these forms have at their foundation a set of fundamental beliefs, values, behaviours, and norms that create the problem of gender inequality in the first place – and continue to perpetuate it over time, generation after generation.



Key Achievements

1. Evidence Generation to Inform Gender-based Programming Better

Gender evidence-based programming was a priority for the Regional Bureau. WFP conducted robust gender analysis for different programmes in South Sudan, Kenya and Rwanda. The analysis helped to understand nuanced gender and power dynamics in communities and households, and how these dynamics influence access to, benefits from, and participation in WFP activities and interventions.

2. Job Creation for Youth at the Nexus of Gender, Food Systems and Innovation

In 2022, WFP Regional Bureau for Eastern Africa began the operationalization of a 5 year-long partnership with the Mastercard Foundation to strengthen food systems through job creation for young people, particularly young women, in select agriculture value chains in Kenya, Rwanda and Uganda. This programme has opened new opportunities for WFP to work with the youth at the nexus of gender, food systems and innovation in a way that empowers smallholder farmers by reducing post-harvest losses and increasing their access to markets, which will create employment opportunities for young women and young men along the selected value chains.

To inform the programme design, supported countries commissioned gender-responsive value chain analyses that sought to identify specific gender and age roles as well as barriers that contribute to the economic exclusion of young women and young men in the agriculture sector. Some of the key barriers identified include lack of access to/degree of control over assets (personal assets, household assets, shared community assets); poor access to/degree of control over other resources and opportunities (such as education and training); (iii) limited access to finance (such as savings, credit, banking, and mobile money), start-up capital, financial literacy and business development and management skills.

Moreover, the findings of the value chain analysis, dialogue sessions during integration workshops with key stakeholders in Uganda and Kenya, field mission consultations with the youth in Kenya, and existing literature on youth participation in agriculture from Rwanda recognized that the youth are not a homogenous group. Critical intersectional variables such as age, marital status, disability status, and socio-economic class affect how young women and young men access resources, participate in development activities and gain benefits from different undertakings in their communities.

To address these barriers in programme implementation, WFP country offices are seeking to partner with specialized gender transformation partners. These partners will support WFP and other cooperating partners to adopt a gender transformative approach in the programme, applying methodologies such as the Gender Action Learning Systems (GALS) that seeks to address the root causes of gender inequalities by addressing unequal power relations at the household level, for gender transformative results.



3. Key International Events

International Women's Day (8 March)

WFP joined the rest of the world in the celebration of International Women's Day on 8 March 2022. An all-staff event was organized, and colleagues added voice to the global call to action **#BreakTheBias**, challenging one another to collectively contribute to a world free of bias, stereotypes and discrimination in the workplace.

The theme for the event was *Gender Equality for a Sustainable Tomorrow*, a salient topic for WFP as a leading food systems actor. It was aimed at highlighting the role and participation of women in climate solutions, while illuminating the fact that women and girls are disproportionately affected by extreme climatic disasters.

16 Days of Activism Campaign against Gender-Based Violence (25 November - 10 December)

WFP joined other UN agencies and partners to commemorate 16 days of activism against gender-based violence (GBV), from 25 November (International Day of Violence against Women) to December 10 (Human Rights Day). The theme for the campaign in 2022 was "*UNITE! Activism to end violence against women and girls*", the most pervasive violation of human rights worldwide.

WFP recognizes that food insecurity and GBV are deeply intertwined, and that gender inequality and power dynamics are a root driver of food insecurity. The different needs and priorities of women, girls, men and boys in our operations must be assessed, analyzed and addressed. The regional gender and protection teams put together a staff debate session, inviting colleagues to be champions against GBV by volunteering to debate motions on this topic. The all-staff debate provided a great opportunity for colleagues to reflect on the topic of GBV- its various forms and the role of WFP in preventing GBV in its programmes, and broaden their awareness and knowledge of disability inclusion in response to the remarks made by WFP's Global Disability Inclusion Advisor who was in the region at the time of the event.

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