Gender & Programme Design
Quick Guide

1. Issues to be Addressed
   Identify issues the programme will address. Consider evidence, resources and opportunities for the programme to deliver sustainable and gender transformative changes, drawing on the gender analysis.

2. Strategic Objectives
   Define programme objectives, addressing practical needs and strategic interests so as to promote the free and full exercise of human rights and fundamental freedoms by women, men, girls and boys.

3. Identify Who Benefits
   Identify the programme beneficiaries, specifying women, men, girls and boys. Involve women and men (and girls and boys, as applicable) equally in designing the programme. Aim to change structures, norms and relations in favour of gender equality.

4. Partnerships
   Identify organisations WFP will partner with to implement the programme. Ensure that the partners are committed to gender equality and have (existing or potential) capacity to contribute to gender equality outcomes.

5. Outputs and Activities
   Determine the outputs and activities needed to achieve the programme objectives and ensure that women, men, girls and boys can equitably participate in the programme.

6. Theory of Change
   Describe the programme strategy taking into account requirements to reduce gender inequalities and ways to engage with power structures at different levels to influence change and empower women, men, girls and boys.

7. Diverse Stakeholders
   Identify programme stakeholders – individuals, groups and organisations – with the capacity to influence programme objectives and who represent the specific interests and priorities of women, men, boys and girls.

8. Risks and Assumptions
   Identify assumptions for programme success and list the risks that may prevent achievement of the objectives. Outline actions to mitigate risks and ensure women, men, girls and boys are not exposed to harm.

9. Monitor and Learn
   Develop methods to monitor and learn from programme implementation. Collect data against specific, measurable sex- and age-disaggregated indicators that track changes and impacts for women, men, girls and boys.

10. Accountability
    Describe accountability mechanisms and how donors, partners, community-based organisations, women and men will be able to participate, receive and share information, give feedback and make complaints.

11. Resources
    Secure resources. Specify roles and responsibilities. Indicate how the programme will access gender expertise, such as WFP tools, gender specialists, women’s organisations and inter-agency gender groups.

12. Gender-Responsive Budgeting
    Prepare a budget and mobilise funds; ensuring that 15 percent of total programme funds are allocated to gender equality outcomes.