Gender & Protection

Gender equality and protection are corporate cross-cutting issues in WFP. They must be integrated in all activities. Protection involves ensuring the safety, dignity and rights of the people WFP serves. WFP pays particular attention to gender-based violence (GBV).

Gender Equality & Women’s Empowerment

WFP’s activities should enable:
- community, household and individual autonomy
- inclusion of women, men, girls and boys
- equality of outcomes

Protection

In its work to promote gender equality and women's empowerment, WFP must not:
- expose women, men, boys or girls to harm
- create or exacerbate household or community tensions
- discriminate or marginalise women, men, girls or boys

How to integrate Gender & Protection

1. Analyse
Identify protection risks and context-specific vulnerabilities and capacities and what actions WFP can take to reduce and eliminate protection risks for women, men, girls and boys.

2. Involve
As appropriate, involve and seek the advice of protection and gender advisers; local civil society and women’s rights organisations; and respected female & male community leaders.

3. Assess
Include protection-related questions in food security assessment tools. Train staff to gather protection information. Include women, men, girls and boys in assessments.

4. Design
Design programmes that do not exacerbate existing inequalities or create protection risks. Integrate protection outcomes in food security and nutrition programmes.

5. Target
Identify protection risks for women, men, girls and boys when targeting food assistance. Ensure target criteria promote the dignity and increase the self-reliance of women, men, girls and boys.

6. Select the Type of Transfer
Based on the context-specific risks, preferences, opportunities, safety, security, access, technology, and family and community dynamics, for women, men, girls and boys.

7. Access
Ensure that measures are in place so that the diverse women, men, girls and boys can access the food assistance equitably and safely.

8. Monitor
As part of the gender-responsive monitoring, continually assess for protection risks and address accordingly.

9. Prevent Sexual Exploitation & Abuse
Report suspicions or incidents of sexual exploitation or abuse of women, men, girls or boys.

10. Refer
Refer women, men, girls and boys in need of protection assistance to the appropriate protection actor or service provider.

When Interacting with GBV Survivors – DO:
- Ensure their own safety and that of other staff
- Ask if the affected person(s) is safe and alert medical services if immediate assistance is required
- Be supportive and show empathy
- Inform managers and trusted protection actors (with the consent of the affected person) as soon as possible
- Provide accurate information about where to receive assistance
- Ensure information regarding protection incidents related to WFP programmes or food insecurity is communicated to relevant technical units

When Interacting with GBV Survivors – DON’T:
- Investigate the incident or try to verify if the abuse is true
- Interview the affected person(s)
- Interview witnesses or other persons implicated in the incident
- Provide counselling to the affected person(s)
- Cut off or send away the person(s) seeking to share her/his experience
- Encourage the affected person(s) to report the abuse to the authorities
- Encourage the person to return to the source of abuse (e.g. family member)
- Document, monitor and record details of the incident beyond what is required for referral and internal reporting