Gender & Strategic Planning
Quick Guide

WHAT
WFP’s strategies for achieving a world of zero hunger should be gender-transformative. This means food security and nutrition activities, outputs, outcomes, results and resource allocations should be designed to revise policies, practices, structures, norms and behaviours that reinforce gender inequalities, replacing them with ones that enable and advance gender equality.

WFP’s gender transformative strategic planning, and resulting strategies, specify steps to be followed to create conditions for women and men to equally share:
(a) power
(b) control of resources
(c) decision-making so that all persons, without distinction, enjoy food security and nutrition

WHY
Gender-informed strategic planning, and gender-transformative strategies, provide the frameworks through which WFP can achieve its five Strategic Objectives, as listed in the Strategic Plan (2017-2021)
WFP’s strategies and associated action plans should be gender transformative because, for WFP, gender equality is both a standalone goal and a means of achieving a world of zero hunger.

COUNTRY OFFICES
For Country Offices, a corporate “minimum standard” applies. As stated in the WFP Gender Policy (2015-2020): “All country strategies are based on a country gender analysis and respond to strengths and weaknesses identified in WFP’s mandated areas of responsibility.” The directive to integrate gender into strategic planning is also communicated in the WFP Policy on Country Strategic Plans

How to Integrate Gender into Strategic Planning

Essentials include:
- Systematically collect, analyse and use sex- and age-disaggregated data.
- Address interests and needs
- Routinely conduct, and use, gender analyses.
- Monitor and report on results in line with the CRF and country-specific results related to gender equality.

Country Strategic Plans should be based on the Country Strategic Review. The CSP proforma provides guidance on integrating gender and gender equality, which must be explicitly mentioned in all sections.


Strategic Implications for WFP – WFP’s Experience and Lessons Learned; Opportunities for WFP; Strategic Changes.

WFP Strategic Orientation – Direction, Focus and Intended Impacts; Strategic Outcomes, Focus Areas, Expected Outputs and Key Activities; Transition and Exit Strategies

Implementation Arrangements – Recipient Analysis; Transfers; Supply Chain; Country Office Capacity and Profile; Partnerships

Performance Management and Evaluation – Monitoring and Evaluation Arrangements; Risk Management

Resources for Results – Country Portfolio Budget; Resourcing Outlook; Resource Mobilization Strategy

Country Office Gender Action Plan – refer to the gender action plan template

HQ Entities
- Follow a participatory process.
- Obtain or conduct a gender analysis and use the ‘findings’, combined with monitoring data, to inform strategic planning.
- Ensure strategic plans include gender-transformative results, targets and indicators.
- Ensure planned results relate to one or more of the Gender Policy (2015-2020) objectives.
- Share the strategy (and/or action plan) with relevant stakeholders and incorporate their feedback, as appropriate.
- Allocate resources to activities and outputs that contribute to gender-transformative results.

Ensure strategies and action plans address both food security and nutrition needs of women, men, girls & boys; and inequalities that contribute to, or cause, food & nutrition insecurities that women, men, girls & boys experience.