Programme Guidance Manual
GENDER in the PGM
GENDER

Topics: Gender

Gender

Gender relations and how women, men, girls and boys manage their roles and responsibilities at the household and community levels are directly linked to food security and nutrition. Gender inequality is a major cause and effect of hunger and poverty (WFP Compendium of WFP Policies Relating to the Strategic Plan [1], 2013). By adopting a Gender Mainstreaming approach to operations and programming, WFP can strengthen service delivery, capacity building and project results, as well as support positive project impacts on gender equality.

Food security initiatives are about people’s needs, opportunities and priorities. Gender mainstreaming supports WFP in best targeting and tailoring activities by understanding these aspects according to beneficiary sex, age and their particular context.

A couple things to remember…

*Gender is social, not biological*

Biological specificities, such as the nutritional needs of women and adolescent girls due to reproductive roles, are separate from gender-based needs and will tend to be universal across contexts.

Gender refers to the socialized roles and relations between men, women, girls and boys in a community or household. These roles and relations vary widely from one context to the next. Using a gender approach in project design and implementation allows WFP to assess, work with, and respond to these dynamics. It also ensures that gender-related activities are designed based on assessment and analysis findings, and not assumptions about gender roles and relations.

*Gender = women + men*

Women’s empowerment is often a dominant concern when confronting gender inequality because of the fact that, where gender inequality exists, it is usually women and girls who are disadvantaged in decision-making processes and in access to resources. However, men and boys can also be made vulnerable by gender-based societal norms, and this should be accounted for in gender analysis and mainstreaming activities.

Furthermore, gender equality is not only about who is disadvantaged, but also who is advantaged. In order to balance access to resources and decision-making power, it is important to identify who has disproportionately less access, as well as who has disproportionately more, and why. In the case of gender equality, this means considering the positions and contexts of women, men, girls and boys.

Finally, men and boys can be important advocates and participants in programmes to promote women’s empowerment and greater gender equality. When appropriate, involvement of men in gender and women’s rights activities should be promoted.

*Age and Gender*

Gender analysis, at a minimum, should be based on analysis of how age and sex influence a person’s access to opportunities and services. These are universal social determinants of whether or not people have a voice, and they are relevant in all contexts. Specifically, challenges, as well as coping strategies, will often be different for women, men, girls and boys depending on their sex and age, as well as other overlapping factors.
Equality & Equity

The term Gender Equality is often used in relation to law. The rights, responsibilities and opportunities of women and men should not depend on whether they were born male or female. Gender equality means that women and men have equal rights and that their aspirations and needs are considered equally.

Gender Equity means fair treatment for women and men. Achieving gender equity may mean bringing in specific measures to compensate for existing imbalances. The ultimate goal is gender equality.

Being equal does not mean being the same. Every person has her or his own identity.

For information on other terminology related to Gender and Gender Mainstreaming, see WFP: Gender Glossary [2]

WFP Gender Policy

See current policy: WFP Gender Policy, 2009 [3]

For a brief history of WFP commitments to gender, and former Gender Policies, see WFPGo Gender Overview [4].

For more recent developments, see the WFP 2014 Gender Policy Evaluation report [5] and the Gender Policy Update [6].

Gender Marker

The Gender Marker is a quality control tool indicating the level of integration of gender considerations/mainstreaming into WFP programmes and responses to food insecurity and nutritional needs of our beneficiaries. To promote gender equality in line with the gender policy and the Strategic Plan, projects aim to achieve a 2A or 2B gender marker.

Since 2012, WFP has adopted the IASC Gender Marker and has applied it to new Country Programmes, PRRO, EMOP and Development Programmes. Corporate targets for WFP to reach the highest gender marker coding on its projects include the following: 50% of all project by 2013, 75% by 2014 and 100% by 2015. (see Management Results Framework 2014-17 KPIs).
For more guidance on WFP coding, see PGM: Gender Marker Guide [7], Gender Marker Guide (2014) [8] and WFP Gender Resources: Gender Marker [5].

For tips on how to ensure a project sufficiently mainstreams gender and achieves a Gender Marker Code of 2, see: How To Make Sure A Good Project Gets The Code It Deserves: Gender in the 2014 CAP Project Summary Sheet [9].

For practical internal examples, see: WFP project ratings [10] by quarter and by year.
For general information on the IASC Gender Marker, see: IASC Gender Marker Overview [11] and IASC Gender Marker FAQs [12]. In addition, the IASC website on humanitarian response [13], includes in-country training on the Gender Marker, fact sheets, FAQ, and cluster-specific tip sheets.

**UN-SWAP**

The UN-SWAP (UN system-wide Action Plan) is a UN system-wide accountability framework designed to measure, monitor and drive progress towards a common set of standards to aspire and adhere to for the achievement of gender equality and the empowerment of women.

The WFP gender mainstreaming accountability framework (GMAF) divides the 15 UN-SWAP Performance Indicators (PI) between individual business owners who are responsible for, and accountable to that PI. This is in part to ensure that the UN-SWAP is connected to the entire project cycle. In the WFP 2013 UN-SWAP report, the organisation exceeded standards on three indicators and met standards on four. The Executive Director has since committed to meeting and exceeding all PIs by 2016.

For information on WFP implementation, see: Update on the Implementation of the WFP Gender Mainstreaming Accountability Framework [14](WFP/EB.A/2014/5-E), as well as WFP Reporting to UNSWAP for 2012 [15] and 2013 [16].

For general information on UN-SWAP, refer to UN-SWAP Brochure: A plan to improve gender equality and the empowerment of women across the UN system [17]. See also UN Women UNSWAP [18] for other resources, including FAQ, PPT presentation, reporting requirement matrix and other tools.

**Gender related requirements under the QCPR**

WFP reports to the Quadrennial Comprehensive Policy Review (QCPR) on gender-related requirements. The QCPR, as adopted by the General Assembly, is composed of 13 paragraphs on gender, including:

- Ensuring sufficient technical expertise for gender mainstreaming in programme planning and implementation.
- Putting in place accountability mechanisms that provide for more coherent, accurate and effective monitoring, evaluation and reporting on gender equality. This relates to the implementation of the UN-SWAP.
- Ensuring gender balance in appointments, including at high-level positions.

WFP has successfully met QCPR gender related requirements in the following areas:

- In February 2014, WFP pledged to the Executive Board that it will have met all of the minimum standards set by the SWAP by 2014 and exceeded them by 2016, a year ahead of the interagency-agreed deadline.
- In view of the corporate priority now given to gender, the Executive Management Group (EMG) elevated the implementation of gender related QCPR requirements to the corporate priority level.
- In operational terms, this means WFP will have to implement the following actions:
  1. Expanding and strengthening the use of the UN Country Teams (UNCT) gender scorecard [19] to all countries where we are operational;
  2. Instituting greater accountability for gender equality in evaluations; and
  3. Tracking gender related resource allocation and expenditure including through our gender marker.

For more information on WFP gender-related commitments under the QCPR, see Resolution adopted by the GA on 21 December 2012 [20] (section III.D Gender Equality and Women’s Empowerment)

For general information on the QCPR, see WFP Overview of the QCPR [21] (2013)
Mainstreaming Gender into the Project Cycle

When there is conflict or disaster, or development/capacity needs, men and women are affected differently, they experience impacts differently, and have different ways of coping. Awareness of these differences should provide the starting point for a project’s design to decide how it will address inequality.

In order to ensure equitable support to beneficiaries, as well as to meet WFP gender mainstreaming criteria, a project should:

• Identify the gender inequalities and differences
• Specify how WFP and partners will respond to such gaps and differences, justifying response strategies with beneficiary gender analysis of disaggregated data and qualitative information
• Monitor outcomes and outputs to demonstrate measurable changes for men and women over time.

Analysis & Assessments

During the analysis and assessment stages of a project cycle, gender inequalities and differences should be identified and emphasized as a key elements that inform project design. The first step should be collection of basic data on beneficiaries and their needs, disaggregating by sex and where possible, by age.

An assessment describes the current situation, while analysis follows the assessment phase and investigates the implications of different factors in the trade-offs that people are having to make between food and other necessities in order to survive. Applying a gender lens and identifying opportunities to promote transformative improvements in gender relations should be done at both levels in contextually relevant ways.

The food security assessments and regular monitoring of WFP may sometimes discern gaps and differences between males and females, or between households headed by men and those headed by women. Such identification, or collection of sex- and age-disaggregated data, is the first step of a gender analysis. Typical examples might include poorer food consumption status of households headed by single women or single men, and lower school enrolment rates of girls in countries such as Afghanistan and Pakistan.

Sometimes gender inequalities and differences could be "invisible" - not discernible simply by looking at data. This would require a more in-depth and context-based analysis that involves consulting the voices of women and men beneficiaries. For instance, in some countries, the low social status and education level of mothers and the indifference of fathers are strong.

What is a “Gender Analysis”?

A gender analysis examines the relationships between men, women, girls and boys, their roles, and their access to and control of resources, as well as the constraints they face relative to one another. Integrating a gender analysis can benefit needs assessments, situational analyses, all sector assessments, and programme responses more generally.

What are the benefits?

Gender analysis provides insights into who in the general population is affected by a crisis; what they need; and what they can do for themselves. Gender analysis improves project design, implementation and output. Gender analysis also helps to tackle one of the key root causes of food security: gender inequality (See UNICEF Conceptual Framework on nutrition [23]).

For general information on integrating gender into analysis and assessments, and on conducting gender analysis and gender assessments, see the IASC Gender Handbook in Humanitarian Action [24] (pg. 6-8)

For a useful series of who, what and how questions to assess basic information about a context to inform other gender-related activities later in the project cycle, see the WFP Social Protection resource, Time to Think about Gender: Gender-sensitive social protection [25].
Vulnerability assessment: WFP is accountable to its beneficiaries and to ensuring that those most vulnerable receive the most appropriate and adequate services and support possible. Gender is among one of the factors which influences an individual’s vulnerability, whether it is related to socio-economic or political vulnerability, or physical vulnerability for pregnant women. Integrating a gender perspective into vulnerability analysis thus increases WFP ability to assess the different needs of a population, identify which groups require the most attention, and design appropriate responses.

See Integrating a Gender Perspective into Vulnerability Analysis [26] (WFP VAM 2005)
See PGM: Livelihoods and VAM [27]

Intra-household analysis: Carrying out a gender analysis without analysing the situation within the household can lead to adverse effects, particularly with regard to women’s economic empowerment projects. Comparatively, analysing dynamics at the intra-household level can provide insights into who has decision-making power and over what, and who controls resources and benefits.

See WFP Comprehensive Food Security & Vulnerability Analysis Guidelines (section 1.4.4 Gender dynamics, section 4.2.4.4 Gender-sensitive survey design and implementation [28]) for discussion on the importance of considering gender relations and dynamics, and disaggregating data in livelihood systems and intra-household evaluations.

For examples of how neglecting the intra-household gender relations can adversely impact a project, see P4P Global Gender Strategy [29] (pg. 9)

Disaggregating data:

Sex- and age-disaggregated data provide a baseline for analysis of the conditions of and eventually, project impacts on women, men, girls and boys and gaps in support services. It can also be used to identify changes during the monitoring and evaluation stages. Disaggregated data and indicators, both of outputs and outcomes, should be utilized to inform and legitimate project design decisions, implementation and follow up based on identified patterns.

Gender vs. sex in data analysis

Data should be disaggregated by sex in order to understand gender dimensions in food consumption, access to health services, etc. Comparatively, gender as a sole criteria does not define homogenous groups. Thus, gender analysis of data should be approached as a cross-cutting theme that can be combined with other criteria for comparative purposes. For example, it is important to disaggregate food consumption patterns of households based on the sex of the household head, but when applying a gender analysis, other issues such as type of crisis, local, urban/rural, marital status, age, socio-economics, religion, and/or other stratifiers (based on relevance) will also be considered.

Other information such as ethnicity, place of origin, date of displacement, socio-economic profile, can be useful for WFP and other UN agencies for planning purposes. However, collecting such detailed information can pose protection risks to the beneficiaries, require additional time and resources, and, in the case of planning returns, be obsolete when return is finally possible.

For general information on beneficiary data disaggregation, refer to PGM: Disaggregating requirements for beneficiary numbers [30]

For general guidance and tools emphasizing the importance of disaggregating data by sex and age to inform project design and monitoring, including M&E checklists based on sex- and age-disaggregated data for humanitarian projects, refer to: Gender Handbook on Gender in Humanitarian Action [24] (pg. 8)

The WFP Contingency Planning Guidelines [31] provides a clear explanation of how a complimentary element of WFP preparedness is up-to-date baseline data on the areas and populations of concern, disaggregated by gender, age, ethnicity and other relevant variables.

See WFP Comprehensive Food Security & Vulnerability Analysis Guidelines [28]:
Section 3.3.8 Gender Analysis using secondary data sources provides guidance on identifying secondary data sources cases where data and/or data collection capacity is too limited to allow for adequate disaggregation can be helpful.

Section 6.2.5 Analysis of gender-disaggregated information provides guidance on analysing disaggregated data.

Additional resources on sex and age disaggregation:
Benelli, Prisca; Mazurana, Dyan; and Walker, Peter. Using sex and age disaggregated data to improve humanitarian response in emergencies. Gender & Development, June 2012
Eklund, Lisa; and Tellier, Siri. Gender and international crisis response: do we have the data, and does it matter? Overseas Development Institute. 2012.

Targeting and Beneficiary Analysis: When specifying the type(s) of beneficiaries, be sure to note gender, age and/or other social distinguishers, where appropriate. When analyzing beneficiaries, attention should be given to assessing differences in control of, and access to resources, as well as differences in vulnerabilities.

For practical tips on how to conduct a simple gender analysis of beneficiaries, see: WFP Social Protection resource, Time to Think about Gender: Gender-sensitive social protection [25]. This includes a useful checklist tool to support gender-based targeting and project tailoring for beneficiaries’ needs.

See also: “Targeting and Registration of Beneficiaries” in WFP & FAO Passport to Mainstreaming a Gender Perspective in Emergency Programmes [32] (pg. 21-22)

For general targeting resources, visit the VAM Resource Center [33].

Stakeholder Analysis: Different stakeholder groups have different abilities to influence the outcome of a project, both negatively and positively. They also may not have access to information in the same way, where gender and age tend to be major factors in how, when and in what form information is accessed and/or shared.

Target beneficiaries may be less well-positioned to influence project outcomes, compared to secondary and key stakeholders who are often able to be comparatively more influential. A stakeholder analysis can apply gender analysis to identify such potential tensions in the community, and determine whether it may be necessary to include additional project activities to ensure the continued interest and commitment of influential stakeholders, while enabling important yet weaker stakeholders to become more influential.

Situational Analysis

For information on WFP Situational Reports (SitReps), see WFPgo Reports [34].

Anticipating impacts and outcomes: Beneficiaries can gain or lose from any given WFP development activities or policy, depending on how it is designed and implemented. The potential for differentiated impacts on different groups must be factored into the planning process and documented as project outcomes. Overly general outcome statements that fail to incorporate gender analysis can hide whether men, women, girls and boys benefit equally. Outcomes should capture and make visible the different changes experienced by women, men, girls and boys beneficiaries, as well as any change in relations between them (see PGM: Gender and Protection [35]).

Tools

Sample Gender and Age Data Collection Sheet in WFP Emergency Field Operations Pocketbook [36] (pg. 66)

Key Questions for Conducting a Gender Analysis in WFP Comprehensive Food Security & Vulnerability Analysis Guidelines [28] (pg. 130, Box 4.6)
Gender-sensitive survey design and implementation in WFP Comprehensive Food Security & Vulnerability Analysis Guidelines [28] (pg. 128-131)

Context Analysis in WFP & FAO Passport to Mainstreaming a Gender Perspective in Emergency Programmes [32] (pg. 8-11)

Participatory Needs Assessment in WFP & FAO Passport to Mainstreaming a Gender Perspective in Emergency Programmes [32] (pg. 12-20)

Targeting and Registration of Beneficiaries in WFP & FAO Passport to Mainstreaming a Gender Perspective in Emergency Programmes [32] (pg. 21-22)

Mainstreaming Gender into Emergency Response Assessments in IASC Guidelines for gender mainstreaming in the emergency response [37]

Gender Analysis Framework from DFID and used in WFP Comprehensive Food Security & Vulnerability Analysis Guidelines [28] (pg. 31-32)

Gender-sensitive Indicators in WFP Comprehensive Food Security & Vulnerability Analysis Guidelines [28] (pg. 33)

Harvard Analytic Framework from Poverty & Social Impact Analysis (1-pager) [38]

Social Relations Approach from Poverty & Social Impact Analysis (1-pager) [39]

Gender Analysis Matrix in GDRC Gender Analysis Framework (1-pager) [40]

Explanatory video on importance of gender and age disaggregation in humanitarian responses from the European Union Humanitarian Aid and Civil Protection [41]

Good Practices


Main findings from the P4P Global Gender Strategy gender analysis in P4P Global Gender Strategy [29] (pg. 5-6)

Gender Analysis by Dividing Stakeholders into Sub-categories in P4P Global Gender Strategy [29] (pg. 7-8)

Combining vulnerability and gender analyses to improve project effectiveness – SAFE project in WFP and Safe Access to Firewood: Protection and Empowering Communities [43] (October 2010) and PGM: SAFE [44]

P4P identifies several challenges that limit women’s benefits from agricultural development projects in P4P Global Gender Strategy [29] (pg. 7)

Note: For practical suggestions of how to overcome the identified constraints, as well as other limitations of promotion of gender equality and women’s empowerment, refer to: P4P Occasional Paper on Enhanced Participation of Women [45]

Case study: Findings from Gender and Social Analysis of Potential Project Outcomes in FAO SEAGA Project Cycle Management Technical Guide [46] (pg. 77-79)

Note: Several analysis tools are used in the complete FAO SEAGA case study including activity analysis, access to, and control of resources, and access to, and control of, benefits. Tools used include daily activity profiles, resources and benefit flow diagram, and a village map.

Case study: Collecting Information for Gender Analysis in FAO SEAGA Project Cycle Management Technical Guide [46] (pg. 18)
**Design & Planning**

There are **three key entry points in project design** to ensure WFP projects meet gender mainstreaming goals (to equitably address the needs of different groups within a population, while promoting strengthened gender equality):

1. Situation analysis/ context/ needs assessment section
2. Project activities
3. Outcomes

When justifying the rationale for selecting particular activities based on situational or other analysis and WFP response strategy, be sure to note in a project proposal that gender was considered, whether it played a role in the selection of a particular activity, and what the predicted gender outcomes will be.

For guidance on translating gender analysis into gender-sensitive programming and intervention, see WFP Comprehensive Food Security & Vulnerability Analysis Guidelines [28](section 7.3)

For guidance on integrating gender in Standard Project Reports (SPRs), see 2013 SPR Guidance: Progressing toward Gender Equality [47].

**Gender Analysis in Project Review and Appraisal**

Currently and since 2012, WFP projects are subject to appraisal by OMG to assess how they meet Gender Marker standards.

A Gender Marker score is allotted to each project during the project review and approval process (PRP) to ensure accountability in the design and planning stage and set a solid foundational guide for later stages. Efforts are currently underway to expand this to other stages of the programme cycle including resource tracking during implementation, where projects will be required to report gender-related allocations and justify amounts.

For more information on the Gender Marker coding system, see PGM: Gender Marker Guide [7].

For tips on how to ensure a project sufficiently mainstreams gender and achieves a Gender Code of 2, see: How To Make Sure A Good Project Gets The Code It Deserves: Gender in the 2014 CAP Project Summary Sheet [48]

**Gender Mainstreaming Budget Design**

Financial budgeting and tracking systems can be used to monitor budget allocations to address gender issues. Furthermore, gender concerns can be embedded in audit systems and systematically integrated into evaluations.

Project budgets benefit from including allotments for gender activities that are coherent with identified gender inequalities/gaps and how the project will respond to these gaps. There should be a clear correlation between resource allocations and WFP Gender Policy commitments [49].

Updated guidance on gender-sensitive budget design, including gender-related programme budget requirements, will be available in 2015. For more information, see:

- See PGM: Budget Preparation [50]
- See PGM: Development Budget [51]

For additional resources on gender in budget design, refer to Eldis Gender Resources [52].

**Tools**

**Crosscutting Aspects during Planning and Selection of FFA: Gender** in WFP Food for Assets (FFA) Manual, 4.1 Gender [53]

**Actions to ensure gender equality programming in food security** in IASC Handbook on Gender in Humanitarian Action [24] (pg. 61-64)

**Gender Lens for project design and review** in UNESCO Gender Mainstreaming Tools [54]

**Checklist for Gender Analysis of Project Design** in FAO SEAGA Project Cycle Management Technical Guide [46], (pg. 45)
Gender Analysis Matrix (GAM) for conducting Project Appraisals in FAO SEAGA Project Cycle Management Technical Guide \(^{(46)}\) (pg. 56)

Note: With regard to appraisals during the planning stage, the GAM can help to determine whether potential gender impacts of a project are desirable and consistent with the project purpose and goal.

Stakeholder Analysis and Participation in FAO SEAGA Project Cycle Management Technical Guide \(^{(46)}\) (pg. 54)

Social and Gender Project Appraisal Criteria in FAO SEAGA Project Cycle Management Technical Guide \(^{(46)}\) (pg. 53)

Good Practices

Positive example of gender mainstreaming in an SPR in Standard Project Report 2013 for Ethiopia PRRO \(^{(55)}\)

Gender in participatory planning in WFP Food Assistance for Assets Manual, 4.1 Gender \(^{(53)}\)

P4P Global Gender Strategy example of integrating gender into programme design in P4P Global Gender Strategy \(^{(29)}\)

Note: The P4P Global Gender Strategy is a strong example of how programmes can effectively shape and integrate a gender perspective into their project activities. See the P4P Global Gender Strategy \(^{(29)}\) for more details.

WFP initiatives aimed at promoting gender equality and the empowerment of women in WFP Gender selection of 2011 Country Overviews \(^{(56)}\)

Implementation

Mainstreaming gender in the early phases of the project cycle informs and supports gender mainstreaming at the implementation phase. On-going tracking efforts throughout the implementation phase ensure that, as a project progresses and changes are made, gender mainstreaming commitments and performance do not degrade.

Implementation of project activities should be accompanied by on-going checks on progress and feedback to ensure the consistent integration of gender issues. The Gender Marker \(^{(57)}\) can be integrated into the Project Implementation phase to serve as a transparent assessment tool.

Timing of Intervention

The timing of an intervention may have different impacts on the participation of men, women, girls and boys. Gender roles and seasonal shifts in activities should be considered when selecting a period of intervention. Because of the relationship between seasonal changes in activities and gender roles, certain seasons, or periods of time, may be more favourable to introduce a project focused on women, while others—for example, during the dry season when women may be spending more time collecting water—will make it impossible for the target group to fully participate. The same is true for men and boys. For example, in agro-pastoral communities, men and boys are often absent from their households for extended periods of time while they shepherd their flock, which would need to be factored into any initiatives targeting them. Another example is in Haiti where March to May is the busiest time for Haitian women because the men leave to seek out work elsewhere. The women are left to search out paid labour while cultivating their own crops, thereby decreasing their available time to participate in WFP time-intensive programmes.

For programme-specific guidance, see: WFP Food Assistance for Assets Manual: 6.5 Time of FFA Intervention \(^{(58)}\)

Tools

Socio-economic and Gender Analysis Tool for Project Logistics and Implementation in WFP & FAO Passport to Mainstreaming a Gender Perspective in Emergency Programmes \(^{(32)}\) (pg. 28-29)

Good Practices
Homestead Level Productivity Intensification Activities to Benefit Women in WFP Food Assistance for Assets Manual, 6.1 [58]

WFP Assisted Nurseries (‘Green Factories’) to Benefit Women in WFP Food Assistance for Assets Manual, 6.2 [58]

Income Generating Activities to Benefit Women in WFP Food Assistance for Assets Manual, 6.3 [58]

Monitoring & Reporting

Gender activities and their impacts should be consistently tracked and reported on corporately throughout project monitoring and reporting processes. This ensures gender-related goals are consistently reinforced throughout the project cycle, and that activities receive follow-up and are accountable to project outcomes.

Establishing baselines: Knowing and learning from results depends on gender sensitive baselines and monitoring. Projects should reflect both quantitative monitoring of gender gaps and patterns, and qualitative data collection and gender analysis. Weaknesses in gender baselines and monitoring are among the most common findings in WFP evaluations (WFP Evaluations team [59]). WFP has been good at quantitative monitoring of the participation of men and women in some of its programs, but qualitative data collection and analysis have often been ignored, contributing to programmes at times losing sight of the ‘how’s and why’s’ important for establishing and explaining the presence or absence of gender results (WFP. 2012. Gender and the Delivery of WFP Programs: Top 10 Lessons from Evaluations [59]).

Data collection, disaggregation and monitoring: All data gathered and indicators observed in the context of activities, outputs and outcomes, should whenever possible, be disaggregated by sex and age, and supplemented by critical gender and equity analysis to identify patterns and/or gaps. Findings should then be regularly monitored and reported on. This minimum level of disaggregation, analysis and monitoring is necessary to integrate gender and equity analysis into project activities, as well as to show evidence of gender-specific project impacts during the course of project implementation and from there, to inform evaluations.

Indicators: The WFP 2014-2017 Strategic Results Framework: Indicator Compendium [60] presents the three corporate crosscutting gender indicators which should be incorporated into project monitoring and evaluations. Country Programmes (CP) must include these three indicators in monitoring activities, but countries are also encouraged to develop their own project specific indicators of gender dynamics and impacts.

In addition to the specific component dedicated to gender-related indicators, data collection for each cross-cutting indicator (i.e. gender, protection and partnerships) are incorporated throughout.

In Process Monitoring, beneficiary perceptions on gender is 1 of 5 indicators at household level. See PGM: Process Monitoring – Component 5: Beneficiary Perceptions on Gender [61].

Additional resources on gender indicators based on programmatic needs include:


Budget and resource-tracking: Financial budgeting and tracking systems can be used to monitor budget allocations to address gender in the implementation phase of the project cycle. See PGM: Gender Mainstreaming Project Budget Monitoring and funding: Weak monitoring of gender activities can have negative impacts on funding, where gender activities may be successful, but a lack of evidence-based results leads to cuts in funding (WFP Evaluations [59]).
Reporting: Data on who benefits from assistance during an emergency should be reported, disaggregating data by sex and age. Without this breakdown it is not possible to ascertain who benefits or if assistance is reaching the population proportionately.

Ex. If reporting on who participates in training or food-for-work activities, always report the sex and age of the participants. In this way, if 100% of participants in food-for-work activities are women, you know analysis is needed to: understand why men are not represented; and identify different targeting strategies.


For information on follow-up to evaluations, disclosure, and dissemination see: UNEG Integrating Human Rights and Gender Equality in Evaluations [62] (pg.41)

Tools

**Socio-economic and Gender Analysis Tool for Project Monitoring and Evaluation** in WFP & FAO Passport to Mainstreaming a Gender Perspective in Emergency Programmes [32] (pg. 30-31)

**Guide for developing gender sensitive indicators** in UNESCO Gender Lens for measuring performance [67]

**Gender Analysis Matrix (GAM)** in FAO SEAGA Project Cycle Management Technical Guide [46] (pg. 56)

**Monitoring and Evaluation Wiki Toolbox** from the Association for Women’s Rights in Development (AWID) [68]

Lessons Learned

Knowing results and learning from results depends on gender sensitive baselines and monitoring during implementation in Gender and the Delivery of WFP Programs: Top 10 lessons from evaluations [59]

Good Practices

**Sample activities to ensure equal participation in project cycle stages, and complimentary indicators** in IASC Gender Handbook in Humanitarian Action [24]

**Tips for Formulating Human Rights & Gender Equality Indicators** in UNEG Integrating Human Rights and Gender Equality in Evaluations [62] (pg.54)

**Examples of Human Rights and Gender Equality Empowerment Indicators** in UNEG Integrating Human Rights and Gender Equality in Evaluations [62] (Annex 2)

For other practical examples of gender activities at different phases of the project cycle, including their coded Gender Marker scores, see WFP 2013 UNSWAP Report [16].

Evaluation

Reporting corporately on the progress and impact of gender activities in project evaluations ensures sustainability of commitments and accountability to project outcomes. **Project evaluations should answer the question of how, and to what extent the project addresses practical and/or strategic gender needs.**

WFP projects (with the exception of certain technical operations) should be using the three gender indicators included in the SRF at the evaluation phase, where relevant (for related guidance, see PGM: Gender in Monitoring [69] and WFP 2014-2017 Strategic Results Framework: Indicator Compendium [60]).

In addition to the SRF indicators, countries should feel encouraged to incorporate evaluation questions and tools which go further in contextually understanding both what the gender-specific impacts are of project activities, and the impact of gender-related activities.

A participatory approach to evaluations, as with gender analysis and monitoring, allows for more insightful evaluations of changes in gender relations, and/or the impact of gender activities on changes in community gender relations over time. The IASC Gender Handbook in Humanitarian Action [24] recommends that regular consultations
with women, men, girls and boys be integrated into monitoring and evaluation activities. The subsequent indicator to assess whether this is adequately included could then be how many boys, girls, women and men were consulted during the evaluation period.

For extended guidance on integrating gender into evaluations, see Integrating Human Rights and Gender Equality in Evaluations [62] (UN Evaluation Group, 2014)

**Evaluation team composition:** Evaluation team composition should reflect at least a minimum degree of gender capacity (e.g. staff with gender programming skills and gender-sensitivity) to understand gender-related impacts and potential externalities.

For information on how to build gender mainstreaming capacity of an evaluation team, see PGM: Gender and Capacity development [70]

**Tools**

- Socio-economic and Gender Analysis Tool for Project Monitoring and Evaluation in WFP & FAO Passport to Mainstreaming a Gender Perspective in Emergency Programmes [32] (pg. 30-33)
- Planning and Execution of Programme Evaluations in UNESCO Gender Mainstreaming Tools [54]
- Monitoring and Evaluation Wiki Toolkit from the Association for Women’s Rights in Development (AWID) [68]
- Women’s Empowerment Framework (example) in the Empowerment Framework AWID M&E Wiki [71]

**Good Practices**

Evaluating a Project Promoting health messages (case study example) in FAO SEAGA Project Cycle Management Technical Guide [46] (pg. 86-99)

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**Gender in EMOPs & PRROs**

Women, men, girls and boys experience emergencies differently in terms of their vulnerabilities, responses and coping mechanisms. A gender-sensitive approach can help to ensure that services delivered to beneficiaries are appropriate, equitable and unlikely to reinforce structural inequalities.

The limited time and resources available for planning in emergency contexts necessitate rapid assessment and design to ensure timely response. The following guidance is intended to support EMOP and PRRO project design teams in prioritizing the most critical factors to consider in meeting WFP gender standards.

Consistency between a project needs assessment (data collection and analysis) and project design is the single most critical factor in designing a gender-sensitive EMOP or PRRO project and achieving a sufficient Gender Marker score. There should be a visible connection, communicated in the project document, between collected and disaggregated data, appropriate gender analysis, and planned responses.

The following tips should support projects in meeting such expectations:

**Collecting and disaggregating data:** A typical justification for weak gender analysis and/or gender-sensitive planning (for EMOP projects, in particular) is the lack of necessary data. Some tips for overcoming this challenge include:

- Always disaggregate by sex - failing to do so will result in a Gender Marker code of 1 and a failure to meet WFP gender standards;
- If WFP is collecting primary data, request that more gender-relevant questions are included in questionnaires, and that information can be disaggregated by sex;
- Seek additional gender expert capacity if necessary (e.g. regional gender focal point) to tease out data from available datasets which is relevant to gender analysis;
- Where relevant data is not available in WFP datasets, look to other institutions and sources in the region for necessary data;
- When external data is sought out, target institutions with data that allows for sex-disaggregation, and/or identify relevant assessments that are strong in gender analysis (*Assessments and datasets which do not provide adequate gender-relevant information and/or allow for sex-disaggregation should be avoided, or supplemented with the lacking information); and
- Always conduct beneficiary consultations to inform the design phase of a project. Consultations should cover distribution needs, concerns, etc. and include an equal amount of men and women participants.

**Analysis and design:** Once the necessary data is collected and disaggregated, gender analysis should be applied to identify patterns between and among groups in terms of vulnerabilities, concerns and coping mechanisms.

- Where gender capacity is lacking, seek support from local and international partners and regional gender focal points to inform analysis;
- Elaborate on the disaggregated data to draw programmatic implications; and
- Justify project responses outlined in the project document using a fact-based (e.g. data-based) and context-specific gender analysis;

- E.g. If 70% of a beneficiary group suffering from malnutrition are children in single female-headed households, gender analysis should explain the identified pattern—looking at the particular vulnerabilities of the target group and those of the head of household—and what the appropriate response is—considering group-specific coping mechanisms, and gender roles and responsibilities.

**Other approaches to strengthening EMOP and PRRO projects:**

- Staff capacity: specifically targeting staff with gender skills/sensitivity for recruitment;
- Partners: prioritizing partnerships with local groups with access to marginalized populations, such as women, ethnic minorities, etc.; and
- Disaggregating data by other social distinguishers beyond sex, such as age, marital status, education, ethnicity, etc.

**Tools**

**Table:** Earning a high Gender Marker Score for EMOP projects

<table>
<thead>
<tr>
<th>What does the gender marker require?</th>
<th>What EMOPs usually have?</th>
<th>What do EMOPs usually lack?</th>
<th>What can be done?</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>A gender analysis for the food security context – who is more food-insecure and in what ways?</strong></td>
<td>Secondary national data on women’s status and gender gaps; vulnerability of female-headed households</td>
<td>Sex-disaggregated food security (e.g. FCS, CSI) and nutrition data (e.g. GAM, stunting); different coping strategies of men, women, girls and boys</td>
<td>Include sex disaggregation in WFP’s surveys; ask for such info from assessments done by partners; gather qualitative data when quantitative is not available</td>
</tr>
<tr>
<td><strong>A gender analysis for each activity and transfer modality – who is in need of what and why?</strong></td>
<td>Secondary data on women’s and men’s access to resources; plans or commitments to conduct beneficiary consultations or gender assessments</td>
<td>Activity-specific analysis e.g. BSF/TSF – men’s and women’s roles in child feeding practices; FFA/FFT – women’s and men’s preferences over types of asset/training; C&amp;V – women’s and men’s concerns over different modalities</td>
<td>Include such info in needs assessments or conduct beneficiary consultations at the design stage, not after</td>
</tr>
<tr>
<td><strong>An analysis or recognition of risks to violence and abuse – protection and accountability to affected population</strong></td>
<td>Women’s vulnerabilities to violence</td>
<td>Possible types of violence that females and males may face, including domestic violence; potential risks to (sexual) exploitation and abuse</td>
<td>Seek info from partners; if no info is available, include statements that recognize such risks</td>
</tr>
</tbody>
</table>
Responses to all the issues identified in the above analyses through WFP’s own assistance, advocacy, partnership and monitoring

<table>
<thead>
<tr>
<th>Consider both sides of gender – both women and men have their own vulnerabilities and advantages, which overlap with other social factors, including age, ethnicity, socio-economic class, etc.</th>
<th>Focus on women’s vulnerabilities and efforts to facilitate women’s participation</th>
<th>Analysis of men’s and boys’ particular vulnerabilities and risks; analysis of men’s and boys’ advantages; responses that address their vulnerabilities and advantages</th>
<th>Consult with male beneficiaries; Include male colleagues in developing gender responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sex-disaggregated beneficiary data; female-headed households as a targeting criterion; gender parity in beneficiary numbers and in committees; assigning food/C&amp;V to women; targeting women as FFA/FFT participants; &quot;do no harm&quot;1</td>
<td>Connect the activities or arrangements with the gender analysis: design of nutrition counselling and messaging should be based on men’s and women’s power dynamics and roles in a household; FFA/FFT should be designed based on women’s and men’s access to resources and their preferences over assets/training, etc.</td>
<td>If WFP cannot directly respond to a specific gender need (e.g. GBV), include efforts of advocacy and partnership, and state that WFP will keep monitoring on the issues within the context of WFP’s assistance</td>
<td></td>
</tr>
</tbody>
</table>


What we need to know to plan and implement gender-responsive food security programmes in emergencies in IASC Gender Handbook in Humanitarian Action [24] (pg. 60-61)

**Good practices**

**Gender, vulnerability and mitigation** in WFP PGM: Cross-cutting issues in disaster mitigation [72]

**Example of 2a Gender Marker coded project** in EMOP project – Nepal [73]

**Example of 1a Gender Marker coded project** in EMOP project – Cameroon [74]

**Additional guidance**

For guidance on gender-responsive beneficiary registration in EMOPs, see "PGM: Ensuring registration is gender-responsive [75]

For guidance on gender-responsive food distribution, refer to: Gender Mainstreaming in Food Distribution and Gender implications in food distribution [76]

For general information on mainstreaming gender into the project cycle for EMOPs & PRROs, please refer to: PGM: Mainstreaming Gender into the Project Cycle.

For guidance on assessing camp security from a gender perspective, see: Gender Handbook in Humanitarian Action [24] (pg. 44) Also see IASC E-Learning tool on gender equality in humanitarian action [77], for modules on security.

For additional gender guidance resources and tools for emergency programming, see:

- Gender in Emergency – Resources in WFPgo Gender Resource Centre [78]
- PGM: Gender: Protection and Disaster Mitigation Cross-cutting issues [72]
- Passport to mainstreaming a gender perspective in emergency programmes [79], FAO/WFP 2002
1) See description of "do no harm" in the context of gender analysis, under PGM: Protection – What does protection mean for WFP?

**Gender in Development Operations**


Both individual development projects and country programmes (CP) can benefit from mainstreaming gender at all stages of the project cycle. Because WFP has committed to complete gender mainstreaming of all projects by 2015, it is important that development projects are designed and appraised with the UN SWAP [81] and Gender Marker [57] in mind. The Gender Marker is adapted from the IASC Humanitarian Gender Marker specifically to accommodate WFP Development projects, in addition to EMOPs & PRROs.

To ensure that a project receives the high score it deserves, as well as to judge where improvements can be made, see: How To Make Sure A Good Project Gets The Code It Deserves: Gender in the 2014 CAP Project Summary Sheet [48].

For information on mainstreaming gender into the Development Programme Cycle, please refer to: PGM: Mainstreaming Gender into the Project Cycle [82]

**Sustainability** of women’s empowerment and gender relations should be considered when integrating gender into development assistance projects. Part of this process is ensuring that, as well as being sustainable, outcomes will not produce negative backlashes in the local community (See: "Lessons learned: Avoiding overlooking gender assumptions in project design" in PGM: Gender: Design & Planning). **Partner gender capacity** will be especially critical as WFP participation is phased out (for additional guidance, see PGM: Partnerships [83]).

**Tools**

**Actions to ensure gender equality programming in food security** in IASC Gender Handbook in Humanitarian Action [24] (pg. 61-64)

**Good practices**

SAFE (Safe Access to Firewood and alternative Energy in Humanitarian Settings) in WFPgo: Gender – Main Programmes [84]

Note: See WFP and Safe Access to Firewood Brochure [43] for more information.

**Integrating a Gender Perspective into HIV/AIDS Programmes** in WFPgo: Gender – Areas of Action [85] & Gender – Main Programmes [84]

Note: See HIV / AIDS & Women - Reversing the Trend [86] and PGM: Gender and HIV/AIDS [87] for more information.

**Promoting Gender Equality through WFP-Supported School Feeding** in WFPgo: Gender – Areas of Action [85]

Note: See Feed Minds, Change Lives: school Feeding, the Millennium development goals and girls’ empowerment Brochure [88] for more information.

**Promoting Positive Gender Relations and Supporting Sustainable Livelihoods** in WFPgo: Gender – Areas of Action [85]

Note: See Purchase for Progress Brochure [89] and Vouchers and Cash Transfers as Food Assistance Instruments: Opportunities and Challenges [90] for more information.

**Lessons Learned**

3 identified risks to implementation of P4P gender and development projects: isolation of activities, excluding men, and no local partnership in P4P Global Gender Strategy [29] (2011)
Gender Mainstreaming in Key WFP Programme Areas

Cash & Vouchers (C&V)

The shift in transfer modalities of aid from in-kind assistance to cash and vouchers provides an opportunity for WFP to incorporate protection and gender issues more fully into programming. However, the gender implications of cash transfers are context specific and require careful assessment and monitoring, as well as risk analysis.

Most challenges related to protection and gender issues identified in cash and vouchers transfers are not unique to the programme. Rather, they often relate to programme design, lack of baseline data about protection and gender issues in the programming context, and lack of substantive engagement of beneficiary populations in programme design. Revisiting programme design to include more inputs from programme participants (male and female) at early stages, in addition to more thorough protection and gender analysis, serves to address the noted concerns and strengthen gender mainstreaming in C&V activities.

For a Gender and C&V Good Practice, see: Sharing what works: Zambia activity under the 2010 Gender Innovations Fund (Gender and C&V) [91]

For general guidance, refer to PGM: Cash & Vouchers [92]

For more information, see: Examining Protection and Gender in Cash and Voucher Transfers [93] (WFP & UNHCR, 2013)

Nutrition

This section will be updated in early 2015 with the publication of the new Nutrition Handbook.<span style="font-size: smaller">

For WFP gender and nutrition resources, see Gender in Health and Nutrition – Resources in WFPgo Gender Resource Centre [94]

For a WFP factsheet on group-specific conditions of malnutrition, see: Paying the price of hunger: the impact of malnutrition on women and children, and WFP and Nutrition – Adolescent Girls [95]

For additional guidance and tools, see "Gender and Nutrition in Emergencies" in IASC Gender Handbook in Humanitarian Action [24] (pg. 71-75)

For general nutrition programming guidance, see PGM: Nutrition [96]

Purchase for Progress (P4P)

The P4P gender mission is to increase women smallholder farmers, (unpaid) family workers and/or wage labourers’ well-being, through promoting and facilitating opportunities for their access to agricultural markets, in an economically and socially sustainable way. Considering the varied gender divisions of labour with regard to different crops, P4P targets a mix of crops which translate into gains for men and women, as well as specific sub-groups of men and women depending on need.

Crucial to the successful implementation of gender-responsive P4P programming are the:

• Initial country gender assessments for all programmes (see P4P Global Gender Strategy [29] - Annex 4);
• Clear definition of the role and responsibilities of those involved, within WFP and between WFP and all partners (see P4P Global Gender Strategy [29] - Annex 5); and
• In-country gender action plans for all programmes.

A matrix with definitions, examples, outcomes and methods of targeting is available in the P4P Global Gender Strategy [29] (Table 1).

For more information on the unique P4P approach to gender, see: P4P Global Gender Strategy [29]

Other useful resources on P4P gender programming include:
• P4P Occasional Paper on Enhanced Participation of Women [45]

• Practical Actions to Enhance the Participation of Women in the Purchase for Progress Pilot Programme [97]

For general guidance on P4P programming, see WFPgo: Purchase for Progress [98]

Refugees & IDPs

Gender, age and other aspects of diversity affect how refugees and IDPs experience and cope with challenges. It is important to remember that, while women and children are typically identified as the most at-risk groups, aspects of diversity impact all groups, and have different impacts across different contexts. When developing IDP and refugee programming, the following factors should be considered:

• Women and children are typically, but not always, the most at-risk groups, due to social limitations based on gender and age which vary across contexts;

• Men and boys experience specific challenges and respond with different coping mechanisms depending on their social gender roles;

• Women can be key contributors in programming, and should not be considered only in terms of their vulnerabilities; and

• IDP and refugee programming represents an important opportunity to promote greater gender equality among affected populations, where necessary.

See PGM: IDPs [99] for field-based good practice examples of gender-sensitive IDP activities in Cambodia, South Sudan, Sri Lanka, Nicaragua and Honduras, Angola and Afghanistan.

For general guidance on IDP gender-sensitive programming for WFP country offices, see “Practical Guidance” under PGM: Special Needs of IDPs [100].

Regarding returning refugees and IDPs, gender-sensitive assessments should identify the different needs and capacities of returnees and integrate findings into planning and implementation of assistance activities. This ensures that all returnees receive the proper support services based on their particular needs, and that their different capacities to support WFP initiatives and increase their own livelihoods are fully utilized.

For guidance on addressing the needs of vulnerable groups across gender, sex and diversity, and specifically the special needs of displaced women, men and children, see “Gender, age and diversity concerns in IDP programming” under PGM: Special Needs of IDPs [100] and PGM: Refugees [101].

For additional resources, see:


- Guidelines on International Protection No. 9: Claims to Refugee Status based on Sexual Orientation and/or Gender Identity [103]

Resilience (Food for Assets)

The Food For Assets Cross-cutting & Urban Livelihoods Toolbox: Focusing on Gender \[105\] includes practical and detailed guidance, including FFA activities that benefit women, examples of innovative ideas linking gender and FFA, and work norms.

School feeding programme

School feeding rations act as an incentive to send to school, and keep in school, vulnerable and disadvantaged children, including orphans, children affected by HIV/AIDS, girls, and former child soldiers. School feeding can make an important long term contribution to gender equality, where it enables girls and boys to attend school.

In order to attract and retain girl students, additional conditions are required, such as female teachers, separate toilet facilities, and a safe way to and from school. It is also that efforts are made to attract and retain boy students where they are underrepresented. For example, in some pastoral or rural contexts, young boys are kept out of school for extended periods of time to tend to animals, or drop out early to take on agricultural responsibilities. Take-home rations, in partnership with UNICEF, are an especially effective tool to help address equity in education and to increase access for the hardest to reach out of school children.

Programmes can address gender inequality and social exclusion in three main ways:

1. Ensure equal inclusion in activities designed to address needs experienced by everyone: for example, promoting gender-balanced PTAs;
2. Including activities that address the workloads of particular gender groups: for example, developing clean water sources close to schools to reduce the burden of collection on girls, and adjusting class times to accommodate boys’ agricultural labour; and
3. Including activities that tackle gender-based violence: for example, men working with boys to stop violence, or arranging escorts where girls may be at risk of sexual harassment.

For further guidance, see PGM: School Feeding – Gender and Vulnerable Groups and for general school feeding programme guidance, see PGM: School Feeding.

Gender Mainstreaming in Other WFP Topic Areas, Programmes and Operations

Capacity development

Staff and/or partners with gender-sensitivities, skills and local knowledge are required address gender related protection risks and threats. This is particularly crucial in emergency and relief operations where time is limited and gender-sensitivity training to staff and/or local partners is not often an option.

A staff team composed of individuals with at least a minimum degree of gender capacity (e.g. staff with gender programming skills and gender-sensitivity) can help identify gender-related impacts and potential externalities, including in early stages of assessments, up to final evaluations.

See references to gender in capacity development in WFP Guidelines for Technical Assistance and Capacity Strengthening to End Hunger \[108\]

For general information on capacity development, see PGM: Capacity development \[109\]
Climate Change and Environment and Natural Disasters

See PGM:

Disaster Mitigation
Climate Change and the Environment
Disaster Mitigation Cross-cutting issues

See: Gender & Climate Change: 3 Things You Should Know from the World Bank Group
See: Mainstreaming gender perspectives in environmental management and mitigation of natural disasters (United Nations)
See: FAO and CCAFS. Equal access to resources and power for food security in the face of climate change, 2012

For additional resources, see Gender and Climate Change – Resources in WFPgo Gender Resource Centre

Communications and Advocacy

For WFP gender basics, key messages, practical examples from WFP initiatives, and internal guidelines on gender and communications messages, see WFPgo Communications – Gender-related materials:

WFP and Gender Media Messages (August 2014)
Together to End Violence Against Women and Girls Women and WFP brochure
Women’s Empowerment Fund brochure
WFP Communications topics – Gender
Gender in the News

Refer to PGM: Advocating for Gender Equality and Women’s Empowerment

Food Distribution

Food relief management and distribution systems can be enhanced through the adoption of gender-sensitive approaches that are based on an understanding of local context(s). Distribution points or worksites should be assessed to determine whether gender-sensitive arrangements should be made. In some countries, for instance, WFP arranges separate queues for women and men, child-caring facilities, distributes food at times friendly to women and provide training at flexible hours. The timing and location of distribution sites of GFD, as well as the choice of modality (food, voucher or cash), should reflect and respond to the concerns of both women and men.

See PGM: Gender-sensitive Distribution in EMOPs & PRROs and Gender implications in food distribution

For guidance and tools for mainstreaming gender perspectives into food distribution activities, see “Gender and Food Distribution in Emergencies” in IASC Gender Handbook in Humanitarian Action (pg. 65-70)

Food Security Analysis (VAM)

Food security analysis is supports project and programme design by generating gender disaggregated data—a key first step in mainstreaming gender into VAM analyses—and allows for analysis in how gender roles and relationships between genders are causally related to food insecurity and vulnerability.

The application of gender analysis will undoubtedly vary by context. Nonetheless, below is a list of general issues which can inform the basic food security questions (e.g. Who are the food insecure? How many are they? Where do they live? Why are they food insecure? Does food aid have a role to play?):

- Understanding the social construction of gender roles as they relate to all aspects of food security (availability, access, and utilization) and food aid interventions;
- Understanding how gender affects access to food and other resources;
- Understanding how gendered division of labour and decision-making power is related to food availability and access;
- Understanding variability of food consumption, health, and nutrition by gender and how these factors affect food utilization men and women (boys and girls);
- Analyzing how the benefits of food aid interventions can be effectively targeted to both men and women and used to promote gender equality; and
- Anticipating any negative impacts interventions may have on women or men, or on gender relationships.

For guidance on gender in VAM, see: WFP Integrating a Gender Perspective into Vulnerability Analysis[26]

For a strong example of gender-sensitive data collection, analysis and reporting in VAM work, see the WFP GEN/VAM 2014 Chad Gender in Food Assistance Assessment[124] (only available in French) developed by VAM CO staff, with direct support from the Gender Office (GEN) throughout the assessment process. For a clear example of how the assessment findings have been applied in programming, see the 2014 Chad PRRO - Building Resilience, Protecting Livelihoods and Reducing Malnutrition of Refugees, Returnees and other Vulnerable People[125].

For general guidance on VAM, see PGM: Food Security Analysis[27]


See also: WFP FFA Manual: 7.1.2 The Relevance of Gender (equity) and Safety Aspects[126]

For additional resources, see Gender and Livelihoods – Resources[127]

## Gender-Based Violence

Gender-based violence is a serious protection concern for WFP, and one which threatens to directly and indirectly undermine WFP activities.

### Lessons Learned

WFP studies on sexual and gender-based violence suggest that without a good analysis of women’s protection concerns, gender dynamics and the overall context of food assistance, programmes which make women the primary recipients and collectors of food assistance (to help empower them), may endanger their safety. This is particularly true where women become targets for assault and rape, or it may inadvertently shift power balances and create tension in the domestic sphere (See WFP Humanitarian Response Policy 2012 for more information).

### Good Practices

**The SAFE**[^44] initiative is an inter-agency effort, introduced to reduce the burden on, and improve the safety of, women and girls in camps (see PGM: SAFE for guidance[^44]).

**Involving men and boys** in activities to protect women, children and vulnerable groups from violence is extremely important in order to prevent or decrease violence. While protection activities are carried out to protect all vulnerable groups and do not exclusively target gender equality. However including men/boys (traditionally less vulnerable and often perpetrators of SGBV) can have strong ‘sensitization’ effects and acts as a deterrent.

### Tools

**To identify additional opportunities** in WFP operations to improve the protection of women and girls: i) use food assistance to engage men and boys to foster understanding of the links between gender inequality and hunger, involve them in activities to protect women and children from violence and reduce burdens on women, and share childcare responsibilities; ii) make WFP distribution sites safe for women and girls; and iii) use WFP’s field presence and national staff to encourage local initiatives aimed at ending violence against women and girls.

### Resources:

- Guidelines for gender-based violence interventions in humanitarian settings[^128]
• Violence Against Women: Secretary-General’s in-depth study on all forms of violence against women [129]
• Violence Against Women (WFP, 2013) [130]

For additional resources, see Gender Based Violence – Resources in WFPgo Gender Resource Centre [131] and WFP Supports Efforts to End Violence Against Women [132]

**HIV/AIDS**

This section will be updated in early 2015 with the publication of the new Nutrition Handbook.

For primary resources, guidance, and facts & figures on gender in HIV/AIDS programming, refer to:
- Getting Started: HIV, AIDS and Gender in WFP Programme [133]
- HIV/AIDS & Women: Reversing the Trend [86]
- WFP Gender Areas of Action [85], Main Programmes [84] Gender and HIV/AIDS [134] resource centre on WFPGo

Other Guidance and resources include:
- Gender Mainstreaming - a strategy for promoting gender equality with particular focus on HIV/AIDS and racism (UN) [135]
- Going Beyond Gender as Usual: Why and How Global HIV/AIDS Donors Can Do More for Women and Girls [136]
- IASC Guidelines for Addressing HIV in Humanitarian Settings [137]

See PGM: HIV and AIDS [139]
See WFP HIV/AIDS Policy [140]

**Local Market Analysis**

Gender impacts how individuals participate in local markets. Constraints to mobility and time, as well as divisions of labor are often different across gender, age and diversity. Marginalised populations may suffer from limited market access due to cultural and social norms, and may be limited to production of crops that offer less opportunity to benefit from market income. For example, women are very often engaged in traditional or subsistence farming, which offer less economic opportunities than other crops.

Country Offices should attempt where possible and relevant to disaggregate individual data, both of demand and supply side actors by sex, age and other identified aspects of diversity. Markets sometimes can be characterized by such cross-cutting social factors, making it beneficial to analyze market shifts from this approach. Analysing different behavioural patterns among individuals (needs, coping mechanisms, etc.) strengthens findings, allows for more encompassing analysis of a local market, and provides conclusions which respond to challenges of all groups.

For general guidance, see PGM: Market Issues [141]
For guidance and information on disaggregating data by relevant social stratifiers, see PGM: Gender Analysis & Assessments [142]

**Participation**

Participation of all beneficiary groups across gender, age and diversity ensures that methods of food distribution and food assistance are non-discriminatory and take into account the different socio-economic roles and responsibilities of individuals (based on gender, age, religion, (dis)ability, etc.). It can also empower marginalized sub-populations to actively participate in all stages of a project cycle and in processes and decisions that affect their lives, thereby better ensuring that their needs are appropriately considered.

For information on how WFP incorporates gender sensitivity into participatory approaches see: Participatory Approaches (WFP/EB.3/2000/3-D) [143] and the Consolidated Framework of WFP Policies (WFP/EB.2/2010/4-E)
These are also useful resources for updated information on WFP commitments to include women and men beneficiaries, and to promote participation of women’s organization and women’s perspectives in programme activities, among others.

For general WFP guidance in which gender is mainstreamed throughout, see PGM: Participation. For examples of key indicators of gender balanced participation, see IASC Gender Handbook in Humanitarian Action (pg. 33)

For Checklist tool to Assess Efforts to Ensure Equal Participation, see IASC Gender Handbook in Humanitarian Action (pg. 37)

For example of measures for addressing low female participation levels in FO and leadership positions, see P4P Occasional Paper on Enhanced Participation of Women (pg. 7)

**Protection**

Protection programming should be conscious of, and sensitive to the different protection needs of women, men, girls and boys across relevant aspects of diversity. This is key to ensuring effective assistance and preventing any further harm from being done. Gender tools in particular are essential in programme and operational support.

For example, overburdening is a concern for already at-risk groups, such as women and children. Specifically for women, their triple role in reproductive, productive and community responsibilities often makes them more vulnerable to over-burdening than men. Children are also vulnerable to overburdening where food distribution packages may sometimes be too heavy for a child to carry. If these factors are not considered, well-meaning activities may have unintended harmful effects by relying on the time of women and children more than men, without any plan for where that time will come from.

Identifying and responding to such protection challenges is made possible by utilizing analysis that incorporates age, gender and other aspects of diversity, and developing appropriate response strategies accordingly.

WFP acknowledges that gender and protection concerns overlap with other issues, including with mother and child nutrition, sexual- and gender based violence, and HIV/AIDS. For field research examples, see the following reports for: DRC, Liberia, Colombia, and Uganda (Refer to PGM: Gender based violence and PGM: HIV/AIDS and Gender).

For a strong example of gender mainstreaming in WFP protection work, see Humanitarian Protection Policy (WFP/EB.1/2012/5-B/Rev.1)

For general protection programming guidance in which gender is mainstreamed throughout, see PGM: Protection issues

Other key resources include:

- Areas of Action: Addressing Gender-related Protection Challenges (WFPgo Gender)
- IASC Gender Handbook in Humanitarian Action (pg.24-25)
- WFP and Safe Access to Firewood (SAFE) initiative is a strong example of a gender-sensitive approach to reducing women’s exposure to violence (See also PGM: SAFE)
- Examining Protection and Gender in Cash and Voucher Transfers, WFP 2013
Safety nets and social protection

For guidance on gender-sensitive social protection programming, see: WFP Social Protection resource, Time to Think about Gender: Gender-sensitive social protection [25]

For guidance on how to design and implement gender-sensitive social protection programmes see external resource: ODI Gender-sensitive Social Protection Toolkit [154]

For general guidance in which gender is mainstreamed throughout, see PGM: Social protection and safety nets [155]

Key documents

- Integrating a Gender Perspective into Vulnerability Analysis [156]
- Practical Actions to Enhance the Participation of Women in the Purchase for Progress Pilot Programme [97]
- P4P Global Gender Strategy [29]
- Gender-sensitive social protection [25]

Gender Mainstreaming Tools, Resources, and Good Practices

- Gender Mainstreaming Manuals and Guidelines [157] (WFPgo Gender Resource Centre)
- WFP Food Security (Food Assistance) [158]
- WFP Food for Assets Gender Programme Guidance Manual [105]
- Methods and Tools Development to Promote Gender Mainstreaming: Experiences from the United Nations (OSAGI)
- Guidelines for gender-based violence interventions in humanitarian settings [128]
- WFPgo Gender Resource Centre – Region/Country [161]
  - ODB – Asia
  - ODC – Middle East, North Africa, Eastern Europe and Central Asia
  - ODD – West Africa
  - ODJ – Southern Africa
  - ODP – Latin American & Caribbean
  - ODS – Stand-Alone Countries
- WFPgo Gender Resource Centre – Thematic Areas [162]
  - Food Security
  - Health and Nutrition
  - Climate Change
  - Education
  - Women’s Empowerment and Gender Equity
  - HIV/AIDS
  - Livelihoods
  - Gender Based Violence
  - Emergency
- What Works For Women: Proven approaches for empowering women smallholders and achieving food security [163] (2012)
- Sharing what works: Zambia activity under the 2010 Gender Innovations Fund (Gender and C&V) [91]
- IASC E-Learning tool on gender equality in humanitarian action [77]
• FAO Socio-economic and Gender Analysis (SEAGA) resource page \[164\]
• FAO SEAGA Project Cycle Management Technical Guide \[46\] (2001)
• UNESCO Gender Mainstreaming Tools \[54\]
• UNICEF Conceptual Framework \[23\] (on nutrition)
• FAO Policy on Gender Equality \[165\]

Related Links
• WFP Gender website \[166\]
• WFP Gender Policy \[167\] and 2014 Update \[6\]
• Gender Glossary e \[168\] f \[168\] s \[168\]
• United Nations – Gender Mainstreaming: Ensuring effective development outcomes \[169\]

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