

WFP's Gender Policy 2003-2007

Enhanced Commitments to Women to Ensure Food Security

WFP's Gender Policy 2003-2007¹, approved by the Executive Board in EB.3/2002, establishes eight Enhanced Commitments to Women in the areas of programming, advocacy, and human resources with the following global or country-level targets (as indicated):

Enhanced Commitment I: Meet the specific nutritional requirements of expectant and nursing mothers and adolescent girls, and raise their health and nutrition awareness.

- I.1 Micronutrient-fortified foods will be provided to all expectant and nursing mothers assisted under nutrition interventions and—where appropriate—to adolescent girls in out-of-school education and life skills training activities.
- I.2 In collaboration with partners, parasite-control activities (deworming) will be provided to all expectant² and nursing mothers assisted under nutrition interventions.
- I.3 In collaboration with partners, awareness-raising on nutrition, health, caring practices (pre- and post-natal) and HIV prevention will be provided to at least half of the expectant and nursing mothers and adolescent girls assisted under the above specified nutrition, out-of-school and life skills training interventions (country level).

Enhanced Commitment II: Expand activities that enable girls to attend school.

- II.1 Half of all primary school students to whom WFP food assistance will be provided will be girls (global target to be achieved by 2007).
- II.2 Additional incentives in the form of take-home food rations will be provided to girls if there is a 15-percent or greater gender gap in primary school enrolment or attendance in the supported primary schools (country level).
- II.3 In areas in which primary school education is supported and where there is a 25-percent or greater gender gap in secondary school enrolment or attendance, a take-home ration will be provided for girls' secondary schooling. The aim is to reduce the gender gap in enrolment or attendance by half in the supported secondary schools (country level).

Enhanced Commitment III: Ensure that women benefit at least equally from the assets created through food for training and food for work.

- III.1 At least 70 percent of the participants in food-assisted training activities will be women and adolescent girls, i.e. for out-of-school education, life skills training, income-generating skills training, micro-enterprise establishment and community leadership training (country level).

¹ WFP/EB.3/2002/4-A.

² This applies to the second and third trimesters of pregnancy in areas where worm infestations are endemic (that is, a prevalence greater than 20–30 percent) and where anaemia is prevalent. See: Report of the 1994 WHO Informal Consultation on Hookworm Infection and Anaemia in Girls and Women, Geneva.

- III.2 In order for a physical asset to be created under FFW³, the situation analysis will need to indicate that the asset is based on the needs of women and adolescent girls from food-insecure households, that the women and girls will participate in the asset's management and use, and that they will derive at least 50 percent of the benefits from the asset (country level).
- III.3 Food-for-work activities will be designed in a manner that facilitates the participation of women and adolescent girls (beyond age 15) as workers and ensures that they will not be overburdened (country level).
- III.4 The person who participates in the food-for-training or food-for-work activity will receive an individual or household food ration card, issued in her/his name.

Enhanced Commitment IV: Contribute to women's control of food in relief food distributions of household rations.

- IV.1 WFP will assess where food distribution points are best established to allow women to collect the rations themselves and to avoid burdensome and unsafe travel to the distribution points.
- IV.2 WFP will also determine if special packaging is required to facilitate the collection and carrying of food rations by women.
- IV.3 Except in situations where there is no adult woman in a household, each household ration card for free food distributions will be issued in a woman's name (country level).
- IV.4 In polygamous families, a separate ration card will be issued for each wife and her dependants; the husband will be considered a member of one of these groups/households.
- IV.5 In situations of high insecurity or social breakdown, distribution arrangements will be designed in consultation with women to avoid putting them at risk.
- IV.6 Information will be provided to male and female beneficiaries about distributions: e.g. the size and composition of the household food rations; beneficiary selection criteria, distribution place and time; the fact that they are to provide no services or favours in exchange for receiving the rations; and the proper channels available to them for reporting cases or attempted cases of abuse linked to food distribution.
- IV.7 Women will be encouraged to receive the food themselves but will be given the right to formally designate someone to collect the rations on their behalf.

Enhanced Commitment V: Ensure that women are equally involved in food distribution committees and other programme-related local bodies.

- V.1 Participatory approaches with women and men will be used, to the extent possible, for beneficiary identification, activity identification and formulation, monitoring-and-evaluation system development, and monitoring and reviewing the progress and results.
- V.2 At least half of the representatives and half of the "executive-level" members (e.g. chairpersons, secretaries, treasurers) on food distribution and asset-creation committees will be women. If joint committees are socially not acceptable, separate women's committees will be formed and mechanisms established so that women's views will be considered (country level).

³ Food for Work.

- V.3 In all operations, WFP will seek to identify partners that provide community participation and leadership training to women who take part in food distribution and asset-creation committees. Contracts with implementing partners will reflect this training requirement.

Enhanced Commitment VI: Ensure that gender is mainstreamed in programming activities.

- VI.1 Participatory and gender-sensitive situation analyses will be conducted; vulnerability analyses and food needs assessments will be conducted in a gender-specific and gender-sensitive manner; gender issues will be incorporated in contingency planning exercises (country-level target to be achieved by 2007).
- VI.2 Baseline information on a minimum set of gender-sensitive indicators will be collected in selected countries in 2003, for which follow-up studies measuring results will be conducted in 2006–2007. Qualitative information will complement quantitative data.
- VI.3 Gender-disaggregated data will be collected, analysed and used for planning, implementation, review and evaluation purposes.
- VI.4 Programme tools and guidelines will continue to be screened for gender sensitivity.
- VI.5 The costs associated with the implementation of the ECW will be mainstreamed into PSA and programme budgets.
- VI.6 Satisfactory performance in implementing gender policies and the proportion of female staff will be two important selection criteria for partners.
- VI.7 All global and country-level contractual agreements with partners will be reviewed and updated to reflect the relevant ECW.

Enhanced Commitment VII: Contribute to an environment that acknowledges the important role women play in ensuring household food security and that encourages both men and women to participate in closing the gender gap.

- VII.1 Within the context of WFP's overall advocacy efforts, corporate advocacy and awareness-raising messages will be developed and highlighted in WFP's contacts with the media. Such messages will promote the understanding that households and societies as a whole gain and advance when women are better nourished, better educated and skilled, participate more equally in economic activities and have a stronger voice in decision-making.
- VII.2 Country offices will work to keep gender issues on the agenda of the CCA/UNDAF, PRSP and CAP processes.
- VII.3 Country offices will dialogue with host governments and other counterparts to urge that the socio-cultural, economic, political and legal environments be conducive to the advancement of women and gender equality.
- VII.4 Country offices will advocate for gender balance in staffing within partner agencies, especially at the field level.

Enhanced Commitment VIII: Make progress towards gender equality in staffing, opportunities and duties, and ensure that human resources policies are gender sensitive and provide possibilities for staff members to combine their personal and professional priorities.

- VIII.1 At least 50 percent of the staff recruits in each of the following staff categories will be qualified women: international Professionals, national Professionals (both globally) and General Service staff (country level).
- VIII.2 At least 75 percent of all local food aid monitor recruits will be qualified women (country level).
- VIII.3 In functions where women are considerably under-represented (i.e. where the gender gap is greater than 25 percent), special efforts will be made to recruit qualified women so that the gap is reduced by half (global level for international staff, country level for local recruits).
- VIII.4 The proportion of women on all rosters of potentially qualified applicants for international Professional posts will be at least 50 percent (global level).
- VIII.5 Measures will be taken to increase the proportion of women in management positions⁴ by developing the capacities of qualified female staff for management positions while balancing out gender gaps with outside recruitment.
- VIII.6 Measures will be taken to facilitate an increase in the proportion of international female staff in humanitarian assistance operations by:
- developing a women's induction programme for such operations;
 - ensuring gender balance on the emergency response roster for qualified staff; and
 - ensuring gender balance among the emergency response training participants and team leaders.
- VIII.7 All human resources policies will continue to consider a gender equality perspective.
- VIII.8 A gender sensitization element will be included in all training courses, where relevant.
- VIII.9 All Professional staff, national and international, will receive training in the guidelines for implementing the ECW relevant to their functions.
- VIII.10 Staff of partner agencies will be included in training for implementing the ECW at an overall level of 15 percent of the participants (country level).

⁴ Country Director and Deputy Country Director and all D-1 and above positions.