

World Food Programme (WFP)

What is the name of your organization

WFP

Does your organization have any field presence?

Yes

Please give the names of the units of your entity that contribute to the implementation of the Action Plan. (Max 300 words)

Gender Service, Mother-Child Health and Nutrition Programme

Please provide name, e-mail and phone number of a designated contact person for follow-up questions. [Name:]

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Area of Action A. Conflict prevention and early warning

Progress and results At Headquarters

Continue to mainstream gender into all operational sector policies, as it has been established that this effort is essential for effective programming. Reinforce successful efforts to mainstream gender analyses into WFP's food security, risks and livelihood assessments carried out through Vulnerability Analysis and Mapping (VAM) and Emergency Needs Assessments (ENA). Mainstream gender into the WFP Contingency Planning Guidelines and early warning tools. Conduct training and advocacy for their headquarters and field-based staff practical tools for integrating gender perspectives into their conflict prevention activities.

Progress and results In the Field

Continue to mainstream gender into all field operations. Ensure full implementation of gender analysis in Vulnerability Analysis and Mapping and Emergency Food Security Needs Assessment. Ensure that women are equally involved in all phases of programme design and implementation. The results are more gender sensitive hunger prevention programme in the field. Conduct training and advocacy for their headquarters and field-based staff practical tools for integrating gender perspectives into their conflict prevention activities.

Lessons learned and good practices At Headquarters

Continue dialogue with different units on ways to mainstream gender into all policies and operational guidelines.

Lessons learned and good practices In the Field

Participation to Food Security Needs Assessment missions as a good way to ensure gender is mainstreamed in assessment activities.

Gaps and challenges At Headquarters

Need for continued dialogue and cooperation with different units to ensure gender mainstreaming in all conflict prevention and early warning tools. More efforts are needed for contingency planning and early warning, while good progresses have been made in the collaboration with VAM and Food Security Needs assessment.

Gaps and challenges In the Field

Need for better understanding of tools for gender analysis to fully implement them at the field level.

Please describe any activities not included in the Action Plan

Area of Action B. Peacemaking and peacebuilding

Progress and results At Headquarters

Develop and monitor implementation of a training of trainers' manual on leaderships skills, gender and HIV/AIDS. Develop and promote a Training and Learning Initiative on gender and the implementation of WFP's Gender Policy for field-based staff.

Progress and results In the Field

Implement WFP's policy to target at least 70% of food-assisted training activities to women and adolescent girls, and ensure that the physical assets created under its Food-for-Work schemes reflect the interests of women, and that they participate in the asset's management. Develop a training of trainers' manual on leaderships skills, gender and HIV/AIDS. Raise awareness on gender equality and the implementation of WFP's Gender Policy and Enhanced Commitments to Women. The results are: women's human capital developed, promotion of women's work and local productivity, increased opportunities for women to access capital, employment and productive resources. Empowerment of women.

Lessons learned and good practices At Headquarters

HQ-led training and learning initiative on gender was taken over by most country offices, that promoted its replication with partners and counterparts at the field level.

Lessons learned and good practices In the Field

The target of 70% women and adolescent girls participating in food-supported training initiatives has been almost fully met.

Gaps and challenges At Headquarters

Closely monitor implementation of the gender policy at the field level, particularly on women's active participation in decision-making.

Gaps and challenges In the Field

Carry on capacity building and training efforts to address the continuing needs of staff and new comers where staff rotations and reassignments are frequent.

Please describe any activities not included in the Action Plan

Area of Action C. Peacekeeping operations

Progress and results At Headquarters

Progress and results In the Field

Lessons learned and good practices At Headquarters

Lessons learned and good practices In the Field

Gaps and challenges At Headquarters

Gaps and challenges In the Field

Please describe any activities not included in the Action Plan

Area of Action D. Humanitarian response

Progress and results At Headquarters

Monitor implementation of WFP's Gender Policy 2003-2007 establishing 8 enhanced commitments to women (ECW) to ensure food security and ensure mainstreaming gender into WFP-supported programming activities into WFP and partners food security programmes as well as in support United Nations peacekeeping and security operations. Integrate gender into operational guidelines and sector policies through Socio-Economic and Gender Analysis (SEAGA), Guidelines for Emergencies and Rehabilitation Programmes, Guidelines to integrate gender into Vulnerability Analysis

and Mapping, Emergency Needs Assessment Guidelines and the Programme Guidance Manual (on-line), Food Distribution Guidelines, Food for Assets Guidelines, Training Manual on Leadership skills, gender and HIV/AIDS. Mainstream gender in other corporate training programmes.

Progress and results In the Field

Implement its Gender Policy 2003-2007 establishing 8 enhanced commitments to women (ECW) to ensure food security and mainstreaming gender into WFP-supported programming activities into WFP and partners food security programmes as well as in support United Nations peacekeeping and security operations. Involve women on an equal basis in food distribution committees and other programme-related local bodies and consult them with regard to the establishment of food distribution points to facilitate their collection of food and to avoid for them burdensome and unsafe travel to and from the distribution points. Training and Learning Initiative through Training of Trainers workshops, country-level workshops; regional technical workshops; additional training events at country office level; and continuous learning initiatives.

Lessons learned and good practices At Headquarters

Lessons learned and good practices In the Field

Having been developed by a country office, the Leadership skills, gender and HIV/AIDS manual was effectively promoted and implemented by other country offices.

Gaps and challenges At Headquarters

Mainstream gender into existing well-established corporate trainings.

Gaps and challenges In the Field

Fully operationalize existing tools in the field.

Please describe any activities not included in the Action Plan

Area of Action E. Post-conflict Reconstruction and Rehabilitation

Progress and results At Headquarters

Mainstream gender into WFP-supported programming activities not only through WFP's own projects, but also through engagement with government counterparts and partners to assist them to better integrate gender into their food security programmes. Mainstream gender into operational guidelines and sector policies.

Progress and results In the Field

Undertake women's leadership and economic skill development/ enterprise development initiatives; improve, increase women's economic role, improve their

living standards, and strengthen women's control over resources. 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.

Lessons learned and good practices At Headquarters

Lessons learned and good practices In the Field

Food-supported training and income generating activities provide a means of targeting women and adolescent girls, address gender inequalities and satisfy both practical and strategic gender needs, and create human assets that are more easily controlled by women themselves. Women therefore are more able to actively take part in decision-making, and exercise an effective use and control over productive resources.

Gaps and challenges At Headquarters

Gaps and challenges In the Field

Please describe any activities not included in the Action Plan

Area of Action F. Disarmament, Demobilization and Reintegration

Progress and results At Headquarters

Develop modules for the UN integrated DDR Standards and guidelines, that set the guiding principles and operational requisites for planning and implementing food aid programme in support of UN DDR programme.

Progress and results In the Field

Contribute to DDR programme in some selected countries.

Lessons learned and good practices At Headquarters

Lessons learned and good practices In the Field

Gaps and challenges At Headquarters

Gaps and challenges In the Field

Please describe any activities not included in the Action Plan

Area of Action G. Preventing and Responding to Gender-based Violence in Armed Conflict

Progress and results At Headquarters

Develop the food security and nutrition section of the interagency guidelines for gender-based violence interventions in humanitarian settings to increase capacity of international organizations to prevent, document and respond to GBV.

Progress and results In the Field

Conduct field-based research to build WFP's capacity to deal with protection concerns, integrating GBV issues, within its mandate and in the context of emergency field operations, building complementarities with the existing roles and initiatives of other UN agencies. Through its Gender Policy, promote transparency measures with full information on beneficiary entitlements as an important instrument to empower women and to prevent violence. This comprises that women are appropriately informed about the fact that they are to provide no services or favours in exchange for receiving the rations; and that they know the proper channels available to them for reporting cases or attempted cases of abuse linked to food distribution.

Lessons learned and good practices At Headquarters

Lessons learned and good practices In the Field

Findings from the missions suggest that protection of beneficiaries is very often an important element in designing and planning WFP's assistance, although not always recognized as such.

Gaps and challenges At Headquarters

Need to promote a better understanding of how WFP could contribute to the protection of beneficiaries, including protection from sexual and gender-based violence, within its mandate and in the context of its operations.

Gaps and challenges In the Field

Gender-based violence is not always fully addressed in programmes at the field level. Need to explore further how WFP could contribute to protection and gender-related concerns of beneficiaries, including sexual and gender-based violence. Proper channels for reporting cases of abuse linked to food distribution are not always in place.

Please describe any activities not included in the Action Plan

Area of Action H. Preventing and Responding to Sexual Exploitation and Abuse by United Nations Staff, Related Personnel and Partners

Progress and results At Headquarters

Issue Executive Director's circulars on Sexual Exploitation and Abuse for the implementation of the Secretary General's Bulletin. Actively contribute to the work of the ECPS/ECHA task force on SEA.

Progress and results In the Field

Senior SEA focal points appointed at country office and sub-office level, with detailed responsibilities. Put in place procedures of investigation and monitoring mechanisms. Staff at the field level trained on prevention and response to SEA.

Lessons learned and good practices At Headquarters

Create a task force with gender, investigation, legal office and human resources to deal jointly with SEA issues.

Lessons learned and good practices In the Field

Define clearly responsibilities at the field level on how to deal with SEA.

Gaps and challenges At Headquarters

Lack of a clear definition of responsibility for the implementation and follow-up to the ED's circulars and SEA-related issues at HQ level.

Gaps and challenges In the Field

Need to clarify procedures for reporting. Field staff need to be trained on how to identify issues of SEA in relation to food distribution, and how to report them.

Please describe any activities not included in the Action Plan

Coherence and Coordination

Policy Guidance: Do you have any internal policy documents providing guidance on implementation of SCR 1325?

Yes

If yes, please describe:

WFP's Gender Policy, although it does not explicitly make reference to the SCR 1325, provides guidance and sets targets for the implementation of measures that are in line with SCR 1325.

If not, please explain:

WFP's Gender Policy outlines eight Enhanced Commitments to Women to ensure food security. These commitments are in line with SCR 1325, and reflect the provisions described in it.

Programme Coordination: Is implementation of SCR 1325 reflected in substantive policy/project/funding design and management?

Yes

If yes, please describe:

As reflected in the progress and results outlined in the previous sections, WFP's Gender Policy already includes provisions that are in line with the implementation of SCR 1325.

If not, please explain:

Common-System Partners: Does your entity at Headquarters collaborate and coordinate with different UN entities?

Yes

If yes, please describe:

WFP actively contribute to the work of various inter-agency mechanisms, including the IASC task force on Gender and Humanitarian Assistance, the ECPS/ECHA taskforce on SEA, Inter-Agency task force on Gender Mainstreaming, Inter-Agency Network on Women and Gender Equality (IANWGE), Inter-Agency Working Group on DDR.

Have any specific challenges been encountered?

Common-System Partners: Does your entity in the field collaborate and coordinate with different UN entities?

Yes

If yes, please describe:

Collaboration in the field is mainly with operational agencies such as UNICEF and UNHCR.

Have any specific challenges been encountered?

Collaboration and coordination with national and regional partners: Does your entity collaborate and coordinate with national and regional partners, including government actors and civil society?

Yes

If yes, please describe:

WFP relies on a wide network of international and national partner NGOs. Collaboration with governments is also key to WFP's activities in the field.

Have any specific challenges been encountered?

System-wide Coherence and coordination: Do you feel your work is part of a coordinated and coherent strategy for the UN system to implement SCR 1325?

Yes

If yes, please describe:

Within the program's mandate and in the context of its operations, WFP contributes to the work of the UN system as a whole. This also contributes to the implementation of SCR 1325.

If not, please explain:

Accountability of managers and staff

Does your entity have mechanisms in place to ensure accountability for implementation of SCR 1325 among staff, in particular for senior managers?

Don't know

If yes, please describe:

Have any specific challenges been encountered?

Results-Based Management (RBM)

RBM Framework: Have provisions of SCR 1325 been integrated within Results-based Management Frameworks?

No

If yes, please describe:

If not, please explain:

Although no specific indicators have been developed to measure progress and gaps in the implementation of SCR 1325, a list of gender-sensitive gender-specific indicators were developed in accordance with WFP's gender policy.

Indicators: Have indicators to measure progress in implementing commitments under the action plan been established?

No

If yes, please describe what indicators:

No specific indicators have been developed in relation to the implementation of SCR 1325. However, specific targets and indicators exist to measure progress in the implementation of WFP's gender policy, which includes measures in line with SCR 1325. A gender baseline survey was conducted in 2004-2005, and follow-up survey is planned to be conducted in 2007 in all programme categories and thematic areas to assess progress and results.

Monitoring, Evaluation and Reporting

Monitoring: Has any monitoring mechanism for implementation of SCR 1325 been established within your entity at Headquarters?

Don't know

If yes, please describe:

If not, please explain:

Monitoring: Has any monitoring mechanism for implementation of SCR 1325 been established within your entity in the field?

Don't know

If yes, please describe:

If not, please explain:

Sex and age disaggregated data: Is sex and age disaggregated data collected on a routine basis?

Yes

If yes, please describe:

Sex disaggregated data are collected, analysed and used for planning, implementation and review purposes.

If not, please explain:

Reporting: Is information on gender issues and implementation of SCR1325 routinely included in official reporting?

Yes

If yes, please describe:

Information on gender issues and the implementation of WFP's gender policy are included in the main corporate reporting mechanisms. Specific gender indicators are included in the annual standard project report exercise.

If not, please explain:

Capacity-Building

Training: Have any specific training programmes/modules/courses on SCR 1325 been developed as a special course/regular staff training/management/leadership or technical training?

Don't know

If yes, please describe:

If not, please explain:

What categories of staff are being trained? [Senior Management]

No

What categories of staff are being trained? [Professional Staff]

No

What categories of staff are being trained? [Technical Staff]

No

What categories of staff are being trained? [Uniformed personnel]

No

What categories of staff are being trained? [Support staff]

No

What categories of staff are being trained? [Other]

Tools and guidelines for implementation of SCR1325 Have specific tools, such as guidelines, checklists and/or instructions been developed to assist staff in implementing SCR 1325?

Don't know

What categories of staff? [Senior Management]

No

What categories of staff? [Professional Staff]

No

What categories of staff? [Technical Staff]

No

What categories of staff? [Uniformed personnel]

No

What categories of staff? [Support staff]

No

What categories of staff? [Other]

How are these tools used by staff at Headquarters? Describe briefly:

Have any specific challenges been encountered?

How are these tools used by staff in the field? Describe briefly:

Have any specific challenges been encountered?

Knowledge-management: Is there a system in place within your entity to collect and disseminate data and information on the implementation of SC1325, including good practice examples and lessons learned?

Yes

If yes, please describe how information technology is used in that process.

Data and information are collected through the already existing reporting mechanisms.

If yes, please describe how such data and information are used to improve the work of your entity on the implementation of SCR 1325.

Resource Allocation

Financial Resources: Have adequate financial resources been allocated towards your entity's implementation of commitments under the action plan?

Yes

If yes, please describe [differentiate between RB and XB]:

Gender has been mainstreamed in the budget for the 2006-2007 biennium.

If not, please explain:

Human resources: Has a gender unit/focal point/or focal points for follow-up been designated for Headquarters?

Yes

Human resources: Has a gender unit/focal point/or focal points for follow-up been designated for the field?

Yes

If yes, please describe and specify level/s of staff:

In HQ the Gender service is responsible for monitoring and follow-up activities.

If not, please explain:

How many other staff members are directly involved in implementation? Please indicate professional level.

Gender Balance: Have any specific initiatives been taken at Headquarters to achieve gender balance at all levels and all categories of staff?

Yes

If yes, please describe:

Progress towards gender balance particularly in executive and senior positions.

Have any specific challenges been encountered?

Gender Balance: Have any specific initiatives been taken in the field to achieve gender balance at all levels and all categories of staff?

Yes

If yes, please describe:

Measures continue to be put in place to increase the proportion of women in management positions especially in humanitarian assistance operations.

Representation of women has been increased at all levels and in both international and national staff categories and in the gender focal teams. Positive measures have been promoted to ensure recruitment of more women as Food Aid Monitors (75% of newly recruited to be female)

Have any specific challenges been encountered?

What suggestions do you have for improving implementation of the system-wide action plan during 2006-2007? You may choose to provide information in the following categories, or other information according to your priorities. Please be brief.

Coherence and Coordination, including interagency coordination

Accountability

Results-based Management

Monitoring, Evaluation and Reporting

Capacity-Building

Human and Financial Resource Allocation

Gender Balance

Other:

If your entity could do only two things to improve its own implementation of the Action Plan, what do you think would be most useful?

Are there any other comments you would like to make?

Do you have any suggestions for improving this questionnaire for use in subsequent years?

Last year's contribution was done through an Action Plan Matrix with various inputs from different agencies. Although the structure of the matrix per specific action allowed a better articulation of the activities undertaken to implement the SCR 1325 and related outputs. On the other side, the current questionnaire is much more user-friendly and allows the articulation of gaps and challenges not captured in the previous format. Whatever the format, consistency will allow to better capture progress and shortcomings.