

Gender Action Plan III – 2021-2025

Country Level Implementation Plan – CLIP¹

Delegation of the European Union to the Holy See, to the Order of Malta and to the UN Organisations in Rome and to the Republic of San Marino

1. Context for EU action gender equality and women's empowerment in the country

Overview of the gender policies of the Rome Based Agencies (RBAs):

a) Food and Agriculture Organisation - FAO

The goal of the FAO Policy on Gender Equality 2020-2030 is achieving **equality between women and men in sustainable agriculture and rural development for the elimination of hunger and poverty**. In order to achieve this goal, FAO's work is to be guided by the **following four objectives**: 1) women and men have **equal voice and decision-making power in rural institutions and organizations** to shape relevant legal frameworks, policies, and programmes; 2) women and men have **equal rights, access to and control over natural and productive resources**, to contribute to and benefit from sustainable agriculture and rural development; 3) women and men have **equal rights and access to services, markets and decent work and equal control over the resulting income and benefit**; and 4) **women's work burden is reduced** by enhancing their access to technologies, practices, and infrastructure, and by promoting an equitable distribution of responsibilities, including at household level.

FAO has adopted a **twin-tracked strategy** for the promotion of GEWE, which includes **gender mainstreaming** (i.e., systematically integrating a gender perspective and responding to the different needs, interests, and capacities of women and men) and **targeted interventions** (programmes and projects that specifically target women / focus on gender equality). According to its gender strategy, **FAO also considers other social dimensions that intersect with gender** (such as age, marital status, disability status, religion, race, ethnicity, socio-economic status, etc.) and can create and reinforce inequalities. In all cases, FAO is to adopt **integrated and gender-transformative approaches** that not only take into consideration the different needs of women and men but also actively seek to redress unequal power dynamics by challenging the discriminatory social norms, behaviours, and attitudes that are at the root of persisting gender inequalities. Through this Policy, **FAO is committed to promoting the gender equality objectives in all its mandated areas of work**, including agriculture, fishery, aquaculture, forestry and livestock; nutrition; natural resource management; climate-change adaption and mitigation; emergency response and resilience building; markets, trade and value-chain development; decent employment and the elimination of child labour; social protection; and the empowerment of rural institutions. FAO is working on the **achievement of Gender Parity** at a professional level by 2022 and at senior positions by 2024.

Given that **Covid-19 exacerbated rural gender inequalities**, FAO took action in this area. FAO engaged in **knowledge generation** reflected in the FAO policy brief 'Gendered impacts of COVID-19 and equitable policy responses in agriculture, food security and nutrition', as well as FAO's contribution to UN Women-led IANWGE 'Compendium on gender in the response to Covid-19' and 'Minimum requirements checklist for integrating gender equality in the implementation of the UN framework for the socioeconomic response to Covid-19'. Additionally, FAO organised a **webinar**

¹ Hungary expressed its distance from this CLIP. GAP III was not supported by all Member States (no Council Conclusions were adopted) and therefore Hungary does not take part in its implementation.

series (Parliamentarians' Policy Dialogues on response to the impacts of Covid-19 on gender equality, food security and nutrition), as well as engaged in **resource mobilization**.

With FAO's new Strategic Framework (2022-2031), the Gender Action Plan will be formulated as an integral part of this process and embedded in the Medium-Term Plan 2022-2025. This should ensure the engagement of the whole organisation in the formulation of gender-specific outputs and indicators contributing the Gender Equality Policy's objectives. Within the Strategic Framework, FAO has identified the themes of gender, youth, and inclusion (for reduced inequalities and leave no one behind). It is the intention to promote a more systematic mainstreaming and operationalization of these issues across all of FAO's work. Focus on: Women's equal rights, access to, and control over resources, services, technologies, institutions, economic opportunities and decision-making ensured, and discriminatory laws and practices eliminated, **through gender-responsive policies, strategies, programmes and legal frameworks. FAO will apply four cross-cutting/cross-sectional "accelerators": technology, innovation, data and complements (governance, human capital, and institutions) in all programmatic interventions. It is critical that technology, innovations and data are inclusive and gender-sensitive.**

In October 2019, FAO women's committee was launched by the DG to set priorities for gender equality and create a safe space for female staff and to achieve gender parity in the workforce, at all levels, by 2024. Since March 2020, regular "Virtual Teas" have been taking place. The committee's main achievements are the involvement of high-level managers, creating a platform for technical exchanges and a forum for frank conversations about issues concerning FAO staff, as well as fostering discussions on opportunities and challenges of career advancement in the UN.

b) World Food Programme - WFP

Over the last 20 years, gender policies at WFP have **evolved from a women-centred approach to focus on gender equality**. According to the **WFP's latest Gender Policy (2015-2020)**,² the pursuit of gender equality and women's empowerment (GEWE, SDG5) is **central to fulfilling its mandate** as well as determines WFP's **ability to achieve its Strategic Objectives**. WFP understands GEWE as **preconditions for effective and sustainable development and the enjoyment of universal human rights**. The **goal of this policy** is to enable WFP to **integrate GEWE into all of its work and activities**, to ensure that the **different food security and nutrition needs of women, men, girls and boys are addressed**.

The policy sets out **four objectives**: 1) **food assistance adapted to different needs**; 2) **equal participation** (women and men participate equally in the design, implementation, monitoring and evaluation of **gender-transformative food security and nutrition programmes and policies**) 3) **decision-making by women and girls** (women and girls have increased power in decision-making regarding food security and nutrition in households, communities and societies); and 4) **gender and protection** (**food assistance does no harm** to the safety, dignity and integrity of the women, men, girls and boys receiving it, and is provided in ways that **respect their rights**). The policy uses a twin-track strategy (gender mainstreaming and targeted actions) and establishes **minimum standards** for achieving its objectives, defining **sex- and age-disaggregated data** as the first step. Additionally, the policy highlights that **gender issues intersect with other important social dimensions** such as age, sexual orientation, disability status, religion, ethnicity, socio-economic status, geographic area,

² First informal consultation on the revised gender policy was taking place on 8 July 2021.

migratory status, forced displacement, HIV/AIDS status, etc. In May 2020, the evaluation of the WFP Gender Policy (2015-2020) was published. In 2016, WFP also introduced the Gender Action Plan, which transforms the Gender Policy goal and objectives into a set of actions and accountabilities across programme processes and organizational areas. Reflecting on the findings of the aforementioned Policy, WFP is currently updating and revising its Gender Policy. The policy update that will be approved at the November 2021 Executive Board Meeting covers the period 2022–2026, building on lessons learned from the 2015–2020 implementation period, which include good practices from the field and innovative gender-transformative approaches, developed and implemented in coordination with local actors, that respond to the differentiated needs of women, girls, men and boys, are adapted to local contexts and support humanitarian, development and peacebuilding objectives.

EU Member States joined in support for the update of the WFP Gender Policy 2022-2026 and welcome the new policy's twin-track approach as well as the ToC which aims at reflecting gender transformative approaches, intersectionality and conflict-sensitive programming. Connected to this, WFP was asked to explain what is meant by a "gender transformative" approach in the new policy and also asked for further clarification on what transformative approaches mean in acute humanitarian settings as there are concerns that there are tensions between transformative approaches and principled humanitarian assistance, esp. when it comes to the principle of independence. In this vein, MS actively contribute to the ongoing discussions on the Policy development, also including the external evaluation.

According to WFP's annual Grand Bargain Self-Report 2021, investments have been made in producing **evidence-based research regarding gender**. In partnership with Gallup and the FAO Statistics Division, the 'Gender Equality for Food Security' **measure report** was finalized and used to inform programming, including the Covid-19 response. Various gender studies and analyses were undertaken in Bolivia, Jordan, Libya, Mauritania and Yemen. WFP also expanded the implementation of its **main gender mainstreaming mechanisms**: the **Gender Transformation Programme (GTP)**, the **Gender and Age Marker (GaM)**, which is an adaptation of the IASC Gender Marker, and the second iteration of the **UN System-wide Action Plan for GEWE (UNSWAP 2.0)**. WFP was also involved in the recent **Inter-Agency Humanitarian Evaluation on Gender Equality and the Empowerment of Women and Girls** through its Office of Evaluation. WFP's 2020 performance highlighted **the need to further improve gender parity among employees**, as well as the area of **financial resource allocation and tracking**. Furthermore, WFP's Office of Evaluation is currently implementing a thematic window on Cash-based Transfers and Gender: Cash transfers are growing in popularity as a tool for humanitarian and development assistance. The Cash-based Transfers and Gender Impact Evaluation Window presents an opening for WFP and partners to show how cash-based programming can contribute towards gender equality and women's empowerment in fragile settings, without increasing risks for recipients.³

In addition to the policies, programmes, and tools mentioned, WFP has developed a **Gender Toolkit**, **Gender Learning Channel** with e-courses, and an **Online Gender Community**.⁴

³ <https://www.wfp.org/publications/cash-based-transfers-and-gender-impact-evaluation-window-brief>

⁴ <https://docs.wfp.org/api/documents/3c153918fd944419a7520b5e6f46c034/download/>

c) International Fund of Agricultural Development - IFAD

IFAD takes part in the UN SWAP process.⁵ IFAD's main strategic document on gender is its Policy on Gender Equality and Women's Empowerment from 2012. The policy defines **three strategic objectives for women: i) economic empowerment, ii) decision-making and representation, and iii) an equitable workload balance**. To achieve those, the framework sets five outputs and action areas.⁶ Succeeding IFAD gender policies are guided by this document and base further action on its outputs and action areas. In addition to pre-defined outputs and objectives, the Mainstreaming Climate, Gender, Nutrition and Youth (2017) framework identifies measurable changes in five areas to mainstream gender across IFAD's activities: i) improved access to resources (including land), finance, services, technology and opportunities; ii) a more equal workload balance and sharing of the benefits of livelihood activities; iii) increased decision-making power and representation at various levels; iv) changes in norms and sociocultural values that set barriers to gender equality; and v) formal systemic changes in laws, policies, government and other institutional capacities, and practice.

The Gender Action Plan (2019-2025) defines targets for IFAD's gender markers.⁷ In the current replenishment (IFAD12), the Private Sector Financing Program (PSFP), the Adaptation Smallholder Agricultural Program (ASAP+) and Covid-19 Rural Poor Stimulus Facility (RPSF) set a focus on targets on gender. In PSFP and RPSF, 50% of beneficiaries should be women. Similarly, the programme **Creating Employment Opportunities for Rural Youth in Africa** aims to target an equal distribution of rural young women and men when creating additional jobs. One of ASAP+ five main pillars is defined as *Improved land management and gender-sensitive climate-resilient agricultural practices and technologies*. IFAD's Rural Development Report 2019: **Creating opportunities for rural youth** dedicates one chapter to the topic *Empowering young rural women to pursue productive livelihoods*. In the context of IFAD12, a Spotlight on rural women was organized in a series of three events. In IFAD's Strategic Framework (2016-2025) gender equality represents one in five principles of engagement. The framework promises action on economic empowerment, reducing the labour burden and increasing women's voices. IFAD also aims to move beyond mainstreaming and to scale up transformative approaches in its framework. Internally, IFAD has had a **policy against sexual harassment and gender-based violence in the workplace since 2019**. Gender mainstreaming is supposed to be reflected in IFAD's staff and leadership. According to the UN SWAP assessment, IFAD's results are above the UN system average.

IFAD, in cooperation with its partners, is one of the leading agencies pioneering the innovative approach of using Household Methodologies (HHMs). This approach **seeks to change the persistent pattern of gender inequality, particularly among farming families and communities**. HHMs should shift the focus from the individual to the household level, and from things – such as assets, resources and infrastructure – to people, and who they aspire to be and what they aspire to do. Participants

⁵ In 2012, spearheaded by UN Women, the United Nations agreed on the landmark UN System-wide Action Plan (UN-SWAP) on Gender Equality and the Empowerment of Women (GEEW).

⁶ i) gender equality and women's empowerment are addressed in country programs and projects, ii) IFAD's contribution to advocacy, partnership and knowledge management is improved, iii) the capacity of partner in addressing gender issues in agricultural and rural development is strengthened, iv) corporate approaches and procedures that support gender and diversity balances are developed, v) IFAD's corporate resources and monitoring and accountability systems support gender equality and women's empowerment.

⁷ 1 = gender blind; 2 = gender neutral, 3 = gender aware, 4/5 = gender partial and full mainstreaming, 6 = gender transformative. Gender mainstreaming (score 5) denotes projects in which gender equality issues poverty targeting, gender equality and empowerment during project design have been fully integrated into design – addressing all three objectives of the gender equality policy – and implementation.

are to learn about the links between poverty and gender inequality in the household, while developing a shared vision for the family's development.

Overview of the gender policies of the Holy See:

The Holy See, following the teachings of the Church, is in favour of empowerment of women and girls, but firmly rejects gender identity beyond male and female as defined by birth. It furthermore does not share our views on non discrimination, for instance on the basis of sexual orientation as set out in the TEU. The Holy See opposes evolving terminology on gender and SRHR, and a times does not shy away from siding with countries like Russia or Saudi Arabia on these topics, as recent experiences in negotiations at OCSE or the UN have shown.

2. Selected thematic areas of engagement and objectives

Priority areas and objectives that will be pursued through dialogues, activities and programmes:

To address the root causes of gender inequality and contribute to counter the multiplicity of stereotypes and biases still prevailing in many contexts, the EU action should be guided by three principles:

- **Take a gender-transformative approach.** This means examining, questioning, and changing rigid gender norms and imbalances of power which disadvantage women and girls and generate discriminations at all ages, starting from early childhood, in societies. This means the EU promoting change in social attitudes, including by actively engaging men and boys and by putting a focus on young people as drivers of change.
- **Address intersectionality of gender with other forms of discrimination.** Focus should also be on the most disadvantaged women; Advancing the rights of LGBTIQ persons is the focus of the EU LGBTIQ equality strategy, to be read in conjunction with GAP III. All intersecting dimensions are equally relevant.
- **Follow an approach based on human rights,** which places the principles of non-discrimination and countering inequalities at the centre of all action. This includes helping every human being to exercise their human rights, participate in decisions concerning them and seek redress when their rights are violated.

a) Promoting, together with EU Member States, strategic EU engagement at multilateral level and jointly stepping up implementation of GAP III, in close cooperation with civil society, the private sector and other key stakeholders.

UN World Committee on Food Security (CFS) Voluntary Guidelines on Gender Equality and Women's and Girls' Empowerment in the Context of Food Security and Nutrition

Goals: To ensure that rural women's and girls' empowerment is placed prominently on the policy agenda; development of Voluntary Guidelines to provide countries concrete policy guidance based on lessons learnt on gender mainstreaming, gender transformative interventions and innovative solutions to advance gender equality, as part of the larger effort to eradicate hunger, food insecurity, and malnutrition; they aim to contribute towards a gender-responsive approach, improving legal and policy frameworks, institutional arrangements, national plans and programmes, and promoting innovative partnerships and increased investments in human and financial resources that are conducive to promoting gender equality and women's and girls' empowerment; the Guidelines aim to foster greater policy coherence among gender equality and women's and girls'

empowerment and food security and nutrition agendas, and promote mutually reinforcing policy measures; they will contribute to accelerating action by all stakeholders at all levels, including farmers' and women's organizations, to achieve the vision of CFS and the goals of the 2030 Agenda, as part of the United Nations Decade of Action for Sustainable Development (2020-2030).

Background: Proposed by FAO, IFAD, WFP, and the Government of Spain in 2019; the workstream was endorsed by the CFS at its 46th Session in October 2019 as part of its 2020-2023 Multi-Year Programme of Work. Adoption planned in October 2022. Advancing gender equality and women's and girls' empowerment is critical to achieving CFS' vision of ending hunger and ensuring food security and nutrition for all, and for the progressive realization of the right to adequate food in the context of national food security. Gender equality and women's and girls' empowerment is essential to achieving all Sustainable Development Goals (SDGs) of the 2030 Agenda for Sustainable Development, as well as ensuring food systems that are economically, socially and environmentally sustainable.

Action: Actively engage at the development of the CFS VGs on GEWGE until its adoption in 2022 (EU Focal Point: EU Delegation and Spain) – consult the Civil Society Mechanism and women's organisations; support and promote at all levels in collaboration with other relevant initiatives and platforms, the dissemination, use and application of the Guidelines to support the development and implementation of coordinated and multi-sectoral national policies, laws, programmes and investment plans to achieve gender equality and women's and girls' empowerment in the context of food security and nutrition.

b) Promoting gender mainstreaming in all policies and programs and a gender-transformative, rights-based and intersectional approach (see more information on the Joint Programme on Gender Transformative Approaches for Food Security and Nutrition, 3a)

c) Focusing on key areas of engagement: Ensuring freedom from all forms of gender-based violence; promoting sexual and reproductive health and rights; strengthening economic and social rights and the empowerment of girls and women; advancing equal participation and leadership; implementing the women, peace and security agenda, addressing challenges and harnessing the opportunities offered by the green transition and the digital transformation.

3. Targeted action(s) supporting gender equality and women's empowerment

Joint programmes of the RBAs

a) Joint Programme on Gender Transformative Approaches for Food Security and Nutrition (JP GTA): Collaboration between FAO, IFAD, and WFP; **financed by the EU** (5 million EUR); 1 January 2019 – 31 December 2022 (with possible extension until 31 December 2023), global programme with two focus countries (Ecuador and Malawi, in contact with EU DELs in these countries), aims to tackle the root causes of gender inequality.

Overall goal: Effectiveness of RBAs' contribution to the achievement of SDG2 improved by addressing the root causes of gender inequalities and triggering transformative change processes that lead to gender equality and the empowerment of women and girls at all levels.

How to achieve it: By supporting the three RBAs to embed gender-transformative approaches in their policies, policy **dialogue, projects programmes as well as working modalities and institutional culture.**

Beneficiaries: Women and girls and men and boys, communities and organizations in targeted countries, governments, development partners, RBA employees.

Ecuador thematic focus: Contribute to reducing barriers and gender gaps in family farming for greater economic autonomy of rural women by strengthening their productive capacities and access to services, resources and markets and decision-making

Malawi thematic focus: Contribute to enhance the economic autonomy of women and youth through their improved access to financial services (improved financial inclusion)

Components: Development of the JP GTA theory of change; publication 'Gender transformative approaches for food security, improved nutrition and sustainable agriculture – A compendium of 15 good practices'; contribution to the CFS Workstream on GEWGE, contribution to the EU External Gender Action Plan III, contribution to the FSS dialogues on gender.

Expected outcomes: GTAS are embedded in RBA policies, policy dialogue, projects, programmes as well as working modalities and institutional culture (ToC uptake, competencies, projects); Enhanced RBA cooperation (improved synergies and effectiveness of interventions) in relation to gender and SDG2; Institutional mind-set shift - enabling organizational environment and culture that values and promotes gender equality

4. Engage in dialogue for gender equality and women empowerment

Possible joint EU&MS actions:

- Support the development of the CFS VGs on GEWGE until its adoption in 2022 (EU Focal Point: EU Delegation and Spain) – consult the Civil Society Mechanism and women's organisations.
- Make sure that gender is mainstreamed through all Action Tracks and that gender is reflected in the (Pre-)Summit and United Nations Food Systems Summit 2021
- Integrate Gender transformative approaches in the FAO Gender Action Plan: It is crucial for FAO to move beyond the mainstreaming of gender equality in its programmes to adopting gender-transformative approaches for impactful gender equality and women's empowerment results. Recognise the important role of GTAs of tackling underlying social norms, attitudes, behaviours and social systems perpetuating gender inequalities.
- Be active at the consultations on the Gender Action Plan that will be submitted at the Programme Committee in November 2021 to ensure that gender is effectively mainstreamed in all of FAO's work, with targets, outputs and indicators.
- Support within WFP that Gender Equality and Women's Empowerment should be streamlined in the next WFP Strategic Plan, in the Country Strategic Plans and in the work of the regional offices. Consider Gender equality in their respective programmatic support to WFP.
- Become member or be active at the UN Gender Network in order to better promote these actions.
- EU contributions in relevant discussions shall be based on the GAP III and LGBTIQ strategy.

- Our efforts with the Holy See are aimed at explaining our position and stressing the principles of non-discrimination and human dignity that the Holy See fully shares, to achieve a less confrontational stance in the multilateral setting on gender related issues, while recognising our different positions. Specific demarches –as requested by HQ- are undertaken regularly on the eve of negotiations at international bodies.

5. Outreach and other communication / public diplomacy activities

Joint RBA events for advocacy and awareness raising:

Communication on and possible participation at:

- International Women's Day high-level event every year hosted by the RBAs
- Rural Women's Day – 15 October
- CFS meetings on the Voluntary Guidelines on GEWGE
- 16 Days of Activism against GBV
- UN Gender Network meetings: EU Members: Spain (Co-Chair), Belgium, Denmark, EU Delegation (Co-Focal Point for FAO), Finland, France, Greece, Hungary, Ireland, Italy, the Netherlands

6. Technical Facility and/or financial resources allocated to support GAP III implementation

Date: 3 August 2021

Signature by Head of Delegation: 