



Food and Agriculture  
Organization of the  
United Nations



Joint Programme on

Gender  
Transformative  
Approaches

for Food Security and Nutrition

**“We must do more to address those social norms, attitudes, beliefs and value systems that lie at the heart of gender inequalities, impede women’s empowerment and have detrimental consequences not only for women, but also for households, communities, institutions and food systems at large.”**

Benjamin Davis, Director of the Inclusive Rural Transformation and Gender Equity Division (ESP), FAO

# 2020 in Review

Dear Colleagues and Friends,

On behalf of all of us in the team of the Joint Programme on Gender Transformative Approaches for Food Security and Nutrition (JP GTA), it gives me great pleasure to present the first annual review of our achievements in 2020.

The JP GTA began on solid footing in May 2019 thanks to the invaluable partnership between the Rome-based Agencies (RBAs), the support from senior management and especially to the individual contribution of countless colleagues in FAO, IFAD and WFP. We are grateful to the European Commission for their steadfast belief in this Joint Programme, as evidenced by their commitment, financial support and active participation at all our events.

In this annual review, you will find the different milestones reached under the Joint Programme with links to reports and publications, should you wish to delve in deeper. You will also have a taste of what lies in store for 2021.

What we have learned in 2020, is that, due to the COVID-19 pandemic, rural women in the poorest areas have borne the brunt of the difficulties that women everywhere endure. Not only did rural women continue to face discrimination at every turn, they also contended with the shadow pandemic of rising violence, which is gender inequality at its most extreme.

The JP GTA has also underscored that conventional gender-sensitive methodologies often fail to create lasting change for gender equality and women and men’s lives. New approaches are needed to uncover the root causes of persisting gender inequalities. Only then can we change the unequal power dynamics, discriminatory social structures and the gender-blind legislative and policy frameworks that hinder gender equality, rural women’s empowerment and food security.

This year we intend to scale up our activities, reach and impact. Please do reach out to see how gender transformative approaches can be embedded in your activities whether it is about supporting policies, policy dialogues, programmes, internal institutional culture or working modalities.

Best wishes, Hajnalka Petrics

Global Coordinator of the Joint Programme on Gender Transformative Approaches for Food Security and Nutrition

# Introduction

The year 2020 marked the first full year of implementation of the Joint Programme on Gender Transformative Approaches for Food Security and Nutrition (JP GTA) implemented by the United Nations Rome-based Agencies – FAO, IFAD and WFP – with financial support from the European Union. The JP GTA was officially **launched** in May 2019 in FAO Headquarters, Rome ([webcast](#)).

Notwithstanding the many challenges brought about by the COVID-19 pandemic throughout 2020, the JP GTA has enjoyed a rich collaboration with its many partners, which has deepened our collective learning and exchanges.

In reviewing the many milestones achieved, this annual review also highlights the main contributions of the JP GTA to other key activities and events. Its objective in providing a snapshot of the main achievements and events of 2020 is to plant a seed of reflection in readers on how these approaches can be tailored and integrated in all development programmes.

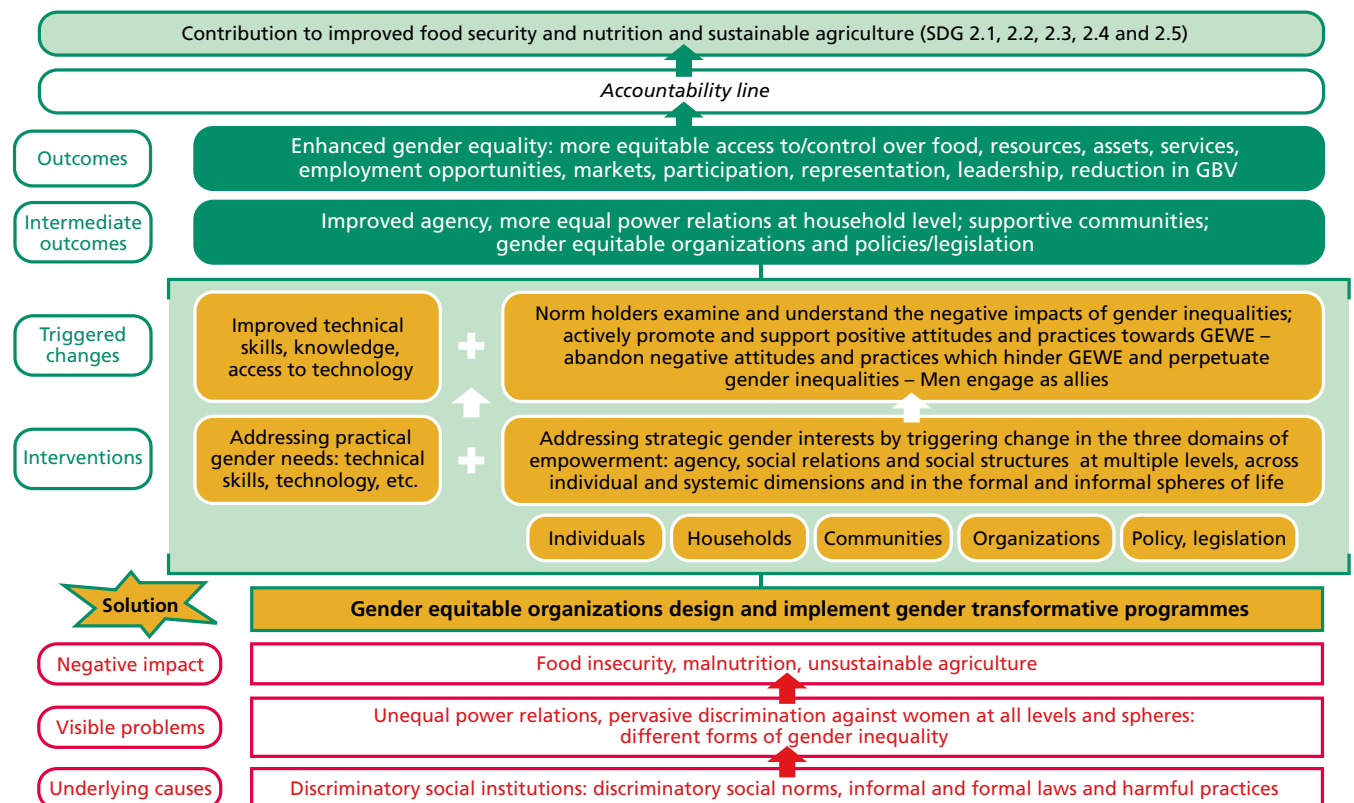
## Generating knowledge on gender transformative approaches for SDG2

### Development of the JP GTA theory of change

The theory of change (ToC) for gender transformative programming for food security, nutrition and sustainable agriculture was developed in early 2020. It offers a conceptual framework to assist the RBAs in designing and implementing gender equality work with a transformational and sustainable impact. The ToC focuses on change at the programme

and organizational level. It identifies the underlying causes of gender inequality, early, medium and long-term actions, and related outcomes needed to achieve gender equality and SDG2 (**FIGURE 1**). The theory of change will be field-tested and revised, as deemed necessary, based on the results and findings from the country level activities.

**FIGURE 1. JP GTA THEORY OF CHANGE – PROGRAMME LEVEL**



Source: Theory of Change, Joint Programme on Gender Transformative Approaches for Food Security and Nutrition (JP GTA), 2020.

**“We rarely get to tackle the root causes of gender inequality. This Joint Programme and gender transformative approaches are important because they do exactly that: they look at the discriminatory issues, social norms, attitudes, behaviours and practices that result in women and girls being treated as inferior to men and boys. We want to change those things; create inclusion, create equality.”**

Máximo Torero, Chief Economist, FAO

### Launch of the publication *Gender transformative approaches for food security, improved nutrition and sustainable agriculture – A compendium of 15 good practices*

On 10 December 2020, FAO, IFAD and WFP jointly released a publication entitled ‘*Gender transformative approaches for food security, improved nutrition and sustainable agriculture – A compendium of 15 good practices.*’

The Compendium was launched during the closing ceremony of the Rome-based Agencies’ initiatives for the 16 Days of Activism against Gender-Based Violence in support of the United Nations Secretary-General’s campaign UNiTE to End Violence against Women. The closing ceremony was attended by more than 150 people.

The Compendium is a radical departure from conventional developmental methods in its focus and delivery, as these approaches put an emphasis on dismantling discriminatory social norms and enlisting male leaders to influence and change gender inequality for good and for the benefit of all. Dismantling discriminatory social norms and antiquated ideas about gender stereotypes can be done

in a variety of ways as the Compendium shows. While approaches and tools may differ depending upon the context, the unifying thread is that we need a paradigm shift in how we approach gender inequality. For example, one of the key elements is to shift age-old perceptions and outdated concepts of masculinity and gender roles and embrace new behaviour models.

The Compendium showcases successful gender transformative approaches (GTAs) across different settings involving policymakers, governmental officials, donors, non-governmental and civil society organizations, farmers’ and producers’ organizations and the private sector. The good practices are based on the extensive work and experience of more than 15 experts and practitioners and their organizations featuring the key factors, challenges and potential for upscaling and replication of each approach.

The recording of the closing ceremony is available [here](#) (PASSCODE: k8qDE.gh)

The link to the full compendium is available [here](#).

The link to the compendium flyer is available [here](#).

French and Spanish versions of the Compendium will be made available in 2021.



### Gender transformative approaches for food security, improved nutrition and sustainable agriculture

A compendium of fifteen good practices

[#GenderTransformativeApproaches](#)  
[#Women'sEmpowerment](#)  
[#GenderEquality](#)



# Contribution to global policy dialogue

## Contribution to the Committee on World Food Security (CFS) Workstream on Gender Equality and Women's Empowerment in the Context of Food Security and Nutrition

Throughout 2020, the JP GTA supported the CFS Workstream on Gender Equality and Women's Empowerment in the Context of Food Security and Nutrition, endorsed by the CFS Plenary in October 2019. The purpose of the CFS Workstream is to develop globally accepted Voluntary Guidelines on Gender Equality and Women's Empowerment in the Context of Food Security and Nutrition to provide countries and the development community with practical guidance on how to advance gender equality, women's and girls' rights and women's empowerment as part of their efforts to eradicate hunger, food insecurity and malnutrition.

The link to the Scoping Paper is available [here](#).

The Rome-based Agencies contributed to a Scoping Paper on Gender Equality and

Women's Empowerment in the Context of Food Security and Nutrition commissioned by the CFS Secretariat. The purpose of the Scoping Paper was to inform the preliminary discussion on the development of Voluntary Guidelines on Gender Equality and Women's Empowerment in the Context of Food Security and Nutrition. The Paper stresses the need for transformative approaches to tackle the social norms and structures that lie at the root of gender inequalities and underpin persistent food insecurity and malnutrition.

The Scoping Paper highlights the significant potential of gender transformative approaches to accelerate progress towards food security and nutrition and to meet SDG2 and SDG5.

## Contribution to the European Union External Gender Action Plan III

The European Union External Gender Action Plan III is available [here](#).

The Rome-based Agencies contributed to the online targeted consultation on the European Union External Gender Action Plan III. FAO's position paper, for example, proposed transforming negative gender stereotypes and

discriminatory social norms by using gender transformative approaches to achieve substantive gender equality as one priority area, with the economic and social empowerment of women among the key policy areas.

## Contribution to the Food System Dialogues on Gender

On 16 June 2020, FAO North America and CARE organized a virtual interactive dialogue on Gender Equality, Women's Empowerment for Food and Nutrition Security as part of the Food Systems Dialogue Series. Over 100 participants attended the dialogue.

One of the expected objectives was to contribute feedback to the agenda-setting for the CFS for the development of the Voluntary Guidelines on Gender Equality and

Women's Empowerment in the Context of Food Security and Nutrition, and promote awareness of successful approaches around gender equality, women's empowerment and food security and nutrition.

The second digital dialogue table on women's voice and decision-making power was facilitated by Susan Kaaria, Senior Gender Officer, FAO, and Hajnalka Petrics, Programme Officer (Gender Equality and Women's Empowerment) and Global Coordinator of the JP GTA, FAO. Addressing discriminatory social norms and patriarchy holistically and through a gender transformative lens emerged as one of the proposals from this digital dialogue.

The third dialogue table on gender justice was facilitated by Steven Jonckheere, Senior Technical Specialist, IFAD. Proposals of this dialogue table included engaging youth and involving men in discussions on gender issues and promoting social norms change by addressing masculinities within food systems.



**"We need to recognize and celebrate the social, economic and political progress made by 1.7 billion rural women and girls around the globe while calling attention to the continued discrimination, marginalisation and oppression faced by so many, including indigenous women."**

Ndaya Beltchika,  
Lead Technical Specialist –  
Gender, Targeting and  
Social Inclusion, IFAD

The ninth digital dialogue on women's and girls' empowerment through cash-based interventions was facilitated by Kawinzi Muiu, Director for the Gender Office, and Deborah Wilson, Nutrition Specialist, WFP. This dialogue table proposed using GTAs for sharing unpaid workloads mainly performed by women, and sound contextual gender and social analysis, as part of an integrated package of interventions.

**"Different power relationships between men and women matter in their own right, but also for reducing malnutrition and hunger. These different power relationships are most immediately manifest in unequal access to resources but frequently are powerfully reinforced by laws and**

**norms. All three dimensions of power relationships need to be addressed throughout the food system so that decisions – from farm to fork – can work best to reduce malnutrition."**

Lawrence Haddad, Director of the Global Alliance for Improved Nutrition (GAIN).

**"Systemic inequality in food systems – in access to food and access to key resources – traps hundreds of millions in poverty, hunger and malnutrition. This reality is no truer than for women. True transformation of food systems means women must have a seat at the table as the leaders, innovators, farmers, caretakers and saleswomen they are, and as the rights holders they are."**

Tonya Rawe, CARE

The links to the pre- and post-breakout recordings are available [here](#) and [here](#). The summary report of the dialogue with key recommendations is available [here](#). The notes of the event are available [here](#).

## Country level activities

The JP GTA country level activities will be implemented in Ecuador and Malawi and will commence in the first quarter of 2021. In collaboration with the Ministries of Agriculture of Ecuador and Malawi, critical areas in women's lives will be tackled where gender norms disfavour and limit their choices, opportunities and rights. The JP GTA field activities have been formulated based on the JP GTA draft theory of change for gender transformative programming. Interventions will be customized to local needs with an overall aim to address the root causes of gender inequalities and trigger transformative change processes that can lead to the empowerment of women and girls. The projects will also enhance women's agency, technical knowledge and skills so that they may better participate in food systems and value chains. They will also aim to ensure that women gain a greater awareness of their rights and have access to information as well as access to and control over productive resources and financial services.

In Malawi, the Rome-based Agencies will combine efforts to enhance the economic autonomy of women through their improved financial inclusion. The JP GTA will work

with a range of development actors such as governmental institutions, regulatory bodies, financial services providers and village savings and loan associations. The JP GTA will also work with rural communities to bring about gender transformative change for greater financial inclusion and empowerment of women.

In Ecuador, the JP GTA projects will aim at improving rural women's access to services and markets and access and control over productive resources as well as decision-making in their households, communities and local organizations to improve their economic and social conditions. This will contribute to overcoming gender-based barriers and reducing gender inequality in family farming, and to the implementation of the newly approved National Agricultural Strategy for Rural Women of the Ministry of Agriculture and Livestock. In doing so, the Rome-based Agencies will partner with local and national governmental institutions, producers' organizations, civil society organizations and rural communities and households in the provinces of Imbabura and Manabí.

We will bring you progress updates from the field throughout this year.

# Raising awareness about the importance and relevance of gender transformative approaches

## CFS Partner Event on *Transformative Approaches to Advance Gender Equality and Women's Empowerment for Food Security, Improved Nutrition and Sustainable Agriculture*

On 15 October 2020, coinciding with the International Day of Rural Women, the Rome-based Agencies hosted a virtual CFS Partner Event entitled 'Transformative Approaches to Advance Gender Equality and Women's Empowerment for Food Security, Improved Nutrition and Sustainable Agriculture'. This event was organized in the framework of the JP GTA in collaboration with the European Union, the Government of Spain and the International Development Research Centre during the CFS High-Level Special Event on Strengthening Global Governance of Food Security and Nutrition (13–15 October 2020).

Nearly 300 participants tuned in to listen to the experts and practitioners, and participated in the discussion.

Marjeta Jager, Deputy Director-General for International Cooperation and Development of the European Commission (now International Partnerships) explained that the EU will be working hard to integrate gender in all of the EU's external actions: **"We aim to reach a proposed 85 percent target of gender-responsive new programmes and scale up actions targeting gender equality and women's empowerment as their main objectives."** The [EU's Gender Action Plan III](#), which will promote a transformative and intersectional approach, will be an ambitious vision for gender equality and women's rights worldwide.

The event provided a space for sharing concrete cases where gender transformative approaches have been successfully implemented and an opportunity to reflect on the impacts, challenges and lessons learnt from applying such approaches.

For example, panellists reaffirmed the close linkages between gender equality and sustainable food systems and reflected that during the COVID-19 pandemic, economic stress and social isolation in some settings have fed into an increase of violence against women and increased their care burden.

**"One percent increase in unemployment in many parts of the world translates into 0.5-1 percent increase in violence against women. More work is needed to understand these triggers and find ways to prevent gender-based violence,"** urged Gary Barker, CEO and Founder of Promundo.

One successful way to prevent gender-based violence is to engage men and boys at the collective level. Enlisting leaders, systematically approaching men in groups – since men see, measure and judge themselves in relation to other men – and the use of humour are proven successful approaches to shift men's antiquated ideas and attitudes on emasculation, and have them take up activities that they previously thought of as primarily female, such as child care, all of which can also help in the reduction of gender-based violence, explained Gary.

Kawinzi Muiu, Director for the Gender Office, WFP, stressed the importance of continued collaboration: **"We cannot do anything without partnerships. The funding of the JP GTA was made possible by our partner, the European Union, meanwhile countries such as Spain have partnered with the RBAs in supporting the CFS workstream on Gender Equality and Women's Empowerment."**

The event was moderated by Ndaya Beltchika, Lead Technical Specialist – Gender, Targeting and Social Inclusion, IFAD, who reminded participants that 2020 also marked the 25th anniversary of the Beijing Declaration and Platform for Action – the most ambitious roadmap ever for gender equality and empowerment of women and girls.

The recording of the event in English language is available [here](#) (PASSWORD: CFSPE2020+).

The summary of outcomes of the event is available [here](#).

An article about the event released on the FAO Gender website is also available [here](#).

**"There is no doubt that the transformation of food systems requires the true empowerment of women."**

Gabriel Ferrero y de Loma-Osorio,  
Director General of Sustainable Development Policies at the Spanish Ministry of Foreign Affairs, European Union and Cooperation

## JP GTA visual identity



The JP GTA has its own visual identity, which has been developed as part of the Programme's Communication and Visibility Strategy and Plan. It features the silhouettes of both a man and a woman's faces representing gender equality. The two silhouettes facing the same direction refer to collaboration, partnership, mutual respect and a shared vision by women and men, all of which are essential to realize

gender equality. The grain symbolizes agriculture, nutrition and food security and the swirl in the stem represents dynamism and transformation: transformation of the unequal and discriminatory social systems and structures into equal ones, which is fundamental to achieve gender equality. By incorporating the colours of the SDGs, the emblem directly addresses the link between the JP GTA and the 2030 Agenda for Sustainable Development. The tip of the grain contains red and orange colours to remind us of SDG5 on Gender Equality. The mustard colour of the grain evokes SDG2 on Zero Hunger.

This visual identity was designed to create awareness of the JP GTA and convey the innovative and transformational spirit of the Programme. It aims at sensitizing individuals and organizations about the need for gender transformative approaches for food security and nutrition and motivating them to actively contribute to the achievement of gender equality by challenging discriminatory social norms.

## Promoting institutional engagement to advance gender equality

### Rome-based Agencies knowledge exchange event on good practices in corporate gender equality incentive mechanisms and gender mainstreaming programmes

On 23 July 2020, colleagues from FAO, IFAD and WFP came together as part of the Rome-based Agencies virtual knowledge exchange event focusing on good practices in corporate gender equality mechanisms and gender mainstreaming programmes. Over 50 colleagues from the Rome-based Agencies participated. This event was organized in collaboration with the FAO Women's Committee.

**"Under its third workstream, the FAO Women's Committee has been brainstorming on what it means to be accountable senior managers on gender and what kinds of incentives and award mechanisms would work within FAO,"** said Angélica Jacome Daza, Executive Chief of the Women's Committee and Director, OSL.

The objective of the event was to provide an opportunity for peer-learning among the Rome-based Agencies, increase collaboration and synergies in the field of institutional gender integration, and contribute towards triggering an institutional mindset shift towards gender equality.

IFAD and WFP presented their respective award mechanism and institutional gender mainstreaming programme, namely the IFAD Gender Awards and the WFP Gender Transformation Programme (GTP). **"The GTP is a key instrument in supporting WFP country offices to successfully achieve their country strategic plans by integrating gender in programming as well as operations,"** explained Zuzana Kazdova, Programme Policy Officer (Gender), WFP.

**“Corporate incentive mechanisms and gender mainstreaming programmes are relevant for enhancing institutional engagement, which is one of the components of the JP GTA. They are a means for expressing corporate commitment and support to the advancement of gender equality in an organization as well as for promoting sustainable and innovative approaches, including GTAs.”**

Hajnalka Petrics, Global Coordinator, JP GTA

**“It is possible, necessary and effective to pursue gender transformative approaches to realizing our shared goals of food security, nutrition and sustainable agriculture in all contexts – conflict, humanitarian, development, urban, rural.”**

Kawinzi Muiu, Director for Gender Office, WFP

“The IFAD Gender Awards create visibility and recognition to IFAD supported projects that have shown excellence in terms of gender equality and women’s empowerment,” shared Silvia Sperandini, Gender and Social Inclusion – Programme Support, IFAD.

“Participants found the event extremely rich and informative, which left them with a great deal to reflect on. Indeed, IFAD and WFP offered plenty of learning opportunities and viable pathways FAO could use to succeed in developing, introducing and implementing its own incentive and award mechanism for gender equality,” stressed Tacko Ndiaye, Senior Gender Officer, FAO.

The importance of the commitment and leadership of senior management emerged as key to ensure the success of gender equality incentive mechanisms and gender mainstreaming programmes.

**“Carrying out gender transformative development demands reflection and transformation within the development agencies themselves. This entails going beyond capacity strengthening and internal organizational learning, to changing mindsets, shifting mental models, values and beliefs. It also requires political commitment starting at the highest level – the top.”**

Benjamin Davis, Director, ESP, FAO

The Joint Programme on Gender Transformative Approaches for Food Security, Improved Nutrition and Sustainable Agriculture (JP GTA) is implemented by FAO, IFAD and WFP and funded by the European Union.

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