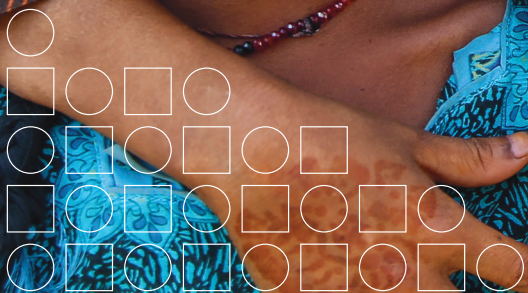


PROGRAM GENDER STRATEGY

EXECUTIVE SUMMARY





Gender & Nutrition

Good nutrition is a universal right. However, for social, cultural, and biological reasons malnutrition impacts girls the hardest. One billion women and girls are held back by malnutrition. Understanding and improving gender equality are essential to improving the nutrition of girls and women.

Girls with access to good nutrition are better able to learn, which allows them to stay in school longer and perform better. Well-nourished girls with access to education learn more and go on to earn more over their lifetimes.

When women have more decision-making power over resources, they tend to spend more on health and education, which helps to raise healthier, more educated children who in turn become more productive adults.

Women and girls can only have equal opportunities to earn, learn and grow when they have adequate nutrition. NI believes that gender equality and nutrition need to be addressed universally, rather than within the silos of each Sustainable Development Goal. We believe women and girls must be empowered advocates for their own health and nutrition.

That is why NI takes a gender mainstreaming approach to gender equality. This approach ensures that gender perspectives and attention to the goal of gender equality are central across all business models, programs, interventions and partnerships.

NI's Program Gender Strategy provides overall guidance to integrating gender equality and outlines specific commitments, standards and implementation mechanisms to ensure that NI (including its staff and partners) is intentionally contributing to gender equality.

NI is also developing tools and guidelines to support the implementation as well as an organizational Gender Equality Score Card to track the implementation progress. NI will report on these indicators and gender responsive outcomes to track its own progress as well as to serve as a model to others. That is why NI takes a gender mainstreaming approach

Purpose

The purpose of NI's Program Gender Strategy is to provide guidance to its staff and partners to ensure that NI is identifying and responding to gender inequalities that lead to increased nutritional needs or lead to inequitable access to health services. **NI believes that improving nutrition is critical to achieving gender equality, and that improving gender equality leads to improved nutrition.**

Background

Nutrition International seeks a world where everyone, everywhere is free from malnutrition and able to reach their full potential. NI looks to transform the lives of vulnerable people, especially women, adolescent girls and children. The potential to transform is dependent on overcoming gender inequalities.

NI has considered evidence in four areas for the basis in developing its Program Gender Strategy:

1. Social norms can lead to gender inequalities in nutrition.
2. Women and girls have increased nutritional needs and a greater risk of food insecurity.
3. When women are empowered and educated, their families have better nutrition; adequate nutrition is essential to grow, learn, earn and lead.
4. Improving nutrition for women, female children and adolescent girls lays the foundation for their current and future economic potential, productivity and prosperity.

Gender Mainstreaming in NI programs

NI will improve the mainstreaming of gender in order to more optimally reach program goals. The objective of the NI Program Gender Strategy is to assure that NI implements gender responsive programs, informed by gender analyses, which contribute to gender equality and improved nutrition.

Gender will be integrated into decision making at every step of the project and program cycle.

Building capacity of staff and partners to design and implement gender sensitive nutrition programs is key to reaching this objective. In addition, measuring NI's progress in gender and incorporating gender analysis into ongoing learning will be critical to achieving results.

We aim for women and girls to be empowered advocates for their own health and nutrition. We also join our voice with those of our partners to advocate for improving gender equality through our nutrition programs.



“Gender equality is everyone’s issue. When girls and women are held back there are negative consequences for families, communities and countries. Boys and men are part of the solution to advancing gender equality and improving nutrition for women and girls.”

Figure 1 describes how the path to gender mainstreaming is aligned with the strategic objectives of NI’s broader Strategic Plan 2018-2024.

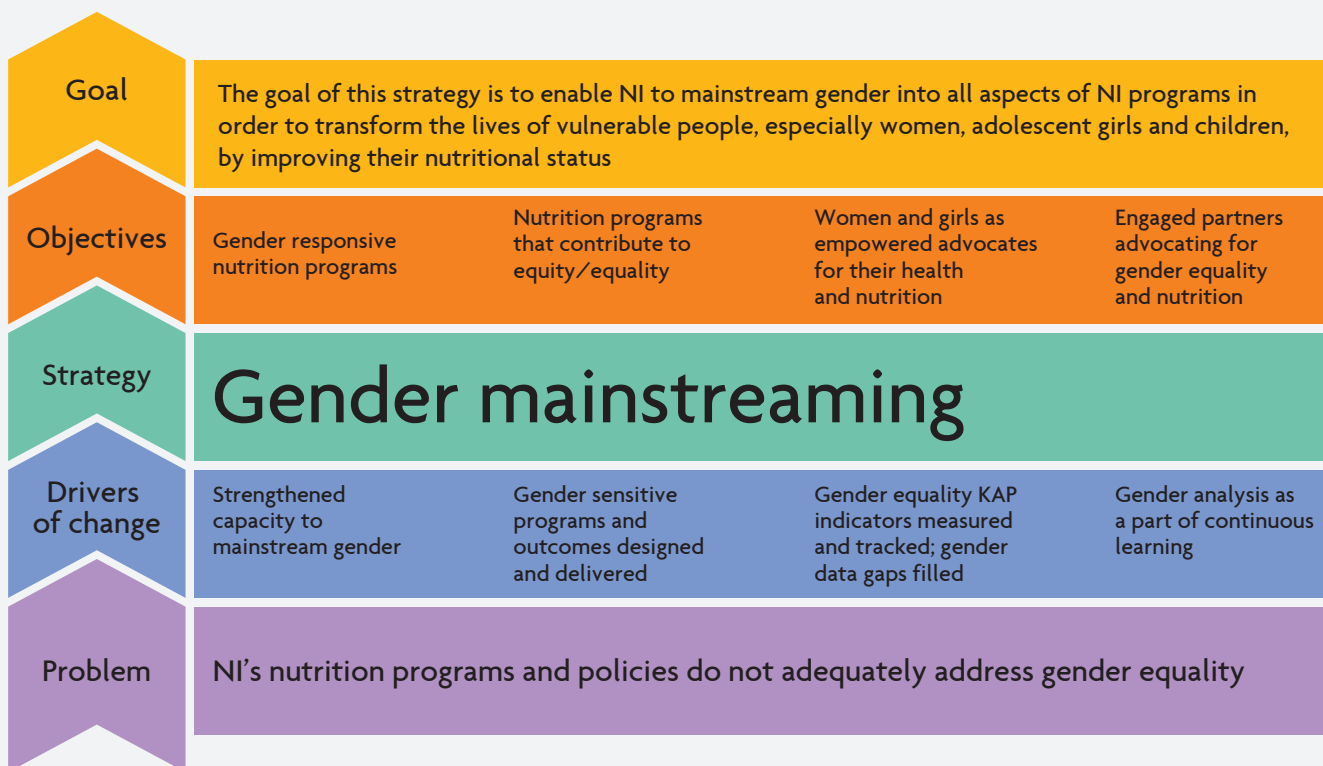
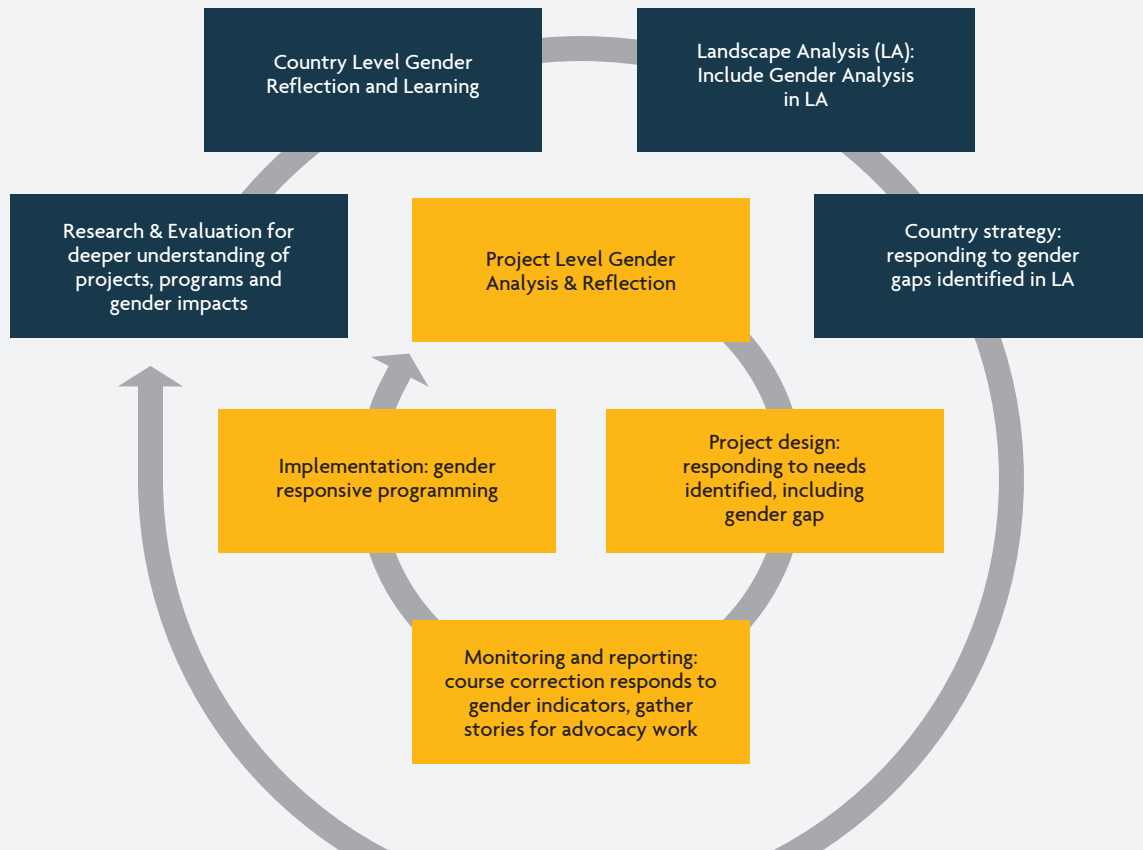


Figure 1: Nutrition International's Path to Gender Mainstreaming (modeled on WFP's Gender Policy TOC 2015-2020)

Figure 2: How NI Mainstreams Gender into Project Cycle

Mainstreaming Gender into the project cycle means having gender analysis and reflection in the country strategy development and implementation, as well as projects that respond to the gender inequality.



Priorities

NI's implementation priorities for gender over the next six years include:

- Support deeper integration of gender into all aspects of NI programs
- Strengthen capacity to mainstream gender through technical resources
- Design and deliver gender sensitive nutrition programming at scale
- Deliver on gender sensitive outcomes (at the intermediate and immediate level)
- Measure and track knowledge, attitudes, practices (KAP) related to gender equality
- Include gender analysis as part of continuing learning
- Fill gender data gaps
- Encourage equitable participation
- Advocate for the importance of improving childrens, adolescent girls and women's nutrition to advance gender equality

Please refer to NI's Program Gender Strategy for further details.