



PROGRAM GENDER EQUALITY STRATEGY

AT A GLANCE

Gender Equality and Nutrition

Access to good nutrition is a universal human right. Nutrition International believes that good nutrition and gender equality are mutually reinforcing; improving nutrition is critical to achieving gender equality, and in turn improving gender equality leads to improved nutrition. The evidence is compelling:

- Girls with access to good nutrition are better able to learn. Well-nourished girls with access to education learn more and earn more over their lifetimes.
- When women come together as trained community health care workers, as mothers, and/or community decision-makers, they benefit their communities and themselves as they share their first-hand knowledge, collectively discuss and take action on existing nutritional barriers and engage in local health agendas.
- Men have many roles in society, as fathers, partners, brothers, teachers, health care providers and leaders. When children and adolescents see male role models displaying positive masculinities that enable more equitable distribution of household nutrition, health decision-making, caregiving or professional health-related responsibilities – it can have a multifaceted effect on promoting gender equality, women's empowerment and nutrition in the short and long term.
- When nutrition programming recognizes household gender power relations and responds by ensuring that both partners and all family members are informed and involved, and enabling the decision-making for improved nutrition, such as supporting optimal breastfeeding practices, or taking daily or weekly iron-folic acid supplements for anaemia prevention, they promote longer term advances gender equality.

The NI Program Gender Equality Strategy is more than a document, it is a way of working. Grounded in the Sustainable Development Goals (SDGs), Global Nutrition Targets 2025 and global efforts to promote gender equality, Nutrition International's Program Gender Equality Strategy will mainstream gender equality in a phased approach. This will start with capacity building and organization-wide gender equality training for staff, as well as enhancing technical advice and quality assurance in gender analysis to inform designing, implementing, monitoring, and evaluating gender sensitive and gender responsive programs.

NI will report on gender sensitive outcomes to track its own progress, and to serve as a model for other nutrition programs. Reviewing progress on an annual basis will guide how NI continues to strengthen capacity to promote gender equality, and will set the groundwork for the next stages of gender mainstreaming. This approach ensures that intersectional gender perspectives and attention to the goal of gender equality are central across all business models, programs, interventions and partnerships.

Rationale

Access to good nutrition is a basic human right and a fundamental component of human dignity. When women and men are empowered to claim their rights, it leads to improved health and nutrition for themselves and a better quality of life for their families and communities. The participation and support of men and boys alongside women and girls in reaching gender equality is essential. However, achieving gender equality is impossible when women and girls around the world are twice as likely to suffer from malnutrition.

Nutrition International has considered evidence in four areas for the basis in developing its Program Gender Equality Strategy:

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



Path to Mainstreaming Gender Equality

The objective of the NI Program Gender Equality Strategy is to ensure that NI implements gender sensitive and responsive nutrition programs, informed by gender analyses, which contribute to promoting gender equality, women's empowerment and improving nutrition.

- Considerations for gender equality and women's empowerment 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 and responsive nutrition programs is key to reaching this objective.
- In addition, measuring NI's progress in gender mainstreaming and incorporating gender analysis into ongoing learning will be critical to achieving results.

NI aims for women and girls to be empowered advocates for their own health and nutrition. Self-efficacy of women and girls as well as engagement and collaboration with allies are key. Engaging men and boys in gender equality issues will be essential to deliver gender sensitive and responsive nutrition programs. NI also joins its voice with those of its partners to advocate for promoting gender equality through nutrition programs.

Figure 1 describes the path to promoting gender equality through nutrition programs, which is aligned with the strategic objectives of NI's broader Strategic Plan 2018-2024.

**Figure 1: Nutrition International's path to mainstreaming gender equality
(modeled on WFP's Gender Policy TOC 2015-2020)**

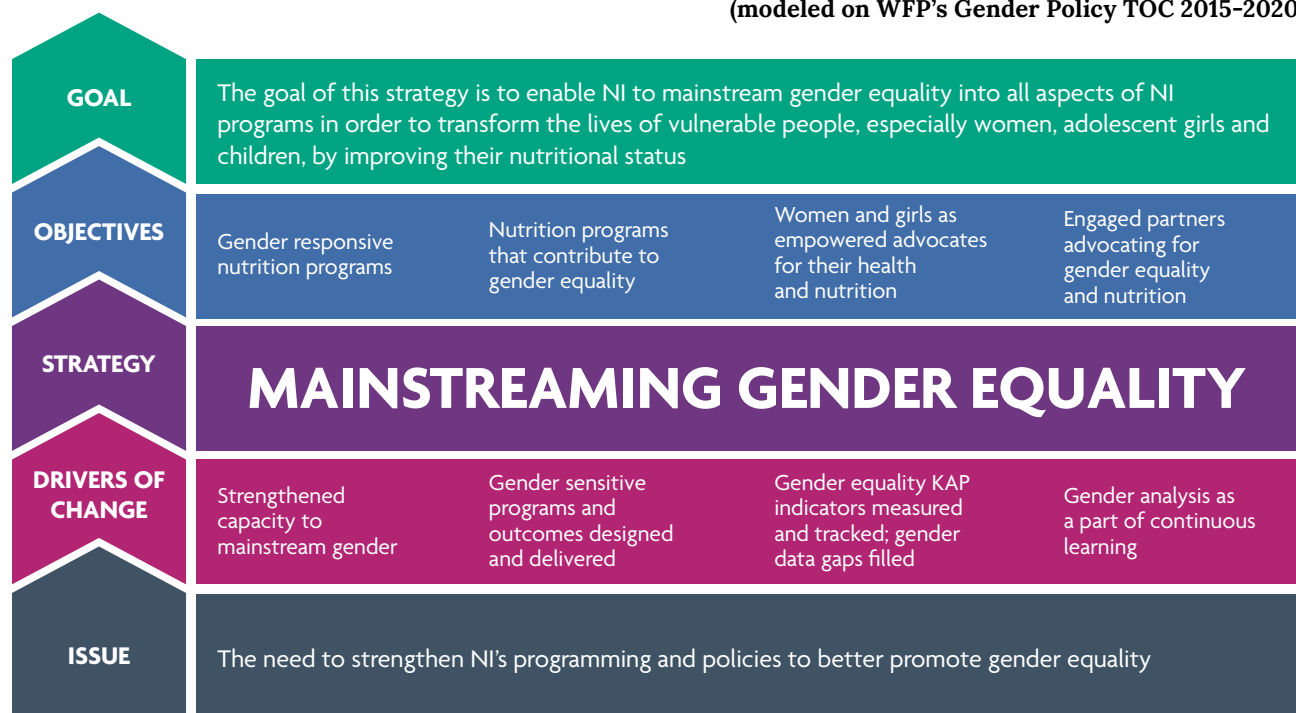
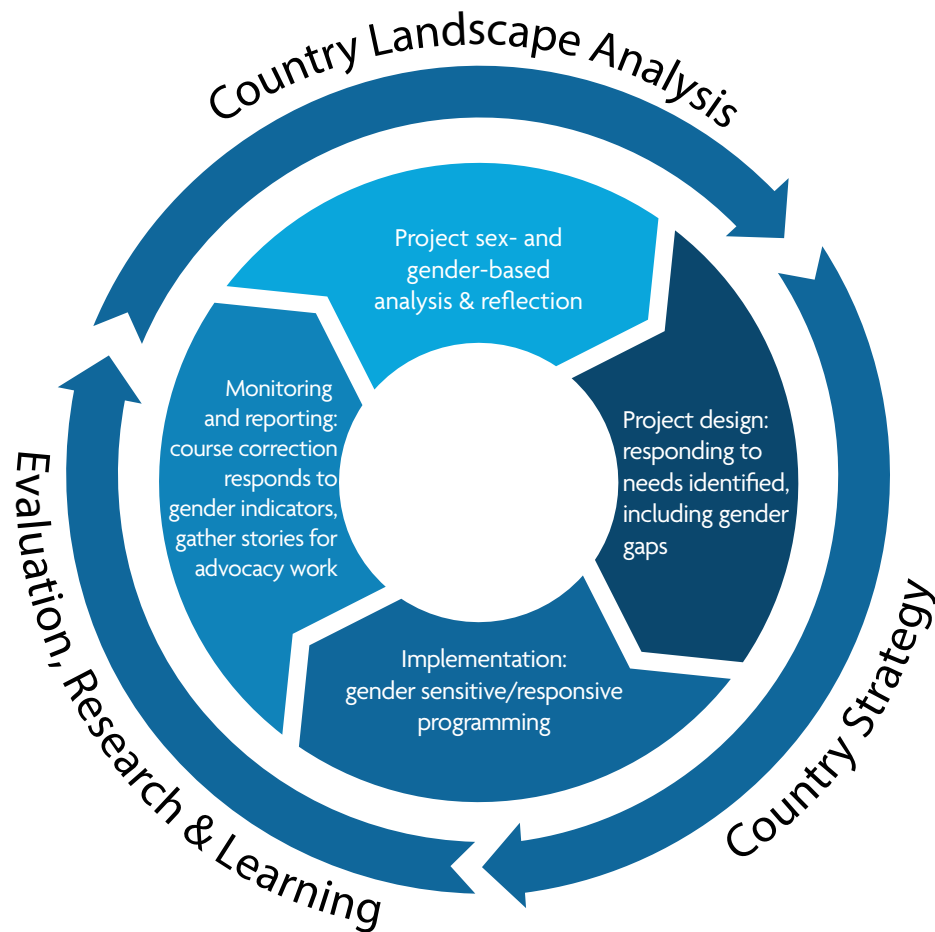


Figure 2: Mainstreaming Gender Equality Into NI Project Cycle



Gender Mainstreaming Priorities

NI's implementation priorities for gender mainstreaming include:

- Supporting deeper consideration of gender equality into all aspects of NI programs
- Strengthening capacity to promote gender equality and women's empowerment
- Designing and delivering gender sensitive nutrition programming at scale
- Delivering on gender sensitive outcomes (at intermediate and immediate levels)
- Measuring and tracking knowledge, attitudes, practices (KAP) related to gender equality
- Tracking equitable participation in training and capacity building
- Analysing gender as part of continuous learning
- Filling gender data gaps
- Encouraging equitable participation
- Advocating for the importance of improving children's, adolescent girls' and women's nutrition to advance gender equality

Please refer to [NI's Program Gender Equality Strategy](#) for further details.