

ANNEX VII: UNITED NATIONS SYSTEM-WIDE ACTION PLAN ON GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN

1. All United Nations entities report annually on their progress in mainstreaming gender equality into their work against 17 of the performance indicators of the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP 2.0).¹ In 2023, WFP improved its performance in implementing UN-SWAP 2.0 by exceeding ten of the indicators, meeting four and approaching two,² thus meeting the target included in the corporate results framework for 2022–2025.³ The ratings for two specific performance indicators improved compared with 2022: the rating for performance indicator 10, on financial resource allocation, improved from “approaches” to “meets” the target, while the rating for performance indicator 13, on organizational culture, improved from “meets” to “exceeds” the target.
2. A significant milestone was the agreement by the Executive Director to become an international gender champion.⁴ In 2023, WFP accelerated its gender equality mainstreaming activities by allocating additional resources – up to 15 percent of a country portfolio budget – for employees, operations and internal and external communications related to gender equality mainstreaming to all the country offices that submitted a country strategic plan in 2023. In December 2023, the Executive Board was updated on the implementation of WFP’s gender policy, including the progress made by country offices.
3. During the reporting period for this annex, ownership of the UN-SWAP 2.0 performance indicators was shared among various WFP organizational structures: the Corporate Planning and Performance Division, Corporate Finance Division, Human Resources Division, Communications, Advocacy and Marketing Division, Office of the Executive Director, Office of Evaluation, and Inspector General and Oversight Office. Technical support was provided by the Gender Equality Office.

Table 1: Summary of progress under the performance indicators of the United Nations System-wide on Gender Equality and the Empowerment of Women, 2023

Exceeds	Meets	Approaches	Not reported
10	4	2	1
<ul style="list-style-type: none"> 2 Reporting on gender-related results 4 Evaluation 5 Audit 6 Policy 7 Leadership 8 Gender-responsive performance management 11 Gender architecture 13 Organizational culture 14 Capacity assessment 16 Knowledge and communication 	<ul style="list-style-type: none"> 1 Gender-related SDG results 10 Financial resource allocation 15 Capacity development 17 Coherence 	<ul style="list-style-type: none"> 9 Financial resource tracking 12 Equal representation of women 	<ul style="list-style-type: none"> 3 Programmatic results on gender equality and the empowerment of women

¹ Detailed information, including on each of the performance indicators, is provided in the “UN-SWAP 2.0 framework and technical guidance” document.

² WFP does not report on performance indicator 3 because corporate results are reported under performance indicators 1 and 2.

³ For the first time, UN-SWAP has been included as a performance indicator in the corporate results framework for 2022–2025.

⁴ See [International Gender Champions](#) web page.