ANNEX V: THE GENDER AND AGE MARKER

Background and transition: from GAM to FAR

1. Since 2018, the gender and age marker (GAM) has been WFP's corporate tool for assessing, on a scale from 0 to 4, the extent to which gender and age considerations are integrated into the design and implementation of country strategic plans (CSPs). Adapted from the gender and age marker of the Inter-Agency Standing Committee, the GAM relies on a set of standardized questions to which country offices respond on a dedicated platform,[1] referring to CSP documents and reports on programme implementation at the activity level. Until September 2024,[2] all CSP documents submitted to the Executive Board were required to achieve a minimum code of 3 under the GAM for design (GAM D).

2. To strengthen accountability for gender, protection and inclusion dimensions, and better capture the ways in which WFP's standard activities contribute to gender, protection and inclusion outcomes, the framework for accountability for results (FAR) has been developed and is progressively replacing the GAM D as country offices design their new CSPs. The FAR applies a performance measurement approach that links people-centred programme design to budget allocations and indicators from the CRF, strengthening monitoring and accountability. FAR scores of 1 to 4 are context-specific and are not comparable across country offices; rather, they serve as a baseline for monitoring progress throughout implementation of a CSP and are updated at the mid-term review and evaluation stages of the CSP. The gender, protection and inclusion outcomes measured in terms of the FAR are reported on annually in annual country reports.

3. By December 2025, the FAR had been rolled out to 19 country offices: Armenia, China, Colombia, Côte d'Ivoire, Cuba, Djibouti, Ethiopia, Guatemala, Indonesia, Iraq, Lebanon, Namibia, Rwanda, Sierra Leone, Somalia, Timor-Leste, Türkiye, Uganda and Yemen.

GAM M and FAR reporting in 2025

4. In 2025, country offices implementing CSPs assessed under the GAM D continued to report under the gender and age marker for monitoring (GAM M) in order to ensure continuity in reporting, in accordance with annual country report requirements.[3]

5. A total of 539 CSP activities were reported on under the GAM M in 2025. In accordance with corporate guidance, 163 activities were considered not eligible for GAM M reporting, as they had not yet started, had not been implemented during the reporting year, or were related to service delivery functions.

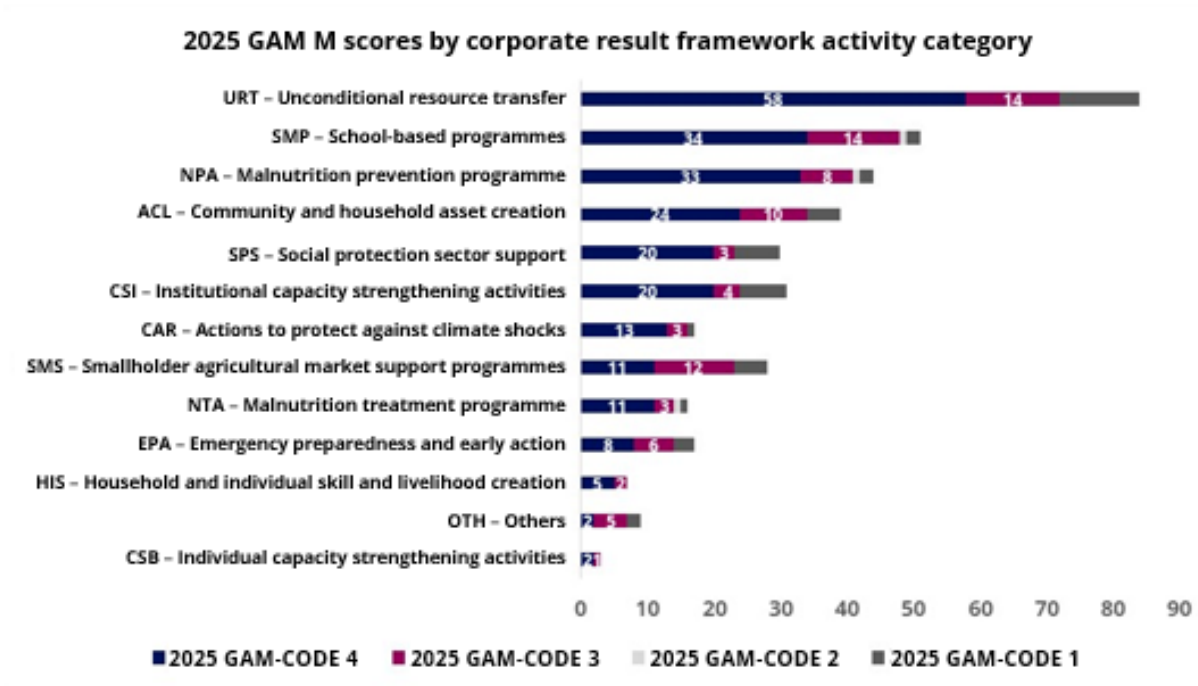
6. Figure 1 shows the distribution of all the GAM M codes in each activity category of the CRF in 2025. Based on analysis of the data, unconditional resource transfers, school-based programmes and malnutrition prevention programmes are the areas of WFP's work with the highest numbers of CSP activities reporting a GAM M code, as was also the case in 2024.

[1] Accessible at https://gam.wfp.org.

[2] Since September 2024, country offices are no longer required to complete the GAM D for new CSPs and instead complete the framework for accountability for results (FAR).

[3] The Colombia and Namibia country offices, which had already adopted the FAR for their CSPs, did not report under the GAM M in 2025; instead, they reported on progress towards their gender, protection and inclusion commitments in the narrative sections of their annual country reports.
The Democratic People's Republic of Korea and Tunisia country offices did not report on GAM M results, as they were granted waivers from GAM M reporting in 2025, reflecting their specific circumstances and operations, and in line with established corporate procedures.

Figure 1: GAM M codes by corporate results framework activity category, 2025



7. Table 1 presents a summary of the GAM M codes for 2025. The percentages of activities achieving each of the codes provide an overview of the extent to which gender and age considerations are integrated into the implementation of activities in each CRF activity category over the course of the year. In this respect, the categories of Actions to protect against climate shocks, Malnutrition prevention programmes, Household and individual skill and livelihood creation, and Unconditional resource transfers recorded the highest proportions of GAM M code 4, illustrating the depth to which gender and age considerations are integrated into those WFP activities.

CRF activity category	Total CSP activities	GAM code 4 *(%)*	GAM code 3 *(%)*	GAM code 2 *(%)*	GAM code 1 *(%)*
CAR – Actions to protect against climate shocks	**17**	76	18	0	6
NPA – Malnutrition prevention programmes	**44**	75	18	2	5
HIS – Household and individual skill and livelihood creation	**7**	71	29	0	0
URT – Unconditional resource transfers	**84**	69	17	0	14
NTA – Malnutrition treatment programme	**16**	69	19	6	6
CSB – Individual capacity-strengthening activities	**3**	67	33	0	0
SMP – School-based programmes	**51**	67	27	2	4
SPS – Social protection sector support	**30**	67	10	0	23

CRF activity category	Total CSP activities	GAM code 4 *(%)*	GAM code 3 *(%)*	GAM code 2 *(%)*	GAM code 1 *(%)*
CSI – Institutional capacity-strengthening activities	**31**	65	13	0	23
ACL – Community and household asset creation	**39**	62	26	0	13
EPA – Emergency preparedness and early action	**17**	47	35	0	18
SMS – Smallholder agricultural market support programmes	**28**	39	43	0	18
OTH – Other	**9**	22	56	0	22
CSP activity not started; CSP activity based on logistics, supply chains, or emergency communications; CSP activity not implemented this year	N/A	N/A	N/A	N/A	N/A
Total number of CSP activities	**376**	**241**	**85**	**3**	**47**
Total percentage of CSP activities		**64**	**23**	**1**	**13**

8. Figure 2 presents a comparative analysis of performance in terms of the achievement of GAM M code 4 by CRF activity category between 2024 and 2025, highlighting a mixed pattern of progress. The most pronounced year-on-year increases are observed in the categories of Institutional capacity-strengthening activities, which increased by 27 percentage points, from 38 percent in 2024 to 65 percent in 2025; Emergency preparedness and early action EPA, which rose by 18 percentage points, from 29 to 47 percent; and Actions to protect against climate shocks, which increased by 16 percentage points, from 60 to 76 percent. At the same time, several activity categories that had recorded relatively high shares of activities achieving GAM M code 4 in 2024, including Malnutrition prevention programmes and School-based programmes, show declines in 2025.

Figure 2: Comparative analysis of GAM M code 4 achievement by CRF activity category, 2024–2025

