

# UN SYSTEM-WIDE ACTION PLAN ON GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN

Reporting on WFP's  
performance - February  
2013

# WHAT IS THE UN SWAP?

- On **13 April 2012**, a landmark **System-wide Action Plan (UN-SWAP)** on gender equality and women's empowerment was adopted at a meeting of the United Nations Chief Executives Board for Coordination, to be applied throughout the UN system. For the first time, the UN will have a set of common measures with which to measure progress in its gender-related work, including the mainstreaming of the gender perspective across all its operations.

# TIME LINE

Baseline:

All UN entities are expected to report on the UN SWAP by **15 February 2013**.

UN entities are to meet all of the UN SWAP performance standards by **2017**

# REPORTING AGAINST THE PERFORMANCE INDICATORS

A web-based reporting tool has been developed by UN Women to harmonize reporting and systematize information availability on gender relevant policy and practice. This includes:

- ⦿ a rating of performance against minimum standards, a justification for the rating given, and a remedial plan of action where minimum standards are not being met
- ⦿ a narrative further explaining progress and challenges related to gender equality and the empowerment of women

# REPORTING RESPONSIBILITIES

- ◉ Focal Points from each UN entity have been identified to lead the internal coordination of UN SWAP reporting. **WFP Gender Office**
- ◉ Relevant departments/branches/offices will be responsible, however, for reporting on indicators that fall under their core responsibilities.

# RATING AGAINST PERFORMANCE INDICATORS

The matrix includes a five level rating system:

1. Missing
2. Approaches requirements
3. Meets requirements
4. Exceeds requirements
5. Not applicable

# REPORTING INFORMATION

In addition to identifying the Performance Indicator rating level, the following information must be submitted to support the rating:

- ⦿ Explanation of why rating has been given, including data sources
- ⦿ Timeline for improvement
- ⦿ Responsibility for follow-up
- ⦿ Resources Required

# UN SWAP 6 ELEMENTS

- ◉ **Strengthen accountability**
- ◉ **Enhance results based management**
- ◉ **Establish oversight through monitoring, reporting, and evaluation**
- ◉ **Allocate sufficient human and financial resources**
- ◉ **Develop and strengthen staff capacity and competency in gender mainstreaming**
- ◉ **Ensure coordination, information and knowledge management at global, regional and national levels**



# SWAP 15 Performance Indicators

## A. Accountability

- ◉ Policy and Plan
- ◉ Gender responsive performance management

## B. Results

- ◉ Strategic planning
- ◉ Monitoring and reporting

## C. Oversight

- ◉ Evaluation
- ◉ Gender responsive auditing
- ◉ Programme review

# SWAP 15 Performance Indicators

## **D. Human and Financial resources**

- ◉ Financial resource tracking
- ◉ Financial resource allocation
- ◉ Gender architecture
- ◉ Organisational culture

## **E. Capacity**

- ◉ Assessment
- ◉ Development

## **F. Coherence, Knowledge and Information Management**

- ◉ Knowledge generation and communication
- ◉ Coherence

# WFP'S PERFORMANCE

## A: ACCOUNTABILITY

1. Policy and Plan - current rating:

**Meets requirements**

Up to date gender equality and women's empowerment, including gender mainstreaming and the equal representation of women, policies and plans implemented

Aspiring to **Exceed requirements** if :

Specific Senior level mechanism in place for ensuring accountability for promotion of gender equality and the empowerment of women

# ACCOUNTABILITY

2. Gender responsive performance management - current rating:

## **Approaches requirements**

Core values/and/or competencies being revised to include assessment of gender equality and the empowerment of women.

Aspiring to **meet requirements** if:

Assessment of gender equality and the empowerment of women integrated into core values and/or competencies for all staff, with a particular focus on levels P4 or equivalent and above

## B. RESULTS

### 3. Strategic Planning - current status:

#### Approaches requirements

Gender Analysis is in the central planning document and the main country programmes

#### Aspiring to **meet requirements if**

The central strategic planning document includes at least one specific outcome/expected accomplishments and one specific indicator on gender equality and the empowerment of women

## B. RESULTS

4. **Monitoring and reporting** - current status:

### **Approaches requirements**

Reporting on GEEW results in relation to central planning document **OR** all key data is sex-disaggregated or, specific reason provided for its absence

Aspiring to meet requirements if **both**

# Reporting Progress Towards Gender Equality in the SPR

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Output Indicators	
1	Number of men in leadership positions on Food Management Committees
	Number of women in leadership positions on Food Management Committees
2	Number of HH food entitlements (on ration cards or distribution list) issued in women's name
	Number of HH food entitlements (on ration cards or distribution list) issued in men's name
3	Number of members of FMC(male) trained on modalities of food distribution
	Number of members of FMC (female) trained on modalities of food distribution
	Training on food distribution included awareness of reasons for gender sensitive provision of food
4	Number of Food Monitors-men
	Number of Food monitors-women
5	The project has initiatives to reduce risk of sexual and gender-based violence
6	The project has activities to raise awareness on gender equality

## RATIONALE OF NEW INDICATORS FOR SPR

- Awareness of rights is one step in the process of empowerment and in promoting gender equality. Many projects already do this, tracking it will show progress over time.
- SGBV and SEA undermine efforts to promote women's empowerment and gender equality especially in emergency contexts.
- Promoting gender equity and equality in access to and control over resources in WFP programmes is fundamental. And also equality in participation and leadership.



## C. OVERSIGHT

### 5. Evaluation - current status:

#### **Approaches requirements**

Meets some of the UNEG gender-related norms and standards

Aspiring to **meet requirements** if

All UNEG gender -related norms and standards are met

## C. Oversight

### 6. Gender responsive auditing - current status:

#### Approaches requirements

The risk related to the organisation's strategy and plans to achieve gender equality and the empowerment of women are considered as part of the risk based annual planning cycle

Aspiring to **meet requirements** if:

Consultation takes place with the gender focal point/department on risks related to gender equality and the empowerment of women as part of the risk based audit

# OVERSIGHT

## 7. Programme review - current status:

### Approaches requirements

- ◉ Programme quality control systems partly integrate gender analysis

Aspiring to **meet requirements** if

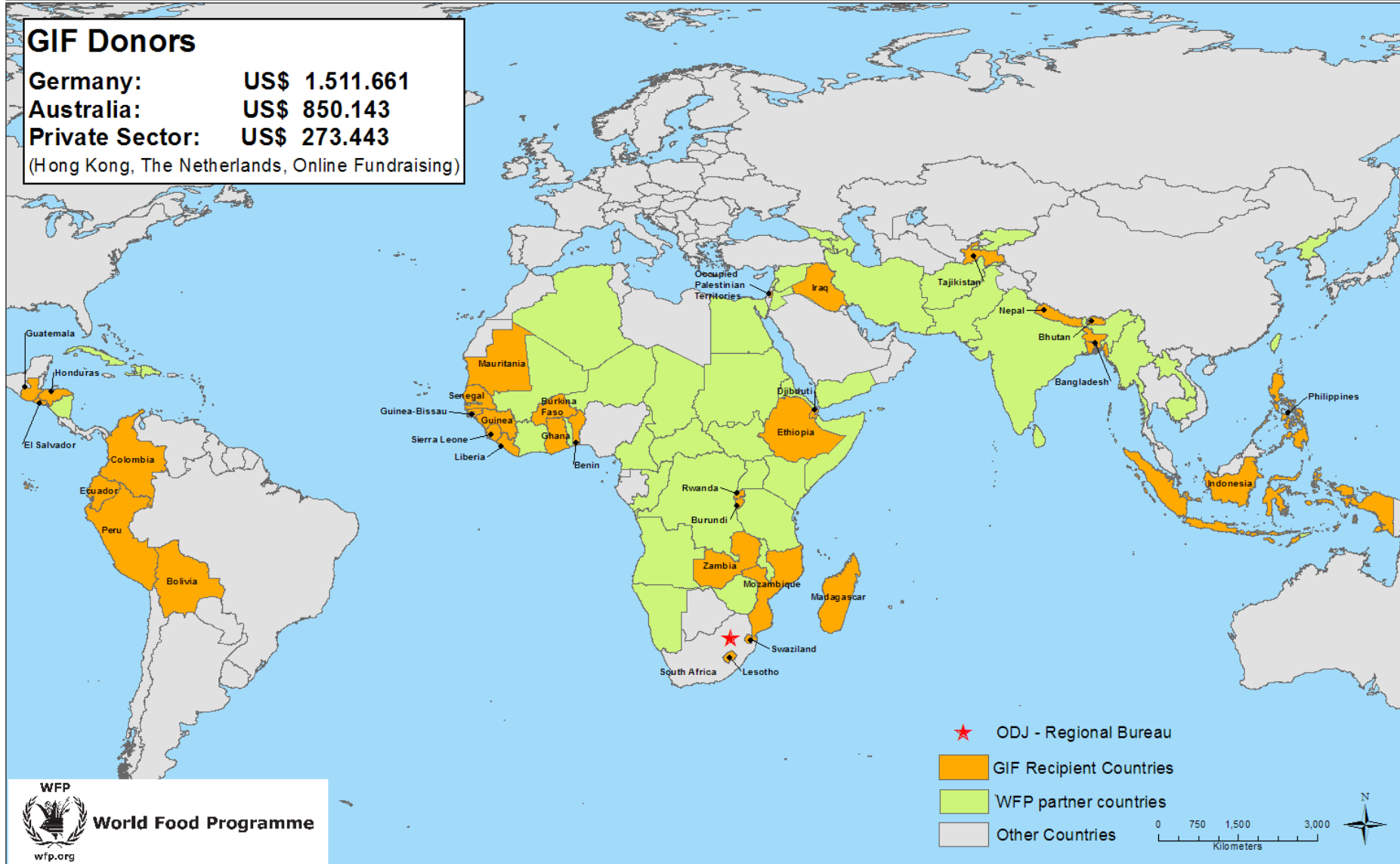
- ◉ Programme quality control systems fully integrate gender analysis

When fully integrated into WFP's program planning, the IASC gender marker will provide quality assurance in project design.

# WFP Gender Innovations Fund (GIF): Recipient Countries 2010 - 2012

## GIF Donors

**Germany:** US\$ 1,511,661  
**Australia:** US\$ 850,143  
**Private Sector:** US\$ 273,443  
 (Hong Kong, The Netherlands, Online Fundraising)



The source of data : WFP Gender Unit

Map produced by WFP - Vulnerability Analysis and Mapping Unit

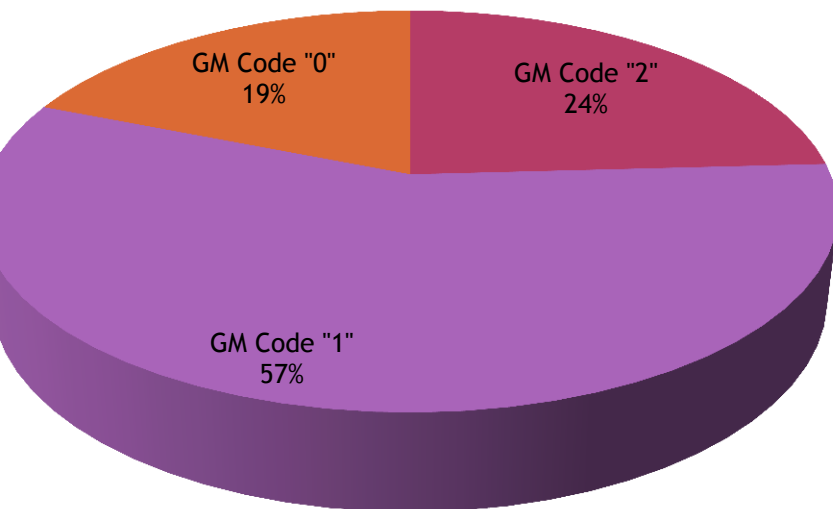
The boundaries and names shown and the designations used in this map do not imply official endorsement or acceptance by the United Nations.

# GENDER MARKER (GM)

*A TOOL TO ENSURE GENDER-SENSITIVE PROJECT DESIGN*

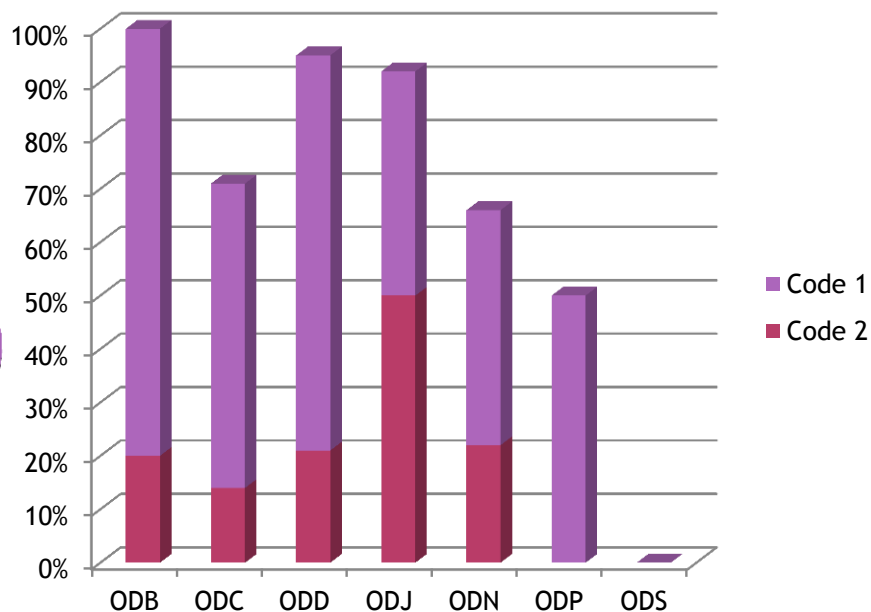
## WFP's Overall Performance in 2012

GM for the 58 approved projects



## Geographical Breakdown

% of projects Code 2 or Code 1



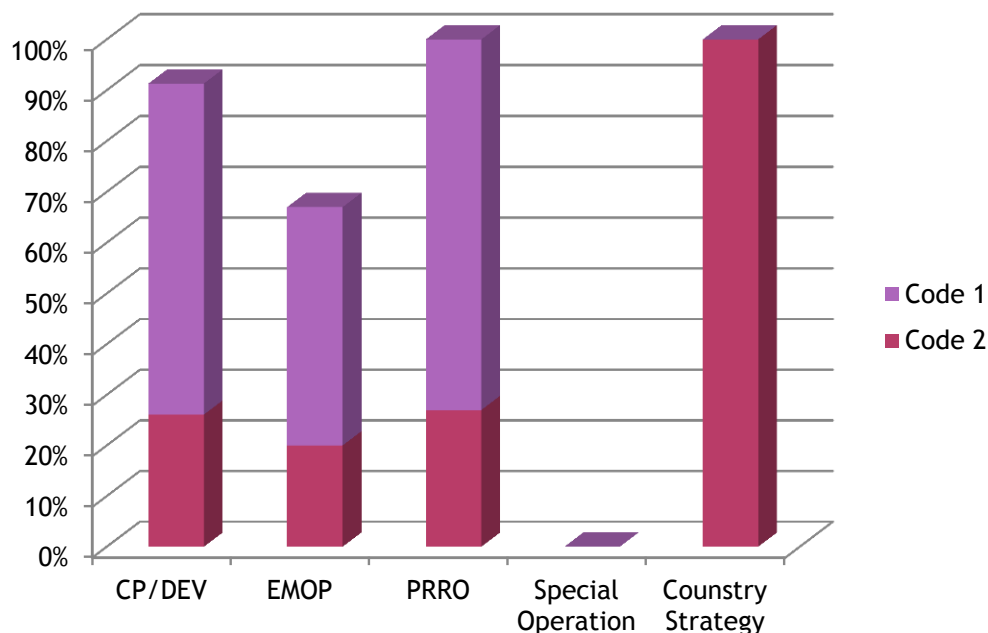
ODB	ODC	ODD	ODJ	ODN	ODP	ODS
5	7	19	12	9	4	2

# GENDER MARKER (GM)

*A TOOL TO ENSURE GENDER-SENSITIVE PROJECT DESIGN*

## Breakdown by Type of Operation

% of projects marked Code 2 or Code 1



CP/DEV	EMOP	PRRO	SO	Country Strategy
23	15	15	4	1

- Code 2 = Gender well mainstreamed; Code 1 = Weak gender components; Code 1 = Gender blind
- Officially launched in WFP in 2012
- Will be reported in APR
- Plans to further roll out the use of GM includes regional trainings, an official directive from senior management, etc.

## D. HUMAN AND FINANCIAL RESOURCES

8. Financial resource tracking - current status:

### **Approaches requirements**

working towards a financial resource tracking mechanism to quantify disbursement of funds that promote gender equality and women's empowerment.

Aspiring to **meet requirements** if:

Financial resource tracking mechanism is in use to quantify disbursement of funds that promote gender equality and women's empowerment

## D. HUMAN AND FINANCIAL RESOURCES

9. Financial resource allocation - current status

### **Approaches requirements**

Financial benchmark is set for implementation of the gender equality and women's empowerment mandate

Aspiring to **meet requirements** if

Financial benchmark for resource allocation for gender equality and women's empowerment mandate is met



## D. HUMAN AND FINANCIAL RESOURCES

### 10. Gender architecture - current status:

#### **Approaches requirements**

Gender Focal Point or equivalent at HQ, regional and country levels are appointed from a. Staff level P4 and above for both mainstreaming and representation of women; b. have written terms of reference c. at least 20 per cent of their time is allocated to gender focal point functions OR

Plan in place to achieve the equal representation of women for General Service staff and at P4 and above levels in the next five years

## D. HUMAN AND FINANCIAL RESOURCES

### 10. Gender Architecture

Aspiring to **meet requirements** if

1. Gender Focal Point or equivalent at HQ, regional and country levels are appointed and
2. Plan in place to achieve equal representation of women for General Service staff and at P4 and above levels in the next five years
3. Gender Department/unit is fully resourced

## D. HUMAN AND FINANCIAL RESOURCES

11. Organizational Culture - current status:

**Meets requirements**

Organizational culture fully supports promotion of gender equality and the empowerment of women

Aspiring to **exceed requirements** if:

Senior managers demonstrate leadership and public championing of promotion of the equal representation of women

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## E. CAPACITY

### 12. Assessment – current status:

#### **Approaches requirements**

Assessment of capacity in gender equality and women's empowerment for individuals in entity is carried out.

#### **Aspiring to meet requirements if**

Entity-wide assessment of capacity of staff at HQ, regional and country levels in gender equality and women's empowerment is carried out and

A capacity development plan is established and updated at least every five years

# E. CAPACITY

## 13. Development - current status:

### **Approaches requirements**

Working towards ongoing mandatory training for all levels of staff at HQ, regional and country offices

### **Aspiring to meet requirements if**

On-going mandatory training for all levels of staff

- The roll-out of the Gender Analysis and Marker training is critical to continued progress, as is the joint WFP/IDS Research in Action Programme which will also promote learning.

## F. COHERENCE, KNOWLEDGE AND INFORMATION MANAGEMENT

### 14. Knowledge generation and communication - current status:

#### **Meet requirements**

Knowledge on gender equality and women's empowerment is systematically documented and publicly shared

and

Communication plan includes gender equality and women's empowerment as an integral component of internal and public information dissemination

Aspiring to **exceed requirements** if

entity is actively involved in an inter-agency community of practice on gender equality and the empowerment of women

## F. COHERENCE, KNOWLEDGE AND INFORMATION MANAGEMENT

### 15. Coherence - current status

#### **Meet requirements**

Participates systematically in inter-agency coordination mechanisms on gender equality and the empowerment of women

Aspires to **exceed requirements** by:

Participating in the UN SWAP peer review process



## WHAT NEXT?

A Work Plan, addressing the gaps identified by this SWAP exercise will be developed and monitored to report on improvements by February 2014.

Timely for WFP:

UN Women has developed a template for policy formulation which is aligned with the UN SWAP.

Thank you.