

## ANNEX X: UN SWAP

1. In 2020, WFP continued implementing UN SWAP 2.0. Agreed to by all United Nations entities, UN SWAP 2.0 comprises 17 performance indicators.<sup>1</sup> In the third year of implementation, despite evident progress made in several areas, WFP ratings remained the same as in 2019: exceeded nine, met four, approached three and did not report on one (due to non-applicability) of the performance indicators. Among others, WFP's 2020 performance highlighted the importance of continued leadership for enabling greater progress towards gender parity among employees, and in both financial resource allocation and tracking for gender equality work.
2. Supported by the Gender Office, the responsibility for identifying and delivering actions against the UN SWAP 2.0 performance indicators is shared among different headquarters entities, known as the "business owners": the Human Resources, Planning and Performance, Finance, and Communications, Advocacy and Marketing Divisions, and the Offices of the Executive Director, Evaluation, and the Inspector General and Oversight.

Rating	# of performance indicators	Performance indicators
Exceeds	9	2 Reporting on gender-related SDG results 4 Evaluation 5 Audit 6 Policy 7 Leadership 8 Gender-responsive performance management 13 Organizational culture 14 Capacity assessment 16 Knowledge and communication
Meets	4	1 Gender-related SDG results 11 Gender architecture 15 Capacity development 17 Coherence
Approaches	3	9 Financial resource tracking 10 Financial resource allocation 12 Equal representation of women
Not reported*	1	3 Programmatic results on gender equality and the empowerment of women

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

<sup>1</sup> Detailed information, including on each of the performance indicators, is provided in the "UN SWAP 2.0 Framework and Technical Guidance" document.