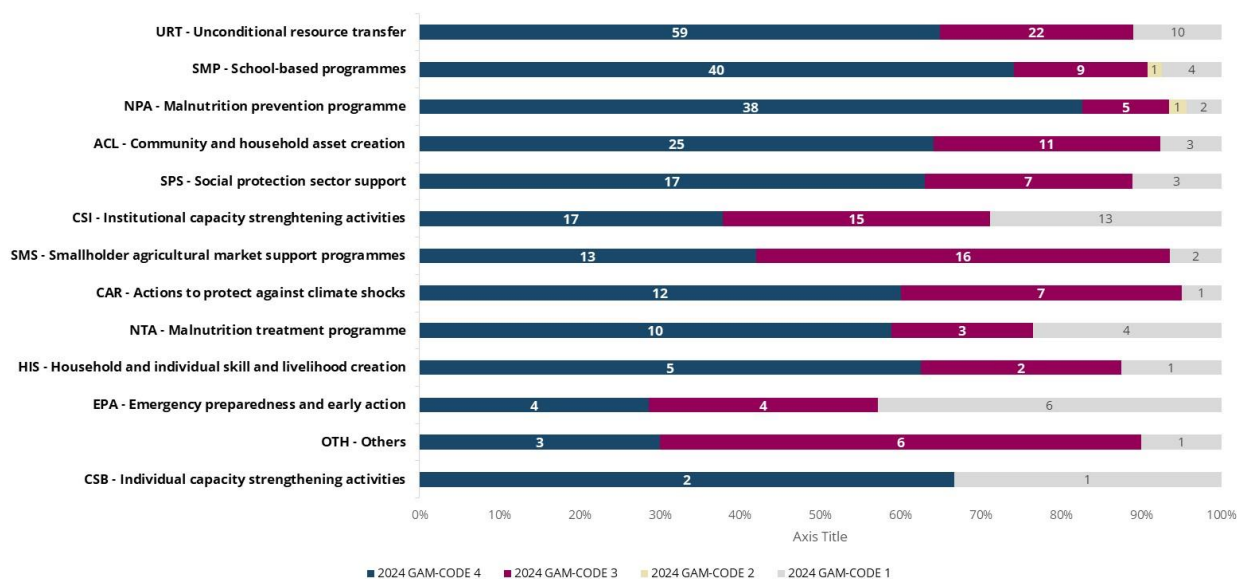## ANNEX V: THE GENDER AND AGE MARKER

1.   The WFP gender and age marker (GAM) is a corporate tool that scores, or "codes" – on a scale from 0 to 4 – the extent to which gender and age considerations are integrated into the design (reflected in the GAM D) and implementation (reflected in the GAM M) of a WFP country strategic plan (CSP). The GAM was adapted from the gender with age marker of the Inter-Agency Standing Committee. To assign the GAM code a country office uses a dedicated online platform to respond to a set of questions referring to the CSP document or the implementation of CSP activities. CSP documents presented to the Executive Board for approval need a GAM D code of at least 3. Detailed guidance is available in the WFP gender toolkit, and training sessions are offered throughout the year.

2.   The minimum requirement for new CSPs and interim CSPs (ICSPs) is that gender considerations are fully integrated into their design – giving a GAM D code of at least 3 – thereby contributing to the implementation of the corporate commitments spelled out in WFP's strategic plan for 2022–2025 and its 2022 revised gender policy. Of the 21 CSPs and ICSPs submitted to the Board in 2024, 15 were assigned a GAM D code of 4 – those for Bhutan, Burundi, Cambodia, Colombia, the Dominican Republic, Guinea, Haiti, Lesotho, Mauritania, Myanmar, Nepal, Nicaragua, the Philippines, the Republic of Moldova and Sao Tome and Principe – and 6 a GAM D code of 3, those for Benin, Chad, Gambia, Ghana, Madagascar and Malawi.

> From the Board's 2025 annual session onwards, country offices preparing new CSPs for approval will no longer apply the GAM methodology to their work. Instead, CSPs will apply an integrated people-centred **framework on accountability for results (FAR)**. The FAR is a performance measurement approach that incorporates programme and financial tracking and delivers a results-based approach to people-centred programming. Country offices with CSPs pre-dating the Board's annual session in 2025 will continue to report on the GAM-M until such time as they have a new CSP in place.

3.   In 2024[1] all country offices with an active CSP or ICSP assigned a GAM M code to each CSP activity, which was automatically reported in the office's annual country report under "programme performance". It is not mandatory for country offices to provide full information on activities that have not started or have not been implemented, or on service delivery activities (last row of table 1). In view of this, WFP applies the GAM M to 70.6 percent of the total CSP activities reported in 2024: of the 574 CSP activities reported, the GAM has been applied to 405, and is not applicable to 169.

4.   Figure 1 shows the distribution of all the GAM M codes in each activity category of the corporate results framework in 2024. 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 the case in 2023.

---

[1] The data reported in this annex cover the GAM codes of the CSP activities of all WFP country offices and were gathered on 14 March 2025.

Figure 1: GAM M codes by corporate results framework activity category, 2024

5.   Table 1 presents a summary of the GAM M codes for 2024. The comparative percentages reflect the degree to which gender and age considerations are integrated into the implementation of activities in each corporate results framework activity category over the course of the year. In this respect, malnutrition prevention programmes, school-based programmes and individual capacity strengthening activities present the highest GAM M codes (4), providing a detailed overview of gender mainstreaming across WFP activities.

TABLE 1: GAM M CODES BY CORPORATE RESULTS FRAMEWORK CATEGORY ACTIVITY, 2024					
CRF activity categories	Total number of CSP activities	GAM-CODE 4	GAM-CODE 3	GAM-CODE 2	GAM-CODE 1
NPA – Malnutrition prevention programme	46	83%	11%	2%	4%
SMP – School-based programmes	54	74%	17%	2%	7%
CSB – Individual capacity strengthening activities	3	67%	0%	0%	33%
URT – Unconditional resource transfer	91	65%	24%	0%	11%
ACL – Community and household asset creation	39	64%	28%	0%	8%
SPS – Social protection sector support	27	63%	26%	0%	11%
HIS – Household and individual skill and livelihood	8	63%	25%	0%	13%
CAR –Action to protect against climate shocks	20	60%	35%	0%	5%
NTA –Malnutrition treatment programme	17	59%	18%	0%	24%

TABLE 1: GAM M CODES BY CORPORATE RESULTS FRAMEWORK CATEGORY ACTIVITY, 2024					
CRF activity categories	Total number of CSP activities	GAM-CODE 4	GAM-CODE 3	GAM-CODE 2	GAM-CODE 1
SMS – Smallholder agricultural market support programmes	31	42%	52%	0%	6%
CSI – Institutional capacity strengthening activities	45	38%	33%	0%	29%
OTH – Others	10	30%	33%	0%	10%
EPA – Emergency preparedness and early action	14	29%	29%	0%	43%
CSP activity not started; CSP activity on logistics; supply chain; emergency communications; CSP activity not implemented this year	NA	NA	NA	NA	NA
Total number of CSP activities	**405**	**245**	**107**	**2**	**51**
Percentage of CSP activities		**60%**	**26%**	**0%**	**13%**

Note: Percentages do not add up to 100 owing to rounding

6.   Figure 2 highlights the fact that – based on a comparative analysis of GAM M 4 codes in 2023 and 2024 – school-based programmes and household and individual skill and livelihood are the corporate results framework activity categories with the greatest improvements in the systematic integration of gender and age considerations into activity implementation. The remaining corporate results framework activity categories show similar codes in 2024 to those of 2023.

Figure 2: Comparative analysis of GAM M 4 codes in 2023 and 2024