

## C 2023/8 Annex 5: Gender – Progress on FAO Gender Policy Minimum Standards and the UN System-wide Action Plan on Gender Equality and the Empowerment of Women (UN SWAP 2.0)

1. As central to FAO’s mandate, gender is addressed as a cross-cutting theme. Progress and results achieved are measured through two KPIs, as reported below.

### **Indicator 6.3.A – Number of gender mainstreaming standards implemented**

2. The indicator measures the implementation of the 15 Minimum Standards for gender mainstreaming and women-specific targeted interventions, as defined by the FAO Policy on Gender Equality. The Standards aim to foster an enabling institutional environment by supporting the establishment of gender mainstreaming mechanisms which focus on the key functions of the Organization. These were designed to be compatible and complementary to the UN-SWAP Performance Indicators, which are binding for all UN organizations and against which FAO reports on an annual basis.

3. Over the 2020-21 biennium, most Standards showed consistency and improvements in reporting, particularly those related to sex-disaggregated data collection and dissemination; staff learning and capacity development; evaluation; and project formulation and implementation, further detailed in *Table 1*. Over the biennium, 14 out of 15 Standards were implemented. Standard 14, on financial resource tracking could not be implemented, as FAO is not yet able to associate a gender-related budget to its projects and programmes.

**Table 1: Minimum Standards of the FAO Policy on Gender Equality**

Minimum Standards for Gender Mainstreaming		2020	2021	Biennium Summary of Results
1	All major FAO statistical data bases incorporate sex-disaggregated data, where relevant and as available	Implemented	Implemented	Seven <sup>1</sup> FAO major databases available to the public, are relevant for sex disaggregation. These also include the data repository related to the SDGs. Out of these, five include sex-disaggregated information. FAO disseminates this data through its knowledge products, and particularly through its flagship publications, not all of which are produced on an annual basis. During the biennium, all <i>State of the World Reports</i> flagship publications included gender analysis, of which three <sup>2</sup> included sex-disaggregated data.
2	FAO invests in strengthening the capacity of member countries to develop, analyse and use sex-disaggregated data in policy analysis and programme and project planning and evaluation	Implemented	Implemented	FAO strengthens the capacity of Members to collect and analyse sex disaggregated data. Over the biennium, government officials from over 90 countries took part in regional and national training workshops and roundtable discussions which included sessions or shared information on the importance of sex-disaggregated data collection and analysis for food security. FAO also plays an active role in supporting national stakeholders to collect and disseminate sex-disaggregated data in agricultural censuses and surveys which increased over the biennium from 32 in 2020 to 53 in 2021.

<sup>1</sup> FAO has been consolidating its databases and the information refers to 9 major databases in total.

<sup>2</sup> *The State of World Fisheries and Aquaculture; The State of Food Security and Nutrition in the World; and The State of Agricultural Commodity Markets.*

Minimum Standards for Gender Mainstreaming		2020	2021	Biennium Summary of Results
3	For all Strategic Objectives, a gender analysis is carried out and a gender action plan is developed; progress on gender equality is measured for all corporate outcomes	Implemented	Implemented	All Strategic Objectives incorporated gender-related activities across programmes formulated at country, regional and headquarters level, although not all gender activities are easily captured, as they are often embedded under broader results. Gender-specific results (with an explicit gender dimension in their titles) increased from an average of 11 percent to 15 percent. Over the biennium, 36.5 percent of results highlighted a specific gender component. The FAO outcome assessment questionnaire distributed annually to Members included about 30 percent of gender-related questions.
4	A financial target for resource allocation for the FAO gender equality policy is set and met	Implemented	Implemented	The Programme of Work and Budget sets a dedicated allocation for gender work across the Organization.
5	A country gender assessment is undertaken as part of country programming	Implemented	Implemented	FAO promotes the development of Country Gender Assessments as an important basis for Country Programming Frameworks and project formulation. Over the biennium, 21 new assessments were carried out, and all endorsed Country Programming Frameworks showed that gender-related constraints were and addressed through activities in the results matrix.
6	A gender equality stock-taking exercise is conducted for all services to provide a basis for better implementation of gender mainstreaming, including measuring progress and performance	Implemented	Implemented	FAO promotes an Organization-wide periodic stocktaking of gender work to review achievements and identify gaps. In 2020-21, 26 reports were finalized and will be used as a basis for planning and implementation of gender-related activities.
7	Gender analysis is incorporated in the formulation of all field programmes and projects and gender-related issues are taken into account in project approval and implementation processes	Implemented	Implemented	Gender mainstreaming in programme and project formulation and the implementation of gender-related activities, can be tracked through specific requirements established in FAO's project cycle. In 2021, these gender-related requirements were strengthened to improve formulation and enhance accountability for planning and implementation of gender work. Based on the assignment of gender markers, the biennium recorded an average of 90 percent of projects which included gender analysis. The scorecard system used as part of terminal reports indicated an average of 84.5 percent of projects scoring high for having adequately addressed gender equality.
8	All programme reviews and evaluations fully integrate gender analysis and report on the gender-related impact of the area they are reviewing	Implemented	Implemented	In line with guidelines of the Office of Evaluation for the assessment of gender mainstreaming, over 95 percent of all evaluations carried out during the biennium integrated gender in their terms of reference, and contained a dedicated gender section, as part of the formulation, management and results of the initiative evaluated. An average of 90 percent of evaluation reports were rated good or excellent for their assessment of gender mainstreaming and about 85 percent made gender-related recommendation based on their conclusions.

Minimum Standards for Gender Mainstreaming		2020	2021	Biennium Summary of Results
9	A mandatory gender mainstreaming capacity development programme is developed and implemented for all professional staff and managers	Implemented	Implemented	FAO implements annually a gender-related capacity development strategy and offers a variety of gender-related training options to its personnel. During the biennium, the new mandatory e-learning course on Achieving Gender Equality in FAO's Work was launched and completed by a total of 2 855 FAO employees. In addition, 128 employees completed other gender-related e-learning courses offered on the internal learning platform, and over 130 different workshops, seminars or webinars dedicated to gender equality issues were delivered at headquarters and in decentralized offices, marking a considerably increase, from 43 in 2020 to 88 in 2021.
10	Minimum competencies in gender analysis are specified, and all managers and professional staff are required to meet them	Implemented	Implemented	The FAO competency framework includes gender under the core value "Respect for all" and all professional level vacancy announcements encourage applications from qualified female candidates. Depending on their needs, hiring divisions can highlight gender experience or qualifications in vacancy announcements. An average of 23 percent of the vacancy announcements advertised in 2020, and 12.5 percent of the VAs in 2021, contained a requirement for experience, knowledge and/or gender-related responsibilities.
11	Each technical unit establishes a gender equality screening process for all normative work, programmes and knowledge products	Implemented	Implemented	Every year, Gender Focal Points receive a survey to report on the extent to which they contribute to the delivery of gender work within their units. In 2020-21, over 85 percent annually reported a direct involvement. Out of these, over 50 percent reported a direct involvement on a regular basis.
12	An assessment of the contribution to achieving FAO's gender equality objectives is included in the Performance Evaluation and Management System (PEMS) of all professional staff	Implemented	Implemented	FAO's efforts to expand the insertion of gender equality objectives in the PEMS of different categories of staff continued. During the biennium new mandatory gender-related indicators in the supervisory objective of all managers were introduced in the system, paving the way for consistency in reporting and strengthened accountabilities. The reported gender-related objectives in the PEMS was very high at over 90 percent with a considerable increase compared to the last biennium of 65 percent.
13	Human and financial resources and normative and operational results related to gender equality from the headquarters to the country level are systematically tracked and reported to FAO Governing Bodies and to the UN system	Implemented	Implemented	The corporate monitoring framework tracks gender-related results with reporting to Members in the Mid-Term Reviews and Programme Implementation Reports. These corporate reports also include updated information on the allocation and delivery of financial resources dedicated to gender. FAO is also implementing an Action Plan on gender parity and regular reporting on staffing is provided to the Governing Bodies.
14	30 percent of FAO's operational work and budget at the country and regional levels is allocated to women-specific targeted interventions	Not implemented	Not implemented	Based on gender-marker assignments, in both 2020 and 2021, a high percentage, 52 and 57 percent respectively of FAO's approved projects systematically integrated gender dimensions, even when gender equality was not the main objective of the intervention. The share of projects which promoted gender equality as their main objective grew from 6 percent to 10 percent of the total. This standard is not yet implemented because FAO is still working toward determining the gender-related budget of individual interventions.

Minimum Standards for Gender Mainstreaming		2020	2021	Biennium Summary of Results
15	The share of Technical Cooperation Programme(TCP) total portfolio allocated to programmes and projects related to gender equality is increased from 9 to 30 percent	Implemented	Implemented	The Technical Cooperation Programme enables FAO to make its know-how and expertise available to Members upon request, drawing from its own resources. Over the biennium, more than half of TCP projects approved (348 and 328 in 2020 and 2021 respectively) addressed gender equality.

### **Indicator 6.3.B – UN System-wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP)**

4. The indicator assesses FAO's performance against the UN-SWAP standards to accelerate mainstreaming of gender equality and the empowerment of women in all institutional functions of UN system entities. The upgraded UN-SWAP 2.0 was launched in 2018 for the period 2018-23. UN-SWAP 2.0 extends the reach of the performance indicators by aligning them with the 2030 Agenda for Sustainable Development. In 2020, additional reporting questions were added to each performance indicator to track the effects of the crisis and responses to COVID-19 in relation to gender equality and the empowerment of women.

5. UN-SWAP 2.0 includes 17 performance indicators, of which one (3) does not apply to FAO. As shown in *Table 2*, in 2020-21 FAO met or exceeded 15 out of 16 UN-SWAP applicable performance indicators. In particular, FAO exceeded indicator 8 on Gender-responsive Performance Management for the first time since 2018. This was thanks to the establishment of a system for recognizing excellence in promoting diversity, inclusion and gender equality in the workplace as criteria for the Employee Recognition Awards. In relation to performance indicator 12, the Organization aims to achieve gender parity at professional level by 2022 and for senior positions by 2024.

6. FAO stepped up its efforts to ensuring that gender issues are fully embedded in its communication and knowledge products and, in the context of the COVID-19 pandemic, enhanced the capacities of staff for designing and implementing gender-responsive policies and programmes. UN Women commended FAO for these achievements in its annual letter (dated on 14 July 2021).

**Table 2: FAO rating by UN-SWAP 2.0 performance indicator\***

PI	Title	2020	2021
1	Strategic planning gender-related SDG results	meets	meets
2	Reporting on Gender-related SDG results	exceeds	exceeds
3	Programmatic Gender-related SDG Results not captured in PI 1	N/A	N/A
4	Evaluation	exceeds	exceeds
5	Audit	exceeds	exceeds
6	Policy	meets	meets
7	Leadership	meets	meets
8	Gender-responsive Performance Management	meets	exceeds
9	Financial Resource Tracking	meets	meets
10	Financial Resource Allocation	meets	meets
11	Gender Architecture	exceeds	exceeds
12	Equal Representation of Women	approaches	approaches
13	Organisational Culture	meets	meets
14	Capacity Assessment	exceeds	exceeds
15	Capacity Development	meets	meets
16	Knowledge and Communication	exceeds	exceeds
17	Coherence	meets	meets

\*As per the UN-SWAP reporting timeline to the ECOSOC of the UN, ratings are to be confirmed in July 2022