



联合国
粮食及
农业组织

Food and Agriculture
Organization of the
United Nations

Organisation des Nations
Unies pour l'alimentation
et l'agriculture

Продовольственная и
сельскохозяйственная организация
Объединенных Наций

Organización de las
Naciones Unidas para la
Alimentación y la Agricultura

منظمة
الغذية والزراعة
للأمم المتحدة

PROGRAMME COMMITTEE

Hundred and Twenty-seventh Session

Rome, 4-8 November 2019

Progress report on the main features of the draft updated Gender Strategy

Queries on the substantive content of this document may be addressed to:

Mr Máximo Torero Cullen
Assistant Director-General
Economic and Social Development Department (ES)
Tel. +39 06 570 50869

*This document can be accessed using the Quick Response Code on this page;
an FAO initiative to minimize its environmental impact and promote greener communications.
Other documents can be consulted at www.fao.org*

MZ850e



PC 127

Background

1. The *Evaluation of FAO's Work on Gender*¹ recognized the relevance and validity of FAO's Policy on Gender Equality, endorsed in 2012, as an overarching framework to guide the gender work of the Organization. However, it recommended that the Policy should be updated to take into account the internal changes that have occurred within the Organization, as well as external developments relevant to FAO's mandate. In addition to updating the Policy, the evaluation also recommended that an action plan should be developed, including short- to medium-term gender equality targets, to ensure adequate operationalization and monitoring of progress towards high-level policy objectives.
2. In its *Management Response*,² FAO agreed to the recommendation and committed to updating the Policy on Gender equality, including its accountability framework, and to developing an Action plan by 2020.
3. The Report of the 126th Session of the Programme Committee,³ presented to the Council in June 2019, highlights that the Committee recommended that a draft presentation of the updated Policy be available not later than December 2019; and agreed that a progress report on the main features of the updated Policy on Gender Equality be submitted to the November 2019 session.

Progress achieved by November 2019

4. The FAO Policy on Gender Equality was updated to ensure its alignment with the most recent international frameworks on gender equality and women's empowerment (such as the Agenda 2030 for Sustainable Development, Beijing + 25, UN-SWAP 2.0), reflect changes in existing institutional processes and strengthen accountabilities.
5. While its overall structure remains the same, all sections, including the introduction and the rationale, were updated to include more recent data on gender in agriculture. The goal of FAO's Policy on Gender Equality remains unchanged, while the formulation of the objectives was also improved to sharpen their focus and avoid overlapping of concepts. For this reason, objective 5, on the share of total agricultural aid dedicated to gender equality, was removed because of its different nature and scope.
6. The section on the Minimum Standards for Gender Mainstreaming was also revised. A series of consultations were held with all the divisions/offices accountable for implementation of the Standards to identify entry points for improvement. These consultations confirmed the overall validity of most standards in terms of their content, but highlighted the need to improve their formulation, to introduce some new standards and to merge or eliminate others.
7. The language of all standards was revised to better clarify the requirements and to make them more operational and results-oriented. For example, Minimum Standard 6, which required all divisions/offices to periodically undertake a stocktaking of their gender work, now specifically includes the identification and allocation of resources for follow-up actions. Similarly, minimum Standard 7, on gender mainstreaming in project formulation and implementation, no longer only requires to carry out gender analysis, but also to integrate gender-related results and indicators in the results frameworks of projects and programmes. In addition, the revision also offered the opportunity to introduce new standards such as on the establishment of incentives and award mechanisms for gender work, in line with a recommendation of the Evaluation of FAO's Work on Gender.

¹ PC 126/4

² PC 126/4 Sup.1

³ CL 161/3

8. The revision of the minimum standards also implied an update of the accountability framework. Additional divisions, such as the Office of the Inspector-General, the Office of Chief Statistician and the Trade and Market Division were assigned responsibilities for implementation and reporting. Senior managers, including in the Director-General's Office, were consulted throughout the process to ensure buy-in and endorsement, at all levels. A new Women's Committee is also being established, which will act as a conduit to drive women career enhancement as well as to leverage and advocate the Organization's ongoing programmatic efforts related to women. The implementation of the Policy on Gender Equality is a shared responsibility of the entire Organization, from headquarters to decentralized offices, and accountability lies with senior management, directors and FAORs and, through them, with all staff.