



DATA COMPANION AND SCORECARD

to the UNICEF Gender Action Plan

April 2024

Selected indicators from the
UNICEF Strategic Plan, 2022–2025

unicef 



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Abbreviations

CPD	country programme document
EAPR/O	East Asia and the Pacific region (office)
ECAR/O	Europe and Central Asia region (office)
ESAR/O	Eastern and Southern Africa region (office)
GAP	Gender Action Plan
GPR	Gender Programmatic Review
HIV	human immunodeficiency virus
LACR/O	Latin America and Caribbean region (office)
MENAR/O	Middle East and North Africa region (office)
M&E	monitoring and evaluation
N/A	not available
RAM	Results Assessment Module
SAR/O	South Asia region (office)
SDG/s	Sustainable Development Goal/s
WCAR/O	West and Central Africa region (office)
WFP	World Food Programme
WHO	World Health Organization





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INTRODUCTION

The annual progress report on the implementation of the Gender Action Plan, 2022–2025 is accompanied by a data companion and scorecard.

The data companion provides a progress update on the Gender Action Plan, 2022–2025 results matrix, which is aligned and structured in accordance with the results framework of the UNICEF Strategic Plan, 2022–2025 and consists of five Goal Areas as well as key performance indicators on organizational effectiveness and efficiency. Each of the five Goal Areas has three levels of indicators:

Impact

These indicators track changes in the lives of children and reflect UNICEF shared commitment to children.

Outcome

These indicators represent institutional and behavioural changes to which UNICEF contributes, in collaboration with partners.

Output

These indicators are most closely associated with the work and contributions of UNICEF. Baselines, results, milestones and targets are expressed as annual figures for most indicators. Where cumulative figures are shown, this is indicated.

While the data companion reports on the current status of gender-relevant Strategic Plan impact and outcome indicators, its main focus is on the output indicators. Details on methodology and sources are available in the Data companion and scorecard to the midterm review of the UNICEF Strategic Plan, 2022–2025 and annual report for 2023 of the Executive Director of UNICEF.

The indicators in this data companion are categorized across the dual gender-programming approach applied within UNICEF, namely gender priorities across the life course and adolescent girls' leadership, well-being, agency and voice.

In addition to programme indicators, the data companion provides an update on the progress made in relation to the UNICEF targets for organizational effectiveness and efficiency indicators related to gender equality. These indicators have been identified to track improvements in institutional effectiveness in order to achieve results on gender equality and the empowerment of women and girls. Furthermore, these benchmarks are aligned with the key areas of investment for UNICEF, namely, institutional readiness, accountability and integrating gender in programming so as to fully implement the Gender Action Plan.

**Indicators on integrated
priorities of the
Gender Action Plan:
gender priorities
through the life course**

RESULTS FRAMEWORK

Goal Area 1: Every child, including adolescents, survives and thrives, with access to nutritious diets, quality primary health care, nurturing practices and essential supplies

Outcome indicators	2021 Baseline	2022 Value	2023 Value	2025 Milestone
1.1. Percentage of pregnant women receiving at least four antenatal visits	66% (2015–2021)	69%	69% ¹	78%
1.2. Percentage of live births attended by skilled health personnel (home and facilities)	81% (2015–2021)	86%	85%	87%
1.3. Percentage of (a) mothers receiving postnatal care	68% (2015–2021)	73%	69%	79%
1.3. Percentage of (b) newborns receiving postnatal care	66% (2015–2021)	72%	69% (2017–2023)	77%
1.12. Percentage of children aged 24 to 59 months receiving early stimulation and responsive care from their parents or caregivers	57% (2013–2021)	55% (2013–2021)	55% (2013–2022)	65%
1.15. Percentage of girls and boys living with HIV who receive antiretroviral therapy	54% (2020)	56% (2021)	60% ² (2022)	N/A
1.16. Percentage of HIV-positive women who received antiretroviral therapy during pregnancy and/or at labour and delivery	85% (2020)	83% (2021)	82% (2022)	95%
1.20. Percentage of pregnant women who benefit from gender-responsive programmes for the prevention of anaemia	37% (2014–2020)	44% (2015–2021)	45% (2016–2022)	45%

Output indicators	2021 Baseline	2022 Value	2023 Value	2023 Milestone
1.1.3. Number of health workers receiving the skills and support for delivering essential maternal, newborn and child health services, through UNICEF-supported programmes	0.8 million	1.2 million	2.3 million (cumulative)	1.2 million
1.1.4. Number of countries in which UNICEF has strengthened systems for primary health care	97	119	124	111
1.2.2. Number of countries that introduced one or more of the following vaccines: human papillomavirus vaccine, hepatitis B vaccine, measles-containing-vaccine second dose, pneumococcal conjugate vaccine and/or rotavirus vaccine	18 (2020)	30 (2021)	51 (2022)	42
1.3.3. Number of countries with at least dual mother-to-child transmission of HIV and syphilis elimination policies and services	32	34	36	35
1.7.4. Number of countries implementing integrated anaemia prevention and nutrition counselling in their pregnancy care programmes for women	30	40	46	40

¹ For 2023 updates for outcome indicators 1.1, 1.2, 1.3 (a), 1.3 (b), 1.4 (a), 1.4 (b), 1.5 and 1.6 on maternal, newborn and child health, new annualized modelled estimates were used to enable reporting on specific years on an annual basis and provide estimates for all regions.

² Treatment data for adolescents living with HIV are not available for 2023 as there are not enough countries reporting data on adolescent treatment by age and sex that can be validated. In the data that are available, there are no gender differences in access to treatment. UNICEF is working to generate and analyse global and regional data on adolescent treatment in 2024.

Goal Area 2: Every child, including adolescents, learns and acquires skills for the future

Outcome indicators	2021 Baseline	2022 Value	2023 Value	2025 Milestone
2.1. Percentage of countries with gender disparity in education				
Primary – Female disadvantaged	16% (2012–2021)	8% (2013–2022)	13% (2014–2023)	7%
Lower secondary – Female disadvantaged	33%	13%	23%	18%
Upper secondary – Female disadvantaged	30%	23%	42%	16%
2.3. Gross enrolment ratio in pre-primary education				
	59%	53%	57%	77%
2.4. Out-of-school rate for girls and boys of primary school age				
Primary – Female	12% (2012–2021)	9% (2013–2022)	12% (2014–2023)	7%
Primary – Male	9%	9%	11%	5%
Lower-secondary – Female	20%	21%	18%	11%
Lower secondary – Male	21%	19%	19%	12%
2.8. Remote learning readiness index				
Income status – Low-income countries	22%	N/A	N/A	N/A
Income status – Lower-middle-income countries	50%	N/A	N/A	N/A

Output indicators	2021 Baseline	2022 Value	2023 Value	2023 Milestone
2.1.1. Percentage of countries with inclusive and gender-equitable systems for access to learning opportunities				
Gender-responsive education system for access	38%	47%	53%	N/A
2.1.4. Number of out-of-school children and adolescents who accessed education, through UNICEF-supported programmes				
	48.6 million	86.5 million	124.3 million ³ (cumulative)	80.7 million

³ The increase can be attributed to the surge in humanitarian response, as evidenced by the rise in the numbers for both ESARO (11,978,584) and WCAR0 (11,411,753). This also reflects the attention given to out-of-school adolescents.

Goal Area 3: Every child, including adolescents, is protected from violence, exploitation, abuse, neglect and harmful practices

Outcome indicators	2021 Baseline	2022 Value	2023 Value	2025 Milestone
3.4. Percentage of students 13 to 15 years who reported being bullied on one or more days in the past 30 days	36% (2011–2018)	35% (2011–2019)	35% (2011–2019)	33%
3.9. Percentage of girls, boys, women and men aged 15 to 49 years who believe that female genital mutilation should be eliminated	Female: 69% Male: 64% (2011–2020)	Female: 72% Male: 64% (2011–2021)	Female: 72% Male: 64% (2011–2022)	Female: 77% Male: 71%

Output indicators	2021 Baseline	2022 Value	2023 Value	2023 Milestone
3.1.2. Number of mothers, fathers and caregivers reached through UNICEF-supported parenting programmes	3 million	11.8 million	11.8 million	4 million
3.1.3. Number of children who have experienced violence, exploitation, abuse and neglect reached by health, social work or justice/law enforcement services, through UNICEF-supported programmes	4.4 million	4.7 million	4.5 million	5.4 million
3.1.7. Percentage of UNICEF-targeted women, girls and boys in humanitarian situations provided with risk mitigation, prevention and response interventions to address gender-based violence, through UNICEF-supported programmes	103% (13,853,928)	86% (8,827,379)	93% (23,061,493)	≥90%
3.1.8. Number of children and adults who have access to a safe and accessible channel to report sexual exploitation and abuse by humanitarian, development, protection and/or other personnel who provide assistance to affected populations	61.2 million	49.2 million	70.3 million	64.9 million
3.2.7. Number of UNICEF-targeted children, adolescents, parents and caregivers provided with community-based mental health and psychosocial support services	12 million	25.2 million	34.7 million	13.3 million
3.3.1. Number of girls and women who receive prevention and protection services on female genital mutilation, through UNICEF-supported programmes	159,000	383,736	603,270	209,000
3.3.2. Number of people engaged through community platforms in reflective dialogue towards eliminating discriminatory social and gender norms and harmful practices that affect girls and women, through UNICEF-supported programmes	22.3 million	31.1 million	32.4 million	23.2 million

Goal Area 4: Every child, including adolescents, has access to safe and equitable water, sanitation and hygiene services and supplies, and lives in a safe and sustainable climate and environment

Outcome indicators	2021 Baseline	2022 Value	2023 Value	2025 Milestone
4.4. Proportion of women and girls aged 15 to 49 years who have menstruated in the last 12 months who did not participate in work, school or other social activities during their last period	N/A	N/A	N/A ⁴	N/A

Output indicators	2021 Baseline	2022 Value	2023 Value	2023 Milestone
4.1.6. Number of women and adolescent girls reached whose menstrual health and hygiene needs are addressed, through UNICEF-supported programmes	0	17.5 million	25.4 million (cumulative)	16 million
4.1.7. Number of people in humanitarian contexts reached with appropriate drinking water services, through UNICEF-supported programmes	33.3 million	39.4 million	42.4 million	35 million
4.1.8. Number of people in humanitarian contexts reached with appropriate sanitation services, through UNICEF-supported programmes	8.4 million	9.2 million	11 million	12 million
4.2.1. Number of countries that have prepared and implemented a costed and inclusive national water, sanitation and hygiene financing strategy, with UNICEF support	8	9	11	15

Goal Area 5: Every child, including adolescents, has access to inclusive social protection and lives free from poverty

Outcome indicators	2021 Baseline	2022 Value	2023 Value	2025 Milestone
5.5. Number of countries taking action to support care work through family-friendly policies	13	24	37	33

Output indicators	2021 Baseline	2022 Value	2023 Value	2023 Milestone
5.2.2. Number of countries with social protection programmes that are gender-responsive or lead to transformative gender equality results	22	37	46	30

⁴ Data are insufficient to generate regional or global estimates.

SELECTED INDICATORS

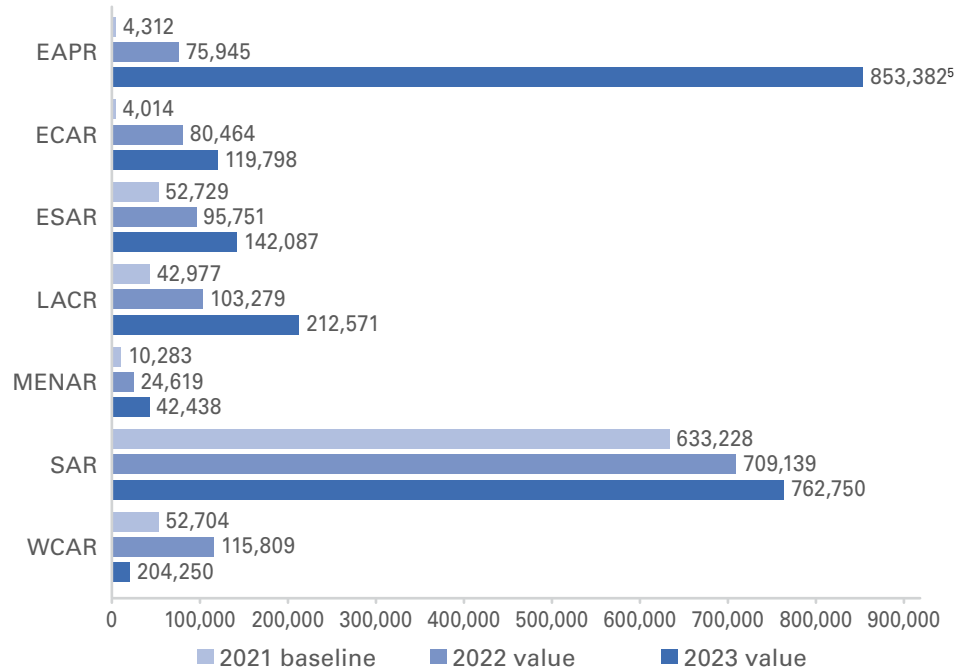
Health workers receiving support through UNICEF programmes

1.1.3

Number of health workers receiving the skills and support for delivering essential maternal, newborn and child health services, through UNICEF-supported programmes

Global value

2021 baseline	0.8 million
2022 value	1.2 million
2023 value	2.3 million
2023 milestone	1.2 million
2024 milestone	1.4 million
2025 target	1.6 million



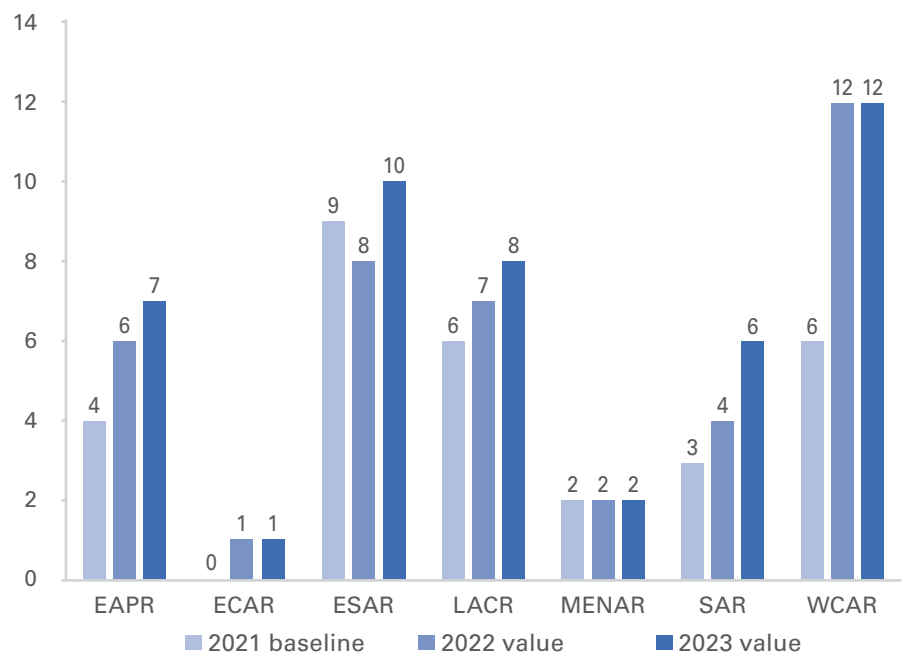
Anaemia prevention and nutrition counselling for pregnant women

1.7.4

Number of countries implementing integrated anaemia prevention and nutrition counselling in their pregnancy care programmes for women

Global value

2021 baseline	30
2022 value	40
2023 value	46
2023 milestone	40
2024 milestone	45
2025 target	≥45



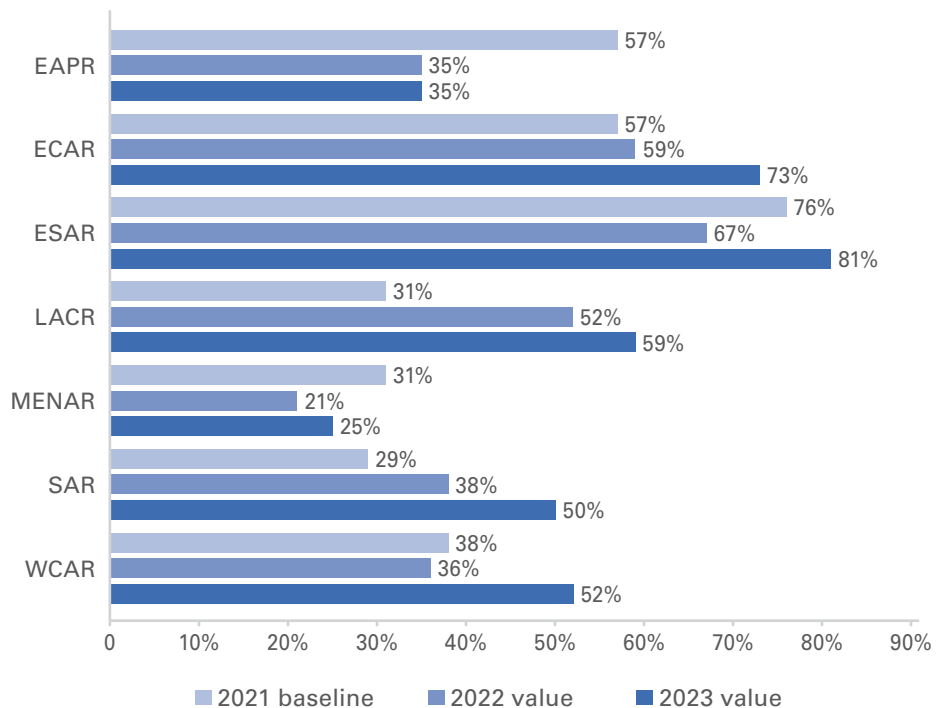
⁵ Increase in regional total driven by an increase in the numbers in China.

Equitable access to learning opportunities

2.1.1

Percentage of countries with inclusive and gender-equitable systems for access to learning opportunities

Global value	
2021 baseline	38%
2022 value	47%
2023 value	53%
2023 milestone	55%
2024 milestone	59%
2025 target	65%

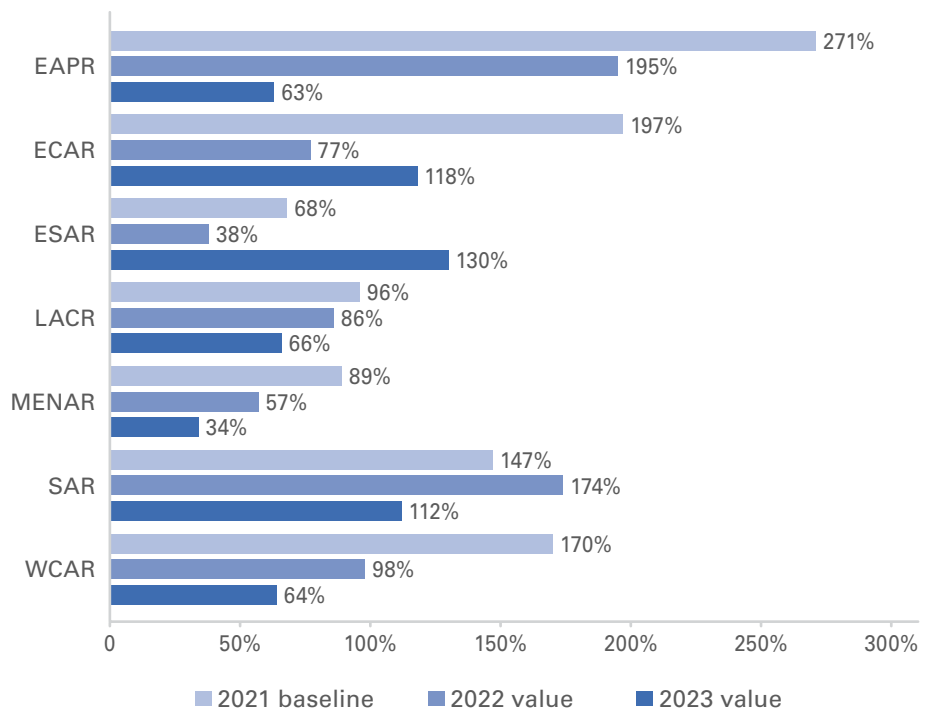


Addressing gender-based violence in humanitarian situations

3.1.7

Percentage of UNICEF-targeted women, girls and boys in humanitarian situations provided with risk mitigation, prevention and response interventions to address gender-based violence, through UNICEF-supported programmes

Global value	
2021 baseline	103%
2022 value	86%
2023 value	93%
2023 milestone	≥90%
2024 milestone	≥90%
2025 target	≥90%



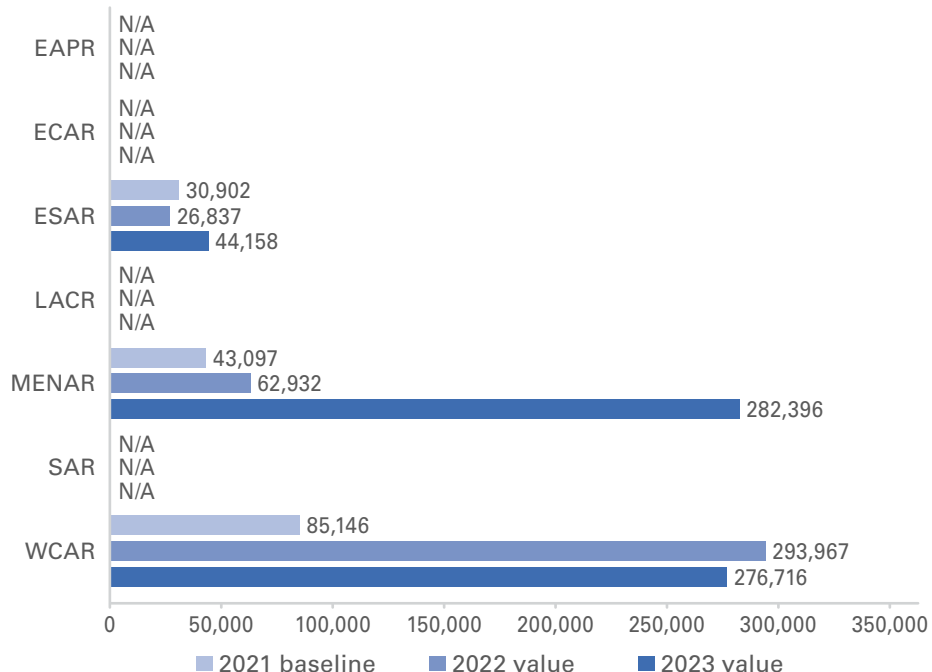
Prevention of female genital mutilation

3.3.1

Number of girls and women who receive prevention and protection services on female genital mutilation, through UNICEF-supported programmes

Global value

2021 baseline	159,000
2022 value	383,736
2023 value	603,270
2023 milestone	209,000
2024 milestone	234,000
2025 target	259,000



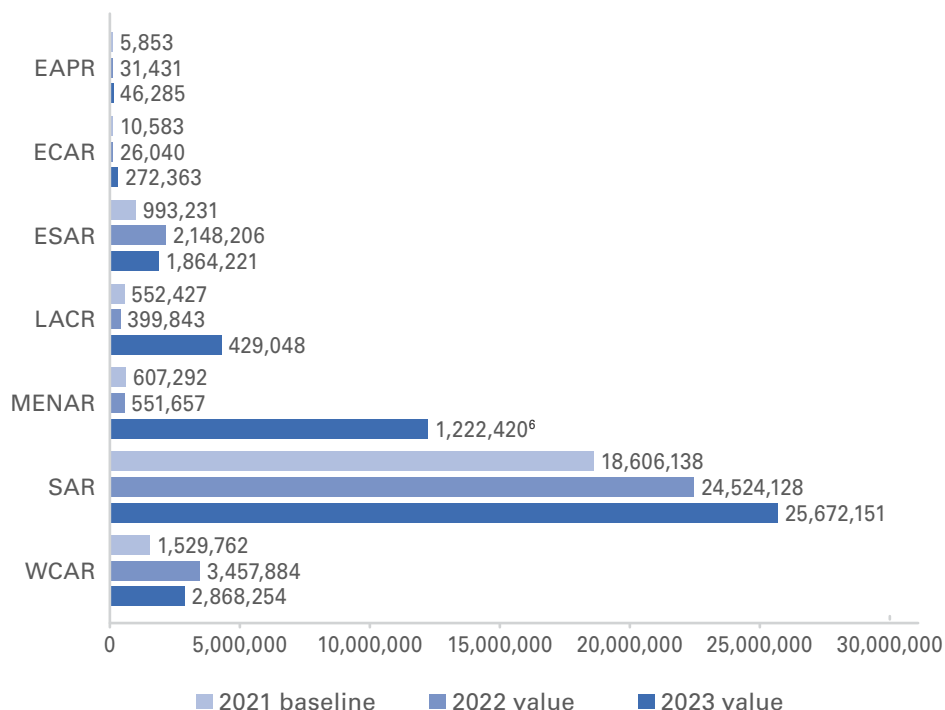
Eliminating discriminatory social and gender norms and harmful practices

3.3.2

Number of people engaged through community platforms in reflective dialogue towards eliminating discriminatory social and gender norms and harmful practices that affect girls and women, through UNICEF-supported programmes

Global value

2021 baseline	22.3 million
2022 value	31.1 million
2023 value	32.4 million
2023 milestone	23.2 million
2024 milestone	23.5 million
2025 target	23.9 million



⁶ Increase in regional total driven by an increase in the numbers in Egypt.

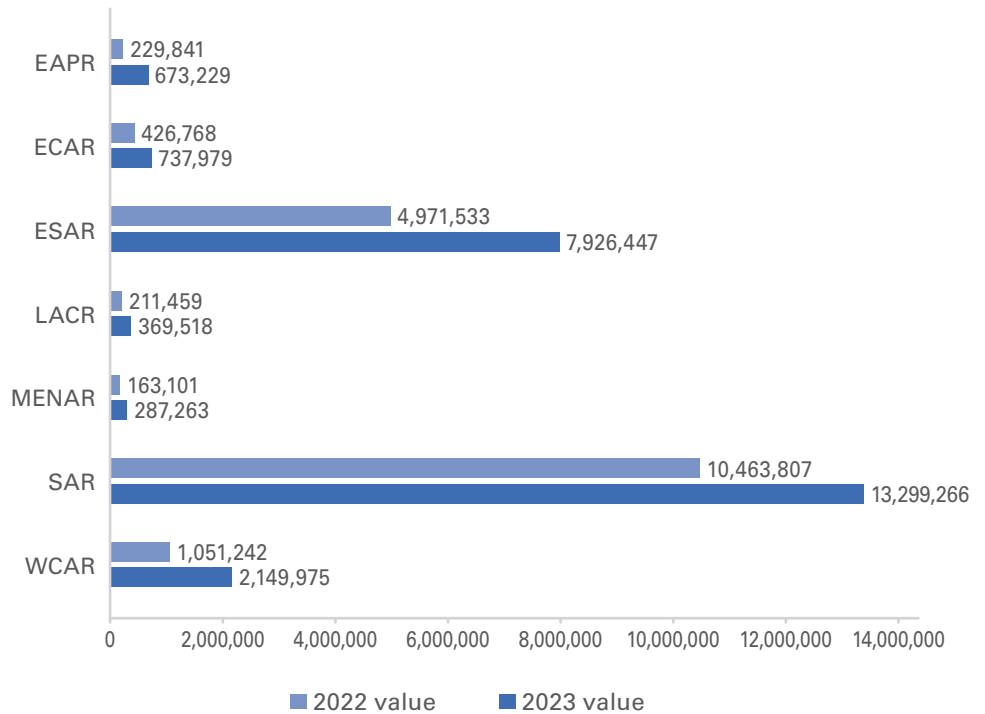
Addressing menstrual health and hygiene needs

4.1.6

Number of women and adolescent girls reached whose menstrual health and hygiene needs are addressed, through UNICEF-supported programmes

Global value

2021 baseline	0
2022 value	17.5 million
2023 value	25.4 million
2023 milestone	16 million
2024 milestone	28 million
2025 target	40 million



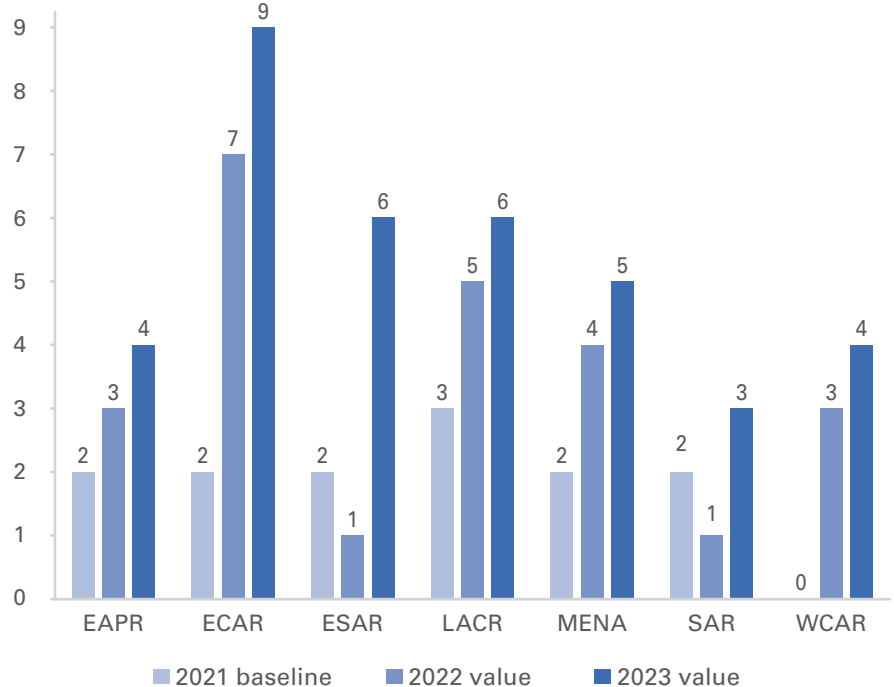
Supporting care work through family-friendly policies

5.5

Number of countries taking action to support care work, through family-friendly policies

Global value

2021 baseline	13
2022 value	24
2023 value	37
2025 target	33



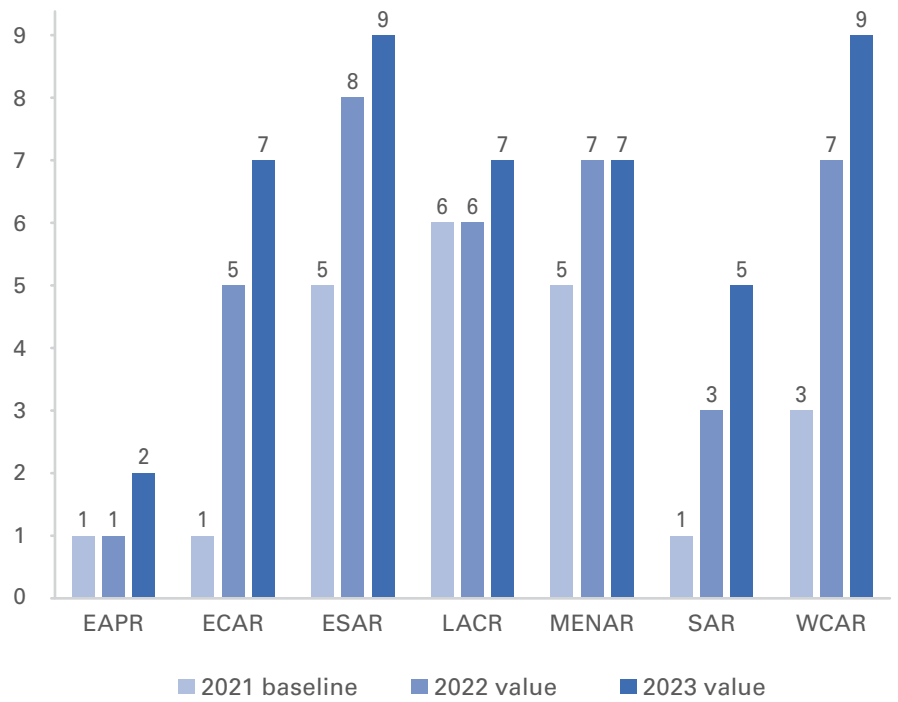
Gender-responsive social protection programmes

5.2.2

Number of countries with social protection programmes that are gender-responsive or lead to transformative gender equality results

Global value

2021 baseline	22
2022 value	37
2023 value	46
2023 milestone	30
2024 milestone	35
2025 target	40





**Indicators on targeted
priorities of the
Gender Action Plan:
adolescent girls' well-being
and empowerment**

RESULTS FRAMEWORK

Goal Area 1: Every child, including adolescents, survives and thrives, with access to nutritious diets, quality primary health care, nurturing practices and essential supplies

Outcome indicators	2021 Baseline	2022 Value	2023 Value	2025 Milestone
1.1. Percentage of pregnant adolescent girls receiving at least four antenatal visits [adolescents 15–19 years]	57%	56%	61%	N/A
1.2. Percentage of live births attended by skilled health personnel (home and facilities) [adolescents 15–19 years]	75%	76%	78%	N/A
1.3. Percentage of mothers receiving postnatal care [adolescents 15–19 years]	62%	64%	65%	N/A
1.13. Proportion of women aged 15 to 19 years who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care (SDG 5.6.1)	33%	29%	N/A	N/A
1.14. Percentage of adolescents who report symptoms of depression and/or anxiety reporting contact with health professional or counsellor for mental health care	N/A	N/A	N/A ⁷	N/A
1.15. Percentage of children and adolescents living with HIV who receive antiretroviral therapy [adolescents 15–19 years]	55%	59%	60%	95%
1.20. Percentage of pregnant women who benefit from gender-responsive programmes for the prevention of anaemia [adolescents 15–19 years]	N/A	N/A	40%	N/A

Output indicators	2021 Baseline	2022 Value	2023 Value	2023 Milestone
1.3.4. Number of countries in which UNICEF is supporting combination HIV-prevention interventions, including pre-exposure prophylaxis, targeting adolescent girls and young women and/or adolescent and young key populations	33	33	32	35
1.4.2. Number of countries integrating adolescent health priorities, including sexual and reproductive health, in primary health-care services or through school and digital platforms	27	37	41	34
1.5.1. Number of countries integrating mental health services in primary health care, including through school and digital platforms	54	67	80	62
1.7.1. Number of children 5 to 19 years who benefit from gender-responsive programmes for the prevention of anaemia and all forms of malnutrition	67.4 million	116.2 million	122.8 million	85 million

⁷ New tools to measure adolescent mental health were integrated into the multiple indicator cluster survey to collect globally comparable data, and data collection started in 2023.

Output indicators	2021 Baseline	2022 Value	2023 Value	2023 Milestone
1.7.2. Number of countries with programmes to prevent overweight and obesity in school-age children and adolescents	31	33	51	40
1.7.3. Number of countries with gender-responsive programmes to prevent anaemia in adolescent girls and boys through school- and community-based approaches	28	30	45	35

Goal Area 2: Every child, including adolescents, learns and acquires skills for the future

Outcome indicators	2021 Baseline	2022 Value	2023 Value	2025 Milestone
2.7. Percentage of youth not in employment, education or training (SDG 8.6.1)	27% (2015–2021)	28% (2015–2021)	24% (2015–2023)	15%

Output indicators	2021 Baseline	2022 Value	2023 Value	2023 Milestone
2.2.5. Percentage of countries with gender-responsive systems for learning and skills development	41%	41%	36%	61%
2.2.6. Percentage of countries institutionalizing holistic skills development to support learning, personal empowerment, environmental sustainability, active citizenship and/or employability and entrepreneurship	21%	23%	35%	29%
2.2.8. Number of children who accessed education through digital platforms, through UNICEF-supported programmes	63.1 million	76.8 million	94.6 million (cumulative)	105.7 million
2.2.10. Number of adolescents and young people who participate in or lead civic engagement initiatives, through UNICEF-supported programmes	19.6 million	16.1 million	21.9 million	21.4 million

Goal Area 3: Every child, including adolescents, is protected from violence, exploitation, abuse, neglect and harmful practices

Outcome indicators	2021 Baseline	2022 Value	2023 Value	2025 Milestone
3.1. Percentage of girls and boys aged 15 to 17 years who have ever experienced any sexual violence and sought help from a professional				
Female	4% (2012–2019)	4% (2012–2021)	4% (2012–2021)	5%
Male	N/A	N/A	N/A	N/A
3.3. Percentage of girls and boys aged 15 to 19 years who consider a husband to be justified in hitting or beating his wife for at least one of the specified reasons				
Female	36% (2014–2020)	35% (2014–2021)	34% (2014–2022)	27%
Male	35% (2014–2020)	35% (2014–2021)	35% (2014–2022)	25%
3.9. Percentage of girls, boys, women and men aged 15 to 49 years who believe that female genital mutilation should be eliminated [adolescents 15–19 years]	Female: 69% Male: 64% (2011–2020)	Female: 72% Male: 64% (2011–2021)	Female: 72% Male: 64% (2011–2021)	Female: 77% Male: 71%

Output indicators	2021 Baseline	2022 Value	2023 Value	2023 Milestone
3.1.7. Percentage of UNICEF-targeted women, girls and boys in humanitarian contexts provided with risk mitigation, prevention and/or response interventions to address gender-based violence, through UNICEF-supported programmes [adolescents 10–19 years]	103% (13.853.928)	86% (8.827.379)	93% (23.061.493)	≥90%
3.1.8. Number of children and adults who have access to a safe and accessible channel to report sexual exploitation and abuse by humanitarian, development, protection and/or other personnel who provide assistance to affected populations [adolescents 10–19 years]	61.2 million	49.2 million	70.3 million	64.9 million
3.2.7. Number of UNICEF-targeted children, adolescents, parents and caregivers provided with community-based mental health and psychosocial support services [adolescents 10–19 years]	12 million	25.2 million	34.7 million	13.3 million
3.3.1. Number of girls and women who receive prevention and protection services on female genital mutilation, through UNICEF-supported programmes [adolescents 10–19 years]	159,000	383,736	603,270	209,000
3.3.3. Number of adolescent girls receiving prevention and care interventions to address child marriage, through UNICEF-supported programmes	7.6 million	17.2 million	11 million ⁸	11.5 million
3.3.4. Number of countries implementing evidence-based, costed and funded action plans or strategies with monitoring and evaluation frameworks to end child marriage	32	25	32	35

⁸ Reduction was driven by ECAR (33,263 in 2023) and SAR (9,541,229 in 2023).

Goal Area 4: Every child, including adolescents, has access to safe and equitable water, sanitation and hygiene services, and lives in a safe and sustainable climate and environment

Outcome indicators	2021 Baseline	2022 Value	2023 Value	2025 Milestone
4.4. Proportion of women and girls aged 15 to 49 years who have menstruated in the last 12 months who did not participate in work, school or other social activities during their last period [adolescents 15–19 years]	N/A	N/A	N/A ⁹	N/A

Output indicators	2021 Baseline	2022 Value	2023 Value	2023 Milestone
4.1.6. Number of women and adolescent girls reached whose menstrual health and hygiene needs are addressed through UNICEF-supported programmes [adolescents 15–19 years]	0	17.5 million	25.4 million	16 million
4.3.2. Number of countries engaging children, adolescents and young people in action and advocacy to address climate change, unsustainable energy use and/or environmental degradation, with UNICEF support	50	68	78	75

⁹ Data insufficient to generate regional or global estimates.

SELECTED INDICATORS

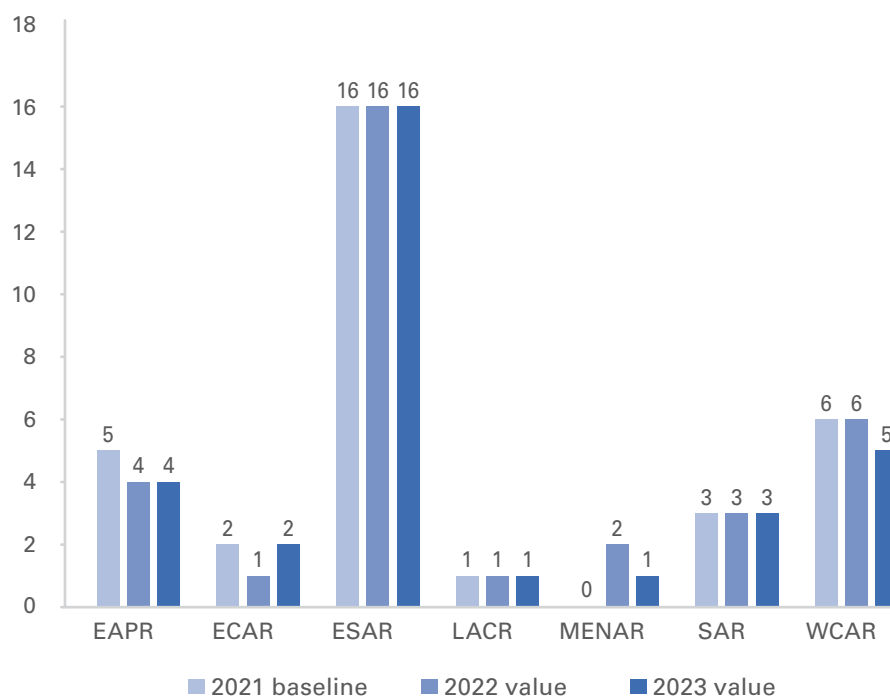
HIV prevention among adolescent girls

1.3.4

Number of countries in which UNICEF is supporting combination HIV-prevention interventions, including pre-exposure prophylaxis, targeting adolescent girls and young women and/or adolescent and young key populations

Global value

2021 baseline	33
2022 value	33
2023 value	32
2023 milestone	35
2024 milestone	37
2025 target	37



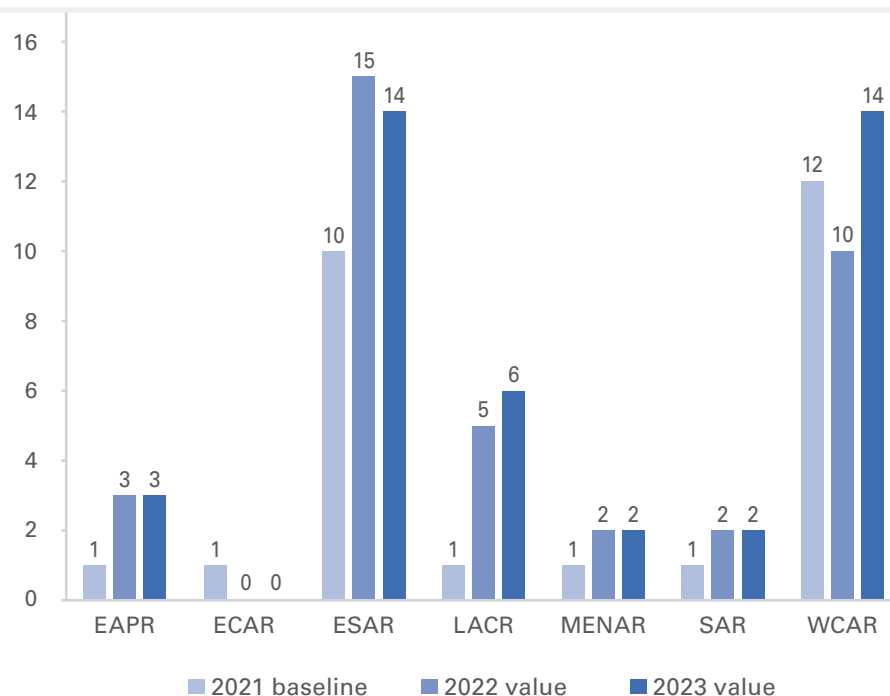
Integrating adolescent health priorities in primary health care

1.4.2

Number of countries integrating adolescent health priorities, including sexual and reproductive health, in primary health-care services or through school and digital platforms

Global value

2021 baseline	27
2022 value	37
2023 value	41
2023 milestone	34
2024 milestone	38
2025 target	42



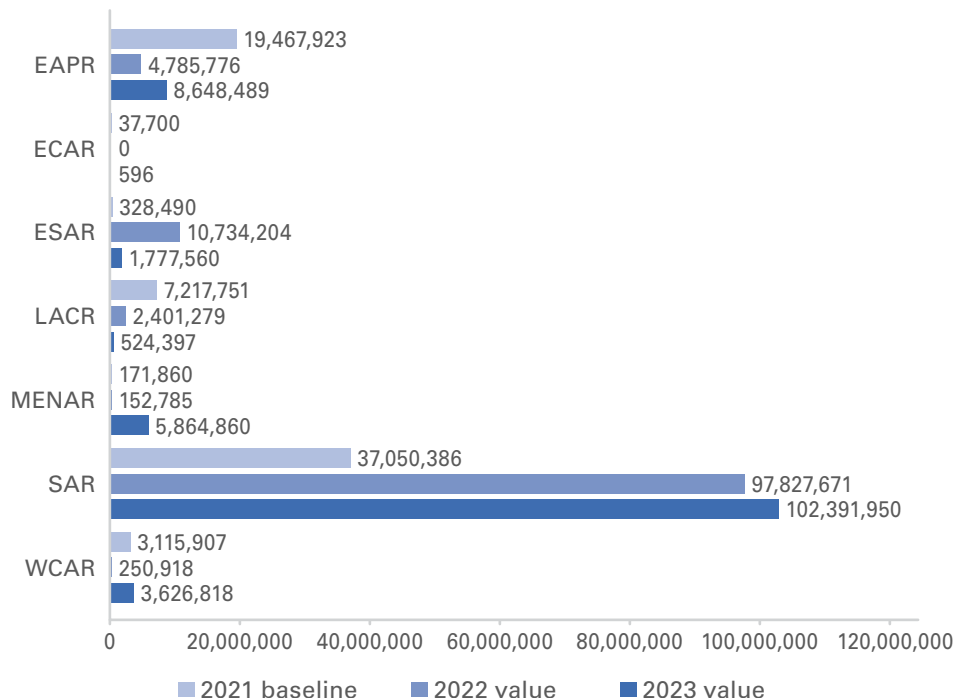
Children benefiting from gender-responsive programmes for prevention of anaemia and malnutrition

1.7.1

Number of children aged 5 to 19 years who benefit from gender-responsive programmes for the prevention of anaemia and all forms of malnutrition

Global value

2021 baseline	67.4 million
2022 value	116.2 million
2023 value	122.8 million
2023 milestone	85 million
2024 milestone	90 million
2025 target	≥100 million



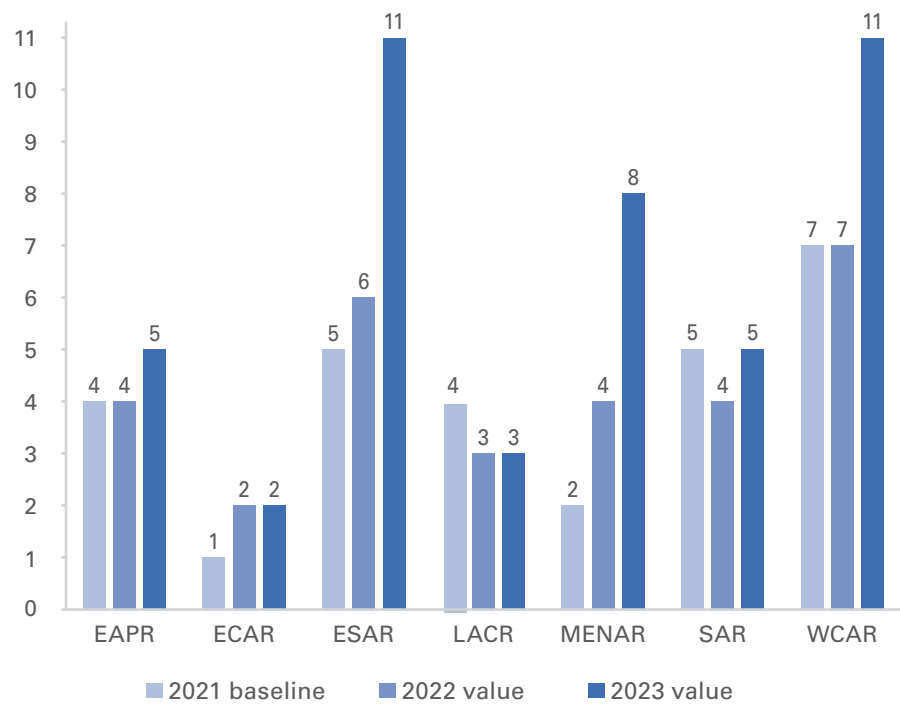
Preventing anaemia in adolescent girls and boys

1.7.3

Number of countries with gender-responsive programmes to prevent anaemia in adolescent girls and boys through school- and community-based approaches

Global value

2021 baseline	28
2022 value	30
2023 value	45
2023 milestone	35
2024 milestone	40
2025 target	45



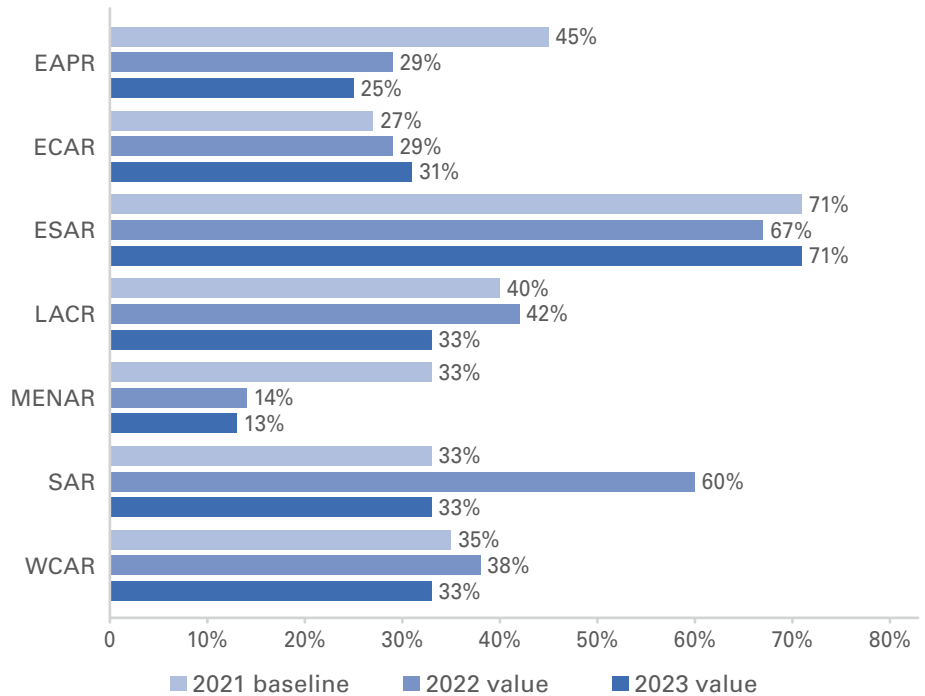
Gender-responsive systems for learning and skills development

2.2.5

Percentage of countries with gender-responsive systems for learning and skills development

Global value

2021 baseline	41%
2022 value	41%
2023 value	36%
2023 milestone	61%
2024 milestone	69%
2025 target	78%



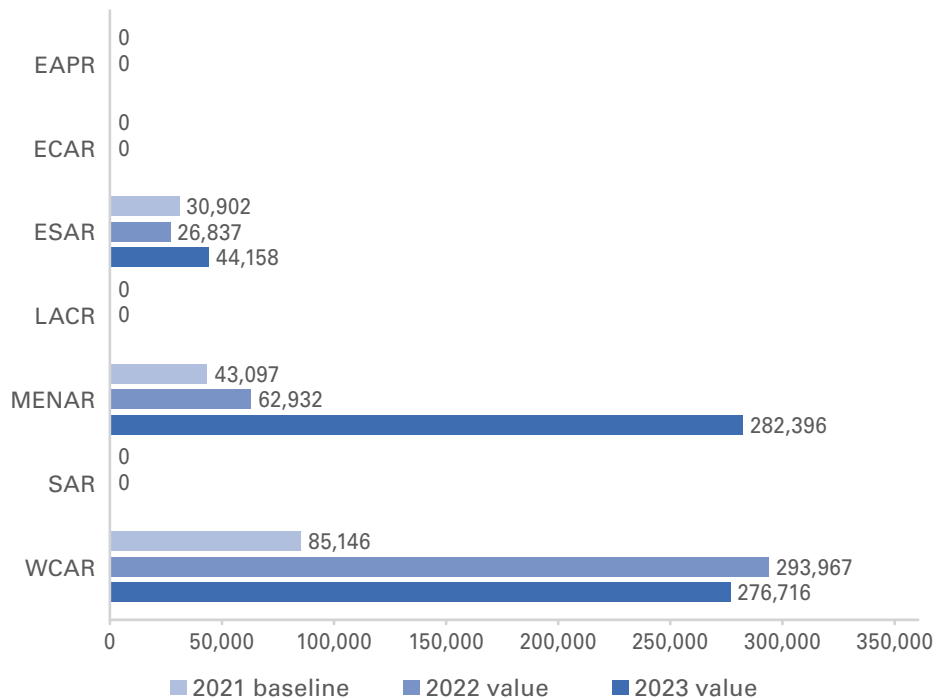
Prevention and protection from female genital mutilation

3.3.1

Number of girls and women who receive prevention and protection services on female genital mutilation, through UNICEF-supported programmes

Global value

2021 baseline	159,000
2022 value	383,736
2023 value	603,270
2023 milestone	209,000
2024 milestone	234,000
2025 target	259,000



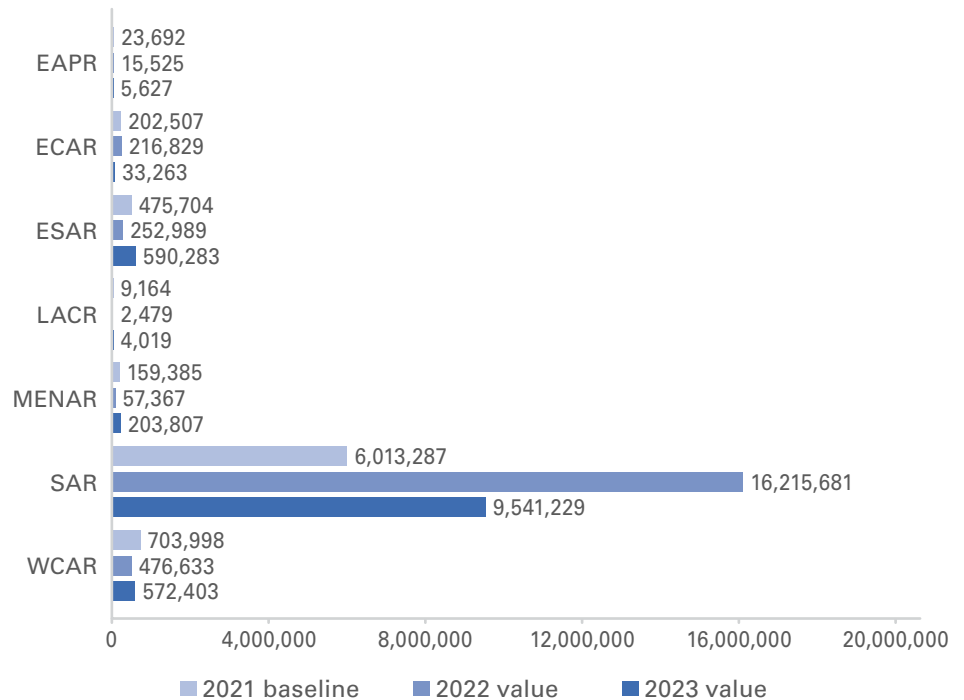
Prevention of child marriage

3.3.3

Number of adolescent girls receiving prevention and care interventions to address child marriage, through UNICEF-supported programmes

Global value

2021 baseline	7.6 million
2022 value	17.2 million
2023 value	11 million
2023 milestone	11.5 million
2024 milestone	14.1 million
2025 target	17.4 million



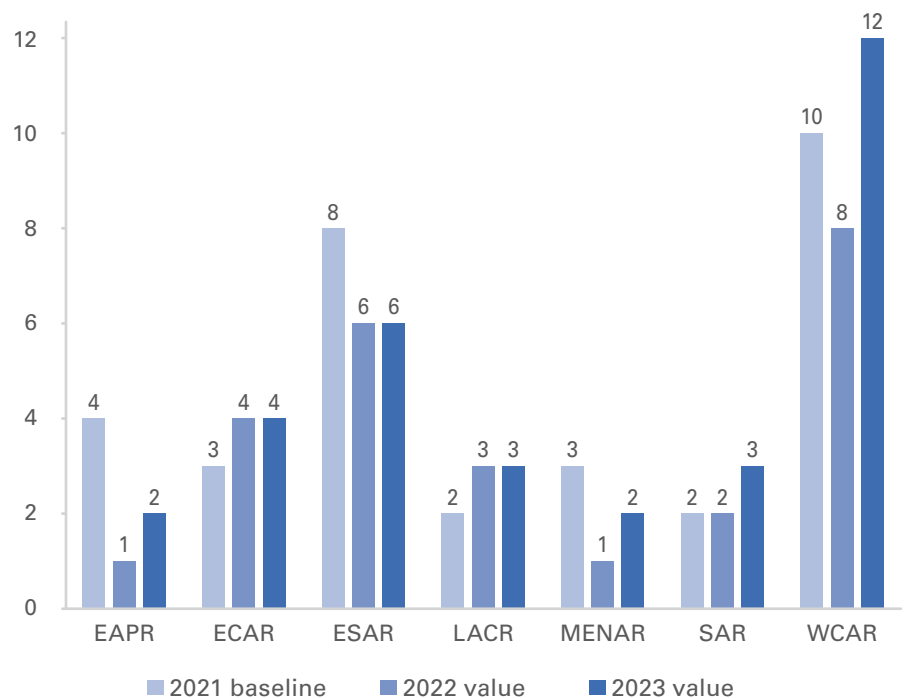
Ending child marriage

3.3.4

Number of countries implementing evidence-based, costed and funded action plans or strategies with monitoring and evaluation frameworks to end child marriage

Global value

2021 baseline	32
2022 value	25
2023 value	32
2023 milestone	35
2024 milestone	38
2025 target	41



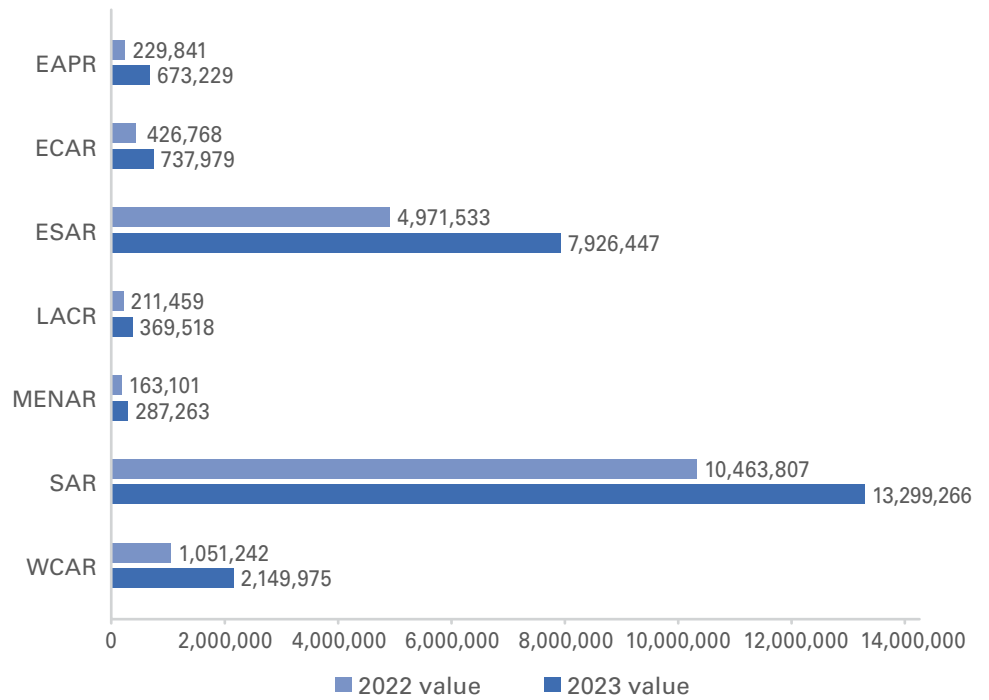
Addressing adolescent menstrual health and hygiene needs

4.1.6

Number of women and adolescent girls reached whose menstrual health and hygiene needs are addressed, through UNICEF-supported programmes

Global value

2021 baseline	0
2022 value	17.5 million
2023 value	25.4 million
2023 milestone	16 million
2024 milestone	28 million
2025 target	40 million



Gender in programme strategies and institutional systems

The Gender Action Plan implementation standard

The Gender Action Plan implementation standard (or GAP standard) measures whether a country office meets agreed organizational standards for the implementation of the Plan at the country level.

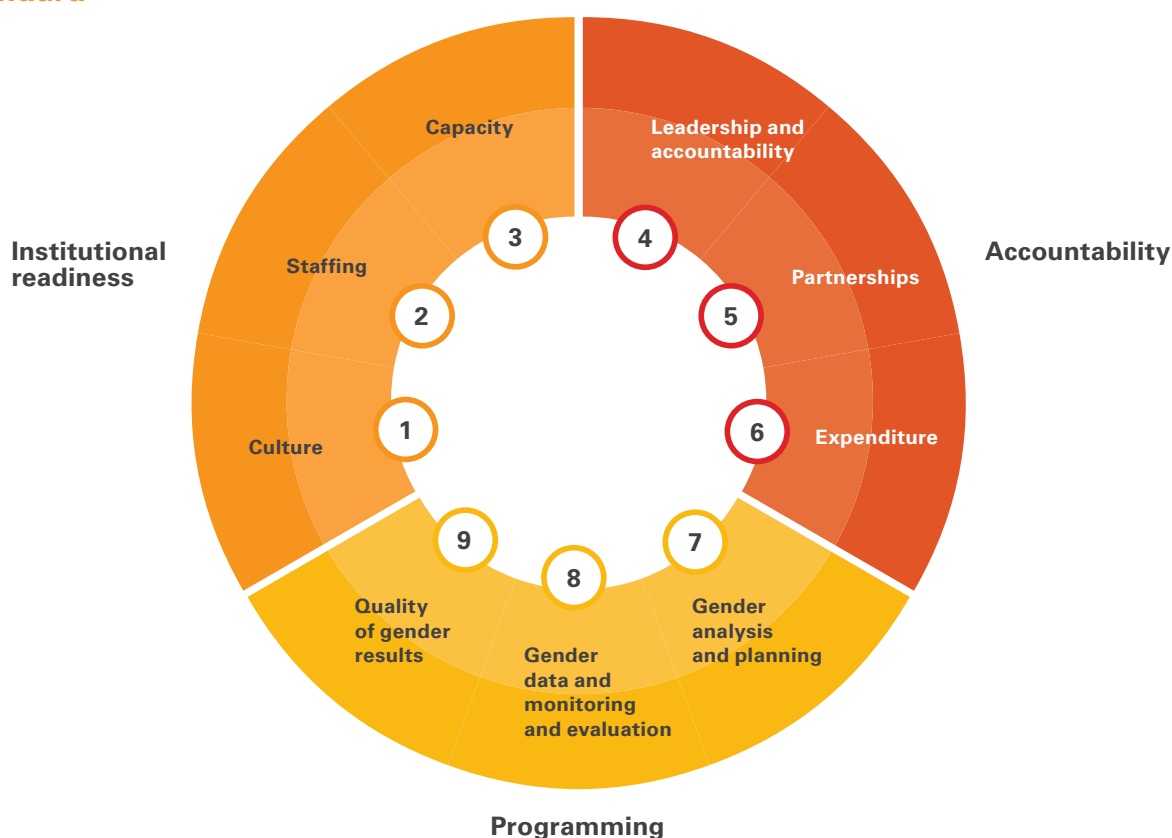
Building on the institutional standard for the Gender Action Plan, 2018–2021, the new GAP standard tracks nine criteria. They range from institutional readiness to accountability, programming and quality of gender results achieved (see figure below). These ambitious measures are helping to advance efforts to tackle systemic barriers and bottlenecks, and contribute to transformational change in the medium to long term.

The unit of analysis is the country office, which allows for regional and global aggregations. Each country receives a

score on each of the nine criteria as well as a final overall score. The data sources are mostly internal, corresponding to dedicated Strategic Plan indicators, or are based on extractions from proprietary databases (the enterprise resource planning software VISION, the Results Assessment Module (RAM), the capacity-building and training platform AGORA, and the emergency preparedness platform). All of these sources have established quality control mechanisms. In some instances, external data (i.e., Economic Dividends for Gender Equality, or EDGE certification) are used.

Global, regional and country performance are displayed on tailored gender dashboards that are available on the intranet, helping offices to monitor and improve their performance on the GAP standard.

GAP standard



I. Institutional readiness

1. Culture

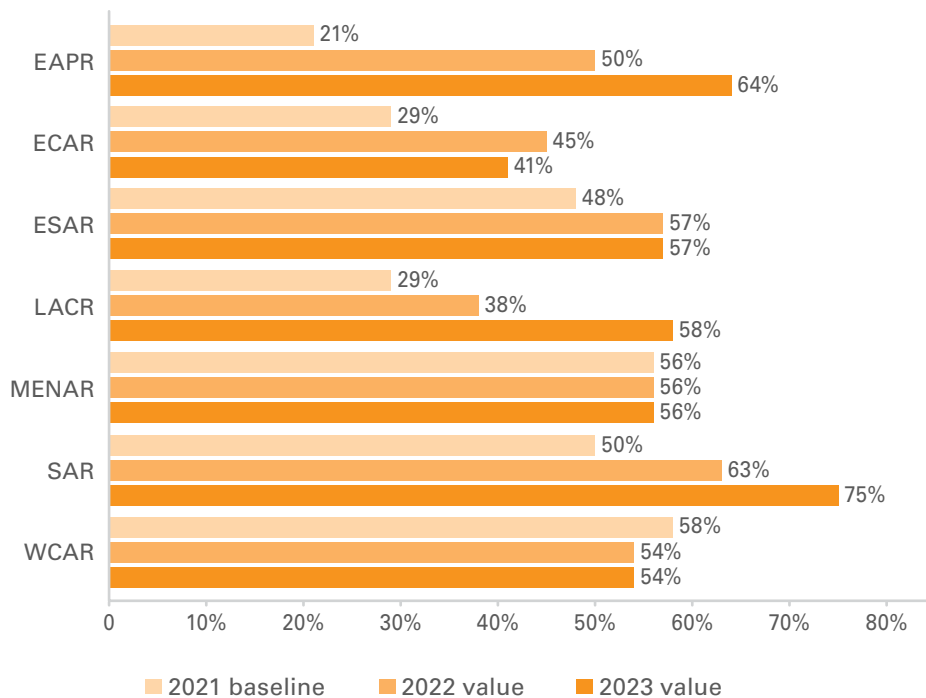
Protection from sexual exploitation and abuse

E.3.5

Percentage of country offices that have a system in place to prevent and respond to sexual exploitation and abuse

Global value

2021 baseline	41%
2022 value	50%
2023 value	56%
2023 milestone	65%
2024 milestone	77%
2025 target	≥ 90%

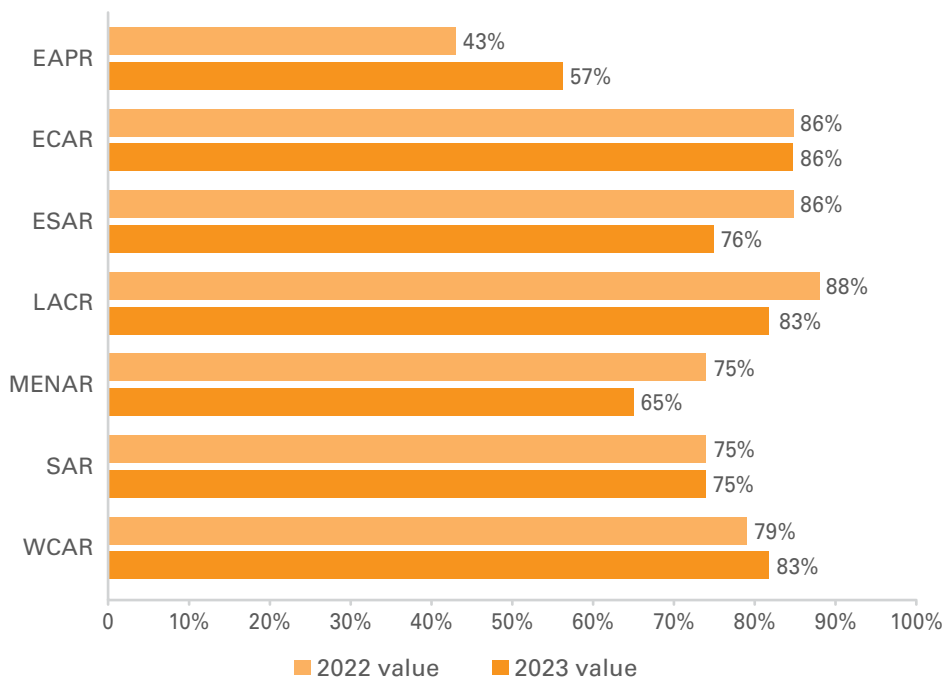


2. Staffing

Meeting the Gender Action Plan staffing guidance

H.5.2

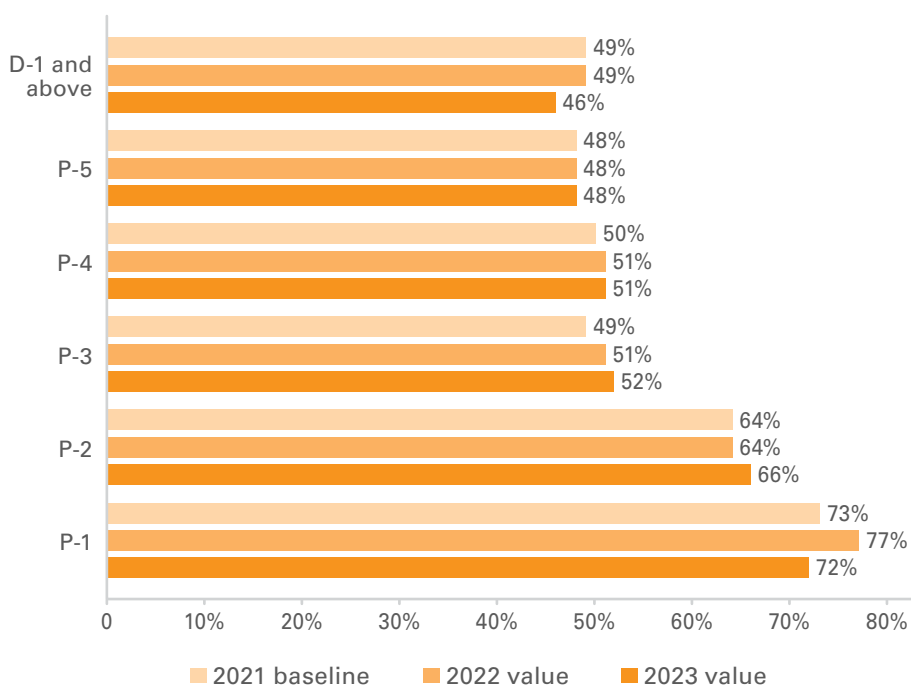
Percentage of offices meeting the Gender Action Plan staffing guidance



Gender parity

E.4.1

Percentage of women staff, by level



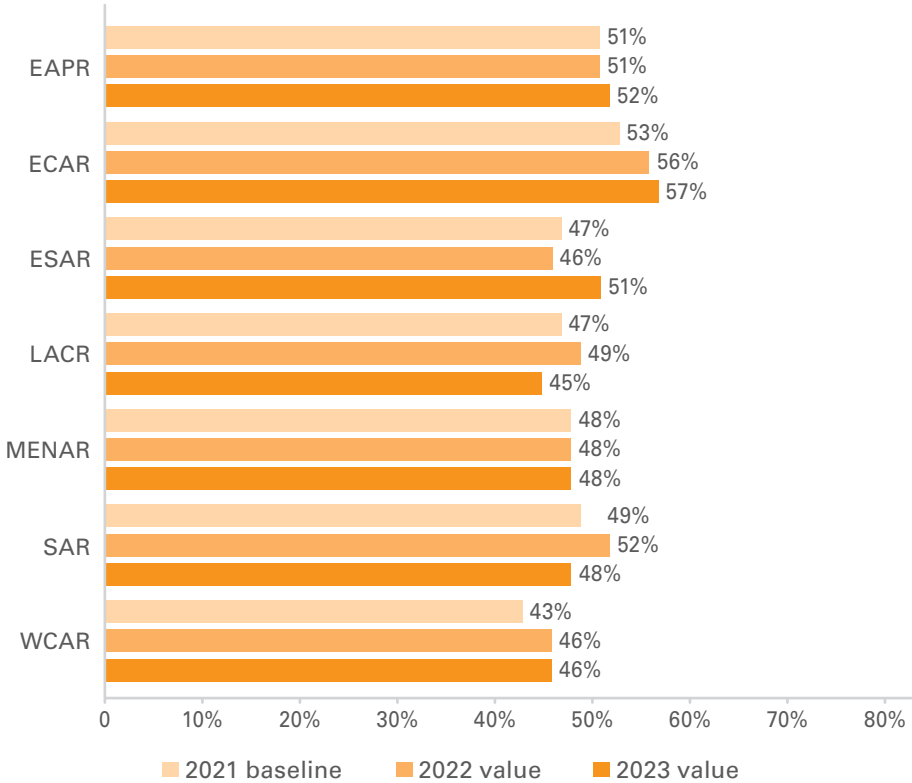
D-1: Director level;
P-1 to P-5: Professional level.

Percentage of female International Professional staff, by region

E.4.1

Percentage of female International Professional staff

Global value	
2021 baseline	51%
2022 value	52%
2023 value	52.4%
2023 milestone	47% - 53%
2024 milestone	47% - 53%
2025 target	47% - 53%

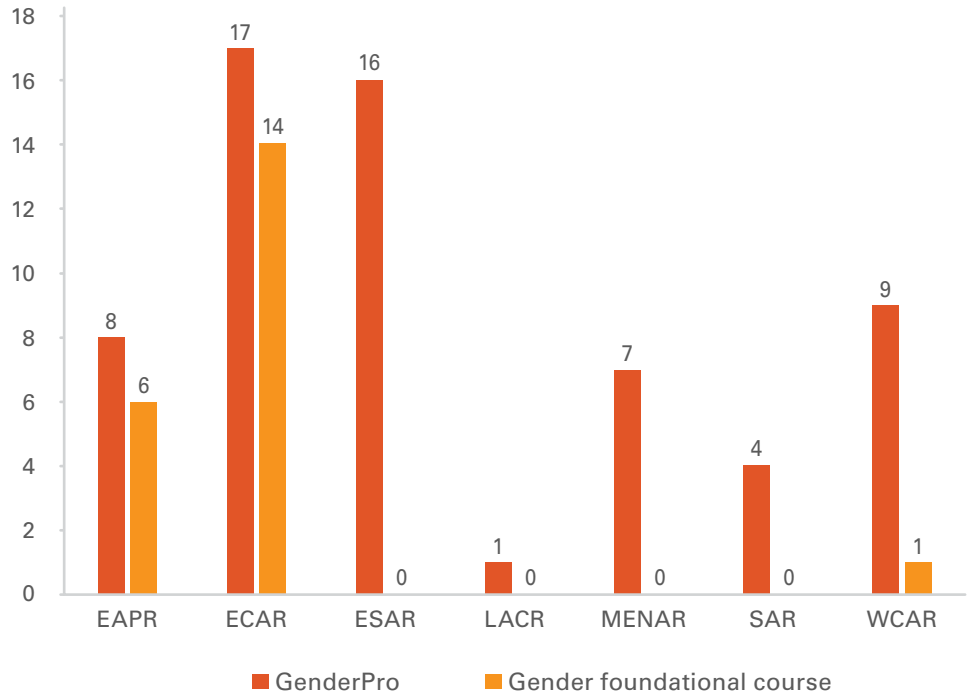


3. Capacity

Mandatory foundational gender training

Number of countries for which
 (a) at least one staff member
 has been credentialed for
 GenderPro, and
 (b) 50% of the country office
 has passed the gender
 foundational course

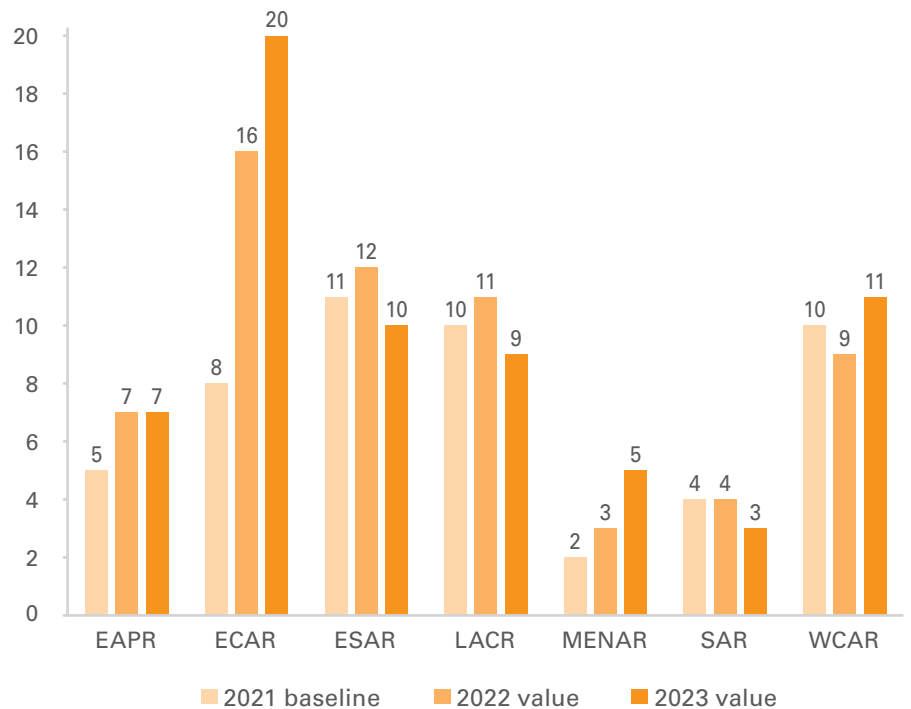
Global value	
2023 value	17



Capacity development on gender equality for front-line workers

H.2.6

Global value	
2021 baseline	50
2022 value	62
2023 value	65
2023 milestone	66
2024 milestone	72
2025 target	80



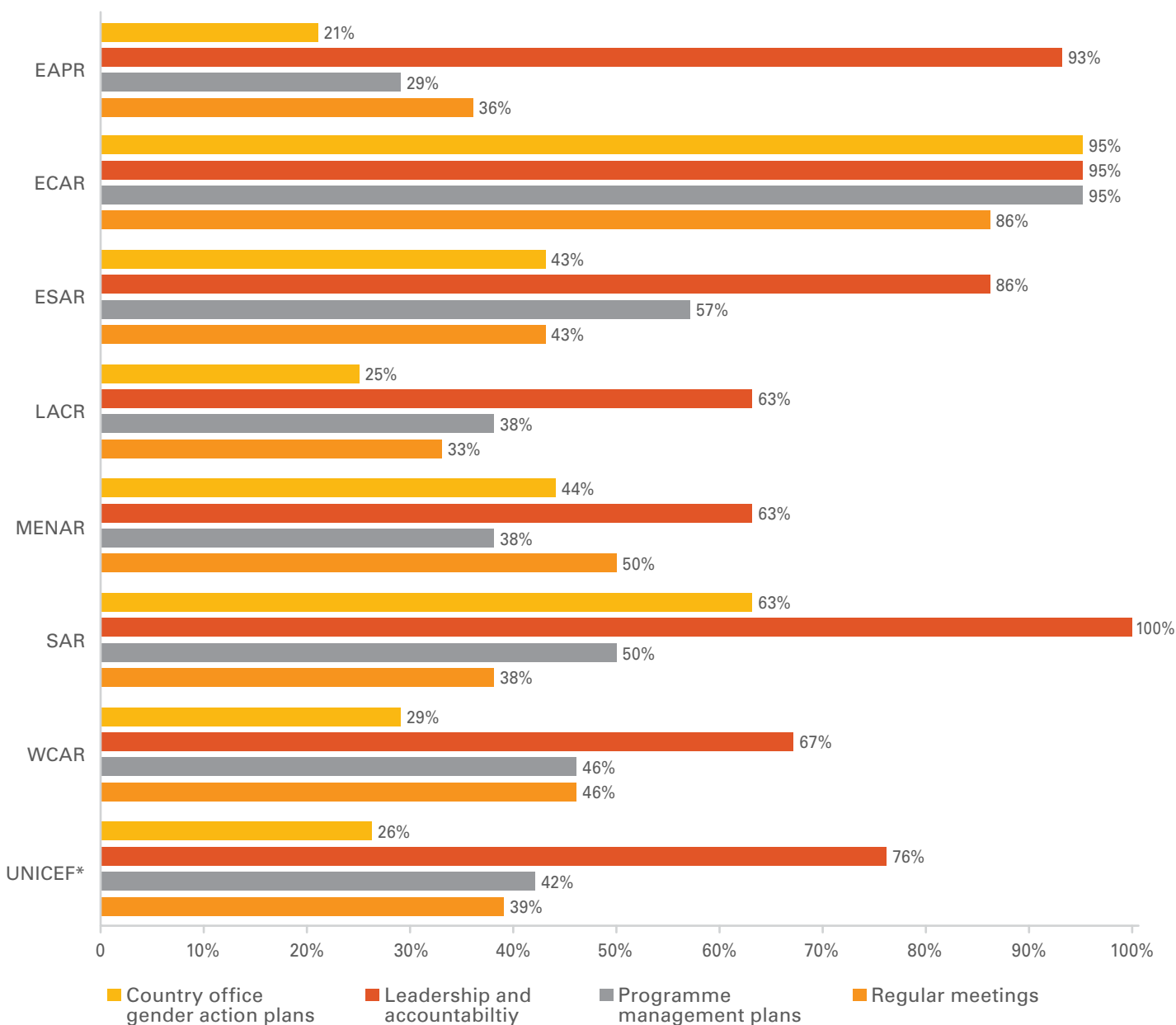
II. Accountability

4. Leadership and accountability

Country offices that have management structures for the implementation of gender programming

H.5.2

Percentage of country offices that have integrated gender into their leadership and accountability structure (2023)

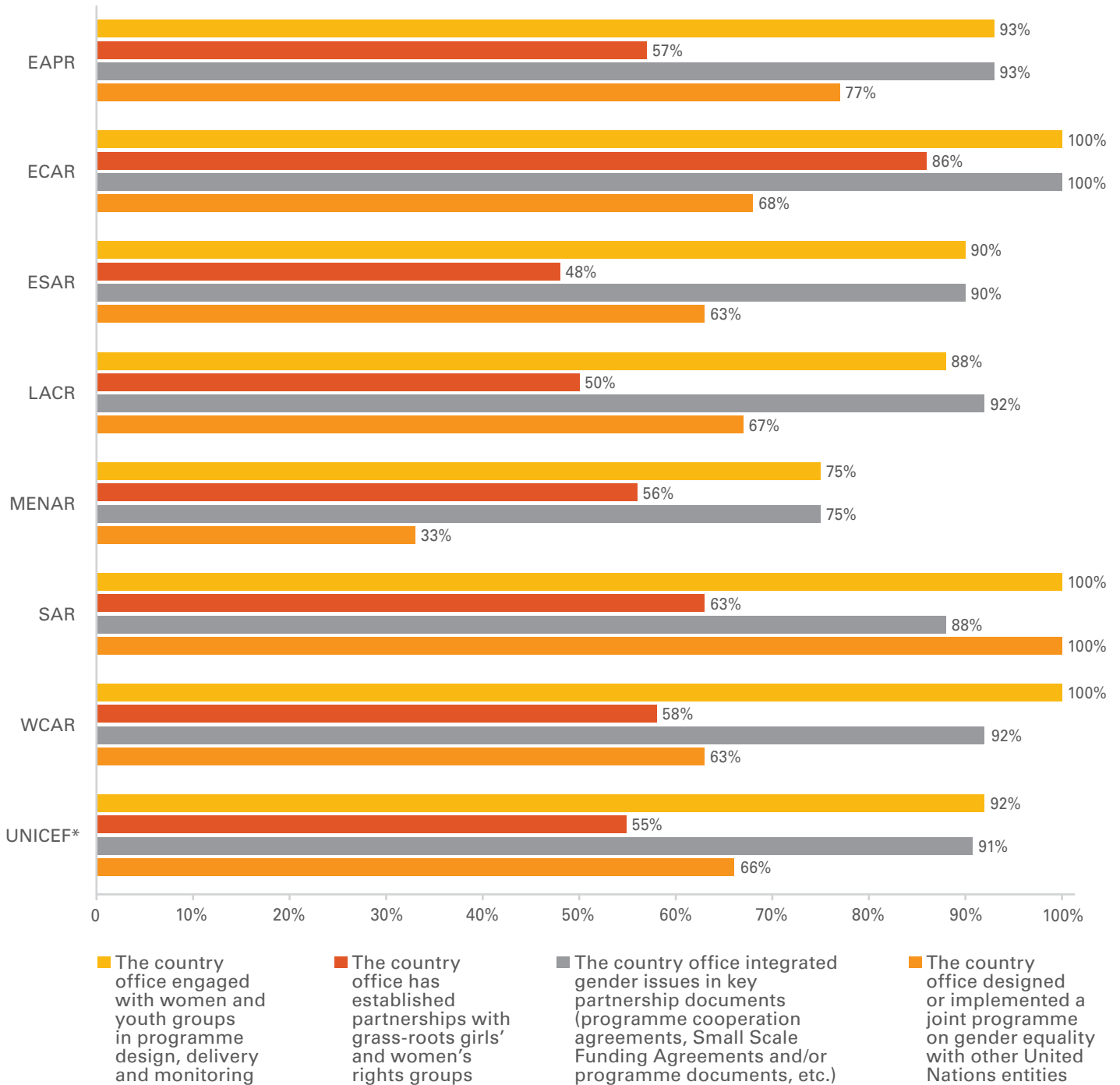


* For all UNICEF country offices

5. Partnerships

How country offices have integrated gender into their partnerships

H.5.2 Percentage of country offices that have integrated gender into their partnerships (2023)



* For all UNICEF country offices

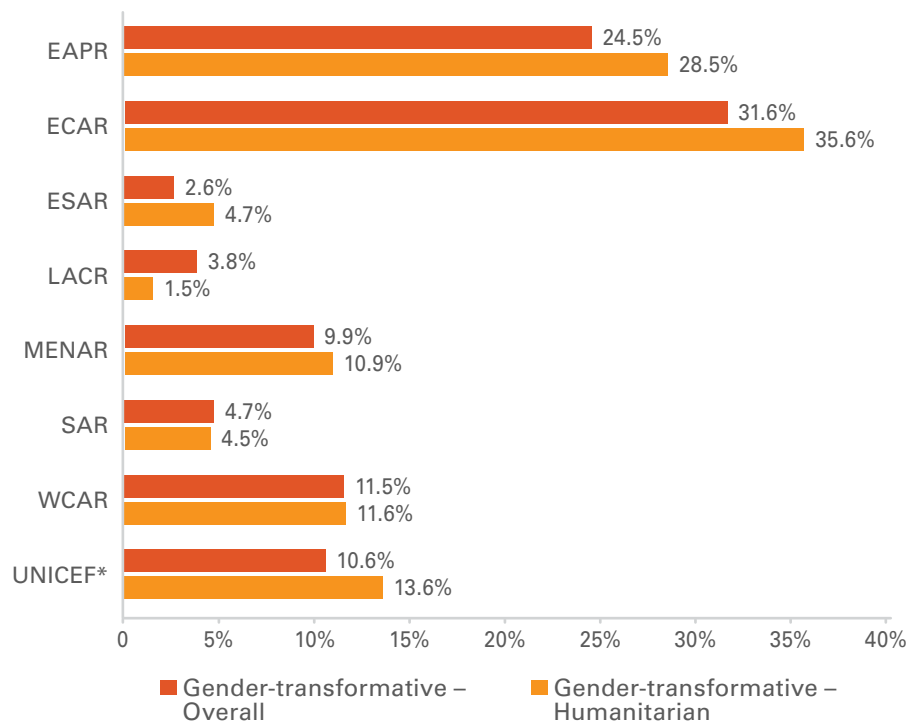
6. Expenditure

Gender equality markers and tags are used in tandem for nuanced tracking of expenditure on outputs and activities that promote gender equality. This allows UNICEF to report on expenditure on gender-transformative programming in which the principal objective is promoting gender equality. UNICEF also reports on expenditure on gender-integrated programming that is making a significant or marginal contribution to gender equality, across development and humanitarian contexts. In 2023, an estimated 28.7 per cent of total expenditure contributed to gender-integration

activities across UNICEF programmes across Goal Areas, targeting women and girls in particular. Gender-transformative expenditure, on gender-tagged activities under programme outputs whose principal objective is advancing gender equality, was 10.6 per cent of total expenditure, representing an increase from 6.2 per cent in 2022. In emergency contexts, gender-transformative expenditure was at 13.6 per cent. UNICEF continues to strive to achieve a rate of 15 per cent gender-transformative expenditure by 2025.

Gender-transformative expenditure

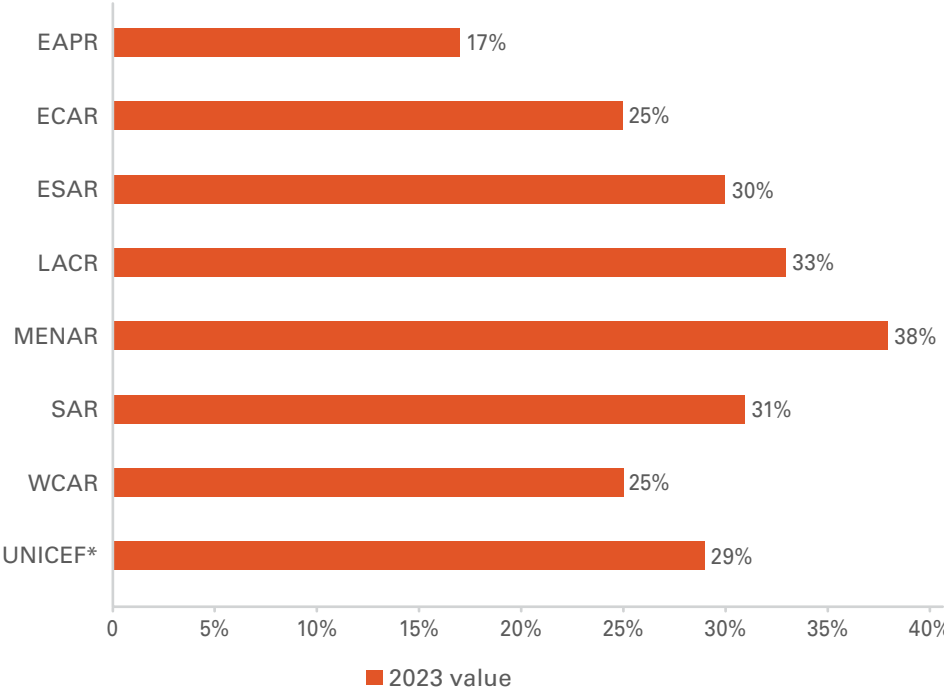
Percentage of gender-transformative expenditure for 2023:
(a) UNICEF overall
(b) In humanitarian contexts



* For all UNICEF country offices

Gender-integrated expenditure

Percentage of gender-integrated expenditure for 2023



* For all UNICEF country offices

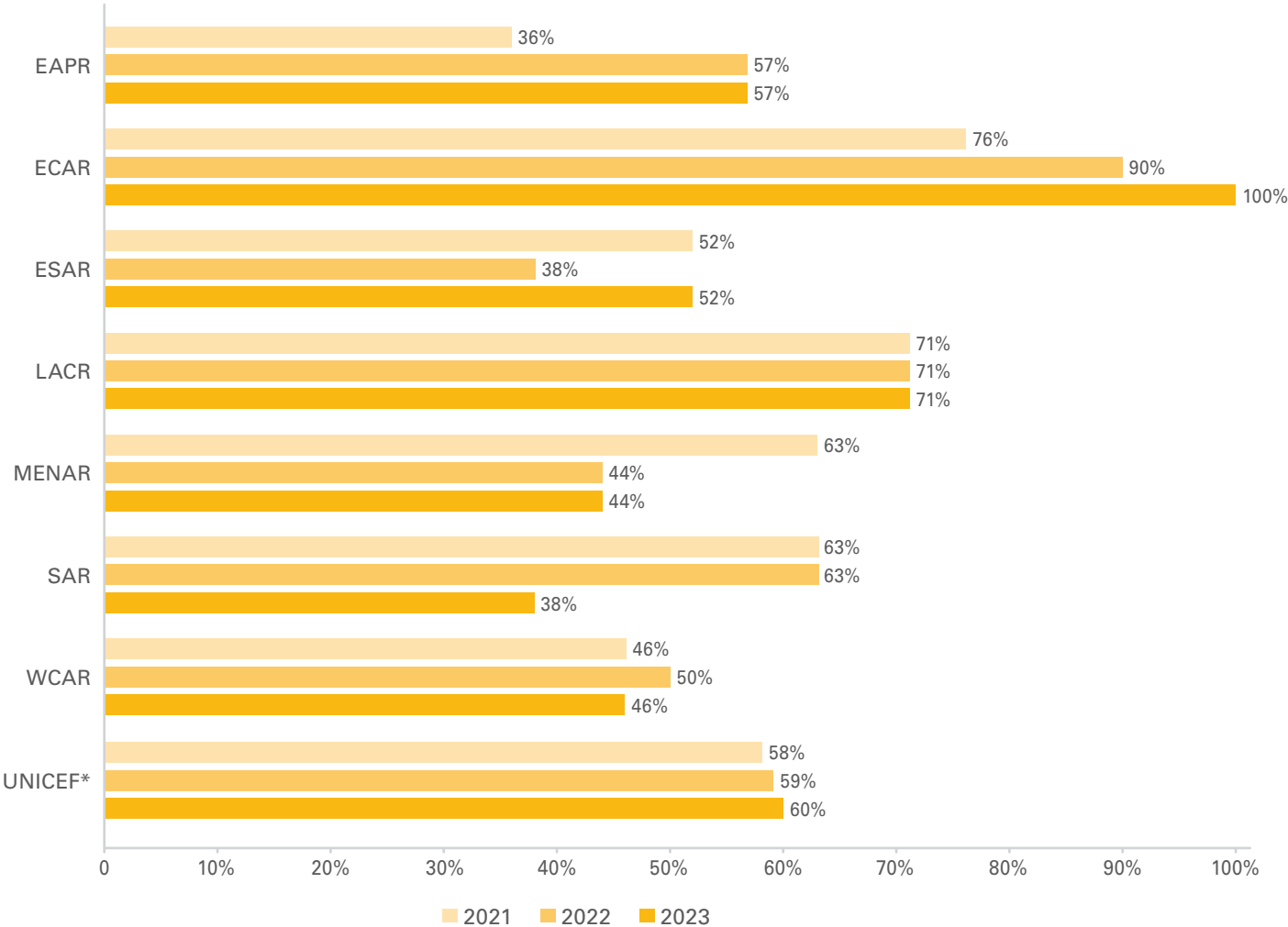
III. Programming

7. Gender analysis and planning

Gender Programmatic Reviews

H.5.2

Percentage of country offices that conducted a Gender Programmatic Review in the current programme cycle (2023)

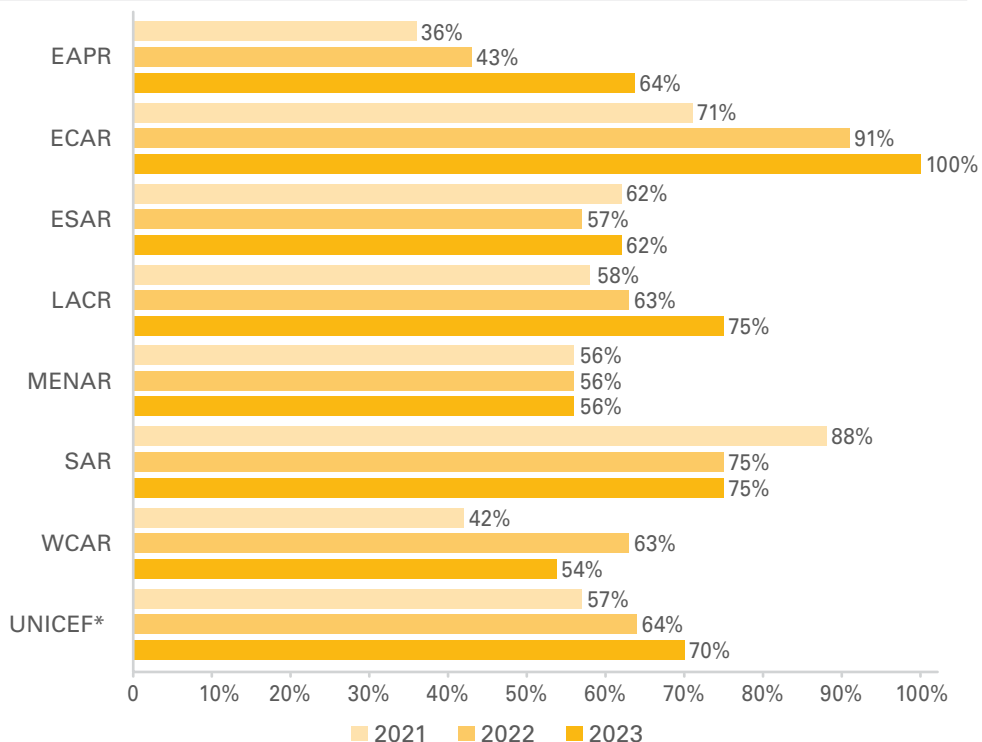


* For all UNICEF country offices

Integration of Gender Programmatic Review recommendations into programming documents

H.5.2

Percentage of country offices that have incorporated Gender Programmatic Review recommendations into all relevant programme planning documents (2023)

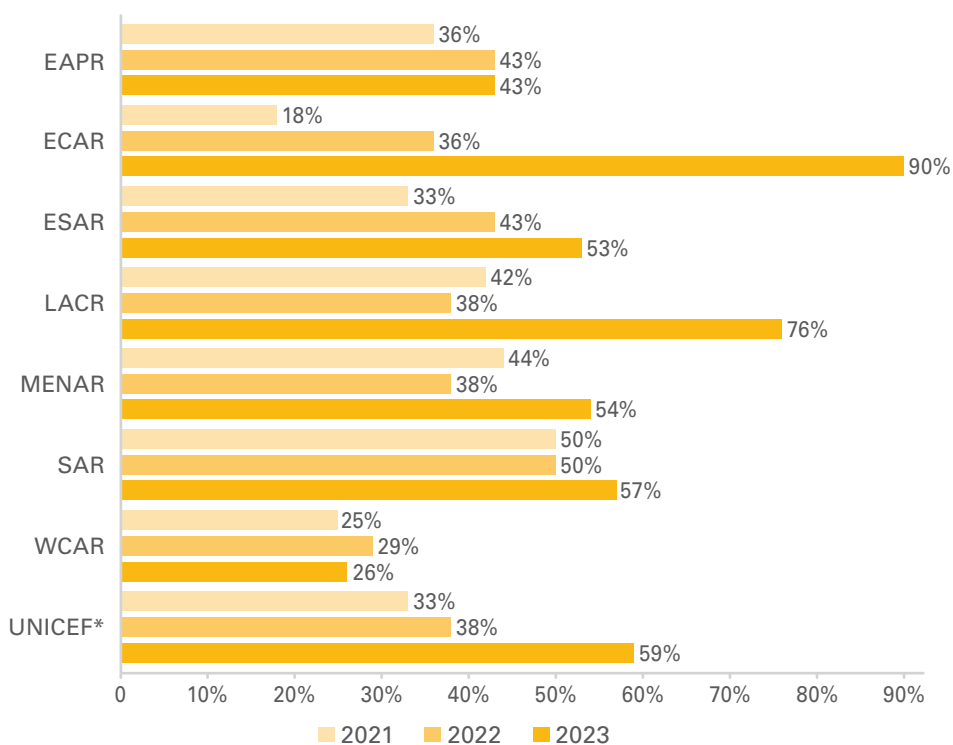


* For all UNICEF country offices

Rapid gender analysis

H.5.2

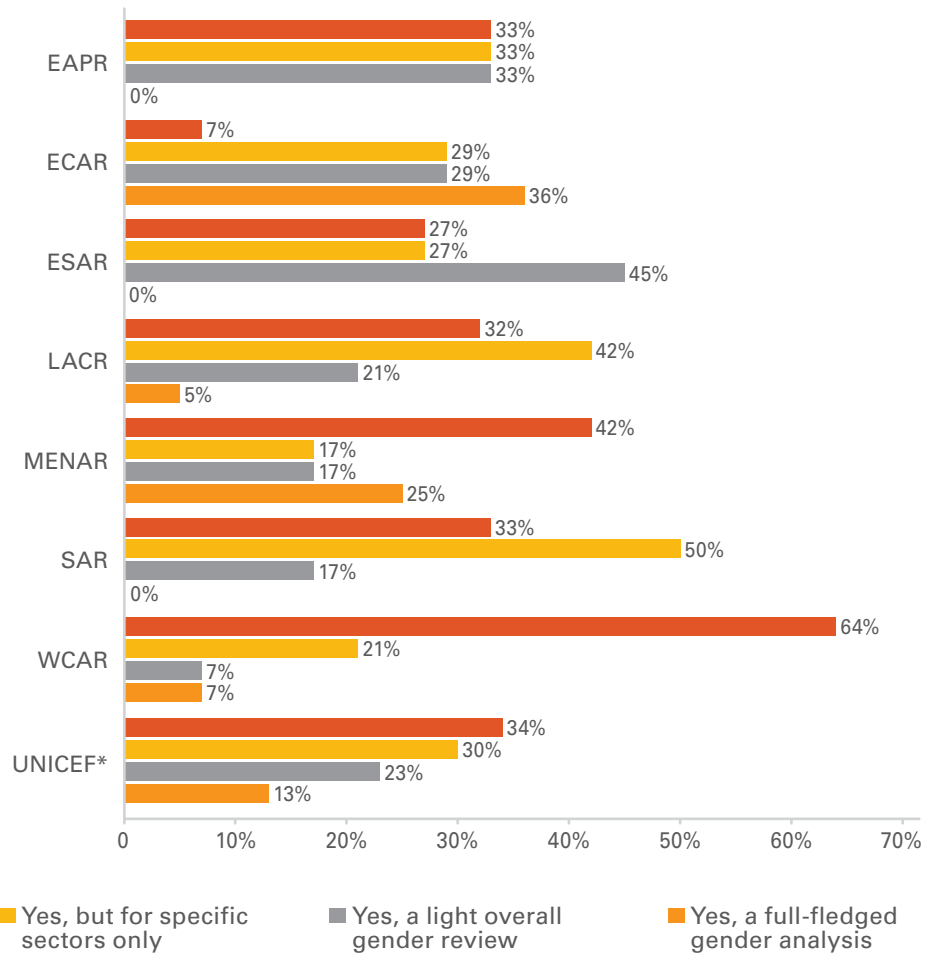
Percentage of country offices that conducted a rapid gender analysis in a humanitarian context (2023)



* For all UNICEF country offices

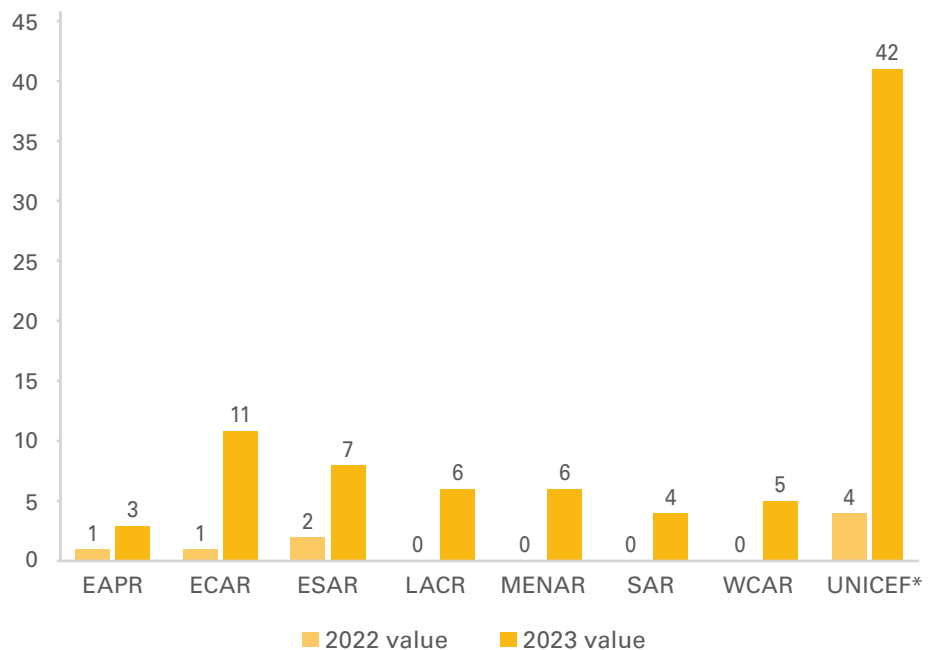
H.5.2

Percentage of country offices that conducted a rapid gender analysis in a humanitarian context, by type of analysis



Country offices that have engaged with gender priority actions on the emergency preparedness platform

Number of country offices that have integrated at least one out of six gender activities in their emergency preparedness plans



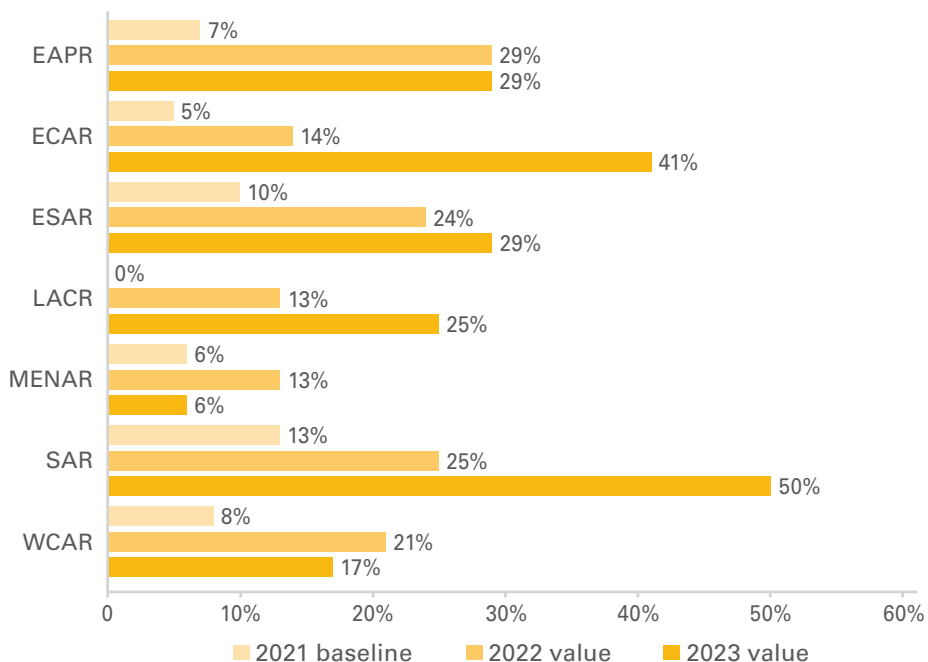
Gender-based violence risk mitigation

H.5.5

Percentage of country offices that have implemented a minimum set of gender-based violence risk-mitigation actions

Global value

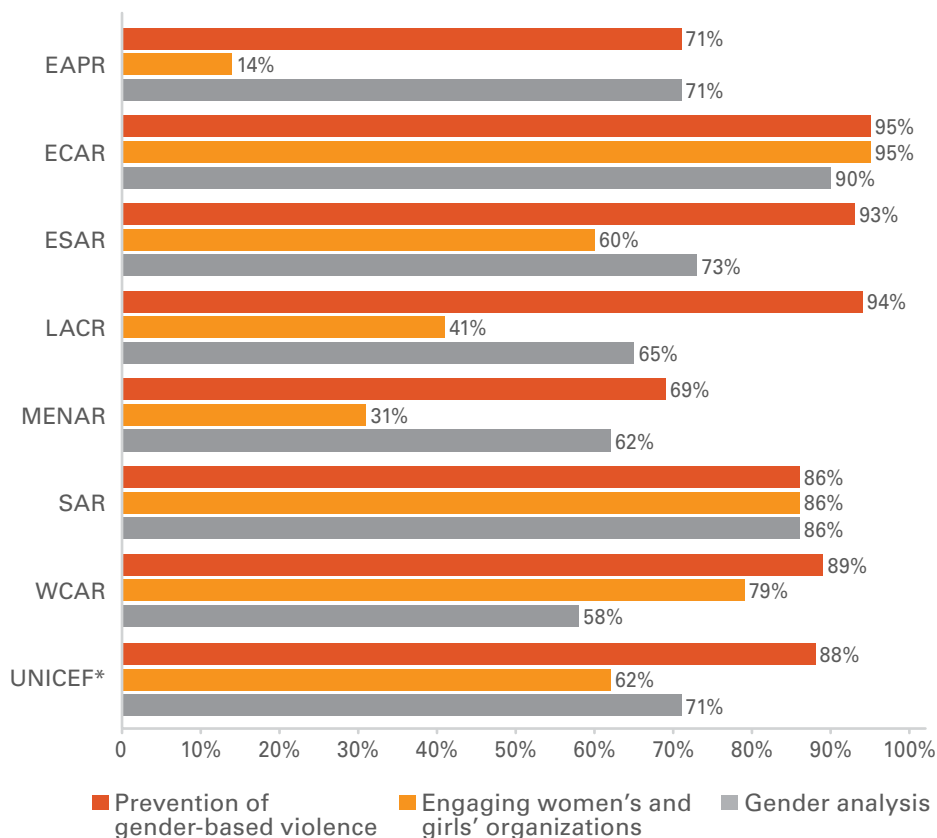
2021 baseline	6%
2022 value	19%
2023 value	26%
2023 milestone	20%
2024 milestone	30%
2025 target	35%



Gender Core Commitments for Children in Humanitarian Action implemented

Percentage of country offices with a humanitarian situation implementing the Core Commitments for Children in Humanitarian Action:

- (a) Prevention of gender-based violence
- (b) Engaging women’s and girls’ organizations
- (c) Gender analysis

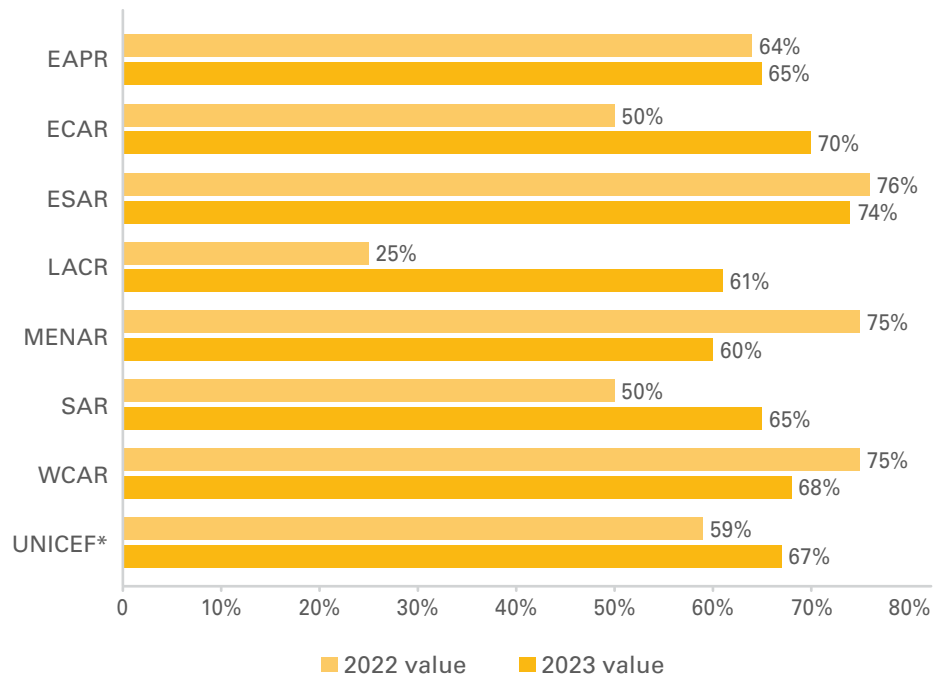


* For all UNICEF country offices

8. Gender data and monitoring and evaluation

Use of standard gender indicators¹⁰

Percentage of country offices using at least one gender standard indicator in the programme management platform (RAM standard indicators)



¹⁰ Reductions in MENAR and WCAR can be explained by a change in the programme cycle or the adoption of a new country programme document.

* For all UNICEF country offices

9. Quality of gender results

All programmatic results are made available in the “Gender priorities through the life course” and “Targeted priorities for adolescent girls” sections of this data companion. The quality of gender results category, as an institutional section, is geared towards looking at the quality of the gender results produced.

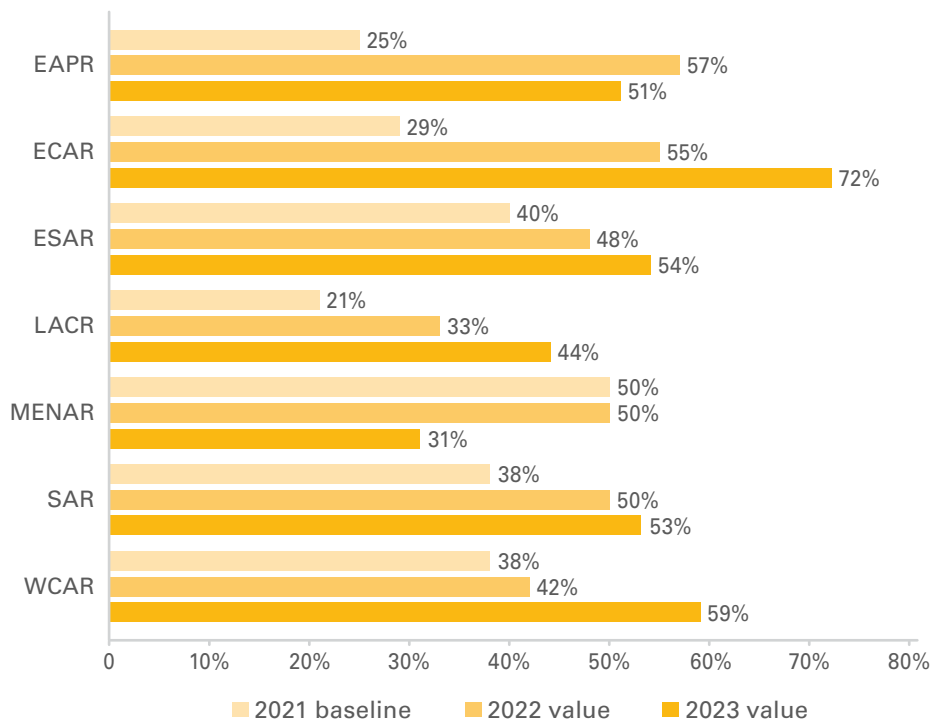
Transformative gender equality results

H.5.6

Percentage of country offices reporting gender equality results that are transformative

Global value

2021 baseline	34%
2022 value	47%
2023 value	53%
2023 milestone	44%
2024 milestone	49%
2025 target	54%



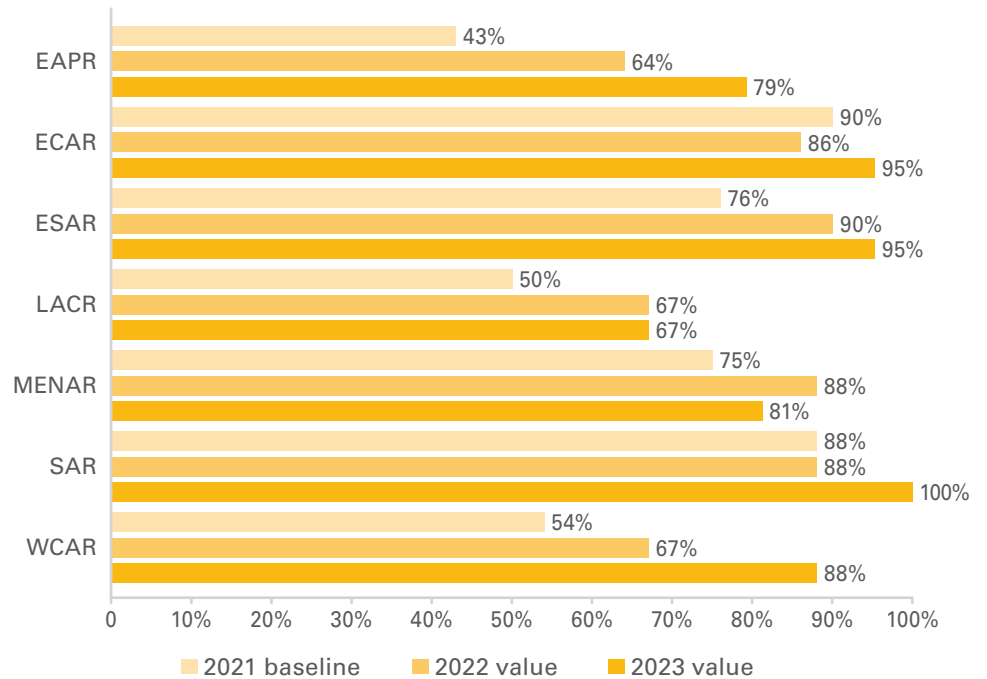
Transformative child rights policies and programmes

H.9.8

Percentage of countries supported by UNICEF that have identified and financed transformative child rights policies and programmes that promote gender equality

Global value

2021 baseline	66%
2022 value	78%
2023 value	85%
2023 milestone	72%
2024 milestone	75%
2025 target	78%



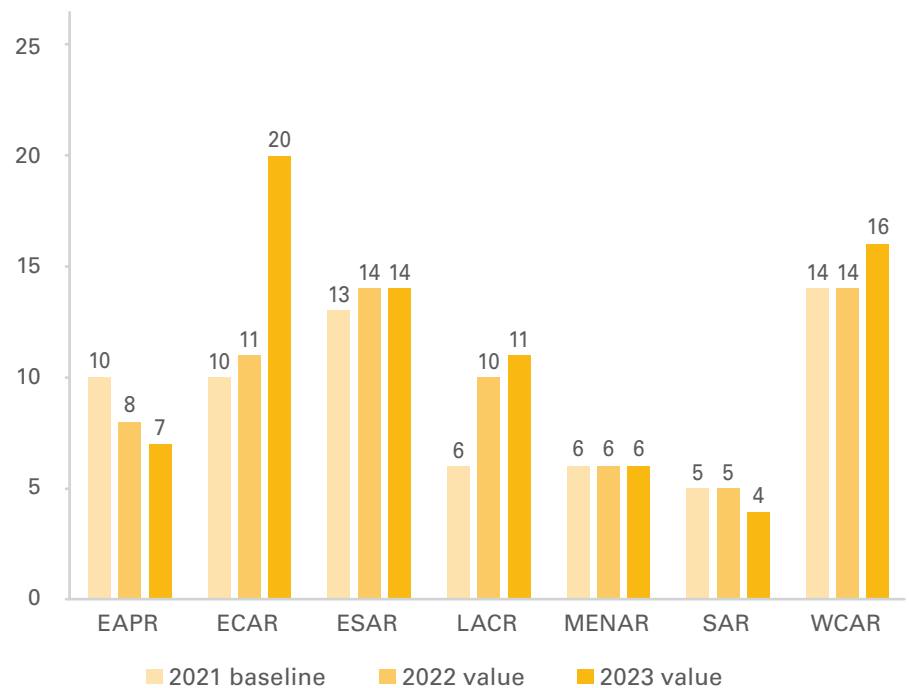
Addressing gender discriminatory roles and practices among children

H.2.5

Number of countries with at-scale programmes addressing gender discriminatory roles and practices among children

Global value

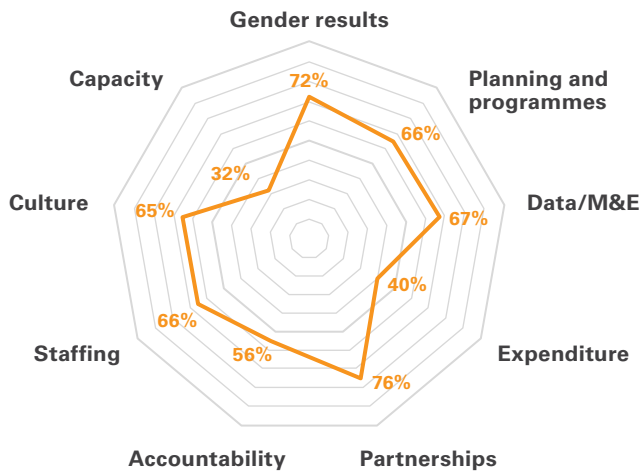
2021 baseline	64
2022 value	68
2023 value	78
2023 milestone	77
2024 milestone	83
2025 target	90



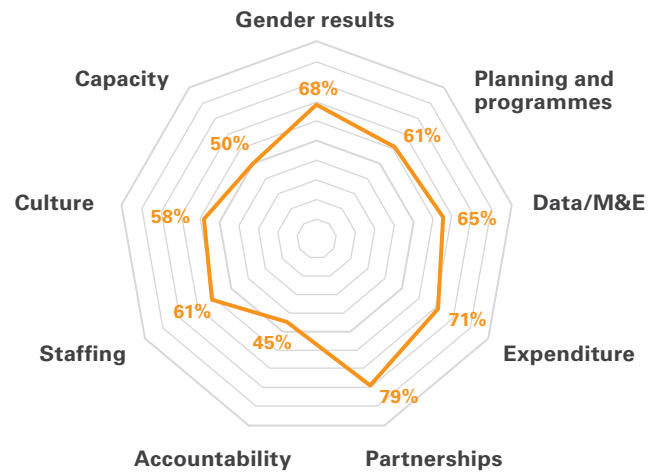
Global and regional scores on the GAP standard

The graphics below display the percentage of country offices meeting each dimension of the GAP standard.

UNICEF*

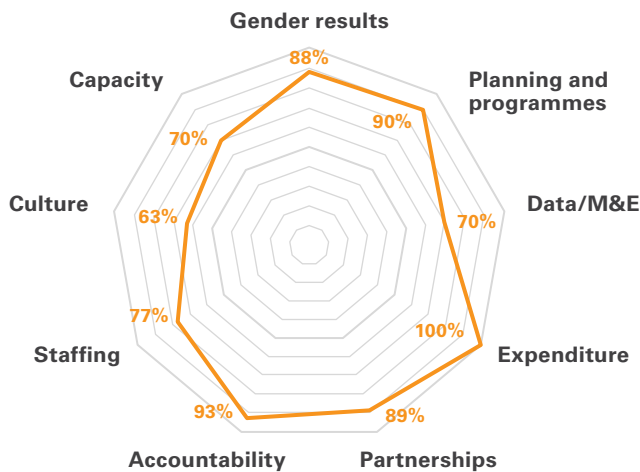


East Asia and the Pacific

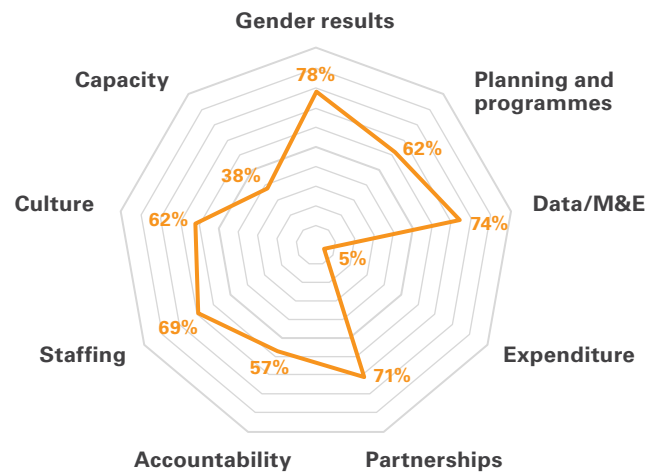


* For all UNICEF country offices

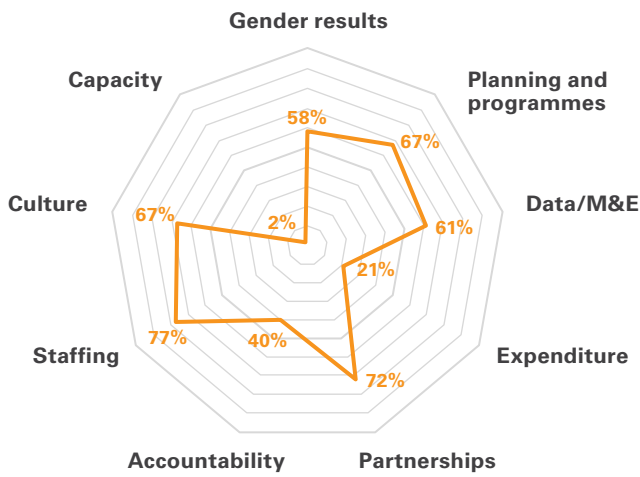
Europe and Central Asia



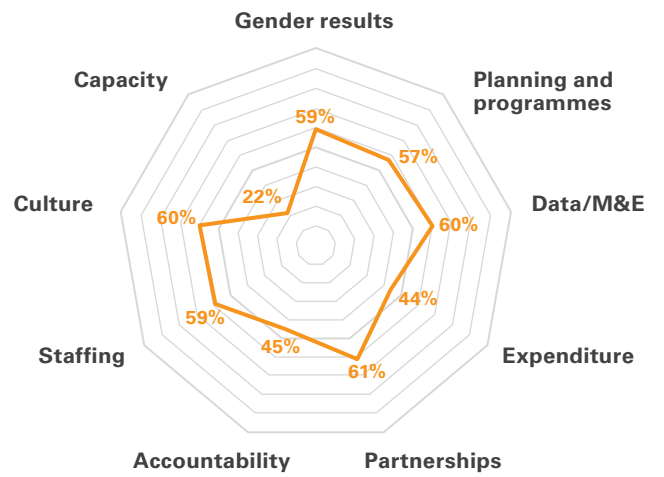
Eastern and Southern Africa



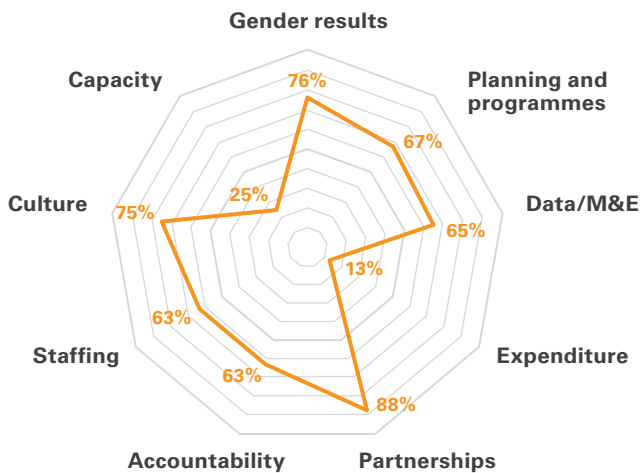
Latin America and Caribbean



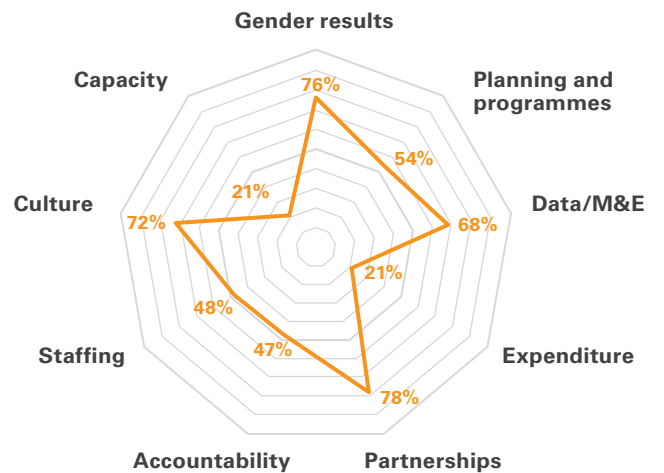
Middle East and North Africa



South Asia



West and Central Africa





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April 2024

