



DATA COMPANION AND SCORECARD

to the UNICEF Gender Action Plan

May 2023

Selected indicators from the
UNICEF Strategic Plan, 2022–2025

unicef 



Prepared by:
Gender Section, Programme Group
United Nations Children's Fund
3 United Nations Plaza
New York, NY, 10017, USA
© United Nations Children's Fund (UNICEF)
May 2023

Sources: All the data shown in the graphs come from UNICEF country offices.

Cover photo: © UNICEF/UN0722808/Pouget

Contents page photo: © UNICEF/UN0743134/Gripiotis

Back cover photo: © UNICEF/UN0269818/Quarmyne

INTRODUCTION

Since the presentation of the first annual Gender Action Plan progress report to the Executive Board in 2015, UNICEF has prepared an accompanying data companion. The data companion provides detailed information on the organizational performance of UNICEF on gender equality and the empowerment of women and girls, and the data are disaggregated by UNICEF region.

The data companion provides a progress update on the Gender Action Plan 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, outcome and output.

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

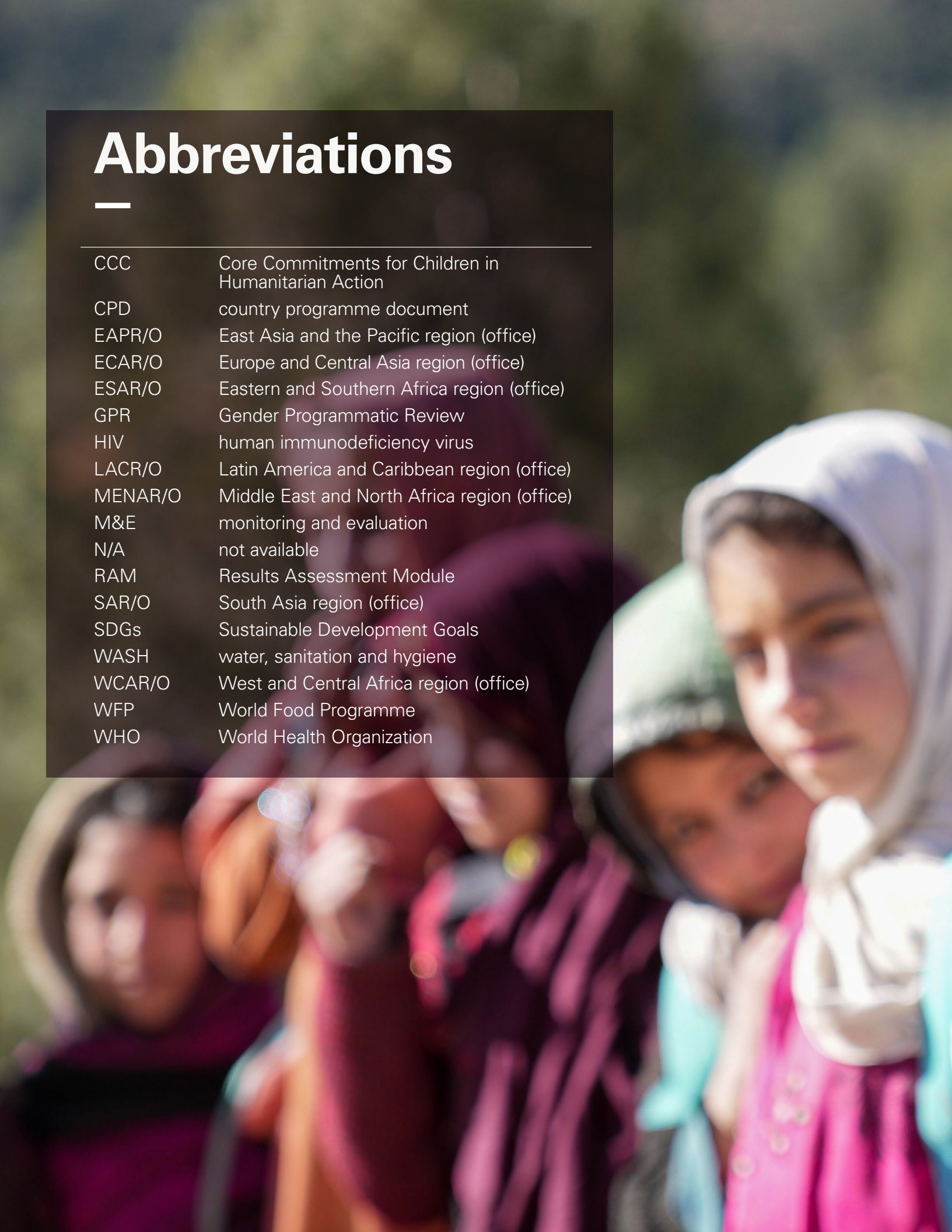
These indicators are most closely associated with the work and contributions of UNICEF. Baselines, results, milestones and targets are expressed as annual figures for most indicators. Where cumulative figures are shown, this is indicated.

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. The indicators in the data companion are categorized across the dual gender-programming approach applied within UNICEF, namely the gender priorities across the life course and the adolescent girls' empowerment priorities. Indicators monitoring life-course results are categorized by the five Goal Areas. The adolescent girls' empowerment priorities include girls' nutrition, pregnancy care, HIV and human papillomavirus prevention; girls' secondary education and skills; child marriage and early unions; and dignified menstrual health and hygiene. The data companion presents graphs illustrating performance against only a small subset of indicators, which are arranged by gender priority arranged by the Goal Areas.

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, systems strengthening, capacity enhancement and resource investment, in its implementation of the Gender Action Plan.

Abbreviations

| | |
|---------|--|
| CCC | Core Commitments for Children in Humanitarian Action |
| 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) |
| 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) |
| SDGs | Sustainable Development Goals |
| WASH | water, sanitation and hygiene |
| WCAR/O | West and Central Africa region (office) |
| WFP | World Food Programme |
| WHO | World Health Organization |



Contents

| | |
|--|----|
| Priorities through the life course | 1 |
| Results framework | 2 |
| Select indicators | 6 |
| Targeted priorities | 12 |
| Results framework | 13 |
| Select indicators | 16 |
| Gender in programme strategies and institutional systems | 21 |
| Results GAP standard framework | 22 |



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

RESULTS FRAMEWORK

Goal Area 1: Every child survives and thrives

| Outcome indicators | 2021 Baseline | 2022 Value | 2025 Milestone |
|--|---------------|-----------------|----------------|
| 1.1. Percentage of pregnant women receiving at least four antenatal visits | 66% | 69% | 78% |
| 1.2. Percentage of live births attended by skilled health personnel (home and facilities) | 81% | 86% | 87% |
| 1.3 Percentage of (a) mothers receiving postnatal care | 68% | 73% | 79% |
| 1.3. Percentage of (b) newborns receiving postnatal care | 66% | 72% | 77% |
| 1.12. Percentage of children aged 24 to 59 months receiving early stimulation and responsive care from their parents or caregivers | 57% | 55% | 65% |
| 1.15. Percentage of girls and boys living with HIV who receive antiretroviral therapy | 54% | 54% (2021) | N/A |
| 1.16. Percentage of HIV-positive women who received antiretroviral therapy during pregnancy and/or at labour and delivery | 85% | 82% (2021) | 95% |
| 1.20. Percentage of pregnant women who benefit from gender-responsive programmes for the prevention of anaemia | 37% | 43% (2015–2021) | 45% |

| Output indicators | 2021 Baseline | 2022 Value | 2022 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 | 1 million |
| 1.1.4. Number of countries in which UNICEF has strengthened systems for primary health care | 97 | 119 | 104 |
| 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 | 30 (2021) | 30 |
| 1.3.3. Number of countries with at least dual mother-to-child transmission of HIV and syphilis elimination policies and services | 32 | 34 | 33 |
| 1.7.4. Number of countries implementing integrated anaemia prevention and nutrition counselling in their pregnancy care programmes for women | 30 | 40 | 35 |

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

| Outcome indicators | 2021 Baseline | 2022 Value | 2025 Milestone |
|--|--------------------|-------------------|----------------|
| 2.1. Percentage of countries with gender disparity in education | | | |
| Primary: female disadvantaged | 16% | 8% (2012–2021) | 7% |
| Lower secondary: female disadvantaged | 33% | 13% | 18% |
| Upper secondary: female disadvantaged | 30% | 23% | 16% |
| 2.3. Gross enrolment ratio in pre-primary education | | | |
| | 59% (2015–2020) | N/A | 77% |
| 2.4. Out-of-school rate for girls and boys of primary school age | | | |
| Primary: female | 12% | 9% | 7% |
| Primary: male | 9% | 9% | 5% |
| Lower secondary: female | 20% | 21% | 11% |
| Lower secondary: male | 21% | 19% | 12% |
| 2.8. Remote learning readiness index | | | |
| Income status: low-income countries | 22% | N/A | N/A |
| Income status: lower-middle-income countries | 50% | N/A | N/A |

| Output indicators | 2021 Baseline | 2022 Value | 2022 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% | 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 | 64.5 million |

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

| Outcome indicators | 2021 Baseline | 2022 Value | 2025 Milestone |
|---|------------------------|------------------------|------------------------|
| 3.4. Percentage of students aged 13 to 15 years who reported being bullied on 1 or more days in the past 30 days | 36% | 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 | Women: 69% Men: 64% | Women: 72% Men: 64% | Women: 77% Men: 71% |

| Output indicators | 2021 Baseline | 2022 Value | 2022 Milestone |
|--|---------------|---------------------------|----------------|
| 3.1.2. Number of mothers, fathers and caregivers reached through UNICEF-supported parenting programmes | 3 million | 11.8 million ¹ | 3.4 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 | 4.9 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% | 86% | >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 | 61.6 million | 49.2 million ² | 61.6 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 | 12.6 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 | 184 000 |
| 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 | 22.8 million |

¹ Sharp increase mainly driven by numbers in Bangladesh and the Philippines.

² Sharp decrease in Pakistan due to changes in scope and reach of projects.

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 | 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 | No data | No data ³ | N/A |

| Output indicators | 2021 Baseline | 2022 Value | 2022 Milestone |
|--|---------------|--------------|----------------|
| 4.1.6. Number of women and adolescent girls reached whose menstrual health and hygiene needs are addressed, through UNICEF-supported programmes | 9.7 million | 17.5 million | 6 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 | 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 | 10 million |
| 4.2.1. Number of countries that have prepared and implemented a costed and inclusive national water, sanitation and hygiene (WASH) financing strategy, with UNICEF support | 8 | 9 | 10 |

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

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

| Output indicators | 2021 Baseline | 2022 Value | 2022 Milestone |
|---|---------------|------------|----------------|
| 5.2.2. Number of countries with social protection programmes that are gender-responsive or lead to transformative gender equality results | 22 | 37 | 26 |

³ Data insufficient to generate global and regional aggregate.

SELECT INDICATORS

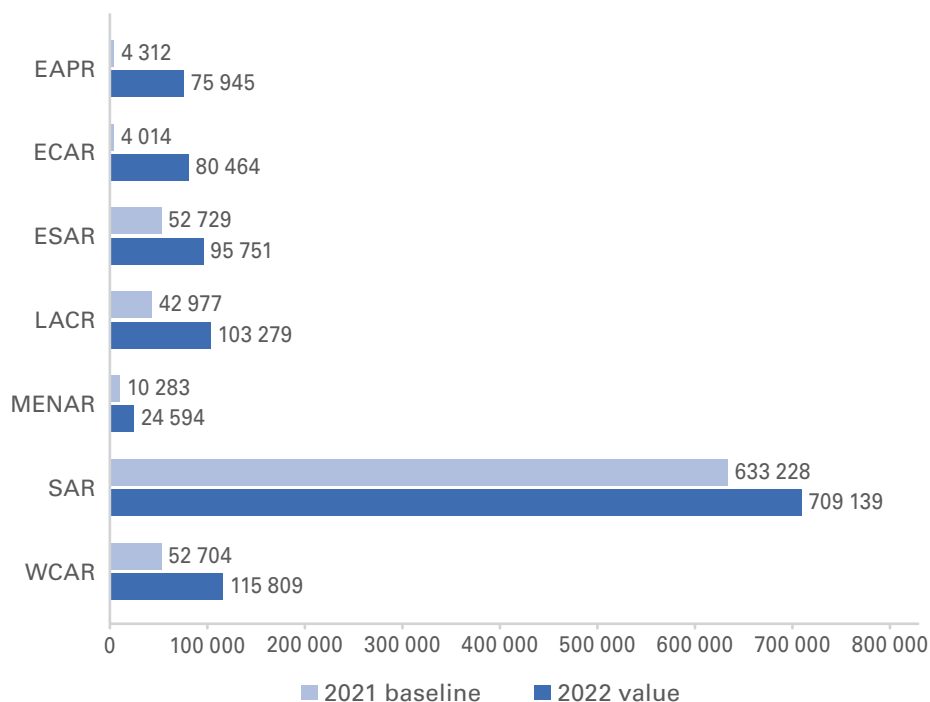
Health workers receiving support through UNICEF programmes

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 |
| 2022 milestone | 1 million |
| 2023 milestone | 1.2 million |
| 2024 milestone | 1.4 million |
| 2025 target | 1.6 million |



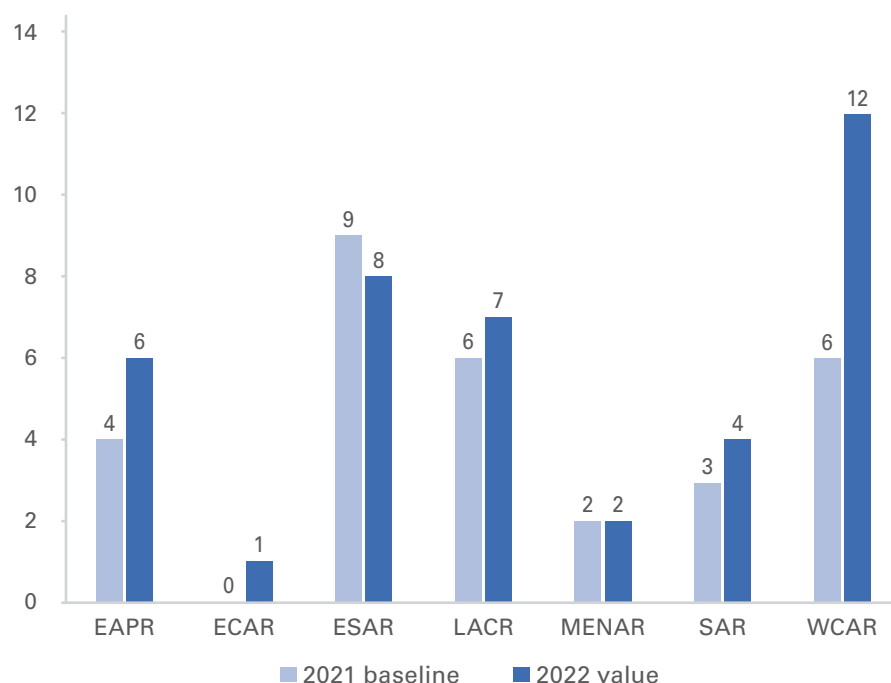
Anaemia prevention and nutrition counselling for pregnant women

1.7.4

Number of countries implementing integrated anaemia prevention and nutrition counselling in their pregnancy care programmes for women (WFP, WHO)

Global value

| | |
|----------------|-----|
| 2021 baseline | 30 |
| 2022 value | 40 |
| 2022 milestone | 35 |
| 2023 milestone | 40 |
| 2024 milestone | 45 |
| 2025 target | ≥45 |



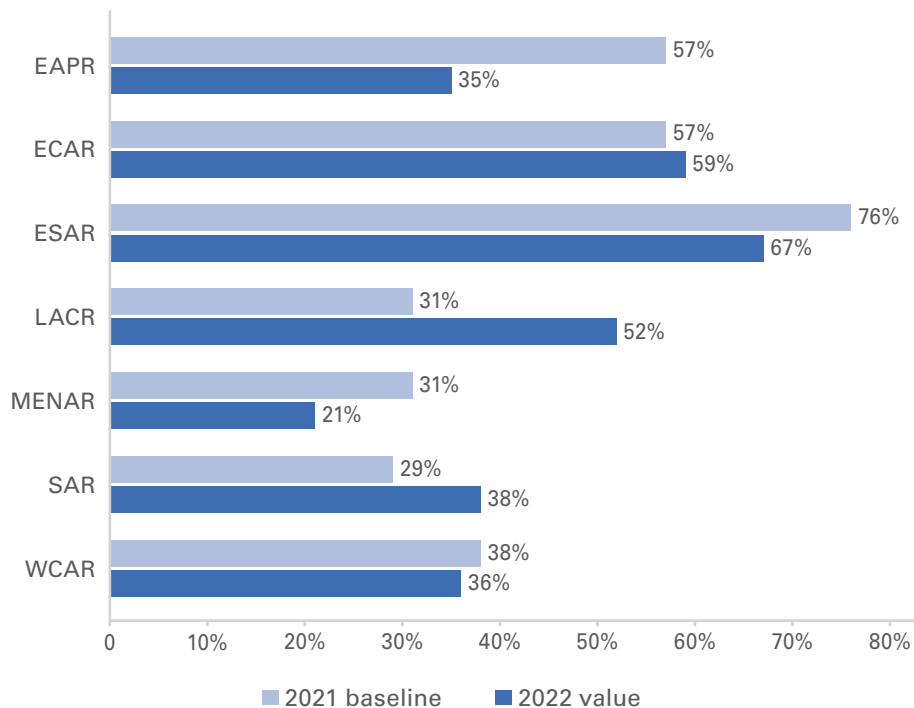
Equitable access to learning opportunities

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% |
| 2022 milestone | 49% |
| 2023 milestone | 55% |
| 2024 milestone | 59% |
| 2025 target | 65% |



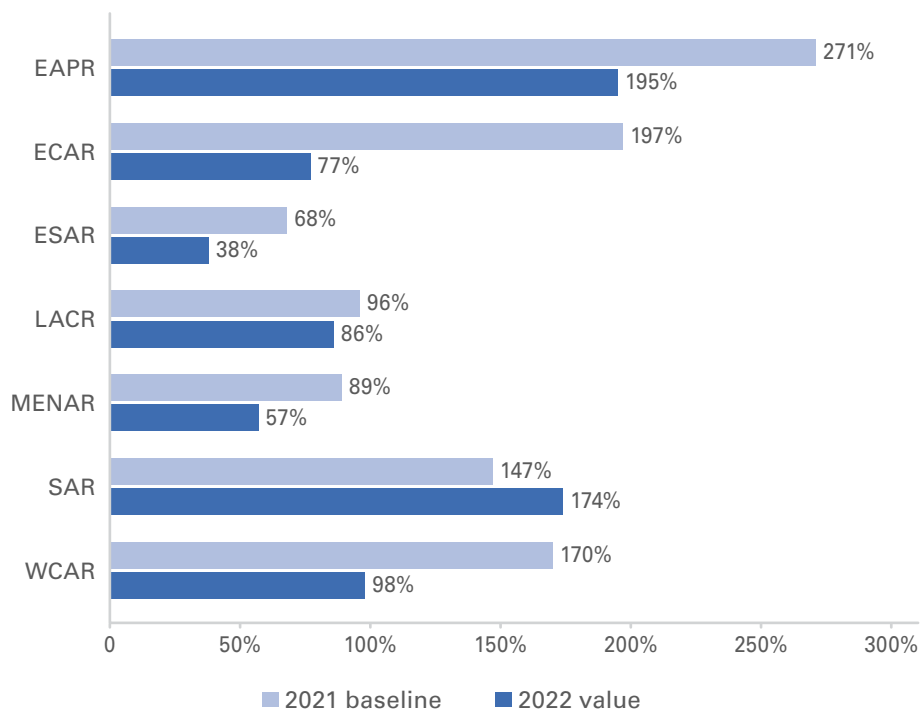
Addressing gender-based violence in humanitarian situations

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% |
| 2022 milestone | ≥90% |
| 2023 milestone | ≥90% |
| 2024 milestone | ≥90% |
| 2025 target | ≥90% |



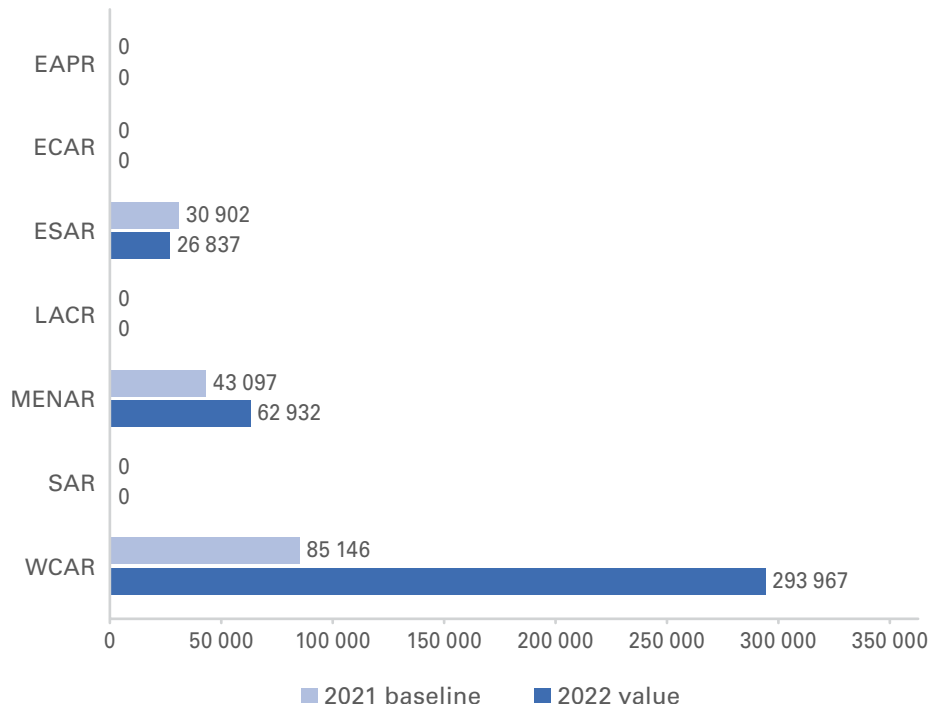
Prevention of female genital mutilation

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 |
| 2022 milestone | 184 000 |
| 2023 milestone | 209 000 |
| 2024 milestone | 234 000 |
| 2025 target | 259 000 |



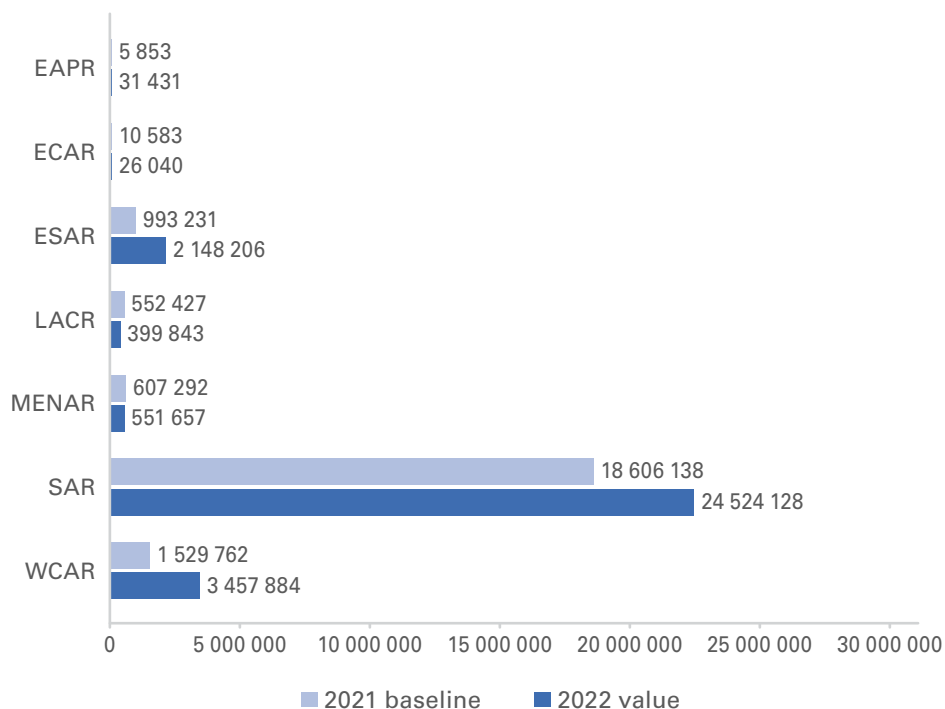
Eliminating discriminatory social and gender norms and harmful practices

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 |
| 2022 milestone | 22.8 million |
| 2023 milestone | 23.2 million |
| 2024 milestone | 23.5 million |
| 2025 target | 23.9 million |



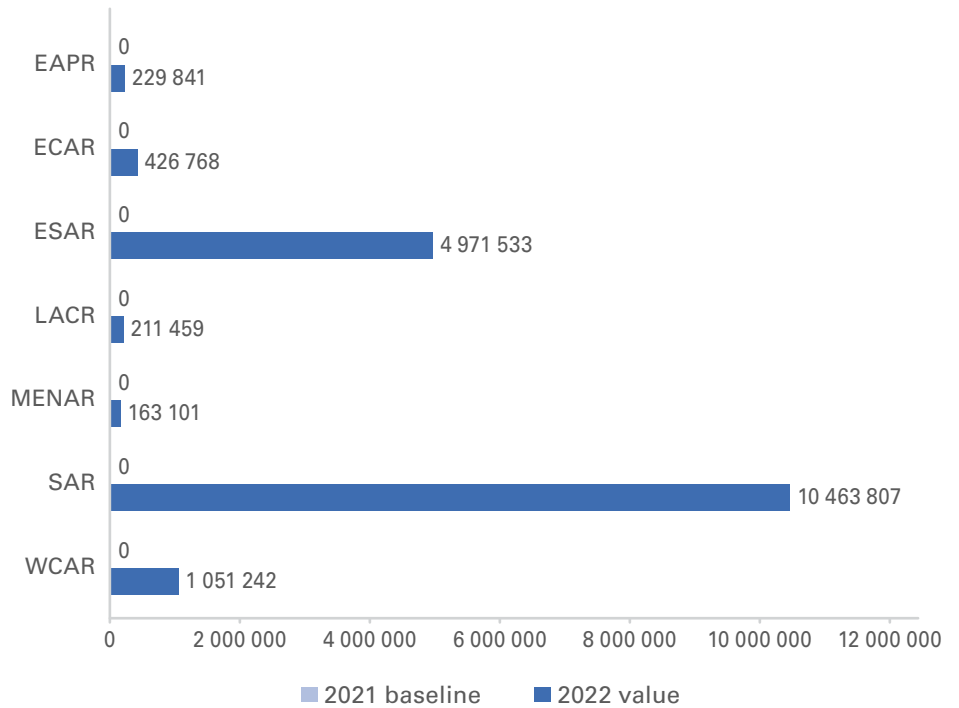
Addressing menstrual health and hygiene needs

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 | 9.7 million |
| 2022 value | 17.5 million |
| 2022 milestone | 6 million |
| 2023 milestone | 16 million |
| 2024 milestone | 28 million |
| 2025 target | 40 million |



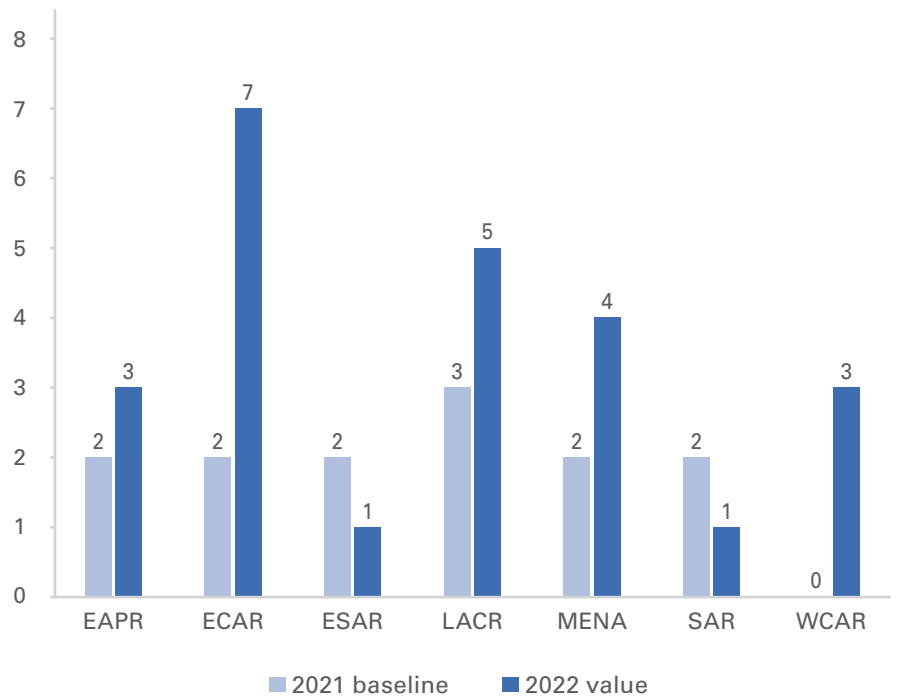
Supporting care work through family-friendly policies

5.5

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

Global value

| | |
|---------------|----|
| 2021 baseline | 13 |
| 2022 value | 24 |

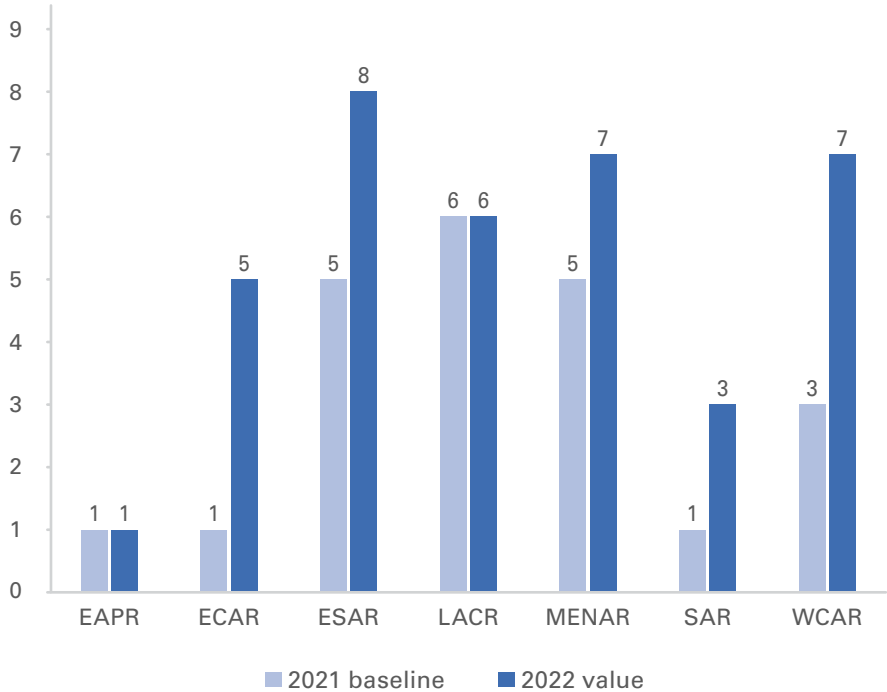


Gender-responsive social protection programmes

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 |
| 2022 milestone | 26 |
| 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 survives and thrives

| Outcome indicators | 2021 Baseline | 2022 Value | 2025 Milestone |
|---|---------------|---------------|----------------|
| 1.1. Percentage of pregnant adolescent girls receiving at least four antenatal visits [adolescents aged 15–19 years] | 57% | 56% | N/A |
| 1.2. Percentage of live births attended by skilled health personnel (home and facilities) [adolescents aged 15–19 years] | 75% | 76% | N/A |
| 1.3. Percentage of (a) mothers and (b) newborns receiving postnatal care [adolescents aged 15–19 years] | 49% | 43% | 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 |
| 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 | TBD |
| 1.15. Percentage of children and adolescents living with HIV who receive antiretroviral therapy [adolescents aged 15–19 years] | 54% (2020) | 54% (2021) | |
| 1.20. Percentage of pregnant women who benefit from gender-responsive programmes for the prevention of anaemia [adolescents aged 15–19 years] | N/A | N/A | N/A |
| Output indicators | 2021 Baseline | 2022 Value | 2022 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 | 34 |
| 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 | 30 |
| 1.5.1. Number of countries integrating mental health services in primary health care, including through school and digital platforms | 54 | 67 | 58 |
| 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 | 67.4 million | 116.2 million | 75 million |
| 1.7.2. Number of countries with programmes to prevent overweight and obesity in school-age children and adolescents | 31 | 33 | 35 |
| 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 | 30 |

Goal Area 2: Every child learns

| Outcome indicators | 2021 Baseline | 2022 Value | 2025 Milestone |
|---|---------------|--------------------|----------------|
| 2.7. Percentage of youth not in employment, education or training (SDG 8.6.1) | 19% | 20% (2015–2021) | N/A |

| Output indicators | 2021 Baseline | 2022 Value | 2022 Milestone |
|---|---------------|--------------|----------------|
| 2.2.5. Percentage of countries with gender-responsive systems for learning and skills development | 41% | 41% | 50% |
| Gender-responsive teaching and learning systems | 45% | 46% | N/A |
| Gender-equitable skills development | 39% | 43% | N/A |
| 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% | 22% |
| 2.2.8. Number of children who accessed education through digital platforms, through UNICEF-supported programmes | 63.1 million | 76.8 million | 84.4 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 | 20.1 million |

Goal Area 3: Every child is protected from violence

| Outcome indicators | 2021 Baseline | 2022 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% | 4% (2021) | 5% |
| Male | 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% | 35% (2021) | 27% |
| Male | 35% | 35% (2021) | 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 aged 15–19 years] | Women: 66% Men: 63% | Women: 74% Men: 63% (2011–2021) | N/A |

| Output indicators | 2021 Baseline | 2022 Value | 2022 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 aged 10–19 years] | 103% | 86% | ≥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 under 18 years] | 17 million | 8 million ⁴ | N/A |
| 3.2.7. Number of UNICEF-targeted children, adolescents, parents and caregivers provided with community-based mental health and psychosocial support services [adolescents aged 10–17 years] | 1.6 million | 9.8 million | N/A |
| 3.3.1. Number of girls and women who receive prevention and protection services on female genital mutilation, through UNICEF-supported programmes [adolescents aged 10–19 years] | 55 171 | 178 492 | N/A |
| 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 | 9.3 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 ⁵ | 34 |

Goal Area 4: Every child lives in a safe environment

| Outcome indicators | 2021 Baseline | 2022 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 aged 15–19 years] | No data | No data ⁶ | N/A |

| Output indicators | 2021 Baseline | 2022 Value | 2022 Milestone |
|---|---------------|------------|----------------|
| 4.1.6. Number of women and adolescent girls reached whose menstrual health and hygiene needs are addressed through UNICEF-supported programmes [adolescents aged 15–19 years] ⁷ | N/A | N/A | N/A |
| 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 | 60 |

⁴ Sharp decrease in Pakistan due to changes in scope and reach of projects.

⁵ Six countries are transitioning to new plans.

⁶ Data insufficient to generate global and regional aggregates.

⁷ Age disaggregation not available.

SELECT INDICATORS

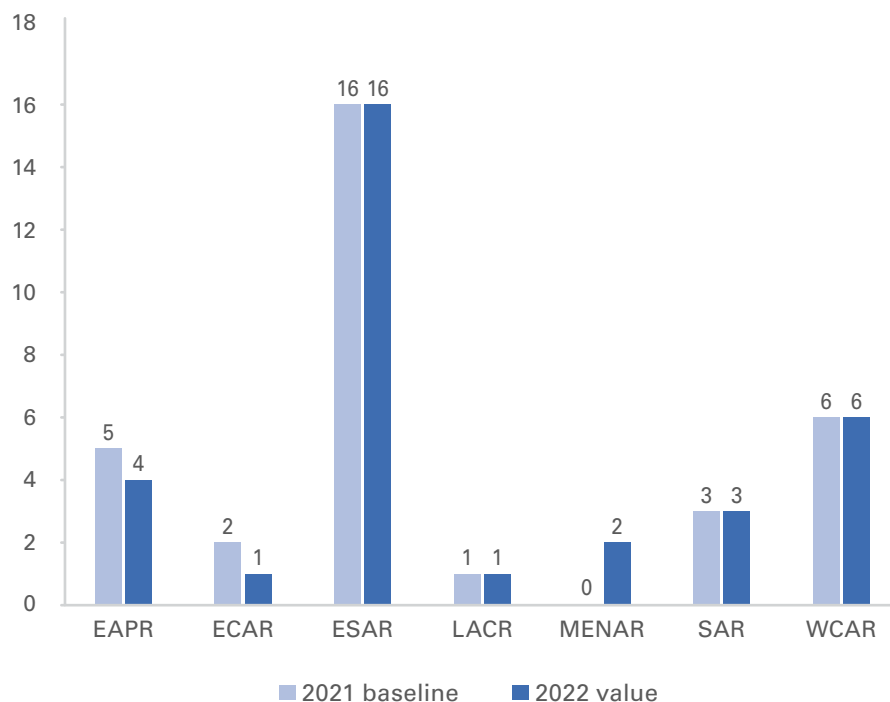
HIV-prevention among adolescent girls

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 |
| 2022 milestone | 34 |
| 2023 milestone | 35 |
| 2024 milestone | 37 |
| 2025 target | 37 |



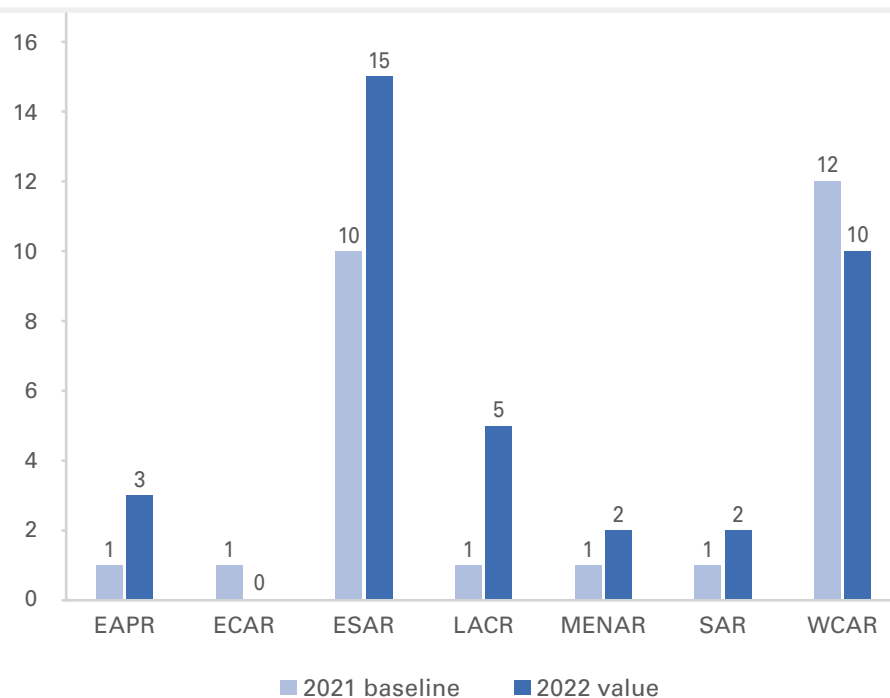
Integrating adolescent health priorities in primary health care

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 |
| 2022 milestone | 30 |
| 2023 milestone | 34 |
| 2024 milestone | 38 |
| 2025 target | 42 |



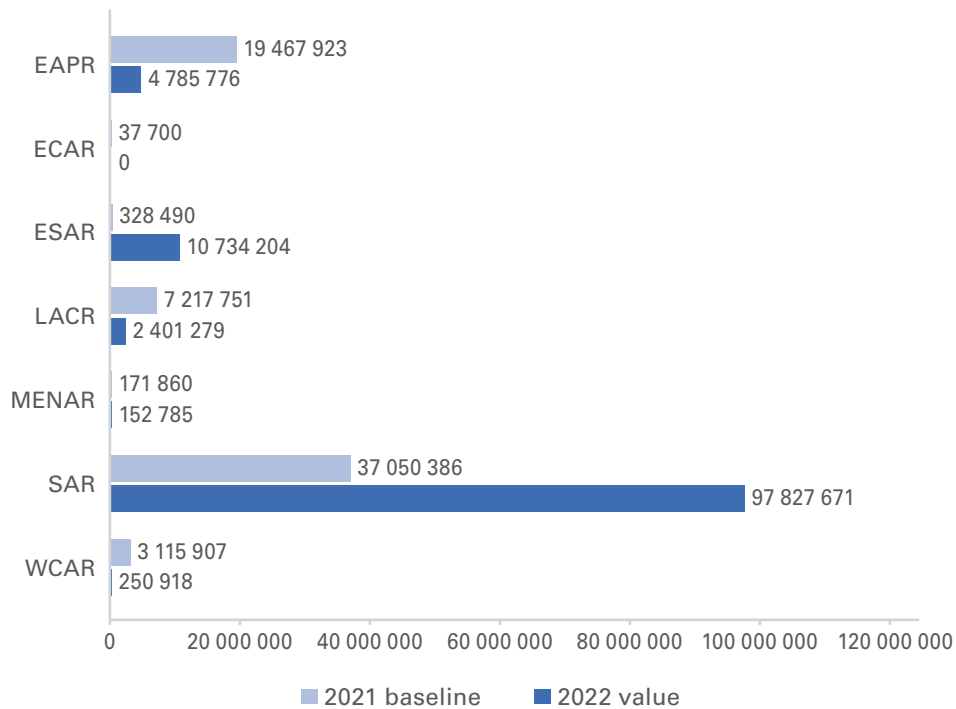
Children benefiting from gender-responsive programmes for prevention of anaemia and malnutrition

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 |
| 2022 milestone | 75 million |
| 2023 milestone | 85 million |
| 2024 milestone | 90 million |
| 2025 target | ≥100 million |



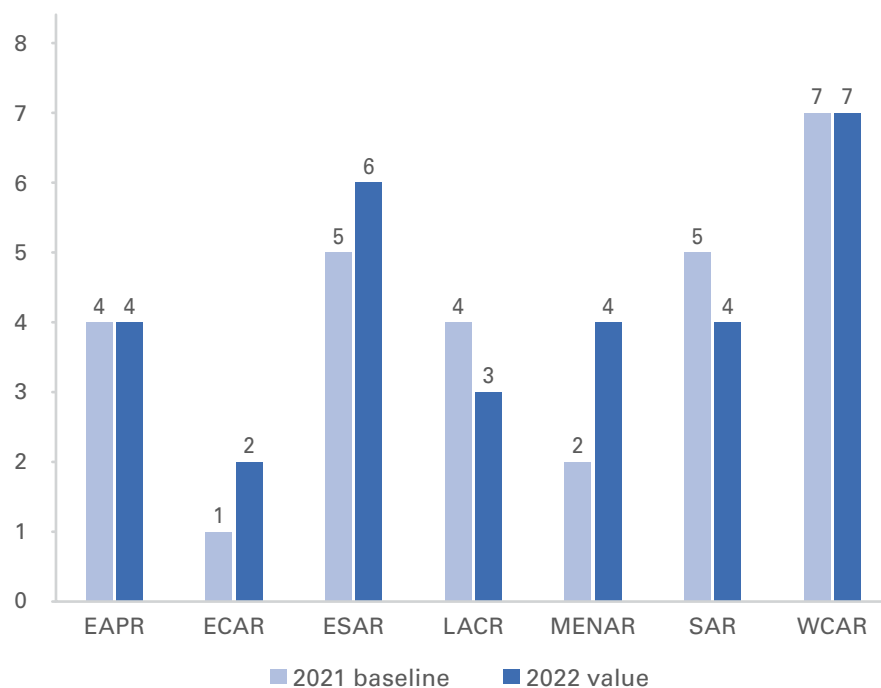
Preventing anaemia in adolescent girls and boys

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 |
| 2022 milestone | 30 |
| 2023 milestone | 35 |
| 2024 milestone | 40 |
| 2025 target | 45 |



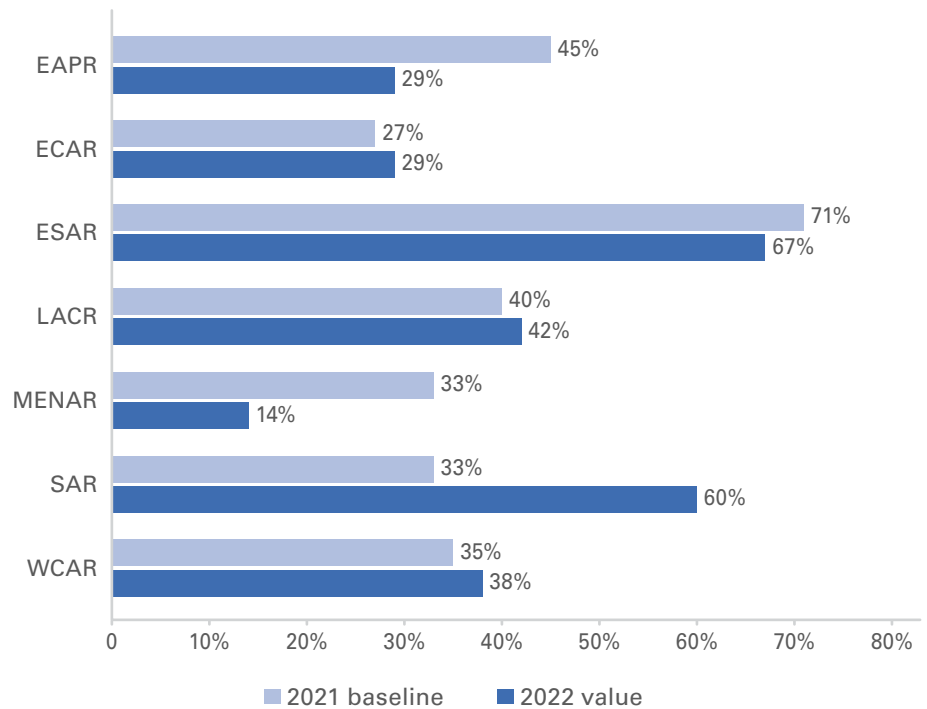
Gender-responsive systems for learning and skills development

2.2.5

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

Global value

| | |
|----------------|-----|
| 2021 baseline | 39% |
| 2022 value | 43% |
| 2022 milestone | 50% |
| 2023 milestone | 61% |
| 2024 milestone | 69% |
| 2025 target | 78% |



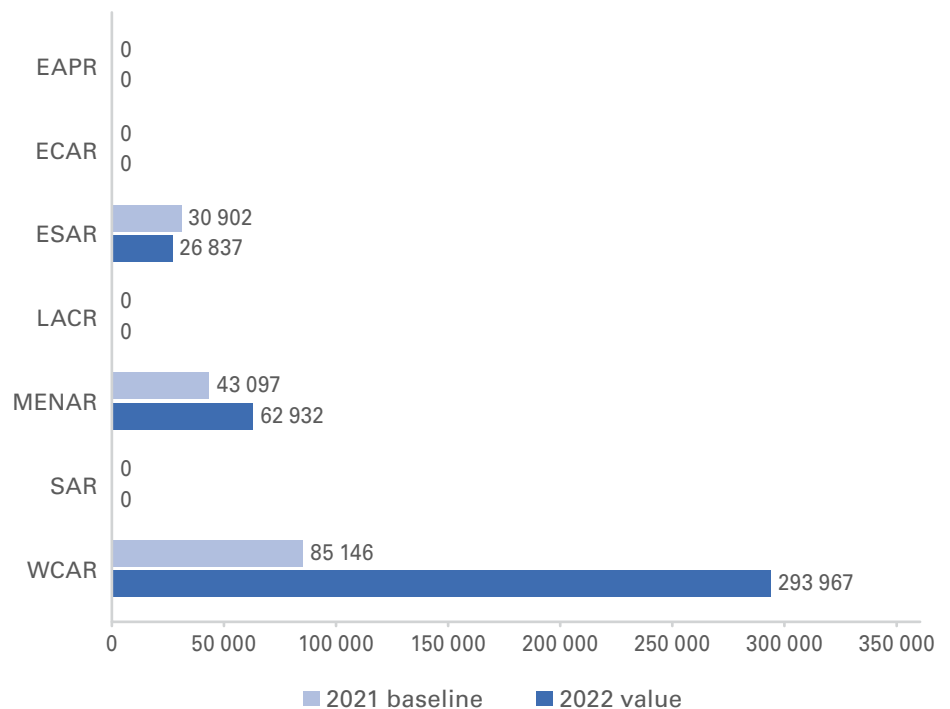
Prevention and protection from female genital mutilation

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 |
| 2022 milestone | 184 000 |
| 2023 milestone | 209 000 |
| 2024 milestone | 234 000 |
| 2025 target | 259 000 |



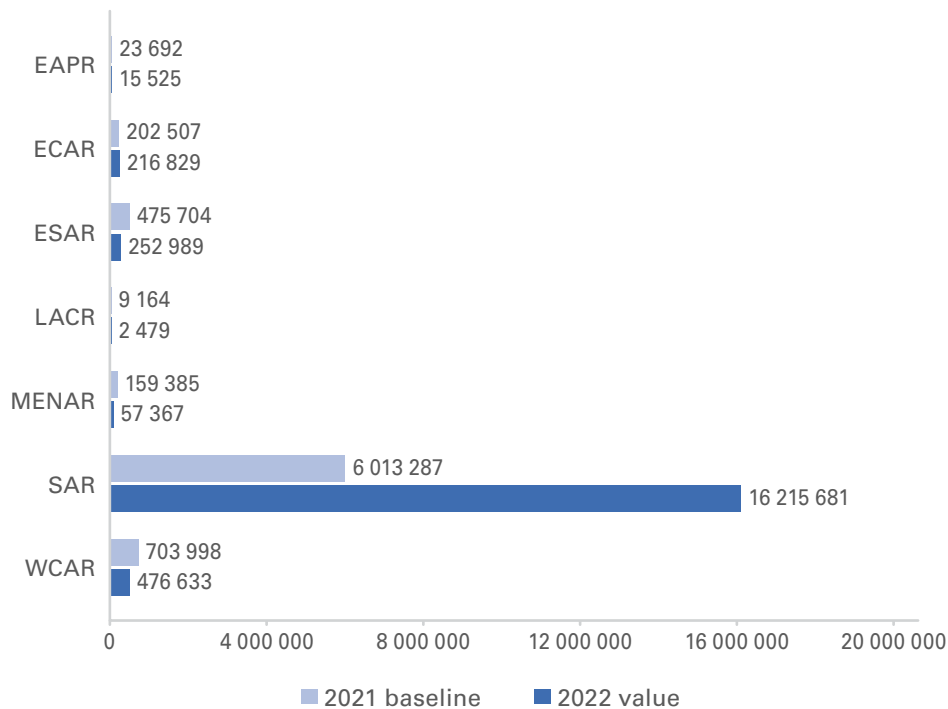
Prevention of child marriage

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 |
| 2022 milestone | 9.3 million |
| 2023 milestone | 11.5 million |
| 2024 milestone | 14.1 million |
| 2025 target | 17.4 million |



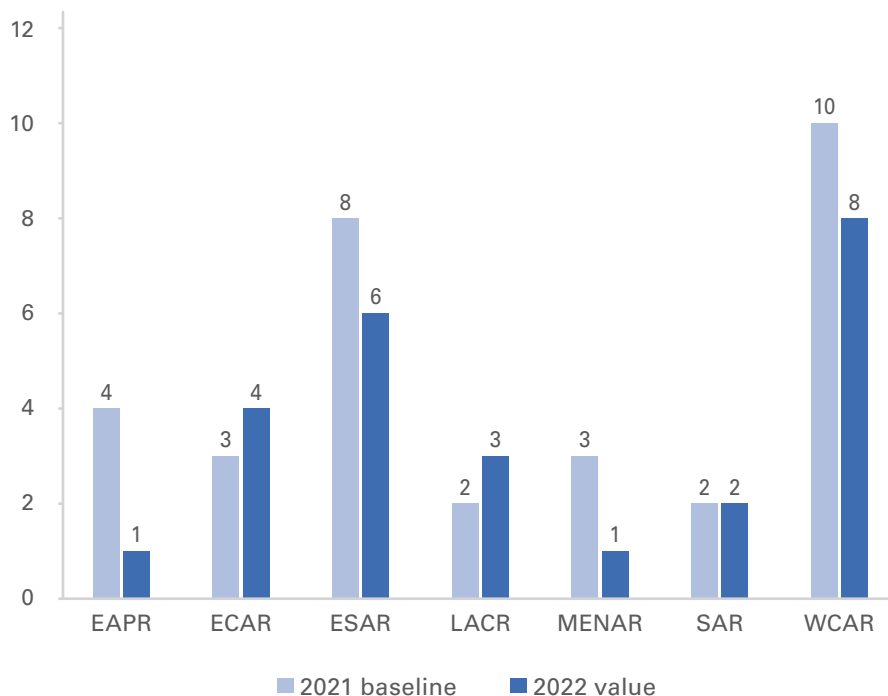
Ending child marriage

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 ⁸ |
| 2022 milestone | 34 |
| 2023 milestone | 35 |
| 2024 milestone | 38 |
| 2025 target | 41 |



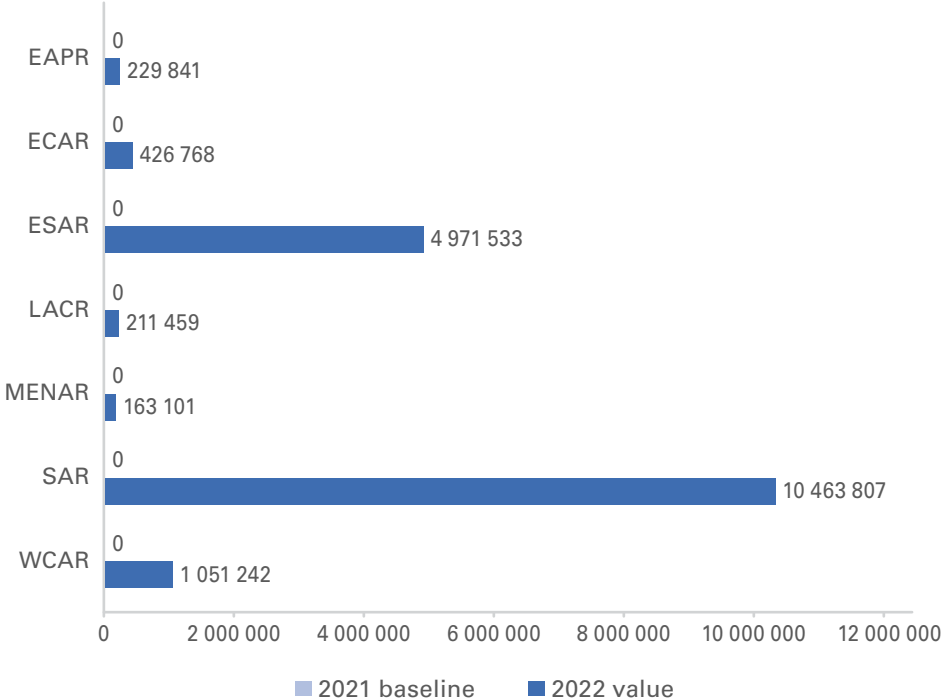
⁸ Six countries are transitioning to new plans; in five of them, the plans are in the process of being costed.

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 | 9.7 million |
| 2022 value | 17.5 million |
| 2022 milestone | 6 million |
| 2023 milestone | 16 million |
| 2024 milestone | 28 million |
| 2025 target | 40 million |



Gender in programme strategies and institutional systems

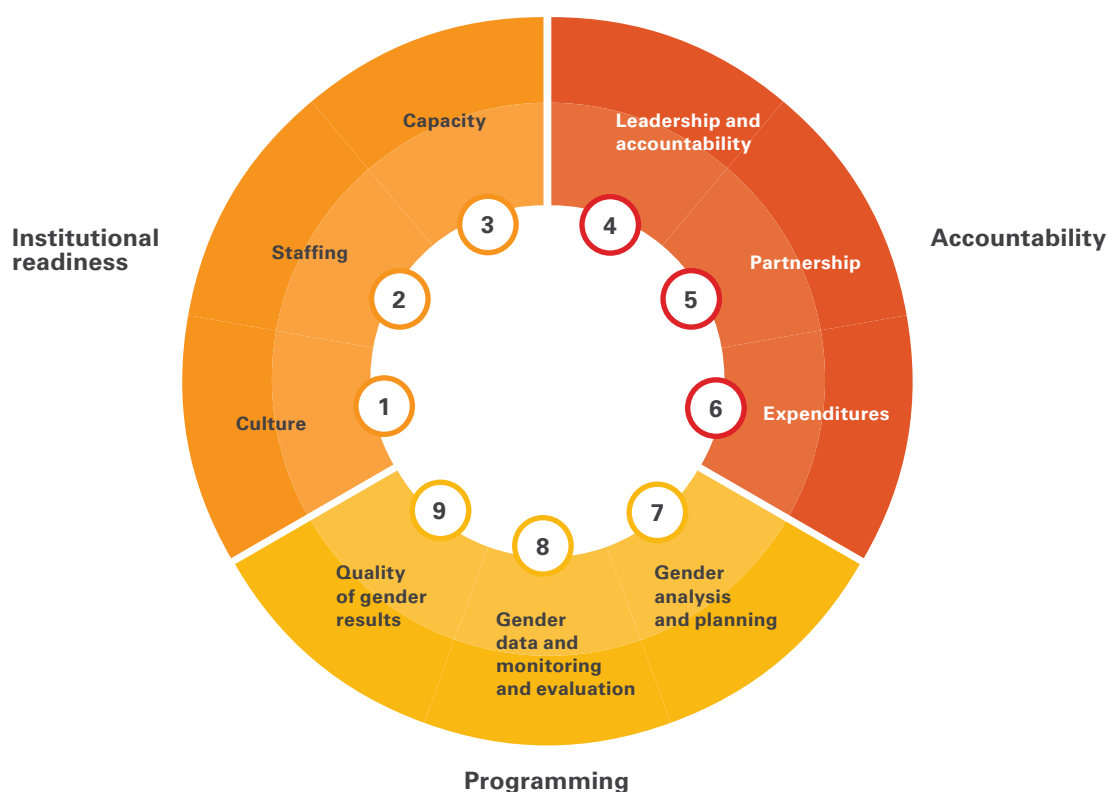
The Gender Action Plan implementation standard

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

With the new version of the GAP standard, designed for the Strategic Plan 2022–2025, UNICEF has attempted to identify and monitor key aspects, systems and processes that favour programming, achieving and effectively reporting gender results. 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, and finally to programming and quality of gender results achieved on the ground and reported. 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 criteria as well as a final overall score. The sources for the criteria 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) databases, the capacity-building and training database AGORA, the emergency and preparedness platform (EPP)). All of these sources have established quality control mechanisms in place. In some instances, external data (i.e., Economic Dividends for Gender Equality, or EDGE certification) is used.

Global, regional and country performance are displayed through dedicated and succinct visuals accessible to all UNICEF staff members on tailored gender dashboards that are available on the intranet, helping offices monitor and improve their performance on the GAP standard.



I. Institutional readiness

1. Culture

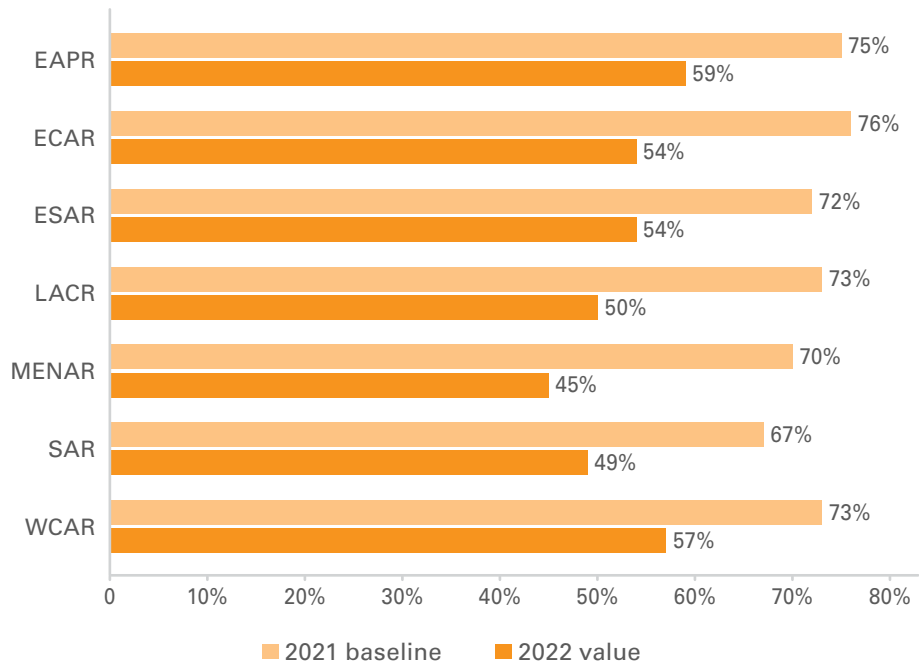
Belief in equal opportunities

E.4.6

Percentage of staff who agree with the statement “I believe women and men are given the same opportunities for career advancement in this organization”

Global value

| | |
|---------------|-----|
| 2021 baseline | 69% |
| 2022 value | 49% |



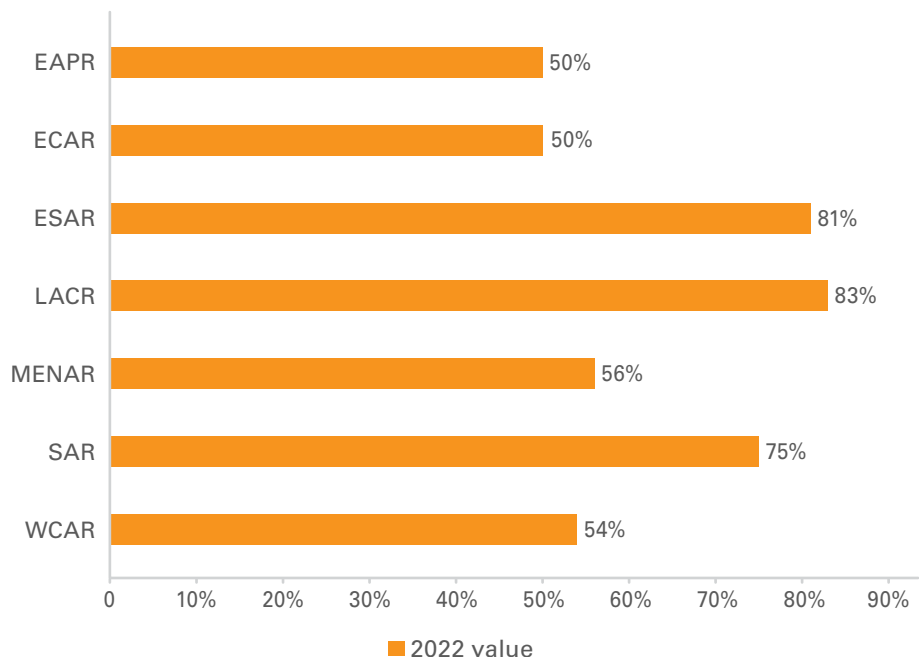
Leadership training

E.4.5

Percentage of Global Management Team, Representatives and Deputy Representatives (programme and operations) trained on gender equality, anti-racism and disability inclusion as well as on forms of discrimination, including biases and microaggressions.

Global value

| | |
|---------------|-----|
| 2021 baseline | 14% |
| 2022 value | 42% |



The figure is displaying the percentage of countries that have at least one senior staff member trained.

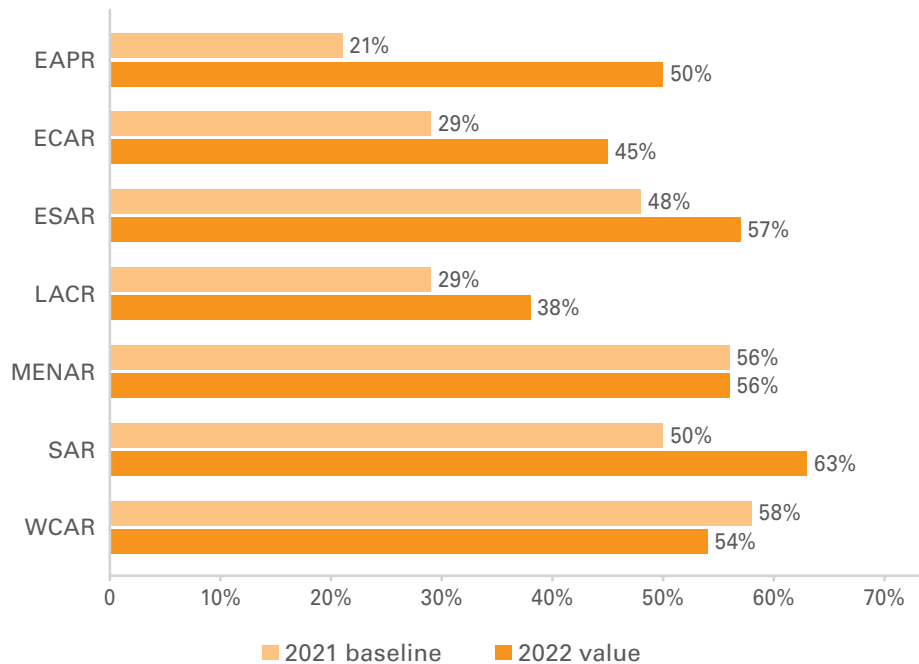
Protection from sexual exploitation and abuse

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% |
| 2022 milestone | 54% |
| 2023 milestone | 65% |
| 2024 milestone | 77% |
| 2025 target | ≥90% |

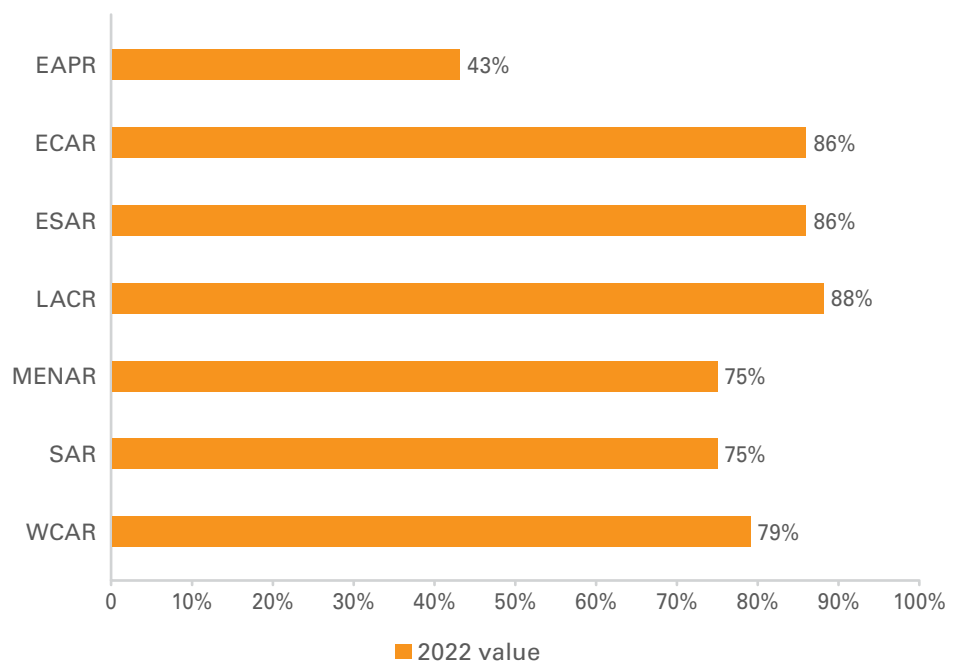


2. Staffing

Meeting the Gender Action Plan staffing guidance

H.5.2

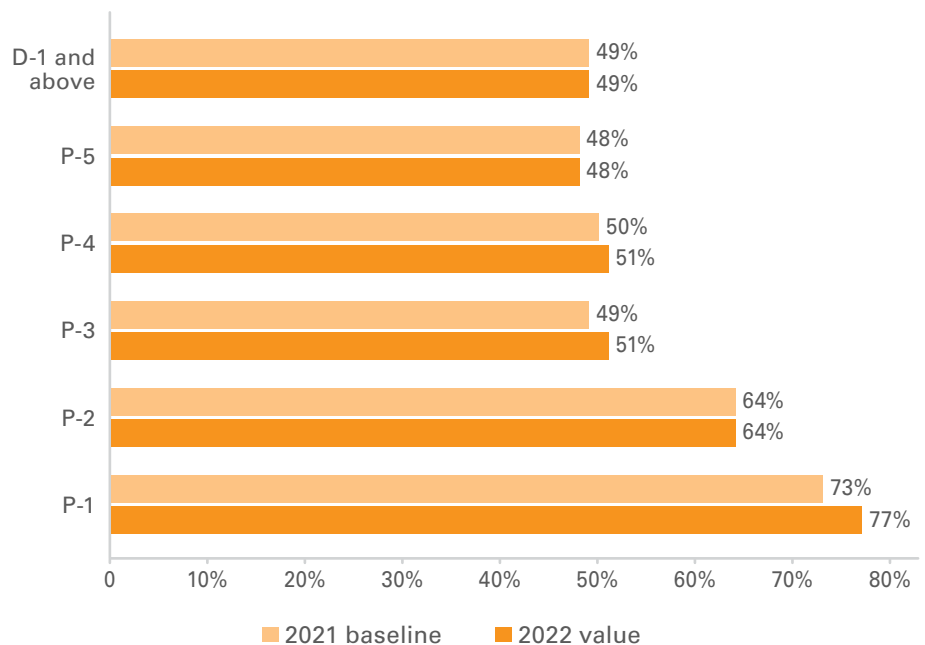
Percentage of offices meeting organizational standards for UNICEF Gender Action Plan implementation



Gender parity

E.4.1

Percentage of female staff, by level



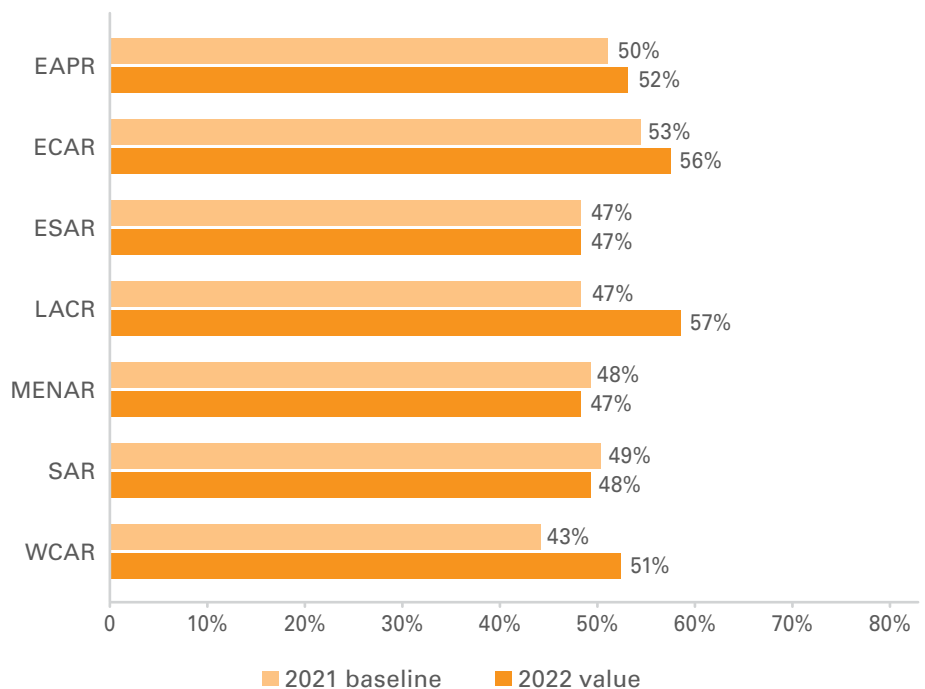
Percentage of female International Professional staff, by region

E.4.1

Percentage of female International Professional staff

Global value

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



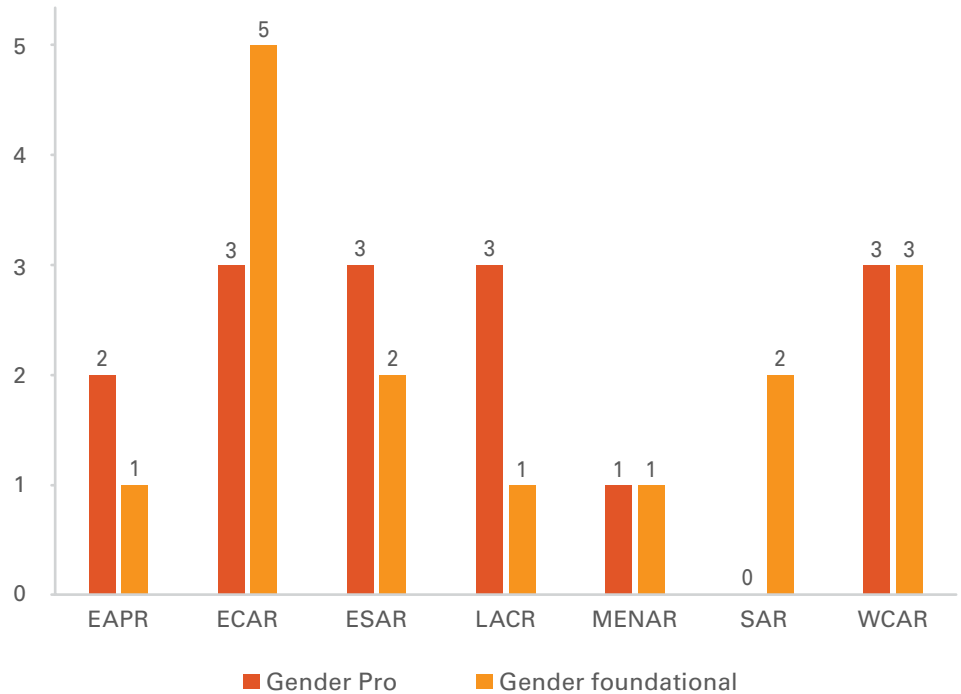
3. Capacity

Mandatory foundational gender training

Number of countries for which at least one staff member

- a) has been credentialed for Gender Pro
- b) has passed the gender foundational course

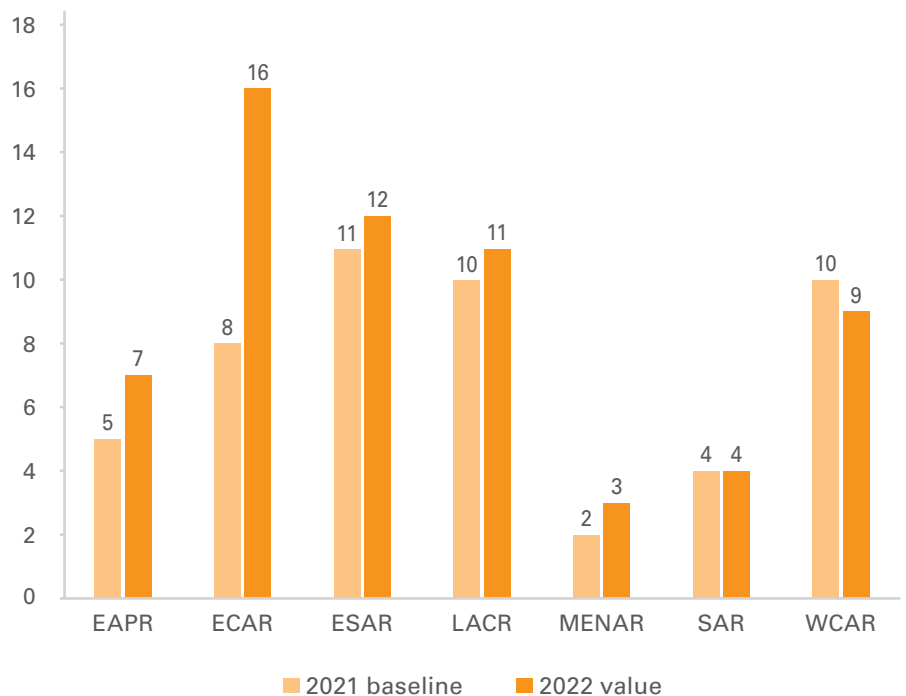
| Global value | |
|--------------|----|
| 2022 value | 15 |



Capacity development on gender equality for front-line workers

H.2.6

| Global value | |
|----------------|----|
| 2021 baseline | 50 |
| 2022 value | 62 |
| 2022 milestone | 60 |
| 2023 milestone | 66 |
| 2024 milestone | 72 |
| 2025 target | 80 |



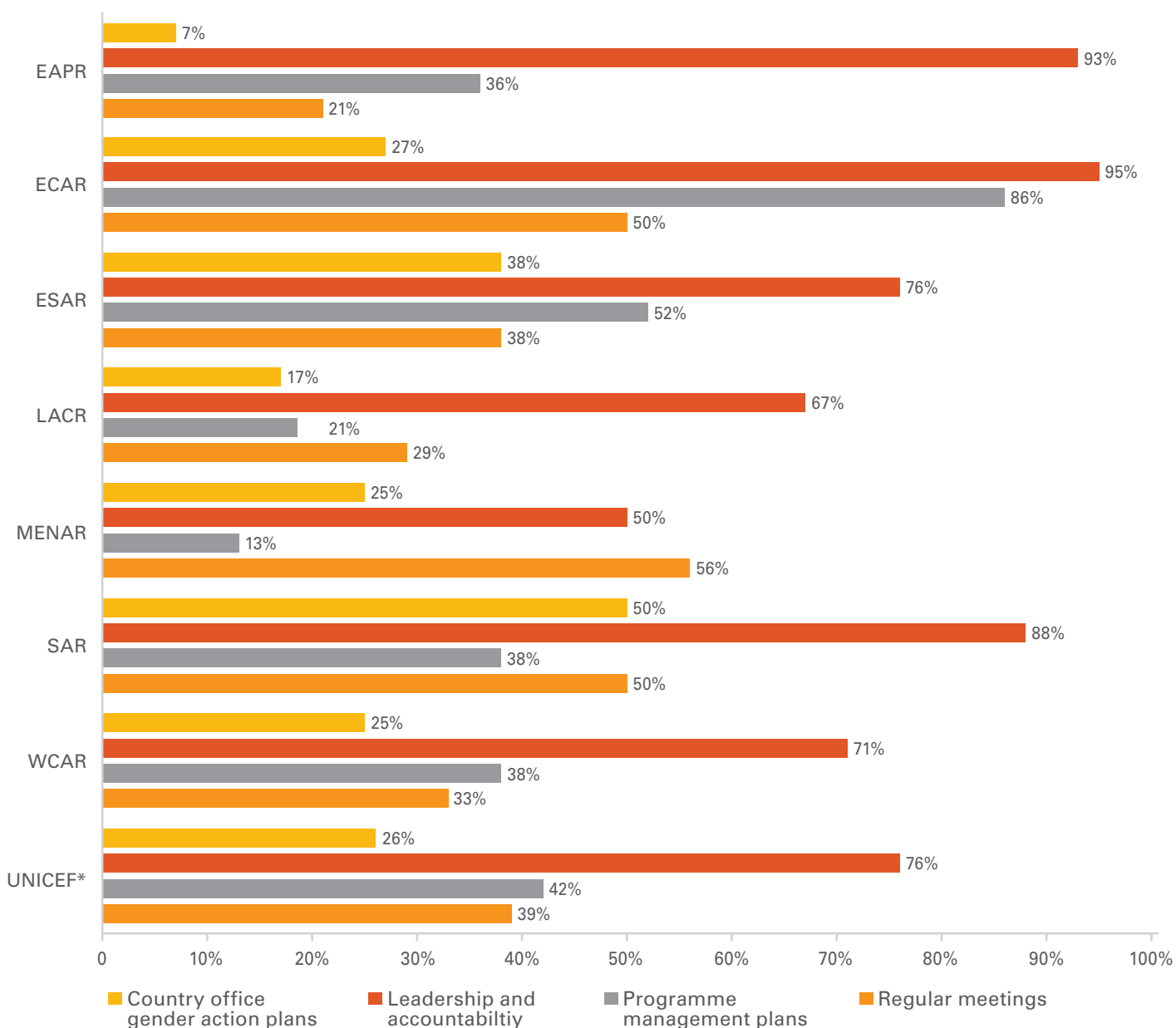
II. Accountability

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 (2022)



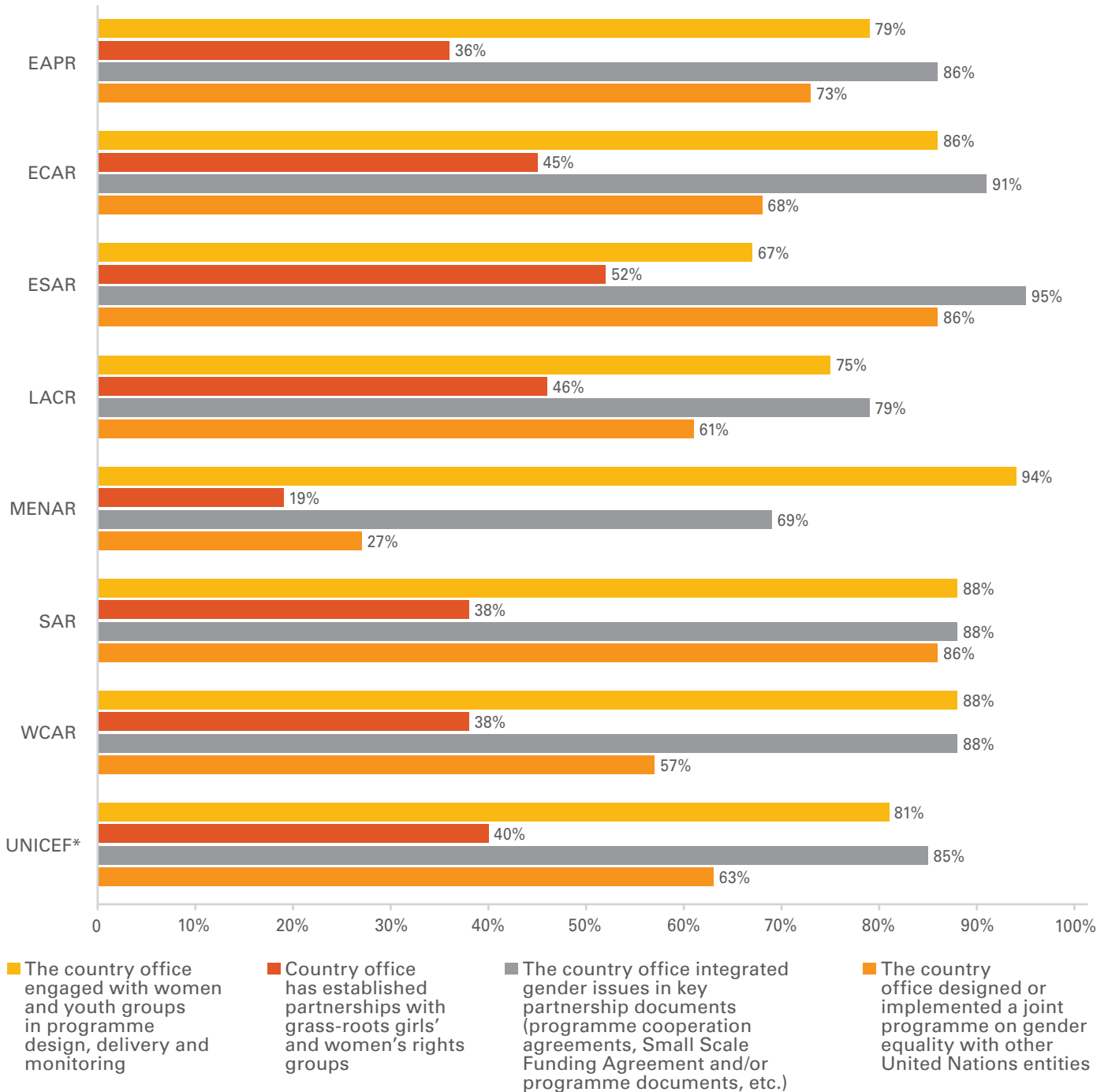
"Leadership and accountability" corresponds to one dimension of the H5.2 index for which there is no baseline, milestone nor target.

* For all UNICEF country offices

5. Partnership

How country offices have integrated gender into their partnerships

H.5.2 Percentage of country offices that have integrated gender into their partnerships (2022)



"Partnership" corresponds to one dimension of the H5.2 index for which there is no baseline, milestone nor target.

* For all UNICEF country offices

6. Expenditures

UNICEF uses a gender equality marker (GEM) and gender tags at the activity level for a nuanced tracking of the allocation and expenditure of resources related to results that promote gender equality. This allows for reporting on expenses on *gender-transformative programming* and on *gender-integrated programming*, across development and humanitarian contexts.

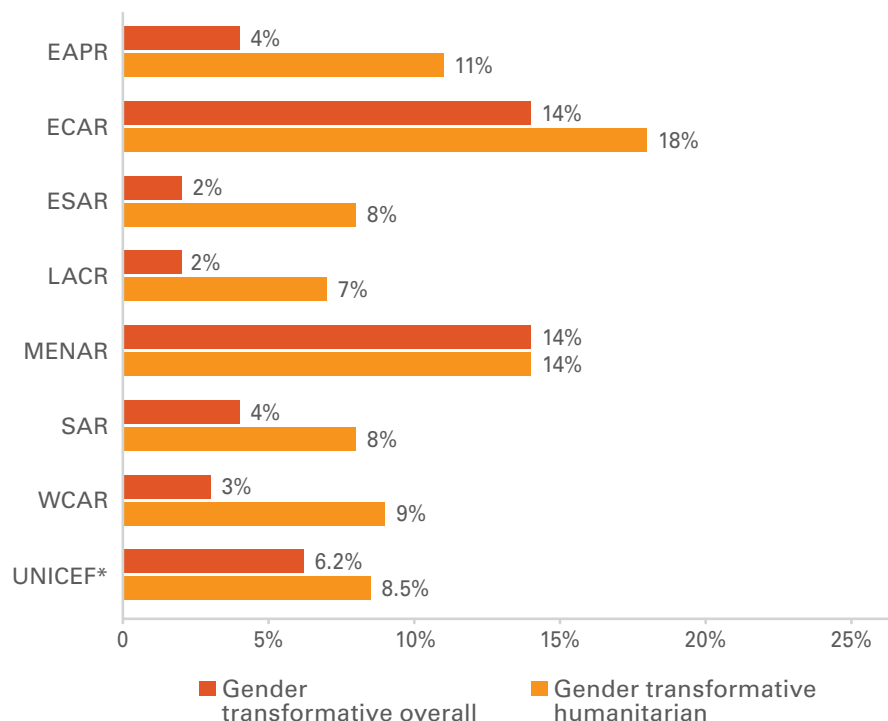
An important point to note is the evolution of the formulas for calculating gender expenditures. As was the case at the onset of the previous Gender Action Plan, calculation formulas were revised to reflect more ambitious goals in terms of gender results.

The new gender transformative expenditures formula only reflects results where gender equality is the principal objective, as compared to the previous Gender Action Plan where it was a principal or significant objective. This results in a noticeable drop in expenditures from 2018 to 2022⁹ (see graph below) signifying UNICEF commitment to transformative change in the longer run. The new gender-integrated expenditures formula is also tighter.

| | 2018 Old formula introduced | 2022 New formula introduced |
|---|--------------------------------|--------------------------------|
| Gender transformative expenditure | 14.1% | 6.2% |
| Gender transformative expenditure (humanitarian only) | 11.8% | 8.5% |
| Gender integrated expenditure | 60% | 32.5% |

Gender transformative expenditure

Percentage of gender transformative expenditures for 2022:
a) UNICEF overall
b) In humanitarian contexts



Gender transformative expenditures correspond to programmes for which gender is the principal objective

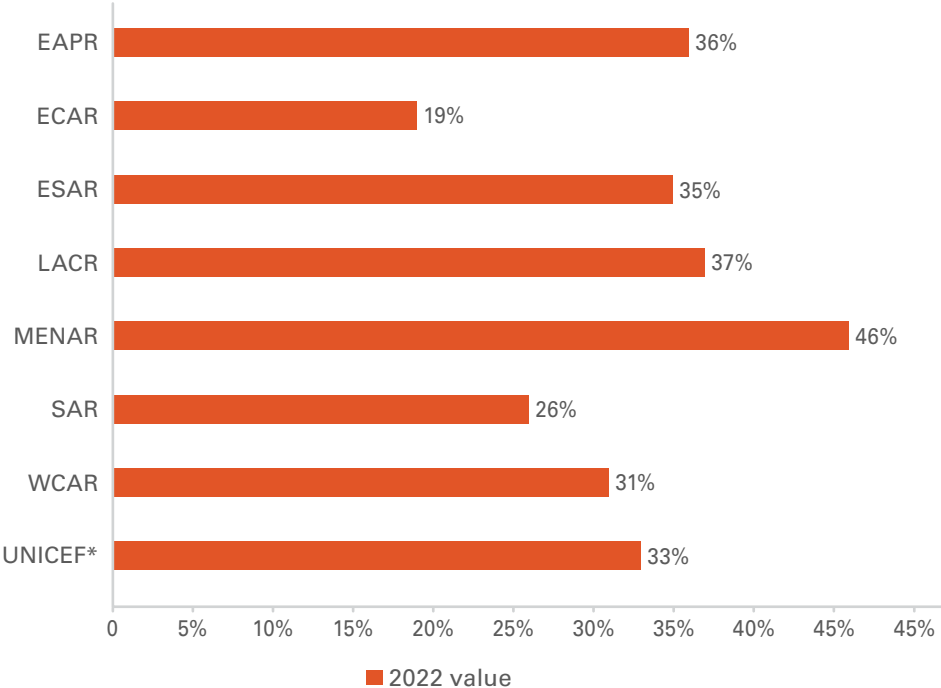
⁹ Gender transformative expenditure was at 21 % in 2021

* For all UNICEF country offices

Gender integrated expenditure

Percentage of gender integrated expenditures for 2022

Gender integrated expenditures correspond to programmes with a gender dimension but for which gender is not the principal objective.



* For all UNICEF country offices

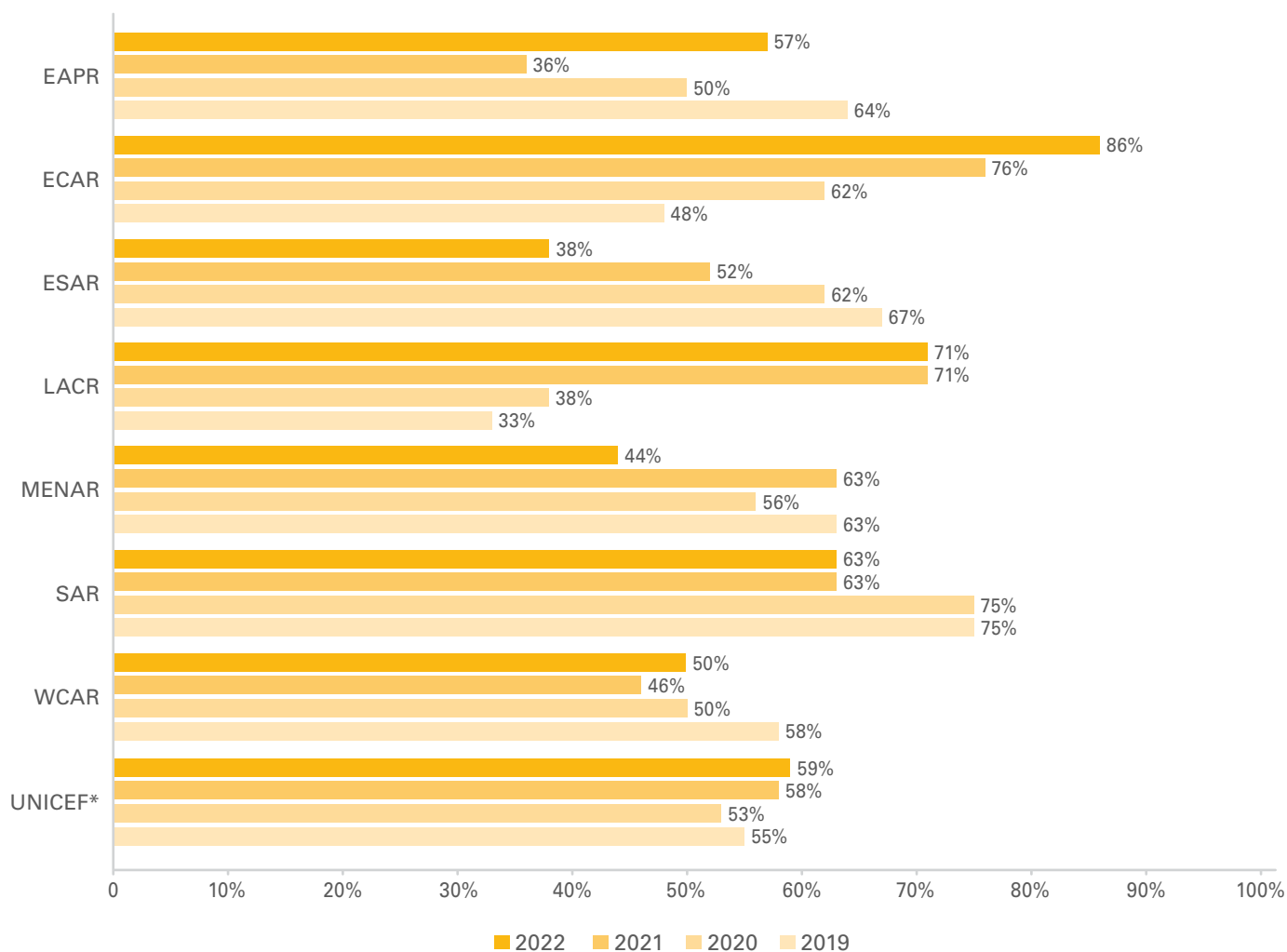
III. Programming

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 (2022)

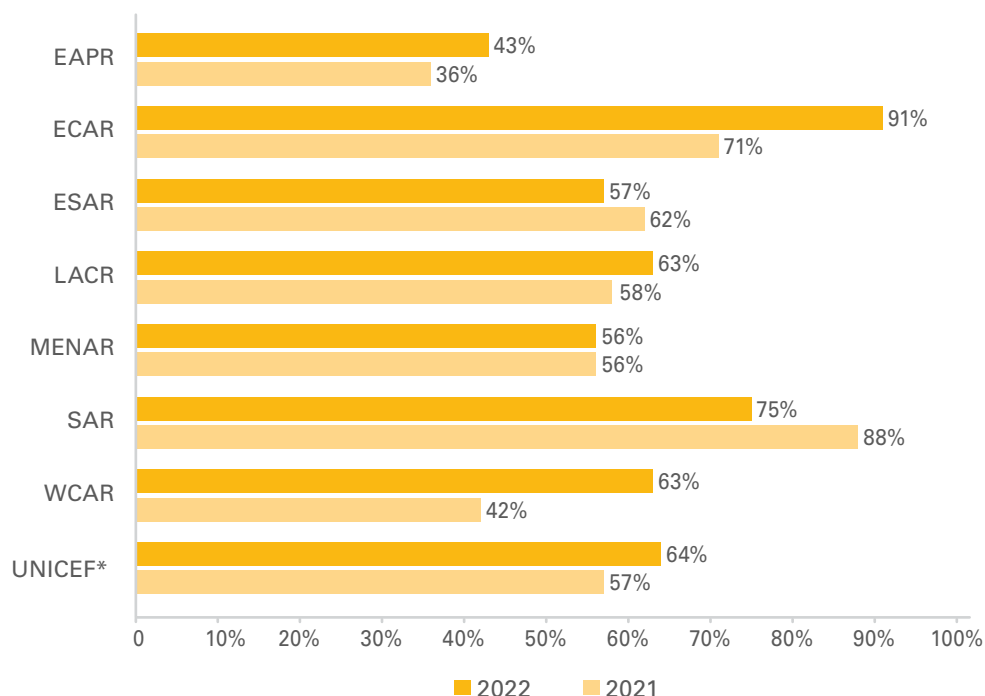


* For all UNICEF country offices

Integration of Gender Programmatic Review recommendations into programming documents

H.5.2

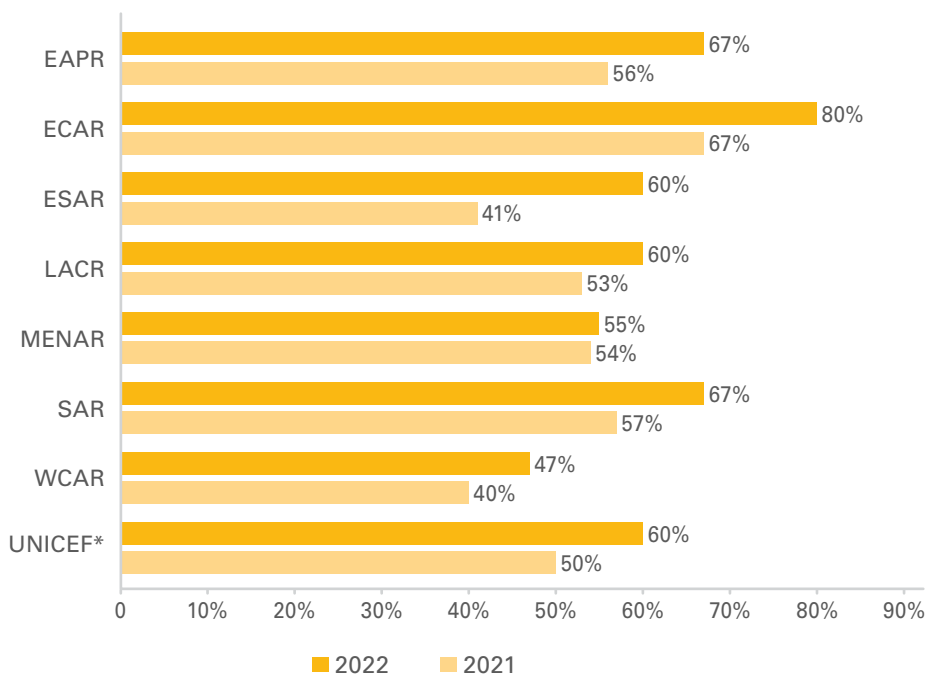
Percentage of country offices that have incorporated Gender Programmatic Review recommendations into all relevant programme planning documents (2022)



Rapid gender analysis

H.5.2

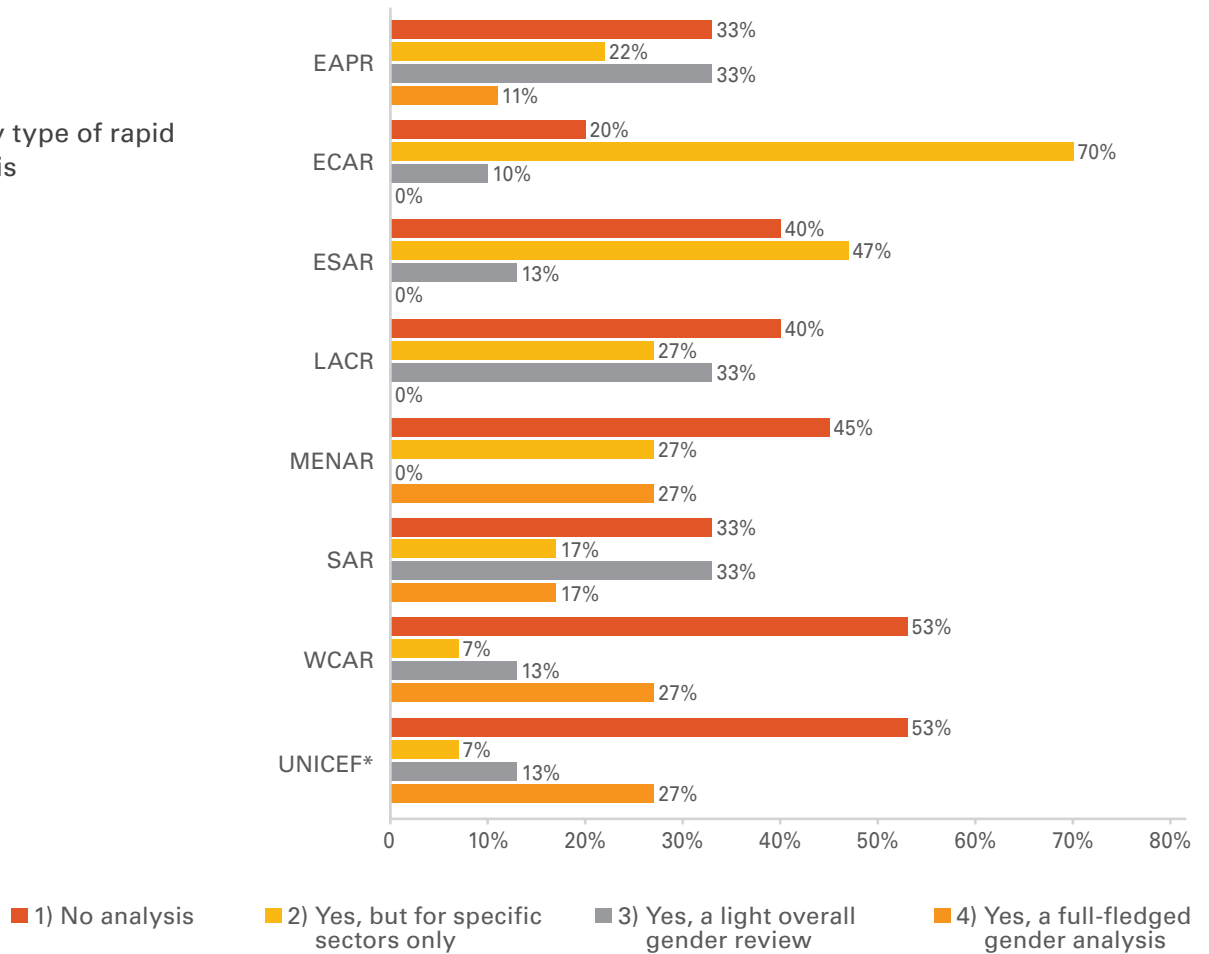
Percentage of country offices that conducted a rapid gender analysis in a humanitarian context (2022)



* For all UNICEF country offices

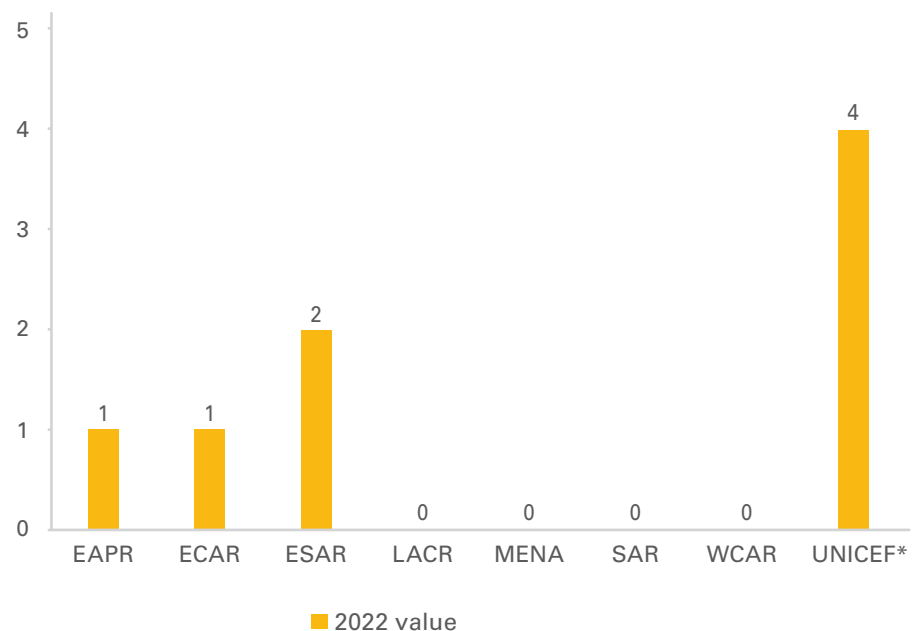
H.5.2

Distribution by type of rapid gender 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



* For all UNICEF country offices

■ 2022 value

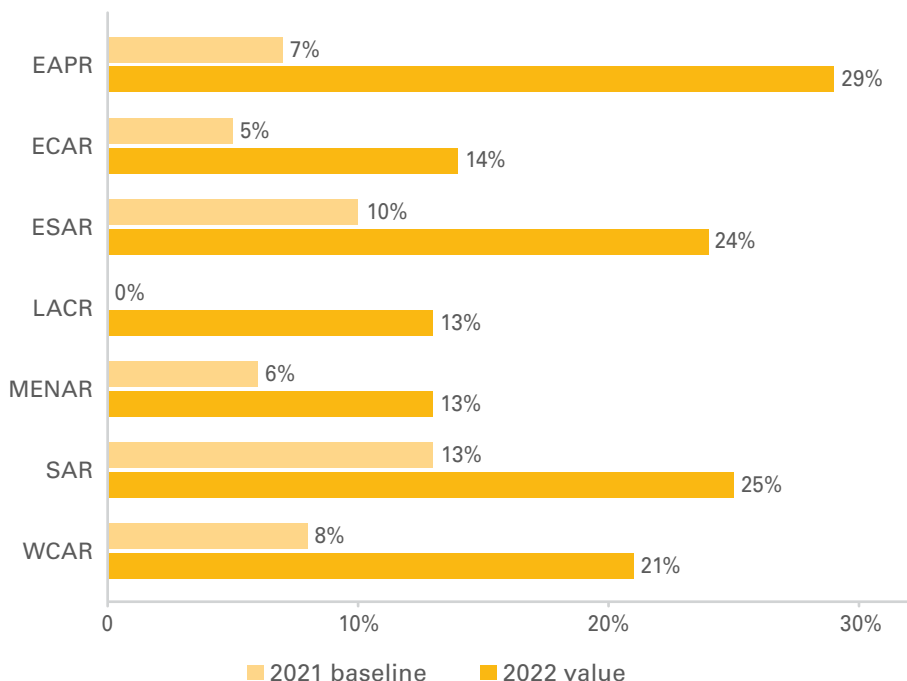
Gender-based violence risk-mitigation

H.5.5

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

Global value

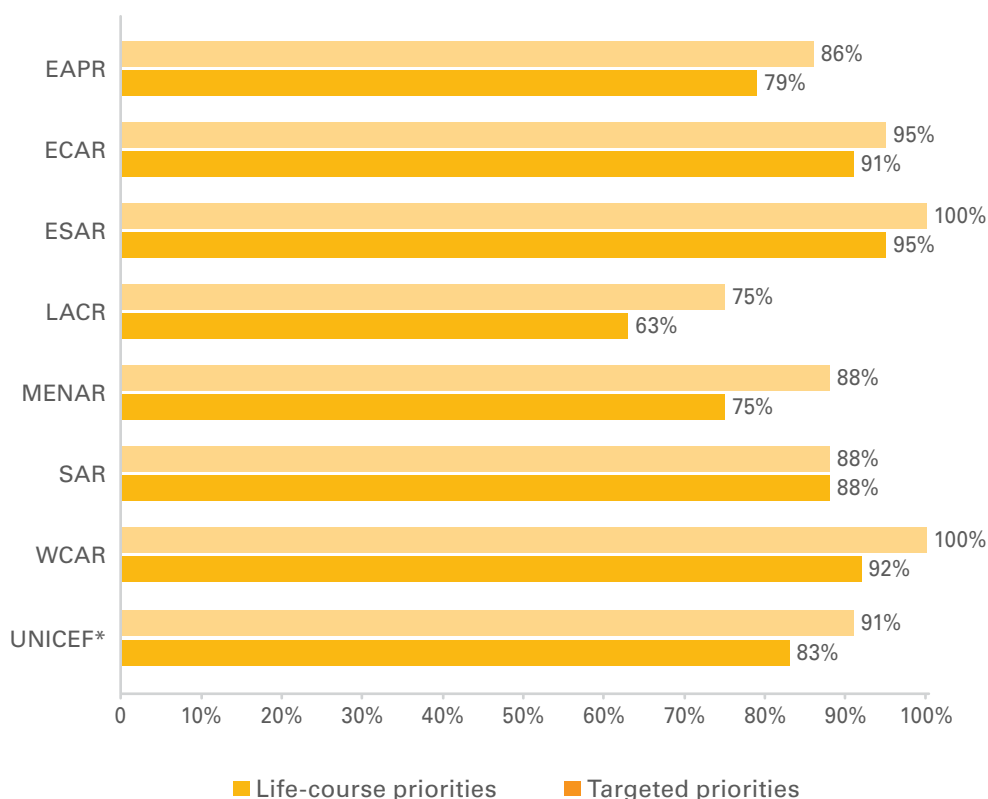
| | |
|----------------|-----|
| 2021 baseline | 6% |
| 2022 value | 19% |
| 2022 milestone | 10% |
| 2023 milestone | 20% |
| 2024 milestone | 30% |
| 2025 target | 35% |



Gender Action Plan results and gender Core Commitments for Children in Humanitarian Action implemented

H.5.2

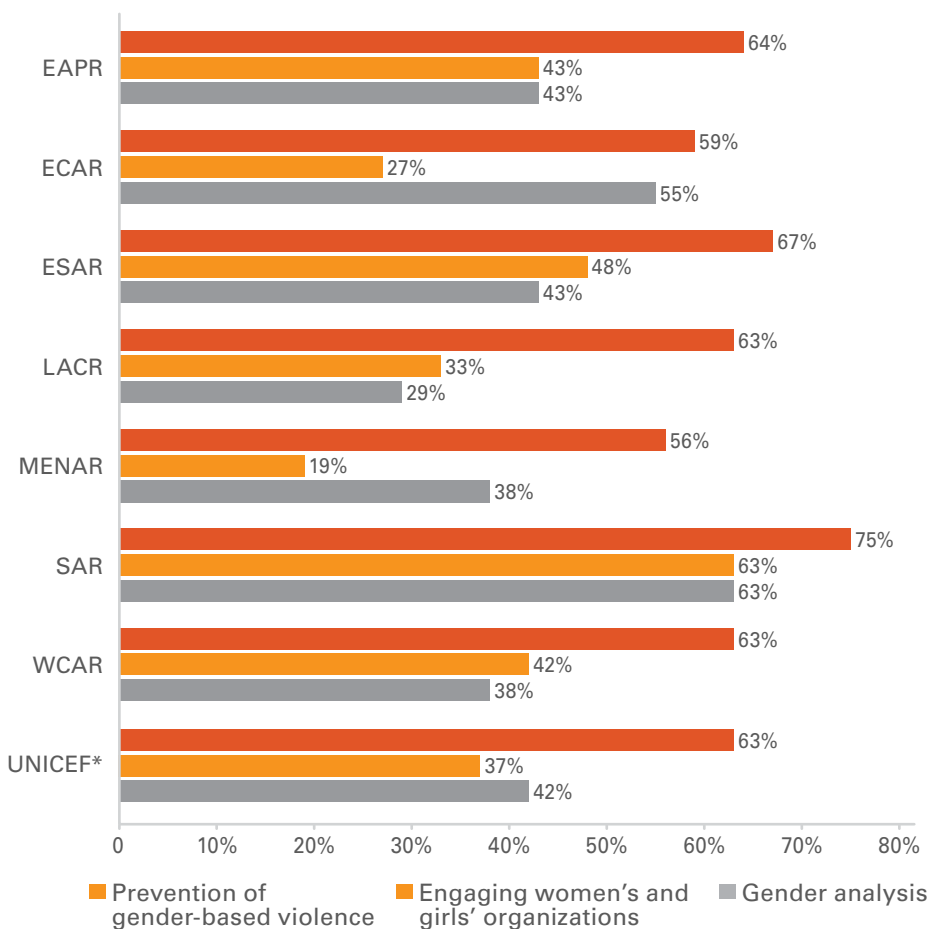
Percentage of country offices (in 2022) with at least:
 a) One targeted priority
 b) One life-course priority



* For all UNICEF country offices

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

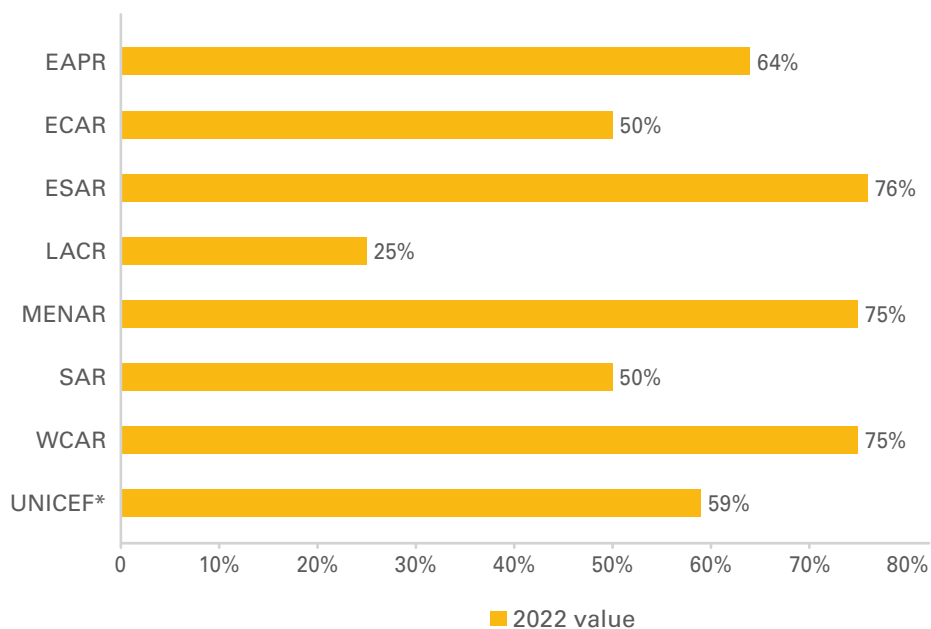
- a) Prevention of gender-based violence
- b) Engaging women's and girls' organizations
- c) Gender analysis



8. Gender data and monitoring and evaluation

Use of standard gender indicators

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

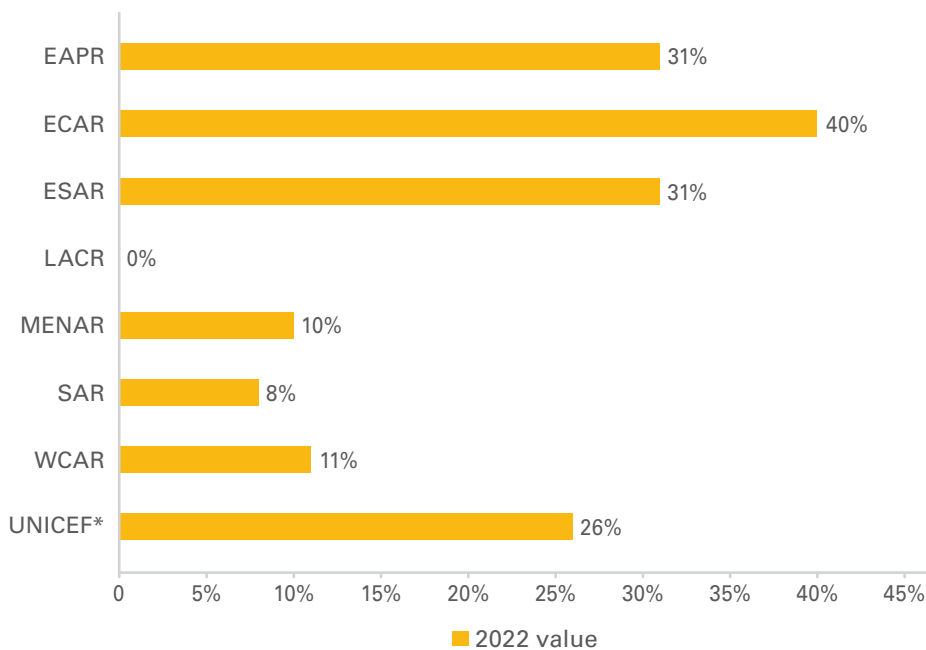


* For all UNICEF country offices

■ 2022 value

Sex-disaggregation on Results Assessment Module standard

Level of sex-disaggregation on standard gender indicators that can be sex-disaggregated (2022)



* For all UNICEF country offices

9. Quality of gender results

All programmatic results are made available in the “Priorities through the life course” and “Targeted priorities” 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.

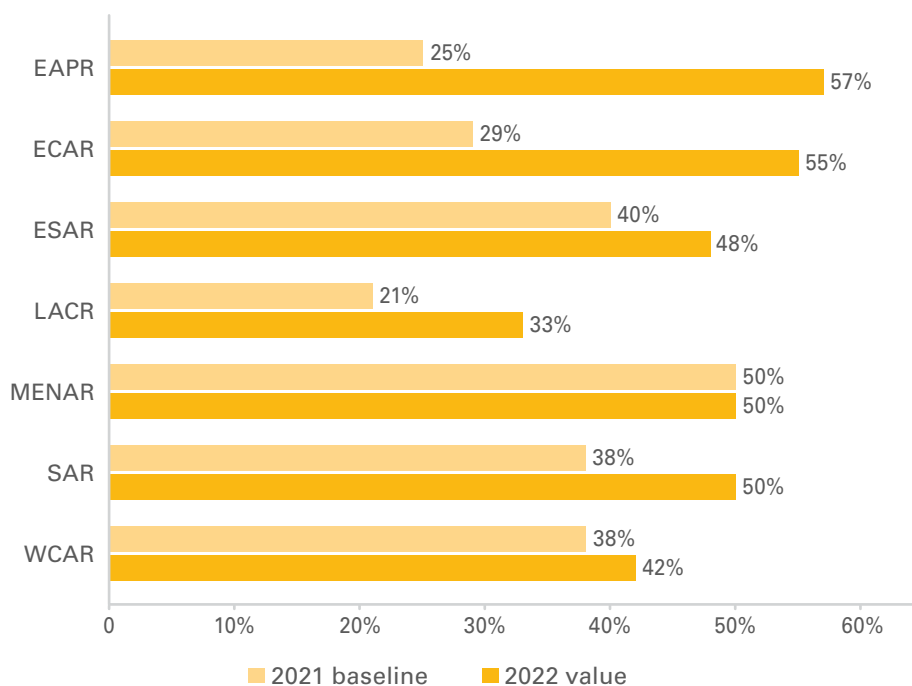
Transformative gender equality results

H.5.6

Percentage of country offices reporting gender equality results that are transformative

Global value

| | |
|----------------|-----|
| 2021 baseline | 34% |
| 2022 value | 47% |
| 2022 milestone | 39% |
| 2023 milestone | 44% |
| 2024 milestone | 49% |
| 2025 target | 54% |



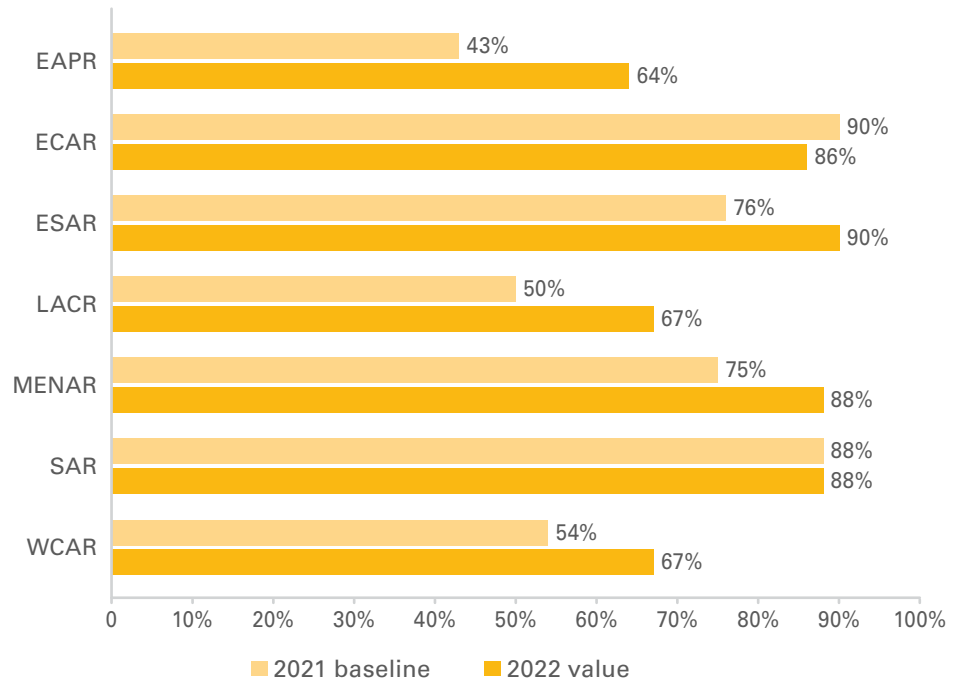
Transformative child rights policies and programmes

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% |
| 2022 milestone | 69% |
| 2023 milestone | 72% |
| 2024 milestone | 75% |
| 2025 target | 78% |



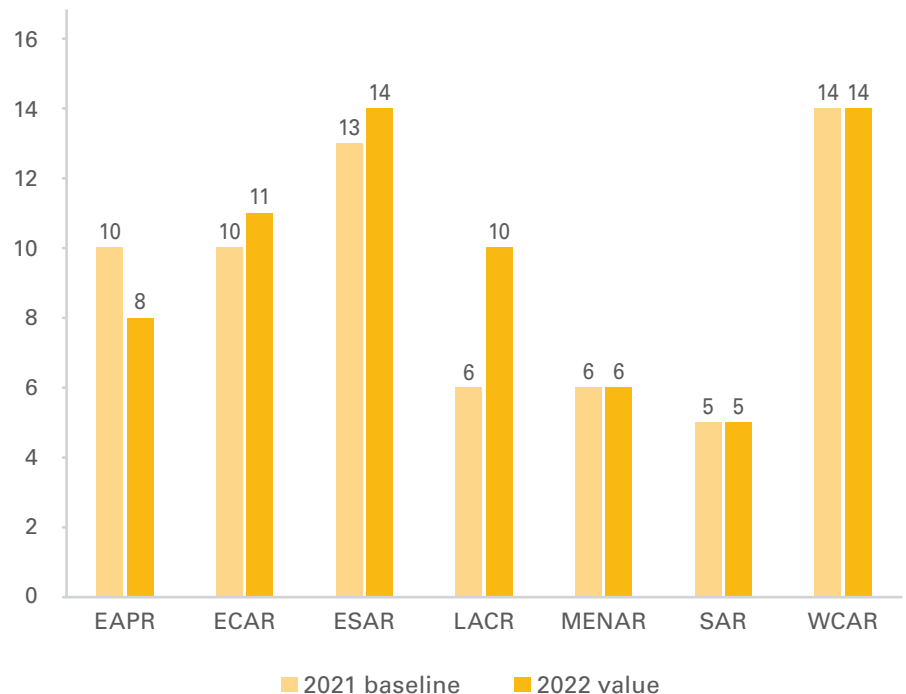
Addressing gender discriminatory roles and practices among children

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 |
| 2022 milestone | 70 |
| 2023 milestone | 77 |
| 2024 milestone | 83 |
| 2025 target | 90 |



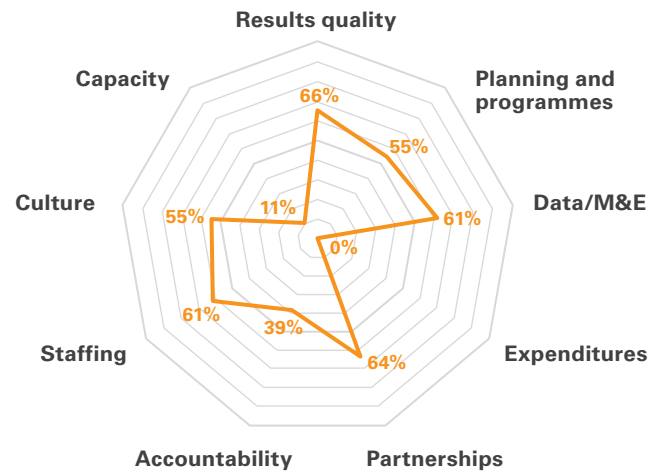
Global and regional scores on the GAP standard

Graphics are displaying the percentage of country offices meeting each dimension of the GAP standard

UNICEF*



East Asia and the Pacific

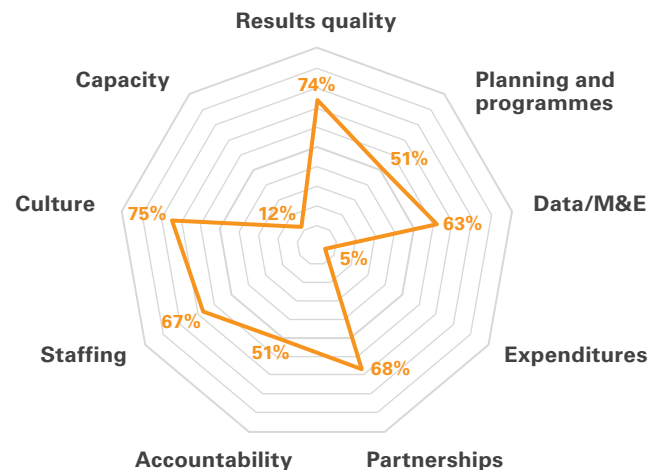


* For all UNICEF country offices

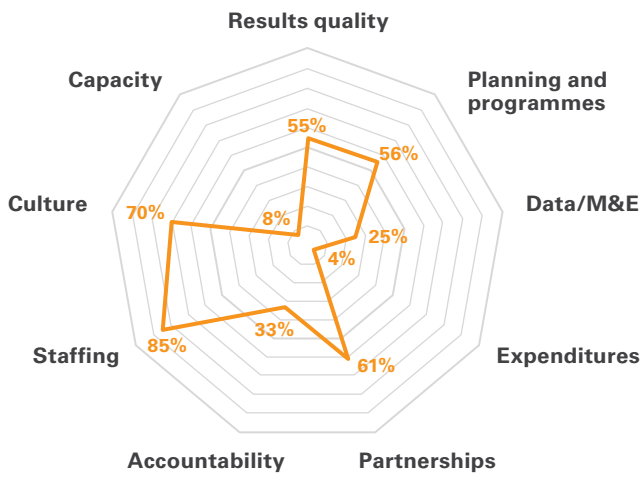
Europe and Central Asia



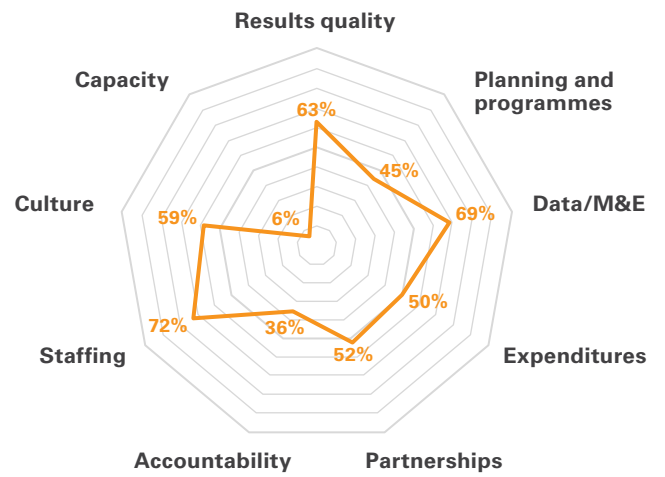
Eastern and Southern Africa



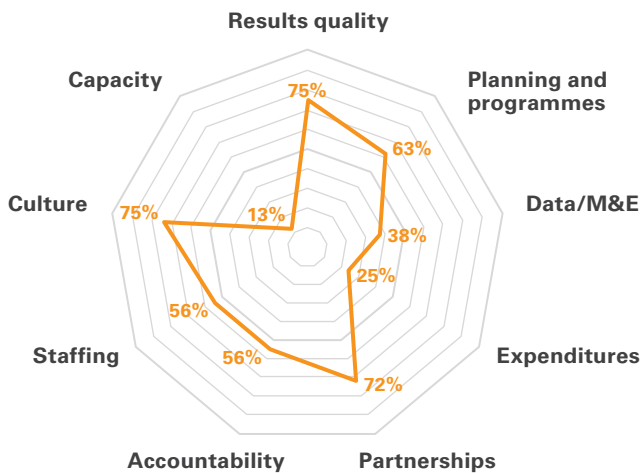
Latin America and Caribbean



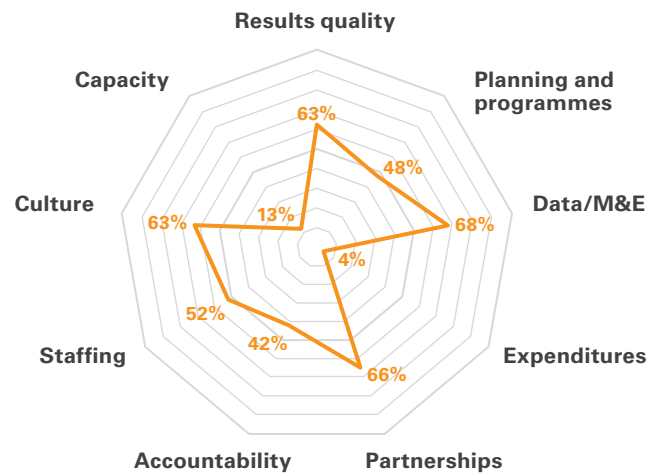
Middle East and Northern Africa



South Asia



West and Central Africa





UNICEF
3 United Nations Plaza
New York, NY 10017, USA

© United Nations Children's
Fund (UNICEF)
May 2023

unicef 