



Gender Equality

Global Annual
Results Report 2021

unicef 
for every child

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14-year-old Camila Doutang, who fled the Bolivarian Republic of Venezuela with her parents, lives in the Villa del Rosario municipality in North Santander, Colombia. Here, she attends a UNICEF-supported Alternative Care and Shelter Space for Children and Adolescents (EACANNA), which allows her to access healthy food, continue her education and develop her skills as an artist.

Expression of thanks

UNICEF's work for children is funded entirely through individual donations and the voluntary support of our partners in government, civil society and the private sector. Voluntary contributions enable UNICEF to deliver on its mandate to protect children's rights, to help meet their basic needs, and to expand their opportunities to reach their full potential. We take this opportunity to thank all our partners for their commitment and trust in UNICEF.

UNICEF expresses sincere appreciation to all the partners who have contributed to our work to achieve greater gender equality in our humanitarian and development programming in 2021. It is their support that allows us to provide technical, operational and programming assistance to countries to address gender inequalities and to impact the lives of millions of girls and boys, women and men across the world.

The flexibility of thematic funds provides for sustainability in our programmes and allows UNICEF to offer a full range of support to countries and regions. In this regard, we would especially like to thank the governments of Luxembourg and Sweden, and private sector partner Clé de Peau Beauté, for their contributions to the 2021 Global Thematic Fund for Gender Equality, and Dove/Unilever, Pandora, Chloé and the Lego Group for the resources contributed to gender equality programming. We would also like to thank the Bill and Melinda Gates Foundation for its partnership to develop GenderPro and strengthen UNICEF's gender capacity and institutional systems for gender equality results. UNICEF will continue to explore new ways of enhancing visibility for contributing partners to global-level thematic funding, and we look forward to growing our collaborations in the future.

PARTNER TESTIMONIAL

"In line with its feminist foreign policy, Luxembourg is committed to promoting SDG 5 – gender equality – as an essential human right. Today, many children continue to suffer from gender-based discrimination and inequalities that greatly influence whether a child will grow up healthy, educated and safe. As a founding member of the UNICEF Thematic Fund for Gender Equality, and a strong supporter of multilateralism, Luxembourg will continue to support UNICEF in its efforts to end child marriage, to sustainably empower women and girls and to strengthen the mainstreaming of gender equality across all its work."

- Franz Fayot, Minister for Development Cooperation and Humanitarian Affairs, Luxembourg (2022)

Seventy-five years after UNICEF was established and thirty-two years since the adoption of the Convention on the Rights of the Child, the organization's mission to promote the full attainment of the rights of all children is as urgent as ever.

The UNICEF Strategic Plan, 2018–2021 is anchored in the Convention on the Rights of the Child and charts a course towards attainment of the Sustainable Development Goals and the realization of a future in which every child is able to fully enjoy their rights. It sets out measurable results for children, especially the most disadvantaged, including in humanitarian situations, and defines the change strategies and enablers that support their achievement.

Working together with governments, United Nations partners, the private sector, civil society and with the full participation of children, UNICEF remains steadfast in its commitment to realize the rights of all children, everywhere, and to achieve the vision of the 2030 Agenda for Sustainable Development, a world in which no child is left behind.

The following report summarizes how UNICEF and its partners contributed to gender equality in 2021 and reviews the impact of these accomplishments on children and the communities where they live. This is one of seven reports on the results of efforts during the past year, encompassing gender equality and humanitarian action as well as each of the five Strategic Plan Goal Areas – 'Every child survives and thrives', 'Every child learns', 'Every child is protected from violence and exploitation', 'Every child lives in a safe and clean environment', and 'Every child has an equitable chance in life'. It supplements the 2021 Executive Director Annual Report (EDAR), UNICEF's official accountability document for the past year.

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Executive Summary

19-year-old twins Carol and Irene Oduor are learning to be car mechanics, as part of a UNICEF-supported skills programme in Kenya for vulnerable out-of-school girls in poor communities.

The impact of socioeconomic upheaval caused by the COVID-19 pandemic continued to be felt profoundly by women and girls in many countries in 2021, and more so for those living in humanitarian crises. At the heart of these challenges are harmful social norms and structures, which were reinforced and – combined with widespread service disruptions – resulted in heightened violence and discrimination against women and girls, and widening disparities beyond pre-pandemic levels. The closure of schools has taken an immense toll on girls' lives, risking their safety and futures. Worldwide, the percentage of adolescent girls aged 15–19 years not in employment, education or training was almost double that of boys in 2021, and is likely to grow as increasing numbers of girls are married, take on care responsibilities at home and do not return to learning. Unemployment rates have affected women much worse than men,¹ and gender disparities in unpaid care work continue to grow wider, barring women from economic opportunities and straining their mental health. Out of close to 5,000 policy measures in response to COVID-19 carried out across 226 countries and territories, only 226 addressed unpaid care work, and in just 93 countries.² And although women have been at the forefront of fighting the pandemic – as educators, health workers and unpaid care providers – they have been sorely underrepresented in pandemic task-force decision-making.

The commitment of UNICEF to an equal future for all girls and boys recognizes that promoting gender equality and the empowerment of women and girls is central to achieving the Sustainable Development Goals (SDGs) and advancing the United Nations reform agenda. It aligns directly with the gender equality results identified in the United Nations common chapter, which details the close collaboration between UNICEF, the United Nations Development Programme (UNDP), the United Nations Population Fund (UNFPA) and UN Women. The UNICEF Gender Action Plan, 2018–2021 (GAP), closely aligned to the UNICEF Strategic Plan, 2018–2021, both articulates and operationalizes this commitment, providing a road map for promoting gender equality throughout the organization's work.

Since the start of the pandemic in early 2020, UNICEF has implemented its largest-ever emergency response, working with partners to adapt programming towards the continuity of essential services and the expansion of social protection systems – including to marginalized girls and women; and to give critical support to front-line workers and families, among other actions. Two years in, the majority of UNICEF's interventions to respond to the impact of COVID-19 are now taking place through regular programming, going beyond the scope of immediate emergency response, and geared towards resilience and recovery.

Highlights of results and challenges in 2021

This is the final year in the implementation of the current GAP. The last four years have seen UNICEF substantially increase investment in resources, leadership, capacity and accountability to accelerate results for women and girls. As the pandemic moved into its second year and, in several countries, collided with other crises arising from conflict and the effects of climate change, UNICEF and partners focused on mitigating the effects of disruptions and prioritizing service continuity, while also reorienting and redesigning regular programming. While progress has been uneven, achievements over the GAP cycle are significant compared with baseline,³ highlighting UNICEF's commitment amid concurrent crises.

In the health sector, UNICEF scaled up quality maternal health care and the prevention of malnutrition, recording advances despite pronounced disruption. By the end of 2021, there were 180 million births delivered in health-care facilities through UNICEF-supported programmes, with nearly 39 million in 2021 alone, rising from 25 million in 2016. The percentage of live births delivered by skilled personnel increased to 80 per cent in 2021, exceeding the overall GAP target. Encouraging results were also noted in perinatal care compared with previous years, with improved outcomes from the 2018 baseline in both antenatal and postnatal care. This was not the case among adolescent

mothers, however, where progress was more muted. Although some results were notable against baselines, overall they did not meet GAP targets. Anaemia prevention in girls and women remains a significant challenge, as do other critical gaps that demand greater investment to achieve global targets – the maternal mortality rate, and HIV infection rates in adolescent girls, for instance, are slipping further off track.

UNICEF continued to accelerate efforts to promote equitable learning opportunities, including supporting gender-responsive distance education, expanding access for children in humanitarian settings, and removing systemic barriers to learning, especially for girls. Globally in 2021, through UNICEF-supported programmes, 21 million out-of-school girls accessed early learning, primary or secondary education (vs. 8.4 million in 2019); while in humanitarian settings, this number was 15.9 million. Government partners received assistance to remove systemic learning bottlenecks in national education systems. This contributed, for example, to cumulative progress over four years in water, sanitation and hygiene (WASH) in schools that exceeded GAP targets – UNICEF delivered menstrual health and hygiene (MHH) services to almost 59,000 schools, and over 21,100 schools in 94 countries were equipped with separate sanitation facilities

for girls and boys. Despite these encouraging results, urgent attention will be needed to address negative trends in girls' learning outcomes, including those related to access, completion and quality of learning.

In response to alarming increases in gender-based violence (GBV) as a result of the pandemic and other crises, UNICEF stepped up efforts, leveraging multisectoral partnerships to adapt programming, minimize disruptions and expand risk mitigation, prevention and response services. The global, multi-year end-violence initiative, the European Union–United Nations Spotlight Initiative, of which UNICEF is an implementing partner, expanded to 27 countries in 2021 from 13 in 2019. UNICEF reached 4.4 million children experiencing violence with health, justice and social welfare services in 129 countries in 2021, a great leap from 2.5 million children in 2017. In humanitarian contexts, nearly 13.9 million people across 89 countries were reached with GBV response, prevention and risk-mitigation programmes, 18 times more than in 2017. Efforts to eradicate female genital mutilation (FGM) are facing setbacks, especially in community prevention and response services. UNICEF-supported programmes reached only about a third as many women and girls with such services in 2021 compared with 2020, due to internal conflicts and COVID-19-related isolation measures.

UNICEF-supported efforts to change gender-discriminatory roles and norms and to promote positive gender socialization grew in scope and scale. UNICEF continued to invest in family-friendly policies and positive parenting; engaging men and boys; addressing gender discrimination in school curricula, and norms related to harmful practices; and integrating gender within social protection programmes. More countries than ever adopted strategies to support caregivers and promote gender-equitable parenting. UNICEF supported 56 countries to enact family-friendly policies related to childcare, parental leave and child benefits, 10 more than in 2020. Gender-responsive and transformative social protection efforts also continued to expand in 2021, with 100 UNICEF country programmes including specific gender objectives in their social protection work, compared with 29 just two years earlier. This growing portfolio underscores the importance of ensuring that interventions to help women, girls and families to meet their immediate needs also help to transform underlying structural barriers.

UNICEF's targeted priorities on adolescent girls' well-being and empowerment achieved notable results over the GAP cycle, largely due to targeted investment in cross-sectoral work; innovative solutions and empowerment approaches; and expanding girls' skills and agency. In 2021, 114 countries had dedicated programming for adolescent



A young Syrian girl from an informal tented settlement in Jordan holds a new tablet distributed by UNICEF and partners to promote digital inclusion, especially for girls and children living with disabilities. Part of the Makani programme, the tablets have full connectivity and are preloaded with learning and communication tools so children from refugee camps and host communities can continue accessing education, and their families can receive support from facilitators. Almost 10,000 tablets were distributed in 2021, over 50 per cent to girls.

girls, 41 more than in 2018. Interventions related to ending child marriage reached 7.6 million adolescent girls across 47 countries, nearly four times more than in 2017. Through UNICEF and partner support, by 2021, 18 countries had introduced the human papillomavirus (HPV) vaccine into their immunization schedules, and the number of adolescent girls receiving a final vaccination dose in UNICEF-supported countries reached almost triple the overall target. In nutrition, UNICEF intensified action to address interruptions in nutrition services, primarily from school closures in 2020, contributing to 40.4 million adolescent girls receiving anaemia-prevention services and support in 2021. UNICEF also prioritized girls' skills development to remove employability barriers, empower girls to challenge harmful gender norms and practices, and foster their leadership and participation in problem-solving. Increasing private sector partnerships in these areas have spurred momentum, helping to create new opportunities, resources and visibility for adolescent girl-focused issues. Almost 17 million girls participated in UNICEF-supported skills development programmes in 2021, compared with 3.2 million in 2020, and increasing numbers of countries are implementing girl-focused skills-for-employability programmes, including in traditionally male-dominated domains such as science, technology, engineering and mathematics (STEM).

Progress notwithstanding, UNICEF recognizes that there are serious, growing disparities in girls' outcomes made worse by the pandemic, related to learning at secondary school level, sexual and reproductive health and rights, HIV infection, and the high risk of GBV in diverse contexts. These areas must command intensified global action and investment.

Institutionally, UNICEF has made considerable advances in gender integration within its internal structures and systems. There have been important shifts in resource allocation and the equal representation of women; in developing a gender architecture; in promoting a more family-friendly workplace and in cultivating a more inclusive and diverse organizational culture. This contributed to UNICEF meeting 88 per cent of all benchmarks in the United Nations System-Wide Action Plan (United Nations-SWAP) on gender equality and the empowerment of women in 2021, compared with 76 per cent in 2018.



A girl and her mother from the Chacalte Chichen community in Chirrepec, Alta Verapaz, Guatemala, attend a workshop on early childhood development supported by UNICEF. With governments and other partners, UNICEF is helping to close the gaps in our knowledge of young children's development, and generate evidence to advocate for better resourced and targeted interventions around positive parenting and care practices.

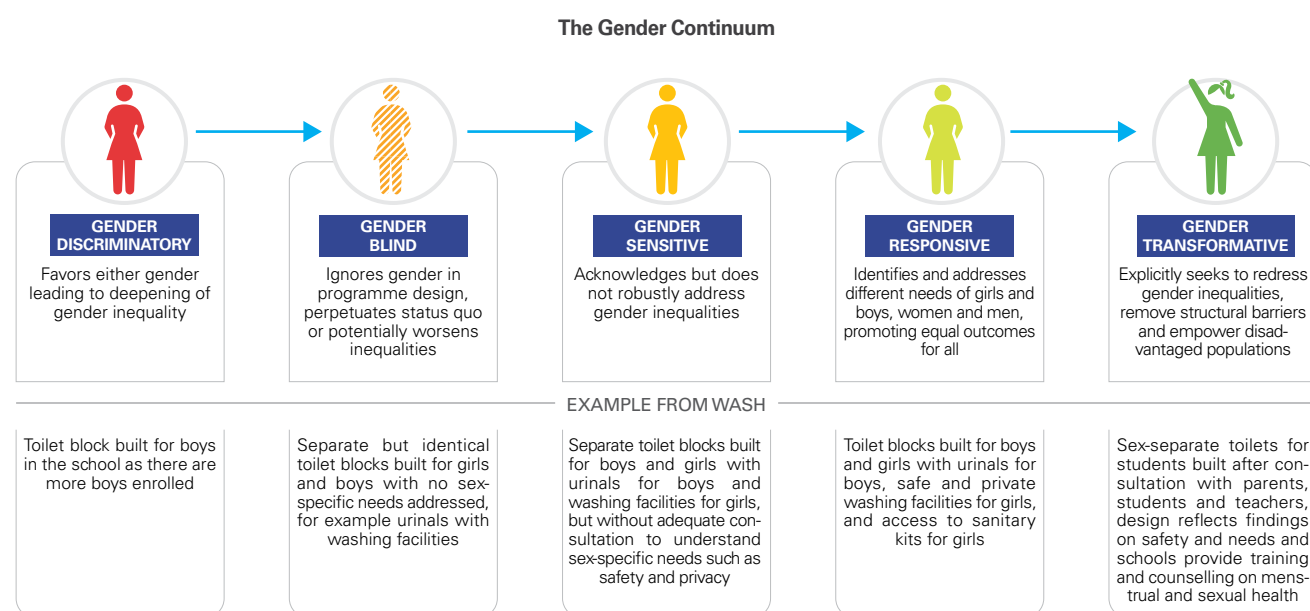
Looking forward

Keeping attention on the disproportionate impacts on girls and women will remain paramount to effectively address the pre-COVID-19 inequalities that have been exacerbated, and to correct reversals in gender equality gains, especially in the context of the SDGs. In response, the Gender Action Plan, 2022–2025 will take a more ambitious approach to achieving the UNICEF collective vision of gender equality. This needs more intentional action and investment that go beyond responding, to also changing the underlying barriers that perpetuate inequality. UNICEF will seek out opportunities for transformative outcomes to 'build back better' for every child, especially the most marginalized, by expanding and deepening partnerships with United Nations agencies, governments, civil society and the private sector. Now more than ever, multilateral, coordinated action remains crucial to advance the global gender equality agenda.

Building on the gains and lessons learned, UNICEF will renew commitment and urgently scale up efforts to promote gender equality in the new GAP phase.

Investment will concentrate on areas that have lagged, prioritizing health-related results for women and girls, particularly during adolescence, including on HIV, nutrition, sexual and reproductive health and rights, and mental health. Support to empower adolescent girls will be substantially expanded, centring their agency and leadership and emphasizing their quality education to tackle widening learning disparities. Girls' access to learning, including skills for earning, will be an urgent priority for UNICEF. Programming on ending GBV will be an organization-wide priority, and new targets have been set for gender-responsive social protection, in recognition of the increased, disproportionate care work by women and girls. UNICEF is also committed to expanding partnerships with women's and girls' rights organizations. Finally, the organization will redouble efforts to enhance gender data generation, analysis and usage; and to address lingering gaps in internal gender capacity, leadership accountability and resourcing, so that gender equality becomes the responsibility of everyone at UNICEF.

FIGURE 1: Gender continuum





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Strategic context

16-year-old Suraya, from Sayed Kanak village, a mountainous area in Bamyan, Afghanistan, on her way to community-based education (CBE) classes supported by UNICEF. The formal school is 10 kilometres away from where she lives. UNICEF is supporting 120 CBE centres for girls like Suraya to continue learning.

At the start of the GAP in 2018, the spotlight on gender equality had acquired a new urgency propelled by mass movements demanding women's and girls' equal rights and an end to gender-based discrimination. There was a visible rise in the activism and participation of adolescents, especially girls, on issues such as climate change, confronting gender bias and ending violence. Two years later, however, the positive trajectory in numerous outcomes for women and girls has ground to a halt. Today, the pandemic's impact – compounded by escalating humanitarian crises fuelled by conflict and climate change – threatens to reverse decades of progress on gender equality, and to greatly increase deprivations for the most vulnerable girls and women.

Women have borne the brunt of negative socioeconomic impacts, with COVID-19 tending to exacerbate existing socioeconomic gender disparities rather than create new inequalities.⁴ A stark case in point are the challenges facing girls, especially adolescent girls, which have been aggravated beyond already considerable pre-pandemic levels. With schools closed, or pivoted to remote learning, girls' education gains made over the last 25 years are at risk of reversal. An estimated 11 million girls may not go back to school.⁵ Negative trends are already being observed in harmful practices – a staggering 10 million more child marriages may occur before the end of the decade.

Violence against women and girls has risen dramatically, driven by economic stressors, food insecurity and deep-rooted social norms about females' subordinate roles and status. Research across 13 countries spanning all regions by UN Women found that 1 in 2 surveyed women had reported direct or indirect experiences of violence since the start of the pandemic.⁶

In every part of the world, employment loss has affected women, especially young women, much more than men – roughly twice as many young women as young men lost their jobs.⁷ More women than men were also forced to leave their jobs to care for others, a gap that has only worsened over time – in March 2020, the ratio for women to men worldwide was 1.8 but by September 2021 it had increased to almost 2.4.⁸ The growing gaps

have exposed social norms in most societies that attribute caregiving responsibilities disproportionately to women – and girls too in many contexts – while also devaluing their economic contributions.⁹ Expanding social protection measures remains critical to addressing the fallout from COVID-19, including the care crisis. Yet, in a recent UNICEF survey assessing pandemic response, fewer than 1 in 5 responding countries reported that governments had gender-responsive social protection measures in the last 12 months, and most measures were short-term, even though the gendered impacts of the pandemic are likely to persist.¹⁰

The year saw record escalation in humanitarian conflicts and protracted crises, including in Afghanistan, Ethiopia, Myanmar and Yemen. These forced families to flee their homes and unleashed grave violations of women's and children's rights. In Afghanistan, millions of girls are being denied access to schools. With outsize repercussions on women and girls, climate change threats have multiplied and there have been escalating political and socioeconomic tensions in fragile settings, amplifying gender inequalities and compromising health, livelihoods and safety.¹¹

Less than a decade away from the ambitious goals of the 2030 Agenda for Sustainable Development, the world is at a pivotal moment. Progress towards gender equality – and its inextricable links to all other outcomes in human health, education, security, livelihoods and well-being – will stall or be reversed if current disruptions continue. Global efforts must come together with renewed vigour to drastically address systemic and underlying barriers that hold women and girls back, and accelerate action not only to redress current disparities but also close pre-pandemic gender gaps. The focus must turn towards challenging the status quo of norms and structures that perpetuate gender inequality – with girls and women leading the call for action and pioneering solutions.

UNICEF position on addressing gender challenges

UNICEF has a strategic advantage in addressing inequities and barriers to gender equality across the life cycle, and across multiple sectors and contexts. Combined with strong field presence, public trust and close partnerships with governments, communities and international bodies, UNICEF has a proven track record to mobilize resources, expertise and advocacy to spur progress on gender equality. This will continue to be essential to the pandemic recovery phase and beyond.

An increasing knowledge base on gender equality – and lessons learned over this implementation phase and from the COVID-19 response – have shaped the Gender Policy

(2021–2030), and the Gender Action Plan, 2022–2025 that operationalizes it. These embrace a more ambitious role for UNICEF as a global gender champion. There will be greater focus on transforming harmful norms – especially in the contexts of GBV, humanitarian action and COVID-19 – and adolescent girls' leadership and well-being. UNICEF will also expand innovative solutions to bolster lagging areas, including in gender capacity, measurement and data analysis. And at the heart of all actions, UNICEF will continue to promote the voices of girls and young women as change-makers.



Participants of the UniSat programme assemble a nanosatellite with their instructor; Almaty, Kazakhstan.

UNICEF and its government and non-governmental partners in Kazakhstan, Uzbekistan and Kyrgyzstan scaled up the UniSat nanosatellite education programme for girls in 2021, to build girls' knowledge and skills on space exploration, frontier technology, aerospace engineering and data analytics. Through an online programme led by engineers and programmers, the girls learn the different stages of developing a space vehicle, leading to the launch of nanosatellites into the stratosphere to collect data for research. To date, 150 adolescent girls from the joint programme have created and launched three nanosatellites.

Expected challenges

At the time of writing, the war in Ukraine has displaced over 4 million people, most of whom are women and children, and triggered skyrocketing food and energy prices globally. Already, the World Food Programme is warning of catastrophic hunger in 2022, with 44 million people in 38 countries teetering on the edge of famine.¹² Sweeping, far-reaching actions, including considerably stepped-up investment, will be needed to meet these interconnected challenges head on and ensure the most vulnerable are not left behind. While COVID-19 revealed the essentiality of deliberately integrating a gender lens in emergency response and recovery actions, overall resource allocation to achieve gender outcomes continues, however, to match neither the needs nor the scope of the challenges, often facing competing priorities and, in some cases, unsupportive policy environments. Core resources allocated to GAP implementation have decreased substantively from US\$19 million for GAP, 2014–2017 to just \$4.4 million for GAP, 2018–2021.

To address these gaps, UNICEF is increasingly mobilizing resources through other mechanisms, such as the global Gender Thematic Fund, a source of pooled, unrestricted funding that has been invaluable for spurring innovation, catalysing cross-sectoral action and responding rapidly to emerging issues. These funds have been a critical source for more deliberately addressing gender concerns during the pandemic. Despite incremental increases over the last few years, the fund remains a largely untapped vehicle for strategically allocating resources to where they are most needed, and to where they can deliver the most value for money. UNICEF will continue to explore new partnerships to attract greater investment and will double down on successful collaborations with the private sector. A more intentional focus on earmarked contributions to the gender thematic fund will be made in the new GAP cycle, matched by increased core allocations to expand the flagship priority on adolescent girls' leadership and well-being. UNICEF will also seek to better leverage sectoral funds, and more systematically include GAP priorities in sectoral funding proposals.



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Warda Hassan Mahmud, a UNICEF-supported advocate against female genital mutilation (FGM), gives encouragement to survivors like herself, in Hargeisa, Somaliland, Somalia. Warda was cut when she was 6 years old. “It was the most painful thing I’ve ever felt. That’s why I work and advocate to stop FGM. We listen to the survivors. And we do community outreach to educate people. What gives me satisfaction is seeing girls my age normalizing talking about FGM and the effects it has. And I see that I’m not alone doing this and girls are starting to talk about it and do something about it.” In Somalia, UNICEF and partners use community-based approaches incorporating psychosocial support, grass-roots peer-to-peer advocacy and promoting positive practices and norms.



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Results

Teammates from a football team relax during a break at the Bangladesh Football Federation (BFF) residential camp in Ataur Rahman Bhuiyan School and College, Sonaimuri, Noakhali. UNICEF and the BFF are working together to increase opportunities for adolescent girls to play sports as a way to break gender stereotypes, encourage schooling and prevent child marriage in the country.

The Gender Action Plan, 2018–2021 (GAP) is UNICEF’s road map for promoting gender equality throughout its work. It is closely aligned with the UNICEF Strategic Plan, 2018–2021, and guides the organization’s contributions towards the SDGs of the 2030 Agenda. Marking the final year of GAP

implementation, this report highlights the emerging trends, challenges and progress made since 2018, emphasizing priority gender results in 2021, including those related to the ongoing COVID-19 pandemic.

Programmatic framework

The GAP follows a twin-track approach to gender programming, which integrates gender across the goal areas of the Strategic Plan, with a specific focus on five targeted priorities concerning adolescent girls (see Figure

2). Key principles underpin quality programming so that locally owned solutions are sustainable for greater reach and impact: interventions should be expert-led, scaled up, innovative, evidence-based and well-resourced.

FIGURE 2: The programmatic framework of the UNICEF Gender Action Plan, 2018–2021



A new gender policy and gender action plan



The new Gender Policy, 2021–2030 – and the Gender Action Plan, 2022–2025 (GAP) that operationalizes it – embrace a more ambitious role for UNICEF as a global gender champion, taking a bolder approach to gender equality as fundamental to child rights in order to achieve transformational results for women and girls in all dimensions of their lives.

The new GAP elaborates the steps needed to accelerate progress on gender equality across the five Goal Areas of the UNICEF Strategic Plan, 2022–2025, as well as within institutional systems and processes. Recognizing that gender discrimination has lifelong and intergenerational impacts, GAP advances gender equality throughout the life course. At the same time, it promotes targeted actions to advance the leadership and well-being of adolescent girls, since girls are both disproportionately affected by gender inequality and have tremendous potential to be leaders for change. This dual-track approach goes beyond responding to the manifestations of gender inequality, to tackle its underlying drivers, including by engaging boys and men as allies, advancing upstream financing and policy solutions, and supporting girls' agency and voice.

INTEGRATED GENDER RESULTS: GENDER EQUALITY FOR GIRLS AND BOYS, AND GENDER EQUALITY IN CARE AND SUPPORT FOR ALL CHILDREN

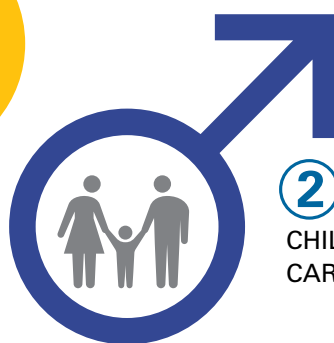
The UNICEF approach to gender integration – which differs from its targeted interventions for adolescent girls' empowerment – requires that gender equality considerations are incorporated into programming priorities across all age groups, in both development and humanitarian settings, along the following two themes.

- UNICEF levels the playing field for girls and boys by addressing gender inequality in key life outcomes and by challenging harmful gender-differentiated roles and socialization.
- UNICEF promotes gender equality in how children are supported and cared for. This recognizes the vast gender inequities in the care work done by women in households and childcare-related occupations. UNICEF focuses on professionalizing women's work in the care professions, supporting mothers in caregiving and increasing men's involvement in child-rearing and caregiving.

FIGURE 3: UNICEF approach to integrated gender results

UNICEF approach to integrated gender results

1 UNICEF IS IMPROVING SOLUTIONS THAT 'LEVEL THE PLAYING FIELD' FOR ALL GIRLS AND BOYS



2 UNICEF IS PROMOTING GENDER EQUALITY IN HOW CHILDREN ARE SUPPORTED AND CARED FOR

Result 1: Equal health care and nutrition for girls and boys

In resource-poor countries, the pandemic caused an estimated 30 per cent reduction in the coverage of essential nutrition services, including school feeding, micronutrient supplementation and nutrition promotion programmes.¹³ Through critical programming adaptations, UNICEF continued to support governments to address malnutrition in girls, boys and women, strengthening national policies and service delivery, and advocating expanded nutrition counselling, healthy diets and micronutrient supplement uptake.

In 2021, 73 UNICEF-supported countries integrated nutrition counselling in their pregnancy-care programmes, compared with 50 at baseline. In addition, infant and young child feeding (IYCF) counselling and support benefited globally more than 57.5 million caregivers with children under 2 years old. For example, in Ethiopia, Mexico and the Philippines, UNICEF supported plans to introduce multiple

micronutrient supplements to strengthen the quality of nutrition services in antenatal care. In Bangladesh, IYCF counselling reached almost 3.8 million female and male caregivers of young children. To accelerate progress on improving children's diets, UNICEF is prioritizing tackling discriminatory social norms – like those that limit mothers' autonomy in feeding decisions – by extending services to engage fathers, among other strategies.

School closures due to the pandemic threatened girls' access to nutritious and safe diets and nutrition services. Countries were supported to design and implement school-reopening strategies that addressed nutrition needs and the well-being of school-age children and motivated parents to send children, especially girls, to school. In 2021, with UNICEF support, 40.4 million adolescent girls benefited from services and support for the prevention of anaemia and other forms of malnutrition.



A community health promoter delivers a hygiene kit to a mother and her infant during a nutritional screening session at a UNICEF-supported centre for children's health in the Etnia Guajira neighborhood, Zulia state, Venezuela.

CASE STUDY 1: India: Improving maternal and child nutrition in tea estate communities

In Assam, India, UNICEF partners with government and tea associations in 205 estates to improve health and nutrition outcomes for women and children living and working in these communities. Interventions have focused on delivering essential nutrition services and information through mother support groups and creches, and through adolescent collectives. Pregnant and lactating mothers meet monthly for peer support, to learn about diet diversity and breastfeeding, and receive antenatal iron folic acid (IFA) supplementation. Adolescent girls meet weekly to discuss issues around child marriage, school attendance, life skills and optimal nutrition; and they maintain community nutri-gardens, an activity helping to shift rigid norms around women's and girls' nutritional needs and food intake, by engaging community support for their equal access to nutritious diets. An end-line assessment in 2021 found that the proportion of women who received adequate IFA supplementation while pregnant increased by almost 25 percentage points from the baseline, and the proportion of infant girls who were exclusively breastfed in the first 6 months of life increased from 68 per cent to 81 per cent.



Chandini Bhunya, 21 years old, looks on as her 8-month-old child Bireej gets weighed during a child health and nutrition session in an Anganwadi centre in Muttuck tea estate, Assam, India.

HIV prevention and response

UNICEF continued to scale up proven interventions to ensure that pregnant women living with HIV received antiretroviral treatment. By 2021, globally, 88 per cent of pregnant women in UNICEF-supported programmes received such treatment, compared with 85 per cent in 2017. Sao Tome and Principe recorded zero vertical transmission in 2021, a success partially attributed to UNICEF-supported research, which provided the evidence

needed to update national guidelines on the prevention of mother-to-child transmission (PMTCT). China became one of the first countries to initiate triple elimination of mother-to-child transmission of HIV, syphilis and hepatitis B. In Bangladesh, UNICEF supported the integration of PMTCT services in 13 hospitals and 25 Cox's Bazar camp health centres – such as weekly mobile phone communication to monitor women's physical and mental health – contributing to 91,000 pregnant and parenting women accessing HIV testing/counselling.



Social mobilizers Sara Yai (left) and Awut Thon (right) visit remote communities in Upper Nile State, South Sudan, to encourage women to get the COVID-19 vaccine. “We are here to check on whether you have heard about the free COVID-19 vaccine that you can receive at the health centre nearby,” they say through a megaphone, before going door-to-door to discuss the vaccine’s importance. Vaccine hesitancy is a major driver of under-vaccination against COVID-19. UNICEF is assisting country efforts to address gender disparities in uptake, such as in South Sudan, where UNICEF-supported government measures, such as more outreach sites and tailored messaging to dispel misconceptions, contributed to an increase in vaccine uptake among women, from 26.7 per cent in September 2021 to 40.7 per cent by January 2022.

Result 2: Quality and dignified maternal care

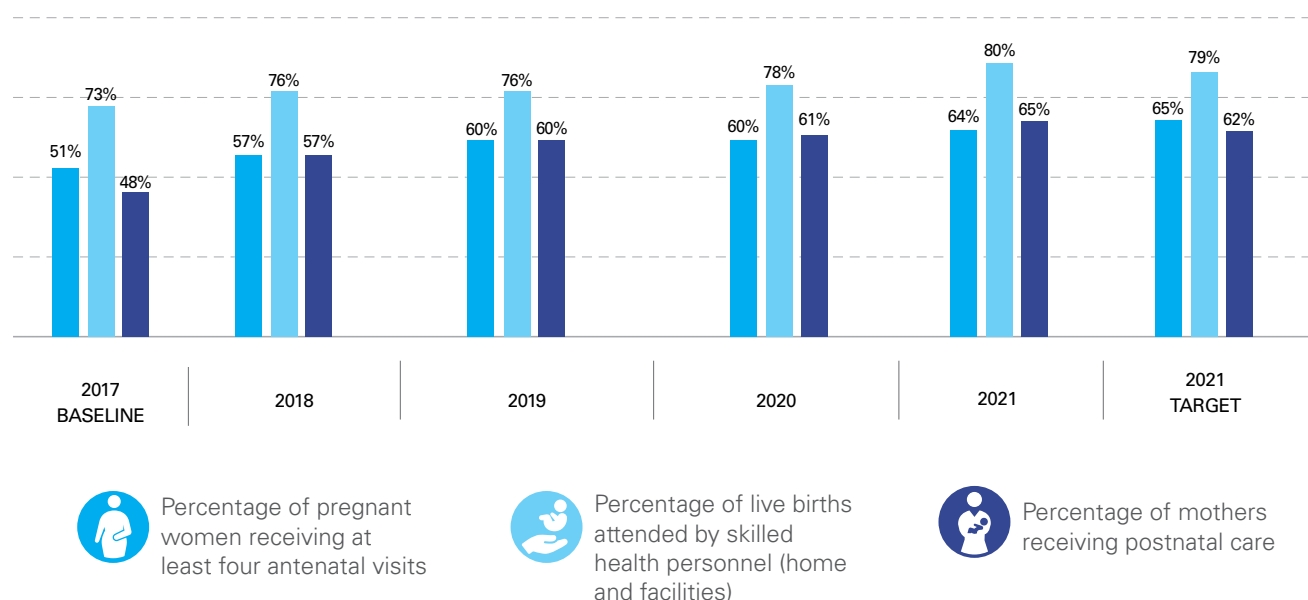
UNICEF prioritized the treatment of mothers and the quality of perinatal care in line with global equity and dignity standards, while addressing ongoing COVID-19-related disruptions. In 50 high-burden maternal mortality countries supported by UNICEF, improvements were noted in quality maternal care services. These countries reported 38.9 million live births in health-care facilities through UNICEF-supported programmes in 2021, rising from the baseline of 25 million live births in 2016. By the end of 2021, a total of 180 million births were delivered in health-care facilities through UNICEF-supported programmes. The percentage of live births attended by skilled personnel rose to 80 per cent in 2021, from 78 per cent in 2020, surpassing the overall target of 79 per cent.

There was also an improvement in perinatal care compared with previous years. The percentage of mothers receiving postnatal care increased from 60 per cent in 2020 to 65 per cent in 2021, having risen from a baseline of 48 per cent and exceeding the target. The percentage of mothers who received at least 4 antenatal visits also rose – from 60 per cent in 2019 and 2020, to 64 per cent in 2021, against a baseline of 51 per cent. While these efforts are encouraging, UNICEF recognizes the urgent need to reduce global maternal mortality, which is off track to achieve the SDG target. The most effective interventions – antenatal care and skilled birth attendants – remain insufficient to meet global demand.

Caring for caregivers

UNICEF increased support for caregivers' mental health and well-being, not only as essential within the continuum of quality care, but also as an opportunity for transformative interventions – such as promoting equitable parenting and male involvement in childcare – that address root causes of gender inequalities. Efforts in 2021 continued to be framed in the context of COVID-19, which heightened stressors disproportionately on female caregivers. In Europe and Central Asia, for example, a UNICEF-supported mobile application was scaled up to reach 11 countries, promoting gender-equitable caregiving and supporting fathers' engagement in their children's upbringing. The application, called *Bebbo*, challenges traditional norms about caregiving, and helps parents to track their children's growth and development and learn about nurturing care.

FIGURE 4: UNICEF results in quality maternal care, 2017–2021



Result 3: Gender equality in health systems and the health workforce

Community health workers (CHWs), the majority of whom are female, are at the forefront of efforts to mitigate the effects of the pandemic. Despite the vital role they play, especially in underserved and hard-to-reach communities, they typically work outside formal health systems and endure poor levels of remuneration, job security and training.

Since 2018, in 25 target countries with high burden of childhood illnesses, UNICEF has supported the integration of CHWs into national health systems, and the

professionalization of their skills. All 25 countries now have policies that define worker roles, tasks and relationships with the health system. In 2020–2021, several countries also developed policies related to budgeting, compensation and supervision. In Eritrea, for example, where community-based service delivery is a key feature of the national health strategy, CHWs used mobile services to reach 64,000 children and pregnant women in 2021 with routine immunizations, PMTCT-related services, micronutrient supplementation, and maternal and newborn care.

CASE STUDY 2: Yemen: Delivering life-saving health services to remote communities

Kholod Hamod Abdul Wahid joined a CHW training programme in Lahj, south Yemen, because she felt a strong urge to help her community. “The situation is very complicated in rural areas,” she said, “cars simply cannot reach rugged areas. Because of that, pregnant women and children often don’t receive help on time.” The course – organized by UNICEF, the European Union and the local Office of Health and Population – trains local women to detect diseases or epidemic threats, cases of malnutrition, pregnancy and birth complications, and provide health and vaccination information. Each CHW delivers these essential health services in hard-to-reach communities, serving a population of about 170 households on average. The CHWs themselves come from remote areas and are deeply connected to their own communities. By the end of 2021, the programme had trained some 2,900 women – 720 across 6 governorates in 2021 alone – reaching an estimated 2 million people.



Dr. Fatima Mohammed (left) conducts a UNICEF-supported training session for CHWs in Al Mukalla, Hadramout, Yemen, in October 2021.

Result 4: Equality in education for girls and boys

After two years of the pandemic, education gaps for girls have widened alarmingly, threatening to reverse the progress made over the last two decades. Out of 133 countries surveyed by UNICEF, only 14 reported some success in implementing remote learning support for girls (between May 2020 and April 2021). Of the 30 countries that said supporting girls' remote learning was highly problematic, only about a third prioritized improving girls' access to learning in the future, or monitoring their return to school.¹⁴ Cut off from school peer networks, girls are more vulnerable to violence and harmful practices, heavier burdens of domestic chores, reinforced discriminatory norms, and a gender digital divide, all of which hinder their learning outcomes.

To ensure continued education, UNICEF and partners invested in distance learning in diverse modalities to promote learning and in advocacy for reopening schools. Globally, in 2021, through UNICEF-supported programmes, 48.6 million out-of-school children accessed early learning, primary or secondary education, about 600,000 more than in 2020, and compared with 17 million in 2019. Of these children, almost 21 million were girls (vs. 8.4 million in 2019). In humanitarian situations, about 15.9 million out-of-school girls participated in early learning, primary or secondary education across 93 countries, while 6.4 million children on the move accessed education across 51 countries. In Malawi, for example, more than 8,700 vulnerable girls received scholarships to complete their secondary education; and over 1 million community

members were reached with back-to-school messages, including keeping girls in school. In Afghanistan, education access for disadvantaged girls was ramped up through over 7,000 community-based education classes that benefited almost 240,000 students (over 50 per cent girls).

UNICEF and partners also supported governments to implement Safe Schools frameworks as part of back-to-school interventions, including to encourage families to send daughters back to school. In countries such as Ghana, Guyana and Namibia, this included advocacy campaigns with traditional, religious and other community leaders; training for education professionals to recognize and prevent school-related GBV; and strategies to address the psychosocial needs of returning learners.

In keeping with its commitment to leaving no one behind, UNICEF has increasingly prioritized education approaches that explicitly integrate an intersectional approach, including those related to disability, racism, xenophobia, sexual orientation and gender identity, migration and displacement. For example, in 2021, UNICEF and the government in Guyana developed training for school welfare officers that uses a gender-responsive approach to address GBV in schools, including the victimization of children with diverse gender identities. Elsewhere, in Uttar Pradesh state, India, almost 50,500 girls with disabilities were enrolled in formal education, and 550 girls with severe and multiple disabilities given tablets with accessible software and learning materials to ensure continuity of education.



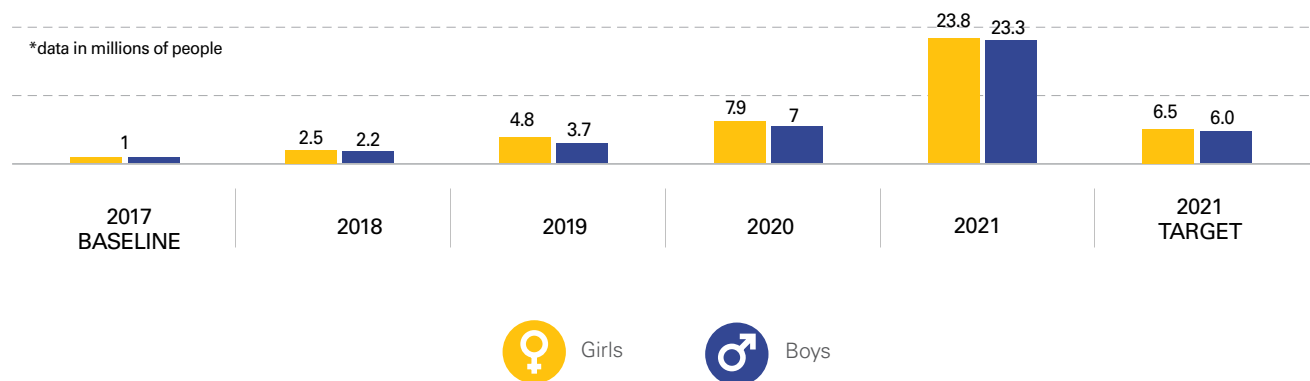
Fiona Dawn, 12 years old, of Dreketi Primary School in Fiji smiles while standing in front of a newly set up UNICEF temporary school classroom, a response to the impact of Cyclone Ana in January 2021. Fiji, particularly exposed to rising sea levels, floods and landslides, is one of the nations most vulnerable in the world to climate change and climate-related disasters.

Result 5: Gender equality in teaching and learning systems

UNICEF and partners helped to enhance the gender-responsiveness of countries' education systems, leading to notable progress over four years. Forty-eight programme countries had gender-responsive systems, increasing from 15 countries in 2017. For example, in Viet Nam, UNICEF advocated inclusion, especially for girls in ethnic minorities, by supporting revisions in the national early childhood education curriculum to eliminate gender stereotyping, benefiting almost 7,800 children from ethnic minority groups. In Egypt and Honduras, UNICEF and government partners collaborated with Microsoft to implement the Learning Passport platform, providing digital content, including on gender equality. As part of the Global Partnership for Education, UNICEF helped to build the capacity of 870 government officials in Kyrgyzstan, leading to revisions of the national curriculum to emphasize inclusion and remove gender stereotyping, and promote engagement with male caregivers on early childhood development.

The emphasis on skills development has gained momentum. By 2021, 31 UNICEF-supported countries had systems that institutionalized gender-equitable skills for learning, personal empowerment, active citizenship and/or employability, rising from 5 countries at baseline. Thirty-three million children (51 per cent girls) participated in skills development programmes, a dramatic increase from 7.7 million in 2020 and 3.2 million in 2017. Through UNICEF-supported learning-to-earning interventions in Jordan, almost 37,400 young people (62 per cent female) received training in life and employability skills in 2021. In Bangladesh, despite pandemic restrictions, over 49,300 adolescents (70 per cent girls) received life skills training, and more than 218,100 adolescents (70 per cent girls) learned online safety skills.

FIGURE 5: Number of girls and boys who participated in skills-development programmes for learning, personal empowerment, active citizenship and/or employability through UNICEF-supported programmes, 2017–2021 (cumulative indicator)



Result 6: Gender-based prevention and response to violence against girls and boys

The COVID-19 crisis reinforced the need for urgent increases in investment in multisectoral services to prevent and respond to violence. In 2021, UNICEF reached 4.4 million children experiencing violence with health, justice and social welfare services in 129 countries (52 per cent disaggregated by sex – 53 per cent girls, 47 per cent boys). This number has leapt from 2.5 million children in 2017.

Strategic partnerships with coordinated interventions and targeted, large-scale investment remain instrumental. As a core implementing partner, UNICEF implements the European Union-United Nations Spotlight Initiative

in 27 countries (increasing from 13 in 2019), contributing significant results to prevent and respond to GBV. In Uganda, for example, a multicomponent, systems-strengthening approach to shift social norms that condone violence involved the creation of a national positive parenting programme benefiting almost 6,700 caregivers; norms change communication training for over 2,700 government and civil society partners; community dialogues engaging over 30,300 people; and a media campaign on ending harmful practices, estimated to have reached almost 1.5 million people in 2021.



Teenage mothers Mariam Muhindo (right) and Juliet Nyabosi (second from right) with their friends Ruth Lhukogho (left) and Gloria Kabugho (second from left). They are all students at Rwenzori Senior Secondary School, Kilembe, Uganda. Because of discriminatory norms, pregnant and parenting adolescent girls are typically barred from returning to school. Through the end-violence Spotlight Initiative, UNICEF, UNFPA and the Ministry of Gender, Labour and Social Development are working to shift harmful norms that condone violence, and ensure that teen mothers – like Juliet and Mariam – get a second chance to continue their education or pursue vocational skills.

A baseline covering 29 countries was established by UNICEF and partners to measure progress in implementing comprehensive national responses to sexual exploitation and abuse, including its specific digital dimensions. This work has accelerated, partly due to the widespread move to digital platforms during the pandemic, and a rise in technology-facilitated gender-based abuse, especially targeting adolescent girls and young women. UNICEF is partnering with government and industry to strengthen legislative and policy frameworks, improve criminal justice responses and victim services, and expand educative and prevention efforts. In Zimbabwe, for instance, UNICEF technical support and advocacy contributed to new legislation that criminalizes online violence against women and children.

Outcomes around the reporting of violence have remained stagnant, pointing to gaps in law enforcement and justice systems, and social norms that normalize GBV. Adolescent girls remain a high-risk group. From 2018 to 2021, the percentage of adolescent girls aged 15–17 years in UNICEF programme countries who experienced sexual violence and sought help from a professional decreased from 5 per cent to 4 per cent (well below the overall target of 10 per cent). Related to this context, the protective role of schools was brought to the fore during the pandemic. Multi-agency commitments were made to include violence prevention and response in the framework for reopening schools, with efforts occurring in such countries as Côte d'Ivoire, the Democratic Republic of the Congo, Mali, the Niger and Togo to ensure that violence was not a barrier to girls' re-entry into schools.

Evidence-based caregiver support has the potential to break the intergenerational transmission of gender-based family violence. UNICEF scaled up programme support in 2021, reaching 3.6 million families across 97 countries, close to a fourfold increase over those reached in 2017. In the Philippines, the integration of group-based parenting programmes through the conditional cash transfer system, which incorporated positive parenting messages, reached over 500,000 families.

Risk of losing ground in ending female genital mutilation

Because of the pandemic, with girls unable to access schools and community networks, or vital services that protect them, millions are now at risk of FGM. Other overlapping crises such as conflict, rising poverty and the effects of climate change compound the problem. UNFPA estimates an additional 2 million girls could be affected by 2030, leading to a 30 per cent reduction in global efforts towards eradication.¹⁵

The UNFPA-UNICEF Joint Programme on the Elimination of Female Genital Mutilation has entered its fourth phase, with a stronger focus on promoting girls' agency and building strategic partnerships to drive innovation. In 2021, UNICEF and partners continued to support the

development of national strategies to end FGM, including in Burkina Faso, Egypt, Ethiopia, Mauritania, Nigeria, Somalia and the Sudan. More than 10 million people participated in community activities to promote FGM elimination across 18 countries in 2021, surpassing the 2021 target of 7.8 million. Close to 2,900 communities involving over 3.1 million people made public declarations to abandon the practice. In Ethiopia, UNICEF-supported interventions led to about 13,200 girls becoming advocates against FGM.

Despite UNICEF programmatic adjustments, the capacity to provide community-led services to girls and women at risk has slowed in most countries affected by internal conflicts and prolonged COVID-19 restrictions. In 2021, just over 105,000 girls and women were reached with prevention and protection services, compared with over 430,000 in 2020. Overall, however, in spite of these setbacks, UNICEF has helped nearly 800,000 girls and women since 2018 to access FGM prevention and protection services.



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In Al-Atwani village, Aswan, Upper Egypt, a grandmother attends awareness sessions with her daughters and granddaughters about female genital mutilation (FGM) and its consequences. Grandmothers are influential figures in family decisions about the harmful practice. UNICEF, UNFPA and USAID are working with local partners in Upper Egypt to encourage community members, especially adolescent girls, to become advocates against FGM and to report cases to district Child Protection Committees and child helplines.

Result 7: Gender-responsive water, sanitation and hygiene systems

Women and girls shoulder the burden for water collection and are most affected by lack of hygiene and sanitation, especially in emergencies. To address ongoing disruptions to water, sanitation and hygiene (WASH) services in 2021, UNICEF supported WASH service-delivery and government systems-strengthening across more than 100 countries. Through UNICEF-supported programmes, over 16 million more people gained access to safe drinking-water (8.3 million women and girls in countries reporting sex-disaggregated data), and almost 20 million more people had access to basic sanitation services (10.2 million women and girls). In humanitarian settings, UNICEF-supported water programmes benefited 16.7 million girls and women, sanitation programmes reached 4.19 million women and girls, and WASH-in-schools services reached 6.5 million girls.

By the end of 2021, UNICEF reached almost 16,700 health-care facilities (up from 1,600 at baseline) with WASH services, a critical intervention to reduce the incidence of both infant and maternal mortality. In addition, since

2017, UNICEF has supported improved gender-segregated sanitation facilities and programmes in over 21,100 schools in 94 countries (against an overall target of 20,000). In the Syrian Arab Republic, for example, in 158 schools, almost 83,900 students (about 39,400 girls) were provided with gender-responsive, child-friendly and accessible WASH facilities. In Ethiopia, the Democratic Republic of the Congo, the Niger and Sierra Leone, 8,000 adolescent girls with disabilities accessed improved gender-responsive WASH services in schools in 2021.

Environmental degradation and the effects of climate change are critical considerations in programme design and implementation, with young people, especially girls, leading climate activism. In 2021, UNICEF supported the Burundi Ministry of Education to roll out CREATABLE, a project focusing on entrepreneurship through technology and climate change mitigation. Adolescent girls and boys from 10 provinces were trained to build a solar-powered water purification system, and rocket stoves that reduce wood use.



“Hi! I’m Nicole Becker, I’m 19 and I’m an environmental activist, champion for the Escazú Agreement and one of the founders of Jóvenes por el Clima Argentina. It all started when I saw an Instagram video of young people in Europe speaking about the climate crisis. It caught my attention and made me sad that in Argentina no one was talking about this. That’s when I decided to organize young people who are passionate about climate action and we decided to call for a two-week mobilization. Our generation wants to create a new normal. The environment is a human right and this new normal needs to include environmental care if we want to have the future we hope for.”

Result 8: Positive gender socialization for girls and boys

In 2021, in an ongoing pandemic context that has seen reinforced stereotypes and deepened inequalities in homes and workplaces, 94 UNICEF country programmes carried out interventions to challenge harmful norms and promote positive gender socialization (compared with 76 at baseline). The percentage of countries with large-scale programmes addressing gender-discriminatory roles and practices among children grew to 64 countries in 2021, from 36 countries in 2018. UNICEF has continued to focus on family-friendly policies and positive parenting; engaging men and boys; addressing gender discrimination in school curricula and norms related to harmful practices; and integrating gender considerations within social protection programmes.

For example, in Egypt, UNICEF helped to scale up the National Girls' Empowerment Initiative: community dialogue in partnership with faith-based organizations engaged 53,000 people on issues related to harmful practices and over 10,300 boys and girls learned gender-responsive digital literacy skills. UNICEF supported

government efforts in Madagascar to engage with traditional and religious leaders on toxic masculinity and its impact on GBV and child marriage. In Greece, UNICEF partnered with the Research Center for Gender Equality on a teen fiction book that tackles gender stereotypes and sexual violence, reaching 10,000 adolescents.

The momentum on family-friendly policies continued to grow in 2021, with more countries adopting strategies to support parents and caregivers, and to promote gender-equitable parenting. Fifty-six countries (10 more than in 2020) supported governments to adopt policies around parental leave, breastfeeding support, childcare and the provision of child benefits and adequate wages. In Croatia and Mongolia, UNICEF supported government and private sector partners to assess business practices and gender equality in workplaces to inform more transformative family-friendly policies. A UNICEF partnership with the private sector in Kenya led to 48 companies establishing breastfeeding rooms.



Wall of the district hospital, Nampula province, Mozambique, showing murals painted by artist Sebastião Coana and his team of local artists, depicting themes such as ending child marriage and GBV, and the participation of men in caregiving. UNICEF and the Government of Mozambique, with support from the Spanish and Swedish Governments, use talking murals to raise community awareness about key issues facing women and girls to challenge discriminatory norms and practices.

FIGURE 6: Snapshots of UNICEF-supported parenting programmes



ARGENTINA

UNICEF expanded its gender-responsive parenting programme to include indigenous families after extensive consultation in these communities to ensure respectful adaptation. Interventions focused on reducing gender-based violence within families, and reached 2,338 families in 2021.



NEPAL

UNICEF developed radio programmes for parents focusing on promoting positive gender socialization in families. In 2021, 2.8 million people were reached with messages on the importance of fathers' involvement in parenting and caregiving.



SERBIA

UNICEF and the LEGO Foundation launched a Caring for Caregivers training for 350 frontline workers, which reached 19,000 caregivers with information on gender-equitable parenting.



TURKEY

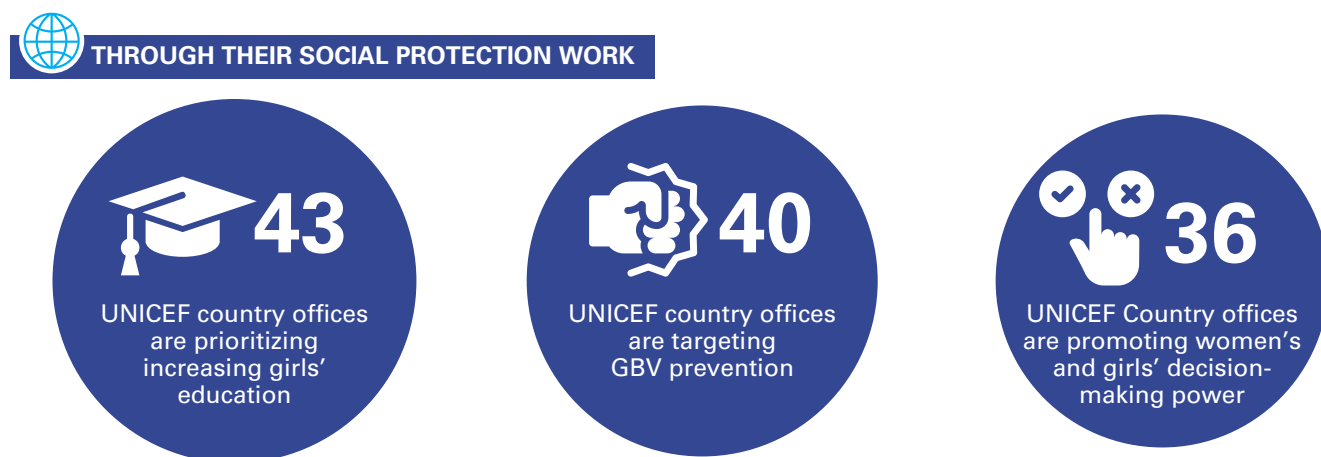
UNICEF is providing fathers with gender-responsive information and resources to support the development of their children. The programme benefited nearly 10,500 fathers in 2021.

Gender-responsive social protection

Discriminatory norms and structures in social protection schemes can limit disadvantaged women's socioeconomic opportunities and access to benefits. UNICEF's work on gender-responsive and transformative social protection continued to expand in 2021, driven partly by the cascade of COVID-19 social protection measures undertaken in many countries. The number of UNICEF country offices

with specific gender objectives in their social protection work grew significantly to 100, from 29 in 2019. While this growing portfolio is encouraging, greater attention is needed to ensure these efforts help women, girls and families to meet their immediate needs as well as help to transform underlying structural barriers.

FIGURE 7: UNICEF social protection programming interventions



CASE STUDY 3: Lao People's Democratic Republic: Social protection for mothers and their infants

A joint programme between UNICEF, the International Labour Organization (ILO) and the United Nations Capital Development Fund (UNCDF) was launched in Lao People's Democratic Republic in 2021 to improve health and child protection services for pregnant and lactating women and their children. In partnership with the Lao government and Star Fintech, a financial services company, the social protection initiative provided cash transfers to 982 beneficiaries in 46 villages in the Sanamxay district (529 women and 453 infants) to encourage the uptake of perinatal care and vaccinations. Beneficiaries receive monthly funds via a computerized system to ensure accurate targeting and timely payments; and health worker outreach services and routine visits by local government institutions, such as the Village Lao Women's Union and the Child Protection Network, assist beneficiaries to access services.



A mother and her two young children from Khang village in Sanamxay, Lao PDR, receive their fourth tranche of cash transfers.

TARGETED PRIORITIES ON ADOLESCENT GIRLS' WELL-BEING AND EMPOWERMENT

UNICEF continued to emphasize integrated approaches and strong partnerships to address the interlinked challenges faced by adolescent girls, with promising advances over the last four years in the areas of MHH, HPV prevention, skills development, and harmful practices and GBV reduction.

FIGURE 8: Percentage of country programmes with results on adolescent girls' targeted priorities, 2017–2021

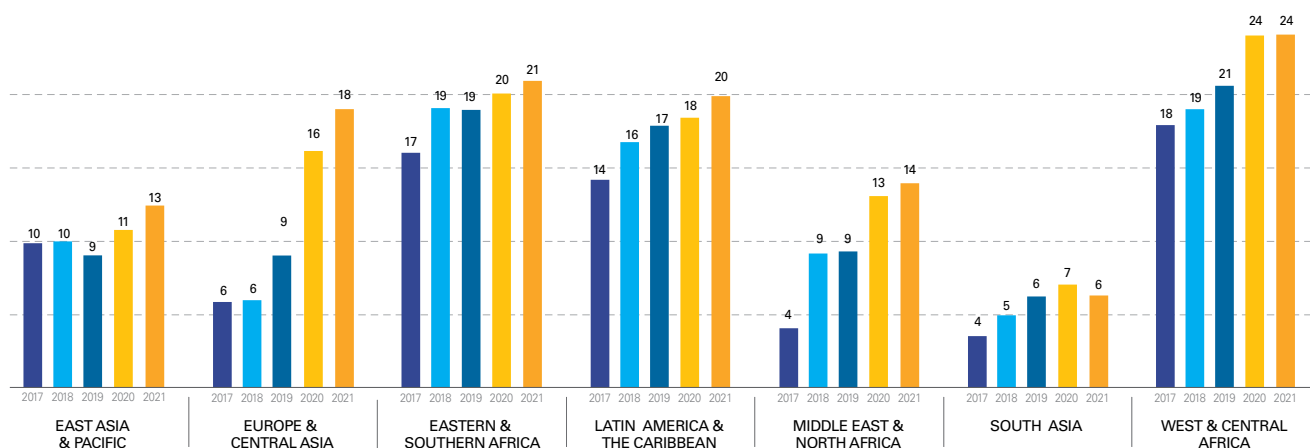


FIGURE 9: Highlights of targeted priority results in 2021

In 2021, 114 UNICEF country offices included dedicated results from one or more of the targeted priorities, 73 more than the baseline.

MENSTRUAL HEALTH AND HYGIENE

UNICEF's support to improve MHH services in schools cumulatively reached about 59,000 schools over four years, exceeding the target.

HPV PREVENTION

By 2021, 18 countries introduced the HPV vaccine into their immunization schedules, and the total number of adolescent girls receiving their last vaccine dose was almost triple the target.

QUALITY MATERNAL CARE

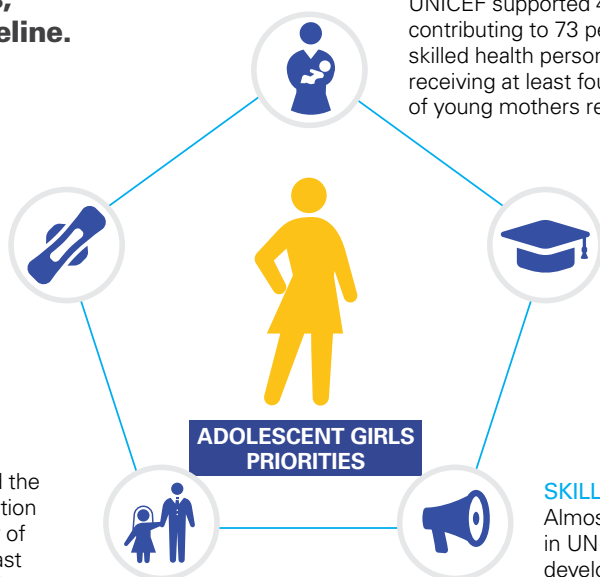
UNICEF supported 46 high-burden countries, contributing to 73 per cent of live births attended by skilled health personnel, 52 per cent of young mothers receiving at least four antenatal visits and 60 per cent of young mothers receiving postnatal care.

TACKLING HARMFUL PRACTICES

UNICEF-supported child marriage-related prevention and care interventions reached 7.6 million adolescent girls across 47 countries in 2021, nearly 4 times more girls than in 2017. This included over 11,000 adolescent girls with disabilities across 20 countries.

SKILLS DEVELOPMENT

Almost 17 million girls participated in UNICEF-supported skills development programmes in 2021, compared to 3.2 million in 2020.



Result 9: Girls' nutrition, pregnancy care, and HIV and HPV prevention

Since 2018, UNICEF has broadened its health programming for adolescent girls, particularly in pregnancy and maternal care, HPV prevention, sexual and reproductive health and rights, and anaemia prevention.

Progress in quality care for adolescent mothers (aged 15–19 years) saw modest increases in 2021, compared with the previous year, although gains are notable against baseline data. UNICEF continued to support 46 high-burden countries, contributing to 73 per cent of live births being attended by skilled health personnel, compared with 67 per cent at baseline, and just short of the target of 75 per cent. The percentage of young mothers receiving at least 4 antenatal visits has stalled at 52 per cent, while the percentage of those receiving postnatal care increased from 59 per cent in 2020 to 60 per cent in 2021, against a baseline of 48 per cent.

Anaemia prevention among girls continues to lag, with grave impacts for adolescent mothers and their children. The proportion of girls (aged 15–19 years) with anaemia was 48.3 per cent in 2021, higher than the baseline of 46 per cent and above the overall target of 38 per cent. UNICEF continues to support integrated strategies to address girls' access to iron folic acid (IFA) supplementation, such as in Malawi, where coordinated action led to 257,000 school-age adolescent girls receiving IFA supplements.

There has been only muted progress in addressing HIV among adolescents, particularly girls. Despite more girls getting tested and knowing their status than before – 15 million in 2021, compared with 10.6 million in 2016 and above the overall target of 13.8 million – and more so than boys, they are more vulnerable to infection. In the 35 HIV-priority countries where UNICEF works, adolescent girls account for four-fifths of all new HIV infections among adolescents. UNICEF and partners are responding by identifying the gender-related barriers to comprehensive testing, counselling and treatment, and targeting specific at-risk populations. For instance, UNICEF is supporting the governments of Cameroon, Côte d'Ivoire and Nigeria to scale up combination prevention for the most at-risk adolescents through a digital approach that expands access to HIV education on self-testing and pre-exposure prophylaxis. In 2021, over 500,000 adolescents were reached.

Progress in HPV prevention has been considerable. In 2020, 2.8 million adolescent girls in target countries received the final HPV vaccine dose, almost triple the overall target.¹⁶ Through UNICEF and partner support, by 2021, 18 countries had introduced the vaccine into their immunization schedules, which, while less than the overall target of 24 countries, represents a significant advance from the baseline of 4 countries. In Uzbekistan, UNICEF reached 304,000 teachers with HPV information, and more than 300,000 adolescent girls were vaccinated through UNICEF support.



In a health center in Nouakchott, Mauritania, two teenage girls proudly show their Human Papillomavirus (HPV) vaccination booklet at the official launch of the vaccination programme in the country.

CASE STUDY 4: Zimbabwe: Mother-to-mother peer support system to tackle HIV

Out of the 1.3 million people living with HIV in Zimbabwe, over 55 per cent are women (aged 15 years and up). Among adolescent girls and young women, the prevalence is almost double that among boys and young men. A unique initiative between the health ministry, Africaid Zvandiri and UNICEF, called *Young Mentor Mothers*, is helping to improve HIV-related outcomes by training adolescent and youth mothers living with HIV to provide peer support.

The mentors work alongside health-care providers within communities, engaging with girls and young women at health-care facilities, and through digital health platforms and home visits. They provide a safe space to discuss sexual and reproductive health issues. The programme has significantly expanded since it began, with the mentor mothers now providing adherence counselling, following up with missed appointments, sending reminders for early infant diagnosis, conducting couples' HIV counselling and performing screening and referrals for nutrition, mental health and social protection. As of July 2021, in 38 health-care facilities across 17 districts, 97 per cent of the nearly 1,700 mothers participating had achieved viral suppression, and the rate of mother-to-child-transmission of HIV was less than 2 per cent. In addition, most sexual partners were motivated to learn their HIV status. Of those testing positive, 99 per cent initiated treatment, and of those testing negative, 84 per cent were linked to pre-exposure prophylaxis.



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Enita, a Young Mentor Mother, prepares to leave her home to conduct support visits with other young mothers in her community.

Result 10: Girls' secondary education and skills-building

The rollback of education gains is threatening adolescent girls' outcomes – particularly in terms of their enrolment and learning. Underlying barriers related to harmful norms, violence, poverty, distance and disability, already challenging before the pandemic, intensified during COVID-19-related school closures, social isolation and economic upheaval. In 2021, the percentage of lower secondary school-age girls who were out of school was 20 per cent (the same as in 2020), missing the target of 16 per cent. In UNICEF programme countries, 38 per cent of girls and young women aged 15–24 years were not in employment, education or training, compared with 16 per cent of boys and young men.

In response, UNICEF and partners are scaling up gender-transformative strategies to empower adolescent girls. Across 125 countries, 12.4 million adolescents (58 per cent girls, in countries reporting disaggregated data) participated in or led civic engagement activities through UNICEF-supported programmes in 2021, well above the 3.2 million in 2020. In Jordan, UNICEF helped to mobilize youth climate action, particularly engaging young women to discuss various climate action strategies and encouraging youth to join global efforts through social media. In Kyrgyzstan, 989 female peer educators who received life skills and leadership training subsequently conducted peer training, engaging almost 12,900 adolescents (over 7,100 girls) on issues around gender equality, stereotyping, GBV, child marriage and sexual harassment.



17-year-old Amina Guled is learning to repair mobile phones at a skills-building session at the Elman Peace and Human Rights Centre in Mogadishu, Somalia, supported by UNICEF and Denmark. The Centre supports children formerly associated with armed forces and groups, as well as survivors of GBV.

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Skills4Girls: Girl-centred Solutions for Work, Learning and Life

Through the Skills4Girls Portfolio, UNICEF and private sector partners Dove/Unilever, Clé de Peau Beauté, Pandora and Chloé are working to empower adolescent girls by equipping them with digital literacy, social entrepreneurship, and STEM-related skills, as well as building life skills such as problem-solving, negotiation and communication to foster their self-esteem and leadership.

In 2021, Skills4Girls continued to reach adolescent girls with activities specifically adapted to overcome challenges created by the pandemic. Across countries, programmes combine transformative, innovative design with scale and sustainability for meaningful and lasting results. Efforts are geared towards ensuring girl-centred policies and systemic change in girls' empowerment and well-being outcomes. The portfolio emphasizes engaging girls as agents of change and problem-solvers, especially to tackle pressing issues in their communities. Since it started in 2020, Skills4Girls has directly reached 330,000 girls and young women in 19 countries.

In the Niger, Assalama, 15 years of age and without any formal education, participated in entrepreneurial and life skills training a year ago, and is now running her own catering business, providing a useful service for her community and additional income to help her family.

"I set my mind on a goal to be independent and finish my studies because I was constantly told 'no matter how high your grades, you won't be able to go to college.'"

– Haya, 21, Jordan



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Solving community problems

More than three years ago, Waranga, 16, and her family fled Afghanistan and moved to Tajikistan as refugees. Her family's situation meant she could not continue with formal education. In 2021, after being trained in digital technology and social entrepreneurship through UNICEF's UPSHIFT programme, she applied her newfound skills to devise a solution to the street waste problem in her community in Vahdat. With friends, Waranga designed the 'PICKUP' tool, which makes it easier to pick up trash from the street and enable a cleaner environment. The tool, which the girls sell for \$9, is now being used by the local municipality to clean the streets.

"Many people in my community believe that a girl's position is the lowest in society. I want to challenge that. Together with my friends, we were able to design a tool to improve cleanliness in our community."

– Waranga, 16, Tajikistan



Thi Ly (left), 10, and Ma Thi Mao (right), 9, from Viet Nam, learn about augmented reality.

To expand learning-to-earning opportunities in digital technology and STEM, over 29,000 ethnic minority adolescent girls in Viet Nam learned digital and transferable skills for employability in 2021, with the initiative intending to scale up the reach to 200,000 girls. A girl-led advocacy campaign in Kyrgyzstan promoting STEM skills for girls and young women reached nearly 320,000 people.

A key aspect of Skills4girls is empowering girls through real-life experiences via apprenticeship and mentorship. 17-year-old Dipali, from Bangladesh, dropped out of school when her family could not afford her school fees, and her parents considered marrying her off. But she enrolled in an alternative learning programme for out-of-school adolescents, and through an apprenticeship, was trained in mobile phone repair. She plans to set up her own workshop to help support her family. Elsewhere, because of restrictive norms and poverty, 21-year-old Haya from Jordan believed she would not be able to find a job because she lacked learning opportunities. Skills4Girls activities enabled her to develop new digital skills, connect with apprenticeships and widen her potential job options through a digital platform where private sector entities outsource digital micro-tasks.

"I believe other girls will see me as an example, gain skills and start working too. When I set up my own shop, I want them to see what I do, and I will teach them too."

– Dipali, 17, Bangladesh



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"My sister and I would wash our brothers' school uniforms, but we never imagined wearing uniforms ourselves."

– Khusbu, 12, Nepal

Expanding opportunities for girls

Khusbu, 12, from Nepal had no hopes of ever getting an education because she had been raised to believe that girls did not go to school. Instead, they were prepared for marriage. So she spent her time helping her parents on their farm and doing household chores.

Her life changed in 2021 when she enrolled in the UNICEF-supported Girls' Access to Education (GATE) programme for out-of-school adolescent girls. There, she learned numeracy, literacy and life skills. At the same time, Anjali Chaudhary, a facilitator of the programme, engaged with both Khusbu and her mother about her education and prospects. For Khusbu, these conversations were the first time she had heard anyone say that education is for everyone, not just boys. "I started to wonder why I had never asked to go to school," she says. The encouragement to buck norms and value girls' education eventually led to Khusbu's parents allowing her to join her brothers at their formal education school.

“Since 2019, Clé de Peau Beauté has been a global partner of UNICEF to support the education and empowerment of girls worldwide with one of the world’s largest contributions of US\$8.7 million.

“As a beauty brand with over 40 years of history, we believe that beauty lies in each person’s power to shine in their own way. We consider education the key to help women achieve social independence and radiate from within. Women who shine will be active members in society who make the world a better place.

“In this spirit, we have been working with UNICEF to contribute to a global effort that will enable girls to unlock their potential through education and programme support in 10 countries and regions by 2022. Our focus is on STEM education, an essential skill for the 21st century, which has a large gender gap due to persistent stereotypes. We have made direct contributions to over 80,000 people to date by helping to eliminate stereotypes and gender discrimination and by providing employment support through mentorships. These activities have also enabled us to raise awareness about gender equality issues and our vision with various stakeholders.

“We are grateful for the partnership with UNICEF to work towards shaping a better world.”

- Mizuki HASHIMOTO, Chief Brand Officer for Clé de Peau Beauté



11-year old Séraphine with her tablet in the Public Melen School of Yaoundé, Cameroon. UNICEF is supporting the use of digital technology in schools in four regions to improve learning access and outcomes, and close gender gaps in digital education.

Result 11: Gender-based violence in emergencies

UNICEF continues to be at the forefront of responding to crises, including the pandemic's effects on the safety of girls and women. Ninety-eight per cent of all UNICEF Humanitarian Appeals for Children in 2021 had a specific GBV-in-emergencies indicator and funding ask, testament to the life-saving urgency of this area of work. UNICEF

reached nearly 13.9 million people across 89 countries (58 per cent female in the nearly 60 countries that reported disaggregated data) with GBV response, prevention and risk-mitigation programmes. This is 18 times the number in 2017, and an expansion from 43 countries.

CASE STUDY 5: Women's and Girls' Safe Spaces

Agnes, a domestic violence survivor, goes often to the Women's Centre in Aweil, South Sudan. "This is a place where you can come with a heavy heart and disturbed mind, and leave relieved — thanks to all the sisters," she says. The centre is a women's and girls' safe space, supported by UNICEF in locations throughout the country as part of a programme funded by the United Nations Peacebuilding Fund to address GBV and its links to conflict, social cohesion and peacebuilding. Apart from peer support, women and girls can engage in income-generating activities, seek information on their rights and get referrals to more specialized services. Similarly, in Afghanistan, such spaces are providing access to psychosocial support and life skills training. In 2021, 15 safe spaces were established by UNICEF and partners, reaching nearly 8,000 women and girls. These have proven vital in protecting girls and women during the recent crisis; enabling them to access information, counselling and peer-support networks among other services. UNICEF is also pioneering a virtual safe spaces partnership together with the United States of America, Finland and the Open Society Foundation. Part of Generation Equality, this five-year project starts in 2022 and will be hosted in Afghanistan, Ecuador, Iraq and the Bolivarian Republic of Venezuela.



Adolescent girls at a group-work session at the Women's and Girls' Friendly Space in Kandahar, Afghanistan.

As the organization leading the global inter-agency roll-out of the IASC GBV Guidelines, UNICEF continued to ensure risk mitigation is embedded within its sectoral work as well as within the clusters it leads. This investment in risk mitigation benefited almost 144,000 people in Benin, 99,200 people in the Democratic Republic of the Congo and over 5 million in Yemen.

Through improved outreach by UNICEF in the Democratic Republic of the Congo, over 50,000 women and children accessed prevention and response services, a fivefold increase since 2020. In Iraq, over 2,400 women and girls with disabilities received prevention services. In Bangladesh and Iraq respectively, UNICEF reached almost 40,800 and 53,000 survivors through safe space programming, GBV case management and psychosocial support.



Friends Feven Tsegay, 18 years old (left), and Senait Birhanu, 20 years old (right), stand with their UNICEF-supplied dignity kits, in the town of Mekelle, Ethiopia, where they are staying after fleeing conflict in the Tigray region.

Result 12: Child marriage and early unions

In 2020–2021, the UNFPA-UNICEF Global Programme to End Child Marriage rapidly developed innovative programme approaches to mitigate the potential pandemic-driven backslide in ending child marriage. A gender-transformative accelerator tool that assesses structural barriers to gender equality to inform actions across the gender continuum was field-tested in Ethiopia, India, Mozambique and the Niger, for scale up in 2022; and increasingly, services are being provided virtually, given school closures.

Countries received support to develop and resource national plans to end child marriage – 44 countries have developed such plans since 2018, out of which 32 have costed them, compared with 8 in 2017. UNICEF also advocated government enactment of legal reform. In the Philippines, the Anti-Child Marriage Act was adopted in 2021 and a bill was ratified to raise the minimum age of statutory rape from 12 to 16 years.

In 2021, UNICEF-supported child marriage-related prevention and care interventions – delivered through safe spaces, mentorship, literacy, sexual and reproductive health services, and life skills – reached 7.6 million adolescent girls across 47 countries, nearly 4 times more girls than in 2017 (2.1 million across 23 countries). This included over 11,000 adolescent girls with disabilities across 20 countries, a tenfold increase over 2017. Through the Spotlight Initiative, UNICEF engaged the African Council of Religious Leaders to advocate the safe reopening of schools in the Eastern and Southern Africa region. In Ethiopia, 204,000 adolescent girls participated in related life skills initiatives. In Bangladesh, a UNICEF-supported digital platform reached over 28,000 adolescent girls with information about online safety, sexual and reproductive health, and child marriage, and over 8.7 million adolescent girls were engaged in related social media messaging. In Turkey, where early marriage rates are significant in both refugee and host communities, UNICEF helped to scale up social and behaviour change interventions to promote women's and girls' empowerment and gender-responsive parenting, engaging nearly 30,000 people (about 22,000 female and 6,000 children).

Gender-responsive social protection schemes are a critical entry-point to reach at-risk girls and vulnerable communities. UNICEF provided technical support to include social and behaviour change messaging for Lesotho's



'Ask ANA anything' – a still from a YouTube video promoting WhatsApp-based chatbot ANA, part of the UNICEF-supported Chup! Jom Sembang Seks (Let's talk about sex) campaign in Malaysia. ANA hosts 260 questions for adolescents covering a range of topics from sexual and reproductive health, child and sexual abuse and teen pregnancy, to sexuality and gender identity, and sexual grooming. The chatbot also provides information on making police reports and connects children to relevant helplines.

safety net programme with an outreach of 910,000 girls in vulnerable households. Similarly, in Zambia, where girls' education is a key prevention strategy, UNICEF advocated bursary support through the national cash transfer programme to increase school attendance, reaching 28,000 marginalized girls.

In 2021, communication and advocacy efforts reached large audiences, especially young people. UNICEF produced its first fictional mini-series on child marriage, called *Vaillante*, for the West and Central Africa region. Over 16 million people from 101 countries have watched the 3 episodes since its online launch in November 2021.

In Malaysia, the UNICEF-supported *Chup! Jom Sembang Seks* digital campaign on sexual reproductive health and rights, which promotes comprehensive sexuality education and targets youth as change agents in support of national strategies to address child marriage and teen pregnancy, recorded a viewership of 20.6 million.

CASE STUDY 6: Kyrgyzstan: Interactive mobile game helping to end bride-kidnapping

Ala Kachuu or bride-kidnapping, the practice of abducting girls and young women to force them into marriage, is illegal but still commonplace in Kyrgyzstan. Some studies estimate it affects nearly one in five girls. As part of the end-violence Spotlight Initiative, UNICEF and the Open Line Public Fund collaborated on a mobile game called *Spring in Bishkek*, to equip young people with ways to tackle the problem. The immersive game puts players in the shoes of a 17-year-old student who must save her friend from abductors. Along the way, players encounter obstacles that mirror real-life scenarios, and must make decisions about gender norms that condone the practice. They also learn about legislation, and ways to protect girls' rights and report abductions.

Munara Beknazarova, author of the game, says that it allows young people to see where different decisions can lead, with "the hope that when faced with similar situations in real life, players will know how to find support." She is inspired by the 'thank you' letters she receives, including one from a girl who used her newfound knowledge to help her sister to escape abduction. By the end of 2021, the game had been downloaded 160,000 times.



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While at university studying to be a teacher, Aisuluu, 42 years old, was abducted and forced to marry when she was just 17 years old. She escaped that life, and today, is a gender advocate, focused on helping other women become financially independent.

Result 13: Dignified menstrual health and hygiene

In 2021, partly in response to COVID-19 and other crises, UNICEF increased the number of women and girls reached (1.3 million) with emergency MHH-related services – distribution of dignity kits, provision of private washing and disposal facilities and MHH information – up from 1 million in 2019.

UNICEF continued to assist government partners to institutionalize MHH into national systems. In Kenya, it supported the government to develop and cost a WASH-in-schools plan that scales up gender-responsive and disability-inclusive interventions, including MHH teaching. Sustained UNICEF advocacy in Peru contributed to the

enactment of specific legislation for MHH education in all schools, and service delivery of free MHH supplies to the most vulnerable girls.

UNICEF's direct support to schools for MHH services cumulatively reached about 59,000 schools over four years, against the ambitious target of 50,000. Gender-separated WASH services in Papua New Guinea, including measures such as incinerators to dispose of MHH materials, were provided in 116 schools in 4 districts, benefiting over 37,200 students. In Somalia, UNICEF-supported MHH education for 1,500 girls, aimed at preventing girls' absenteeism and dropping out of school, was incorporated into broader WASH services reaching 35,000 children.



15-year-old Aarti, and 19-year-old Radhika conduct a peer information session on menstrual health and hygiene at a rural child health centre in Varanasi, Uttar Pradesh, India. UNICEF and Stayfree are working in several states across India to dispel misconceptions and challenge taboos about menstruation to improve outcomes for girls, including reducing school dropout rates.

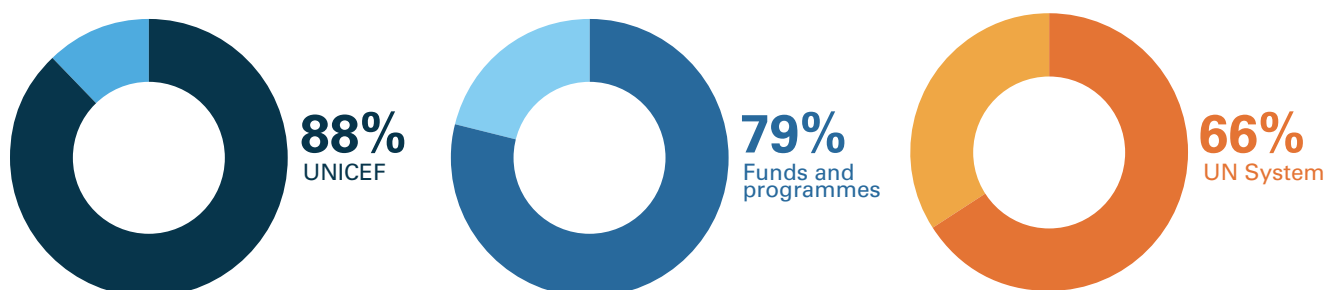
INSTITUTIONAL STRENGTHENING

Over the last four years, UNICEF has made pronounced shifts in the way it works and within its organizational culture, towards becoming more gender-responsive, inclusive and ultimately more transformative. Additionally, the last two years of a pandemic environment have required institutional adaptations, innovations and a reorientation of UNICEF's priorities.

UNICEF continued to strengthen its institutional systems in 2021, including focusing on growing gender capacity and accountability across organizational levels, improving

the scope and quality of evidence generation and gender analysis, expanding and developing new partnerships, ensuring dedicated female leadership and promoting a more inclusive, diverse, gender-equitable workplace. Deliberate investment led to progress on overall performance in the United Nations-SWAP on gender equality and the empowerment of women, where UNICEF met 88 per cent of all benchmarks in 2021, compared with 76 per cent in 2018.

FIGURE 10: UNICEF overall performance in the United Nations-SWAP, 2021



An adolescent girl in Spitak, Armenia, helps to renovate her school's playground and football field, as part of UNICEF's UPSHIFT programme, which promotes civic participation among adolescents, and helps to build their skills to work together to improve their communities.

FIGURE 11: UNICEF United Nations-SWAP performance by indicator, 2018–2021

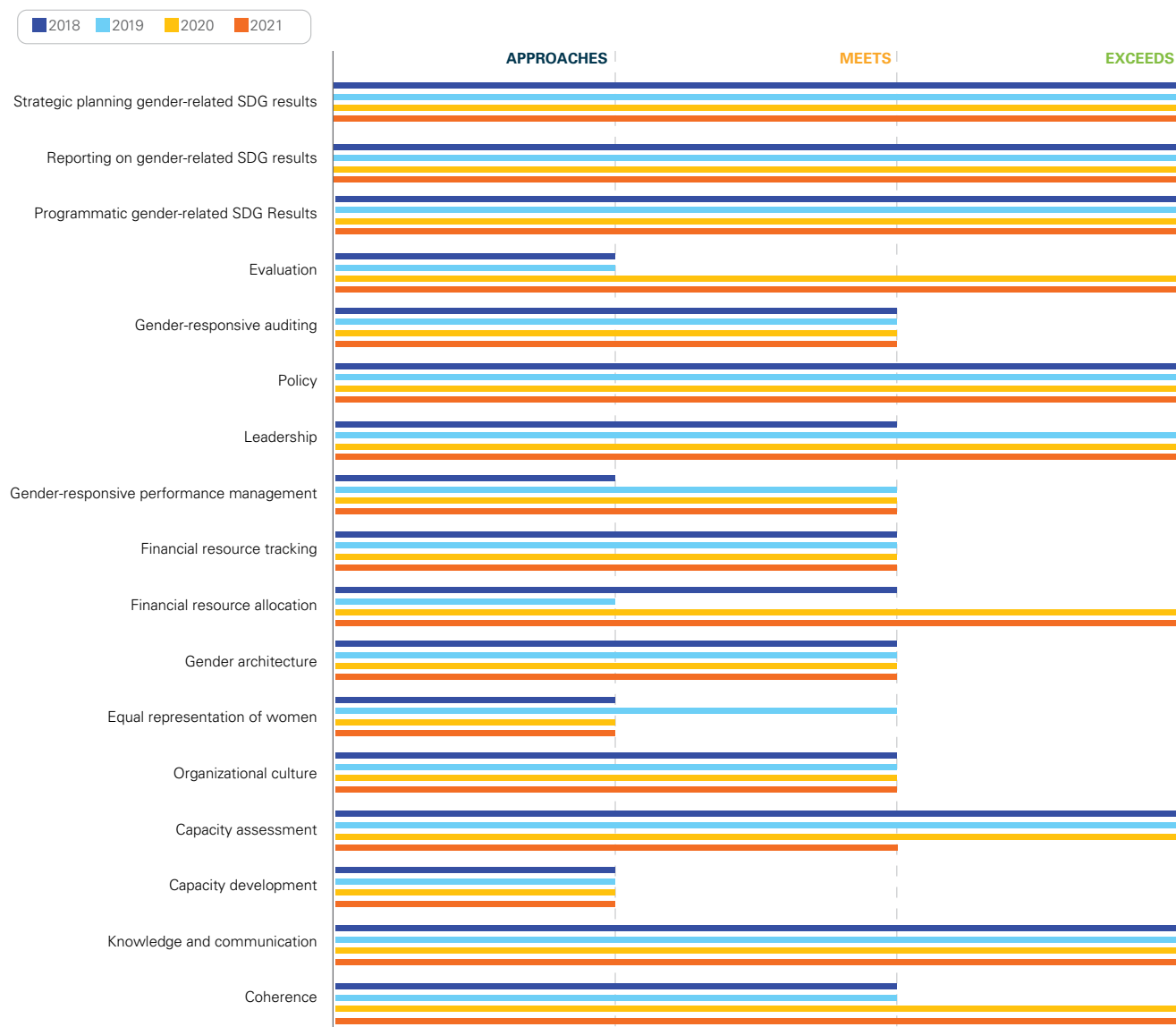








FIGURE 12: Highlights of institutional gender results in 2021

INDICATOR	2017 BASELINE	2018	2019	2020	2021	2021 TARGET
 Change strategies						
Percentage of United Nations system-wide action plan on gender equality and the empowerment of women minimum standards met or exceeded	73%	76%	82%	88%	88%	87%
Percentage of country offices that conducted a gender analysis as part of CPD development	39%	43%	55%	59%	64%	77%
Percentage of CPDs approved in the reporting year that meet or exceed standard of excellence on gender equality	N/A	83%	76%	86%	79%	80%
Percentage of country offices that meet organizational standards on gender mainstreaming in programme implementation	53%	49%	62%	70%	76%	80%
Number of additional countries that meet organizational benchmarks for at least 2 family-friendly policies that include both the public and private sectors	N/A	N/A	N/A	6	13	3
 Organizational effectiveness and efficiency						
Percentage of female staff among:						
 International professional staff						
P2	60%	60%	59%	62%	64%	54%
P5	44%	44%	42%	44%	48%	50%
 National staff						
NO-B	43%	43%	45%	45%	46%	50%
NO-D	49%	51%	48%	48%	53%	50%
 High-level posts						
D1	43%	40%	47%	50%	49%	50%
D2	57%	58%	51%	48%	47%	50%
Assistant Secretary-General (ASG) and Under-Secretary-General (USG)	40%	80%	50%	60%	60%	60%
 General service staff						
G2	4%	4%	4%	4%	5%	8%
G3	10%	11%	9%	9%	7%	15%
G5	67%	67%	68%	67%	67%	50%
Percentage of relevant staff who have completed relevant learning programmes on gender-responsive programming	8%	32%	64%	75%	84%	80%
Percentage of expenditures on programming with a primary focus on gender equality	11%	14%	14%	20%	23.5%	15%

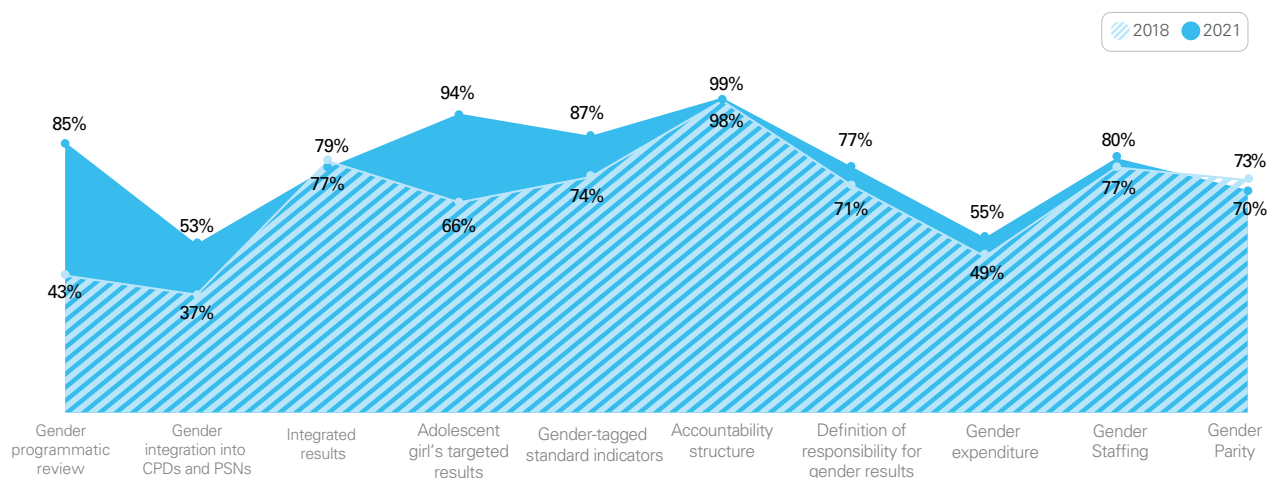
Gender equality in quality programming at large scale

Towards gender-transformative programming

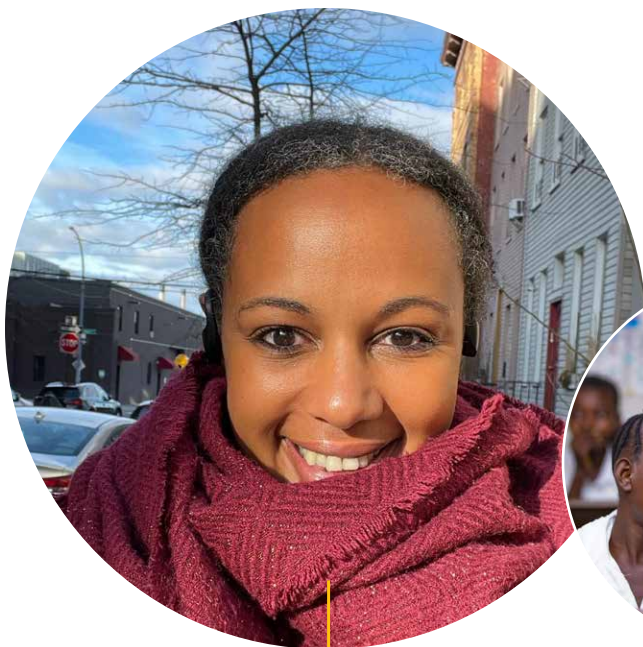
UNICEF uses the GAP institutional standard with benchmarks for country offices to track their efforts to do programming in increasingly transformative ways. The benchmarks, which include the use of gender analysis in country programme design, monitoring, resourcing, capacity and accountability, show that, since 2018, country offices overall have advanced gender results. In 2021, 98 UNICEF offices met the standard, compared with 63 in

2018. Almost every region saw a marked improvement over the previous year, driven largely by stronger monitoring and accountability systems, dedicated gender expertise and the role played by regional gender advisers. Globally, more country offices are conducting gender analysis in their programming processes. By 2021, 109 countries had completed a gender programmatic review as part of their country programme planning, compared with 55 in 2018. Bottlenecks remain, however, around gender capacity and accountability, which continue to limit the translation of gender analysis into clear results and outcomes across many offices.

FIGURE 13: Percentage of UNICEF country offices that met institutional benchmarks globally and across regions, 2018–2021



Gender in emergencies



Adolescent girls take a learning break at a school in Tanganyika, Democratic Republic of Congo. To help ensure that girls displaced by conflict can keep learning, UNICEF and Canada are supporting 30 schools in the area.

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Tsedeye Girma is the chief of risk analysis and preparedness in the emergency division of UNICEF. Her team helps to ensure that UNICEF is better prepared for timely and efficient humanitarian responses. She shared some thoughts in a UNICEF staff interview series on what it's like working as a woman in the humanitarian field and the importance of diversity on emergency teams.

On the low number of women working in emergencies:

"It's a humanitarian sector problem. Humanitarian cowboy culture is a reality. We are not having sufficiently honest conversations about what the risks are for women working in complex humanitarian settings. About what their fears are, what difficulties they face, and how we can address them so more women feel comfortable about entering this field. These are not easy conversations to have, especially when you're in a very male-dominated environment where women must work harder to prove their credibility. This is changing, but we still have a lot of work to do."

On why this matters; why there needs to be gender parity in humanitarian teams:

"This is important not just so we become a better organization, but also because it sets a great example for those we serve. We cannot underestimate the value of a little girl or young woman, whose life has been turned upside down, witnessing someone who looks like her serving as a strong leader within the UNICEF team. On a functional level, a diverse team helps us fulfill our mandate as a children's organization. Not only is it just easier as a woman to access certain communities, it is also easier for people of different ethnic backgrounds, different nationalities, different sexual orientations, different physical abilities to understand and reach into the different layers of the communities we are mandated to serve. We all have our biases and blind spots – diversity as a team makes us better."



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Fathimath Maoona bint Anis, 15 years old, stands outside her school in Dhiffushi, Maldives, where severe flooding is common. “When there are floods, we take our shoes and socks off, put them in our school bags, and then we wade through the water to our classrooms,” she says.

When disasters and emergencies happen, including public health emergencies like the COVID-19 pandemic, people not only are impacted differently, but they are unlikely to have equal opportunities to overcome the crisis. Women and girls are disproportionately affected. Pre-existing discriminatory norms tend to restrict them from resources and networks to navigate displacement, and their risk of GBV and sexual exploitation escalates.

Humanitarian action – preparedness, response and recovery – far too often does not prioritize actions to equalize opportunities for the most vulnerable women and girls to safely access essential services, mitigate violence risk and recover in ways that promote their dignity and voice. Passivity, or simply making services available, does not guarantee access or that services are provided in a way that lessens risks and meets needs. Achieving equal outcomes therefore requires intentional efforts to compensate for gender-based disadvantages.

UNICEF has taken proactive steps to improve the effectiveness of UNICEF-supported humanitarian action by highlighting its gender dimensions, and setting key standards and benchmarks to hold itself accountable. In 2020, the Core Commitments for Children in Humanitarian Action (CCCs) were revised to embed gender equality and the empowerment of women and girls across all programme design and implementation to deliver transformative change. Results are especially aimed at addressing GBV, engaging and supporting women and girls and their networks, and addressing the specific deprivations faced by adolescent girls.

In 2021, catalytic funding through the Gender Thematic Fund allowed 14 countries to integrate gender more intentionally in their humanitarian efforts. Country offices collaborated on highlighting priority actions during the preparedness phase, such as identifying local women’s organizations to partner with, assessing GBV referral mechanisms, ensuring that supply plans included dignity kits and outlining plans for addressing gender capacity gaps at the onset of an emergency. As a result, such actions now form part of how UNICEF monitors gender implementation in humanitarian action institutionally.

The thematic funds also helped to advance several country-specific initiatives. In the Maldives, where seasonal cyclones routinely strike, UNICEF increased GBV service coverage through more diverse government and civil society partnerships. In some conflict-affected communities in Djibouti, UNICEF partnered with women-led community groups to raise awareness about COVID-19 and available services. In Libya and the Bolivarian Republic of Venezuela, safe space platforms for women and adolescent girls were developed. And in northern Mozambique, UNICEF carried out a timely conflict gender analysis.

Gender data and evidence

UNICEF continued to apply innovative methodologies, gender analyses, technical support and data dissemination to improve the evidence base for gender policy and programming. In 2021, to respond to critical gaps in gender data, methodologies were applied to develop a module to measure norms related to unpaid care and domestic work, and to further strengthen the measurement of adolescent empowerment and children's time use related to unpaid work. An extensive evidence review assessed the links between gender equality and migration, especially related to children on the move and the pandemic.

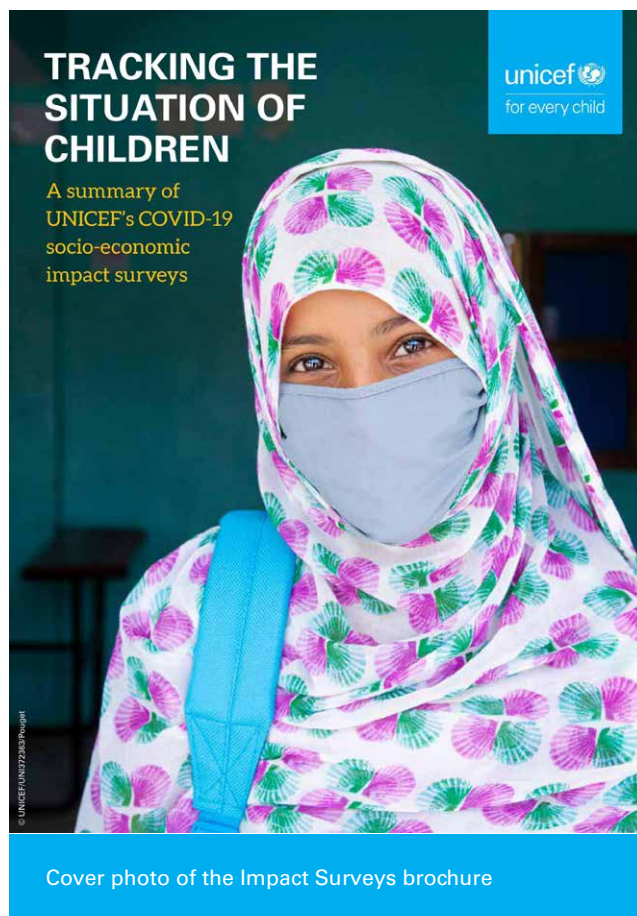
To inform gender-responsive COVID-19 response strategies, UNICEF produced summary findings of socioeconomic impact surveys conducted with country offices since the start of the pandemic to assess the level of service disruption affecting women and children, and government response measures.

To enhance social protection programming, the UNICEF Office of Research-Innocenti carried out an evidence review of gender mainstreaming within social protection policy across 74 countries. It also partnered with the UNFPA-UNICEF Global Programme to End Child Marriage to support country offices to catalyse efforts to end it through high-quality evidence generation, synthesis and uptake, including in social and behavioural change and gender-transformative research.

Strategic partnerships and communications

UNICEF is a member of the Inter-Agency Network on Women and Gender Equality, the United Nations Sustainable Development Group Task Team on Gender Equality, the United Nations Task Force on Violence Against Women and the Inter-Agency and Expert Group on Gender Statistics, among others. At the country level, UNICEF is an implementing partner in all Spotlight Initiative countries and works with Gavi, the Vaccine Alliance, on HPV, gender and equity, and is represented in the United Nations Joint Global Programme on Cervical Cancer Prevention and Control. In 2021, as part of the Gender Equality Task Team of the United Nations Development Cooperation Office, UNICEF and UN Women co-led the development of guidance on Gender Theme Group standards and procedures, which was rolled out to all United Nations country teams.

UNICEF continued to expand its partnerships with grass-roots women's and girls' networks. In 2021, 125 countries reported engaging with such organizations – of these, 59 worked with women's groups and 49 with adolescent girls' groups on GBV, including in countries such as Belize, Malaysia and the Maldives.



Cover photo of the Impact Surveys brochure

Momentum within private-sector partnerships accelerated in 2021. UNICEF partnered with the LEGO Group to publish a playbook for businesses to increase diversity and inclusion in their creative content and products for children. In addition, through the Generation Unlimited global partnership, UNICEF strengthened its collaboration with PwC to expand opportunities for young people to successfully transition from education to decent work.

Communication and advocacy efforts saw a huge uptick in the use of online channels to spotlight gender equality issues and the voices of adolescent girls. A mental health video series about harmful gender-based norms on the UNICEF YouTube channel has had over 6 million views. There was a 2,045 per cent increase from 2020 in total engagement across Twitter, Facebook and Instagram, with the top 15 Twitter posts related to gender equality viewed 982 million times. And compared with 2020, 140 per cent more visitors engaged with content focused on women and girls across the UNICEF website, such as the Girls' Education page, which saw a 193 per cent increase in visitors.



18-year-old Karija Karabue, and her 15-month-old son Moussa, at a UNICEF-supported center in Boundiali, Côte d'Ivoire, which provides entrepreneurial and life skills development to vulnerable adolescent girls as part of a 'Girl Power' programme implemented by the government. While Karija attends learning sessions, a teacher takes care of her child in the center's kindergarten.

Gender capacity, parity and accountability for gender results

In 2021, UNICEF came closer than ever to reaching gender parity, with 48.7 per cent women and 51.3 per cent men, in line with 'virtual parity' (53/47) in the United Nations-SWAP. Efforts to tackle persistent gaps at the P-5 level, including implementing temporary special measures, successfully resulted in virtual parity of 48 per cent women at that level, highlighting the importance of targeted measures to tackle system disparities.

Other efforts to address gender disparities and retain female talent, including flexible work and remote options, are intended to counter the negative impact of mobility and relocation on women's retention. At the country level, UNICEF offices are using strategies to recruit more women, which include targeted talent outreach, improvements to workplace culture and, in emergencies where talent is especially scarce, the creation of junior positions as paid trainees and the recruitment of United Nations volunteers. To promote female leadership, mentoring initiatives exist for both junior and senior staff, such as a programme for women in the WASH sector, and the Female Talent Initiative in the Eastern and Southern

Africa region. Much more work is needed, however, to recruit and retain female talent in humanitarian contexts – currently just 30 per cent of staff working in the most difficult duty stations are women.¹⁷

UNICEF focused on learning priorities in 2021 that included developing new resources and assets to build staff capacity, rolling out gender, diversity and inclusion training for senior leadership, and updating GenderPro credentialing for gender focal points. Such measures underline the importance of investing in building staff gender capacity, an area that UNICEF has struggled with over the last four years, hindering the achievement of bolder progress in gender results across the board. In 2021, while 122 country offices (out of 128) had an appointed gender focal point, just 36 had dedicated gender expertise and 20 had sectoral gender expertise. Investment in dedicated capacity has not kept pace with programmatic and institutional demands to achieve gender priorities. In response, at the end of 2021, UNICEF released new staffing guidance, outlining the minimum gender expertise required in all offices and encouraging the recruitment of gender sectoral expertise.

GenderPro

“I want to offer my appreciation and gratitude for all your efforts. I hope these experiences have and will continue to serve UNICEF’s efforts to strengthen gender capacity and elevate gender professionals’ recognition, both internally and globally.”

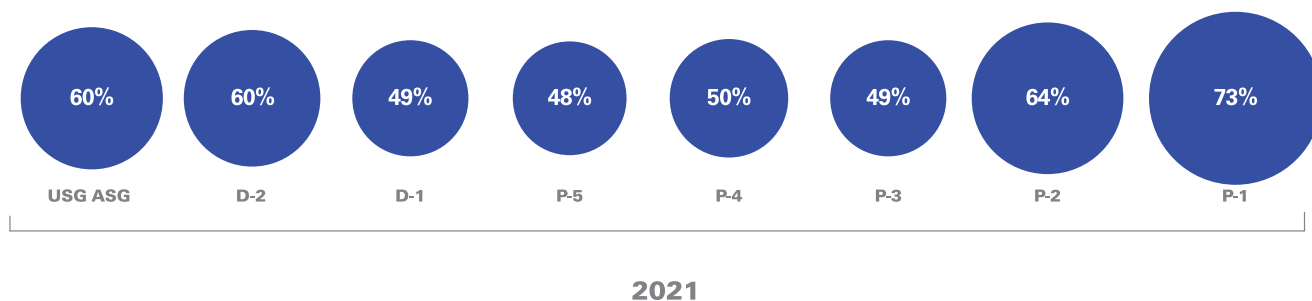
Sandra Fried, Bill & Melinda Gates Foundation

The GenderPro initiative by UNICEF and the George Washington University Global Women’s Institute, funded by the Bill & Melinda Gates Foundation, was rolled out in 2018 to boost capacity on gender equality. Since then, the initiative has evolved into a global credentialing programme for gender and development professionals, as well as a capacity-building programme that offers a sustainable and scalable model for achieving gender equality, using tools that can be tailored to different contexts. These public goods help to strengthen gender capacity and elevate the recognition of gender professionals. The partnership also spawned the GenderPro Alliance, a network of expert organizations that have endorsed the global credential to ensure that field-wide professional standards and competencies are met.

Country-level leadership accountability for the delivery of gender results has also lagged since 2018. By 2021, still only 62 per cent of country offices had full oversight, leadership and accountability at the appropriate management level to support the implementation of gender results. In country management plans, accountability for gender implementation was fully integrated in only 24 countries (with 78 just mentioning it). The Afghanistan country office offers an example of good practice: its gender strategy is a standing item in all country management team discussions, and accountability is defined across all sectors under the leadership of the Deputy Representative.

In the last two years, UNICEF has ramped up efforts to address these institutional challenges, including strengthening corporate monitoring and accountability systems, and the ability of staff to use them; instituting clearer requirements for gender integration in programme design, execution and monitoring; and providing extensive technical assistance on demand. To cement progress and advance more decisively, GAP 2022–2025 will require all country offices to develop their own gender strategy/action plan, to be overseen by a gender working group that tracks progress and learning.

FIGURE 14: Female staff at each level in UNICEF in 2021



CASE STUDY 7: Nigeria: Female drivers join UNICEF's team

"My family know I love driving. At first, I was surprised that UNICEF would employ a female driver," said Vivian, a mother of three. "My husband recently had serious health challenges, and his treatment wiped out our savings – so this gender equality campaign is life-saving." Mercy said she jumped at the chance to turn her driving hobby into a job, and also serve a cause that she cares about. "Some people were happy for me, while others felt driving was a man's job. But I have met many women who were so inspired by my story that they also started commercial driving as a way to earn money for their families," she said.



Vivian Ahmed (left) and Mercy Shooto Jayeola (right) are defying gender stereotypes in Maiduguri, north-east Nigeria, where they are part of a small but growing cohort of female drivers employed by UNICEF. The recruitment is strategic and intentional – to create more economic opportunities for women while also confronting restrictive norms about their roles. Among other duties, drivers help UNICEF's humanitarian staff to access people displaced by the ongoing conflict. While the emergency context can be challenging, UNICEF provides stringent safety measures and training. Both women are highly motivated by a love of driving, and wanting to help conflict-affected children in their country.



UNICEF/NYHQ/535941/DeJongh

High-level programmatic priorities

Ramatou, 12 years old, attends class at the Noma school, in Maradi, in the South of Niger. Although she is visually impaired, she attends regular school classes, with support from UNICEF that provides materials and training for teachers and parents with children living with disabilities. Ramatou's dream is to become a doctor. "I want to help children with bad eyes like me," she says with a smile.

The next year will see UNICEF embarking on a new GAP cycle with renewed commitment to promote gender equality and scale up transformative results for girls and women. To do this, UNICEF, in coordination with United Nations agencies and other partners, will step up investment and collaboration to integrate gender equality more deliberately within its programming throughout the life course. Gender-transformative approaches – applied as cross-cutting organizational priorities – will address GBV as a whole-of-organization effort, invest in social norms change, and engage with men and boys to foster positive masculinities. UNICEF will also build on its work to advance the leadership and well-being of adolescent girls, prioritizing the areas of education and skills, HIV and sexual and reproductive health, and harmful practices, for accelerated action; and expanding partnerships with women's and girls' networks to amplify their leadership and voice.

The following are six high-level priorities for increased investments over the next year.

Adolescent girls' leadership, learning and skills

With its partners, including a growing and invaluable portfolio of private-sector partnerships – with companies such as Chloé, Clé de Peau Beauté, Dove, Gucci and Pandora – UNICEF will boost momentum for adolescent girls' leadership and well-being, building on good practices and multisectoral frameworks in specific areas such as ending child marriage, and girls' skills development, to spur progress in other areas. Investment will target interconnected empowerment approaches that are girl-centred and girl-led, and that intentionally create spaces for them to lead, innovate and develop solutions. Addressing the widening disparities in learning outcomes due to the pandemic will be an urgent focus – including the need to reopen schools and get girls back to learning – as will improving access to the digital and STEM skills needed for 21st century employment pathways.

Gender-responsive parenting and caregiving

Expanding on its global framework for family and parenting support, UNICEF will scale up its work on gender-equitable parenting and caregiving, with a view to transforming discriminatory social norms, stereotypes and structures within families, companies, social protection systems and policy environments. This includes encouraging male involvement in child development and care, influencing how caregivers shape early childhood gender roles, promoting positive parenting and nurturing care, supporting caregivers' health and mental well-being and improving family-friendly legislation and policies, including within social protection systems, to shift the paradigm towards paid, equitably distributed and sufficiently valued care work.

Gender in humanitarian action

UNICEF will prioritize improving gender integration in its humanitarian response, including in relation to the ongoing pandemic. This includes refining country-level efforts to carry out gender analysis and generate gender-related data to better inform interventions for women and girls in the midst of service upheaval and access challenges. UNICEF will also more intentionally integrate gender considerations within programming to address the impact of climate change on communities, especially recognizing its disproportionate effects on the lives of the poorest and most marginalized girls and women. At the same time, increased support will go towards amplifying the voices and leadership of young female climate activists.

Ending all forms of violence against women and girls

UNICEF is shifting towards an expanded focus on preventing violence and harmful practices such as child marriage and FGM, through evidence-based, transformative approaches that tackle the gender dimensions of violence as it occurs across the development-humanitarian nexus. Beyond scaling up investment to better meet urgent demand for comprehensive services, UNICEF's strategies will focus on challenging the social norms conducive to violence and encouraging more gender-equitable practices, such as parenting support interventions that promote positive expressions of gender and care within families, non-violent discipline and male involvement in caregiving, among others. UNICEF will also support community engagement on norms change to proactively prevent and mitigate violence wherever it occurs. Additionally, UNICEF and its United Nations partners are expanding partnerships, including with the philanthropic and private sectors, to mobilize resources for women's and youth networks doing this work.

Gender-responsive social protection

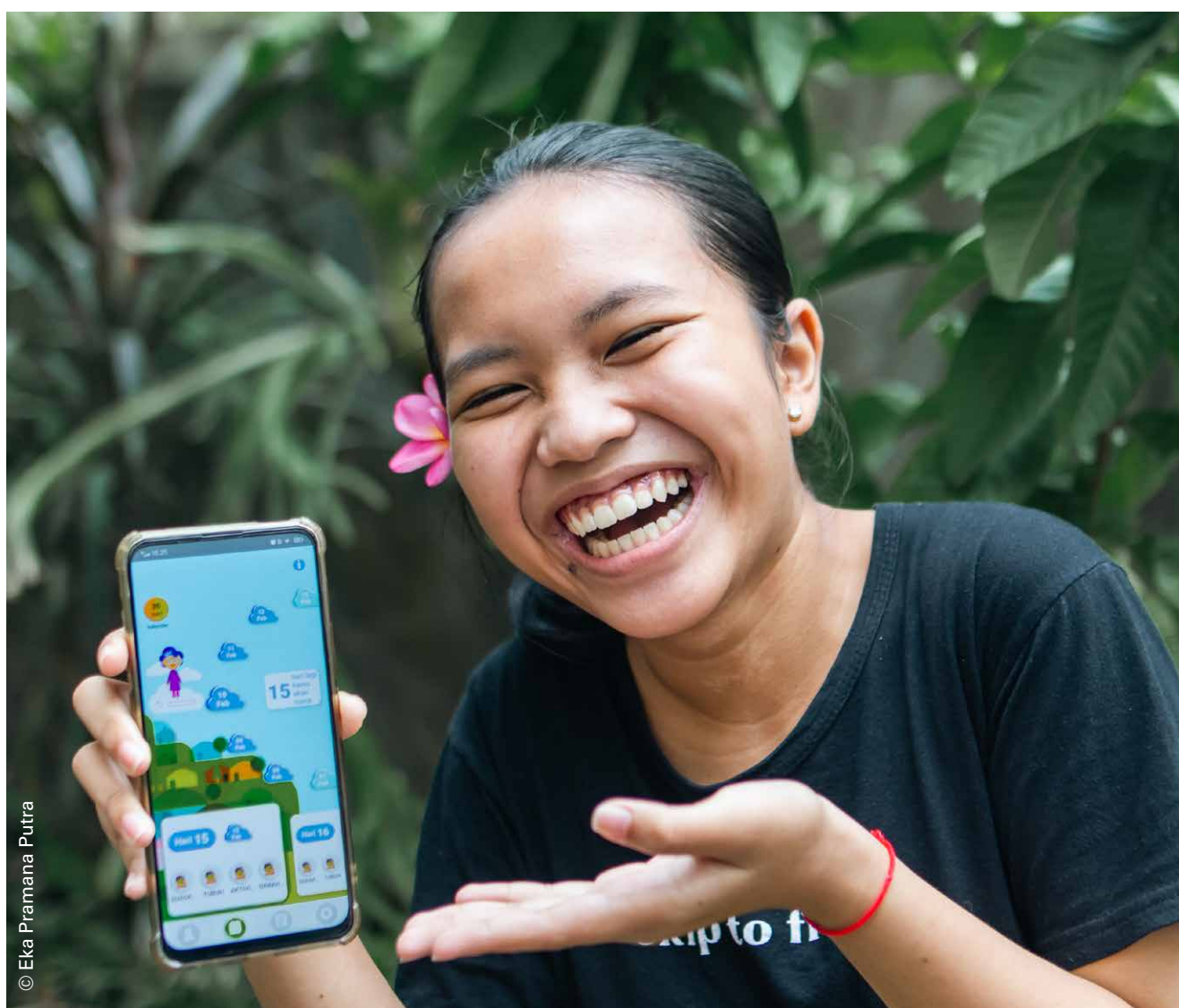
Well-designed social protection programmes have been successful in addressing diverse risks across the life course, including violence, poverty, income insecurity and poor educational outcomes. Recognizing the numerous positive impacts for women and girls, and gender equality more broadly, and building on good-practice programming in response to COVID-19, UNICEF will intensify support for gender-responsive social protection measures, and for the integration of gender considerations more explicitly within wider social protection programmes. In this context, UNICEF considers the equal distribution of care work and the need for social norms that promote gender equality as preconditions for long-term and sustainable poverty reduction, and will increase resources to emphasize the socioeconomic value of care work and shift stereotypes and practices that consider it the domain of females.

This is especially relevant for the economic empowerment of poor women, including single mothers, heads of households, and women who work in the informal sector.

Building institutional capacity

UNICEF will expand on gender-responsive institutional monitoring systems and capacity-building efforts that have gained momentum in previous GAP cycles. This includes enhancing the capacity of staff throughout the organization

and having more deliberate accountability processes with clear responsibility for results, improved feedback loops and opportunities for shared learning. Targeted investments will expand innovative gender research and data collection, promote consistently applied gender analysis and set standards for gender programming modalities. Diversity and inclusion will be chief priorities in key staffing benchmarks related to gender parity, competencies and workplace policies to embed gender equality more thoroughly in UNICEF's work culture.



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An adolescent girl in Indonesia shows off the Oky mobile application, the world's first digital menstrual health and hygiene app co-created with and for girls. It was recognized by the Digital Public Goods Alliance in 2021. Over the next two years, the app will be expanded to 10 countries globally, with the Government of Australia supporting scale up in Indonesia, Papua New Guinea and the Philippines.

Abbreviations and Acronyms

CCCs	Core Commitments for Children in Humanitarian Action	PMTCT	prevention of mother-to-child transmission
CHW	community health worker	SDG	Sustainable Development Goal
COVID-19	coronavirus disease 2019	STEM	science, technology, engineering and mathematics
FGM	female genital mutilation	UNCDF	United Nations Capital Development Fund (UNCDF)
GAP	Gender Action Plan	UNDP	United Nations Development Programme
GenU	Generation Unlimited	UNFPA	United Nations Population Fund
GBV	gender-based violence	WASH	water, sanitation and hygiene
HIV	human immunodeficiency virus	WHO	World Health Organization
HPV	human papillomavirus	UN-SWAP	United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women
IANWGE	Inter-Agency Network on Women and Gender Equality	UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
IFA	iron folic acid		
ILO	International Labour Organization		
IYCF	infant and young child feeding		
MHH	menstrual health and hygiene		

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16. Global data on this indicator are reported with a one year time lag.
17. A to E duty stations are rated on a scale that assesses the difficulty of working and living conditions, with A being the least difficult and E, the most difficult. Categories are arrived at through an assessment of the overall quality of life.

Annex 1: Financial Report*

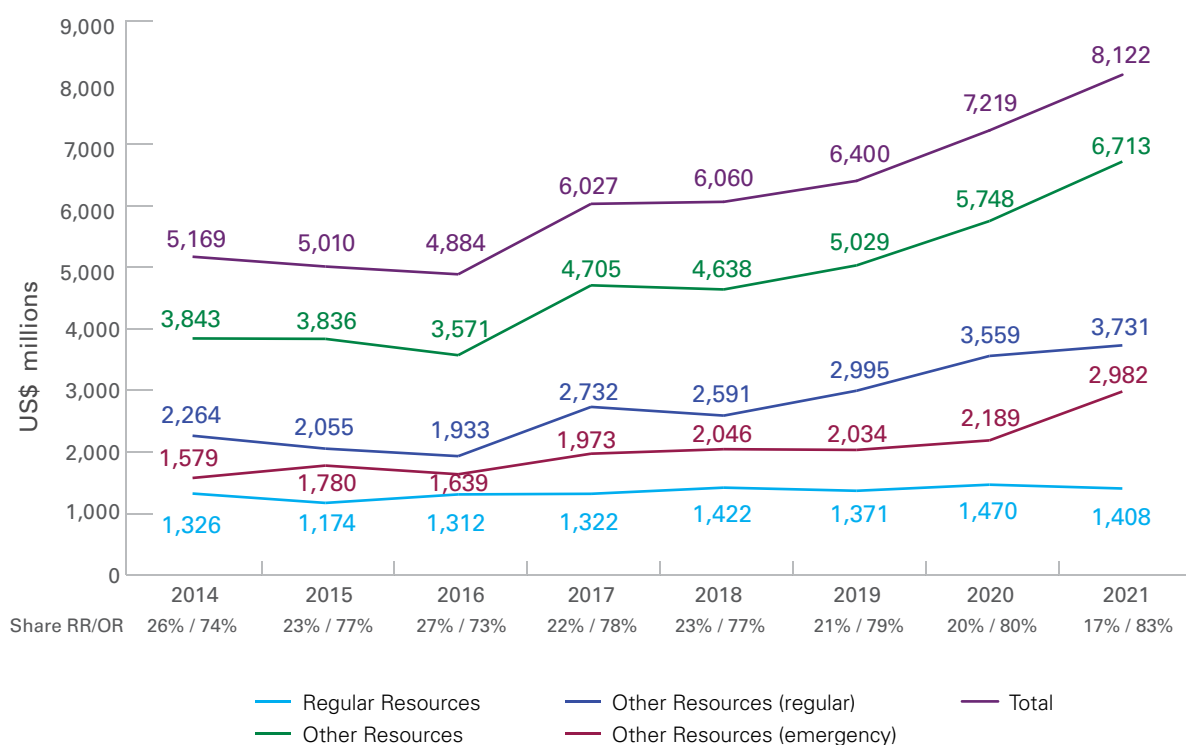
* All funding data as of 6 April 2022, pending audit and certification.

UNICEF income in 2021

In 2021, UNICEF income reached over \$8 billion for the first time. This was achieved within the context of economic uncertainty created by COVID-19, cuts to UNICEF's income by some key donors and new realities in almost all of UNICEF's programmes and donor countries resulting from the pandemic. This is a testament to the faith and trust that UNICEF's public and private resource partners have in the organization and its ability to effectively undertake its mandate, even in the most challenging of circumstances. Unfortunately, UNICEF's record-breaking income in 2021 also aligns with the record-breaking needs of children. The impact of COVID-19 continued to exacerbate children's vulnerabilities in 2021 and widened the gaps in reaching the Sustainable Development Goals.

The growth in total income was driven by an increase in earmarked funds to specific programmes (other resources) income, which grew by 17 per cent, up from US\$5,748 million in 2020 to US\$6,713 million in 2021. Despite the organization's call for increased flexibility in light of the unprecedented demands of the pandemic, un-earmarked core resources (regular resources) income decreased, to US\$1,408 million in 2021, compared with US\$1,470 million in 2020. As such, regular resources as a proportion of overall income have steadily decreased, from 23 per cent in 2018 to only 17 per cent in 2021. This is almost entirely due to increased earmarking of public sector resources. (see Figure A1-1).

FIGURE A1-1: Income by funding type, 2014-2021



* Figures are based on 'income' which here represents contributions received from public sector and revenue from private sector and other income.

'Other resources' contributions increased by 17 per cent compared to 2020, and contributions to UNICEF's thematic funding pools increased by 73 per cent, from US\$438 million in 2020 to US\$756 million in 2021. Thematic funding also increased as a percentage of all 'other resources', from 8 per cent in 2020 to 12 per cent in 2021. The increasing overall amount of thematic funding, as well as increasing ratio of thematic funding as a percentage, is a result of both an increase in non-humanitarian thematic funding, and an increase in humanitarian thematic funding driven by the coronavirus disease 2019 (COVID-19). The largest public sector contributors to the thematic funding pools in 2021 were the governments of Germany, Sweden and Norway, while the largest private sector contributions were facilitated by the U.S. Fund for UNICEF, the Danish Committee for UNICEF, and the German Committee for UNICEF.

Although still 3 per cent below the milestone target set out in the UNICEF Strategic Plan 2018–2021, of thematic funding being 15 per cent of all 'other resources' in 2021, the trend is nonetheless encouraging and in line with the Funding Compact commitments. In the Funding Compact between governments and the United Nations Sustainable Development Group, United Nations Member States have committed to double the share of non-core contributions that are provided through single agency thematic funds, such as UNICEF's thematic funding pools. Aligned to this commitment, UNICEF's Strategic Plan 2022–2025 aims to double thematic funding as a share of all 'other resources' by 2025. To reach this goal, UNICEF encourages partners to channel more contributions through these softly earmarked funds.

'Income' Income' includes contributions received in a given year from public sector partners (governments, European Commission, inter-organizational arrangements, global programme partnerships and international financial institutions) and revenue from private sector partners. UNICEF uses income for the preparation of the financial framework, which forms a part of the UNICEF Strategic Plan. Income is not part of the audited UNICEF financial statements.

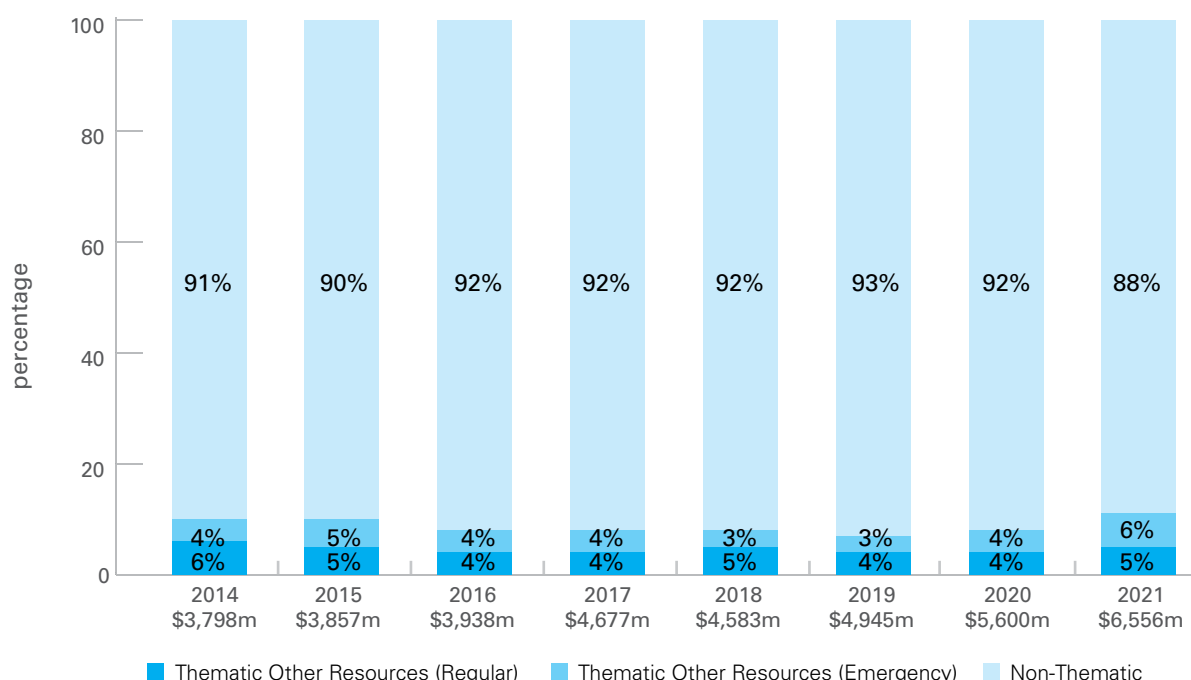
Regular resources (RR) are unearmarked funds that are foundational to deliver results across the Strategic Plan.

Other resources (OR) are earmarked contributions for programmes; these are supplementary to the contributions in unearmarked RR and are made for a specific purpose such as an emergency response or a specific programme in a country/region.

Other resources – regular (ORR) are funds for specific, non-emergency programme purpose and strategic priorities.

Other resources – emergency (ORE) are earmarked funds for specific humanitarian action and post-crisis recovery activities.

FIGURE A1-2: Other resources contributions 2014-2021: Share of thematic funding*



* 2014-2016 contributions restated to reflect change in accounting policy for comparison with 2017-2021

Thematic funding remains a critical source of income for UNICEF programme delivery. Through thematic funding contributions at global, regional and/or country levels, partners support UNICEF to deliver results at the highest programme level for the greatest impact. The flexibility of thematic funding is an ideal complement to regular resources, allowing UNICEF to respond more effectively. Thematic funds are allocated on a needs basis, facilitating longer-term planning, sustainability of programmes and savings in transaction costs, and leaving more resources for other UNICEF programmes.

For partners, contributions to the 10 UNICEF thematic funding pools are in keeping with the principles of good multilateral resource partnerships. Thematic contributions have the greatest potential of 'other resources' to produce high-level results directly aligned to the Strategic Plan, as endorsed by the UNICEF Executive Board, and they support the aims of the Paris Declaration on Aid Effectiveness.

They yield a higher return on investment than more tightly earmarked contributions, as lower management and reporting costs result in a larger percentage of funds going towards programming. They also simplify renewal and allocation procedures, and reduce the administrative monitoring burden for partners.

The allocation and expenditure of all thematic funding contributions can be monitored on the UNICEF transparency portal (open.unicef.org) and the results achieved with the funds, assessed against Executive Board-approved targets and indicators at country, regional and global levels, are consolidated and reported across the suite of Global Annual Results Reports.

Specific reporting for country and regional thematic funding contributions is provided separately for partners giving at those levels. For more information on thematic funding and how it works, please visit: <https://www.unicef.org/partnerships/funding/thematic-funding>

Transparency:

Follow the flow of funds from contribution to programming by visiting <http://open.unicef.org>

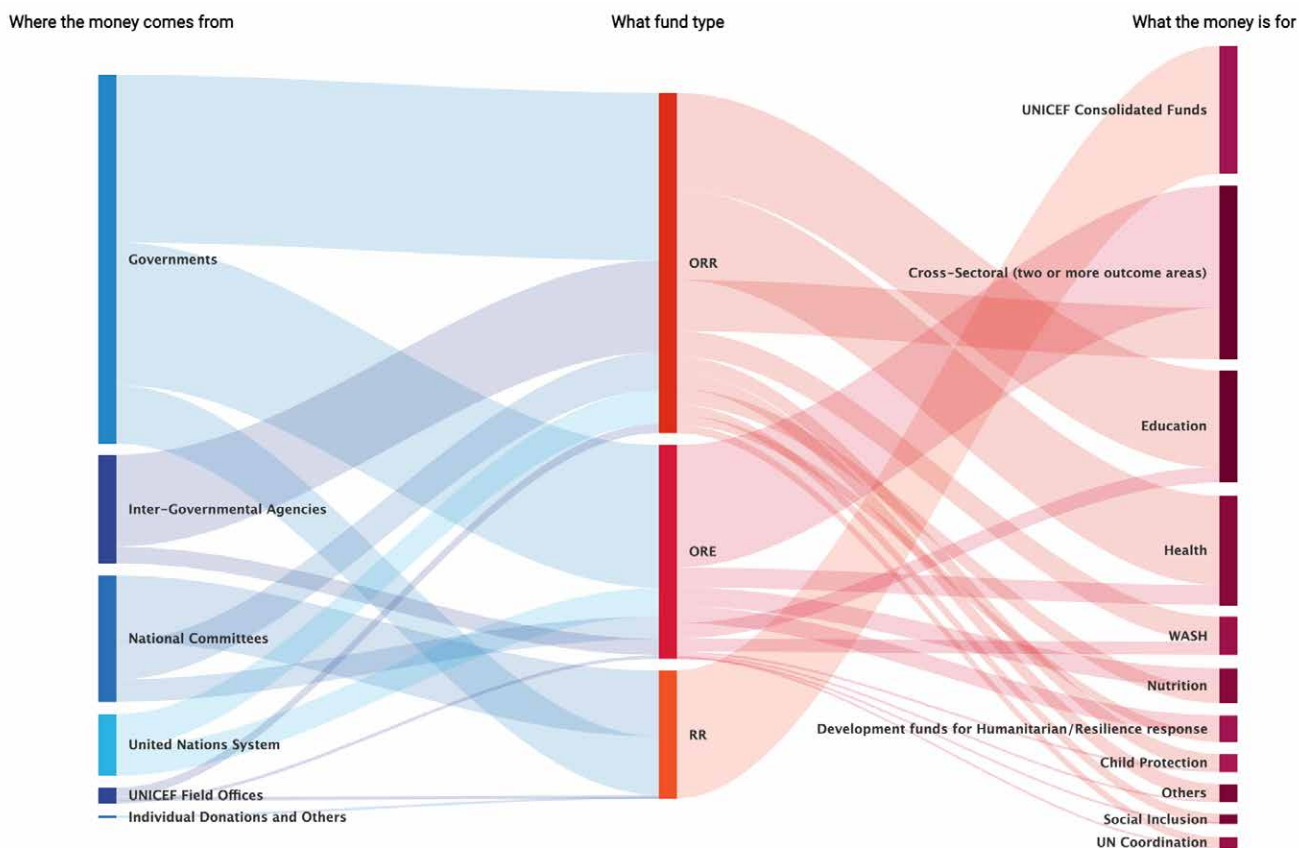
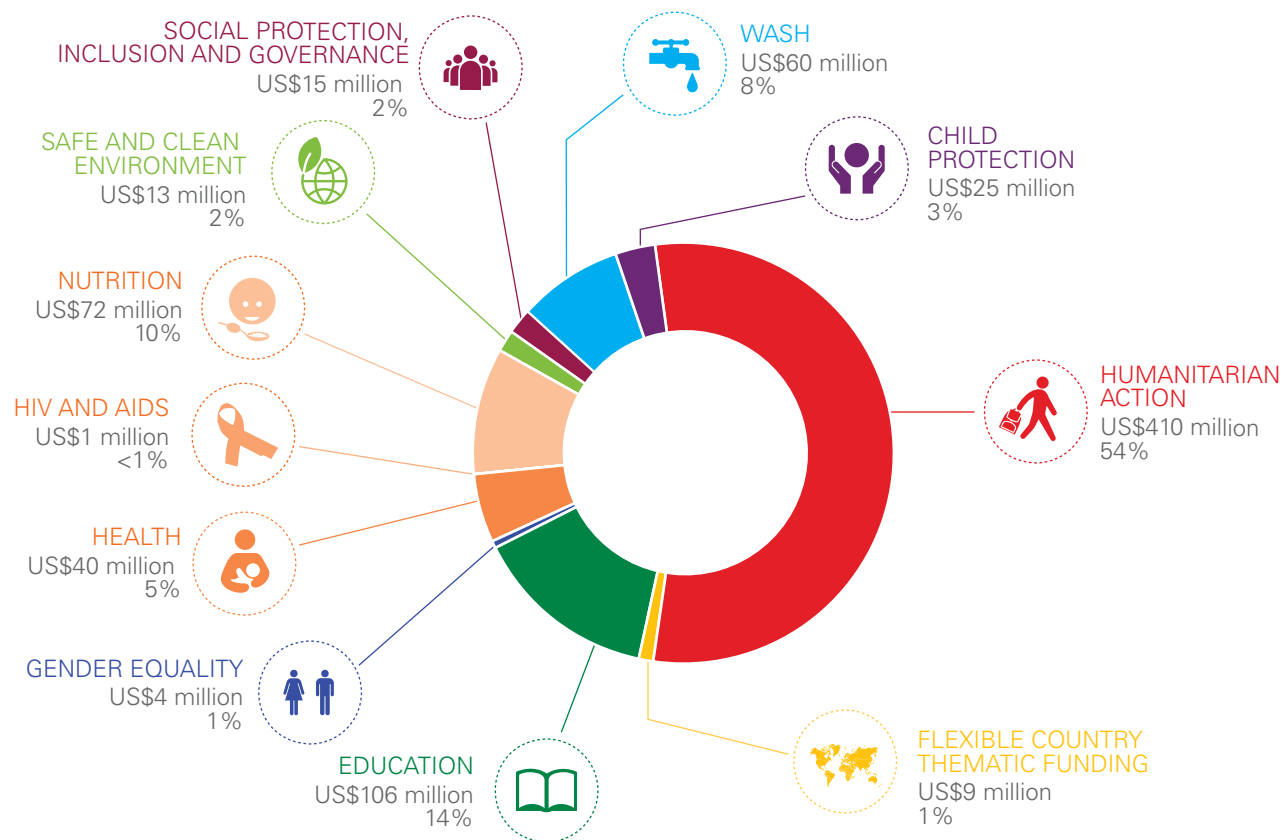


FIGURE A1-3: Thematic contributions by thematic pool, 2021: \$US756 million



Gender equality income in 2021

Funding for gender equality saw a drop in 2021. Partners contributed US\$26 million 'other resources – regular' for gender equality – a 51 per cent decrease compared with the previous year, and just US\$3 million more than in 2019. Public sector partners contributed the largest share of funds at 78 per cent. The top five resource partners to UNICEF gender equality work in 2021 were the European Commission, Australia, Canada, the United Kingdom Committee for UNICEF, and the Republic of Korea (see

Table A1-1). The largest contributions were received from Germany for COVID-19 response programmes in India, from Canada for girls' empowerment in the Sudan, and from the United Nations Population Fund (UNFPA)-managed United Nations Partnerships and Joint Programmes to support strengthening of the regional programme on sexual and reproductive health and rights in the Eastern and Southern Africa region (see Table A1-2 and the body of the report for results on these programmes).

FIGURE A1-4: Gender Equality 'other resources – regular' contributions, 2014-2021

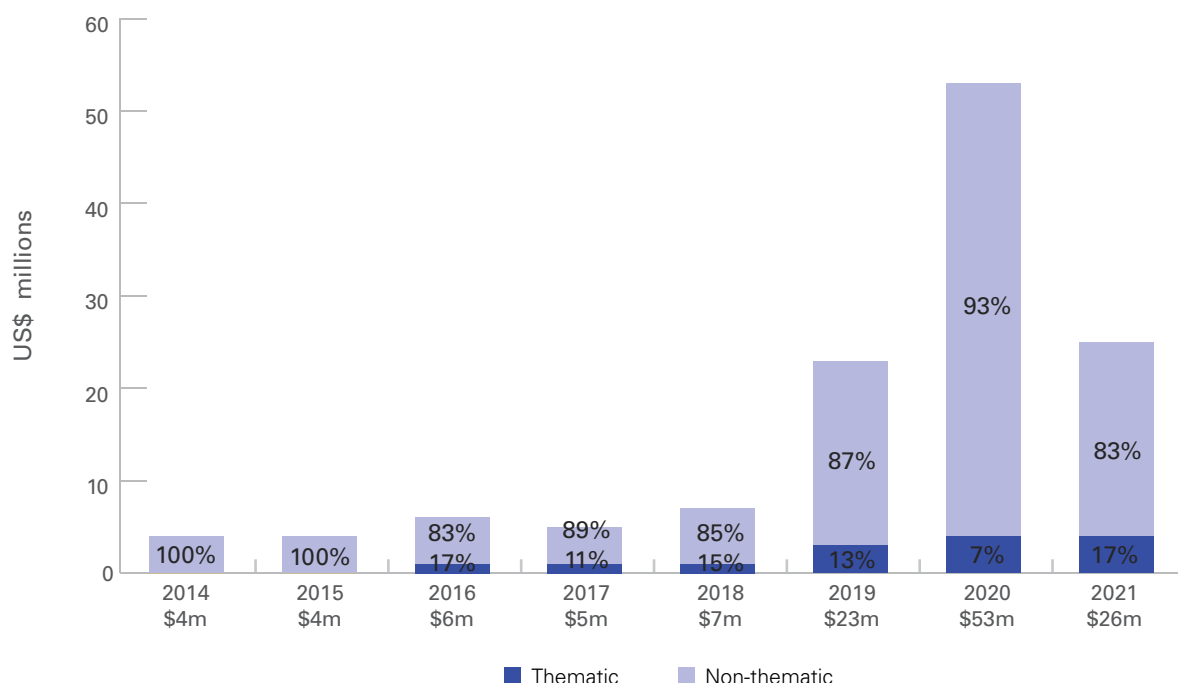


FIGURE A1-5: Total Gender Equality funds received by type of resource partner, 2021: US\$26 million

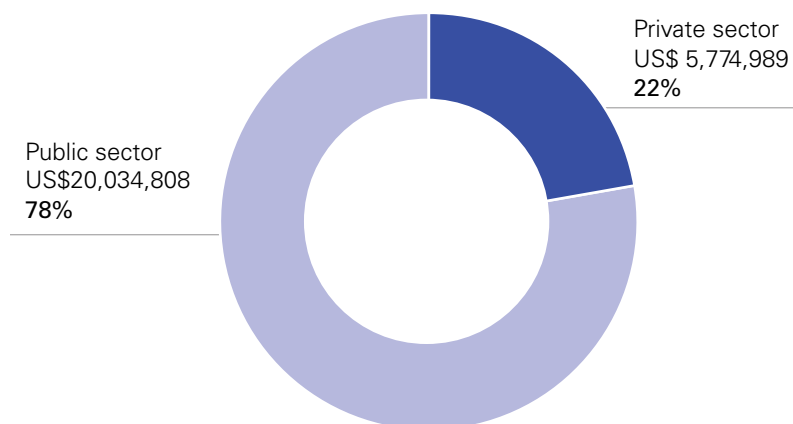


TABLE A1-1: Top 20 resource partners to Gender Equality by total contributions, 2021

Rank	Resource partners	Total (US\$)
1	European Commission	15,799,697
2	Australia	5,368,469
3	Canada	5,325,248
4	United Kingdom Committee for UNICEF	1,307,862
5	Republic of Korea	1,111,000
6	United States Fund for UNICEF	1,090,797
7	Germany	1,068,957
8	French Committee for UNICEF	996,776
9	Luxembourg	780,017
10	Sweden	610,694
11	Danish Committee for UNICEF	577,286
12	France	554,230
13	German Committee for UNICEF	440,325
14	Spain	362,367
15	UNICEF Country Offices	292,680
16	Japan Committee for UNICEF	287,868
17	Hong Kong Committee for UNICEF	255,490
18	Italian Committee for UNICEF	129,660
19	UNICEF Brazil	79,358
20	Australian Committee for UNICEF	60,710

TABLE A1-2: Top 20 contributions to Gender Equality, 2021

Rank	Total (US\$)	Grant description	Resource partners
1	11,512,779	COVID-19 Crisis Response Programme II, India*	Germany
2	6,385,286	Support to Strong Girls, Strong Communities, the Sudan*	Canada
3	5,490,299	Support to the Joint Regional Programme on Strengthening Integrated Sexual and Reproductive Health and Rights (SRHR/HIV and GBV), ESARO*	UNFPA-managed United Nations Partnerships and Joint Programmes
4	5,368,469	Indo Pacific Sexual and Reproductive Health and Rights, COVID-19 Surge	Australia
5	4,466,402	Joint Programme on Girls Reproductive Health, Rights and Empowerment Accelerated in Tanzania	Canada
6	2,738,654	Education, Gender Equality and the Empowerment of Girls and Women, Niger*	Canada
7	1,931,045	Spotlight Initiative to End Violence Against Women and Girls, Papua New Guinea	European Commission
8	1,564,945	Education, Gender Equality and the Empowerment of Girls and Women, Côte d'Ivoire*	Canada
9	1,559,403	Spotlight Initiative, To Eliminate Violence Against Women*	European Commission
10	1,518,243	Spotlight Initiative to End Violence Against Women and Girls, Zimbabwe	European Commission
11	1,160,865	Spotlight Initiative to End Violence Against Women and Girls, Haiti	European Commission
12	1,111,000	Creating Child Friendly Learning Environment for Girls in the Disadvantaged and Fragile Regions of Northern Côte d'Ivoire	Republic of Korea
13	1,087,510	Spotlight Initiative to End Violence Against Women and Girls, Malawi	European Commission
14	1,068,957	UNGEI – Gender at the Centre Support Project	Germany
15	1,055,112	Spotlight Initiative to End Violence Against Women and Girls, Timor-Leste	European Commission
16	986,433	Spotlight Initiative to End Violence Against Women and Girls, Jamaica	European Commission
17	968,637	Spotlight Initiative to End Violence Against Women and Girls, Mozambique	European Commission
18	858,846	Joint Programme on Empowering Women and Girls to Realize their SRHR in South Africa	Canada
19	856,743	Spotlight Initiative to End Violence Against Women and Girls, Uganda	European Commission
20	780,017	Global Gender Equality Thematic Funding	Luxembourg

Note: *Cross-sectoral grants: SC200683 (Health, HIV and AIDS, WASH, Gender Equality), SC210248 (Education, Child Protection, WASH, Gender Equality), SC180128 (HIV and AIDS, Gender Equality), SC190505, SC190479 (Education, Gender Equality), SC200494 (Child Protection, Gender Equality)

UNICEF thematic funds maintain a four-year funding period that covers the entire Strategic Plan period (2018–2021). In this time, thematic funding contributions for gender equality reached US\$12.3 million, with US\$4.4 million received in 2021, of which more than 68 per cent came from private sector partners. Twenty-eight, partners contributed thematic funding to gender equality in 2021, compared with 26 partners in 2020, and 14 partners in 2019.

The U.S. Fund for UNICEF was the largest thematic resources partner in 2021, providing 17.8 per cent of all thematic gender equality contributions received (see

Table A1-3). Luxembourg was the largest public sector thematic resources partner, providing 17.7 per cent of all thematic gender equality contributions received. Over the Strategic Plan period, the Government of Luxembourg has contributed 31 per cent of all global gender equality thematic funding. In 2021, a notable contribution was also received from Sweden for gender equality activities in the Sudan. Clé de Peau Beauté was the largest private sector thematic resource partner, and their contributions were facilitated by the UNICEF National Committees and private fundraising offices in Canada, Hong Kong, Indonesia, Italy, Japan, the Republic of Korea, Malaysia, Thailand, the United Kingdom, and the United States of America.

FIGURE A1-6: Private sector contributions to thematic funds for gender equality

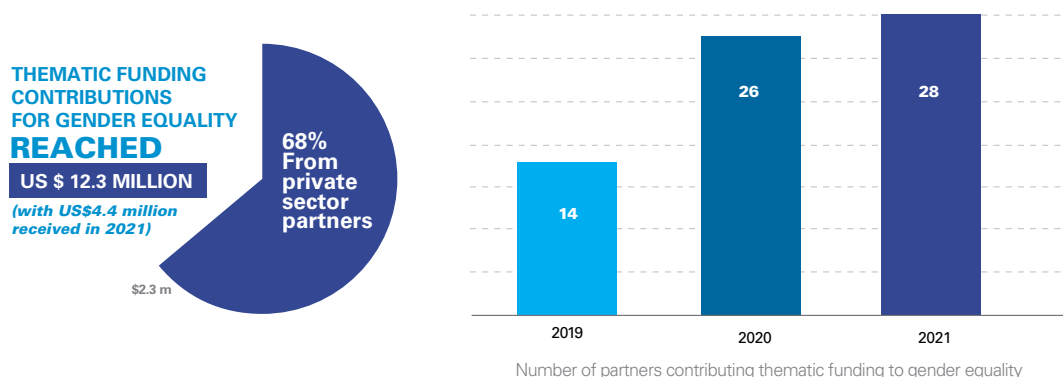


FIGURE A1-7: Spotlight on global Gender Equality thematic funding contributions, 2018-2021

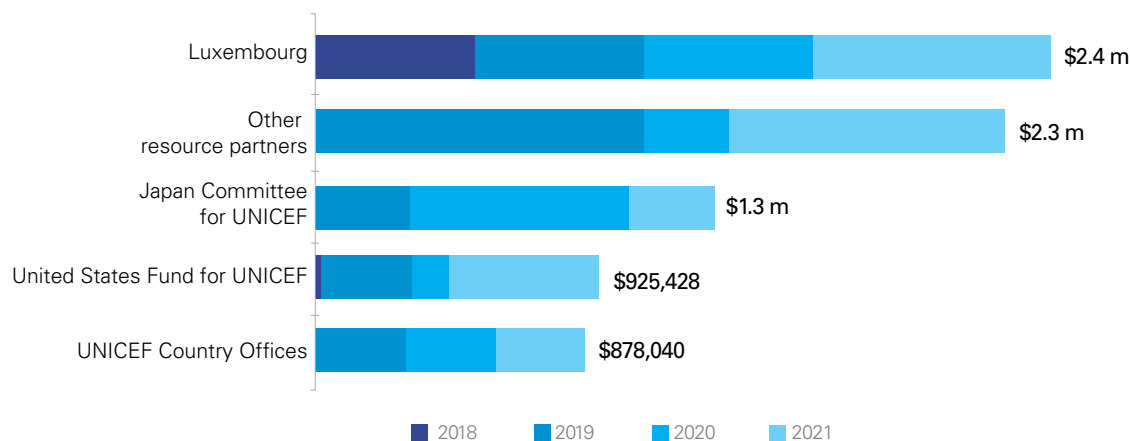


TABLE A1-3: Thematic contributions by resource partners to Gender Equality, 2021

Resource Partner Type	Resource Partner	Total (US\$)	Percentage of Total
Governments 31.59%	Luxembourg	780,017	17.72%
	Sweden	610,694	13.87%
Private Sector 73.17%	United States Fund for UNICEF	783,336	17.79%
	French Committee for UNICEF	450,659	10.24%
	United Kingdom Committee for UNICEF	294,479	6.69%
	Japan Committee for UNICEF	287,868	6.54%
	Hong Kong Committee for UNICEF	255,490	5.80%
	Danish Committee for UNICEF	214,286	4.87%
	Italian Committee for UNICEF	129,660	2.94%
	Australian Committee for UNICEF	60,710	1.38%
	Korean Committee for UNICEF	58,950	1.34%
	German Committee for UNICEF	39,921	0.91%
	Canadian Committee for UNICEF	37,108	0.84%
	Spanish Committee for UNICEF	10,646	0.24%
	New Zealand Committee for UNICEF	7,460	0.17%
	Polish Committee for UNICEF	6,415	0.15%
	Portuguese Committee for UNICEF	4,830	0.11%
	Dutch Committee for UNICEF	4,506	0.10%
	Austrian Committee for UNICEF	4,084	0.09%
	Swiss Committee for UNICEF	3,050	0.07%
	UNICEF Country Offices	358,591	8.14%
Grand Total		4,402,759	100%

Note: Grant numbers are provided for IATI compliance: SC1899090001, SC1899090003, SC1899090005, SC1899090007, SC1899090008, SC1899090009, SC1899090010, SC1899090011, SC1899090012, SC1899090013, SC1899090014, SC1899090015, SC1899090016, SC1899090017, SC1899090019, SC1899090020, SC1899090021, SC1899090027, SC1899090028, SC1899090029, SC1899090030, SC1899090031, SC1899090032, SC1899090033, SC1899090034, SC1899090035, SC1899090036, SC1899090037, SC1899090038, SC1899090040, SC1899090041, SC1899090042, SC1899090043, SC1899090044, SC1899090045, SC1899090046, SC1899090047, SC1899090048, SC1899090049, SC1899090050, SC1899090051, SC1899090052, SC1899090053, SC1899090054, SC1899090055, SC1899090057, SC1899090058, SC1899090059, SC1899090060, SC1899090061

Of all thematic gender equality contributions that UNICEF received from 2018 to 2021, 63 per cent were global-level contributions (see Figure A1-8). Global thematic funds are the most valuable source of funding to UNICEF because they allow UNICEF the flexibility to allocate resources to areas with the greatest need, including critically underfunded gender priorities at the country level and humanitarian response activities. They can be allocated across regions to individual country programmes, according to priority needs.

Thematic funding for gender equality has been invaluable for catalytic gender programming in flagship areas, including in emergencies and promoting skills-development among girls, and for providing resources in programme areas for which funding is typically more difficult to mobilize. These flexible, multi-year funds have allowed UNICEF to advance key gender priorities in line with the UNICEF Strategic Plan, 2018–2021 and the UNICEF Gender Action Plan (GAP), 2018–2021. In particular, they have enabled UNICEF to foster innovation, enhance gender-relevant data and measurement, and scale up cross-sectoral programmatic solutions. In 2021, global thematic funding was a critical resource for UNICEF efforts to enhance skills-development for adolescent girls, and to advance gender-transformative parenting and caregiver programmes, including within the ongoing context of the COVID-19 crisis.

The US\$2.46 million received in global thematic gender equality funding in 2021 was allocated primarily to 17 country offices (85.4 per cent) (see Figure A1-9). About 6 per cent of funding was allocated to four regional offices and 7.7 per cent allocated to UNICEF headquarters.

FIGURE A1-8: Gender Equality thematic contributions at country, regional and global levels, 2018–2021

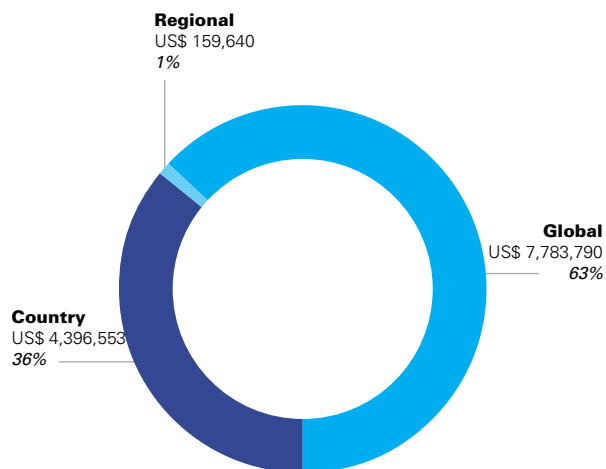
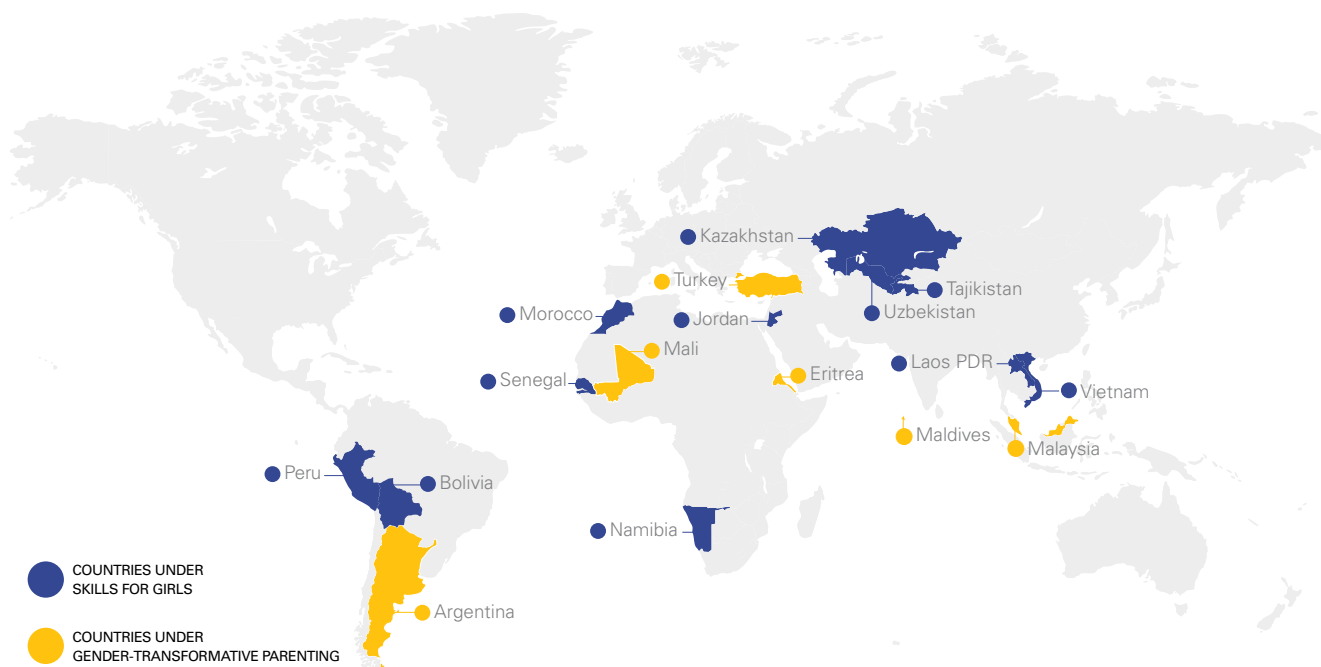


FIGURE A1-9: Allocation of global Gender Equality thematic funding to country offices, 2021



In 2021, the majority of global thematic funding for gender equality was allocated to two main areas: programmes to advance adolescent girls' education and skills development; and gender-transformative parenting and caregiving programmes.

About a quarter of funds received by country offices were used to build on thematic fund allocations from previous years that supported a mapping of what works to promote positive gender socialization. Gender-transformative parenting was identified as a programme area with the most potential to transform discriminatory gender norms; including through capacity-building for front line workers that focus on engaging parents and caregivers to promote positive gender roles and behaviours. The 2021 fund allocation, which was provided to six countries – Argentina, Eritrea, Malaysia, Maldives, Mali and Turkey – was a catalytic investment intended to support the scale up of such parenting programmes, and produce global tools such as training modules for front-line workers.

For example, in Eritrea, UNICEF is promoting positive and nurturing discipline practices among caregivers and building capacity among frontline workers to use gender-transformative parenting approaches to end harmful practices. In the Maldives, UNICEF is working to develop a cohort of trainers to work at the household level to improve father engagement and empower mothers. In Argentina and Mali, equitable care work and care for caregivers is a focus area, with efforts seeking to provide mental health support for caregivers, and transform parenting attitudes that reinforce discriminatory gender norms at a young age to help families break cycles of domestic violence against women and girls.

About three-quarters of funds received by country offices were used to empower adolescent girls through the Skills4Girls portfolio, which aims to bridge the gap between what adolescent girls need to succeed and what they have traditionally been able to access. Building on prior investments in line with the GAP, the 2021 funding allocation continued to intentionally advance education and skills with and for adolescent girls, including transferable skills and opportunities (e.g., life skills, mentoring) and key 21st century skills such as science, technology, engineering and mathematics (STEM), digital literacy, and social entrepreneurship. Investments in girls' skills

are a critical pathway to dignified work resulting in girls' economic independence, and professional and personal empowerment. The countries that received funding under this allocation were the Plurinational State of Bolivia, Jordan, Kazakhstan, Lao People's Democratic Republic, Morocco, Namibia, Peru, Senegal, Tajikistan, Uzbekistan, and Viet Nam.

For example, using the UNICEF UPSHIFT curricula, digital skills and social entrepreneurship training were provided to adolescent girls in the Plurinational State of Bolivia and Tajikistan. In Namibia, funds supported alternative learning pathways for marginalized girls, and UPSHIFT was used to promote girls' resilience through sport. The nanosatellite education programme was scaled up to Uzbekistan and Kazakhstan to encourage girls' interest in STEM and build knowledge on space exploration and aerospace engineering. National platforms and frameworks to institutionalize skills for girls were developed in Viet Nam and Morocco; and an awareness-raising communications campaign to promote STEM for girls was organized in Peru alongside teacher training and mentoring interventions. In Jordan, life skills were delivered in safe spaces, apprenticeships were facilitated with private sector partners and micro-employment opportunities made available for girls and young women through a digital freelance platform.

Four regional offices were allocated funds to provide technical assistance to country offices to advance programming, including supporting programme implementation and furthering the knowledge base through development of platforms, tools and guidance. Regional office allocations supported documentation and revision of parenting modules used in training programmes and workshops to contribute to the development of global public goods on gender-transformative parenting. They also supported a global learning series on girl-intentional approaches to skills-building; and a study of girls' access, interaction and use of digital spaces. The headquarters allocation supports the ongoing management, resource mobilization, visibility and continued learning and documentation of approaches applied through the Skills4Girls portfolio; communications and advocacy-related products highlighting country-level good practice, and mobilizing of new partnerships in this area.

Gender equality expenses in 2021

Note: Expenses are higher than the income received because expenses comprise of total allotments from regular resources and other resources (including balances carried over from previous years), whereas income reflects only earmarked contributions to Gender Equality in 2021. In 2021, total expenses for UNICEF programmes amounted to US\$6.33 billion.

UNICEF uses a gender equality marker (GEM) and gender tags to track resource allocations and expenditures in relation to gender-related programme results. These are applied to programme expenditures supported by both regular resources and 'other resources', including development and humanitarian programmes. The GEM and gender tags allow UNICEF to report on expenses used for both gender-transformative programming and gender-integration activities.

Gender-transformative expenditure is calculated by weighting the gender-tagged activities that fall under outputs where gender equality is the principal or a significant objective. Based on this formula, UNICEF expenditure on gender-transformative results in 2021 was US\$1.34 billion, or 21.1 per cent of total expenditure. This is higher than the 20.8 per cent reported in 2020, and the 14.2 per cent reported in 2019, and surpasses the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women United-Nations-SWAP benchmark of 15 per cent of programme expenditures to be spent on advancing gender equality. The higher reported expenditures are mostly due to better country reporting capabilities as a result of sustained technical capacity provided to country offices. Since targets have been met, UNICEF will tighten the formula over the next Gender Action Plan period to only reflect gender-transformative expenditures that have gender equality as a *principal* objective.

In addition, and as a new benchmark, UNICEF tracked gender expenditure for programming happening exclusively in emergency contexts. For 2021, the percentage of gender-transformative expenditures in emergency contexts was 15.7 per cent, also above the 15 per cent United-Nations-SWAP benchmark, largely the result of significant advocacy and capacity-building at the country level.

'Expenses' are recorded according to IPSAS standards and are accrual based. These are used for official financial reporting. 'Expenditures' are recorded on a modified cash basis. They are used for budget reporting, since they are aligned with cash disbursements and goods receipts (the way budgets are consumed).

FIGURE A1-10: Total expenses by strategic outcome area, 2021

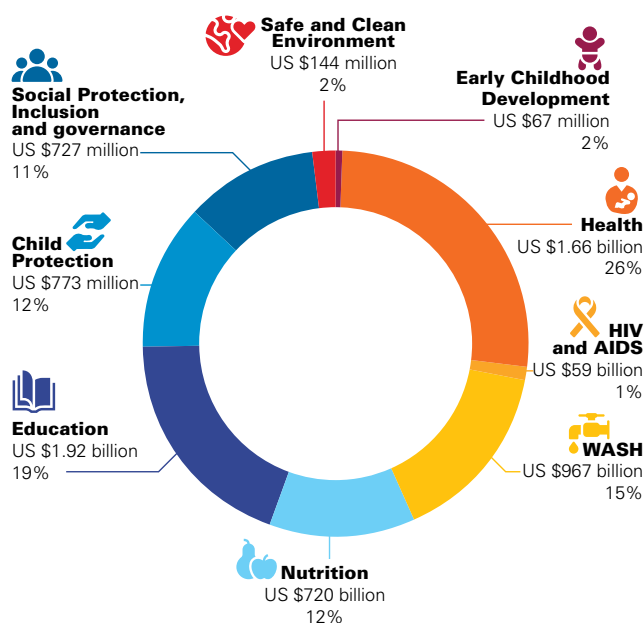
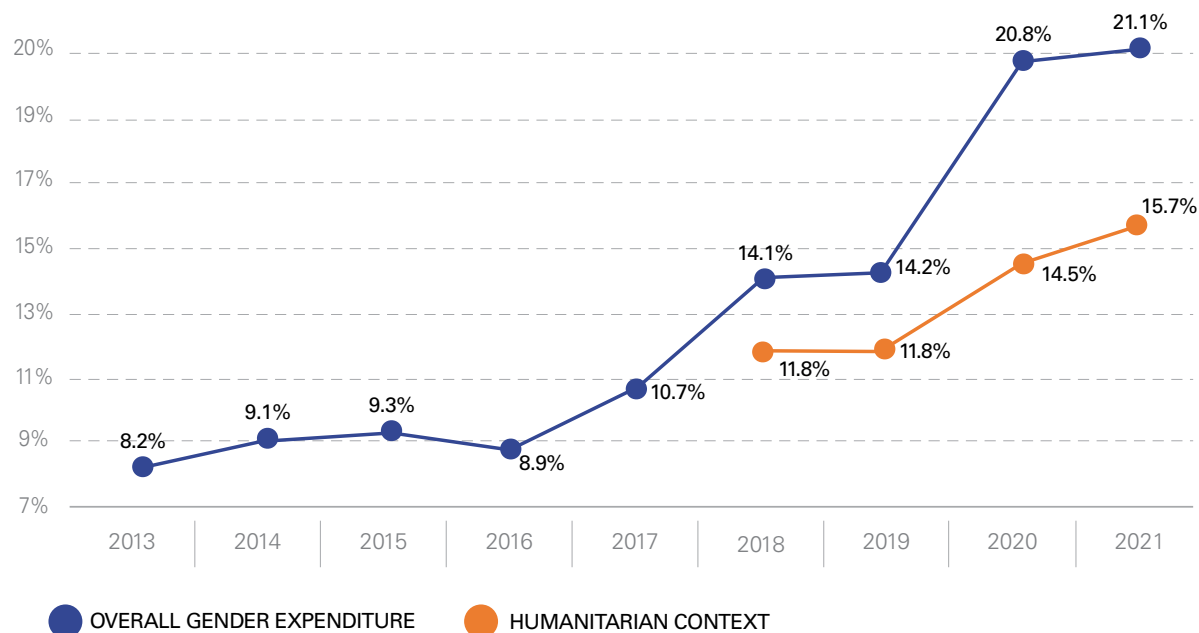


FIGURE A1-11: Historical trend of programme expenditures on gender-transformative results as a percentage of total expenditures, 2013–2021



By regional breakdown, gender-transformative programme expenditures were highest in the Middle East and North Africa at 41 per cent, followed by Europe and Central Asia at 33 per cent. The largest share of gender expenditure as a percentage of the total was on positive gender socialization at 22.2 per cent, followed by expenditure on addressing

gender-based violence at 13.6 per cent. Among the targeted priorities to empower adolescent girls, the largest programme expenditure was on promoting girls' secondary education and skills at 4.1 per cent, followed by addressing gender-based violence in emergencies at 3.8 per cent.

FIGURE A1-12: Programme expenditures on gender-transformative results by region, 2018–2021

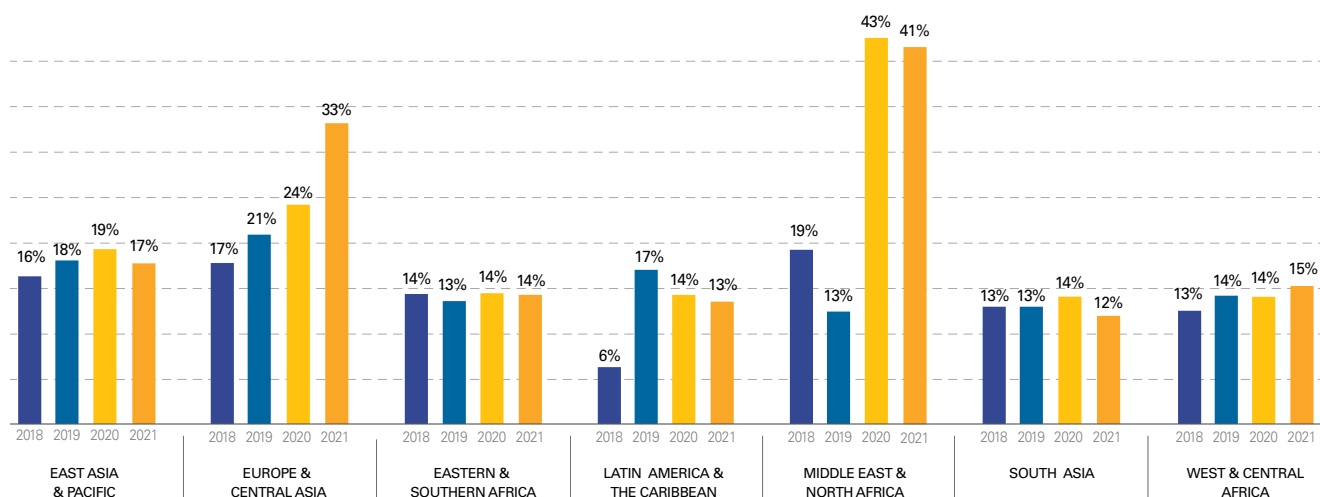
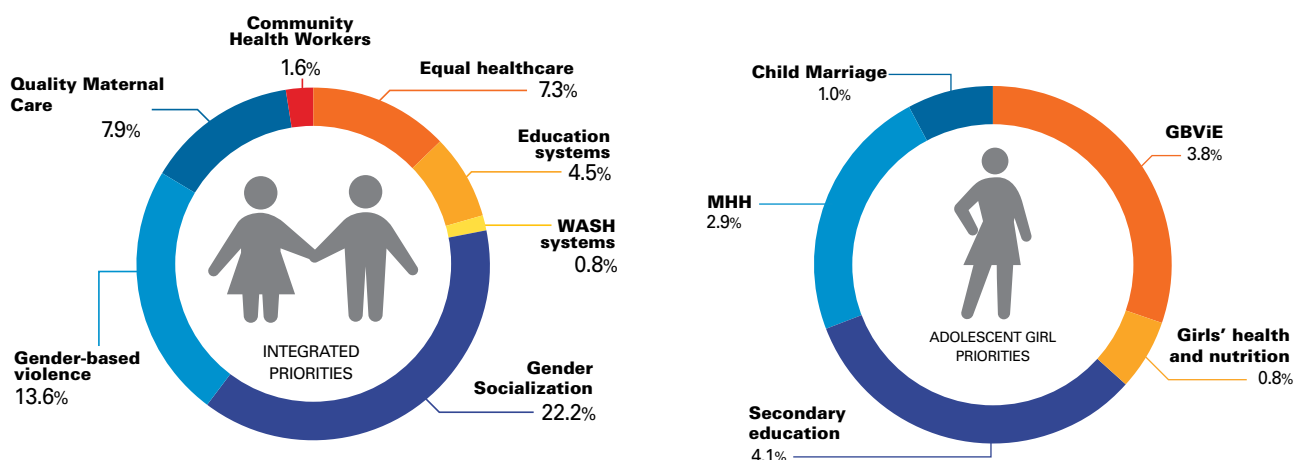


FIGURE A1-13: Breakdown of gender-transformative expenditure by Gender Action Plan priority result areas, 2021



The global thematic gender equality pool remains an invaluable, flexible source of funding for UNICEF gender equality programmes. A total of US\$2.46 million in global thematic gender equality funding, received in 2021, was allocated to 17 country offices, 4 regional offices and to UNICEF headquarters in 2021.

In 2021, the majority of global thematic funding for gender equality was allocated to two main areas: programmes to advance adolescent girls' education and skills development; and gender-transformative parenting and caregiving programmes.

About a quarter of thematic funds were used to scale up parenting programmes to transform discriminatory gender norms, including through capacity-building for front-line workers that focus on engaging parents and caregivers to promote positive gender roles and behaviours. About three-quarters of thematic funds were allocated to the Skills4Girls portfolio of programmes to empower adolescent girls by

advancing their education and skills through girl-driven solutions that address gaps in education access, learning and pathways to employment.

Incremental increases to the global thematic fund in recent years have been encouraging. However, the funding pool overall is limited, meaning that it remains a largely untapped vehicle for more strategically directing resources to where they are most needed, or where they can deliver the most value for money. Increased investment will be critical if UNICEF is to properly resource its goals to scale up and accelerate meaningful progress on gender equality that is transformative for women and girls. Over the next GAP 2022-2025 period, UNICEF is seeking to significantly intensify efforts to increase its thematic resource base for gender equality programmes, particularly for its global thematic gender equality pool, including exploring new partnerships with the private sector, philanthropic donors and governments.



DATA COMPANION & SCORECARD

to the UNICEF Gender Action Plan

April 2022

Selected indicators from the UNICEF Strategic Plan, 2018–2021



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A young Syrian girl from an informal tented settlement in Jizah, Amman, Jordan smiles during her online Arabic and math lessons, provided as part of the UNICEF-supported Makani programme of integrated services for vulnerable children.

Indicators on integrated gender results: gender equality for girls and boys, and gender equality in care and support for all children

Goal Area 1: Every child survives and thrives

Outcome indicators	Baseline	2018 value	2019 value	2020 value	2021 value	2021 target
1.1. Percentage of pregnant women receiving at least four antenatal visits	51%*	57%	60%	60%	64% (2010–2021) ^a	65%
1.2. Percentage of live births attended by skilled health personnel (home and facilities)	73%	76%	76%	78%	80% (2010–2021) ^a	79%
1.4. (a) Percentage of mothers receiving postnatal care	48%	57%	60%	61%	65%* (2010–2021) ^a	62%
1.12. Percentage of women with anaemia	35.6%	N/A	N/A	N/A ^b	32.6% (2019) ^a	28.9%
1.17. Percentage of girls and boys with severe acute malnutrition:						
(a) who are admitted for treatment and default, through UNICEF-supported programmes	9%	Total: 8% ^c Girls: 9% Boys: 9%	Total: 7% Girls: 7% Boys: 6%	Total: 7% Girls: 5% Boys: 5%	Total: 6% Girls: 5% Boys: 5%	<15%
(b) who are admitted for treatment and recover, through UNICEF-supported programmes	84%	Total: 82% Girls: 86% Boys: 88%	Total: 88% Girls: 90% Boys: 90%	Total: 89% Girls: 80% Boys: 82%	Total: 89% Girls: 82% Boys: 82%	>75%
1.18. Percentage of girls and boys living with HIV who receive antiretroviral therapy	Aged 0–14 years: 50%	50%	51%	54% ^d	56% (2020) ^a	81%
	Aged 10–19 years: 68%	68%	N/A	N/A ^e	55% (2020) ^a	81%
Output indicators	Baseline	2018 value	2019 value	2020 value	2021 value	2021 target
1.a.3. Number of countries implementing plans to strengthen quality of maternal and newborn primary health care (according to the quality, equity and dignity guidelines)	18	23	31	38	39	30
1.c.3. Number of countries that have institutionalized community health workers into the formal health system	21	24	25	25	25	25
1.c.4. Number of community health workers that underwent skills enhancement programmes to operationalize integrated community case management through UNICEF-supported programmes (cumulative indicator)	94 099	154 475	190 315	227 131	259 190	250 000

* The symbol (*) indicates that the data presented exclude China for the first star and India for the second.

^a Data refer to the most recent year available during the period specified in brackets.

^b Indicator value maintained by the World Health Organization.

^c Not all country offices provide sex-disaggregated data.

^d This indicator is based on data for 35 priority countries for HIV. Sex-disaggregated data are not collected or reported through national monitoring systems.

^e Data for the age group 10–19 years were available for only 16 countries and are therefore not representative of the global situation.

Output indicators	Baseline	2018 value	2019 value	2020 value	2021 value	2021 target
1.d.1. Percentage of pregnant women receiving iron and folic acid supplementation	33.9%	34.2%	36.6% ^f	37.3%	37.4%	41%
1.d.2. Number of countries that have integrated nutrition counselling into their pregnancy care programmes	47	57	68	71	73	70
1.e.1. Number of girls and boys with severe acute malnutrition who are admitted for treatment (humanitarian)	4.2 million	4.1 million	4.9 million	5.0 million	5.4 million	6.0 million
1.f.2. Number of adolescent girls and boys tested for HIV and received the result of the last test	Girls: 13.3 million	13.4 million	13.5 million	15.0 million	15.0 million	13.8 million
	Boys: 9.1 million	9.2 million	9.0 million	9.7 million	9.3 million	9.8 million
1.g.1. Number of countries with initiatives to strengthen availability of gender-responsive evidence for the All In framework for prevention of HIV	20	23	25	25	24	25
1.i.3. Number of countries with an inclusive, multisectoral and gender-responsive national plan to achieve targets for adolescent health and well-being	46	50	67	75	81	75

Goal Area 2: Every child learns

Outcome indicators	Baseline	2018 value	2019 value	2020 value	2021 value	2021 target
2.1. Percentage of countries with gender disparity:	Girls disadvantaged – Primary: 23%	25%	22%	21%	16% (2015–2020) ^a	18%
Girls are disadvantaged (GPI <0.97)	Lower secondary: 31%	23%	22%	25%	33%	26%
Boys are disadvantaged (GPI >1.03)	Upper secondary: 36%	35%	34%	30%	30%	28%
[GPI: gender parity index]	Boys disadvantaged – Primary: 25%	22%	27%	30%	37%	19%
	Lower secondary: 40%	45%	50%	33%	38%	30%
	Upper secondary: 45%	46%	48%	46%	51%	35%

^f The data should be interpreted with caution, as population coverage was below 50 per cent.

Goal Area 2: Every child learns

Outcome indicators	Baseline	2018 value	2019 value	2020 value	2021 value	2021 target
2.2. Adjusted net attendance rate of children from the poorest quintile in primary and lower and upper secondary education (SDG 4, targets 4.1 and 4.5) and attendance rate in early childhood education of children from the poorest quintile (SDG 4, target 4.2)	Early childhood education (ECE): 18%	20%	19%	20%	18% (2013–2021) ^a	30%
	Primary: Total: 69% Girls: 67% Boys: 71%	Total: 76% ^c Girls: 74% Boys: 77%	Total: 76% Girls: 75% Boys: 77%	Total: 74% Girls: 73% Boys: 76%	Total: 74% (2013–2020) ^a Girls: 73% Boys: 75%	75%
	Lower secondary: Total: 36% Girls: 36% Boys: 36%	Total: 45% Girls: 45% Boys: 45%	Total: 46% Girls: 46% Boys: 46%	Total: 45% Girls: 45% Boys: 45%	Total: 46% Girls: 45% Boys: 45%	44%
	Upper secondary: Total: 20% Girls: 19% Boys: 21%	Total: 29% Girls: 27% Boys: 31%	Total: 29% Girls: 28% Boys: 31%	Total: 29% Girls: 28% Boys: 30%	Total: 28% Girls: 27% Boys: 29%	28%
2.3. Gross enrolment rate in pre-primary education	Total: 44%	Total: 46%	Total: 47%	61%	59% (2015–2020) ^a	Total: 50%
	Girls: 44%	Girls: 45%	Girls: 46%	61%	58%	Girls: 50%
	Boys: 44%	Boys: 46%	Boys: 48%	62%	59%	Boys: 50%
2.4. Out-of-school rate for girls and boys of primary and lower secondary school age	Girls – Primary: 10%	9%	10%	9%	12% (2015–2020) ^a	7%
	Girls – Lower secondary: 18%	19%	18%	15%	20%	16%
	Boys – Primary: 9%	9%	8%	7%	9%	7%
	Boys – Lower secondary: 19%	19%	19%	15%	21%	16%
2.5. Percentage of countries showing improvement in learning outcomes	For girls: 62%	67%	55%	56%	59% (2012–2021) ^a	79%
	For boys: 60%	67%	49%	65%	69% (2012–2021) ^a	79%

Output indicators	Baseline	2018 value	2019 value	2020 value	2021 value	2021 target
2.a.1. Number of out-of-school girls and boys who participated in early learning, primary or secondary education through UNICEF-supported programmes (cumulative indicator)	Total: 22.8 million	34.7 million	52.2 million	100.2 million	148.8 million	60.0 million
	Girls: 10.0 million	14.9 million	23.4 million	42.0 million	62.9 million	30.0 million
	Boys: 10.5 million	15.7 million	24.4 million	43.6 million	63.9 million	30.0 million

Output indicators	Baseline	2018 value	2019 value	2020 value	2021 value	2021 target
2.a.3. Percentage of countries with gender-responsive education systems for access	25%	32%	38%	42%	38%	33%
2.a.5. Percentage of UNICEF-targeted girls and boys in humanitarian situations who participated in early learning, primary or secondary education through UNICEF-supported programmes (humanitarian)	Total: 64%	79%	60%	68%	51%	80%
	Girls: 95%	75%	67%	94%	50%	80%
	Boys: 100%	83%	69%	99%	52%	80%
2.b.4. Percentage of countries with gender-responsive teaching and learning systems	18%	31%	40%	42%	45%	49%
2.c.1. Number of girls and boys who participated in skills development programmes for learning, personal empowerment, active citizenship and/or employability through UNICEF-supported programmes (cumulative indicator)	Total: 3.2 million	5.2 million	9.4 million	17.1 million	50.4 million	12.5 million
	Girls: 1.5 million	2.5 million	4.8 million	7.9 million	23.8 million	6.5 million
	Boys: 1.4 million	2.2 million	3.7 million	7.1 million	23.3 million	6.0 million

Goal Area 3: Every child is protected from violence and exploitation

Outcome indicators	Baseline	2018 value	2019 value	2020 value	2021 value	2021 target
3.1. Percentage of girls and boys who have ever experienced any sexual violence and sought help from a professional: (SDG 16, target 2.3). (Percentage of girls aged 15–17 (years); data coverage insufficient to calculate an aggregate for boys)	5%	5%	4%	4%	4% ⁹ (2012–2019) ^a	10%
3.4. Percentage of women and men who believe that female genital mutilation/cutting (FGM/C) should be eliminated	Women: 69%	70%	70%	69%	69% (2011–2020) ^a	71%
	Men: 67%	66%	65%	64%	64% (2011–2020) ^a	67%

⁹ The 2021 update is a weighted average of 20 countries with available data, covering 39 per cent of the population of girls aged 15–17 years.

Output indicators	Baseline	2018 value	2019 value	2020 value	2021 value	2021 target
3.a.5. Prevention, risk mitigation and response services through UNICEF-supported programmes in humanitarian situations:						
(a)(i) Percentage of UNICEF-targeted girls and boys in humanitarian situations provided with community-based mental health and psychosocial support, including access to child-friendly spaces with intersectoral programming interventions	83%	83%	87%	91%	113%	80%
(a)(ii) Percentage of UNICEF-targeted parents and primary caregivers in humanitarian situations provided with community-based mental health and psychosocial support, including access to child-friendly spaces with intersectoral programming interventions	N/A	N/A	N/A	110%	81%	80%
(b) Percentage of UNICEF-targeted unaccompanied and separated girls and boys registered with family tracing and reunification services and family-based care or appropriate alternative services	54%	61%	58%	74%	123%	80%
(c) Percentage of UNICEF-targeted girls and boys recruited and used by armed forces and groups who have been released and reintegrated with their families and provided with adequate care and services	101%	100%	53%	53%	59%	80%
3.a.6. Percentage of UNICEF-targeted women, girls and boys in humanitarian situations provided with risk mitigation, prevention or response interventions to address gender-based violence through UNICEF-supported programmes	91%	103%	116%	98%	103%	80%
3.b.1. Number of girls and women who receive prevention and protection services that address FGM/C through UNICEF-supported programmes (cumulative indicator)	0.9 million	1.0 million	1.2 million	1.6 million	1.7 million	1.4 million
3.b.2. Number of people who participate in education, communication and social mobilization platforms promoting the elimination of FGM/C through UNICEF-supported programmes	6.2 million	7.0 million	8.5 million	16.4 million	10.2 million	7.8 million

Goal Area 4: Every child lives in a safe and clean environment

Outcome indicators	Baseline	2018 value	2019 value	2020 value	2021 value	2021 target
4.2. Number of additional people with access to safe drinking water services through UNICEF-supported programmes (cumulative indicator)	N/A	18.6 million	36.9 million	53.9 million	69.9 million	60.0 million
4.4. Number of additional people with access to basic sanitation services through UNICEF-supported programmes (cumulative indicator)	N/A	10.8 million	26.3 million	39.7 million	59.6 million	60.0 million

Output indicators	Baseline	2018 value	2019 value	2020 value	2021 value	2021 target
4.a.3. Percentage of UNICEF-targeted population in humanitarian situations provided with sufficient quantity of water of appropriate quality for drinking, cooking and personal hygiene (humanitarian)	95%	104%	100%	100%	95%	100%
4.b.1. (c) Number of health centres that have basic water, sanitation and hygiene (WASH) facilities through UNICEF-supported programmes (cumulative indicator)	1 557	3 355	6 696	12 309	16 699	10 000
4.b.4. Percentage of UNICEF-targeted population in humanitarian situations:						
(a) provided with access to appropriate sanitation facilities and living in environments free of open defecation	72%	82%	67%	58%	71%	88%
Women: 80%		69%	70%	59%	70%	N/A
Men: 83%		71%	71%	59%	73%	N/A
(b) provided with menstrual hygiene management services	80%	53%	68%	56%	47%	28%
(c) provided with access to appropriate WASH facilities for males and females and hygiene education in schools, temporary learning spaces and other child-friendly spaces	94% Women: 74% Men: 75%	116% Women: 125% Men: 111%	42% Women: 43% Men: 43%	104% Women: 93% Men: 98%	96% Women: 115% Men: 94%	82%

Goal Area 5: Every child has an equitable chance in life

Outcome indicators	Baseline	2018 value	2020 value	2021 value	2021 target
5.6. Percentage of countries where legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex ^h	N/A	N/A	N/A	N/A	N/A

Output indicators	Baseline	2018 value	2019 value	2020 value	2021 value	2021 target
5.d.1. Percentage of countries with at-scale programmes addressing gender-discriminatory roles and practices among children	23%	28%	35%	38%	50%	40%
5.d.2. Percentage of countries with at-scale capacity-development programmes for front-line workers that focus on gender equality	14%	25%	27%	36%	39%	35%

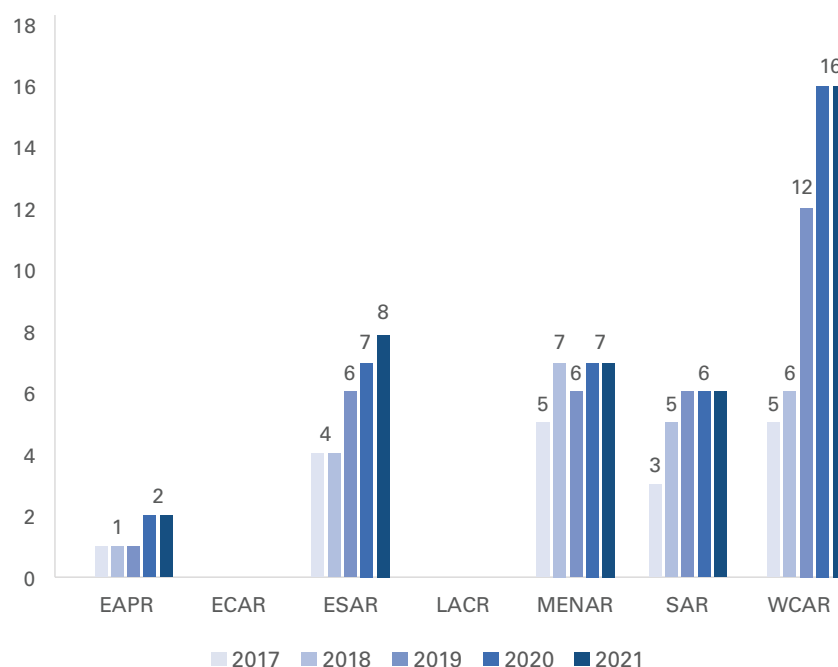
Impact	2019 value	2020 value	2021 value
W. Number of countries with high or very high levels of gender discrimination as defined by the Social Institutions and Gender Index (SIGI)	29	29	29

Equal health care and nutrition for girls and boys

1.a.3

Number of countries implementing plans to strengthen quality of maternal and newborn primary health care (UOC=52 ENAP countries)^b

2017 value	18
2018 value	23
2019 value	31
2020 value	38
2021 value	39
2021 target	30

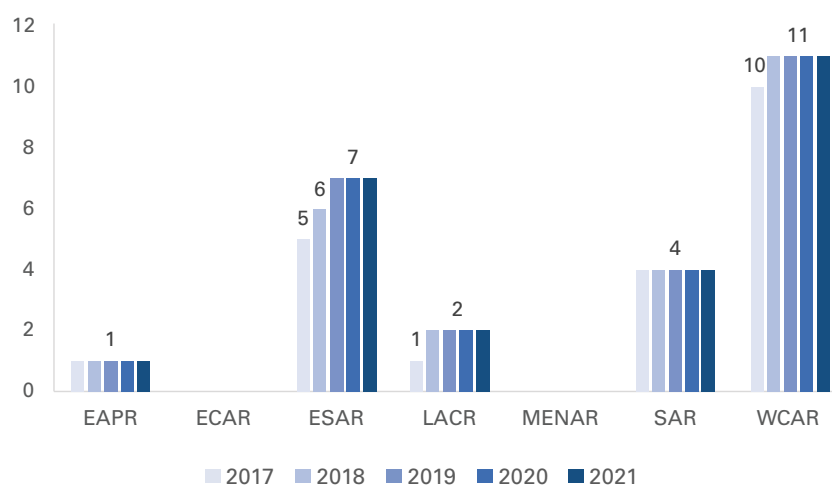


Gender equality in health systems and the workforce

1.c.3

Number of countries that have institutionalized community health workers into the formal health system (UOC=25 child health countries)

2017 value	21
2018 value	24
2019 value	25
2020 value	25
2021 value	25
2021 target	25



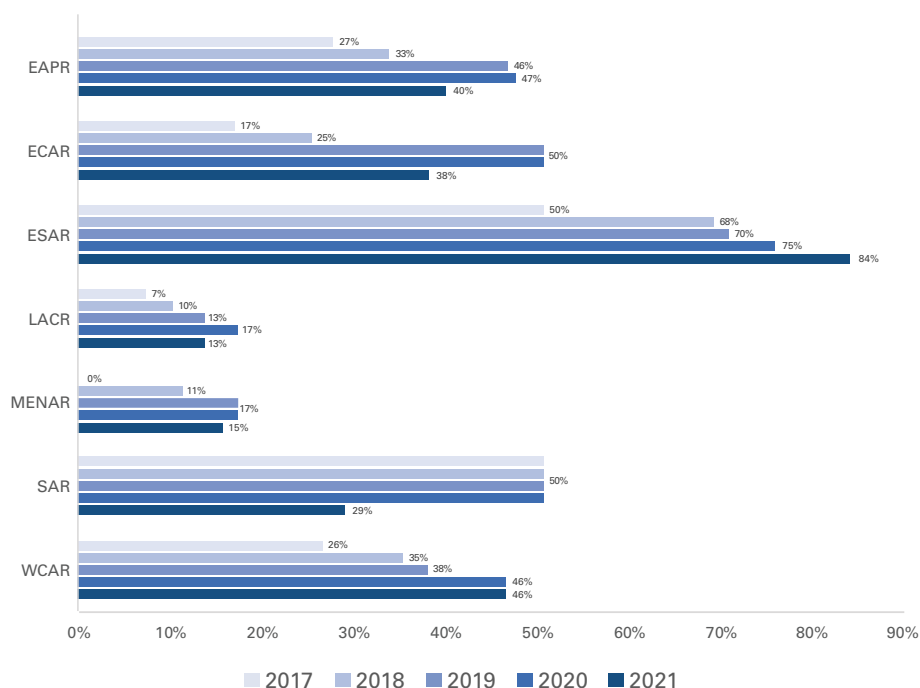
^b UOC: universe of countries
ENAP: Every Newborn Action Plan

Equality in education for girls and boys

2.a.3

Percentage of countries with gender-responsive education systems for access

2017 value	25%
2018 value	32%
2019 value	38%
2020 value	42%
2021 value	38%
2021 target	33%

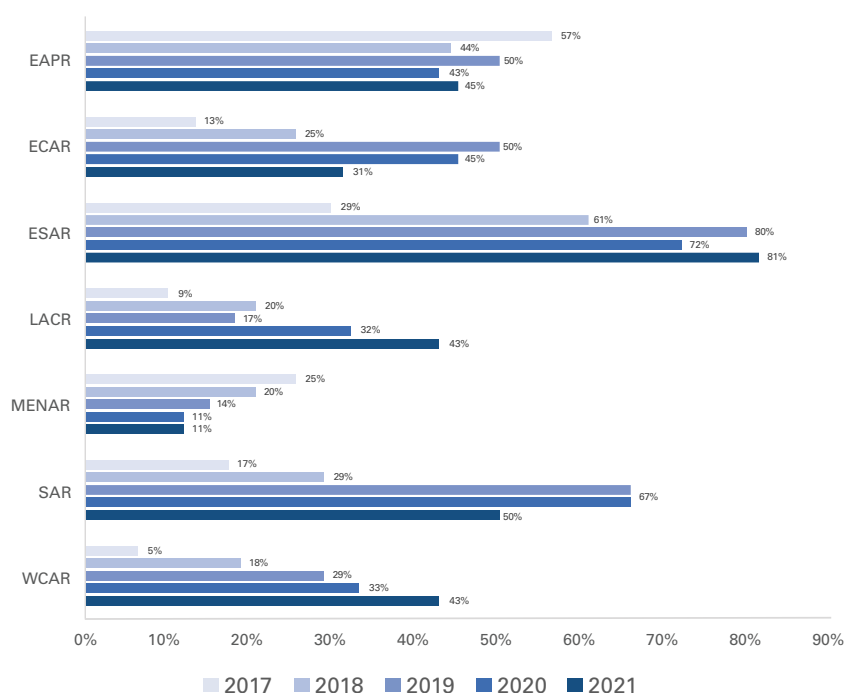


Gender equality in teaching and education systems

2.b.4

Percentage of countries with gender-responsive teaching and learning systems

2017 value	18%
2018 value	31%
2019 value	40%
2020 value	42%
2021 value	45%
2021 target	49% (52)

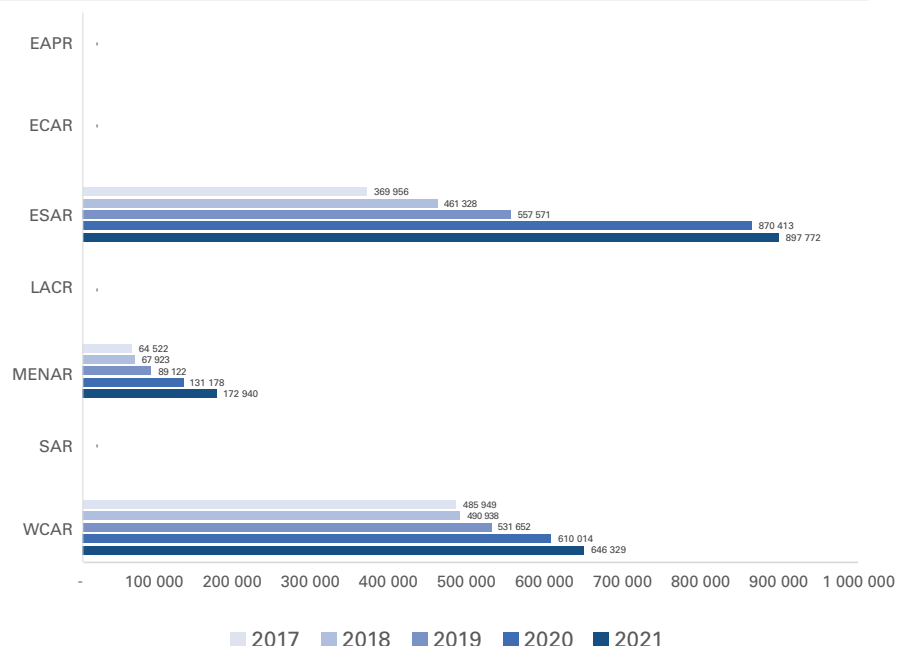


Addressing gender-based violence against girls, boys and women

3.b.1

Number of girls and women who receive prevention and protection services on FGM/C through UNICEF-supported programmes

2017 value	920 427
2018 value	1 020 189
2019 value	1 178 345
2020 value	1 611 105
2021 value	1 717 041
2021 target	1 400 000

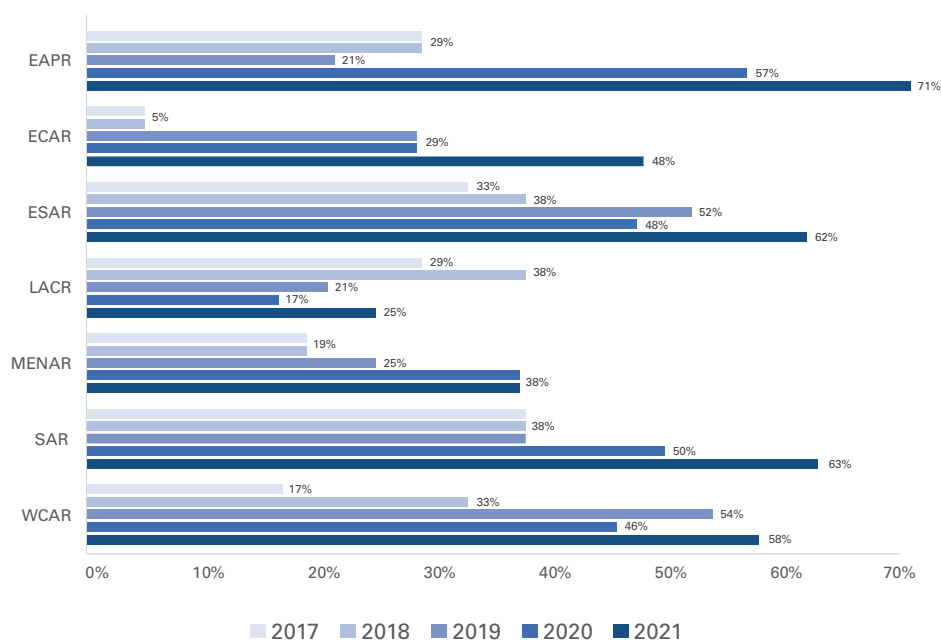


Positive gender socialization for girls and boys

5.d.1

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

2017 value	23%
2018 value	28%
2019 value	35%
2020 value	38%
2021 value	50%
2021 target	40%



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

Goal Area 1: Every child survives and thrives

Outcome indicators	Baseline	2018 value	2019 value	2020 value	2021 value	2021 target
1.1. Percentage of pregnant adolescent girls (aged 15–19 years) receiving at least four antenatal visits	52%	53%	52%	52%	52%	57%
1.4. Percentage of mothers (aged 15–19 years) receiving postnatal care	48%	55%	57%	59%	60%*	62%
1.21. Percentage of girls (aged 15–19 years) with anaemia	46%	46%	48% ^a	48% ^a	48.3% ^a (2014–2020)	38%
1.22. Percentage of live births attended by skilled health personnel (mothers aged 15–19 years)	67%	70%	71%	72%	73%* (2010–2021)	75%
1.23. Number of girls in target countries receiving the final dose of HPV vaccine per national schedule (SDG 3, indicator 3.b.1)	N/A	984 907	N/A	2.9 million	2.8 million (2020)	1.0 million

Output indicators	Baseline	2018 value	2019 value	2020 value	2021 value	2021 target
1.f.2. Number of adolescent girls tested for HIV and received the result of the last test	Girls: 13.3 million	13.4 million	13.5 million	15 million	15 million	13.8 million
	Boys: 9.1 million	9.2 million	9.0 million	9.7 million	9.3 million	9.8 million
1.g.1. Number of countries with initiatives to strengthen availability of gender-responsive evidence for the All In framework for prevention of HIV	20	23	25	25	24	25
1.i.1. Number of adolescent girls provided with services to prevent anaemia and other forms of malnutrition through UNICEF-supported programmes	22.6 million	27.9 million	26.6 million	10.9 million	40.5 million	70.0 million
1.i.2. Number of countries that have introduced the HPV vaccine into their national immunization schedules	3	4	8	N/A	18 (2020)	24

* The symbol (*) indicates that the data presented exclude China and India, respectively.

^a The data should be interpreted with caution, as population coverage was below 50 per cent.

Goal Area 2: Every child learns

Outcome indicators	Baseline	2018 value	2019 value	2020 value	2021 value	2021 target
2.2. Adjusted net attendance rate of children from the poorest quintile in lower and upper secondary education (SDG 4, targets 4.1 and 4.5) and attendance rate in early childhood education of children from the poorest quintile (SDG 4, target 4.2)	Lower secondary: Total: 36% Girls: 36% Boys: 36%	Total: 45% Girls: 45% Boys: 45%	Total: 46% Girls: 46% Boys: 46%	Total: 45% Girls: 45% Boys: 45%	Total: 46% Girls: 45% Boys: 45%	44%
	Upper secondary: Total: 20% Girls: 19% Boys: 21%	Total: 29% Girls: 27% Boys: 31%	Total: 29% Girls: 28% Boys: 31%	Total: 29% Girls: 28% Boys: 30%	Total: 28% Girls: 27% Boys: 29%	28%
2.4. Out-of-school rate for girls and boys of lower secondary school age	Girls: Lower secondary: 18%	19%	18%	20%	20%	16%
	Boys: Lower secondary: 19%	19%	19%	19%	21%	16%
2.5. Percentage of countries showing improvement in learning outcomes	For girls: 62%	67%	55%	56%	59% (2012–2021)	79%
	For boys: 60%	67%	49%	65%	69% (2012–2021)	79%
2.7. Percentage of adolescents not in employment, education or training	Female: 36%	37%	37%	38%	38%	32%
	Male: 9%	12%	14%	15%	16%	8%
Percentage of countries with transition rates from primary to lower secondary education above 75%	Girls: 88%	91%	92%	86%	N/A	93%
	Boys: 89%	92%	92%	89%	N/A	91%

Output indicators	Baseline	2018 value	2019 value	2020 value	2021 value	2021 target
2.a.1. Number of out-of-school girls and boys who participated in secondary education through UNICEF-supported programmes (humanitarian) (cumulative indicator)	Girls: 10 million	14.9 million	23.4 million	42.0 million	62.9 million	30.0 million
	Boys: 10.5 million	15.7 million	24.4 million	43.6 million	63.9 million	30.0 million
2.c.1. Number of girls and boys who participated in skills development programmes for learning, personal empowerment, active citizenship and/or employability through UNICEF-supported programmes (humanitarian) (cumulative indicator)	Total: 3.2 million	5.2 million	9.4 million	17.1 million	50.4 million	12.5 million
	Girls: 1.5 million	2.5 million	4.8 million	7.9 million	23.8 million	6.5 million
	Boys: 1.4 million	2.2 million	3.7 million	7.1 million	23.3 million	6.0 million
2.c.2. Percentage (or number) of countries with systems that institutionalize gender-equitable skills for learning, personal empowerment, active citizenship and/or employability	6%	16%	23%	27%	28%	36% (34)

Goal Area 3: Every child is protected from violence and exploitation

Outcome indicators	Baseline	2018 value	2019 value	2020 value	2021 value	2021 target
3.5. Number of adolescent girls receiving prevention and care interventions to address child marriage through UNICEF-supported programmes	635 000	4.9 million	5.7 million	6.0 million	7.6 million	7.5 million

Output indicators	Baseline	2018 value	2019 value	2020 value	2021 value	2021 target
3.a.6. Percentage of UNICEF-targeted women, girls and boys in humanitarian situations provided with risk mitigation, prevention or response interventions to address gender-based violence through UNICEF-supported programmes	91%	103%	116%	98%	103%	80%
3.b.3. Number of countries implementing a costed national action plan or strategy to end child marriage	8	15	24	31	32	25

Goal Area 4: Every child lives in a safe and clean environment

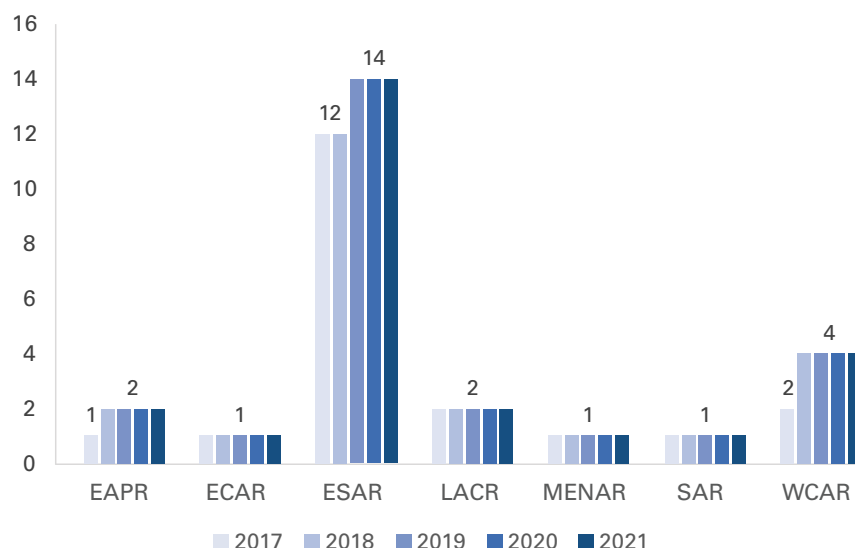
Output indicators	Baseline	2018 value	2019 value	2020 value	2021 value	2021 target
4.b.1. Number of institutions through UNICEF-supported programmes (cumulative):						
(a)(i) Schools with separate sanitation facilities for girls and boys delivered through direct UNICEF support	N/A	N/A	13 012	16 838	21 112	20 000
(a)(ii) Schools with separate sanitation facilities for girls and boys delivered through substantive UNICEF support to WASH sector systems	N/A	N/A	N/A	70 518	88 968	40 000
(b) Schools with menstrual hygiene management services	3 576	17 949	38 444	48 440	58 977	50 000

Equal health care and nutrition for girls and boys

1.g.1

Number of countries with initiatives to strengthen availability of gender-responsive evidence for the All In framework for prevention of HIV

2017 value	20
2018 value	23
2019 value	25
2020 value	25
2021 value	24
2021 target	25

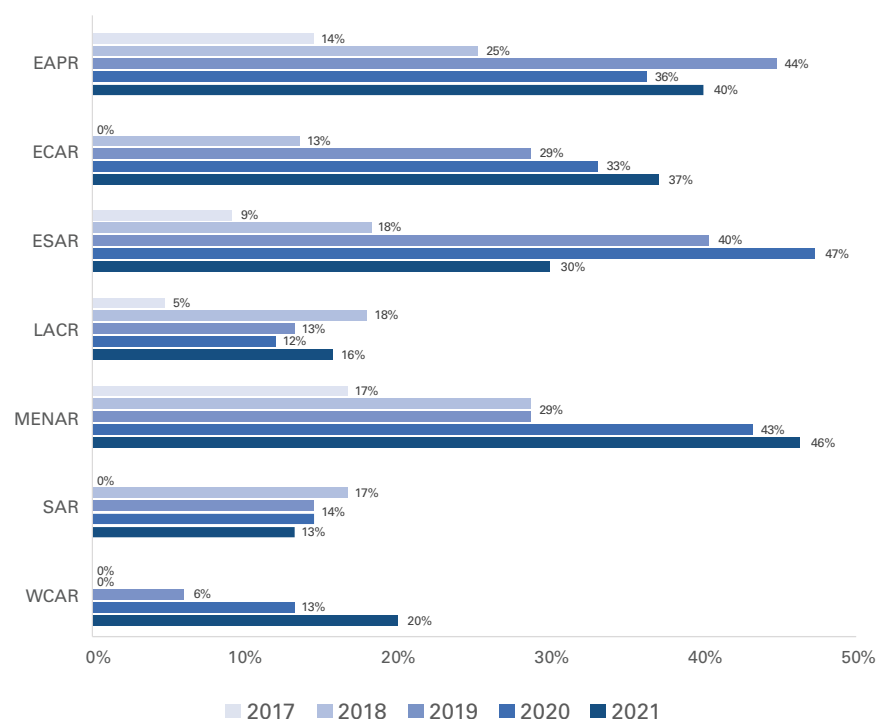


Girls' secondary education and skills

2.c.2

Percentage (and number) of countries with systems that institutionalize gender-equitable skills for learning, personal empowerment, active citizenship and/or employability

2017 value	6%
2018 value	16%
2019 value	23%
2020 value	27%
2021 value	28%
2021 target	36% (34)

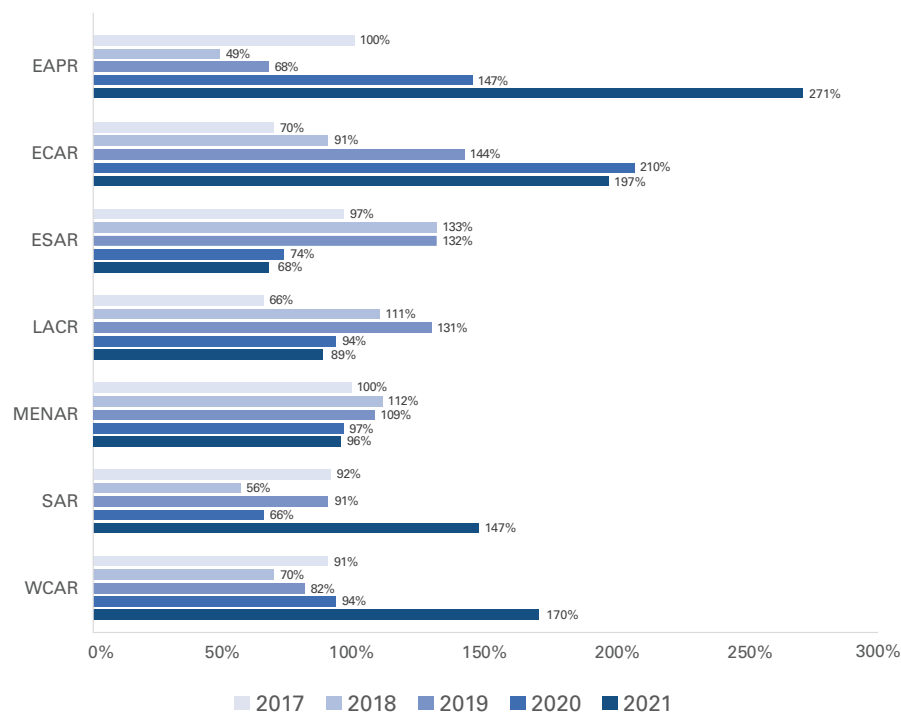


Gender-based violence in emergencies

3.a.6

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

2017 value	91%
2018 value	103%
2019 value	116%
2020 value	98%
2021 value	103%
2021 target	80%

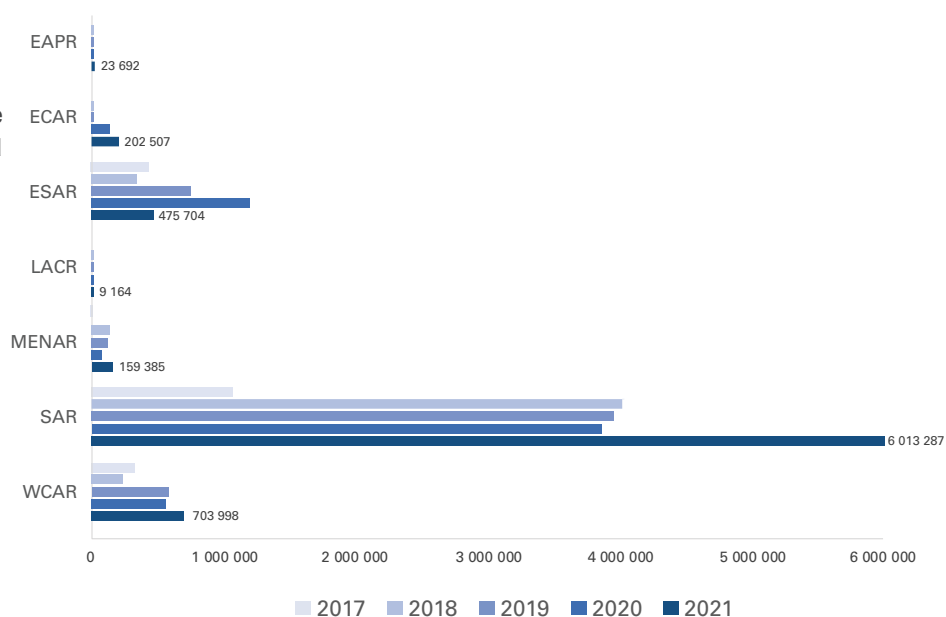


Child marriage and early unions

3.5

Number of adolescent girls receiving prevention and care interventions to address child marriage through UNICEF-supported programmes (UNFPA, UN-Women)

2017 value	1 636 380
2018 value	4 885 059
2019 value	5 678 481
2020 value	6 029 949
2021 value	7 587 737
2021 target	7 475 000



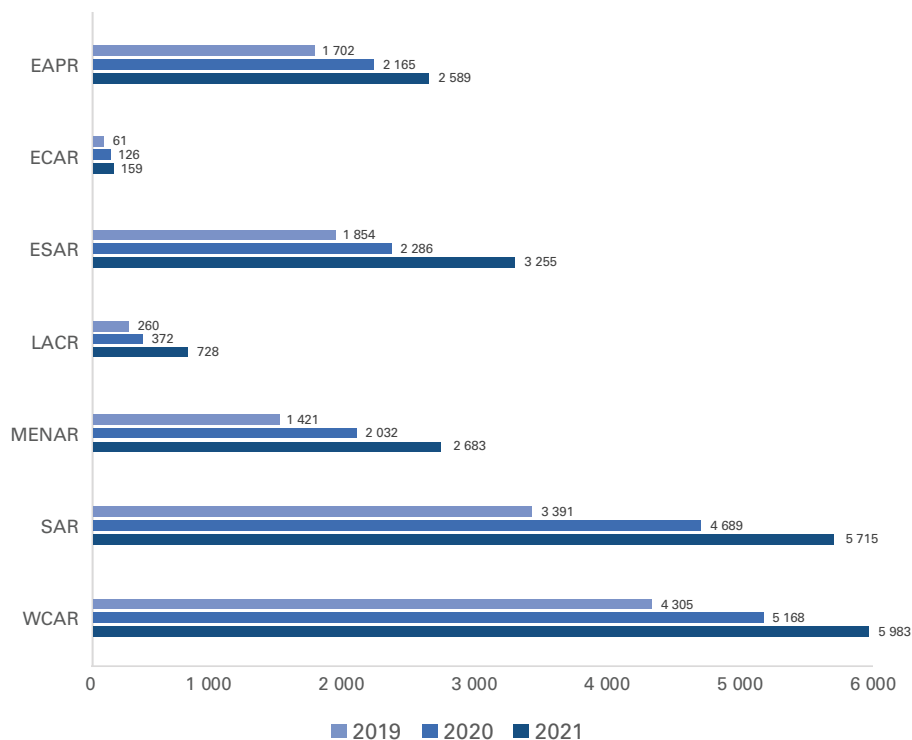
Dignified menstrual health and hygiene

4.b.1

Number of institutions:

(a)(i) schools with separate sanitation facilities for girls and boys, delivered through direct UNICEF support

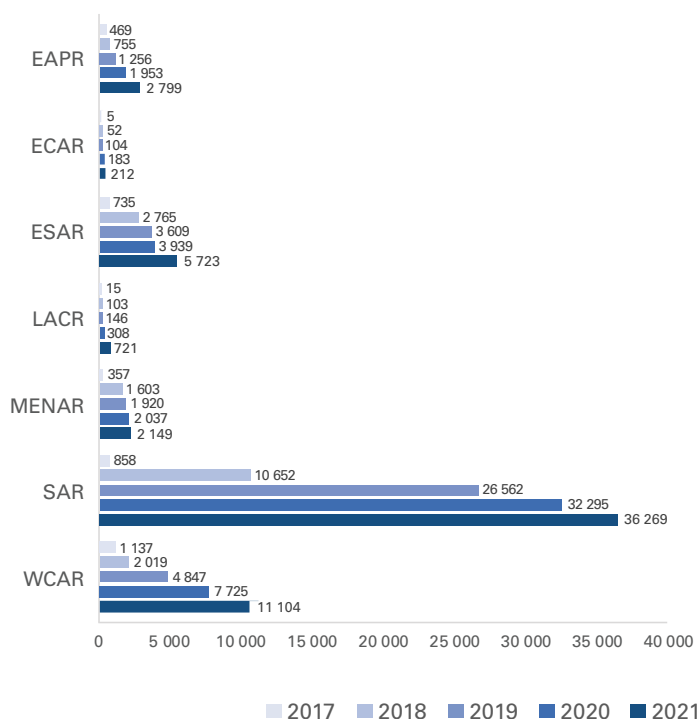
2019 value	13 012
2020 value	16 838
2021 value	21 112
2021 target	20 000



Number of institutions:

(b) schools with menstrual hygiene management services through UNICEF-supported programmes

2017 value	3 576
2018 value	17 949
2019 value	38 444
2020 value	48 400
2021 value	58 977
2021 target	50 000



Gender in programme strategies and institutional systems

Output indicators	Baseline	2018 value	2019 value	2020 value	2021 value	2021 target
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Change strategies

H2.a.1. Percentage of United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women minimum standards met or exceeded	73%	76%	82%	88%	88%	87%
H2.a.2. Percentage of country offices that conducted a gender analysis as part of country programme document (CPD) development	39%	43%	55%	59%	64%	77%
Percentage of CPDs approved in the reporting year that meet or exceed standard of excellence on gender equality	N/A	83%	76%	86%	79%	80%
H2.a.3. Percentage of country offices that meet organizational standards on gender mainstreaming in programme implementation	53%	49%	62%	70%	76%	80%
H5.a.3. Number of additional countries that meet organizational benchmarks for at least two family-friendly policies that include both the public and private sectors	N/A	N/A	N/A	6	13	3

Organizational effectiveness and efficiency (ENABLERS)

E3.a.1. Percentage of female staff among:^a

International Professional staff

b) P2	60%	60%	59%	62%	64%	54%
e) P5	44%	44%	42%	44%	48%	50%

National staff

g) NO-B	43%	43%	45%	45%	46%	50%
i) NO-D	49%	51%	48%	48%	53%	50%

High-level posts

k) D1	43%	40%	47%	50%	49%	50%
l) D2	57%	58%	51%	48%	47%	50%
m) ASG and USG	40%	80%	50%	60%	60%	60%

General Service staff

n) G2	4%	4%	4%	4%	5%	8%
o) G3	10%	11%	9%	9%	7%	15%
q) G5	67%	67%	68%	67%	67%	50%

E3.b.3. (b) Percentage of relevant staff who have completed relevant learning programmes on gender-responsive programming^b

Percentage of expenditures on programming with a primary focus on gender equality	11%	14%	14%	20%	23.5%	15 %
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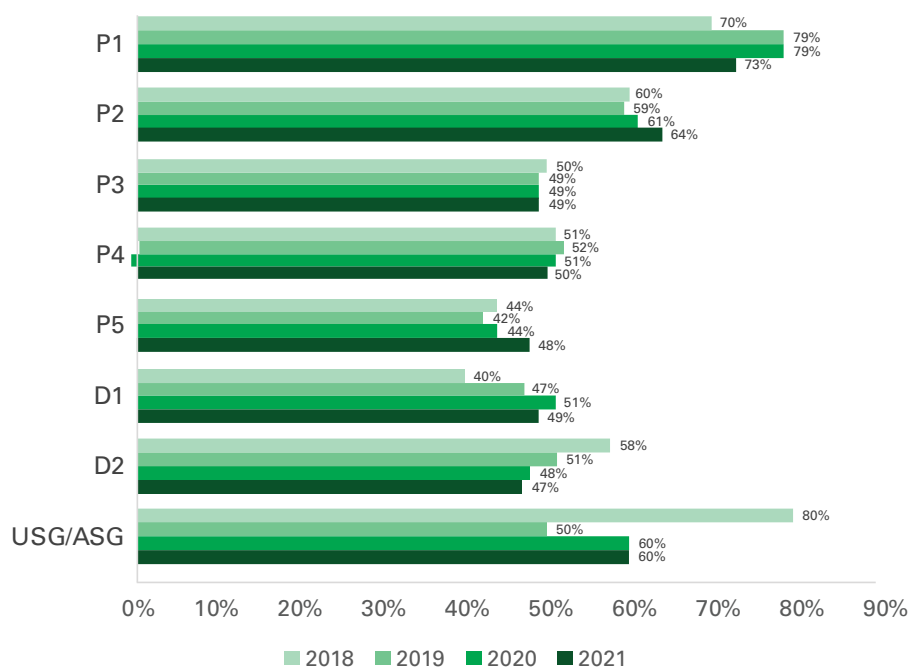
^a Staff categories: P = Professional level; NO = National Officer; D = Director level; ASG = Assistant Secretary-General; USG = Under-Secretary-General; and G = General Service.

^b Relevant staff are those who are considered to be gender focal points.

Gender parity

E3.a.1

Percentage of female staff

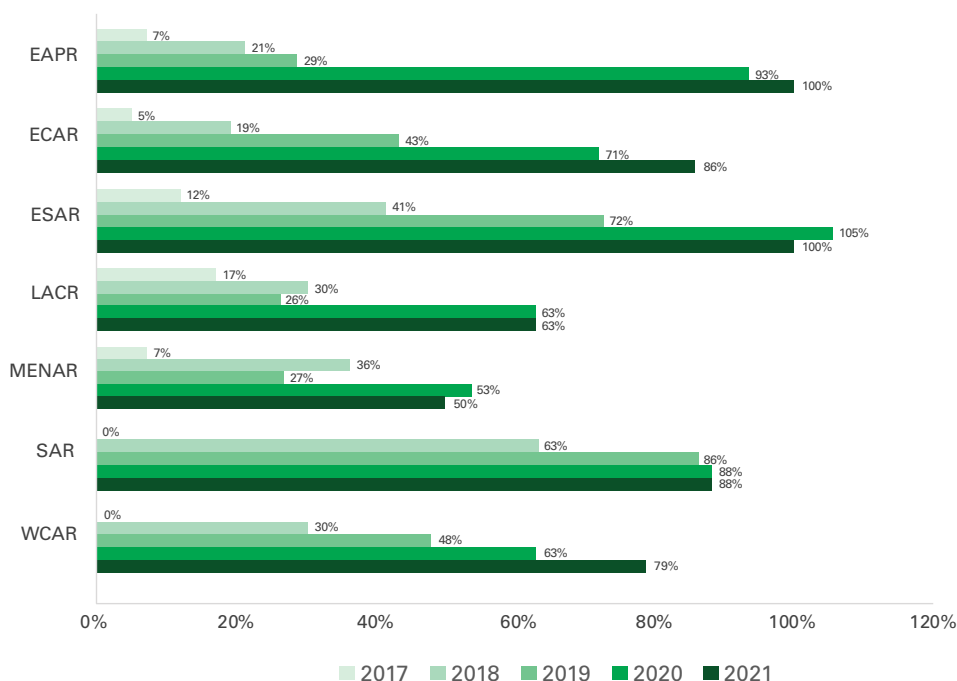


Gender capacity-building

E3.b.3

Percentage of relevant staff who have completed relevant learning programmes, including (b) gender-responsive programming^c

2017 value	8%
2018 value	32%
2019 value	64%
2020 value	75%
2021 value	84%
2021 target	80%



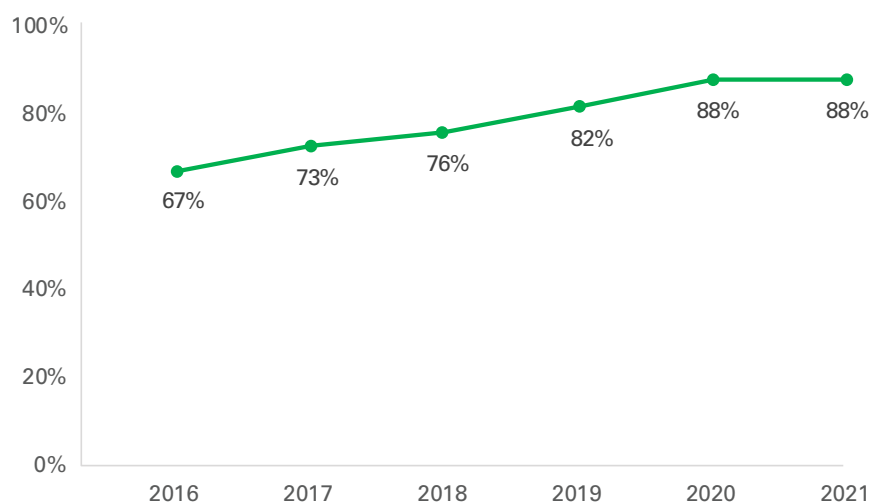
^c Relevant staff are those who are considered to be gender focal points.

Accountability through inter-agency reporting framework

H2.a.1

Percentage of United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women minimum standards met or exceeded

2016 baseline	73%
2017 value	73%
2018 value	76%
2019 value	82%
2020 value	88%
2021 value	88%
2021 target	87%



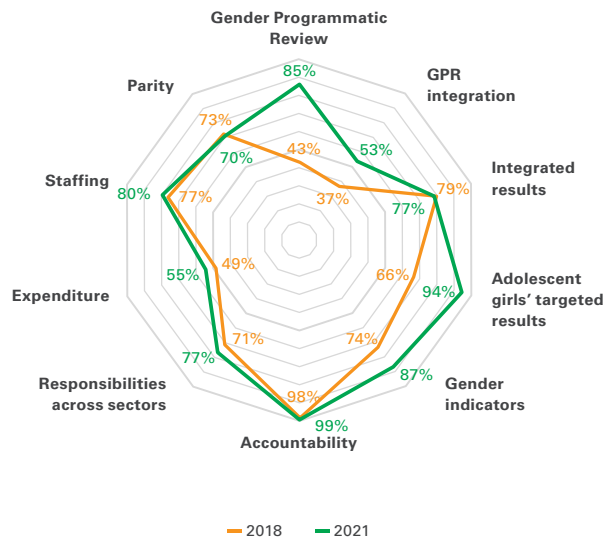
Organizational effectiveness and efficiency (enablers)

The Gender Action Plan institutional and implementation benchmarks track country-level gender analysis, the implementation of gender priority results, monitoring, resourcing, capacity and accountability. The Gender Action Plan implementation benchmarks measure whether a country office meets organizational standards for the implementation of the Plan at the country level. Data are sourced from the strategic monitoring questions and the VISION ERP software.

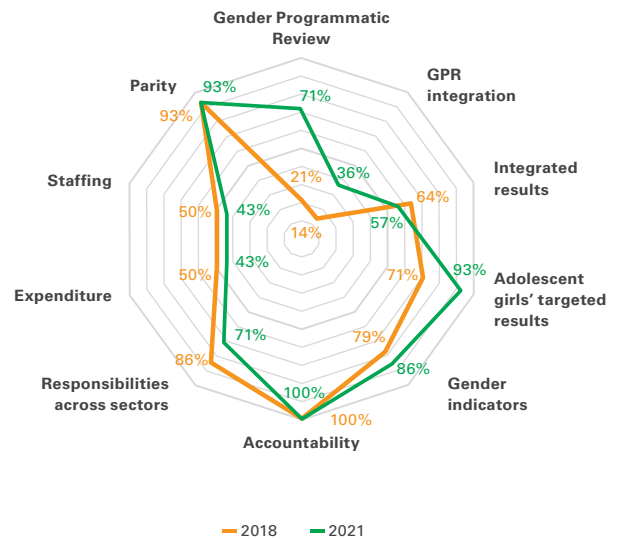
The Gender Action Plan institutional and implementation benchmarks are as follows:

1. Gender programmatic review
2. Gender integration into country programme documents (CPDs) and programme strategy notes
3. Identification of gender results in CPD results and resources framework:
 - 3 (a) integrated results, and
 - 3 (b) adolescent girls' priorities
4. Gender-tagged standard indicators
5. Accountability structure for implementing gender priorities
6. Definition of responsibility for gender results
7. Gender expenditure
8. Gender staffing
9. Gender parity

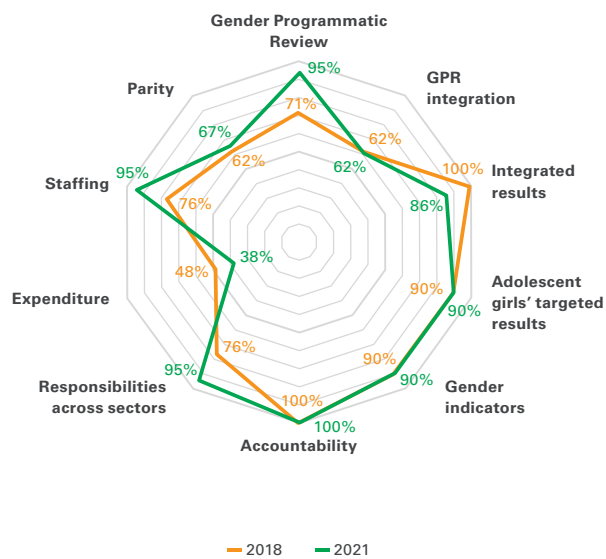
Global



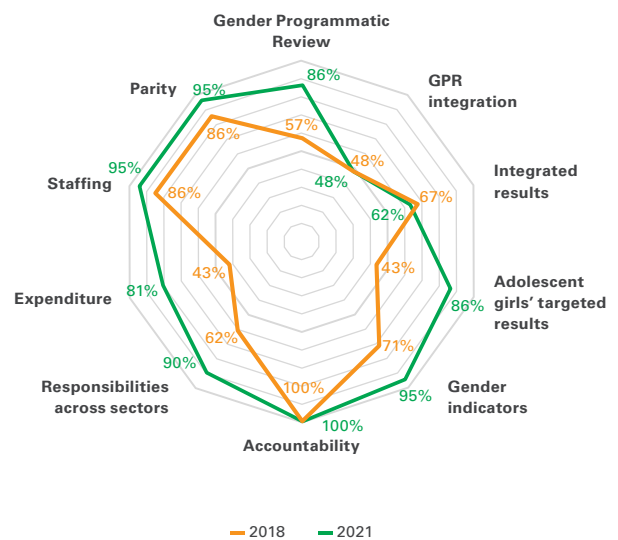
East Asia and the Pacific



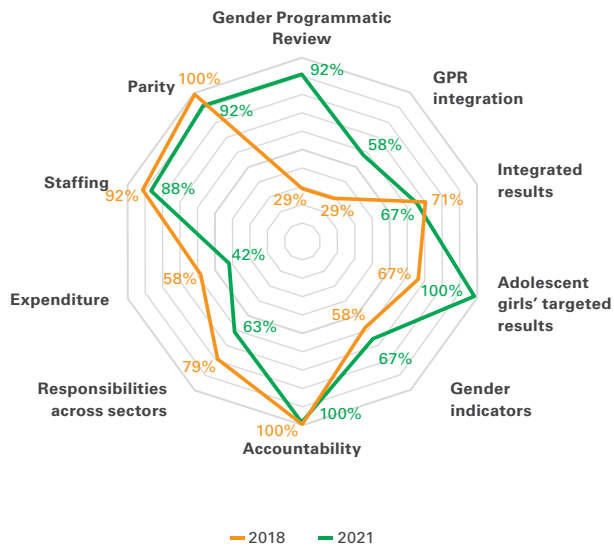
Eastern and Southern Africa



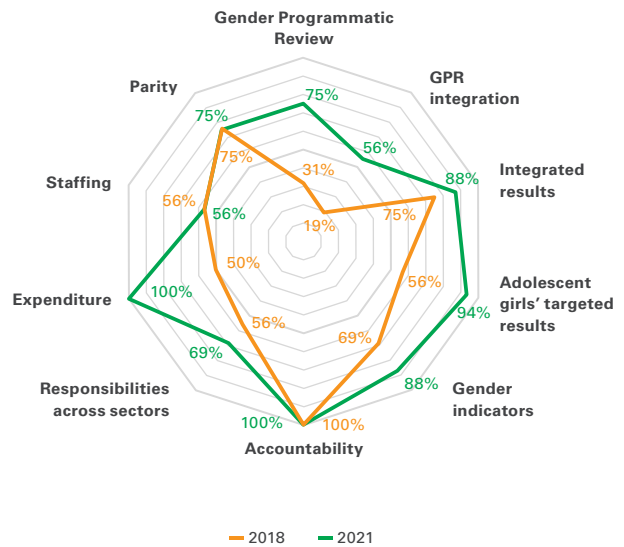
Europe and Central Asia



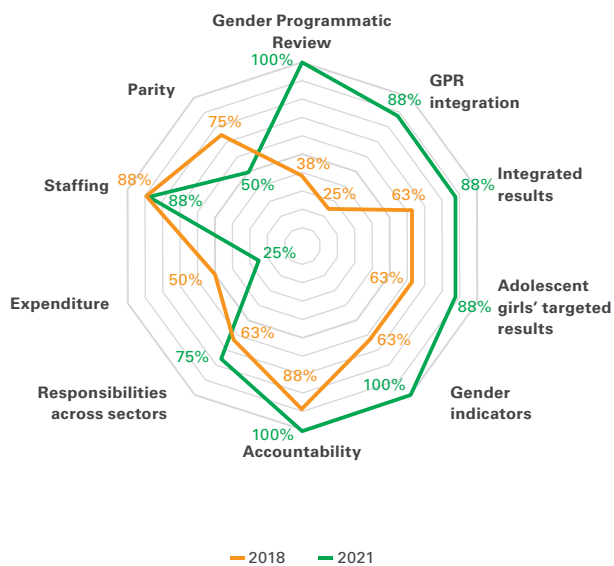
Latin America and Caribbean



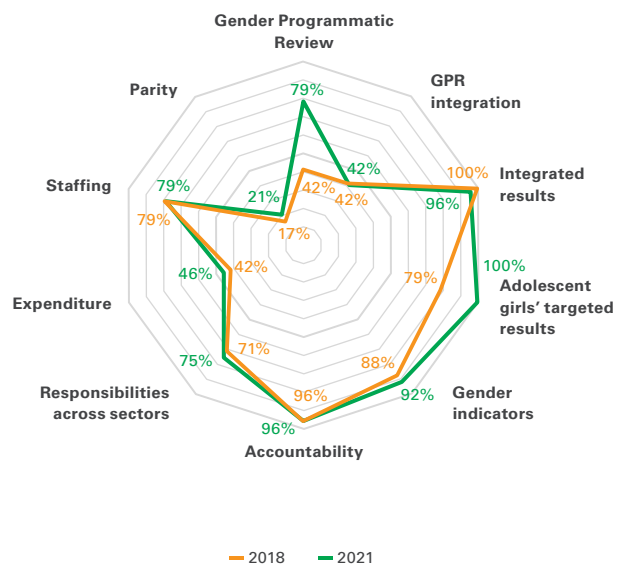
Middle East and North Africa



South Asia

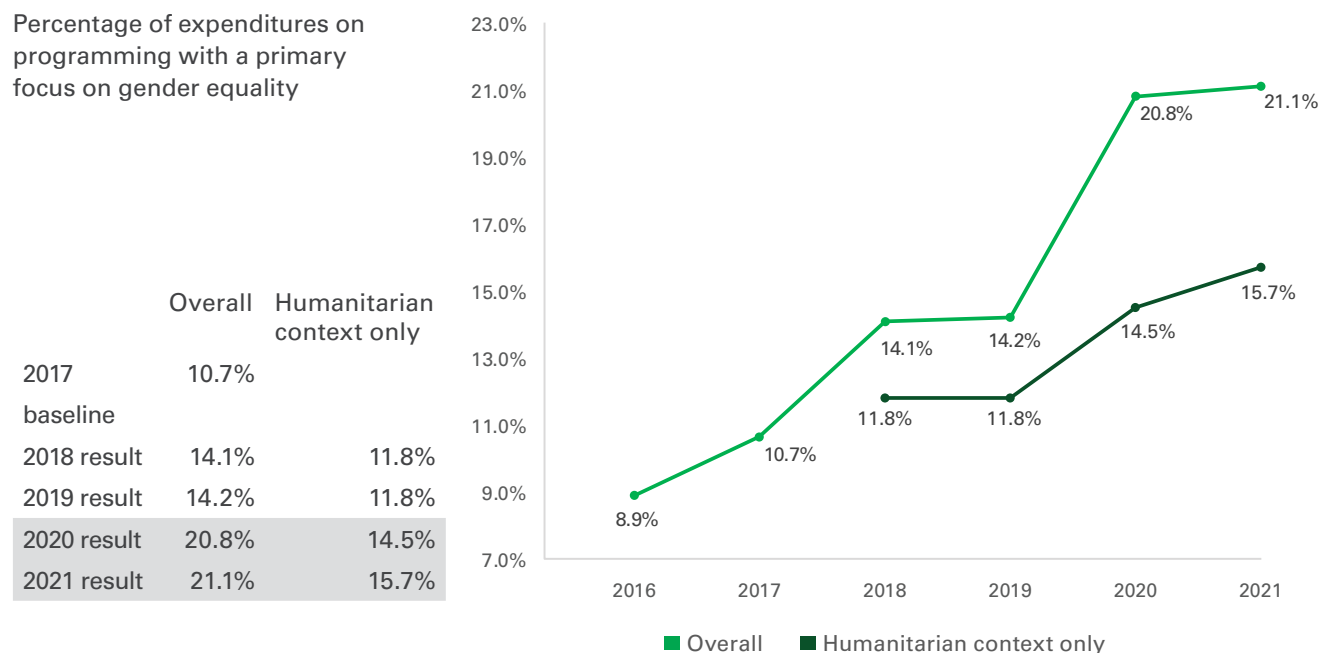


West and Central Africa



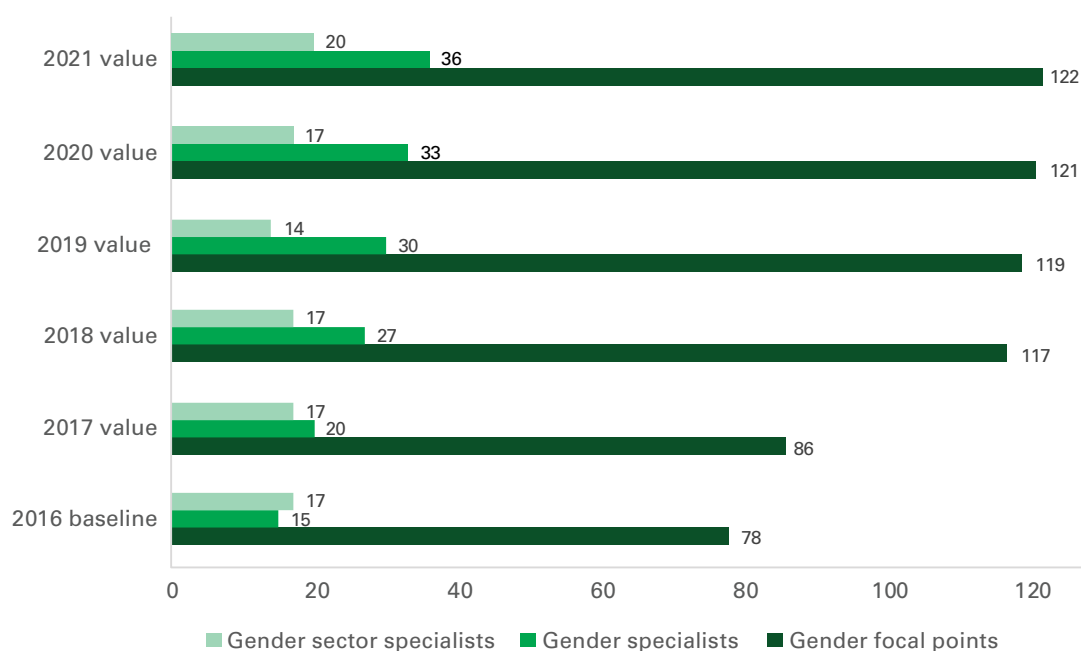
Programme expenditures on gender results

Percentage of expenditures on programming with a primary focus on gender equality



Gender staffing and capacity across the organization

Number of staff occupying gender-related positions





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A child uses the Khang Panya Lao (a digital teaching and learning platform) launched by UNICEF in Lao People's Democratic Republic.



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