

Gender Policy Progress Report Data Annex on Selected Indicators

Executive Board Informal Consultation
24 May 2011

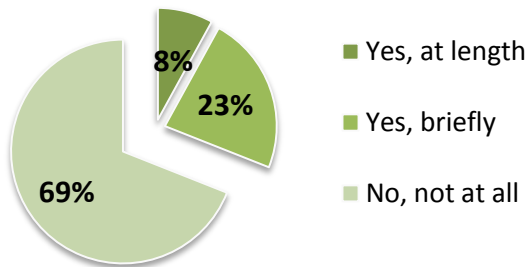
UNICEF – Policy and Practice

1) Proportion of surveyed staff who report that their Key Assignments include explicit attention to gender mainstreaming. Target 80 per cent by 2012. MOV: Annual Zoomerang Survey

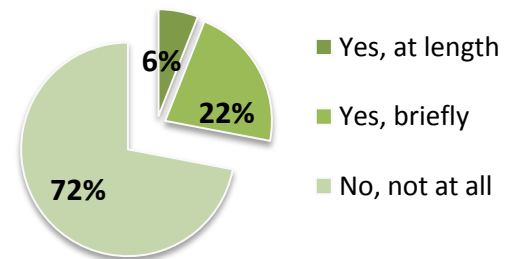
Question in survey (2010): In your last performance review with your supervisor, were gender equality issues specifically discussed as part of your performance and required competence?

Response	Number	Percent
Yes, discussed at length	66	6
Yes, briefly	233	22
No, not discussed at all	783	72
Total	1082	100

All respondents - 2009



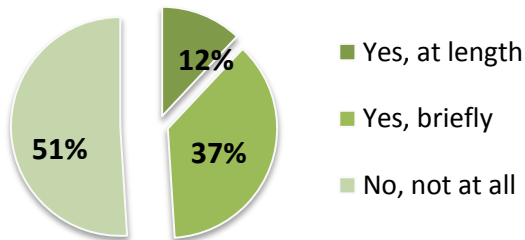
All respondents - 2010



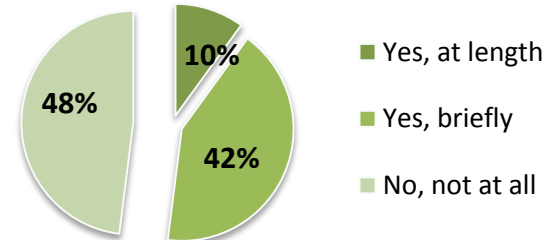
Question in survey (2010): If you supervise staff, were gender equality issues explicitly discussed with your supervisees as part of their most recent performance and required competence?

Response	Number	Percent
Yes, discussed at length	52	6
Yes, briefly	213	23
No, not discussed at all	242	26
I do not supervise staff	420	45
Total	927	100

All respondents - 2009



All respondents - 2010

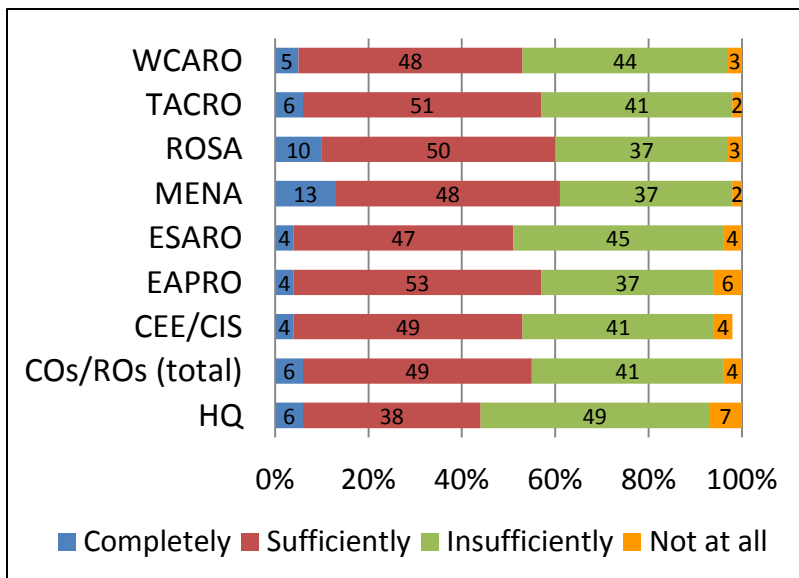


2) Proportion of UNICEF professional staff who self-assess as competent to mainstream gender equality into their work. Target: 75 per cent by 2012. MOV: Annual Zoomerang Survey

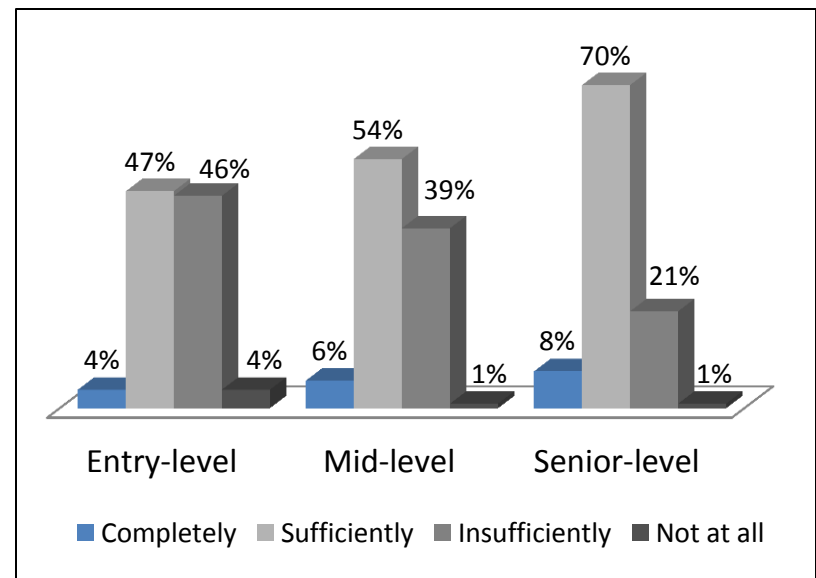
Question in survey (2010): To what extent do you feel that you have the necessary knowledge and skills to incorporate gender equality issues in your work?

Response	Number	Percent
Completely	60	6%
Sufficiently	514	48%
Insufficiently	464	43%
Not at all	44	4%
Total	1082	100%

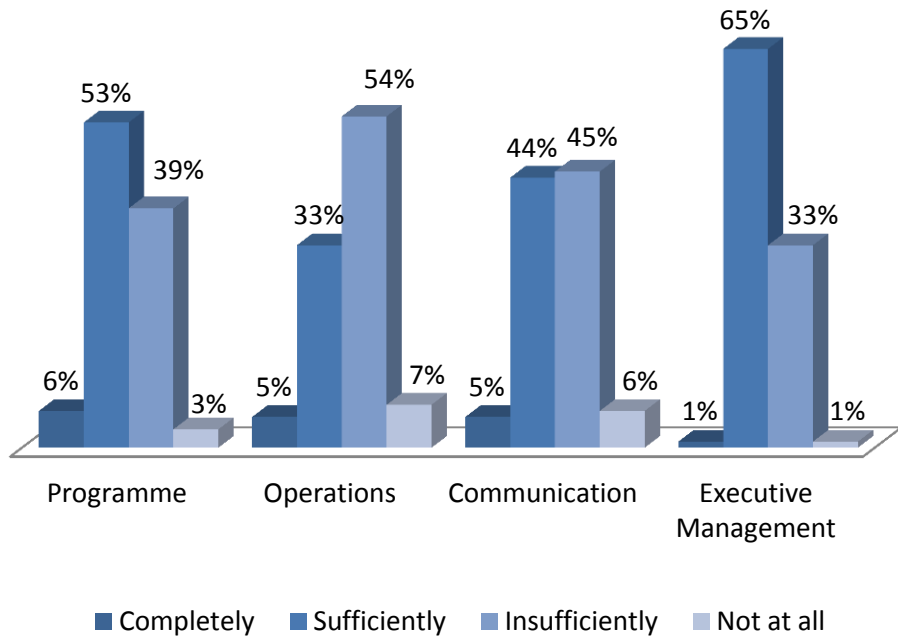
By region and HQ



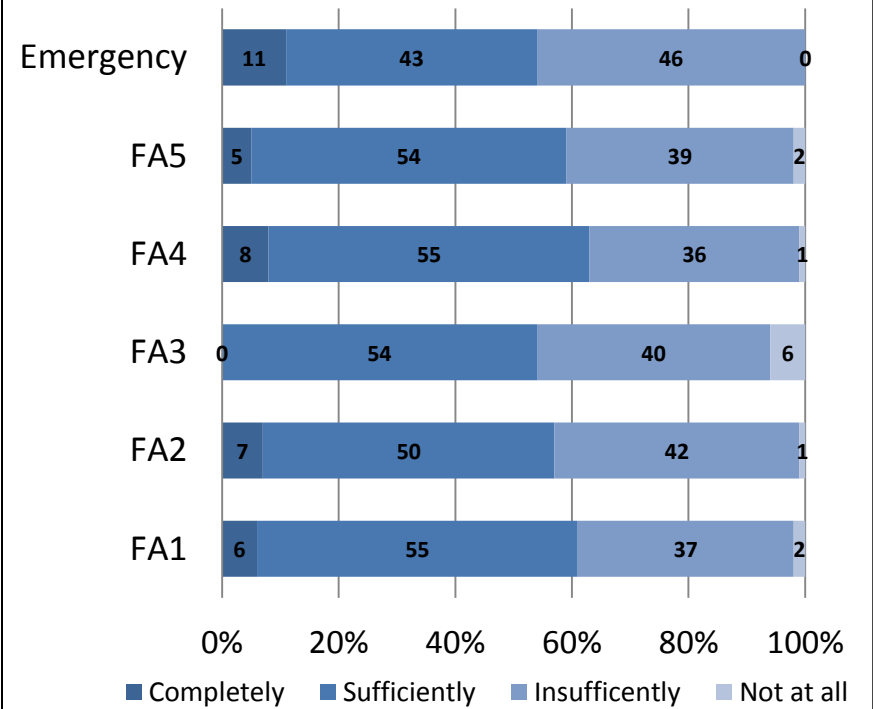
By level



By functional area



By programmatic area

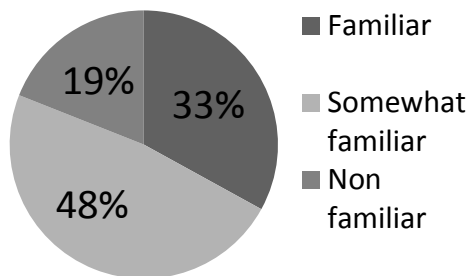


3) Proportion of professional staff who self-assess as familiar with the Gender Policy and its implications for themselves and senior management in their office. Target: 80 per cent. MOV: Annual Zoomerang Survey

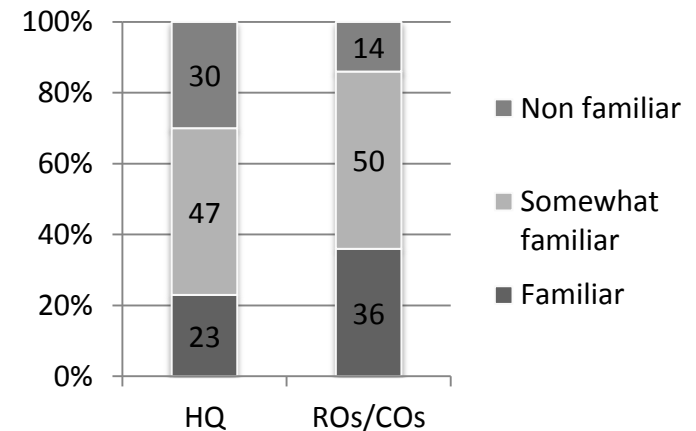
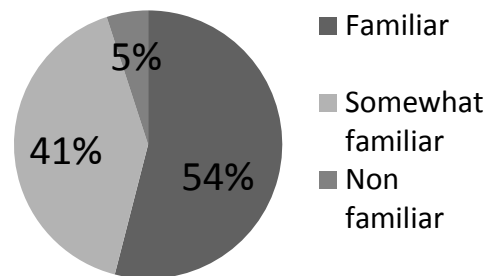
Question in survey (2010): How familiar are you with the draft UNICEF Policy on Gender Equality and the Empowerment of Girls and Women?

Response	Number	Per cent
Familiar	355	33
Somewhat familiar	517	48
Unfamiliar	210	19
Total	1082	100

Total respondents



Senior-level staff



Question in survey (2010): Do you understand the implications of this draft Policy in the management of your office/document?

Response	Number	Per cent
Yes	669	62
No	413	38
Total	1082	100

4) Proportion of countries with up-to-date gender reviews/audits and evidence of follow up on gender audit recommendations. Target: 75 per cent by 2012. MOV: Country Office Annual Reports (New SMQ)

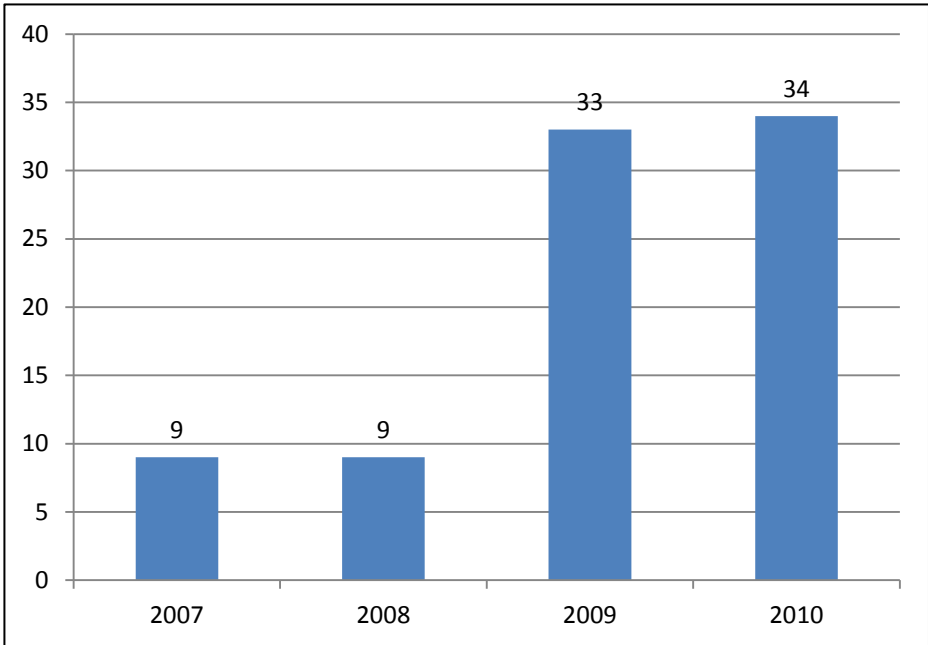
Number of country programmes for which a gender review or self-assessment has been conducted in the last 4 years*

Region	No. of Country Programmes	2007	2008	2009	2010
CEE/CIS	18	1	1	7	9
EAPR	9	0	4	2	3
ESAR	11	0	1	3	7
LAC	16	5	1	7	3
MENA	7	1	0	1	5
South Asia	8	1	0	6	1
WCAR	16	1	2	7	6
Global	85	9	9	33	34

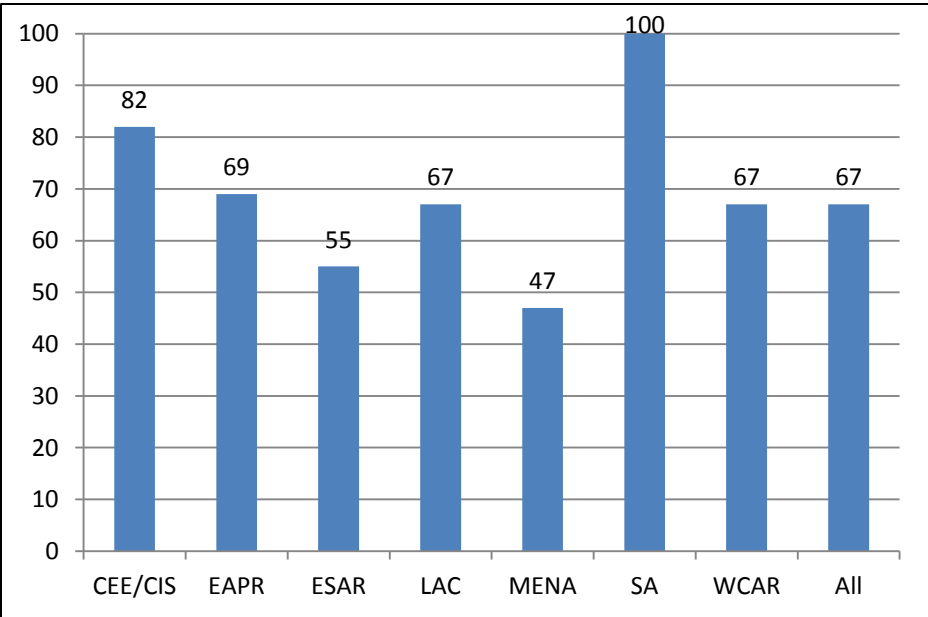
*Countries that responded 'Yes' to KPI.8 in Annex A 2010: "Has a gender review and/or self-assessment of the CP been undertaken in the last 4 years (between January 2007 to December 2010)?"

Percentage of country programmes per region for which a gender review of self-assessment has been conducted in the last 4 years

Region	No. of COs that conducted a gender review in past 4 years	Total No. of COs	Per cent of COs that conducted a gender review in past 4 years
CEE/CIS	18	22	82
EAPR	9	13	69
ESAR	11	20	55
LAC	16	24	67
MENA	7	15	47
South Asia	8	8	100
WCAR	16	24	67
Total	85	126	67



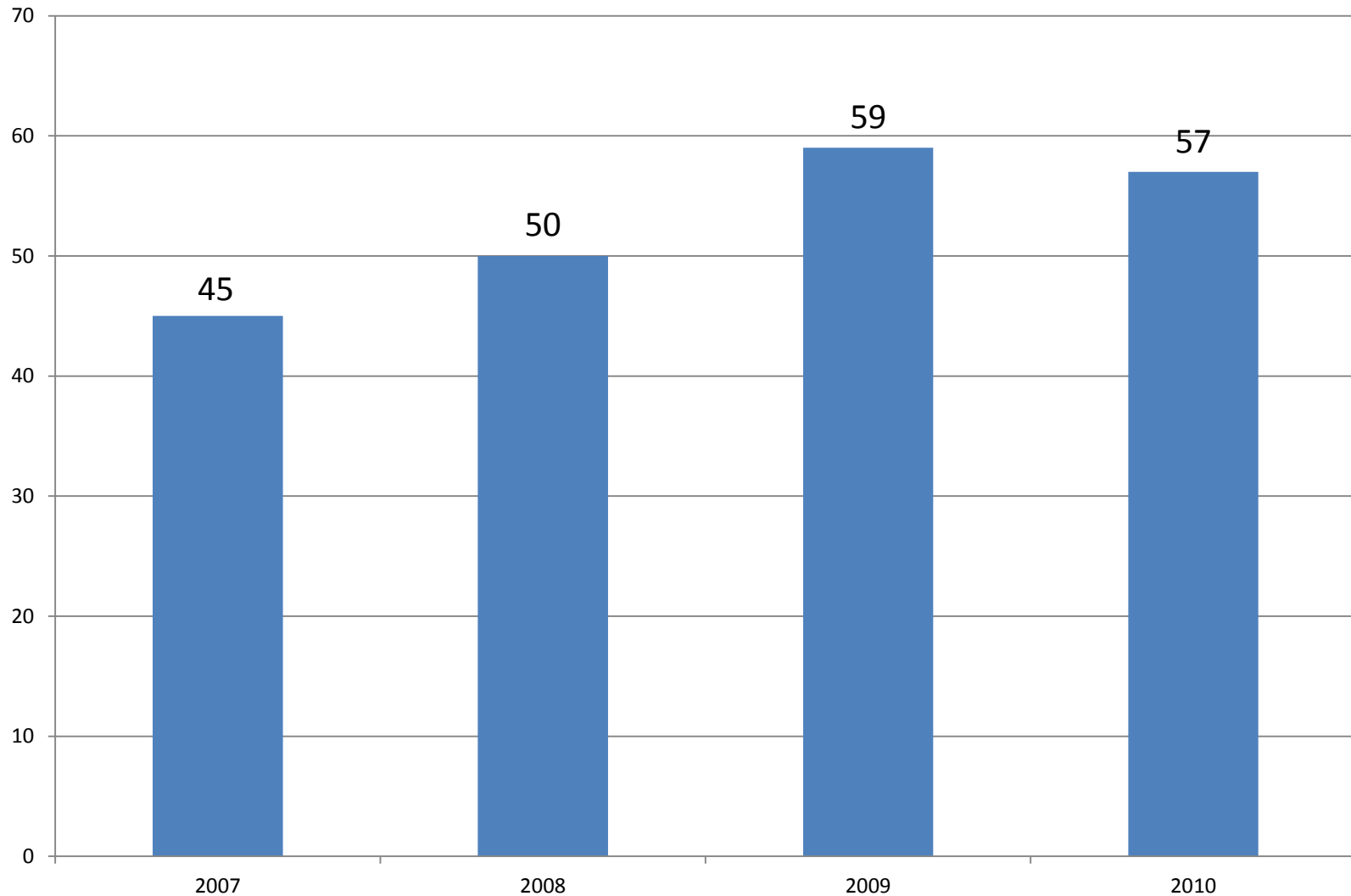
Number of country programmes for which a gender review or self-assessment has been conducted between 2007 and 2010, by year



Percentage of country programmes per region for which a gender review or self-assessment has been conducted between 2007 and 2010

Note: Revised MTSP indicator following in-depth review of MTSP (E/ICEF/2010/10). Previously measured as 'percentage of country programmes for which a gender review and self-assessment was undertaken within the current programme cycle'; revised to 'percentage of country programmes for which a gender review and self-assessment undertaken within the last four years'.

5) Percentage of new CPDs approved by the Executive Board that meet organizational standards for application of gender mainstreaming. Target: 90% by 2012. MOV: Independent evaluation

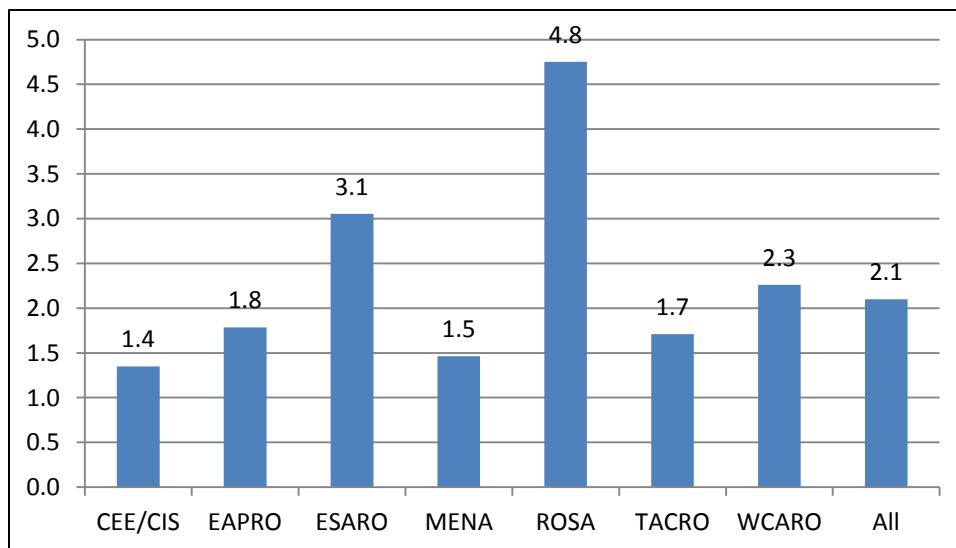


Note: Average of scores assigned to individual CPDs based on multiple criteria linked to organizational standards.

6) Increase in number of agenda items on gender equality in Global Leadership Team, Regional Management Teams, Country Management Teams per year over the course of the Plan. Target: 100 per cent increase by 2012. MOV: Country Office Annual Report (New SMQ)

Question: How many CMT agenda items were explicitly focused on gender equality/gender mainstreaming during the year? (Annex A 2010)

Region	Number of Country Offices*	Total responses	No Answer/ No Data	Average	High	Low	No. at zero	Totals	Countries with the highest value
CEE/CIS	22	20	2	1.4	5	0	7	27	Turkey
EAPR	18	14	13	1.8	11	0	7	25	Vanuatu
ESAR	20	19	1	3.1	11	0	5	58	Ethiopia
LAC	25	24	11	1.7	9	0	11	41	Venezuela
MENA	15	14	5	1.5	7	0	5	19	Sudan
SA	8	8	0	4.8	12	0	1	38	Afghanistan
WCAR	24	23	1	2.3	12	0	6	52	Mauritania
Global	132	122	33	2.1	12	0	42	260	



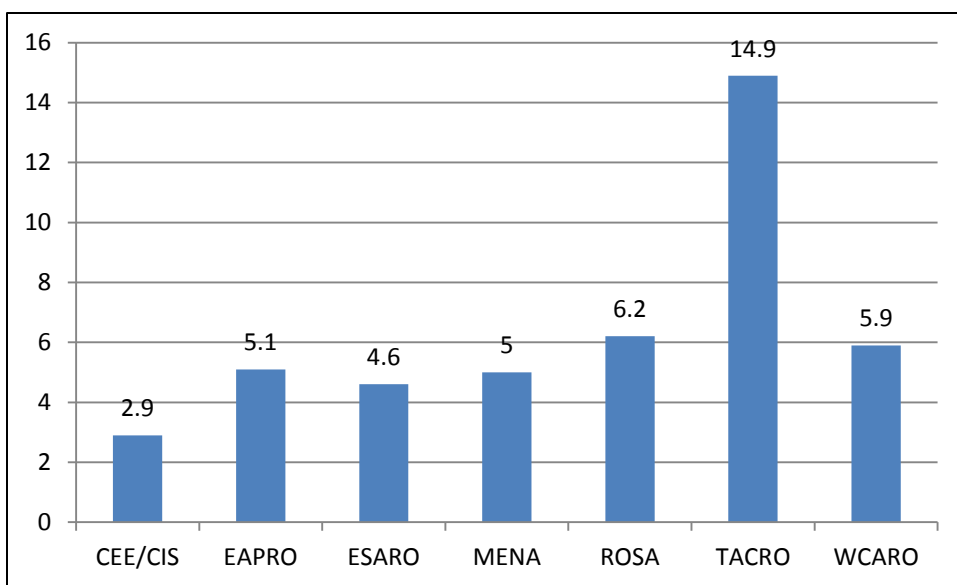
*Note: Following countries are not included in this analysis since they do not have UNICEF offices and/or they belong to Area Offices, such as Eastern Caribbean Office, Gulf Area Office or Pacific Islands Office: Antigua and Barbuda, British Virgin Islands, Dominica, Grenada, Montserrat, St. Kitts and Nevis, St. Lucia, St. Vincent and the Grenadines, Trinidad and Tobago, Turks and Caicos, Bahrain, Kuwait, Qatar, United Arab Emirates, Cooks Islands, Marshall Islands, Nauru, Niue, Palau, Samoa, Tokelau, Tonga and Tuvalu. Cape Verde and Comoros are included.

Average number of CMT agenda items per Country Office focusing on gender equality/gender mainstreaming, by region

7) Increase in number of Executive Director, Deputy Executive Director, Regional Director and Representative statements on gender equality. Target: 100 per cent increase by 2012. MOV: DPP monitoring, Regional Analysis Report (New question), Country Office Annual Report (New SMQ)

Question: How many gender-focused public statements did the Head of Office make during the year? (Annex A 2010)

Region	Number of Country Offices*	Total responses	No Answer/ No Data	Average	High	Low	No. at zero	Totals	Countries with the highest value
CEE/CIS	22	18	4	2.9	12	0	6	52	Albania
EAPRO	18	10	17	5.1	20	0	5	51	Cambodia and Mongolia
ESARO	20	20	0	4.6	15	0	6	92	Kenya
LAC	25	22	13	14.9	120	0	3	328	Chile
MENA	15	11	8	5.0	30	0	6	55	Sudan
ROSA	8	5	3	6.2	14	0	1	31	Bhutan
WCARO	24	21	3	5.9	30	0	4	123	Liberia

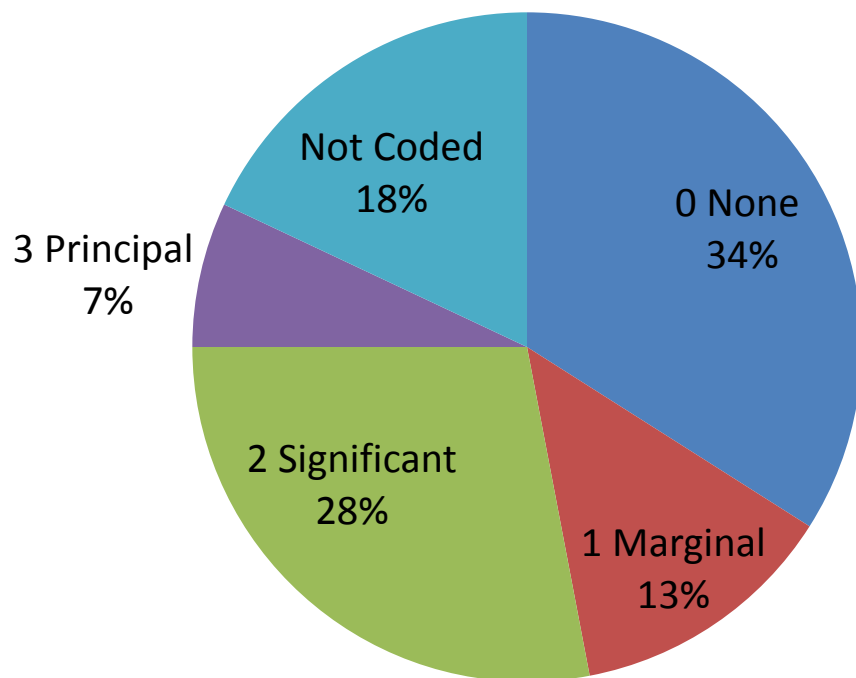


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Average number of statements made by Representatives per Country Office, by region

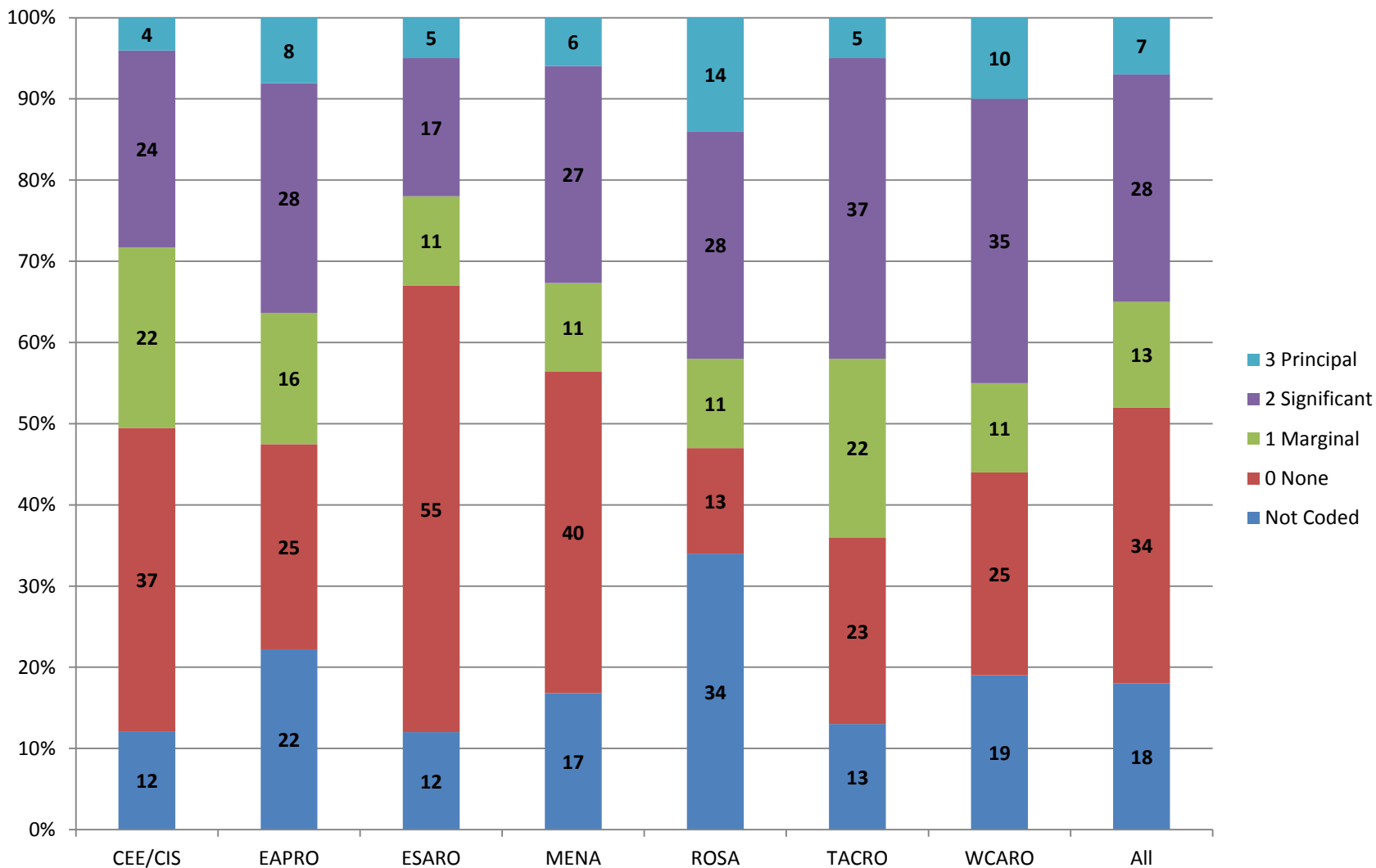
8) Percentage of UNICEF Intermediate Results with a significant gender equality focus.
 Target: 50 per cent by 2012. MOV: ProMS/VISION Gender Equality Marker

Category	Number of Intermediate Results	Per cent of Intermediate Results
0 None	2,245	34
1 Marginal	868	13
2 Significant	1,836	28
3 Principal	491	7
Not Coded	1210	18

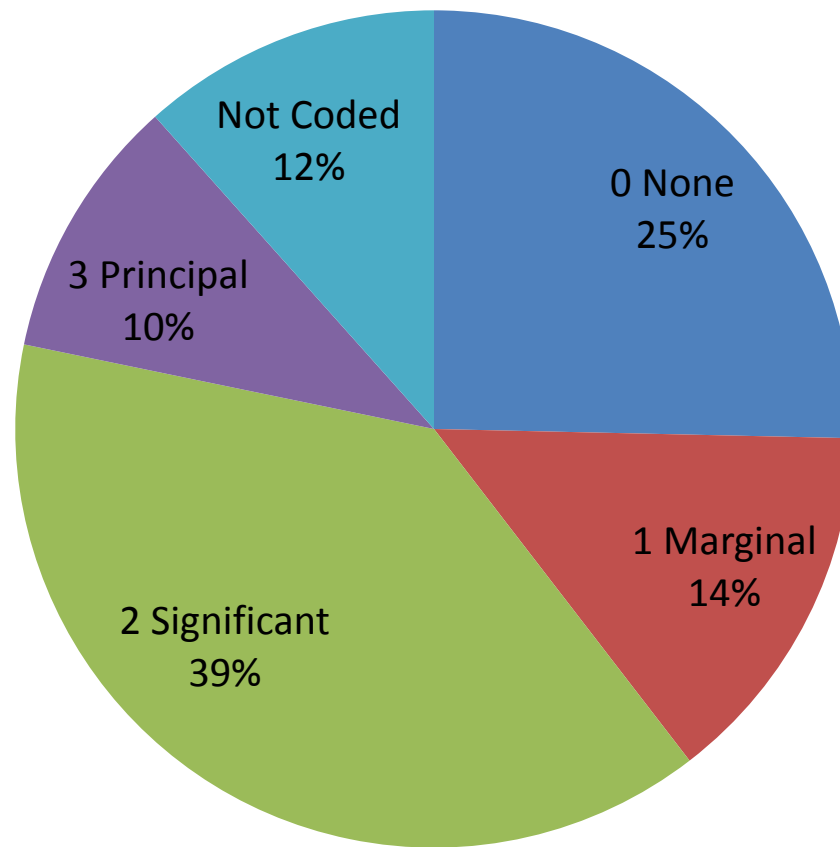


Intermediate results that promote gender equality results
 (as of May 2011)

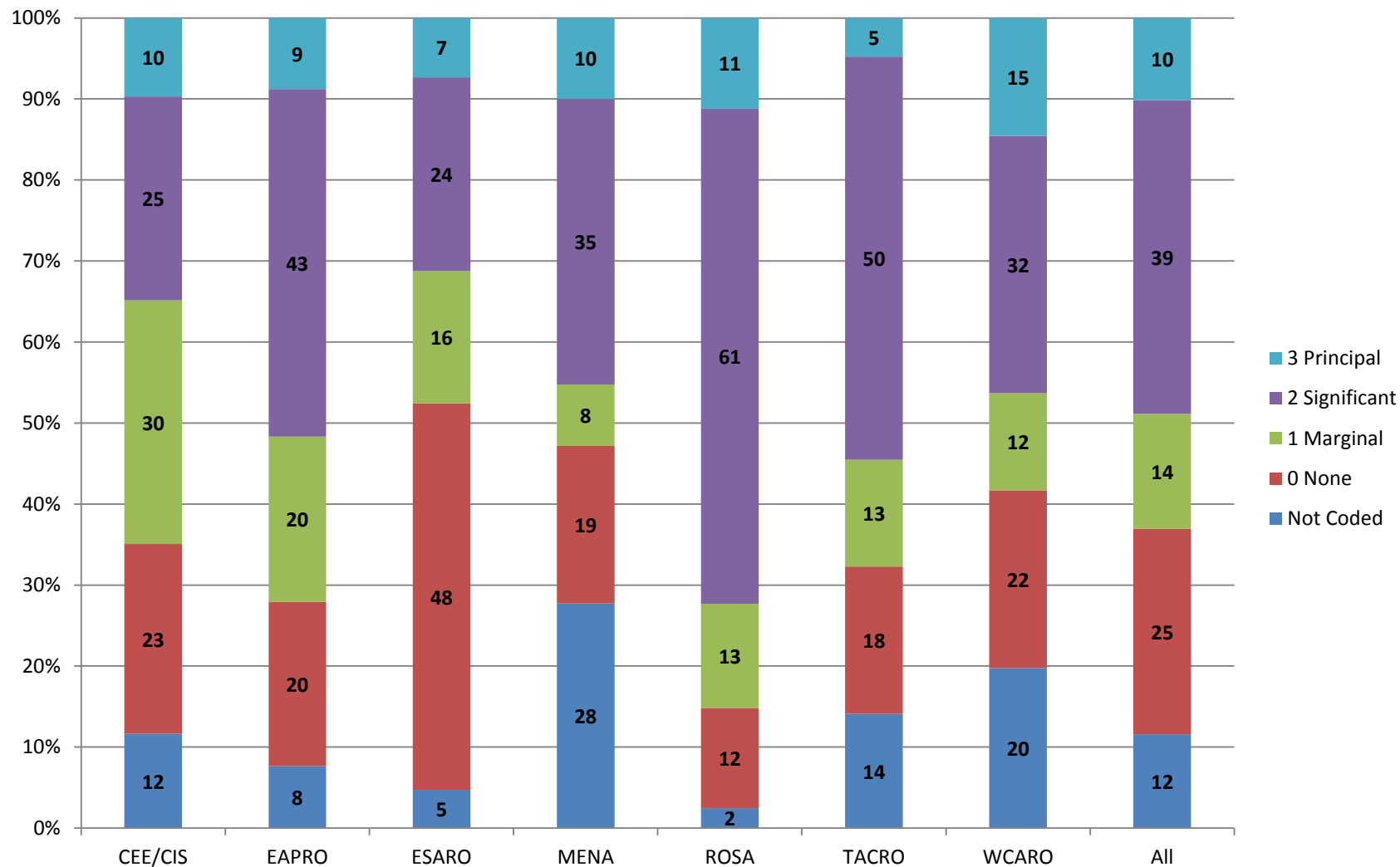
Percentage of UNICEF Intermediate Results with a significant gender equality focus – *by region* (as of May 2011)



9) Percentage of UNICEF Country Programme budget allocations that contribute to gender equality results. Target: 75 per cent by 2012. MOV: ProMS/VISION Gender Equality Marker (as of May 2011)



Percentage of UNICEF Country Programme budget allocations that contribute to gender equality results – *by region* (as of May 2011)



Percentage of UNICEF Country Programme budget allocations that contribute to gender equality results – by MTSP Key Result Area (as of May 2011)

KRA Code	Key Result Area Description	Not Coded	0 None	1 Marginal	2 Significant	3 Principal
YCSD1	Support national capacity to achieve MDG 1 by improving child nutrition through improved practices and enhanced access to commodities and services	6.44%	36.47%	26.14%	20.26%	10.68%
YCSD2	Support national capacity to achieve MDGs 4 and 5 through increased coverage of integrated packages of services, improved practices and an enhanced policy environment	8.56%	23.20%	15.09%	41.70%	11.45%
YCSD3	Support national capacity to achieve MDG 7 (Target 7. C) by increasing access to and sustainable use of improved water sources and sanitation facilities	3.16%	20.75%	8.71%	55.80%	11.57%
YCSD4	In humanitarian situations, (both acute and protracted), every child is covered with life-saving interventions (as per UNICEF CCCs)	14.94%	23.47%	16.61%	38.70%	6.29%
BEGE1	Support national capacity increase children's access to quality early childhood care and education in order to improve children's developmental readiness and to ensure that children start primary school on time, especially for marginalized children	3.64%	16.04%	8.79%	49.84%	21.69%
BEGE2	Support national capacity to reduce gender and other disparities in relations to increased access and completion of quality basis education (including transition from pre-primary and primary to post-primary)	1.27%	53.44%	4.09%	24.25%	16.95%
BEGE3	Support national capacity to improve educational quality and increase school retention, completion and achievement rates	2.09%	14.30%	20.82%	50.77%	12.03%
BEGE4	Restore education after emergencies and in post-crisis situations following sudden onset humanitarian crisis and/or during protracted crisis	14.13%	20.77%	27.10%	24.85%	13.15%
HIVAIDS1	Reduce the number of paediatric HIV infections; increase the proportion of HIV-positive women receiving antiretroviral drugs (ARVs); increase the proportion of children receiving treatment for HIV/AIDS	10.01%	25.03%	9.97%	42.04%	12.95%

Percentage of UNICEF Country Programme budget allocations that contribute to gender equality results – by MTSP Key Result Area (cont.) (as of May 2011)

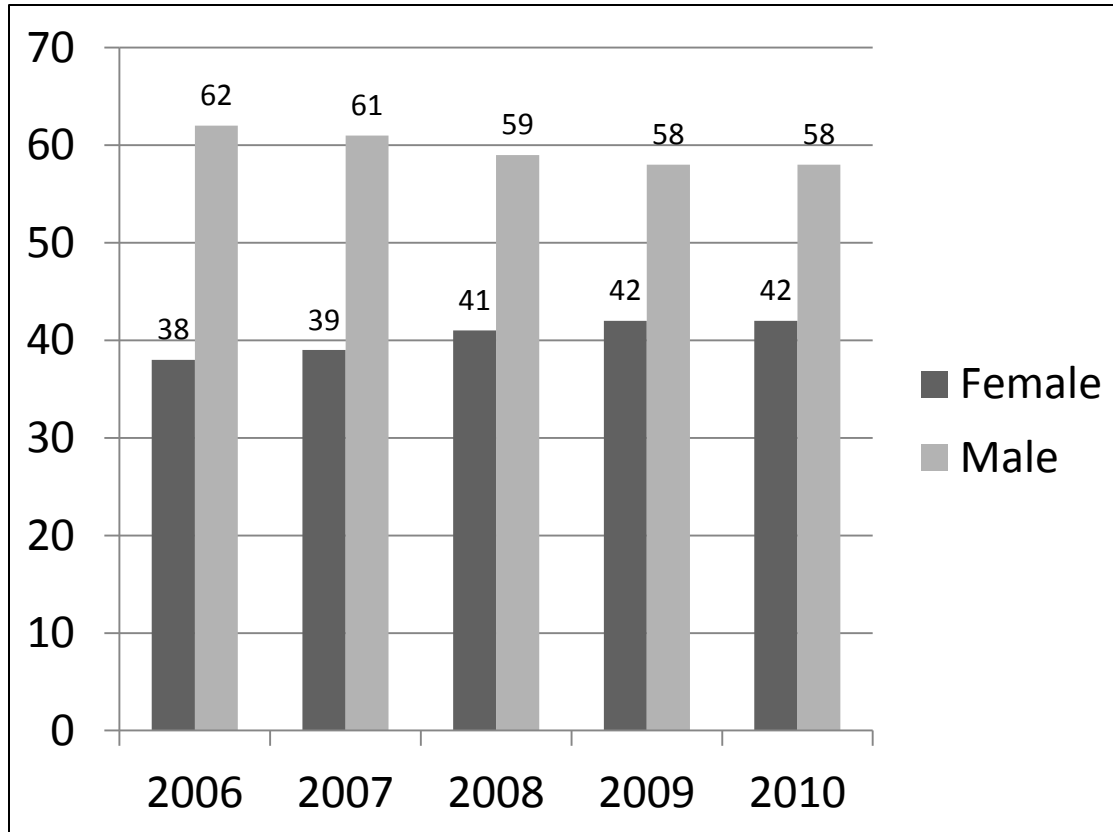
KRA Code	Key Result Area Description	Not Coded	0 None	1 Marginal	2 Significant	3 Principal
HIVAIDS2	Support national capacity to increase the proportion of children orphaned or made vulnerable by HIV/AIDS receiving quality family, community and government support	4.80%	6.95%	18.59%	66.59%	3.06%
HIVAIDS3	Support reduction of adolescent risk and vulnerability to HIV/AIDS by increasing access to and use of gender-sensitive prevention information, skills and services	1.96%	29.18%	9.15%	47.53%	12.18%
HIV_OTH	HIV Partnerships, Adolescent Care and Treatment	0.00%	0.00%	0.00%	100%	0.00%
CPROT1	Better child protection systems that include national laws, policies and services across sectors, in particular justice and social protection, to protect all children from violence, exploitation and abuse	5.31%	14.73%	14.11%	48.48%	17.36%
CPROT2	Stimulate networks and dialogue on social conventions, norms & values to prevent violence, exploitation, abuse and unnecessary separation of children; challenge child rights violations, harmful practices respecting views of children and build their resilience	0.00%	6.31%	7.08%	66.37%	20.24%
CPROT3	Better protection of children from the immediate and long-term impact of armed conflict and humanitarian crises	7.50%	11.78%	10.19%	64.35%	6.17%
CPROT4	Improved country level monitoring, research, evaluation and use of data on child protection	0.98%	36.44%	13.32%	33.24%	16.02%
POLICY1	Support national capacity to collect, analyze and disseminate strategic information on the situation of children and women	8.37%	23.59%	17.89%	37.53%	12.62%
POLICY2	Research and policy analysis on economic/social policies supporting governance for CRC/CEDAW implementation	3.65%	24.74%	27.21%	41.16%	3.24%

Percentage of UNICEF Country Programme budget allocations that contribute to gender equality results – *by MTSP Key Result Area (cont.)* (as of May 2011)

KRA Code	Key Result Area Description	Not Coded	0 None	1 Marginal	2 Significant	3 Principal
POLICY3	Policy advocacy, dialogue and leveraging	7.92%	18.07%	18.85%	48.95%	6.21%
POLICY4	Institutionalized participation of children and young people in civic life	11.68%	32.63%	11.11%	42.49%	2.08%
POL_OTH	To cover codes relating to C4D	0.90%	61.60%	11.15%	26.35%	0.00%
OTHER	Others such as Micro-credit that do not fall under any of the Organizational targets	0.00%	73.71%	0.00%	0.00%	26.29%
CROSCUTTING and PROJECT SUPPORT	Cross Sectoral and Other Cross Cutting Costs	28.08%	46.89%	11.43%	11.26%	2.34%
Grand Total		10.09%	26.98%	14.30%	38.42%	10.21%

10) Sex ratio of staff from P5 to ASG level. Target: 50/50. MOV: DHR monitoring

Year	Female		Male (per cent)	
	Number	Per cent	Number	Per cent
2006	201	38	334	62
2007	215	39	335	61
2008	245	41	346	59
2009	254	42	350	58
2010	272	42	382	58

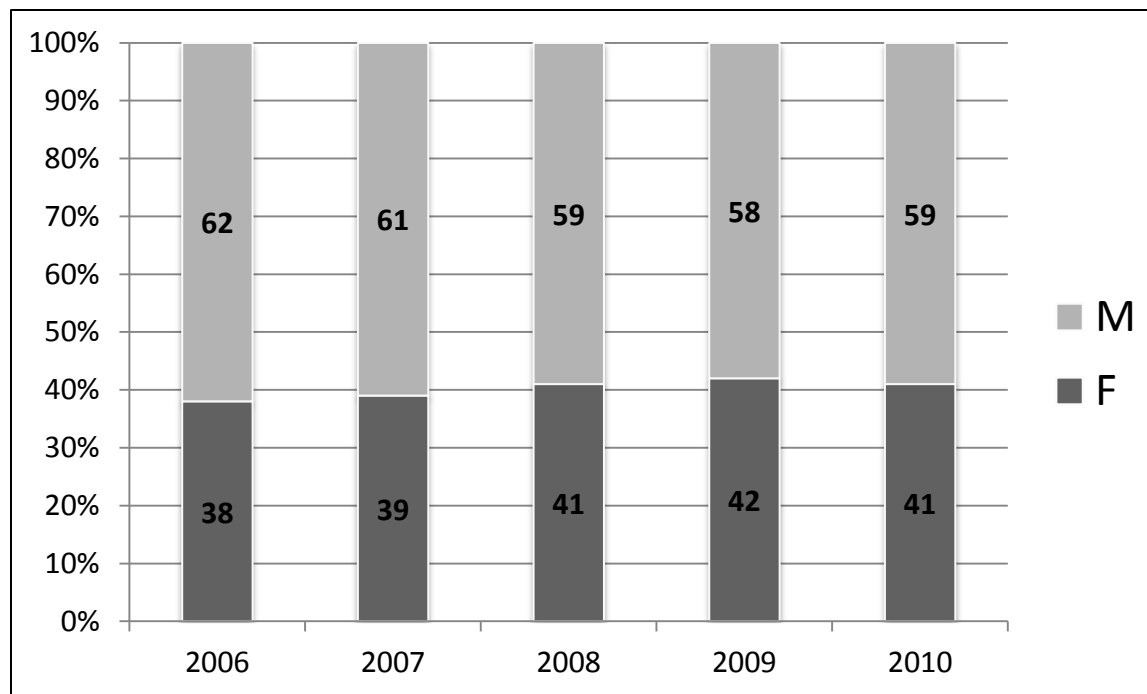


Percentage of male and female staff in senior level posts (P5 and above)

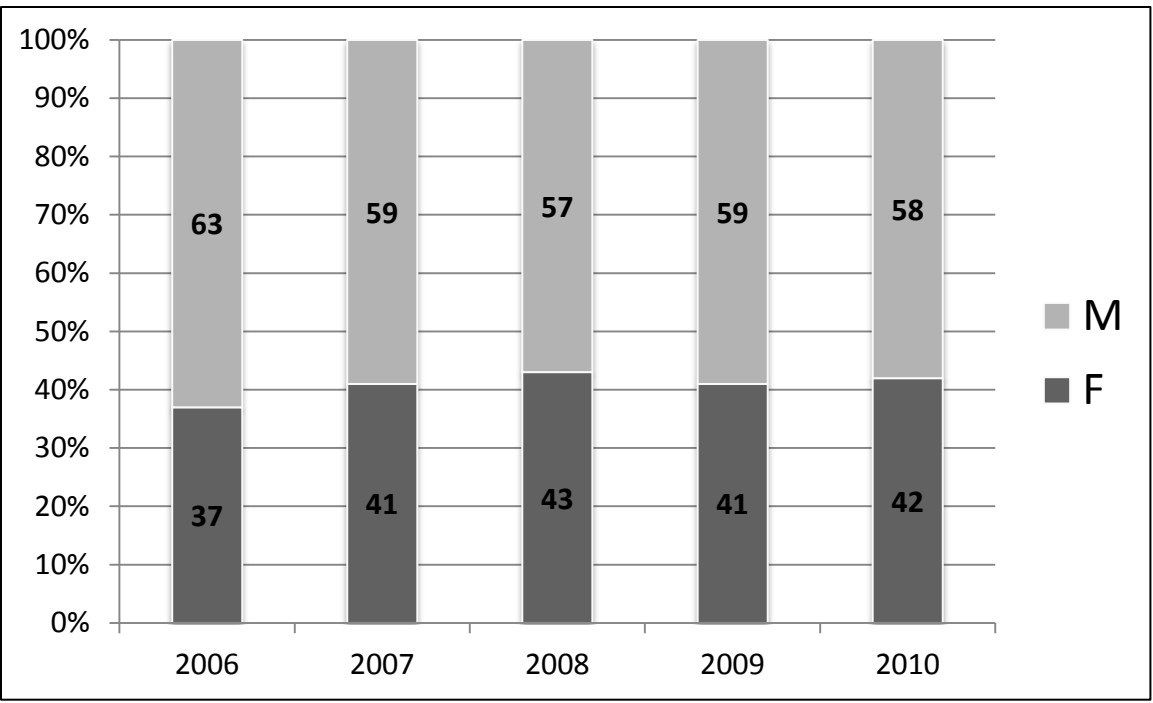
Detailed Table of Global Gender Data as of 31 December 2010 (P5 and above)

Level	Female										Male									
	2006		2007		2008		2009		2010		2006		2007		2008		2009		2010	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
USG/ASG	2	50	2	67	2	50	2	50	1	25	2	50	1	33	2	50	2	50	3	75
D2/L7	12	34	11	34	14	41	14	45	14	45	23	66	21	66	20	59	17	55	17	55
D1/L6	33	37	38	41	40	43	37	41	40	42	57	63	54	59	53	57	54	59	56	58
P5/L5	154	38	164	39	189	41	201	42	217	41	252	62	259	61	271	59	277	58	306	59

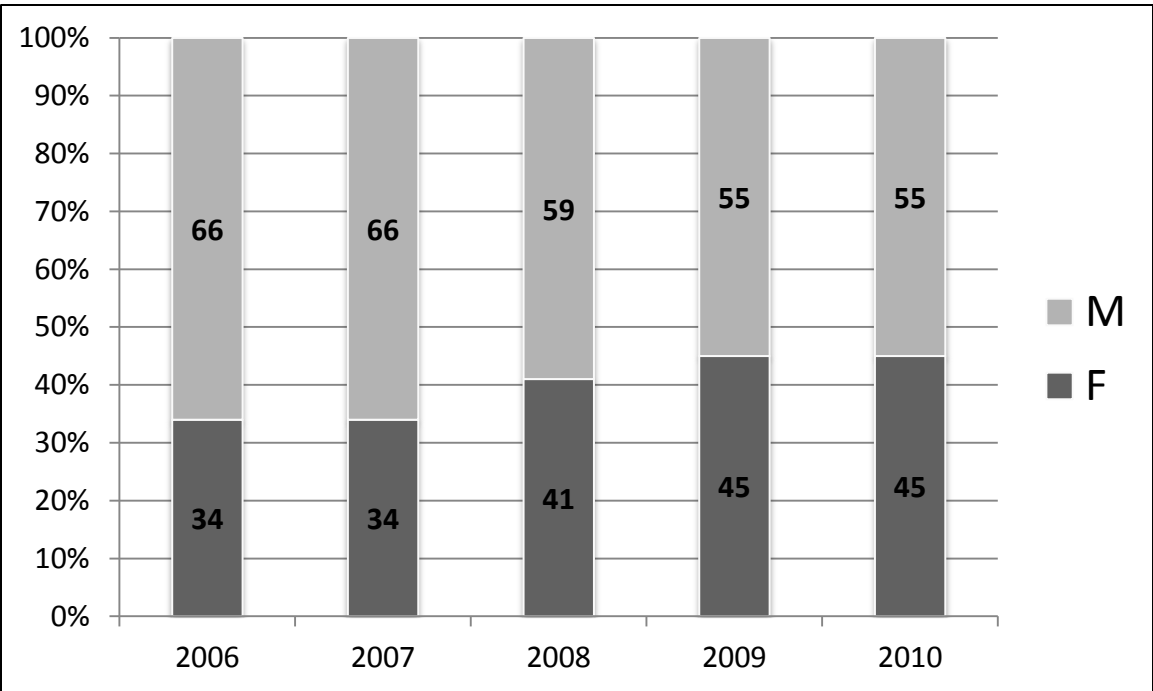
Source: UNICEF Intranet



P5 Per cent of Male/Female Staff



D1 Per cent of Male/Female Staff



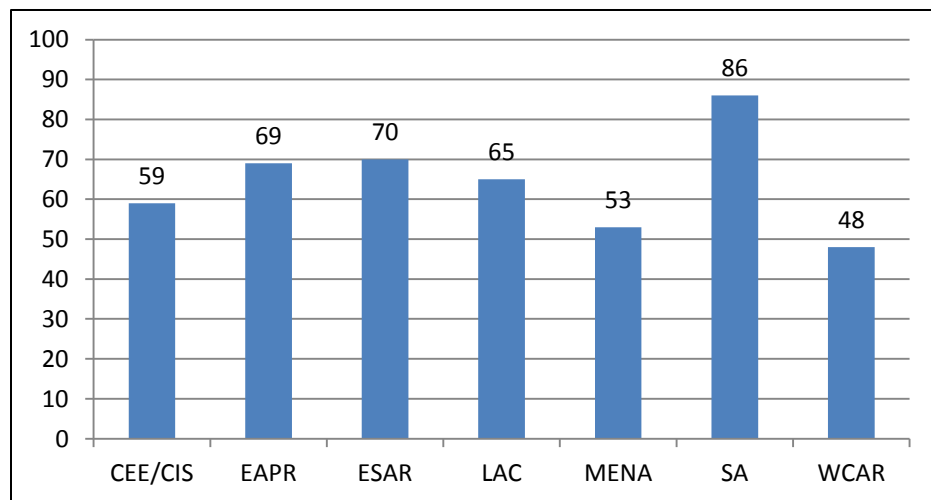
D2 Per cent of Male/Female Staff

11) Number of Country Offices with mechanisms in place to effectively respond to cases of sexual exploitation and abuse by UNICEF staff and implementing partners, in line with SG and IASC Guidelines. Target: 100 per cent by 2012. MOV: Country Office Annual Reports (New SMQ)

Question: Does the CO have a functioning mechanism to respond to cases of sexual exploitation and abuse by UNICEF staff and implementing partners, in line with SG and IASC Guidelines? (Annex A 2010)

Region	Number of Country Offices	Total responses	No answer/No data	Yes	No	Partially	Not applicable	Percentage 'yes' of total non blank and non n/a answers
CEE/CIS	22	22	0	13	4	5	0	59
EAPRO	18	16	11	11	5	0	0	69
ESARO	20	20	0	14	3	3	0	70
LAC	25	24	11	15	3	5	1	65
MENA	15	15	4	8	2	5	0	53
ROSA	8	8	0	6	0	1	1	86
WCARO	24	23	1	11	8	4	0	48
Global	132	128	27	78	25	23	2	62

*Note: Following countries are not included in this analysis since they do not have UNICEF offices and/or they belong to Area Offices, such as Eastern Caribbean Office, Gulf Area Office or Pacific Islands Office: Antigua and Barbuda, British Virgin Islands, Dominica, Grenada, Montserrat, St. Kitts and Nevis, St. Lucia, St. Vincent and the Grenadines, Trinidad and Tobago, Turks and Caicos, Bahrain, Kuwait, Qatar, United Arab Emirates, Cooks Islands, Marshall Islands, Nauru, Niue, Palau, Samoa, Tokelau, Tonga and Tuvalu. Cape Verde and Comoros are included.



Percentage of Country Offices with mechanisms in place to handles cases of sexual exploitation and abuse

12) Proportion of members of the Gender Community of Practice who are actively contributing. Target: 25 per cent by 2012. MOV: CoP automatic tracking system

Question (CoP Survey 2010): How frequently do you contribute material to the Community of Practice (post queries, submit responses, post a comment or blog post, share an event or document, etc.)?

Response	Per cent
A few times a month	3
About once a month	16
Quarterly	30
Never	51