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**For information**

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**United Nations Children's Fund**

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**UNICEF Gender Action Plan, 2018-2021,  
Indicator Matrix**

1. The UNICEF Gender Action Plan, 2018–2021, specifies how the organization will promote gender equality across its work, in alignment with the UNICEF Strategic Plan, 2018–2021. It elaborates the gender dimensions of programmatic results across the five Goal Areas of the Strategic Plan, as well as the steps necessary to strengthen gender equality across change strategies and institutional systems and processes.

2. This document includes the subset of indicators drawn from the final results framework of the UNICEF Strategic Plan, 2018–2021, which will be used to track progress on programmatic and institutional gender results.<sup>1</sup> In some cases, only the gender-relevant element of an indicator that has a broader scope in the results framework is noted here. The gender-related indicators on programmatic results follow the logical hierarchy of the Strategic Plan results and are mapped by the five Goal Areas, organized in two sections:

(a) Integrated gender results corresponding to the themes of gender equality for girls and boys and gender equality in care and support for all children;

(b) Targeted priorities corresponding to the well-being and empowerment of adolescent girls.

3. The gender-related indicators on institutional results encompass programme (change) strategies and organizational effectiveness and efficiency, and track progress on the integration of gender analysis, the quality of design and implementation of country programme documents (CPDs), as well as gender-related staffing, capacity and expenditures.

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\* [E/ICEF/2017/14](#).

<sup>1</sup> Three indicators in this indicator matrix have not been included in the final results framework of the UNICEF Strategic Plan, 2018–2021: (a) an institutional indicator setting a target on gender expenditures, in line with the requirements of the United Nations system-wide action plan on gender equality and the empowerment of women and the quadrennial comprehensive policy review of operational activities for development of the United Nations system; (b) an indicator on gender in UNICEF country programme documents; and (c) an indicator on the transition of girls from primary to lower secondary education. The final results framework of the UNICEF Strategic Plan, 2018–2021 will be modified to include these indicators during the mid-term review of the Strategic Plan.

## I. Gender in programmatic results

### A. 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	Milestone (2021)
1.1. Percentage of pregnant women receiving at least four antenatal visits	51%	65%
1.2. Percentage of live births attended by skilled health personnel (home and facilities)	73%	77%
1.4. (a) Percentage of mothers receiving postnatal care	48%	52%
1.12. Percentage of women with anaemia	37%	27%
1.17. Percentage of girls and boys with severe acute malnutrition (SAM): (a) who are admitted for treatment and default, (b) who are admitted for treatment and recover, through UNICEF-supported programmes (disaggregated by sex)	(a) 9% (b) 84%	(a) <15% (b) >75%
1.18. Percentage of girls and boys living with HIV who receive antiretroviral therapy (disaggregated by age and sex)	Aged 0-14: 50% Aged 10-19: 68%	Aged 0-14: 81% Aged 10-19: 81%
Output indicators	Baseline	Target 2021
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 (QED) guideline)	3	30
1.c.3. Number of countries that have institutionalized community health workers into the formal health system <sup>2</sup> (disaggregated by sex of community health worker)	16	25
1.c.4. Number of community health workers that underwent skills enhancement programmes to operationalize integrated community case management through UNICEF-supported programmes (disaggregated by sex of community health worker)	51,000	160,000
1.d.1. Percentage of pregnant women receiving iron and folic acid supplementation	29%	41%
1.d.2. Number of countries that have integrated nutrition counselling in their pregnancy care programmes	50	70
1.e.1. Number of girls and boys with SAM who are admitted for treatment (humanitarian) (disaggregated by sex)	3.4 million	6 million

<sup>2</sup> Front-line health workers will be supported to implement preventive, promotive and curative interventions, where UNICEF integrates tuberculosis and HIV into extended integrated management of childhood illnesses/integrated community case management packages, aiming to adequately serve sick children, rather than individual diseases.

1.f.2. Number of adolescent girls and boys tested for HIV and received the result of the last test (disaggregated by sex)	Girls: 10.6 million Boys: 7.5 million	Girls: 13.8 million Boys: 9.8 million
1.g.1. Number of countries having initiatives to strengthen availability of gender-responsive evidence for the All In framework for prevention of HIV	0	25
1.i.3. Number of countries having an inclusive, multisectoral and gender-responsive national plan to achieve targets for adolescent health and well-being	25	45
<b>Goal Area 2: Every child learns</b>		
<b>Outcome indicators</b>	<b>Baseline</b>	<b>Milestone (2021)</b>
2.1. Percentage of countries with gender disparity <sup>3</sup>	Girls are disadvantaged (GPI <0.97): Primary: 23% Lower secondary: 31% Upper secondary: 36%  Boys are disadvantaged (GPI >1.03): Primary: 25% Lower secondary: 40% Upper secondary: 45%	Girls are disadvantaged: Primary: 18% Lower secondary: 26% Upper secondary: 28%  Boys are disadvantaged: Primary: 19% Lower secondary: 30% Upper secondary: 35%
2.2. Adjusted net attendance rate of children from the poorest quintile in primary and lower and upper secondary education and attendance rate in early childhood education of children from the poorest quintile (disaggregated by educational level and sex)	Early childhood education (ECE): 18% Primary: Total – 69%, Girls – 67%, Boys – 71% Lower secondary: Total – 36%, Girls – 36%, Boys – 36% Upper secondary: Total – 20%, Girls – 19%, Boys – 21%	ECE: 30% Primary: 75% Lower secondary: 44% Upper secondary: 28%
2.3. Gross enrolment rate in pre-primary education (disaggregated by sex)	Total: 44% Girls: 44% Boys: 44%	Total: 50% Girls: 50% Boys: 50%
2.4. Out-of-school rate for girls and boys of primary and lower secondary school age (disaggregated by educational level and sex)	Girls Primary: 10% Lower secondary: 18%  Boys	Girls Primary: 7% Lower secondary: 16%  Boys

<sup>3</sup> Gender disparities are measured by using the gender parity index (GPI) for the primary and lower secondary education completion rates and for the upper secondary gross enrolment rate.

	Primary: 9% Lower secondary: 19%	Primary: 7% Lower secondary: 16%
2.5. Percentage of countries showing improvement in learning outcomes (disaggregated by sex)	For girls: 62% (33/53) For boys: 60% (32/53)	For girls: 79% (42/53) For boys: 79% (42/53)
<b>Output indicators</b>	<b>Baseline</b>	<b>Target 2021</b>
2.a 1. Number of out-of-school girls and boys who participated in early learning, primary or secondary education through UNICEF-supported programmes <sup>4</sup> ( <b>humanitarian</b> ) (disaggregated by educational level and sex)	Total: 10 million Girls: 4.8 million Boys: 5.2 million	Total: 60 million Girls: 30 million Boys: 30 million (Cumulative)
2.a.3. Percentage (and number) of countries with gender-responsive education systems for access <sup>5</sup>	29% (34/119)	33% (39/119)
2.a 5. Percentage of UNICEF-targeted girls and boys in humanitarian situations who have participated in early learning, primary or secondary education through UNICEF-supported programmes ( <b>humanitarian</b> ) (disaggregated by educational level and sex)	Total: 70% Girls: 70% Boys: 70%	Total: 80% Girls: 80% Boys: 80%
2.b.4. Percentage (and number) of countries with gender-responsive teaching and learning systems	16% (17/107)	20% (21/107)
2.c.1. Number of girls and boys who have participated in skills development programmes for learning, personal empowerment, active citizenship and/or employability through UNICEF-supported programmes ( <b>humanitarian</b> ) (disaggregated by sex)	Total: 2 million Girls: 1 million Boys: 1 million	Total: 12.5 million Girls: 6.5 million Boys: 6.0 million (Cumulative)
<b>Goal Area 3: Every child is protected from violence and exploitation</b>		
<b>Outcome indicators</b>	<b>Baseline</b>	<b>Milestone (2021)</b>
3.1. Percentage of girls and boys who have ever experienced any sexual violence and sought help from a professional (percentage of girls aged 15-17; data coverage insufficient to calculate an aggregate for boys)	4%	10%
3.4. Percentage of women and men who believe that female genital mutilation/cutting (FGM/C) should be eliminated	Women: 61% Men: 57%	Women: 71% Men: 67%
<b>Output indicators</b>	<b>Baseline</b>	<b>Target 2021</b>

<sup>4</sup> Estimates for baselines and targets for sex disaggregation with level of schooling are under development and are forthcoming.

<sup>5</sup> This is a composite indicator that measures three dimensions of gender-responsive education systems for access. The denominator is the number of countries working on these dimensions with the support of UNICEF. The numerator is the number of countries that have reached (or surpassed) the 2.5 threshold on the 1-to-4 scale used to assess the gender-responsiveness of education systems.

3.a.5. Prevention, risk mitigation and response services through UNICEF-supported programmes in humanitarian situations: (a) percentage of UNICEF-targeted girls and boys in humanitarian situations provided with psychosocial support, including access to child-friendly spaces with intersectoral programming interventions; (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; (c) percentage of UNICEF-targeted girls and boys recruited and used by armed forces and groups that have been released and reintegrated with their families and provided with adequate care and services; <b>(humanitarian)</b> (disaggregated by sex)	(a) 71% (b) 41% (c) 80%	(a) 80% (b) 80% (c) 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 <b>(humanitarian)</b> (disaggregated by sex and age)	80%	80%
3.b.1. Number of girls and women who receive prevention and protection services on FGM/C through UNICEF-supported programmes	1,000,000	1,240,000
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	6.1 million	7.8 million
<b>Goal Area 4: Every child lives in a safe and clean environment</b>		
<b>Outcome indicators</b>	<b>Baseline</b>	<b>Milestone (2021)</b>
4.2. Number of additional people with access to a safe drinking water services through UNICEF-supported programmes (disaggregated by sex)	NA	60 million (Cumulative)
4.4. Number of additional people with access to basic sanitation services through UNICEF-supported programmes (disaggregated by sex)	NA	60 million (Cumulative)
<b>Output Indicators</b>	<b>Baseline</b>	<b>Target 2021</b>
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 <b>(humanitarian)</b>	91%	100%
4.b.1. (c) Number of health centres that have basic water, sanitation and hygiene (WASH) facilities, through UNICEF-supported programmes <sup>6</sup>	1,600	5,000

<sup>6</sup> Targets for this indicator are cumulative

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; (b) provided with menstrual hygiene management services; (c) provided with access to appropriate WASH facilities for male and female and hygiene education in schools, temporary learning spaces and other child-friendly spaces (humanitarian)	(a) 76% (b) 8% (c) 62%	(a) 88% (b) 28% (c) 82%
<b>Goal Area 5: Every child has an equitable chance in life</b>		
<b>Outcome indicators</b>	<b>Baseline</b>	<b>Milestone (2021)</b>
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	New indicator. Data collection under way.	
<b>Output indicators</b>	<b>Baseline</b>	<b>Target 2021</b>
5.d.1. Percentage of countries with at-scale programmes addressing gender discriminatory roles and practices among children	25%	40%
5.d.2. Percentage of countries with at-scale capacity development programmes for front-line workers that focus on gender equality	15%	35%

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

<b>Goal 1: Promoting adolescent girls' nutrition, pregnancy care, and prevention of HIV/AIDS and human papilloma virus (HPV)</b>		
<b>Outcome indicators</b>	<b>Baseline</b>	<b>Milestone (2021)</b>
1.1. Percentage of pregnant women (aged 15-19) <sup>7</sup> receiving at least four antenatal visits	52%	57%
1.4. Percentage of mothers (aged 15-19) <sup>8</sup> receiving postnatal care	48%	52%
1.21. Percentage of girls (aged 15-19) with anaemia	48%	36%
1.22. Percentage of live births attended by skilled health personnel (mothers aged 15-19)	67%	71%
1.23 Percentage of adolescent girls vaccinated against HPV in selected districts in target counties	Data collection under way	

<sup>7</sup> Cross-reference to the output on adolescent health and nutrition. Values for baseline, milestone and goals target are based on countries that are addressing adolescent health and nutrition.

<sup>8</sup> Cross-reference to the output on adolescent health and nutrition. Values for baseline, milestone and goals target are based on countries that are addressing adolescent health and nutrition.

Output indicators	Baseline	Target 2021
1.f.2. Number of adolescent girls tested for HIV and received the result of the last test	10.6 million	13.8 million
1.g.1. Number of countries having initiatives to strengthen availability of gender-responsive evidence for the All In framework for prevention of HIV	0	25
1.i.1. Number of adolescent girls provided with services to prevent anaemia and other forms of malnutrition through UNICEF-supported programmes	20 million	70 million
1.i.2. Number of countries that have nationally introduced HPV in their immunization schedule	3	24
<b>Goal 2: Advancing adolescent girls' secondary education, learning and skills, including science, technology, engineering and mathematics</b>		
Outcome indicators	Baseline	Milestone (2021)
2.2. Adjusted net attendance rate of children from the poorest quintile in lower and upper secondary education (disaggregated by sex and educational level)	Lower secondary: Girls – 36%, Boys – 36% Upper secondary: Girls – 19%, Boys – 21%	Lower secondary: 44% Upper secondary: 28%
2.4. Out-of-school rate for girls and boys of lower secondary school age	Girls: Lower secondary: 18% Boys: Lower secondary: 19%	Girls: Lower secondary: 16% Boys: Lower secondary: 16%
2.5. Percentage of countries showing improvement in learning outcomes (disaggregated by sex)	For girls: 62% (33/53) For boys: 60% (32/53)	For girls: 79% (42/53) For boys: 79% (42/53)
2.7. Percentage of adolescents not in employment, education or training (NEET) (disaggregated by sex)	Female: 36% Male: 9%	Female: 32% Male: 8%
Percentage of countries with transition rates from primary to lower secondary education above 75% (girls, boys).	Girls: 88% Boys: 89%	Girls: 93.2% Boys: 91.6%
Output indicators	Baseline	Target 2021
2.a 1. Number of out-of-school girls and boys who participated in secondary education through UNICEF-supported programmes (humanitarian)	Estimates for baselines and targets for sex disaggregation with level of schooling are under development and are forthcoming.	
2.a 5. Percentage of UNICEF-targeted girls and boys in humanitarian situations who have participated in secondary education through UNICEF-supported programmes <sup>9</sup> (humanitarian) (disaggregated by sex)	Estimates for baselines and targets for sex disaggregation with level of schooling are under development and are forthcoming	

<sup>9</sup> Targets for this indicator will be the same for each level of education by sex.

2.c.1. Number of girls and boys who have participated in skills development programmes for learning, personal empowerment, active citizenship and/or employability through UNICEF-supported programmes ( <b>humanitarian</b> )	Girls: 1 million Boys: 1 million	Girls: 6.5 million Boys: 6.0 million (Cumulative)
2.c.2. Percentage (and number) of countries with systems that institutionalize gender-equitable skills for learning, personal empowerment, active citizenship and/or employability <sup>10</sup>	4% (4/93)	10% (9/93)
<b>Goal 3: Preventing and responding to child marriage and early unions; Preventing and responding to gender-based violence in emergencies</b>		
<b>Outcome indicators</b>	<b>Baseline</b>	<b>Milestone (2021)</b>
3.5. Number of adolescent girls receiving prevention and care interventions to address child marriage through UNICEF-supported programmes	635,000	670,000
<b>Output indicators</b>	<b>Baseline</b>	<b>Target 2021</b>
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 ( <b>humanitarian</b> )	80%	80%
3.b.3. Number of countries implementing a costed national action plan or strategy to end child marriage being implemented	3	10
<b>Goal 4: Facilitating accessible and dignified menstrual hygiene management</b>		
<b>Output indicators</b>	<b>Baseline</b>	<b>Target 2021</b>
4.b.1. Number of institutions: <sup>11</sup> (a) schools with separate sanitation facilities for girls and boys; (b) schools with menstrual hygiene management services; through UNICEF-supported programmes	(a) 8,000 (b) 1,400	(a) 60,000 (b) 11,000

<sup>10</sup> This is a composite indicator that measures three dimensions of education systems that institutionalize skills. The denominator is the number of countries working on these dimensions with the support of UNICEF. The numerator is the number of countries that have reached (or surpassed) the 2.5 threshold on the 1-to-4 scale used to assess the education systems.

<sup>11</sup> Targets for this indicator are cumulative



## II. Gender in programme strategies and institutional systems

Change strategies (HOW)		
Indicator	Baseline	Target 2021
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%	87%
H2.a.2. Percentage of country offices that conducted a gender analysis as part of CPD development	11%	77%
Percentage of CPDs approved in the reporting year that meet or exceed standard of excellence on gender equality	..% <sup>12</sup>	80%
H2.a.3. Percentage of country offices that meet organizational standards on gender mainstreaming in programme implementation	..% <sup>13</sup>	80%
Organizational effectiveness and efficiency (ENABLERS)		
Indicator	Baseline	Target 2021
E3.a.1. Percentage of female staff among <i>International professional staff</i> b) P2 e) P5 <i>National staff</i> g) NO-B i) NO-D <i>High-level posts</i> k) D1 l) D2 m) ASG and USG <i>General service staff</i> n) G2 o) G3 q) G5	International professional staff b) 62% e) 46% National staff g) 43% i) 45% High-level posts k) 41% l) 49% m) 40% General service staff n) 4% o) 11% q) 68%	International professional staff b) 54% e) 50% National staff g) 50% i) 50% High-level posts k) 50% l) 50% m) 60% General service staff n) 8% o) 15% q) 50%
E3.b.3. Percentage of relevant staff who have completed relevant learning programmes on gender-responsive programming;	b) ..% <sup>14</sup>	b) 80%
Percentage of expenditures on programming with a primary focus on gender equality	9%	15%

<sup>12</sup> Revised standards are being developed.

<sup>13</sup> Revised standards are being developed.

<sup>14</sup> Courses under development.