UNICEF Gender Action Plan, 2022–2025

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COVID-19 worsened the pre-existing gender divide

Impact of COVID-19 crisis on child marriage globally

Additional child brides expected due to COVID-19 = 10 million

15-year-old Asma’a, reads a schoolbook at her home in Yemen, when schools are shut.

Even before the pandemic struck, nearly 1 in 5 adolescent girls globally were not in education, employment or training, compared with 1 in 10 boys. The pandemic could drive 20 million more adolescent girls out of school.
Gender Action Plan, 2022–2025

The new GAP is evidence-driven; informed by a series of expert-led background papers, a situation analysis and stocktaking report, an evaluation of prior GAPs, and extensive consultations, including with Executive Board members, hundreds of young people, and UNICEF staff and partners at headquarters, regional offices and in country.

Thousands of staff, young people and partners, including members of the Executive Board, participated in global design workshops.
Gender Action Plan 2022–2025

Results Framework

**Goal Area 1: Health & Nutrition**
- Quality maternal health care and nutrition, and HIV testing, counselling and care

**Goal Area 2: Education**
- Gender-responsive education systems and equitable access to education for all

**Goal Area 3: Child Protection**
- Addressing violence against girls, boys and women and harmful practices

**Goal Area 4: WASH**
- Equitable water sanitation and hygiene systems

**Goal Area 5: Social Protection**
- Gender-responsive social protection systems and care work

**Cross-cutting organizational priorities**
- Gender equality programming for transformative results, including to address discriminatory gender norms

- Gender-responsive workplaces and institutional accountability

**Gender priorities across the life course**
- Address gender-based violence

**Boys and men as allies for gender equality**
- Promote adolescent girls’ nutrition and pregnancy care, and the prevention of HIV/AIDS and human papillomavirus

- Advance girls’ education, learning and skills, including science, technology, engineering, mathematics and digital skills

- Eliminate child marriage and early unions

- Promote accessible and dignified menstrual health and hygiene services, including tackling taboos about menstruation
Goal Area 1: Health, nutrition, nurturing practices and essential supplies

- Quality maternal health care and nutrition
- HIV prevention, testing, counselling and care
- Adolescent girls’ health and nutrition

Maryam, 15 years old, is taking an HIV test in Bertoua in the east of Cameroon, as part of a UNICEF-supported programme to improve the quality health care for women and girls.

➢ The new GAP will advance quality maternal, antenatal and post-natal services for pregnant and parenting adolescent girls, while ensuring that all children and adolescents benefit from interventions that fast track the elimination of HIV/AIDS.
Goal Area 2: Education, learning, and skills acquisition

- Gender-responsive education systems and equitable education access for all
- Focus on girls’ education, learning and skills, including STEM and digital skills

Girls in Kazakhstan celebrate the launch of their nanosatellite technology through a UNICEF-supported skills development programme.

➢ The new GAP envisions teachers, school administrators and community members as champions of gender equality; endorses progressive learning curricula, including comprehensive sexuality education; and supports violence-free schools, as well as skills training to prepare for the future of work.
Goal Area 3: Protection from violence, exploitation, abuse, neglect and harmful practices

• Addressing violence against girls, boys and women
• Addressing female genital mutilation and eliminating child marriage

A father comforts his daughter after a clinic check-up as part of a UNICEF-supported early childhood programme in Panama.

➢ The new GAP includes gender-responsive parenting and care programmes to tackle family violence and promote positive gender norms throughout the life course.
Goal Area 4: Equitable and safe water, sanitation and hygiene, and a sustainable climate and environment

- Equitable water, sanitation and hygiene systems
- Accessible, dignified menstrual health and hygiene for adolescent girls

A Karamajong girl smiles at a menstrual health and hygiene session at her UNICEF-supported school in Uganda.

➢ The new GAP features several new commitments to menstrual health and hygiene supplies and management.
➢ Adolescent and youth leadership is also a key aspect of UNICEF’s climate and environmental action.
Goal Area 5: Inclusive social protection and freedom from poverty

Gender-responsive social protection systems and gender-responsive care work

In Burkina Faso, UNICEF is supporting cash transfers and services to vulnerable families, like Maimouna’s, to help cope with economic shocks.

➢ The new GAP explicitly measures the scale up of gender-responsive social protection systems, including “cash+” programmes and family-friendly policies to shift the paradigm towards paid, equitably distributed and sufficiently valued care work.
Adolescent girls’ leadership and well-being

- Accessible, dignified menstrual health and hygiene
- Social protection and care
- Health and nutrition, including HIV prevention
- Enhanced, learning and skills, including digital skills
- Freedom from child marriage and violence

Making UNICEF a gender transformative organization

Organizational change “How”

- Gender analysis in all contexts
- Gender-responsive monitoring and evaluation and measurement
- Investment in gender equality results
- Partnerships with women’s and girl’s networks and organizations
- Inter-agency coordination on gender equality

Organizational enablers “Who”

- Strong and accountable leadership at all levels
- Dedicated gender expertise in sectors
- Well-resourced gender architecture
- Gender parity at all levels
Thank you for joining the conversation on gender equality with UNICEF.