UNICEF Gender Action Plan, 2022–2025

Lauren Rumble, Associate Director, Gender Equality
COVID-19 worsened the pre-existing gender divide

"I wish for everyone in the world to accept that we are all equal. For the people in the world to be kind, love each other and work together."

Enya, 14 years old, Mexico

A mother cooks for dinner in a classroom where 25 mothers have been living for over 8 months in Mekele, the capital of violence-hit Tigray region, Ethiopia.

Fifteen-year-old Mara (not her real name) from Indonesia, has faced pressure to get married when schools were closed due to COVID-19, but she manages to stay connected to her friends and actively learning through a UNICEF/UNFPA joint programme.
Gender Action Plan 2022–2025

Results Framework

Goal Area 1
Health & Nutrition

Goal Area 2
Education

Goal Area 3
Child Protection

Goal Area 4
WASH

Goal Area 5
Social Protection

Cross-cutting organizational priorities

Gender equality programming for transformative results, including to address discriminatory gender norms

Address gender-based violence

Gender-responsive workplaces and institutional accountability

Gender priorities across the life course

Quality maternal health care and nutrition, and HIV testing, counselling and care

Gender-responsive education systems and equitable access to education for all

Addressing violence against girls, boys and women and harmful practices

Equitable water sanitation and hygiene systems

Gender-responsive social protection systems and care work

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
Gender priorities across the life course

✓ Improved maternal health and nutrition, including HIV testing, counselling and care.

✓ Gender-responsive education systems and equitable education access.

✓ Addressing violence against girls, boys and women and FGM.

✓ Equitable water, sanitation and hygiene systems.

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

Shubi (shown at right), a community nutrition promoter in Chattogram, Bangladesh, is providing counselling on iron and folic acid supplementation. She explains how it can help mothers with a healthy pregnancy and prevent anemia and other deficiencies.

Support for female frontline workers is a critical part of gender-responsive health and nutrition systems in the new GAP.
Adolescent girls’ leadership and well-being priorities

✓ Health and nutrition, including HIV prevention.

✓ Enhanced learning and skills, including digital skills.

✓ Freedom from child marriage and violence.

✓ Accessible, dignified menstrual health and hygiene.

✓ Social protection and care.

Ralyn, a 12-year-old environmental activist, poses for a photo on a boat along a busy canal in Bangkok, Thailand, where she and her peers help sanitation workers to collect waste.

Adolescent girls’ leadership is a critical part of the new GAP, which highlights support for girls as climate change-makers and champions.
Making UNICEF a gender transformative organization

Organizational change “How”
- Gender analysis in all contexts
- Gender-responsive monitoring, evaluation and measurement
- Investment in gender equality results
- Partnerships with women’s and girls’ 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

Gender analysis in all contexts
Gender-responsive monitoring, evaluation and measurement
Investment in gender equality results
Partnerships with women’s and girls’ networks and organizations
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Strong and accountable leadership at all levels
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Thank you for joining the conversation on gender equality with UNICEF.