Gender Equality

Global Annual Results Report 2019
Girls at the Asuokaw Methodist School in Eastern Region, Ghana.

UNICEF works with its partners in Ghana on a variety of education initiatives including the development of gender-responsive school curricula; gender training for education professionals; gender-responsive approaches to promoting ‘safe school’ environments; and interventions that target adolescent girls’ secondary school completion and skills-development, including in STEM (science, technology, engineering and mathematics).
Expression of thanks

The work of UNICEF is funded entirely through the voluntary support of millions of people around the world and our partners in government, civil society and the private sector. Voluntary contributions enable UNICEF to deliver on its mandate to protect children’s rights, help meet their basic needs and 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 2019. 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 Canada and Luxembourg, and Chloé and Clé de Peau Beauté for their contributions to the 2019 Global Thematic Fund for Gender Equality. 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

“The last decade has witnessed considerable improvements in development outcomes for girls and boys. Yet, children from the poorest and most marginalized families and communities continue to suffer, and gender-based discrimination and inequality determine whether a child will grow up healthy, educated and safe. Girls, especially in developing countries, face disproportionate threats to their well-being. In fact, millions of girls continue to be subjected to harmful practices and widespread gender-based violence, while facing barriers to access to quality basic social services. The firm commitment to promote gender equality led to Luxembourg being the very first partner to contribute, since 2016, to the UNICEF Thematic Fund for Gender Equality. As a founding member and co-chair of the Group of Friends on Children and Sustainable Development Goals, Luxembourg also advocates for children’s rights and places children at the centre of Agenda 2030. This thematic priority is consistent with Luxembourg’s Development Cooperation Strategy The Road to 2030, supporting global efforts towards poverty eradication, environmental sustainability and human rights.”

– Paulette Lenert, Minister for Development Cooperation and Humanitarian Affairs, Luxembourg
Seventy-three years after UNICEF was established and 30 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 has a fair chance in life. 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 2019 and reviews the impact of these accomplishments on children and the communities where they live. This is one of eight 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’ – and a supplementary report on Communication for Development (C4D, also referred to as social and behaviour change communication, SBCC). It supplements the 2019 Executive Director Annual Report (EDAR/MTR), UNICEF’s official accountability document for the past year.
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Executive Summary

Pictured above: Sabirin Nur, 18 years of age, a refugee from Somalia, is captain of the volleyball team at the UNICEF-supported Melkadida primary school for refugee children in Ethiopia. Through a partnership with the non-governmental organization Right to Play, UNICEF is promoting integration between host and refugee primary schools through sports clubs and tournaments.
Recent data reveal a number of positive gains for girls in the 25 years since the Beijing Platform for Action was launched. More girls are able to access and continue their primary education and there have been encouraging declines in child marriage in several high-burden countries. Laws are being reformed to advance gender equality, and concrete actions are being taken to make national systems such as health, education, water and sanitation more responsive to the needs and vulnerabilities of millions of underserved women and girls.

This all remains not nearly enough, however, to meet the Sustainable Development Goals (SDGs) by 2030. The scale and scope of the gender inequities that continue to violate the rights and limit the opportunities of women and girls worldwide outpace progress in too many areas. These are rooted in webs of poverty and gendered social norms that perpetuate unequal power dynamics, to the disadvantage especially of the poorest and most marginalized communities.

Even now, one in three adolescent girls will experience female genital mutilation (FGM) in countries where the practice is concentrated, and one in five girls will be married early. Recent data from 51 countries revealed that only 57 per cent of married women and girls aged 15 to 49 years made their own decisions about sexual relations and child marriage. Names, especially of the poorest and most marginalized girls, are chosen at birth and arranged by their parents.

The year 2019 marked the second year in the implementation of the current GAP and also its midpoint. The last two years have seen UNICEF substantially increase investment in resources, leadership, capacity and accountability to accelerate results for women and girls.

In terms of integrated gender results, UNICEF continued to contribute to advances in several areas. In the health sector, technical assistance to governments helped to scale up quality maternal and newborn health care. From 2018 to 2019, the percentage of pregnant women receiving at least four antenatal visits increased from 57 to 60 per cent, while mothers receiving postnatal care have already surpassed the 2021 target, reaching 60 per cent (from a baseline of 48 per cent). UNICEF also ramped up the professionalization of community health workers, who are predominantly female, in 25 countries, also already meeting the GAP 2021 target. There are several gaps to be addressed with renewed urgency, however. The global maternal mortality rate is not falling fast enough, HIV infection among adolescent girls remains alarmingly high, and progress in prevention of mother-to-child transmission of HIV has flattened.

In education, 5 million more out-of-school children, especially girls, participated in education through UNICEF-supported programmes in 2019. Government partners also received assistance to institutionalize menstrual health and hygiene (MHH) into education systems. In 2019, some 51 countries had national strategies for water, sanitation and hygiene (WASH) in schools that included MHH targets, and UNICEF delivered MHH services to almost 20,500 schools in 49 countries. Furthermore, UNICEF and partners stepped up efforts to end school-related GBV, resulting in 49 per cent of countries having effective mechanisms in place, compared with 38 per cent in 2018. From its midterm review of progress towards meeting Strategic Plan goals, UNICEF has identified uneven progress on learning outcomes as a key area for acceleration, particularly in girls’ secondary education, and will intensify investment in confronting systemic barriers to learning.

The need for urgent action to address GBV, including in humanitarian contexts, gained traction in 2019, spurred by powerful global coalitions, such as the Spotlight Initiative. Joint United Nations action has also galvanized support to end child marriage and FGM. Over 2.7 million children who experienced violence were reached by health, social work or justice and law-enforcement services through UNICEF programmes in 2019, compared with 2.3 million in 2018. In emergencies, just over 3.3 million women, girls and boys were provided with risk mitigation, prevention or response interventions through UNICEF-supported programmes, almost triple the number reached in 2018.

**Highlights of results and challenges in 2019**

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 SDGs and 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) both articulates and operationalizes this commitment, providing a road map for promoting gender equality throughout the organization’s work. Closely aligned with the UNICEF Strategic Plan, 2018–2021, the GAP defines a framework around three priority areas: integrating gender across all programming sectors, emphasizing the well-being and empowerment of adolescent girls, and strengthening institutional strategies and systems.
In 2019, some 120 UNICEF country offices in all regions reported programming in the flagship GAP priority of ‘positive gender socialization’. Many are using Communication for Development (C4D, also referred to as social and behaviour change communication, SBCC) as a key strategy to engage communities and individuals, including men and boys, as agents of change against discriminatory social norms. Interventions focused on gender-responsive school curricula, positive parenting practices, gender-responsive social protection, and behaviour change linked to harmful practices.

UNICEF’s targeted priorities on adolescent girls’ well-being and empowerment have shown encouraging signs of progress, notably through continued emphasis on cross-sectoral work and innovation to expand girls’ participation and agency. Vaccination against human papillomavirus (HPV) received a boost through joint action between UNICEF, Gavi, the Vaccine Alliance and the World Health Organization (WHO) – eight countries in 2019 received support to scale up vaccination. UNICEF also prioritized skills-development programmes to remove employability barriers for girls, an area that is attracting increasing private sector support with new opportunities, resources and visibility for adolescent girl-focused issues.

Critical gaps needing redoubled investment over the next two years – aligned with findings from the midterm review – include trailing health outcomes around HIV and sexual and reproductive health and reproductive rights, learning outcomes especially at secondary school level, and high rates of GBV in diverse contexts.

Institutionally, UNICEF has continued to consolidate and strengthen its ability to mainstream gender in its organizational systems and work culture. Reflecting this, the organization’s performance has improved steadily in the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP) – the United Nation’s organizational effectiveness standard for gender equality. UNICEF met 82 per cent of all benchmarks in 2019, becoming one of the highest-performing agencies. Gender parity was made a top priority in leadership recruitment, resulting in parity among senior professional staff being achieved in 2019. In addition, specialized gender capacity training through ‘GenderPro’ was extended beyond UNICEF staff to external partners.
Finally, an independent evaluation was carried out in 2019 to assess the quality, implementation and results of the two successive UNICEF GAPs covering 2014–2019. While it noted significant progress, there is room for improvement, particularly to ensure broad-based accountability and ownership for gender-equality commitments across the organization. Programmatically, the evaluation recommends greater investments in transformational gender programming, including in humanitarian contexts. Recommendations will guide the development (over 2020–2021) of a new UNICEF gender policy and action plan aligned to the next Strategic Plan.

Looking forward

UNICEF will continue to strengthen its gender programming and organizational systems to accelerate positive outcomes for women and girls. This will require robust investment to scale up what is working and renew focus on lagging areas. Stronger global and national partnerships, increasing use of multisectoral approaches, and an emphasis on using innovation as a strategy to accelerate results have been critical to success, and will continue to be key features.

The work towards achieving gender equality cannot be done alone – the strategic partnerships UNICEF has with United Nations agencies, governments, civil society and the private sector all play a central role. UNICEF will continue to strengthen the breadth and depth of these partnerships, shaping and delivering innovative solutions together to empower and transform the lives of millions of disadvantaged women and girls.

Nouran, who has Down syndrome, dresses up for a school concert. UNICEF supports 290 inclusive schools across Egypt, addressing the double discrimination children can face based on disability and gender.
Strategic Context

Pictured above: Sixteen-year-old Juliet, from the Burundian refugee community living in Mahama Camp, Rwanda, plays an educational game during tablet-based learning activities provided by UNICEF that teach concepts such as gender equality, inclusion and anti-bullying through innovative ‘gamification’ apps.
As we approach the twenty-fifth anniversary of the Beijing Declaration and Platform for Action, when thousands of world leaders and activists enshrined women’s rights as human rights in international law, there is much to celebrate. For girls, adolescents in particular, the global community is increasingly recognizing that early investments in their lives can lead to empowered generations of women able to live to their potential.

Globally, girls’ life expectancy has extended by eight years, girls out of school have dropped by 79 million and female youth literacy is at 90 per cent (92 per cent for males). Today, girls and young women are at the forefront of social movements, demanding a better, more equal and more sustainable world. Girl-led movements from Chile and Iraq to Lebanon and Hong Kong are tackling the issues of climate change, education, child marriage and female genital mutilation (FGM), and fighting for the rights and freedoms promised by democratic institutions.

The visible progress is, however, against the backdrop of stagnating indicators and entrenched gender bias. Even in countries led by women, young female activists often face gender-based ridicule and harassment when they speak out. A sobering reality was emphasized in the 2019 United Nations report on the Sustainable Development Goals (SDGs), which noted girls’ and women’s limited decision-making power in private and public life, and structural issues being at the root of gender inequalities, including discriminatory legal frameworks, norms and attitudes. Although adolescent girls are increasingly educated, a quarter are not in education, employment or training, compared with only 1 in 10 boys. At home, girls are more likely than boys to spend 21 or more hours on household chores, and at least 1 in 4 ever-partnered adolescent girls have recent experience of intimate partner violence.

According to the inaugural 2019 SDG gender index from Equal Measures 2030, not a single country is set to achieve gender equality by 2030.

At the time of this report, the world is facing coronavirus disease 2019 (COVID-19). For girls and women, the impact of this pandemic beyond health is already being felt. Initial reports of the first 100 days of COVID-19 have shown a disturbing rise in violence against women and girls. Most of the world’s student population has been affected by school closures, with high risks for girls. Women carry a greater burden on the pandemic front lines – over two-thirds of global health and social workers, including community health workers, are female. The global impact of COVID-19 is unfolding outside this report’s time frame, but will undeniably shape the priorities of UNICEF in 2020 and beyond.

**UNICEF position on addressing gender challenges**

UNICEF has the strategic advantage of addressing the root causes of gender-based disparities that start from birth, by leveraging strong relationships with governments, communities and other partners. This advantage is strengthened by the UNICEF Strategic Plan, 2018–2021 and a gender programmatic framework that commits the organization to tackling gender inequality across all outcome areas. UNICEF has a strong field presence, a successful, evidence-based track record, and high public trust. As a leading partner in global movements such as Generation Unlimited, the global programmes to end child marriage and FGM, the Spotlight Initiative and others, UNICEF is a global champion for gender equality.

UNICEF seeks to be bolder and more ambitious, taking a more transformative approach to gender programming (see Figure 1). There will be greater focus on transforming harmful gender norms, especially in the contexts of GBV, humanitarian action and COVID-19. UNICEF will also expand innovative solutions to bolster lagging areas, including in gender 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.
Gender Equality

Socio-political challenges are too large to be overcome by one organization alone and UNICEF continues to rely on its strong partnerships, including with the private sector, to advance the gender equality agenda. The sustainability of resources remains a persistent concern, and UNICEF applies a value-for-money approach to resource mobilization and allocation – making smart investments and leveraging sustainable programmes and systems wherever possible. The global gender thematic fund applies this approach, allowing for pooled, flexible and unrestricted funding with longer commitments – invaluable in catalysing cross-sectoral action, spurring innovation and responding rapidly to emerging issues. Although there have been incremental increases in recent years, due to limited funding, the fund remains a largely untapped vehicle for such strategic advantages. UNICEF will continue to focus on attracting greater investment into it, notably through private sector and philanthropic collaboration.

FIGURE 1: Gender Equity Continuum

The Gender Equity Continuum
UNICEF programming endeavours to be gender ‘responsive’ or ‘transformative’

- GENDER DISCRIMINATORY
  Favors either gender leading to deepening of gender inequalities

- GENDER BLIND
  Ignores gender in program design, perpetuates status quo or potentially worsens inequalities

- GENDER SENSITIVE
  Acknowledges but does not robustly address gender inequalities

- GENDER RESPONSIVE
  Identifies and addresses different needs of girls and boys, women and men, promoting equal outcomes for all

- GENDER TRANSFORMATIVE
  Explicitly seeks to redress gender inequalities, remove structural barriers and empower disadvantaged populations

EXAMPLE FROM WASH

<table>
<thead>
<tr>
<th>GENDER DISCRIMINATORY</th>
<th>トイレのビルトゥー: 男の人が更多に登録されている学校におけるトイレ</th>
<th>Toilet block built for boys in the school as there are more boys enrolled</th>
</tr>
</thead>
<tbody>
<tr>
<td>GENDER BLIND</td>
<td>トイレのビルトゥー: 女の子と男の子が同じブロックで、性別に応じたニーズに応えられない、たとえば男の人のための尿器と女の人たちのためにウォッシュインフラストラクチャ, 例: 男の人のための尿器と女の人たちのためにウォッシュインフラストラクチャ</td>
<td></td>
</tr>
<tr>
<td>GENDER SENSITIVE</td>
<td>トイレのビルトゥー: 女の子と男の子に使用され、性別に応じたニーズを考慮した両者のトイレ</td>
<td></td>
</tr>
<tr>
<td>GENDER RESPONSIVE</td>
<td>トイレのビルトゥー: 女の子と男の子が使用される、安全でプライバシーを確保されたウォッシュインフラストラクチャ, 例: 女の子用の衛生用品, 洗面台</td>
<td></td>
</tr>
<tr>
<td>GENDER TRANSFORMATIVE</td>
<td>トイレのビルトゥー: 学生たちは、両性のためのそれぞれのニーズを考慮した後でビルトゥーが建設される。設計は安全とニーズの理解を反映し、学校はメンストルと性の健康に関する訓練とカウンセリングを実施</td>
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Expected challenges

The work of UNICEF on gender equality is shaped by the broader socio-political context. In recent years, the rise of populism globally has raised the threat of rollbacks in progress for women and girls. In 2019, the United Nations Human Rights Council stated that “the corrosion of women’s human rights is a litmus test for the human rights standards of the whole society.”12 Ongoing humanitarian crises, including the COVID-19 pandemic, disproportionately affect the poorest and most marginalized, particularly women and girls. Yet the attention and resources given to gender equality may be shrinking amid fundamental health and climate threats. A growing number of countries have, however, now adopted feminist principles in their foreign policy and overseas assistance. Starting with Sweden in 2014, and now including Canada, France, Luxembourg and Mexico, governments are making serious commitments, including to mainstream gender equality in foreign policy.13 These laudable actions must gather momentum.
Case study 1: Girls ‘unscripted and unstoppable’

Empowered young women, advocating their rights themselves, are making their voices heard, whether on ending harmful practices, promoting girls’ education, standing up against gender-based violence, or demanding action on climate change. And UNICEF is committed to supporting them to speak their minds, claim their rights and become powerful agents of change.

Under the theme ‘unscripted and unstoppable’ on the International Day of the Girl 2019, UNICEF and partners celebrated the achievements by girls – and with and for girls – since the adoption of the Beijing Declaration and Platform for Action. The following are just three examples.

In Afghanistan, young girls are learning to skateboard, challenging the gendered social norms that make sports taboo for females. Skateistan, a UNICEF-supported programme, combines physical activity with creative, arts-based education and reaches out to marginalized girls, including those living with disabilities. The girls’ stories were told in a documentary that recently won an Oscar. In their words, “Skateboarding is like life. When we fall, we get up stronger.”

In Indonesia, 15-year-old Sripun is a change-maker inspiring her peers to speak out against school bullying, affecting around a fifth of 13- to 15-year-olds in her country. A victim herself, she found her voice after attending UNICEF-supported life-skills training.

And in Bangladesh, 19-year-old Theresa Smriti is a climate-change activist advocating stronger community participation in disaster response. Theresa organizes workshops for adults and children about the everyday impacts of environmental degradation on their lives. “These people play a crucial part, and change won’t occur if they do not acknowledge and understand these matters at all levels,” she said.
Results

Pictured above: Fernanda Araujo, a 12-year-old member of the National System of Youth and Children’s Orchestras and Choirs of the Bolivarian Republic of Venezuela, plays her violin at a UNICEF information booth in Caracas in November 2019 to celebrate 30 years of the Convention on the Rights of the Child.
The UNICEF Gender Action Plan, 2018–2021 (GAP) is the organization’s road map for promoting gender equality throughout its work. The GAP is closely aligned with the UNICEF Strategic Plan, 2018–2021, and guides the organization’s contributions towards the SDGs. Falling at the midpoint of the GAP, this report highlights the emerging trends, challenges and progress made in the last two years, with an emphasis on priority gender results in 2019. It also incorporates findings from the midterm review of progress towards the goals of the UNICEF Strategic Plan.

Building on lessons from the first GAP cycle (2014–2017), UNICEF has substantially increased investment in resources, leadership, capacity and accountability to accelerate results for women and girls. It has focused on consolidating and strengthening its ability to deliver gender-equality priorities by scaling up programming good practices and intensifying gender integration. UNICEF has also invested in growing in-house gender expertise, and improving critical gender data, analysis and evidence generation.

An evaluation of the Gender Action Plans

In 2019, UNICEF commissioned an independent evaluation of the quality, implementation and results of the two successive UNICEF GAPs covering 2014 to 2019. It found that, overall, both plans helped to build important foundations for gender equality work, leading to marked gains in UNICEF programmatic results and the development of a gender architecture and systems. Investment in gender capacity and expertise, supported by senior leadership, helped to shift institutional thinking away from answering why gender equality is needed, to how to achieve it.

The evaluation also called, however, for bolder action. It recommended a more ambitious future gender equality framework, in keeping with the organization’s programmatic reach, impact and global mandate. It highlighted areas for improved programmatic action and institutional strengthening – particularly in decentralized leadership and accountability processes. The evaluation’s findings, referenced throughout this report, will inform the gender priorities of UNICEF, and the development of a new UNICEF gender policy and implementation framework.
Programmatic framework

The GAP follows a twin-track approach to gender programming: one, it integrates gender across goal areas and, two, it has a specific focus on five targeted priorities concerning adolescent girls. Five 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 (see Figure 2).

FIGURE 2: The UNICEF Gender Action Plan, 2018–2021 programmatic framework
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 incorporates gender analysis and results across all five goal areas of the Strategic Plan. Whereas targeted priorities have a specific focus on adolescent girls, gender integration 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 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 care work performed 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 childrearing and caregiving.

In 2019, some 107 UNICEF country offices (out of 128) included one or more integrated gender results in their programming. At 15 more than the baseline, this is a clear indication of consolidation and scale-up by UNICEF.
### Goal Area 1: Every child survives and thrives

#### Equality in education for girls and boys

<table>
<thead>
<tr>
<th>GAP RESULTS</th>
<th>OUTPUT INDICATORS</th>
<th>2017 BASELINE</th>
<th>2018 VALUE</th>
<th>2019 VALUE</th>
<th>2021 TARGET</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number of girls and boys with severe acute malnutrition (SAM) who are admitted for treatment</td>
<td>4.2 million</td>
<td>4.1 million</td>
<td>4.9 million</td>
<td>6.0 million</td>
</tr>
<tr>
<td></td>
<td>Number of adolescent girls and boys tested for HIV and received the result of the last test</td>
<td>Girls: 13.3 million</td>
<td>13.4 million</td>
<td>13.5 million</td>
<td>13.8 million</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Boys: 9.1 million</td>
<td>9.2 million</td>
<td>9.0 million</td>
<td>9.8 million</td>
</tr>
<tr>
<td></td>
<td>Number of countries having initiatives to strengthen availability of gender-responsive evidence for the All In framework for prevention of HIV</td>
<td>20</td>
<td>23</td>
<td>25</td>
<td>25</td>
</tr>
<tr>
<td></td>
<td>Number of countries having an inclusive, multisectoral and gender-responsive national plan to achieve targets for adolescent health and well-being</td>
<td>46</td>
<td>50</td>
<td>67</td>
<td>45</td>
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</tbody>
</table>

#### Quality and dignified maternal care

<table>
<thead>
<tr>
<th>GAP RESULTS</th>
<th>OUTPUT INDICATORS</th>
<th>2017 BASELINE</th>
<th>2018 VALUE</th>
<th>2019 VALUE</th>
<th>2021 TARGET</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number of countries implementing plans to strengthen quality of maternal and newborn primary health care (according to the quality, equity and dignity (QED) guideline)</td>
<td>18</td>
<td>23</td>
<td>31</td>
<td>30</td>
</tr>
<tr>
<td></td>
<td>Percentage of pregnant women receiving iron and folic acid supplementation</td>
<td>33.9%</td>
<td>34.2%</td>
<td>36.6%*</td>
<td>41%</td>
</tr>
<tr>
<td></td>
<td>Number of countries that have integrated nutrition counselling in their pregnancy care programmes</td>
<td>47</td>
<td>57</td>
<td>68</td>
<td>70</td>
</tr>
</tbody>
</table>

#### Gender equality in health systems and the health workforce

<table>
<thead>
<tr>
<th>GAP RESULTS</th>
<th>OUTPUT INDICATORS</th>
<th>2017 BASELINE</th>
<th>2018 VALUE</th>
<th>2019 VALUE</th>
<th>2021 TARGET</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number of countries that have institutionalized community health workers into the formal health system</td>
<td>21</td>
<td>24</td>
<td>25</td>
<td>25</td>
</tr>
<tr>
<td></td>
<td>Number of community health workers that underwent skills enhancement programmes to operationalize integrated community case management through UNICEF-supported programmes</td>
<td>94,099</td>
<td>154,475</td>
<td>190,315</td>
<td>160,000</td>
</tr>
</tbody>
</table>

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

### Goal Area 2: Every child learns

#### Equality in education for girls and boys

<table>
<thead>
<tr>
<th>GAP RESULTS</th>
<th>OUTPUT INDICATORS</th>
<th>2017 BASELINE</th>
<th>2018 VALUE</th>
<th>2019 VALUE</th>
<th>2021 TARGET</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number of out-of-school girls and boys who participated in early learning, primary or secondary education through UNICEF-supported programmes</td>
<td>Total: 22.8 million</td>
<td>34.7 million</td>
<td>52.2 million</td>
<td>60 million</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Girls: 10 million</td>
<td>14.9 million</td>
<td>23.4 million</td>
<td>30 million</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Boys: 10.5 million</td>
<td>15.7 million</td>
<td>24.4 million</td>
<td>30 million</td>
</tr>
<tr>
<td></td>
<td>Percentage of UNICEF-targeted girls and boys in humanitarian situations who have participated in early learning, primary or secondary education through UNICEF-supported programmes</td>
<td>Total: 64%</td>
<td>79%</td>
<td>60%</td>
<td>80%</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Girls: 95%</td>
<td>75%</td>
<td>67%</td>
<td>80%</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Boys: 100%</td>
<td>83%</td>
<td>69%</td>
<td>80%</td>
</tr>
<tr>
<td></td>
<td>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</td>
<td>Total: 3.2 million</td>
<td>5.2 million</td>
<td>9.4 million</td>
<td>12.5 million</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Girls: 1.5 million</td>
<td>2.5 million</td>
<td>4.8 million</td>
<td>6.5 million</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Boys: 1.4 million</td>
<td>2.2 million</td>
<td>3.7 million</td>
<td>6.0 million</td>
</tr>
<tr>
<td></td>
<td>Percentage (and number) of countries with gender-responsive education systems for access</td>
<td>25% (34/119)</td>
<td>32%</td>
<td>38%</td>
<td>33% (39/119)</td>
</tr>
</tbody>
</table>

#### Gender equality in teaching and education systems

<table>
<thead>
<tr>
<th>GAP RESULTS</th>
<th>OUTPUT INDICATORS</th>
<th>2017 BASELINE</th>
<th>2018 VALUE</th>
<th>2019 VALUE</th>
<th>2021 TARGET</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Percentage (and number) of countries with gender-responsive teaching and learning systems</td>
<td>18%</td>
<td>31%</td>
<td>40%</td>
<td>20% (21/107)</td>
</tr>
</tbody>
</table>
### Goal Area 3: Every child is protected from violence and exploitation

<table>
<thead>
<tr>
<th>GAP RESULTS</th>
<th>OUTPUT INDICATORS</th>
<th>2017 BASELINE</th>
<th>2018 VALUE</th>
<th>2019 VALUE</th>
<th>2021 TARGET</th>
</tr>
</thead>
<tbody>
<tr>
<td>Addressing gender-based violence against girls, boys and women</td>
<td>Percentage of UNICEF-targeted girls and boys in humanitarian situations provided with psychosocial support, including access to child-friendly spaces with intersectoral programming interventions</td>
<td>83% (3.1 million)</td>
<td>83% (3.6 million)</td>
<td>87% (3.7 million)</td>
<td>80%</td>
</tr>
<tr>
<td></td>
<td>Boys: 664,935</td>
<td>965,421</td>
<td>1.8 million</td>
<td>NA</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Girls: 646,547</td>
<td>962,711</td>
<td>1.7 million</td>
<td>NA</td>
<td></td>
</tr>
<tr>
<td></td>
<td>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</td>
<td>54% (54,895)</td>
<td>61%</td>
<td>58%</td>
<td>80%</td>
</tr>
<tr>
<td></td>
<td>Boys: 20,625</td>
<td>12,650</td>
<td>30,911</td>
<td>NA</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Girls: 15,538</td>
<td>14,001</td>
<td>17,828</td>
<td>NA</td>
<td></td>
</tr>
<tr>
<td></td>
<td>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</td>
<td>101% (14,850)</td>
<td>100%</td>
<td>53%</td>
<td>80%</td>
</tr>
<tr>
<td></td>
<td>Boys: 362</td>
<td>7,199</td>
<td>8,402</td>
<td>NA</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Girls: 94</td>
<td>1,999</td>
<td>2,311</td>
<td>NA</td>
<td></td>
</tr>
<tr>
<td></td>
<td>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</td>
<td>91%</td>
<td>103% (Girls: 203,203 Boys: 271,184)</td>
<td>116% (Girls: 926,996 Boys: 733,586)</td>
<td>80%</td>
</tr>
<tr>
<td></td>
<td>Number of girls and women who receive prevention and protection services on FGM/C through UNICEF-supported programmes</td>
<td>0.9 million</td>
<td>1.02 million</td>
<td>1.17 million</td>
<td>1.24 million</td>
</tr>
<tr>
<td></td>
<td>Number of people who participate in education, communication and social mobilization platforms promoting the elimination of FGM/C through UNICEF-supported programmes</td>
<td>6.18 million</td>
<td>7.0 million</td>
<td>8.5 million</td>
<td>7.8 million</td>
</tr>
</tbody>
</table>

*The 2019 result exceeded the 2021 target due to the launch of the Secretary-General’s global call to action for water, sanitation and hygiene (WASH) in all health-care facilities, which has greatly highlighted and emphasized the importance of the issue since 2018.*

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

<table>
<thead>
<tr>
<th>GAP RESULTS</th>
<th>OUTPUT INDICATORS</th>
<th>2017 BASELINE</th>
<th>2018 VALUE</th>
<th>2019 VALUE</th>
<th>2021 TARGET</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender-responsive water, sanitation and hygiene systems</td>
<td>Percentage of UNICEF-targeted population in humanitarian situations provided with sufficient quantity of water of appropriate quality for drinking, cooking and personal hygiene</td>
<td>95%</td>
<td>104%</td>
<td>100% (Women: 19.7 million Men: 18.8 million)</td>
<td>100%</td>
</tr>
<tr>
<td></td>
<td>Number of health centres that have basic water, sanitation and hygiene (WASH) facilities, through UNICEF-supported programmes</td>
<td>1,557</td>
<td>3,355</td>
<td>6,696*</td>
<td>5,000</td>
</tr>
<tr>
<td></td>
<td>Percentage of UNICEF-targeted population in humanitarian situations:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(a) provided with access to appropriate sanitation facilities and living in environments free of open defecation</td>
<td>72%</td>
<td>82%</td>
<td>67%</td>
<td>88%</td>
</tr>
<tr>
<td></td>
<td>Men: 83%</td>
<td>71%</td>
<td>71%</td>
<td>NA</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Women: 69%</td>
<td>69%</td>
<td>70%</td>
<td>NA</td>
<td></td>
</tr>
<tr>
<td></td>
<td>(b) provided with menstrual hygiene management services</td>
<td>80%</td>
<td>53%</td>
<td>68%</td>
<td>28%</td>
</tr>
<tr>
<td></td>
<td>(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</td>
<td>94% (Female: 74% Male: 75%)</td>
<td>116% (Female:125% Male: 111%)</td>
<td>42% (Female: 43% Male: 43%)</td>
<td>82%</td>
</tr>
</tbody>
</table>

*The 2019 result exceeded the 2021 target due to the launch of the Secretary-General’s global call to action for water, sanitation and hygiene (WASH) in all health-care facilities, which has greatly highlighted and emphasized the importance of the issue since 2018.*

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

<table>
<thead>
<tr>
<th>GAP RESULTS</th>
<th>OUTPUT INDICATORS</th>
<th>2017 BASELINE</th>
<th>2018 VALUE</th>
<th>2019 VALUE</th>
<th>2021 TARGET</th>
</tr>
</thead>
<tbody>
<tr>
<td>Positive gender socialization for girls and boys</td>
<td>Percentage of countries with at-scale programmes addressing gender discriminatory roles and practices among children</td>
<td>23%</td>
<td>28%</td>
<td>35%</td>
<td>40%</td>
</tr>
<tr>
<td></td>
<td>Percentage of countries with at-scale capacity development programmes for front-line workers that focus on gender equality</td>
<td>14%</td>
<td>25%</td>
<td>27%</td>
<td>35%</td>
</tr>
</tbody>
</table>
Result 1: Equal health care and nutrition for girls and boys

Some 3 million children die due to undernutrition every year, and millions more suffer stunting. For girls, malnutrition is compounded by the harmful effects of discriminatory gender norms. Similarly, when these restrict women, who are predominantly the caregivers, from accessing health care and nutritious food and from making family decisions, their children are adversely affected.

Nutritional outcomes, which showed promising scale in 2018, continued to progress in 2019. Sixty-eight countries (8 more than the 2019 target) supported by UNICEF integrated nutrition counselling in their pregnancy care programmes. Over a third of pregnant women in programmes supported by UNICEF received iron and folic acid supplementation (also exceeding the 2019 target). In humanitarian settings, UNICEF worked to ensure that programming benefited hard-to-reach women and children. In the Syrian Arab Republic, through social mobilization, over 600,000 caregivers received messages on complementary feeding and diet diversity, contributing to 1.8 million women and children being screened for malnutrition and over 11,500 under-fives (55 per cent girls) receiving life-saving treatment for severe acute malnutrition.

HIV prevention and response

Despite being a priority area for UNICEF and partners, progress in the prevention of mother-to-child transmission of HIV has flatlined, in part due to an overall global decline in resources. This underscores the need to significantly scale up interventions. Sustained UNICEF support contributed to Sri Lanka being declared by the World Health Organization (WHO) as successfully eliminating mother-to-child transmission of HIV and syphilis. Similarly, UNICEF helped Eswatini to reduce the transmission rate at 18 months to under the global elimination threshold of 5 per cent.

Result 2: Quality and dignified maternal care

UNICEF is prioritizing the treatment of mothers and the quality of perinatal care according to the WHO quality, equity and dignity standards, and 31 countries supported by UNICEF (up from 23 in 2018) were implementing plans aligned with these global standards. There were also steady increases across other indicators, putting UNICEF on track to meet or surpass overall GAP targets. Sixty per cent of pregnant women received at least four antenatal visits, up from 57 per cent in 2018, and mothers given postnatal care increased to 60 per cent, already exceeding the 2021 target. Seventy-six per cent of live births were attended by skilled health personnel – marking progress towards the 77 per cent 2021 target. These efforts are encouraging, but UNICEF recognizes the urgent need to reduce global maternal mortality, which is slowing at less than half the rate needed to achieve the SDG target. The most effective interventions – antenatal care and skilled birth attendants – are still insufficient to meet global demand.

In several countries, UNICEF assisted health systems to improve facilities and delivery of quality maternal care in 2019. In Bangladesh, Ghana, Kenya, Malawi and the United Republic of Tanzania, mechanisms to improve rights-based care in health-care facilities included processes to report abuse, leading to a reduction of abuse between baseline and follow-up assessment. Mobile clinics helped scale up coverage of health services in Afghanistan, reaching over 1.4 million vulnerable women and children in remote areas with perinatal care, immunization and medical treatment for newborn and childhood illnesses.
Case study 2: Bringing health, well-being and gender equality to homes

In the early months after her baby Yllka was born, Hyrijeta tried hard to breastfeed but the pain was unbearable. Then her family started receiving visits from the nurses of the family health centre in Hani i Elezit, Kosovo. By the time Yllka was 7 months old, they had made three visits, and “thanks to them,” said Hyrijeta, “I didn’t give up on breastfeeding my baby.”

The Ministry of Health’s programme of home-visiting nurses, supported by UNICEF with thematic funds from the Government of Luxembourg, provides home-based services in 16 municipalities to improve the health and well-being of children and their caregivers, and strengthen community trust in the public health system.

The programme added training modules in 2019 to promote gender equality in family dynamics and better engage fathers in caregiving. Nurses learned to identify gender inequalities in parenting practices and household responsibilities, and to report signs of gender-based violence. Nearly 1,900 newborn children were reached through home visits in 2019.

Seven-month-old Yllka receiving a check-up from a home-visiting nurse in Hani i Elezit, Kosovo.
Result 3: Gender equality in health systems and the health workforce

Recognizing the pivotal role that community health workers (CHWs) – who are mostly women – play in delivering essential health services to underserved women and children in many countries, UNICEF has identified their professionalization as a key result in its gender programming, to ensure their formal recognition within the health sector, and address their traditionally poor levels of remuneration, job security and training. By the end 2019, twenty-five countries with a high burden of childhood illnesses had formally accounted for CHWs in their health systems, already meeting the 2021 GAP target. In addition, in the 25 countries reporting data, through UNICEF support, more than 190,000 workers had enhanced their skills on integrated case management by 2019, exceeding the 2021 GAP target of 160,000.

CHWs are often the only lifeline for access to basic and emergency health services in humanitarian settings. In Somalia and Yemen, UNICEF trained over 1,500 CHWs to provide local communities with critical health information and nutrition services, gender-based violence (GBV) counselling, and timely infectious disease referral. Around three quarters of these CHWs were women, and most reported improved self-esteem and a sense of professionalism after the training.

Hadiza Ibrahim is a community nutrition mobilizer in Borno State, Nigeria, one of 732 volunteer community health workers trained by UNICEF for routine nutrition screening. Their life-saving work includes referring and following up cases of severe acute malnutrition in young children. Hadiza visits 50 households a day in her role, which pays a monthly stipend, looking out for signs of wasting and malnutrition, delivering ready-to-use therapeutic food and giving mothers vital information. In 2018 and 2019, she referred over 300 children to treatment sites and established two peer-support groups.
Result 4: Equality in education for girls and boys

Gender disparities in the number of out-of-school children globally have narrowed considerably in the last two decades, although wide regional variations exist, and the progress is slowing, especially for adolescent girls. There are 5.5 million more girls than boys out of school today.19

UNICEF and partners continue to invest substantially in improving educational access, retention and learning opportunities for girls and boys. In 2019, over 17 million out-of-school children participated in education through UNICEF-supported programmes, 5 million more than in 2018. Overall, 8.4 million girls benefited in 2019, compared with 5 million in 2018. In Pakistan, UNICEF support enabled 316,000 girls to access education in 2019, including through non-formal, second-chance programmes for the most vulnerable children.

A girl in the Rohingya refugee community studies at a UNICEF-supported learning centre in the Kutupalong camp, Cox’s Bazar, Bangladesh, in February 2019.

FIGURE 5: Primary and secondary school completion for boys and girls, 2012-2018

Ending school-related gender-based violence

School-related GBV is a major barrier to children’s education access and learning. UNICEF and its partners – including the United Kingdom Department for International Development, United Nations Educational, Scientific and Cultural Organization (UNESCO) and United Nations Girls’ Education Initiative (UNGEI) – support policy and legislative action, prevention measures in schools, and advocacy campaigns, often youth-led. In 2019, some 49 per cent of UNICEF-supported countries (up from 38 per cent in 2018) had effective mechanisms against school-related GBV. The Zero Tolerance project in Nepal, for example, provided nearly 65,000 students (more than half of them girls) with life skills, and trained 5,000 school staff to refer cases of violence. This resulted in almost twice as many students viewing GBV as unacceptable, and a third more taking action when a friend experienced violence.

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Studying with her classmate, 17-year-old Angeline is one of many young people in Malaysia who have experienced cyberbullying. Angeline is a member of R.AGE, a media platform started by young journalists working to expose cyber attacks on children and youth.

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Result 5: Gender equality in teaching and education systems

UNICEF continues to support national efforts to eliminate gender inequality in education systems, including removing structural barriers in policies, curricula and pedagogies, and supporting non-formal learning pathways for marginalized children, especially out-of-school girls.

In 2019, forty-five UNICEF-supported countries (a 25 per cent increase over the baseline) had gender-responsive systems to improve access to education, and 37 (22 per cent more than at baseline) had teaching and learning systems that integrated gender equality principles. In Kyrgyzstan, all new school textbooks were free of gender stereotypes, and promoted positive gender norms. Similarly, in Bangladesh, a comprehensive curriculum was developed to incorporate gender equality teaching.

In 2019, over 4 million children (double the 2018 figure) participated in skills development programmes, including 2.3 million girls. Sexual and reproductive health and reproductive rights information is increasingly being integrated into school curricula to counter harmful gender norms and stereotypes. In Viet Nam, through support from UNICEF, UNESCO and United Nations Population Fund (UNFPA), comprehensive sexuality education (CSE) was incorporated into the newly approved national school curriculum. Similarly, Cambodia, Malaysia and Myanmar incorporated CSE into their school-based life-skills programming.

Overall, despite promising gains, progress on learning outcomes for girls and boys are not on track to meet the SDGs. UNICEF has identified this learning crisis as a key midterm review area for acceleration, particularly for marginalized girls, and will intensify investment in confronting systemic barriers to learning.
Result 6: Addressing gender-based violence against girls, boys and women

GBV remains a scourge, exacerbated and reinforced by gender discrimination and harmful gender norms. Girls are at particular risk of sexual harassment and assault, especially in adolescence and during humanitarian crises. The need for urgent action gained significant traction in 2019. Powerful global coalitions with strong political commitment and financing were behind multisectoral frameworks to accelerate progress. The Safe to Learn initiative, for example, addresses violence in schools with a specific focus on gender, while the Spotlight Initiative is making targeted, large-scale investments. As a Spotlight partner, UNICEF began implementation in 13 countries in Africa and Latin America in 2019. In Uganda, for example, community engagements to prevent GBV reached at least 15,000 parents and caregivers.

Over 2.7 million children who experienced violence were reached by health, social work or justice and law-enforcement services through UNICEF support in 2019 (compared with over 2.3 million in 2018). Very low reporting rates, however, continue to dampen progress – globally in 2019, only 4 per cent of targeted adolescent girls and boys who had ever experienced sexual violence had sought help from a professional, dropping from 5 per cent in 2018. In response, UNICEF continues to support programming in numerous countries – such as Ghana, Namibia, Nepal, the Philippines and Turkey – to train justice, health and social service professionals to build trust and better respond to child-related violence to contribute towards improved reporting. In Nepal, UNICEF trained 350 law-enforcement and justice officials to apply gender and child-friendly approaches, contributing to a nearly 50 per cent increase in reported cases in 2019 compared with 2018.

Shaimaa Abd El-Hamid is a protection specialist with the UNICEF-supported National Child Helpline in Egypt, and a PhD candidate. She credits her father (also pictured) with why she was the only woman in her extended family who went to college – he “believed in me despite family criticism.” He also saved her from FGM, a practice common in upper Egypt. Shaimaa said: “I couldn’t understand why my father, the simple, illiterate man, refused that I get cut” while “well-educated, open-minded people believed FGM was normal and beneficial for girls.” She had later learned that her father took this unconventional stand because, as a boy, he had listened to a Sheikh in his home town repeatedly preach against FGM, and this message had stayed with him.
Shifting the ground on ending FGM

The 2019 evaluation of the UNFPA–UNICEF Joint Programme on Eliminating Female Genital Mutilation reinforced how joint action can accelerate progress. With its partners, UNICEF contributed to strengthened national legal frameworks, enhanced coordination among child protection actors, and improved awareness and discourse on FGM in 21 countries (including the 17 countries in the joint programme). In 2019, more than 158,400 girls and women received FGM-related services, while some 8.5 million people participated in UNICEF-supported community mobilization platforms against FGM (up from 6.8 million in 2018).

Case study 3: Shining a spotlight on gender-based violence

In Sokoto State, Nigeria, 13-year-old Halima (not her real name) was raped repeatedly and impregnated by a neighbour. She was arrested, prosecuted for adultery and sentenced to six months in jail or a fine that her family could not afford. Fortunately, the magistrate – who had participated in a child protection capacity-building initiative organized by UNICEF under the Spotlight Initiative – recognized the error of the court decision and promptly referred the case to a GBV mechanism established as part of the initiative. Because Halima was already nine months pregnant, a team of police, child protection network members, social workers and others carried out an urgent rescue mission to her village to get her to a safe house. She gave birth to her baby safely, and the perpetrator was arrested. Halima is currently waiting to be reintegrated into school, and UNICEF continues to track her well-being.

UNICEF is a partner in the Spotlight Initiative, run jointly by the European Union and United Nations, and the world’s largest targeted effort to eliminate violence against women and girls. It works alongside communities – with the support of governments, civil society, media and multilateral partners – to step up protection, response and prevention, especially for people at greatest risk. In Nigeria – where around a third of women and girls in the 15 to 49 years age group are estimated to have experienced violence – UNICEF supports the strengthening of coordinated services for survivors among key sectors such as security, justice, education, social welfare and health. In Sokoto State, UNICEF also supports an informal group of service providers, the child protection network, to act as a community surveillance mechanism.
Result 7: Gender-responsive water, sanitation and hygiene systems

Women and girls shoulder the burden for water collection – in an estimated 8 out of 10 households with water off premises globally – and are most affected by lack of hygiene and sanitation, especially in emergencies. In both development and humanitarian settings, UNICEF continued to prioritize the strengthening of water, sanitation and hygiene (WASH) systems to be more gender responsive, the centring of women and girls in WASH decision-making, and the promotion of social norms respecting women’s right to dignity and safety.

Through UNICEF-supported programmes, nearly 18.3 million additional people (8.3 million women and girls in the 47 countries reporting sex-disaggregated data) gained access to safe drinking-water in 2019. Almost 15.5 million additional people (7.6 million women and girls in 62 reporting countries) gained access to basic sanitation services – up by nearly 5 million on the 2018 figure. In humanitarian situations, UNICEF provided access to safe water to 39.1 million people in 64 countries (100 per cent of the targeted population; 19.6 million females) and sanitation facilities to 9.3 million people in 50 countries.

In 2019, UNICEF promoted women’s and girls’ participation in community water management committees, especially in leadership positions, in countries such as Eritrea, Myanmar, Somalia and South Sudan, and encouraged women’s participation in training programmes, such as in Yemen, where 48 per cent of trainees for public water departments were women. In India, UNICEF support for alternative credit models through women’s self-help groups resulted in women accessing 15,000 affordable WASH-related loans.

Result 8: Positive gender socialization for girls and boys

Discriminatory gender norms are arguably the most challenging of all barriers to gender equality. These entrenched modes of behaviour and thinking govern every aspect of how a child is socialized, from birth through adolescence – how they dress, what they eat, the subjects they study. And they can fuel lifelong inequalities between girls and boys, and persistent inequities in society as a whole.

Confronting such harmful stereotypes can be a force for transformative change for women and girls. UNICEF has therefore identified positive gender socialization as a flagship area of work and a key route to meeting SDG 5 and United Nations ‘common chapter’ results on gender equality. Programming in this area is taking place in 120 UNICEF country offices, in all regions. Key strategies used to engage communities include Communication for Development (C4D, also referred to as social and behaviour change communication, SBCC) and engaging men and boys as gender allies to challenge biased thinking and behaviour.

Communication for Development

Communication for Development (C4D, also referred to as social and behaviour change communication, SBCC) is crucial to the social and behaviour change required to eliminate stigma and discrimination, whether based on disability, gender, age or other forms of marginalization, to strive for inclusion and equity for all. SBCC initiatives engage and empower communities – leveraging multichannel strategies to break down discrimination and promote positive social norms. Strategies use tools ranging from peer-to-peer influence and community dialogue to mass media such as radio and television, and digital tools such as U-Report and social media.
FIGURE 6: Chores done by adolescent girls vs. adolescent boys aged 10-14 years

Percentage of adolescent girls and boys aged 10-14 years who spent at least 21 hours on unpaid household work, 2018-2019

The Government of India developed, with UNICEF assistance, mandatory gender-sensitive guidelines for the national television broadcaster, which reaches 99 per cent of the population. UNICEF-supported advocacy around family-friendly policies contributed in 2019 to legislation extending paid maternity leave in the Philippines, and paternity leave in the Dominican Republic. In Argentina, 120 companies joined a UNICEF-established group to promote family-friendly policies, such as parental leave, breastfeeding spaces, and telecommuting options for employees.

The Global Thematic Fund for Gender Equality, with contributions from the governments of Canada and Luxembourg, was instrumental in catalysing gender socialization work in 2019, particularly towards developing scalable and sustainable programming models. Nine countries and three regions were allocated thematic funding to pilot, test and accelerate interventions.

Despite some encouraging signs, overall results in this area are still tentative and not at scale. This reflects implementation challenges such as limitations to assessing norms change over time, and limited funding to resource efforts over longer periods. UNICEF is investing in developing stronger data generation and analysis methodologies to generate evidence, and is pursuing active resource-mobilization strategies, including by leveraging existing funds.

Gender-responsive social protection

Social protection covers the range of policies and programmes needed to reduce the lifelong consequences of poverty and exclusion, but discriminatory gender norms in social protection schemes can severely limit women’s economic opportunities and access to benefits. Recognizing this, UNICEF launched a global social protection framework in 2019 that explicitly references the transformational potential of inclusive, gender-responsive social protection programming. In 2019, UNICEF-supported cash transfer programmes reached almost 14 million girls and 10.9 million boys, across seven regions.

FIGURE 7: UNICEF global thematic fund countries’ gender socialization programmes

Abdo Gonzalez poses for a picture with his daughter Paula, aged 14 months, inside their apartment in Asunción, Paraguay. Paula attends an early childhood development day-care centre at her parents’ workplace, Tigo telecommunications, a UNICEF partner. The company’s other family-friendly policies include breastfeeding breaks for nursing employees, four months of maternity leave and 15 days’ paternity leave, and training for parents in child health and nutrition.
Case study 4: Better quality of life for women in a social protection work programme

“Before, I did irregular odd jobs and left my child alone at home with nothing to eat,” said Helen (not her real name), a young single mother from Bigogwe, Rwanda. “But when I got the job, with the first RWF10,000 [about US$11] I bought a young sheep and shoes for my child, and food.”

Helen participates in the expanded public works scheme developed by the Government of Rwanda with assistance from UNICEF and CARE International as a gender-responsive complement to the country’s social protection programme. The scheme expands access to jobs for vulnerable, labour-constrained households, especially female-headed households with single mothers, and those with very young children. The existing national infrastructure-based programme typically demands hard physical labour (e.g., for road construction) and lacks childcare facilities. By contrast, this scheme offers flexible hours, less physical demand, and work sites closer to home. Mobile crèches and home-based care were added in 2019, alongside nutrition and support for pregnant and breastfeeding mothers. The expanded public works scheme was scaled up by the Government to all 30 districts in Rwanda, reaching almost 30,000 households in 2019 (nearly 70 per cent headed by females).

Helen’s quality of life has improved significantly: “We have come far, and I can see the benefit,” she said. “Before, I would just cook what I found, without understanding whether it was nutritious or not. Now I am able to have a kitchen garden, so my child has vegetables.”
While adolescence is a time when many girls face an intensification of deprivations and discrimination, it is also a period with opportunities for transformative change in their lives. This is especially true when investment targets dismantling the interconnected barriers — and the restrictive gender norms that reinforce them — that keep girls from living to their full potential. UNICEF emphasizes cross-sectoral approaches, which focus on these interlinked challenges and leverage programming efficiencies to accelerate results.

In 2019, ninety UNICEF country programmes included results in one or more of the targeted gender priorities, increasing from 73 countries in 2017. Interventions around menstrual health and hygiene (MHH), human papillomavirus (HPV) vaccination and GBV, were scaled up in many country offices in 2019.
FIGURE 9: Country programmes with results on adolescent girls’ targeted priorities, 2017, 2018 and 2019

FIGURE 10: Highlights of targeted priority results in 2019

GIRLS’ HEALTH AND NUTRITION
13.5 million girls were tested for HIV and know their status (10.6 million in 2016)

DIGNIFIED MENSTRUAL HEALTH AND HYGIENE
1 million girls and women in emergency settings provided with UNICEF-supported menstrual health and hygiene services, including 24,232 girls and women living with disabilities

GIRLS’ SECONDARY EDUCATION AND SKILLS
Over 4 million adolescents (61 per cent girls) in 113 countries participated in or led civic engagement activities through UNICEF-supported programmes

ADOLESCENT GIRLS PRIORITIES

CHILD MARRIAGE AND EARLY UNIONS
5.7 million adolescent girls received UNICEF-supported prevention and care interventions related to child marriage, including life skills initiatives (almost 1 million more than 2018)

GENDER-BASED VIOLENCE IN EMERGENCIES
3.3 million women, girls and boys in emergencies were provided with risk mitigation, prevention or response interventions to address gender-based violence
Result 9: Girls’ nutrition, pregnancy care, and HIV and HPV prevention

While adolescents today have a better chance of improving their health and well-being than a decade ago, many still lack access to essential information and quality services – including for mental health, and sexual and reproductive health and reproductive rights. Adolescent girls face unique, gender-specific vulnerabilities with lifelong consequences: early pregnancy, higher risks of HIV, HPV and cervical cancer, and inadequate nutrition. Child marriage, GBV, poverty and unequal gender norms both underpin and heighten these risks.

In response, working closely with governments and partners, especially UNFPA and WHO, UNICEF helps to improve age- and sex-specific quality health services. By the end of 2019, sixty-seven countries had multisectoral and gender-responsive national plans to reach targets on adolescent health, already surpassing the GAP target of 45 countries. This is contributing to essential health information, including on sexual and reproductive health and reproductive rights, becoming more accessible to adolescents. For example, the Let Youth Lead initiative in Lesotho – part of the joint United Nations programme 2Gether4SRHR – led to improved knowledge (from 30 per cent to 72 per cent) among adolescents visiting health centres about their sexual and reproductive health and reproductive rights.

In 2019, some 60 million adolescents were reached with services to prevent anaemia and other forms of malnutrition. UNICEF support to the health and education systems in Ghana, for example, led to over 250 schools in five regions promoting better diets and healthy dietary practices in 2019, while a nationwide roll-out of iron and folic acid supplementation for adolescent girls showed a promising 26 per cent reduction in anaemia levels among those targeted. In Afghanistan, nearly 1 million girls received weekly iron–folic acid supplementation through schools.

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Vitamin A supplement being given to a schoolgirl in N'djamena, Chad, 2019.
UNICEF continued to support 52 Every Newborn Action Plan countries to provide quality maternal care for adolescent mothers (aged 15–19 years), contributing to 74 per cent of live births being attended by skilled health personnel compared with 67 per cent at baseline.

Social mobilization and technology-based innovation remained important UNICEF strategies to improve adolescent health-seeking behaviour, including around sexual and reproductive health and reproductive rights. The ‘SHNET’ mobile application, developed by a young adolescent girl in Kosovo, provides vital, accurate information on sexual and reproductive health and reproductive rights, and has been downloaded by over 5,000 adolescent users to date. In Thailand, a UNICEF-supported online youth health platform has exponentially increased its number of users – from 150,000 in 2017 to 1.8 million in 2019 – seeking information on sexual and reproductive health and reproductive rights.

Around 85 per cent of the global burden of HPV – which causes cervical cancer – occurs in less-developed countries, accounting for almost 12 per cent of all female cancers. Global efforts to improve access to the HPV vaccine and increase coverage among girls are gaining ground. In partnership with Gavi, the Vaccine Initiative and the WHO Global Cervical Cancer Elimination Alliance, UNICEF supported eight countries to scale up vaccination. Nearly 1 million girls received the full schedule of vaccination in five countries where the vaccine’s introduction was earlier supported.

Global progress on halting HIV infection among adolescents, particularly girls, has been slowing. This is due to a combination of factors including discriminatory gender norms that limit access to health services and information, GBV and an overall global drop in funding. More girls are getting tested and know their status – 13.5 million in 2019 compared with 10.6 million in 2016 – and more so than boys, yet they remain far more vulnerable.

UNICEF, as a member of the global HIV prevention coalition, is addressing the multiple vulnerabilities experienced by adolescent girls and young women. Community-level peer-led interventions are being undertaken by several countries, including through the inter-agency programme 2gether4SRHR, which focuses on gender barriers associated with HIV prevention and unintended pregnancies. For example, the Young Mentor Mothers Community Initiative in Lesotho, Malawi and Zimbabwe – trains young mothers who are living with HIV to fulfil a peer-support role, to encourage higher service use, promote young child stimulation activities, and build trust between health-care facilities and communities. In Malawi, for instance, young mentor mothers made 2,200 home visits and reached 289 pregnant and breastfeeding adolescents living with HIV in 2019.

FIGURE 11: New HIV infections among adolescent girls and boys

<table>
<thead>
<tr>
<th>Estimated number of annual new HIV infections among adolescent girls and boys aged 10-19 years, 1995-2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><img src="img_chart" alt="Image of chart showing new HIV infections among adolescent girls and boys from 1995 to 2018" /></td>
</tr>
</tbody>
</table>

Result 10: Girls’ secondary education and skills

UNICEF and partners continue to tackle the barriers that prevent adolescent girls, especially the most marginalized, from accessing education and developing the skills they need for the future. Exceeding the 2019 target of 8 per cent, 23 per cent of countries (out of 99 reporting) with UNICEF-supported programmes institutionalized gender-equitable skills for earning, personal empowerment, active citizenship and/or employability. In addition, over 4 million adolescents (61 per cent girls) across 113 countries took part in civic engagement activities through UNICEF-supported programmes in 2019, exceeding the target of 3.2 million.

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Jenifer Tete, 17 years of age, is head girl at Maaji Seed Secondary School in Uganda. She is committed to staying in school and wants to be an accountant. UNICEF and the Danish Refugee Council are working with communities and teachers in Uganda to change mindsets towards girls’ education and encourage secondary school completion.
The number of out-of-school secondary-age girls has dropped significantly in the last two decades, an almost 68 per cent difference between 1998 and 2018. Even so, 97 million secondary-age girls are not in school, and just two out of five complete upper secondary school today. In response, UNICEF supports governments to remove systemic bottlenecks. In Burkina Faso, for example, where the low completion rate among girls improved by almost 10 per cent between 2018 and 2019, UNICEF supported education access for almost 13,500 girls, including through direct scholarships to the most vulnerable.

In many countries, progress in educational achievement among girls and young women is not translating into employability because of barriers to skills-development opportunities, such as restrictive gender norms. While the overall number of UNICEF country offices working on girls’ skills development remains limited, it is an area where dedicated quality programming has picked up private sector support. For example, through Generation Unlimited, UNICEF and partners are working in 25 countries to bridge education and training with employment and entrepreneurship for youth, including stepping up investment in building girls’ skills. In Bosnia and Herzegovina, the UNICEF-supported IT Girls initiative connects adolescent girls and young women with information and communication technology companies through mentoring programmes in schools. In South Africa, 78 per cent of the alumni from the skills-to-employment initiative TechnoGirls, which targets marginalized girls, are studying in a field related to science, technology, engineering and mathematics (STEM). Graduates who are employed have seen an almost sevenfold increase in their earnings.

Case study 5: Investing in girls’ skills for the digital economy

“Technology should empower people, and any machine should be built around the views of all segments of society,” said Elia Sofhan, an information and communication technology professional – and “women need to expand their footprint in this industry.” She was talking to a room filled with adolescent girls eager to explore careers in science, technology, engineering and mathematics (STEM) at a mentoring event in 2019 organized by the Girls Got IT initiative in Lebanon, where 900 girls gathered to connect with STEM industry professionals.

Girls Got IT, supported by UNICEF, offers mentorship and skills-building workshops to break cultural stereotypes about young women in STEM. Girls have learned skills in coding, game design, mobile apps, artificial intelligence, 3D printing, engineering and entrepreneurship. By 2019, the programme had organized 169 workshops and engaged nearly 3,600 girls, many of whose skills were matched to income opportunities from digital companies.

Students of the Girls Got IT programme at a hands-on workshop in 2019.
Result 11: Gender-based violence in emergencies

While it is difficult to ascertain the exact prevalence of sexual violence in emergencies, most recent estimates suggest that somewhere around one in five displaced women and girls will experience it.27

In 2019, just over 3.3 million women, girls and boys in emergencies were provided with risk mitigation, prevention or response interventions to address GBV through UNICEF-supported programmes, almost triple those reached in 2018. For example, in Colombia, Lebanon, Myanmar and Somalia, UNICEF conducted life-saving, participatory safety audits looking at risks for GBV in emergencies (GBViE), in areas such as access to water and sanitation, learning, and safe spaces.

UNICEF continues to deepen its partnerships and its high-impact contributions to the humanitarian community of practice, while scaling up support to countries to institutionalize GBV response, prevention and risk mitigation. The commitment to address GBViE in at least 50 per cent of the 2020 Humanitarian Action for Children appeals was surpassed in 2019 (reaching 71 per cent). UNICEF also launched its GBViE operational guide and resource pack, and co-led the development of the Inter-Agency Minimum Standards for Gender-Based Violence in Emergencies. Protection from sexual exploitation and abuse (PSEA) remained a top organizational priority, with UNICEF leading the development of the Inter-Agency Standing Committee Plan for Accelerating PSEA in Humanitarian Response at Country Level, and scaling up PSEA in 32 countries that have a humanitarian response.

As in other sectors, innovation is a key strategy to step up response. An example is a new UNICEF–UNFPA initiative in Cox’s Bazar, Bangladesh, using the Primero/GBVIMS+ platform to support case management. The platform is being tested by 200 service providers across 14 organizations and will be rolled out in Lebanon, Libya and Nigeria.

Result 12: Child marriage and early unions

An independent evaluation in 2019 of the UNFPA–UNICEF Global Programme to End Child Marriage found that it fosters sustainable systems and critical capacity to accelerate solutions that put achieving SDG Target 5.3 within reach. Importantly, its successes towards ending child marriage and early unions – such as evidence-generation and multisectoral platforms – have catalysed efforts beyond the programme.

UNICEF advocacy helped to push legislative and policy advances in several countries in 2019. Amendments to Uzbekistan’s Family Code equalized the age of marriage to 18 years. Similarly, in Indonesia, the marriage age for girls (with parental permission) has been raised from 16 to 19 years, in line with that for boys. In 2019, forty-two countries (rising from 33 in 2018) had national strategies and plans for girls’ protection, health and well-being. Belize became the first country in Latin America to develop a national road map to end child marriage and early unions. In India, UNICEF supported the development of six costed state-level action plans for adolescent empowerment related to the issue, and expanded community engagement from 16 to 80 districts.

In 2019, some 5.7 million adolescent girls received UNICEF-supported interventions related to child marriage – such as life-skills initiatives and links to health services – almost 1 million more than in 2018. Quality programmes are reaching the most vulnerable. In Burkina Faso, where political instability is hampering outreach, village child protection committees make door-to-door household visits. This led to more than 310,000 at-risk adolescent girls being enrolled in adolescent clubs and empowered with life-skills and health information, important strategies to reduce child marriage.

“The programme surpassed its targets, reaching millions of people in the 12 programme countries with interventions designed to end child marriage. [It] played a unique role in bringing together the combined capabilities of UNFPA and UNICEF to facilitate a multi-sectoral approach that is needed to handle the complex set of inter-related issues that enable child marriage.”

Phase 1 Evaluation Summary: UNFPA–UNICEF Global Programme to Accelerate Action to End Child Marriage
Result 13: Dignified menstrual health and hygiene

Millions of girls in low-resource and humanitarian contexts continue to lack access to adequate menstrual health and hygiene (MHH) supplies and services, giving rise to stigma and social exclusion, and missed educational, social and economic opportunities.

UNICEF support for MHH continued to expand in 2019, with activities in 72 countries in development and humanitarian settings. MHH-related services – dignity kits, private washing and disposal facilities, and MHH information – were provided to 1 million women and girls from 39 countries dealing with emergency situations, including over 24,000 women and girls living with disabilities.

National partners received support to institutionalize MHH into education and health systems. In 2019, fifty-one countries reported that national WASH-in-schools strategies included MHH targets. UNICEF also supported schools directly, building sanitation and washing facilities, menstrual-pad disposal facilities, and providing MHH/hygiene education, to benefit almost 20,500 schools in 49 countries, already exceeding the cumulative 2021 target of 11,000.

Innovation remained an important accelerator for MHH results. For example, a social media campaign to break taboos about MHH among young people, and generate data, was run in Ukraine using the UNICEF U-Report platform, reaching around 3.7 million young people.

© UNICEF/2019/Tyree

Girls in Indonesia show the UNICEF-developed Oky period tracker app in preparation for its formal launch on International Menstrual Health Day. The mobile app helps girls access accurate, context-specific MHH information.
Case study 6: Making menstrual health and hygiene inclusive for all

Beti was identified by her peers as a great role model, and so was selected to join her primary school’s menstrual health and hygiene (MHH) club. In Ethiopia, talking about menstruation is still largely taboo. Many girls learn about it only when they get their first period, and boys at much later ages. Poor access to information is even worse for girls living with disabilities, who often already face stigma and exclusion.

UNICEF and partners support schools in Ethiopia to set up MHH clubs, where young leaders like Beti, who is hearing-impaired, are bridging communication barriers, role-modelling positive behaviour and passing on important hygiene messages to their peers. As important as breaking harmful gender stereotypes, students like her are being empowered, and schools are becoming more inclusive. At Beti’s school, the MHH club director, the school principal and other students are all learning sign language to better communicate with hearing-impaired students.

UNICEF supports MHH clubs in 81 schools in Ethiopia, benefiting nearly 67,000 students. Since the programme started, teachers at Beti’s school have noticed that female absenteeism is dropping and academic performance improving. MHH clubs also include boys as members, engaging them as peer communicators and role models for respectful behaviour among students.
INSTITUTIONAL STRENGTHENING

UNICEF continues to integrate gender considerations throughout its institutional systems and strategies. This includes investing in capacity development, expanding gender expertise, and using gender analysis and evidence in programme design and execution. Equally, it involves promoting a gender-responsive organizational culture, ensuring dedicated female leadership, and fostering empowering, positive and flexible workplaces for female staff.

The performance of UNICEF in the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP) has improved steadily, leading in 2019 to the organization meeting 82 per cent of all benchmarks (up from 76 per cent in 2018).
### FIGURE 12: Highlights of institutional gender results in 2019

#### Change strategies

<table>
<thead>
<tr>
<th>INDICATOR</th>
<th>2017 BASELINE</th>
<th>2018 VALUE</th>
<th>2019 VALUE</th>
<th>2021 TARGET</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percentage of United Nations system-wide action plan on gender equality and the empowerment of women minimum standards met or exceeded (QCPR)</td>
<td>73%</td>
<td>76%</td>
<td>82%</td>
<td>87%</td>
</tr>
<tr>
<td>Percentage of country offices that conducted a gender analysis as part of CPD development</td>
<td>39%</td>
<td>43%</td>
<td>55%</td>
<td>77%</td>
</tr>
<tr>
<td>Percentage of CPDs approved in the reporting year that meet or exceed standard of excellence on gender equality</td>
<td>NA</td>
<td>83%</td>
<td>76%</td>
<td>80%</td>
</tr>
<tr>
<td>Percentage of country offices that meet organizational standards on gender mainstreaming in programme implementation</td>
<td>53%</td>
<td>49%</td>
<td>62%</td>
<td>80%</td>
</tr>
</tbody>
</table>

#### Organizational effectiveness and efficiency

Percentage of female staff among:

- **International professional staff**
  - P2: 60% (2017), 60% (2018), 59% (2019), 54% (2021)
  - P5: 44% (2017), 44% (2018), 42% (2019), 50% (2021)

- **National staff**
  - NO-B: 43% (2017), 43% (2018), 45% (2019), 50% (2021)
  - NO-D: 49% (2017), 51% (2018), 48% (2019), 50% (2021)

- **High-level posts**
  - D1: 43% (2017), 40% (2018), 47% (2019), 50% (2021)
  - D2: 57% (2017), 58% (2018), 51% (2019), 50% (2021)
  - Assistant Secretary-General (ASG) and Under-Secretary-General (USG): 40% (2017), 80% (2018), 50% (2019), 50% (2021)

- **General service staff**
  - G2: 4% (2017), 4% (2018), 4% (2019), 8% (2021)
  - G3: 10% (2017), 11% (2018), 9% (2019), 15% (2021)
  - G5: 67% (2017), 67% (2018), 68% (2019), 50% (2021)

- Percentage of relevant staff who have completed relevant learning programmes on gender-responsive programming: 8% (2017), 32% (2018), 64% (2019), 80% (2021)

- Percentage of expenditures on programming with a primary focus on gender equality: 11% (2017), 14% (2018), 14% (2019), 15% (2021)
Gender equality in quality programming at scale

Towards gender-transformative programming

In 2019, UNICEF focused on more systematic use of its comprehensive set of tools on applying gender analysis and review in programme design and implementation, notably through the provision of direct technical gender support to countries from headquarters and regional offices, through data collection and analysis, training, partnerships and communications.

A composite GAP institutional standard was developed in 2019, with 2018 as the baseline, to monitor whether country offices meet organizational standards on gender mainstreaming. Sixty-five per cent of UNICEF country offices met the standard in 2019, up from just under half in 2018. Most regions have maintained a similar level of engagement on the benchmarks (see Figure 13). Notable improvements in integration across sectors, gender expenditures and gender analysis were seen in East Asia and the Pacific, and South Asia. The India Country Office is also worthy of note, taking steps in 2019 to establish an automated compulsory mechanism for better gender reporting, and developing state-level GAPs in four field offices.

“UN Women commends UNICEF for its continued participation in inter-agency mechanisms that promote gender equality, and for mainstreaming gender equality into financial resource allocation, actively ensuring that 15 per cent of programme expenditure is spent on advancing the gender equality agenda.”

UN Women, Results of UN-SWAP 2.0 Reporting 2018

FIGURE 13: Number of UNICEF country offices that meet institutional benchmarks globally and across regions, 2018 and 2019
Overall, however, gender mainstreaming in programming is progressing inconsistently, requiring more concerted attention over the next two years. For instance, although gender programmatic reviews led by country offices increased (from 55 to 71), there was substantial variation in their quality. Accountability gaps also remain – for example, only 12 per cent of country offices had clearly articulated roles and responsibilities for achieving gender results.

Gender data and evidence

A new UNICEF research and evidence strategy was launched in 2019, outlining how UNICEF uses cutting-edge methodologies and analyses, technical support and data dissemination to strengthen the evidence base for gender-responsive policy and programming, and close critical gender data gaps.

UNICEF continues to participate actively in the gender data community of practice. The organization serves on the steering committee for UN Women’s Making Every Woman and Girl Count programme and is a member of the Inter-Agency and Expert Group on Gender Statistics (IAEG-GS). UNICEF also participates in the technical advisory group to Equal Measures 2030, the global partnership of civil society organizations that developed the SDG gender index in 2019. The regional offices in East Asia and the Pacific, Europe and Central Asia, and South Asia also launched the inter-agency report Gender Counts in 2019, a data-driven reporting of how gender inequality affects children and adolescents. Finally, UNICEF is partnering with UN Women to support national statistical offices to improve gender data collection, and, by working to enhance online data portals, is addressing the persistent challenge of limited gender data use by UNICEF country offices.

Strategic partnerships and communications

UNICEF is a joint implementer of the ‘common chapter’ of the strategic plans of United Nations funds and programmes, which includes a stand-alone result on gender equality. UNICEF is also a member of the Inter-Agency Network on Women and Gender Equality, the United Nations Development Group Task Team on Gender Equality, and the United Nations Task Force on Violence Against Women, and has a programme appraisal role on the United Nations Trust Fund to End Violence against Women. Further, UNICEF co-leads a subgroup on gender and innovation for the inter-agency innovation group, and participates in working groups of the High-Level Task Force on Financing for Gender. At the country level, UNICEF is an implementing partner in all Spotlight Initiative countries, and is represented in the United Nations Joint Programme on Cervical Cancer Prevention and Control.

UNICEF intensified its private sector partnerships in 2019, with several new initiatives focused on the empowerment of adolescent girls. The organization also continues to be a lead partner in Generation Unlimited and a member of the Unstereotype Alliance, a platform convened by UN Women with business leaders to tackle harmful gender portrayals in advertising and marketing.

Gender equality is central to communication and advocacy strategies to win policymaker and public support. With its new strategy this year, UNICEF is emphasizing empowering young people, girls in particular, to advocate for their rights themselves. Major public campaigns and events continued to show substantial impact. As part of International Day of the Girl Child, for example, UNICEF generated a combined potential reach of over 755 million people, and nearly 1.4 million engagements across social media.

On the value of Gender Programmatic Reviews (GPRs)

“The GPR review ... provided an opportunity to re-prioritize critical programming interventions for the remaining years of our CPD ... In fact Afghanistan is now one of the few country offices in [South Asia] with a dedicated staff at P4 Level supporting the office and partners to ensure our programme planning and response has a strong gender lens. Having this kind of strategic direction has also enabled UNICEF to be recognized as one of the strong UN agencies working in the area of gender in Afghanistan.”

Sheema Sen Gupta, Deputy Representative, Afghanistan Country Office, UNICEF

“We often think we know all about the importance of sex and gender but the actual pathways through which they operate are too many to count, both obvious and deeply buried, and both highly personal and generalized across entire populations. A GPR brings these visible and invisible elements into clear view. The South Asia GPRs brought many issues into clearer focus. Many were sector specific while others were systemic. The systemic ones should be targets of region and organization-wide redress.”

Samuel Bickel, Regional Adviser, Evaluations, Regional Office of South Asia, UNICEF
Gender capacity and parity

UNICEF has taken a broad-based approach to gender capacity-building. This focuses on specialized gender training for sector professionals, extended in 2019 to staff from partner organizations as well as within UNICEF. Some 258 UNICEF sectoral staff and 48 staff from external partners completed training on gender-responsive programming through GenderPro, the first-ever globally accredited course on gender equality. In addition, as part of ongoing expansion of gender expertise, 166 gender focal points (49 more than in 2018) have been appointed in 119 country offices.

While these and other efforts are promising, capacity needs are extensive across UNICEF, as noted in the GAP evaluation. Further investment is needed to develop all staff, especially leaders and managers – to promote gender as everyone’s business, not just that of gender-dedicated staff – and to support adherence to standards. UNICEF plans to review existing initiatives and develop an innovative learning series for all staff on the integration of gender equality in their work.

UNICEF achieved parity among professional staff in 2019, in line with “virtual parity” (53/47) set out in the UN-SWAP. Forty-eight per cent of staff were women and 52 per cent men, with the remaining imbalance attributed to the addition of supernumerary positions (special advisory roles). This success is after gender parity was made a top priority in leadership recruitment in 2019. At the P5 level however, there is a worrisome downward trend (down to 42 per cent from 44 per cent in 2018) (see Figure 14). Further, a historical gender analysis of staff retention and advancement has found that more senior women than men are leaving UNICEF. The organization is developing special measures to address barriers to equality and make sure parity is reached at the P5 level by 2021.
“At UNICEF, all of us should be working on gender. It is not just for those in the Gender Section or gender specialists, every UNICEF staff should be taking it into consideration so that our programming has the intended impact and the best results for every girl, boy, woman and man.”

Shannon Bullock, UNICEF Public Partnerships Manager and GenderPro participant

“Throughout the week, I learned how decisions at high levels are made. I had the chance to shadow Kelly Naylor, the Global Chief of WASH, for some meetings and discussions from which I learned a lot on what it takes to build my own competencies in areas like leadership, developing partnerships and strategies.”

Hiba Abu Al-Rob, WASH Specialist, UNICEF Ethiopia at the Stockholm International Water Institute World Water Week conference in Sweden, August 2019
FIGURE 14: Female staff at each level in UNICEF, 2017, 2018 and 2019

<table>
<thead>
<tr>
<th>Level</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>USG/ASG</td>
<td>40%</td>
<td>80%</td>
<td>50%</td>
</tr>
<tr>
<td>D-2</td>
<td>57%</td>
<td>60%</td>
<td>51%</td>
</tr>
<tr>
<td>D-1</td>
<td>43%</td>
<td>40%</td>
<td>47%</td>
</tr>
<tr>
<td>P-5</td>
<td>44%</td>
<td>44%</td>
<td>42%</td>
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<tr>
<td>P-4</td>
<td>50%</td>
<td>51%</td>
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<td>P-3</td>
<td>50%</td>
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<td>P-2</td>
<td>60%</td>
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<tr>
<td>P-1</td>
<td>79%</td>
<td>70%</td>
<td>79%</td>
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</table>
High-Level Programmatic Priorities

Pictured above: Kusma Kumari, 13 years of age, is part of a UNICEF programme that trains adolescents on children’s rights, so they can pass on the knowledge to their communities. Knowing she and her friends are at high risk of child marriage in Jharkhand, India, she speaks out on the issue at every chance she gets. Kusma has grown the confidence to speak at public forums. “Child marriage is illegal,” she repeats at a village community meeting, speaking directly to the fathers in the room, including her own, Mahto, a local mechanic, who has promised she will stay in school and not marry early.
The priority-programming focus for UNICEF over the next two years will be acceleration of results for girls and women, including in the key areas identified in the midterm review, and with an increased emphasis on humanitarian contexts. To do this, UNICEF, in coordination with other United Nations agencies, will promote investment in targeted areas, such as adolescent girls’ empowerment and ending child marriage. It will simultaneously strengthen leadership, accountability and capacity across key sectors, such as health, education, nutrition and WASH. Growing partnerships and investments in evidence generation, gender data and innovations will continue to be instrumental to success.

The following are seven high-level priorities for increased investment over the next two years.

Adolescent girls’ skills and agency
UNICEF will concentrate on advancing multiplier results for adolescent girls, building on good practices, cross-sectoral frameworks and clear leadership in specific areas such as ending child marriage and, increasingly, menstrual health and hygiene, to spur progress in other areas. With its partners, UNICEF will invest in interconnected models of empowerment that centre girls as change-makers and co-designers of solutions, and that intentionally create spaces for them to lead. Skills development, for both personal and economic empowerment, will continue to be crucial, particularly in terms of essential life skills and science, technology, engineering and mathematics (STEM). Private sector partnerships to advance this work – with companies such as Chloe, Clé de Peau Beauté, Dove and Gucci – are invaluable, and will continue to be expanded, including through the UNICEF Global Gender Thematic Fund.

Ending all forms of violence against women and girls
Despite the alarmingly high levels of gender-based violence in diverse contexts, efforts to effectively prevent and respond to it are woefully underfunded globally. There is an urgent need to scale up models of good practice, informed by evidence, in both development and humanitarian contexts. UNICEF and its United Nations partners are expanding partnerships, including with the philanthropic and private sectors, to mobilize resources for women’s rights organizations and youth networks, and to intensify policy action for long-term change.

Gender data and evidence
Aligned with its new gender research agenda, UNICEF will continue to contribute to the growing evidence base on girl-centred approaches to achieve results, especially related to skills development. UNICEF will also prioritize evidence, data and learning from work on gender norms change and gender socialization, as well as the measurement of adolescent girls’ empowerment, through strategies used in child marriage programming. UNICEF is actively exploring partnerships, including in digital data, to help resource these important steps.

Gender-responsive parenting and caregiving
Building on a comprehensive evidence review and global framework for family-friendly policies and parenting support, UNICEF will strengthen its work on gender-responsive caregiving to better support families and promote positive gender socialization from early childhood. This includes promoting the role of men in caregiving, influencing how parents and caregivers shape early childhood gender roles, and improving family-friendly legislation and policies.

Gender-responsive social protection
Well-designed social protection programmes (such as cash transfers and health insurance) have been successful in addressing diverse risks across the life course, including violence, poverty, income insecurity and poor educational outcomes. With its multilateral and national partners, UNICEF will accelerate programming to integrate gender considerations into the design, implementation, monitoring and evaluation of social protection programmes.

Building institutional capacity
UNICEF will work with partners, including UN Women, to strengthen institutional capacity for gender mainstreaming at the country level through the United Nations country team system. UNICEF will also share best practices – and prompt a multiplier effect – by identifying a set of ‘gender champion’ country offices to be role models for gender-transformative programmatic results at scale.

Gender in humanitarian action
UNICEF will prioritize efforts to improve gender integration in its humanitarian response. This has been lacking (as noted in the GAP and other evaluations), and limited mainly to a focus on gender-based violence in emergencies and the recent improvements in collecting gender-disaggregated data more consistently. Renewed attention will go to revising the Core Commitments for Children in Humanitarian Action, to include clear standards that systematically ensure that girls’ and women’s voices are central in programme design and delivery. The response to COVID-19 by UNICEF will also stress gender considerations to address the particular toll on women’s and girls’ lives in many countries.
Assalama, 15 years of age and the eldest of eight children of a single mother, started work very young and so has never been to school. “My dream is to have a large, well-known restaurant,” said Assalama, who is one of 120 girls pursuing vocational training at the Arene Center in Zinder, in the Niger. Supported by UNICEF and partner Clé de Peau Beauté, Arene empowers girls from vulnerable backgrounds with numeracy, literacy, entrepreneurial and vocational skills.
## Abbreviations and Acronyms

<table>
<thead>
<tr>
<th>Abbreviation</th>
<th>Full Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>C4D</td>
<td>Communication for Development (also referred to as social and behaviour change communication, SBCC)</td>
</tr>
<tr>
<td>CHW</td>
<td>community health worker</td>
</tr>
<tr>
<td>COVID-19</td>
<td>coronavirus disease 2019</td>
</tr>
<tr>
<td>CSE</td>
<td>comprehensive sexuality education</td>
</tr>
<tr>
<td>FGM</td>
<td>female genital mutilation</td>
</tr>
<tr>
<td>GAP</td>
<td>Gender Action Plan</td>
</tr>
<tr>
<td>GBV</td>
<td>gender-based violence</td>
</tr>
<tr>
<td>GBViE</td>
<td>gender-based violence in emergencies</td>
</tr>
<tr>
<td>HIV</td>
<td>human immunodeficiency virus</td>
</tr>
<tr>
<td>HPV</td>
<td>human papillomavirus</td>
</tr>
<tr>
<td>MHH</td>
<td>menstrual health and hygiene</td>
</tr>
<tr>
<td>PSEA</td>
<td>protection from sexual exploitation and abuse</td>
</tr>
<tr>
<td>SBCC</td>
<td>social and behaviour change communication</td>
</tr>
<tr>
<td>SDG</td>
<td>Sustainable Development Goal</td>
</tr>
<tr>
<td>STEM</td>
<td>science, technology, engineering and mathematics</td>
</tr>
<tr>
<td>UNDP</td>
<td>United Nations Development Programme</td>
</tr>
<tr>
<td>UNESCO</td>
<td>United Nations Educational, Scientific and Cultural Organization</td>
</tr>
<tr>
<td>UNFPA</td>
<td>United Nations Population Fund</td>
</tr>
<tr>
<td>UNGEI</td>
<td>United Nations Girls’ Education Initiative</td>
</tr>
<tr>
<td>WASH</td>
<td>water, sanitation and hygiene</td>
</tr>
<tr>
<td>WHO</td>
<td>World Health Organization</td>
</tr>
<tr>
<td>UN-UNSWAP</td>
<td>United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women</td>
</tr>
<tr>
<td>UN Women</td>
<td>United Nations Entity for Gender Equality and the Empowerment of Women</td>
</tr>
</tbody>
</table>
Endnotes


3. Ibid.

4. ‘A New Era for Girls’.


7. ‘A New Era for Girls’.

8. Ibid.


14. Every UNICEF country office is required to implement at least one priority result from the GAP.

15. The baseline used in this report is 2017.


18. All references to Kosovo in this report should be understood to be in the context of United Nations Security Council resolution 1244 (1999).

19. ‘A New Era for Girls’.

21. The nine countries are: Armenia, Dominican Republic, Egypt, Ghana, Kosovo, Nepal, Sri Lanka, United Republic of Tanzania and Viet Nam; and the three regions are Latin America, East and Central Europe, and East Asia and Pacific. All references to Kosovo are made in the context of the United Nations Security Council Resolution 1244 (1999).


28. USG is Under-Secretary-General, and ASG is Assistant-Secretary-General.
UNICEF income in 2019

In 2019, total income to UNICEF reached US$6,400 million. This was an increase of 6 per cent compared with 2018, due to an increase in earmarked funds to specific programmes (other resources). Un-earmarked funds (regular resources) decreased to US$1,371 million in 2019 from US$1,422 million in 2018. Regular resources also decreased as a proportion of total income to UNICEF to 21 per cent, down from 23 per cent in 2018. Other resources income increased by 8 per cent, up from US$4,638 million in 2018 to US$5,029 million in 2019.

FIGURE A1-1: Income by funding type, 2014–2019*

* Figures are based on ‘income’ which here represents contributions received from public sector and revenue from private sector.
While ‘other resources’ contributions increased, contributions to the 10 thematic funding pools decreased by 10 per cent, from US$386 million in 2018 to US$346 million in 2019. Thematic funding also decreased as a percentage of all ‘other resources’, from 8 per cent in 2018 to 7 per cent in 2019. This is 6 per cent below the milestone target set out in the UNICEF Strategic Plan, 2018–2020, for thematic funding being 13 per cent of all ‘other resources’ in 2019. The largest public sector contributors to the thematic funding pools in 2019 were the governments of Norway, Sweden and the Netherlands, while the largest private sector contributions were facilitated by the German Committee for UNICEF, the U.S. Fund for UNICEF and the United Kingdom Committee for UNICEF.

The trend of decreasing overall thematic funding, as well as decreasing ratio of thematic funding as a percentage of total ‘other resources’, is concerning and runs counter to 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. In alignment with this commitment, UNICEF aims to double thematic funding as a share of all ‘other resources’ to 15 per cent by 2021. To reach this goal, UNICEF encourages partners to channel more contributions through these softly earmarked funds.

‘Income’ refers to the total amount committed in the year that the agreement was signed, plus any adjustments, for funds received from private sector partners, and disbursements received in a particular year from public sector partners, while ‘contributions’ refers to disbursements received in a particular year, exclusive of adjustments, from both private and public partners.

Regular resources (RR): Un-earmarked funds that are foundational to deliver results across the Strategic Plan.

Other resources (OR): Earmarked funds for programmes; supplementary to RR and intended for a specific purpose, such as an emergency response or a specific programme in a country or region.

Other resources – regular (ORR): Funds for specific, non-emergency programme purposes and strategic priorities.

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

Thematic funding remains a critical source of income for UNICEF programme delivery. Through thematic funding contributions at global, regional and 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, as well as 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: <www.unicef.org/publicpartnerships/66662_66851.html>.

FIGURE A1-3: Other resources contributions 2014–2019: Share of thematic funding*

*2014–2016 contributions restated to reflect change in accounting policy for comparison with 2017–2019
Gender equality income in 2019

In 2019, partners contributed US$23 million ‘other resources – regular’ for gender equality, a more than threefold increase over the previous year. The increase was due largely to a contribution of US$14.9 million received from the European Commission for the Spotlight Initiative, to be disbursed over the period of the Strategic Plan. Public sector partners contributed the largest share of funds at 84 per cent. The top five resource partners for UNICEF gender equality work in 2019 were the European Commission, United Nations Development Programme (UNDP) managed United Nations Partnerships and Joint Programmes, the Republic of Korea, Canada, and United Nations Population Fund (UNFPA) managed United Nations Partnerships and Joint Programmes. The largest grants were received from UNDP for a Joint Programme in Pakistan, from the Republic of Korea for the A Better Life for Girls project in Ghana, and from UNFPA for Strengthening Integrated Sexual and Reproductive Health and Rights in East Africa.

FIGURE A1-4: Gender equality 'other resources – regular' contributions, 2014–2019

FIGURE A1-5: Total gender equality funds received by type of resource partner, 2019: US$23 million
### FIGURE A1-6: TOP 20 RESOURCE PARTNERS TO GENDER EQUALITY BY TOTAL CONTRIBUTIONS, 2019

<table>
<thead>
<tr>
<th>Rank</th>
<th>Resource partners</th>
<th>Total (US$)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>European Commission</td>
<td>14,940,542</td>
</tr>
<tr>
<td>2</td>
<td>UNDP-managed UN Partnerships and Joint Programmes*</td>
<td>11,924,648</td>
</tr>
<tr>
<td>3</td>
<td>Republic of Korea</td>
<td>10,296,553</td>
</tr>
<tr>
<td>4</td>
<td>Canada*</td>
<td>3,526,837</td>
</tr>
<tr>
<td>5</td>
<td>UNFPA-managed UN Partnerships and Joint Programmes*</td>
<td>2,931,229</td>
</tr>
<tr>
<td>6</td>
<td>United Nations Joint Programmes</td>
<td>2,221,967</td>
</tr>
<tr>
<td>7</td>
<td>United Kingdom Committee for UNICEF</td>
<td>1,610,108</td>
</tr>
<tr>
<td>8</td>
<td>United States</td>
<td>1,387,669</td>
</tr>
<tr>
<td>9</td>
<td>Luxembourg</td>
<td>568,182</td>
</tr>
<tr>
<td>10</td>
<td>Sweden</td>
<td>471,475</td>
</tr>
<tr>
<td>11</td>
<td>Austria</td>
<td>437,637</td>
</tr>
<tr>
<td>12</td>
<td>UNICEF India</td>
<td>330,015</td>
</tr>
<tr>
<td>13</td>
<td>Germany</td>
<td>322,302</td>
</tr>
<tr>
<td>14</td>
<td>Japan Committee for UNICEF</td>
<td>305,050</td>
</tr>
<tr>
<td>15</td>
<td>U.S. Fund for UNICEF</td>
<td>300,000</td>
</tr>
<tr>
<td>16</td>
<td>UNICEF China</td>
<td>292,680</td>
</tr>
<tr>
<td>17</td>
<td>Hong Kong Committee for UNICEF</td>
<td>250,000</td>
</tr>
<tr>
<td>18</td>
<td>French Committee for UNICEF</td>
<td>196,937</td>
</tr>
<tr>
<td>19</td>
<td>Turkish Committee for UNICEF</td>
<td>138,538</td>
</tr>
<tr>
<td>20</td>
<td>Korean Committee for UNICEF</td>
<td>30,000</td>
</tr>
</tbody>
</table>

* Includes cross-sectoral grants SC190505 (Education, Gender Equality), SC181205 (Gender Equality, Water, Sanitation and Hygiene [WASH], Safe and Clean Environment, Health, Nutrition, Education), SC180128 (HIV/AIDS, Gender Equality)
### FIGURE A1-7: TOP 20 GRANTS TO GENDER EQUALITY, 2019

<table>
<thead>
<tr>
<th>Rank</th>
<th>Grant Description</th>
<th>Resource Partners</th>
<th>Total (US$)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>UN-DFID KP Merged Districts Joint Programme (KPMD), Pakistan*</td>
<td>UNDP-managed UN Partnerships and Joint Programmes</td>
<td>11,924,648</td>
</tr>
<tr>
<td>2</td>
<td>A Better Life for Girls in Ghana Project</td>
<td>Republic of Korea</td>
<td>3,000,000</td>
</tr>
<tr>
<td>3</td>
<td>Strengthening Integrated Sexual and Reproductive Health &amp; Rights, ESARO*</td>
<td>UNFPA-managed UN Partnerships and Joint Programmes</td>
<td>2,931,229</td>
</tr>
<tr>
<td>4</td>
<td>Spotlight Initiative, Zimbabwe</td>
<td>European Commission</td>
<td>2,852,171</td>
</tr>
<tr>
<td>5</td>
<td>Education, Gender Equality and the Empowerment of Girls and Women, Niger*</td>
<td>Canada</td>
<td>2,651,590</td>
</tr>
<tr>
<td>6</td>
<td>Joint Programme on Girls Reproductive Health, Rights and Empowerment, Tanzania</td>
<td>United Nations Joint Programme</td>
<td>2,221,967</td>
</tr>
<tr>
<td>7</td>
<td>Spotlight Initiative, Niger</td>
<td>European Commission</td>
<td>1,808,299</td>
</tr>
<tr>
<td>8</td>
<td>Improved equitable access to inclusive quality social services, Chad</td>
<td>Republic of Korea</td>
<td>1,753,000</td>
</tr>
<tr>
<td>9</td>
<td>Spotlight Initiative, Mali</td>
<td>European Commission</td>
<td>1,710,720</td>
</tr>
<tr>
<td>10</td>
<td>Spotlight Initiative, Malawi</td>
<td>European Commission</td>
<td>1,671,776</td>
</tr>
<tr>
<td>11</td>
<td>Spotlight Initiative, Mozambique</td>
<td>European Commission</td>
<td>1,563,052</td>
</tr>
<tr>
<td>12</td>
<td>Improving the Lives and Inclusive Growth for Girls, Madagascar</td>
<td>Republic of Korea</td>
<td>1,531,063</td>
</tr>
<tr>
<td>13</td>
<td>Full Realization of Vulnerable Girls’ and Boys’ Rights, Jordan</td>
<td>Republic of Korea</td>
<td>1,479,000</td>
</tr>
<tr>
<td>14</td>
<td>Spotlight Initiative, Uganda</td>
<td>European Commission</td>
<td>1,462,459</td>
</tr>
<tr>
<td>15</td>
<td>Spotlight Initiative, Nigeria</td>
<td>European Commission</td>
<td>1,434,519</td>
</tr>
<tr>
<td>16</td>
<td>Quality, Inclusive, Safe and Healthy Learning Environment for Girls, Myanmar</td>
<td>Republic of Korea</td>
<td>1,422,490</td>
</tr>
<tr>
<td>17</td>
<td>Afghan Women’s Leadership Initiative - Support for Adolescent Girls</td>
<td>United States</td>
<td>1,387,669</td>
</tr>
<tr>
<td>18</td>
<td>Child-Friendly Learning Environment for Girls, Cote d’Ivoire</td>
<td>Republic of Korea</td>
<td>1,111,000</td>
</tr>
<tr>
<td>19</td>
<td>Girls’ Empowerment Partnership, India</td>
<td>United Kingdom Committee for UNICEF</td>
<td>718,839</td>
</tr>
<tr>
<td>20</td>
<td>Spotlight Initiative, Liberia</td>
<td>European Commission</td>
<td>715,809</td>
</tr>
</tbody>
</table>

* Cross-sectoral grants SC181205 (Health, WASH, Safe and Clean Environment, Gender Equality, Nutrition, Education), SC180128 (HIV/AIDS, Gender Equality), SC190505 (Education, Gender Equality)
UNICEF thematic funds maintain a four-year funding period that covers the entire Strategic Plan period (2018–2021). Over the last two years, thematic funding contributions for gender equality reached US$4 million, with US$3 million received in 2019, of which 52 per cent came from government partners, and nearly 48 per cent from the private sector. Fourteen partners contributed thematic funding to gender equality in 2019.

Luxembourg was the largest public sector thematic resources partner, providing about 19 per cent of all thematic gender equality contributions received, followed by Canada (about 18 per cent). A sizeable contribution was also received from Sweden towards gender equality activities in the Plurinational State of Bolivia. Chloé and Clé de Peau Beauté were the largest private sector thematic resources partners and their contributions were facilitated by the UNICEF National Committees and private fundraising offices in Canada, China, Hong Kong Special Administrative Region, Indonesia, Japan, Malaysia, the Republic of Korea, Thailand, and the United States of America.

Partner testimonial

“UNICEF is a highly valued UN partner for Sweden. We attach great importance to the mandate of the organization and value UNICEF as an efficient and professional partner, both in long term development work as well as emergent humanitarian interventions. As the custodian of the Convention of the Rights of the Child, UNICEF is a key partner in realizing a cornerstone of Sweden’s foreign and development policy: namely safeguarding the rights of children. For Sweden, this in turns means further strengthening of the normative work linked to the CRC, a human rights-based approach and increased attention to gender equality, sexual and reproductive health and rights, children with disabilities, minority children and violence against children in all its forms.

Our trust in UNICEF’s ability to partner with Sweden in fulfilling our priorities is reflected in our strong engagement in UNICEF’s work, as well as in Sweden’s substantial financial contributions to UNICEF, including multi-year flexible core funding. Sweden is a strong advocate for un-earmarked core funding in order to allow for organizations such as UNICEF to swiftly and effectively respond to unforeseen situations and reach out to those most in need. Predictable funding also facilitates long-term planning.

The vast number of emergencies and situations UNICEF has effectively responded to, including providing vaccinations for millions of new-born children and facilitating health care for millions of women and children in arduous humanitarian contexts, is testament to the decisive role UNICEF plays and why supporting UNICEF is an invaluable investment.”

– Per Olsson Fridh, State Secretary to Minister for International Development Cooperation Peter Eriksson, Government of Sweden
FIGURE A1-8: THEMATIC CONTRIBUTIONS BY RESOURCE PARTNERS TO GENDER EQUALITY, 2019

<table>
<thead>
<tr>
<th>Resource Partner Type</th>
<th>Resource Partner</th>
<th>Total (US$)</th>
<th>Percentage of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Governments</td>
<td>Luxembourg</td>
<td>568,182</td>
<td>18.70%</td>
</tr>
<tr>
<td></td>
<td>Canada</td>
<td>541,569</td>
<td>17.83%</td>
</tr>
<tr>
<td></td>
<td>Sweden</td>
<td>471,475</td>
<td>15.52%</td>
</tr>
<tr>
<td>Private Sector</td>
<td>Japan Committee for UNICEF</td>
<td>305,050</td>
<td>10.04%</td>
</tr>
<tr>
<td></td>
<td>U.S. Fund for UNICEF</td>
<td>300,000</td>
<td>9.87%</td>
</tr>
<tr>
<td></td>
<td>UNICEF China</td>
<td>292,680</td>
<td>9.63%</td>
</tr>
<tr>
<td></td>
<td>Hong Kong Committee for UNICEF</td>
<td>250,000</td>
<td>8.23%</td>
</tr>
<tr>
<td></td>
<td>French Committee for UNICEF</td>
<td>196,937</td>
<td>6.48%</td>
</tr>
<tr>
<td></td>
<td>Korean Committee for UNICEF</td>
<td>30,000</td>
<td>0.99%</td>
</tr>
<tr>
<td></td>
<td>Australian Committee for UNICEF</td>
<td>22,140</td>
<td>0.73%</td>
</tr>
<tr>
<td></td>
<td>Canadian Committee for UNICEF</td>
<td>20,000</td>
<td>0.66%</td>
</tr>
<tr>
<td></td>
<td>UNICEF Thailand</td>
<td>20,000</td>
<td>0.66%</td>
</tr>
<tr>
<td></td>
<td>UNICEF Indonesia</td>
<td>10,000</td>
<td>0.33%</td>
</tr>
<tr>
<td></td>
<td>UNICEF Malaysia</td>
<td>10,000</td>
<td>0.33%</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td></td>
<td><strong>3,038,033</strong></td>
<td><strong>100.00%</strong></td>
</tr>
</tbody>
</table>

Grant numbers are provided for IATI compliance: SC1899090001, SC1899090002, SC1899090003, SC1899090005, SC1899090006, SC1899090007, SC1899090008, SC1899090009, SC1899090010, SC1899090011, SC1899090012, SC1899090013, SC1899090014, SC1899090015, SC1899090016, SC1899090018

FIGURE A1-9: Gender equality thematic contributions at country, regional and global levels, 2018–2019

<table>
<thead>
<tr>
<th></th>
<th></th>
<th>Regional US$ 62,140 (2%)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Country US$ 1,006,373 (24%)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Global US$ 3,075,745 (74%)</td>
<td></td>
</tr>
</tbody>
</table>
Of all thematic gender equality contributions UNICEF received in 2019, some 74 per cent were global-level contributions. Such global thematic funds are the most valuable source of funding to UNICEF after regular resources, because they allow UNICEF the flexibility to allocate resources to areas with the greatest need, including critically underfunded country programme areas and humanitarian response activities.

The US$3 million received in global thematic gender equality funding in 2019 was allocated to 16 country offices, 5 regional offices and to UNICEF headquarters.

Thematic funding for gender equality has been invaluable for maintaining critical gender equality programmes, including in emergencies, 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.

For 2019–2020, the majority of global thematic funds for gender equality were allocated to programming in two UNICEF priority areas. About a third of thematic funds were allocated to advance promising efforts on promoting positive gender socialization. This included strengthening the gender socialization dimensions of existing country programmes towards developing a stronger body of evidence to further refine and shape programming in this area. Catalytic investment targeted the promotion of gender-responsive childcare through positive parenting and training of caregivers; using Communication for Development (C4D, also referred to as social and behaviour change communication, SBCC) strategies to address gender discrimination perpetuating harmful practices and gender-based violence; and tackling gender-discriminatory stereotypes in marketing and advertising. Regional offices and headquarters were allocated funds for critical operational research on measurement and monitoring of gender norms change, as well as global coordination and technical support for the multiple gender socialization workstreams.

Just over half of global thematic funds were allocated to a 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. Catalytic investment targeted the fostering of science, technology, engineering and mathematics (STEM), digital and social entrepreneurship skills and opportunities; and overcoming gender stereotypes in learning and educational access. Funds were also allocated to regional offices to support country programme implementation and evidence-generation, and promote opportunities for South–South learning and sharing of promising practices.

FIGURE A1-10: Allocation of global gender equality thematic funding to offices and programmes, 2019

*Bangladesh, Kyrgyzstan and Niger funds do not leverage the Thematic Fund mechanism
TRANSPARENCY: Follow the flow of funds from contribution to programming by visiting http://open.unicef.org

Partner testimonial

“At Clé de Peau Beauté, we believe that the key to a brighter tomorrow is to unlock the potential of girls. Motivated by this conviction and desire to inspire a better world, Clé de Peau Beauté became the first Japanese brand to commit to a multi-year global partnership with UNICEF in 2019 to support the Gender Equality Program.

We pledged the world’s largest contribution to support the Gender Equality Program because it promotes education in science, technology, engineering and math (STEM) – areas that girls are traditionally not included because of stereotypes and gender norms. UNICEF’s mandate and work to empower and educate girls worldwide complements our brand’s efforts to unlock opportunities that will allow girls to transform the world for themselves, their families and their communities. Our partnership with UNICEF also includes a cause-related marketing campaign and an employee-engagement program that aim to raise awareness of the situation of girls globally and galvanize support from our staff and customers.

Clé de Peau Beauté’s endeavors will contribute to global efforts to support 6.5 million girls through education, employment and empowerment programs and supports SDGs Goal 4: Quality education and Goal 5: Gender equality.”

– Ms. Yukari Suzuki, Director, Shiseido Company, Ltd.
Gender equality expenses in 2019

Note: Expenses are higher than the income received because expenses comprise 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 2019. In 2019, total expenses for UNICEF programmes amounted to US$5.65 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 2019 was US$799 million, or 14.2 per cent of total expenditure. While this was only a one percentage point increase over 2018, it is on track to meet the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP) benchmark of 15 per cent of programme expenditures to be spent on advancing gender equality. It is estimated that 69 per cent of total expenditure (up from 63 per cent in 2018, and at approximately US$3.7 billion) contributed towards gender-mainstreaming activities.

‘Expenses’ are recorded according to International Public Sector Accounting Standards (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 A1-11: Total expenses by strategic outcome area, 2019

<table>
<thead>
<tr>
<th>Outcome Area</th>
<th>Expenses (US$ million)</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education</td>
<td>US$1.2 billion</td>
<td>21%</td>
</tr>
<tr>
<td>Child Protection</td>
<td>US$708 million</td>
<td>13%</td>
</tr>
<tr>
<td>WASH</td>
<td>US$992 million</td>
<td>18%</td>
</tr>
<tr>
<td>SAFE AND CLEAN ENVIRONMENT</td>
<td>US$117 million</td>
<td>2%</td>
</tr>
<tr>
<td>NUTRITION</td>
<td>US$687 million</td>
<td>12%</td>
</tr>
<tr>
<td>HIV AND AIDS</td>
<td>US$65 million</td>
<td>1%</td>
</tr>
<tr>
<td>EARLY CHILDHOOD DEVELOPMENT</td>
<td>US$72 million</td>
<td>1%</td>
</tr>
<tr>
<td>SOCIAL PROTECTION, INCLUSION AND GOVERNANCE</td>
<td>US$479 million</td>
<td>9%</td>
</tr>
<tr>
<td>HEALTH</td>
<td>US$1.3 billion</td>
<td>23%</td>
</tr>
</tbody>
</table>
By regional breakdown, gender-transformative programme expenditures were highest in Europe and Central Asia at 20.9 per cent, followed by East Asia and the Pacific at 18 per cent. The largest share of gender expenditure as a percentage of the total was on gender-responsive water, sanitation and hygiene (WASH) systems at 23.7 per cent, followed by expenditure on addressing gender-based violence at 16 per cent, and on promoting positive gender socialization at 10.6 per cent. Among the targeted priorities to empower adolescent girls, the largest programme expenditure was on advancing girls’ secondary education and skills at 5.3 per cent, followed by dignified menstrual health and hygiene at 2.9 per cent.

The global thematic gender equality pool remains an invaluable, flexible source of funding for UNICEF gender equality programmes. A total of US$3 million in global thematic gender equality funding, received in 2019, was allocated to 16 country offices, 5 regional offices and to UNICEF headquarters in 2019.

For 2019–2020, the majority of global thematic funds for gender equality were allocated to programming in two UNICEF priority areas. About a third of thematic funds were allocated to advance promising efforts on positive gender socialization.

Just over half of global thematic funds were allocated to a 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.

Although there have been incremental increases in recent years, limited funding overall (US$3 million or 13 per cent of total gender equality funds in 2019) to the global thematic gender equality funding pool has meant that it remains a largely untapped vehicle for more strategically directing resources to where they are most needed, or where they can deliver 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 for women and girls. In the next two years of the GAP, UNICEF is seeking 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.
FIGURE A1-14: Breakdown of gender-transformative expenditure by Gender Action Plan priority result areas, 2019

**Integrated priorities**

- Positive gender socialization $85 million (10.6%)
- Gender-responsive WASH systems $189 million (23.7%)
- Quality maternal care $66 million (8.2%)
- Equality in health care $96 million (12.0%)
- Community health workers $18 million (2.2%)
- Equality in education $30 million (3.7%)
- Gender-responsive education systems $16 million (2.0%)
- Gender-based violence against women and children $128 million (16.0%

**Adolescent girl priorities**

- Dignified menstrual health and hygiene $23 million (2.9%)
- Girls’ health and nutrition $15 million (1.9%)
- Child marriage and early unions $9 million (1.1%)
- Girls’ secondary education and skills $42 million (5.3%)
- Gender-based violence in emergencies $18 million (2.3%)

*Gender Equality*