



DATA COMPANION & SCORECARD

to the UNICEF Gender Action Plan

April 2021

Selected indicators from the UNICEF Strategic Plan, 2018–2021



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INTRODUCTION

Since the presentation of the first annual Gender Action Plan progress report to the Executive Board in 2015, UNICEF has prepared a data companion to accompany the annual report. The data companion provides detailed information on the organizational performance of UNICEF on gender equality and the empowerment of women and girls, and the data are disaggregated by UNICEF region.

The data companion provides a progress update on the Gender Action Plan results matrix, which is aligned and structured in accordance with the revised results framework of the UNICEF Strategic Plan, 2018–2021, which consists of five Goal Areas as well as key performance indicators on organizational effectiveness and efficiency. Each of the five Goal Areas has three levels of indicators: impact, outcome and output.

Impact

These indicators track changes in the lives of children and reflect the shared commitments to children.

Outcome

These indicators represent institutional and behavioural changes to which UNICEF contributes, in collaboration with partners.

Output

These indicators are most closely associated with the work and contributions of UNICEF. Baselines, results, milestones and targets are expressed as annual figures for most indicators. Where cumulative figures are shown, this is indicated.

While the data companion reports on the current status of gender-relevant Strategic Plan impact and outcome indicators, its main focus is on the output indicators. The indicators in the data companion are categorized across the dual gender-programming approach applied within UNICEF, namely the integrated results and the adolescent girls' empowerment priorities. Indicators monitoring gender-integrated results are categorized by the five Goal Areas. The adolescent girls' empowerment priorities include girls' nutrition, pregnancy care, HIV and human papillomavirus (HPV) prevention; girls' secondary education and skills; gender-based violence in emergencies; child marriage and early unions; and dignified menstrual health and hygiene. The data companion presents graphs illustrating performance against only a small subset of indicators, which are arranged by gender priority rather than Goal Area.

In addition to programme indicators, the data companion provides an update on the progress in relation to the UNICEF targets for organizational effectiveness and efficiency indicators related to gender equality. These indicators have been identified to track improvements in institutional effectiveness in order to achieve results on gender equality and the empowerment of women and girls. Furthermore, these benchmarks are mapped to the key areas of investment for UNICEF, namely systems strengthening, capacity enhancement and resource investment, in its implementation of the Gender Action Plan.

Abbreviations

quality, equity and dignity

CPD	country programme document
EAPR/O	East Asia and the Pacific region (office)
ECD	early childhood development
ECE	early childhood education
ECAR/O	Europe and Central Asia region (office)
ENAP	Every Newborn Action Plan
ESAR/O	Eastern and Southern Africa region (office)
FGM/C	female genital mutilation or cutting
GPI	gender parity index
GPR	Gender Programmatic Review
HIV	human immunodeficiency virus
HPV	human papillomavirus
LACR/O	Latin America and Caribbean region (office)
MENAR/O	Middle East and North Africa region (office)
NA	data not available
NEET	not in employment, education or training
QED	quality, equity and dignity
RAM	Results Assessment Module
SAM	severe acute malnutrition
SAR/O	South Asia region (office)
SDGs	Sustainable Development Goals
SIGI	Social Institutions and Gender Index
UNFPA	United Nations Population Fund
UN-Women	United Nations Entity for Gender Equality and the Empowerment of Women
UOC	Universe of Countries
WASH	water, sanitation and hygiene
WCAR/O	West and Central Africa region (office)
WHO	World Health Organization



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Indicators on integrated gender results: gender equality for girls and boys, and gender equality in care and support for all children

Goal Area 1: Every child survives and thrives

Outcome indicators	Baseline	2018 Value	2019 Value	2020 Value	2021 Target
1.1. Percentage of pregnant women receiving at least four antenatal visits	51%	57%	60%	60%	65%
1.2. Percentage of live births attended by skilled health personnel (home and facilities)	73%	76%	76%	78%	79%
1.4. (a) Percentage of mothers receiving postnatal care	48%	57%	60%	61%	62%
1.12. Percentage of women with anaemia	35%	NA	NA	NA ^a	28%
1.17. Percentage of girls and boys with severe acute malnutrition (SAM):					
(a) who are admitted for treatment and default, through UNICEF-supported programmes	9%	Total: 8% Girls: 8% Boys: 8%	Total: 7% Girls: 7% Boys: 6%	Total: 6% Girls: 5% Boys: 5%	<15%
(b) who are admitted for treatment and recover, through UNICEF-supported programmes	84%	Total: 82% Girls: 86% Boys: 87%	Total: 88% Girls: 89% Boys: 89%	Total: 88% Girls: 79% Boys: 82%	>75%
1.18. Percentage of girls and boys living with HIV who receive antiretroviral therapy	Aged 0-14 years: 50%	50%	51%	54% ^b	81%
	Aged 10-19 years: 68%	68%	NA	NA ^c	81%

Output indicators	Baseline	2018 Value	2019 Value	2020 Value	2020 Milestone	2021 Target
1.a.3. Number of countries implementing plans to strengthen quality of maternal and newborn primary health care (according to the quality, equity and dignity (QED) guideline)	18	23	31	38	22	30
1.c.3. Number of countries that have institutionalized community health workers into the formal health system	21	24	25	25	23	25
1.c.4. Number of community health workers that underwent skills enhancement programmes to operationalize integrated community case management through UNICEF-supported programmes	94 099	154 475	190 315	227 131	220 000	250 000

^a Indicator value maintained by the World Health Organization; the next update will be available in 2021.

^b This indicator is based on data for 35 priority countries for HIV. Sex disaggregation is not collected or reported through national monitoring systems.

^c Data for the age group 10-19 years were available for only 16 countries and are therefore not representative of the global situation.

Output indicators	Baseline	2018 Value	2019 Value	2020 Value	2020 Milestone	2021 Target
1.d.1. Percentage of pregnant women receiving iron and folic acid supplementation	33.9%	34.2%	36.6% ^d	37.3%	38%	41%
1.d.2. Number of countries that have integrated nutrition counselling into their pregnancy care programmes	47	57	68	71	65	70
1.e.1. Number of girls and boys with SAM who are admitted for treatment	4.2 million	4.1 million	4.9 million	5 million	5.5 million	6 million
1.f.2. Number of adolescent girls and boys tested for HIV and received the result of the last test	Girls: 13.3 million	13.4 million	13.5 million	15 million	13.1 million	13.8 million
	Boys: 9.1 million	9.2 million	9 million	9.7 million	9.3 million	9.8 million
1.g.1. Number of countries having initiatives to strengthen availability of gender-responsive evidence for the All In framework for prevention of HIV	20	23	25	25	15	25
1.i.3. Number of countries having an inclusive, multisectoral and gender-responsive national plan to achieve targets for adolescent health and well-being	46	50	67	75	70	75

Goal Area 2: Every child learns

Outcome indicators	Baseline	2018 Value	2019 Value	2020 Value	2021 Target
2.1. Percentage of countries with gender disparity:	Girls disadvantaged - primary: 23%	25%	22%	21%	18%
Girls are disadvantaged (GPI <0.97)	Lower secondary: 31%	23%	22%	25%	26%
Boys are disadvantaged (GPI >1.03)	Upper secondary: 36%	35%	34%	30%	28%
[GPI: gender parity index]	Boys disadvantaged - primary: 25%	22%	27%	30%	19%
	Lower secondary: 40%	45%	50%	33%	30%
	Upper secondary: 45%	46%	48%	46%	35%

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

Goal Area 2: Every child learns

Outcome indicators	Baseline	2018 Value	2019 Value	2020 Value	2021 Target
2.2. Adjusted net attendance rate of children from the poorest quintile in primary and lower and upper secondary education (SDG 4, targets 4.1 and 4.5) and attendance rate in early childhood education of children from the poorest quintile (SDG 4, target 4.2)	Early childhood education (ECE): 18%	20%	19%	20%	30%
	Primary: Total: 69% Girls: 67% Boys: 71%	Total: 76% Girls: 74% Boys: 77%	Total: 76% Girls: 74% Boys: 77%	Total: 74% Girls: 73% Boys: 76%	75%
	Lower secondary: Total: 36% Girls: 36% Boys: 36%	Total: 45% Girls: 45% Boys: 45%	Total: 45% Girls: 45% Boys: 45%	Total: 45% Girls: 45% Boys: 45%	44%
	Upper secondary: Total: 20% Girls: 19% Boys: 21%	Total: 29% Girls: 27% Boys: 31%	Total: 29% Girls: 28% Boys: 31%	Total: 29% Girls: 28% Boys: 30%	28%
2.3. Gross enrolment rate in pre-primary education	Total: 44%	Total: 46%	Total: 47%	61%	Total: 50%
	Girls: 44%	Girls: 45%	Girls: 46%	61%	Girls: 50%
	Boys: 44%	Boys: 46%	Boys: 48%	62%	Boys: 50%
2.4. Out-of-school rate for girls and boys of primary and lower secondary school age	Girls - Primary: 10%	9%	10%	9%	7%
	Girls - Lower secondary: 18%	19%	18%	15%	16%
	Boys - Primary: 9%	9%	8%	7%	7%
	Boys - Lower secondary: 19%	19%	19%	15%	16%
2.5. Percentage of countries showing improvement in learning outcomes	For girls: 62%	67%	55%	56%	79%
	For boys: 60%	67%	49%	65%	79%

Output indicators	Baseline	2018 Value	2019 Value	2020 Value	2020 Milestone	2021 Target
2.a.1. Number of out-of-school girls and boys who participated in early learning, primary or secondary education through UNICEF-supported programmes (cumulative indicator)	Total: 22.8 million	34.7 million	52.2 million	100 million	50 million	60 million
	Girls: 10 million	14.9 million	23.4 million	42 million	25 million	30 million
	Boys: 10.5 million	15.7 million	24.4 million	43.6 million	25 million	30 million

Output indicators	Baseline	2018 Value	2019 Value	2020 Value	2020 Milestone	2021 Target
2.a.3. Percentage of countries with gender-responsive education systems for access	25%	32%	38%	42%	32%	33%
2.a.5. Percentage of UNICEF-targeted girls and boys in humanitarian situations who have participated in early learning, primary or secondary education through UNICEF-supported programmes	Total: 64%	79%	60%	68%	78%	80%
	Girls: 95%	75%	67%	94%	78%	80%
	Boys: 100%	83%	69%	99%	78%	80%
2.b.4. Percentage of countries with gender-responsive teaching and learning systems	18%	31%	40%	42%	42%	49%
2.c.1. Number of girls and boys who have participated in skills development programmes for learning, personal empowerment, active citizenship and/or employability through UNICEF-supported programmes (cumulative indicator)	Total: 3.2 million	5.2 million	9.4 million	17.1 million	10.4 million	12.5 million
	Girls: 1.5 million	2.5 million	4.8 million	7.9 million	5.4 million	6.5 million
	Boys: 1.4 million	2.2 million	3.7 million	7 million	5 million	6.0 million

Goal Area 3: Every child is protected from violence and exploitation

Outcome indicators	Baseline	2018 Value	2019 Value	2020 Value	2021 Target
3.1. Percentage of girls and boys who have ever experienced any sexual violence and sought help from a professional: (SDG 16, target 2.3). (Percentage of girls aged 15-17 (years); data coverage insufficient to calculate an aggregate for boys)	5%	5%	4%	4% ^e	10%
3.4. Percentage of women and men who believe that female genital mutilation/cutting (FGM/C) should be eliminated	Women: 69%	70%	70%	69% ^f	71%
	Men: 67%	66%	65%	64% ^g	67%

^e 2019 update is a weighted average of 21 countries with available data, covering 37% of the population of girls aged 15-17 years.

^f 2019 update is a weighted average of 26 countries with data (of the 31 in which the practice is concentrated)

^g 2019 update is a weighted average of 19 countries with data (of the 31 in which the practice is concentrated)

Output indicators	Baseline	2018 Value	2019 Value	2020 Value	2020 Milestone	2021 Target
3.a.5. Prevention, risk mitigation and response services through UNICEF-supported programmes in humanitarian situations:						
(a)(i) Percentage of UNICEF-targeted girls and boys in humanitarian situations provided with community-based mental health and psychosocial support, including access to child-friendly spaces with intersectoral programming interventions	83%	83%	87%	91%	80%	80%
(a)(ii) Percentage of UNICEF-targeted parents and primary caregivers in humanitarian situations provided with community-based mental health and psychosocial support, including access to child-friendly spaces with intersectoral programming interventions	NA	NA	NA	110%	80%	80%
(b) Percentage of UNICEF-targeted unaccompanied and separated girls and boys registered with family tracing and reunification services and family-based care or appropriate alternative services	54%	61%	58%	74%	65%	80%
(c) Percentage of UNICEF-targeted girls and boys recruited and used by armed forces and groups that have been released and reintegrated with their families and provided with adequate care and services	101%	100%	53%	53%	80%	80%
3.a.6. Percentage of UNICEF-targeted women, girls and boys in humanitarian situations provided with risk mitigation, prevention or response interventions to address gender-based violence through UNICEF-supported programmes	91%	103%	116%	98%	80%	80%
3.b.1. Number of girls and women who receive prevention and protection services on FGM/C through UNICEF-supported programmes	0.9 million	1 million	1.2 million	1.6 million	1.3 million	1.4 million
3.b.2. Number of people who participate in education, communication and social mobilization platforms promoting the elimination of FGM/C through UNICEF-supported programmes	6.2 million	7 million	8.5 million	16.4 million	7.5 million	7.8 million

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

Outcome indicators	Baseline	2018 Value	2019 Value	2020 Value	2021 Target
4.2. Number of additional people with access to a safe drinking water service through UNICEF-supported programmes (cumulative indicator)	NA	18.6 million	36.9 million	53.9 million	60 million
4.4. Number of additional people with access to basic sanitation services through UNICEF-supported programmes (cumulative indicator)	NA	10.8 million	26.3 million	39.7 million	60 million

Output indicators	Baseline	2018 Value	2019 Value	2020 Value	2020 Milestone	2021 Target
4.a.3. Percentage of UNICEF-targeted population in humanitarian situations provided with sufficient quantity of water of appropriate quality for drinking, cooking and personal hygiene	95%	104%	100%	100%	97%	100%
4.b.1. (c) Number of health centres that have basic water, sanitation and hygiene (WASH) facilities, through UNICEF-supported programmes	1 557	3 355	6 696	12 309	8 000	10 000
4.b.4. Percentage of UNICEF-targeted population in humanitarian situations:						
(a) provided with access to appropriate sanitation facilities and living in environments free of open defecation	72%	82%	67%	58%	85%	88%
	Women: 80%	69%	70%	59%	NA	NA
	Men: 83%	71%	71%	59%	NA	NA
(b) provided with menstrual hygiene management services	80%	53%	68%	56%	23%	28%
(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	94%	116%	42%	104%	77%	82%
	Women: 74%	Women: 125%	Women: 43%	Women: 93%		
	Men: 75%	Men: 111%	Men: 43%	Men: 98%		

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

Outcome indicators	Baseline	2018 Value	2020 Value	2021 Target
5.6. Percentage of countries where legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex ^h	NA	NA	NA	NA

Output indicators	Baseline	2018 Value	2019 Value	2020 Value	2020 Milestone	2021 Target
5.d.1. Percentage of countries with at-scale programmes addressing gender discriminatory roles and practices among children	23%	28%	35%	38%	37%	40%
5.d.2. Percentage of countries with at-scale capacity-development programmes for front-line workers that focus on gender equality	14%	25%	27%	36%	30%	35%

Impact	2019 value	2020 Value
W. Number of countries with high or very high levels of gender discrimination as defined by the Social Institutions and Gender Index (SIGI)	29	NA ⁱ

^h While the country-level data and global aggregates in terms of percentage of achievement were published on the UN-Women SDG Indicator Dashboard, the data are not available in the form of indicator 5.6.

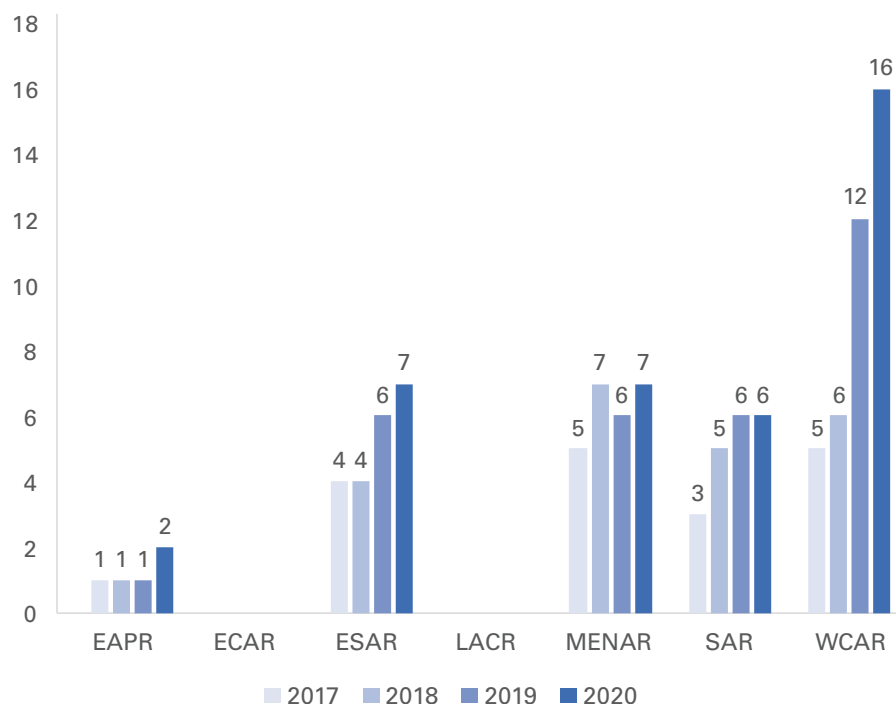
ⁱ Target under development.

Equal health care and nutrition for girls and boys

1.a.3

Number of countries implementing plans to strengthen quality of maternal and newborn primary health care (UOC=52 ENAP countries)ⁱ

2017 Value	18
2018 Value	23
2019 Value	31
2020 Value	38
2020 Milestone	22
2021 Target	30

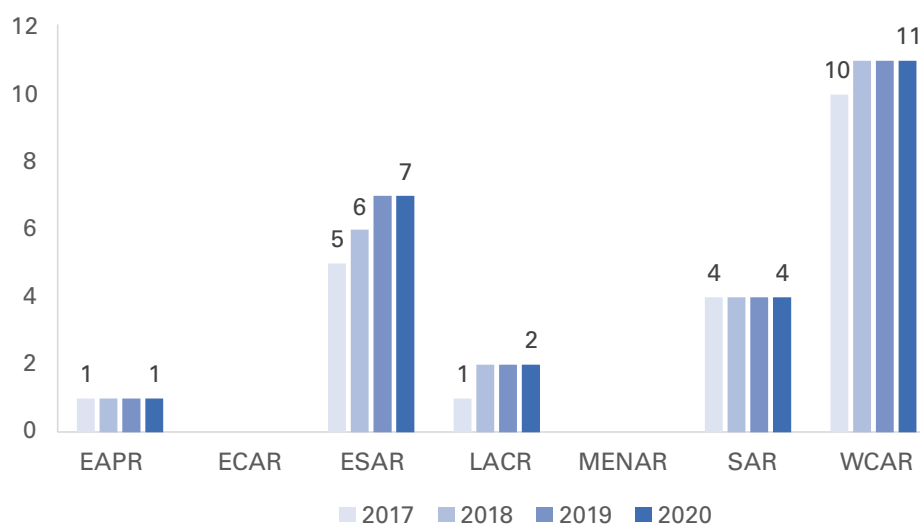


Gender equality in health systems and the workforce

1.c.3

Number of countries that have institutionalized community health workers into the formal health system (UOC=25 child health countries)

2017 Value	21
2018 Value	24
2019 Value	25
2020 Value	25
2020 Milestone	23
2021 Target	25



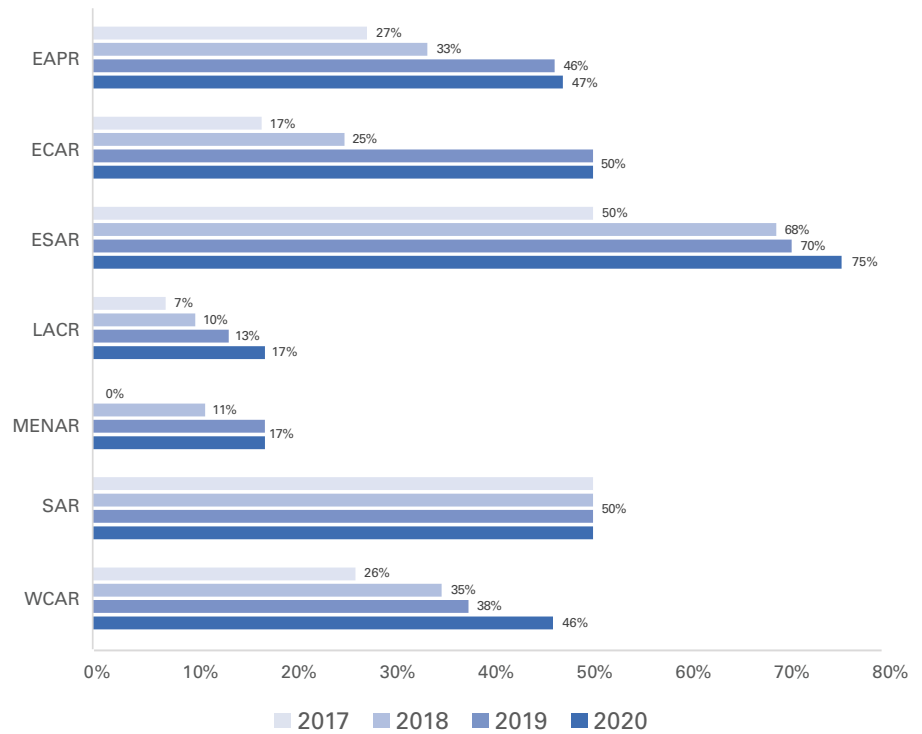
ⁱ UOC: universe of countries
ENAP: Every Newborn Action Plan (countries)

Equality in education for girls and boys

2.a.3

Percentage of countries with gender-responsive education systems for access

2017 Value	25%
2018 Value	32%
2019 Value	38%
2020 Value	42%
2020 Milestone	32%
2021 Target	33%

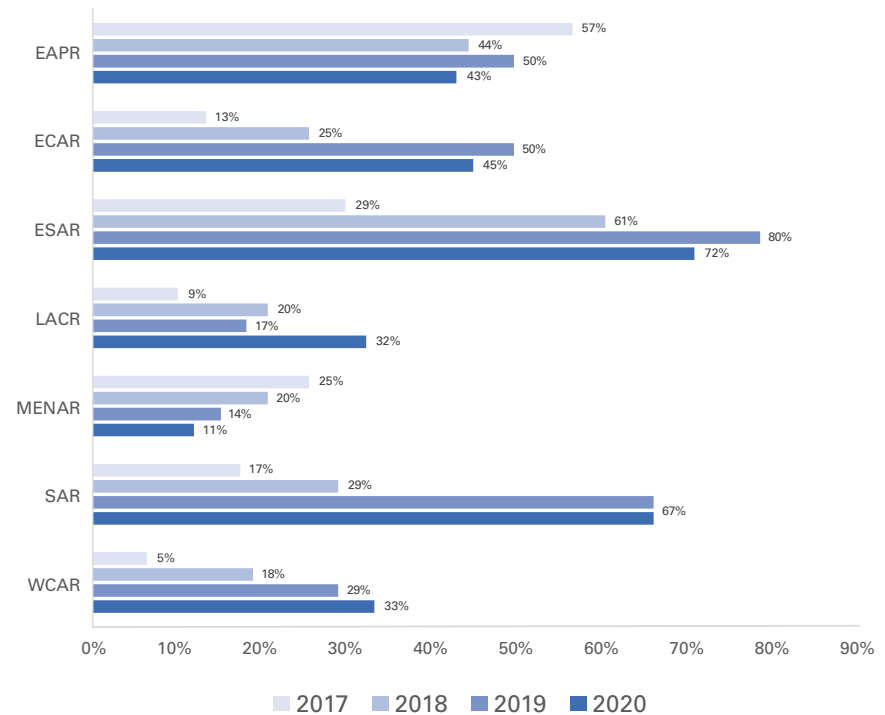


Gender equality in teaching and education systems

2.b.4

Percentage of countries with gender-responsive teaching and learning systems

2017 Value	18%
2018 Value	31%
2019 Value	40%
2020 Value	42%
2020 Milestone	42%
2021 Target	49% (52/107)

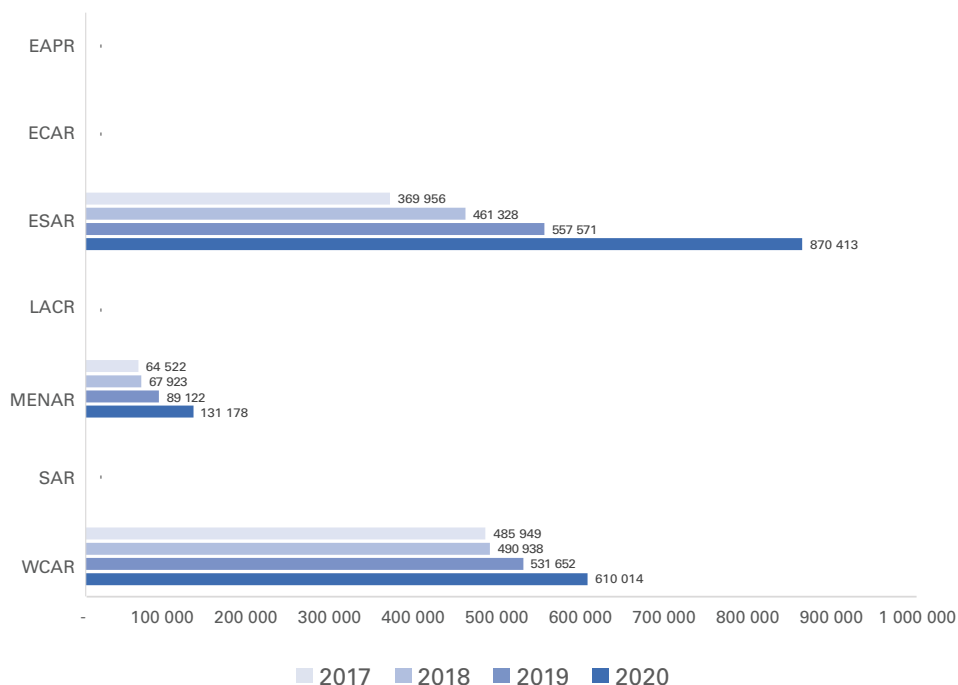


Addressing gender-based violence against girls, boys and women

3.b.1

Number of girls and women who receive prevention and protection services on FGM/C through UNICEF-supported programmes

2017 Value	920 427
2018 Value	1 020 189
2019 Value	1 178 345
2020 Value	1 611 105
2020 Milestone	1 300 000
2021 Target	1 400 000

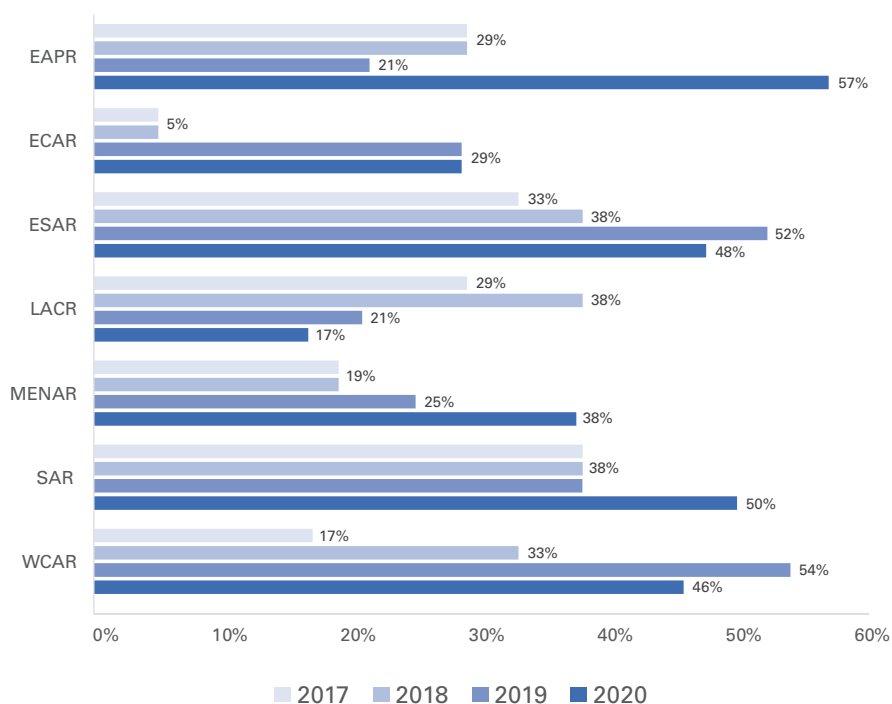


Positive gender socialization for girls and boys

5.d.1

Percentage of countries with at-scale programmes addressing gender discriminatory roles and practices among children

2017 Value	23%
2018 Value	28%
2019 Value	35%
2020 Value	38%
2020 Milestone	37%
2021 Target	40%



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

Goal Area 1: Every child survives and thrives

Outcome indicators	Baseline	2018 Value	2019 Value	2020 Value	2021 Target
1.1. Percentage of pregnant adolescent girls (aged 15-19 years) receiving at least four antenatal visits	52%	53%	52%	52%	57%
1.4. Percentage of mothers (aged 15-19 years) receiving postnatal care	48%	55%	57%	59%	62%
1.21. Percentage of girls (aged 15-19 years) with anaemia	46%	46%	48% ^a	48%	38%
1.22. Percentage of live births attended by skilled health personnel (mothers aged 15-19 years)	67%	70%	71%	72%	75%
1.23. Number of girls in target countries receiving the final dose of HPV vaccine per national schedule (SDG 3, indicator 3.b.1)	NA	984 907	NA	2.9 million	1 million

Output indicators	Baseline	2018 Value	2019 Value	2020 Value	2020 Milestone	2021 Target
1.f.2. Number of adolescent girls tested for HIV and received the result of the last test	Girls: 13.3 million	13.4 million	13.5 million	15 million	13.1 million	13.8 million
	Boys: 9.1 million	9.2 million	9.2 million	9.7 million	9.3 million	9.8 million
1.g.1. Number of countries having initiatives to strengthen availability of gender-responsive evidence for the All In framework for prevention of HIV	20	23	25	25	15	25
1.i.1. Number of adolescent girls provided with services to prevent anaemia and other forms of malnutrition through UNICEF-supported programmes	22.6 million	27.9 million	26.6 million	10.9 million	55 million	70 million
1.i.2. Number of countries that have nationally introduced HPV in their immunization schedule	3	4	8	NA	19	24

^a The data should be interpreted with caution as population coverage was low (below 50%) over consecutive years.

Goal Area 2: Every child learns

Outcome indicators	Baseline	2018 Value	2019 Value	2020 Value	2021 Target
2.2. Adjusted net attendance rate of children from the poorest quintile in lower and upper secondary education (SDG 4, targets 4.1 and 4.5) and attendance rate in early childhood education of children from the poorest quintile (SDG 4, target 4.2)	Lower secondary: Total: 36% Girls: 36% Boys: 36%	Total: 45% Girls: 45% Boys: 45%	Total: 45% Girls: 45% Boys: 45%	Total: 45% Girls: 45% Boys: 45%	44%
	Upper secondary: Total: 20% Girls: 19% Boys: 21%	Total: 29% Girls: 27% Boys: 31%	Total: 29% Girls: 28% Boys: 31%	Total: 29% Girls: 28% Boys: 30%	28%
2.4. Out-of-school rate for girls and boys of lower secondary school age	Girls: Lower secondary: 18%	19%	18%	15%	16%
	Boys: Lower secondary: 19%	19%	19%	15%	16%
2.5. Percentage of countries showing improvement in learning outcomes	For girls: 62%	67%	55%	56%	79%
	For boys: 60%	67%	49%	65%	79%
2.7. Percentage of adolescents not in employment, education or training (NEET)	Female: 36%	37%	37%	38%	32%
	Male: 9%	12%	14%	15%	8%
Percentage of countries with transition rates from primary to lower secondary education above 75%	Girls: 88%	91%	92%	86%	93%
	Boys: 89%	92%	92%	89%	91%

Output indicators	Baseline	2018 Value	2019 Value	2020 Value	2020 Milestone	2021 Target
2.a.1. Number of out-of-school girls and boys who participated in secondary education through UNICEF-supported programmes (cumulative indicator)	Girls: 10 million	14.9 million	23.4 million	42 million	25 million	30 million
	Boys: 10.5 million	15.7 million	24.4 million	43.6 million	25 million	30 million ^b
2.c.1. Number of girls and boys who have participated in skills development programmes for learning, personal empowerment, active citizenship and/or employability through UNICEF-supported programmes (cumulative indicator)	Total: 3.2 million	5.2 million	9.4 million	17.1 million	10.4 million	12.5 million
	Girls: 1.5 million	2.5 million	4.8 million	7.9 million	5.4 million	6.5 million
	Boys: 1.4 million	2.2 million	3.7 million	7.1 million	5 million	6 million
2.c.2. Percentage (and number) of countries with systems that institutionalize gender-equitable skills for learning, personal empowerment, active citizenship and/or employability	6%	16%	23%	27%	29%	36% (34/93)

^b Estimates for baselines and targets for sex disaggregation with level of schooling are under development.

Goal Area 3: Every child is protected from violence and exploitation

Outcome indicators	Baseline	2018 Value	2019 Value	2020 Value	2021 Target
3.5. Number of adolescent girls receiving prevention and care interventions to address child marriage through UNICEF-supported programmes	635,000	4.9 million	5.7 million	6 million	7.5 million

Output indicators	Baseline	2018 Value	2019 Value	2020 Value	2020 Milestone	2021 Target
3.a.6. Percentage of UNICEF-targeted women, girls and boys in humanitarian situations provided with risk mitigation, prevention or response interventions to address gender-based violence through UNICEF-supported programmes	91%	103%	116%	98%	80%	80%
3.b.3. Number of countries implementing a costed national action plan or strategy to end child marriage	8	15	24	31	24	25

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

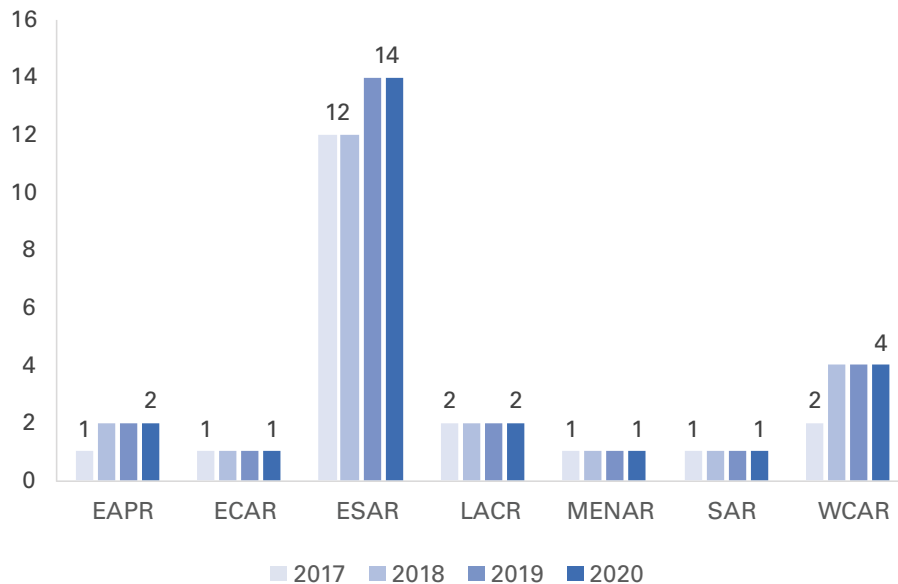
Output indicators	Baseline	2018 Value	2019 Value	2020 Value	2020 Milestone	2021 Target
4.b.1. Number of institutions through UNICEF-supported programmes (cumulative):						
(a)(i) Schools with separate sanitation facilities for girls and boys delivered through direct UNICEF support	NA	NA	13 012	16 838	17 000	20 000
(a)(ii) Schools with separate sanitation facilities for girls and boys delivered through substantive UNICEF support to WASH sector systems	NA	NA	NA	70 518	28 000	40 000
b) Schools with menstrual hygiene management services	3 576	17 949	38 444	48 440	45 000	50 000

Equal health care and nutrition for girls and boys

1.g.1

Number of countries having initiatives to strengthen availability of gender-responsive evidence for the All In framework for prevention of HIV

2017 Value	20
2018 Value	23
2019 Value	25
2020 Value	25
2020 Milestone	15
2021 Target	25

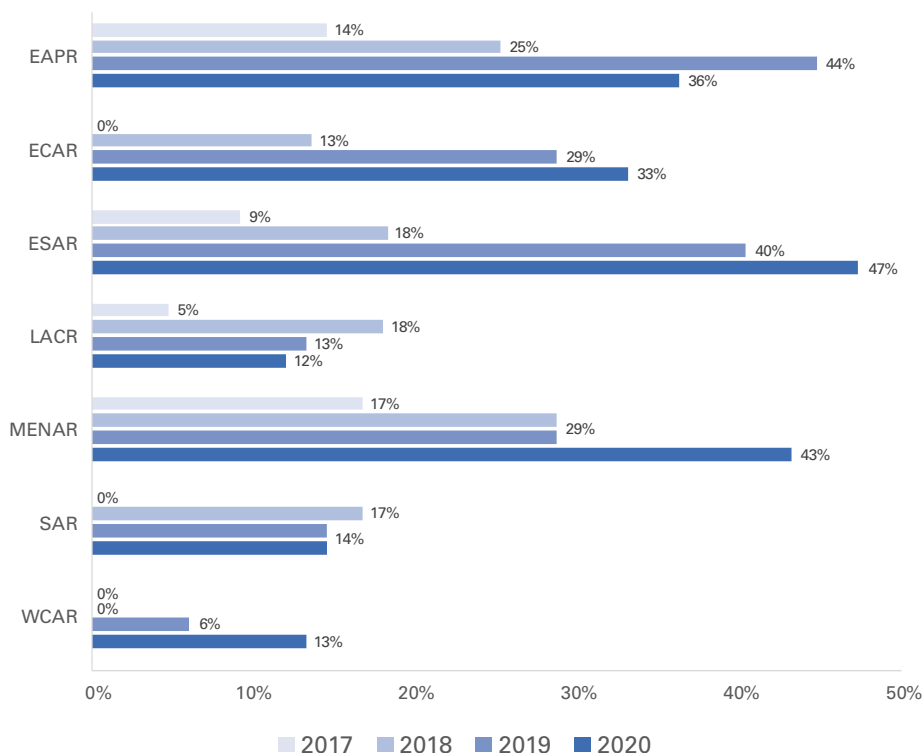


Girls' secondary education and skills

2.c.2

Percentage (and number) of countries with systems that institutionalize gender-equitable skills for learning, personal empowerment, active citizenship and/or employability

2017 Value	6.1%
2018 Value	16.5%
2019 Value	23%
2020 Value	27%
2020 Milestone	29% (27)
2021 Target	36% (34)

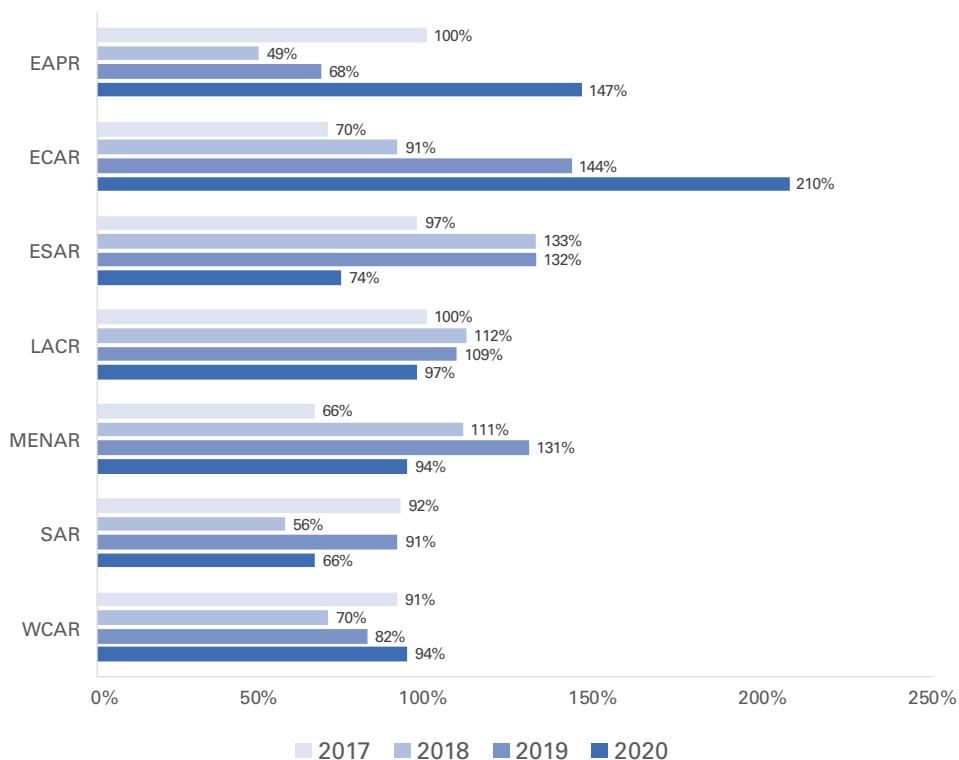


Gender-based violence in emergencies

3.a.6

Percentage of UNICEF-targeted women, girls and boys in humanitarian situations provided with risk mitigation, prevention or response interventions to address gender-based violence through UNICEF-supported programmes

2017 Value	91%
2018 Value	103%
2019 Value	116%
2020 Value	98%
2020 Milestone	80%
2021 Target	80%

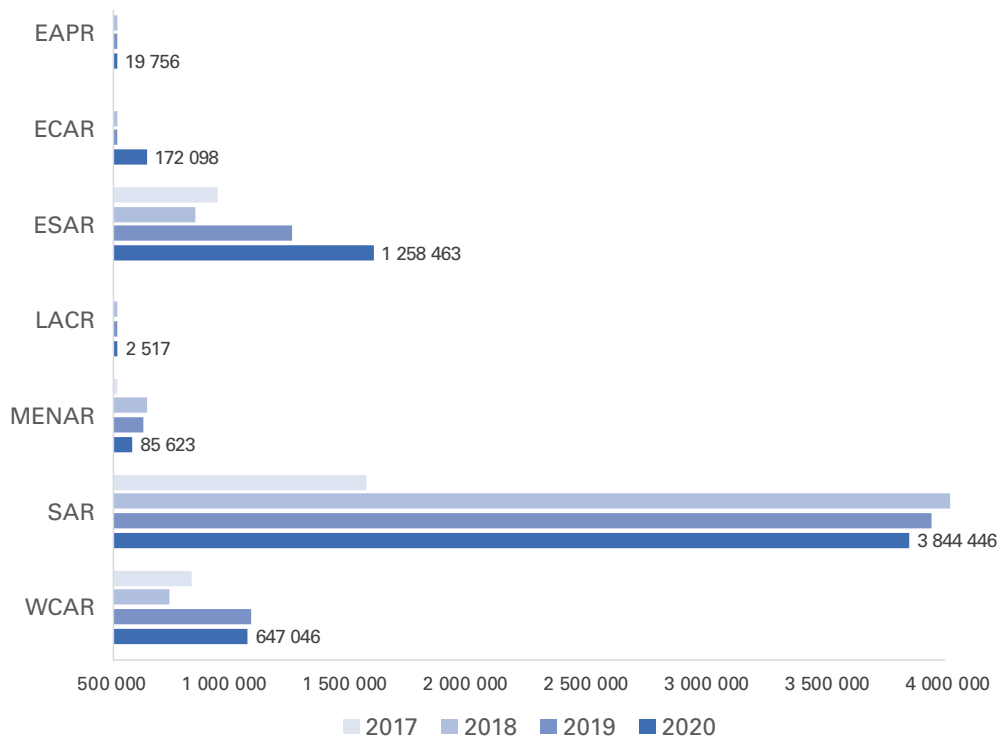


Child marriage and early unions

3.5

Number of adolescent girls receiving prevention and care interventions to address child marriage through UNICEF-supported programmes (UNFPA, UN-Women)

2017 Value	1 636 380
2018 Value	4 885 059
2019 Value	5 678 481
2020 Value	6 029 949
2020 Milestone	NA
2021 Target	7 475 000



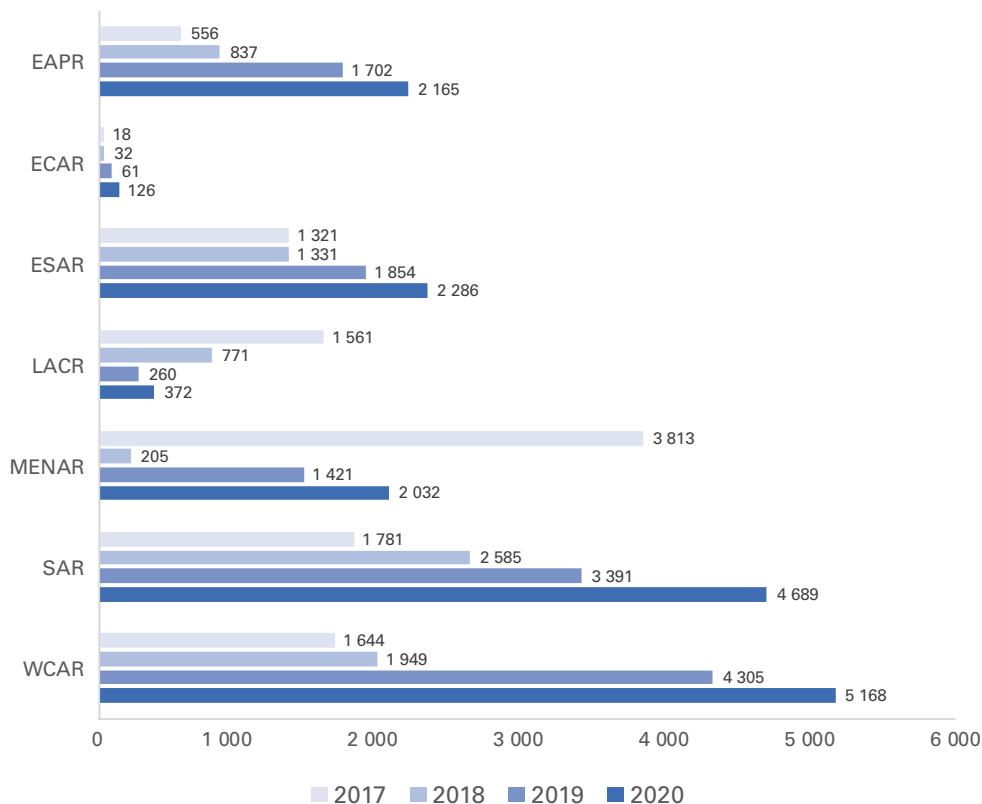
Dignified menstrual health and hygiene

4.b.1

Number of institutions:

(a)(i) schools with separate sanitation facilities for girls and boys, delivered through direct UNICEF support.

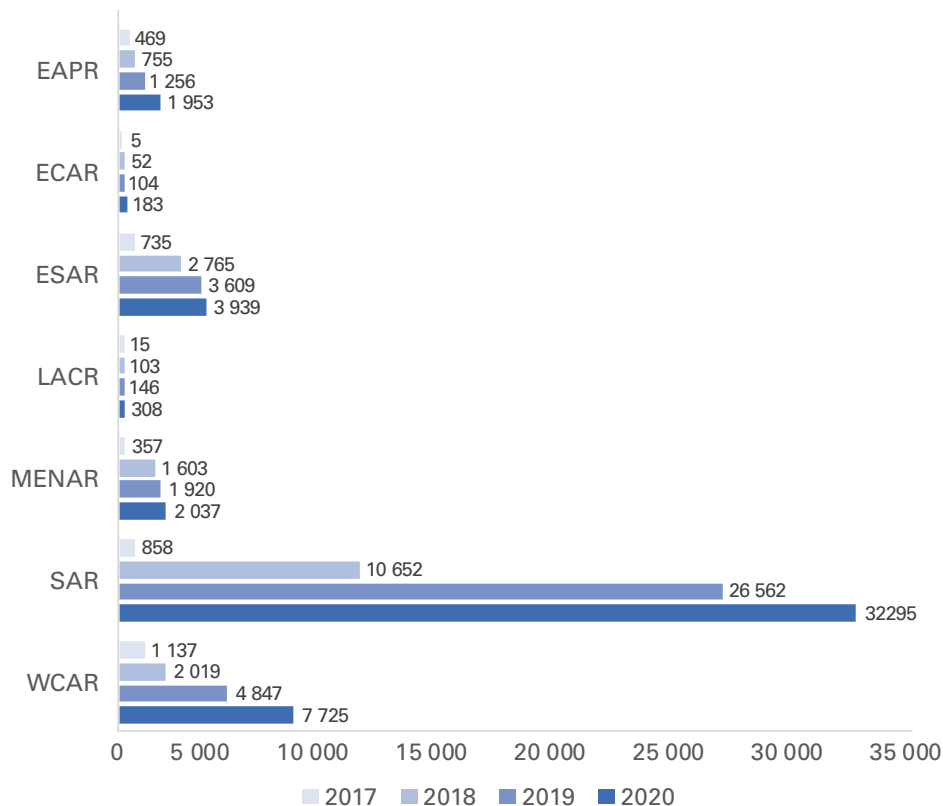
2017 Value	10 694
2018 Value	7 710
2019 Value	13 012
2020 Value	16 838
2020 Milestone	17 000
2021 Target	20 000



Number of institutions:

(b) schools with menstrual hygiene management services; through UNICEF-supported programmes

2017 Value	3 576
2018 Value	17 949
2019 Value	38 444
2020 Value	48 400
2020 Milestone	45 000
2021 Target	50 000



Gender in programme strategies and institutional systems

Output indicators	Baseline	2018 Value	2019 Value	2020 Value	2020 Milestone	2021 Target
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Change strategies

H2.a.1. Percentage of United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women minimum standards met or exceeded	73%	76%	82%	88%	80%	87%
H2.a.2. Percentage of country offices that conducted a gender analysis as part of CPD development	39%	43%	55%	59%	57%	77%
Percentage of CPDs approved in the reporting year that meet or exceed standard of excellence on gender equality	NA	83%	76%	86%	80%	80%
H2.a.3. Percentage of country offices that meet organizational standards on gender mainstreaming in programme implementation	53%	49%	62%	70%	60%	80%
H5.b.3. Number of additional countries that meet organizational benchmarks for at least two family-friendly policies that include both the public and private sectors	NA	NA	NA	6	1	3

Organizational effectiveness and efficiency (ENABLERS)

E3.a.1. Percentage of female staff among: ^a						
<i>International professional staff</i>						
b) P2	60%	60%	59%	62%		54%
e) P5	44%	44%	42%	44%		50%
<i>National staff</i>						
g) NO-B	43%	43%	45%	45%		50%
i) NO-D	49%	51%	48%	48%		50%
<i>High-level posts</i>						
k) D1	43%	40%	47%	50%		50%
l) D2	57%	58%	51%	48%		50%
m) ASG and USG	40%	80%	50%	60%		60%
<i>General service staff</i>						
n) G2	4%	4%	4%	9%		8%
o) G3	10%	11%	9%	9%		15%
q) G5	67%	67%	68%	67%		50%
E3.b.3. (b) Percentage of relevant staff who have completed relevant learning programmes on gender-responsive programming ^b	8%	32%	64%	75%		80%
Percentage of expenditures on programming with a primary focus on gender equality	11%	14%	14%	20%		15%

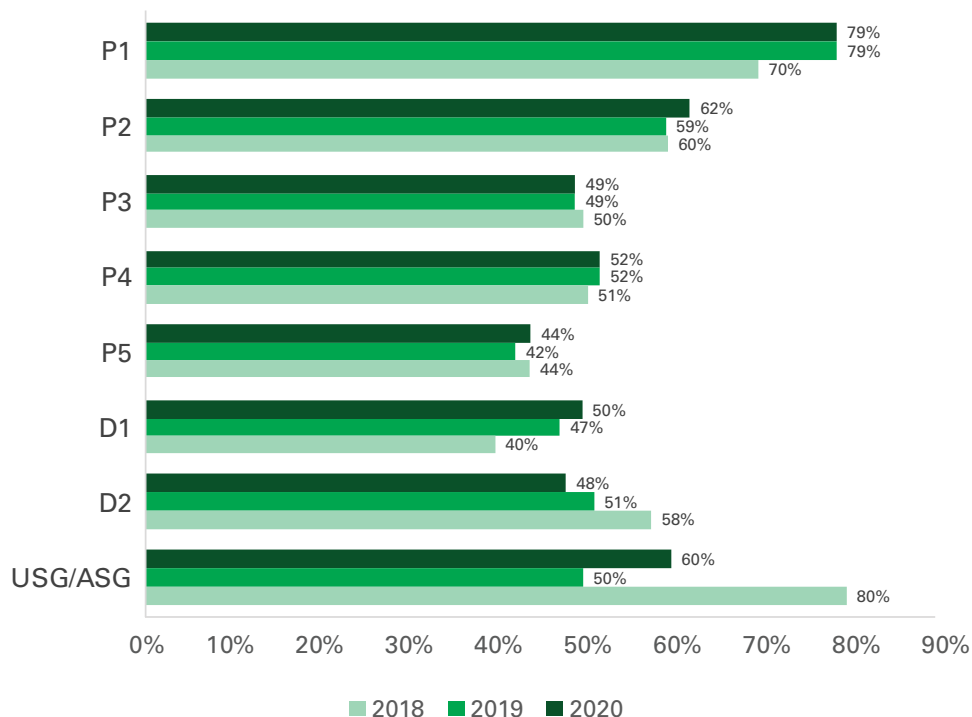
^a Staff categories: P = Professional level; NO = National Officer; D1 = Director level; ASG = Assistant Secretary-General; USG = Under-Secretary-General; and GS = General Service.

^b Relevant staff are those who are considered to be gender focal points.

Gender parity

E3.a.1

Percentage of female staff

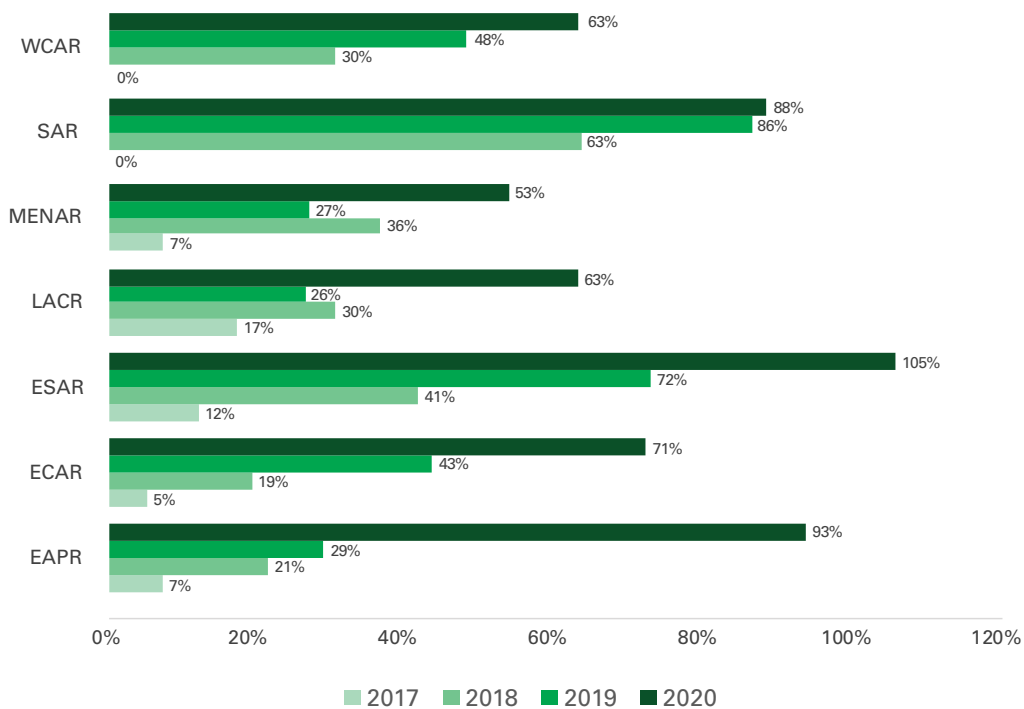


Gender capacity-building

E3.b.3

Percentage of relevant staff who have completed relevant learning programmes, including (b) gender-responsive programming^c

2017 Value	8%
2018 Value	32%
2019 Value	64%
2020 Value	75%
2020 Milestone	75%
2021 Target	80%



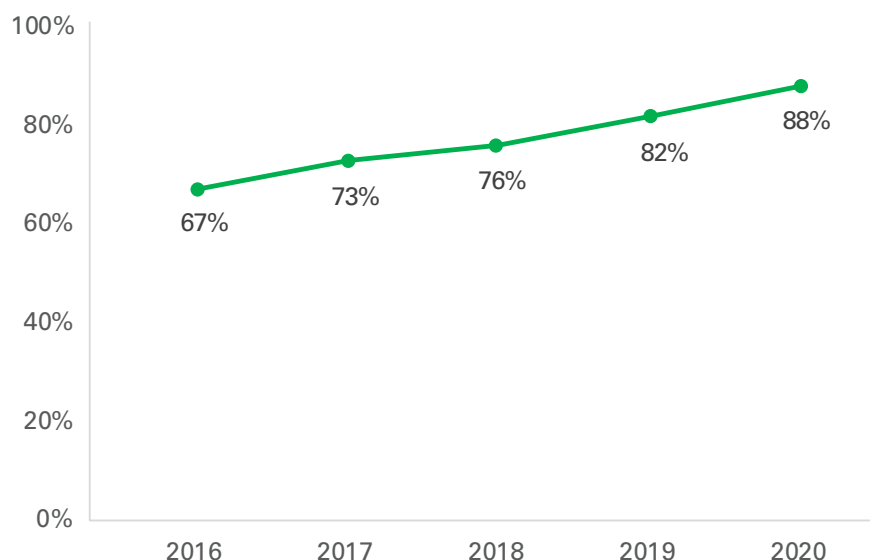
^c Relevant staff are those who are considered to be gender focal points.

Accountability through inter-agency reporting framework

H2.a.1

Percentage of United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women minimum standards met or exceeded

2016 Baseline	73%
2017 Value	73%
2018 Value	76%
2019 Value	82%
2020 Value	88%
2020 Milestone	80%
2021 Target	87%



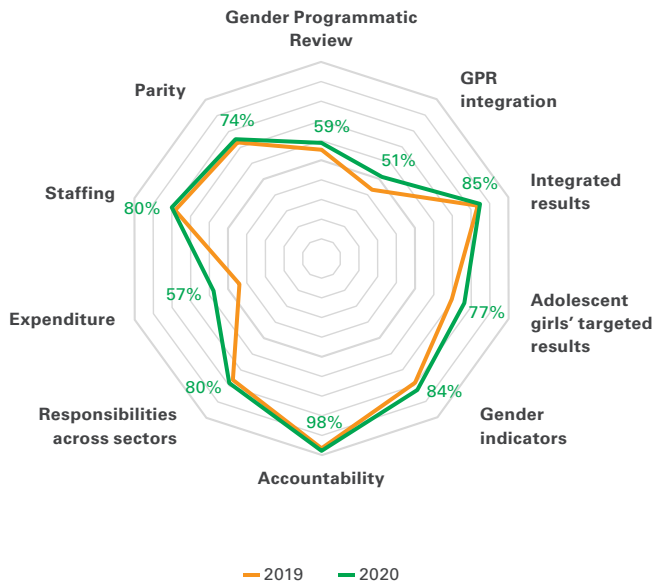
Organizational effectiveness and efficiency (ENABLERS)

The Gender Action Plan institutional and implementation benchmarks track country-level gender analysis, the implementation of gender priority results, monitoring, resourcing, capacity and accountability. The Gender Action Plan implementation benchmarks measure whether a country office meets organizational standards for the implementation of the Plan at the country level. Data are sourced from the strategic monitoring questions and VISION.

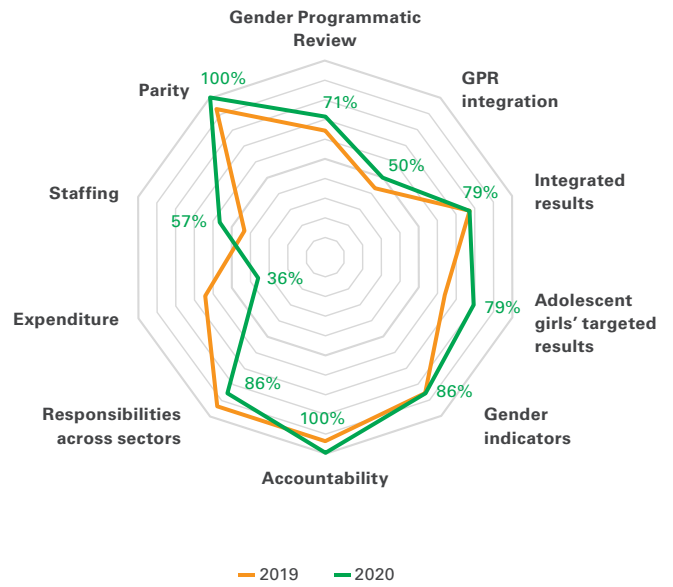
The Gender Action Plan institutional and implementation benchmarks are as follows:

1. Gender programmatic review
2. Gender integration into country programme documents (CPDs) and programme strategy notes
3. Identification of gender results in CPD results and resources framework:
 - 3 (a) integrated results, and
 - 3 (b) adolescent girls' priorities
4. Gender-tagged standard indicators
5. Accountability structure for implementing gender priorities
6. Definition of responsibility for gender results
7. Gender expenditure
8. Gender staffing
9. Gender parity

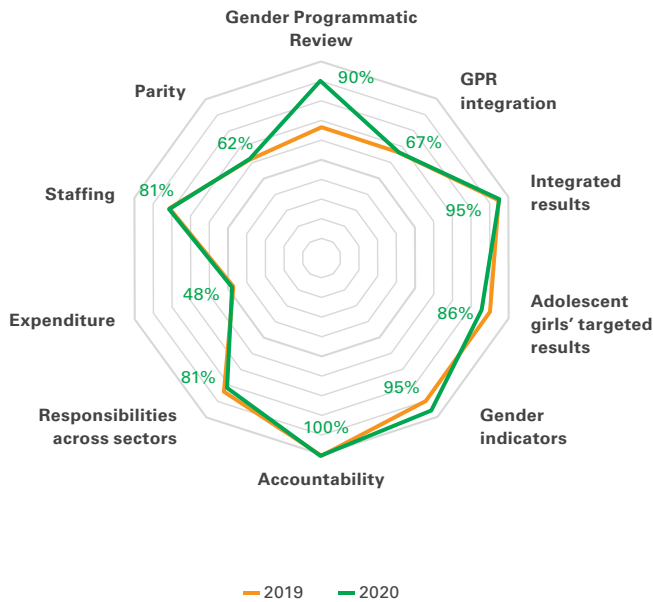
Global



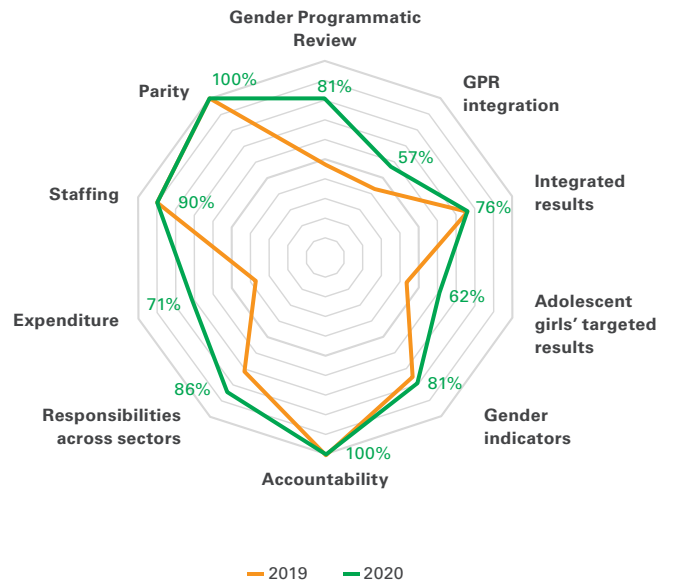
East Asia and the Pacific



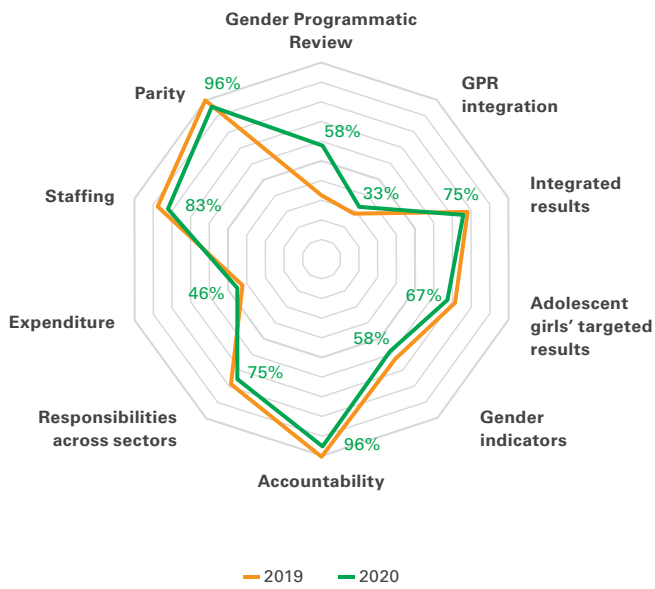
Eastern and Southern Africa



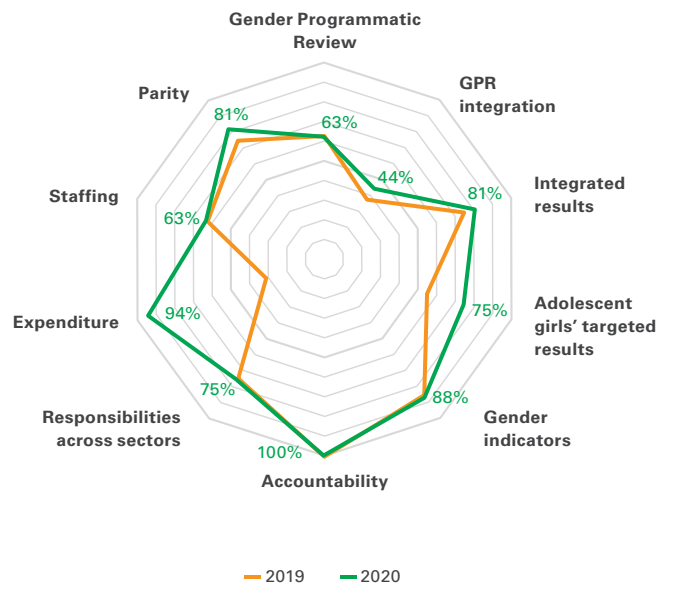
Europe and Central Asia



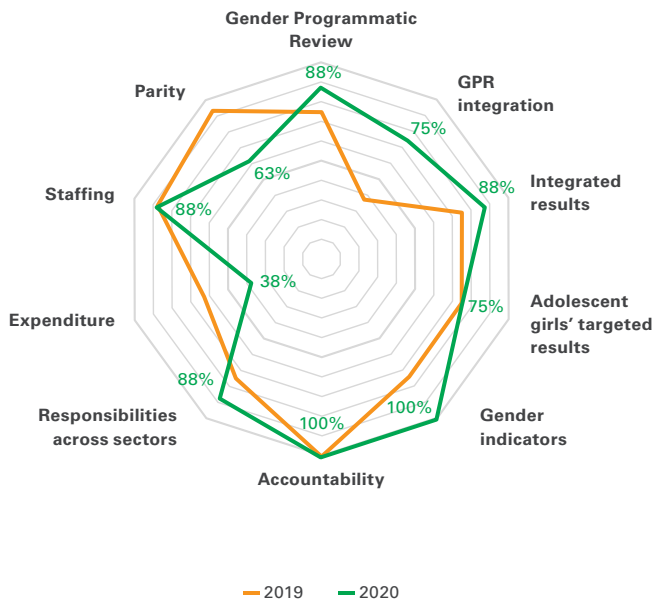
Latin America and Caribbean



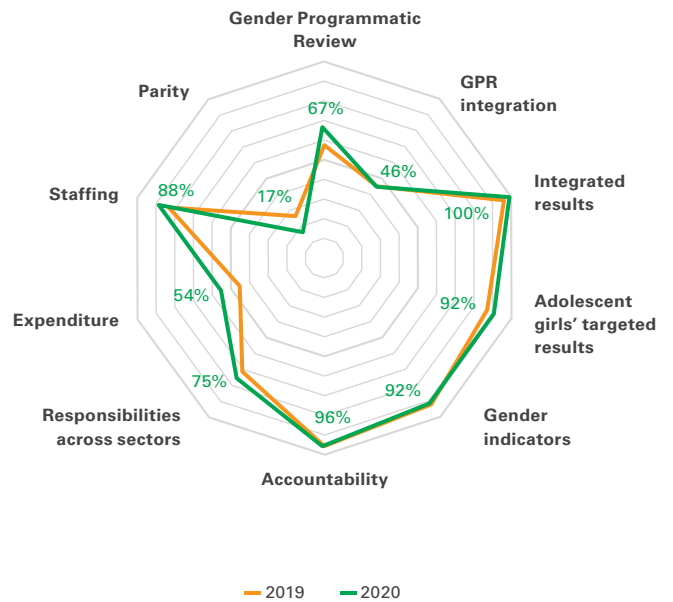
Middle East and North Africa



South Asia



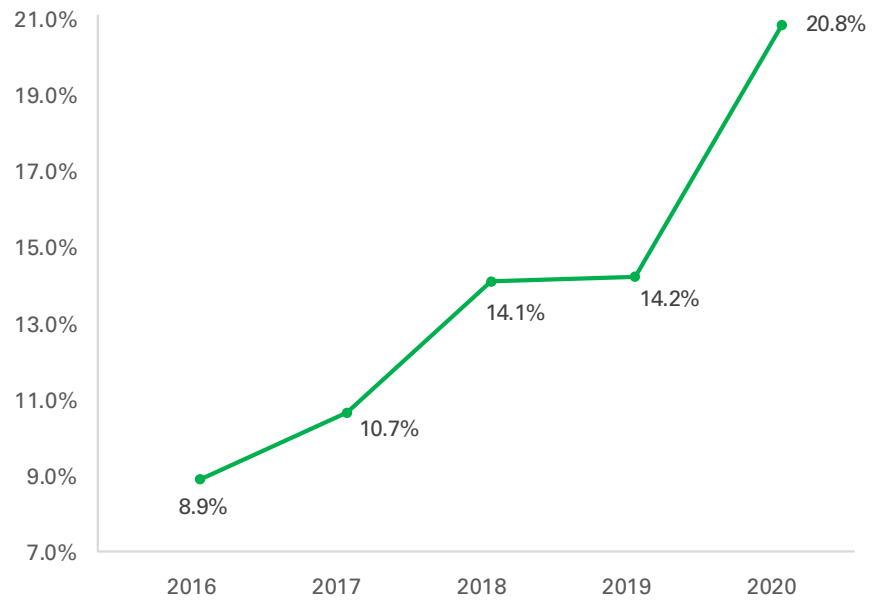
West and Central Africa



Programme expenditures on gender results

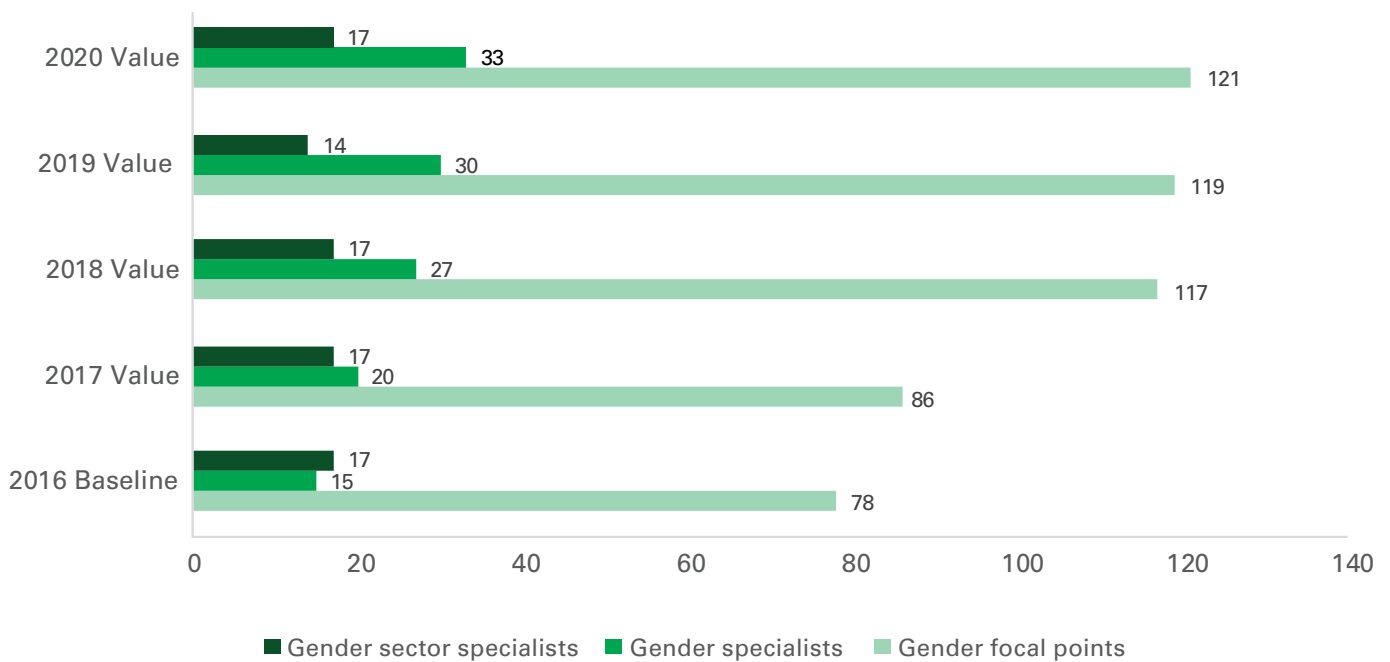
Percentage of expenditures on programming with a primary focus on gender equality

2017 Baseline	10.7%
2018 Result	14.1%
2019 Result	14.2%
2020 Result	20.8%



Gender staffing and capacity across the organization

Number of staff occupying gender-related positions





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