



# Gender Equality

Global Annual  
Results Report 2022

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for every child

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Nshobole, 18, stands near the workshop she rents with other girls who have completed a UNICEF-supported cutting and sewing training in Walungu Territory, South Kivu Province, Democratic Republic of Congo. “My life has changed since I completed the training. I am earning money; I work for myself, and I plan to buy my own field in the coming years,” Nshobole says.

Expression of thanks: © UNICEF/Bolivia/Ruiz/2022

Mariela, 11, is part of a robotics programme for adolescent girls in Bolivia, to bridge the gender digital divide in the country. Girls participate in workshops where they are trained in robotics, electronics, programming and prototype assembly, giving them a chance to explore and develop their STEM skills.



## Expression of thanks

UNICEF's work for children is funded entirely through individual donations and the voluntary support of 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 further expresses sincere appreciation to all the partners that have contributed to our work to achieve greater gender equality in our humanitarian and development programming in 2022. It is their support that allows us to provide technical, operational and programming assistance to countries to address gender inequalities and 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 Iceland and Luxembourg, and private sector partners Chloé and Clé de Peau Beauté, for their contributions to the 2022 Global Thematic Fund for Gender Equality, and Dove/ Unilever and Pandora for the resources contributed to gender equality programming. We would also like to thank the Bill & Melinda Gates Foundation for its support to gender-transformative approaches and technical partnership through the Joint Investment Mechanism. UNICEF is proud to have forged relationships with a number of new partners in 2022, including the Obama Foundation, the Girls Opportunity Alliance and Purposeful, among others. 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.



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Members of Saleema girls club and students of Al Saim school, Kosti, White Nile, with young boys who also participate in activities of girls clubs as supporters. The clubs are active agents of change within their schools and communities and raise awareness on issues like female genital mutilation, child marriage and gender-based violence. Saleema girls clubs are supported by UNICEF under the Sudan Free of Female Genital Mutilation (SFFGM) project.

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# Executive Summary

Fayrouz, 16, plays basketball during a UNICEF-supported sports event in Hasakeh city, northeast Syria, in April 2022. UNICEF has reached nearly 32,000 adolescents and youth, including adolescent girls like Fayrouz, with various skill building activities including sports for development, life skills training, vocational and technical education, health awareness sessions, entrepreneurship courses, photography and language courses.

The UNICEF Gender Action Plan (GAP), 2022–2025, which operationalizes the Gender Policy 2021–2030, employs a holistic and differentiated approach to gender programming. Recognizing that gender discrimination has lifelong and intergenerational impacts, the GAP seeks to advance gender equality throughout the life course. At the same time, it promotes targeted actions to advance the leadership and well-being of adolescent girls, as girls are both disproportionately affected by gender inequality and have tremendous potential to be leaders for change. This dual-track approach goes beyond responding to the manifestations of gender inequality to tackle its underlying drivers, including by engaging boys and men as allies; advancing upstream financing and policy solutions; and supporting girls' agency and voice.

In 2022, the first year of the new GAP, UNICEF reports significant progress on gender equality, from improvements in maternal health and girls' education, to expanded coverage of gender-responsive social protection systems and mechanisms to tackle violence. UNICEF and partners continue to work hand-in-hand to ensure sustained progress on the well-being and rights of women and girls. However, escalating crises – from climate change to conflict and the lingering effects of the global coronavirus disease 2019 (COVID-19) pandemic – have exacerbated gender equality gaps, with devastating consequences. Millions of women and girls are experiencing heightened discrimination and violence, food and economic insecurity, barriers to education and jobs, and limited access to critical health and social services. For example, the number of acutely malnourished pregnant and parenting girls and women has jumped by 25 per cent since 2020 in the countries hardest hit by the global nutrition crisis.<sup>1</sup>

Adolescent girls' rights are especially at risk. Estimates suggest that more than 4.3 million girls are at risk for female genital mutilation in 2023 alone.<sup>2</sup> Previously reported global reductions in child marriage are stagnating.

New data from UNICEF show that progress would need to be nearly 20 times faster to reach the Sustainable Development Goal target of ending child marriage by 2030.<sup>3</sup> Girls continue to be twice as likely as boys not to be engaged in any form of employment, education or training, and their digital access and literacy is particularly challenging. Globally, adolescent girls face information gaps and considerable restrictions on their choices regarding their sexual and reproductive health and rights, underscoring the importance of prioritizing investments in adolescent girls' rights, including their voice, agency and leadership.

This report highlights progress towards achieving UNICEF's ambitious targets for gender equality, as well as areas for future investment and improvement. Institutionally, UNICEF is strengthening its internal systems for accountability, with promising results. Gender parity in staffing has been achieved for the second year running, and UNICEF's overall expenditure is tagged at over 30 per cent for gender equality priorities. More offices are conducting gender analyses, including in emergencies, to inform strategic planning, and increasing numbers of senior leaders are being trained on gender equality. For these and other reasons, UNICEF has met over 88 per cent of the United Nations System-Wide Action Plan benchmarks for gender equality, outperforming most partners.

Despite these gains, much more needs to be done. Programming demands for gender expertise in UNICEF country offices far outstrip available supply, and there is a woeful lack of funding for critical priorities such as gender-based violence (GBV) prevention and gender-transformative social protection, among others. Pushback on gender equality and tightening restrictions on women's and girls' rights are realities in many countries. Now is the time for bold and decisive action in this area, with special attention to nurturing resilient partnerships with women's and girls' rights organizations.

## Highlights of results and challenges in 2022

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The UNICEF GAP, 2022–2025, specifies how UNICEF will accelerate progress on gender equality across the five Goal Areas of the UNICEF Strategic Plan, 2022–2025, and within its institutional systems, in support of the 2030 Agenda for Sustainable Development.

In 2022, the first year of implementation of the new GAP, positive results were reported in UNICEF's work on maternal care and gender-responsive health systems, with 44.4 million live births delivered in health-care facilities, and 86 per cent of live births attended by skilled health personnel. UNICEF has also scaled up investments in ensuring that all children have equitable access to education, and that education systems meet the specific needs of girls. Through UNICEF programmes, 37.9 million

out-of-school children and adolescents (some 50 per cent girls) accessed education in 2022, including over 250,000 children with disabilities. UNICEF-supported health, social welfare and justice-related services also reached 4.7 million children across 109 countries who experienced violence (48 per cent girls in countries reporting sex-disaggregated data). Social protection systems are critical to help people recover from shocks, protect them from falling into poverty and enable them to realize their human capital. UNICEF is prioritizing the design and implementation of social protection systems that are shock-responsive and gender-responsive, particularly in fragile contexts, to support the needs of women and girls.

Adolescent girls are a priority target group for UNICEF. While human papillomavirus (HPV) vaccine coverage remains low globally, hampered over the last three years by pandemic-related interruptions to immunization programmes, five more countries were supported to introduce the HPV vaccine into their national immunization programmes in 2022, bringing the total to 128 countries to date. Adolescent girls worldwide, and particularly in low- and middle-income countries, face considerable gender disparities in education. UNICEF is working with partners on implementing and scaling up integrated programmes to provide skills training and support educational opportunities for adolescent girls, including at the secondary level, prioritizing the most vulnerable girls who are out of school or unable to participate in formal education systems. Forty-one UNICEF countries implemented prevention and care interventions to address child marriage – delivered through safe spaces, mentorship, literacy, sexual and reproductive health services and livelihood skills. UNICEF-supported programmes in 78 countries addressed the menstrual health and hygiene (MHH) needs of 17.5 million women and girls in 2022.

Humanitarian crises in 2022 continued to challenge UNICEF to ensure the specific needs of girls and women were addressed. Gender-based violence in emergencies (GBVIE) interventions in 65 countries reached 8.8 million people (3.6 million female in countries reporting sex-disaggregated data) with GBV response, risk mitigation, and prevention programmes. In humanitarian contexts, 50.2 million children benefited from improved access to education. UNICEF water programmes in humanitarian settings reached 17.7 million girls and women (total 39.4 million people), while sanitation programmes reached 4.5 million girls and women (total 9 million).

Institutionally, better gender integration within organizational systems and structures continued to lead to positive shifts in gender parity, a more family-friendly workplace and the emergence of a more inclusive organizational culture. Increased investments have helped UNICEF perform well in the United Nations System-Wide Action Plan on Gender Equality and the Empowerment of Women, achieving 88 per cent of gender equality institutional benchmarks in 2022. Globally, more country offices are reporting transformative gender equality results – 60 in 2022 compared to 43 in 2021.



Leona, nine, holds up her drawing of her family at the Blue Dot hub in Sighetu Marmatiei in Romania. UNICEF has expanded the first operational Blue Dot at the Sighetu Marmatiei border crossing in northern Romania, where children and families continue to flee Ukraine. Blue Dots are one-stop hubs that offer key services such as family reunification services and child-friendly spaces. They also enable UNICEF and partners to identify vulnerable children and women – including cases of suspected trafficking and survivors of sexual or gender-based violence - and refer them to specialized services.



# Looking forward

In a context of ever-growing crises, including the impacts of the COVID-19 pandemic, UNICEF remains committed to a bold and ambitious agenda for gender equality, as described in the GAP.

In 2023, a priority in health is to address the gender dimensions of immunization and the impact on women and families, particularly zero-dose children, by focusing on gender-transformative approaches such as greater investment in female front-line workers. UNICEF will expand partnerships and programmes tackling the significant nutrition crisis among mothers, including adolescent mothers, with targeted services and prevention efforts. UNICEF will continue to advance girls' education, learning and skills, including through inclusive digital technology. UNICEF will double down on GBV prevention and survivor-centred programming, including in emergency contexts, and work to shift gender norms that perpetuate and are reinforced by violence and harmful practices. UNICEF will continue to reach more women and adolescent girls through gender-responsive water, sanitation and hygiene (WASH) and MHH services in both development and humanitarian contexts. Cash plus programmes that deliver cash transfers accompanied by complementary services such as mental health services will expand, alongside investments in family-friendly policies and support for caregivers.

Working closely with partners, UNICEF will work to fill gender-related research and data gaps – in such areas as scaling gender-transformative programming, norms change,

girls' empowerment and humanitarian response – to strengthen evidence-based programming and advocacy for girls and women, while engaging boys and men as allies for gender equality.

UNICEF is rolling out its new Adolescent Girls Programme Strategy,<sup>4</sup> with a focus on more interconnected services for girls in health, nutrition, education, protection and WASH, as well as opportunities to advance girls' leadership, voice and agency. Programmes such as Skills4Girls are prioritizing girls' leadership in learning curricula, providing access to mentors and creating opportunities for job shadowing and internships. Partnerships with the private and public sectors are critical to success in this area.

At an institutional level, UNICEF will improve programme monitoring and accountability, and better fulfil the demand for gender expertise across its country programmes. UNICEF will also prioritize addressing equality and inclusion concerns among staff, achieving gender parity in staff categories where gaps persist, and implementing measures that target talent retention, career progression and mobility of female staff.

Finally, UNICEF will continue to seek out all avenues to expand investment and partnerships to drive gender equality work. The demand for galvanized action – to ensure positive and lasting change for the most vulnerable children and women – is both urgent and considerable if we are to solidify progress towards the goals of the 2030 Agenda.



Seema Bishokarma, 15, and her friends walk to school in Siyarahi Settlement, Madhuban Mathual Village Development Committee, Parsa district, Nepal. In Nepal, access to primary education has improved at all levels, especially for girls. But as they move on to secondary school, girls – particularly those with limited economic means – face obstacles to continuing their education. UNICEF is working with local governments and communities to support girls to stay in school and transition to employment, for example by providing girl-focused skills, peer learning and mentoring initiatives.



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# Strategic context

Heng Nuthchoarvy, 12, is in sixth grade at Techo Hun Sen Chraing Chamres Primary School in Phnom Penh, Cambodia. She dreams of being a presenter on Japanese television. Adolescent girls like Heng are benefiting from remedial packs to address pandemic-related learning losses among children, as part of a programme undertaken by the Ministry of Education with the support of UNICEF and partners.

As the world continues to recover from the COVID-19 pandemic at the start of 2023, a host of other crises continue to challenge global progress on gender equality. The pandemic threw into stark relief gender disparities in education, employment and the household burden of care. Learning losses stemming from pandemic-related school closures and disruptions have not been fully reversed,<sup>5</sup> and girls continue to lag behind boys on education indicators, particularly in sub-Saharan Africa and in low-income countries.

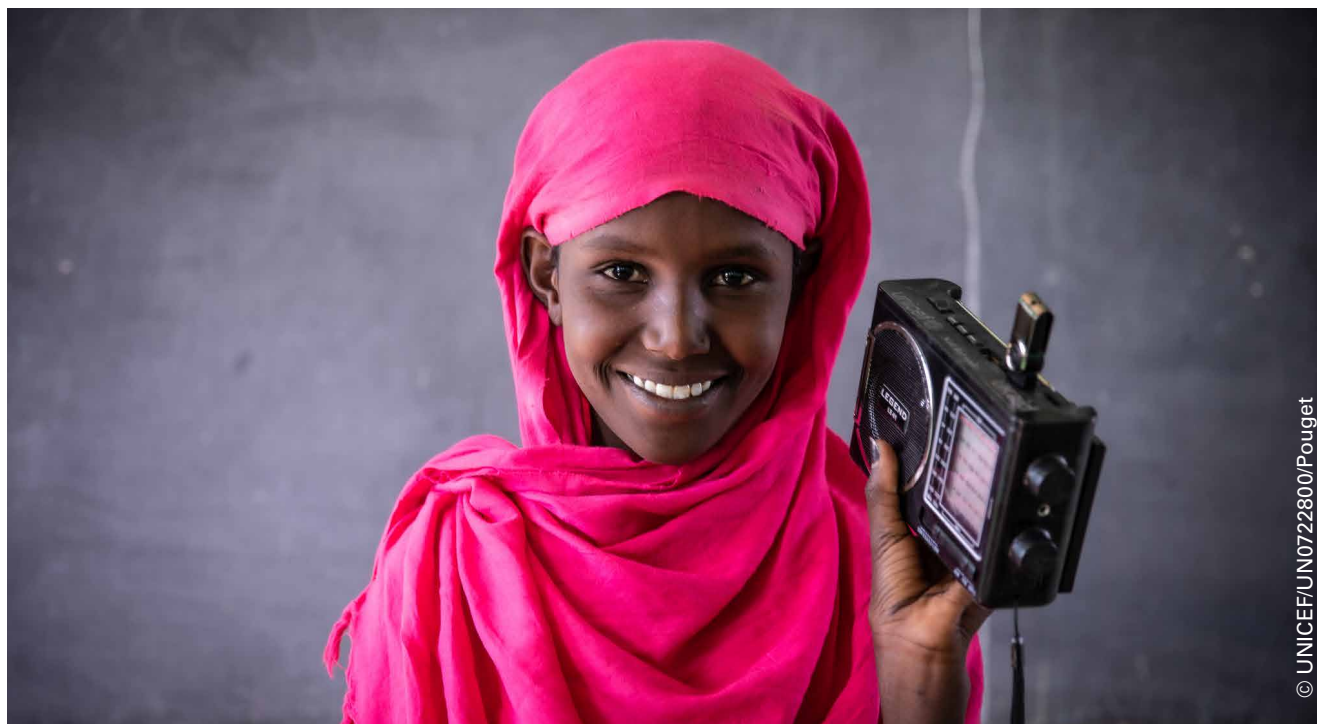
Social restrictions associated with the pandemic have negatively impacted access to and delivery of essential health services for women and girls, particularly immunization. Vaccination coverage for pregnant women and infants has declined due to the pandemic, with larger declines reported in low- and middle-income countries than in high-income countries.<sup>6</sup> First-dose coverage of the HPV vaccine globally declined from 20 per cent in 2019 to 15 per cent in 2021,<sup>7</sup> with major consequences for the health of women and girls.

Conflict – such as in Afghanistan, Ethiopia, Myanmar, Ukraine and Yemen – has resulted in population displacement, exacerbating gender inequalities. Girls – especially adolescent girls – are severely affected. In conflict-affected settings, they are two and a half times more likely to be out of school than girls in non-conflict settings.<sup>8</sup> Being out of school increases their risk of

marriage and exposure to violence, and limits access to quality health and other services, with long-term consequences for their employment prospects and earnings. Food insecurity and displacement also increase households' adoption of negative coping strategies such as incurring debt to purchase basic goods, increasing women's and girls' vulnerability to violence, as evidenced in the Horn of Africa crisis affecting Ethiopia, Kenya and Somalia. Further, maternal malnutrition is extremely high in these areas, with an estimated 1.3 million pregnant and lactating women across the affected countries in need of nutritional support<sup>9</sup> to protect their own health and that of their children.

Women, who bear a disproportionate share of the caregiving burden worldwide, experience enduring opportunity losses in the form of access to employment, and increased risk of violence due to household stressors. Employment rates have fallen, especially among young women, who are almost one and a half times less likely than young men to be employed, globally.<sup>10</sup>

Against this backdrop of threats and global crises, gender equality remains an inextricable link to all other outcomes in health, education, security, livelihoods and well-being. UNICEF is rallying behind women and girls as agents of change and progress, by working to transform and shift social norms and systemic barriers to gender equality.



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Hawa, 13, is in 5th grade in Boyena Primary School, Afar region, Ethiopia. "I am happy to come to school. My favorite subjects are the Afar language and Math. Due to the drought, sometimes we don't have anything to eat. Some of my friends in our area do not go to school. Some of them have also dropped out. I am so lucky! I want to be a teacher when I grow up." UNICEF supports internally displaced and vulnerable children in the Afar region to return to school.



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# UNICEF approach to advancing gender equality

Gayatri Pawar, 18, (L) with her sister Savitri Pawar, 15, pictured during soccer practice at a stadium in the Makadwali area of Ajmer district in Rajasthan, India. In Rajasthan, where child marriage traditions persist despite being outlawed more than a decade ago, a girls' soccer initiative is tackling gender inequality and helping girls gain confidence and agency.

The UNICEF Gender Action Plan (GAP), 2022–2025, specifies how UNICEF will accelerate progress on gender equality across the five Goal Areas of the UNICEF Strategic Plan, 2022–2025, and within UNICEF’s institutional systems, in support of the 2030 Agenda for Sustainable Development. The GAP emphasizes the changing of structural barriers and gender norms to transform the underlying drivers of gender equality. This entails a shift from gender-responsive action towards transformative action on gender equality, across the life course, for adolescent girls, and across the humanitarian–development–peace nexus. To catalyse and sustain change, a newly developed Adolescent Girls Programme Strategy sharpens the focus on girls’ leadership, agency and voice, with targeted and integrated programming for improved girls’ health, nutrition, protection, learning and economic outcomes.

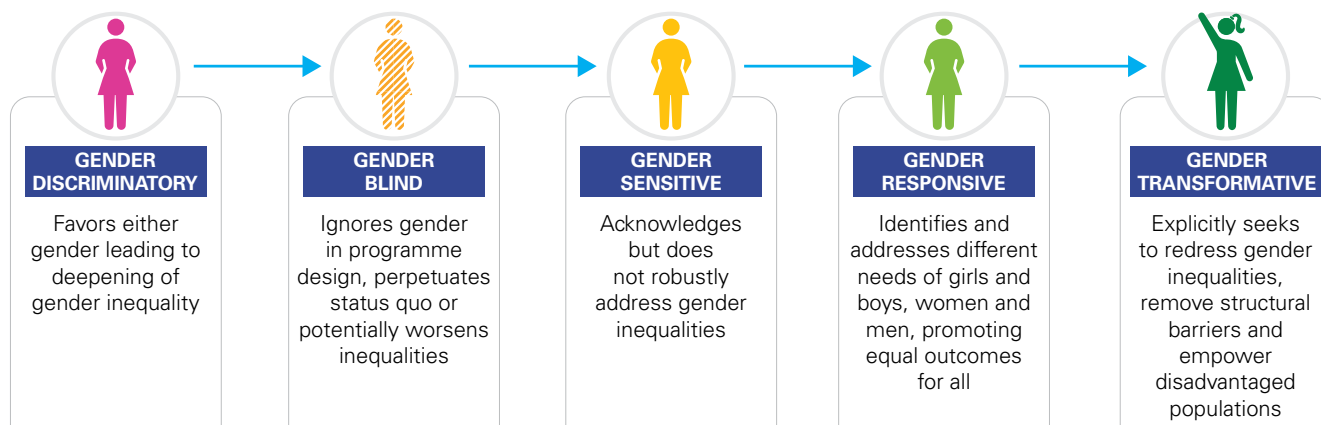
UNICEF country offices deliver on the GAP in concert with other core frameworks such as the UNICEF Disability Inclusion Policy and Strategy 2022–2030 and the Core Commitments to Children in Humanitarian Action, to ensure that children marginalized by multiple individual and structural factors and conditions are accorded due priority in the delivery of results.

Overall, UNICEF works towards this vision for gender equality through gender analysis; investment in gender results and programmatic monitoring; building partnerships with girls, women, boys, men, parents, caregivers, communities, feminist organizations and sister agencies; data, research and evidence-building; innovation; and enhanced leadership, staffing and accountability for gender equality.



Fatoumata, 15, lives in Tahoua, Niger. In Niger, 3 in 4 girls are married before 18 and 1 in 4 before 15. Having almost been married at age 12 herself, Fatoumata now says, “I do want to get married one day, but after school and with a boy I choose myself. My dream is to become a doctor.” UNICEF supports national and community efforts to address harmful gender norms and prevent child marriage through community mobilization and work with adolescents, religious and traditional leaders, community and women’s organizations and schools.

FIGURE 1: Accelerating progress towards gender equality by moving from gender-responsive to gender-transformative action





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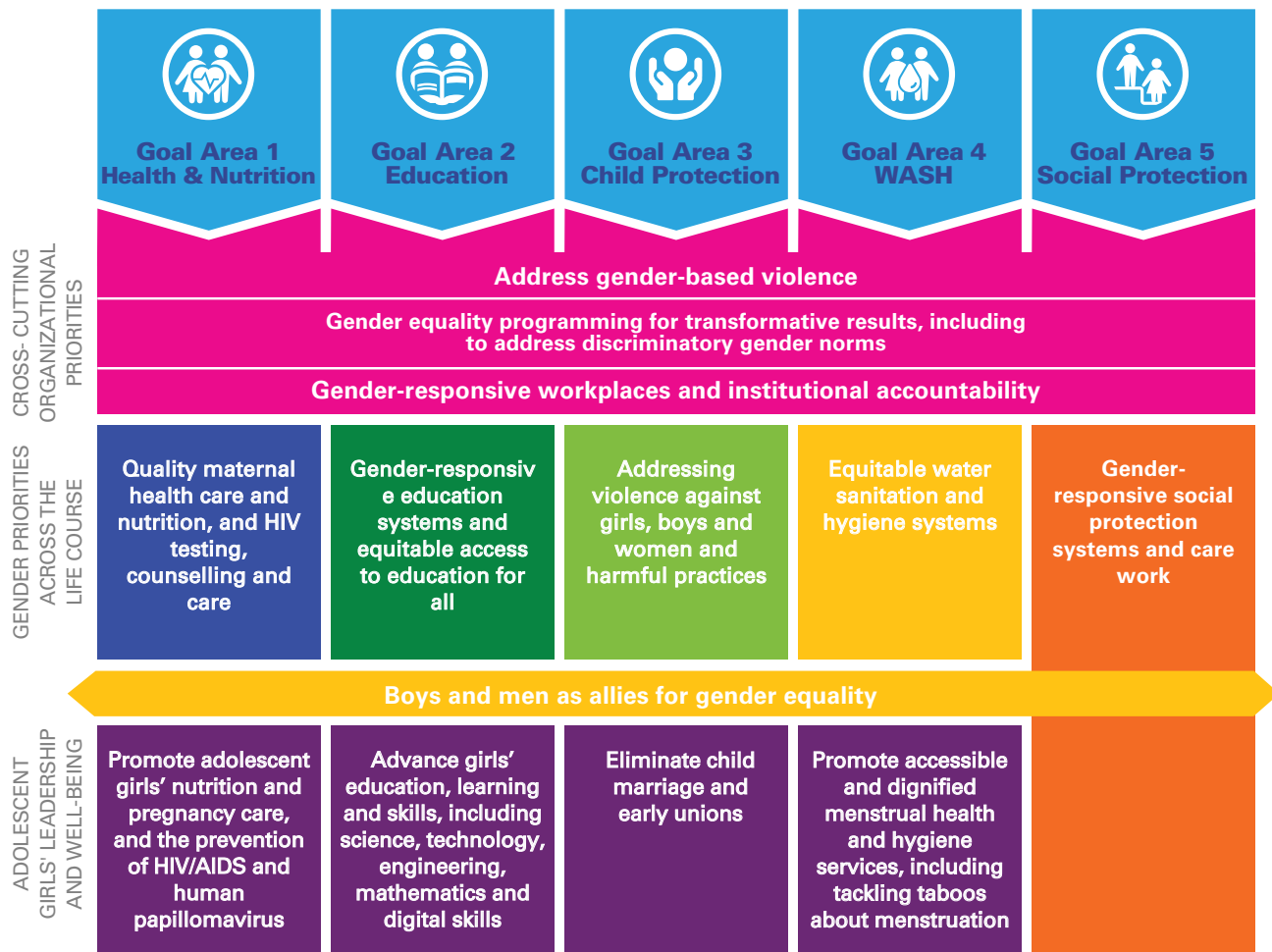
# Results

Tity, a resident of N'Sele commune in Kinshasa, the Democratic Republic of the Congo, benefits from a cash transfer project implemented by UNICEF and other partners. With the money she receives, she started a livestock business that has made a difference for the whole family. "It brought us profits, and we used part of it to build a house. Thanks to this project, my daughter goes to school and is healthy," says Tity.

UNICEF’s work is driven by a holistic understanding of the deprivations and discrimination that children face, and by a desire for systemic change to address the root causes of these issues. The GAP takes UNICEF’s five interconnected Goal Areas, as outlined in the UNICEF Strategic Plan, 2022–2025, and shines the spotlight on women and girls. The needs of women and girls, and the challenges

they face throughout their life, are reflected in UNICEF’s programming, and targeted actions, particularly for adolescent girls and in other priority areas, will ensure that no child is left behind. Gender equality results are delivered through the entirety of UNICEF’s programming and systems, supported by the organization’s work in advocacy, innovation, partnerships, data, research and analysis.

FIGURE 2: The programmatic framework of the UNICEF Gender Action Plan, 2022-2025



# LIFE COURSE PRIORITIES

## 1. Quality maternal health care and nutrition, HIV testing, counselling and care

Inequalities based on gender and other factors disproportionately compromise access to and the quality of health care for girls, women, and marginalized children and adolescents. This has been amplified by the global COVID-19 pandemic. In 2022, UNICEF continued to advance gender-responsive health, nutrition and HIV services for women and girls by focusing on integrated approaches to service delivery and health systems-strengthening. Adaptable models and platforms, such as working through women’s groups, and use of digital or mobile delivery methods, have helped scale up essential services and expanded women’s and girls’ awareness of their health, nutrition and other rights.

### Quality maternal care and nutrition

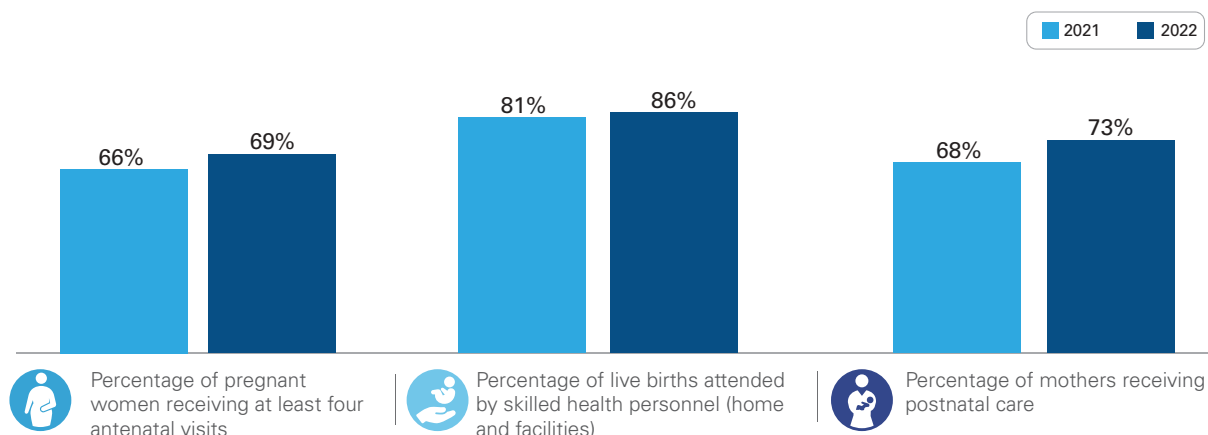
UNICEF and its partners the United Nations Population Fund (UNFPA) and the World Health Organization (WHO) continued to lead actions to advance the global maternal and newborn agenda through the Every Newborn Action Plan and the Ending Preventable Maternal Mortality programme. In 2022, 39 countries were supported to strengthen delivery of quality maternal care. Almost 11,800 UNICEF-supported health-care facilities improved their quality of care for maternal and newborn health, compared

to 8,600 in 2021. In addition, UNICEF support contributed to strengthened systems for primary health care in 119 countries in 2022, up from 97 countries in 2021.

The 2022 results for maternal care were encouraging: 44.4 million live births were delivered in health-care facilities through UNICEF-supported programmes, up from 40.9 million in 2021. The proportion of live births attended by skilled health personnel increased by 5 percentage points to 86 per cent. More women also received perinatal care: 69 per cent of pregnant women received at least four antenatal care (ANC) visits in 2022, compared to 66 per cent in 2021, and 73 per cent of mothers received postnatal care, up from 68 per cent in 2021. Results were more muted for pregnant and parenting adolescents, however, with fewer pregnant teenagers receiving ANC. Targeted action will be needed to address key gaps in their sexual and reproductive health needs and rights, including access to gender-responsive, adolescent-friendly health services, and removal of barriers to health-seeking behaviour such as discriminatory gender norms.

UNICEF has strengthened gender integration within its nutrition programming, adopting gender-responsive and transformative approaches that seek to reduce the impact of harmful social norms on the nutritional status of women and children, by, for example, promoting women’s decision-making power regarding diets, services and practices, and engaging men in child feeding and care. Forty UNICEF country offices implemented integrated anaemia prevention and nutrition counselling in their

FIGURE 3: UNICEF results in quality maternal care, 2021–2022



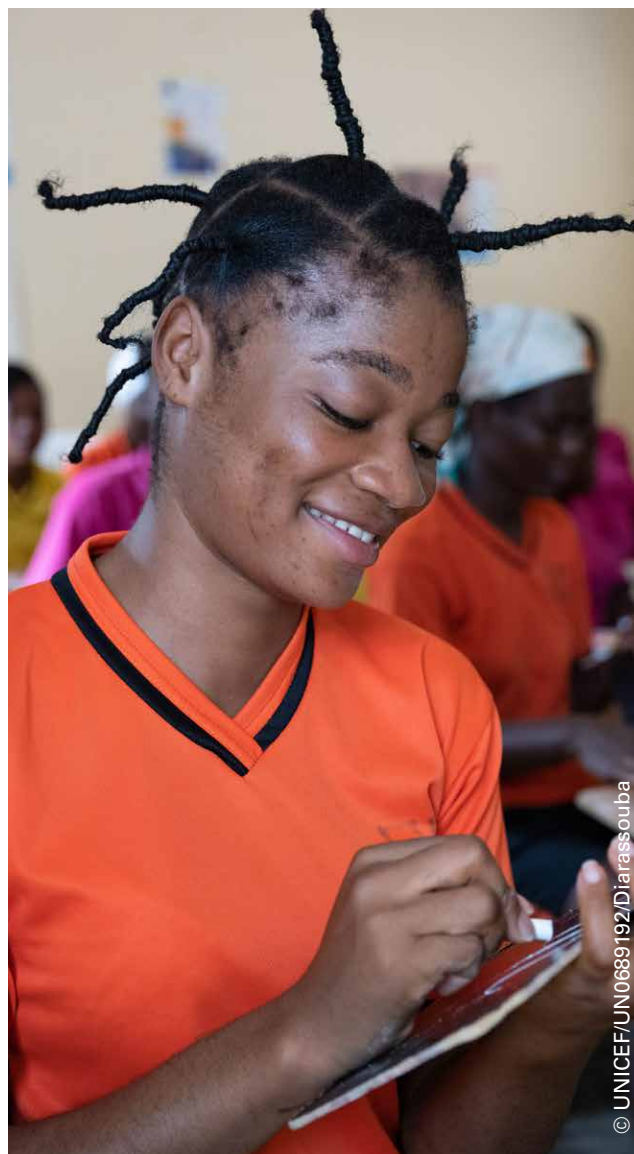


pregnancy care programmes for women, rising from 30 in 2021 and surpassing the 2022 target of 35. In Yemen, 3 million caregivers of young children received counselling on appropriate infant and young child feeding (IYCF), while about 1.5 million pregnant and lactating women received iron and folic acid supplementation. In the Syrian Arab Republic, UNICEF and partners screened over 1 million children (50 per cent girls) for malnutrition and admitted 7,028 children (3,965 girls) for severe wasting treatment. UNICEF support also reached 1.2 million primary caregivers, the majority of whom are women, with IYCF counselling, and provided 141,033 pregnant and lactating women with micronutrient supplementation. UNICEF support in Pakistan enabled IYCF counselling for 2.1 million mothers, and the establishment of peer support caregiver groups for over 10,000 parents (about 3,600 fathers and 6,500 mothers) to promote gender-responsive nutrition practices in communities. In Papua New Guinea, UNICEF supported the delivery of an integrated package of maternal, newborn and child health interventions, resulting in more than 114,000 pregnant women attending the first ANC visit; over 73,000 deliveries across 132 health care facilities; and over 45,000 newborns receiving early essential newborn care.

The need for humanitarian health assistance continues to increase, in line with growing levels of population displacement. In Myanmar, UNICEF and partners delivered first aid and clean delivery kits to support women during childbirth, community newborn kits and essential medicines, as well as preventive nutrition services and counselling. This benefited about 2.9 million children under age 5, and 61,250 pregnant and lactating women. In Afghanistan, humanitarian cash transfers were provided through 600 health-care facilities to 24,000 pregnant women to facilitate access to care. UNICEF helped improve the availability of health and other vital services for women and children in Ukraine, dispatched more than 6,500 midwifery and obstetric kits to 312 perinatal facilities across 24 regions, and reconstructed four shelters in paediatric and maternity hospitals in Lviv to ensure safe treatment of children and pregnant women.

UNICEF continued to prioritize support for gender-responsive health systems and a professionalized health workforce, including community-based health workers – a majority of whom are women – who significantly help expand service delivery and build communities’ trust in formal health structures. Greater investments in integrating such front-line workers within formal systems have paid dividends. In 2022, the number of health workers in development, humanitarian and high-burden contexts receiving skills and support for delivering essential maternal, newborn and child health services through UNICEF-supported programmes reached 1.2 million, up from about 800,250 in 2021. In Yemen, UNICEF supported 3,600 female community health workers, trained to detect and refer cases of disease, epidemic threats, malnutrition and pregnancy complications, among others. This benefited 3.6 million people in rural and remote areas, including 880,000 children (about 50 per cent girls), and 810,000 women of reproductive age.

In Cameroon, where UNICEF-supported community-based service delivery is central to the health strategy, 1,000 community health workers were trained in 2022 to deliver integrated maternal and child nutrition services. This contributed to 50,800 children (in their first 1,000 days) benefiting from fortified complementary food in 2022, compared to 16,350 in 2021. UNICEF also equipped 2,900 leaders of ‘mother-to-mother’ women’s groups in the northern region with skills to scale up interventions, reaching a total of about 226,000 caregivers (about 172,000 female and 54,000 male) with information on appropriate IYCF.



A girl attends classes at a UNICEF-supported center in Guingreni, northern Côte d'Ivoire, as part of the Girl Power project. This center provides civic and vocational training to vulnerable and out-of-school adolescent girls.

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## Adolescent health

More UNICEF country offices integrated adolescent health priorities, including sexual and reproductive health, in primary health-care services or through school and digital platforms in 2022 – increasing to 37 countries from 27 in 2021. In Bangladesh, under the aegis of the Ministry of Health and Family Welfare, UNICEF, UNFPA and WHO supported the development of the National Strategy for Adolescent Health. An integrated training package on adolescent health – including sexual and reproductive health, mental health, menstrual health and hygiene (MHH), and gender-based violence (GBV) prevention – was disseminated to service providers, contributing to about 144,000 adolescents receiving services from UNICEF-supported health centres in 12 districts. An adolescent-focused health website was also launched, attracting almost 10.4 million visitors by November 2022. The Teen Hub health-care facility in Jamaica, part of the European Union–United Nations Spotlight Initiative, is demonstrating that adolescents will access health services if they feel respected and safe. More than 7,000 adolescents visited the facility in 2022, using the safe space for socializing and accessing mental health, sexual and reproductive health and career counselling services. In indigenous communities in Cochabamba, the Plurinational State of Bolivia, UNICEF is supporting adolescents to form networks and become ‘community health reporters’ who convey important messages about HIV and teen pregnancy prevention. Over 1,800 adolescents (1,050 girls) were trained and reached more than 10,000 adolescents, parents and local authorities with these messages. Media messages disseminated through social networks and local radio also reached communities in 11 municipalities.

## HIV

Globally, ART coverage of pregnant women exceeds 80 per cent,<sup>11</sup> and treatment regimens have improved considerably. Under UNICEF leadership, the Last Mile to Elimination of Mother-to-Child Transmission framework uses principles of data-driven differentiated programming for testing, care, treatment and support of pregnant and breastfeeding women living with HIV. The framework is being driven by the Global Alliance to End AIDS in Children, which convenes global and national stakeholders for renewed action at country level, including to close treatment gaps, and prevent and detect new HIV infections among pregnant and breastfeeding adolescent girls and women. Additionally, UNICEF is promoting the concept of Triple Elimination of mother-to-child transmission of HIV, syphilis and hepatitis B to improve services for pregnant and breastfeeding women living with or at risk of HIV. This approach is being used in countries with high ART coverage aiming for validation of elimination, including Kenya, Malawi, Namibia, Uganda, Zambia and Zimbabwe.

## Gender and immunization

In light of the pandemic and increased immunization gaps worldwide, an emerging priority for UNICEF has been to address the gender dimensions of immunization and the impact on women and families, particularly zero-dose children. The UNICEF Immunization Road Map and related programming tools and guidance articulate gender-transformative approaches that identify and target the barriers to access and use of services as experienced by mothers who are typically primary caregivers, and the underlying power dynamics within households, which impact the likelihood that a child will be immunized. Gender analyses of programming around COVID-19 vaccination and zero-dose children carried out by UNICEF country offices in Afghanistan, Ghana, Nigeria and Papua New Guinea in 2022 revealed that, for example, harmful gender stereotypes and power relations dominate the barriers in Afghanistan, while in Ghana and Papua New Guinea, working mothers’ lack of time was a key obstacle. UNICEF efforts to train women to be vaccinators in Afghanistan increased the number of mothers reached, and their satisfaction with services.



Siba, a doctor and volunteer for a UNICEF-supported health team, conducted an awareness session about cholera in the municipality of Shefounieh village, eastern Ghouta, Rural Damascus, Syria. Siba and the health team regularly provide children and women with primary health care and nutrition services as well as counseling on infant and young child feeding practices.

## CASE STUDY 1: ZAMBIA: Differentiated service delivery for pregnant and breastfeeding adolescent girls and young women living with HIV

Evidence shows that pregnant and breastfeeding adolescent girls and young women have worse prevention of mother-to-child transmission (PMTCT) outcomes than adult women. In Zambia, UNICEF partnered with a non-governmental organization, mothers2mothers, to implement a differentiated service delivery model targeting pregnant and breastfeeding adolescent girls and young women in five health-care facilities in Chipata and Kabwe districts. This programme has reached over 10,500 pregnant and breastfeeding women with essential PMTCT services, including a cohort of approximately 600 adolescent girls and young women living with HIV, and their children.

In 2021, Mary\* visited a health-care facility for an ANC appointment.

“I met Mary in September 2021, when she visited the health-care facility for antenatal care,” said Mentor Mother Charity Mwila. “After going through our regular counselling, we discovered that she had already been diagnosed with HIV and was on treatment although was not adherent. Her viral load was extremely high.”

A high viral load means that a person living with HIV is very infectious – this is particularly risky for pregnant women, as the virus can pass to their unborn child. Mothers living with HIV are recommended to take ART consistently through pregnancy and the breastfeeding period to prevent HIV transmission to their child.

At the health-care facility, Mary was informed about the Mentor Mother programme, which is supported by UNICEF in Chipata District and aims to provide peer support to pregnant and breastfeeding women living with HIV.

“When I was informed about the Mentor Mother programme and the type of support that could be offered during the ANC visits, including counselling, home visits, delivery, after-delivery support, family planning and more, I was excited,” said Mary.

Once Mary was enrolled, her Mentor Mother supported her with treatment education, psychosocial support and regular visits to her home. Mentors also keep records for every mother registered, not only in hardcopy, but on the ComCare app, a mobile application that is used to store client information and helps track progress over time.

In January 2022, Mary’s son was born HIV-free. Her relationship with Charity continues beyond the birth of her new baby. Babies born to HIV-positive mothers are tested regularly until 24 months after birth. The mothers are encouraged to breastfeed their children and be consistent with their ART treatment.

“My baby is now 6 months old and HIV-free, and I have been breastfeeding the baby while taking my ART consistently, as advised by health workers. I am so glad that I agreed to be under the care of a Mentor Mother, as this has really helped me and my baby stay healthy,” Mary said.

UNICEF is supporting the training and mentorship of health workers through the Zambian Ministry of Health. This has contributed to the maintenance of high geographical coverage of PMTCT services in 99 per cent of ANC facilities, high HIV testing rates among pregnant women in ANC (97 per cent, compared to 85 per cent at population level), and sustained high coverage of ART among pregnant and breastfeeding women (94 per cent).

*\*Name changed to protect privacy.*



Mary\* (with her baby) and her Mentor Mother Charity Mwila are both part of the Mentor Mother programme in Zambia which aims to provide peer support to pregnant and breastfeeding women living with HIV. Mary’s son was born HIV-free in 2022.

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## 2. Gender-responsive education systems and equitable education access for all

Severe effects of education losses on young learners due to the COVID-19 crisis continue to be felt in many countries. Girls are deeply affected, being among the most disadvantaged and marginalized globally – an estimated 11 million girls may remain out of school as a result of the pandemic, with adolescent girls at heightened risk.<sup>12</sup>

In 2022, UNICEF stepped up investment in interventions to increase inclusive and equitable access to learning. Globally, through UNICEF-supported programmes, 37.9 million out-of-school children and adolescents (some 15.5 million girls) accessed education. This included over 250,000 children with disabilities. In Zimbabwe, 13,500 children with disabilities continued their education using UNICEF-provided assistive devices, while in the Plurinational State of Bolivia, almost 18,000 students (7,650 girls) with hearing and learning disabilities benefited from improved access. In Burkina Faso, UNICEF implemented a national 'Back to School' campaign in 2022 to promote the enrolment of children in pre-primary, primary and secondary schools. Over 8,000 children with disabilities (4,313 girls)

have been enrolled in primary schools with UNICEF support. Having supported several national governments to make major commitments on girls' education at the Transforming Education Summit in September 2022, UNICEF, together with partners, is launching a global platform to follow up on these commitments and more broadly drive leadership and accountability for gender equality and girls' and women's empowerment in and through education.

In humanitarian contexts, 50.2 million children benefited from improved access to education, compared to 31.7 million in 2021 (in countries reporting sex-disaggregated data, about 50 per cent of these were girls). In Mali, UNICEF reached 183,000 children by leveraging the risk-informed humanitarian–development–peace nexus approach in hard-to-reach areas. UNICEF also provided cash incentives for 1,400 teachers and other school staff to cover transportation and basic expenses, benefiting 792 permanent and temporary schools. Similarly in Yemen, UNICEF is providing more than 2,000 female teachers in hard-to-reach areas with cash incentives, to encourage more girls to enrol in school. This is helping to address the acute shortage of female teachers posing a barrier to girls' education, as parents will not allow their daughters to be taught by male teachers.



Malook Akram, 16, is walking through mustard fields to get to the Accelerated Education Programme (AEP) centre in Basti Jhabail, Bahawalpur district, Southern Punjab, Pakistan. The AEP centre in Basti Jhabail was established in 2015 to enroll out-of-school children, especially girls.

## CASE STUDY 2: Providing education for all children in Burkina Faso

Due to the humanitarian crisis in Burkina Faso since 2018, over 5,574 schools have been closed, impacting the education of close to 1 million children. Girls are estimated to be two and a half times more at risk of being driven out of schools than boys in crisis situations.

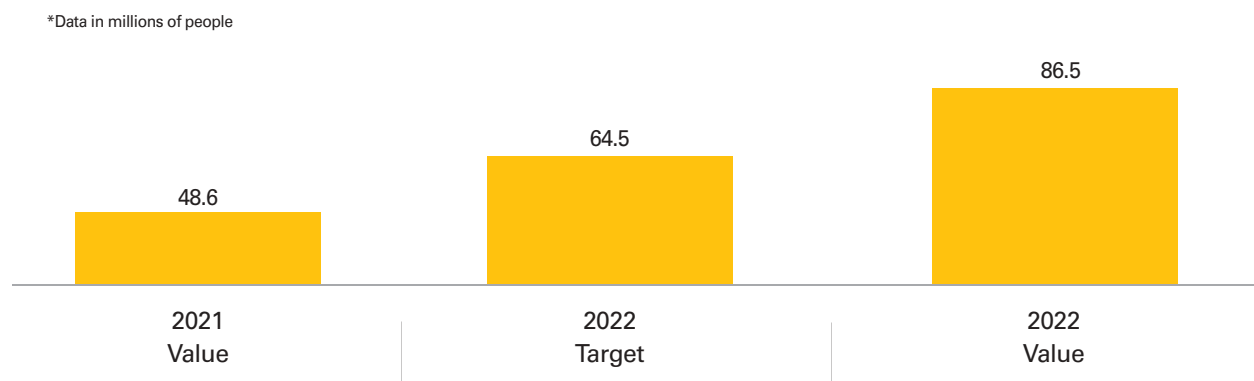
UNICEF-supported education programmes reached 271,464 out-of-school children in 2022, of which over 50 per cent were girls. UNICEF also improved access to education for out-of-school children through radio programmes for 695,475 children. Apart from literacy content in French, mathematics, sciences and life skills, the radio programmes include messages addressed to parents on abandoning child marriage and the importance of continuing girls' schooling, reaching 414,602 girls and their families across the country at a time when it is crucial to remind families of the importance of continuing girls' education.



Sixteen-year-old Aminata Sawadogo, at school in the commune of Kaya, Burkina Faso. Aminata and her family fled their village due to insecurity and settled in Kaya in 2019. Her family is poor and very vulnerable, and her father preferred to send his sons to school instead of her. With UNICEF support, Aminata is now integrated into school. Aminata's dream is to become a nurse to relieve the suffering of the sick.

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FIGURE 4: Number of out-of-school children and adolescents who accessed education through UNICEF-supported programmes



UNICEF and partners continued to improve girls' access to education by enhancing the gender-responsiveness of countries' education systems. In 2022, 47 per cent of UNICEF-supported countries had gender-equitable systems for access to learning, rising from 38 per cent at baseline. The proportion of countries with gender-responsive teaching and learning systems increased to 46 per cent, while the proportion of countries with gender-equitable systems for skills development climbed to 43 per cent. UNICEF worked with partners in Kyrgyzstan, for example, to embed anti-discrimination and gender equality provisions in educator training and across all primary school curriculum and textbook development. In Uzbekistan, UNICEF supported the government to develop a competency-based, gender-responsive and inclusive curriculum that systematically embeds gender-transformative approaches and promotes gender equality. In Viet Nam, UNICEF and government partners are developing a new national early childhood education curriculum that is more child-centred, inclusive and gender-responsive.

The focus on digital education has intensified in many countries. Across 61 countries, 13.7 million more children accessed education through digital platforms supported by UNICEF in 2022 (about equal numbers of girls and boys in countries reporting sex-disaggregated data). In the Lao People's Democratic Republic, an estimated 330,000 children and their families have improved access to quality learning through the UNICEF Learning Passport platform, which offers over 6,000 course lessons from preschool to tertiary vocational training levels linked to the national curriculum. UNICEF has also prioritized digital skills, with an emphasis on girls' participation to close the gender digital gap, supporting digital literacy camps for adolescents, and equipping about 1,500 schools across the country with connectivity and hardware. Similarly, in the Plurinational State of Bolivia, UNICEF assisted the government to position solutions to the gender digital divide within national public policy and curriculum development. This contributed to improved digital literacy in schools, benefiting over 36,400 girls.



A girl enters a UNICEF learning centre in Cox's Bazar, Bangladesh. Over 866,000 Rohingya refugees are living in Cox's Bazar, about 54 per cent of whom are children. UNICEF is implementing the Myanmar formal education curriculum in the camps. Education offers Rohingya children stability and structure to help them cope with trauma. It also protects them from child marriage, child labour and gender-based violence.

## CASE STUDY 3: Advocating for science, technology, engineering and mathematics (STEM) learning for adolescent girls

UNICEF is advocating for increased learning opportunities on STEM for adolescent girls, including by improving the quality of STEM teaching, supporting mentorship programmes and encouraging a supportive environment of parents, teachers and communities.

The *STEMpodera* project in Colombia aimed to create a supportive environment for girls' empowerment within schools. Through the project, 90 Afro-descendant girls from the municipalities of Quibdo (Chocó) and Puerto Tejada (Cauca) participated in learning on science and using the scientific method to propose solutions to significant problems in their communities and overcome obstacles to validate their own hypotheses. They also received mentoring from women scientists from their own territories. School teachers also participated in a series of workshops that encouraged reflection on gender stereotypes and how they influence teaching methods.

In Kyrgyzstan, peer trainers in schools promote awareness of career opportunities in STEM, reaching more than 30,000 girls to date. Almost a third of the girls reached report having decided to choose a career in STEM. UNICEF advocacy has contributed to the inclusion of STEM components in national education plans.



Girls in Colombia participate in a mentoring session to create STEM-based solutions that address community challenges.

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### 3. Addressing violence against girls, boys and women and ending female genital mutilation

UNICEF is increasing investment to address the global crisis of violence against children and women, through multisectoral and survivor-centred approaches across all Goal Areas that tackle the gender dimensions of violence. This includes a more pronounced focus on prevention by changing gender norms that perpetuate and are reinforced by violence. In 2022, across 109 countries, UNICEF-supported health, social welfare and justice-related services reached 4.7 million children who experienced violence (in countries reporting sex-disaggregated data, 48 per cent were girls).

Support to partners to strengthen national legislative and policy frameworks to protect children and reduce the incidence of GBV has contributed to some progress

in 2022. Forty-three countries have frameworks in place to end child sexual exploitation, 14 more than in 2021. Examples include Zambia, where the Children's Code Act, 2022 prohibits harmful practices and criminalizes sexual exploitation of children, including through digital means; and the Philippines, where UNICEF supported the passage of critical child protection laws such as the law increasing the age of sexual consent from 12 to 16 years of age and legislation against online child sexual exploitation.

UNICEF is also working to enhance justice systems, particularly where entrenched gender discrimination in law enforcement can often lead to re-victimization of women and girls, and reluctance to report violence. In Ghana, UNICEF supported police and judicial services to make criminal justice processes more child- and gender-responsive, including by training 3,500 police officers, and operationalizing child-friendly courts and separate interview rooms for women and child survivors of domestic violence.



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Mulyana, 15, is photographed at her school in Wajo, South Sulawesi, Indonesia as she campaigns for girls' rights to reject child marriage and prioritize their education. UNICEF works with high-level decision makers, community and religious leaders and adolescent advocates like Mulyana to address the high rates of child marriage in Wajo, Indonesia.



Much work is needed to shift harmful attitudes, starting from a young age: In 102 countries with data, over a third of adolescent girls and boys surveyed considered a husband to be justified in beating his wife. Women and girls with disabilities and who are gender non-conforming, including lesbian, gay, bisexual, trans, questioning and intersex (LGBTQI+) people, are at greater risk of multiple forms of discrimination and violence against them.<sup>13</sup> Evidence-based programmes providing support to teachers, caregivers and others have the potential to break intergenerational cycles of gender-based family violence.

In this context, UNICEF ramped up programming for parents, children and communities in 2022, emphasizing positive parenting, community-based mental health support and gender-transformative behaviour change interventions. About 11.8 million parents and caregivers across 81 countries were reached through UNICEF-supported parenting programmes, almost four times as many as in 2021. These programmes assist caregivers in two important ways: by equipping them with the skills to provide nurturing care, and by bolstering their own mental health and emotional well-being. More than 25 million UNICEF-targeted children, parents and caregivers were provided with community-based mental health and psychosocial support services, more than double the number in 2021. A 2022 evaluation in Papua New Guinea found that the programme improved parents' knowledge and skills, which led to the reduction of violence, abuse, and neglect of children.

In Tajikistan, UNICEF, alongside partners in government and civil society, developed a programme to address negative societal norms towards girls and create a safe school environment. Over 600 teachers were trained in handling GBV cases, including how to appropriately address complaints by children. Participants were trained in positive parenting, non-violent methods of discipline, and building trust with students through enhanced communication, thereby leading to a safe environment for preventing and responding to GBV. To address negative social norms, a training module on 'Ways and methods of positive upbringing without violence and discrimination' was developed by the Republican University for Retraining and Improving Qualifications on Education and the Ministry of Education and Science, which has made this a required component for all teachers. A UNICEF-supported multisectoral programme in Papua New Guinea, part of the European Union–United Nations Spotlight Initiative, scaled up interventions in 2022, emphasizing systemic, transformative change across multiple settings. Parenting interventions to prevent violent discipline and promote positive parenting – conducted by over 400 UNICEF-trained community parenting facilitators – reached 4,400 parents and 9,200 children. In schools, 3,500 students participated in Safe School clubs, and almost 6,000 teachers underwent psychosocial support training to benefit 104,000 students. Through multiple traditional and social media awareness-raising activities, over 105,000 people were reached with messages about harmful gender norms and behaviours.

## Ending female genital mutilation

UNICEF estimates that more than 200 million girls and women have undergone female genital mutilation (FGM), and that more than 4.3 million girls are at risk in 2023, with little to no progress in high-prevalence countries such as the Gambia, Guinea, Mali, Somalia and the Sudan. In its fourth phase, the UNFPA–UNICEF Joint Programme on the Elimination of Female Genital Mutilation is accelerating action by focusing on policy advocacy and monitoring, evidence generation, girls' agency and shifting harmful norms. In 2022, as a key milestone, the African Union established an accountability framework on ending harmful practices, which will aid in tracking governments' commitments and actions to end FGM. Almost 384,000 women and girls in 19 high-burden countries received UNICEF-supported prevention and protection services in 2022, more than double the projected target. In Nigeria, the UNICEF-supported Movement for Good to End FGM was launched in 2022, partnering with women- and youth-led groups to expand proven community approaches across five states, with the aim of mobilizing 5 million people against FGM. In Eritrea, FGM elimination has been integrated into social protection programming supported by UNICEF, using home visits, income-generating activities and distribution of school materials to promote education, female agency and gender equality. Almost 42,000 families benefited from home visits, and 21,000 people were engaged in community dialogues, contributing to over 57,000 girls being protected from FGM.

In Burkina Faso, 117,723 adolescent girls benefited from life-skills programmes in 2,747 adolescent clubs and safe spaces promoting their right to be free from FGM. Through support from mentors and community role models, adolescent girls are empowered to engage in family dialogues about FGM and reject the practice. Through education sessions promoting positive masculinities as a way to address FGM, 106,081 young boys and men pledged to take an active role in eliminating FGM in their communities.

In 2022, UNICEF worked closely with the Government of Egypt and other partners to reform policies and mobilize communities to drive down high rates of FGM. This has included advocating for the criminalization of child marriage, establishing a national action plan to tackle FGM, and organizing mass community engagement activities. As a result, a national health survey released in late 2022 showed that although overall rates remain high, the rate among adolescent girls aged 15–17 years has fallen from 61 per cent to 37 per cent.

## CASE STUDY 4: Empowering girls to end harmful practices in Ethiopia, through mobile technology

Burtukan Senebeto (18) is a Grade 12 student from the rural Chelbessa *kebele* (subdistrict), Hula *woreda* (district) of Sidama Regional State. She is actively mobilizing girls her age against harmful practices, particularly child marriage and FGM. As the firstborn of four brothers and two sisters, Burtukan carries a lot of responsibility at home, including in supporting and engaging girls in her community. Three years ago, she was selected to take part in face-to-face life-skills and harmful practices awareness training organized by the Bureau of Women, Children and Youth (BoWCY). The training aimed to build the capacity of girls and create change agents who can mobilize the community to end the practice.

“I learned a lot about child marriage and FGM from the training,” said Burtukan. “Now I know that girls face difficulty during childbirth if they are circumcised. Similarly, girls married as a child face challenges, and their lives will be at risk during delivery, as they are not physically and psychologically ready. I share this knowledge with girls in school and in discussion forums that I organize outside school.”

More than 50 adolescent girls participate in the learning and discussion forums organized regularly by Burtukan. As a girl born into a community that believes that giving girls for marriage is a right, Burtukan also experienced that pressure. When she was 15 and in Grade 9, her parents made arrangements for her to marry. However, Burtukan persistently refused.

“At that time, I was not aware of all the consequences of child marriage, but I wanted to continue my education, and I knew that I would be out of school once I got married.”

Burtukan educates her neighbours and the community about child marriage and its consequences by disseminating information during public gatherings and social events, and by going from house to house.

“Some are easily convinced, but more effort is needed to fully change the community’s attitude and eliminate the practice.”

Burtukan’s efforts to support other girls and create awareness around child marriage and FGM were interrupted by social restrictions related to COVID-19. Refresher facilitator training for out-of-school girls through mobile phone-based Interactive Voice Response (IVR) was provided by UNICEF in partnership with BoWCY and VIAMO. As mobile phone penetration in Ethiopia continues to increase rapidly, this enabled adolescent girls such as Burtukan to continue providing guidance to the girls’ forums remotely.

Additionally, UNICEF worked with VIAMO Ethiopia, the Ministry of Women and Social Affairs, the Regional Bureau of Women, Children and Social Affairs and 139 girls aged 10–19 to co-create 24 sessions of life-skills training delivered via mobile phone each week. Using IVR technology, girls can access life-skills training using mobile phones, provide feedback on the content of the training, and participate in quizzes to test their knowledge. These lessons are provided in Oromia, Sidama, Anguak, Nuer, Somali and Afar languages, and have reached 4,600 girls, including 221 internally displaced girls.



Eighteen-year-old Burtukan Senebeto (second from left) organizes peer learning and discussion forums to create awareness about child marriage and FGM.

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## Gender-based violence in emergencies

Humanitarian crises – such as the floods in Pakistan, conflict in Yemen, the nutrition crisis in the Horn of Africa, the war in Ukraine and the continued attacks on the rights of girls and women in Afghanistan – continued to challenge UNICEF to ensure the specific needs of girls and women were addressed in 2022. Gender-based violence in emergencies (GBViE) programmes reached 3.6 million girls and women in 67 countries (in countries with sex-disaggregated data, 58 per cent of people reached were female), up from about 1.7 million in 2021. For example, survivor-centred services including safe spaces, case management and psychosocial support benefited 31,000 people in Lebanon, while in Ukraine, 125,000 people were reached with GBV risk mitigation interventions, and 106,000 people were reached with prevention interventions in Somalia.

UNICEF has intensified support for women's and girls' safe spaces as an instrumental modality for providing GBV prevention and response services in emergency settings. Such spaces also offer life-saving integrated services for health, nutrition, education and life skills, and are a means of helping to build agency and share critical information. In 2022, in Afghanistan, through mobile platforms and 117 community-based safe spaces established by UNICEF in 19 provinces, almost 78,500 women and 53,400 girls were reached with information on GBV risk mitigation and case management, psychosocial support, health service referrals, and life-skills and livelihoods training. Accessing the safe spaces also allowed women and girls to maintain connections with other women and girls, for friendship, solidarity and support. It should be noted that 75 of these spaces were subsequently closed due to the ban on female humanitarian workers.

In Yemen, UNICEF worked with other United Nations agencies, authorities, and national and international non-governmental organizations to address and prevent harmful social norms and practices. A total of 160,150 adolescents and adults (33 per cent girls, 33 per cent boys, 22 per cent women and 12 per cent men) received knowledge and enhanced their capacity on GBV, and 29,305 adolescents (82 per cent female), including GBV survivors, received multisectoral assistance through the joint programmes on FGM and child marriage.

As part of its efforts to proactively identify and take action to mitigate GBV-related risks, UNICEF led research in 2022 on the relationship between GBV and nutrition. Findings revealed strong linkages between maternal caregivers' exposure to violence and poor nutrition outcomes for their children; as well as between gender norms and related safety concerns, and women's ability to access life-saving nutrition services. This evidence is being used to design

more integrated interventions. In the southern provinces of Angola, for example, GBV has been incorporated into all nutrition-related training for 272 health workers, and a prevention of sexual exploitation and abuse (PSEA) reporting system is in place in all UNICEF-supported health-care facilities with nutrition programmes. In South Sudan, UNICEF is piloting the integration of GBV risk mitigation measures into nutrition programmes, with plans to scale up interventions in other countries in Eastern and Southern Africa.

## Spotlight Initiative

UNICEF implements the European Union–United Nations global multi-year Spotlight Initiative in 28 countries, which provides targeted investments to eliminate all forms of violence against women and girls.



Nanetin, 15 is a member of the young leaders group in her community, who are fighting against female genital mutilation in Guinea. With support from UNICEF, they are educating their community to prevent the practice.

## CASE STUDY 5: Mali: Spotlight Initiative supports community-based mechanisms for GBV prevention and care

In Mali, which has been affected by conflict and insecurity, UNICEF is working with local authorities and partners to provide care and services to children and adolescents who are at risk of or survivors of violence. In response to growing humanitarian needs, UNICEF and partners have provided psychological support in transit and orientation centres to more than 28,400 conflict-affected adolescents (47 per cent girls) in Mali. This is a significant increase from the 20,800 adolescents supported in 2021 and follows earlier investment in the capacity-building of social workers in case management, standard operating procedures and referral. With United Nations and Spotlight Initiative support, the government has established 15 one-stop centres around the country to provide holistic care for GBV victims.

In addition, more than 1,500 independent community-based mechanisms – networks of individuals in the community who work in a coordinated way to prevent and respond to GBV – were put in place, including 768 Alert Committees on GBV and 793 Model Husbands' Clubs in Kayes, Koulikoro, Sikasso, Segou and Bamako. Approximately 8,000 committee members (50 per cent women) have received training in GBV prevention, referral, response, legal assistance and psychological first aid. These mechanisms have assisted 145 girls aged 13–16 to escape child marriage, and 84 girls aged 0–9 to escape FGM. UNICEF and UNFPA have served as the first level of referral and management for cases of GBV or harmful practices.



Women and youth participating in a clapping ceremony for the start of filming of season 2 of 'Danse Inlassable' or 'Don ni Dongoma' (in Bambara), a television series produced as part of the Spotlight Initiative project in Mali to support community exchanges challenging harmful social norms and gender stereotypes in Mali and regionally.

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## 4. Equitable water, sanitation and hygiene systems

In 2022, UNICEF continued to work towards providing equitable access to safe water, sanitation and hygiene (WASH) facilities in more than 100 countries. The focus remains on reaching women and girls from diverse backgrounds, who are disproportionately affected by inadequate WASH facilities, and people with disabilities, who frequently struggle with accessibility. Through UNICEF-supported programmes, 30.6 million people gained access to safe drinking-water (15.5 million women and girls in countries reporting sex-disaggregated data), and more than 26 million people had access to basic sanitation services (12.5 million women and girls).

UNICEF intensified investment in gender-responsive WASH sector governance and systems-strengthening to increase inclusivity and encourage meaningful participation by women in WASH management and planning. In Nepal and the Sudan, women who were trained in the management, operation and maintenance of WASH services have been able to take ownership of supply services and influence management committee decision-making in their communities. An innovative partnership to build a more gender-balanced cadre in the male-dominated WASH sector in Viet Nam is empowering women through activities such as an all-women's network to promote leadership and enhance career prospects in the sector.

UNICEF also scaled up support in 2022 to schools and health-care facilities to provide access to the full complement of basic WASH services. Sanitation facilities supported were single-sex, disability-inclusive and included MHH facilities so that women and girls could have safe, private spaces for their hygiene needs. Almost 33,000 schools and 11,000 health-care facilities were supported in 2022, with services scaled up in China, Kenya, Malawi,

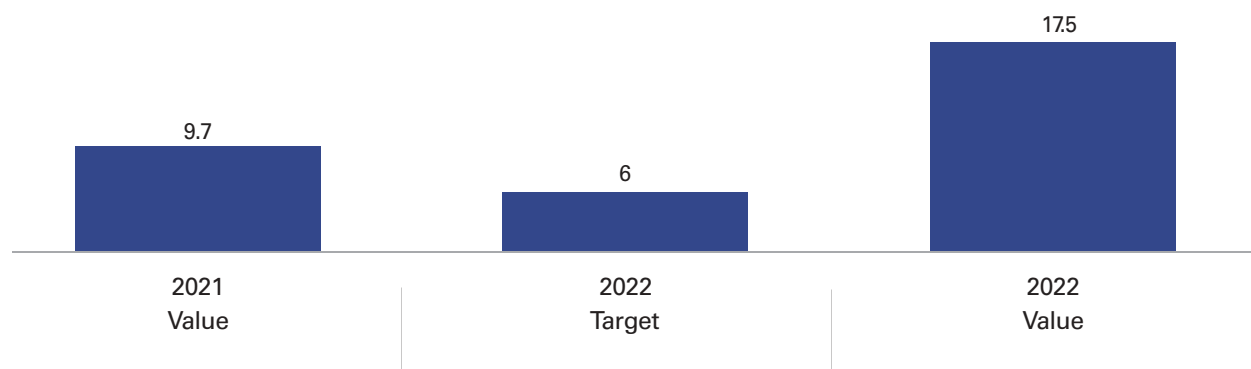
Timor-Leste and Zimbabwe, among other countries. For example, 23 health-care facilities in Mozambique received support for infrastructure, including installation of a solar-powered water supply system, gender-disaggregated and inclusive toilets, a solid waste management system and kitchen/laundry blocks.

In humanitarian contexts, UNICEF water programmes reached 17.7 million girls and women (total 39.4 million people), while sanitation programmes reached 4.5 million girls and women (total 9.2 million). In Myanmar, displaced populations were provided with gender-segregated sanitation services, including emergency latrines and bathing shelters, benefiting almost 237,000 people. Critical WASH supplies such as soap and laundry detergent, water storage containers/buckets/jerry cans, water purification tablets, water filters, and sanitary pads and underwear reached about 540,000 people (over 50 per cent female). UNICEF also solarized a water system in Dara'a, the Syrian Arab Republic, in 2022, allowing for piped water on the premises, which eased the burden of water collection on women and girls. This has benefited 77,850 people, including 18,182 girls and 21,583 women.

Globally, 1.4 billion people live in areas affected by high water vulnerability<sup>14</sup> further exacerbated by droughts, floods and rising sea levels due to climate change. UNICEF efforts to promote climate-resilient development include improving the overall access to and the quality and reliability of water through strengthened and upgraded WASH systems. This is known to ease the burden on women and girls, who are the primary water collectors in families globally.<sup>15</sup> In 2022, with UNICEF support, a total of 1,885 solar-powered water supply systems were installed across 40 countries to increase the reliability and proximity of water supply, thereby reducing travel and time spent by women and girls on water collection. This included 675 multi-use systems covering schools, health-care facilities and communities.

FIGURE 5: Number of women and adolescent girls reached whose menstrual health and hygiene needs are addressed, through UNICEF-supported programmes

\*Data in millions of people



In Honduras, in support of the Ministry of Education, UNICEF was able to promote and integrate guidelines for climate resilience and a gender approach in school regulations and menstrual hygiene management, allowing continued access to WASH during and after an emergency. In Pakistan, UNICEF supported the rehabilitation of climate-resilient, gender- and disability-inclusive WASH facilities in 970 schools, benefiting 297,617 schoolchildren (130,321

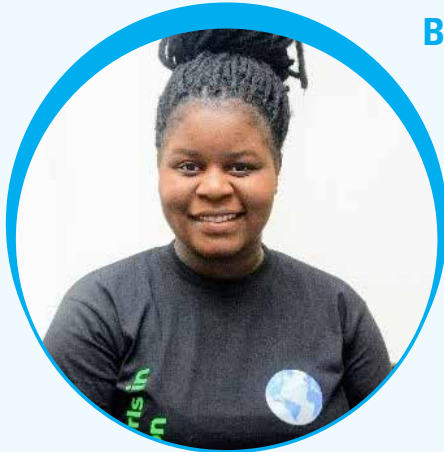
girls), including 8,036 children with disabilities. The shift to climate-resilient solar-powered water supply systems has led to uninterrupted access to safe water during and after extreme climate events, thus allowing women more time and offering them opportunities to participate in community events and contribute to improved learning outcomes for girls.



In La Guajira, Colombia, indigenous Wayúu women face water scarcity and poor sanitation. UNICEF supports workshops on menstrual health and rights, and the correlation between hygiene and health for indigenous communities, empowering adolescent girls and young women to advocate for better hygiene and sanitation, and to take on leadership roles in their own communities.

# Adolescent girls rising up against climate change

Girls are standing up against climate change as advocates and leaders. UNICEF stands behind them, facilitating access to global advocacy platforms and engagement with political leadership.



## Brenda Mwale

**Brenda Mwale** is a Climate Change Youth Advocate from Malawi. She is the Chief Operations Officer for the Green Girls Platform, an organization established to address challenges that women and girls face due to climate-induced disasters. Since the 27th Conference of the Parties to the United Nations Framework Convention on Climate Change (COP 26), she has also been a junior negotiator for Malawi on loss and damage from climate change. She is using that opportunity to represent women, girls and youth, and show how they are being impacted by the adverse impacts of climate change.

## Mona Al-Ajrami

**Mona Al-Ajrami** is a climate change activist based in Jordan who focuses on community engagement to show the connection between gender equality and environmental justice. She is a part of UNICEF's Girls' Leadership Programme and uses her leadership skills to empower young people to take action against climate change. Mona's activism mainly involves awareness-raising initiatives and encouraging young people, especially young females, to become leaders in social change and environmental justice with a focus on gender equality. She is determined to raise awareness of more sustainable and just land stewardship and has inspired adolescent girls to challenge societal norms by planting crops adapted to climate change.



## Nikka Gerona



**Nikka Gerona** served as Country Lead for the Philippines for the 17th Conference of Youth (COY 17), organized by the United Nations Framework Convention on Climate Change for young people eager to participate in climate negotiation and policymaking. In her words, "Being surrounded by passionate young people and hearing about the impact they have created in their local communities... challenged me to do the same. Now, I want to engage more with local projects and the most marginalized young people to explore ways to build more climate-resilient communities."

## 5. Gender-responsive social protection systems and care work

UNICEF prioritizes social protection systems-strengthening as a critical lever for inclusive, equitable and ultimately gender-transformative outcomes. Efforts are emphasizing reinforced, interlinked sectoral services and their increased availability to the most vulnerable, including women and children with disabilities, female-headed households and displaced families. In 2022, 115 UNICEF country offices integrated gender-specific objectives into their social protection work – 15 more than in 2021 and a dramatic increase from 29 in 2019. For example, 58 UNICEF country offices are targeting GBV prevention, 61 are prioritizing increasing girls’ access to education, and 49 are promoting women’s and girls’ decision-making power through social protection interventions.

In emergency settings, where the most vulnerable face even deeper marginalization, the extent to which emergency response interventions respond to gender-specific vulnerabilities depends on the extent to which these were incorporated into pre-existing social protection systems. UNICEF is working with partners to design shock-responsive and gender-responsive social protection systems in fragile and emergency contexts in Africa that can be flexible enough to expand and

adapt in times of need. In Ethiopia, as part of the scale-up of humanitarian cash transfers through government systems for both drought- and conflict-affected internally displaced households, UNICEF ensured social workers received training on PSEA, and all committees had equal representation of men and women. Both girls and boys are provided with opportunities to provide iterative feedback to the programme. In response to the worsening economic crisis in Sri Lanka and the severe impact on women and children, UNICEF supported nutrition-sensitive short-term cash transfers to lactating women in partnership with the Colombo Municipal Council and Sarvodaya, a local civil society organization. Over 3,010 mothers with children aged 6 months and below received 5,000 Sri Lankan Rupees per month for three months. The cash grant assisted the women to buy nutritional foods for themselves, their children and their family. In Yemen and the Syrian Arab Republic, UNICEF-supported humanitarian cash transfers benefited about 25,600 children with disabilities (over 40 per cent girls) in 2022.

The global care crisis – both exposed and exacerbated by the pandemic – disproportionately burdens women and girls. In response, UNICEF and partners continued to support governments to invest in programmes that prioritize women’s economic empowerment, children’s development and decent work through family-friendly policies and care. In 2022, 24 UNICEF country offices,

FIGURE 6: Number of UNICEF country offices with specific gender objectives in their social protection work

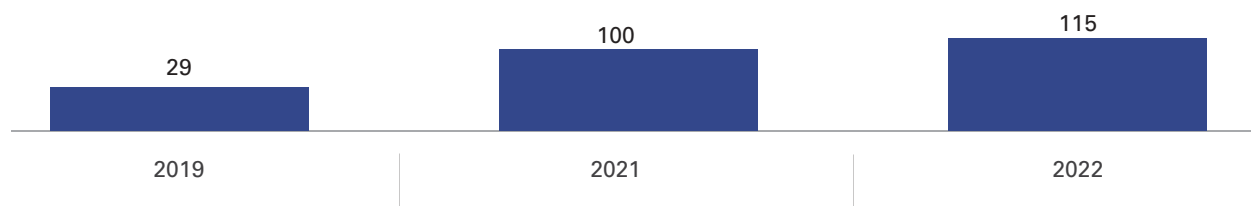
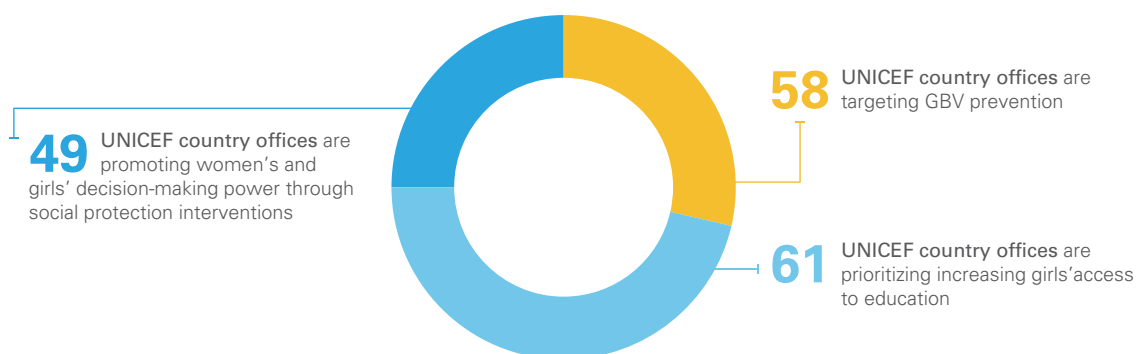


FIGURE 7: UNICEF social protection programming interventions





11 more than in 2021, addressed family-friendly policies and care work through measures such as child benefits, parental leave and childcare. With UNICEF support, the Dominican Republic's SUPERATE social protection programme introduced a community-based care component to reduce the care burden on women, and the Government of Colombia is developing a National Integrated Care System to benefit children, parents, and people with disabilities. In Uzbekistan, 55,541 caregivers of children with disabilities received a monthly cash benefit, and a maternity benefit was introduced for all new mothers.

UNICEF has also continued to support transformative parenting programmes, with a deliberate emphasis on addressing the co-responsibility of fathers in raising children and engaging them in caregiving. Guidance sessions and educational kits focused on fatherhood were provided to fathers in two municipalities in the Plurinational State of Bolivia, resulting in significant increases in the number of fathers actively caring for their young children and participating in antenatal check-ups. In Croatia, UNICEF is working with companies to enhance their family-friendly workplace policies and offer parenting education for their employees, including mandatory workshops for fathers. A UNICEF gender-transformative parenting training resource for front-line workers was piloted in eight countries in 2022: Argentina, Egypt, Eritrea, Malaysia, Maldives, Mali, Türkiye and the United Republic of Tanzania. The tool

includes content on positive gender socialization, equitable parenting and positive discipline, and targets families with children in early childhood through adolescence. In Argentina, the training has been incorporated into the national '1,000 days policy' to target parents and young children, while in the United Republic of Tanzania, it has been integrated into the Furaha Teens programme, which addresses caregivers of at-risk adolescents and aims to tackle domestic violence.

Gender discrimination in nationality laws is another significant issue, as nationality laws in 49 countries globally still do not grant women the same rights as men to pass nationality to their children or foreign spouses, or change or retain their nationality.<sup>16</sup> UNICEF, in partnership with the United Nations High Commissioner for Refugees (UNHCR), works to remove gender discrimination in civil registration and nationality laws. Over 60 representatives from 17 United Nations agencies and civil society organizations participated in a conference in Cyprus co-organized by UNICEF, the Global Campaign for Equal Nationality Rights and UNHCR on progressing gender-equal nationality rights in the Arab region. UNICEF and UNFPA co-developed a gender-responsive framework for civil registration and vital statistics (CRVS) systems, addressing this and other issues at the 3rd Global CRVS and Gender Conference in October 2022.



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In Lebanon, UNICEF is working to improve children's lives, including by working with the government and partners to set up the cash plus Haddi child grant, a social protection package linking cash transfers to gender-related services such as maternal care, child marriage interventions and GBV protection and response services for women and girls. The Haddi programme was truly gender-responsive: All programme staff, from call centre operators to money transfer agents, received training on gender equality and inclusion, GBV and PSEA. The child grant benefited 130,000 children in 2022, and about 12,000 children with disabilities.

## CASE STUDY 6: Mozambique: Combining cash and care with better outcomes for women and children

In Mozambique, UNICEF is supporting women and girls to access cash grants linked to support services such as nutrition information, caregiving skills training and GBV case management.

UNICEF is supporting the Ministry of Gender, Children and Social Action in the design, implementation and evaluation of the pilot phase of this cash plus programme, named 'Subsidio para a Criança de 0–2 anos'. The pilot phase initiated in 2018 reached 15,345 children and their caregivers in four districts in Nampula, one of the poorest provinces in Mozambique, with the largest child population.

The programme includes three main components which together make up the 'Cash & Care' model: a child grant, an unconditional cash transfer distributed to primary caregivers of children aged 0–2 years; social behaviour change interventions on nutrition, WASH and childcare practices, conducted by community social protection volunteers; and a case management component for the most vulnerable households.

The programme reduced poverty and increased household savings and expenditures. More strikingly, the programme led to positive gender outcomes by decreasing stress, depression and instances of intimate partner violence among caregivers.

Other evaluations elsewhere have shown the potential of cash transfers alone to deliver an impact on gender-based violence, likely through different pathways, including reducing triggers such as poverty-related stress and increasing women's economic and social empowerment. Linking cash transfers to GBV services and a case management system, such as in a cash plus programme, provides an explicit and direct response to violence.



As a new mother, everything is challenging for Telma. The support she receives through the Child Grant has given her peace of mind for her and her child's health, safety and well-being.

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# ADOLESCENT GIRLS' PRIORITIES

The COVID-19 pandemic, compounded by conflict, climate change and other humanitarian crises, has both exposed and widened the enormous gender gaps and disparities adolescent girls face – from reproductive health, secondary education and digital skills to HIV infections, harmful practices and GBV. This threatens to erase progress in the last decade on critical outcomes such as literacy, ending child marriage and ending FGM, and to silence the activism and agency of girls as leaders for change in their communities.

In the GAP, UNICEF places a particular emphasis on supporting girls from diverse backgrounds during adolescence – a time when they are both disproportionately affected by gender inequality and have immense potential to become leaders for change. Adolescent girls are not a homogeneous group, and their lives are complex, affected by a myriad of factors that shape their experience of disadvantage, such as ethnicity, migration status, ability, age, educational attainment, class and geographical location. A new Adolescent Girls Programme Strategy which seeks to 'build back equal' for girls elevates and accelerates programming for adolescent girls in all contexts, through more multisectoral, girl-driven and rights-based support that meets girls' diverse and overlapping needs. Critically, the strategy is grounded in transformative approaches that address discriminatory norms and systems related to age and gender that are chief impediments to girls' agency, leadership and potential.

## 1. Adolescent girls' health and nutrition, including HIV prevention

Globally, adolescent girls from diverse backgrounds face information gaps and considerable restrictions on their choices regarding their own reproductive health care, sexual relations and contraceptive use. Only 29 per cent of girls aged 15–19 are able to make their own informed decisions in these areas (out of 33 countries reporting), a concerning drop from 33 per cent at baseline. This underscores the importance of prioritizing gender-transformative actions that tackle the underlying barriers to girls' right to bodily autonomy, such as gender-discriminatory attitudes and practices. A UNICEF programme in Brazil is promoting adolescent girls' agency in addressing sexual and reproductive rights, GBV and the impact of climate change by supporting Adolescent Citizenry Centres to engage with local authorities. In 2022, more than 1,500 such centres – which mobilized about 31,000 adolescents – presented a plan of action on girls' empowerment and sexual and reproductive rights in dialogue with local government. In addition, the Topity app, a mobile chatbot developed for adolescent girls to obtain information about sexual and reproductive health and mental health and to build their self-esteem, has reached more than 50,000 users and is now being introduced in schools as a teaching resource.



At an arts workshop led by the Technical Cohort to Advance Adolescent Girls' and Young Women's Leadership in Climate Change which is supported by UNICEF and Karama (a regional women's rights network), adolescent girls and young women invited their peers to express what gender justice and environmental justice means for them.

Anaemia prevention in girls – which has lagged in part due to the disruptions in service delivery caused by school closures and lockdowns during the pandemic – saw improvement in 2022. Thirty UNICEF-supported countries, two more than the baseline (out of 30 countries reporting) had gender-responsive programmes in place to prevent anaemia in adolescents through school- and community-based approaches. Across 63 countries, 116.2 million children and adolescents benefited from UNICEF-supported gender-responsive anaemia and malnutrition prevention programming, a sharp increase from 67.4 million in 2021. In countries with disaggregated data, more than 60 per cent were girls.

Progress on quality care for pregnant and lactating adolescents (aged 15–19 years) continued to be uneven in 2022. UNICEF supported 46 high-burden countries, contributing to 76 per cent of live births attended by skilled health personnel in 2022, an increase of just one percentage point from 2021. The proportion of adolescent mothers receiving postnatal care increased to 64 per cent, compared to 62 per cent at baseline, while the proportion of adolescent mothers receiving at least four ANC visits dropped to 56 per cent from 57 per cent at baseline.

## HIV prevention and HPV immunization

In sub-Saharan Africa, there are three new HIV infections among girls aged 10–19 years for each new infection among boys in the same age group. This disproportionate impact on adolescent girls is most stark in Eastern and Southern Africa, where they account for 25 per cent of

all new infections.<sup>17</sup> In 2022, UNICEF promoted new prevention strategies which have the potential to control the epidemic in adolescents. These include peer-led programmes; differentiated service delivery for prevention and self-care using digital technologies; novel testing technologies; improved treatment regimens; and new options for pre-exposure prophylaxis. UNICEF is supporting combination HIV prevention interventions in 33 of the 37 HIV-priority programme countries. In South Africa, UNICEF and partners continued to expand the adolescent girl peer mentor counselling model to promote utilization of HIV services such as testing and regime adherence. Over 31,600 pregnant and lactating adolescents have enrolled in health-care facilities as a result, and stipends for mentors have been allocated within the government budget.

The HPV vaccine protects girls and women from preventable cervical cancers, with particular impact on the health of adolescent girls. In countries which have scaled up vaccination or are preparing to do so, UNICEF is focusing on the gender dynamics in families and communities which impact HPV vaccine demand and acceptance. Important approaches in this context include integrating HPV prevention into existing sexuality education, HIV prevention and MHH management programmes, organizing multi-layered awareness outreach and facilitating adolescent engagement, including through digital means.

In 2022, five more countries (Burkina Faso, Eritrea, Kyrgyzstan, Lesotho and Sierra Leone) were supported to introduce the HPV vaccine in their national immunization



To promote vaccine demand in Uzbekistan, UNICEF supported capacity-building of almost 515,000 teachers and school administrators, and organized information sessions with immunization experts. These information sessions reached more than 3.5 million parents, community leaders and adolescent girls. Communication materials, including billboards, television and radio programmes, reached more than 13 million people.

UNICEF and WHO are jointly supporting the Government of Uzbekistan to introduce HPV vaccines for multi-cohort age groups of girls. In 2022, 94.4 per cent of girls aged 12–14 years received two doses of HPV vaccine.

Munisa Yakubova, 14 (right), holds a piece of gauze to the injection site in her arm after receiving a dose of HPV vaccine in Tashkent Region, Uzbekistan. Every year, about 1,608 new cervical cancer cases are diagnosed in Uzbekistan, and about 850 cervical cancer deaths occur.

programmes, making a total of 128 countries that have done so to date. Thanks to a consistent supply chain and strong partnerships with Gavi, the Vaccine Alliance and WHO, this positive trend in coverage is set to continue, with a target to reach 86 million girls in low- and middle-income countries with the vaccine by 2025.

## 2. Adolescent girls' leadership, learning and skills, including digital skills

UNICEF is ramping up adolescent skills development, recognizing its immense potential to provide alternative learning pathways, enhance transitions from education to satisfying work, and help adolescents benefit from twenty-first-century economic opportunities. The need is great, given the dismal number of adolescents, especially girls, who are not in employment, education or training (NEET): Adolescent girls made up 39 per cent of the youth NEET rate globally, more than double that of adolescent boys.

In response, UNICEF and partners continue to expand gender-transformative strategies to empower adolescent girls, prioritizing the most excluded and vulnerable girls who are out of school or unable to participate in formal education systems. The *Zambian Girls 2030* programme,

which focuses on adolescent girls' skills, career mentoring, entrepreneurship and financial literacy, was expanded with UNICEF support in 2022 to benefit 15,700 girls. In Malawi, UNICEF assisted 6,000 out-of-school teen mothers – who are unable to re-join formal schooling because they were married early – to participate in an accelerated functional literacy programme and access other vocational skills and entrepreneurship opportunities. The UNICEF-supported flexible learning *Girls' Access to Education* programme in Nepal contributed to the re-enrolment in school of almost 5,700 girls.

In 2022, some 16.1 million adolescents (45 per cent girls) across 89 countries participated in or led civic engagement activities through UNICEF programmes, including 340,000 in humanitarian settings. This result, 20 per cent below target, is explained by the decrease in the number of adolescents engaged in humanitarian action due to the scaling-down of the COVID-19 response globally. There was a notable increase, however, in the number of adolescent girls aged 10–19 who participated – almost 3.5 million in 2022, compared to about 2 million in 2021. For example, the *#BeSafe* volunteer programme in Kazakhstan, which promotes girls' leadership in disaster risk reduction and climate change action, equipped 264 girls with skills to conduct public advocacy activities that reached more than 1.2 million people.



UNICEF Peru provided technical assistance to the Ministry of Education on a pilot project to implement sexuality education in schools, benefiting 9,502 students in 12 secondary schools in Loreto, Ucayali and Lima. This course on *Educación Sexual Integral* has been developed to strengthen coordination between teachers and health-care professionals. The project has developed guides and tools for teachers, as well as methodologies for the prevention of violence and teenage pregnancy as barriers that reinforce gender inequalities.

In addition, to encourage adolescent girls to develop STEM and digital skills, 200 adolescent girls, of whom 20 per cent are teenage mothers, participated in a boot camp providing programming and web development training. Young and adult women in the technology field also served as mentors to adolescents who were involved in the training programme.

## CASE STUDY 7: Embracing transformation in Nepal

In Nepal, almost half of all<sup>18</sup> Nepali women are NEET, compared with one in five men. This disparity begins in adolescence. Bringing every girl back to school and enabling her to gain the skills she needs is a crucial part of UNICEF's vision in Nepal, but child marriage presents a significant threat to girls' education. Over a third of girls are married before they turn 18.<sup>19</sup>

UNICEF worked with the Government of Nepal and other partners to develop the Rupantaran model – a comprehensive social and financial skills training package aimed at equipping girls aged 10–19 years, particularly those from excluded or vulnerable groups, with important life skills, informing them of their rights and supporting them to become change-makers and leaders in their communities.

Eighth grader Shikha Pariyar, a Rupantaran graduate from Krishna Tole in Surkhet District, says that she has changed a great deal after going through the programme. She recalls how some years ago, her parents had gone to India to find work and taken her with them. "At the time, I didn't think anything of it – I wanted to start working and start earning, because I didn't think my education was important," she says. It was Shikha's grandmother who ultimately convinced her to return and enrolled her in a local school, followed by the Rupantaran session. "I now understand that you need to study to be able to navigate life more successfully," Shikha says, referring to the Rupantaran lessons on budgeting, savings and stress management as examples.

Seventeen-year-old Sirjana, another Rupantaran graduate from Krishna Tole, says that she hopes to become a lawyer in the future. "I've witnessed a lot of discrimination from so-called higher castes towards communities like ours," she explains. "I want to be able to put a stop to that and help to lift up my people."

Like Sirjana and Shikha, hundreds of thousands of adolescents across the country have benefited from the Rupantaran package so far, finding support amidst their peers and a sense of purpose in their lives. In 2022, the Rupantaran programme helped 8,299 adolescent girls at risk of and affected by child marriage make their own informed decisions about marriage, education, and sexual and reproductive health.



Sirjana (standing), 17, speaking during a meeting of the Rupantaran graduates in Krishna Tole in Surkhet District.

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# Skills4Girls: Girl-centred solutions for unlocking the potential of adolescent girls

Skills are a critical pillar of UNICEF's work to promote adolescent girls' well-being, leadership and equality, both as a cross-cutting asset that enables girls' empowerment and social and economic well-being, and as a core component of every girl's right to an education on an equal footing with boys, no matter who they are and where they live. UNICEF's Gender Equality team leads the Skills4Girls programme to address gender inequality for girls on skills, in recognition that adolescent girls are nearly twice as likely as boys to be NEET today.

In 2022, Skills4Girls was implemented across 22 countries to bridge the gap between what girls need to succeed and what they have traditionally been able to access. UNICEF takes targeted approaches to address skills gaps for adolescent girls in different contexts, from STEM and digital skills to critical life skills such as self-esteem and negotiation. The programme aims to empower girls to transition from learning to earning in adulthood, with support from peers, mentors, role models, better-trained and -supported teachers and parents, and links to internships and apprenticeships. In collaboration with government and civil society partners, UNICEF is supporting the integration of gender-transformative skills-building into national education systems, as well as a range of stand-alone and tailored after-school clubs, summer camps, competitions and mentoring schemes.

Girl-centred programmes are designed and implemented with and for girls, from the *Roboticas* training in the Plurinational State of Bolivia, teaching girls to design and build robot prototypes, to the girls-only *Chicas+* web

programming training in Peru, and the innovative *UniSat* programme, which teaches girls to build and launch nanosatellites and has been rolled out as a cross-country collaboration in Kazakhstan, Kyrgyzstan and Uzbekistan.

In Bangladesh, UNICEF has supported the integration of gender-responsive and skills-based curricula into the secondary education system, to better equip youth, particularly girls, to succeed in areas of STEM as they transition through the education system. So far, the new curriculum has been rolled out in 62 pilot schools, and more than 419,000 teachers have been trained in the new teaching-learning materials through online and in-person training.

**"I don't think it is easier for boys to study science or that it is difficult for girls to do so. Success can be achieved if there is interest. The new way of learning encourages us to explore new ideas and to be analytical in internalizing new concepts. The analysis can teach us more than what we can learn from books alone. Such analytical abilities are necessary to become a scientist."**

– Ayesha, 11, Bangladesh



© UNICEF Bangladesh/2022/Emdadul Islam Bitu

## BANGLADESH

**Ayesha**, aged 11, a student at Ramsundar Agragami Government Model High School in Sylhet, northeastern Bangladesh, wants to grow up to become a scientist, and believes that encouragement and hard work are fundamental to pursuing an education in science. Ayesha has a passion for electronics and is among the most eager students in the class to seek interesting science projects.

In Viet Nam, UNICEF has partnered with the national technical and vocational training centre to integrate gender-responsive digital, entrepreneurship and transferable skills into its online curriculum, benefiting 900 students (60 per cent of whom are girls). Social innovation clubs have been established to create a space for youth to develop entrepreneurship projects, reaching 1,853 girls.

Skills4Girls is tackling the widespread gender stereotypes that limit girls in pursuing certain studies and careers, particularly in the areas of STEM and digital technologies, which are high-earning industries typically dominated by men. Depending on the country, this is done through a spectrum of programmatic approaches, including social and behaviour change programmes engaging girls, female role models and the wider community. A wide range of strategies are deployed, from carefully designed media and national television ('edutainment') content that challenges gender stereotypes and norms, to discussion groups, theatre and storytelling in schools and community spaces.

In Kyrgyzstan, UNICEF is helping to forge an enabling environment of parents, teachers and policymakers to promote STEM education and careers for girls, from integrating STEM components into national education

**“Transferable skills have equipped us with the capacity to think critically, communicate efficiently, be more tech savvy, innovate instead of taking the old path, and, importantly, advance in self-management.”**

– Phuong, 23, Viet Nam

plans to organizing large-scale events that feature technology careers and mentoring opportunities for girls. The STEM4Girls campaign included public events such as STEM festivals, as well as school events with science exhibitions showcasing girls' and women's work. Additionally, the campaign engaged bloggers and influencers on social media, and videos showcasing female role models in STEM and non-traditional female professions were screened on national television. Over three years, the campaign engaged more than 100,000 people and reached more than 15 million.

## VIET NAM

**Phuong, 23**, is in the final year of her nursing training. She is part of a social innovation club at the Community College of Kon Tum, Viet Nam, supported by UNICEF. Girls and boys in their early 20s from various ethnic groups, such as the Ba Na, Xe Dang and Kinh attend the club. “We learned and practised how to take a systematic approach and why it is important to mobilize financial and human resources in any venture we undertake,” said Phuong, who is working on developing and marketing a herbal tea made of local ingredients and packaged in sustainable bamboo cylinders, as her entrepreneurship project.



© UNICEF Viet Nam



Bishkek teenagers Aizat and Medina are just 14 years old, but they will soon make their first appearance on the national television channel KTRK as presenters of a monthly programme for girls and young women who want to develop their potential in mathematics, biology, physics, chemistry and IT. Around 3 million viewers will watch them hosting the 'Girls in Science' programme on KTRK over the next year. "I am happy about the scale of the TV programme," says Aizat, who has herself been trained as a peer-to-peer mentor so that she helps girls like her gain confidence in the classroom. "This platform opens up new access to STEM knowledge among schoolchildren who live in Kyrgyzstan... Don't be afraid of dreaming! Try! Realize your goals." Aizat's co-presenter Medina also benefited from the STEM4Girls project. "It gave me more than I could expect," she says. "We met interesting people in the projects: trainers, peers, mentors. There were the most pleasant trainers who nudged me to do things that I wanted to but was afraid of. They taught me not only STEM, but also how to communicate with people, participate in friendly teamwork and gain leadership skills."

Elsewhere, with the Government of the Lao PDR, UNICEF-supported digital learning for girls benefited approximately 55,000 adolescent girls in 2022, through girl-centred learning content, including STEM-related and digital literacy courses provided on a national platform. UNICEF is also partnering with the government and private sector in Jordan, Serbia and Tajikistan to bridge the gap between skills-building and job opportunities for girls by supporting national platforms that link youth to jobs, including through internships, job placements and impact sourcing. In Bangladesh, the Alternative Learning Programme provides vocational training combined with mentorships and apprenticeships for vulnerable girls and has been very successful in linking girls with job opportunities. Ninety-eight per cent of 1,100 girls trained in 2022 obtained jobs locally.

Implemented with the generous support of private sector partners such as Clé de Peau Beauté, Chloé, Pandora and Dove, Skills4Girls has grown considerably in its first three years. Since 2020, 5.8 million adolescent girls and young women have been reached across 22 countries with girl-focused learning opportunities. In 2022, the initiative reached 2.1 million adolescent girls and young women directly and 329,000 girls indirectly.

## KYRGYZSTAN



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**"At Clé de Peau Beauté, we believe the key to a better world lies in unlocking the potential of girls through education. That's why we're proud to partner with UNICEF to support the STEM education and empowerment programmes that change lives around the world.**

**Since 2019, our partnership has directly benefited more than 3.5 million girls, helping them access key opportunities in STEM. From creating skill-based training programmes in Bangladesh and increasing university placements in Kyrgyzstan, to providing vocational mentorships in Niger, we're working together to address the unique gender equality challenges in STEM facing girls in every corner of the globe.**

**But there is much more work to be done, and we remain committed to this cause. That's why we are continuing this crucial partnership for the next three years, expanding into even more regions and supporting even more young girls to reach their potential.**

**We are grateful to be part of a partnership that is such a driving force for positive change. We know that when girls have the tools to succeed, nothing can hold them back."**

– Mizuki Hashimoto, Chief Brand Officer, Clé de Peau Beauté

### 3. Eliminate child marriage and early unions

Through the UNFPA–UNICEF Global Programme to End Child Marriage, and beyond, UNICEF and partners continued to consolidate global efforts to end child marriage. In 2022, 41 countries implemented prevention and care interventions to address child marriage – delivered through safe spaces, mentorship, literacy, sexual and reproductive health services and livelihood skills. The number of adolescent girls receiving such interventions through UNICEF-supported programmes increased sharply to 17.2 million from 7.6 million in 2021. Among this group, the number of girls with disabilities, who often face additional barriers to accessing support, also rose significantly to over 75,300 in 18 countries, compared to 11,000 in 20 countries in 2021.

UNICEF and partners prioritized investment in quality disaggregated data and research, which are critical to design evidence-based policies and programmes. The Child Marriage Monitoring Mechanism, now in its second year, includes 50 new child marriage analytical country data profiles. UNICEF analysis of administrative data in Ethiopia in 2022 revealed a significant increase in child marriages in drought-affected areas; this critically informed its emergency response. Targeted engagement platforms reached around 1.5 million community members (about 80 per cent women), contributing to community reporting of about 1,200 cases of child marriage and 1,300 of FGM.

In 2022, 53 UNICEF country programmes worked to challenge discriminatory gender norms that drive harmful practices and to promote gender equality, eight more than at baseline. Social and behaviour change interventions included multimedia campaigns and community outreach, which engaged 31.1 million people, of whom over half were women and girls, compared to 22.3 million in 2021. In addition, religious and community leaders were supported to engage boys and men in dialogues that promote positive masculinities and gender equality, such as in Mali, where almost 440,000 boys and men were engaged in activities, resulting in the prevention of 755 cases of child marriage and 445 of FGM.

### 4. Accessible and dignified menstrual health and hygiene services

In 78 countries, UNICEF-supported programmes addressed the MHH needs of 17.5 million women and girls in 2022. Around 3.4 million of them were reached with services, and 13.6 million with information. In humanitarian settings, 3.7 million women and girls, including those with disabilities, benefited from MHH services and/or information provided by UNICEF.

Systems-strengthening remains a key pillar of UNICEF efforts, not only to improve the policy environment but also to shift harmful attitudes about MHH that fuel discrimination against adolescent girls. With UNICEF

support, period poverty laws were signed in Brazil, Ecuador and Peru in 2022, providing for free distribution of menstrual supplies in schools, especially for the most vulnerable girls. In Eastern and Southern Africa, UNICEF supported the Southern African Development Community to launch a regional gender-responsive hygiene strategy, which prioritizes gender and MHH in all WASH programming.

Awareness-raising and education about puberty and menstruation are essential to challenge negative stereotypes and promote health-seeking behaviour among adolescents. Activities to commemorate Menstrual Hygiene Day reached 687 million people globally in 2022, significantly more than ever before. Large-scale awareness campaigns in India and Pakistan focused on breaking taboos, including the claim that women and girls cannot conduct normal daily activities while menstruating. In the Gambia and Lesotho, UNICEF-supported puberty training and community dialogues are engaging boys and men to promote attitude and behaviour change about menstruation. The Oky app, a period tracker and puberty education mobile application, which UNICEF co-created with adolescent girls in Indonesia and Mongolia, has been adapted for girls' use in Burundi, India, Kenya, Mexico, Nepal and the United Republic of Tanzania.



UNICEF Brazil has been working on an integrated programme to promote WASH and girls' empowerment. In 2022, over 11,000 adolescent girls from diverse backgrounds participated in menstrual dignity workshops and received information and basic supplies to healthily manage their periods, educate their peers and dialogue with authorities on public policies for menstrual health. A menstrual poverty law was signed in 2022, mandating free distribution of menstrual supplies in schools and for most excluded and vulnerable girls, and UNICEF has been mobilizing the government at the subnational level to apply the new law at the local level. Menstrual dignity messages have been disseminated through the press and social media, reaching up to 2 million people. UNICEF plans to engage adolescent girls in monitoring implementation of the new law, empowering them to apply their leadership skills to influence authorities to implement quality public policies for girls.

# Institutional strengthening

Building on lessons over the previous two GAP cycles, the GAP, 2022–2025, commits UNICEF to an organizational change strategy for gender equality across its institutional policies, practices and accountability mechanisms to drive transformative structural change across the organization. No longer the purview solely of gender specialists, this is a whole-institution approach which requires everyone at UNICEF to be responsible for promoting gender equality, regardless of organizational role.

As such, UNICEF is investing in strengthening institutional enablers that support an inclusive environment, including more robust gender analysis, gender evidence measurement and monitoring; adequate financing to deliver results; strengthened availability and use of gender expertise; accountable leadership across the organization; and wider and deeper partnerships, especially with women's and girls' networks.

UNICEF uses the revised GAP Institutional Standard, a composite indicator with benchmarks for country offices to track their efforts to programme in increasingly transformative ways. For 2022–2025, new benchmarks have been added, and more thorough and ambitious criteria applied in areas such as resourcing, partnerships with

other United Nations entities and networks led by girls and women, and management accountability for gender programming. Country offices must now achieve 70 per cent of benchmarks to meet the standard, compared to 60 per cent previously. These more ambitious measures are helping to advance programming that aims to tackle systemic barriers and bottlenecks.

Globally, more countries are reporting transformative gender equality results: 60 in 2022, compared to 43 in 2021 (see Figure 8). Eighty-five per cent of country offices have incorporated gender issues into key partnership documents. Gaps remain in effective programme planning and monitoring and gender-targeted expenditures, however, with 53 per cent and 24 per cent of all offices, respectively, meeting benchmarks. To support country offices in 2023, UNICEF is developing an additional suite of tailored learning initiatives on the revised institutional standard for gender focal points and planning specialists. Investments have helped the organization perform well in the United Nations System-Wide Action Plan on Gender Equality and the Empowerment of Women, achieving 88 per cent of all benchmarks in 2022 (see Figure 9).

FIGURE 8: Percentage of country offices reporting gender equality results that are transformative

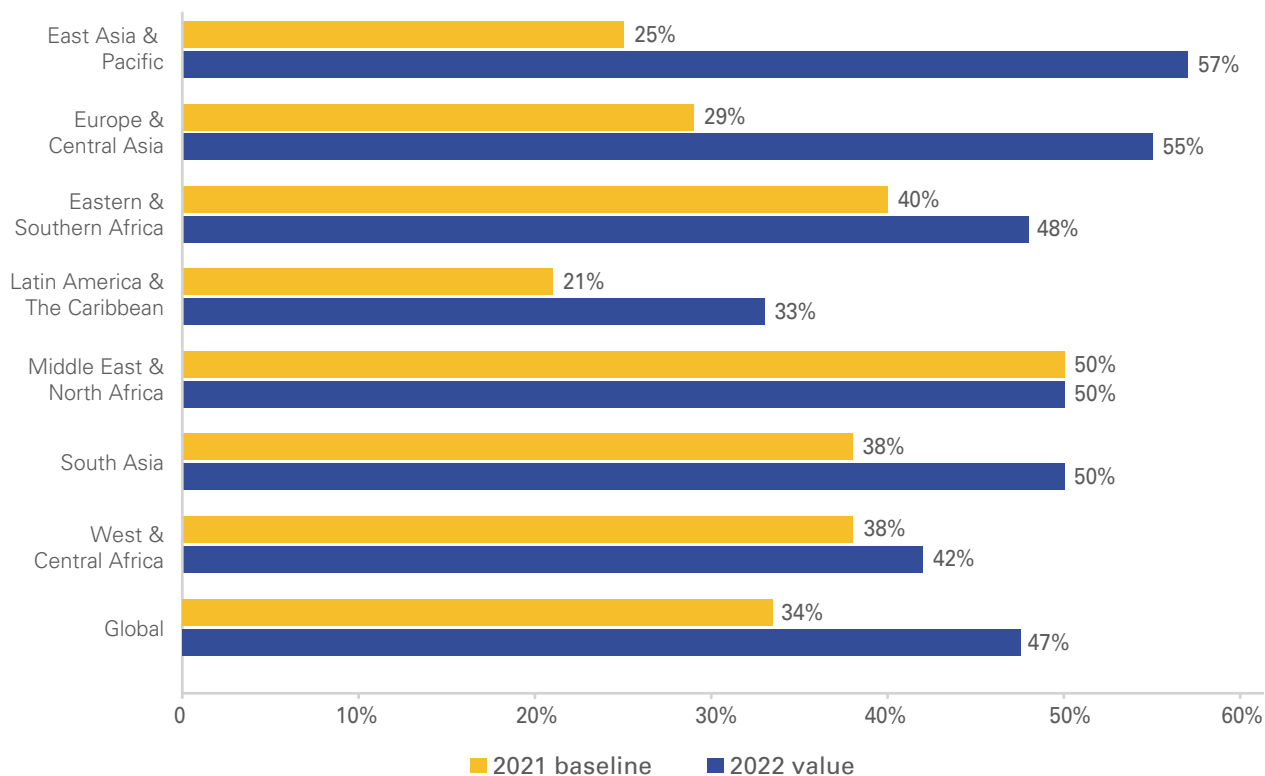
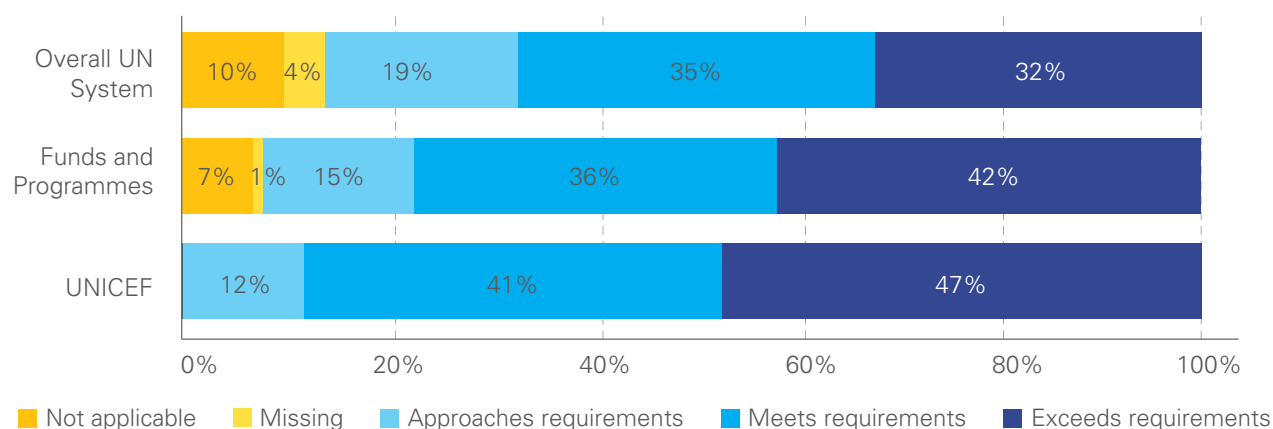


FIGURE 9: UNICEF UNSWAP performance



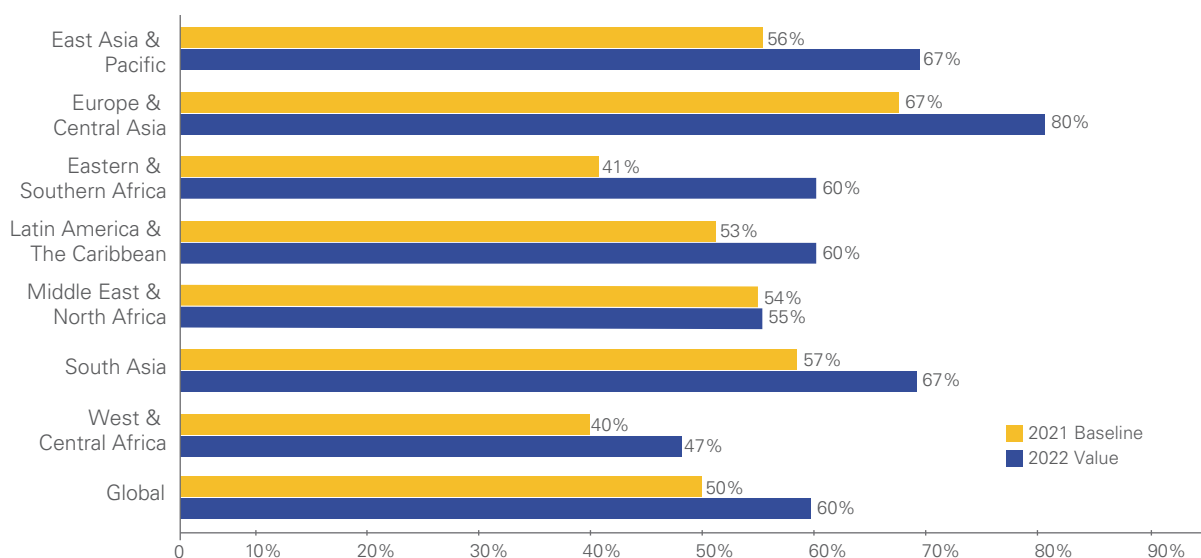
## Gender in emergencies

In humanitarian contexts, more country offices operating in humanitarian situations were engaged in 2022 in implementing the gender equality Core Commitments for Children in Humanitarian Action in all three UNICEF focus areas: GBV prevention and risk mitigation; engagement with women’s and girls’ organizations; and gender analysis and integration into programme design and delivery. Efforts were supported by critical guidance released in 2022 describing principles and priority actions for country offices to ensure that gender is integrated into emergency preparedness and response planning. More investment is needed to strengthen capacity for gender analysis and monitoring in humanitarian contexts.

UNICEF prioritized gender in emergency preparedness and response in 2022 by supporting important field deployments of gender specialists and gender focal points. Other achievements include stepping up the tagging and tracking of humanitarian funding allocated for gender programming; better tracking of funds provided to local women’s organizations in emergency settings; and using a data disaggregation dashboard for monitoring purposes.

Looking ahead, UNICEF is working on building a robust cadre of UNICEF staff and standby partners for emergency surge deployments on gender; building investment cases for gender and climate; and strengthening gender monitoring and evaluation systems.

FIGURE 10: Percentage of country offices that conducted a rapid gender analysis in a humanitarian context in 2022



# Data, research and evidence to support gender equality results

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UNICEF continued to advance innovative methodologies, gender analyses, technical support and data dissemination to improve the evidence base for gender policy and programming. Highlights in 2022 include country guidance on strengthening administrative data systems for gender statistics and making advances in developing household survey modules to close gender data gaps in the areas of children's time use and adolescent mental health. Additionally, UNICEF is testing a new household survey module on girls' empowerment – which is the first global measurement – to inform the development of key indicators to advance the new UNICEF agenda for adolescent girls.

The UNICEF Office of Research – Innocenti is working with country offices to build evidence for gender-responsive social protection systems, for example by carrying out an evidence review of gender mainstreaming within social

protection policy across 74 countries. It also partnered with the UNFPA–UNICEF Global Programme to End Child Marriage to support country offices in high-quality evidence generation, synthesis and uptake, including in social and behaviour change and gender-transformative research, to achieve goals on ending child marriage.

UNICEF works closely with other United Nations agencies to improve the quality of gender statistics that look at multiple deprivations beyond gender such as age, ability, migration status, ethnicity and class. UNICEF is a member of the Inter-Agency and Expert Group on Gender Statistics (IAEG-GS), the coordinating and guiding body of the Global Gender Statistics Programme implemented by the United Nations Statistics Division, and is Chair of the IAEG-GS Advisory Group on Strengthening Administrative Systems to Close Gender Data Gaps.

## Strategic partnerships and communications

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UNICEF deeply values its partnerships with other United Nations agencies, national partners, global organizations, civil society and the private sector to fulfil its mandate on gender equality for children and advance the United Nations reform agenda.

UNICEF brings its multisectoral expertise, extensive data capacities, work at the intersection of women's and children's rights, and experience in institutional strengthening on gender to various inter-agency forums such as the Inter-Agency Network on Women and Gender Equality, the United Nations Sustainable Development Group Task Team on Gender Equality, the United Nations Task Force on Violence Against Women and IAEG-GS, among others. At the country level, UNICEF is an implementing partner in all Spotlight Initiative countries; works with Gavi, the Vaccine Alliance, on HPV, gender and equity; and is represented in the United Nations Joint Global Programme on Cervical Cancer Prevention and Control, and in the United Nations Interagency Taskforce on Prevention and Control of Non-Communicable Diseases.

Since 2020, when, as part of COVID-19 response and recovery, UNICEF significantly expanded its partnerships with women- and girl-led organizations that represent a diversity of women and girls, engagement has gathered momentum. In 2022, 105 country offices engaged with such groups in programme design, delivery and monitoring, and 52 offices established partnerships – 15 more than in

2021. In emergency settings, UNICEF transferred US\$87 million in humanitarian funds to approximately 647 local women's organizations. UNICEF partnered with women- and girl-led networks in Afghanistan, Iraq, Mozambique and Nepal to improve access to GBV prevention, response and risk-mitigation services, and in Zambia to expand the reach of HIV testing and treatment services for adolescent and youth mothers and their infants.

Private sector partnerships remain critical for quality gender results. Collaboration is growing in many areas, including adolescent girls' skills-building, digital and mobile systems access and family-friendly policy interventions. For example, UNICEF partnered with telecommunications companies in Kenya on campaigns to end violence and promote immunization; with companies in Bangladesh, China and Ghana to expand family-friendly policies for working parents; with the National Coalition for Women Entrepreneurs in Romania to reduce teen pregnancy; and with the Ethical Tea Partnership in Indonesia to address child marriage, GBV and early childhood development.

Communication and advocacy efforts in 2022 especially highlighted the sobering impact of the pandemic globally on adolescent girls, as well as their resilience and leadership in creating solutions to 'build back equal'. UNICEF co-produced videos with girls in Afghanistan, Ethiopia, Indonesia, Senegal and the Sudan, reaching millions on social media channels. A major study on media reporting

of violence against girls and the normalization of violence was launched in collaboration with UN Women. Numerous events to commemorate the 10th anniversary of the International Day of the Girl included a 24-hour virtual forum with adolescent girls and young women organized

with Plan International. UNICEF also helped to amplify the voices of adolescent girls through a global U-Report survey of 17,000 girls across 29 countries, which captured their views, experiences and recommendations on climate change in the lead-up to COP 27.

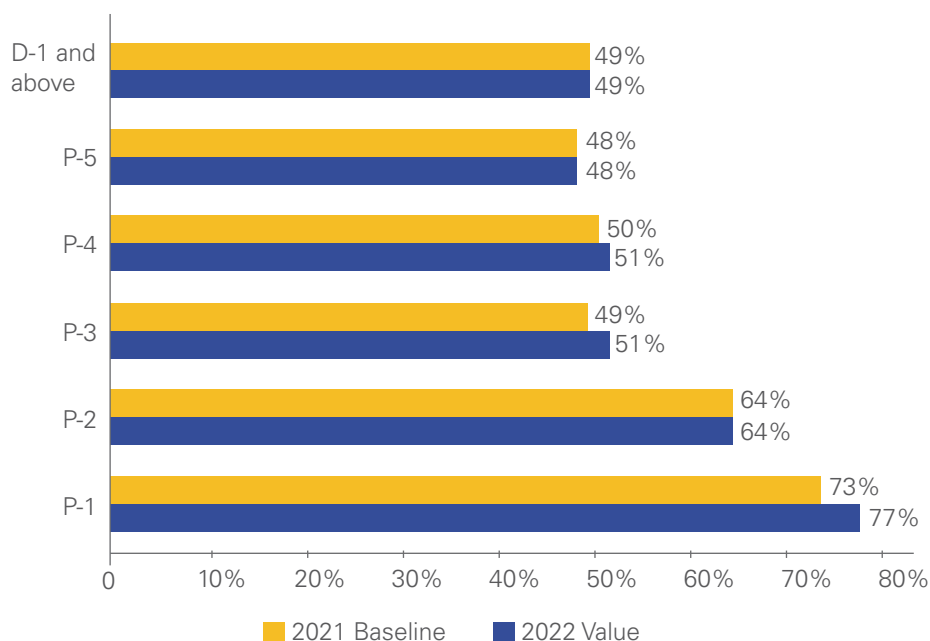
## Gender capacity, parity and accountability for gender results

Building on recent progress resulting from targeted actions to improve gender-related recruitment, career progression and access to opportunities, UNICEF is focusing on advancing equity in staffing across all sectors, while also emphasizing greater representation of women in senior management, and investment in the mentoring of young, female, gender-diverse staff, and staff with disabilities.

In 2022, UNICEF kept global parity in its staff member categories, with 48.8 per cent women and 51.1 per cent men, in line with 'virtual parity' (53/47) in the United

Nations System-Wide Action Plan. The temporary special measures enacted in 2020 to achieve gender parity at the P-5 level – a protracted challenge – were removed in June 2022, signalling a key milestone for UNICEF. Gender gaps persist at certain levels, however, especially at D-2, P-1 and P-2 levels internationally and among General Service staff at GS-1 to GS-3 levels, although there are continued positive movements over time.

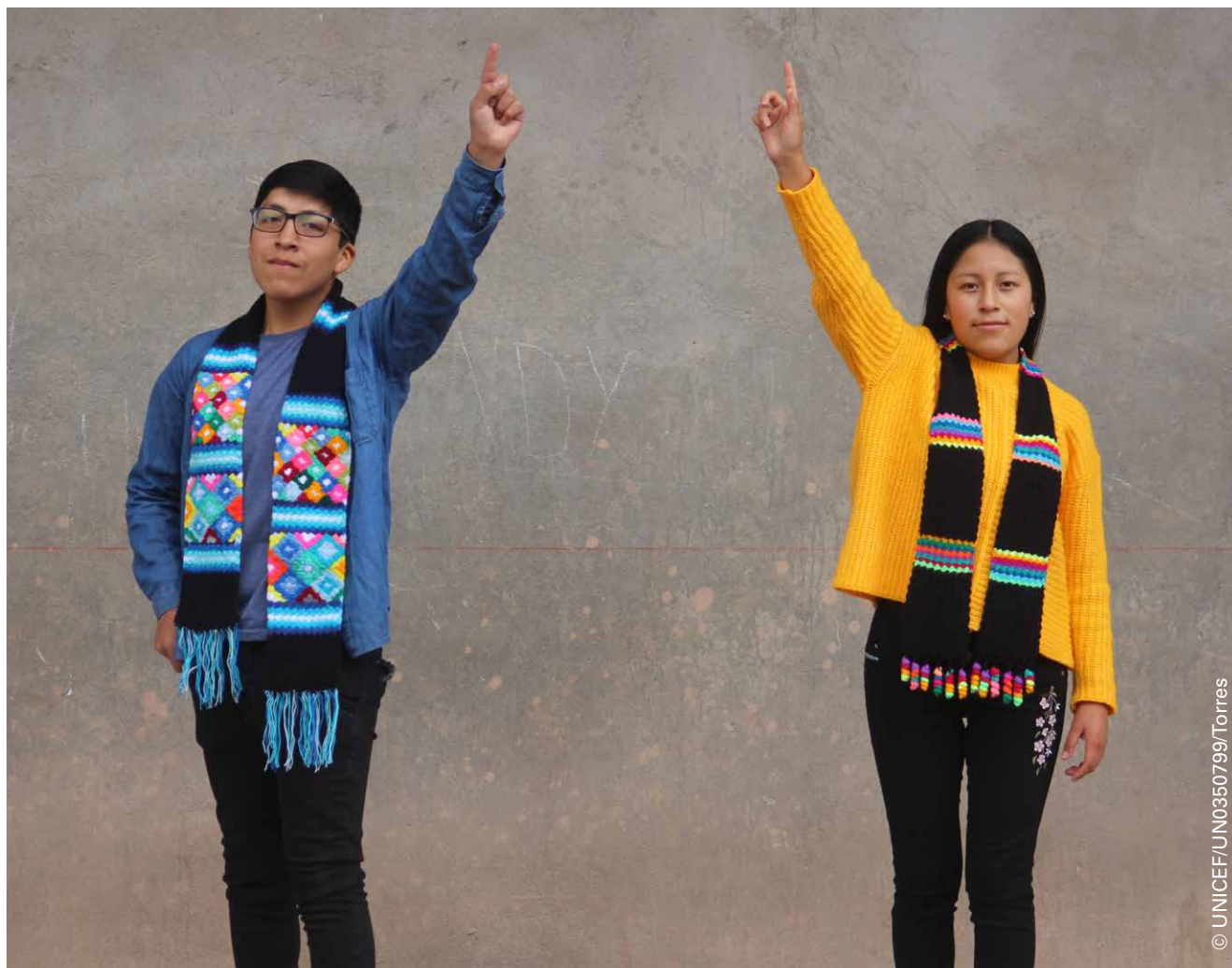
FIGURE 11: Gender parity in staffing



A range of measures to address gender disparities and recruit and retain female talent are in place across the organization. Flexible work options are being expanded, intended to counter the negative impact of mobility and relocation on women's retention; families are being given the option to be relocated closer to emergency duty stations, and improvements being made to workplace culture. More attention and action in recruitment, retention and talent management strategies are needed to address staffing imbalances in emergency settings, where women's representation tends to progressively decrease as hardship increases – in December 2022, women comprised 31.5 per cent of staff in emergency settings, rising slightly from 30 per cent in 2021.

UNICEF continued to roll out actions to address its organizational learning priorities in 2022, including expanding capacity for all staff beyond gender-designated

positions. Updated staffing guidance outlines minimum standards for gender expertise and capacity in all offices to support GAP implementation, including mandatory training requirements for all staff through GenderPro (the globally accredited UNICEF course on gender equality). It is more important than ever to increase investment in strengthening UNICEF gender architecture to drive its gender priorities, not least because of the ambitious agenda and targets of the GAP and the strategic plan. Leadership, coupled with the right technical expertise, is helping to increase organization-wide capacity, accountability and partnerships across the United Nations system.



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“Stand up and raise your hand for adolescent girls and boys, #ReimagineABetterPeru”. This campaign was created together with a group of adolescents from different regions of the country.

# Looking forward

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UNICEF remains committed to a bold and ambitious agenda for gender equality as described in the GAP.

In 2023, a priority in health is to address the gender dimensions of immunization and the impact on women and families, particularly zero-dose children, by focusing on gender-transformative approaches that identify and target the barriers to access and use of services by women and girls from diverse backgrounds, particularly the most excluded and marginalized. This includes greater investment in female front-line workers in the health and nutrition sectors, supporting their professionalization and formally recognizing their role in national systems. UNICEF will expand partnerships and programmes tackling the significant nutrition crisis among mothers, including adolescent mothers, with targeted services and prevention efforts. UNICEF will continue to advance girls' education, learning and skills, including through inclusive and transformative digital technology and targeted initiatives such as Skills4Girls. Recognizing pervasive patterns of violence affecting women, girls and boys, UNICEF will double down on prevention and survivor-centred programming, including in emergency contexts. As with the rest of its gender equality programming, UNICEF seeks to bring about transformative change, by working to shift gender norms that perpetuate and are reinforced by violence and harmful practices. UNICEF will continue to reach more women and adolescent girls through gender-responsive WASH and MHH services in both development and humanitarian contexts. UNICEF-supported gender-responsive social protection programmes are growing, reflecting the need for tailored support to women and girls confronting a crisis of care and growing household poverty. Cash plus programmes that deliver cash transfers accompanied by complementary services such as mental health services will expand, alongside investments in family-friendly policies and support for caregivers. Funding for this work, however, remains limited, and resource mobilization is required.

Working closely with partners, UNICEF will work to fill gender-related research and data gaps – in such areas as scaling gender-transformative multisectoral programming, norms change, girls' empowerment and humanitarian response – to strengthen evidence-based programming and advocacy that accurately reflect the specific needs, opportunities and contributions of girls and women from diverse backgrounds, while engaging boys and men as allies for gender equality.

Adolescent girls remain an important priority, in view of the continued stark disparities in accessing quality services and pervasive gender norms holding them back from equal opportunities in education and future employment. UNICEF will continue to roll out its new Adolescent Girls Programme Strategy, with a sharper intersectoral focus on more interconnected services for girls in health, nutrition, education, protection and WASH, as well as opportunities to advance girls' leadership, voice and agency, for example through innovations in Skills4Girls programming that prioritize girls' leadership in learning curricula, access to mentors, and opportunities for job shadowing and internships. Partnerships with the private and public sectors are critical to success.

At an institutional level, UNICEF will improve programme monitoring and accountability, and better fulfil the demand for gender expertise across its country programmes. Greater investment, technical support and collaboration – internally across its systems, and externally with inter-agency partners – will be critical here. UNICEF will also prioritize addressing equality and inclusion concerns among its own staff, achieving gender parity in staff categories where gaps persist, and implementing measures that target talent retention, career progression and mobility of female staff.

Finally, UNICEF will continue to seek out all avenues to expand investment and partnerships to drive gender equality work that addresses multiple deprivations. Rising food and fuel prices globally mean that humanitarian and development operations are becoming more expensive. Needs are enormous, and resources are thinly spread. Along with partners, UNICEF will work to leverage its resources and investments to ensure positive and lasting change for the most vulnerable children and women.



# Abbreviations and Acronyms

<b>AIDS</b>	acquired immune deficiency syndrome	<b>LGBTQI+</b>	lesbian, gay, bisexual, trans, questioning and intersex
<b>ANC</b>	antenatal care	<b>MHH</b>	menstrual health and hygiene
<b>ART</b>	antiretroviral therapy	<b>NEET</b>	not in employment, education or training
<b>COP</b>	Conference of the Parties	<b>PSEA</b>	prevention of sexual exploitation and abuse
<b>COVID-19</b>	coronavirus disease 2019	<b>STEM</b>	science, technology, engineering and mathematics
<b>FGM</b>	female genital mutilation	<b>UNFPA</b>	United Nations Population Fund
<b>GAP</b>	Gender Action Plan	<b>UNHCR</b>	United Nations High Commissioner for Refugees
<b>GBV</b>	gender-based violence	<b>UNICEF</b>	United Nations Children's Fund
<b>HIV</b>	human immunodeficiency virus	<b>WASH</b>	water, sanitation and hygiene
<b>HPV</b>	human papillomavirus	<b>WHO</b>	World Health Organization
<b>IAEG-GS</b>	Inter-Agency and Expert Group on Gender Statistics		
<b>IYCF</b>	infant and young child feeding		

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# Annex 1: Financial Report\*

\* All funding data as of 6 April 2022, pending audit and certification.

## UNICEF Income In 2022

### Gender equality income in 2022

Dedicated funding for UNICEF's work on gender equality increased significantly in 2022, after having declined in 2021. Partners contributed US\$72 million of other regular resources as funding for gender equality – more than two and a half times the level of funding in 2021 (see Figure

A1-1). A relatively small proportion – just 4 per cent – of this flowed into the gender equality thematic fund. Public sector partners contributed 91 per cent of this funding (see Figure A1-2).

FIGURE A1-1: Contributions to UNICEF's gender equality efforts (other resources – regular) 2018–2022

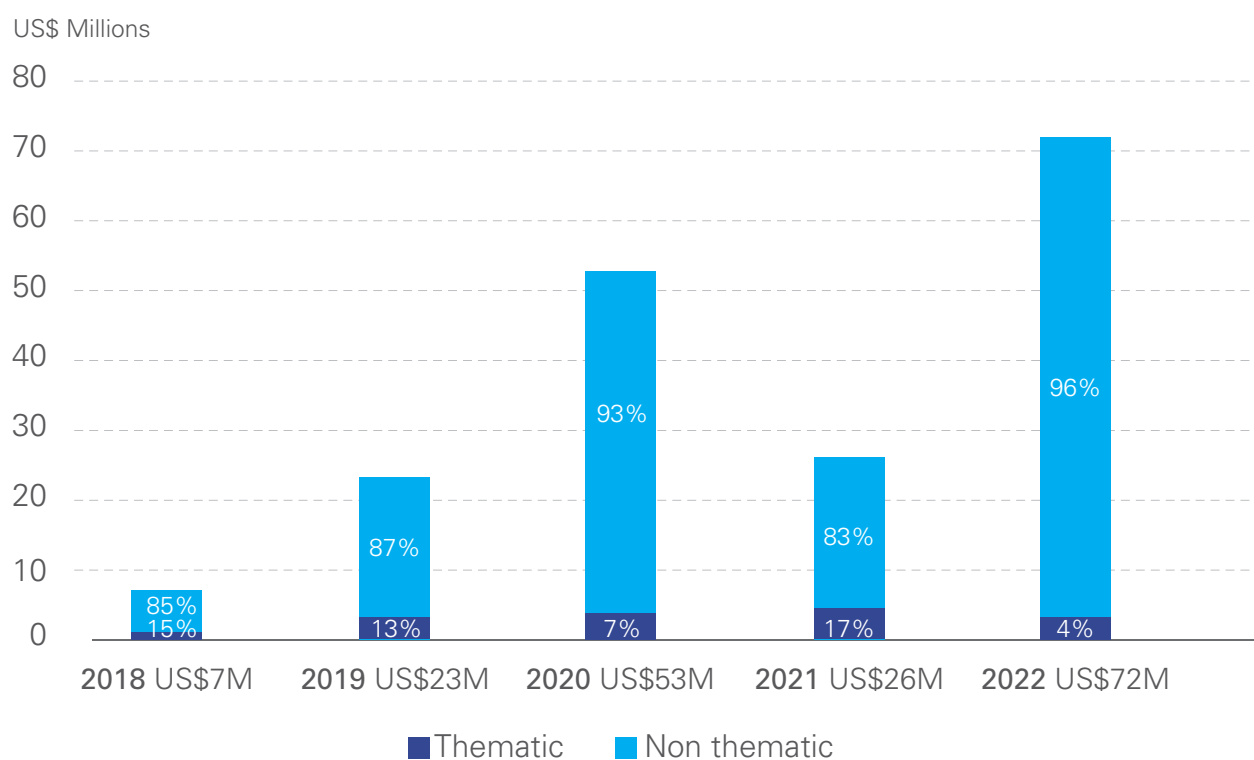
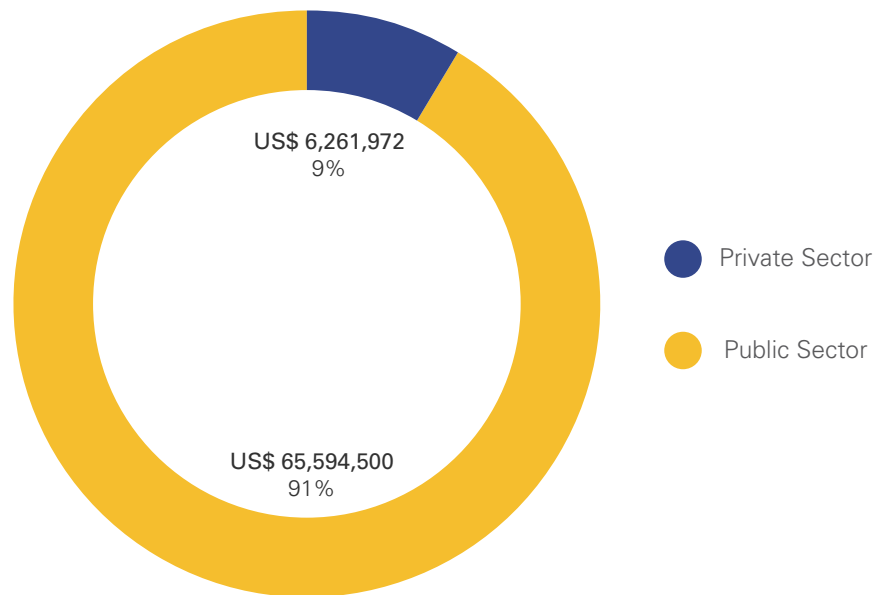


FIGURE A1-2: Contributions to UNICEF’s gender equality efforts (other resources – regular) 2018–2022



The top five resource partners to UNICEF’s gender equality efforts in 2022 were Germany, the European Commission via the United Nations Multi-Partner Trust Fund, the Netherlands, Canada and the Japan Committee for UNICEF (see Table A1-1 for major donors). The largest contributions

were for a cash plus programme supporting maternal and child health in the Sudan, from Germany; for women’s and girls’ empowerment in Benin, from the Netherlands; and for a programme to end FGM in Ethiopia, from Canada (see Table A1-2 for the major programmes).

**TABLE A1-1: Top 20 contributors to gender equality, by donor, 2022<sup>1</sup>**

Rank	Resource partners	Total (US\$)
1	Germany	21,110,853
2	United Nations Multi-Partner Trust Fund	19,606,687
3	Netherlands	15,997,846
4	Canada	7,071,105
5	Japan Committee for UNICEF	1,630,016
6	Danish Committee for UNICEF	858,035
7	United States Fund for UNICEF	772,411
8	French Committee for UNICEF	669,830
9	UNICEF China Country Office	651,186
10	Denmark	643,996
11	Luxembourg	591,398
12	German Committee for UNICEF	552,094
13	UNICEF India Country Office	485,686
14	Iceland	200,000
15	UNFPA	186,784
16	Japan	164,430
17	Hong Kong Committee for UNICEF	140,000
18	UNDP	116,720
19	Belgian Committee for UNICEF	93,071
20	United Kingdom Committee for UNICEF	75,360

<sup>1</sup> Notes:

*Contributions from Clé de Peau Beauté are reflected in the funds received from the Japan Committee for UNICEF, the United States Fund for UNICEF, UNICEF China Country Office, German Committee for UNICEF and Hong Kong Committee for UNICEF.*

*Contributions from Chloé are reflected in the funds received from the Japan Committee for UNICEF, the United States Fund for UNICEF, the French committee for UNICEF and the United Kingdom Committee for UNICEF.*

*Contributions from Unilever Dove are reflected in the funds received from the UNICEF India Country Office and the United Kingdom Committee for UNICEF.*

*Contributions from United Internet for UNICEF are reflected in the funds received from the German Committee for UNICEF.*

**TABLE A1-2: Top 20 contributions to gender equality, by programme, 2022<sup>2</sup>**

Rank	Total (US\$)	Grant description	Resource partners
1	21,110,853	Maternal and Child Cash Transfers Plus for the First 1,000 Days of Life, the Sudan	KfW Germany
2	15,997,846	Gender equality and the empowerment of girls and women, Benin	Netherlands
3	4,018,391	Accelerating action to end FGM, Ethiopia	Canada
4	2,883,913	Accelerate the elimination of sexual and gender-based violence against children, Benin	Canada
5	2,377,251	Spotlight Initiative to eliminate violence against women, Mali	United Nations Multi-Partner Trust Fund
6	2,247,334	Spotlight Initiative to End Violence Against Women and Girls, Child Protection, HQ	United Nations Multi-Partner Trust Fund
7	2,158,828	Spotlight Initiative to End Violence Against Women and Girls, Afghanistan	United Nations Multi-Partner Trust Fund
8	1,863,506	Spotlight Initiative to End Violence Against Women and Girls, the Niger	United Nations Multi-Partner Trust Fund
9	1,499,498	Spotlight Initiative to End Violence Against Women and Girls, Nigeria	United Nations Multi-Partner Trust Fund
10	1,225,671	Spotlight Initiative to End Violence Against Women and Girls, Papua New Guinea	United Nations Multi-Partner Trust Fund
11	1,214,596	Spotlight Initiative to End Violence Against Women and Girls, Zimbabwe	United Nations Multi-Partner Trust Fund
12	871,679	Spotlight Initiative to End Violence Against Women and Girls, LACRO	United Nations Multi-Partner Trust Fund
13	776,794	Spotlight Initiative to End Violence Against Women and Girls, Malawi	United Nations Multi-Partner Trust Fund
14	776,000	United Nations Girls' Education Initiative (UNGEI) 2022	Danish Committee for UNICEF
15	775,440	Strengthening Skill-Based Education for Adolescents	Japan Committee for UNICEF
16	763,714	Spotlight Initiative to End Violence Against Women and Girls, Timor-Leste	United Nations Multi-Partner Trust Fund
17	758,829	Spotlight Initiative to End Violence Against Women and Girls, Uganda	United Nations Multi-Partner Trust Fund
18	707,143	Spotlight Initiative to End Violence Against Women and Girls, Jamaica	United Nations Multi-Partner Trust Fund
19	691,884	Spotlight Initiative to End Violence Against Women and Girls, Mozambique	United Nations Multi-Partner Trust Fund
20	651,186	Thematic Gender Equality and Empowerment of Girls and Women – Global	UNICEF China

<sup>2</sup>Notes:

Contributions from the European Commission are reflected in the funds received from the UN Multi-Partner Trust Fund.

Contributions from the Lego Foundation are reflected in the funds received from the Danish Committee for UNICEF

Contributions from Clé de Peau Beauté are reflected in the funds received from the Japan Committee for UNICEF and UNICEF China.

UNICEF thematic funds are pooled, flexible multi-year funds that support the UNICEF Strategic Plan, 2022–2025, including on gender equality. In 2022, the gender equality thematic fund received US\$2.5 million in contributions, down from US\$4.4 million in 2021, from 19 partners, down

from 28 in 2021 (see Figure A1-3). Partners of the gender equality thematic fund include governments (public sector partners), and private sector and individuals giving through UNICEF country offices and through UNICEF National Committees (see Figure A1-4).

FIGURE A1-3: Total number of contributors to the gender equality thematic fund, 2022

Number of private partners

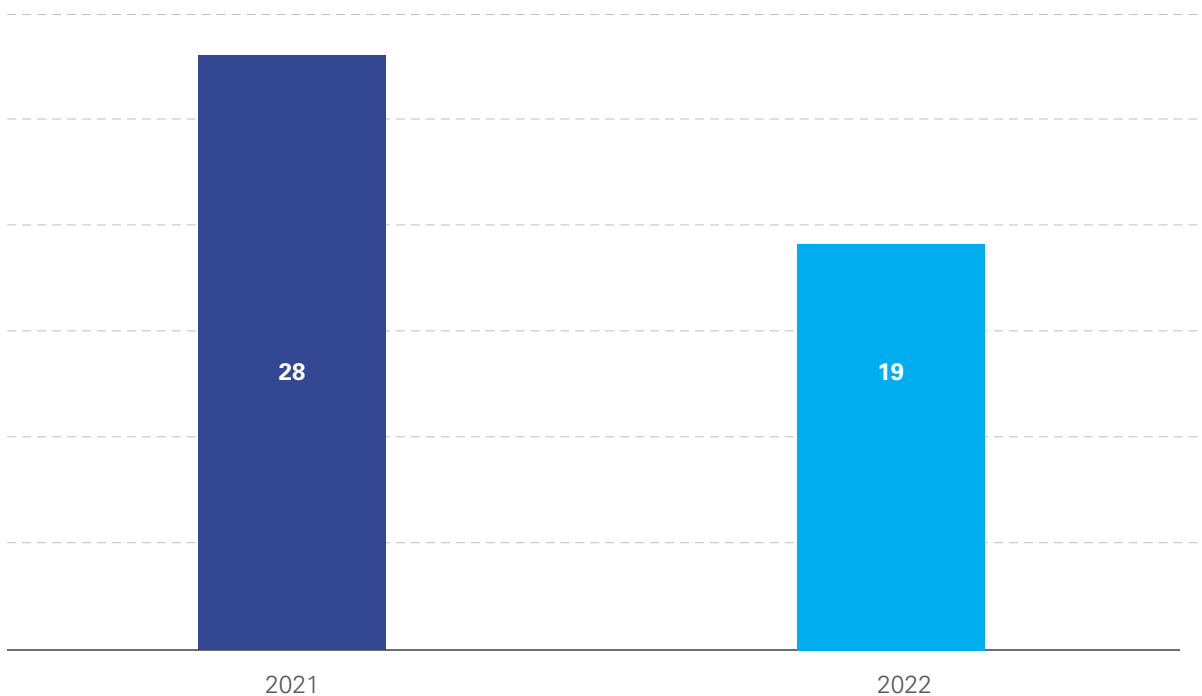
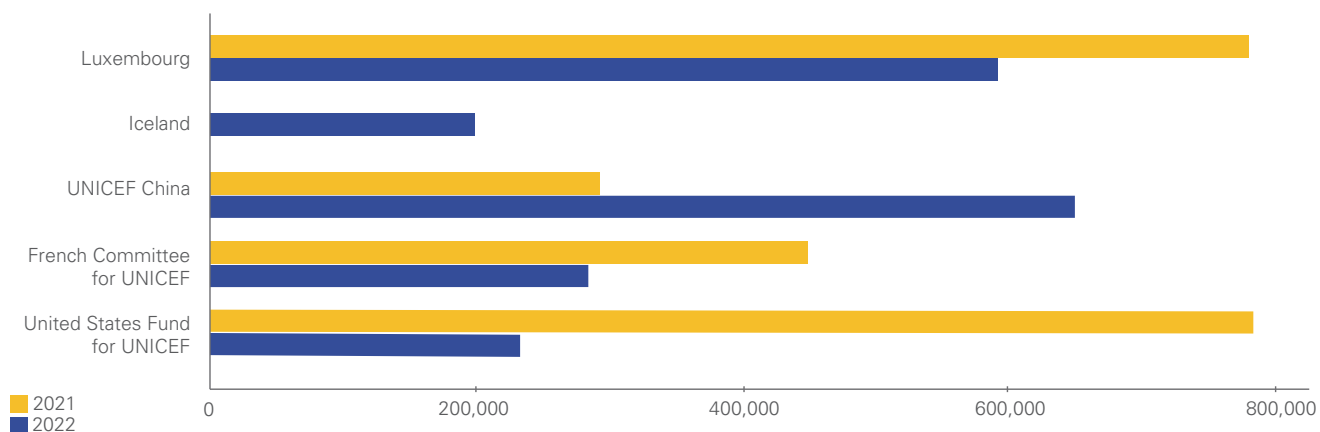


FIGURE A1-4: Spotlight on top contributors to the gender equality thematic fund in 2022



The largest public sector contributor to the thematic fund was the Government of Luxembourg (*Table A1-3*). Through various UNICEF national committees and country

offices, Clé de Peau Beauté was the largest private sector contributor to the gender equality thematic fund.

**TABLE A1-3: Thematic fund contributions by resource partners to gender equality, 2022**

Resource Partner Type	Resource Partner	Total (US\$)	Percentage of Total
Public sector	Luxembourg	591,398	23.20%
	Iceland	200,000	7.80%
Private sector	UNICEF China Country Office	651,186	25.50%
	French Committee for UNICEF	284,526	11.20%
	United States Fund for UNICEF	233,996	9.20%
	German Committee for UNICEF	141,470	5.50%
	Hong Kong Committee for UNICEF	140,000	5.50%
	Japan Committee for UNICEF	126,202	4.90%
	United Kingdom Committee for UNICEF	64,904	2.50%
	UNICEF Philippines Country Office	40,000	1.60%
	Korean Committee for UNICEF	37,044	1.50%
	Italian Committee for UNICEF	27,044	1.10%
	Spanish Committee for UNICEF	21,760	0.90%
	Andorran National Committee for UNICEF	20,683	0.80%
	Australian Committee for UNICEF	20,000	0.80%
	UNICEF Indonesia Country Office	15,000	0.60%
	Canadian National Committee for UNICEF	10,000	0.40%
	UNICEF Thailand Country Office	10,000	0.40%
UNICEF Malaysia Country Office	10,000	0.40%	
Other	Redistribution of funds to other thematic funds	-95,319	-3.70%
<b>Grand Total</b>		<b>2,549,893</b>	



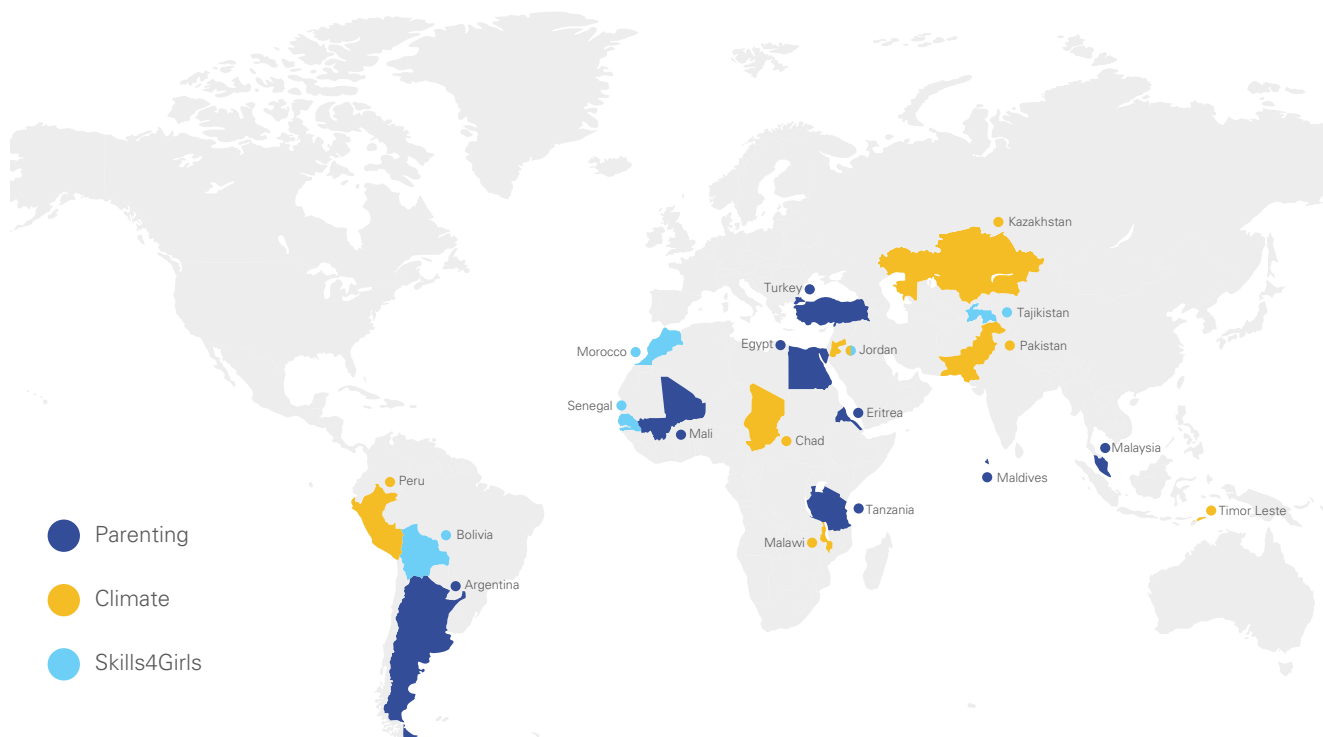
Thematic funding for gender equality has been invaluable for catalytic gender programming in priority areas. These flexible, multi-year funds have allowed UNICEF to advance key gender priorities in line with the UNICEF Strategic Plan and GAP, 2022–2025.

Thematic funds, especially when received at the global level, are a valuable source of funding to UNICEF because they allow the flexibility to allocate resources to areas with the greatest need, including critically underfunded gender priorities at the country level and humanitarian response activities. They can be allocated across regions to individual

country programmes, according to priority needs. In 2022, the vast majority of thematic funds were allocated primarily to three programmes across 20 country offices (*see Figure A1-5*). The balance was split between regional offices and UNICEF headquarters.

Note that all the partners that contributed to the thematic fund also made valuable contributions to gender equality directed to specific regional or country projects rather than the global gender equality thematic fund (*as previously shown in Tables A1-1 and A1-2*).

FIGURE A1-5: Country offices receiving gender equality thematic funding, 2022



*The designations employed and the presentation of material in maps do not imply the expression of any opinion whatsoever on the part of UNICEF concerning the legal status of any country, territory, city or area or its authorities, or concerning the delimitation of its frontiers or boundaries.*

## Gender equality expenses in 2022

In 2022, global thematic funding for gender equality was allocated to programmes to advance adolescent girls' education and skills development, programmes promoting girls' leadership in climate action, and programmes on gender-transformative parenting.

The majority of the funds supported the Skills4Girls portfolio, which aims to bridge the gap between what adolescent girls need to succeed and what they have traditionally been able to access. The 2022 funding allocation built on prior investments in education and skills with and for adolescent girls, including transferable skills and opportunities (e.g., life skills, mentoring) and key twenty-first-century skills such as STEM, digital literacy and social entrepreneurship. Investments in girls' skills are a critical pathway to dignified work, resulting in girls' economic independence, and professional and personal empowerment. For example, in Jordan, the Bridge, Outsource, Transform (B.O.T.) platform has helped connect adolescent girls and young women with work placements/apprenticeships and freelance employment opportunities after they have received training on basic and advanced digital skills. In the Plurinational State of Bolivia, UNICEF is working with government partners to provide digital skills and transferable skills training to empower adolescent girls to transition to employment.

US\$573,682 of the funds were allocated to elevate adolescent girls' voices in global advocacy and country-specific efforts to mitigate and adapt to climate change. For example, ahead of COP 27, UNICEF conducted a U-Report survey to assess young people's views on climate change.

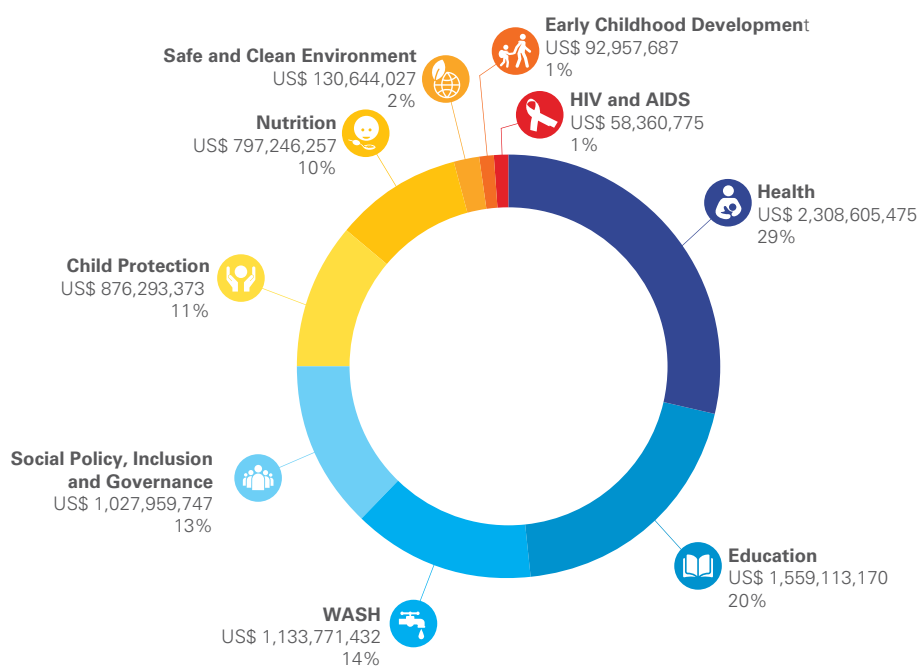
In Peru, UNICEF collaborated with the National Network of Adolescents and the Adolescent Girl Climate Change Committees to integrate green skills into national learning curricula. In Chad, adolescent girls are developing a chat bot to deliver timely, adolescent-friendly information to their peers as part of national preparedness planning.

US\$159,123 were allocated within the gender-transformative parenting programme, to develop resource modules on 'Supporting Families for Gender Transformative Parenting', which were then piloted in programme countries. In addition, training-of-trainers was conducted in Budapest, Hungary, focused on stakeholders from countries participating in the pilot.

Seven regional offices used funds to support country offices in programme implementation and further the knowledge base on gender equality, through the development of tools and guidance. For example, funds to regional offices supported a global learning series on girl-intentional approaches to skills-building, and a study of girls' access, interaction and use of digital spaces. The allocation to headquarters supported the ongoing management, resource mobilization, visibility and continued learning and documentation of approaches applied through the Skills4Girls portfolio; communications and advocacy-related products highlighting country-level good practices; and mobilizing of new partnerships in this area.

Thematic funds expended on gender equality comprise just a fraction of UNICEF's overall expenses. In 2022, total expenses for UNICEF programmes comprised US\$7.98 billion, with health and education outcome areas accounting for nearly half of all expenses (see Figure A1-6).

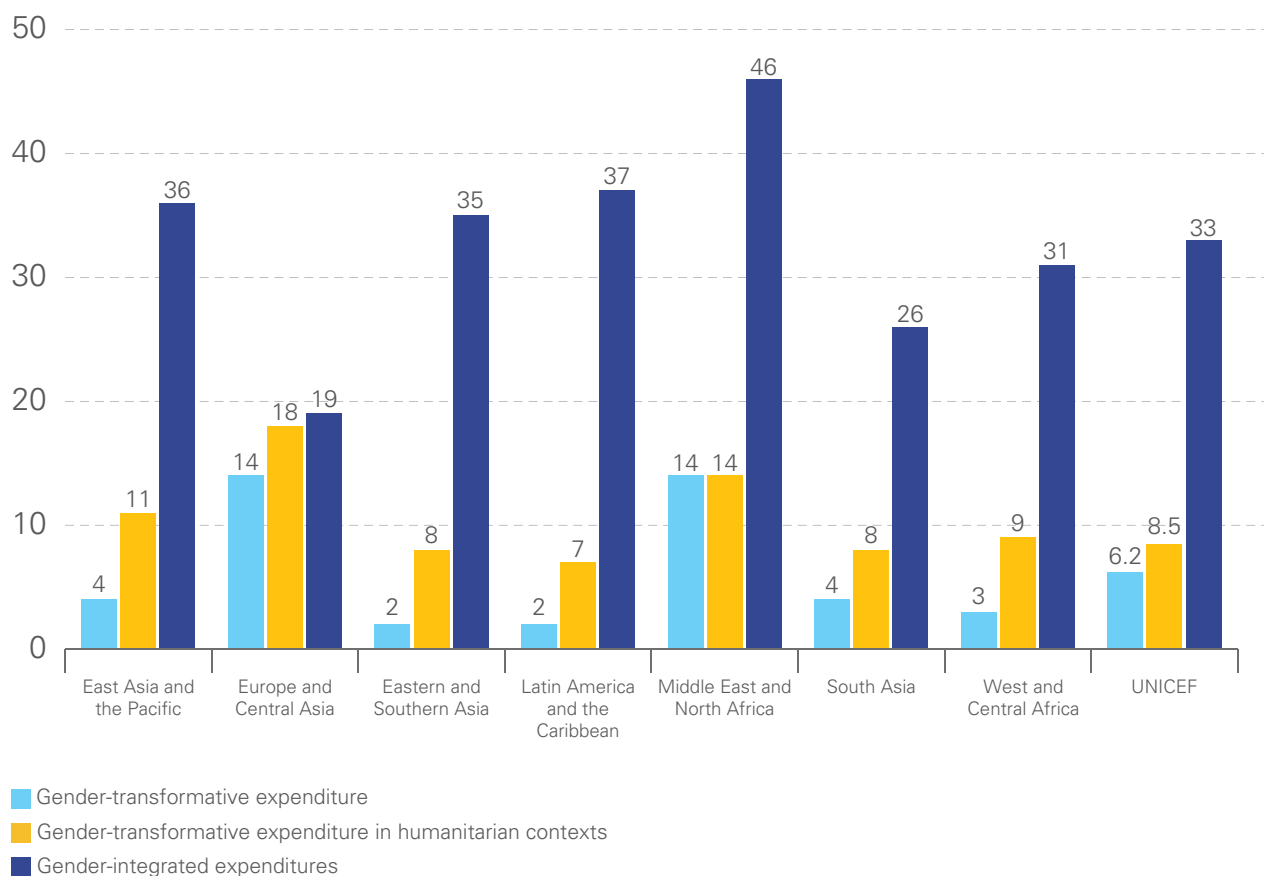
FIGURE A1-6: Total expenses by strategic outcome area, 2022



To monitor expenses related to gender equality, UNICEF uses a combination of gender equality markers for programme outputs, and gender tags for activities. This allows for reporting on expenses on gender-transformative programming and on gender-integrated programming, across development and humanitarian contexts. In 2022, 6.2 per cent of UNICEF’s overall expenses were gender-transformative – i.e., where gender equality was the principal objective – and 32.5 per cent of expenses were gender-integrated, where gender was a significant or marginal objective. Gender-transformative programme expenses were highest in the Middle East and North Africa, and Europe and Central Asia regions, at 14 per cent each (see Figure A1-7).

In the current GAP 2022–2025 period, UNICEF is seeking to significantly intensify efforts to increase its thematic resource base for gender equality programmes, particularly for its gender equality thematic fund, and is exploring new partnerships with the private sector, philanthropic donors and governments. Increased investment will be critical if UNICEF is to properly resource its goals to scale up and accelerate meaningful progress on gender equality that is transformative for women and girls.

FIGURE A1-7: Percentage of programme expenses dedicated to gender equality





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