



# A HUMAN RIGHT



Empowered lives.  
Resilient nations.



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202 - 204 Bauddhaloka Mawatha, Colombo 07  
+94 11 2580691 | [www.lk.undp.org](http://www.lk.undp.org)

  
@UNDPSriLanka

# GENDER EQUALITY

## WHAT IS GENDER EQUALITY?

Gender equality means more than the equal representation of women and men.

Achieving gender equality means eliminating all gender-based discrimination and gender stereotypes in all areas of life.

## UNDP'S ROLE

Gender inequalities and discriminatory attitudes and practices must be confronted and eliminated. With only a decade left to achieve the 2030 Agenda for Sustainable Development, in Sri Lanka, UNDP supports the Government and key partners to eliminate gender inequalities by improving access to justice for survivors of gender-based violence, ending impunity for perpetrators and providing survivors with multi-sectoral support and services.

## GENDER EQUALITY SEAL

In upholding the commitments of gender equality, UNDP Sri Lanka is working towards achieving the gender seal certification to support a more efficient and equitable workplace. Going forward, UNDP hopes to support public and private organizations to implement the Gender Equality Seal Programme.

## ZERO TOLERANCE FOR SEXUAL MISCONDUCT

Sexual harassment refers to unwelcome sexual advances, requests for sexual favours, and other verbal or physical conduct of a sexual nature.

All forms of sexual harassment, sexual exploitation and abuse are prohibited at UNDP, whether perpetrated against a recipient of assistance or a coworker. It is our collective priority to prevent such behaviours and to support those affected.

Through UNDP Sri Lanka's Action Plans on Sexual Harassment, Sexual Exploitation and Abuse, UNDP is committed to creating and maintaining a working environment that respects the inherent dignity of all persons, affording them the opportunity to reach their fullest potential and empowering them to deliver the best possible results for UNDP and the people we serve.

## REPORT INCIDENTS TO:

Expolink (UNDP Helpline)

011 244 5413

Women In Need (24hr helpline)

011 471 8585

Counselling support

[www.romeinstitute.org/undp/](http://www.romeinstitute.org/undp/)

UNDP HR

+94 11 2580691, Ext. 1850

Learn more about UNDP's policies:

[lk.undp.org/content/srilanka/en/home/gender-equality.html](http://lk.undp.org/content/srilanka/en/home/gender-equality.html)

## SHOW YOU CARE ABOUT GENDER EQUALITY



### Challenge gender roles and stereotypes

There are no traits, behaviours or preferences that are common to all women and men.



### Don't frame gender equality as only a women's issue

Gender equality is everyone's issue. Both women and men must fight for equality.



### Use gender responsive language

Replace gendered generic nouns such as *mankind* and *motherly* with gender-neutral terms like *humankind* and *nurturing*.



### Don't victimise

Always be careful to portray people in dignified ways and consult them on how they want to be portrayed.



### Portray diversity

Don't assume all men and women face the same inequalities. Don't assume all men and women have the same privileges.