

**GENDER  
EQUALITY  
SEAL =  
DEVELOPMENT**



# **UNDP Gender Equality Seal**

*Gender Seal Renewals Guidance Note*

*September 2022*

## Gender Equality Seal Renewal Guidance Note

### What is a Gender Seal Renewal?

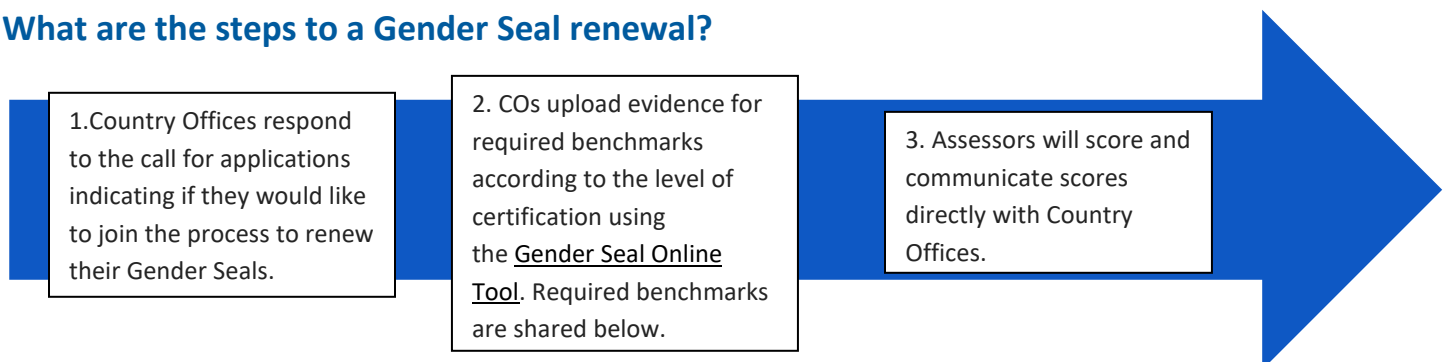
Sustainability and institutionalizing gender equality is an important component of the Gender Seal programme. Post-certification, Country Offices should maintain and strengthen their work on gender equality with special attention towards systematic allocation of resources, maintaining institutional arrangements and the full and meaningful integration of gender equality in programmatic work. In addition, Gender Seal certified Country Offices can always be driven by the objective to maintain and pursue the achievement of transformational results for gender equality and the empowerment of women.

Gender Seal Renewals are only offered to Country Offices who have previously completed the entire Gender Seal Certification process. These COs have received a Bronze, Silver or Gold certification and are now seeking to renew their certification. The duration of a Gender Equality Seal certification is **3 years for Bronze and Silver Offices and 4 years for Gold Offices**. For offices that have reached their Gender Seal expiration, we offer a renewal option that acknowledges that offices have already successfully been through the Seal process. **It is important to note that renewal means maintaining your same level of certification.**

### How do I know if my Country Office is ready for a Gender Seal renewal?

The Gender Seal Team will reach out to your office to inform the office of the renewal process and timeline. If you have any questions, please contact [genderseal@undp.org](mailto:genderseal@undp.org).

### What are the steps to a Gender Seal renewal?



## Renewal Timeline Gender Seal Certification *September 2022 – January 2023*

1. Send an expression of interest to renew your certification. COs have two weeks to send an expression of interest to [genderseal@undp.org](mailto:genderseal@undp.org).

Deadline: 30 September 2022



2. COs upload evidence for selected benchmarks in the Gender Seal Online Tool. Please reference applicable benchmarks to your certification level (bronze, silver, or gold).

Deadline: 15 November 2022

Assessors review and score the uploaded evidence in within the Gender Seal Online Tool.

Deadline: 15 November 2022 – 15 January 2023

Assessors share a decision on the renewal of certification directly with the Country Office

Deadline: 31 January 2023



For any questions about the timeline and process please e-mail [genderseal@undp.org](mailto:genderseal@undp.org).

## Which Benchmarks will my Country Office be assessed on?<sup>1</sup>

### Bronze Country Offices

If you were previously certified as Bronze, your office will be assessed on the following benchmarks. In order to be renewed with a bronze certification, your office must meet 100% of Mandatory Benchmarks, and all except one of the non-mandatory benchmarks. In addition, offices are requested to provide a 2-page overview of the work towards gender equality in your Country Office.

Benchmark	Level of Requirement
1.1 CO Gender Equality Strategy and Action Plan well aligned to corporate Gender Equality Strategy.	Mandatory
1.3 Gender Focal Team in place and meets mandatory quality criteria.	Mandatory
2.2 CO has planned and implemented strategic actions for capacity building on gender.	Non-mandatory
3.1 UNDP personnel and partners have been informed and are implementing corporate SH/SEA policies and know what to do if they experience or witness SH/SEA.	Mandatory
4.1 CO has produced at least two gender-related knowledge products in the last 12 months.	Non-mandatory
5.2 Prodoc appraisal process ensures that all prodocs have substantive gender analysis and meets gender programming guidelines.	Mandatory
6.1-6.3 (Choose one benchmark from 6.1-6.3) <ul style="list-style-type: none"> <li>6.1: CO has collaborated with a key line ministry (other than the women's machinery) on a substantive gender issue at least once in the current CP.</li> <li>6.2 UNDP acts as a convener of multiple women's movements and CSOs to strengthen movements and build a coalition on a substantive gender equality topic.</li> <li>6.3 CO has collaborated with private sector on a substantive gender issue at least once in the current CP.</li> </ul>	Non-mandatory
<b>Additional Benchmarks for Crisis Offices</b>	
1.4 15% of the programme expenditures directly contribute to programmes and projects with gender equality as the primary objective (GEN3)	Mandatory
2.1 Dedicated and experienced Gender Specialist/Gender Advisor in place and integrated into management team.	Mandatory

<sup>1</sup> For the Gender Seal Benchmarking Matrix, including required evidence, please see Annex 1. Offices can correlate the requirements for each certification level (Bronze, Silver, Gold) with the Benchmarking Matrix.

## Silver Offices

If your office was previously certified as Silver, your office will be assessed on the following benchmarks. In order to be renewed with a silver certification, your office must meet 100% of Mandatory Benchmarks, all except two of the non-mandatory benchmarks. In addition, the office should provide a 2-page overview of the work towards gender equality in your Country Office.

Benchmark	Level of Requirement
1.1 CO Gender Equality Strategy and Action Plan well aligned to corporate Gender Equality Strategy.	Mandatory
1.3 Gender Focal Team in place and meets mandatory quality criteria.	Mandatory
1.4 15% of the programme expenditures directly contribute to programmes and projects with gender equality as the primary objective (GEN3)	Non mandatory for non-crisis Mandatory for crisis
2.2 CO has planned and implemented strategic actions for capacity building on gender.	Mandatory
3.1 UNDP personnel and partners have been informed and are implementing corporate SH/SEA policies and know what to do if they experience or witness SH/SEA.	Mandatory
4.1 CO has produced at least two gender-related knowledge products in the last 12 months.	Non-mandatory
4.3 CO website reflects organizational commitment to gender equality and at least 15% of social media posts related to gender equality in the last 12 months.	Non-mandatory
5.2 Prodoc appraisal process ensures that all prodocs have substantive gender analysis and meets gender programming guidelines.	Mandatory
6.1-6.3 (Choose one benchmark from 6.1-6.3) <ul style="list-style-type: none"> <li>• 6.1: CO has collaborated with a key line ministry (other than the women's machinery) on a substantive gender issue at least once in the current CP.</li> <li>• 6.2 UNDP acts as a convener of multiple women's movements and CSOs to strengthen movements and build a coalition on a substantive gender equality topic.</li> <li>• 6.3 CO has collaborated with private sector on a substantive gender issue at least once in the current CP.</li> </ul>	Non-mandatory

<ul style="list-style-type: none"> <li>• 7.2-7.7 (Choose two benchmarks from 7.2-7.7 to be assessed on)</li> <li>• 7.2 Independent or external evaluations indicate at least one substantive contribution towards gender equal and sustainable economies (Signature Solution 1) within the last three years</li> <li>• 7.3 Independent or external evaluations indicate at least one substantive contribution towards reinvigorating inclusive governance, participation and women’s leadership (Signature Solution 2) within the last three years.</li> <li>• 7.4 Independent or external evaluations indicate at least one substantive contribution towards supporting equal societies to build resilience (Signature Solution 3) within the last three years.</li> <li>• 7.5 Independent or external evaluations indicate at least one substantive contribution towards putting gender equality at the heart of caring for people and the planet (Signature Solution 4) within the last three years.</li> <li>• 7.6 Independent or external evaluations indicate at least one substantive contribution towards closing the gender gaps in access to modern, sustainable energy (Signature solution 5) within the last three years.<b>Error! Bookmark not defined.</b></li> <li>• 7.7 Independent or external evaluations indicate at least one substantive contribution towards accelerating the achievement of gender equality (Signature Solution 6) within the last three years.</li> </ul>	Mandatory to meet 1 benchmark in 7.2-7.7
7.8 CO has made significant contributions to gender equality in national policies in key sectors.	Mandatory
<b>Additional Benchmarks for Crisis Offices</b>	
2.1 Dedicated and experienced Gender Specialist/Gender Advisor in place and integrated into management team.	Mandatory

## Gold Offices

If your office was previously certified as Gold, your office will be assessed on the following benchmarks. In order to be renewed with a gold certification, your office must meet 100% of Mandatory Benchmarks, and all except two of the non-mandatory benchmarks. In addition, offices should provide a 2-page overview of the work towards gender equality in your Country Office.

Benchmark	Level of Requirement
1.1 CO Gender Equality Strategy and Action Plan well aligned to corporate Gender Equality Strategy.	Mandatory
1.3 Gender Focal Team in place and meets mandatory quality criteria.	Mandatory
1.4 15% of the programme expenditures directly contribute to programmes and projects with gender equality as the primary objective (GEN3)	Non mandatory for non-crisis Mandatory for crisis
2.2 CO has planned and implemented strategic actions for capacity building on gender.	Mandatory
3.1 UNDP personnel and partners have been informed and are implementing corporate SH/SEA policies and know what to do if they experience or witness SH/SEA.	Mandatory
4.1 CO has produced at least two gender-related knowledge products in the last 12 months.	Non-mandatory
4.3 CO website reflects organizational commitment to gender equality and at least 15% of social media posts related to gender equality in the last 12 months.	Mandatory
5.2 Prodoc appraisal process ensures that all prodocs have substantive gender analysis and meets gender programming guidelines.	Mandatory
6.1-6.3 (Choose one benchmark from 6.1-6.3) <ul style="list-style-type: none"> <li>• 6.1: CO has collaborated with a key line ministry (other than the women's machinery) on a substantive gender issue at least once in the current CP.</li> <li>• 6.2 UNDP acts as a convener of multiple women's movements and CSOs to strengthen movements and build a coalition on a substantive gender equality topic.</li> <li>• 6.3 CO has collaborated with private sector on a substantive gender issue at least once in the current CP.</li> </ul>	Non-mandatory
7.1 Progress on gender equality reported under all ROAR outcomes over the last year.	Mandatory

<ul style="list-style-type: none"> <li>• 7.2-7.7 (Choose two benchmarks from 7.2-7.7 to be assessed on)</li> <li>• 7.2 Independent or external evaluations indicate at least one substantive contribution towards gender equal and sustainable economies (Signature Solution 1) within the last three years</li> <li>• 7.3 Independent or external evaluations indicate at least one substantive contribution towards reinvigorating inclusive governance, participation and women’s leadership (Signature Solution 2) within the last three years.</li> <li>• 7.4 Independent or external evaluations indicate at least one substantive contribution towards supporting equal societies to build resilience (Signature Solution 3) within the last three years.</li> <li>• 7.5 Independent or external evaluations indicate at least one substantive contribution towards putting gender equality at the heart of caring for people and the planet (Signature Solution 4) within the last three years.</li> <li>• 7.6 Independent or external evaluations indicate at least one substantive contribution towards closing the gender gaps in access to modern, sustainable energy (Signature solution 5) within the last three years.<b>Error! Bookmark not defined.</b></li> <li>• 7.7 Independent or external evaluations indicate at least one substantive contribution towards accelerating the achievement of gender equality (Signature Solution 6) within the last three years.</li> </ul>	Mandatory to meet 2 benchmarks in 7.2-7.7
7.8 CO has made significant contributions to gender equality in national policies in key sectors.	Mandatory
<b>Additional Benchmarks for Crisis Offices</b>	
2.1 Dedicated and experienced Gender Specialist/Gender Advisor in place and integrated into management team.	Mandatory



## ANNEX 1: Gender Seal Benchmarking Matrix for Renewal Offices



### 1. MANAGEMENT

INDICATORS & BENCHMARKS	WHY THIS BENCHMARK?	SUPPORTING EVIDENCE
INDICATOR 1.A UNDP GENDER EQUALITY STRATEGY GUIDES THE PLANNING AND IMPLEMENTATION OF GENDER MAINSTREAMING		
<p><b>1.1 CO Gender Equality Strategy and Action Plan well aligned to corporate Gender Equality Strategy.</b></p> <p><i>Mandatory for Bronze, Silver and to qualify for an assessment mission.</i></p>	<p>Alignment with the corporate strategy is essential for the CO's initiatives on gender equality to contribute to the achievement of UNDP's global gender equality goals. In addition to alignment with the corporate strategy, CO strategy should be aligned with the CO's CPD. A shared narrative and a common goal will enable efficiency and promote collaboration for gender equality results and impact across all the development objectives.</p> <p>As a part of the development of the Gender Equality Strategy, COs are expected to conduct country context analysis, which includes strong analysis drawing from human development indices, leveraging data from UN agencies, think tanks, academia, and using both quantitative and qualitative data to support an accurate picture of the gender equality situation in the country.</p> <p>In crisis contexts, the strategy should be informed by the country context gender-responsive conflict analysis. This includes strong analysis on the differential impact of crisis on gender(s), including the gendered roles in recovery and how those have changed due to the crisis; the norms related to masculinity and femininity to mitigate GBV; and, the social norms to drive the crisis to resolution and recovery. The analysis should be drawn from sex-disaggregated and gender data and informed by participatory analysis from different groups of women.</p>	<p>A positive score on this benchmark should be supported with the Country Office's Gender Equality Strategy and Action Plan.</p> <p>Gender equality Strategies should be:</p> <ul style="list-style-type: none"> <li>i. Aligned to corporate GES 2022-2025;</li> <li>ii. Aligned to the CO's CPD;</li> <li>iii. Include a country context analysis on GEWE.</li> </ul> <p><i>* For offices in crisis contexts: Aligned to corporate GES and the Women Peace and Security Mandate; include gender-responsive crisis analysis within their CO Gender Equality Strategy.</i></p>

## INDICATOR 1.C ACTIVE AND EFFECTIVE GENDER FOCAL TEAM (GFT)

<p><b>1.3 Gender Focal Team in place and meets mandatory quality criteria.</b></p> <p><i>Mandatory for Bronze, Silver and to qualify for an assessment mission.</i></p>	<p>The global Gender Equality Strategy requires all offices to put in place a multidisciplinary Gender Focal Team (GFT) that meets the following criteria:</p> <ol style="list-style-type: none"> <li>I. Senior manager heads the GFT to signal a high-level commitment. The presence of the DRR ensures synergy between integrating gender in programmes, operations and management structures/practices. It also makes certain that the gender equality Action Plan is grounded in the overall strategic plan of the CO.</li> <li>II. Involvement of staff from both programme and operations units. This is necessary to ensure that gender mainstreaming is not seen as a purely technical exercise, or as primarily a programming issue with no implications for the organization. <i>In crisis contexts, the involvement of the Crisis Response Specialist is key, as well as the involvement of field office personnel.</i></li> <li>III. Written terms of reference (ToR).</li> <li>IV. An annual action plan to guide, track and report the work of the Gender Focal Team.</li> </ol>	<p>A positive score on this benchmark must be supported by:</p> <ol style="list-style-type: none"> <li>i. A list of GFT members with their designations and specific roles in the GFT;</li> <li>ii. The current ToR and action plan of the GFT;</li> </ol>
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## INDICATOR 1.D ADEQUATE RESOURCES MADE AVAILABLE FOR GENDER EQUALITY

<p><b>1.4 At least 70% of the programme expenditures directly contribute to gender equality results. (GEN2 + GEN3).</b></p> <p><i>Mandatory for Silver and to qualify for an assessment mission.</i></p> <p><b>For offices in crisis contexts: 15% of the programme expenditures directly contribute to programmes and projects with gender equality as the primary objective (GEN3).</b></p> <p><i>For offices in crisis contexts, mandatory for Bronze, Silver and to qualify for an assessment mission.</i></p>	<p>The UNDP approach to gender mainstreaming emphasizes integration of gender equality concerns across the programme portfolio as well as targeted investments in gender-focused and women-specific projects. At least 70% of the programme budget should be allocated towards achieving gender results, as reflected in the cumulated allocation for projects rated GEN2 and GEN3 on the Atlas gender marker. Additionally, gender must be strongly integrated in all Rapid Financing Facility for COVID-19 proposals in order to be approved (GEN2).</p> <p><u>For offices in crisis contexts:</u> In 2010, the Secretary-General committed to the Peacebuilding Fund, which sets a target of 15% of UN-managed peacebuilding funds to be spent on projects that promote women's specific needs, advance gender equality and empower women. UNDP has set the same target of a 15% allocation of all country programme and project budgets to advancing gender equality and/or empowering women (GEN3). The UNDP approach to gender mainstreaming emphasizes integration of gender equality concerns across the programme portfolio as well as targeted investments in gender-focused and women-specific projects. The need for significant levels of funding specifically for gender-related projects is justified by the fact that it is a specialized activity that is labor and time intensive, requiring trained staff, detailed performance monitoring, disaggregated statistics and senior Gender Specialists in the field. Since core resources are limited, COs are expected to be proactive in securing additional resources for gender</p>	<p>A complete breakdown of Atlas gender marker scores should be provided to justify a positive score on this benchmark. The total amount of expenditures with gender equality as the main objective (GEN3) and significant objective (GEN2) should be at least 70% of the total programme budget.</p> <p><u>For offices in crisis contexts:</u></p> <p>Mandatory for Bronze and silver:</p> <ul style="list-style-type: none"> <li>- Improvement on GEN3 investments in the last year.</li> <li>- A plan with yearly targets is in place to achieve 15% GEN3 by 2025.</li> </ul> <p>Mandatory to qualify for</p>
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equality from other sources.

an assessment mission:

- At least 15% of the programme expenditures directly contribute to programmes and projects with gender equality as the primary objective (GEN3),



## 2. CAPACITIES

INDICATORS & BENCHMARKS	WHY THIS BENCHMARK?	SUPPORTING EVIDENCE
INDICATOR 2.A CO HAS ADEQUATE TECHNICAL CAPACITY FOR GENDER MAINSTREAMING		
<p><b>2.1 Dedicated and experienced Gender Specialist/Gender Advisor in place and integrated into management team.</b></p> <p><i>For offices in crisis contexts, mandatory for bronze, silver, and gold certification.</i></p>	<p>While actions for gender equality should involve staff at all levels, effectiveness and impact cannot be ensured without in-house technical competence. A dedicated Gender Specialist can provide technical backstopping to programme and operational units, as well lead on developing and implementing gender-focused and women-specific programmes, building partnerships with women’s movements and shaping the CO’s advocacy on gender. An in-house Gender Specialist/Advisor should be institutionalized in the CO architecture since gender equality, as a core component of UNDP’s mandate, requires sustainable expertise.</p> <p>Country offices are encouraged to hire experienced gender specialists and integrate them into management mechanisms, with improved contracts and full access to decision-making.</p> <p>For offices in crisis contexts, it is mandatory to recruit at least one full-time Senior Gender Specialist (seven years of relevant experience), at the national officer or international staff level. This will be monitored by the Gender Steering and Implementation Committee.</p>	<p>A positive score must be supported with the ToR of the Gender Specialist/Advisor along with an office organogram showing the location of the post. The post should report to the DRR.</p> <p><i>* For offices in crisis contexts, it is mandatory to recruit at least one full-time Senior Gender Specialist (seven years of relevant experience), at the national officer or international staff level.</i></p>

## INDICATOR 2.C STRATEGIC ACTIONS TAKEN FOR BUILDING CO GENDER CAPACITY

**2.2 CO has planned and implemented strategic actions for capacity building on gender.**

*Mandatory for Silver and to qualify for an assessment mission.*

Gender-capacity building should be an integral element of the CO's learning plan and designed as an ongoing process. Perspectives on issues as well as technical capacities need to be regularly updated in order to keep pace with changing contexts and the needs of the CO, particularly in the context of crisis, including COVID-19. Activities such as basic gender trainings and perspective-building sessions for all staff need to be carried out on a regular basis. In addition, learning opportunities such as expert coaching on relevant gender issues, mentoring programmes, exposure visits and exchange programmes and specialized training courses at certified institutions should be integrated into individual learning plans for staff members who are tasked with specific responsibilities for gender mainstreaming. For offices with learning budget, the total amount allocated for gender learning should not be less than 10% of the CO's total learning budget.

A positive score should be supported by agendas of at least two all-staff perspective-building sessions carried out during the last year.



### 3. ENABLING ENVIRONMENT

INDICATORS & BENCHMARKS	WHY THIS BENCHMARK?	SUPPORTING EVIDENCE
INDICATOR 3.A CORPORATE POLICIES PREVENTING SEXUAL HARASSMENT AND SEA LOCALIZED AND IMPLEMENTED		
<p><b>3.1 UNDP personnel and partners have been informed and are implementing corporate SH/SEA policies and know what to do if they experience or witness SH/SEA.</b></p> <p><i>Mandatory for Bronze, Silver and to qualify for an assessment mission.</i></p>	<p>UNDP has a policy of zero tolerance for sexual exploitation and abuse (SEA) and sexual harassment (SH), workplace harassment and abuse of authority, with clear policies and procedures to address allegations and complaints. Senior management is expected to be proactive in implementing the Policy on Harassment, Sexual Harassment, Discrimination, and Abuse of Authority and the Secretary-General's Bulletin on Sexual Exploitation and Abuse, as well as ensuring a harmonious workplace environment that is free of any form of harassment or abuse of authority. The policy specifies the following mandatory actions, all of which are consolidated in the Annual End of the Year Certification to the Administrator regarding Harassment, Sexual Harassment, Discrimination, and Abuse of Authority, and Sexual Exploitation and Abuse.</p> <p>We know that to have policies in place is not enough to ensure appropriate responses to SH and SEA incidents. The CO therefore needs to invest in supporting all personnel to feel comfortable reporting misconduct. In order to do so, the CO should identify one or more sexual harassment focal point who can reach out to all personnel and ensure they are aware of the steps for reporting SH/SEA. Focal points should be women and men who are trusted and respected by colleagues and who have an impeccable personal record as gender champions and role models for gender equality in the workplace. Focal points will need to be well-oriented to corporate policies and procedures on SH and SEA through an orientation or training. The orientation may include a webinar with the HQ team working on SH and SEA. The names, contact details and functions of focal points should be communicated to all CO personnel and partners.</p>	<p>A positive score should be substantiated with the following:</p> <ol style="list-style-type: none"> <li>I. Copy of the Head of Office signed Annual End of Year Certification to the Administrator regarding Harassment, Sexual Harassment, Discrimination, Abuse of Authority, and Sexual Exploitation and Abuse.</li> <li>II. Annex to the Annual End of the Year Certification includes the yearly Action Plan indicating completion of annual milestones in the five mandatory results.</li> <li>III. Copy of e-mail notification from the head of office to all personnel indicating the Sexual Harassment Focal Points and their functions.</li> <li>IV. Brief note (500 words) on training of Sexual Harassment Focal Points.</li> </ol>



## 4. COMMUNICATIONS AND KNOWLEDGE MANAGEMENT

INDICATORS & BENCHMARKS	WHY THIS BENCHMARK?	SUPPORTING EVIDENCE
INDICATOR 4.A KNOWLEDGE PRODUCTS ON GENDER EQUALITY AND WOMEN'S EMPOWERMENT DEVELOPED AND DISSEMINATED		
<p><b>4.1 CO has produced at least two gender-related knowledge products in the last 12 months.</b></p>	<p>Knowledge products provide a way to share and disseminate experiences, lessons and insights from UNDP's work on gender equality. Examples of gender-related knowledge products include documentation of project experiences (in print or video); "think-pieces" offering opinions and a conceptual or analytical framework on a gender issue; research studies on gender issues; training materials on gender and women's rights; tools for gender analysis; and data/information on relevant issues, research, and/or reports of innovative practices and initiatives related to gender equality.</p> <p>Offices in crisis contexts are encouraged to develop knowledge products to document lessons and insights around the gender dimension of conflicts/crises and/or gender-responsive recovery.</p>	<p>A positive score should be supported with the title and executive summary of the cited knowledge products, with a link to the CO website (or any other online platform) where the knowledge product has been uploaded.</p>
<p><b>4.3 CO website reflects organizational commitment to gender equality and at least 15% of social media posts related to gender equality in the last 12 months.</b></p> <p><i>Mandatory to qualify for an assessment mission.</i></p>	<p>The CO website and the office's social media accounts are the most visible and accessible "public face" of the CO. It is essential that the CO's website and presence on social media reflect UNDP's commitment to gender equality in an effective and impactful manner. The UNDP website should therefore include information on UNDP's gender goals and contributions to advancing gender equality in the country. It should also showcase key knowledge products (such as the national Human Development Report and Human Poverty Report) as well as data and analytical tools such as the Gender Inequality Index and the Gender Poverty Index. There should be specific data and stories on the gendered impacts of the crises and/ or COVID-19 as relevant.</p> <p>Social media platforms, including Twitter, Facebook and Instagram, should clearly advocate for gender equality and highlight how</p>	<p>A positive score should be supported by links to the CO website showing:</p> <ol style="list-style-type: none"> <li>I. Gender-responsive language, relevant data such as the national Gender Inequality Index, and gender equality representation in images;</li> <li>II. A designated section on gender equality and women's empowerment;</li> <li>III. A gender dimension</li> </ol>

gender intersects with all of the CO's work. In addition to producing gender-responsive original content, the CO's social media platforms can also elevate the work of local women's movements, civil society organizations and/or gender champions through retweets and reposts, tagging and joining hashtag advocacy movements.

mainstreamed through thematic areas and projects; and

- IV. "Change stories" that highlight shifts in gender relations on the ground.
- V. Statistics from the most commonly used social media platform of the Country Office indicating at least 15% of posts are on or relate to gender equality.





## 5. PROGRAMMES/PROJECTS

INDICATORS & BENCHMARKS	WHY THIS BENCHMARK?	SUPPORTING EVIDENCE
INDICATOR 5.B PROGRAMME/PROJECT CYCLE INCORPORATES GENDER CONCERNS		
<p><b>5.2 Prodoc appraisal process ensures that all prodocs have substantive gender analysis and meets gender programming guidelines.</b></p> <p><i>Mandatory for Bronze, Silver and to qualify for an assessment mission.</i></p>	<p>Gender analysis is a basic tool for gender equality. All programme and project documents, whatever the area of focus, should provide gender analysis and the prodoc appraisal process should have a clear mechanism in place to check for:</p> <ol style="list-style-type: none"> <li>I. A description of the gendered dimensions of the issue, highlighting any differences in the situation of women and men;</li> <li>II. The differential implications of the proposed intervention for the lives of women and men;</li> <li>III. The impacts of the proposed intervention on gender power relations and gender equality.</li> </ol> <p>The screening process should identify gaps and recommend steps to strengthen gender responsiveness. The recommendations should be explicitly integrated into the document. Appraisal exercises for Country Programme Documents as well as for programmes/projects should incorporate a gender assessment, using the guidelines and checklists available in UNDP's online collection of gender resources.</p>	<p>A positive score should be substantiated with:</p> <ol style="list-style-type: none"> <li>I. One project from each of the CO's portfolio highlighting the elements of substantive gender analysis.</li> <li>II. A note describing the mechanism in place for gender screening along with documentation of the screening process for at least one prodoc (including original prodoc, minutes of LPAC meeting, revised prodoc and final signed prodoc).</li> </ol>



## 6. PARTNERSHIPS

INDICATORS & BENCHMARKS	WHY THIS BENCHMARK?	SUPPORTING EVIDENCE
<b>INDICATOR 6.A COLLABORATION WITH NATIONAL ACTORS AROUND GENDER EQUALITY GOALS</b>		
<p><b>6.1 CO has collaborated with a key line ministry (other than the women’s machinery) on a substantive gender issue at least once in the current CP.</b></p>	<p>Gender mainstreaming requires the effective integration of gender equality concerns into all programmes and projects. The Gender Equality Strategy includes entry points for addressing gender equality, empowering women, and meeting the commitment to leave no one behind for the three development settings outlined in the UNDP Strategic Plan 2018-2021. COs can strategically build on existing strong partnerships with one or more line Ministries to develop initiatives that directly address relevant gender equality concerns.</p>	<p>Scoring on this benchmark requires details of cited collaboration on substantive gender issues (including the signed LoA or signed cover page, objectives, results, strategy and budget) of the cited collaboration.</p>
<b>INDICATOR 6.B ACTIVE PARTICIPATION IN INTER-AGENCY COORDINATION MECHANISMS, SOCIAL MOVEMENTS AND PRIVATE SECTOR FOR GENDER EQUALITY AND WOMEN’S EMPOWERMENT</b>		
<p><b>6.2 UNDP acts as a convener of multiple women’s movements and CSOs to strengthen movements and build a coalition on a substantive gender equality topic.</b></p>	<p>UNDP is committed to working closely with civil society and leveraging powerful women’s movements. As the knowledge frontier organization for sustainable development in the UN system, UNDP serves as the integrator for collective action to achieve the Sustainable Development Goals. Enhanced collaboration will allow for new entry points to build a coalition, open advocacy opportunities and bigger impact, while simultaneously leveraging feminist organizations and increasing efficiency among common objectives.</p> <p>For offices in crisis contexts, UNDP is committed to work closely with women’s organizations and grass roots leaders to ensure they participate effectively in peace and recovery processes.</p>	<p>A positive score should be supported with:</p> <ol style="list-style-type: none"> <li>I. A 1-page plan of how the office strategically engages with women’s movements/CSOs</li> <li>II. Relevant documents (such as meeting reports);</li> <li>III. A brief note (500 words) on the COs collaboration with women’s groups, highlighting the profile of each group and the activities in which they have been involved.</li> </ol>
<p><b>6.3 CO has collaborated with private sector on a substantive gender issue at least once in the current CP.</b></p>	<p>Reducing gender inequality in the private sector is critical to inclusive growth and sustainable development. The private sector can play a significant role in addressing gender inequality, such as in labor markets by offering women more opportunities for decent work, fair wages and protections, and enterprise ownership. UNDP will strive to make gender equality part of companies’ core business, develop new sustainable business opportunities and value chains for women, as well as support social enterprises and cooperatives that expand economic opportunities for women.<sup>7</sup></p>	<p>Scoring on this benchmark requires details of cited collaboration on substantive gender issues (including the signed LoA or signed cover page, objectives, results, strategy and budget) of the cited collaboration.</p>



## 7. RESULTS AND IMPACT

INDICATORS & BENCHMARKS	WHY THIS BENCHMARK?	SUPPORTING EVIDENCE
INDICATOR 7.A UNDP PROGRAMMES MAKE SIGNIFICANT CONTRIBUTIONS TO NATIONAL GENDER EQUALITY		
<p><b>7.1 Progress on gender equality reported under all ROAR outcomes over the last year.</b></p> <p><i>Mandatory to qualify for an assessment mission.</i></p>	<p>Integration of gender equality concerns across programmes/thematic areas is a fundamental tenet of gender mainstreaming. The Gender Equality Strategy 2022- 2025 proposes entry points to mainstream gender in the development setting of UNDP's Strategic Plan 2022-2025. The ROAR is a key corporate instrument for strengthening results-based management. COs should aim to report progress on gender responsive/gender transformative gender results under each and all of the ROAR outcomes.</p> <p>Classification of results:</p> <ol style="list-style-type: none"> <li>I. Gender targeted: women, men or marginalized populations targeted in the results;</li> <li>II. Gender responsive: results address differential needs of men or women and equitable distribution of benefits, resources, status, rights;</li> <li>III. Gender transformative: result contributes to changes in norms, cultural values, power structures and the root causes of gender inequalities and discrimination.</li> </ol>	<p>A positive score should be supported by an extract of progress on gender-responsive and/or gender-transformative results by outcome/output from the ROARs for the past year (with outcomes/outputs broken down exactly as reported in the ROAR). Gender targeted results under a single outcome will not be sufficient for a positive score on this benchmark.</p>

<p><b>7.2 Independent or external evaluations indicate at least one substantive contribution towards gender equal and sustainable economies (Signature Solution 1) within the last three years.<sup>2</sup></b></p>	<p>The ultimate test of UNDP's gender equality work is results and impact on the ground. This benchmark is directly related to the Gender Equality Strategy 2022-2025 priority areas of work. Signature Solution 1 seeks to contribute to gender equal and sustainable economies. Ending poverty requires a major shift in economic thinking and a radical reconfiguration of economic power relations. Through the gender equality strategy and the gender equality seal, UNDP will continue directly contributing to women's economic empowerment, employment, and access to resources, with a particular focus on women in the informal economy. It will also be ambitious in helping countries to diminish the structural barriers in economies that keep women behind, in particular in crisis recovery efforts.</p> <p>Several entry points including for offices in crisis contexts: Universal and gender-responsive social protection and care services; Fiscal policies that work for gender equality; and Expanded access to essential services, digital and other assets, and finance; addressing gender-based violence through livelihoods and economic recovery programmes</p> <p>Cited results should be gender responsive and/or gender transformative in terms of changes in the lives of women as agents of change, their families, communities and the social environment.</p>	<p>A positive score should be supported with a note summarizing the CO's contributions and impact on gender equal and sustainable economies, with evidence in support of the claim through independent evaluation reports of the concerned programmes/projects and/or government reports on the national gender situation.</p>
<p><b>7.3 Independent or external evaluations indicate at least one substantive contribution towards reinvigorating inclusive governance, participation and women's leadership (Signature Solution 2) within the last three years.</b></p>	<p>The ultimate test of UNDP's gender equality work is results and impact on the ground. This benchmark is directly related to the Gender Equality Strategy 2022-2025 priority areas of work. Signature Solution 2 seeks to contribute to reinvigorating inclusive governance, participation and women's leadership. Effective, inclusive and accountable governance keeps development focused on meeting people's needs and realizing their rights. Evidence shows the multiple benefits of gender equality in governance. Women's presence in politics restores trust in government and increases the amount of attention paid by political bodies to social welfare, legal protection, and the transparency of government and business. Higher levels of gender equality are associated with a lower propensity for conflict, both between and within states. Under the gender equality strategy, women's equal participation in governance remains one of the most important objectives of UNDP.</p>	<p>A positive score should be supported with a note summarizing the CO's contributions and impact on reinvigorating inclusive governance, participation and women's leadership, with evidence in support of the claim through independent evaluation reports of the concerned programmes/projects and/or government reports</p>

<sup>2</sup> For benchmarks 7.2 to 7.7 Country offices are required to provide evidence for three benchmarks. Meeting one of these benchmarks is mandatory for silver certification. Meeting two of these benchmarks is mandatory to qualify for an assessment mission.

	<p>Several entry points incusing for offices in crisis contexts: Supporting women’s collective mobilization, voice and influence; working towards gender-responsive states; and achieving gender justice to realize rights. CO are encouraged to develop engagement strategies with women’s and/or gender equality organizations for each programming portfolio.</p> <p>Cited results should be gender responsive and/or gender transformative in terms of changes in the lives of women as agents of change, their families, communities, and the social environment.</p>	<p>on the national gender situation.</p>
<p><b>7.4 Independent or external evaluations indicate at least one substantive contribution towards supporting equal societies to build resilience (Signature Solution 3) within the last three years.</b></p>	<p>The ultimate test of UNDP’s gender equality work is results and impact on the ground. This benchmark is directly related to the Gender Equality Strategy 2022-2025 priority areas of work. Signature Solution 3 seeks to support equal societies and build resilience. UNDP supports countries and communities in building resilience to a wide range of shocks and crises, including conflict, climate change, disasters, environmental degradation and epidemics. Long-term resilience calls for empowerment that puts decision-making in the hands of people, as well as for social and state institutions that reduce structural inequalities. No country is resilient with large numbers of women shut out of political decision-making or subject to gender-based violence. Since gender equality determines the resilience of individuals and societies, UNDP will help partners promote both community-based models and state institutions that ensure that both women and men shape and benefit from solutions to crises.</p> <p>Several entry points including for offices in crisis contexts<sup>3</sup> : Fully gender-responsive disaster risk reduction and management (early warning, preparedness measures and post-disaster needs assessment); Resilient economic recovery to advance gender equality through access to knowledge, land credit, technology, social protection and care services; and women’s leadership and full participation in peace and recovery processes through the engagement of state institutions and community-based solutions; working with women’s rights organizations to response to women’s needs for livelihood, housing transportation and healthcare in crisis contexts.</p> <p>Cited results should be gender responsive and/or gender transformative in terms of changes in the lives of</p>	<p>A positive score should be supported with a note summarizing the CO’s contributions and impact on supporting equal societies and building resilience, with evidence in support of the claim through independent evaluation reports of the concerned programmes/projects and government reports on the national gender situation.</p>

<sup>3</sup> For offices in crisis contexts: please refer also to the entry points under the signature solution 6, benchmark 7.7

	<p>women as agents of change, their families, communities, and the social environment.</p>	
<p><b>7.5 Independent or external evaluations indicate at least one substantive contribution towards putting gender equality at the heart of caring for people and the planet (Signature Solution 4) within the last three years.</b></p>	<p>The ultimate test of UNDP's gender equality work is results and impact on the ground. This benchmark is directly related to the Gender Equality Strategy 2022-2025 priority areas of work. Signature Solution 4 seeks to put gender equality at the heart of caring for people and the planet. Current consumption and production patterns are both unsustainable and unjust, causing environmental harms that disproportionately affect marginalized people, who have contributed least to the crisis. Gender inequality is one of the main barriers to advancing the environmental dimension of sustainable development. Land degradation, deforestation, water scarcity and pollution increase poverty and hunger for all, especially women, and intensify their paid and unpaid workloads.</p> <p>Several entry points include: Gender-responsive management of natural resources; Implementing gender equality in climate action plans; climate finance for gender equality.</p> <p>Cited results should be gender responsive and/or gender transformative in terms of changes in the lives of women as agents of change, their families, communities, and the social environment.</p>	<p>A positive score should be supported with a note summarizing the CO's contributions and impact on putting gender equality at the center of caring for people and the planet, with evidence in support of the claim through independent evaluation reports of the concerned programmes/projects and/or government reports on the national gender situation.</p>



<p>7.6 Independent or external evaluations indicate at least one substantive contribution towards closing the gender gaps in access to modern, sustainable energy (Signature solution 5) within the last three years.<b>Error! Bookmark not defined.</b></p>	<p>The ultimate test of UNDP's gender equality work is results and impact on the ground. This benchmark is directly related to the Gender Equality Strategy 2022-2025 priority areas of work. Signature Solution 5 seeks to close gender gaps in access to modern, sustainable energy. Access to energy is a precondition for health, education, and economic prosperity: an essential multiplier for all the Sustainable Development Goals. Until access to modern energy reaches the 759 million people who still do not have it, gender equality will not be achieved. UNDP has over two decades of experience in bringing sustainable energy solutions to unconnected communities around the world - and has set itself the ambitious goal of closing energy gaps for 500 million people by 2025. At least half must be women. Beyond numbers, UNDP will challenge inequalities in green energy systems, policies, decision-making and ownership, as well as at the technical and service provision levels.</p> <p>Entry points include: Energy access to unleash women's economic empowerment and energy investments to reduce time poverty.</p> <p>Cited results should be gender responsive and/or gender transformative in terms of changes in the lives of women as agents of change, their families, communities, and the social environment.</p>	<p>A positive score should be supported with a note summarizing the CO's contributions and impact on closing gender gaps in access to modern, sustainable energy, with evidence in support of the claim through independent evaluation reports of the concerned programmes/projects and/or government reports on the national gender situation.</p>
<p>7.7 Independent or external evaluations indicate at least one substantive contribution towards accelerating the achievement of gender equality (Signature Solution 6) within the last three years.</p>	<p>The ultimate test of UNDP's gender equality work is results and impact on the ground. This benchmark is directly related to the Gender Equality Strategy 2022-2025 priority areas of work. Signature Solution 6 seeks to accelerate the achievement of gender equality. The 1995 Beijing Declaration and Platform for Action remains the global blueprint for achieving gender equality and women's empowerment. Signature solution 6 seeks to reflect key priorities for achieving Sustainable Development Goals as identified by the 25-year review of the Beijing Platform. While it calls for stand-alone interventions on gender equality and women's empowerment at each level of the organization, signature solution 6 is designed for implementation across all the other signature solutions to advance gender equality in both development and crisis contexts</p> <p>Entry points include: Inclusive economies and the economic empowerment of women; equal power and representation; women's leadership and full participation in peace and recovery; preventing and responding to gender-based violence; reversing the backlash against gender equality; changing negative</p>	<p>A positive score should be supported with a note summarizing the CO's contributions and impact on accelerating gender equality in the country, with evidence in support of the claim through independent evaluation reports of the concerned programmes/projects and government reports on the national gender situation.</p>

	<p>social norms; and better data and analysis for policymaking.</p> <p>For offices in crisis contexts, entry points include: Advocating for and ensuring women’s leaders and women’s organizations’ participation in peace and recovery processes. Fostering partnership between political representatives and women’s grassroots leaders and organizations and their involvement in the design and implementation of peace and recovery interventions. Ensuring that economic recovery programmes prioritize digital connectivity and challenge gender stereotypes and big infrastructure interventions include decentralized social services infrastructure and are designed in collaboration with women’s networks. Addressing gender-based violence through work with institutions, communities, and behavioral change interventions, and through transformative livelihoods and economic recovery programmes.</p> <p>Cited results should be gender responsive and/or gender transformative in terms of changes in the lives of women as agents of change, their families, communities, and the social environment.</p>	
<p><b>7.8 CO has made significant contributions to gender equality in national policies in key sectors.</b></p> <p><i>Mandatory for Silver and to qualify for an assessment mission.</i></p>	<p>Apart from contributing to national gender equality goals through programmes/projects, UNDP COs can also leverage their presence in high-level policy spaces and high-level events with government/UN to bring gender perspectives and concerns into policy discussions on, for example, financing, digitalization, green economy, governance, environment and climate change, disaster management, conflict and crisis prevention, recovery, and other areas of significance for national development. Results will reflect the ability to strategically position UNDP on gender equality in national policy dialogue, and the ability of sectoral specialists to make significant contributions to gender-responsive national policies in their own fields/sectors.</p>	<p>A positive score should be supported by:</p> <ol style="list-style-type: none"> <li>I. Reports of programmes/projects/high-level policy spaces highlighting UNDP’s contribution.</li> <li>II. A note (500 words) describing how the CO has made significant contributions to gender equality in national policies.</li> </ol>