



**GENDER
EQUALITY
SEAL** =
PUBLIC INSTITUTIONS



A 2030 AGENDA ACCELERATOR

Gender Equality Seal for Public Institutions

A United Nations Development Programme initiative



Copyright © UNDP 2021 All rights reserved.

United Nations Development Programme

One United Nations Plaza New York, NY 10017 USA

The views expressed in this publication are those of the author(s) and do not necessarily represent those of the United Nations, including UNDP, or the UN Member States.

This publication was prepared within the regional Project on Gender-related Capacities by the Regional Bureau for Latin America and the Caribbean (RSLAC) and the Bureau of Program and Practice Support (BPPS), United Nations Development Program (UNDP).

We wish to thank government institution representatives and the regional experts who provided information for the drafting of these guidelines.

For more information visit: www.undp.org

The GES for Public Institutions Tool Box and materials have been prepared by the following team: Guillermina Martín, Ivonne Urriola, Sara Ramirez and Ana Landa Ugarte.

ينظم برنامج الأ
المصالحة المتك
تمكين المرأة

أداة تقييم
في مؤ

بغدا

ent Program
on Project
Empowe
e Work

**EQUAL SOCIETIES
DRIVE SUSTAINABLE
DEVELOPMENT**

OVERVIEW

The Gender Equality Seal for Public Institutions

The Gender Equality Seal for Public Institutions is a voluntary awarding program that aims to support and recognize public institutions globally that commit to and improve on advancing gender equality and women's empowerment.

Achieving inclusive societies requires vision, innovation and a commitment from leaders for gender equality. The Gender Equality Seal for Public Institutions celebrates institutions that make measurable progress against internationally recognized standards to address and incorporate, in all aspects of their work, the concerns of all the people they serve.

Based on the level of adoption of the Gender Equality Seal framework, and the achieved outcomes, public institutions would attain a **Bronze**, **Silver** or **Gold** Gender Equality Seal.



The Gender Equality Seal team works closely with public administration officials across the globe, providing them with the practical tools and support they need to make positive changes within their institutions and beyond.

PUBLIC POLICIES ARE
CORE INSTRUMENTS FOR
FULFILLING THE SDGS'
GENDER EQUALITY GOALS

5 GENDER
EQUALITY



16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



PURPOSE

Why a Gender Equality Seal for Public Institutions?



Inclusive societies are a precondition for achieving sustainable development. Creating such societies requires vision, innovation and a commitment to gender equality on the part of leaders and ensuring the equitable and meaningful participation of both women and men in decisions that affect their lives and communities, as stated in Sustainable Development Goal (SDG) 5.

Gender-responsive institutions are needed more than ever. The COVID-19 pandemic is currently threatening progress on the 2030 Agenda, including the gender-related SDGs, by exacerbating pre-existing inequalities between women and men and between different socio-economic groups. Increasingly, integrating a gender perspective in the COVID-19 response for “building back better” will allow public policies to be more effective, efficient and targeted to the needs of those who are more severely impacted by the crisis.

The programme builds on SDG 5 and SDG 16 to provide public institutions with a feasible and practical framework to strengthen their capacities and deliver for gender equality in a more effective and visible way.

This includes:

-  Expanding capacities to implement the 2030 Agenda, particularly SDG 5 and SDG 16.
-  Delivering effective public policies to address COVID-19 impacts.
-  Improving the working environment by eradicating discriminatory practices.
-  Increasing institutional transparency.
-  Developing strategic alliances and effective collaboration with civil society and women’s organizations.
-  Becoming champions, and sharing and learning in a global community of gender-responsive public institutions.
-  Ensuring “no one is left behind.”



FUNCTIONALITY

How does the programme work?

The Gender Seal establishes standards and performance benchmarks based on international and regional agreements and commitments. It provides a practical roadmap to put institutional commitments into practice, connecting the organizational structure with results and public policy impacts.

By doing so, it paves the way for institutional transformation at three connected levels:

-  **Leadership and political commitment** towards gender equality and women's rights, inside and outside the institution.
-  **Public policy cycle management**, enhancing gender equality mainstreaming throughout each phase, i.e., planning, execution, monitoring and evaluation.
-  **Organizational and institutional management**, enabling the mainstreaming of a gender equality perspective at all levels and in all areas, and creating fair and gender-sensitive workplaces.

FRAMEWORK

The Gender Equality Seal Standard and Benchmarks

The Gender Equality Seal for Public Institutions consists of 5 dimensions, 20 standards and 40 benchmarks.

1. Planning and management for gender equality

Reviews the public policy cycle to ensure a gender perspective throughout the design, formulation, monitoring and evaluation phases, including analysis of human and financial resources and sex-disaggregated information systems, in the context of the 2030 Agenda.

2. Gender equality architecture and capacities

Examines organizational structures and horizontal and vertical coordination mechanisms, gender expertise and learning processes, leadership, external communications and knowledge management.

3. Work environments to enable gender equality

Analyzes and improves women's participation and access to decision-making positions, facilitating work-life balance for all and preventing gender-based violence, sexual harassment and discrimination.

4. Participation, partnerships and accountability

Sets the scope for improving inter-institutional coordination and partnerships with external organizations and citizen participation for gender equality in the policy cycle and accountability mechanisms.

5. Results and impact of public policies

Allows the public institution to showcase its efforts and results towards advancing gender equality and women's empowerment in its area of competence.



HIGHLIGHTS

An innovative methodology

The Gender Equality Seal for Public Institutions methodology is based on UNDP's decade of experience in developing gender equality certification mechanisms. The innovative approach is:

- +** **Evidence-based and systemic:** To ensure the advancement of gender equality and women's empowerment in public policies.
- ✓** **Learning-driven:** Public institutions will integrate the Gender Equality Seal community of practice and have access to an extensive set of tools and training instruments.
- =** **International and national comparability:** A single standard for everyone allows national and international comparability.
- ↗** **Flexible:** Hands-on flexibility for adapting to different kinds of public institutions.
- +** **Web-based:** The entire process is supported by an online platform where evidence can be uploaded, and individual and group support is provided.

PROCESS

Stages of implementation

The Gender Equality Seal is implemented in five stages, and the process is expected to last between 12 to 18 months. The stages include:

1. Engage

Establish institutional arrangements to begin the process.

2. Set the baseline

Carry out a self-assessment or pre-screening to identify gender gaps based on the requirements of the standards.

3. Action plan

Outline and implement a Plan of Action for Improvement focused on addressing the areas of non-compliance identified in the self-assessment.

4. External assessment

Submit to a final assessment or external evaluation, carried out by external experts.

5. Get the seal

The public institution will be awarded the Bronze, Silver or Gold Seal.

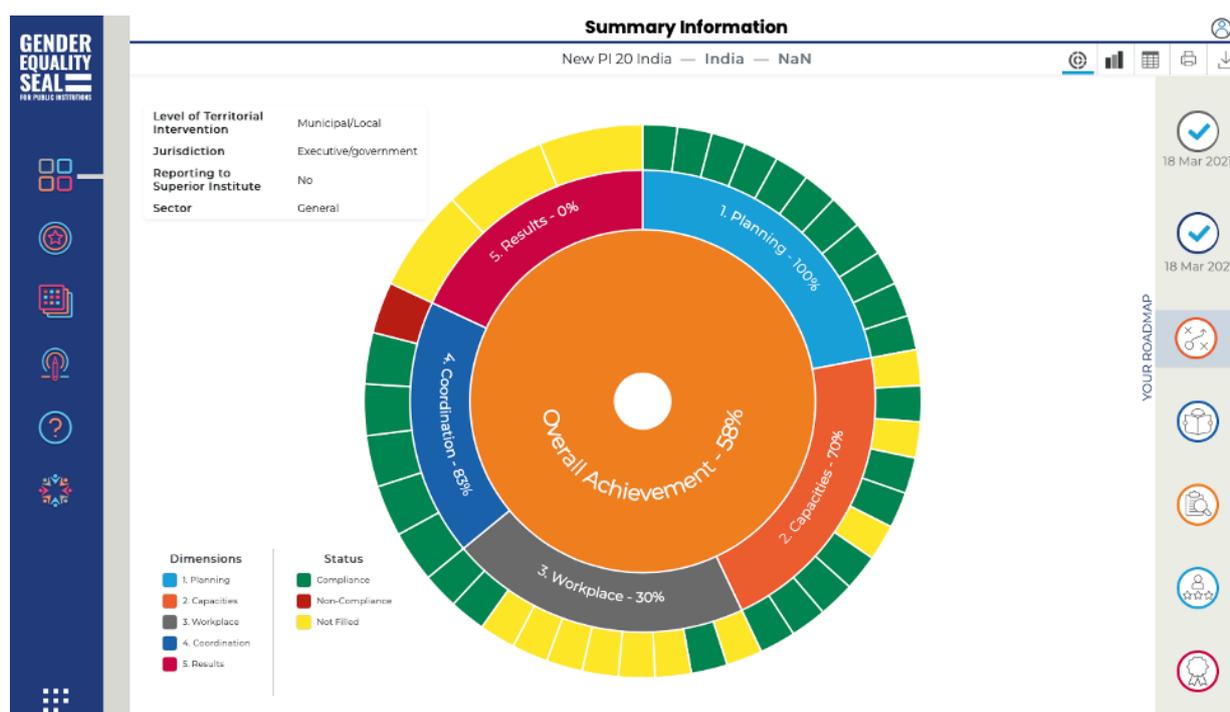


Implementation stages of the Gender Equality Seal for Public Institutions

ADAPTABILITY

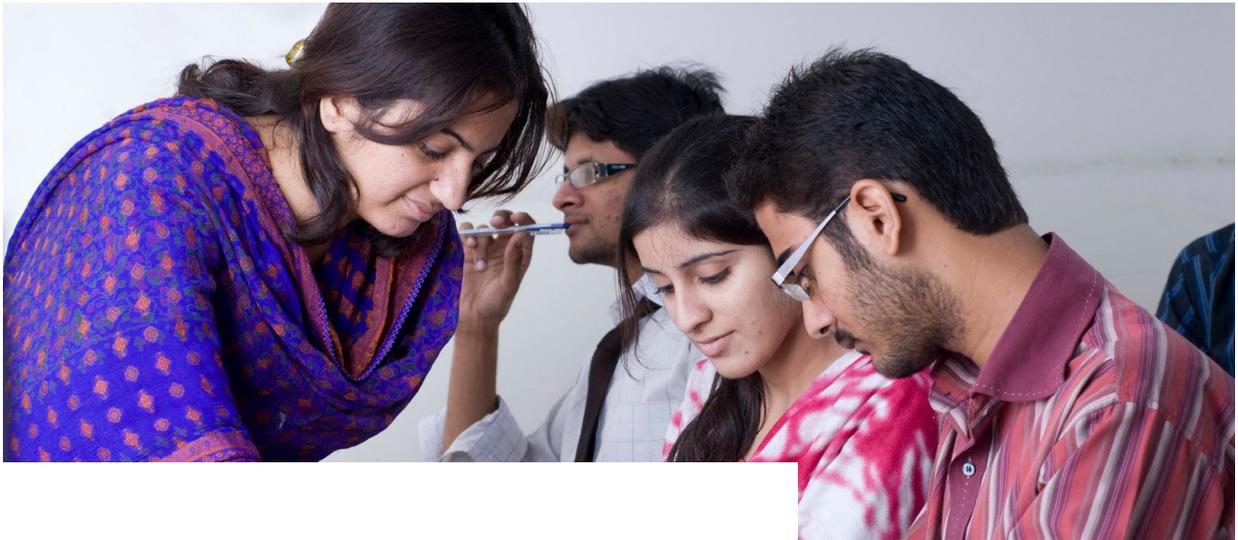
The Gender Equality Seal online platform

All participating public institutions have access to a tailor-made online platform, which allows for convenient and continuous support for the process. Participating institutions can use the platform to upload evidence, interact with their staff, calculate gender-related indicators, receive ongoing guidance and support from UNDP advisors and prepare for the external and final assessment. More importantly, they will be able to monitor their progress in real time.



Will your institution be next in receiving a Gender Equality Seal and global recognition?

Visit our webpage www.gendersealpublicinstitutions.org or contact us now at genderseal@undp.org.



TESTIMONIALS

Change made possible

“The Gender Equality Seal for Public Institutions has unlocked solutions to eliminate barriers and inequalities in the workplace and create a cooperative, trustworthy and safe work environment.”

**Dorin Purice, Secretary of State,
Ministry of Internal Affairs,
Moldova**

“In this process we had many achievements, we are very proud of the gender equality policy of our institution; even the institution’s budget was impacted by the gender equality policy. There was a before and an after from our participation in the Gender Equality Seal Program.”

**Juan Ariel Jiménez Núñez,
Minister of Economy, Planning and
Development, Dominican Republic**

“I recommend participating in the Gender Equality Seal for Public Institutions as it helps your institution to improve the way it works and the mentality of the staff regarding gender equality.”

**Dr. Víctor Sánchez Urrutia,
National Secretary of Science,
Technology and Innovation,
Panama**

“The Gender Equality Seal helps to assess gender mainstreaming criteria in public institutions in Egypt to help benefit from the resources and opportunities available for women’s economic and social empowerment.”

**Maya Morsy, President of the
National Commission of Women,
Egypt**



United Nations Development Programme
One United Nations Plaza, New York, NY 1007

www.undp.org