

Annex 8

Gender Equality Seal and Gender Mainstreaming in UNDP

Gender equality, as an essential part of human rights, is one of the main pillars of the United Nations (UN) System, in addition to human security and sustainable development.

Gender equality is also an important part of development progress and a prerequisite to advance human development. It is central to the mandate of UNDP, intrinsic to its development approach, increasingly recognized both as an essential development goal on its own and as a vital principle in accelerating sustainable development overall.

UNDP Turkey Country Office values reaching a high level of gender equality mainstreaming, in order to achieve the gender equality targets under the Sustainable Development Goals (SDGs), particularly for SDG 5 “Achieve gender equality and empower all women and girls” and as a crosscutting area for all SDGs.

UNDP Turkey is aware of the importance of gender equality mainstreaming within the organization in order to create substantive results concerning gender equality and women’s empowerment. The overall objective of the Country Office is to mainstream gender equality perspectives in all development activities through a gender sensitive organizational structure with an increased capacity of gender analysis and effective partnership.

The Country Office has been working to provide the relevant and adequate capacity, systems and focus of its programme that would allow that the gender equality related interventions are met, and UNDP makes substantive and transformative contribution to gender equality in Turkey.

What is GES?

In order to strengthen its capacity to achieve strong gender equality results, UNDP Turkey has applied to the Gender Equality Seal (GES) Programme both in 2015 and 2018.

GES is a corporate certification process that recognizes good performance of UNDP Country Office units to deliver gender equality results and at the same time serves as a learning platform to help the Country Offices to establish baselines, fine-tune strategies, address gender gaps, and showcase the impact of interventions for gender equality.

GES Programme was a starting point for UNDP in Turkey to systematically mainstream gender equality in its programme and operations and to build a gender-responsive organizational structure. The Country Office took this initiative as part of the change management process, aimed to adjust the programme relevant for the situation and needs of Turkey as well as devise structure and systems that make the office fit to deliver the programme’s targets.



In the course of this program, the Country Office have taken significant steps to internalize gender equality as an indispensable part of our everyday work and to reflect it in every field. We strengthen our capacity to advocate for gender mainstreaming; motivate our team and partners; systematize our work; visualize our results and achievements.

Changes coming with GES

Thanks to GES we were able to see what we did well and where we needed improvement. GES provided us an effective tool that systemize and strengthens the steps taken. Within such a dedicated gender mainstreaming process, as the country team we clearly identify why we need to struggle for gender equality and women's empowerment; why we need to have gender mainstreaming in the centre of sustainable development.

We realized and internalized the fact that gender mainstreaming is a collective responsibility, which requires solidarity and mutual empowerment. We successfully build a common understanding for challenging gender inequalities, working in a gender-responsive way and targeting gender transformative results.

To strengthen gender equality perspective, we increased our capacities in various subjects through several learning, discussion, experience sharing sessions dedicated on the concept of gender, its relations with environment, critics of development approaches from a gender equality perspective, developing a gender equality strategy, gender sensitive language use and communications, gender sensitive monitoring and reporting, meaning of sexuality, understanding masculinity.

UNDP Country Office has introduced "UNDP Gender Academy" which consists of comprehensive trainings and other capacity building activities for the benefit of the country team in which the staff will increase their knowledge and awareness on gender equality and women's empowerment approach as a main strategy of implementation and development assistance. Within the scope of UNDP Gender Academy, a regular training programme, consisting of 15 hours of lectures conducted within 5 weeks, is being organized on a yearly basis for the benefit of all staff.

In addition, we introduce mechanisms and practical tools to ensure genderresponsive work. During those activities we learned how to analyze our projects with a gender lens and how to design gender-responsive activates and how to create gender transformative results. In doing so, we introduced mechanism to ensure gender-responsive work manner for internal structures.

We have revised our strategic documents with a gender lens such as communication strategy and action plan; SOPs; recruitment processes; Portfolio Strategies; Orientation processes. We have also created new ones such as Sexual harassment prevention policy, gender-responsive recruitment guidelines, gender screening for stronger gender analysis during the project design and reporting.

UNDP Turkey works for developing tools and mechanisms for the Country Office both to build a gender sensitive approach, to develop a gender-responsive implementation and to reach better results in terms of gender equality in Turkey. To that end, the Office has developed a Gender Equality Strategy for the period of 2017-2020, and a revised version that reflects the global gender equality strategy and new strategic plan of UNDP Turkey. This strategic document is a tool for and an indicator of how we understand and internalize gender equality and make gender equality targets an indispensable part of the programme interventions.

This strategy enables us to move the "gender equality mainstreaming" from theory to practice and helps us to go beyond gender-targeted results that only count the number of men and women who participated in or benefited from a programme or a project. We aim for gender-responsive results that cater the different needs of women and men and bring equitable distribution of benefits. Our aim is to create gender-transformative results that address the root causes of inequalities and power imbalances.

Acquisitions and plans

In the first round UNDP Turkey Country Team were honored to receive the Silver certificate by the (“Gender Equality Seal” certification) program. Another valuable award for these efforts is the strong gender equality perspective that our team has developed.

Having a strong and continuous commitment to achieve gender equality results and certified with Silver Seal in 2015-2016 round, UNDP Turkey has applied to the Gender Equality Seal (GES) Programme 2018-2019 for the second time, this time targeting Gold Seal.

In the second round UNDP Turkey Country Office has become a candidate Gold Seal office, achieving %86.8 of all indicators of the programme and will receive an assessment mission in 2020 to be honoured with the highest certificate.

GES programme offers an effective tool and opportunity for UNDP Turkey to ensure gender mainstreaming of the country office and to build gender responsive organizational structure.

Gender mainstreaming in UNDP Turkey

Based On	In Order To	Through
Human Development	Consent	Advocate for gender equality
SDGs	Common Understanding	Motivate our team and partners
Signature Solutions Gender	Collaboration	Systematize our efforts
Equality and Parity Strategies	Collective Responsibility	Visualize results

Mechanism: Gender Equality Focal Team & Strong Technical and Managerial Support

UNDP Turkey Gender Equality Strategy 2017-2020

An agreed, well-planned, long-term, collectively owned official document

Based On	In Order To	Through
Strengthened organizational culture Capacities, policies, communications, behaviors	Better implementation Targeted, programmatic, shortcut solutions	Effective partnership Targeting one-UN approach