



THE GLOBAL GOALS
For Sustainable Development



Empowered lives.
Resilient nations.

Uganda Private sector endorses workplace gender equality programme:

Uganda was the first country in Africa to endorse the gender equality seal for private enterprises. In August 2016, the Private Sector Foundation in Uganda (PSFU) signed up to the Gender Equality Seal and offered to have its members implement it.

When PSFU members adopt the Gender Equality Seal, it will position them as businesses that sustain value for shareholders and customers while demonstrating lasting commitment to sustainable competitiveness for sustainable development. By closing gender gaps across business functions, companies will boost employee productivity, customer satisfaction, create an inclusive corporate climate and business practices that attract and retain talent plus clientele.

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The Gender Equality Seal

Is certification programme that enables businesses to increase productivity, profitability and partnerships through:

Employee performance schemes that reduce gender-gaps at the work place.

Innovations for gender-appropriate product design and customer services.

Networking with global companies that support the sustainable development goals.



What the Gender Equality Seal is about:

The Gender Equality Seal (GES) promotes investment in systems that integrate gender equality into the work environment and business strategies. It is a learning and certification programme, supported by the United Nations Development Programme (UNDP), to help businesses achieve Gender Equality, which is Goal Five of the 17 Sustainable Development Goals. (SDGs).

The SDGs (global goals), were signed up by world leaders in September 2015 at the United Nations General Assembly in New York. Private companies that get the Gender Equality Seal certification attain sustainable business growth, which in turn leads to sustainable development.

Why getting the Seal is good for private companies:

The Gender Equality Seal certification programme provides private companies a mechanism to level the playing field for both women and men at the work place. It also helps companies to make their human resource management systems equitable and more gender sensitive.

Working to achieve the Gender Equality Seal helps management of private companies understand how their decisions affect female staff compared to male colleagues; how gender-pay-gaps come about and how to work out a work-life-balance for employees.

...Compliments Certification of Government Institutions.

For Government, the Gender Equality Seal complements the Gender and Equity Certificate that is used to assess the gender responsiveness of sector plans and budgets, as provided for by the Public Finance Management Act (PFM 2014). The seal offers government entities; methods, tools and indicators for measuring the gender effects of taxation

Where has it worked and the benefits:

Originally pioneered in; Costa Rica, Uruguay, Brazil and Chile, the Gender Equality Seal Certification Programme is now expanding globally. Over 400 companies across eleven countries of Latin America have been certified since 2009.

These companies have reported witnessing a broad range of benefits, including; a better work environment, greater productivity, efficiency, improved relationships among staff, employee commitment, a reduction in absenteeism and attraction of diversity of talent.

The 10 steps for obtaining the Gender Equality Seal (GES)

1. Formulate the company's written commitment to gender equality
2. Establish a gender equality committees
3. Train senior management and staff on gender equality
4. Undertake an internal organizational assessment of the company's policies and practice
5. Develop a company wide policy and plan of action for gender equality
6. Implement the gender equality plan of action
7. Conduct an external audit of the progress achieve
8. Achieve official government recognition and certification of the Gender Equality Seals
9. Once the gender equality seal has been awarded; monitor, audit for quality assurance.
10. Take actions to improve the programme and maintain certification status



Patrick Bitature, the Chairperson of PSF Uganda and SDG 8 Ambassador for Uganda; Almaz Gebru, the UNDP Country Director and Honourable Matia Kasajja the Minister of Finance, Planning and Economic Development sign the declaration. Looking on it Prof. Maggie Kigozi, one of Uganda's eminent business people and SDG 5 Ambassador. On the right is the signed declaration.