



# **GENDER EQUALITY SEAL = PUBLIC INSTITUTIONS**

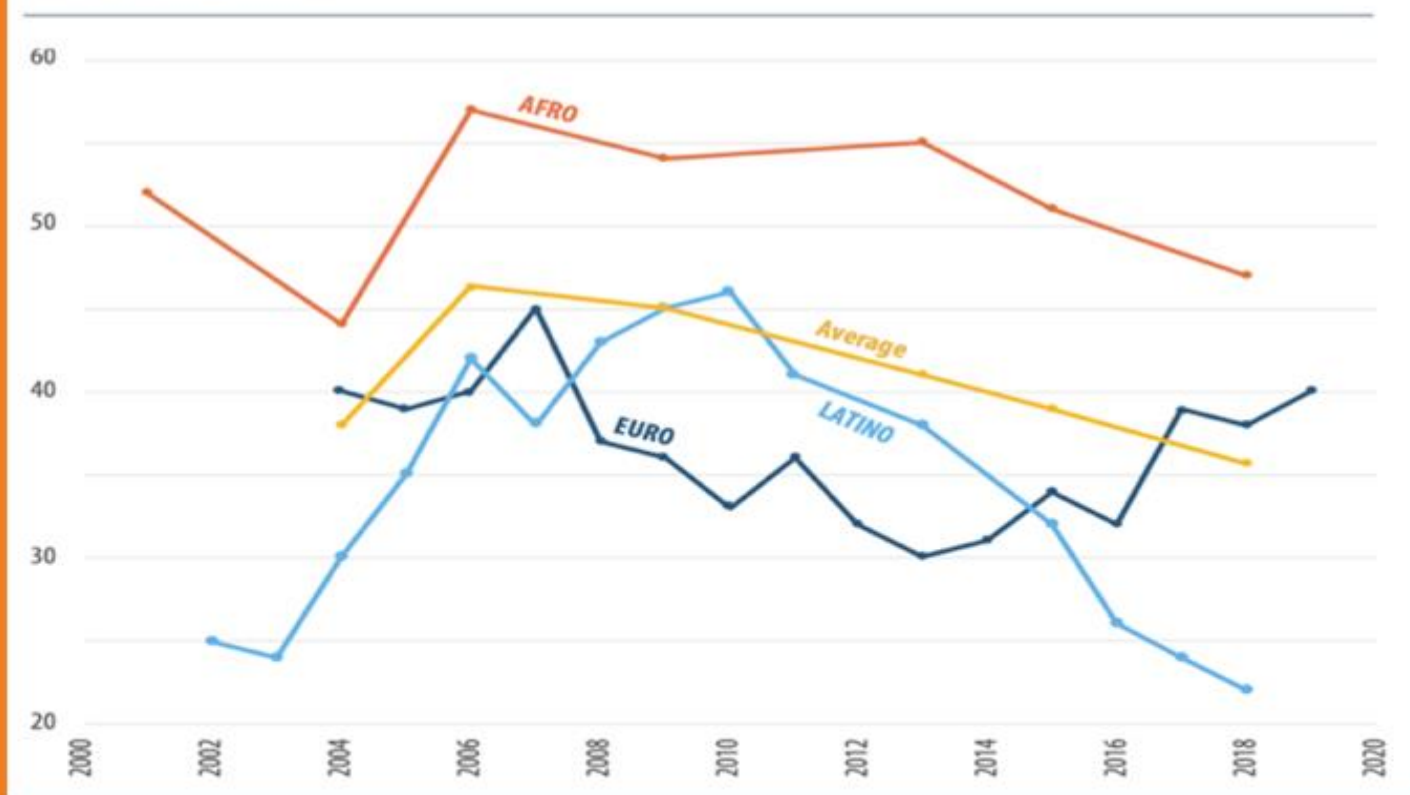
**A Transformative Journey  
towards Gender Equality**

# UNDP's vision

Strong and **democratic** public institutions that place **gender equality and citizens at the center** of their public policies, programmes and services.

# The Challenge

**Percentage of the population across three regions with confidence or trust in their national Government or Parliament**



- **Global backlash** is concentrated in dismantling democratic institutions and public services.
- Public policy problems **cannot be solved without citizens** and not-for-profit actors.

# The Opportunity



- **Democracies thrive** when they ensure an effective provision of public goods and services.
- A gender perspective in public administration is **key for public sector's effectiveness**
- Gender equality **improves government's function, trust and the quality** of services



## UNDP Expertise: A Track Record of Success

50+

years in Public Administration Reform and Democratic Governance

49+

gender experts around the world, with teams in 5 regional hubs

100+

Public institutions in our global gender network

10+

years implementing the Seal methodology

Proven Expertise

in public administration “hard sectors”: Economy, Climate, Finance

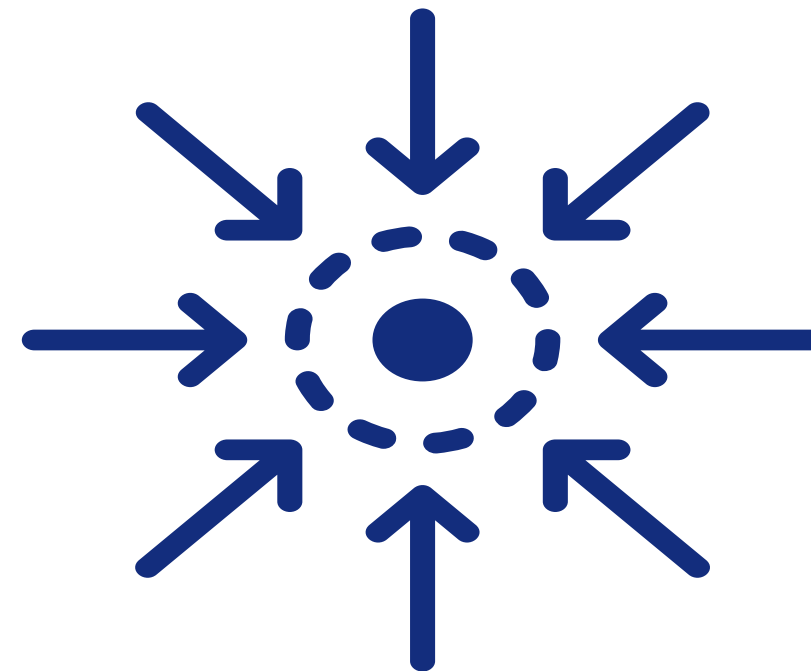
Convening Capacity

among governments, civil society, academia, private sector, global gender networks

# Our proposal

Focusing on **PEOPLE, and ecosystem of INSTITUTIONS** who craft public policies and services – whole government perspective

Promoting **comprehensive** reforms of public institutions **systems and regulations**



Improving **leadership transforming culture, and personnel** management practices

+ Breaking **silos**  
+ Building **civil society trust**

# The Gender Equality Seal

A **comprehensive initiative** that supports public institutions integrating gender equality across all aspects of their work.



A comprehensive set of **STANDARDS** on gender equality to achieve institutional transformations in management practices.



A tailored **ROADMAP** with the steps to improve planning, implementing, monitoring and evaluating public policies and services.



A package of context-specific **SERVICES** and tools through which UNDP provides sustained support.



A **GLOBAL CERTIFICATION** and recognition granted by UNDP to public institutions that achieve gender equality global standards.

# The Gender Seal Standard

- 5** Dimensions
- 20** Standards
- 40** Benchmarks

## Gender Architecture & Capacities

- In house gender expertise
- Gender equality architecture in place
- Staff equipped with tailored gender capacities
- Senior leadership for gender equality
- Gender responsive communication

## Planning & Management for Gender Equality

- Institutionalized objectives and mainstreaming mechanisms
- Budget allocated and executed
- Sex disaggregated database & gender monitoring systems in place
- Women owned SMSs access to institutional procurement

## Enabling Work Environment

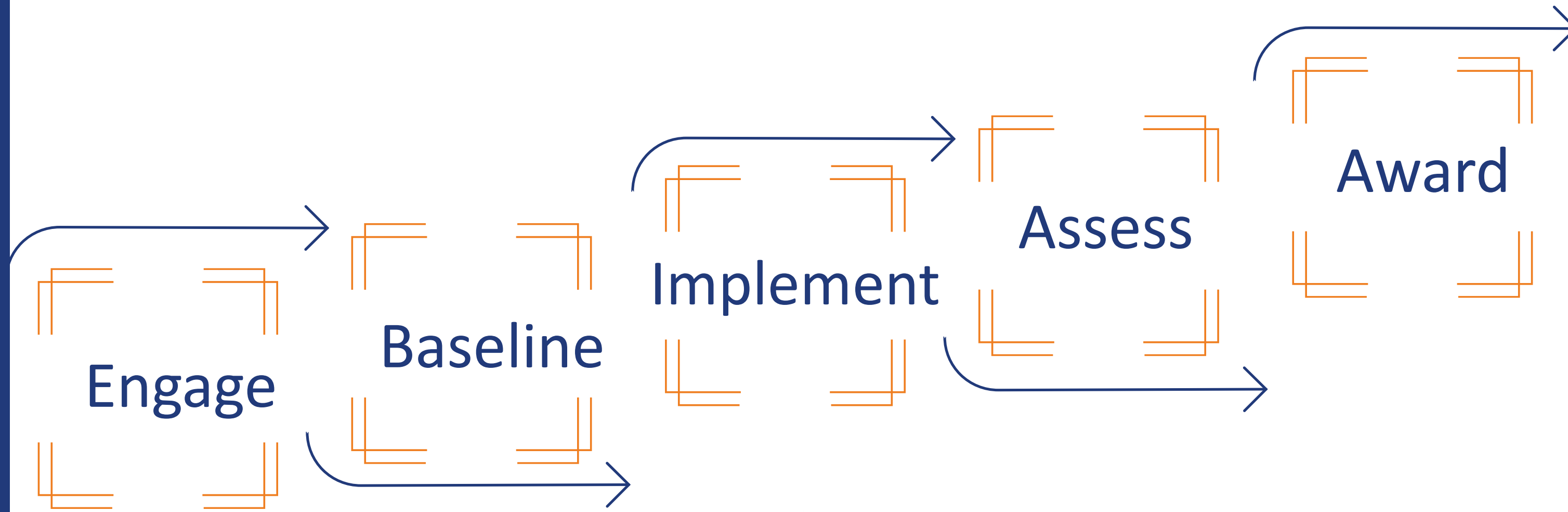
- Work and life balance for all
- Zero tolerance for SH and GBV
- No gender discrimination
- Understanding gender salary gaps
- Equal opportunities for professional development & gender parity in decision making

## Participation, Partnerships, & Accountability

- Interinstitutional coordination
- Engagement with civil society
- Accountability to women's movements
- Respect and fair treatment for all citizens



# Gender Equality Seal Steps



**24**  
months

a journey  
towards  
excellence



**Gold:** 80% compliance



**Silver:** 70% compliance



**Bronze:** 60% compliance



# Levels of Certification

# UNDP Services



## 1. Engage

Help to set a Gender Steering Committee, access to the online platform, ensure local **gender advisory** support.

## 2. Set the Baseline

Support **a baseline self-assessment**, capacity building and provide tools and knowledge.

## 3. Learn & Improve

Help to design and implement **action plan for improvement**, sector specific **capacity building** and **advisory support**, and engagement in a Global **Community of Practice**

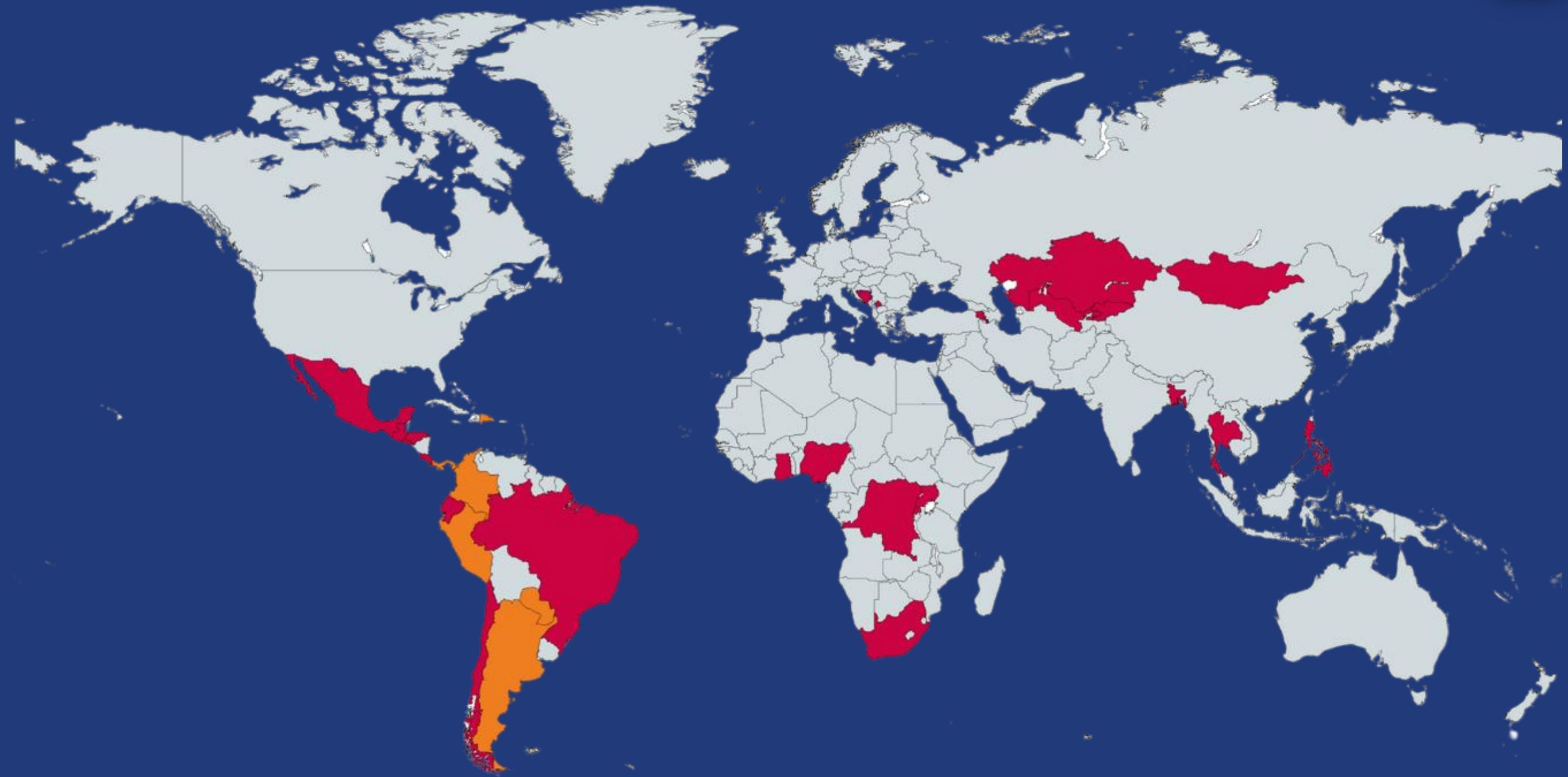
## 4. External Assessment

Deploy an independent, high quality **external evaluation** with recommendations for further improvement

## 5. Certification

A globally recognized **certification** valid for **3 years**

# Our reach in 2024



 Institutions awarded

 In progress

30 COUNTRIES

91 INSTITUTIONS

7 SECTORS

4 REGIONS



## Across the 5 Dimensions:

# Results: By the Numbers

83%

have institutionalized **explicit gender equality goals in strategic planning**

70%

have institutional mechanisms in place **to ensure systematic data disaggregation by sex**

100%

have a **zero tolerance GBV and Sexual Harassment workplace policy**

62%

**show significant gender equality results in at least the two main institutional programs**

81%

have **full time gender departments** with action plans with budget in implementation, reporting to senior authorities

65%

have achieved **gender parity** in decision-making positions

68%

are **engaging with civil society, women, and feminist organizations** to discuss gender equality related policies & programs



**Buenos Aires  
Province, Argentina**

## **Ministry of Justice and Human Rights**

### **Results**

- Reduced recidivism by **20 per cent** among men prosecuted for gender-based violence (2020 to 2023).
- **70 per cent** increase in the participation of women deprived of liberty in university studies 2020–2023.
- Reversed the masculinized trend of the penitentiary career:
  - First ever woman director of the Cadet School of the Prison Service.
  - Gender parity achieved in graduates: women applicants increased **from 30 per cent to 70 per cent** from 2019 to 2023.



**Colombia**

## **Ministry of Transport**

# **Results & Impacts**

- Strong process in place for **integrating a gender perspective in the transport sector in Colombia** with dedicated gender mainstreaming tools for planning, budgeting, addressing climate change etc.
- Increased 40% of **women's access to employment** in 4G infrastructure projects.
- **National Strategy** for the Prevention, Attention and Social Punishment of Violence against Women in Transportation institutionalized and implemented in the public transport in Colombia.

# Human Rights Defender Office

Armenia

*The Gender Equality Seal serves as an **important tool**, enabling addressing gender equality issues within public institutions in a **more focused way**.*

**Nikol Pashinyan**

Prime Minister

Republic of Armenia, 2024



Anahit Manasyan, Human Rights Defender of Armenia during the launching of the Seal in Armenia March 2024

# National Secretary for the Coordination on Risk and Disaster Reduction CONRED



## Guatemala

*The Gender Equality Seal has allowed the gender perspective to be positioned within institutional priorities.*

**Oscar Estuardo Cossío Cámara**  
President  
CONRED, 2023



Staff from CONRED preparing to attend an emergency



# 23 Public Institutions, 2022-2023

Baseline Final

1. Planning and Management for Gender Equality

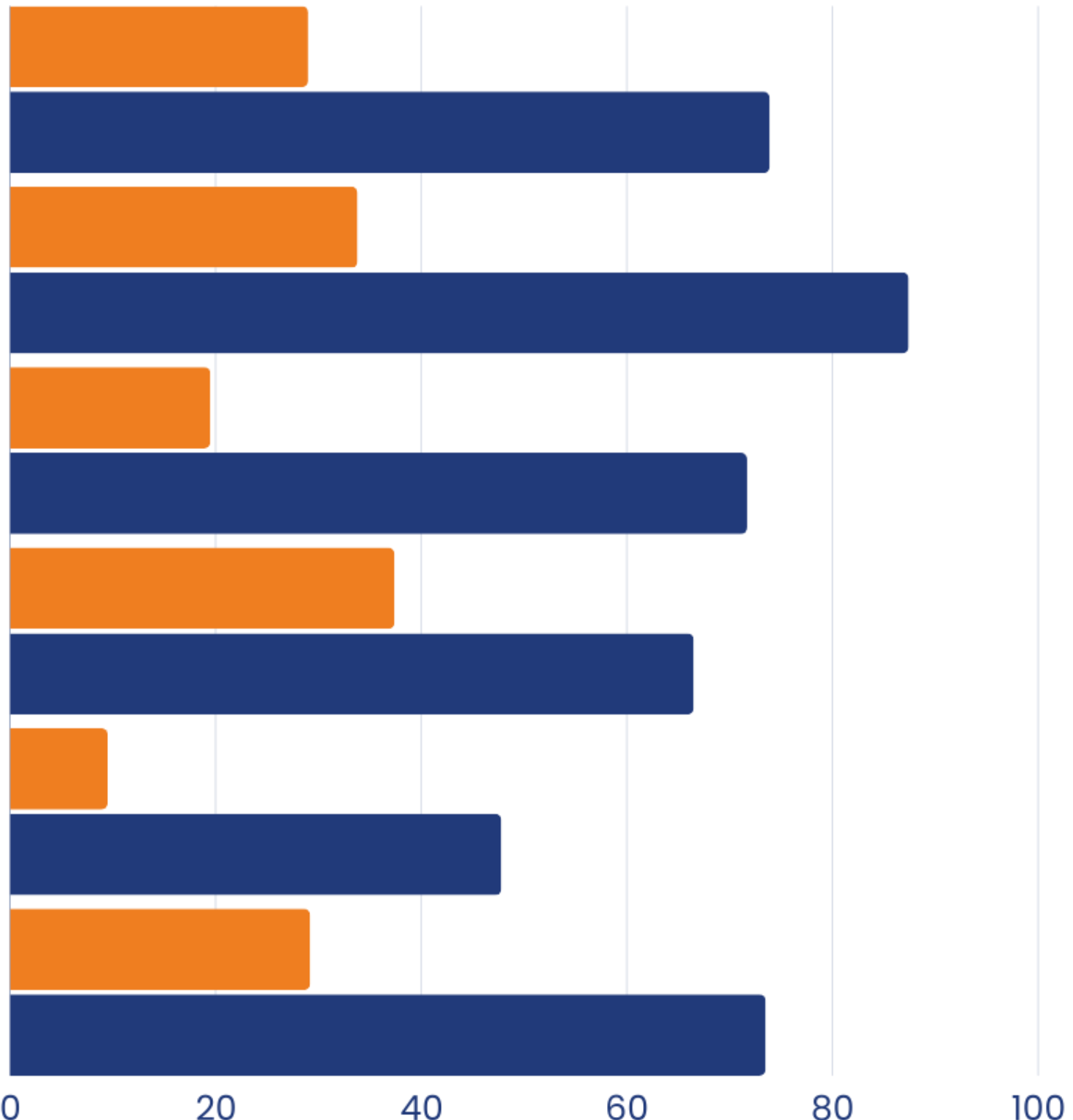
2. Gender Architecture and Capacities

3. Working Environments for Gender Equality

4. Partnerships, Participation, and Accountability

5. Results and Impacts

TOTAL



Percentage Compliance with Seal Standards

Results by standards

# Which Sectors does the Seal Support?

The Seal is implemented across UNDP programmes.



**Finance**



**Social**



**Economy**



**Environment & Energy**



**Justice**



**Elections**



**Municipalities**

Thank You!

**GENDER**  
**EQUALITY**  
**SEAL**   
**PUBLIC INSTITUTIONS**

The logo for the Gender Equality Seal Public Institutions. It consists of the words 'GENDER', 'EQUALITY', and 'SEAL' stacked vertically in a bold, sans-serif font. 'GENDER' and 'SEAL' are in blue, while 'EQUALITY' is in orange. To the right of 'SEAL' is an orange icon of two horizontal bars, representing the equals sign. Below this stack, the words 'PUBLIC INSTITUTIONS' are written in a smaller, bold, red font.

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