GENDER EQUALITY SEAL FOR PUBLIC INSTITUTIONS

Agenda 2030 Accelerator

Presentation for the WTO Informal Working Group on Trade and Gender November 2023
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What is the Gender Equality Seal for Public Institutions?
What is the Gender Equality Seal for Public Institutions?

- A **volunteer certification** programme
- **Specifically designed** for public institutions
- **Supports and recognizes public institutions** that commit and show results on advancing **gender equality and women’s empowerment**
- **Capacity development** process where the objective is to improve
What does the Seal provide institutions with?

- Establishes standards and **performance benchmarks** based on international and regional agreements and commitments.
- Provides a **roadmap** and concrete strategies and actions to put in practice institutional commitments.
- Connects organizational structure with results and impact of public policies.
- Champions good performance and practices and enhances institutional accountability on gender equality.
- Recognizes good work!
A comprehensive systemic approach

ACCELERATE PROGRESS TOWARDS SDGS GENDER EQUALITY

Political
• Leadership
• Decision making
• Resources

Technical
• Understanding
• Practical skills

Cultural
• Perceptions
• Attitudes
• Behaviours

Spaces for dialogue with civil society

Inter-institutional coordination

Gender equality and women's Empowerment mechanisms
Dimensions and benchmarks
Seal Dimensions and Benchmarks

5 DIMENSIONS

20 STANDARDS

40 BENCHMARKS

Based on international commitments on gender equality and women’s empowerment
Outcome 1:
Institutions capable of planning, assigning financial resources, monitoring, evaluating and having an impact on gender equality policies and those targeted to implementing the 2030 Agenda

STANDARDS

1.1 The institution’s plan incorporates gender equality goals aligned to national legislation/policy and international and regional frameworks, including Sustainable Development Goals (SDGs).

1.2. The institution has a budget targeted to promoting gender equality and women’s human rights.

1.3. The institution has established a sex disaggregated database and systems for collection and processing of gender data and statistics which are used to implement the institution’s policies, programmes, projects and services.

1.4. The institution actively promotes gender equality and women's empowerment in its procurement.
Dimension 2. Gender architecture and capacities

Outcome 2:
Inclusive institutional architecture and skilled staff to mainstream gender equality in institutional work and policies

STANDARDS

2.1 Gender Expertise is available in-house and provides technical expertise for gender mainstreaming.

2.2 Institutional Gender Architecture is formally in place and operational.

2.3. Public servants in charge of designing and implementing public policies/programmes understand how to integrate gender perspective in public policies, programmes and plans.

2.4. Senior management is leading gender equality and women’s empowerment institutional agenda.

2.5. The institution clearly communicates its commitment to gender equality and women’s empowerment.

2.6. The institution uses gender responsive communication.
Dimension 3. Enabling environment

Outcome 3:
Institutional working environments that respect human rights ensure equity and equality of opportunities and results for all.

STANDARDS

3.1 The institution provides a **supportive working environment** for work life balance.

3.2 The institution has a **policy against sexual harassment**, and an effective mechanism to deal with cases of gender based violence and sexual harassment.

3.3 The institution takes **steps to eliminate discrimination** in the workplace, particularly against women and its intersectional manifestations.

3.4 The organization **pays its workers equally** for work of the same value.

3.5 The institution **ensures gender parity** in decision making positions.
Dimension 4. Participation, partnerships and accountability

Outcome 4:
Active and participatory citizenship in the policy cycle and accountability of institutions within the framework of the 2030 Agenda.

STANDARDS

4.1 The institution works jointly with other public institutions for advancing gender equality and women’s empowerment.

4.2 The institution works jointly with external organizations from the civil society for advancing gender equality.

4.3. Citizens and civil society participate and/or provide feedback on gender equality and women's empowerment to institutional policies and programmes.

4.4 The citizens can easily report and obtain response on the grounds of discrimination, gender based violence or sexual harassment.
Dimension 5. Results and impacts for gender equality

**Outcome 5:**
Public institutions objectively contribute to gender equality and the fulfilment of the 2030 Agenda

**STANDARDS**

5.1 The institution contributes to achievement of national gender goals, including SDG goals, and its contribution is regularly tracked and reported.
The Seal Roadmap

1. Hands on CAPACITY building
2. Seal comprehensive TOOLBOX
3. Permanent ADVISORY support
4. Peer to peer exchange; national, regional and global COMMUNITY OF PRACTICES

UNDP SUPPORT TO PARTICIPANT INSTITUTIONS
Awarding levels

80% compliance
13 Mandatory benchmarks

70% compliance
7 Mandatory benchmarks

60% compliance
4 Mandatory benchmarks
Seal Status 2023 and targets
Seal Status October 2023 - Improvement from awarded institutions

Percentage of benchmarks met by dimension. Baseline vs. Final Assessment

- 1. PLANNING AND MANAGEMENT FOR GENDER EQUALITY
- 2. GENDER ARCHITECTURE AND CAPACITIES
- 3. WORK ENVIRONMENTS TO ENABLE GENDER EQUALITY
- 4. PARTNERSHIPS, PARTICIPATION AND ACCOUNTABILITY FOR GENDER EQUALITY
- 5. RESULTS AND IMPACTS OF PUBLIC POLICIES

<table>
<thead>
<tr>
<th>Dimension</th>
<th>Baseline</th>
<th>Final</th>
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<tbody>
<tr>
<td>1. PLANNING AND MANAGEMENT FOR GENDER EQUALITY</td>
<td>39.09%</td>
<td>81.67%</td>
</tr>
<tr>
<td>2. GENDER ARCHITECTURE AND CAPACITIES</td>
<td>40.91%</td>
<td>95.00%</td>
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<tr>
<td>3. WORK ENVIRONMENTS TO ENABLE GENDER EQUALITY</td>
<td>19.00%</td>
<td>78.33%</td>
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<td>4. PARTNERSHIPS, PARTICIPATION AND ACCOUNTABILITY FOR GENDER EQUALITY</td>
<td>38.96%</td>
<td>79.76%</td>
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<tr>
<td>5. RESULTS AND IMPACTS OF PUBLIC POLICIES</td>
<td>12.12%</td>
<td>61.11%</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>81.67%</td>
<td>82.29%</td>
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Equanomics
Equanomics: Gender Seal for fiscal policy related institutions

- **New Stream of the Seal** under implementation since mid-2023.

- Targets **institutions related to fiscal policy and revenue mobilization** (tax administrations, MOFs, customs administrations, SAIs).

- Methodology and **process adapted to the institutional mandate and taxonomy** of tax administrations and ministries of finance.

- Huge opportunity to **advance gender equality in the context of revenue mobilization and trade facilitation.**
Fiscal institutions engaged in the Seal

- **Nigerian** Federal Inland Revenue Service
- **Rwanda** Revenue Authority
- **Ghana** Revenue Authority
- **Mongolian** General Tax Authority
- **Bangladesh** National Board of Revenue
- **Uzbekistan** Ministry of Economy and Finance
- **Kyrgyzstan** Ministry of Economy
- **Panama** Ministry of Economy and Finance
- **Philippines** Department of Finance (Bureau of Local Government Finance)

**Target:** Reach 100 countries by 2027
THANKS!

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