



# 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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New Seal stream for fiscal policy and revenue institutions

# 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**

**5** GENDER  
EQUALITY



**16** PEACE, JUSTICE  
AND STRONG  
INSTITUTIONS



# What does the Seal provide institutions with?



Establishes standards and **performance benchmarks** based on international and regional agreements and commitments



Connects **organizational structure with results** and impact of public policies



Provides a **roadmap** and concrete strategies and actions to put in practice institutional commitments

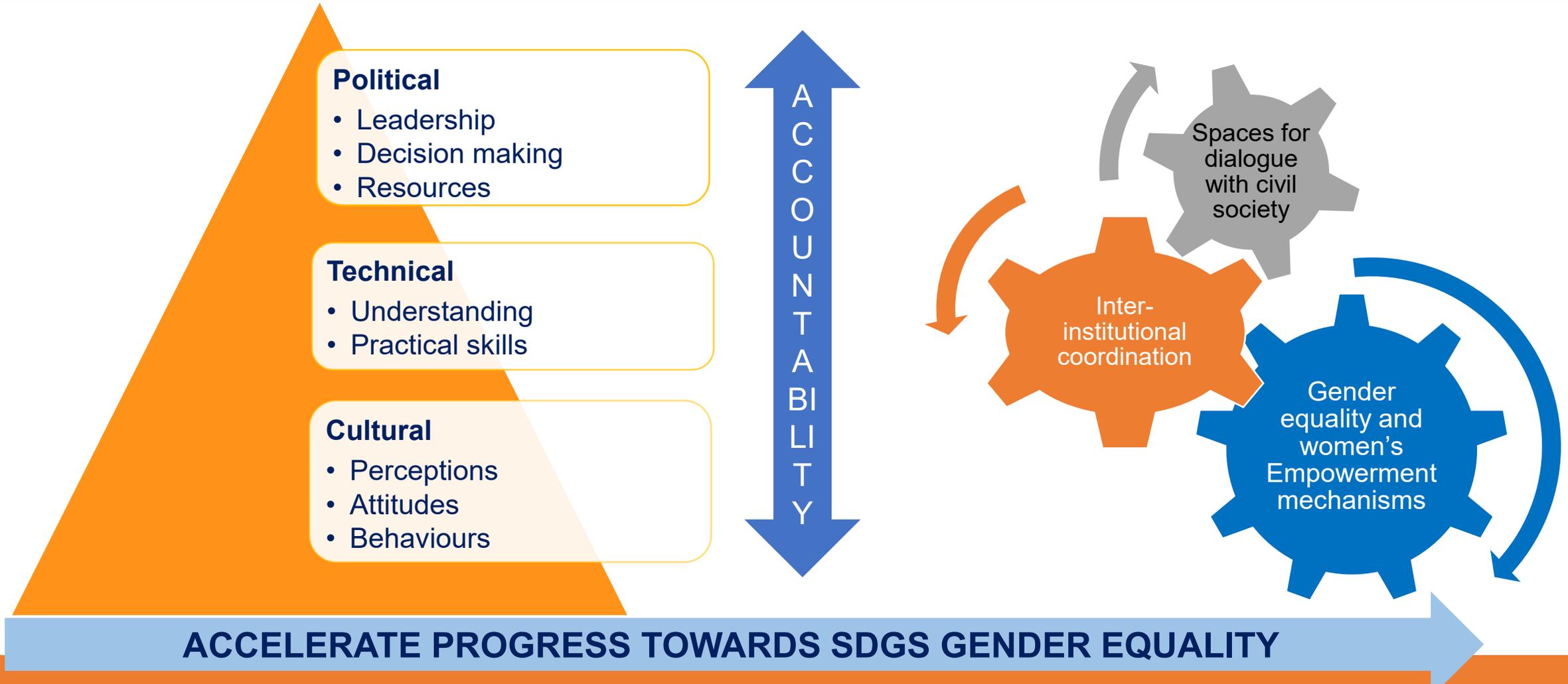


**Champions** good performance and practices and enhances institutional accountability on gender equality

**Recognizes good work!**



# A comprehensive systemic approach



# Dimensions and benchmarks



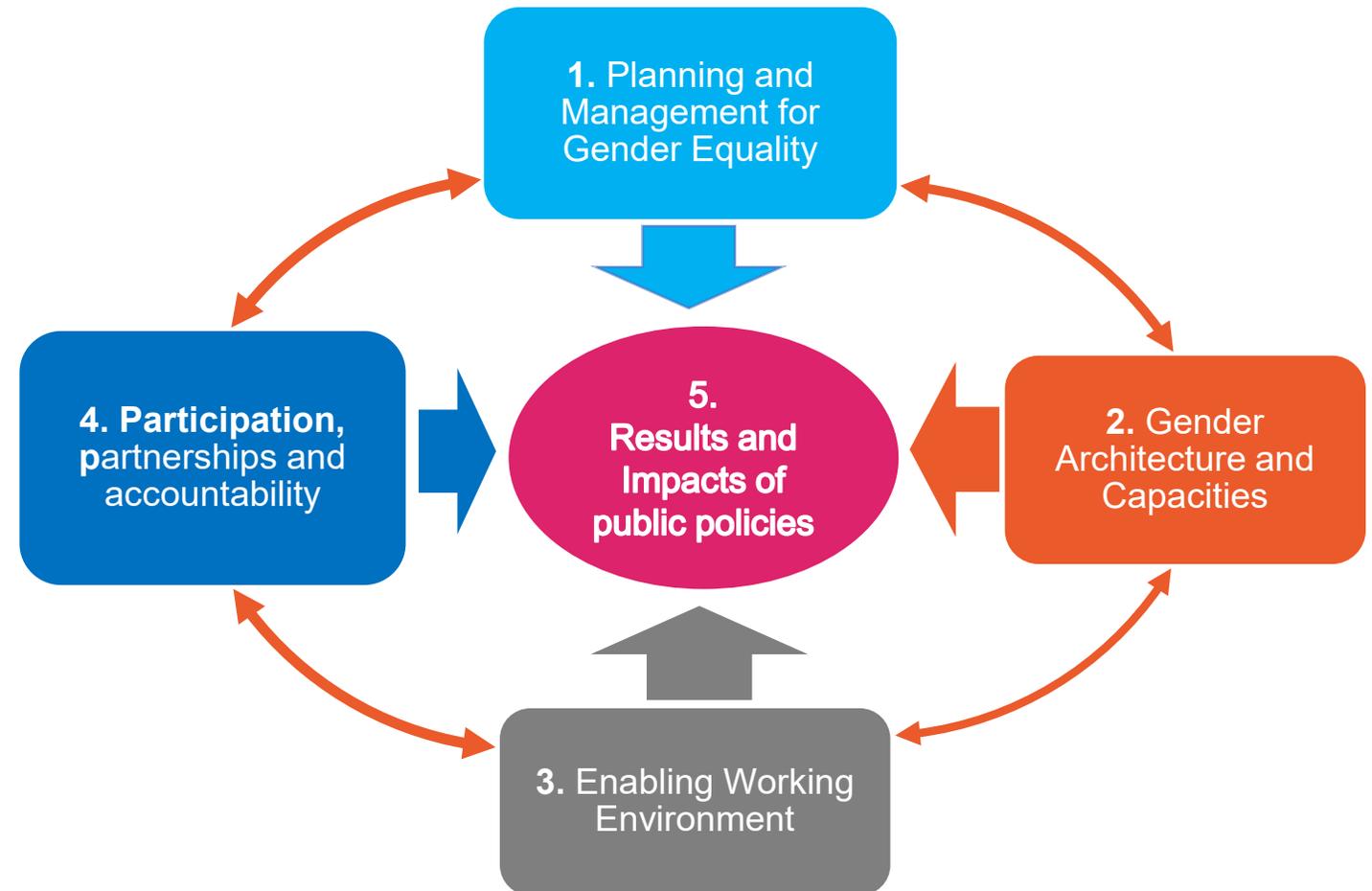
# Seal Dimensions and Benchmarks

**5 DIMENSIONS**

**20 STANDARDS**

**40 BENCHMARKS**

Based on international commitments on gender equality and women's empowerment



# Dimension 1. Planning and management for gender equality

## 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



UNDP SUPPORT TO PARTICIPANT INSTITUTIONS

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

# 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

**GENDER  
EQUALITY  
SEAL**  
FOR PUBLIC INSTITUTIONS

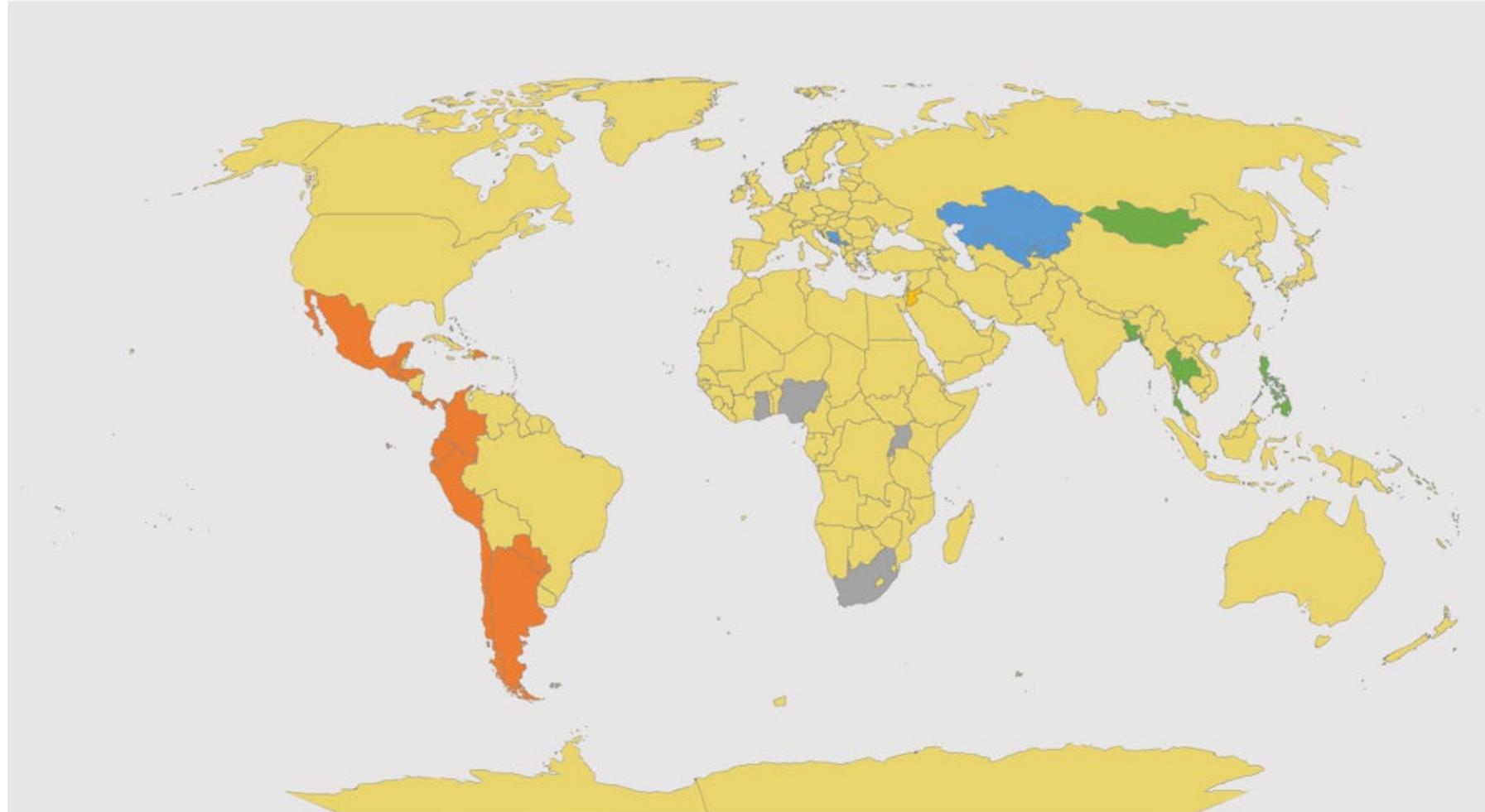


**5 Regions**

**30 Countries**

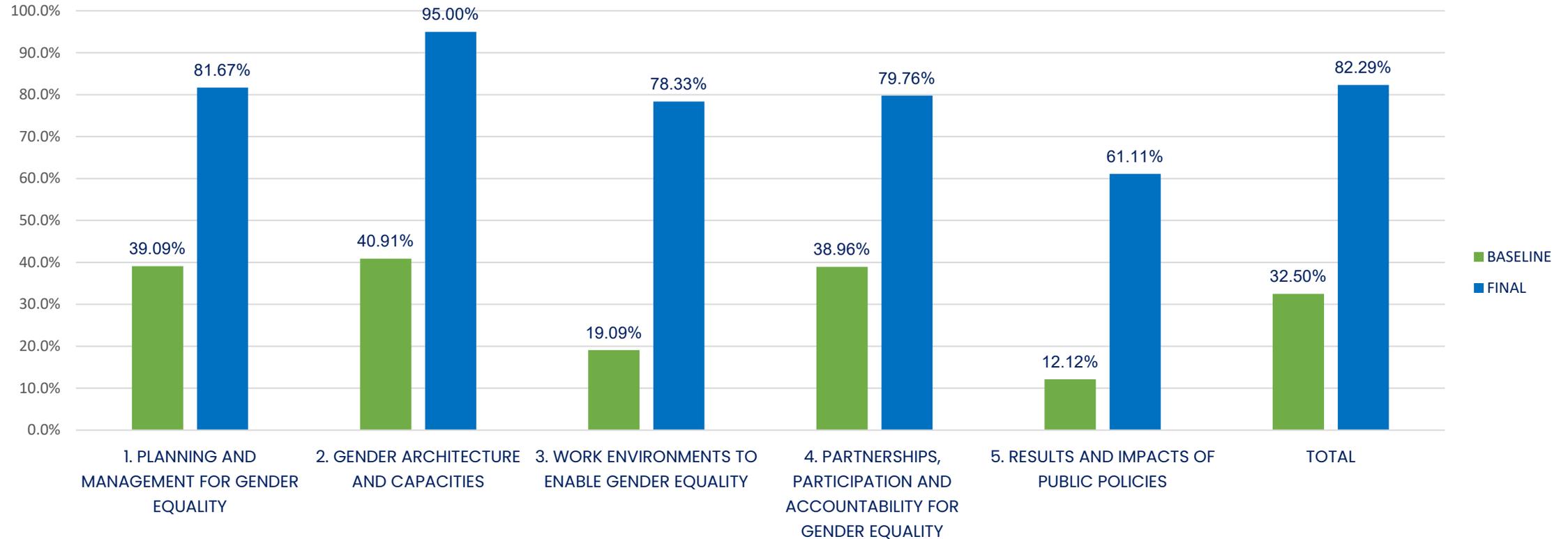
**94 Institutions**

**+160,000**  
public officers



# Seal Status October 2023- Improvement from awarded institutions

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



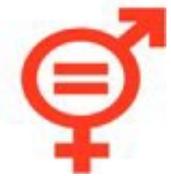
# Equanomics



# 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.**

**5** GENDER  
EQUALITY



**16** PEACE, JUSTICE  
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INSTITUTIONS



**17** PARTNERSHIPS  
FOR THE GOALS



# 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)
- ✓ Uzbekistan State Customs Committee
- ✓ **Dominican Republic** Customs

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



# THANKS!

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