## ANNEX I: Gender Equality Seal Performance Benchmarks

<table>
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<tr>
<th>Areas of performance</th>
<th>Indicators</th>
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| **1. Management systems for gender mainstreaming** | i. Management accountability systems in place and functional.  
ii. Active and effective Gender Focal Team  
iii. Adequate resources made available for gender mainstreaming. |
| **2. Capacities**                         | i. Staff have a basic common perspective on gender mainstreaming.  
ii. Country Office has adequate technical capacity for gender mainstreaming.  
iii. Strategic actions taken for building Country Office gender capacity. |
| **3. Enabling environment**               | i. Corporate policies for gender equality in the workplace localised and implemented.  
ii. Corporate guidelines on gender parity localised and applied.  
iii. Open and participatory processes. |
| **4. Knowledge management**               | i. Knowledge products on gender equality and women's empowerment developed and disseminated.  
ii. Country Office communication plan and materials reflect commitment to gender equality and women's empowerment. |
| **5. Programmes/projects**               | i. Gender mainstreaming in programmes is guided by global strategies and frameworks.  
ii. Systems in place for integration of gender concerns into project cycles.  
iii. Gender equality potential of Country Office programme portfolio.  
| **6. Partnerships**                      | i. Collaboration with key national actors for gender equality goals.  
ii. Systematic participation in inter-agency coordination mechanisms for gender equality and women's empowerment. |
| **7. Results/impacts**                   | i. UNDP programmes make significant contributions to gender equality.  
ii. Country Office has contributed to public advocacy on gender issues. |