

ASSOCIATION DES SECRETAIRES
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by

Mr Raúl GUZMÁN
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on

**“Gender Equality Seal: Chilean Senate, first parliament in the world to obtain
this international certification”**

**Geneva Session
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Allow me to present, at this autumn 2025 session of the Association of General Secretaries of Parliaments, the accomplishment of a historic milestone for the Senate of the Republic of Chile: the recognition to our corporation with the Gender Equality Seal for Public Institutions, awarded by the United Nations Development Programme. With this certification, the Chilean Senate becomes the first legislative chamber in the world to receive this seal of excellence.

The Gender Equality Seal is a global initiative of the United Nations Development Programme that highlights public institutions committed to inclusivity and whose political and institutional objectives include promoting working environments where women and men have equal opportunities in the context of their working experience. In concrete terms, this results in stimulating excellence in gender equality, in all aspects of their working performance.

The Gender Equality Seal measures progress by using international standards. During the certification process, institutions receive support at every step, with innovative tools and personalised guidance from international experts. Once the programme is complete, the participating public institution receives international recognition in Gender Equality, which attests its achievements. The Seal is also a recognition of effectiveness and innovation in gender equality.

So, in November 2022, the Senate of the Republic of Chile signed a collaboration agreement with the UNDP to implement the Gender Equality Seal Programme in Public Institutions.

After two years of internal work, and following an external evaluation process carried out by the UNDP, the respective certification was issued, and as we mentioned at the beginning of this presentation, the Senate of the Republic of Chile has become the first legislative chamber in the world to obtain it.

Upon completion of the UNDP certification process, 15 significant institutional advances and achievements developed by our corporation in the area of gender equality were recognised. I would like to briefly outline those attainments:

1. Preparation of an institutional gender assessment to determine the current situation at the institutional level, in this area.
2. Structuring the 2024–2028 Institutional Strategic Plan, carried out with a gender focus.
3. Definition of an Institutional Gender Policy, consisting in the development of a set of principles and objectives adopted by the Senate to promote gender equality.
4. Creation of the Gender Committee and a Technical Secretariat, which are democratic participatory bodies and functional structures that promote and coordinate work on gender mainstreaming in the Senate.
5. Technical guidance manual for including gender perspective in legislative work at all stages of the law-making process.
6. Training and capacity building in gender matters for Senate officials, since 2022.
7. Leadership programme for female officials, including workshops on talent management and skills development, to mobilise ideas and projects, as well as to expand opportunities for them.

8. Drafting of protocols to prevent and punish workplace harassment, sexual harassment, workplace violence and arbitrary discrimination.
9. Integration of gender criteria into the evaluation stage of public procurement.
10. Design of a banner on the institutional website with legislative and institutional information on gender issues.
11. Since 2023, the Senate set up a Breastfeeding Room, which is designed as a space specifically implemented to promote breastfeeding, helping to reconcile working duties and motherhood.
12. Design of a manual on inclusive and non-sexist language, intended as a tool providing recommendations for the use of respectful and equitable language in Senate communications.
13. Coordination with other national and international organisations.
14. Implementation of a monitoring: system endowed with indicators and methodologies for a budget with gender perspective.
15. Launch of "Women in the National Congress Workshop", a citizen engagement programme that aims to highlight the role of women in the country's political history.

Allow me to illustrate with figures, just one piece of data that shows the significant progress made during the certification process and since the current Institutional Strategic Plan came into force: the gap in the representation of female employees within the Senate has been reduced from 30% to 35%, and in addition, 41% of management positions are now held by women.

We are justifiably proud of this international recognition, but it also encourages us to persevere in the full implementation of our Institutional Strategic Plan, promoting actions that contribute to ensuring equitable and discrimination-free workplaces.

Thank you very much.