

**Annex to:**  
**Declaration for Gender Responsive Standards  
and Standards Development**

**UNECE Gender Responsive Standards Initiative  
(Part of UNECE WP.6)**

## **Preface**

The Gender Responsive Standards Initiative is a group of experts that was set up by a formal decision of the UNECE intergovernmental body, UNECE WP.6 Working Party on Regulatory Cooperation and Standardization Policies.

The aims of the group of experts are to improve gender balance in standards development and to ensure that the content and impact of standards when implemented are gender responsive.

The Declaration for Gender Responsive Standards and Standards Development is the result of collaborative work by a number of different standards development and other organizations and gender experts (please see Appendix 1 for a list of participating organizations / experts).

## **Introduction**

This is a living Annex, maintained on the UNECE website, to support the Declaration for Gender Responsive Standards and Standards Development. The Annex outlines actions that NSBs and SDOs can include in their gender action plan for gender responsive standards and standards development.

It is for each organization to decide what they can / should include in their gender action plan. The list of actions is not exhaustive; it is intended simply to provide ideas and inspiration for gender action plans for standards development organizations of any type.

## The Annex

### Group of actions n. 1: Working towards gender balanced / representative *and* inclusive standards development environments

- ❖ Strive for a representative number of women in all phases of standards development
  - assess the gender balance of our committees and determine if there is an opportunity to improve;
  - connect with organizations and informal networks within industries and professions so as to improve the gender balance of our technical committees;
  - collect sex-disaggregated data on participants in standards development (overall and by industry) and compare this with employment statistics;
    - e.g develop a graph indicating the gender balance on committees and update it annually, and if possible, aggregate it by industry sectors;
- ❖ Strive to create a standards development environment which enables gender inclusivity and equality
  - Ensure the leadership supports striving for a gender inclusive environment and for gender responsive standards
  - conduct yearly research with committee members to learn about any differences in experiences in standards development based on gender
  - develop and implement policies, procedures and activities which support gender inclusivity (e.g. raising awareness; training for committee chairs, programme managers, members; distributing this declaration to all those involved in standards development, etc.)
  - review the gender balance of the chairs / senior roles within standards making and seek to improve it where it is imbalanced
- ❖ Support individuals who want to be gender advocates by encouraging and enabling them to take action within their areas of standards development
  - encourage programme/project managers and chairs to promote gender inclusivity on their standards development committees and provide them with tools and resources to do so
  - share (within and between organizations) information / data / experiences about internal or external gender inclusivity projects in order to identify and share best practice
- ❖ Strive for gender representative participation in other phases of the standards development process including making proposals, commenting on proposals and commenting on drafts
- ❖ Ensure organizational and individual gender actions plans include relevant objectives so that progress can be monitored and measured

### Group of actions n. 2: Creating gender responsive standards

- ❖ Strive to develop a network of gender experts to provide a resource to support standards development committees in their work
- ❖ Contribute to the development of a tool(s) suitable for conducting gender-based analysis of all standards in any form of active development (new or revision) to ensure standards are gender responsive in their content and implementation. This tool could be based on [GBA+](#) or others
- ❖ Provide training for any new tools which may be developed and ensure you are measuring the participation in and impact of this training
- ❖ Use existing frameworks (e.g. ISO, CEN-CENELEC, regional standards organizations etc.) to work collaboratively and share resources / expertise
- ❖ Ensure committees have relevant expertise, tools and resources to strive to develop gender responsive standards
  - provide committees with any necessary training to develop their gender expertise
  - ensure committees include a gender expert or have access to gender expertise (e.g. via a network of gender experts)
- ❖ Strive to institutionalize successful and effective practices, procedures and policies to ensure the future / sustainability of gender responsive standards development

### Group of actions n. 3: Creating gender responsive standards bodies

- ❖ Assess existing and develop / obtain as required the skills and expertise needed to create and implement a gender action plan
- ❖ Collect data on the gender ratio of employees at all different levels
- ❖ Develop training tools to enhance the gender awareness of employees
- ❖ Monitor and record the participation in and impact of any training provided