

Minutes from Second meeting on Gender Responsive Standards on 10 May 2017

Agenda

1) Adoption of the agenda and tour de table

The Agenda was adopted as proposed and the participants introduced themselves as follows:

Camilla Åberg – Swedish Standards Institute, Manager of International Relations
Kevin Blanchard - DRR Dynamics, United Kingdom
Yngve Braaten - Amsterdam Royal Institute, the Netherlands
Amarsanaa Darisuren – OSCE, Vienna, Head of Gender Section
Stephanie Eynon – British Standards Institution (BSI), United Kingdom, Standards makers' engagement and development manager
Marie-Josée Fahrni, representing ISO/TC 68 Financial Services, Secretary of TC 68/Subcommittees 4 and 8
Alina Fetisova – UNECE, UN/CEFACT
Rekha Gupta – UNAIDS Secretariat, Geneva, responsible for planning and reporting
Sara Gobbi – ASTM International, Director of European Affairs
Lucy He & Peter Morfee – NZ WorkSafe, Energy Safety, New Zealand
Lorenza Jachia – UNECE, Secretary to Working Party on Regulatory Cooperation and Standardization Policies (WP.6)
Tauno Kangur – UNECE, WP.6
Caitlin Kraft-Buchman – Woman@theTable, NGO in Geneva, co-founder of the International Gender Champions
Alfredo Novoa – intern at UNAIDS Secretariat
Antoinette Pitteloud – International Electrotechnical committee (IEC), Geneva, External Liaisons Officer
Duncan Shaw – University of Manchester, United Kingdom, Chair of ISO Working Group on Community Resilience
Pamela Tarif, Head of Membership & Reinhard Weissinger – ISO Central Secretariat, Geneva
Mathias Terheggen – EDGE Certified Foundation, Switzerland

2) Review of the report and decisions of the 1st meeting of the initiative

The Report of the first meeting is available online at

http://www.unece.org/fileadmin/DAM/trade/wp6/documents/2017/Gender/Gender_meeting_minutes_final.pdf

The objective of the initiative is to enhance the contribution of standards to women's empowerment and to mainstream gender across all standards and the processes of standards making.

The Secretary of the WP.6 summarized the main points of the report.

Following this, the next steps of the initiative were discussed. These include developing a Charter of Gender-Responsive National Standards Bodies together with a set of actions appropriate for each organisation, for example:

- developing a recommendation of a gender plan for their standard setting process;
- presenting the experience of implementing the Charter or Recommendation to international meetings, such as the WP.6 annual session or the ISO General Assembly;
- commitment by standards bodies not to compile panels and set up technical committees consisting only of men (no same sex only panels) and
- developing training programmes for the implementation of the recommendation.

Planned next steps also include:

- the possible formation of an alliance of "International Gender Champions – standards";
- replicating the experience of gender champions to "standards gender champions" that would involve developing a role description and key responsibilities/ actions for standards gender champions;
- investigating the possibility of creating Gender Expert Networks that would consist of trained gender experts able to join committees in helping them specifically to identify, analyse and resolve issues of gender bias with the standard and/or which may be created by its implementation;
- assessing whether standards are gender-biased;
- assessing the impact of standards on women;
- evaluating either more usage of standards could give women more opportunities and

- picking a pilot: identifying a standard that is being developed and making it gender informed. The pilots could include, among others, Disaster risk reduction/Security and resilience/Trade/Financial sector services.
 - a) Feedback by participants about the meeting
- BSI engagement of committee members has been reaching out to other standards bodies in Europe in the format of a workshop in Edinburgh, 21 June 2017 morning (CEN/CENELEC general assembly at the same time). If anyone would like to join a discussion / workshop with National Standards Bodies about engagement and retention of committee members they are welcome to join the workshop.
- Part of the workshop will focus on increasing participation of women. The workshop will take place 09:00-12:00 (followed by lunch) 21 June at the Sheraton Grand Hotel in Edinburgh. The main focus is intended to be how National Standards Bodies recruit and retain committee members. For more information please contact [Stephanie Eynon](#) at BSI.
 - b) Presentation by New Zealand WorkSafe on accident data with gender disaggregated data regarding accidents by Lucy He (please find the presentation attached to the minutes)
 - c) Q&A - ISO was wondering where is the relationship between the data shown in the presentation and standardisation issues?

Answer: the displayed data is important to WorkSafe to understand the reasons behind the accidents and give some information on the process of developing safety standards.

UNECE: would it be possible to have more data on differences between employment of male and female workers in order to know how much bias is possible to remove? There is a need to triangulate this data with other data that is in our disposal.

Answer: it is possible to find data on the numbers of male and female electrical engineers and also perhaps on different electrical and non-electrical tasks that the engineers are involved with during the accident.

3) Progress since the First meeting

- Minutes finalised and distributed to participants and also uploaded to [meeting website](#),
- A meeting with participation by UNWOMEN, OECD and ASTM took place on May 4 that looked at a UNWOMEN training programme in order to evaluate if this could be adapted to the purposes of the initiative. Many UNWOMEN programmes are web-based and available at trainingcentre.unwomen.org

Issues:

- Several organisations from US and CA have not been able to join meetings due to time difference. Therefore the next meeting will be organised in the afternoon Geneva time facilitate their participation. One of the tools to be looked at is [Gender Based Analysis Plus](#) from Canada.

Other progress

- At the first meeting BSI committed to developing the Charter of Gender-Responsive National Standards Bodies. Other national standards bodies have different structures; questions have been raised on which standards have gender implication? How to analyse gender bias of a standard? How to benchmark which standards are relevant concerning gender bias? BSI is moving forward with the task and will draft some notes and share with the group.

4) Discussion on priorities for the group

a) Participation of women in standards development: Where do we stand today?

- ISO would like to have clearer picture what is the women participation rate in standards bodies, WGs and TCs. For ISO the involvement is 20-25% of women in standards developing process.
- In IEC processes total 83 countries are involved, 35000 experts listed in database, ca 14% of them are women. IEC is now doing more research on countries and TCs. Also there is ca 10% women participation in Conformity Assessment participation.

- In ASTM there are about 20% women participants from 30000 global members, women percentage differs in distinct sectors. ASTM will provide more data in coming weeks. ASTM also organises networking activities for women, sharing challenges and planning ways forward to foster women participation.
- UNECE database on such statistics outdated, percentage of women in its work difficult to measure
- ISO figures are higher than national members ones on women as international representatives seemingly include more women. Total ISO participation in standards development is 150000 active users, on 16000 of them gender has not been distinguished.
- IEC has also about 5000 unidentified gender people that would change the 14% rate.
- IEC has also link to [Association Réseau Normalisation et Francophonie](#) and it would be also to get their input into the discussion.

UNECE asked for volunteers for documenting women participation in standardisation activities? How many chairs are women, for example?

b) What can be done to increase the participation of women in standards development?

- Women@theTable has published a book on delegations and on importance of captioning the data on delegations: who chairs and co-chairs the meetings and on the targeted level of influence. They hope to choose a pilot and move forward to operationalise it.
- Gender-responsiveness is important as many standards are developed with not paying much attention to morphological differences between men and women.
- Training also has to be discussed – what would be the best training programmes on gender responsiveness? At UNOG the “I know gender” course is already compulsory. It would be good to agree on best tools in developing knowledge.
- Guiding committees to gender responsive standards do not have to be done specifically by women. Increasing women participation is important and can start immediately, training and developing of tools first, but it can still already be tried in live process of standards development process.
- There is need to determine in which areas are gender issues relevant and where not (e.g. machine learning)? Definitions have to be worked upon. There is need to diversity, not limited to gender but also age, climate, etc. Mr. Weissinger volunteers to take this up this task and hopes others will also join him.

c) What do we mean with "gender-responsive" standards?

d) How best to represent this group and topic at the upcoming Global Platform for Disaster Risk Reduction which is being organised by the United Nations Office for Disaster Risk Reduction and being held in Cancun, Mexico between May 22-26? The [final agenda](#) and [list of side events](#) can be found on the event website.

The group agreed that this would be a good area for the development of a pilot. The pilot need not necessarily be a standard but could also be an “international workshop agreement” which is a precursor to development a standard. It would be necessary to find a national body that would host this activity. It was also agreed that taking the UNOG “I know gender” training course by the group could help us collaboratively define gender responsive standards.

The group agreed to hold another meeting in early June at a date to be agreed via a Doodle.