

Gender Mainstreaming in Standards

Workshop UNDP-UNECE, Geneva April 4th

Raquel Lagunas, *Senior Policy Advisor on Gender Mainstreaming, Gender Team, UNDP*



April, 2017

Our Goal

Mainstreaming gender into standards to ensure that standards become effective tools for the implementation of SDG Goal 5 Target 5.5.

“Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life”.





Workshop

Outline

- 1. Gender mainstreaming in standards: gain awareness and understanding (1 hour and 30').**
- 2. Sharing our experiences/exploring our capacities (60').**
- 3. Roadmap: Next Steps (45').**
- 4. Work plan (45').**

Conceptual Clarification (1)

- Gender equality is a goal.
- Gender mainstreaming is a strategy.
- Gender Analysis is a tool.





Conceptual Clarification (2)

- 1. Gender mainstreaming across standard organization and standards.**
- 2. Gender Equality Standards-Norms.**

Methodological Clarification



- **Standards Organizations.**
- **Process of developing standards.**
- **Standards and Requirements (documents).**
- **Implementation: impact.**



What do we know about it?

- **Management systems: women hold 4.6% of board seats.**
- **Environment: differentiated impact of natural disasters in women and men.**
- **Health and Care: women carry a disproportionate burden of unpaid work.**
- **Market Opportunities: annual economic losses due to gender inequality in the labor market have averaged \$95 billion per year since 2010 in sub-Saharan Africa .**
- **Workers engagement: globally, on average, women earn 24 % less than men.**

What do we know about it?

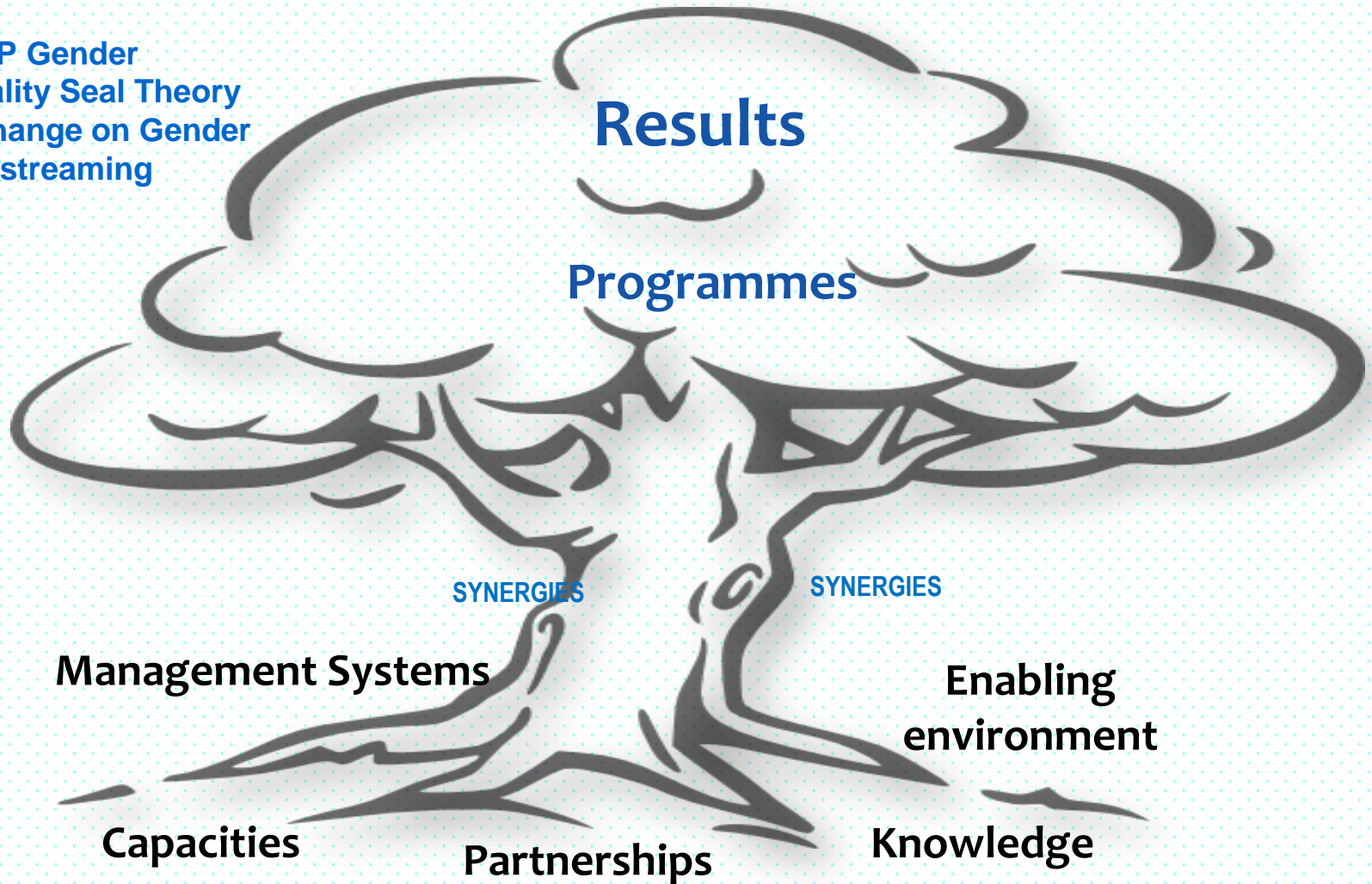
- **Lack of explicit gender policies in standard organizations.**
- **Dominance of male representation in standard-setting.**
- **Insufficient consideration of women specificities in standards deliverables.**
- **Standards do not recognize the differences between male and female standard users.**
- **Little knowledge about the gender impacts of standards exist due to the lack of sex-disaggregated data.**





Organizations

**UNDP Gender
Equality Seal Theory
of Change on Gender
Mainstreaming**





- Before
- During
- The Standard
- After

Standards

Gender Analysis in standards development

A. Do we include a gender analysis **before** we develop a standard?

1. Selection of the project/subject matter .
2. Research/analysis paper (**gender analysis**).
3. Nomination of the Expert/Technical Committee (**gender balance and technical expertise on gender equality & subject matter**).
4. Design of the consultation process to develop a draft.

Gender Analysis in standards development

B. **During** the development a standard?

1. Do we use findings of the gender analysis we carried out to inform the draft? (**Solutions**)
2. Do we engage Women's Organizations/Unions/Gender Experts or Academics during the consultations/technical committees?
3. Do we have gender balance in our consultations?
4. Do we highlight Gender issues in discussions with stakeholders and analyze together systemic causes of the subject matter from a gender perspective?

Gender Analysis in standards development

- C. The **standard (document established by consensus)**
- ▶ Does the standard consider gender aspects consistently? (Has the standard integrated solutions to correct gender differences?).

Gender Analysis in standards development

D. Implementation of the Standard

- Educational activities.
- Do we measure the gender impact of standards and regulations (follow up meetings)?
- Do we ensure that conformity assessment processes are gender informed?



Gender Analysis in Standards: **Example 1**

Personal safety – Protective clothing and equipment in hazards:

- Women's bodies are treated as “small male” bodies;
- Protective equipment that is uncomfortable women tend to use it less= women take higher risks;

<http://elcosh.org/document/1198/d001110/Personal+Protective+Equipment+for+Women+-+Addressing+the+Need.html#7>



Gender Analysis in Standards: **Example 1**

Personal safety – Protective clothing and equipment in hazards:

- Limited availability of protective equipment for women in non-traditional' fields.
- Employers concerned about safety are reluctant to hire or promote women whose safety is at risk.

Gender Analysis in Standards: **Example 1**

Personal safety –Improperly-fitting equipment for women may lead to:

- Less efficient work (e.g. over-sized gloves may cause a women to grasp a tool tighter than she should in order to get a good grip) .
- Slower work (muscular fatigue and frequent readjustments of gloves can slow a worker down) .
- Greater number of errors.
- Difficulty in doing certain tasks (e.g., jobs requiring fine, detailed movements).



Gender Analysis in Standards: **Example 1**

Personal safety – What participants recommended to standards settings agencies.

- Review existing standards to ensure that they do not have an adverse impact on women, and other designated groups.
- Review and upgrade standards as technology changes.
- Use ergonomics, based upon anthropometric data (that fit the special needs of women workers) in all standards and certification tests.
- Ensure that female users of PPE are represented on CSA Committees.
- Improve the methods of revising standards.



Gender Analysis in Standards: **Example 2**

Regulations about security cars:

-Car test dummies to develop safety features are all male.

-Transport sector: the referent was a male thorax, and female including pregnant ones were not considered and **led to fetal deaths.**

<http://sciencenordic.com/gender-equality-crash-test-dummies-too>





Gender Analysis in Standards: **Example 3**

Standards for air conditioning settings:

Where the model and calculations to regulate a thermal comfort were based on a 40 year male weighting 145 pounds (Nature Climate Change Research).

Miscalculation impacts in building energy consumption/expenditures.





Gender Analysis in Standards: **Example 4**

Standards for environment

Research on environmental reveals women typically show higher levels of environmental concern and behavioral adjustments compared to men.

Women appear more engaged in household (private) pro-environment behaviors (e.g., recycling), and men in community/society-oriented (public) pro-environment behaviors (e.g., protests).





Gender Analysis in Standards: **Example 4**

Standards for environment

E.g. A more thorough analysis of consumption patterns and users would help to increase the use of clean energy.

Gender norms mediate access to resources, adoption of values and practices, capacity to make choices, and opportunities for participation in all aspects of society (from markets to politics).



Thank you!

