

WP.6 Gender-Responsive Standards Initiative (GRSI)

Gender Action Plan Best Practice

Recommendation U: Gender-Responsive Standards

Best Practice Template

The UNECE Gender-Responsive Standards Initiative (GRSI) works to ensure that standards and standards-development practices better meet the needs of women and girls. The cultivation and dissemination of best practice is a core activity of the Initiative. Through sharing the practices developed at the national level, standards developing bodies will be enabled to develop increasingly efficient gender action plans. All standards bodies are invited to complete the best practice template and share their experience of developing a gender action plan (GAP). This template looks to abstract the core considerations, activities, and experience of your organisation's action plan. Note: We understand the classification may differ and some organisations may refer to their gender action plan (GAP) as an "equality strategy/plan".

Submissions that detail your organisation's gender action plan (GAP) or gender equality strategy are welcome with the condition that they use the below template, without changing the margins or the questions. Completed submissions should be sent to the Gender-Responsive Standards Initiative at: regulatory.cooperation@un.org

These best practice submissions do not engage the United Nations or Working Party on Regulatory Cooperation and Standardization Policies (WP.6) in any way and they do not constitute an endorsement of any kind. Submissions are presented as is and were only checked for grammar and spelling.

	Questions	Response
Organization identity		
1	Type of standards organisation? (National, regional, international)	National
2	Name of the standards organisation	INEN – Servicio Ecuatoriano de Normalización
3	Country/Region of operation?	Ecuador
4	Contact details	Carla Gordón cgordon@normalizacion.gob.ec
Background		
5	What motivated the establishment of the Gender Action Plan (GAP)?	INEN is aware that the work in the development of standards shall be aligned with principles of equality and non-discrimination, so INEN decided to participate in the ISO initiative to develop and implement the Gender Action Plan (GAP) 2022-2023.
6	When did your organisation launch their Gender Action Plan?	INEN's GAP was approved on 2022-02-10
7	Is your organisation a signatory of the UNECE Declaration on Gender-Responsive Standards and Standards Development?	Yes
Gender Action Plan (GAP) Creation		
8	What are the primary objectives of your organisation's GAP?	INEN's GAP is aligned to ISO's GAP 2019-2021 objectives, so this plan has the following objectives: 1. Collect data on gender representation at the followings levels: NSB CEO's,

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		<p>technical committees, etc.</p> <p>2. Collect case studies on national and international standards to define best practices on standards in support of gender equality.</p> <p>3. Improve understanding of the possible gender implications of selected ISO standards. Create tools to support the TCs to ensure that the standards they develop/revise are gender-responsive</p> <p>4. Improve understanding and knowledge of standards in support of gender equality and the empowerment of women.</p> <p>5. Define long-term objectives related to gender equality and women</p>
9	Did your organisation use a participatory and flexible approach to developing the GAP?	Yes
10	Was a pilot project used to test the GAP before it was launched?	No
11	Did your organisation consult with other standards bodies before developing your GAP? (e.g. did the organisation consider the achievements and challenges of other standards bodies). If yes, which organisations?	Yes. INEN was invited to COPANT's workshop in 2021 and we were able to observe several GAP's from countries such as Colombia (ICONTEC), Peru (INACAL), Mexico (NYCE) and others.
Institutional Buy-in		
12	Does the plan enjoy widespread leadership buy-in? If yes, how is this demonstrated? (e.g., Director-led policy initiatives, top-down training programmes)	Yes. Top management approves the initiatives of the technical staff. The technical staff is implementing the plan and leading stakeholder events.
13	Who initiated the gender action plan within the organisation?? (Organisation leadership, departmental managers, regular staff)	Regular staff.
14	Is the GAP being implemented at every level of the organisation?	Yes
15	Is the GAP being implemented and evaluated throughout the standards development process?	No
16	Does the GAP strengthen individual accountability for gender equality? If yes, how?	Yes. INEN is executing programs of Training on gender equality with its staff.
17	Were any kind of resource issues encountered during the lifecycle (cultivation, development, implementation) of the GAP?	No
18	Does the GAP operate as part of a broader	No

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	sustainability or <i>diversity, equity, and inclusion</i> (DEI) strategy of the organisation?	
19	Who is responsible for the implementation of the GAP?	The person responsible for implementing INEN's GAP is the gender focal point, Carla Gordón, the Standardization department, with the support of other INEN departments.
Planned Activities		
20	Does your GAP set realistic step-by-step targets relevant to particular objectives?	Yes
21	What key activities are listed in your organisation's GAP?	<ul style="list-style-type: none"> - Collect gender data from NTC's on Presidents and Secretaries - NSB gender statistics - NTC's gender statistics - National Gender Focal Points participating of ISO's Gender Focal Point Network (GFPN) - Signatory UNECE Declaration - Standards promoting gender equality - Training on gender equality with INEN's staff. - Elaborate an institutional gender policy - Develop a comprehensive communication plan - Publish information on INEN's work on gender equity on the institutional web page. - Awareness raising event on IWA 34:2021 Women's entrepreneurship — Key definitions and general criteria, standardization principles and its contribution to gender - Promote an institutional diagnosis on gender equity. - Establish a national mirror TC for ISO/PC 337, Guidelines for the promotion and implementation of gender equality - Participate in the Diversity program of the ISO 2030 Strategy.
22	Does the GAP include specific activities to increase women's participation in standards development? If yes, what are they?	Yes, INEN's GAP includes: <ul style="list-style-type: none"> - Standards promoting gender equality - Elaborate an institutional gender policy - Promote an institutional diagnosis on gender equity.
23	Does the GAP include performance indicators?	No
Monitoring & Evaluation (M&E)		
24	Is monitoring and evaluation included in your	Yes

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	organisation's GAP?	
25	Does your GAP include a monitoring strategy/set of activities? (i.e., identify concrete output indicators, agreed time frame, planned monitoring sessions)	Yes
26	How does the GAP ensure impartiality when evaluating the organisation's activities? (e.g., external evaluator, internal expert)	--
27	Does your GAP require detailed baseline assessment data?	--
28	Does your GAP require your organisation to collect sex-disaggregated information?	Yes
29	Does your GAP encourage the use of any data collection tools? (e.g., gender equality audit and monitoring GEAM tool)	Technical committee attendance record
30	Who is responsible for collecting data?	Assistant of the Standardization Department
31	Does your GAP include ongoing recommendations to collect information on the experiences of technical committee participants?	Yes
32	Does your GAP have a target end date? For what period is your GAP?	
33	If your GAP has a target end date, are there plans for how the activity will continue beyond that date?	
Financing		
34	How did your organisation fund the establishment of the GAP? (For example: the organisation's regular budget funds, private sector funding, public sector funding, private-public sector funding)	Organisation's regular budget funds
35	Is the GAP underpinned by long-term financing to ensure its continuity? (i.e., will there be sufficient financing and resources to achieve the GAP's objectives)	--
36	Does your organisation require additional resources (e.g., personnel, training & capacity building, monetary support) to deliver on the planned GAP activities?	Yes, INEN requires training & capacity building
37	Is there an organisational commitment to providing adequate resources to meet GAP activities?	Yes
National Context (Questions 45- 48 are specific to National Standards Bodies)		
38	Does your country also have a National Gender Strategy?	Yes

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39	If yes, does the GAP align with this National Gender Strategy?	Yes
40	Is your GAP specific to the precise needs of women in your country? If yes, how does it reflect the national context or challenges?	Yes. So far, INEN's GAP has focused on raising awareness among the organization's staff, as there is still confusion and prejudice in Ecuador about certain concepts of gender equality.
41	Does your GAP promote greater awareness of national gender issues?	Yes
Technical Committee Data		
42	Does your organisation track gender representation on technical committees?	Yes
43	If yes, currently what percentage of technical committee members are women?	39 %
44	What percentage of technical committee Chairs are women?	34%
45	Does your GAP set targets related to the representation in your technical committees?	Yes
46	Does your GAP set targets related to gender balanced leadership in your technical committees?	No
47	Does your GAP encourage gender-related sensitisation programmes or guidance for new technical committee members?	No
Gender Focal Point		
48	Does your organisation have an appointed gender focal point (GFP)? If yes, is this their sole function or is it supplementary to their existing role within the organisation?	Yes. The role of the gender focal point is supplementary to her existing roles within the organisation.
49	Did the focal point contribute to the development and realisation of the GAP?	Yes
50	Does the gender focal point report on the GAP? If yes, how often goes the focal point report on the GAP?	No
51	Were standards used by the organisation/focal point to develop the GAP? If yes, which standards? If no, why not?	No
52	Is the gender focal point (GFP) responsible for implementing the GAP? If not, who?	Yes
Key Lessons		
53	What would you advise other organisations to do before developing a GAP?	<ol style="list-style-type: none"> 1. To have people within the organization who are knowledgeable about equality and non-discrimination to support the development of activities. 2. The gender focal point should have knowledge of gender equality and be

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		empowered by the objectives of the GAP.
54	What are the primary challenges you face with implementing the GAP?	<ol style="list-style-type: none"> 1. Gender biases and stereotypes 2. Limited number of people with gender approach knowledge within the staff. 3. Combining the organization and implementation of GAP activities with other outside GAP activities.
55	Would your organisation benefit from additional capacity-building training?	Yes
56	What have been the primary achievements of your GAP so far?	<ul style="list-style-type: none"> - Collect gender data from NTC's on Presidents and Secretaries - NSB gender statistics - NTC's gender statistics - National Gender Focal Points participating of ISO's Gender Focal Point Network (GFPN) - Signatory UNECE Declaration - Standards promoting gender equality - Training on gender equality with INEN staff. - Publish information on INEN's work on gender equity on the institutional web page. - Awareness raising event on IWA 34:2021 Women's entrepreneurship — Key definitions and general criteria, standardization principles and its contribution to gender - Being a participating member of ISO/PC 337 committee and its working group
57	What are the measurable results of your GAP?	<ul style="list-style-type: none"> - One virtual event - News published on the website - One blogspot published on the website - Two training sessions
58	Would your organisation be interested in presenting your GAP experience (so far) to interested standards developing bodies?	Yes