

WP.6 Gender-Responsive Standards Initiative (GRSI) Gender Action Plan Best Practice

Recommendation U: Gender-Responsive Standards

Rwanda Standards Board

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	Rwanda Standards Board
3	Country/Region of operation?	Rwanda, East Africa
4	Contact details	Email: info@rsb.gov.rw; Telephone: (+250)788303492
Background		
5	What motivated the establishment of the Gender Action Plan (GAP)?	<p>In accordance with various existing policies, laws, strategies, and institutional frameworks put in place to align practices with the National Constitution, Rwanda has committed to implementing international commitments such as the UN Agenda 2030 (Sustainable Development Goals), specifically the SDG5, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), and the Beijing Platform for Action (1995). In August 2020, the Rwanda Standards Board (RSB) signed a declaration on Gender Responsive Standards and Standard Development aimed at integrating gender accountability into standards and standard development activities.</p> <p>RSB as a public institution mandated to undertake the development of Standards, Conformity Assessment and Metrology services in the country. RSB play a critical role of leading the Gender Responsive Standards and Certification. Currently, RSB is the sole custodian of standards in Rwanda. RSB is an ISO full member from 2013 and a member of other standards organizations: IEC, ARSO, AFSEC. The institution is an ISO 9001 Certified organization. RSB provides accredited certification (RvA), testing (RvA) Metrology (DakkS) services. It has already availed more than 2700 Standards to the industry and service providers.</p>

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6	When did your organisation launch their Gender Action Plan?	November 2020, Rwanda Standards Board (RSB) and Partners validated the gender institutional and organisational assessment report, Gender action plan and RSB capacity building and training plan
7	Is your organisation a signatory of the UNECE Declaration on Gender-Responsive Standards and Standards Development?	Yes, it has signed in August 2020
Gender Action Plan (GAP) Creation		
8	What are the primary objectives of your organisation's GAP?	The Strategic objectives are following: <ol style="list-style-type: none"> 1. To enhance gender responsiveness in RSB's policies, guidelines and capacity development. 2. To mainstream the gender perspective in standard development and control 3. To systematically disaggregate indicators and data for tracking, analyzing needs, and reporting gender information status.
9	Did your organisation use a participatory and flexible approach to developing the GAP?	Yes, a participatory and flexible approach to developing the GAP was used. All RSB key actors were consulted and included in all stages of data collection, in recognition of the factors of gender equality gaps, the required organisational behaviour change. Document/system review, focus groups and key informant interviews were used and enabled triangulation of findings and subsequent acceptance of the areas, gaps and avenues that needing improvements.
10	Was a pilot project used to test the GAP before it was launched?	Gender Equality Seal exercise diagnosis has been conducted in approximately 30 companies and 5 public regulatory institutions. The Technical Committee and Steering Committee to oversee the implementation of the Gender Action Plan Mentoring Program in public, private, and civil society were established
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?	There was a Gender Equality institutional and organizational assessment in line with National, Regional and International standards and commitments on Gender Equality including the UNECE Declaration on Gender Responsive Standards and Standards Development. RSB is an ISO full member from 2013 and a member of other standards organizations: IEC, ARSO, AFSEC. The institution is an ISO 9001 Certified organization.
Institutional Buy-in		
12	Does the plan enjoy widespread leadership buy-in? If yes, how is this demonstrated? (e.g., Director-led	The GAP was reviewed and approved by RSB management. The RSB's staff were assessed and participated in a technical review facilitated by an

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	policy initiatives, top-down training programmes)	external consulting mission. Relevant RSB stakeholders and actors were associated with all steps of the assessment process: identifying gaps, proposing actions to be conducted to bridge gender discrepancies, and formulating a capacity development plan, including training and mentorship.
13	Who initiated the gender action plan within the organisation?? (Organisation leadership, departmental managers, regular staff)	The selected technical team developed the ToRs and concept note that were previewed by departmental managers and thereafter approved by management. Under the facilitation of the consultants. The RSB staff were involved in developing the gender action plan and capacity development plan that included identified gaps, and actions to be taken to eliminate gender disparities.
14	Is the GAP being implemented at every level of the organisation?	Yes, the annual activities and targets have been incorporated into the single action plan and into individual performance targets, taking into account the availed resources, especially the financial resources.
15	Is the GAP being implemented and evaluated throughout the standards development process?	Yes, the GAP is being implemented and evaluated by the appointed establishment project management committee—the standards development process—and the steering committee of the concerned key institutions and partners has been established.
16	Does the GAP strengthen individual accountability for gender equality? If yes, how?	Yes, when implementing GAP everyone is responsible for implementation. The gender equality assessment helped to identify entry points for gender sensitive management processes of the institution as well as the standards. This one also, highlights levels of accountability and give them a good ground for being in the driver's seat for potential reforms
17	Were any kind of resource issues encountered during the lifecycle (cultivation, development, implementation) of the GAP?	During the development of the GAP, the Government of Rwanda through the Gender Monitoring Office and RSB mobilized resource through UNDP. There are still resources for implementing and operationalization of key actions proposed under GAP.
18	Does the GAP operate as part of a broader sustainability or <i>diversity, equity, and inclusion</i> (DEI) strategy of the organisation?	Yes, to achieve gender equality, the following cutting-edge areas have been highlighted and will be prioritised along this journey: (i) awareness and ownership; (ii) knowledge development; (iii) institutional capacity development; (iv) inclusiveness.
19	Who is responsible for the implementation of the GAP?	The implementation plan has listed the responsible institutions/organisation of concerned

	Questions	Response
		actions/interventions. RSB is responsible for coordinating the implementation of GAP
Planned Activities		
20	Does your GAP set realistic step-by-step targets relevant to particular objectives?	Yes, its objectives have aligned outputs, activities, targets and baselines together with responsible implementer.
21	What key activities are listed in your organisation's GAP?	<ol style="list-style-type: none"> 1. RSB's policies, internal operations, systems, procedures, processes and competences for successful compliance to GE policies in Standards adjusted 2. Policies and intervention strategies needed to achieve gender responsive standards, service delivery, and safety and trade developed and implemented 3. Gender Responsive standards and standards development operationalized and monitored 4. Women owners' Businesses and enterprises gender mainstreamed through standards requirement: 1) Implement women's empowerment in Standards, Certification, Metrology, Quality and Testing services; 2) Facilitate and lower gender gaps in segments of value chains, in service delivery, safety and trade 5. SMEs trained and coached on Agro-processing, wood and furniture, saloon, cosmetics, garage and textile through Zamukana Ubuziranenge Program 6. Stakeholder engagement in standardization enhanced and Gender equality is integrated in standards development activities 7. Gender equality is integrated in RSB services 8. SMEs supported towards certification through Zamukana Ubuziranenge Programme 9. Disaggregated Gender data collection and reporting and operationalized
22	Does the GAP include specific activities to increase women's participation in standards development? If yes, what are they?	<ol style="list-style-type: none"> 1. 1. Conduct Training and coaching RSB officials in mainstreaming gender in planning and budgeting processes 2. Establishing Technical Committee on gender equality 3. Implement women's empowerment in Standards, Certification, Metrology, Quality, and Testing services 4. 4. Mainstream gender by reconstituting the National CODEX committee and Technical Committee 5. 5. Review of gender-sensitive procedures on the establishment of standards committees and communication

	Questions	Response
		6. Training new appointed TC members in the areas of standardization;
23	Does the GAP include performance indicators?	Yes, it has an M&E Framework (indicators, baselines, targets)
Monitoring & Evaluation (M&E)		
24	Is monitoring and evaluation included in your organisation's GAP?	Yes
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)	The external assessment is envisaged during Mid term Evaluation and Final Evaluation of the GAP
27	Does your GAP require detailed baseline assessment data?	The Initial assessment has been done and provided the baseline for the many indicators proposed in the implementation plan
28	Does your GAP require your organisation to collect sex-disaggregated information?	Yes, quarterly sex-disaggregated data is provided
29	Does your GAP encourage the use of any data collection tools? (e.g., gender equality audit and monitoring GEAM tool)	To date, administrative data and data records are mostly used. The Gender Equality Audit and Monitoring (GEAM) is not known and has not yet been accessed.
30	Who is responsible for collecting data?	Gender Mainstreaming Specialist collects data from each department (data collected internally and externally by each division)
31	Does your GAP include ongoing recommendations to collect information on the experiences of technical committee participants?	Yes, when training technical committee members
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)	the Government of Rwanda through the Gender Monitoring Office and RSB mobilised resources through UNDP.

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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)	Resource Mobilization to finance planned actions and strategic objectives is ongoing activity and continuous. No long term Financing Commitment
36	Does your organisation require additional resources (e.g., personnel, training & capacity building, monetary support) to deliver on the planned GAP activities?	Yes, additional resources are still needed (including training, capacity building, and monetary support) to deliver on the planned GAP activities.
37	Is there an organisational commitment to providing adequate resources to meet GAP activities?	Although it has not fully committed to providing the adequate resources to meet GAP activities, RSB is still jointly working with various stakeholders to mobilise resources.
National Context (Questions 45- 48 are specific to National Standards Bodies)		
38	Does your country also have a National Gender Strategy?	Yes
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, the current GAP was contextualised and aligned to National Constitution, National Strategy for Transformation Rwanda, National Gender Policy, Sector Gender mainstreaming strategies, Trade policies, strategies and laws among others.
41	Does your GAP promote greater awareness of national gender issues?	Yes, awareness and sensitization is among the priority of the GAP
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?	35%
44	What percentage of technical committee Chairs are women?	25%
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?	Yes.
47	Does your GAP encourage gender-related sensitisation programmes or guidance for new technical committee members?	Yes as one of the activities in our GAP

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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 organization?	Yes, RSB has hired and appointed a gender focal point (GFP)-Gender Mainstreaming Specialist with the sole function of Coordination and monitoring activities related to the implementation of gender-responsive standards and gender mainstreaming in standardization activities and processes.
49	Did the focal point contribute to the development and realization of the GAP?	Yes, she reviewed and contributed to the development of GAP
50	Does the gender focal point report on the GAP? If yes, how often goes the focal point report on the GAP?	Yes, on a quarterly basis.
51	Were standards used by the organisation/focal point to develop the GAP? If yes, which standards? If no, why not?	-
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?	The assessment of the gender gap in the entire organization should be conducted.
54	What are the primary challenges you face with implementing the GAP?	budget constraint, lack of commitment among some stakeholders
55	Would your organization benefit from additional capacity-building training?	Yes.
56	What have been the primary achievements of your GAP so far?	Staff training on Gender equality, Internal procedures, IT tools, documents, and forms are gender-sensitive, gender sex-disaggregated data, gender equality policy developed, the existence of the Technical Committee members on gender equality standard, some technical committees with consideration of gender equality where applicable,
57	What are the measurable results of your GAP?	<ol style="list-style-type: none"> 1. Proportion of women-owned establishments; Target: Female (45%); Baseline: Male: 63%; Female :37%, source of data: NISR Establishment Census 2. Score provided to RSB's accountability & coherence in regards to Gender Equality policies in National, Regional and International standards and its capability to deliver on them; target: 80% (green); Baseline: (26-50%) RED; source of data: External Assessment 3. Tracking and reporting systems to monitor progress towards GE outputs and outcomes in Standards for service delivery, safety and

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		equal opportunities for Women and Men in Trade.
58	Would your organization be interested in presenting your GAP experience (so far) to interested standards developing bodies?	Yes, update ISO has selected our organisation as a mentor to (INEN)Ecuador on GAP