

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

Recommendation U: Gender-Responsive Standards

Austrian Standards International

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 Standardization Body
2	Name of the standards organisation	Austrian Standards International
3	Country/Region of operation?	Austria
4	Contact details	Heinestr. 38, 1020 Vienna, Austria
Background		
5	What motivated the establishment of the Gender Action Plan (GAP)?	Signing of the UNECE Declaration on Gender-Responsive Standards and Standards Development, several exchanges within CEN and ISO network related to the gender issues
6	When did your organisation launch their Gender Action Plan?	September 2022
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?	Rising the number of the national female experts in national standardization working groups, as well as encouraging female experts from national working groups to contribute to European and international standardization.
9	Did your organisation use a participatory and flexible approach to developing the GAP?	No
10	Was a pilot project used to test the GAP before it was launched?	There was no pilot project.
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, best practices have been shared between members of the CCMC Informal Gender Group as well as UNECE WP.6 WG on Gender.

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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, the implementation of the GAP will be supported at each management and leadership level in the organisation, incl. Managing Director.
13	Who initiated the gender action plan within the organisation?? (Organisation leadership, departmental managers, regular staff)	Departmental Manager – Standards Development
14	Is the GAP being implemented at every level of the organisation?	Generally, yes
15	Is the GAP being implemented and evaluated throughout the standards development process?	Yes
16	Does the GAP strengthen individual accountability for gender equality? If yes, how?	Indirectly, yes
17	Were any kind of resource issues encountered during the lifecycle (cultivation, development, implementation) of the GAP?	Not so far.
18	Does the GAP operate as part of a broader sustainability or <i>diversity, equity, and inclusion</i> (DEI) strategy of the organisation?	Yes
19	Who is responsible for the implementation of the GAP?	Ms. Joanna Gajdek, Committee Manager, Standards Development
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?	<ol style="list-style-type: none"> 1) Data assessment, 2) Reaching out and awareness raising, 3) Acquis of female standardization experts 4) Participation in meetings of gender related relevant working groups on the European and international level 5) Positioning of the subject gender responsive standards initiative 6) Other supporting activities
22	Does the GAP include specific activities to increase women's participation in standards development? If yes, what are they?	Yes, see above. Awareness raining events, direct invitations addressed to women's organisations in Austria etc.
23	Does the GAP include performance indicators?	Yes
Monitoring & Evaluation (M&E)		
24	Is monitoring and evaluation included in your organisation's GAP?	Yes

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25	Does your GAP include a monitoring strategy/set of activities? (i.e., identify concrete output indicators, agreed time frame, planned monitoring sessions)	No
26	How does the GAP ensure impartiality when evaluating the organisation's activities? (e.g., external evaluator, internal expert)	The evaluation will be done internally
27	Does your GAP require detailed baseline assessment data?	Yes (partly, not for all actions)
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)	No
30	Who is responsible for collecting data?	Ms. Joanna Gajdek
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?	Yes, 2022-2025
33	If your GAP has a target end date, are there plans for how the activity will continue beyond that date?	Yes, 2024 the experiences and lessons learnt will be evaluated and a follow-up plan will be drafted
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)	From the 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)	Yes, from the organisation's regular budget funds
36	Does your organisation require additional resources (e.g., personnel, training & capacity building, monetary support) to deliver on the planned GAP activities?	No
37	Is there an organisational commitment to providing adequate resources to meet GAP activities?	Yes
National Context (specific to National Standards Bodies)		
38	Does your country also have a National Gender Strategy?	Yes, „Strategie für die Gleichstellung der Geschlechter 2020-2025“, Federal Ministry for Social Affairs, Health, Care and Consumer Protection

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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?	The second objective of the National Gender Strategy is “development opportunities in a gender-equitable economy”. Inclusion of the female experts in the standardization processes directly relates to this objective.
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?	Ca. 13%
44	What percentage of technical committee Chairs are women?	Ca. 6%
45	Does your GAP set targets related to the representation in your technical committees?	No
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?	The GFP is located by Joanna Gajdek, as supplementary function
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?	Yes, in framework of the regular Standards Development department meetings
51	Were standards used by the organisation/focal point to develop the GAP? If yes, which standards? If no, why not?	No, several best practices known from other NSBs were the base for ASI’s GAP
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?	Collect relevant information and best practices from NSBs or other already experienced organisations
54	What are the primary challenges you face with implementing the GAP?	Given circumstances in the national gender structure especially in the technical areas (i.e.

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		there are very little number of women in several technical areas)
55	Would your organisation benefit from additional capacity-building training?	Especially related to exchange of best practices
56	What have been the primary achievements of your GAP so far?	Mobilization of the resources, raising internal awareness and understanding for the importance of the topic
57	What are the measurable results of your GAP?	There will be measurable number of awareness raising campaigns implemented, number of national experts will be invited to participation in standardization work. Finally, a raise of the ratio of the female experts will be measured.
58	Would your organisation be interested in presenting your GAP experience (so far) to interested standards developing bodies?	Our experiences are still quite limited, but in case of interest, yes, we will be glad to share our best practices