

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

Recommendation U: Gender-Responsive Standards

CEN-CENELEC

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)	Regional
2	Name of the standards organisation	CEN and CENELEC (2 separate organizations but with a Joint Gender Action Plan)
3	Country/Region of operation?	Europe
4	Contact details	Deborah Wautier, Project Manager – Engagement, Diversity & Inclusion dwautier@cencenelec.eu
Background		
5	What motivated the establishment of the Gender Action Plan (GAP)?	There is a clear commitment from CEN and CENELEC community towards enhancing the inclusiveness and diversity of the European Standardization System. This is reflected in the joint CEN-CENELEC Strategy 2030, and was illustrated among other actions by becoming early signatories of the UNECE declaration in 2019. This signature was shortly followed by the establishment of the 1 st GAP, approved in 2019 and kick-started in 2020.
6	When did your organisation launch their Gender Action Plan?	1 st GAP = 2020-2022 2 nd GAP = 2023-2025
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?	The current GAP (2023-2025) focuses on 3 pillars of action <ol style="list-style-type: none"> 1. Awareness-raising and capacity-building activities within the European community 2. Supporting tools for technical experts 3. Review policies and regulations

	Questions	Response
9	Did your organisation use a participatory and flexible approach to developing the GAP?	Yes. The current GAP was developed by the CEN-CENELEC informal coordination group on Gender diversity & inclusion, and consolidated with comments from CEN and CENELEC Members.
10	Was a pilot project used to test the GAP before it was launched?	This is the second GAP, building on the 1 st GAP's lessons learnt. The 1 st GAP was itself designed following a survey to CEN and CENELEC Members that helped identify best practices but also needs for actions to be taken by CEN-CENELEC level.
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. Particularly for this 2 nd GAP, it is built upon our own lessons learnt, fed by CEN and CENELEC Members' national best practices & challenges, as well as the global community's initiatives (e.g. UNECE and participatory Members to the GRSI).
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 GAP is part of the many efforts put forward in the framework of the CEN and CENELEC Strategy 2030, which is strongly supported by CEN and CENELEC leaderships. In addition, the GAP itself was approved by both CEN and CENELEC Administrative Boards.
13	Who initiated the gender action plan within the organisation? (Organisation leadership, departmental managers, regular staff)	
14	Is the GAP being implemented at every level of the organisation?	Yes. The GAP focuses on engagement of the CEN-CENELEC community as a whole, that includes our Members, the experts in our technical groups, members of Advisory groups, as well as CEN and CENELEC Management Centre.
15	Is the GAP being implemented and evaluated throughout the standards development process?	Yes. Each GAP action is incorporated in the annual work programme of CEN and CENELEC, which is monitored on a quarterly basis.
16	Does the GAP strengthen individual accountability for gender equality? If yes, how?	Yes. In particular the 1 st GAP was focuses on raising awareness and developing a common understanding of the importance of the topic across the entire CEN and CENELEC community, down to e.g. Chairs and Secretaries of TCs.
17	Were any kind of resource issues encountered during the lifecycle (cultivation, development, implementation) of the GAP?	The informal status of the CEN-CENELEC group on the topic has led to an uncertainty on its scope and mandate for concrete actions. This will be re-assessed in 2023.

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18	Does the GAP operate as part of a broader sustainability or <i>diversity, equity, and inclusion</i> (DEI) strategy of the organisation?	No, although it does feed the overall strategic objectives of CEN and CENELEC towards an inclusive, transparent, and open system.
19	Who is responsible for the implementation of the GAP?	Shared responsibility between the different groups of CEN and CENELEC System. Ultimately, the CEN and CENELEC Administrative Boards are accountable for the implementation.
Planned Activities		
20	Does your GAP set realistic step-by-step targets relevant to particular objectives?	Yes, while having been designed to remain agile and adaptable to needs and available resources. A key lesson we learnt from the 1 st GAP.
21	What key activities are listed in your organisation's GAP?	<ol style="list-style-type: none"> 1. Awareness-raising and capacity-building activities within the European community, exchange of best practices, peer guidance, and mutual support 2. Supporting tools for technical experts by assessing the materials developed at global level and formulate recommendations to the CEN and CENELEC governance for their possible adoption at European level 3. Review policies and regulations and formulate recommendations to the CEN and CENELEC governance for changes that foster a systemic and sustained consideration of gender equality in the European standardization system <p>In parallel, CEN and CENELEC are also engaged in several European initiatives for Gender equality in key sectors of common interests.</p>
22	Does the GAP include specific activities to increase women's participation in standards development? If yes, what are they?	No specific actions but this aspect is encompassed under Action 1 and Action 3 to some extent.
23	Does the GAP include performance indicators?	Not <i>per se</i> , but its actions, listed in the annual work programme, do.
Monitoring & Evaluation (M&E)		
24	Is monitoring and evaluation included in your organisation's GAP?	Yes. Each GAP action is incorporated in the annual work programme of CEN and CENELEC, which is monitored on a quarterly basis. Evaluation is intended at the end of the GAP.

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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)	Each GAP action is incorporated in the annual work programme of CEN and CENELEC, which is monitored on a quarterly basis. Those actions have specific indicators.
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?	No. However there is an on-going parallel exercise looking at the diversity of experts participating in CEN and CENELEC technical work, which includes Gender as one of the individual aspects being investigated.
29	Does your GAP encourage the use of any data collection tools? (e.g., gender equality audit and monitoring GEAM tool)	
30	Who is responsible for collecting data?	
31	Does your GAP include ongoing recommendations to collect information on the experiences of technical committee participants?	No. However there is an on-going parallel exercise looking at the diversity of experts participating in CEN and CENELEC technical work, which includes experiences of experts in the drafting environment as one of the aspects being investigated.
32	Does your GAP have a target end date? For what period is your GAP?	1 January 2023 - 31 December 2025
33	If your GAP has a target end date, are there plans for how the activity will continue beyond that date?	If relevant, a proposal for a 3 rd GAP will be drafted for approval.
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)	
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?	Any additional resources are welcome and incorporated in our repository of materials for our technical experts. Particularly, support towards training & capacity-building would be welcome.

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37	Is there an organisational commitment to providing adequate resources to meet GAP activities?	CEN and CENELEC resources are allocated in line with our Strategy 2030 priorities – pending on these actions being identified as priority, dedicated resources will be made available.
National Context (specific to National Standards Bodies)		
38	Does your country also have a National Gender Strategy?	
39	If yes, does the GAP align with this National Gender Strategy?	
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?	
41	Does your GAP promote greater awareness of national gender issues?	
Technical Committee Data		
42	Does your organisation track gender representation on technical committees?	No. However there is an on-going parallel exercise looking at the diversity of experts participating in CEN and CENELEC technical work, which includes Gender as one of the individual aspects being investigated.
43	If yes, currently what percentage of technical committee members are women?	
44	What percentage of technical committee Chairs are women?	
45	Does your GAP set targets related to the representation in your technical committees?	No. Our experts are nominated by our national Members.
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?	Yes. GRSI is now part of the New Technical Body Officer Seminar package provided every year – as part of the training on Standards for SDGs.
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, it is under the scope of the Project Manager for Stakeholders Engagement, who coordinates all activities related to the inclusiveness & diversity of the system.
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, quarterly basis.

	Questions	Response
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?	The GFP coordinates the implementation of the GAP but responsibility is shared between the different groups of CEN and CENELEC System. Ultimately, the CEN and CENELEC Administrative Boards are accountable for the implementation.
Key Lessons		
53	What would you advise other organisations to do before developing a GAP?	Start with a 1 st GAP with very well-defined objectives. Go step by step, change is slow. Ensure support across all your community. Aim at incorporating the issue horizontally, as part of a wider discussion and commitment related to sustainability & resilience rather than a separated topic.
54	What are the primary challenges you face with implementing the GAP?	Duplication of initiatives at national/regional/international level and limited resources of Gender experts feeding into the activities.
55	Would your organisation benefit from additional capacity-building training?	Yes.
56	What have been the primary achievements of your GAP so far?	The 1 st GAP has built-up a collective understanding and maturity on this topic, providing important progress and positive impact on the issue of gender-responsive standards and its implications by the European community. It became a commonly accepted priority, with input for progress and change coming from all levels of the system, incl. directly from the Technical experts (e.g. feedback on paying extra attention on using inclusive language, equally shared speaking time in meetings, etc.)
57	What are the measurable results of your GAP?	A clear sign of our progress can be measured both by the number of CEN and CENELEC becoming new signatories to the UNECE declaration, as well as new representatives nominated in our CEN-CENELEC dedicated gender group.
58	Would your organisation be interested in presenting your GAP experience (so far) to interested standards developing bodies?	Yes, preferably after 1y of the 2 nd GAP.
Other		
59	Other considerations / additional information	