

# WP.6 Team of Specialists on Gender-Responsive Standards (GRS) Gender Action Plan Best Practice

## *Recommendation U: Gender-Responsive Standards*

### Standards Australia

*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
<b>Organization identity</b>		
1	Type of standards organisation? (National, regional, international)	National
2	Name of the standards organisation	Standards Australia
3	Country/Region of operation?	Australia
4	Contact details	Rachel McCarthy rachel.mccarthy@standards.org.au
<b>Background</b>		
5	What motivated the establishment of the Gender Action Plan (GAP)?	In February 2023, Standards Australia signed the UNECE Declaration on Gender Responsive Standards and Standards Development.
6	When did your organisation launch their Gender Action Plan?	April 2023.
7	Is your organisation a signatory of the UNECE Declaration on Gender-Responsive Standards and Standards Development?	Yes, as of February 2023.
<b>Gender Action Plan (GAP) Creation</b>		
8	What are the primary objectives of your organisation's GAP?	<p>The objective of the plan is to improve the diversity of SA technical committees to ensure appropriate representation of the community impacted and gender responsive standards. The deliverables of the plan are mapped across the themes of transparency, representation, and participation on national technical committees. Alongside gender, it includes other diversity metrics such as age and ethnicity.</p> <p>Initial actions include improving data collection and reporting on the diversity of technical committees, as well as various initiatives to promote, guide and address key areas for inclusion.</p>

	<b>Questions</b>	<b>Response</b>
9	Did your organisation use a participatory and flexible approach to developing the GAP?	Yes. We also attended the ISO gender action plan workshop held in the Philippines in November 2022 and have been working with the gender experts through this program for feedback on the development.
10	Was a pilot project used to test the GAP before it was launched?	No, however the plan includes actions which will be piloted.
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, through the ISO program we have consulted with other national standards bodies in the Asia Pacific region.
<b>Institutional Buy-in</b>		
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, it has been reviewed and approved by the Executive team. It has also been promoted by the Executive team in communications and all-staff briefings.
13	Who initiated the gender action plan within the organisation?? (Organisation leadership, departmental managers, regular staff)	Organisational leadership (at the executive level) initiated the action plan.
14	Is the GAP being implemented at every level of the organisation?	Yes, and across multiple business units.
15	Is the GAP being implemented and evaluated throughout the standards development process?	Yes, multiple actions of the plan are directly related to the standards development process.
16	Does the GAP strengthen individual accountability for gender equality? If yes, how?	One of the themes of the action plan is transparency, the aim of this is to highlight gender disparities to then promote individual accountability as needed.
17	Were any kind of resource issues encountered during the lifecycle (cultivation, development, implementation) of the GAP?	No resource issues have been found in the development of the action plan, however the delivery over the next 1-2 years may encounter some.
18	Does the GAP operate as part of a broader sustainability or <i>diversity, equity, and inclusion</i> (DEI) strategy of the organisation?	Yes, the action plan is not limited to gender but centres on diversity instead. This includes age, ethnicity, and education level.
19	Who is responsible for the implementation of the GAP?	A task force has been created to provide input and guide the development of the outputs. A Project Manager has been assigned (Rachel McCarthy) to be responsible for the success and reports to a governance group for oversight and approvals (the membership of this includes senior and executive leadership).
<b>Planned Activities</b>		

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20	Does your GAP set realistic step-by-step targets relevant to particular objectives?	Yes, the action plan includes a breakdown of activities that are mapped to the objectives. Each action also has a baseline, target, timeline and stakeholders outlined.
21	What key activities are listed in your organisation's GAP?	Some example activities included in the action plan are: <ul style="list-style-type: none"> <li>• Data collection on certain metrics for technical committee members.</li> <li>• Sector specific contributor metric reporting and tracking.</li> <li>• Reporting on diversity.</li> <li>• Communications guideline.</li> <li>• A new section on the public website on diversity.</li> <li>• Participation and inclusion onboarding module.</li> <li>• Inclusion of end user considerations to the project proposal.</li> </ul>
22	Does the GAP include specific activities to increase women's participation in standards development? If yes, what are they?	Yes, some example activities which aim to increase women's participation include: <ul style="list-style-type: none"> <li>• Gender representation on all SA panels.</li> <li>• Promotional and awareness raising initiatives, including ad-hoc gender responsive awards and a women in manufacturing event.</li> <li>• Engagement and communications presentation template to be used at outreach events.</li> <li>• SD work review to identify areas to target which are lacking sufficient gender-related representation in the standards-making process.</li> </ul>
23	Does the GAP include performance indicators?	Yes, each action includes a current baseline and a target/outcome which will be used to measure performance and success.
<b>Monitoring &amp; Evaluation (M&amp;E)</b>		
24	Is monitoring and evaluation included in your organisation's GAP?	Yes, each action includes a current baseline, timeline and a target/outcome which will be used to evaluate performance. For monitoring, a monthly meeting is held with the task force and quarterly meetings with the governance group.
25	Does your GAP include a monitoring strategy/set of activities? (i.e., identify	Yes, each action includes a current baseline, timeline and a target/outcome which will be

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	concrete output indicators, agreed time frame, planned monitoring sessions)	used to evaluate performance. For monitoring, a monthly meeting is held with the task force and quarterly meetings with the governance group.
26	How does the GAP ensure impartiality when evaluating the organisation's activities? (e.g., external evaluator, internal expert)	There is not an external evaluator, but activities are being evaluated on quantitative measures.
27	Does your GAP require detailed baseline assessment data?	Yes, each activity has a baseline listed where applicable.
28	Does your GAP require your organisation to collect sex-disaggregated information?	Yes, this is one of the metrics for the data collection activity.
29	Does your GAP encourage the use of any data collection tools? (e.g., gender equality audit and monitoring GEAM tool)	Yes, data will be collected through surveys, email and an online portal and will be stored in a CRM system.
30	Who is responsible for collecting data?	Members of the task force who specialise in IT, research and analysis, and standards development, are responsible for collecting data.
31	Does your GAP include ongoing recommendations to collect information on the experiences of technical committee participants?	We already have a 'voice of the customer' program which collects information on the experiences of technical committee participants.
32	Does your GAP have a target end date? For what period is your GAP?	The current activities of the action plan will be finished in the next 18-24 months, however the action plan will be continually reviewed and updated in response to new initiatives.
33	If your GAP has a target end date, are there plans for how the activity will continue beyond that date?	The current activities of the action plan will be finished in the next 18-24 months, however the action plan will be continually reviewed and updated in response to new initiatives.
<b>Financing</b>		
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 organisations regular budget fund has been used.
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)	Financing and resources for the action plan are planned to be ongoing as part of the department budget but will be reviewed for each financial year.
36	Does your organisation require additional resources (e.g., personnel, training & capacity building, monetary support) to deliver on the planned GAP activities?	No, the action plan has been created using existing resources and budget availability.

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37	Is there an organisational commitment to providing adequate resources to meet GAP activities?	Yes, this has been considered as part of the action part approval.
<b>National Context (specific to National Standards Bodies)</b>		
38	Does your country also have a National Gender Strategy?	A national strategy is being developed but is not finalised yet: <a href="#">Consultations to inform the National Strategy to Achieve Gender Equality   PM&amp;C (pmc.gov.au)</a>
39	If yes, does the GAP align with this National Gender Strategy?	I have contacted the department responsible and confirmed that there is no intention to consult or include any considerations around gender responsive standards within the national 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?	The aim of the action plan is about reflecting the Australian community, which in some aspects includes the need to ensure adequate representation of women.
41	Does your GAP promote greater awareness of national gender issues?	Yes, one aspect of the action plan is promotion and awareness building activities.
<b>Technical Committee Data</b>		
42	Does your organisation track gender representation on technical committees?	This data is currently being collected/reviewed for tracking.
43	If yes, currently what percentage of technical committee members are women?	Previous estimates have ~15% women technical committee members.
44	What percentage of technical committee Chairs are women?	As of as of Dec 2022 we have 13% women to 87% male technical committee chairs.
45	Does your GAP set targets related to the representation in your technical committees?	The main objective of the action plan is to improve the diversity of technical committees.
46	Does your GAP set targets related to gender balanced leadership in your technical committees?	One of the actions of the action plan is to review and track gender balanced leadership on technical committees.
47	Does your GAP encourage gender-related sensitisation programmes or guidance for new technical committee members?	Yes, one of the actions includes a participation and inclusion module for onboarding new committee members alongside guidance materials.
<b>Gender Focal Point</b>		
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?	No, although a Project Manager has been assigned to lead the action plan implementation and is the point of contact within the organisation.
49	Did the focal point contribute to the development and realisation of the GAP?	-

	Questions	Response
50	Does the gender focal point report on the GAP? If yes, how often goes the focal point report on the GAP?	-
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?	-
<b>Key Lessons</b>		
53	What would you advise other organisations to do before developing a GAP?	Ensure buy-in and support from various levels and departments of the organisation as most activities cannot be done in silo.
54	What are the primary challenges you face with implementing the GAP?	An identified risk is the challenge of meeting timelines due to other work commitments. This is being mitigated by prioritising high-impact activities and ensuring management support for resources.
55	Would your organisation benefit from additional capacity-building training?	Before developing the action plan we attended the ISO capacity-building training held in Philippines in November 2022.
56	What have been the primary achievements of your GAP so far?	The action plan was only launched recently, however some actions that have already been achieved include: <ul style="list-style-type: none"> <li>• Signing the UNECE declaration for gender responsive standards</li> <li>• Gender representation on SA panels</li> <li>• An organisation-wide presentation to promote the action plan</li> </ul>
57	What are the measurable results of your GAP?	Each action is being measured individually, however some expected benefits (which will be measured) from the action plan as a whole, include: <ul style="list-style-type: none"> <li>• Engaging a broader cross section of Australian experts in our contributor model</li> <li>• Expanding the reach of standards to apply to a broader sector of the community</li> <li>• Standards are more relevant, usable and useful to a broader sector of community</li> <li>• SA is a more relevant organisation to all stakeholders</li> <li>• SA is perceived to be leading and promoting a diversity approach</li> <li>• SA is a leader in the NSB region for diversity</li> </ul>

	<b>Questions</b>	<b>Response</b>
58	Would your organisation be interested in presenting your GAP experience (so far) to interested standards developing bodies?	Yes.
<b>Other</b>		
59	Other considerations / additional information	