



CEN-CENELEC Gender Action Plan (2023-2025)

Supporting Gender Equality through Standards

UNECE disclaimer

- ▶ The author and the speaker of this presentation confirm that they have authorization to use all photos and visual elements.
- ▶ The material is either copyright-free or the author / speaker holds the necessary copyright.
- ▶ The UNECE will remove any material from its events and supporting websites if there is unlawful use of copyrighted material.
- ▶ The author / speaker takes responsibility for any infringements on copyright and holds the UNECE harmless to this effect.



► *An **Inclusive** CEN and CENELEC System to be the preferred choice for standardization in Europe*

→ **Inclusive is the standard**

[Read more.](#)

Key Milestones

- ▶ **Signatories** of the [UNECE Declaration on Gender-Responsive Standards and Standards Development](#) (2019), with 20+ of our Members as individual signatories
- ▶ **1st Gender Action Plan (2020-2022)**
 - ▶ *Establishment of CEN-CENELEC Informal Coordination Group on Gender Diversity & Inclusion*
 - ▶ *Promotion & Awareness-raising*
 - ▶ *Exchange of Members' Best practices & Collaborations*
 - ▶ *Ensure link with national and international initiatives*



Key Milestones

- ▶ **Signatories** of the [UNECE Declaration on Gender-Responsive Standards and Standards Development](#) (2019), with 20+ of our Members as individual signatories
- ▶ **1st Gender Action Plan (2020-2022)**
 - Collective understanding of the implications of the topic
 - Positive impact on the issue
 - **Continued commitment needed**



2nd **Gender Action Plan (2023-2025)**

- ▶ Approved by CEN and CENELEC CAs in November 2022
- ▶ Built upon Lessons Learnt & Members' feedback
- ▶ **3 key pillars**, with strong alignment with international activities



Informal Coordination Group on Gender Diversity & Inclusion

- ▶ Second 3-y mandate (kicked-off in February 2023)
- ▶ Open to all CEN and CENELEC Members; Encouraged to nominate a man and a woman
- ▶ Raising awareness for European Standardization Community
- ▶ Exchange views, ideas, experience and best practices
- ▶ Collaborations & Joint actions
- ▶ Ensure the link between activities at national and international levels to avoid duplication and boost collaboration and aligned & complementary outcomes (ISO, IEC, UNECE,...)



Parallel support to European sectoral initiatives

- ❖ **Cybersecurity:** [Women4Cyber Foundation](#)
- ❖ **Energy:**
 - ❖ [WomenInEnergy Club](#)
 - ❖ [EC Equality Platform for the Energy Sector](#)
- ❖ **UNECE WP.6** on [Regulatory Cooperation and Standardization Policies](#)



→ Contribute to the CEN-CENELEC Gender Action Plan

→ Increase participation of women in the CEN and CENELEC activities in those priority sectors

Change comes from multilevel joint efforts



- ✓ Build on global efforts, avoid duplication, complement actions, collaborate,...

Dedicated Group



- ✓ Together towards our common goal, acting as a liaison (National – European – International)



Agility & Adaptability

- ✓ Unexpected disruptions, re-prioritization, new opportunities,...



Horizontal approach

- ✓ Embedded in Strategic priorities



No step too small

- ✓ Start somewhere – it is not too late, and all actions matter

Thank you!



Deborah WAUTIER

Project Manager, Policy & Partnerships – Coordination Diversity & Inclusion

dwautier@cencenelec.eu

www.cencenelec.eu

Follow us:    

Tag us [@Standards4EU](https://twitter.com/Standards4EU)