

## **CEN-CENELEC Gender Action Plan (2023-2025)**

Supporting Gender Equality through Standards

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### Inclusiveness & the European Standardization System





► 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 <u>UNECE Declaration</u> on *Gender-Responsive Standards and Standards Development* (2019), with 20+ of our Members as individual signatories



- ► 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 <u>UNECE Declaration</u> on *Gender-Responsive Standards and Standards Development* (2019), with 20+ of our Members as individual signatories
- ▶ 1<sup>st</sup> Gender Action Plan (2020-2022)
  - → Collective understanding of the implications of the topic
  - → Positive impact on the issue
  - → Continued commitment needed



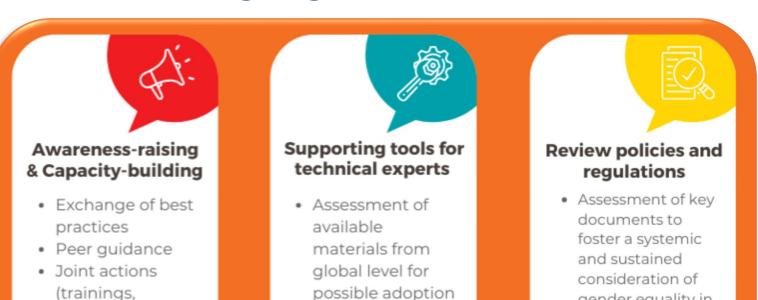


# 2<sup>nd</sup> Gender Action Plan (2023-2025)

- Approved by CEN and CENELEC CAs in November 2022
- Built upon Lessons Learnt & Members' feedback

campaigns, etc.)

▶ 3 key pillars, with strong alignment with international activities



at European level



gender equality in

CENELEC system

the CEN-



# 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



Women Energy club in Brussels
weclub



### **Good Practices**



### 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!



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