

# **Achievements and challenges in implementing gender action plans**

**Experience of Austrian Standards International (ASI)  
– Joanna Gajdek, ASI**

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# Austrian Standards International (ASI) - Facts & Figures

**18**  
Committee Managers

11 male,  
7 female

**22 552**  
ÖNORM standards

Annual Report 2021 <https://www.austrian-standards.at/de/wir-unser-netzwerk/daten-fakten/jahresbericht-2021>

**29**  
CEN TC managed by ASI



**271**  
National Committees

**2.260**  
Organizations nominating  
participants

**21**  
ISO TCs managed by ASI

**473**  
New participants

**4.454**  
Participants (experts in the TCs)

89% male,  
11% female



# ASI Gender Action Plan

2022 ASI developed GAP for standardization work.

Overall objective: higher participation of female experts in the work of TCs, in different functions (e.g. chairwomen, convener, expert delegated to CEN or ISO TCs)

- ACTION 1 – data collection and data monitoring
- ACTION 2 – reaching out and awareness raising
- ACTION 3 – experts acquisition
- ACTION 4 – participation in European and international groups for gender and GRS
- ACTION 5 – strategic positioning of the issue „gender in standardization“
- ADDITIONAL ACTIONS
  - Development of the company GAP for Austrian Standards
  - Development of a regulation for gender sensitive language in standards
  - Daughters Day (Töchter Tag), etc.

## ASI Gender Action Plan – achievements so far

- ACTION 1 – data collection and data monitoring

Evaluation for 2022 done. By the end of every year an evaluation will be performed.

- ACTION 2 – reaching out and awareness raising

Statements and video materials prepared -> interesting interaction resulted.

Together with DIN (Germany) and SNV (Switzerland) common celebration of the Women Int. Day, 8<sup>th</sup> March 2022.

- ACTION 3 – experts acquisition

Not launched yet.

- ACTION 4 – participation in European and international groups for gender and GRS  
CEN and CENELEC Informal Group, UNECE WP.6 GRSI

## ASI Gender Action Plan – achievements so far

- ACTION 5 – strategic positioning of the issue „gender in standardization“  
Not launched yet
- ADDITIONAL ACTIONS
  - Development of the company GAP for Austrian Standards  
on-going
  - Development of a regulation for gender sensitive language  
published on 1st November 2022
  - Daughters Day (Töchter Tag), etc.  
took place on 27th April 2023

