UNECE

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

Standards New Zealand

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)	National
	2	Name of the standards organisation	Standards New Zealand
	3	Country/Region of operation?	New Zealand
	4	Contact details	Steve.lowes@mbie.govt.nz
Background			
	5	What motivated the establishment of the Gender Action Plan (GAP)?	Commitment to the UNECE GRS Declaration
	6	When did your organisation launch their Gender Action Plan?	The project started April 2022
	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?	To advance gender equality and diversity in Standards New Zealand and through our programmes of development work, through measurable commitments.
	9	Did your organisation use a participatory and flexible approach to developing the GAP?	Yes
	10	Was a pilot project used to test the GAP before it was launched?	No
	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?	We reviewed publicly available GAPs.
Institutional Buy-in			
	12	Does the plan enjoy widespread leadership buy-in? If yes, how is this demonstrated?	

	Questions	Response
	(e.g., Director-led policy initiatives, top-down training programmes)	
13	Who initiated the gender action plan within the organisation?? (Organisation leadership, departmental managers, regular staff)	National Manager
14	Is the GAP being implemented at every level of the organisation?	Still a work in progress
15	Is the GAP being implemented and evaluated throughout the standards development process?	Still a work in progress
16	Does the GAP strengthen individual accountability for gender equality? If yes, how?	Still a work in progress
17	Were any kind of resource issues encountered during the lifecycle (cultivation, development, implementation) of the GAP?	Time & resource issues are always there for smaller NSBs.
18	Does the GAP operate as part of a broader sustainability or *diversity, equity, and inclusion* (DEI) strategy of the organisation?	Yes
19	Who is responsible for the implementation of the GAP?	National Manager
Planned Activities		
20	Does your GAP set realistic step-by-step targets relevant to particular objectives?	Still a work in progress
21	What key activities are listed in your organisation's GAP?	- create a more diverse community of standards-makers and an inclusive standards-making environment - create more inclusive standards which responsively address different human and stakeholder needs - ensure Standards New Zealand is recognised as meeting its obligations in the Declaration for Gender Responsive Standards and Standards Development in the global standards development community - ensure Standards New Zealand maintains a gender balanced and diverse workforce
22	Does the GAP include specific activities to increase women's participation in standards development? If yes, what are they?	Yes
23	Does the GAP include performance indicators?	Still a work in progress
Monitoring & Evaluation (M&E)		

		Questions	Response
24		Is monitoring and evaluation included in your organisation's GAP?	Yes, but detail to be decided
25		Does your GAP include a monitoring strategy/set of activities? (i.e., identify concrete output indicators, agreed time frame, planned monitoring sessions)	Still a work in progress
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?	Yes
28		Does your GAP require your organisation to collect sex-disaggregated information?	Yes
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?	Still a work in progress
31		Does your GAP include ongoing recommendations to collect information on the experiences of technical committee participants?	Yes
32		Does your GAP have a target end date? For what period is your GAP?	No, it will be ongoing
33		If your GAP has a target end date, are there plans for how the activity will continue beyond that date?	
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)	Part of BAU activity
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?	Yes
37		Is there an organisational commitment to providing adequate resources to meet GAP activities?	
National Context (specific to National Standards Bodies)			

	Questions	Response
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?	Yes
Technical Committee Data		
42	Does your organisation track gender representation on technical committees?	It commits to, but yet to be completed
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?	
46	Does your GAP set targets related to gender balanced leadership in your technical committees?	
47	Does your GAP encourage gender-related sensitisation programmes or guidance for new technical committee members?	Yes
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, supplementary
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?	Still a work in progress
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?	Driven by Senior Management
Key Lessons		
53	What would you advise other organisations to do before developing a GAP?	Resource and commitment are required
54	What are the primary challenges you face with implementing the GAP?	Resource

	Questions	Response
55	Would your organisation benefit from additional capacity-building training?	I think so
56	What have been the primary achievements of your GAP so far?	That the development of the GAP has started.
57	What are the measurable results of your GAP?	Still a work in progress
58	Would your organisation be interested in presenting your GAP experience (so far) to interested standards developing bodies?	Not at this time.
Other		
59	Other considerations / additional information	