

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

Recommendation U: Gender-Responsive Standards

Standards Council of Canada

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 Council of Canada
3	Country/Region of operation?	Canada
4	Contact details	Michelle Parkouda, Manager, Research Michelle.parkouda@scc.ca
Background		
5	What motivated the establishment of the Gender Action Plan (GAP)?	Signing the Gender Declaration was a significant motivating factor in the establishment of SCC's GAP.
6	When did your organisation launch their Gender Action Plan?	Fiscal Year 2019/2020
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?	We focused on three goals: <ol style="list-style-type: none"> 1. Improve gender representation in standards development 2. Build gender expertise into the standardization system through the development of guidance on GRS. 3. Contribute sound research to the topic.
9	Did your organisation use a participatory and flexible approach to developing the GAP?	The initial strategy was primarily authored by three individuals. There was internal consultation and the strategy went to SCC's Senior Management Committee for approval.
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	No.

	Questions	Response
	achievements and challenges of other standards bodies). If yes, which organisations?	
Institutional Buy-in		
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. Organizational commitment all staff have completed Gender-Based Analysis Plus training¹ Elements of the gender action plan are also regularly tracked as part of SCC's annual Corporate Objectives.
13	Who initiated the gender action plan within the organisation?? (Organisation leadership, departmental managers, regular staff)	It was initiative by a regular staff who quickly engaged two departmental managers.
14	Is the GAP being implemented at every level of the organisation?	Yes.
15	Is the GAP being implemented and evaluated throughout the standards development process?	SCC does not develop standards, however, we accredit the organizations that develop National Standards of Canada. However, an objective has been to ensure that GRS is ultimately embedded in the requirements and guidance for the development of National Standards of Canada.
16	Does the GAP strengthen individual accountability for gender equality? If yes, how?	Yes, through the implementation of Gender-Based Analysis Plus training for all staff we hope that individual staff will feel enabled to consider the gender implications of their work and take appropriate action.
17	Were any kind of resource issues encountered during the lifecycle (cultivation, development, implementation) of the GAP?	No.
18	Does the GAP operate as part of a broader sustainability or <i>diversity, equity, and inclusion</i> (DEI) strategy of the organisation?	No, the GAP is distinct from HR DEI initiatives. However, aspects of the GAP are reflected in SCC's recent National Standards Strategy² .
19	Who is responsible for the implementation of the GAP?	Two managers.
Planned Activities		
20	Does your GAP set realistic step-by-step targets relevant to particular objectives?	To implement the GAP we have a work plan that does set specific short, medium and long term targets. This is an internal document.

¹ See: <https://women-gender-equality.canada.ca/en/gender-based-analysis-plus/take-course.html>

² See: [https://www.scc.ca/en/about-scc/publications/general/national-standards-strategy-nss#:~:text=The%20National%20Standards%20Strategy%20\(NSS, stakeholders%20in%20the%20standards%20net work.](https://www.scc.ca/en/about-scc/publications/general/national-standards-strategy-nss#:~:text=The%20National%20Standards%20Strategy%20(NSS, stakeholders%20in%20the%20standards%20net work.)

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21	What key activities are listed in your organisation's GAP?	Sample activities include: <ol style="list-style-type: none"> 1. Targets for increasing women's participation. 2. A sectoral analysis of women's participation on technical committees. 3. Research on women's participation in standards development.
22	Does the GAP include specific activities to increase women's participation in standards development? If yes, what are they?	Yes. We have an objective to increase the number of women, however, the GAP does not specify how. Efforts have been made to target more women and women's professional associations.
23	Does the GAP include performance indicators?	Yes, however, given the limited information we don't always set targets, rather we focus on gathering data to inform future targets.
Monitoring & Evaluation (M&E)		
24	Is monitoring and evaluation included in your organisation's GAP?	Yes.
25	Does your GAP include a monitoring strategy/set of activities? (i.e., identify concrete output indicators, agreed time frame, planned monitoring sessions)	We have a work plan for our GAP that does identify key activities, timeframes, and depending on the activity we may have key performance indicators.
26	How does the GAP ensure impartiality when evaluating the organisation's activities? (e.g., external evaluator, internal expert)	We rely on internal expertise.
27	Does your GAP require detailed baseline assessment data?	Depending on the indicator, we may collect baseline data.
28	Does your GAP require your organisation to collect sex-disaggregated information?	Yes, for mirror committee participation.
29	Does your GAP encourage the use of any data collection tools? (e.g., gender equality audit and monitoring GEAM tool)	No.
30	Who is responsible for collecting data?	SCC's research team works with colleagues in the standards branch to collect data.
31	Does your GAP include ongoing recommendations to collect information on the experiences of technical committee participants?	No, although we do have a related project in the work plan.
32	Does your GAP have a target end date? For what period is your GAP?	The gap was written as a 5-year strategy, it will end in 2024/2025, however, I expect the GAP will be renewed.
33	If your GAP has a target end date, are there plans for how the activity will continue beyond that date?	Yes, either the GAP will be renewed, or it will be folded into the National Standards Strategy.
Financing		

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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)	Regular budget, however, to date the costs associated with the GAP have been minimal. Most investment is from staff time.
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)	Yes, regular budget will continue to cover the associated costs.
36	Does your organisation require additional resources (e.g., personnel, training & capacity building, monetary support) to deliver on the planned GAP activities?	No.
37	Is there an organisational commitment to providing adequate resources to meet GAP activities?	Yes.
National Context (specific to National Standards Bodies)		
38	Does your country also have a National Gender Strategy?	Canada has a department dedicated to gender equality, Women and Gender Equality Canada ³ .
39	If yes, does the GAP align with this National Gender Strategy?	Yes, the goals are complimentary.
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?	We have tried to ensure the GAP is responsive to the Canadian context and reflects SCC's mandate.
41	Does your GAP promote greater awareness of national gender issues?	Not explicitly.
Technical Committee Data		
42	Does your organisation track gender representation on technical committees?	Yes.
43	If yes, currently what percentage of technical committee members are women?	24%
44	What percentage of technical committee Chairs are women?	Don't know.
45	Does your GAP set targets related to the representation in your technical committees?	In this year's corporate objective, the goal is to look at the breakdown of women in technical committees by economic sector and compare to the labour force. This information will help to inform targets.
46	Does your GAP set targets related to gender balanced leadership in your technical committees?	No.
47	Does your GAP encourage gender-related sensitisation programmes or guidance for new technical committee members?	Not in the GAP, but there is a resource available to technical committee members through our Standards Hub.

³ See: <https://women-gender-equality.canada.ca/en.html>

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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 to existing role.
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?	Yes, annually.
51	Were standards used by the organisation/focal point to develop the GAP? If yes, which standards? If no, why not?	No.
52	Is the gender focal point (GFP) responsible for implementing the GAP? If not, who?	Primarily, however, other staff who are implicated also participate in implementing the gap.
Key Lessons		
53	What would you advise other organisations to do before developing a GAP?	Consider your organization's strengths and where you can have influence.
54	What are the primary challenges you face with implementing the GAP?	Initially awareness was a significant issue. That has largely been addressed internally, but more work would be useful to raise the awareness of mirror committee members.
55	Would your organisation benefit from additional capacity-building training?	Yes, I think increasing awareness is still important and we do try to have initiatives regularly to highlight the gender work.
56	What have been the primary achievements of your GAP so far?	
57	What are the measurable results of your GAP?	We now track the gender composition of our mirror committee members. We were instrumental in drafting the UNECE guidelines as well as the ISO/IEC JSAG guidance.
58	Would your organisation be interested in presenting your GAP experience (so far) to interested standards developing bodies?	Yes.
Other		
59	Other considerations / additional information	