



UNECE WP6 FORUM – Gender Responsive Standards (GRS)
4th April, 2024

**GENDER EQUALITY:
THE ITALIAN STANDARDISATION EXPERIENCE**

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UNI – WHO WE ARE

- **Private non-profit association**, founded in 1921
- Recognized by Italian Legislative Decree No. 223/2017 for the adaptation of national legislation to the requirements of **Regulation (EU) No. 1025/2012** on European standardization and Directive (EU) 2015/1535 (information procedure)
- **Develops technical standards and reference best practices** in all sectors of the economy, for industry, commerce, services and society in general, excluding electrical and electrotechnical matters
- Participates in **European innovation and development projects**
- Represents Italy in **European and international standardization bodies**



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STANDARDISATION AND THE UN GOALS FOR THE 2030 AGENDA



Economic: standards facilitate international trade, improving the National Infrastructures for Quality and supporting sustainable business practices.

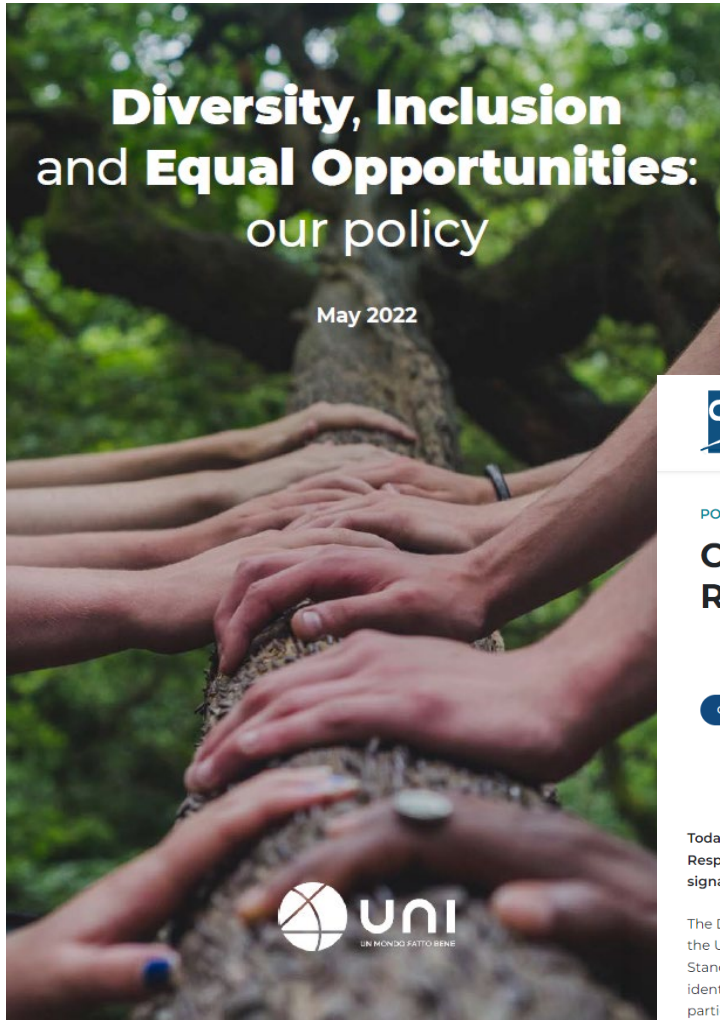
Social: standards help to improve health and well-being of consumers and citizens. They deal with all aspects of social well-being, from health and safety issues to social inclusion and accessibility.

Environmental: standards help to manage the environmental impacts of all activities. They deal with aspects such as environmental management system, measuring and reducing greenhouse gas emissions and energy consumption, as well as encouraging responsible consumption and circular economy.



But standardization also supports ... **institutional sustainability** because it facilitates public-private dialogue and supports **Public Private Partnership** activities.

DIVERSITY AND INCLUSION: GENDER RESPONSIVE APPROACH



cen CENELEC EUROPEAN STANDARDIZATION GET INVOLVED AREAS OF WORK NEWS

POSTED: 2019-05-14

CEN and CENELEC Signed UNECE's declaration on Gender Responsive Standards and Standard Development

Corporate Press release CEN-CENELEC

Today Ms Elena Santiago Cid, Director General of CEN and CENELEC, officially signed UNECE's Declaration on Gender Responsive Standards and Standards Development together with 19 of CEN and CENELECs' national members. With this signature, CEN and CENELEC pledge to support the creation of gender responsive standards.

The Declaration is the result of the work on the **Gender Responsive Standards Initiative** that was launched in 2016 by UNECE, the United Nations Economic Commission for Europe, through its Working Party on Regulatory Cooperation and Standardization Policies (WP6). It aims to assist national standards bodies and standards developing organizations in identifying actions to support the creation of gender responsive standards. These include improving the gender balance of participants in standards development; ensuring that the content of standards takes into account gender specific sensitivities; and monitoring standards implementation to achieve gender balance.

By signing the Declaration, the CEN and CENELEC community is proud to join other national and international standardization bodies in making the standard development process more gender-responsive, and help achieve **Goal 5** of the

A small inset image shows hands holding white blocks that spell out 'EQUAL' with a female symbol (♀) on the 'Q' block.



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SOCIAL RESPONSIBILITY

Accessibility and design for all, safety at work, inclusion and gender equality



Gender equality is a key component of social responsibility and the empowerment of women and their equality in society is underlined in **UNI EN ISO 26000 Guidance on social responsibility** as well as in other standards:

❖ (UNI) ISO 30415 Human resource management - Diversity and inclusion



Provides guidance on D&I for organizations, including their governance body, leaders, workforce and recognized representatives, and other stakeholders. It is intended to be scalable to the needs of all types of organizations in different sectors, whether in public, private, government or non-governmental organizations (NGO), regardless of size, type, activity, industry or sector, growth phase, external influences and country-specific requirements.

❖ UNI/PdR 125:2022 Guidelines on the management system for gender equality which provides the adoption of specific KPIs (Key Performance Indicator) relating to gender equality policies in organizations

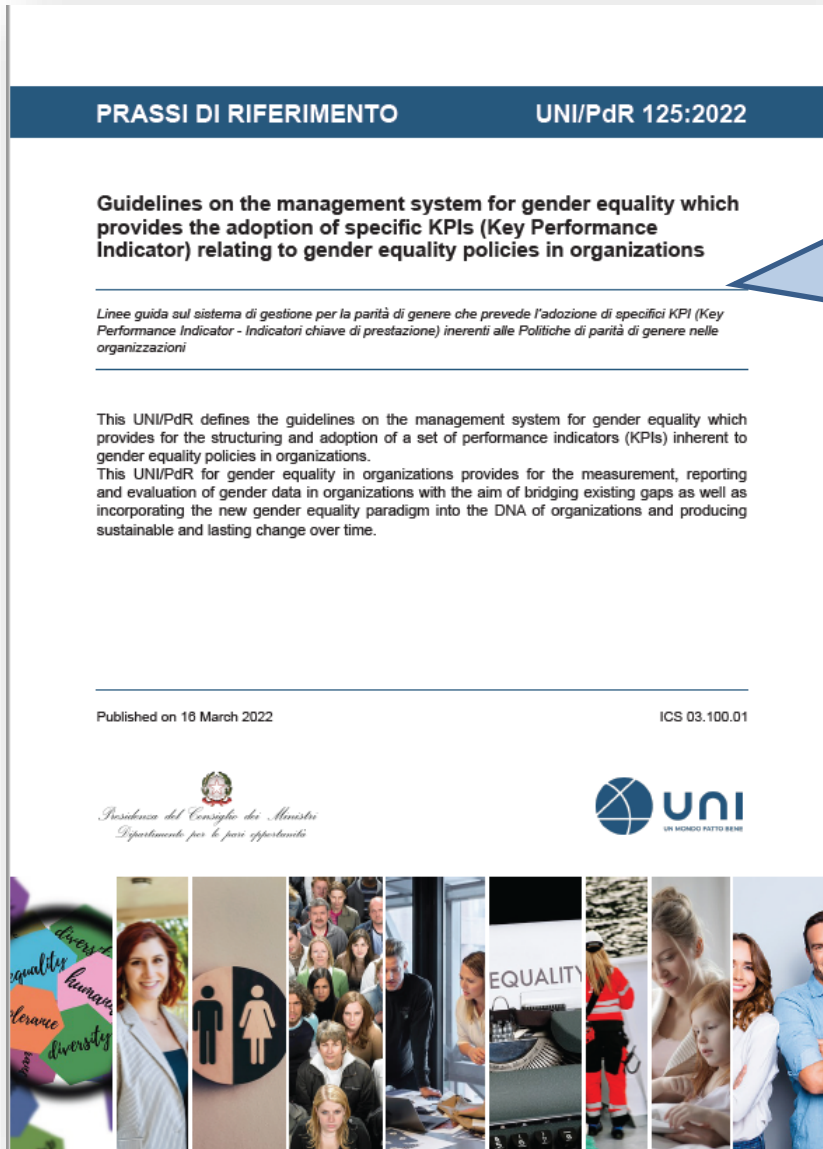


SCOPE and FIELD OF APPLICATION

The document is at the basis of the Italian Gender Equality Certification system

A guideline on the **management system for gender equality** which provides a set of **performance indicators (KPIs)** inherent to gender equality policies in organizations.

It gives the features for the **measurement, reporting and evaluation of gender data**, with the aim of **bridging existing gaps** as well as incorporating the gender equality paradigm into the DNA of organizations and **producing sustainable and lasting change over time**.



<https://store.uni.com/uni-pdr-125-2022>

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AREAS AND PERFORMANCE INDICATORS (1)

SIX AREAS (with different «weight»)

1. Culture and strategy (15%)

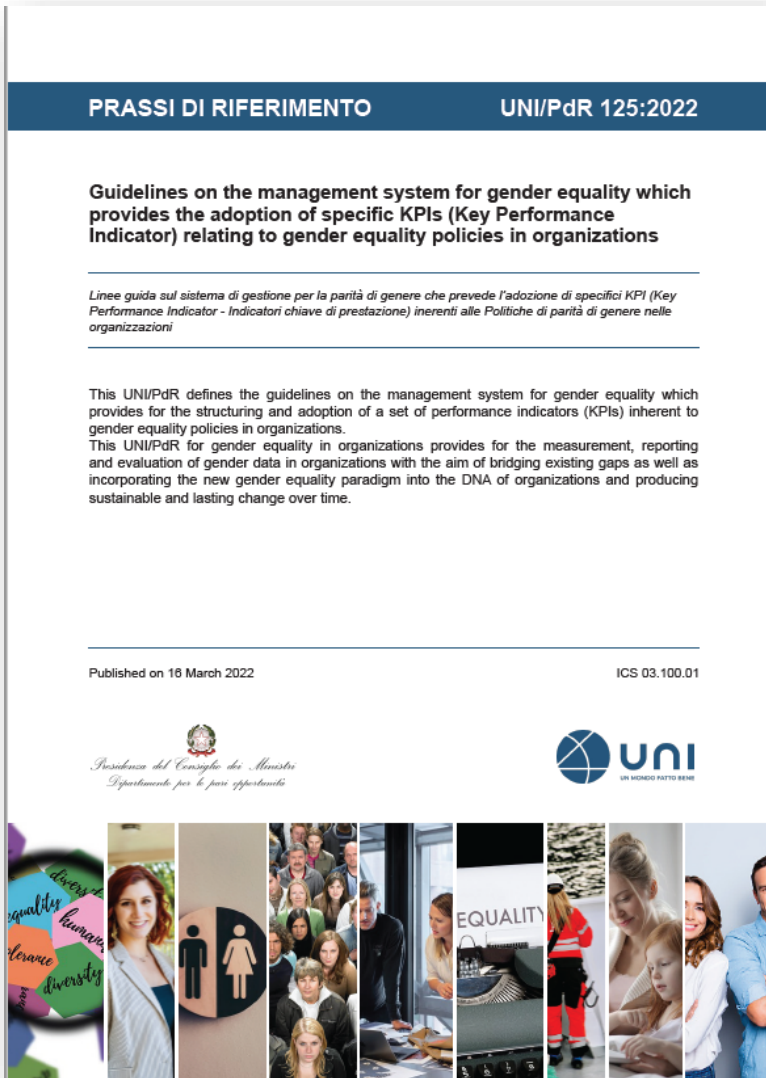
2. Governance (15%)

3. HR processes (10%)

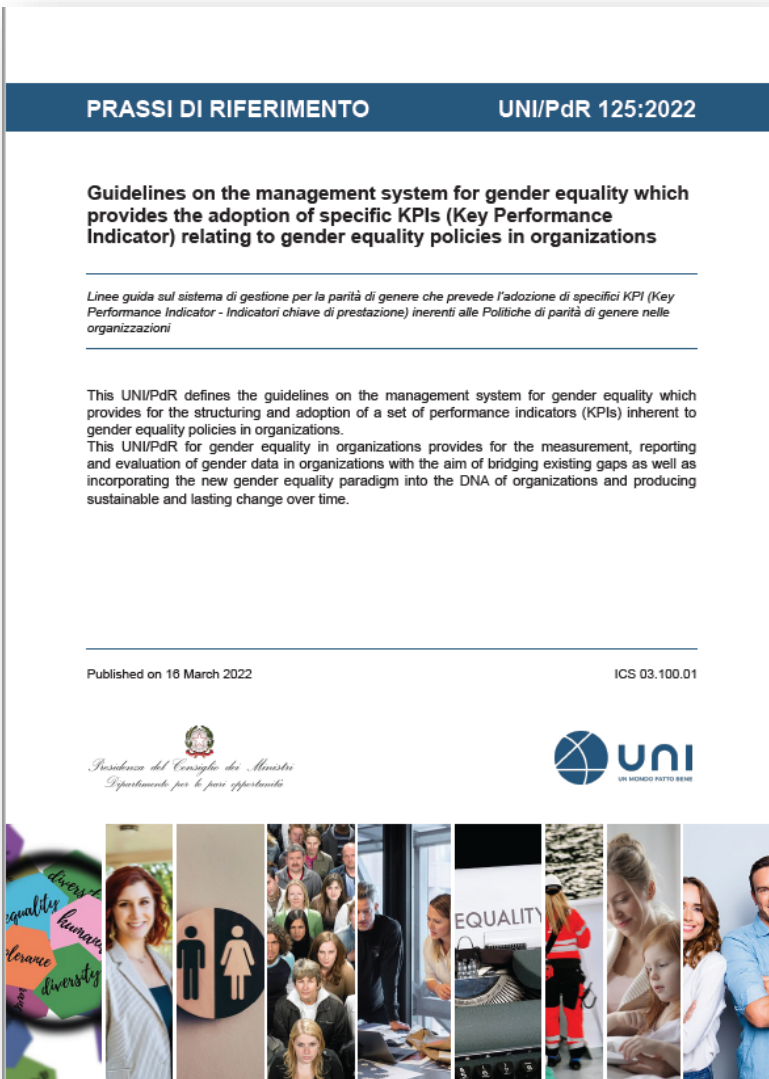
4. Opportunities for growth and inclusion of women in the organization (20%)

5. Gender pay equality (20%)

6. Protection of parenthood and work-life balance (20%)



AREAS AND PERFORMANCE INDICATORS (2)



33 INDICATORS measuring the degree of maturity of the organization (with different «value»)

1. Culture and strategy (7)

2. Governance (5)

3. HR processes (6)

4. Opportunities for growth and inclusion of women in the organization (7)

5. Gender income equality (3)

6. Protection of parenthood and work-life balance (5)

The indicators are of a **quantitative** and **qualitative** nature.

A minimum score of 60% is expected to give access to certification

AREAS AND PERFORMANCE INDICATORS (3)



PRASSI DI RIFERIMENTO **UNI/PdR 125:2022**

Guidelines on the management system for gender equality which provides the adoption of specific KPIs (Key Performance Indicator) relating to gender equality policies in organizations

Linee guida sul sistema di gestione per la parità di genere che prevede l'adozione di specifici KPI (Key Performance Indicator - Indicatori chiave di prestazione) inerenti alle Politiche di parità di genere nelle organizzazioni

This UNI/PdR defines the guidelines on the management system for gender equality which provides for the structuring and adoption of a set of performance indicators (KPIs) inherent to gender equality policies in organizations.
 This UNI/PdR for gender equality in organizations provides for the measurement, reporting and evaluation of gender data in organizations with the aim of bridging existing gaps as well as incorporating the new gender equality paradigm into the DNA of organizations and producing sustainable and lasting change over time.

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Presidenza del Consiglio dei Ministri
Dipartimento per le pari opportunità



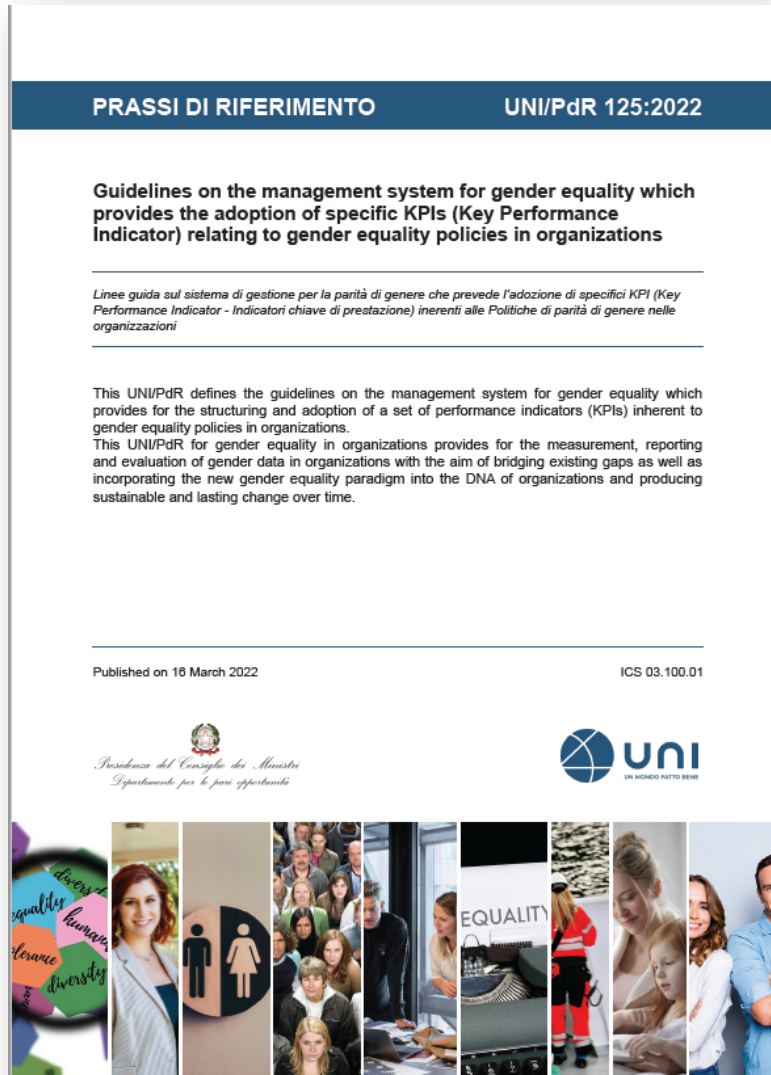
According to the size of the organisation there are differences in the number/type of indicator applicable.

CLASS	CLUSTER	NUMBER EMPLOYEES
1	MICRO	1-9
2	SMALL	10-49
3	MEDIUM	50-249
4	LARGE	250 or more

8
indicators

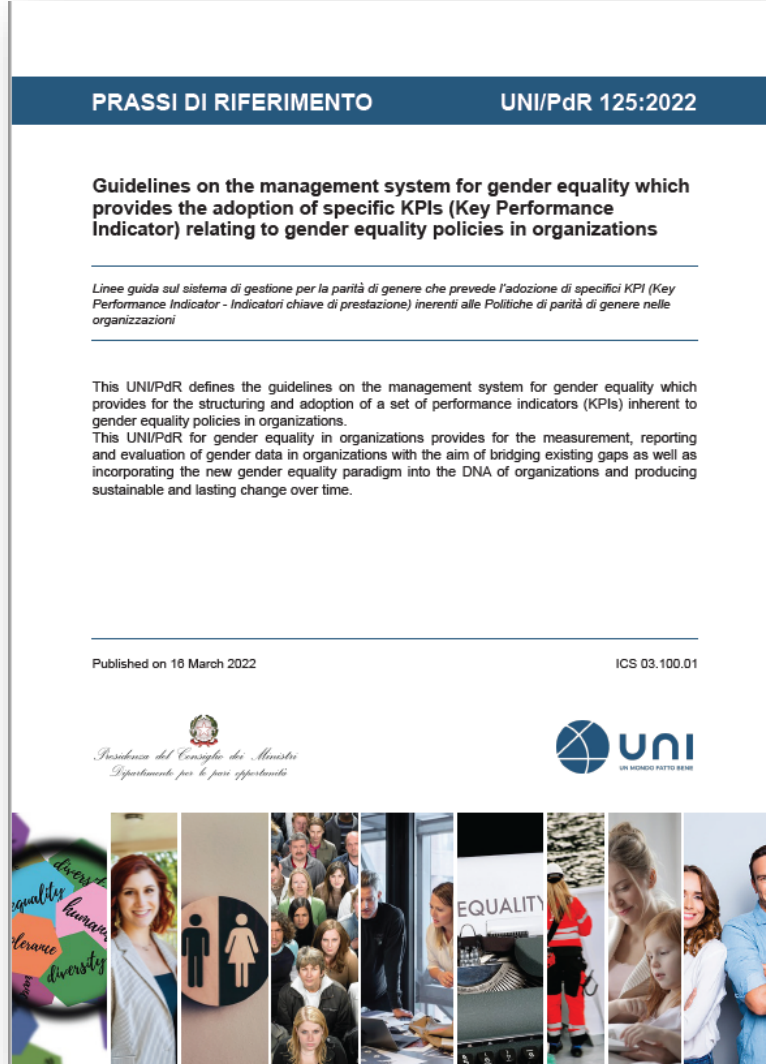
13
indicators

GENDER EQUALITY MANAGEMENT SYSTEM



- **GENDER EQUALITY POLICIES:** principles and guidelines that define the organization's commitment to issues relating to gender equality, the enhancement of diversity and female empowerment.
- **PLANNING:** strategic plan that defines for each aspect identified by the policy **simple, measurable, achievable, realistic objectives**, planned over time and assigned as implementation responsibilities
- **IMPLEMENTATION AND MONITORING:** implementation actions, monitoring modalities defined in the strategic plan
- **MANAGEMENT SYSTEM:** documentation, monitoring of the indicators, internal and external communication activities, internal audit ...non conformity management...non-conformità

ANNEX A: RECOMMENDATIONS FOR CERTIFICATION



Key elements for Conformity Assessment Body (CAB) to assess compliance with this UNI/PdR:

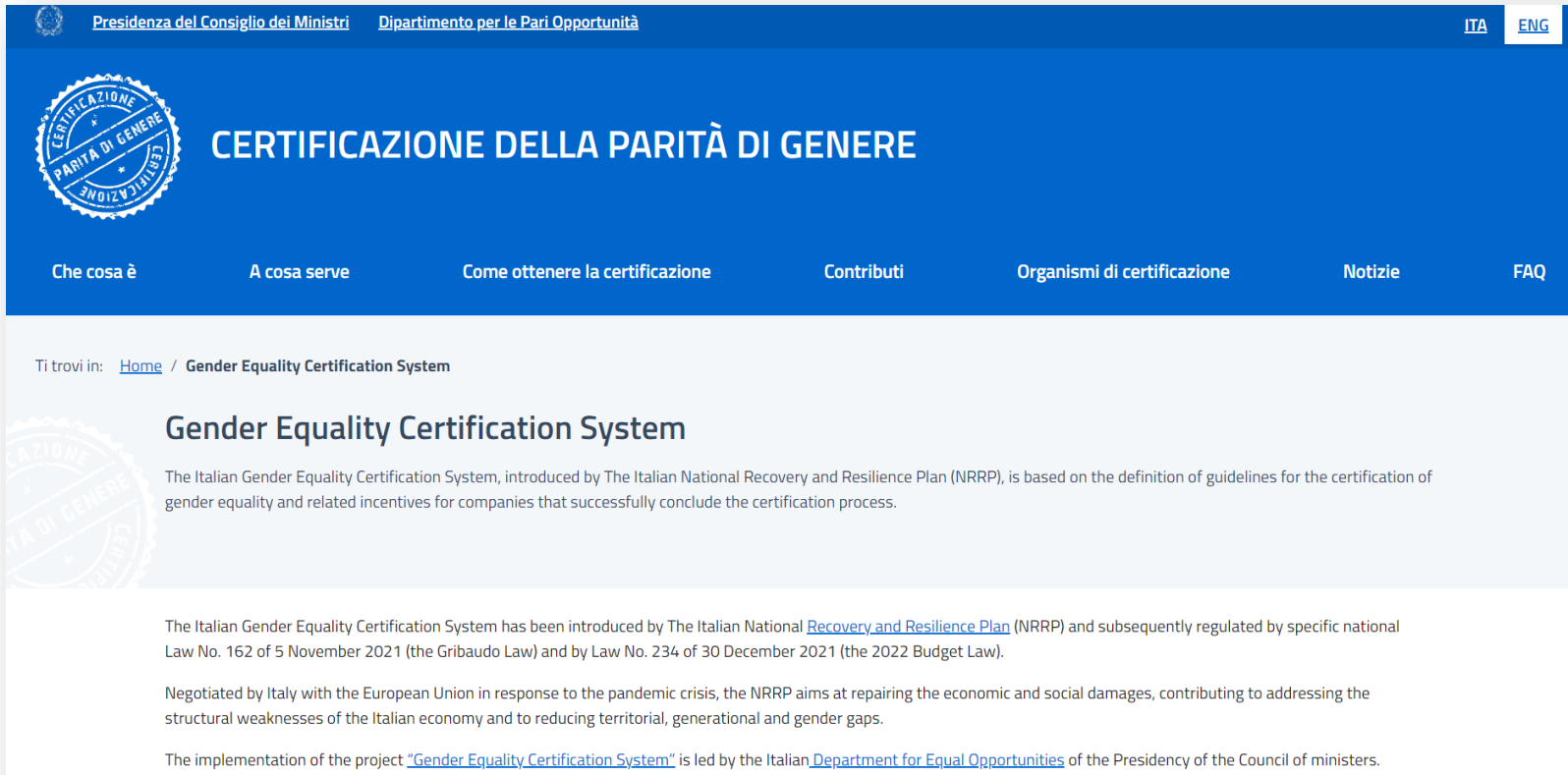
- Accreditation according to UNI CEI EN ISO/IEC 17021-1
- Application of UNI/PdR 125 management system to Certification Bodies
- Competence criteria the audit team
- Competence criteria the the deliberation committee
- Audit performance activities
- Reference and use of the UNI trademark



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THE ITALIAN GENDER EQUALITY CERTIFICATION SYSTEM (1)

Regulated by specific national Law No. 162 of 5 November 2021 (the Gribaudo Law) and by Law No. 234 of 30 December 2021 (Budget Law)



Presidenza del Consiglio dei Ministri Dipartimento per le Pari Opportunità ITA ENG

CERTIFICAZIONE DELLA PARITÀ DI GENERE

Che cosa è A cosa serve Come ottenere la certificazione Contributi Organismi di certificazione Notizie FAQ

Ti trovi in: [Home](#) / Gender Equality Certification System

Gender Equality Certification System

The Italian Gender Equality Certification System, introduced by The Italian National Recovery and Resilience Plan (NRRP), is based on the definition of guidelines for the certification of gender equality and related incentives for companies that successfully conclude the certification process.

The Italian Gender Equality Certification System has been introduced by The Italian National [Recovery and Resilience Plan](#) (NRRP) and subsequently regulated by specific national Law No. 162 of 5 November 2021 (the Gribaudo Law) and by Law No. 234 of 30 December 2021 (the 2022 Budget Law).

Negotiated by Italy with the European Union in response to the pandemic crisis, the NRRP aims at repairing the economic and social damages, contributing to addressing the structural weaknesses of the Italian economy and to reducing territorial, generational and gender gaps.

The implementation of the project "[Gender Equality Certification System](#)" is led by the Italian [Department for Equal Opportunities](#) of the Presidency of the Council of ministers.

The Italian National Recovery and Resilience Plan (NRRP) based on the definition of guidelines for the certification of gender equality and related incentives for companies that successfully conclude the certification process.

<https://certificazione.pariopportunita.gov.it/public/info>



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THE ITALIAN GENDER EQUALITY CERTIFICATION SYSTEM Public Notice for PMI



Presidenza del Consiglio dei Ministri

Dipartimento per le Pari Opportunità

 PMI Beneficiarie ed Esperti



Certificazione della parità di genere



The NRRP provides contributions for free technical assistance for the start-up of certification paths on gender equality (for a total amount of 2,5 million euros) and for the costs of certification for small, medium and micro enterprises (for a total amount of 5,5 million euros).

Each small, medium and micro enterprise is eligible to up to 2.500 euros **assistance services**. A contribution to **the certification costs** of up to 12.500 euros per company is assumed, not direct but intermediated through the accredited certifying bodies.



UNI/PdR 125: THE JOURNEY JUST BEGUN

2.148 certified organisations at the end of 2003
(185 in 2022)
(UNI 31° December, 2023)

47 (+10) Certification Bodies accredited
(Accredia 20° February, 2024)

Public Notices to promote Gender
Equality certification
Lombardy Region February 2023
National December 2023

National Decree on Gender Equality
Certification dated July 1st, 2022 -
UNI/PdR 125 is indicated as the basis
for the Italian certification system

16 march 2022 publication
UNI/PdR 125:2022



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EU DIRECTIVE 2023/970 ON PAY TRANSPARENCY

Why pay transparency can help reduce the EU's gender pay gap

Pay transparency can help detect and tackle **unjustified pay differences** between men and women doing the same work.

What is the EU's gender pay gap?



New rules on pay transparency to help tackle pay discrimination at work and contribute to closing the **gender pay gap**.

Pay transparency can support workers' empowerment to enforce their right to **equal pay for equal work** or work of equal value between men and women through a set of binding measures.

Lack of pay transparency has been identified as one of the **key obstacles to closing the gender pay gap**, which remains at around 13% on average in the EU in 2020. This means that **women earn on average 13% less than men per hour**.

The pay gap has a long-term impact on the quality of women's life, on their risk of exposure to poverty and on the persisting **pension pay gap**, which is at around 30% in the EU (data from 2018).

Grazie!



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