



WP.6: Team of Specialists on Gender-Responsive Standards

2nd Annual Meeting
3 – 4 April 2024

RETURN ON EXPERIENCES

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Committed to gender equality



Achieve gender equality and empower all women and girls

UNECE

Declaration for Gender Responsive Standards and Standards Development



Normalización Española



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**49 women
at UNE**



- 60 %** UNE staff
- 24 %** UNE Management Board
- 26 %** UNE General Assembly
- 50 %** Secretariats of Technical standardization groups
- 19 %** chairship of UNE Technical bodies
- 35 %** International and European responsibilities

Gender Action Plan



1. Context
2. Commitment
3. Personal, territorial and temporal scope
4. Main outcomes of the diagnosis
5. Results of the retribution Audit
6. Goals of the Gender Plan
7. Measures
8. Follow up and revision
9. Assessment
10. Update

Annexes: Definitions, Calendar,
Reporting models

Gender Action Plan



Areas of intervention:

1. Strategy for awareness raising, communication and internal and external relations in terms of gender equality.
2. Selection and recruitment.
3. Professional classification and under-representation of women.
4. Training
5. Professional promotion
6. Working conditions
7. Co-responsible exercise of the right to personal life, family and working life
8. Remuneration and salary audit
9. Prevention of sexual and gender-based harassment
10. Gender-based violence

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UNE Webinar
January 2022

**National
Technical
Committee on
Gender in Place**

The banner features a central graphic of a red female symbol with an equals sign inside, and two blue silhouettes of people sitting on the horizontal bars. To the left is the ISO logo (a globe with 'ISO' text). To the right is the UNE logo (the letters 'UNE' above 'Normalización Española'). In the bottom right corner, there are two icons for the Sustainable Development Goals: '5 IGUALDAD DE GÉNERO' and '17 ALIANZAS PARA LOGRAR LOS OBJETIVOS'. The background is a gradient of light blue and white.

Encuentro UNE
Nuevo estándar ISO sobre igualdad de género
21 de Enero 2022

Javier García
Director General de UNE

UNE

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Communication
UNE Magazine

July August 2022

June 2023

March 2024



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¡Edición on line! revista.une.org

STAFF



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IMP Comunicación

DEPÓSITO LEGAL:

M-2960-2018

ISSN:

2605-0013

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New Forum for Strategic thinking on Gender

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MEN

Mujeres
Women

En
In

Normalización
Standardization





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Women4Cyber

UNE hosts the
Council meeting
November 2023



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Gender Focal Point Network

(for ISO members only),
bringing together national
standards bodies from
around the world.



Javier García Gender Champion for Europe and Central Asia



Normalización
Española



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ISO GENDER Action Plan

2022 - 2025

- OUTCOME 1**
DATA IS COLLECTED AND ANALYSED
Collect data on gender representation for governance positions and technical experts (as part of the ISO Strategy measurement framework), and at ISO/CS
- OUTCOME 2**
PARTICIPATION AND REPRESENTATION IN TECHNICAL WORK IS BALANCED
Research and assess opportunities and obstacles to women participating in technical work
Ensure contributions and perspectives of women in technical work and leadership positions are further valued and integrated
- OUTCOME 3**
ISO DELIVERABLES ARE GENDER RESPONSIVE
Create, update and improve tools to mainstream gender in standards development
The TMB/JSAG develop guidance, recommendations, and materials to help committees developing gender responsive standards
Develop and provide trainings to the technical community and standards writers
Identify new areas of standardization and deliverables to promote gender equality
- OUTCOME 4**
ISO/CS SUPPORTS GENDER EQUALITY WITHIN THE ISO SYSTEM
Support ISO/CS activities towards diversity and inclusion, including within the workplace
Mainstream gender in the core thematic messaging of ISO's communications
- OUTCOME 5**
ISO MEMBERS ARE SUPPORTED ON GENDER EQUALITY
Provide capacity building to our members on gender and standardization

IEC **ISO**

Normas con perspectiva de género

Guía para los comités técnicos de ISO e IEC

iec.ch
iso.org



Próximo
webinario

Webinario 7: Guía de Gender Responsive standards de ISO/IEC



2023-07-13 – 13:00 h

Se explicarán los aspectos más relevantes de la guía.

- Online seminars every month
- Free of charge for professionals participating in UNE's technical standardisation bodies.
- Aim to make standardisation accessible, addressing specific aspects of this activity and supporting the work of the more than 13,000 experts who draw up the standards.
- 30 minutes plus questions.
- Recorded and subsequently made available through UNE Documents.



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ISO/PC 337
Guidelines for the
promotion and
implementation of
gender equality



**Final Meeting at
UNE**

November 2023





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ISO/PC 337

UNE leads AG1 Communication & Engagement Group

ISO/DIS 53800



What is ISO 53800?

Gender equality means the achievement of equal rights, responsibilities and opportunities of women and men and girls and boys, such that no one is disadvantaged

To whom does this

All public and private organizations will be able to use the future ISO 53800: companies, whether SMEs or large, governmental bodies at national, regional or local level, as well as any other kind of organization.

No matter the maturity of the organization on

Why is ISO 53800 important?

Gender equality is not a women's issue but should concern everyone and every organization. It should be seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centered development. Despite the real progress that has been made, gender inequality and discrimination against women and girls still remains very prevalent in all walks of life and in every country.

Did you know?

- only one out of two women worldwide is integrated in the labour market, compared with nine out of ten men,¹
- still, once employed, women worldwide only make 77 cents for every dollar earned by men,²
- women remain the minority in the governing bodies³ and other positions of power,
- concurrently, the paid and unpaid labour is unequally distributed, women and girls dedicating more time than men and boys to unpaid care and domestic works.⁴
- finally, according to the estimates of the World Health Organization, almost one out of three women worldwide has been the victim of physical or sexual violence during their lives, not to mention the psychological, economic and social forms of violence.

ISO 53800 supports every organization to comply with several SDG, specially SDG 5, since 104 of the 246 UN indicators have gender-related targets⁵.

What benefits can ISO 53800 provide?

Organizations implementing gender equality in their activities and internal and external advocacy can perceive it as a lever and a source of better outcomes for the organization. They will:

1. Contribute to economic and social development, which is an important component of corporate social responsibility, and will be able to report that in their sustainability reports
2. Reduce employee turnover, ensure quality recruitment, create a stronger and more productive and innovative work environment among the workforce, foster effective collaboration and ultimately perform better and achieve more accurate results.
3. Improve decision-making as a result of an equitable leadership, and for-profit organizations it can boost profitability, e.g. by expanding the customer base, identify new markets and decrease retention costs.

ISO 53800
1

Guidance to promote and implement gender equality in organizations



As a lever to accelerate progress and achieve Sustainable Development Goal 5, the purpose of ISO 53800 is to promote gender equality between woman and men in organizations. For an organization committed to delivering gender equality, equality should be construed as a methodological framework. Gender equality should be considered as transverse and strategic to the organization, embedded within its culture. ISO 53800 provides support by proposing an approach, methods and operational tools.

ISO 53800 Strategic priorities & Goals





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ISO/PC 337/ STTF Spanish Translation Task Force (STTF) under the Leadership of UNE with the participation of:

- IBNORCA - Bolivia
- INACAL - Peru
- ICONTEC - Colombia
- IRAM - Argentina
- INEN - Ecuador
- INTECO – Costa Rica
- UNIT - Uruguay

ISO official version in Spanish
17 countries = 1 single common version



ISO/FDIS 53800

Guidelines for promotion and
implementation of gender equality and
women's empowerment

IWA 34:2021

Women's entrepreneurship
Key definitions and general criteria



CEN/CLC Informal Gender Coordination Group

GENDER ACTION PLAN (2023-2025)

- 1) Awareness-raising and capacity-building activities
- 2) Supporting tools for experts
- 3) Review CEN/CLC policies

UNE is participating in Pillar 2

CEN and CENELEC to develop their own factsheet on gender-responsive standards (WHAT – WHY – HOW)

THANK YOU
for your interest and attention!

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