



WP.6: ANNUAL SESSION

Working Party on Regulatory Cooperation and Standardization Policies

Gender-Responsive Standards

Developing Gender Action Plans

Monica Sanzo

UNE, Spanish Association for Standardization

26-28 August 2024

Palais des Nations - Geneva

Note from UNECE secretariat:

- *The author and the speaker of this presentation confirm that they have authorization to use all photos and visual elements.*
- *The material is either copyright-free or the author / speaker holds the necessary copyright.*
- *The UNECE will remove any material from its events and supporting websites if there is unlawful use of copyrighted material.*
- *The author / speaker takes responsibility for any infringements on copyright and holds the UNECE harmless to this effect.*



UNECE WP.6 ToS-GRS
Developing Gender Action Plans

27 August 2024

**Committed to
gender equality**



UNECE

Declaration for Gender Responsive Standards and Standards Development



Normalización
Española



UNECE WP.6 ToS-GRS
Developing Gender Action Plans

27 August 2024

**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



UNECE WP.6 ToS-GRS
Developing Gender Action Plans

27 August 2024

UNE's commitment



We are **committed** to gender equality



We have **shared values**



“Principle of non-discrimination and equal opportunities” integrated in our **Code of Ethics**,



UNE's Equality Plan seeks to integrate and promote the principle of equality between women and men in UNE

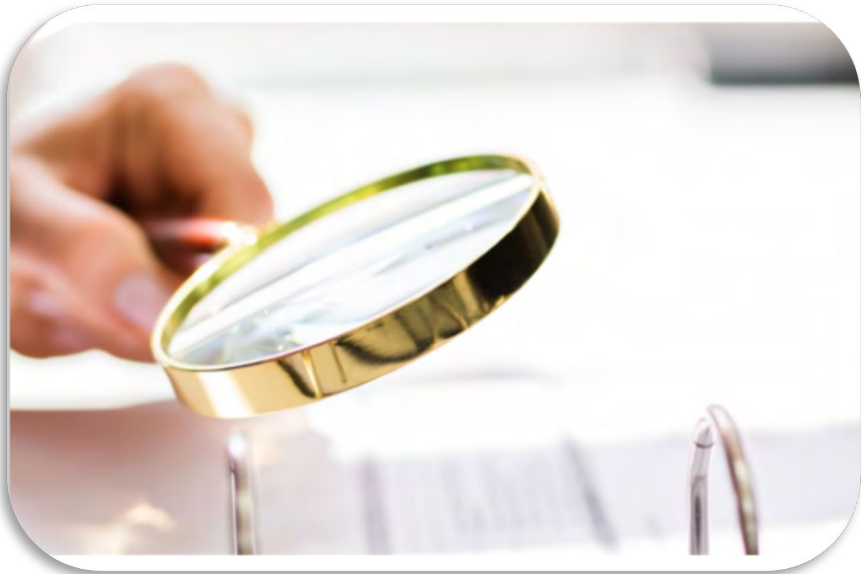
Gender Action Plan – Table of Contents



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 revisión
9. Assessment
10. Update

Annexes: Definitions, Calendar, Reporting models

Diagnostic findings



- Distribution of the workforce
- Selection and recruitment
- Professional classification and underrepresentation of women
- Training
- Career advancement
- Co-responsible exercise of the right to personal, family and work life:
- Prevention of sexual and gender-based harassment, and gender-based violence

Salary Audit



- At UNE we carry out an annual Audit to assess equality in terms of salaries, according to legislative requirements
- The remuneration register compiles in detail certain salary information of the professionals of UNE.
- An annual monitoring of the main wage gap indicators is carried out on a regular basis
- The objective is to inform and detect whether there is inequality in the remuneration of men and women for the same work

Goals of UNE's GAP



- **Guarantee equality** through specific management bodies, ensuring that the objectives of the Equality Plan have the necessary internal impetus and adequate follow-up, in order to ensure its fulfillment. The Equality Committee has been working regularly since its creation, channeling the staff's requests and suggestions to the decision-making bodies.
- To **promote the defense and effective application** of the principle of gender equality among all professionals, guaranteeing the same opportunities for entry, classification and professional development at all levels.
- **Prevent discrimination** in the workplace on the basis of sex, ethnicity, creed, religion, age, disability, political affinity, sexual orientation, nationality, marital or socioeconomic status, or any other personal, physical or social condition., and to establish and disseminate the necessary action procedure for these cases.
- Ensure that those people in charge of teams are **aligned** with the company's philosophy and principles regarding equal opportunities at UNE.
- Promote a **culture of awareness of Equality**, Diversity and Inclusion, through communication and training actions.

Gender Action Plan



Focus on 10 Areas of intervention:

1. Strategy for the awareness, 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.

Gender Action Plan



Items addressed for each area

Goal

Measures to be implemented

Detailed Actions

Resources to be allocated

Priority (urgent, medium or long term)

Responsible persons/department

Starting/Ending date

Monitoring periodicity

Indicators

Measures and Indicators



1 Strategy for the awareness, communication and internal and external relations in terms of gender equality.

- Definition of an internal and external communication plan to publicize the equality plan. *Indicator: % of actions implemented of the Communication Plan*
- Drafting of an inclusive language guide. *Indicator: publication of the guide and number of communication actions*

2 Selection and recruitment

- Training in recruitment and selection for team managers, with a focus on unconscious bias. *Indicator: Number of training sessions*
- Satisfaction survey to candidates. *Indicator: Number of surveys having detected gender bias*

Measures and Indicators



3 Professional classification and under-representation of women.

- Follow up with statistics of the evolution at each professional level and area, disaggregated by gender in order to be able to implement measures where there are major mismatches. *Indicator: % women in each category*
- Promote the gender balance in each professional category. *Indicator: number of men and women among the final 3 candidates*

4 Training

- Training in equality (unconscious bias from the gender perspective in the professional environment) *Indicator: Number of training courses, % of participants*
- Control scorecard training in terms of equality. *Indicator: number of training hours (disaggregated data)*

Measures and Indicators



5 Professional promotion

- Elaboration of an internal promotion policy. *Indicator: Number and % of women promoted*

6 Working Conditions

- Digital disconnection guide for the wellbeing of staff
Indicator: Number of measures implemented, % of staff (disaggregated data) that benefit from teleworking, satisfaction level, etc.
- Communication plan of work life balance measures.
Indicator: number of communication actions implemented
- Control scorecard, on absenteeism, suspensions, etc. disaggregated by gender. *Indicator: Number and % of women by type of contract/working hours, absenteeism, etc.*

Measures and Indicators



7 Co-responsible exercise of the right to personal life, family and working life

- Awareness-raising sessions on the subject of co-responsibility and balanced distribution of tasks. *Indicator: Number and % of persons with parental leave, with reduced working hours due to child/elderly care,*
- Updating and monitoring of conciliation measures. *Indicator: % use of measures and satisfaction level*
- Certification as a family-friendly family-friendly responsible company (efr). *Indicator: Certification passed*

8 Remuneration and salary audit

- Elaboration of a wage policy and associated tools to improve the salary management
- Analysis and follow up of the salary gap and internal equality. *Indicator: salary gap by areas, levels, wage concepts*

Measures and Indicators



9 Prevention of sexual and gender-based harassment.

- Revision and communication of the harassment protocol. *Indicator: number of complaints for harassment, number of confirmed cases, number of communication actions carried out on harassment.*

10 Gender-based violence

- Protocol for victims of gender violence for whom protection measures can be undertaken for such persons. *Indicator: Number of cases of indication of being a victim of gender-based violence, Protection measures 100% formalised*

Follow up and revision



- UNE's Equality Commission will be responsible for monitoring the application and interpretation of the Equality Plan.
- In parallel with the implementation and monitoring of the measures, there shall also be an annual revision of the plan with the aim of add, reorient, improve, correct, intensify, mitigate or even discontinue any of them if their implementation is not producing the expected effects in relation to the proposed objectives.
- Once the measures defined in the Plan have been implemented, for each area of action, there shall be a control and verification to ensure that the execution of the measures is in line with the Plan's forecasts and, in turn, identify possible mismatches and adopt corrective actions

Models for reporting



III Ficha de seguimiento del Plan

FICHA DE SEGUIMIENTO DE MEDIDAS		
Medida	(Especificar)	
Persona/Departamento responsable		
Fecha implantación		
Fecha de seguimiento		
Cumplimentado por		
Indicadores de seguimiento de las medidas		
[Trasladar todos los indicadores incluidos en el calendario de actuaciones]		
Indicadores de resultado [grado de ejecución de cada medida del Plan de Igualdad]		
Nivel de ejecución	<input type="checkbox"/> Pendiente <input type="checkbox"/> En ejecución <input type="checkbox"/> Finalizada	
Indicar el motivo por el que la medida no se ha iniciado o completado totalmente	Falta de recursos humanos	<input type="checkbox"/>
	Falta de recursos materiales	<input type="checkbox"/>
	Falta de tiempo	<input type="checkbox"/>
	Falta de participación	<input type="checkbox"/>
	Descoordinación con otros departamentos	<input type="checkbox"/>
	Desconocimiento del desarrollo	<input type="checkbox"/>
	Otros motivos (especificar)	<input type="checkbox"/>
Indicadores de proceso [idoneidad y suficiencia de recursos asignados, dificultades y soluciones]		
Adecuación de los recursos asignados		
Dificultades y barreras encontradas para la implantación		
Soluciones adoptadas (en su caso)		
Indicadores de impacto [cambios en términos de igualdad en la empresa como consecuencia de la aplicación tanto de las medidas como del Plan de Igualdad]		
Reducción de desigualdades		
Mejoras producidas		
Propuestas de futuro		
Documentación acreditativa de la ejecución de la medida		

V Modelo de informe de evaluación intermedia/final del Plan

Informe de Evaluación del Plan de Igualdad de UNE

[Periodo de referencia]

1. Datos generales

- Razón social.
- Fecha del informe.
- Periodo de análisis.
- Órgano/Persona que lo realiza.

2. Información de resultados para cada área de actuación

	Bajo	Medio	Alto
Grado de cumplimiento de objetivos definidos en el Plan de Igualdad	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nivel de realización de las acciones previstas en el Plan de Igualdad	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nivel de obtención de resultados esperados	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Grado de cumplimiento de objetivos de cada acción según indicadores marcados en el Plan de Igualdad	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Grado de acciones de nuevas necesidades detectadas	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nivel de corrección de las desigualdades detectadas en el diagnóstico	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Situación del nivel de compromiso de la empresa con la igualdad	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

- Información sobre la implementación de medidas a partir de los datos de las fichas de seguimiento de medidas.
- Resumen de datos relativos al nivel de ejecución, cumplimiento de planificación, consecución de objetivos.
- Conclusiones obtenidas de la explotación de datos e información de los cuestionarios cumplimentados por la comisión de seguimiento, la dirección y la plantilla.
- Valoración general del periodo de referencia (mencionando los resultados más destacados de la ejecución del plan hasta el momento y explicando los motivos por los que no se han realizado, en su caso, las medidas previstas).

Not only a Plan... Encouraging a Gender Overall Approach

- ✓ Communication and visibility
- ✓ Forum for Strategic thinking on Gender (MEN)
- ✓ National Technical Committee on Gender in Place
- ✓ Hosting gender related meetings
- ✓ Leading ISO/PC 337 AG1 Communication & Engagement Group
- ✓ Leading the Spanish Translation Task Force (STTF) on Gender
- ✓ Contributing to CEN/CLC Informal Gender Coordination Group



UNECE WP.6 ToS-GRS
Developing Gender Action Plans

27 August 2024

Communication and visibility

- UNE Magazine
- Webinars

UNE

Ciclo de webinars de normalización

Próximo webinar

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.



UNE

La revista de la normalización española
Núm. 49 | Julio - Agosto | 2022

Primera norma ISO de **igualdad de género** en las organizaciones

y además...

17 Hablan los Asociados SEDIGAS	24 Mejora las relaciones entre organizaciones	30 Nueva norma de etiquetado de productos fertilizantes
-------------------------------------------	---------------------------------------------------------	-------------------------------------------------------------------



Forum for Strategic thinking on Gender

UNECE WP.6 ToS-GRS
Developing Gender Action Plans

27 August 2024

MEN

Mujeres
Women

En
In

Normalización
Standardization



Hosting gender related meetings

- **Women4Cyber Council**
- **ISO/PC 337**



ISO/PC 337 meeting



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



THANK YOU
for your interest and attention!

Mónica Sanzo
Director of Cooperation and International Relations

msanzo@une.org

UNE, Spanish Association for Standardization