**Declaration for Gender Responsive Standards and Standards Development**

Recalling Goal 5 of the Sustainable Development Goals in the United Nations 2030 Agenda for Sustainable Development, which is to achieve gender equality and empower all women and girls;

Acknowledging the pervasiveness and influential / impactful role of standards in society;

Accepting that representation of women in standards development is almost always below 50% and that the outcomes for men and women are not, as a matter of course, explicitly addressed during the standards development process;

Recognizing that standards and engaging in standards development are opportunities for women’s empowerment;

The UNECE invites all national standards bodies (NSB) and standards development organizations (SDO) to strive to make standards and the standards development process gender responsive by:

1. Creating a gender action plan for your organization
2. Sharing data, information and best practice on increasing women’s participation and on gender-responsive standards development tools, processes, procedures etc.

Please find here below some suggestions of what a gender action plan for gender responsive standards and standards development might include. We recognize that NSBs and SDOs operate in different ways and within different infrastructures and that the suggestions below will not be appropriate / applicable to all. It is for each organization to decide what they can / should include in their gender action plan.

Working towards gender balanced / representative *and* inclusive standards development environments

* Strive for a representative number of women in all phases of standards development
  + always assess the gender balance of your committees and if there is an opportunity to improve it
  + connect with organizations and informal (networks) within industries / professions which could help you improve the gender balance
  + collect sex-disaggregated data on participants in standards development (overall and by industry) and compare this with employment statistics
* Strive to create a standards development environment which enables gender inclusivity and equality
  + Ensure the leadership supports striving for a gender inclusive environment and for gender responsive standards
  + conduct yearly research with committee members to learn about any differences in experiences in standards development based on gender
  + develop / implement policies, procedures and activities which support gender inclusivity (e.g. raising awareness; education / training for committee chairs, secretaries, members, etc.)
  + review the gender balance of the chairs / senior roles within standards making and seek to improve it where it is imbalanced
* Support individuals who want to be gender advocates by encouraging and enabling them to take action within their areas of standards development
  + encourage programme/project managers and chairs to promote gender inclusivity on their standards development committees and provide them with tools and resources to do so
  + ask individuals to provide information / data from their work on internal or external gender inclusivity projects in order to identify and share best practice
* Strive for gender representative participation in other phases of the standards development process such as making proposals, commenting on proposals and commenting on drafts
* Ensure individual and organizational plans include relevant objectives and that progress is being monitored

Creating gender responsive standards

* Strive to develop a gender experts network as a resource to support standards development committees in their work
* Contribute to the development of a tool(s):
  + To review and analyse standards entering into any form of active development (new or revision) to identify any gender implications in their content or implementation
  + for gender-based analysis suitable for applying to standards (e.g. based on [GBA+](http://www.swc-cfc.gc.ca/gba-acs/index-en.html) or others)
* Provide training for any new tools which may be developed
* Use existing frameworks (e.g. ISO, CEN-CENELEC etc.) to work collaboratively and share resources / expertise
* Ensure committees have relevant expertise, tools and resources to strive to develop gender responsive standards where applicable
  + provide committees with any necessary training to develop their gender expertise
  + ensure committees include a gender expert or have access to gender expertise (e.g. via a network of gender experts)
* Strive to institutionalize successful and effective practices, procedures and policies to ensure the future / sustainability of gender responsive standards and standards development