

Draft minutes of the 1st physical meeting of signatories of Gender Responsive Standards Declaration - Cape Town, South Africa – 17 September 2019

1. Introduction

1. The first physical meeting of the signatories of the Gender Responsive Standards Declaration was held in Cape Town, South Africa, on 17th September 2019. The following organizations participated: African Organization for Standardization (ARSO), Agence Togolaise de Normalisation (ATN), Association RNF, Association Senegalaise de Normalisation (ASN), ASTM International, Austrian Standards, Bahamas Bureau of Standards & Quality (BBSQ), Botswana Bureau of Standards (BOBS), British Standards Institution (BSI), Bureau of Indian Standards (BIS), CEN/CENELEC, Commonwealth Standards Network , Dansk Standard (DS), Direccion General de Normas (DGN), Ente Nazionale Italiano di Unificazione (UNI), German Institute for Standardization (DIN) , Institute for Standardization of Montenegro (ISME), Instituto Colombiano de Normas Técnicas y Certificación (ICONTEC), Instituto Uruguayo de Normas Técnicas (UNIT), International Telecommunications Union (ITU), ISO, Malta Competition and Consumer Affairs Authority (MCCAA), Mauritius Standards Bureau (MSB), Moroccan Institute for Standardization (IMANOR), Netherlands Standards Institute (NEN), Saint Lucia Bureau of Standards (SLBS), South Africa Bureau of Standards (SABS), Spanish Association for Standardization (UNE), Standards Council of Canada (SCC), Standards New Zealand , Standards Norway, Swedish Institute for Standards (SIS), Thai Industrial Standards Institute (TISI), The Gambia Standards Bureau (TGSB), Trinidad and Tobago Bureau of Standards (TTBS) ,UK Department for International Development (DFID), UNECE WP. 6.

The complete list of attendees is below.

2. The meeting aimed at providing a space for signatories to:
 - exchange their experiences in developing gender action plans and implementing initiatives for women empowerment in their specific contexts;
 - deciding the future priorities of the Initiative based on current and newly proposed work items
3. The Secretary of the UNECE Working Party on Regulatory Cooperation and Standardization Policies, Ms. Lorenza Jachia, introduced the agenda of the meeting, as reproduced below.

2. Opening remarks

4. In her opening remarks, Ms. Jachia briefly presented the Gender Responsive Standards Initiative. This informal group brought together a diverse working group of stakeholders including policymakers, regulators, standards bodies, gender experts and the academia and conducted its work mainly by means of bi-monthly e-meetings. She explained that the initiative aimed to:
 - strengthen the use of standards and technical regulations as powerful tools to attain SDG 5 (Achieve Gender Equality and Empower all Women and Girls),
 - integrate a gender lens in the development of both standards and technical regulations,
 - elaborate gender indicators and criteria that could be used in standards development.
5. The group had jointly developed the “Gender Responsive Standards Declaration” unanimously approved by the UNECE Working Party on Regulatory Cooperation and Standardization Policies in November 2018 and had been opened for signature on 14 May 2019.

6. A total of 55 organizations including 45 ISO Members had signed the Declaration¹, with more expected in coming months. This was a part of a broader engagement by UNECE to make standards work for sustainable development, supported by the Government of Germany through PTB.
7. The wide take up of the Declaration had been made possible by an intense awareness-raising campaign including: direct emails and phone calls by the UNECE Secretariat and a large-scale campaign on social and traditional media including by means of sharing a video and an animation video. Ms. Jachia thanked the standards bodies for also participating in the campaign by means of recording videos of support and sharing them in their respective networks.
8. Ms. Jachia further referred to the research that had been carried out by UNECE and published in a volume launched on the day when the Declaration was opened for signature.

3. Signing ceremony

9. Ms Jodi Scholtz, Group Chief Operating Officer, South African Bureau of Standards (SABS) and Mr. Fossou Kpondoho Lawson Hetchely, Director General, Agence Togolaise de Normalisation officially signed the Declaration on behalf of their respective agencies.

4. Lead speaker: Ms. Mrs. Lindi Nakedi, Inspirational Woman in Mining

10. Ms. Nadeki shared her experience as a woman and successful entrepreneur in the mining industry, a traditionally male dominated sector. In her experience, mining was a world made by men for men and clothes, shoes, protective professional equipment (PPE) as well as tools and machinery did not fit women's anatomy. The industry executive then acknowledged action taken by SABS to revise standards in the national mining industry to meet these concerns, while much remained to be done, especially as regards soft aspects related to workplace culture.
11. She reflected that adequately addressing issues related to gender - as well as health and safety requirements - would need to be consulted broadly among standards bodies, original equipment manufacturers (OEM), the industry and workers to be effective. This was particularly important in the mining industry. As one example: drill rigs came with a warranty but there was a need to modify this kind of equipment, for it to comply to the national regulations. When such modifications were substantial, they caused companies to lose the warranty. For this reason, cooperation all across the board was needed to ensure workers' safety in environments exposed to high risks. This was particularly important to adequately address the needs of women workers.

5. Introduction to the group work

¹ Please refer to the UNECE website for the complete list of signatories:
<http://www.unece.org/tradewelcome/tradewp6/thematic-areas/gender-responsive-standards-initiative/gender-responsive-standards-declaration.html>

12. Ms. Jachia introduced the exercise for the group asking participants to break into groups and work on the priorities that had been identified by means of an electronic survey distributed to participants in advance of the meeting.
13. To inform the group exercise she presented the main findings from the survey. As regards actions that the Initiative should prioritize, respondents had indicated the following:
 - Collecting examples of gender action plans by signatories
 - Conducting awareness-raising and training
 - Developing methodologies to evaluate whether standards were gender responsive.
14. The survey included additional questions about the gender action plans. Answers showed that over 60% of respondents were still developing or preparing to develop these action plans, 50% were interested, or moderately interested in presenting these plans in the context of meetings or webinars, and 70% felt they needed support in the preparation of the plans. Only one organization among the respondents, Standards Council Canada, indicated that it had published its Action Plan on its website, along with a 5-year work plan developed and approved by senior management.
15. Ms. Jachia added that, respondents had also shared examples of the commitments that had included, or actions that they had taken, to make their institutions, the process of developing the standards, and the standards that they developed more gender responsive. The examples included:
 - Updating the terms of Reference for the Standards Development Committees to ensure gender equality in operational procedures;
 - Encouraging women to take lead of standardization work and try to ensure there's a woman in our delegations to international activities;
 - Encouraging stakeholder to actively take in consideration the gender issue at important events;
 - Involving more women in the management of standardization work and auditing activities;
 - Progressing towards gender balance in the staff;
 - Raising awareness including by presentations to all staff and other key stakeholders.
 - Development of promotional materials (video), social media posts and other publicity.
 - Formulation of internal inclusion and diversity practices
 - Identification of local NGOs active in the area of gender equality followed by:
 - meetings and info sessions with these NGOs
 - participation of experts from these NGOs in T.C. meetings free of charge
 - consultation with these NGOs during the public enquiry and voting stage of national, European and international standards
 - Analysis of current gender balance in national committees.
 - Providing training to existing national technical committees on the importance of developing gender responsive standards.
 - Monitoring the progress of having greater gender balance in national technical committees.

6. Group work

16. Participants then broke into group working on the identified priorities.
17. Two groups worked on the priority of the gender action plan. The following points were reported back from their discussion.

18. Gender action plans should start by clearly identifying organizational goals:
 - Improve gender representation in standardization
 - Build gender expertise
 - Research the impact of gender in standards

19. Specific actions that could be included in gender action plans were as follows:
 - Include in the checklist prior to developing new standards or the mandatory revision of an existing standard a question “is this standard gender relevant?”
 - Making expertise on gender accessible, having experts that NSBs can reach out to;
 - Reaching out to the ministry of family, or of women empowerment;
 - Organizing capacity building events at university
 - Organizing awareness-raising events
 - Supporting professional women networks (i.e. women in cyber)
 - Supporting scholarships with mandatory allocation (50% for women)
 - Working with universities for “next generation”
 - Identify any obstacles to women participation and ways how women can be empowered to participate in standards making
 - Checking composition of technical and governance bodies.

20. UNECE could support by developing training, compile case studies, making available a platform for sharing expertise, challenges, and case studies.

21. As regards the idea of a calendar for sharing commitments, this should be left at the discretion of members on a voluntary basis and made available on a dedicated website. Reporting on the action plan by November 2019 would not be possible for a number of NSBs (the Secretariat noted this was not an obligation but an opportunity).

22. Other suggested actions were: making it a routine to report on gender related aspects in meetings of NSBs, CEN/CENELEC, ISO.

23. One group focussed its discussion on the need for methodologies and reported the following from their discussion.

24. There was a need for a methodology to identify standards that had a high probability of being gender blind (including both cultural and physical aspects), for example, sectors that had low participation by women in TCs and where gender-related injuries were high. Another possible method would be to collect anecdotal examples of gender-blind standards, identify common threads and use these to identify similar sectors. Having a compilation of gender blind standards, on which the Group could concentrate would be desirable. Any methodology would need to be closely consulted with ISO.

25. The last group’s discussion had mainly focussed on training. There was a need for awareness-raising that would start by putting gender inclusivity in context and would also prove that gender responsiveness would make standards more effective.

26. Training modules would be needed for different audiences, including: chairs and vice chairs of TCs, managers and staff of standards bodies, etc. and should focus both on gender-responsive content and on gender responsive process.

27. It was also important to make existing trainings gender aware.

6. Group work

28. It was agreed that the discussion on these points should continue at the upcoming webinars and at the WP. 6 annual session.

First Meeting of Signatories to the Declaration (17th September 2019)

Event Attendees

Mr. Hermogene Nsengimana	Secretary-General	African Organization for Standardization (ARSO)	-
Ms Weiwei Swei	Manager, Global Cooperation	ASTM International	-
Ms Teresa J. Cendrowska	Vice President, Global Cooperation	ASTM International	-
Ms. Elena Santiago Cid	Director General	CEN/CENELEC	-
Dr. Chaesub Lee	Director of Telecommunication Standardization Bureau (TSB)	International Telecommunications Union (ITU)	-
Ben Hedley	Programme Manager,	Commonwealth Standards Network	-
Ms. Marie-Claude Drouin	Secrétaire générale	Association RNF	-
Rosie Seville	Policy adviser (Standards, regulation and services)	UK Department for International Development (DFID)	-
Ms. Noelia Garcia Nebra	Programme manager, ISO central secretariat	ISO	-
Lorenza Jachia	Secretary	UNECE WP. 6	-
Mag. Wolfgang Steigenberger	Deputy Managing Director	Austrian Standards	Austria
Dr. Renae Ferguson-Bufford	Director	Bahamas Bureau of Standards & Quality (BBSQ)	Bahamas
Ms Keolebogile Segomelo	Director Standards	BOBS Botswana Bureau of Standards	Botswana
Ms Chantal Guay	CEO	Standards Council of Canada (SCC)	Canada
Mrs. Monica Vivas	Standardization Director	Instituto Colombiano de Normas Técnicas y Certificación (ICONTEC)	Colombia
Jens Heiede	Director Standardisation	Dansk Standard (DS)	Denmark

Mr Papa Secka	Director General	The Gambia Standards Bureau (TGSB)	Gambia
Ms. Petra Scharf	Head of International Cooperation	German Institute for Standardization (DIN)	Germany
Mr. J Roy Chowdhury	Head (International Relations),	Bureau of Indian Standards (BIS)	India
Dr. R K Bajaj	Deputy Director General (Standardization),	Bureau of Indian Standards (BIS)	India
Mr Ruggero Lenzi	Director General	UNI - Ente Nazionale Italiano di Unificazione	Italy
Mr Francis Farrugia	Director General	Malta Competition and Consumer Affairs Authority (MCCAA)	Malta
Ms Helga Pizzuto	Chairperson of MCCAA	Malta Competition and Consumer Affairs Authority (MCCAA)	Malta
Mrs R Nanhuck	Acting Director	Mauritius Standards Bureau (MSB)	Mauritius
Sofía Pacheco Niño de Rivera	Director Standards	Dirección General de Normas (DGN)	Mexico
Marko Saranovic	Deputy Director	Institute for Standardization of Montenegro (ISME)	Montenegro
Mr Abderrahim Taibi	Director	Moroccan Institute for Standardization (IMANOR)	Morocco
Mr Rik van Terwisga	Managing Director	NEN	Netherlands
Mr. Peter Mass	Senior Manager Standardization Business Development	NEN	Netherlands
Ms Carmen Mak	Manager	Standards New Zealand	New Zealand
Jack Grimsrud	Director Standardization	Standards Norway	Norway
Anne Kristoffersen	Director of International Affairs	Standards Norway	Norway

Ing.Verne Emmanuel	Director	Saint Lucia Bureau of Standards (SLBS)	Saint Lucia
Mr El Hadji Abdourahmane Ndione	Director General	Association Senegalaise de Normalisation (ASN)	Senegal
Mrs Assitan Kouyate	Delegate to ISO	Association Senegalaise de Normalisation (ASN)	Senegal
Mr Mamadou Dia	Delegate to ISO	Association Senegalaise de Normalisation (ASN)	Senegal
Dr Sadvir Bissoon	Executive: Standards	South Africa Bureau of Standards (SABS)	South Africa
Ms Thabisa Mbungwana	Senior Manager: International Relations and Strategic Partnerships		South Africa
Ms Mónica SANZO	Cooperation and International Relations Director	Spanish Association for Standardization (UNE)	Spain
Ms Annika Andreasen	CEO	Swedish Institute for Standards (SIS)	Sweden
Camilla Åberg	International Relations Manager		Sweden
Ms. Apassorn Suksai	Acting International Standardization Expert	Thai Industrial Standards Institute (TISI)	Thailand
Mr. Rik van Terwisga	Managing Director	Netherlands Standards Institute (NEN)	The Netherlands
Mr. Fossou K. LAWSON-HETCHELY	CEO	Agence Togolaise de Normalisation (ATN)	Togo
Ms. Nadita Ramachala	Standards Officer	Trinidad and Tobago Bureau of Standards (TTBS)	Trinidad & Tobago
Mr Derek Luk Pat	Executive Director		
Mr. David Bell	Director of Standards Policy	British Standards Institution (BSI)	UK
Mr Pablo J. Benia	Director	Instituto Uruguayo de Normas Técnicas (UNIT)	Uruguay