Standards & UNSDG Goal 5: Empower Women and Girls

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Goals of Working Party initiative

- **Standards/technical regulations as tools for SDG Goal 5.5** - women's full and effective participation & equal opportunities for leadership at all levels of decision-making in political, economic & public life

- **Mainstream a gender perspective** in the development and implementation of **standards**

- Mainstream a gender perspective in the development and enforcement of **technical regulations**

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Structural Change for Inclusive Labour Markets

'Sustainable and balanced economic progress will hinge on the ability of economies to changes and promote greater inclusiveness. This includes, for example, more active labour market policies, educations policies and the provision of support for workers'

- Roberto Azevêdo, World Trade Organization (WTO) Director-General, October 30th 2017

'Gender equality is not about putting women on high positions to 'meet numbers', but to benefit from the best talent that humanity has to offer, whatever their gender'

– Former ISO Secretary General

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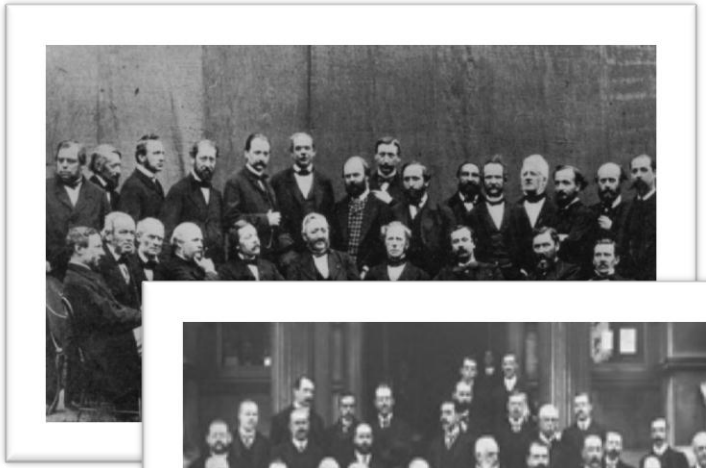
Structural Determinants of Insufficient Female Representation



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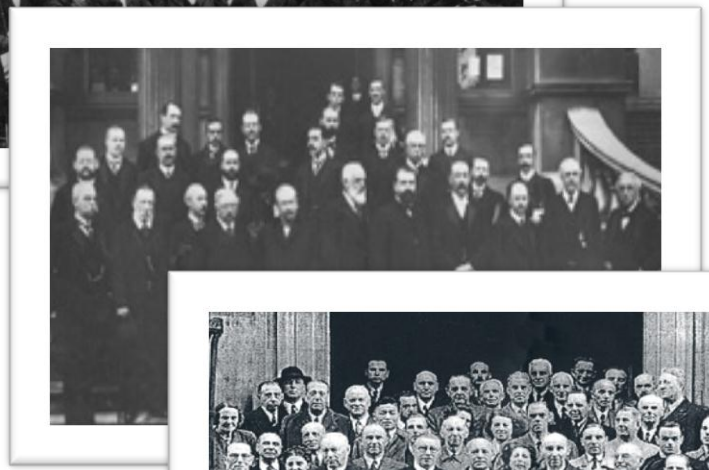

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Education:

- More men than women graduate from science, technology, engineering, mathematics and computer science (STEM) programmes
- A lower proportion of the women graduating from these programmes work in science & technology (as opposed to education)

Gender Equity in the Workplace

- Representation of women in standards development reflects their participation (or lack thereof) in the workplace

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Gender Bias in Standardisation

Answer to Addressing Bias

- Representation?
  - The correction to bias is often held to be increasing the number or balance of females in decision-making positions.

Representation is just one factor to correct bias and imbalance in Standards development.

Representation alone may be insufficient if there is no scientific approach to or knowledge of the impact of bias on women, or how to perceive it.

CAN WE ASSESS BIAS?

'If you don't intentionally include, the system unintentionally excludes…'

– Elizabeth Broderick, co-chair of the Women's Empowerment Principles Leadership Group and Former Australian Sex Discrimination Commissioner

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Insufficient Female Representation of Women in Standards may result in:

Nuts and bolts standards that:

- unnecessarily expose women to hazards
- insufficiently take into account women's needs & specificities –
- keep women away from specific activities & professions

Management standards that do not take into account prevalent cultural norms may be counterproductive for the promotion of women's leadership

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Standards for Women's Empowerment

i. Standards transform previously male-dominated workplaces

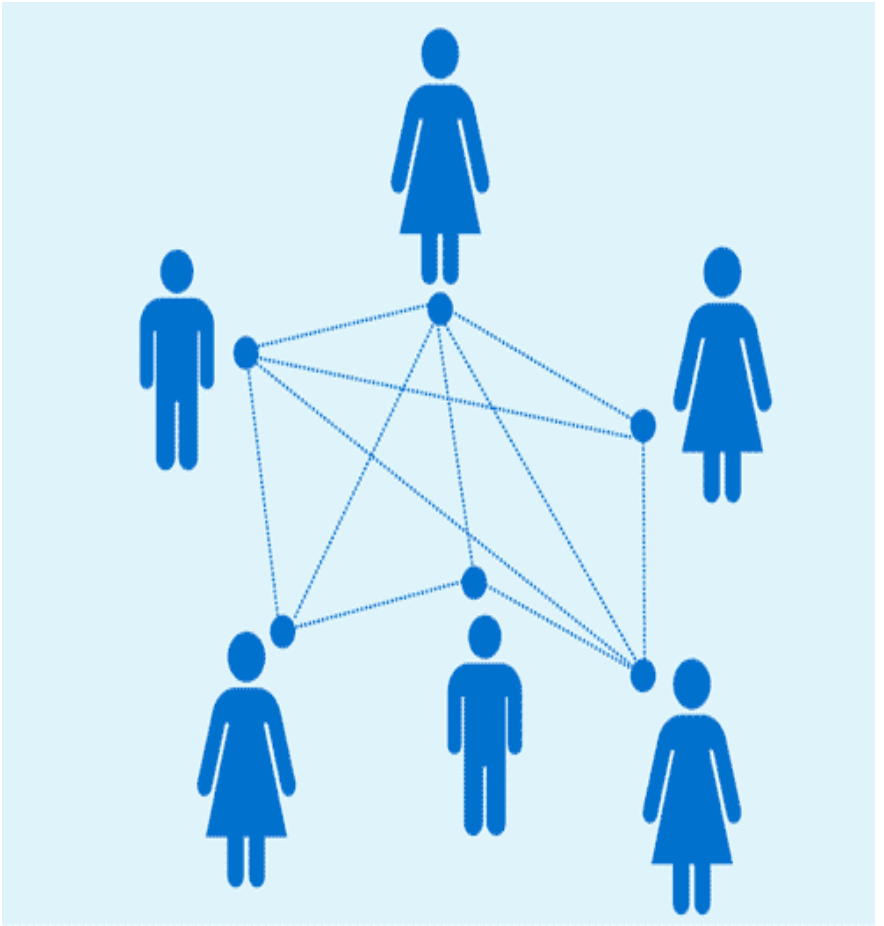
- South Africa: Proposed standard for protective clothing, to better meet the needs of women in the manufacturing industry.

ii. Standards ease the time burden associated with women's domestic tasks

- Cookstove Alliance: standard that reduced women's exposure to smoke during cooking

iii. Standards facilitate implementation of government policies for women empowerment

- AFNOR "*Label Diversité*": organizational commitment to anti-discrimination, equal opportunities and the promotion of cultural diversity



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Participants in the meetings of the Task Force

National and international standards bodies	Representatives of Member States	International organizations, UN Agencies & NGOs
ISO	France	ITC
IEC	Sweden	UNCTAD
ASTM	Romania	ITU
BSI	New Zealand	UNAIDS
Institute of standards x Moldova	Canada	UNICEF
Swedish Standards Institute	the European Commission	UNDP
ARSO		UN/WOMEN
Association Réseau Normalisation et Francophonie		WMO
		Women@theTable
& Academia		Association des Etats Généraux des Etudiants
		Gender & Mine Action

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Entry Points for Gender-Informed Standards

Before the development of the standard

- Selection of subject matter
- Analysis of possible gender implications
- Gender representative committee
- Gender-responsive design of the consultation process

During the development of the standard

- Using findings of gender analysis to inform standard draft
- Engaging women's organizations and/or gender experts
- Highlighting gender in discussions with stakeholders

In the standard

- Integrating solutions to address gender differences / eliminate gender bias

In the implementation

- Gender-informed educational activities
- Measuring the impact of the standards on women and men
- Ensuring that conformity assessment processes are gender-informed

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Factors Bias in Standardisation

Factors that contribute to probability of a bias

Factor	P1	P2	P3	P4	P5
Description	The committee membership is not balanced	Females are not able to, or are not resourced to participate	No organisations are included that represent females	The consolation process does not have specific consideration of Gender Bias	There is not a verification process for the inclusion of gender issues

Factors contributing to the consequence of a bias

The standard covers a subject where men and female are physically different	The standard relates to a sector dominated by males	The bias has a significant outcome	The standard relates to a subject area recognised to be able to have bias	The applicability of the standard to females has not been identified	The Scope of the standard is not inclusive of the impact on people

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Projects/Success stories

Project for French-speaking countries which aims at insuring a better integration of women and girls in the formal economy

France's label diversité and label égalité

RNF
Réseau Normalisation et Francophonie

Awarded to firms and organization

On the basis of

- Human resources policies (recrutement, remuneration, promotion, etc.),
- Preventative actions
- Workplace organisation du travail that allows for reconcilining work and family life

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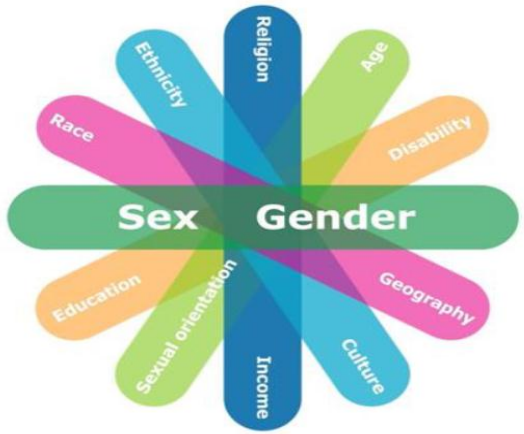
Gender Based Analysis Plus (GBA+)

GBA+
GENDER-BASED ANALYSIS PLUS

What is GBA+?

- GBA+ is a an analytical process to examine proactively how diverse groups of women, men and gender-diverse people may experience government initiatives.
- The '+' in GBA+ considers multiple intersecting factors:
  - Race, ethnicity, religion, age and mental or physical disability



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Proposed activities of the initiative going forward

To develop and adopt a Charter of Gender-Responsive National/Regional/International Standards Bodies

Explore the possibility of establishing a “International Gender Champions-Impact Group on Standards”,

Develop a database with sex-disaggregated data on women participation in standardization activities

Gender Expert Network for Standards

Develop a gendered standard as a pilot project:

Develop guidance to assess whether standards are gender-biased and to correct gender bias if present:

Assessing the impact of standards on women

Training materials

Continue to exchange best practice.

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Pledge for Action on Gender Responsive Standards

The **Pledge for Action** represents a commitment to work jointly to create a *gender balanced / representative* and *inclusive* standards development environment.

Examples of Pledge Aspirations:

1. • Representative number of women in all phases of standards development
2. • Create a standards development environment twhich enables gender inclusivity
3. • Develop a gender experts network
4. • Support individuals who want to be gender advocates

QR Code to Pledge PDF Document

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Thank you

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