

Pledge for Action on Gender Responsive Standards

All national standards bodies and standards development organizations are invited to pledge to take action to become a gender responsive standards organizations by pledging to take any or all of the actions below.

The key goals listed (✦) are supported by suggested tactics / activities (➤) to achieve them. These suggestions are not exhaustive and may not be appropriate or applicable to all contexts and so organizations need to consider what will be successful in their particular circumstances.

[insert organization name] pledges to be a gender inclusive national standards body / standards development organization by taking any or all of the actions below.

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 and procedures which support gender inclusivity
 - review the gender balance of the chairs / senior roles within standards making and seek to improve it where it is imbalanced
- ❖ Strive to develop a gender experts network as a resource to support standards development committees in their work
- ❖ Support individuals who want to be gender advocates by encouraging and enabling them to take action within their areas of standards development
 - encourage programme managers to promote gender inclusivity on their standards development committees and provide them with tools and resources to do so
 - give individuals the opportunity to pledge to take actions themselves and / or get involved in actions being taken by the organization
 - record the number of individuals taking action and involved in collaborative work on internal and external gender inclusivity projects and ask them to report on their results / work
- ❖ Strive for gender representative participation in other phases of the standards development process such as making proposals, commenting on proposals and commenting on drafts
- ❖ If individuals or the organization choose to take action, ensure personal and organizational plans include relevant objectives and that progress is being monitored and tactics are being reviewed and revised accordingly

Creating gender responsive standards

- ❖ Contribute to the development of a tool to review and analyse standards entering into any form of active development (new or revision) to identify which ones may have gender implications in their content or implementation
- ❖ Contribute to the development of tools for gender-based analysis suitable for applying to standards and provide training in using the tools
 - 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 gender inclusive environment is maintained and that future standards will also be gender responsive

DRAFT