Gender & standards in European standardization

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The European Standardization System

Inclusive, transparent and consensus-based for the past 60 years; interacting with national and international stakeholders
Inclusiveness as a core value of the ESS

- Influential role of Standards in our society

- CEN-CENELEC Strategy 2030
  - Stakeholders' engagement for a better understanding of user needs
  - An inclusive CEN-CENELEC system as the gateway for standardization in Europe

- Inclusive is the standard
  - Design for All; Gender Action Plan; Societal Stakeholders Group; SMEs Working Group; Standards4Innovation;...
Gender Responsive Standards Initiative

- CEN-CENELEC signed the UNECE Declaration for Gender Responsive Standards and Standards Development (May 2019)
  More than 20 Members are also individual signatories

- CEN-CENELEC Members’ survey (July 2019)

- CEN-CENELEC Gender Action Plan (November 2019)
CEN-CENELEC Members’ survey

▶ Goal: Sharing of experiences

▶ **Success stories & best practices** about gender inclusive standardization system

▶ **Challenges** faced by experts to create gender responsive standards, or participate in the standards development environments at national, European or international level

▶ Results used as basis for developing CEN-CENELEC Gender Action Plan proposal
Good practices from our members: Action plan already established or intended to be

**General actions**

- Promotion of the **UNECE Declaration** and its signature
- Implementation of **Gender Action Plan** (as such or included within general strategy)
- **Dedicated group** (creation or already-existing)
- Building network and participation in targeted initiatives/civil society organizations gathering women professionals of various sectors
- Monitoring other platforms dealing with this issue and **sharing information and good practices**
- Creation of new & more inclusive communication materials (magazine, newsletters, publications,...)
- Use of gender-responsive vocabulary (e.g. titles (Mr., Ms.,...))
- **Raising awareness**: Communication campaigns to promote inclusivity and diversity, with concrete examples of why it is important
- Participation in events (stand or speaker) on gender equality or women empowerment
- Ensuring gender-balanced panels at events organized by NSB/NC
- ...
Good practices from our members: Action plan already established or intended to be

- Foster the participation of women in the development of standards: promotion of the role and benefits of standardization and how to get involved
- Gender-balanced representation at national technical level (TC Chairs and Secretaries)
- Collection and analysis of sex-disaggregated data (national TC experts & sectors tendencies)
- **Training and awareness raising** at national technical level (TC Chairs + Secretaries); Organization of round tables/seminars to raise awareness on gender-responsive standards
- Participation in projects/initiatives for inclusive standards
- Use of gender-responsive **vocabulary**
- Development of guidelines/checking-tool to be used in standards drafting and reviewing processes, in collaboration with the European and international levels
- Gender-balanced representation within the NSB/NC, incl. top management level, promoted in national annual reports
- National HR inclusive hiring policies
- ...
Challenges faced by experts to create gender responsive standards, or in the standards development environments at national, European or international level

- Lack of valid sex-disaggregated data used in the standards development process
- Lack of understanding of the importance and need for gender-inclusiveness within the Standardization community
- Lack of gender-specific sensitivity in the process of drafting standards; Complexity of creating gender-responsive standards
- Lack of women experts from various sectors
- Lack of gender-balanced representation in standard-making environments (e.g. TCs, WGs,...)
- Lack of resources to raise awareness, need of a comprehensive strategy at all 3 levels
- ...

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CEN-CENELEC Gender Action Plan

- Based on the priorities identified by CEN and CENELEC members via the online survey
- Inspired by CEN and CENELEC Members’ good practices and action examples
- Targeted actions, spread over a 3-year agile plan
- Focus: Sharing of information & Collaboration

→ Approved in November 2019
CEN-CENELEC Gender Action Plan

YEAR 1
2020 - 2021

- Establish an **informal coordination group** open to all interested Members
- **Collect and share best practices** of gender inclusive projects from Members
- **Promote** an inclusive and gender-responsive standardization system

YEAR 2 & 3
2021 – 2023

- **Assess the uptake** of the UNECE declaration and evaluate the work of the 1st year of implementation to further develop the action plan
Informal Gender Coordination Group

- Kicked-off in April 2020
- Open to all CEN and CENELEC Members; Encouraged to nominate a man and a woman
- Raising awareness for European Standardization Community
- Exchange views, ideas, experience and best practices
- Ensure the link between activities at national and international levels to avoid duplication and boost collaboration and aligned & complementary outcomes (ISO, IEC, UNECE,...)
- Collaborations & Joint actions
CEN-CENELEC Gender Action Plan: Parallel continuous activities

In addition, CEN-CENELEC continue to actively participate in European initiatives gathering women professionals of sectors of interests for CEN-CENELEC:

- Women4Cyber (Cybersecurity)
- WeClub (Energy)
- UNECE WP.6 (Working Party on Regulatory Cooperation and Standardization Policies)

→ Support the UNECE declaration & Gender Action Plan
→ Increase participation of women in the CEN and CENELEC activities in those 2 key priority sectors
Thank you

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