# WP.6 Team of Specialists on Gender-Responsive Standards (GRS)

# Gender Action Plan Best Practice

## Recommendation U: Gender-Responsive Standards

# Best Practice Template

*The UNECE Team of Specialists on Gender-Responsive Standards (GRS) works to ensure that standards and standards-development practices better meet the needs of women and girls. The cultivation and dissemination of best practice is a core activity of the Initiative. Through sharing the practices developed at the national level, standards developing bodies will be enabled to develop increasingly efficient gender action plans. All standards bodies are invited to complete the best practice template and share their experience of developing a gender action plan (GAP). This template looks to abstract the core considerations, activities, and experience of your organisation’s action plan. Note: We understand the classification may differ and some organisations may refer to their gender action plan (GAP) as an “equality strategy/plan”. Please note that not all questions are obligatory; if you do not wish to reply or you do not have information that can be provided, just leave the response blank.*

*Submissions that detail your organisation’s gender action plan (GAP) or gender equality strategy are welcome with the condition that they use the below template, without changing the margins or the questions. Completed submissions should be sent to the Gender-Responsive Standards secretariat at: regulatory.cooperation@un.org.*

*Organizations may also update their responses as often as necessary; please just send an updated completed submission to the secretariat. We will keep each dated copy on the website unless otherwise instructed.* [*https://unece.org/trade/wp6/GAP-repository*](https://unece.org/trade/wp6/GAP-repository)

*These best practice submissions do not engage the United Nations or Working Party on Regulatory Cooperation and Standardization Policies (WP.6) in any way and they do not constitute an endorsement of any kind. Submissions are presented as is and were only checked for grammar and spelling.*

|  | **Questions** | **Response** |
| --- | --- | --- |
| **Organization identity** | | |
| 1 | Type of standards organisation? (National, regional, international) |  |
| 2 | Name of the standards organisation |  |
| 3 | Country/Region of operation? |  |
| 4 | Contact details |  |
| **Background** | | |
| 5 | What motivated the establishment of the Gender Action Plan (GAP)? |  |
| 6 | When did your organisation launch their Gender Action Plan? |  |
| 7 | Is your organisation a signatory of the UNECE Declaration on Gender-Responsive Standards and Standards Development? |  |
| **Gender Action Plan (GAP) Creation** | | |
| 8 | What are the primary objectives of your organisation’s GAP? |  |
| 9 | Did your organisation use a participatory and flexible approach to developing the GAP? |  |
| 10 | Was a pilot project used to test the GAP before it was launched? |  |
| 11 | Did your organisation consult with other standards bodies before developing your GAP? (e.g. did the organisation consider the  achievements and challenges of other standards bodies). If yes, which organisations? |  |
| **Institutional Buy-in** | | |
| 12 | Does the plan enjoy widespread leadership buy-in? If yes, how is this demonstrated? (e.g., Director-led policy initiatives, top-down training programmes) |  |
| 13 | Who initiated the gender action plan within the organisation?? (Organisation leadership, departmental managers, regular staff) |  |
| 14 | Is the GAP being implemented at every level of the organisation? |  |
| 15 | Is the GAP being implemented and evaluated throughout the standards development process? |  |
| 16 | Does the GAP strengthen individual accountability for gender equality? If yes, how? |  |
| 17 | Were any kind of resource issues encountered during the lifecycle (cultivation, development, implementation) of the GAP? |  |
| 18 | Does the GAP operate as part of a broader sustainability or *diversity, equity, and inclusion* (DEI) strategy of the organisation? |  |
| 19 | Who is responsible for the implementation of the GAP? |  |
| **Planned Activities** | | |
| 20 | Does your GAP set realistic step-by-step targets relevant to particular objectives? |  |
| 21 | What key activities are listed in your organisation’s GAP? |  |
| 22 | Does the GAP include specific activities to increase women’s participation in standards development? If yes, what are they? |  |
| 23 | Does the GAP include performance indicators? |  |
| **Monitoring & Evaluation (M&E)** | | |
| 24 | Is monitoring and evaluation included in your organisation’s GAP? |  |
| 25 | Does your GAP include a monitoring strategy/set of activities? (i.e., identify concrete output indicators, agreed time frame, planned monitoring sessions) |  |
| 26 | How does the GAP ensure impartiality when evaluating the organisation’s activities? (e.g., external evaluator, internal expert) |  |
| 27 | Does your GAP require detailed baseline assessment data? |  |
| 28 | Does your GAP require your organisation to collect sex-disaggregated information? |  |
| 29 | Does your GAP encourage the use of any data collection tools? (e.g., gender equality audit and monitoring GEAM tool) |  |
| 30 | Who is responsible for collecting data? |  |
| 31 | Does your GAP include ongoing recommendations to collect information on the experiences of technical committee participants? |  |
| 32 | Does your GAP have a target end date? For what period is your GAP? |  |
| 33 | If your GAP has a target end date, are there plans for how the activity will continue beyond that date? |  |
| **Financing** | | |
| 34 | How did your organisation fund the establishment of the GAP? (For example: the organisation’s regular budget funds, private sector funding, public sector funding, private-public sector funding) |  |
| 35 | Is the GAP underpinned by long-term financing to ensure its continuity? (i.e., will there be sufficient financing and resources to achieve the GAP’s objectives) |  |
| 36 | Does your organisation require additional resources (e.g., personnel, training & capacity building, monetary support) to deliver on the planned GAP activities? |  |
| 37 | Is there an organisational commitment to providing adequate resources to meet GAP activities? |  |
| **National Context (specific to National Standards Bodies)** | | |
| 38 | Does your country also have a National Gender Strategy? |  |
| 39 | If yes, does the GAP align with this National Gender Strategy? |  |
| 40 | Is your GAP specific to the precise needs of women in your country? If yes, how does it reflect the national context or challenges? |  |
| 41 | Does your GAP promote greater awareness of national gender issues? |  |
| **Technical Committee Data** | | |
| 42 | Does your organisation track gender representation on technical committees? |  |
| 43 | If yes, currently what percentage of technical committee members are women? |  |
| 44 | What percentage of technical committee Chairs are women? |  |
| 45 | Does your GAP set targets related to the representation in your technical committees? |  |
| 46 | Does your GAP set targets related to gender balanced leadership in your technical committees? |  |
| 47 | Does your GAP encourage gender-related sensitisation programmes or guidance for new technical committee members? |  |
| **Gender Focal Point** | | |
| 48 | Does your organisation have an appointed gender focal point (GFP)? If yes, is this their sole function or is it supplementary to their existing role within the organisation? |  |
| 49 | Did the focal point contribute to the development and realisation of the GAP? |  |
| 50 | Does the gender focal point report on the GAP? If yes, how often goes the focal point report on the GAP? |  |
| 51 | Were standards used by the organisation/focal point to develop the GAP? If yes, which standards? If no, why not? |  |
| 52 | Is the gender focal point (GFP) responsible for implementing the GAP? If not, who? |  |
| **Key Lessons** | | |
| 53 | What would you advise other organisations to do before developing a GAP? |  |
| 54 | What are the primary challenges you face with implementing the GAP? |  |
| 55 | Would your organisation benefit from additional capacity-building training? |  |
| 56 | What have been the primary achievements of your GAP so far? |  |
| 57 | What are the measurable results of your GAP? |  |
| 58 | Would your organisation be interested in presenting your GAP experience (so far) to interested standards developing bodies? |  |
| **Other** | | |
| 59 | Other considerations / additional information |  |