VIRTUAL WORKSHOP FOR THE EXCHANGE OF GOOD PRACTICES
FOR THE INCLUSION OF GENDER IN STANDARDIZATION

The Virtual Workshop on EXCHANGE OF GOOD PRACTICES FOR GENDER INCLUSION IN STANDARDIZATION, organized by the COPANT Secretariat, was held on August 12, 2021 through the Zoom platform, with simultaneous translation Spanish-English.

96 delegates representing 24 NSBs and their stakeholders from the following countries attended the event: Argentina, Bolivia, Brazil, Canada, Colombia, Costa Rica, Cuba, Dominican Republic, Ecuador, El Salvador, Guatemala, Guyana, Haiti, Honduras, Jamaica, Mexico, Nicaragua, Panama, Paraguay, Peru, Saint Lucia, Suriname, Trinidad & Tobago and the United States. A representative of the International Organization for Standardization - ISO also participated.

Osvaldo Petroni, President of COPANT, in opening the event, mentioned COPANT’s commitments with respect to the gender agenda being addressed at the international level, and thanked COPANT members and stakeholders for their participation.

Chantal Guay of SCC (Canada):

- Welcomed the participants and introduced the event.
- Expressed the expectation of knowing and sharing how COPANT members are addressing gender issues in a proactive and innovative way.
- She also stressed the importance of the event as a unifier of regional efforts and as a mechanism to share experiences that strengthen the work in the region on the subject and contribute to the ISO gender action plan.
- Finally, she thanked the attendees for their participation and for the opportunity to share experiences on gender issues.

Rosario Uría from INACAL - Peru (Regional Gender Champion), presented:

- She mentioned that the purposes of this workshop are as follows:
  - Disseminate the ISO Gender Plan
  - Raise awareness of the importance of gender issues
  - Share experiences of NSBs in the region
  - View progress made in the region
  - Identify concrete activities to support the implementation of the Gender Plan of Action
- She then presented the ISO gender action plan 2019-2021, based on 5 priorities, including key deliverables in each case:
  1. Collect data on gender representation,
  2. Collect case studies on national and international standards and repository of NSB gender action plans,
3. Improve understanding of the potential gender implications of selected ISO standards and create tools to support Technical Committees to ensure that the standards they develop/review are gender-sensitive,
4. Raise awareness of standards in support of gender equality and women's empowerment,
5. ISO policy on gender.

- She explained the role of the regional gender champions, who are the following:
  1. Be the voice of the importance of promoting gender equality in standardization.
  2. Publicize the activities of the ISO Gender Action Plan and promote the active participation of ISO members in the ISO Gender Focal Point network.
  3. Share with ISO information on what is happening in the region: initiatives, case studies, good practices
  4. Represent ISO at events and meetings on gender and standardization.
  5. Suggest initiatives to advance ISO's gender agenda.
  6. Identify and share the needs of ISO members to advance gender equality.

- Finally, she commented on the 2021-2022 schedule of activities for ISO gender champions.

Noelia García, from ISO, presented:

- An ISO video on gender equality, some facts and the impact of the standards' focus on gender equity, as well as its relevance to improving the effectiveness of standards implementation and ISO's 5 priorities.
Maria René Gallardo of IBNORCA (Bolivia), made a presentation about:

- IBNORCA data on gender representation at the staff level and in management positions.
- The results of a diagnosis of current technical and legal regulations on gender equality and their applicability in Bolivia.
- The case of NB 11008:2018 MANAGEMENT SYSTEMS FOR GENDER EQUALITY IN THE LABOR FIELD - REQUIREMENTS.
- The awareness-raising activities carried out in conjunction with the Swedish SIS project.
- State guidelines contained in the Political Constitution of the State and the Economic and Social Development Plan, which support gender equality and respect for women and children.

Alexandra Rodríguez of INTECO and Andrea Milla of INAMU (Costa Rica), presented the following:

- Contextual data showing economic and labor inequality between men and women.
- The country's response based on this inequality gap, including national equality policies.
- The national standard for gender equality 2021 and the certification process.
- The achievements and lessons learned in these years, as well as the conditions for a better result.

Mercedes Suero of INDOCAL (Dominican Republic), commented about:

- The process of development and approval of the technical standard NORDOM 775 - Management System for Gender Equality, with the support of UNDP.
- The evolution of the standard since its approval in 2016 and its revision in 2020.
- The structure of the standard and the eight (8) dimensions in which it is implemented.
- Some companies that have been certified with standard NORDOM 775, as well as the certification process.
- The IGUALANDO RD badge (gender equality mark) and the levels of certification or marks awarded based on the level of compliance with requirements.

Michelle Parkouda of SCC (Canada), explained:

- Some data regarding women's participation in Canada's mirror committees.
- The impact of the gender gap in standardization.
- The work of the ISO/IEC JSAG on gender-sensitive standards, the UNECE working group and the gender strategy published in 2019.
- The mechanisms for raising awareness and the 50-30 challenge, driven by the Canadian government.

Lourdes De Cosio of NYCE and Viviana Fernandez of IMNC (Mexico), presented on the following topics:

- Data on vulnerable labor groups in Mexico.

- International data on women's participation in standardization and technical committees.
- The viable routes to reduce the gender gap and the contribution of IMNC and NYCE to the topic.
- The concept of MUSICA (Women in the Quality Infrastructure System).
- The impact of the certification, both in the private and public sector and the number of people benefited.
- The steps to follow, including making NMX- R- 025- SCFI- 2015 mandatory at the SNIC level.

Thalita Romano from ABNT (Brazil), talk about:

- The results of data collection on gender representation in ABNT.
- The nomination to participate as a focal point in ABNT for gender issues, as well as initiatives to support gender equality.
- The standards that support gender equality, ABNT's work in coordination with ISO and as a signatory to ILO.
- Events in which ABNT will participate on gender equality issues.
- Opportunities identified at the national level to support gender equality.
Nuria Dávila Fernández from NC (Cuba), presented:

- The results of data collection on gender representation in NC.
- That no case studies and best practices on support for gender equality or evaluation of gender responsiveness by ISO standards have yet been collected.
- Awareness raising activities on standards supporting gender equality and women's empowerment from 2011 to 2019.
- How the constitution of the republic promotes equal rights between men and women, as part of gender policies at the national level, as well as the National Program for the Advancement of Women.

Yanira Colindres of OSN (El Salvador), explained:

- Gender equity data in the standardization body.
- OSN's actions on gender equality, including the approval of the NTS 03.116.01:21 standard, developed based on ISO 9001:2015.
- Dissemination actions through webinars, dissemination actions in different sectors and follow-up on gender equality certification.

Adriana Alonzo of ICONTEC (Colombia), explained:

- Inequity data at the national level that are consistent with other countries in the region.
- Gender equity data in the standardization organization, specifically in the technical standardization committees and by standardization sectors.
- ICONTEC's activities in coordination with the country's authorities for the design of the EQUIPARES mark, at the national level and at the level of small and large companies.
- The partnership agreement for the development and updating of a guide of good practices in gender equity, with the Mayor's Office of Medellín.
- The updating of protocols for attention to women victims of violence.
- Committees working on gender equity issues.
- Dissemination activities of the gender equity guidelines and the impact of these activities, as well as the activities scheduled for August 2021.
- Articulation with national policies on gender equity issues, such as the Action Plan for Gender Equality 2018 - 2021.

Cristina Costa of INEN (Ecuador), presented:
- Data compiled from INEN data and web links where the information can be consulted.
- Data showing gaps in pay, political participation and empowerment.
- Data on gender equity in the standard-setting body.
- Gender equality support activities, including translation and adoption of standards: IWA 34:2021 Women’s entrepreneurship - Key definitions and general criteria and the adoption of ISO 30415:2021 Human resource management - Diversity and inclusion.
- Awareness-raising activities carried out at a general level and through participation in activities promoted by COPANT, AFNOR and ISO.
- A detail of Ecuador's state institutions related to gender equality and women's empowerment.
- The national regulatory framework that includes the constitution of the republic, the labor code and different laws to prevent and eradicate violence against women, among others.
- Binding international instruments ratified by the Ecuadorian State on gender equality issues.

Rosario Uría of INACAL - Peru (Regional Gender Champion), explained:
Tasks to be progressed in the next 6 months, in each NSB in relation to the ISO 2019-2021 gender plan, including:
- Registration in ISO networking
- Create action plans for each NSB

The need to advance in the activities of the plan until February 2022 and a panel to present the progress made by each country on the subject.

Yanira Colindres of OSN, presented the conclusions of the event:
- It is important for NSBs to be aware of their role in reducing gender gaps, both in the development of standards and in the work of the NSB and its technical committees.
- There is a legal framework in all participating countries and this is an opportunity to standardize standards at the international level.
- The need to broaden the concept of inclusion, so far focused on men and women.
- There are activities related to disseminating the importance of gender equity, both simple and highly structured.
- The forum has allowed the sharing of ideas and activities carried out to open up the panorama on gender equity issues.
- The need to work on improving the level of commitment of the companies, to strengthen the impact of the certification, based on the strengthening of the necessary investment to achieve real gender equity.
- Fulfill the activities proposed by Rosario Uría, in order to make progress on these issues in the NSBs.

**Note:** The session was recorded and is available at the following link: [https://drive.google.com/file/d/1_vVdbu0L6iT2s4xHIWsPQrkEdSaudDVu/view](https://drive.google.com/file/d/1_vVdbu0L6iT2s4xHIWsPQrkEdSaudDVu/view)