



Gender Action Plan, Ethiopia 2023-2027
Final

No	Problem area	Activity	Indicator	Baseline	Target	Timel ine	Budget	Responsible	Comment
1	Low female participation at various levels <ul style="list-style-type: none"> • 6/23 (26%) women in IES leadership positions • First degree 23/38 (0.37% & second degree 7/23(0.23%) • 5/19 (26%) women in TC secretariats (rep. from IES standards dev dept.) • 160/2400 (6,7%) 	1a. Provide women within IES with leadership training	Percentage of women in leadership positions.	26%	35%	3 years	Approx. 600,000 ETB (TBC)	Competency and HR administration	Train 2 IES women per year in leadership skills
		1b. provide education training to IES women.	Percentage of women in education level.	0.0037%	2%	4 years	600,000 (ETB)	Competency and HR administration	Train 2 IES women per year in Second and Third degree.
		1b. External targeted recruitment of women to IES	Percentage of women in TC secretariats	26%	36%	2-3 years	n/a	Competency and HR administration	Seek sponsorship? UNDP, UNWOMEN, ISO? No external recruitments during 2024 but transfers between org and GOV'T agencies possible. <i>"Women are encouraged to apply"</i> in already included in the

	women in TCs								recruitment template for all positions.
		1c. Encourage external organizations to nominate more women to TCs (by invitation). Ask each organization to nominate 2 people – one woman and one man – and IES will select.	Percentage of women in TCs	6,7%	10%	4 years	n/a	Standards Development lead executive	By asking the organizations to nominate two people – one of each sex – IES can do a selection of experts to ensure a better gender balance.
2	Low awareness and commitment to gender equality in standards development	2a. Encourage IES staff to do the online ISO module on gender and standardization	Percentage of all IES staff (female and male) that have done the ISO module	1,5% (2 people)	50% (69 people)	3 years	n/a	Information Communication executive Standards Development lead executive Women & social affairs inclusive implementation executive	Possibility to define targets between IES leaders and IES staff https://learning.iso.org
		2b. Sign the UNECE Declaration of Gender Responsive Standards	UNECE Declaration signed	No	Yes	6 months	n/a	General Director	https://unece.org/DAM/ttrade/wp6/AreasOfWork/GenderInitiative/UNECGenderDeclaration_English.pdf Email the UNECE GRS Working Party at regulatory.cooperatio

									<p>n@un.org. You will get a formatted declaration to sign. You are encouraged to share a photo or a short video of the signing with ISO.</p> <p>Sign together with Min of Women and Social Affairs.</p>
		2c. Develop information material on gender and standardization in local language (e.g brochure) and spread on IES website, social media and at trainings	Material developed	No	Yes	1 year	Approx. 300,000 (TBC)	<p>Communication Affairs executive.</p> <p>Standards Development lead executive</p>	Involve ISO to use their material, logo? – property rights
		2d. Conduct trainings/workshops on gender and standardization	Number of workshops/trainings held on gender issues	Women leadership and gender mainstreaming on women Ethiopian policy	30 female trained /year	2/year	Approx. 500,000/workshops (TBC)	Standards Development lead executive	<p>Partnership with Ministry of Women and Social Affairs. Conduct 1/year at IES and 1/year at the ministry. Keep small scale, using existing resources. Explore different themes, e.g. women’s representation in the Eth GOV’T, women’s decision making in agriculture. Invite TC members.</p> <p>Start at high level to connect between the ministry of women and the IES.</p>

									Triple benefits: i) strengthened capacity, ii) improved relationship with Ministry of Women and Social Affairs and iii) TC members' capacities strengthened.
		2e. Spread existing resources on GRS within IES	Briefing held and email sent to all IES staff	0	Email sent	Dec 2023	n/a	Communication affairs executive Standards Development lead executive	Gender Responsive Standards: Guidance for ISO and IEC technical committees Guidelines on developing gender responsive standards Advanced Copy v0_1 220119.pdf (unece.org)
		2f. Research and case studies	Research work on standard development	0	5 Females	1 year	300,000 ETB	Training & Technique lead executive. Standards Development lead executive	Sponsorship?
		2g. Printing of material	Awareness creation materials print	0	Based on participants	Each training program	300,000 ETB	Training & Technique lead executive. Standards Development lead executive	Sponsorship?
3	Low engagement of female entrepreneurs in standardization	3a. Provide technical training to female entrepreneurs from SMEs	Number of technical trainings for female entrepreneurs	Already trained: Construction 35 female Indigenous	20 female trained /year	2 years	Approx. 100,000 / work shops (ETB)	Training & Technique lead executive. Standards Development lead executive	Sponsorship? To include as an activity in the DRIVE project with the World Bank? Possibility to engage these women as experts

				product 15 female						in the TCs.
Total= 2,700,000 ETB (one million, two hundred thousand birr).										