

# **GENDER ACTION PLAN**

**INSTITUTE FOR STANDARDIZATION OF SERBIA**  
**2023-2030**

Belgrade, September 2023

## **General**

Serbia has made significant efforts to promote gender equality and combat discrimination based on gender. One of the key legal instruments addressing gender equality is the Gender Equality Law („Official Journal of the Republic of Serbia”, No. 52/2021). The Gender Equality Law in Serbia is a comprehensive legal framework designed to rectify historical and contemporary gender-based disparities by fostering equal rights and opportunities for individuals of all genders throughout various aspects of society. By ensuring that men and women have equal opportunities and treatment across various facets of society, the Gender Equality Law strives to foster a more just and equitable society, ultimately contributing to social and economic development by harnessing the potential of all its citizens.

Institutions within the Republic of Serbia actively contributed to the formulation of the National Strategy for Prevention and Protection against Discrimination for the period 2022-2030, as well as the National Strategy for Gender Equality for the period 2021-2030. These initiatives lay a solid foundation for the comprehensive integration and implementation of the principle of gender equality at the national level.

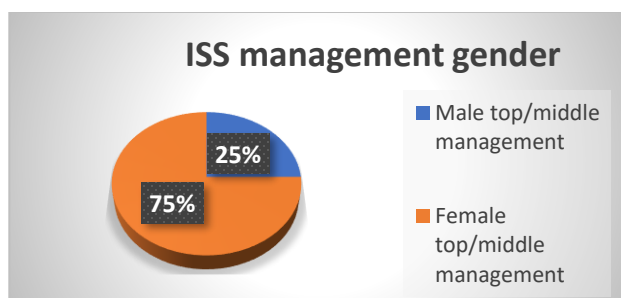
## About ISS

The Institute for Standardization of Serbia (ISS) is the only national standardization body of the Republic of Serbia, an institution that has the status of a legal entity and operates in accordance with the regulations governing the legal position of public services. The founder of the Institute is the Government of the Republic of Serbia.

## Staff profile of ISS on gender balance



ISS Employees	Number
Female	39
Male	22
<b>Total</b>	<b>61</b>



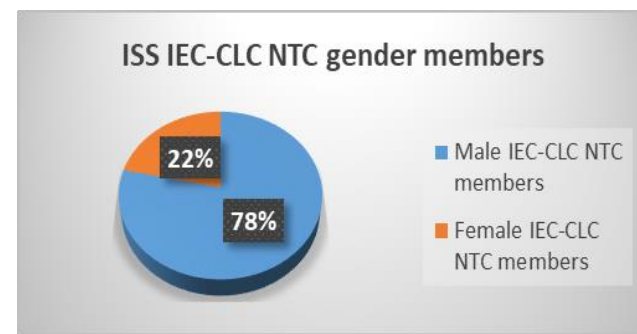
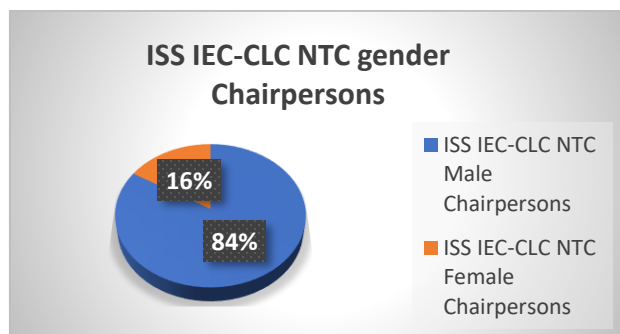
ISS management	Number
Male top/middle management	3
Female top/middle management	9
<b>Total</b>	<b>12</b>

## Development of the gender-responsive standards

By signing the UNECE (United Nations Economic Commission for Europe) declaration on 1 February 2023, ISS made a commitment to actively engage and contribute to the development of gender-responsive standards. It underscores the recognition that standards, guidelines, and practices should be developed in a way that accommodates and addresses the specific needs, perspectives, and contributions of all genders. ISS is dedicated to encouraging participation and input from diverse stakeholders, including individuals of all genders. It supports the idea that involving a variety of perspectives enriches the quality and relevance of standards. Also, in September 2023 ISS has established gender focal point and informed ECE-WP.6. ISS undertakes to identify and mitigate any gender bias or stereotypes that may be present in existing standards or that may inadvertently be incorporated during the standardization process as a long-term strategic goal. This includes challenging traditional gender roles and expectations to create more balanced and fair standards. ISS also commits to enhancing awareness and understanding of gender considerations among its staff and stakeholders involved in standardization activities.

ISS has already taken some steps to raise awareness of gender responsive standards. In latest edition of internal standardization rules „ISS Internal Rules of Standardization – No. 3“, ISS underlines the crucial use of inclusive terminology within standards. In this context, „inclusive terminology“ refers to language that is universally acceptable, **irrespective of gender**, race, colour, religion, and more. New documents should be created using inclusive terminology. For existing documents, a revision is required, involving the identification and substitution of non-inclusive terms with more descriptive alternatives that align with technical aspects or relationships wherever possible.

The ISS undertook an analysis of committee members, revealing a notable gender imbalance within the committees in the field of electrical engineering. The ISS recognizes this inequality and has set a primary goal to increase the representation of women in these standards commissions, aligning with principles of gender sensitivity and equality.



The Institute used its own resources to translate the publication „Gender Responsive Standards: Guidance for ISO and IEC Technical Committees“ in order to raise awareness among standards committee members about the importance of integrating gender equality into the standards development process. The translated publication will be distributed to all standards committee members and posted on ISS website.

ISS has successfully commenced collaboration with reputable women's associations, demonstrating a shared commitment to promoting gender equality and inclusivity. Through the ongoing collaboration and the envisioned future expansion, ISS is dedicated to fostering a culture of gender inclusivity, bringing together diverse perspectives to ensure that standards developed are equitable, representative, and responsive to the needs of all stakeholders.

ISS plans to establish cooperation with the Coordinating body for gender equality, founded by the Government of the Republic of Serbia, since it was one of the main participants in the development of the National strategy for prevention and protection against discrimination for the period 2022-2030 (“Official Gazette of the Republic of Serbia”, No. 12/2022), as well as the National strategy for gender equality for the period 2021-2030 (“Official Gazette of the Republic of Serbia", No. 103/21).

# Gender Action Plan

Number	Activity/ Output	Measures and Actions	GAP indicator	Baseline (data collection might be needed)	Target	Timeline (years) or months	Owner and Responsibilities	Budget (Currency)	Comments
<b>Output #: 1</b>									
<i>GAP Objective:</i> Increasing the share of female NTC members in the Department for electrotechnical standardization									
#	Invitation on web site to apply for NTC membership	Dissemination of promotional material via e-mail	3 NTC female members increase	43 IEC-CLC NTCs 7 IEC-CLC Chairpersons 343 IEC-CLC NTC members in total 74 IEC-CLC members	Increased number of female NTC members in the Department for electrotechnical standardization by 3	1 year	<ul style="list-style-type: none"> <li>- ISS WG for GAP</li> <li>- NTC secretaries in the Department for electrotechnical standardization</li> <li>- Division for sales, marketing and education</li> </ul>	Not available at this time	/
<b>Output #: 2</b>									
<i>GAP Objective:</i> Adopt documents from the gender equality field using the translation method									
	Translation using ISS human resources	3 translated publications – 1 ISO publication and 2 UNECE publications, ISO/DIS 53800 (according to ISO dynamics in the standard development process)	3 publications translated		Translation of 3 publications posted on ISS web site, distributed via e-mail to ministries, companies, etc.	6 months	<ul style="list-style-type: none"> <li>- ISS WG for GAP</li> <li>- Division for int. cooperation</li> <li>- Division for sales, marketing and education</li> </ul>	Own resources	
<b>Output #: 3</b>									
<i>GAP Objective:</i> Increase and improve the cooperation of ISS with associations of business women, such as „Women on heels” and other associations in the country that have a dominant representation of women									
	Collect detailed data on the number and profile of business women's associations and analyze them for the purpose of planning promotional material creation activities Develop 1 new workshop/seminar on gender issues	Contact associations of business women Material for new workshop/seminar on gender issues	Realized agreement/ agreements on cooperation with business women's associations Material for new workshop/seminar on gender issues - prepared		1 agreement realized 1 workshop/seminar realized	0-2 years	<ul style="list-style-type: none"> <li>- ISS WG for GAP</li> <li>- Division for int. cooperation</li> <li>- Division for sales, marketing and education</li> </ul>	Not available at this time	

Number	Activity/ Output	Measures and Actions	GAP indicator	Baseline (data collection might be needed)	Target	Timeline (years) or months	Owner and Responsibilities	Budget (Currency)	Comments
<b>Output #: 4</b>									
<i>GAP Objective:</i> <b>Promotional material</b>									
	create material incorporating the translated and adapted content. These materials should highlight the importance of gender responsiveness in standards and provide practical guidance	analyze the selected documents to identify key principles, strategies, and actionable steps that can be adapted to promote gender-responsive standards	Number of translated documents and pages	Translated ISO publication “Guidance on Gender Responsive Standards” posted on ISS web site, distributed via e-mail to ministries, companies, etc.	Several standards and documents include gender responsiveness	0-2 years	<ul style="list-style-type: none"> <li>– ISS WG for GAP</li> <li>– Division for int. cooperation</li> <li>– Divisions for standards</li> <li>– Editing Division</li> </ul>	Not available at this time	

## Short-term objectives (up to 2 years)

ISS will:

- increase the representation of women in within the committees in the field of electrical engineering, aligning with principles of gender sensitivity and equality (by 3 members).
- identify and review well-established gender equality documents, guidelines, policies, and best practices.
- analyze the selected documents to identify key principles, strategies, and actionable steps that can be adapted to promote gender-responsive standards.
- create material incorporating the translated and adapted content; these materials should highlight the importance of gender responsiveness in standards and provide practical guidance (3 translated publications – 1 ISO publication and 2 UNECE publications).
- develop materials based on the adapted content to conduct awareness-raising sessions and workshops within the organization and relevant stakeholders.
- identify reputable associations of business women that share a mutual interest in promoting gender equality and are willing to collaborate with ISS.
- arrange initial meetings with the identified associations to introduce ISS's mission, objectives, and the shared goal of promoting gender-responsive standards.

## **Long-term objectives (3-5 years)**

ISS will:

- ❖ seek out qualified women in the electrical engineering field and encourage their participation in standards commissions. Collaborate with external organizations, universities, and industry associations to promote gender diversity in standards commissions and share best practices. Establish a systematic monitoring and reporting mechanism to track progress in achieving gender diversity goals within the standards commissions.
- ❖ establish a set of comprehensive guidelines derived from translated and adapted content, serving as a robust reference for professionals engaged in standards development. Foster partnerships and collaborations with allied industries and organizations to facilitate the sharing and dissemination of translated gender equality content. Extend these efforts beyond the electrical engineering domain, promoting gender-responsive standards across diverse sectors and professions.
- ❖ explore opportunities to expand collaboration by engaging with additional associations that can further contribute to the promotion of gender-responsive standards.

In addition, ISS intends to solicit feedback from all involved parties and use it to adapt and refine the collaboration strategy, ensuring it remains aligned with the evolving needs and goals.



## Outcomes

- A notable increase in the representation of women within committees associated with the field of electrical engineering, fostering gender sensitivity and equality in standards development processes.
- A thorough review of a wide array of well-established gender equality documents, guidelines, policies, and best practices, providing a comprehensive understanding of the existing gender equality landscape.
- Identification and analysis of key gender equality principles, strategies, and actionable steps from reviewed documents, providing a solid foundation for the promotion of gender-responsive standards.
- Development of educational and guidance material that incorporates translated and adapted content, emphasizing the importance of gender responsiveness in standards and offering practical guidance for implementation.
- Successful organization of awareness-raising sessions and workshops within the organization and for relevant stakeholders, utilizing materials based on adapted content to educate and sensitize participants on gender-responsive standards.
- Successful identification and engagement with reputable associations of business women that share a mutual interest in promoting gender equality, laying the groundwork for future collaborations.
- Productive initial meetings held with the identified associations, introducing ISS's mission, objectives, and the shared goal of promoting gender-responsive standards, establishing a basis for potential collaborative efforts.