



CENELEC

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Webinar 'Gender Responsive Standardization'

Supporting gender equality through standards.

*We start at
10:00 CET*

Webinar moderator



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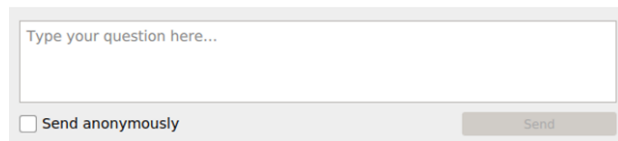
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Get the most out of the webinar today



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- ▶ You are muted
- ▶ Use the Q&A panel to submit your questions

A screenshot of a 'Question and Answer' window. The title bar says 'Question and Answer'. Below it, it says 'You 04:36 PM' and 'When is the next session?'. There is a text input field below the question.A screenshot of a question submission form. It has a text input field with the placeholder 'Type your question here...'. Below the field, there is a checkbox labeled 'Send anonymously' and a 'Send' button.

- ▶ Talk about us on Twitter [#training4standards](#) [@Standards4EU](#)

Your speakers today



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- ▶ Inclusiveness in the European Standardization System
- ▶ Why Gender matters in Standardization
- ▶ CEN and CENELEC Gender Action Plan
- ▶ National best practice – a case-study from AFNOR (France)
- ▶ You have a role to play! → Tools and supporting materials
- ▶ Q&A



► *An **Inclusive** CEN and CENELEC System to be the preferred choice for standardization in Europe*

→ **Inclusive is the standard**

[Read more.](#)

Gender-Responsive Standardization



Why does it matter for Standard-makers?

- ▶ Diversity in standard-making processes = Higher-quality standards
- ▶ High-quality standards = Inclusive of all specificities and needs
- ▶ Inclusive standards = Products that benefit everyone equally

→ **Gender** is 1 component of this **Diversity equation**

Gender matters in Standardization

- ▶ We need to understand the **impact** of Gender differences, and their **implications** on standardization deliverables
- ▶ We need to adopt a **gender lens** at all time, when gathering data and writing standards, so we can meet everyone's needs
- ▶ **Gender-Responsive Standards** are more relevant for all and ensure that men and women are equally benefitting from standards

Key Milestones

- ▶ **Signatories** of the [UNECE Declaration on Gender-Responsive Standards and Standards Development \(2019\)](#)
- ▶ **1st Gender Action Plan (2020-2022)**
 - ▶ *Promotion & Awareness-raising*
 - ▶ *Exchange of Best practices & Collaborations*
 - ▶ *Ensure link with national and international initiatives*



Key Milestones

► **Signatories** of the [UNECE Declaration on Gender-Responsive Standards and Standards Development](#) (2019)

► **1st Gender Action Plan** (2020-2022)

- Collective understanding of the implications of the topic
- Positive impact on the issue
- **Continued commitment needed**



2nd Gender Action Plan (2023-2025)

- ▶ Approved by CEN and CENELEC CAs in November 2022
- ▶ Built upon Lessons Learnt & Members' feedback
- ▶ **3 key pillars**, with strong alignment with international activities
 - ▶ **Awareness-raising and capacity-building** activities within the European community
 - ▶ **Supporting tools for technical experts** by assessing the materials developed at global level for possible adoption at European level
 - ▶ **Review CEN and CENELEC policies and regulations** for a systemic and sustained consideration of gender equality in the ESS

Informal Coordination Group on Gender Diversity & Inclusion

- ▶ New 3-y mandate (kicked-off in February 2023)
- ▶ **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



Parallel support to European sectoral initiatives

- ❖ **Cybersecurity:** [Women4Cyber Foundation](#)
- ❖ **Energy:**
 - ❖ [WomenInEnergy Club](#)
 - ❖ [EC Equality Platform for the Energy Sector](#)
- ❖ **UNECE WP.6** on [Regulatory Cooperation](#) and Standardization Policies



Women Energy club in Brussels
weclub



→ Contribute to the CEN-CENELEC Gender Action Plan

→ Increase participation of women in the CEN and CENELEC activities in those priority sectors

- ▶ Totally in line with regional & international initiatives : UNECE, CEN-CENELEC, ISO & IEC, other NSBs
 - ▶ Insofar as GSR is a brand new concept, AFNOR follows/contributes this is a collective work that aims to improve the quality of deliverables (Quality for all !)
- ▶ Within AFNOR : sowing the seeds of a shared awareness
 - ▶ Staff awareness and training on the state of progress, on proposed tools, etc.
 - ▶ Progressive introduction within communication documents : rules for standardization, experts training, ...
- ▶ Specific initiatives
 - ▶ Creation of ISO/PC 337 “Guidelines for the promotion and implementation of gender equality”
 - ▶ Support other countries initiatives
 - ▶ Initiate some specifics : explanatory walks as a best practice

Exploratory walks

- AFNOR-SPEC “Women’s Exploratory walks in urban areas”

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**Marches exploratoires
des femmes en milieu
urbain**

- **Background**

- 1960s – creation of notion of “urban planning” to name the intermediate sphere “between private life and the monarchical state” in France and England in the 18th century
- Reflection on public spaces designed for and by men

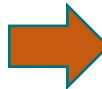
- **Appearance of exploratory walks**

- 1989 in Toronto, Canada, as a participatory research-action tool to take into account the experience and expertise of women in urban planning (named “safety audits”)
- 1992 – hundreds of exploratory walks in Montreal and publication of a survey guide on women’s safety in the city, adapted with time for European and African cities
- 2000s – experimented in France from the 2000s, focus on working-class neighborhoods, identified as Sensitive Urban Areas (ZUS) by the Urban Policy
- 2014 – experiment of large-scale exploratory marches in 12 French cities coordinated by France Mediation, a national association which brings together local mediation actors. Duration: over 2 years
- 2015 – adoption of this approach by French transport companies such as SNCF and RATP to improve transport infrastructures

- **Background of AFNOR SPEC and work done**
 - End 2021 – contact of ANCT (French National Agency for the Cohesion of Territories) to develop within AFNOR a guide on exploratory walks
 - 30th of March 2022 – first kick-off meeting to launch the work and to form the group of experts
 - 2022 – 7 meetings to discuss the content
 - January-February 2023 – approval of the content by the experts
 - April 2023 – publication
 - 2023 – possible development of an ISO standard

Objectives of AFNOR SPEC Women's exploratory walks in urban areas

- ❑ Make the approach available to all urban policy districts and facilitate its deployment, on the international level included
- ❑ Promote the experiments already carried out and benefit from the feedback to mobilize the actors of the territories and improve their cooperation
- ❑ Strengthen the place of women in local participatory democracy and public space
- ❑ Improve the urban space through concrete changes
- ❑ Prevent situational risk and ensure better safety in public spaces



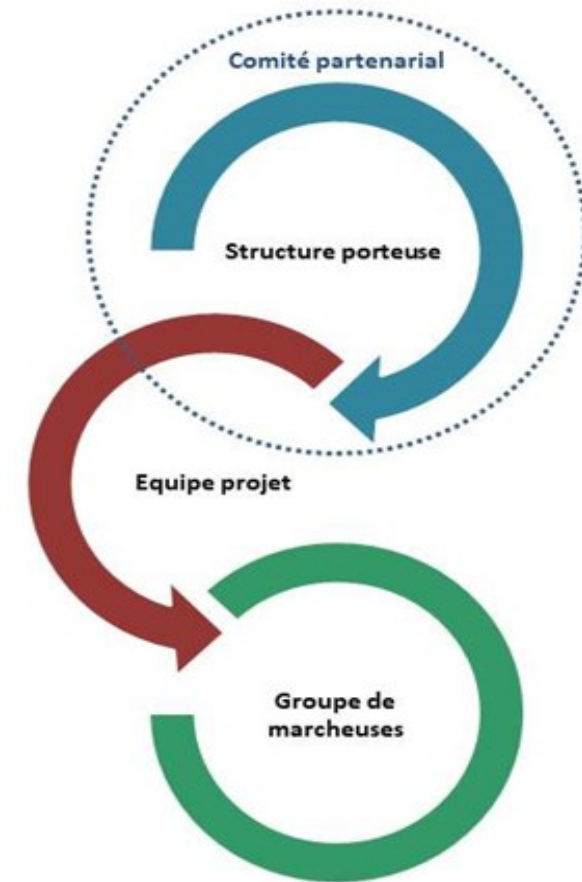
- A **common reference**
- **Simple, consensual**, accessible, based on acquired experience
- A **method** that can be appropriated and transferred to all the actors concerned in the territories

Table of contents (1/4)

- Introduction
- 1. Scope
 - This document aims to recommend a methodology for setting up and carrying out exploratory walks for women in urban areas. It is intended for any public or private organization that plans to implement this approach. Note: This methodology can be extended to other groups composed not exclusively of women.
- 2. Normative references
- 3. Terms and definitions
- 4. Principles of Women's exploratory walks
 - 4.1. Exploratory walks, what we are talking about?
 - 4.2. Exploratory walks, what specificities?
 - 4.3. Exploratory walks, for what purposes?
 - 4.4. Exploratory walks, how to do?

Table of contents (2/4)

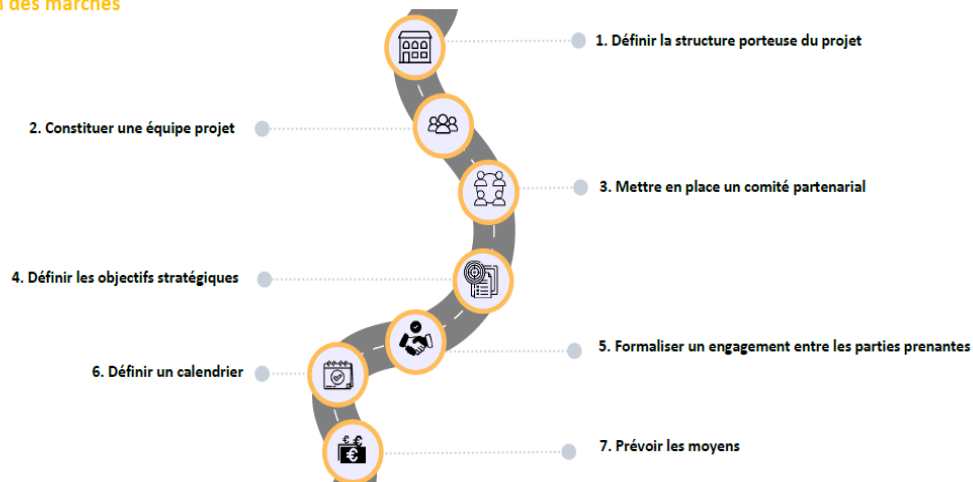
- 5. Organisation of exploratory walks (STEP 1)
 - 5.1. General
 - 5.2. Steering and partnership framework
 - 5.2.1. Define the supporting structure of the project
 - 5.2.2. Build a project team
 - 5.2.3. Set up a partnership committee
 - 5.2.4. Define strategic objectives
 - 5.2.5. Formalise a commitment between stakeholders
 - 5.3. Calendar and means



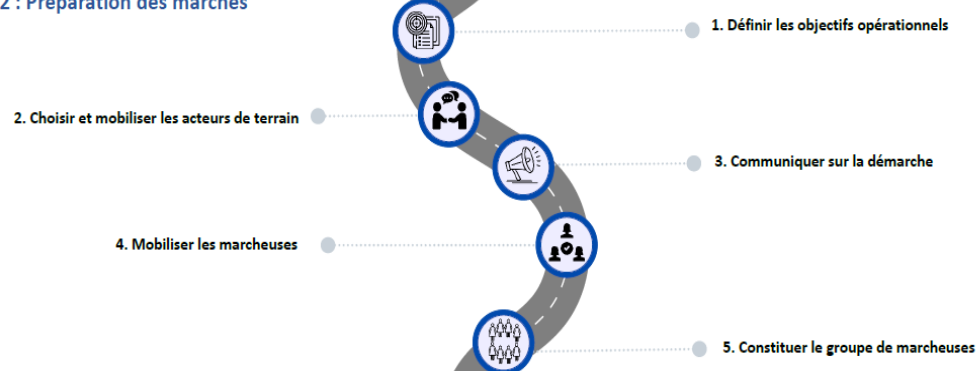
Exploratory walks

■ Scheme of Exploratory walks steps

Etape 1 : Organisation des marches



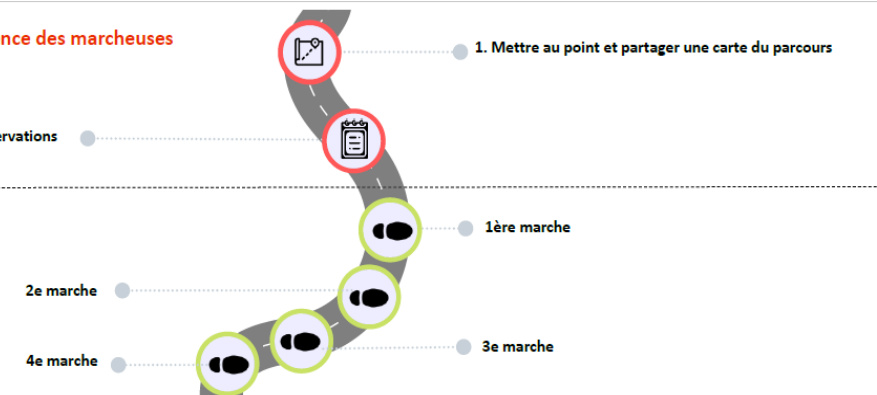
Etape 2 : Préparation des marches



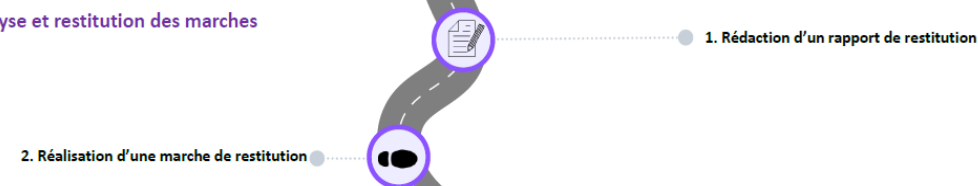
Etape 3 : Travail préparatoire en présence des marcheuses



Etape 4 : Déroulement des marches



Etape 5 : Analyse et restitution des marches



Etape 6 : Suivi et évaluation des marches

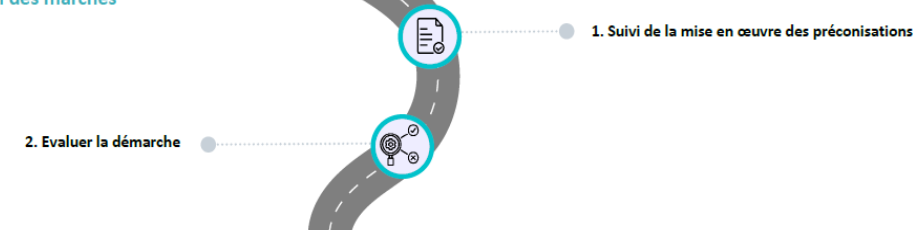


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- 6. Preparation exploratory walks (STEPS 2&3)
 - 6.1. General
 - 6.2. Preparatory work by the project team (STEP 2)
 - 6.2.1. Define operational objectives
 - 6.2.2. Choose and mobilize actors in the field
 - 6.2.3. Communicate on the process
 - 6.2.4. Mobilize the **walkers**
 - 6.2.5. Form the group of walkers
 - 6.3. Preparatory work in the presence of walkers (STEP 3)
 - Develop and share a course map
 - Provide observation support

Table of contents (4/4)

- 7. Conduct of walks (STEP 4)
- 8. Analysis and restitution of walks (STEP 5)
- 9. Monitoring and evaluation of walks (STEP 6)
- Annex A. Example of a partnership agreement between an associative structure and a local authority
- Annex B. Communication example (flyers)
- Annex C. Example of a recommendation table
- Annex D. Example of observation support
- Annex E. Example of restitution report
- Annex F. Example of a project management chart: table of distribution of operational tasks

You have a role to play!



- ▶ Assume that all standards have gender implications → **Gender lens ON**
- ▶ Be aware and make sure **Gender-aspects** are considered by the experts
 - ▶ Highlight needs to consider gender-specificities and to use sex-disaggregated data, etc.
 - ▶ Share and encourage use of the **tools available** at your disposal
- ▶ Nurture a standard-making environment that allows equal participation of all interested parties → **Inclusive meetings**

Supporting tools & material

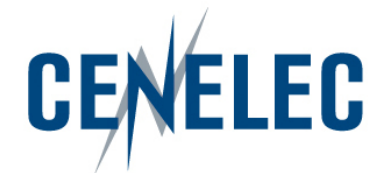


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- ▶ CEN-CENELEC [Strategy 2030](#) (Goal 4)
- ▶ CEN-CENELEC [SGD 5 page](#) on Gender Equality
- ▶ CEN-CENELEC [Webinar](#) recording 'Inclusive European Standardization: the case of Gender' (2021)
- ▶ CEN-CENELEC [Webinar](#) recording 'Gender Responsive Standardization: supporting gender equality through standards' (2023)
- ▶ [Video](#): CEN and CENELEC and the Gender-Responsive Standards Initiative
- ▶ ISO-IEC [Guidance](#) on Gender-Responsive Standards in TCs
- ▶ UNECE [Declaration](#) - Gender-Responsive Standards Initiative
- ▶ UNECE [eLearning Tool](#) on Gender-Responsive Standards
- ▶ UNECE [Guidelines](#) on Developing Gender-Responsive Standards
- ▶ Standard Council of Canada [Study](#) (2020)

Key Take Away

1. **Inclusiveness is a core value** of the CEN and CENELEC Standardization System
2. Gender responsive standards **benefit ALL**: Diversity & Inclusiveness make for higher quality standards that protect everyone & reach greatest market acceptance
3. **We need you!** Supporting materials are at disposal, dedicated contact points, etc.
4. **Sharing is caring**: Members of CEN and CENELEC can join the Informal Group; everyone is welcome at the UNECE WGs;...
5. Assume **ALL** standards have gender implications



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A row of colorful paper cutouts of people holding hands, in shades of teal, orange, blue, yellow, pink, and purple.

Thank you for your participation!

Next events

2023-03-21 – Webinar ['Introduction to the New CEN BOSS Page – Preparation and Submission of Files'](#)

2023-03-21 – Webinar ['Introduction to the New CENELEC BOSS Page – Preparation and Submission of Files'](#)