



CEN and CENELEC Technical Body Officers Event

Designing Standards for all: Gender
Responsive Standards

What are Gender-Responsive Standards?

A gender-responsive standard:

- ▶ Reflects an understanding of physical differences and gender roles of women and men;
- ▶ Integrates diverse physical and social/cultural dimensions within the design and performance of the product, process, or service being standardized;
- ▶ Equally addresses the needs, experiences, and concerns of all users, incl. women, men, girls and boys;
- ▶ Ensures the standard provides the same outcomes for and equal benefit to all.



Gender-Neutral vs. Gender-Responsive

Neutral

- ▶ Generic One-Size-Fits-all
- ▶ Assumption the end user is by default a man
- ▶ Missed gender implications
- ▶ Lack of population representative datasets (anthropometrics)
- ▶ Lack of inclusive language (deliverable)

Responsive

- ▶ Explicit consideration of gender differences
- ▶ Men and women equally benefit
- ▶ Representative datasets (anthropometrics)
- ▶ Inclusive language (deliverable)



Why do Gender-Responsive Standards matter?



Women represent half of the world's population and contribute to 37% of global GDP. Studies show gender equality positively impacts GDP.

Standards are not protecting women as well, as they benefit men.

In some cases, standards further disadvantage and/or even harm women.

2024 launch of the Brochure: Gender-Responsive Standardization



- ▶ New brochure launched with tips and tricks on how to ensure standards are gender-responsive
- ▶ Ensuring inclusive language matters
- ▶ Intersectional approach to GRS

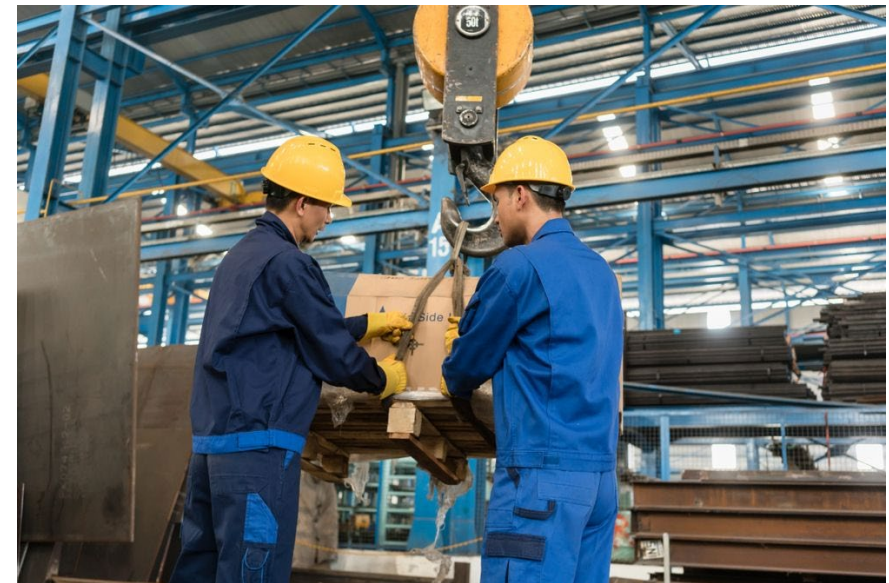


CEN-CENELEC's 7 Steps to ensure European Standards are Gender-responsive:

1. **Assess** the diversity and representativeness of the group's composition
2. **Increase** representation of women in TCs/WGs
3. **Understand** we all carry biases. A gender-balanced TC/WG does not equal to gender expertise, nor does it automatically guarantee GRS
4. **Promote** an inclusive environment that allows equal participation for all
5. **Consider** the implications of gender differences – even if not obviously related.
6. **Assume** there are gender differences that will have implications
7. **Use** representative and sex-disaggregated data (incl. Up-To-Date data)

GRS case study: The case for Anthropometric diversity

- ▶ Standard on measurement of thermal insulation by means of thermal manikins (EN ISO 15831:2004)
- ▶ Standard on manual handling of machinery (EN 1005-2:2003+A1:2008)



Case 1: Measurement of thermal insulation by means of thermal manikins

- ▶ Standard describes the requirements (size and shape) of the thermal manikin and the test procedure
- ▶ Manikin shall be $(1,70 \pm 0,15)$ m, with a body surface area of $(1,7 \pm 0,3)$ m²
 - ▶ Quite large range of diverse body sizes, but....
 - ▶ The standard does not consider different body shapes and child body sizes
 - ▶ Industry prefers male body shape, because of comparability of test results
 - ▶ No references to anthropometric database or study

Question: what could be done in the standardization process to make standards like this one more inclusive?

Case 2: Manual handling of machinery



- ▶ Standard provides ergonomic recommendations for the design of machinery involving manual handling, including horizontal and vertical positioning
- ▶ Vertical: ideal height is 75 cm, maximum is 175 cm
- ▶ Recommended height is based on anthropometric data from:
 - ▶ Subjects from USA army – adult men
 - ▶ Data from 1960-1980

Question: What issues could arise from using that data set?



Tools for Technical Experts

CEN & CENELEC: How to be Gender-Responsive in Standardization brochure

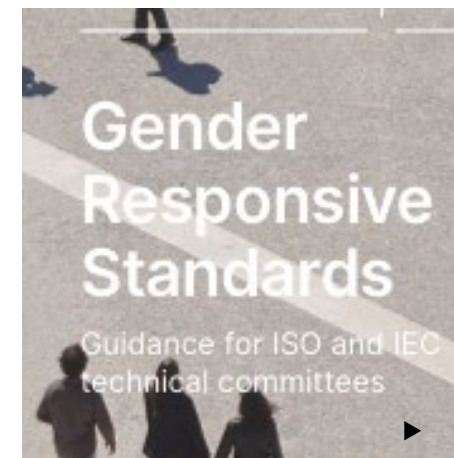
- ▶ Tips and tricks for experts
- ▶ Examples and guiding questions
- ▶ 7 Steps to consider



CEN and CENELEC Technical Body Officers event – January 2026

ISO & IEC Assessment Form for Gender Responsive Standards

- ▶ 4 guiding questions to support the TC to reflect whether there may be gender-implications
- ▶ Available in 5 languages



© CEN and CENELEC 11



Gender-Responsive
Standards:
Guidance for ISO
and IEC TCs

Assessment Form –
Gender-responsive
Standards

ISO-IEC Gender-
Responsive
Standards
eLearning Module

ISO-IEC Guidance
on the Use of
inclusive
terminology in ISO
and IEC Documents



Declaration
Gender-Responsive
Standards

Gender-Responsive
Standards
eLearning Course

Guidelines on
Developing Gender-
Responsive
Standards

Why Gender-
Responsive
Standards are
better for everyone
Publication



For any questions related to Gender Responsive Standards, reach out to us:



Adriana Martins

Project Manager

Gender Focal Point

amartins@cencenelec.eu

www.cencenelec.eu

Follow us:    



Please provide us with your feedback!



Access to the survey

