UNITED NATIONS
INDUSTRIAL DEVELOPMENT ORGANIZATION

SUSTAINABLE DEVELOPMENT GOALS

QUICK CHECK ON GEEW

Practical guide to promote gender equality and empower women (GEEW) through the design and implementation of Quality Infrastructure projects

GUIDANCE FOR INCLUSION OF GENDER CONSIDERATIONS IN THE DESIGN AND IMPLEMENTATION OF PROJECTS RELATED TO QUALITY & STANDARDS

EMPOWERING WOMEN WITH QUALITY & STANDARDS

This guidance is a practical tool aimed at identifying and integrating gender equality and empowerment of women (GEEW) considerations and actions in QI-focused technical cooperation projects. This tool will provide project teams designing such projects with the necessary framework to ensure that GEEW considerations are given the proper space. This ultimately will assist such projects in (i) making a socio-economic impact on women's lives, and (ii) unlocking women's potential to contribute to the development of the QI system.

This work is meant to complement the guidance offered by the "UNIDO Gender Strategy 2024–2027", which represents the main framework for UNIDO's programmatic work and organizational practices, allowing to accelerate progress in delivering gender equality commitments. Gender mainstreaming in UNIDO's technical cooperation projects begins with a thorough gender analysis at the design stage, aimed at identifying the strategic needs of both women and men.

The "UNIDO Guide to Gender Analysis and Gender Mainstreaming the Project Cycle" provides more comprehensive guidance, entry points and practical recommendations for technical personnel working on UNIDO projects and programmes as well as for implementing partners and stakeholders. It aims to facilitate the effective and efficient integration of gender considerations throughout the entire project/programme cycle, with a particular focus on gender analysis tools to support the important stage of project design. The more area-specific UNIDO "Guide on Gender Mainstreaming: Trade Capacity-Building Projects" showcases the Organization's work in the area of trade-related technical assistance and gender mainstreaming, and serves as a tool for the integration of gender equality within QI building.

A robust QI system is essential to participate in global trade and achieve a sustainable economy. In this context, mainstreaming gender is essential to ensure that this system is inclusive, and provides the expected results for trade, health, security, and the well-being of people and the environment, inter alia. Though there has been progress over the last decades, the world is not on track to fulfil the commitment made in the Sustainable Development Goals (SDGs) to achieve gender equality by 2030.

It is worth noting that there are costs, time and benefits involved in conducting thorough gender analyses during project preparation. It is therefore crucial to allocate adequate resources, including funds, experts and time, for related activities. It is also important to remember that GEEW considerations are among many others that project teams face during project formulation, which is why practicality is paramount.

The considerations and recommendations provided in this document shall inspire project design and provide practical guidance on how to support the empowerment of women systematically. While it is never too late to integrate GEEW considerations, their impact is most transformative when mainstreamed during the project formulation stage.

Do you have an idea or example of successful GEEQ that is not included in this guide? Please let us know!
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QUICK CHECK

PROJECT FORMULATION

- [ ] Consider conducting a study/impact assessment on the role of women within the sphere of your activities (QI, labs, sector, etc.).
- [ ] Consider conducting a study of the women participation in standards development.
- [ ] Is there any national voluntary standard related directly to ensure equal employment and non-discrimination?
- [ ] Are relevant standards considering both women and men as the norm, or is there a male reference model?
- [ ] If the project's/programme's target country is a signatory to the United Nations Economic Commission for Europe (UNECE) Declaration on Gender-responsive Standards and Standards Development, what progress has been made in including the gender perspective in standards?
- [ ] Have you consulted any statistics on how many women work in accreditation and what hierarchical positions they hold?
- [ ] Do you have any statistics on how many women work in conformity assessment and what hierarchical positions they hold?
- [ ] Have you already incorporated specific actions on GEEW in relation to metrology?
- [ ] Have you already incorporated specific actions on GEEW in relation to market surveillance?
- [ ] Have you included activities related to the promotion of GEEW in the specific industry/value chain of your project? (e.g. Do you know the number of women working in the industrial sector? What proportion of the industrial workforce consists of women?)
- [ ] When selecting a value chain, have you considered sectors where efforts would positively benefit women?
- [ ] Have you considered the role of women in quality policy (QP) development?
- [ ] Is there any recognized responsible authority in the country overseeing GEEW initiatives?
- [ ] If there is any law or national policy that promotes gender equality, what is the level of implementation?
- [ ] Does the law or national policy on gender equality focus only on the number of employees or does it also consider women in across hierarchy levels?
- [ ] Have you already included specific advocacy actions on GEEW?
- [ ] Is there an association or group of women working in quality infrastructure?
- [ ] Do you have any tools to measure the skills and qualification levels of women working in quality infrastructure?
- [ ] Are gender-considerations being included in the Theory of Change (as a cross-cutting aspect as well as within relevant sections)?

OTHER CONSIDERATIONS IN PROJECT FORMULATION

- [ ] Does the gender mainstreaming strategy include an analysis that would be beneficial to inform the activities of the project? Namely, does the gender analysis focus on the specific technical field, the selected value chain(s) and the target group(s)?
- [ ] Have you considered including risks related to the participation of women into the project activities (e.g. lack of female experts in a given sector)?
- [ ] Have you considered including as beneficiaries also women-led and women-owned SMEs, or female sectoral associations?

HAVE YOU EXPLORED STRATEGIES TO 'PERSUADE' THE PROJECT TARGET COUNTRY GOVERNMENT OR BENEFICIARIES ON THE IMPORTANCE OF GEEW MATTERS?

- [ ] Have you considered partnering with women sectoral associations or other organizations?
- [ ] Is the monitoring and evaluation (M&E) framework designed to report on the GEEW results? Have indicators included in the logical framework been clearly disaggregated by gender/sex where applicable?
- [ ] Does the results framework (i.e. LogFrame, Theory of Change, Bennett Hierarchy) include gender-specific indicators, baselines and targets to track outcomes/impact?

PROJECT IMPLEMENTATION

- [ ] For events of any type, does the project adhere to the UNIDO Policy on Panel Parity?
- [ ] When conducting procurement exercises, have you included gender-related conditions or ensured that GEEW approaches are reflected?
- [ ] Have you taken into account gender factors when recruiting national/international experts or other project staff?
- [ ] Have you taken into account the constraints on women when project activities are implemented in rural areas?

OTHER ASPECTS

- [ ] Have you checked that gender is mainstreamed across different outputs, backed by gender-specific activities and indicators?
- [ ] Have you considered the supply of market information and organization of events to increase business opportunities and linkages, including facilitating opportunities for contractual arrangements (e.g. marketing contracts) with women-owned enterprises?

PROJECT FORMULATION

1.
In relation to the TECHNICAL INTERVENTION
(i.e. Logical Framework, Theory of Change)

CONSIDERATION

Consider conducting a study/impact assessment on the role of women within the sphere of your activities (QI, labs, sector, etc.).

RECOMMENDATIONS

It is recommended to include an assessment on Gender Equality and Empowerment of Women (GEEW):

INFORMATION

» Conduct a study about the role of women within the sphere of your activities.

» Identify current competencies and gaps through a survey of women working in the QI sector using the suggested questionnaire in Annex A).

» Collect data in a sex-disaggregated manner (e.g. participation in training or the selection of MSME beneficiaries).

IMPLEMENTATION

Depending on the study results decide on activities to implement:

CAPACITY BUILDING

» Training on leadership, strategic planning and communication for female experts.

» Technical trainings for women specifically focused on upgrading their skills to advance them higher positions.

» Training on laws, standards, or policies related to gender equality and non-discrimination for all genders and interested parties.

» Mentoring to strengthen soft skills for women interested in topics such as negotiation, teamwork, effective communication, motivation, time management, AI, etc.

» Identify current competencies and gaps.

» Conduct conferences in educational sector to educate students and teachers on GEEW.

COMMUNICATION INITIATIVES

» Create a network to continuously promote women's activities.

» Create a template for promoting women in social media, press, technical magazines.

» Conduct webinars and conferences to promote case studies.

» Promote policies related to GEEW in the sector.

» Organize forums to recognize (prizes, diplomas, mention, etc.) women leaders in their sectors and women who have positively impacted other women and/or made a contribution to advancing GEEW.

» Promote success stories of leading women in sector activities.

MONITORING

» Set functional indicators to determine whether women are enhancing or improving their contribution to the QI system.

» Create an Evaluation Plan to periodically measure whether more women are participating in, taking on higher roles or increasing their contribution to the development of the QI system. Based on the evaluation outcome, find out if the activities were effective. If they were not effective, analyze the causes and adjust future activities.

» Produce a report with good practices and lessons learnt.

2. For activities involving STANDARDIZATION

CONSIDERATION

Consider conducting a study of the women participation in standards development.

RECOMMENDATIONS

INFORMATION

» Seek information with the standardization body(ies) in the country if they have data about female participation in standards development. For example, specify for each sector/technical area:

  - number of women participating in the development of national/regional/international standards.
  - number of women chairing committees, subcommittees or technical groups.
  - number of women participating as experts, and their voices are heard.
  - number of women participating in administrative support.

» Find out if the standardization committees have a policy ensuring that women and men have the same rights and can speak without any discrimination.

» Find out if there are more women experts in the sector who are not participating in standards development, through a survey in industries, universities, research centers, business sector associations, etc. If so, seek their engagement in the standards development process.

» Seek information with the standardization body(ies) in the country if they are following the ISO guidance "Gender Responsive Standards".

Many studies indicate that if standards do not consider a gender perspective, then products or services can pose greater risks to women than men, for example, the ISO Guidance mention the following example:

"In 2018, ISO released new guidance on cookstoves. ISO collaborated with the Global Alliance for Clean Cookstoves to improve safety and efficiency. Cookstoves fueled by solid fuels (i.e. coal, dung) and kerosene are a major contributor to indoor pollution. Indoor pollution is estimated to be responsible for 3.8 million premature deaths annually. Women—and children—are disproportionately impacted by household pollution. Due to gendered cultural norms women often spend more time on food preparation, increasing their exposure to harmful pollution. Moreover, research has shown that due to biological differences pollution poses a greater health threat to women than men. In the case of cookstoves, sex and gender differences put women at greater risk".

IMPLEMENTATION

Depending on the study results decide on activities to implement to increase the number of women in the standards development process:

CAPACITY BUILDING

» Training the committee members on GEEW and the ISO Guidance.

» Training women experts in the standardization process.

» Training women on leadership, strategic planning and communication for female experts.

» Determine which women have the potential to grow through mentorship in the process and implement the ISO Guidance on Twinning in ISO standards development activities. See here.

COMMUNICATION INITIATIVES

» Promote on social media and via other communication tools the importance of women actively participating in standardization with GEEW in mind.

» On International Standardization Day (October 14):

- » recognize in women forums standardization bodies' GEEW-related work.
- » recognize women who actively participate in the standards development process.

» On International Women's Day (8 March) conduct a conference about the importance of women participation in standardization, highlighting success stories.

MONITORING

» Define a goal to determine whether the actions undertaken are helping to increase:

- women's participation in the standardization process.
- women's role/position in committees/ subcommittees or working groups (WGs).
- the number of standards considering the ISO Guidance.
- the number of committees adopting policies about GEEW.

» Create an Evaluation Plan to periodically measure previous goals.

» Based on the evaluation outcome, determine if the activities were effective. If they were not effective, analyze the causes and if so, adjust future activities.

» Elaborate a report with good practices and lessons learnt.

CONSIDERATION

Is there any national voluntary standard related directly to ensure equal employment and non-discrimination?

RECOMMENDATIONS

» Identify if there is a national standardization body(ies) with the responsibility or right to develop standards for gender equality and non-discrimination on the basis of sex and whether it has developed a standard. If there is, what is the level of implementation known?

➢ It is recommended to include in the project document (ProDoc) the level of implementation related to:

- recognition (such as prizes or publications of companies that promote and ensure GEEW by sectoral scopes or governmental)
- number of certified companies
- promotion of the standard
- awareness of the standard

➢ Does the previous national voluntary standard require third-party certification with accredited bodies?

➢ It is recommended for certification and accreditation to look into the following topics:

- If this certification is focused on all workplaces (public, private) and the size of the organization or institution.
- Whether there are accreditation bodies that have a programme for third-party certification.
- The number of certified workplaces and measure the benefits of the certification.

CONSIDERATION

Are relevant standards considering both women and men as the norm, or is there a male reference model?

RECOMMENDATION

» Examine project-relevant standards in terms of their gender dimension.

CONSIDERATION

If the project's/programme's target country is a signatory to the United Nations Economic Commission for Europe (UNECE) Declaration on Gender-responsive Standards and Standards Development, what progress has been made in including the gender perspective in standards?

RECOMMENDATIONS

» UNECE is committed to making gender equality a reality and has a declaration that can be signed by countries. Seek information of signatories here.

» It is recommended to contact the responsible signatory institution and see the annual report or any implementation evidence.

3. For activities involving ACCREDITATION

CONSIDERATION

Have you consulted any statistics on how many women work in accreditation and what hierarchical positions they hold?

RECOMMENDATIONS

INFORMATION

» Seek information about the female participation involved in accreditation activities including:
  - Number of women in leadership positions.
  - Number of women participating as assessors in accreditation.

» Identify if there are any programmes or activities to promote women in leadership positions or to train women.

» Identify if there are any cultural/religious/legal restrictions that would not allow women to occupy leadership positions.

» If the accreditation body (AB) has a guidance, policy or any document that gives women equal opportunities for training, for professional development, to speak up and for non-discrimination in all steps in accreditation process.

» If there is any regulation about GEEW in the country, seek information about whether the AB fulfills the requirement.

» Seek information about whether the AB has any recognition about GEEW (such as a prize, or inclusion in a list or publication recognizing their commitment to GEEW, or if it is member of any NGOs, professional association or network related to GEEW, e.g. UN Global Compact or the Women's Empowerment Principles).

» Identify if there are opportunities for women to participate at any stage of the accreditation process, such as process coordination, assessments, decision making, executive council.

» Additional information about accreditation bodies is available at: ILAC and IAF websites.

IMPLEMENTATION

To increase the number of women in top-tier leadership positions:

CAPACITY BUILDING

» Training women: knowledge, skills and attitudes required to occupy leadership positions.

» Identify and train women who can develop into evaluators or lead auditors.

» Training in ISO/IEC 17011 and ISO 19011 standards.

» Implement a mentoring programme to help women to develop soft skills in leadership, negotiation, communication, and conflict management.

» Train ABs on the regulations that are in place in other countries to incorporate GEEW into accreditation activities.

» Train the AB on the standards that exist for gender equality certification.

COMMUNICATION ACTIVITIES

» Promotional campaigns demonstrating positive leadership by women in accreditation.

» On International Accreditation Day (June 9), recognize women who actively participate in accreditation activities.

MONITORING

» Monitor women's active participation in accreditation to identify whether it has increased including:
  - The number of women in leadership positions.
  - The number of women participating as evaluators or auditors.

» Report on how gender is mainstreamed and ensure that mid-term reviews, assessments, audits, etc.

» Include gender as a specific criteria/component in accreditation activities.

4.
For activities involving CONFORMITY ASSESSMENT

(i.e. conformity assessment bodies (CABs) for testing/calibration/medical labs, certification, inspection and/or validation/verification bodies)

CONSIDERATION

Have you consulted any statistics on how many women work in conformity assessment and what hierarchical positions they hold?

RECOMMENDATIONS

INFORMATION

- Search for data or census figures on the number of women involved in conformity assessment activities.
- Conduct a survey on the CABS to identify the number of women participating in the organization and their respective positions within the hierarchy.
- Check whether the CABs have any specific requirements in its human resources policy and if there is any evidence, such as internal audit report, demonstrating fulfillment of these requirement.
- Check whether there is any regulation about GEEW in the country, and whether the CABs fulfill the requirement.
- Check whether the CABs have any recognition about GEEW (such as prize, inclusion in a list or publication
- recognizing their commitment to GEEW, or if it is member of any NGO, professional association or network related to GEEW, e.g. UN Global Compact or the Women's Empowerment Principles).
- Identify whether there are opportunities for women to participate at any step of the conformity assessment process.

IMPLEMENTATION

CAPACITY BUILDING

- Training women: on soft skills to attain hierarchical positions within their organizations.
- Training CABS on the impact and benefits of including GEEW as part of their policies.
- Conduct gender equality training.
- Training activities at managerial and technical levels.

COMMUNICATION ACTIVITIES

- Promotional campaigns that showcase women's effective leadership in conformity assessment activities.
- Recognize organizations that have increased women's participation in these activities.

MONITORING

- Incorporate mechanisms to measure gender balanced representation and participation in conformity assessment activities, for example: governance, executive/management, and technical/operational levels.
- Identify good practices and lessons learned or activities.
- Define a goal to determine whether the actions undertaken are helping to increase women's participation in conformity assessment activities.

5. For activities involving METROLOGY

CONSIDERATION

Have you already incorporated specific actions on GEEW in relation to metrology?

RECOMMENDATIONS

INFORMATION

» If in your project, you have identified the metrology infrastructure of the country such as a metrology institute and/or calibration laboratories, find out if GEEW is considered.

» Check whether there is data available on the number of women involved in metrology activities.

IMPLEMENTATION

CAPACITY BUILDING

» Provide training on gender mainstreaming in metrology activities.

» Include gender balance criteria when selecting candidates for training in metrology.

COMMUNICATION ACTIONS

» Promotional campaigns that showcase women's effective leadership in metrology.

» On International Day of Metrology (May 20) recognize organizations that have increased women's participation in metrology activities.

MONITORING

» Define a goal to determine whether the actions undertaken are helping to increase women's participation in metrology activities.

» Measure the skills and qualification levels of women working in metrology to identify whether it has contributed to increasing women's participation.

6. For activities involving MARKET SURVEILLANCE

CONSIDERATION

Have you already incorporated specific actions on GEEW in relation to market surveillance?

RECOMMENDATION

» Identify who is responsible for market surveillance, find out if GEEW considerations have been made following the action defined in the previous sections.

7. For activities involving INDUSTRY

CONSIDERATION

Have you included activities related to the promotion of GEEW in the specific industry/value chain of your project? (e.g. Do you know the number of women working in the industrial sector? What proportion of the industrial workforce consists of women?)

RECOMMENDATIONS

INFORMATION

» Search for a study or census figures on women's participation in the given industry.

» Conduct a survey to determine the number of women working in the industry: type of company, size, hierarchical level of women working in that sector, education levels, knowledge of the standards applied by the sector.

» Identify whether gender equity policies exist in the industry/sector.

» Determine the percentage of participation of women-owned or women-led companies.

» Identify whether the standards of that sector include a gender perspective and whether women feel comfortable with the standardized products in that sector (e.g. stoves, seat belts):

It is known that during the design process for airbags and seat belts, an amorphous figure was used, which neglected differences in anatomy such as the stomach and breasts were not. Over time, it became apparent this oversight could lead to harm, particularly considering the size of a woman's breasts or the impact of an airbag on a pregnant woman's abdomen. This illustrates the importance of including women in standardization and conformity assessment processes to ensure their needs are addressed and mainstreamed.

» Ensure that women working in the project-related product or service industry are aware of the standards, and whether they are being applied and feel that their needs are covered by the standards.

» If women work on compliance with standards, they should be familiar with the standards that apply within their workplaces regarding safety, working conditions, etc.

IMPLEMENTATION

CAPACITY BUILDING

» Train female experts on applicable standards in their sector.

» Train female experts on the national laws designed to ensure or promote gender equality, ensuring equal opportunities.

» Educate employers on the importance of ensuring equal rights for women in the workplace, emphasizing their development and training.

» Educate employers on gender-related issues that have a potential influence on women (e.g. time constraints and less access to internet and vital information).

» Train female experts on specific leadership and technical skills of a specific industry to enhance their career perspectives.

» Provide technical assistance to cover GEEW objectives in each sector.

COMMUNICATION ACTIVITIES

» Recognize organizations that have increased women's participation/balance in industry activities.

» Distribute gender-balanced (e.g. gender-balanced images; gender-sensitive language; avoiding reproduction of gender/cultural stereotypes) and GEEW promotional flyers in the industry.

» Organize events on the importance of industrial standards and the inclusion of a gender perspective in standardization.

MONITORING

» Set indicators to review that the actions established have increased the participation of women in the industrial sector.

» Prepare a report about women in the industry and the actions that were most effective and, if necessary, identify the main problems related to the lack of participation of women.

» Measure the skills and qualification levels of women working in the industrial sector after the Implementation of training and advocacy activities.

CONSIDERATION

When selecting a value chain, have you considered sectors where efforts would positively benefit women?

RECOMMENDATIONS

» If a study/impact assessment has been conducted (see this consideration), then identify sectors where women are underrepresented or face significant barriers.

» Consider sectors that support women entrepreneurs and women-owned small and medium-sized enterprises (SMEs).

» Consider sectors that provide opportunities for women's education and skill development.

8. For activities involving POLICY

CONSIDERATION

Have you considered the role of women in quality policy (QP) development?

RECOMMENDATIONS

» To ensure a well-balanced and rounded QP that meets multiple development and trade-related needs, it is essential to involve civil society organizations, including gender institutions, network, and women's rights organizations, in the QP initiation and implementation processes.

» In the QP development, the make-up of QI institution staff should ensure that gender balance is appropriately addressed.

» For more guidance, refer to UNIDO publication Quality Policy: Guiding Principle (particularly section 4.3.2 on Inclusiveness).

CONSIDERATION

Is there any recognized responsible authority in the country overseeing GEEW empowerment initiatives?

RECOMMENDATION

» Seek information about any law or national policy that promotes gender equality and non-discrimination.

CONSIDERATION

Have (governmental policy) support measures for businesses and employees in industries affected by the COVID-19 crisis been implemented or planned? Do sectors with a high representation of women benefit?

RECOMMENDATION

Seek information about whether vulnerable women entrepreneurs, especially on the micro, small and medium-sized enterprise level, are specifically targeted, e.g. through cash transfers or special funds (Note: Since property and inheritance rights—formal or informal—and societal norms tend to favor men, women entrepreneurs have, on average, less property and thus also fewer collaterals and credit guarantees, and are thus structurally disadvantaged in accessing finance and credit.

CONSIDERATION

If there is any law or national policy that promotes gender equality, what is the level of implementation?

RECOMMENDATIONS

» The level of implementation can be related to:
  - number of inspections by the authorities
  - recognition (such as prizes or publications from companies that promote and ensure GEEW by sectoral scopes or governmental)
  - number of certified companies
  - promotion of the policy
  - awareness of the policy
  - report to the government

CONSIDERATION

Does the law or national policy on gender equality focus only on the number of employees or does it also consider women in across hierarchy levels?

RECOMMENDATIONS

INFORMATION

» Seek reports of annual progress or comparison that show advancements in gender equality.

» Determine through a survey whether there is data regarding the participation of women participating in different levels of hierarchy in the quality policy sphere.

» Develop a methodology or perform benchmarking with other countries or institutions to establish indicators and tools.

» Search for specific policies and measures that are targeted at women's circumstances, e.g. part-time, flexible work arrangements, and roles in informal sectors (where women are highly represented).

IMPLEMENTATION

CAPACITY BUILDING

» Provide training integrating on GEEW considerations into policy.

» Conduct workshops to share good practices with other countries.

COMMUNICATION ACTIVITIES

» Promote a work culture that fosters equal opportunities for professional development of women and men, employing measurable and achievable strategies and mechanisms.

MONITORING

» Reporting of gender-sensitive indicators and gender results in progress reports.

» Ensure measures are established and seek out statistics of women participation.

9. For activities involving QI ADVOCACY/CULTURE FOR QUALITY

CONSIDERATION

Have you already included specific advocacy actions on GEEW?

RECOMMENDATIONS

» Showcase female QI champions (success stories of leading women in sector/QI activities).

» Assigning awards/prizes to female experts or entrepreneurs.

CONSIDERATION

Is there an association or group of women working in quality infrastructure?

RECOMMENDATION

» If not, create a group or association of women in the QI activities, and alliances with other women groups.

» If yes, see below:

INFORMATION

Find out whether:

» The association or group is legally constituted, and whether they have bylaws and/or a working programme.

» All interested parties are members of the association or group.

» They have as a goal to work in the 5 pillars of the QI.

» One of their goals includes increasing participation and empowerment of women in QI.

» One of their goals includes ensuring that product and services standards development considers women rights.

IMPLEMENTATION

» Involve sectoral associations of women in the project activities.

» Include activities to support goals of the association or group

CONSIDERATION

Do you have any tools to measure the skills and qualification levels of women working in quality infrastructure?

RECOMMENDATION

MONITORING

» Include statistics or reports that make evident the fulfillment of their goals.

10. In relation to the THEORY OF CHANGE

CONSIDERATION

Are gender-considerations being included in the Theory of Change (as a cross-cutting aspect as well as within relevant sections)?

RECOMMENDATIONS

- As the Theory of Change representative expert group consists of experts from various stakeholder groups, be sure to include women and gender mainstreaming experts (e.g. representatives from women's associations or local groups).
- Discuss GEEW considerations during the consultative process of articulating the long-term vision and objectives for the target system.
- If relevant, include GEEW-related condition(s) as a key condition(s) (across the social & cultural domain) if such condition(s) would have a direct impact on the transformational objectives of the sector.
- When the Theory of Change representative expert group maps causality links within the system, determine if GEEW-related conditions are determined to be *influential conditions*.
- Identify/define appropriate indicators to measure the improvement of any GEEW-related influential conditions. Train project staff on gender-sensitive data collection methods and analysis.
- For GEEW-related influential conditions, determine the current state of the condition based on expert group assessments. This can include gender-specific barriers that may hinder access to or benefits to be reaped from QI-related products or services.
- Conduct stakeholder analysis and engage relevant stakeholders for GEEW-related influential conditions to develop a strategy for condition improvement.

OTHER CONSIDERATIONS IN PROJECT FORMULATION

11. In relation to the GENDER MAINSTREAMING STRATEGY

CONSIDERATION

Does the gender mainstreaming strategy include an analysis that would be beneficial to inform the activities of the project? Namely, does the gender analysis focus on the specific technical field, the selected value chain(s) and the target group(s)?

RECOMMENDATIONS

» It is recommended to include the following sections:

- Diagnosis and summary of the GEEW strategy.
- Gap analysis of and prioritization which are relevant for the specific technical field.
- Future actions to develop the activities that are missing to empower women in QI for this sector, considering the country environment.
- Action plan and schedule for implementation of future actions.

» For future projects, it is also recommended to improve GEEW in the specific technical field with the involvement of stakeholders and sector actors.

12. In relation to RISK ASSESSMENT

CONSIDERATION

Have you considered including risks related to the participation of women into the project activities (e.g. lack of female experts in a given sector)?

RECOMMENDATION

It is recommended to carry out a risk assessment also from a gender lens perspective. Please, see an example below:

ASSUMPTION	RISK	MITIGATION MEASURE
Female experts are well represented in the sector both in terms of number and level/position	Lack of female experts in a certain sector Social, legal and cultural obstacles could prevent women from participating	Awareness raising actions to stimulate the participation of women in the industry Training targeted to female professionals
Insufficient funds to achieve the expected results that support gender equality	Inability to complete training programmes on GEEW topics	Stimulate gender-lens investing
There is a national voluntary standard and/or public policy that promotes the GEEW and non-discrimination	Lack of guidance through a voluntary or compulsory document to implement GEEW	Develop a document adopting the international public policies/ standards/guidance
Stakeholders – particularly government of beneficiary country and relevant project partners – understand the relevance of promoting women empowerment.	Government of beneficiary country and relevant project partners do not recognize the relevance of women empowerment actions within the projects, and do not agree on investing resources or time for this purpose.	Create a strategy to 'persuade' the beneficiary country government or other relevant project partners on the importance of GEEW matters. Often the promotion of women empowerment is seen as a change of focus of the project, and therefore not well taken. A list of (economic) benefits resulting from the empowerment of women would show that such activities do not only benefit women, but the project impact itself.

13. In relation to PROJECT BENEFICIARIES

CONSIDERATION

Have you considered including as beneficiaries also women-led and women-owned SMEs, or female sectoral associations?

RECOMMENDATIONS

» It is recommended to identify first whether such associations or groups exist.

» Second, find out from these potential beneficiaries' objectives if QI is a requisite or associated component. If so, identify whether

capacity building in any of the five QI pillars is required and include these activities in your project.

» Third, identify if these beneficiaries may benefit from the use of standards or conformity assessment bodies. Depending on the diagnosis outcome, include in the project recommendations to solve any detected gap.

CONSIDERATION

Have you explored strategies to 'persuade' the project target country government or beneficiaries on the importance of GEEW matters?

RECOMMENDATION

» In developing the ProDoc, in the section on gender (or even in other sections), add a list of incentives for promoting the involvement of women in the project, particularly to highlight the added value of women to the industry. This will be useful in the case that the government/ beneficiaries need to be 'convinced' of gender-related matters (which may be more relevant for some countries than others).

14. In relation to SYNERGIES

CONSIDERATION

Have you considered partnering with women sectoral associations or other organizations?

RECOMMENDATIONS

» It is recommended to find out if there are female sectoral associations, and if so, assess their willingness to collaborate on QI efforts within the sector.

» Depending on the response, include specific activities in the ProDoc that can support QI enhancement.

» As resources are limited, some of which are required to promote GEEW, consider teaming up with other organizations (e.g. UN Women)

15.
In relation to MONITORING, REPORTING AND EVALUATION

CONSIDERATION

Is the monitoring and evaluation (M&E) framework designed to report on the GEEW results? Have indicators included in the logical framework been clearly disaggregated by gender/sex where applicable?

RECOMMENDATIONS

» It is recommended to disaggregate:

- Participation of women in events
- Support for women-led and women-owned institutions/SMEs/cooperatives
- Women who have expanded their aspirations, strengthened their voice and exercised more choice.
- Women who have advanced their careers/ salary.
- Women who have developed new capacities.
- Note: The last three points can be measured qualitatively through a questionnaire for those women participating in the project.

CONSIDERATION

Does the results framework (i.e. LogFrame, Theory of Change, Bennett Hierarchy) include gender-specific indicators, baselines and targets to track outcomes/impact?

RECOMMENDATIONS

» For example, as Theory of Change is dynamic, when it is periodically reviewed ensure that it is adapted to reflect feedback from monitoring and changes in conditions (which can be collected from relevant stakeholders).

» Refer to "UNIDO Gender disaggregation of IRPF indicators guidance for project reporting" for gender-specific indicators. See: Gender_disaggregation_of_IRPF_data.PDF (unido.org)

PROJECT IMPLEMENTATION

(Ideally, gender-related aspects should be already considered in project formulation.)

CONSIDERATION

For events of any type, does the project adhere to the *UNIDO Policy on Panel Parity*?

RECOMMENDATION

» Review the policy. The policy requests personnel to ensure events are as gender-diverse as possible, and that no gender is restricted to the moderator of facilitator role. Exceptions are permitted for events focusing on women's empowerment, where all-female list of speakers are permitted. Personnel are reminded of the importance of engaging men in events on gender equality to ensure the discussions' greatest impact and with a view to promoting the transformation of social norms.

CONSIDERATION

When conducting procurement exercises, have you included gender-related conditions or ensured that GEEW approaches are reflected?

RECOMMENDATIONS

» While drafting the procurement ToRs, it is recommended to include as requirements gender-related conditions, for instance:

- Team of experts to include at least % of women.
- The number of trainees should include % of women.
- The successful bidder's company/ organization must have an internal corporate gender policy.
- At least XXX or % of the proposed beneficiaries shall be women.

» It is recommended to ensure that gender analysis/women empowerment approaches are reflected in the methodology to guarantee they play a prominent part in the analysis and recommendations. Also, this paragraph should be included:

Gender Requirements

In support of UNIDO Policy on Gender Mainstreaming, gender issues are to be mainstreamed by the contractor at all stages of activities execution. The contractor is to ensure gender equality by ensuring representation of both genders as part of the team. A designated expert within the team shall complete the basic online course "I know gender" on UN Women e-Learning campus (1-2-3 concepts).

A proof of successful completion of this course by the expert will have to be submitted as an annex to the Inception Report. It is important to track the participation of women in the different event conducted as part of this contract. Therefore, all reports of meetings, workshops, events, etc., should be accompanied by a List of Participants from attendees, with gender-disaggregated data included.

» It is recommended to disseminate the opportunity also within women sectoral associations, ensuring they are informed about the opportunity to apply.

CONSIDERATION

Have you taken into account gender factors when recruiting national/international experts or other project personnel?

RECOMMENDATIONS

» It is recommended to disseminate the opportunity within female sectoral associations to ensure they are informed about the opportunity to apply.

» Do you take into account gender while selecting an expert?

CONSIDERATION

Have you taken into account the constraints on women when project activities are implemented in rural areas?

RECOMMENDATIONS

» Often, when project activities are implemented in rural areas, women's participation is lower than when activities are implemented in (capital) cities therefore consider providing transportation services to and from the activity venue.

» Ask participants when planning activities what other constraints may hinder their participation and try to mitigate those relevant constraints that resources allow.

OTHER ASPECTS

CONSIDERATION

Have you checked that gender is mainstreamed across different outputs, backed by gender-specific activities and indicators?

CONSIDERATION

Have you considered the supply of market information and organization of events to increase business opportunities and linkages, including facilitating opportunities for contractual arrangements (e.g. marketing contracts) with women-owned enterprises in particular?

NOTE

With the recent introduction of the Gender disaggregation of IRPF indicators: Guidance for project reporting, it is now imperative to incorporate and indicate in the LogFrame of a ProDoc both quantitative and qualitative gender indicators for all relevant indicators as per this guideline. In addition, the quantitative indicators currently need have a target minimum of 40% women and women-owned/led enterprises participation for all capacity-building activities. Despite this often times not being the case with project document submissions, the fact that we can only effectively work with, for example, 20% women does not make the project less impactful or meaningful, if we manage to raise awareness on the importance to give a voice to and involve that 20%.

RECOMMENDATION

Include gender balance criteria when selecting candidates for training.

CHECKLIST FOR PROJECT DEVELOPMENT

	IMPORTANT CONSIDERATIONS	GEEW ASPECTS
TECHNICAL INTERVENTION		
☐	Consider conducting a study/impact assessment on the role of women within the sphere of your activities (QI, labs, sector, etc.).	It is recommended to include an assessment on GEEW.
STANDARDIZATION		
☐	Consider conducting a study of the women participation in standards development.	Seek information with the standardization body(ies) in the country if they have data about female participation in standards development.
	Is there any national voluntary standard related directly to ensure equal employment and non-discrimination?	Identify if there is a national standardization body(ies) with the responsibility or right to develop standards for gender equality non-discrimination and whether it has developed a standard. If there is, what is the level of implementation known?
ACCREDITATION		
☐	Do you have any statistics on how many women work in accreditation and what hierarchical positions they hold?	Seek information about the female participation involved in accreditation activities
CONFORMITY ASSESSMENT		
☐	Do you have any statistics on how many women work in conformity assessment and what hierarchical positions they hold?	Search for data or census figures on the number of women involved in conformity assessment activities.
METROLOGY		
☐	Have you already incorporated specific actions on gender in relation to metrology?	If in your project, you have identified the metrology infrastructure of the country such as a metrology institute and/or calibration laboratories, find out if GEEW is considered.
MARKET SURVEILLANCE		
☐	Have you already incorporated specific actions on gender in relation to market surveillance?	Identify who is responsible for market surveillance, find out if GEEW considerations have been made following the action defined in the previous sections.
INDUSTRY		
☐	Have you included activities related to gender considerations on the specific industry/value chain of your project? (e.g. Do you know the number of women working in the industrial sector? What proportion of the industrial workforce consists of women?)	Search for a study or census figures on women's participation in industry. Conduct a survey to determine the number of women working in the industry: type of company, size, hierarchical level of women working in that sector, knowledge of the standards applied by the sector.

POLICY		
☐	Have you considered the role of women in quality policy (QP) development?	To ensure a well-balanced and rounded QP that meets multiple development and trade-related needs, it is essential to involve civil society organizations, including gender institutions, network, and women's rights organizations, in the QP initiation and implementation processes.
☐	Is there any recognized responsible authority in the country overseeing gender equality and women empowerment initiatives?	Seek information about any law or national policy that promotes gender equality and non-discrimination.
☐	Does the law or national policy on gender equality focus only on the number of employees or does it also consider women in across hierarchy levels?	Seek reports of annual progress or comparison that show advancements in gender equality.
QI ADVOCACY/CULTURE FOR QUALITY		
☐	Have you already included specific advocacy actions on gender?	Showcase female QI champions (success stories of leading women in sector activities).
☐	Is there an association or group of women working in quality infrastructure?	If not, create a group or association of women in the QI activities. Create alliances with other women groups. If yes, find additional information.
THEORY OF CHANGE		
☐	Are gender-considerations being included in the Theory of Change (as a cross-cutting aspect as well as within relevant sections)?	As the Theory of Change representative expert group consists of experts from various stakeholder groups, be sure to include women and gender mainstreaming experts (e.g. representatives from women's associations or local groups).
GENDER MAINSTREAMING STRATEGY		
☐	Does the gender mainstreaming strategy include an analysis that would be beneficial to inform the activities of the project? Namely, does the gender analysis focus on the specific technical field, the selected value chain(s) and the target group(s)?	Diagnosis and summary of the GEEW strategy
RISK ASSESSMENT		
☐	Have you considered including risks related to the participation of women into the project activities (e.g. lack of female experts in a given sector)?	It is recommended to carry out a risk assessment also from a gender lens perspective
SYNERGIES		
☐	Have you considered partnering with female sectoral associations?	It is recommended to find out if there are female sectoral associations, and if so, assess their willingness to collaborate on QI efforts within the sector.
MONITORING, REPORTING AND EVALUATION		
☐	Is the monitoring and evaluation (M&E) framework designed to report on the GEEW results? Have indicators included in the logical framework been clearly disaggregated by gender/sex where applicable?	It is recommended to disaggregate by gender/sex where applicable?

SHORT CHECKLIST FOR PROJECT IMPLEMENTATION

	IMPORTANT CONSIDERATIONS	GEEW ASPECTS
☐	For events of any type, does the project adhere to the *UNIDO Policy on Panel Parity*?	Review the policy. The policy requests personnel to ensure events are as gender-diverse as possible, and that no gender is restricted to the moderator of facilitator role.
☐	When conducting procurement exercises, have you included gender-related conditions or ensured that GEEW approaches are reflected?	While drafting the procurement ToRs, it is recommended to include as requirements gender-related conditions.
☐	Have you taken into account gender factors when recruiting national/international experts or other project personnel?	It is recommended to disseminate the opportunity within female sectoral associations to ensure they are informed about the opportunity to apply.

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