



# BIS Gender Action Initiatives

A VITAL BENCHMARK OF  
A PROGRESSIVE SOCIETY



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&

Chair Task Force on Gender Responsive Standards Declaration

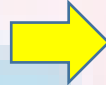
Bureau of Indian Standards (BIS)

INDIA



# INDIA & SUSTAINABLE DEVELOPMENT GOAL 5

Constitution of India conveys a powerful mandate for equality of women



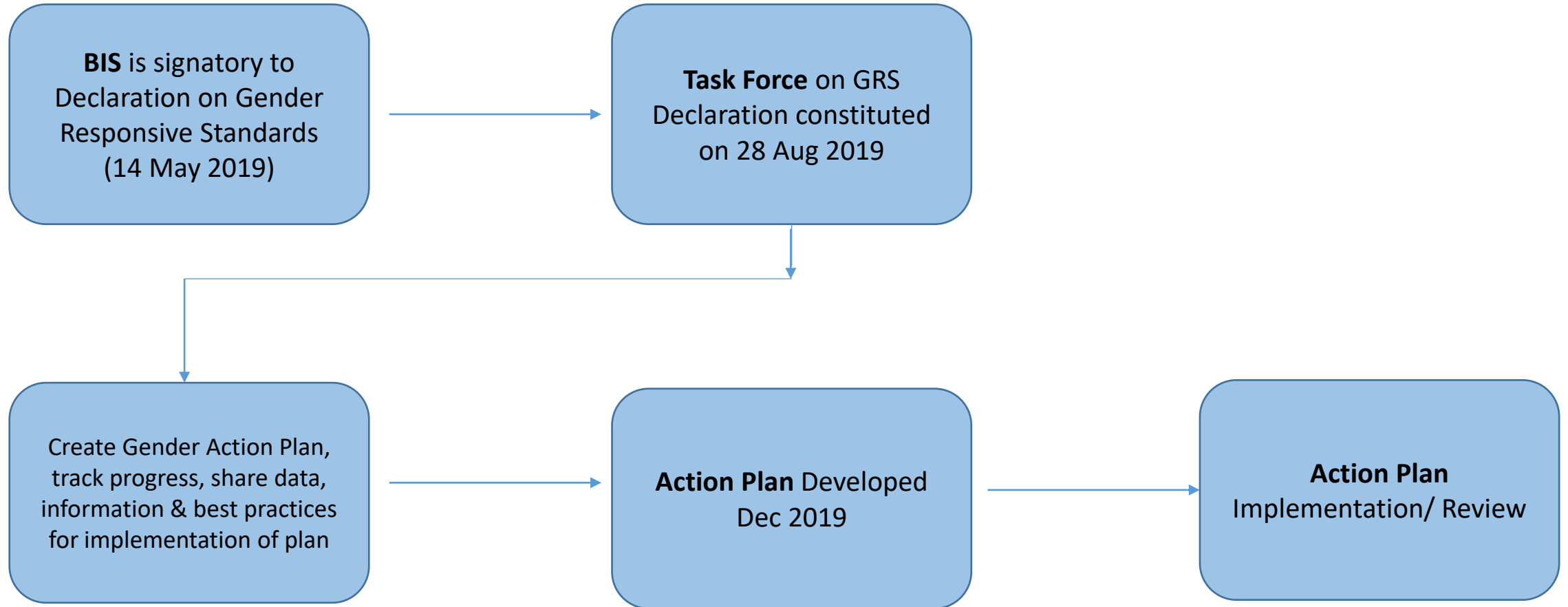
Ministry of Women and Child Development – To create gender equitable and child-centred legislation, policies and programmes

Implementation of SDG 5 will go a long way in establishing gender equality in India





# OVERVIEW





# BIS LEADERSHIP COMMITMENT– Declaration for GRS



**"BIS is a signatory to the UNECE Declaration on Gender Responsive Standards and Standards Development. We are committed to enhance the contribution of standards in achieving SDG 5 on Gender Equality. We wish the world to be a gender neutral world"**

**- PRAMOD KUMAR TIWARI**

DIRECTOR GENERAL

BUREAU OF INDIAN STANDARDS (BIS)





# ACTION PLAN

## Goals:

1. Inclusive Standard Development



2. Create Gender Responsive Standards



3. Create Gender Responsive National Standards Body



4. Promotional Activities





# 1. Inclusive Standard Development

1

## ASSESS

Gender balance in our committees

2

## CONNECT

With organizations and seek gender balance environment

3

## IMPLEMENT

Dedicated agenda items on Gender Responsive Standards

4

## LEADERSHIP

Sensitize & Ensure committee leadership support in all activities

5

## MEETINGS

Hybrid meeting options to maximize women participation



## 2. Create Gender Responsive Standards

1

### COLLABORATE

Use existing frameworks:  
UN, ISO, IEC and other  
NSBs to share  
resource/expertise

3

### COMMUNICATE

With stakeholders to  
identify new subjects on  
GRS

2

### DEVELOP

Methodology/tools to  
assess gender responsive  
standards

4

### NEW STANDARDS

Gender responsive  
standards addressing  
special requirement for  
women



## 2. Create Gender Responsive Standards – **Some Indian Standards – Safety Footwear**

IS 16994 : 2018

Footwear for Men and Women for Municipal Scavenging Work

IS 3976 : 2018

Safety Rubber Canvas Boots for Miners — Specification

IS 5557 : 2004

Industrial And Protective Rubber Knee And Ankle Boots — Specification



- These 3 standards prescribe requirements and method of sampling and test for :
  - Footwear for use in municipal scavenging work,
  - Safety rubber canvas boots with steel toe cap for protection of miners, and
  - Boots for use in mines as well as for workmen in heavy metal industries and where the floor is covered with water, chemicals, oil, grease, waxes, lubricants etc.
- **Specific fitting requirements for men and women have been defined in these standards**





## 2. Create Gender Responsive Standards – **Some Indian Standards – Workplace**

**IS 16001 : 2012**  
**Social Accountability At**  
**The Work**  
**Place — Requirements**



- This standard specifies **requirements for an organization to address Social Accountability at the Work Place**
- The standard also addresses the safety and privacy of women at workplaces

**IS 16010 : 2012**  
**Good Governance —**  
**Guidance**



- This standard provides **guidance on good governance practices by an organization**
- The standard also addresses affirmative actions to increase representation of women in areas of employment, education, and business from which they have been historically excluded

**IS 16601 : 2016**  
**Habitat and Welfare**  
**Requirements for**  
**Construction**  
**Workers — Guidelines**



- This standard covers **general guidelines for the habitat and welfare requirements for the construction workers**
- The standard also provides for privacy, sanitation facility and crèche facility associated with lodging for women construction workers



## 2. Create Gender Responsive Standards – **Some Indian Standards – Textiles**

**IS 4582 : 1992**

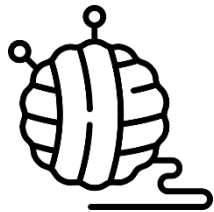
**Textiles - Women's Cardigan, Knitted - Specification**



- This standard prescribes the **constructional particulars** and **other requirements** of **women's knitted cardigan** manufactured by machine knitting

**IS 13297 : 1993**

**Women's and Girls' Woven Dress Fabrics Made of Man-Made Fibres and Their Blends — Specification**



- This standard specifies the **performance requirements** and **other details** of **women's and girls' woven dress fabrics** made of man-made fibres and then blends (not applicable to woven fabrics used for interlinings)



## 2. Create Gender Responsive Standards – **Some Indian Standards – Health/Medical Devices**

**IS 5829 : 1982**  
Specification for Sound,  
Uterine



- **Uterine sounds** are examined to measure the length and direction of the cervical canal and uterus
- This standard specifies **the dimensional and other requirements** (w.r.t. Material, Workmanship, Finish, Corrosion resistance, etc.) for **uterine sound device**.

**IS 6584 : 1972**  
Dilators, Uterine, Single  
Ended, Hegar's Pattern



- **Hegar's Dilator** is used to treat Vaginismus and induce cervical dilation
- This standard specifies **Dimensional and other requirements** (w.r.t. Material, Workmanship, Finish, Rigidity, etc.) for **uterine dilators, single ended, Hegar's pattern**.

**IS 6960 : 1973**  
Specification for  
Catheters, Metal,  
Female

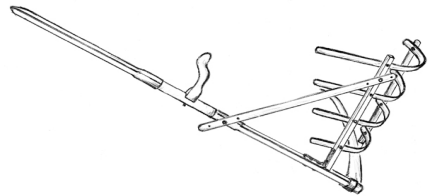


- **Catheters** are tubes that assist in intake of fluid in the body or draining it out of the body. Catheters must be chosen cautiously to avoid infection or leakage.
- This standard specifies **dimensional and other requirements** (w.r.t. Material, Workmanship, Finish, Corrosion resistance, etc.) for **female metal catheters**



## 2. Create Gender Responsive Standards – *Document under consideration* – **Agriculture**

FAD 11 (xxxxx)  
Specification for  
Scythes



- **Scythe** is an **Agricultural hand tool for mowing grasses** like Barseem, Jowar, Lucerne **or harvesting crops** like Wheat, Paddy, Oats and Ragi etc.
- This standard address women inclusivity in the following ways:
  - ✓ the weight of this blade proposed to be minimized, requiring less exertion to use
  - ✓ Suitable snath length specified to provide comfort to the operator.
  - ✓ More efficient tool compared to traditional other hand tools such as sickle.



### 3. Create Gender Responsive National Standards Body

1

#### COLLECT

Data on gender ratio of employees at different levels

2

#### FACILITATE

Workplace environment

# BIS & UN SDG 5 Targets

Some examples:–

**5.1 End all forms of discrimination against all women and girls everywhere - CCS (Conduct) Rules 1964 Prohibit sexual harassment at workplace**

**5.5 Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life – Member organizations in BIS Sectional Committees now encouraged to induct female representatives**

**5.6 Ensure universal access to sexual and reproductive health and reproductive rights - Obstetric And Gynaecological Instruments And Appliances Sectional Committee is formulating relevant draft Indian Standards**

**5.c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels – Maternity and Child Care leaves**

**Formulation of standards fulfilling UNSDGs such as No Poverty (SDG 1), Good Health & Well Being (SDG 3), Quality Education (SDG 4) complement SDG 5 also**

**5** GENDER  
EQUALITY





## 4. Promotional Activities

1

**BIS WEBSITE**  
Flash page,  
Blog

2

**COMMITTEE MEETINGS**  
Dedicated agenda item  
on GRS

3

**SOCIAL MEDIA**  
Posts on Facebook,  
Instagram, LinkedIn,  
YouTube, etc. to  
disseminate awareness

# PARTICIPATION IN GLOBAL FORUMS



## UNECE

GENDER RESPONSIVE STANDARDS INITIATIVE (GRSI)

## GENDER RESPONSIVE STANDARDS FOR THE INCLUSIVE WORKPLACE

NOVEMBER 24TH, 2021 | 10:00 - 12:00 (CET) | ONLINE ONLY



**Meeting of the Gender Responsive Standards Initiative**  
Morning Session, Palais des Nations, Geneva, Switzerland  
20 November 2019







# FUTURE PLANS

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- Efforts to reach out to other stakeholders such as self help groups in outreach programs for inputs on SDG5 & Standards
- Look up to ISO/IEC for guidance & expertise to achieve SDG5
- Develop collaborative training tools to enhance awareness
- Review of international guidelines and standards under development for use in national context



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