

ISRSM Gender action plan-GAP

**Gender Action Plan of the Standardization Institute of the Republic of North
Macedonia – ISRSM 2023-2026**

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General

Gender equality is one of the essential human rights protected by UN and fundamental value of the European Union. Improvements in gender equality can be achieved both on national and institutional level by involving all actors and providing appropriate actions

In North Macedonia, the principle of gender equality is enshrined in the Constitution. The country became a member of CEDAW (Convention on the Elimination of All Forms of Discrimination Against Women) in 1994. Harmonizing the domestic law to the EU acquis, in 2006, the Law on Equal Opportunities for Women and Men was adopted. The Law set the basis for building a state infrastructure for gender aware policy making (gender focal points in line ministries and equal opportunity commissions in every municipality). This contributed to increased awareness for gender equality.

In July 2022, the new Strategy for Gender Equality for the period 2022-2027 was adopted (Official Gazette of the RNM, No. 170/2022), which is the basic strategic document of the country in the field of gender equality, establishing the institutional roadmap of the goals and activities for promotion of gender equality and advancement of the status of women in the country in the foreseen implementation period. The Strategy builds on the Strategy for Gender Equality for the period 2013-2020 and focuses on three goals:

1. Establish an effective and efficient system for promoting gender equality at central and local level (specific objectives focus on the institutional mechanisms at central and local level);
2. Improve the position of women in all areas of public and private life (specific objectives refer to the areas of labour market, agriculture, political participation, health care, education, peace, culture and sports); and
3. Combat gender stereotypes and build a culture of non-violence and non-discrimination based on sex, gender and gender identity (specific objectives refer to combating gender-based violence and gender stereotypes and sexism)

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About ISRSM

The Institute for Standardization of the Republic of North Macedonia (ISRSM) is a national standardization body that represents national interests in international, European, and regional standardization organizations, promotes standardization activities, and through the association of public and private stakeholders, ISRSM prepares and adopts voluntary national standards.

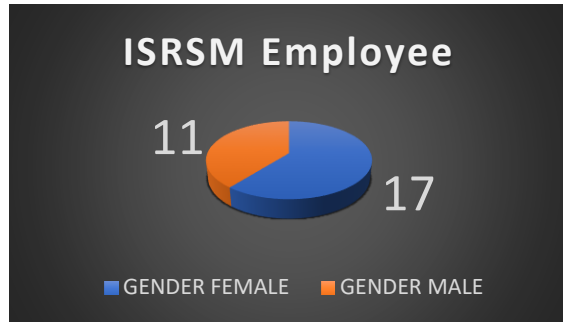
On May 14, 2019, ISRSM under the auspices of CEN and CENELEC, signed the UNECE declaration on gender responsive standards and standards development. With this signature, ISRSM as a member of CEN and CENELEC stands for supporting the creation of gender-responsive standards. The Declaration is the result of the work of the Gender Responsive Standards Initiative which was launched in 2016 by the United Nations Economic Commission for Europe (UNECE), through its Policy Working Group on Regulatory Cooperation and Standardization (WG6). It aims to assist national standardization bodies and standards development organizations in identifying activities to support the creation of gender-responsive standards. This includes improving the gender balance of participants in the development of standards, ensuring that the content of standards takes into account gender-specific sensitivities, and monitoring the implementation of standards to achieve gender balance.

By signing the Declaration, ISRSM is proud to join other national and international standardization bodies in the standards development process, which should be more gender responsive and help achieve Goal 5 of the United Nations Sustainable Development Goals 2030 - Achieving gender equality and greater empowerment for all women and girls.

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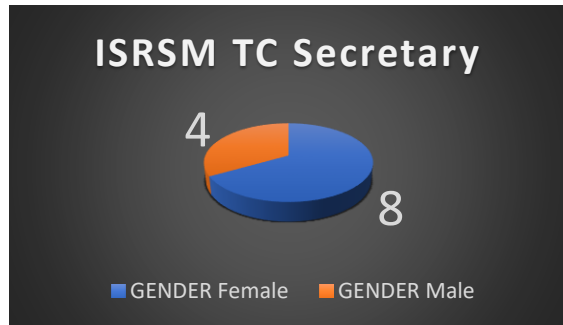
ISRSM gender statistic

ISRSM Employee



Female	17
Male	11
Total	28

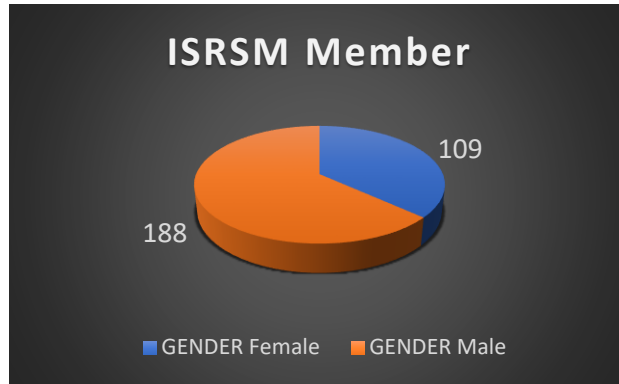
ISRSM TC Secretary



Female	8
Male	4
Total	12

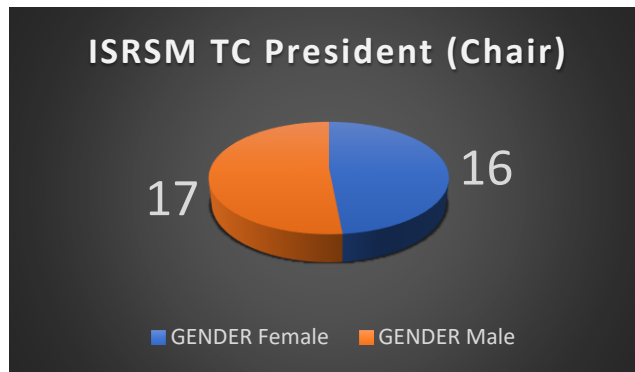
ISRSM Gender action plan-GAP

ISRSM Member



Female	109
Male	188
Total	297

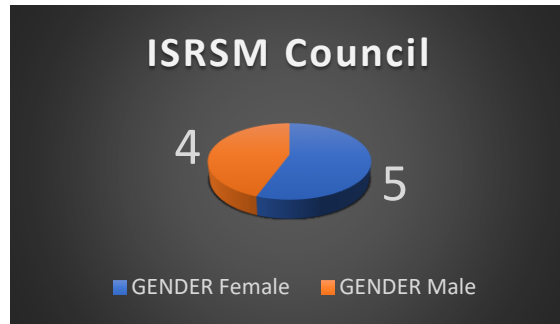
ISRSM TC President (Chair)



Female	16
Male	17
Total	33

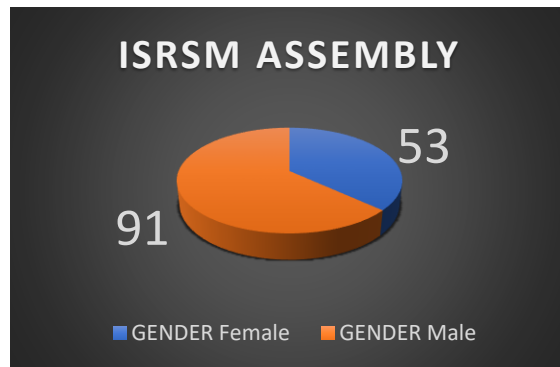
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ISRSM Council



Female 5
Male 4
Total 9

ISRSM Assembly



Female 53
Male 91
Total 144

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Nº	Activity	action		indicator	baseline (data collection may be needed)	target	timeline	Owners and responsibility	Budget	Comments
1	Achieving gender balance in technical committee	Collect gender data from NTC's NSB gender statistics	Collect data on gender representation on Members of Assembly	The number of women participating in the existing technical committee	information are from the 2022 assembly 53 women representative	Increase female representation , 6 new women participant	noe 26	ISRSM appointed group for GAP	N/A	
			Collect data on gender representation in ISRSM TC	The number of women participating in the existing technical committee	109 women participat in ISRSM TC	Increase female representation , 11 new women participant	Nov-24		N/A	
2	Raising awareness ISRSM staff ISRSM TC	Preparing materials for Informing ISRSM TC about GAP and making short presentation for TC members about gender equality	presentation about GAP	number of participant on TC Meeting	establishing the baseline	50 participant	Dec-24	ISRSM appointed group for GAP	N/A	
			information for Raise awareness on standards in support of gender equality						N/A	
		Informing every ISRSM TC about GAP		number og participant on TC Meeting	establishing the baseline	10 ISRSM TC	all 2024	ISRSM appointed group for GAP	N/A	
		Presentation of GAP to ISRSM employe in ISRSM premisses		number of participants	establishing the baseline	10 employee	Dec-23	ISRSM appointed group for GAP	N/A	
3	Participation in groups for Gender issues	Participating of ISO's Gender Focal Point Network (GFPN)	Collect case studies and best practices on standards in support of gender equality	attendance at GFPN meetin	no GFPN meetings yet attended	attendance minimum 60 % of GFPN meetings in 2024	all 2024	ISRSM appointed group for GAP	N/A	