BIS Gender Action Initiatives

A VITAL BENCHMARK OF 
A PROGRESSIVE SOCIETY

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&
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INDIA
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** is signatory to Declaration on Gender Responsive Standards (14 May 2019)

Task Force on GRS Declaration constituted on 28 Aug 2019

Create Gender Action Plan, track progress, share data, information & best practices for implementation of plan

**Action Plan** Developed Dec 2019

Action Plan Implementation/ Review
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)
ACTIONS 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

2. DEVELOP
   Methodology/tools to assess gender responsive standards

3. COMMUNICATE
   With stakeholders to identify new subjects on GRS

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 interlings).
2. Create Gender Responsive Standards – Some Indian Standards – Health/Medical Devices

• **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*.

• **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*.

• **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

- **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
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

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

UNECE
GENDER RESPONSIVE STANDARDS FOR THE INCLUSIVE WORKPLACE
November 24th, 2021 | 10:00 - 12:00 (CET) | Online Only

Workshop for Industrializing Countries (WIC)
How international standardization embraces diversity
Tuesday, 5 October 2021
10:00 to 12:00 UTC
14:00 to 16:00 GMT

TAKING ACTION ON GENDER
FUTURE PLANS

• 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