Gender Action Plan of the Standardization Institute of the Republic of North Macedonia – ISRSM 2023-2026
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).
ISRSM Gender action plan-GAP

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.
ISRSM Gender action plan-GAP

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

ISRSMS Member

- Female: 109
- Male: 188
- Total: 297

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

<table>
<thead>
<tr>
<th>No.</th>
<th>Activity</th>
<th>action</th>
<th>baseline (data collection may be needed)</th>
<th>target</th>
<th>timeline</th>
<th>Owners and responsibility</th>
<th>Budget</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Achieving gender balance in technical committee</td>
<td>Collect gender data from NTC’s NSB gender statistics</td>
<td>The number of women participating in the existing technical committee</td>
<td>Increase female representation, 6 new women participant</td>
<td>noe 26</td>
<td>ISRSM appointed group for GAP</td>
<td>N/A</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Collect data on gender representation in ISRSM TC</td>
<td>The number of women participating in the existing technical committee</td>
<td>Increase female representation, 11 new women participant</td>
<td>Nov-24</td>
<td>ISRSM appointed group for GAP</td>
<td>N/A</td>
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<tr>
<td>2</td>
<td>Raising awareness ISRSM staff ISRSM TC</td>
<td>Preparing materials for informing ISRSM TC about GAP and making short presentation for TC members about gender equality</td>
<td>number of participant on TC Meeting</td>
<td>50 participant</td>
<td>Dec-24</td>
<td>ISRSM appointed group for GAP</td>
<td>N/A</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>informing Raise awareness on standards in support of gender equality</td>
<td>establishing the baseline</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>Informing every ISRSM TC about GAP</td>
<td>number of participant on TC Meeting</td>
<td>10 ISRSM TC</td>
<td>all 2024</td>
<td>ISRSM appointed group for GAP</td>
<td>N/A</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>Presentation of GAP to ISRSM employee in ISRSM premises</td>
<td>number of participants</td>
<td>10 employee</td>
<td>Dec-23</td>
<td>ISRSM appointed group for GAP</td>
<td>N/A</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Participation in groups for Gender issues</td>
<td>Participating of ISO’s Gender Focal Point Network (GFPN)</td>
<td>attendance at GFPN meeting</td>
<td>attendance minimum 60% of GFPN meetings in 2024</td>
<td>all 2024</td>
<td>ISRSM appointed group for GAP</td>
<td>N/A</td>
<td></td>
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</tbody>
</table>