



Gender Action Plan 2023-2027

Number		Measures and Actions	GAP indicator	Baseline (data collection might be needed)	Target	Timeline (years) or months	Owner and Responsibilities	Budget (Currency)	Comments
Output 1: Participation for Standards Development									
<i>GAP Objective: A gender balanced standards development</i>									
1.1	Review criteria on participation to improve gender balance such as removing references to sex and be based on capability and merit	Measures Aim for 60 % male and 40 % female participation Actions - Collect information on current male and female ratio - Remove terms specific to male or female and replace gender-based term with gender neutral term, e.g. workman to worker	1. All terms used to be gender neutral 2. Number of women and men in the organization	To determine with Human Resource (TBD)	Aim for balance – 60 % male and 40% female participation	36 months	National Standards Body Myanmar, Relevant Ministries and TCs	300,00,000 (300 lakhs- MMK)	1. Need to cooperate with Relevant Ministries and Associations 2. Need to request support of Gender Specialist for Project Duration 3. Activities to be done in partnership with Standards Technical Committees (TCs)
1.2	Review staff policies and salaries to ensure equal pay and compensation for male and female staff doing the same job	Actions: - Collect data on current gender pay gap - Develop actions to close the gender pay gap	Salary gap (women's average salary/men's average salary within the organization)	TBD	Equal pay and compensation for women and men doing the same job	36 months		100,00,000 (100 lakhs- MMK)	



Output 2: Oversight mechanism for the Gender Action Plan

GAP Objective: To establish a separate committee that oversees the implementation of the GAP; revises when needed, follows up activities and reports to the management team

2.	Establishment of Technical Committees for GAP	<p>Measures</p> <p>1. Technical Committee for GAP with relevant members and experts</p> <p>Actions</p> <ul style="list-style-type: none"> - Develop ToR for TC for GAP - Sending request to concerned ministries and associations for nominating the experts to the TC - Develop a work plan for the TC for GAP 	<p>1. Work Plan for Technical Committee established</p> <p>2. Number of male and female members</p> <p>3. Number of Technical Committee Meetings on GAP</p>	No baseline data as the establishment of Technical Committee for GAP is new	<p>1. Ensuring the Development of 6 Stages procedure for National Standards</p> <p>2. Aim for balance-60% male and 40% female participation</p>	5 years (period of the GAP)	<p>1. National Standards Body Myanmar and TCs</p> <p>2. Relevant authorities (e.g. NSB, Women affairs, relevant ministries and academia)</p> <p>3. ISO/TC 241</p> <p>4. ISO GAP Committee</p> <p>5. Proposer NSB</p>	200,00,000 (200 lakhs- MMK)	
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Output 3: Adoption of gender sensitive measures for Standards Development

GAP Objective: Adopt and raise awareness of the UNECE Declaration on Gender Responsive Standards



3	<p>1. Adoption of the <i>UNECE Declaration on Gender Responsive Standards (GRS)</i></p> <p>2. Training of all staff of gender sensitive standards development</p> <p>3. Quality assurance mechanism established for standards development</p>	<p>1. Adopt UNECE Declaration on GRS for Myanmar standards development.</p> <p>2. Workplan with schedule and Training documents for conducting training on GRS.</p> <p>3. Developing Checklist on GRS.</p>	<p>1. Myanmar standards for UNECE Declaration on Gender Responsive Standards (MM S UNECE Declaration on Gender)</p> <p>2. Number of Trainings on GRS.</p> <p>3. Monitoring with GRS Checklist</p>	No baseline data as GRS is new	100% Awareness amongst stakeholder on use of GRS	36 months	<p>1. National Standards Body Myanmar, Relevant Ministries and TCs</p> <p>2. Relevant authorities (e.g. NSB, Women affairs, relevant ministries and academia)</p>	200,00,000 (200 lakhs- MMK)	
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