

# **Gender Action Plan for 2023-2026**

## **Azerbaijan Standardization Institute**

### **1. Background and Rationale:**

#### **Background and Rationale:**

AZSTAND, as a National Standardization Body in Azerbaijan, plays a pivotal role in shaping the nation's standards and regulations across various sectors. In recent years, there has been a growing recognition worldwide that the achievement of gender equality and the empowerment of all genders are not only essential human rights principles but also crucial for sustainable development and progress in all fields. Against this backdrop, AZSTAND acknowledges the need to integrate a gender perspective into its core operations and strategies.

AZSTAND conducted a thorough gender analysis to assess the existing situation and understand the implications of gender disparities in its work. Inequality is observed in various aspects, including representation in decision-making roles, access to training and capacity-building opportunities, and participation in standardization processes.

AZSTAND conducted an external gender analysis that highlighted the need for a systematic approach to gender equality.

AZSTAND recognizes the vulnerability of women and non-binary/gender non-conforming individuals, especially women human rights defenders (WHRD), in various contexts.

### **2. Guiding Principles:**

AZSTAND will strive for gender balance in all activities and ensure underrepresented groups' participation.

AZSTAND will adopt a participatory, inclusive approach, leaving no one behind.

AZSTAND's gender equality efforts will be evidence-based.

Gender-sensitive language and methodologies will be used.

AZSTAND will collect and analyze quantitative data in a sex-disaggregated manner.

An intersectional approach will be followed.

AZSTAND will collaborate with women's and girls' rights-focused organizations.

### **3. Priority Areas:**

#### **Outcome 1: A More Gender-Sensitive Organizational Structure:**

Strive for at least 40% women at all levels.

Promote gender balance in external events and encourage partner organizations to do the same.

Prioritize women-owned companies in procurement.

Appoint a gender focal point.

Provide gender training for all staff.

Ensure a harassment-free workplace.

Review and improve the recruitment system.

Use a gender lens in communication.

Address sexism and homophobia within the HRD community.

#### **Outcome 2: Gender-Sensitive Programming:**

Ensure gender is integrated into advocacy efforts.

Encourage gender balance in regional and international fora.  
Conduct research on WHRDs and gender-related topics.  
Develop inclusive advocacy campaigns and events.  
Ensure gender balance in training programs.  
Offer tailor-made training for underrepresented groups.  
Incorporate gender topics into training.  
Use gender-sensitive training techniques.  
Promote gender balance in workshop participants and speakers.  
Address the gendered aspects of digital safety for HRDs.

**Outcome 3: Gender Sensitization in Protection and Security Management:**

Address the situation of WHRDs in assessments and security analyses.  
Increase the number of WHRDs as beneficiaries of emergency grants.  
Review and adapt security services to meet the needs of all sexes.  
Analyze and adapt long-term security interventions.

**Outcome 4: Gender Sensitization in DefendersTech:**

Ensure gender balance in training programs.  
Raise awareness about digital safety for HRDs, especially WHRDs.  
Continue and expand projects like SafeSisters.  
Address gender balance and WHRDs in digital projects.

**4. Working Methods:**

AZSTAND will employ three approaches:

- 1) gender mainstreaming,
- 2) targeted actions,
- 3) gender-sensitive dialogue,
- 4) communication.

**5. Partnerships:**

AZSTAND will engage in strategic partnerships with women's and girls' rights and gender-focused organizations.

Support national and regional networks of WHRDs.  
Collaborate with gender-focused human rights organizations.

**6. Monitoring:**

Monitoring will be integrated into AZSTAND's M&E processes.

Gender-specific indicators will be developed and integrated into the results framework.

Outcome Indicators:

Gender balance at all levels in the organization.

Gender capacity strengthened within AZSTAND.

Publications and research pieces covering gendered topics.

Gender balance in beneficiaries of emergency funds.

By adopting this adapted Gender Action Plan, AZSTAND aims to promote gender equality, ensure inclusivity, and become a regional leader in advancing gender equality within the realm

of standardization and human rights protection.

**Definitions:**

**Sex:** Refers to the physical and biological differences between men and women, such as reproductive capabilities (e.g., women can become pregnant or breastfeed babies, while men cannot).

**Gender:** Refers to socially constructed identities, attributes, or roles for women and men. It encompasses the ideas, perceptions, and expectations associated with being a particular gender and what behaviors are culturally expected. Gender roles are context-specific and can change over time.

**Gender Equality:** Gender equality exists when women and men enjoy the same rights and opportunities in all aspects of life, including decision-making, economic participation, and social standing. It implies that women and men are equally respected and valued in society and before the law.

**Gender Balance:** Refers to achieving an equitable representation of women, men, and other genders in various contexts or roles. It ensures a more diverse and inclusive environment.

**Gender Stereotyping:** Involves ascribing specific attributes, characteristics, or roles to individuals based solely on their gender. It becomes wrongful when it leads to human rights violations.

**Gender Non-Conforming Persons:** Individuals who do not conform to traditional gender norms, including behaviors, dress, or activities, associated with their assigned or perceived gender.

**Gender Mainstreaming:** The process of integrating a gender perspective into all aspects of planning, development, implementation, and evaluation of policies, programs, and projects. It aims to promote gender equality and identify and address gender-based disparities.

**Sex-Disaggregated Data:** Data that are collected and presented separately for women, men, and other genders. This approach highlights potential differences in outcomes, participation, or impacts based on gender.

**Intersectional Approach:** Recognizes that an individual's experience of oppression and discrimination is influenced by multiple social identities, including race, gender, sexuality, age, health status, ethnic origin, and class, among others.

**Women Human Rights Defenders (WHRD):** Women who actively promote and defend human rights. They often face increased levels of repression, violence, and discrimination due to their advocacy and are specifically vulnerable in their work.

**Gender Focal Point:** A designated individual within an organization responsible for overseeing and promoting gender mainstreaming efforts. They often receive specialized training in gender and human rights.

**Harassment at Work:** Unwanted behavior or actions, including sexual harassment, that create an intimidating, hostile, or offensive working environment

## Gender Action Plan for 2023-2026 Azerbaijan Standardization Institute

Number	Activity/Output	Measures and Actions	GAP indicator	Baseline (data collection might be needed)	Target	Timeline	Owner and Responsibilities	Budget	Comments
<b>Availability of gender-disaggregated data for decision-making and monitoring</b>									
1	Gender-Disaggregated Data Collection	Review existing data collection practices and identify areas for improvement	Percentage of data collected in a gender-disaggregated manner	Baseline assessment of current data collection practices Our institute comprises a total of 124 employees, with 68 being male and 56 being female. We hold membership in 32 Technical Committees (TCs) of the International Organization for Standardization (ISO), with 23 of these TCs chaired by women and 9 chaired by men. Within our organization, there are 7 women occupying positions of decision-making authority, accounting for 22% of the Standardization Department's leadership.	All staff/HR data in AZSTAND collected in a gender-disaggregated manner	01.12.2026	Management Department Standardization, TC	N/A	Allocate resources for data collection and analysis

<b>Established gender mainstreaming policy for the Azerbaijan Standardization Institute</b>									
2	Gender Mainstreaming Policy Development	Form a working group to develop a gender mainstreaming policy. Develop a terms of reference for the working group with a clear mandate to follow up the AZSTAND's gender action plan.	Adoption of the gender mainstreaming policy by the management	Establish the working group and initiate policy development process	Gender mainstreaming policy adopted within 12 months	01.01.2026	Working Group	N/A	Ensure the policy is aligned with national gender equality frameworks.
<b>Increased awareness and understanding of gender issues among staff</b>									
3	Gender Sensitization Training	Organize gender sensitization training sessions for all staff AZSTAND and TC members  Explore possibilities to enter into partnership with	Percentage of staff members who have received gender sensitization training	Baseline survey to assess current awareness levels	Ensuring that 90% of employees participate in training within 18 months	01.03.2026 (one training planned before the 8 March 2024 – international women's day)	Working Group, HR,	N/A	Regularly assess the effectiveness of the training and conduct refresher sessions as needed.  Use the available

		for example the Ministry of Gender, UNWOMEN to collaborate							resources such as ISO online gender module, PowerPoints from Tashkent etc.
<b>Increased representation of women in decision-making positions</b>									
4	Gender-Balanced Representation	Review and revise recruitment and promotion policies to ensure gender balance, including undertaking research on barriers women face in advancing in the organization.  Implement measures to address barriers to women's advancement.	Percentage increase in women in decision-making positions	Baseline assessment of the representation of women in decision-making positions  Deputy Chief Director - Director of Standardization Department - Strategic Planning and Communications Division Conformity Assessment and Management Systems Methodology Division Light Industry Standardization Division Standardization of Electronics, Information Technologies, and Telecommunications Division State Fund and Registry Division for Normative Documents in Standardization Translation and Publications Division	Achieve a 30% increase in women in decision-making positions	01.12.2026	General director, Management Department Standartization,	N/A	Possible activities to increase women's participation in decision making: mentoring programmes for women in the organization, targeted external recruitment of female leaders, skills development programmes for women etc.

<b>Increased participation of women in standardization processes</b>									
5	Gender-Responsive Stakeholder Engagement	Conduct awareness raising to engage female stakeholders in standardization activities  Universities and Educational Institutions  Women's Organizations  Industry Associations  Networking Events and Conferences	Conducting trainings on increasing the participation of women in the standardization process with women entrepreneurs and ISO 26000 standart	Baseline assessment of women's participation in standardization activities.  We are affiliated with 32 Technical Committees (TCs) under the International Organization for Standardization (ISO), where 23 of these TCs are led by women, and 9 are led by men. Internally, our organization has 7 women in positions of decision-making power, constituting 22% of the leadership within the Standardization Department	Achieve a 30% increase in women stakeholders participation	01.12.2026	AZSTAND	N/A	Provide support and resources for women stakeholders' involvement.

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