



## LEPL Georgian National Agency for Standards and Metrology

### GEOSTM Gender Action Plan

#### About GEOSTM

LEPL Georgian National Agency for Standards and Metrology (GEOSTM) is a Legal Entity of Public Law operating under the **Ministry of Economy and Sustainable Development of Georgia**.

The Agency carries out its mandate in the **fields of standardization and metrology**, in accordance with the **Code on Product Safety and Free Movement** and **Order No. 1/1-1570 of 26 July 2012** issued by the Minister of Economy and Sustainable Development of Georgia.

#### The Metrology Institute main functions stated as follows:

- development and maintenance of state (National) measurements standards and reference measuring instruments,
- ensuring uniformity of measurements – dissemination of units in Georgia;
- maintenance of the register of types of legal measuring instruments,
- verification and approval of the measuring instruments;
- ensuring participation of national measurement standards in international and/or regional key and supplementary comparisons;
- providing traceability of measurements through calibrations;
- performing verification of legal measuring instruments as well as conducting expert measurements in case of the disputes regarding the measurement results;
- development of normative base to improve the sphere of uniformity of measurement;
- Participating in activities within regional and international metrology organizations.

**The Standards department main functions stated as follows:**

- developing, adopting, distribution of standards;
- maintenance of the registry of standards;
- registration of national, and regional and international standards;
- creation of standardization technical committees, etc.

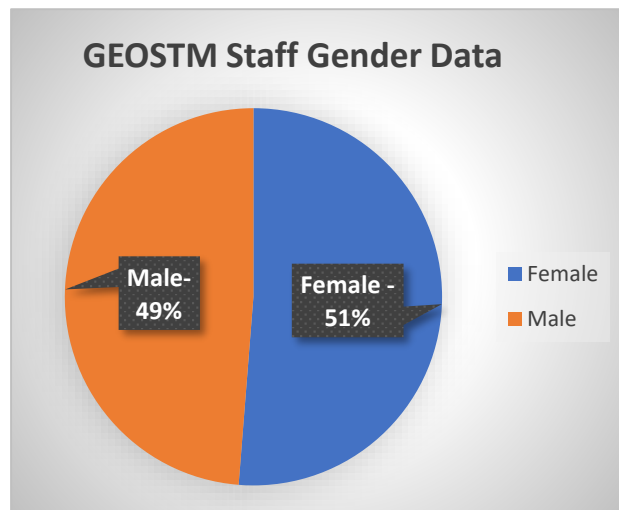
### **Gender Action Plan**

The **Gender Action Plan of GEOSTM** is based on the principles of **equal rights, freedoms, and opportunities for women and men** as guaranteed by the **Constitution of Georgia (Article 11)** and relevant national legislation.

It also takes into account **international obligations** including:

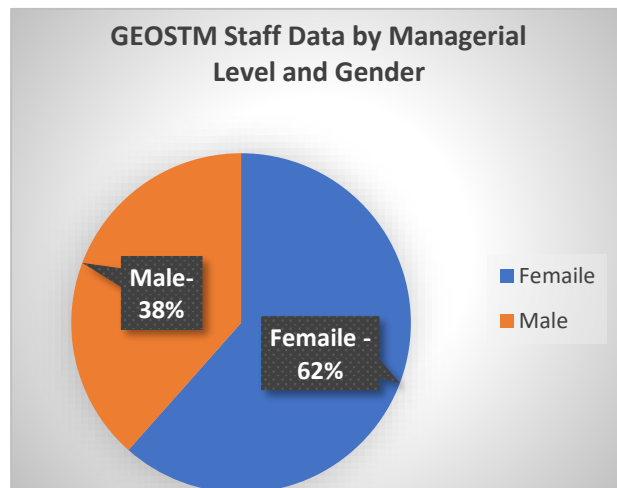
- The **Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)**;
- The **Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention)**;
- The **UN Security Council Resolution No. 1325 on Women, Peace and Security**;
- The **UN 2030 Agenda for 17 Sustainable Development Goals**, of which Georgia is one of 193 signatory countries.

**GEOSTM** is committed to promoting the principles of gender equality and ensuring the development and implementation of policies aimed at achieving equal rights and opportunities for women and men within its institutional framework. In 2020, the National Agency signed the UNECE (United Nations Economic Commission for Europe) “Declaration on Gender-Responsive Standards and Standards Development” and appointed a Gender focal point at GEOSTM.



**GEOSTM Staff Gender Balance Data**

GEOSTM Staff Gender Balance Data	Number
Female	41
Male	39
Total	80



GEOSTM Staff Data by Managerial Level and Gender	Number
Female – Managerial Position	16
Male – Managerial Position	10

## Gender Action Plan Standardization and metrology (October 2025 – December 2027)

Standardization									
Number	Activity	Actions	GAP indicator	Baseline	Target	Timeline	Responsible Unit	Resources Needed	Expected Result
<b>Standardization Output #1: Equal Participation</b>									
<b>GAP Objective: Ensure equal participation in standardization work</b>									
1	Encourage companies represented in technical committees and the standardization council to become UN WEPs signatories	Awareness sessions, outreach, collaboration with UN Women	% of participating companies that are signatories	Up to date, 7 companies have signed	At least 50% of companies signing the document by 2025-2026	2025-2026	Technical Committees and Standardization Council Secretariat; Gender Focal Point	Coordination time, awareness materials, UN Women collaboration	Expected: Increased participation of women in technical standardization work
<b>Standardization Output #2: Gender-Responsive Standards</b>									
<b>GAP Objective: Make standards more inclusive and gender-responsive</b>									
2	Explore the possibilities for Audit existing standards for gender bias	<ul style="list-style-type: none"> <li>Identification respective guides/standard s;</li> <li>Develop criteria, e.g. create a</li> </ul>	<ul style="list-style-type: none"> <li>% of standards reviewed with gender criteria or/and</li> <li>Developed procedures</li> </ul>	No baseline	25% of priority standards reviewed, or at least one respective procedure developed by 2027	2026-2027	Standards Department, Technical Committees	Experts, training/workshop and etc.	Expected: Inclusive standards development procedures applied

		<ul style="list-style-type: none"> <li>checklist or framework for identifying gender bias;</li> <li>Selection of priority standards to be reviewed by type, sector, priority and impact.</li> <li>Conducting trainings</li> </ul>							
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## Standardization Output #3: Capacity Building

### GAP Objective: Build skills for gender mainstreaming

3	Annual gender-responsive training	Training sessions for Technical Committees and Standardization Council Secretariat and Chairpersons	% trained annually	The Agency's staff completed UN Women's I Know Gender (1-2-3) modules and attended gender-related conferences and workshops.	50% trained by 2027	2025–2027	Standards Department Technical Committees and Standardization Council Secretariat; Gender Focal Point	Training providers, materials	Expected: Enhanced capacity
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## Standardization Output #4: Institutional Culture

### GAP Objective: Integrate gender in processes and documents



## Metrology

**GAP Objective: Promote equal participation in metrology services**

Metrology Output #6: Gender-Responsive Deliverables									
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6	Review gender sensitivity in instruments	Expert group review & pilot tests	Number reviewed; Number of modified procedures	No baseline	Review completed; modifications applied	2026	Metrology Division, Quality Mgmt Unit	Expert group, pilot support	Expected: Fairer measurements
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**GAP Objective: Strengthen awareness in metrology institute**

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7	Gender-awareness training for staff	Training sessions & Annual report	% trained per year; % with increased awareness	The Agency's staff attended conferences and workshops on gender issues.	100% staff trained by 2027	2025–2027	Training Unit, HR, Int. Dept, Division Heads	Trainers, online tools, time	Expected: Improved capacity
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