

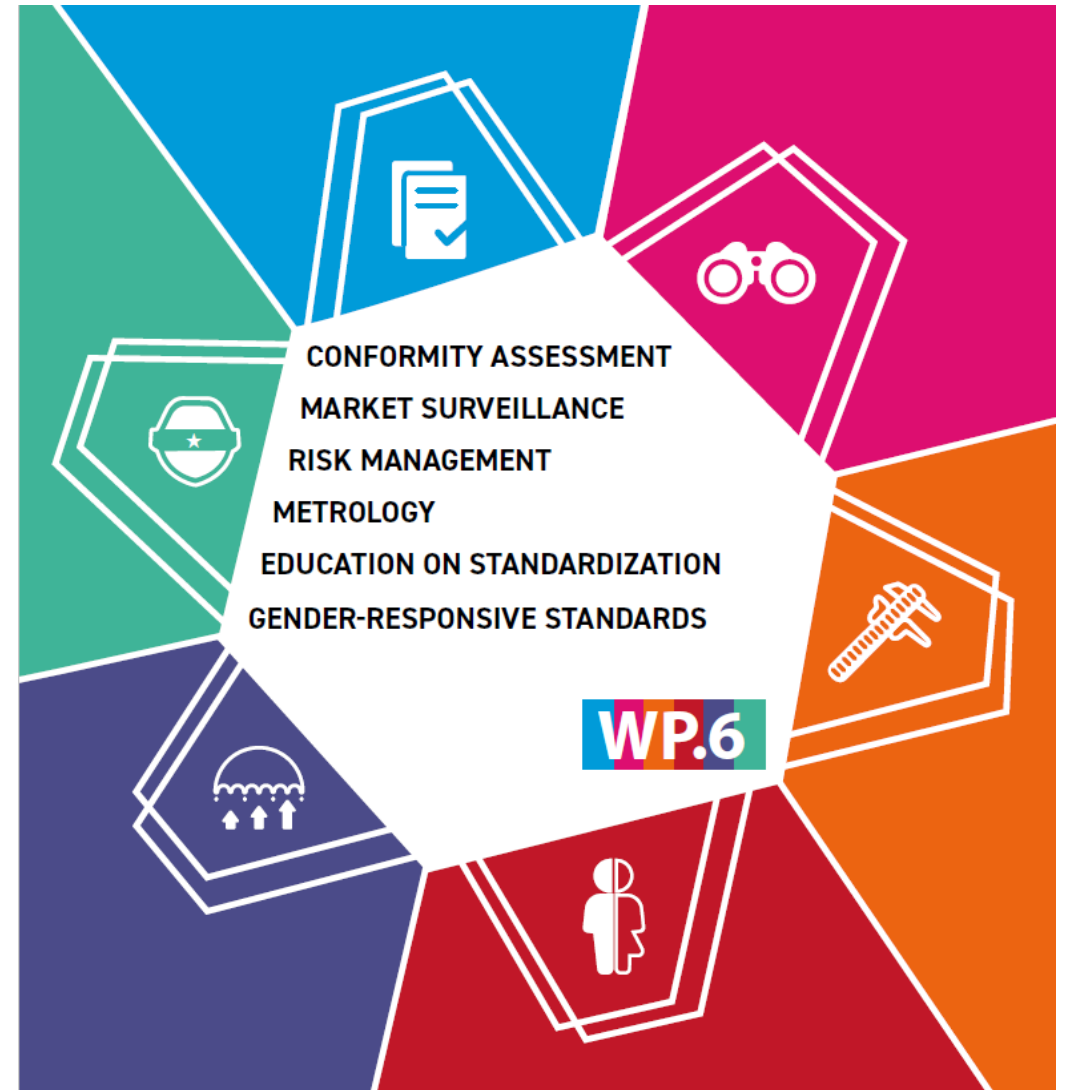
Working Party on Regulatory Cooperation and Standardization Policies

Integrating Gender into AI Standards and Trade Policy: *A Blueprint for Action*

Highlight of recent work
of UNECE WP.6

Lance THOMPSON
Secretary WP.6 / Economic Affairs Officer
lance.thompson@un.org

UNECE – [Working Party 6](#)



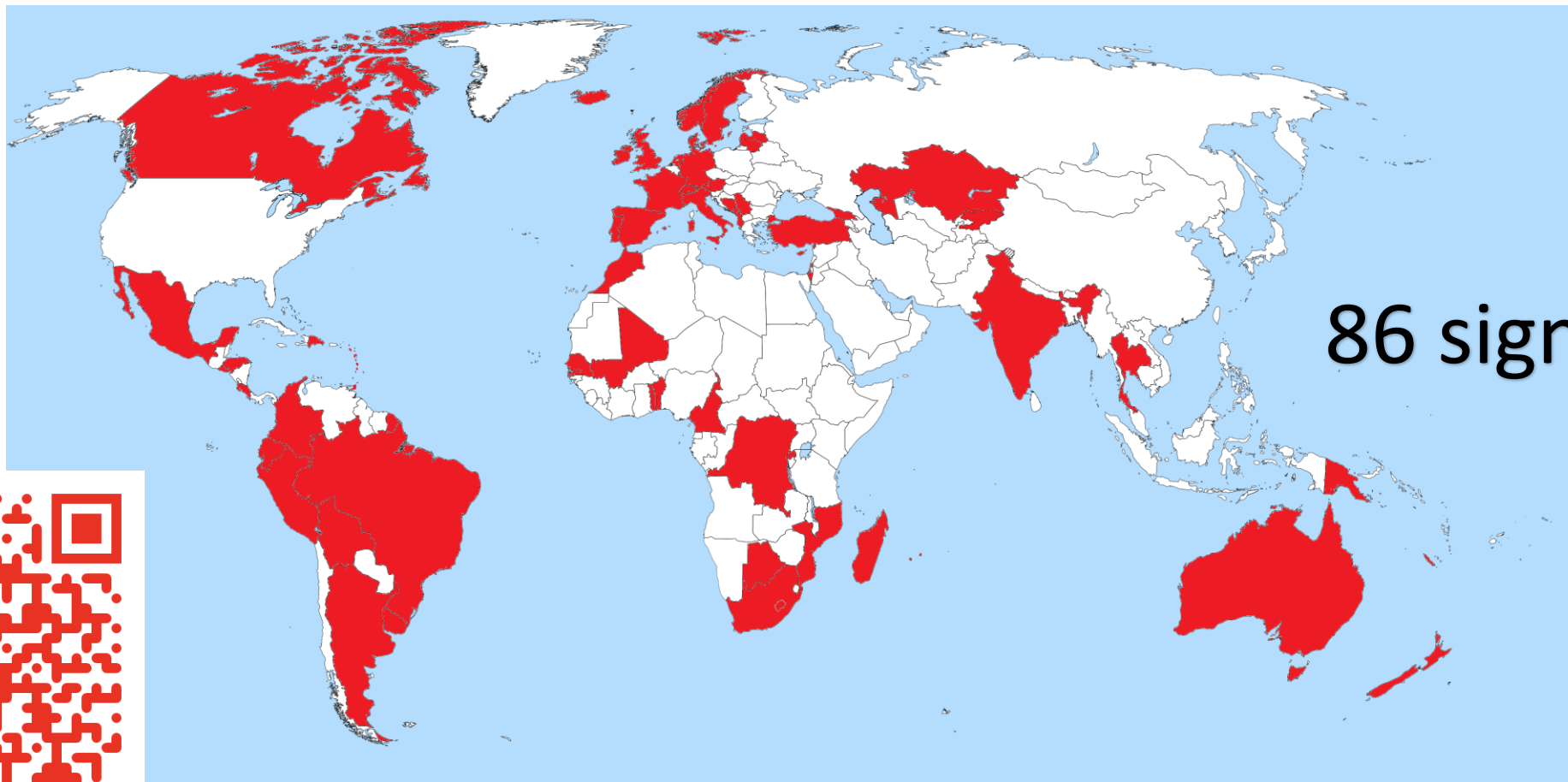
Working Party on Regulatory Cooperation and Standardization Policies

Gender Action Plan Model Blueprint

A toolkit for gender equality in
standards, regulation and public
service



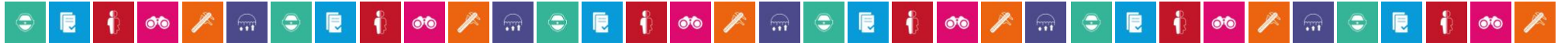
Signatories of the Declaration for Gender-Responsive Standards and Standards Development



86 signatories



Proposed steps to developing a GAP



Step 1.
Appoint a gender focal point and prepare for the GAP process



Step 2.
Analyze the baseline context



Step 3.
Review international best practices and define the rationale



Step 4a. Activities
Gender balance in participation and leadership



Step 4b. Activities
Gender-responsive deliverables (standards and outputs)



Step 4c. Activities
Gender-responsive organizational culture and systems

Proposed steps to developing a GAP



Step 5.
Define the timeframe and structure of the GAP



Step 6.
Develop a vision statement



Step 7.
Develop an implementation plan



Step 8.
Monitor, evaluate and report



Step 9.
Continuous improvement and review



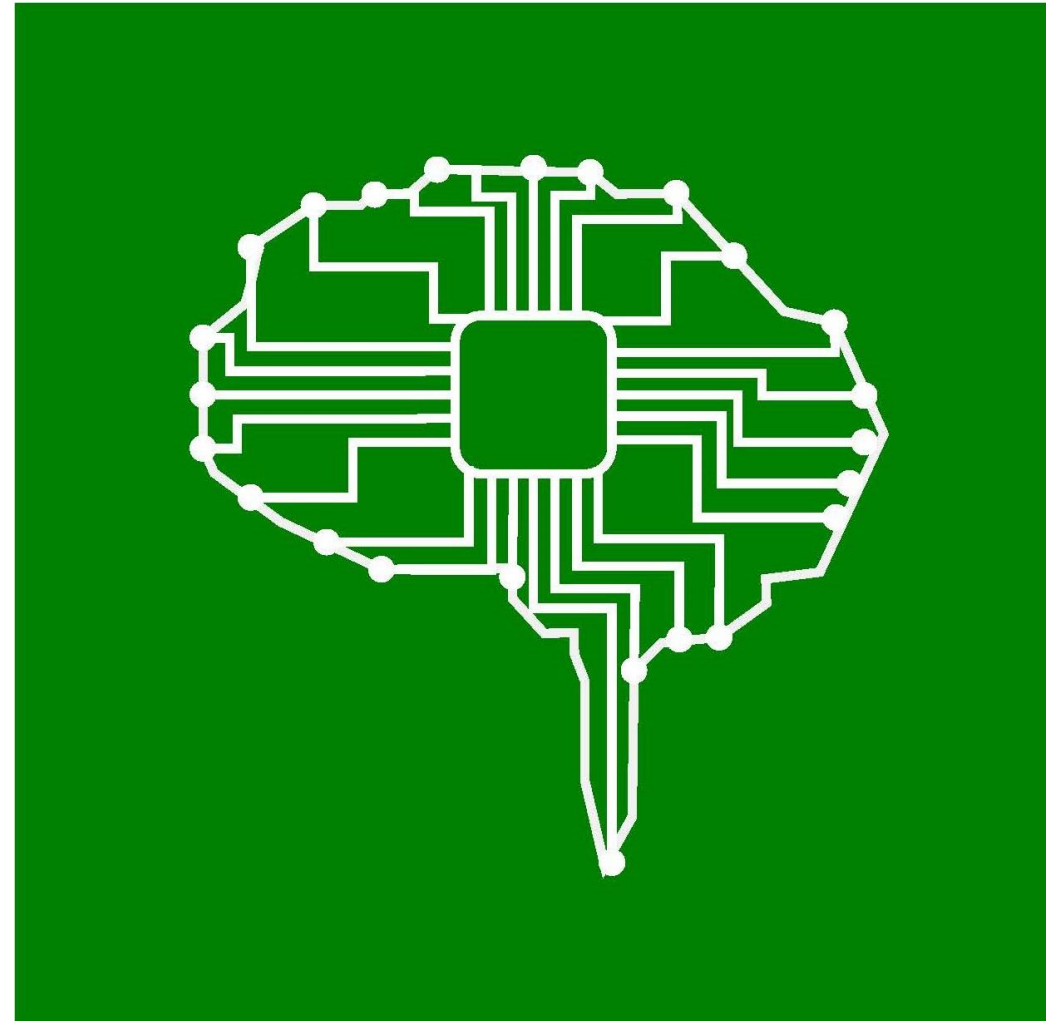
Additional:
Connecting women's empowerment to broader strategic priorities

Working Party on Regulatory Cooperation and Standardization Policies

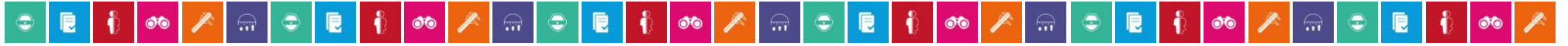
Improving AI Standards for an Equitable Future

To be presented to 35th WP.6 Session on
9-10 September

Document symbol:
ECE/CTCS/WP.6/2025/9



Why gender matters in AI



Why gender matters in AI

- AI shapes key decisions (health, jobs, finance)
- Gender bias is wired into data & design
- Harm includes misdiagnosis, unfair hiring, unequal access



Where AI bias shows up

- Healthcare: male-biased data → poor diagnosis for women
- HR: hiring tools penalize caregiving gaps
- Finance: non-traditional credit histories penalize women
- Public sector: facial recognition misidentifies women



The root causes

- Preexisting bias → societal inequality in data
- Technical bias → flawed design assumptions
- Emergent bias → self-reinforcing system feedback
- “Data crisis”: fragmented, non-disaggregated, biased inputs



Why standards matter

- Standards turn ethics into action
- Global cooperation: ISO, IEC, UNECE, IEEE, CEN-CENELEC
- Transparency + participation = inclusive outcomes
- Gender-responsive standards improve trust, safety & equity

Key recommendations



Strengthen independent oversight and accountability mechanisms



Embed gender-responsive practices in artificial intelligence standards



Ensure inclusive and participatory standards development



Harmonize with international frameworks and support global cooperation



Institutionalize gender-responsive governance across the artificial intelligence ecosystem



Thank you

Lance THOMPSON
Secretary WP.6 / Economic Affairs Officer
lance.thompson@un.org

UNECE – [Working Party 6](#)

03/07/2025, Geneva

Working Party on Regulatory Cooperation and Standardization Policies

