



standICT.eu 2026
ICT Standardisation Observatory and Support Facility in Europe

Women in ICT Standards

Viveka Bonde

Advokat, Project Editor (ISO SC42)



Funded by
the European Union

Introduction of SC 42

- Committee on AI standardization under the joint initiative on Information Technology (JTC 1)
- IEC and ISO produce international standards and with participation by country – one country one vote
- Collaboration with long established sister ISO and IEC committees covering a broad range of app domains
- Works with JTC 1 committees producing horizontal stds in key areas such as security, cloud, IoT, governance

Activities 2019-2022

AI - Ethical and Societal Concerns

TR 24368:2022 - Overview of ethical and societal concerns

- Links to traditional standardization work by adding the non-technical ethical perspective necessary to address ethical and societal concerns of an AI system and applications:
 - The ethical and societal layer may be emerging as part of “Harmonized Standards” (new legislative framework)
 - Addressing that ethical and societal concern with an AI system and application often depends upon the particular social, economic or physical context of its development, implementation, audience and use
 - Practices for building and using ethical and socially acceptable AI. Organization’s management process
 - Stakeholder considerations for building and using ethical and socially acceptable AI
- Visionary element: Enable support and a starting point for other international projects

Current Activities 2023

New Suggested Product Within SC 42 AI Trustworthiness - Societal Concerns and Ethical Considerations

Technical Specification: AI - Guidance on addressing societal concerns and ethical considerations

- TR 24368 gave an overview – new product detailed low-level approach, preparing stakeholders to emerging regulation
- No societal or ethical value systems are being introduced
- A suggested Technical Specification (TS) - Technical Report (TR 24368)
- A TS can be converted into an International Standard – normative capacity
- Hands on approach; tangible product - how to address AI themes and principles in practice
- The reference to ‘Concerns’ and ‘Considerations’ can be positive impacts as well

Why Approached the Standardisation Ecosystem in the first place

Link between standardisation and law

- Adoption of transformative technologies like AI have impacts that go beyond the technology
 - AI-specific trustworthiness issues e.g. reliability, privacy, security, explainability, controllability
 - Emerging issues related to the **context of use of the technology**, e.g. algorithmic bias, safety directives in industrial AI, eavesdropping
- **Legal issues are emerging – need for expertise**

Most Challenging Obstacles – Equal Gender Representation

- No real challenges - Positive environment
- Align technical experts with non-technical experts, rather than a gender perspective. Equal gender representation however facilitates a broader adoption within the various groups of stakeholders, including the gender perspective
- Goal: Encourage more diverse participation overall, not only equal gender. Variety of experts. Necessity to apply expertise inter-disciplinary for creation of responsible AI, where equal gender representation is of course of the essence

What does a woman in standards need?

ISO IEC CODES OF CONDUCT

- Behave ethically
- Promote and enable all voices to be heard
- Engage constructively in ISO and IEC activities
- Respect others (in meetings, when writing, on social media)
- Declare actual and potential conflicts of interest and manage them appropriately
- Protect confidential information and protect ISO and IEC assets
- Avoid and prevent any form of bribery or corruption
- Uphold the consensus process
- When disputes arise, escalate, resolve and uphold agreed resolution

What does a Woman in Standard need?

Equal Gender representation creates:

- Inspiration for other women to join. Woman to woman effect – not the least in developing countries
- A level playing field in markets throughout the world
- Standards define requirements - making compliance with themes and/or principles understandable by concrete guidance – women's presence is of importance



standICT.eu 2026

ICT Standardisation Observatory and Support Facility in Europe

Thank you

viveka@bondeadvokater.com
www.bondeadvokater.com



To find out more visit:
standict.eu



Stay in touch on Twitter
[@Stand_ICT](https://twitter.com/Stand_ICT)



Join us on LinkedIn
linkedin.com/in/standict

