





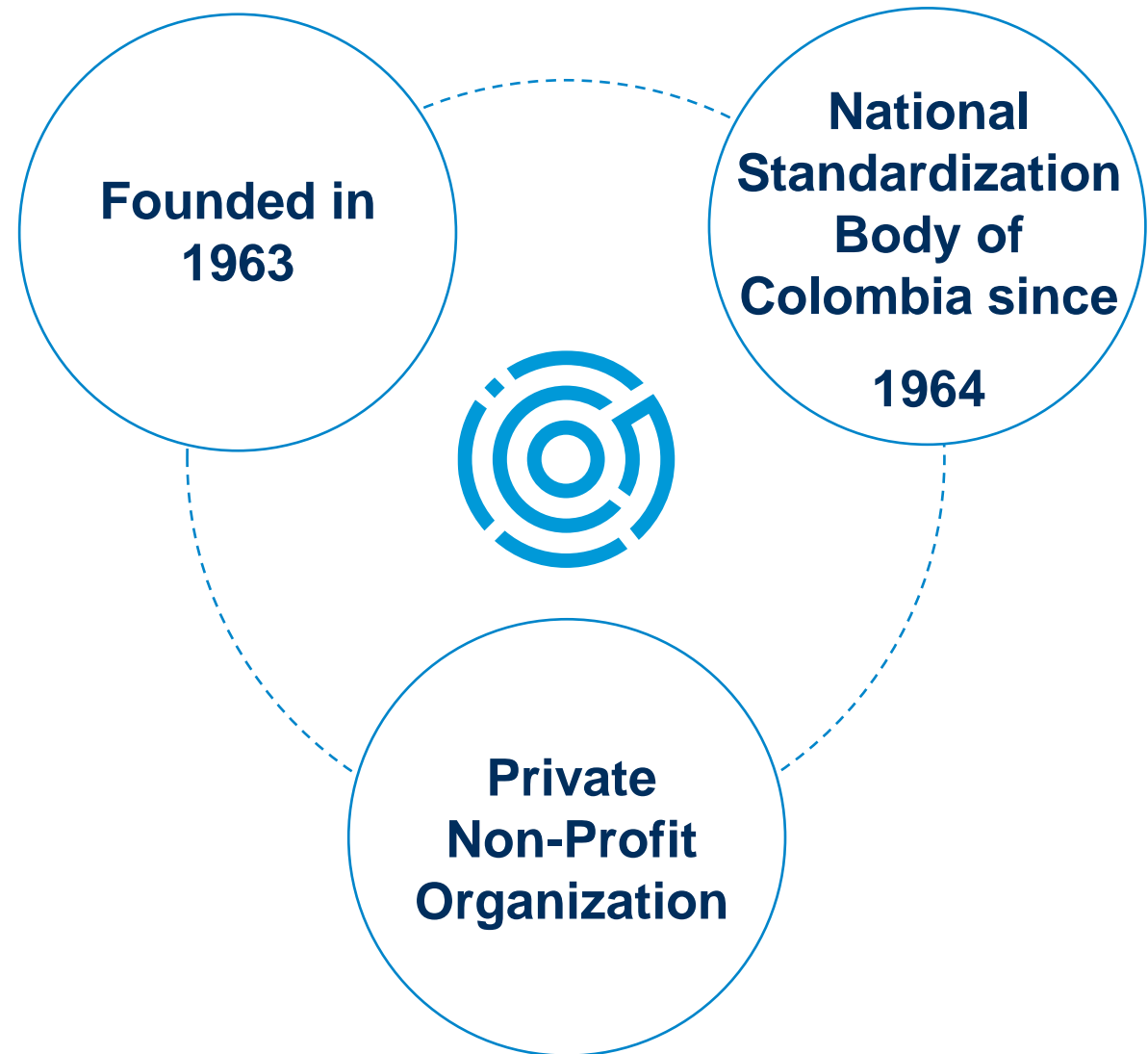
icontec



**Institutional Present**



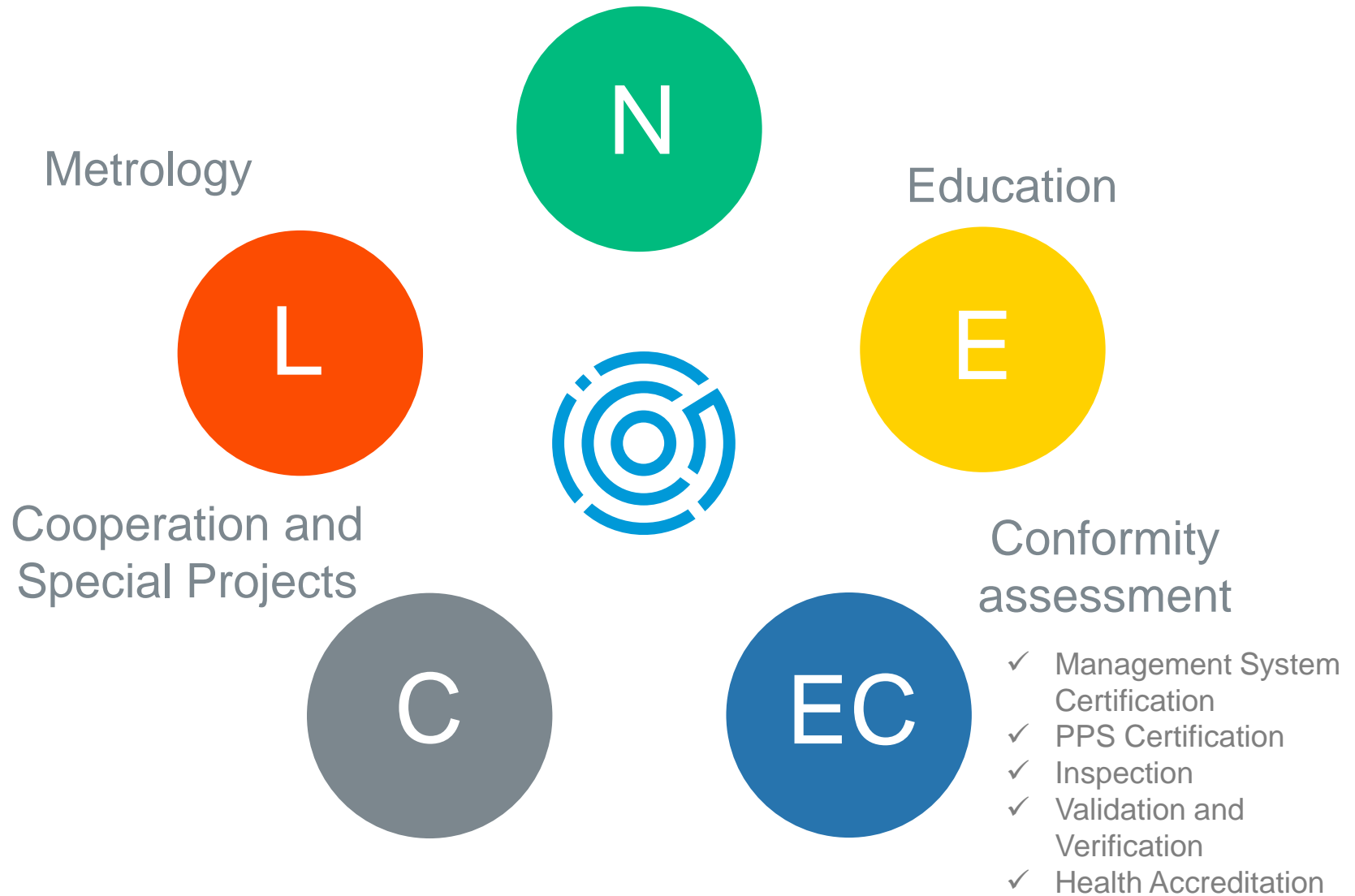
# About us



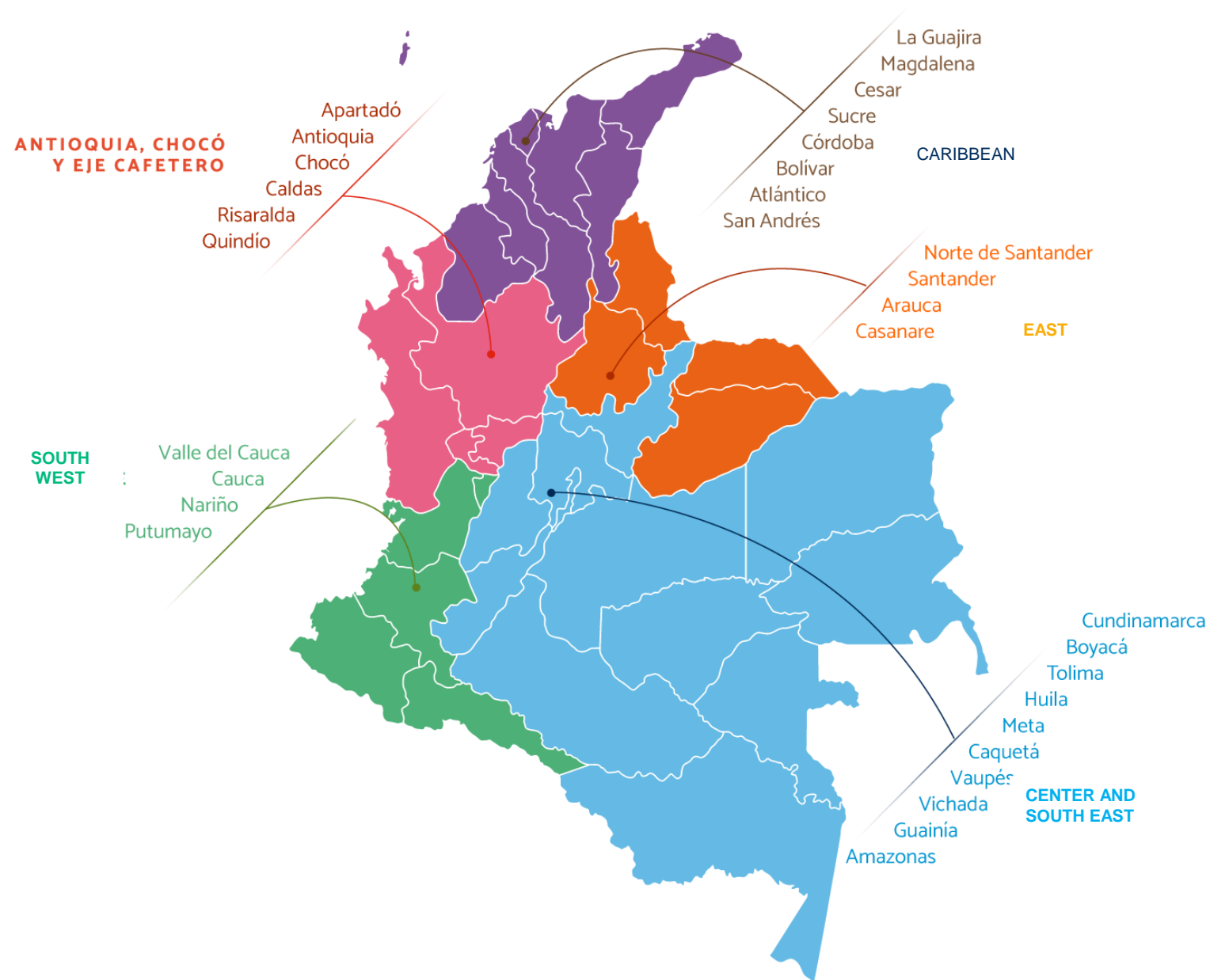
# About us

## Technical Units

## Standardization



# Our presence in Colombia



# Our Presence in North America and South America



# Background- Adriana Alonso- Gender focal point

ADRIANA MARÍA ALONSO ROZO – Colombia

Master in Business Administration with an emphasis in marketing, and Specialist in Quality Management from Eafit University. Chemical Engineer. Regional Director, Icontec. Scholarship holder of “Women in Management”, Luleå University of Technology, Sweden. Member of the RedWIM coordination team. Coordination in Colombia of the preparation of ISO 26000 Guide and ISO 20400 for sustainable procurement; teacher and lecturer in national and international forums about social responsibility and gender equality.

# Gender equity at ICONTEC: Icontec signed the Declaration on Gender Responsive Standards



# Gender equity at ICONTEC:



Icontec supported Colombian Government in the development of the Gender Equity standard (2016 – 2018). This standard is applicable to all type of organizations



Icontec supported Regional Government ( Antioquia) in the development of the Gender Equity for SME standard (2018 – 2019). This standard is applicable to Small and Medium Enterprises (SME)



Icontec supported Regional Government (Medellin) in the development of the Good Practices of Gender Equity standard. (2019 ). This standard is applicable to all type of organizations

# Our Figures:



At Icontec, we have 491 employees :  
55% women and 45% men.



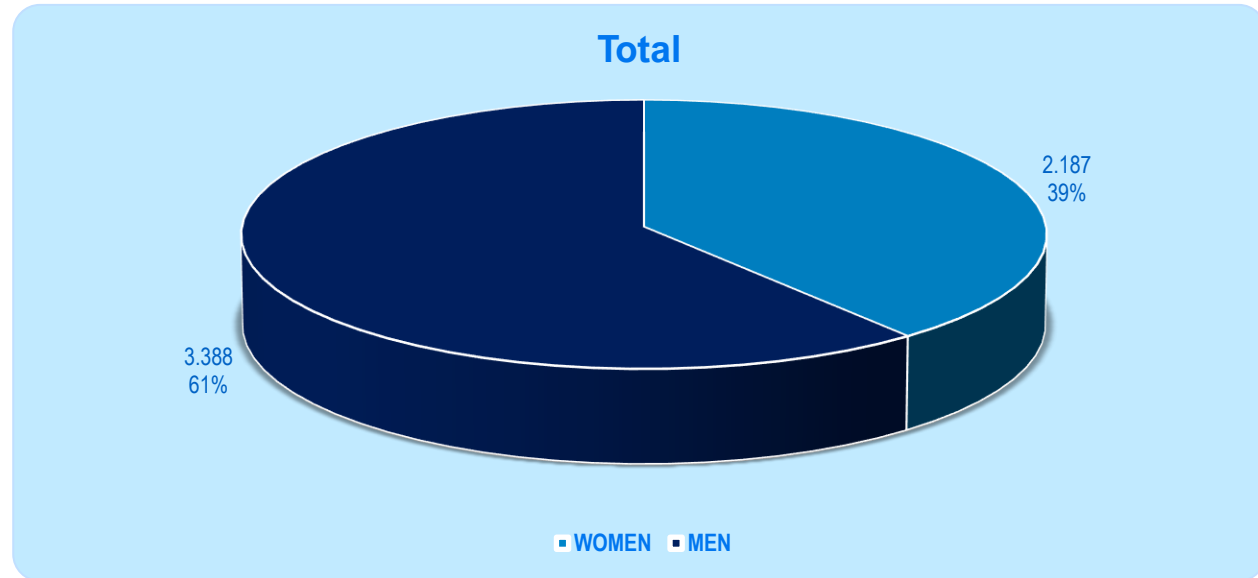
At Icontec, the leaders group has 50%  
women and 50% men.



## SOME FIGURES :

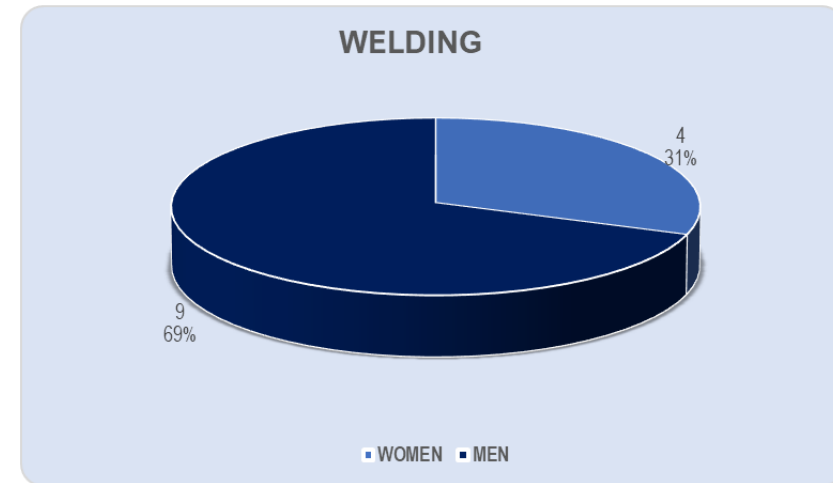
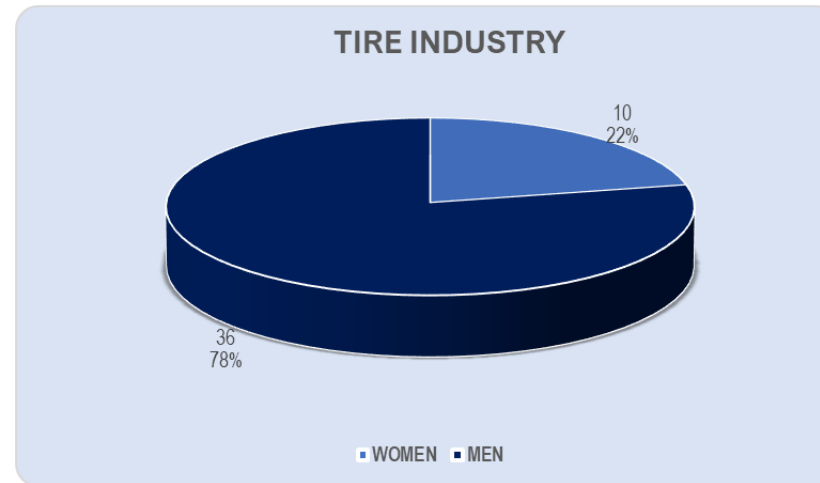
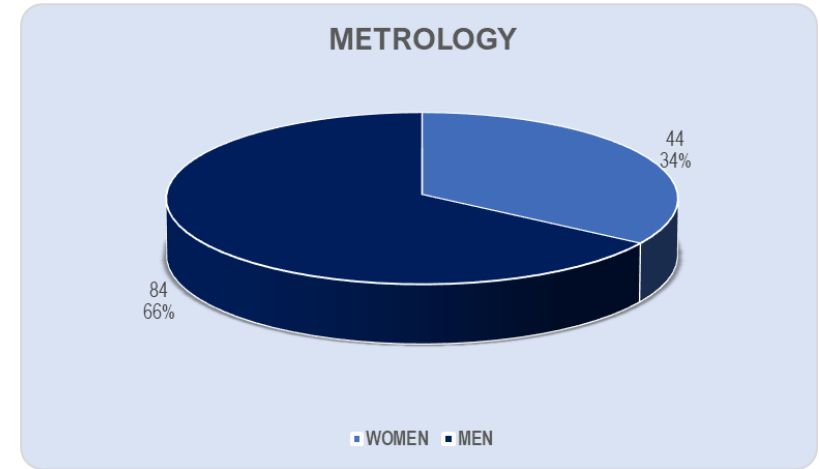
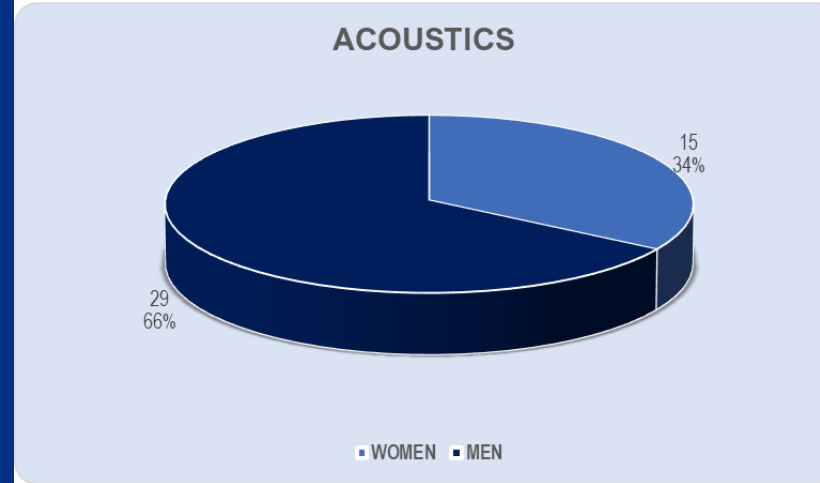
265 Technical  
Committees :

61% Men  
39% Women



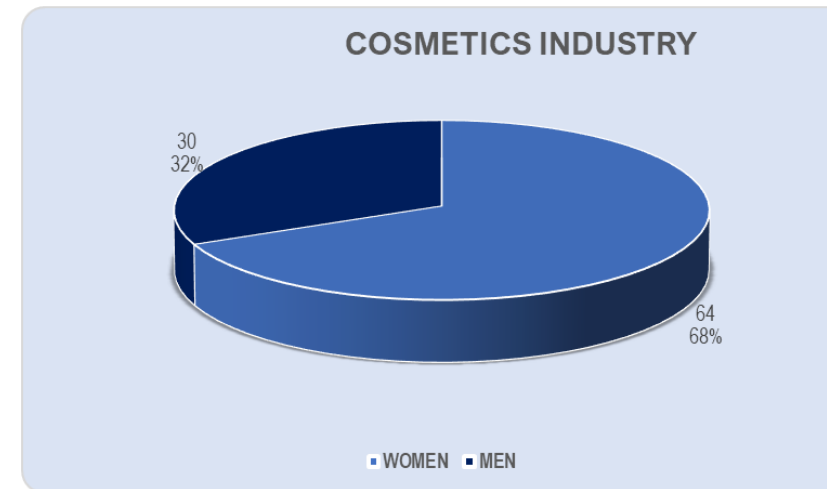
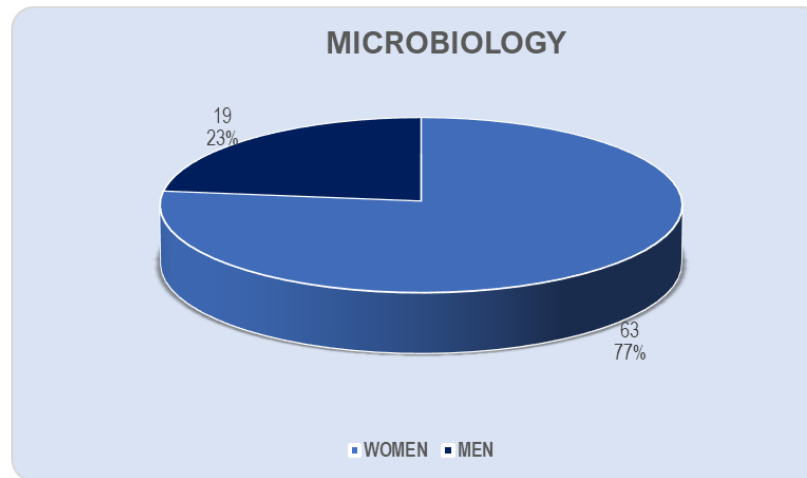
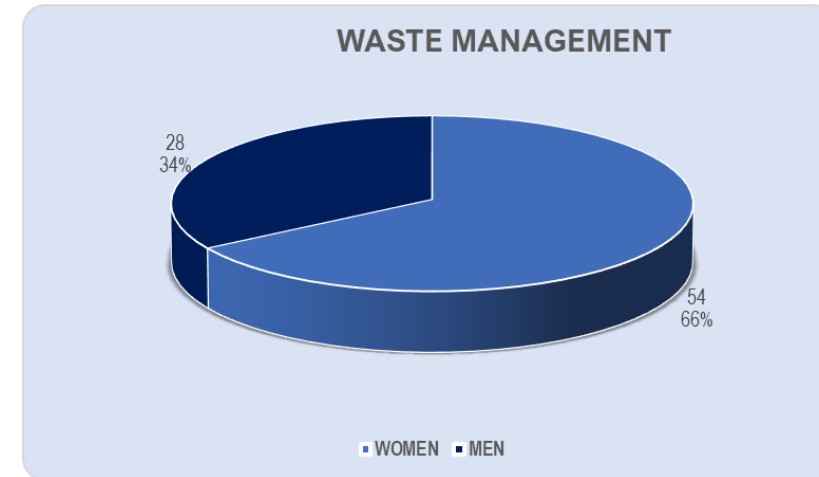
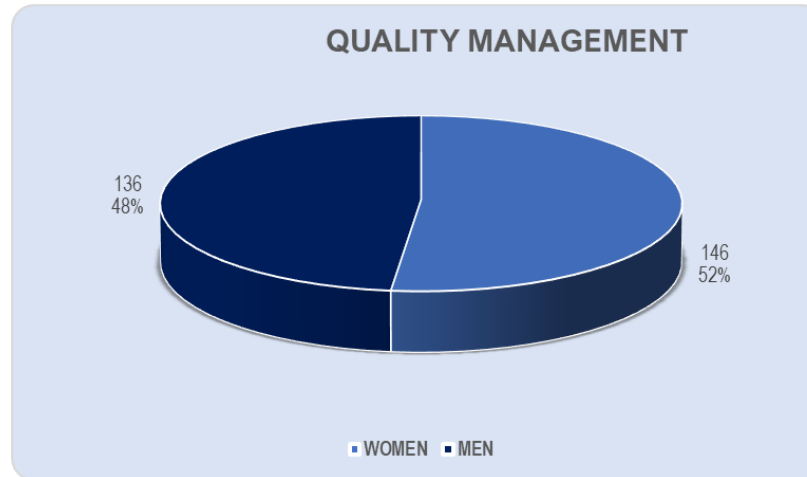
## SOME FIGURES :

### Examples of Technical Committees with male-dominated participation



# SOME FIGURES :

## Examples of Technical Committees with female-dominated participation



# Comments:



Gender distribution in technical committees, is similar to the gender distribution of many organizations. Those committees with more female participation correspond to “female dominated sectors”.



Although female participation has increased in technical committees, we can see a minority participation of women in male-dominated subjects.



Icontec is working to increase the leadership and participation of women in technical committees.

# Our action plan:



To encourage organizations with seals in gender equity, to promote more female participation in technical committees. Especially in male-dominated sectors.



To promote gender equity in technical committees , through gender equity information and training.



Icontec is working to increase the leadership and participation of women in technical committees.



# Thank you!

[icontec.org](http://icontec.org)

