

## Action Plan for Gender Equality - AMANORM Mali 2024 - 2026

Number	Activity/Output	Measures and Actions	Indicators	Target Value	Calendar (years) or months	Owner and Responsibilities	Comments
<b>Outcome 1: Data collection for gender profiling</b>							
<i>GAP objective: Collect data, including statistics, involving men and women, especially at the level of standardisation</i>							
1	Collection of gender-disaggregated data from management, staff, technical committees (TC), working groups (WG) and mirror committees (MC)		Percentage of women and men involved in the standards development process  Number of men and women in management positions	30% of women and 70% of men are involved in the standardisation process	2 years	AMANORM  Member of the WGs, TCs, and MCs	Target values in line with Malian legislation
2	Identification of the structures, organisations and groups working towards gender equality		List of stakeholders involved in promoting gender equality	90% of the structures involved in promoting gender equality are identified		AMANORM  Association for the Promotion of the Rights of Women (APDF)  National Institute for Statistics (INSTAT) Ministry for Women Children and the Family  National Directorate for Women, Children and the Family  Umbrella organisations of women who transform local products  Association of Women Engineers	

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3	National data on the male/female ratio		National data on the male/female ratio			AMANORM  INSTAT  Ministry for Women Children and the Family	
4	Regional and international gender data collection	<p>Seek out and identify its regional and international stakeholders in order to obtain their opinions and work together to harmonise their gender action plan.</p> <p>Collect data for the national institutes with regard to the male/female ratio in their field</p>	Number of organisations or NSBs with a gender action plan	5 NSBs and 03 organisations		AMANORM  ISO  ARSO  ECOWAS (ECOSHAM)  WTO	

**Outcome 2: Analyse the gender data**

*GAP objective: To have a clear picture of gender participation*

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1	Analyse the data on gender within the Agency's workforce		Analysis report	30% women for 70% men		AMANORM	Target values Compliant with the legislation
2	Analyse gender data relating to national experts		Analysis report	30% women for 70% men		AMANORM  Member of the WGs, TCs, and MCs	
3	Comparison of the data with the regional and international data		Comparison table			AMANORM	
<p><b>Outcome 3: Improved understanding and knowledge of gender equality standards in standardisation</b>  <i>GAP objective: Raise awareness of the concept of gender and gender-sensitive standards</i></p>							
1	Draw up an internal and external training plan on gender and the concept of gender-sensitive standards		Training plan	An internal and external gender training module exists		AMANORM	
2	Training workshop on the concept of gender and gender-sensitive standards		Training report	200 stakeholders (women and men) are trained on gender themes		AMANORM	
3	Update the agency's Marketing and Communications strategy to take gender into account	Development of gender promotion materials, gender-sensitive standards, etc.	Updated strategy document  Number of materials distributed			AMANORM	

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4	Use the Marketing and Communication strategy to promote the integration of stakeholders in regional and international trade		Updated strategy document for accessing markets other than the national market			AMANORM Ministry for Women CCIM PATRONA MIC	
<b>Outcome 4: Gender-balanced standards development process</b> <b>GAP objective: Balanced participation in the development of standards</b>							
1	Review the participation criteria to improve gender balance	Encourage the appointment of female experts at the level of the WGs, TCs, and MCs	Number of women and men in the agency  The terms are gender-neutral	Aim for the following balance - 60% male, 40% female participation		AMANORM  Members of the WGs, TCs, and MCs  Ministry	<ol style="list-style-type: none"> <li>1. The need to cooperate with the relevant ministries and associations</li> <li>2. The need to request the assistance of a gender specialist for the duration of the project</li> <li>3. Activities to be carried out in partnership with the Technical Committees for Standardisation (TCs)</li> </ol>

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2	Encourage the appointment of women as chairpersons of the WGs, TCs, and MCs		Number of women chairing the WGs, TCs, and MCs	10% of the Technical Committee presidents are women		AMANORM  Members of the WGs, TCs, and MCs	NB: Mali has already signed the UNECE declaration on gender-sensitive standards.
<b>Outcome 5: Existence of gender-sensitive standards</b>							
<b>GAP objective: Development of gender-sensitive standards</b>							
1	List the gender-sensitive standards in regional and international institutions		Compile a list of existing gender-related standards			AMANORM  ISO  ARSO  ECOSHAM	
2	Update the general standards development programme to include gender-sensitive standards	In the form expressing the needs, include a proposal to develop gender-sensitive standards	Gender-sensitive standards development programme			AMANORM  NTC  President of the TC	
3	Develop gender-sensitive standards		Number of standards developed in a gender-sensitive manner	10% of the standards have been developed with gender sensitivity in mind		AMANORM  NTC  President of the TC	
4	Draw up standards that take account of Mali's culture and customs		List of the standards required to meet the need			AMANORM  Ministry of Labour  ILO	

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<b>Outcome 6: Action plan follow-up</b> <i>GAP objective: Set up a committee to monitor implementation of the action plan</i>							
1	Validate the Action Plan		Action plan validated with the SMART objectives			AMANORM	
2	Creation of the Monitoring Committee		Management decision made to set up the monitoring committee			AMANORM	
3	Holding of Committee meetings		Meeting minutes, report			AMANORM	