



Presentation
on Gender-Responsive Standards and Standards Development
(GRSSD):
The Sierra Leone Standards Bureau(SLSB) Gender Action
Plan(GAP) for Sierra Leone.

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Introduction

- The concept of “Standards for the SDGs and Gender-Responsive Standards” is vital in building the capacity for the empowerment of women in various standardization bodies, regulatory bodies, policy makers, NGOs, UN organization, the University, and other private sectors all around the world.
- Gender responsive standards creates an awareness of having more women participation in standardization activities especially the need to have more women participation in technical committees (TC) meetings and voting rights in the development of standards, establishing a certification system, and promoting quality for goods and services.
- The UNECE, "Gender Responsive Standards Initiative", aims at providing a practical approach for standards bodies to take a step towards making the standards they develop and the standards development process they follow gender-responsive.
- The International Organization for Standardization (ISO), comprises of over 167 member states or countries and the SLSB is a member (since 2005).

- There is a challenge in having an adequate participation and representation of women in standardization activities all over the world.
- Thus, SLSB seeks to address this challenges by proactively focusing on initiatives that are expected to improve the participation of women in standardization activities, thereby enhancing gender responsive standards and standards development
- The Sierra Leone Standards Bureau (SLSB) in 2021 celebrated the ‘the World Standards Day on the theme ‘Our shared vision for a better world” and made a presentation on ‘how standards contribute in achieving the sustainable development Goals(SDGs). The SLSB has adopted/developed over 160 food and non-food National and International standards with the help of technical committees (TCs) members from the stakeholders and staff of the Bureau.
- The SLSB GAP will serves as a baseline for the Gender Lens wherein more women can give their technical expertise in the development of standards, technical regulations, and their uses; that can attain an effective tool in the SDG5 (i.e., Achieve Gender Equality and Empower all women and Girls) in Sierra Leone and the entire world.

The SLSB Act, Aims and objectives of a Gender Action Plans (GAP)

- Sierra Leone Standards Bureau was created by the Standards Act No.2 of 1996 (National Provisional Ruling Council Degree, Repeal and Amendment Act No.3 of 1996) came into force on the 18th december,1996. the Bureau became operational on the 24th January 2000 and carried along the function of the erstwhile Weights and Measures administration of the Ministry of trade and Industry.
- The aims and objectives of the Bureau includes the development of standards relating to products ,measurement, materials, processes and services and their promotion at National, Regional and international levels.
- The SLSB **action** plan on Gender Responsive Standards and Standards Development seeks to address women's representation in SLSB the leadership positions, technical committees for standards development and working groups in the filed of metrology, testing ,certification and Inspection departments.

The SLSB Gender Action Plan (GAP) 2022 -2025

The following are the SLSB GAP for 2022-2025:

1. The collection of data on gender representation at different levels;

- SLSB Directorate
- Working Groups
- Technical Committees (TC) [Managers, Chairs, Secretaries, and Experts]
- SLSB Managers

2. To collect case studies and Best Practices on Standards(ISO and SLS) in support of gender equality

- The SLSB Gender Action Plans and applicable policies and processes to support gender equality and women's empowerment in standardization activities

3. To assess the gender responsiveness of SLS standards

- to improve the understanding of the possible gender implications of selected SLS Standards
- to create tools for supporting the TCs and WGs in ensuring that the standards they adopt/develop or revise are gender - responsive

4. To raise awareness on standards in support of gender equality and women's empowerment

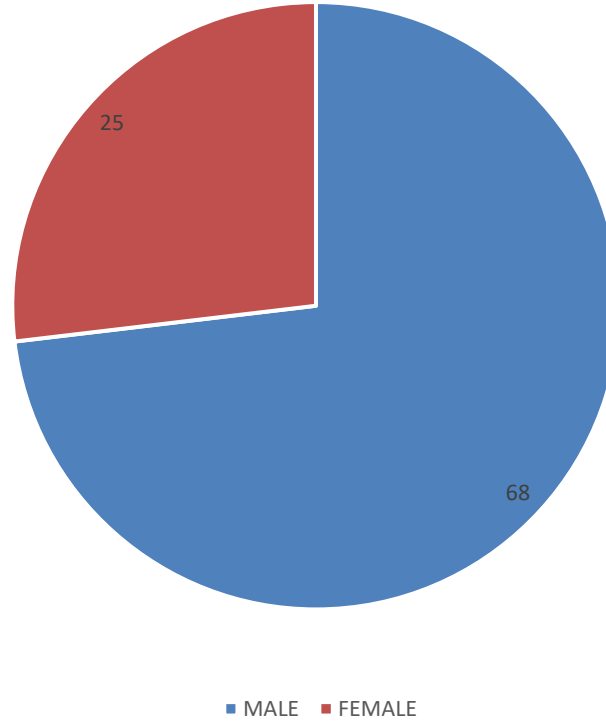
- improve the understanding and knowledge of standards in support of gender equality and empowerment of women.

5. SLSB'S Policy on Gender

- define long-term objectives related to gender equality and women's empowerment.

Graph showing Gender Representation at the SLSB

Gender representation at the SLSB
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Women's Representation at the SLSB Standardization

Presently Situation (2022)

1. Women Leadership position at SLSB
 - Manager is 10%
 - Supervisors is 20%
 - Senior Scientific Officers is 20%
 - Scientific Officers is 30%
2. Women representation SLSB Committees is 20%
3. Women representation SLSB Working Groups is 20%
4. Women representation SLSB TC Committees and Sub-TC Committees is 20%

Projection from (2022 to 2025)

Target 1 : Women Leadership position at SLSB is 35%

Target 2: Women representation SLSB Committees is 40%

Target 3: Women representation SLSB Working Groups is 35%

Target 4: Women representation SLSB TC Committees AND Sub- TC Committees is 40% over a period of three (3) years.

Photos during TC meetings on the development of National or Sierra Leone Standards (SLS) Standards and the celebration of World Standards Day.



The Implementation process of the SLSB GAP in Sierra Leone

The SLSB GAP is driven mainly by the SLSB and its Implementation will involve the engagement of stakeholders from around the country in relation to the development of standards with economic, social, environmental and other priorities of the country.

The SLSB GAP will serve as a baseline for the Gender Lens wherein stakeholders' engagement will comprise of :

- **gender representation**
 1. General Demographic/Representation of staff
 - Women's representation targets within the leadership and management team is 30%
 - Women representation SLSB Committees is 40%
 - Women representation SLSB Working Groups is 35%
 - Women representation SLSB TC Committees and Sub- TC Committees is 40%
- **gender responsiveness in the development of national or SLS standards ,**
technical regulations, and their uses;
 1. Assess the Organogram of the SLSB and current programme of work on gender responsive standards
 2. training opportunities on gender responsive standards
- **standards promulgation, awareness raising and advocacy at all levels (in parliaments, MDAs, schools, universities, and public)**
 1. Stakeholders engagement on gender equality
 2. Promotional and marketing materials on gender responsive standards

Conclusions and Recommendations

- The SLSB GAP is driven mainly by the SLSB and will involve the engagement of stakeholders from around the country in relation to the development of standards with economic, social, environmental and other priorities of the country.
- The SLSB GAP ends with the official approval and publication of the GAP by the Executive Director and management of the Sierra Leone Standards Bureau.
- It is important to be reviewing the SLSB GAP regularly (preferably on an annual basis) to make sure it remains in line with current gender responsive conditions and stakeholders expectations.
- The SLSB is looking towards funding in the proper implementation of the SLSB GAP in Sierra Leone.

Thank You