

Instituto Nacional de Metrología - Colombia

GENDER DISTRIBUTION

Addressing and improving inclusivity and equity amongst INM staff

París, October 18th, 2019

Background

The Colombian government has a two decades Law (approved in 2000), which indicates that 30% of the Directive staff in Government must be women.

Currently (2018-2022), and for the first time, a woman is the Vice-president of Colombia: Marta Lucia Ramirez, expert in international trade and competitiveness.

INM was founded in 2011, and the new staff is evenly distributed among women and men

Liz Catherine Hernández Forero
Physics

Ivonne González Cárdenas
Chemistry

INM Instituto Nacional de Metrología de Colombia

El progreso es de todos Mincomercio

Background



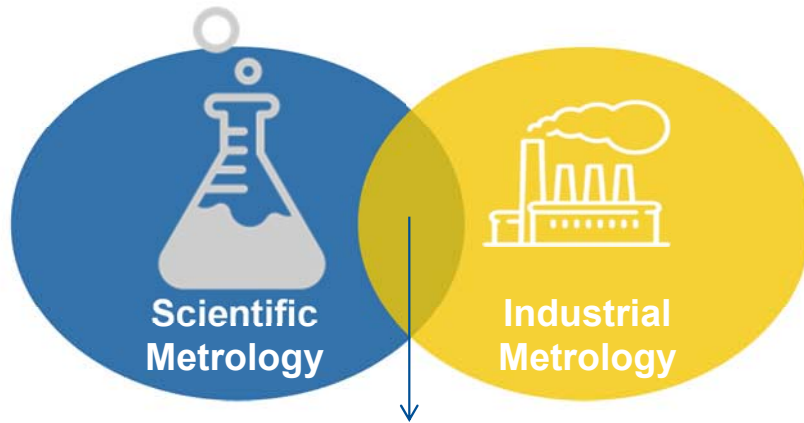
BOGOTÁ, 29 DE OCTUBRE DE 2019



This year, our Metrology Seminar, which will be held in October 29th, 2019, is dedicated to Women in Metrology

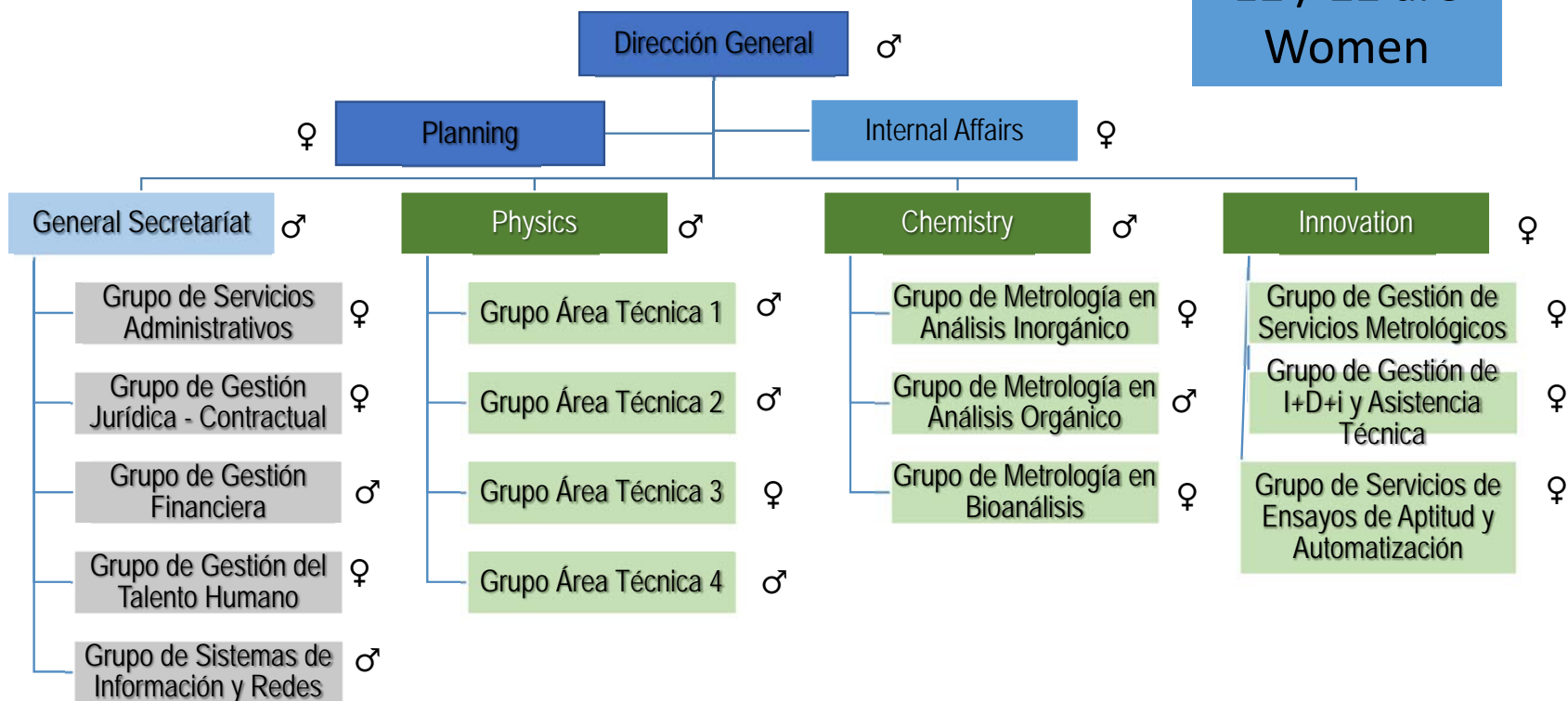


INM is 1 of 4 organizations of the Quality Infrastructure

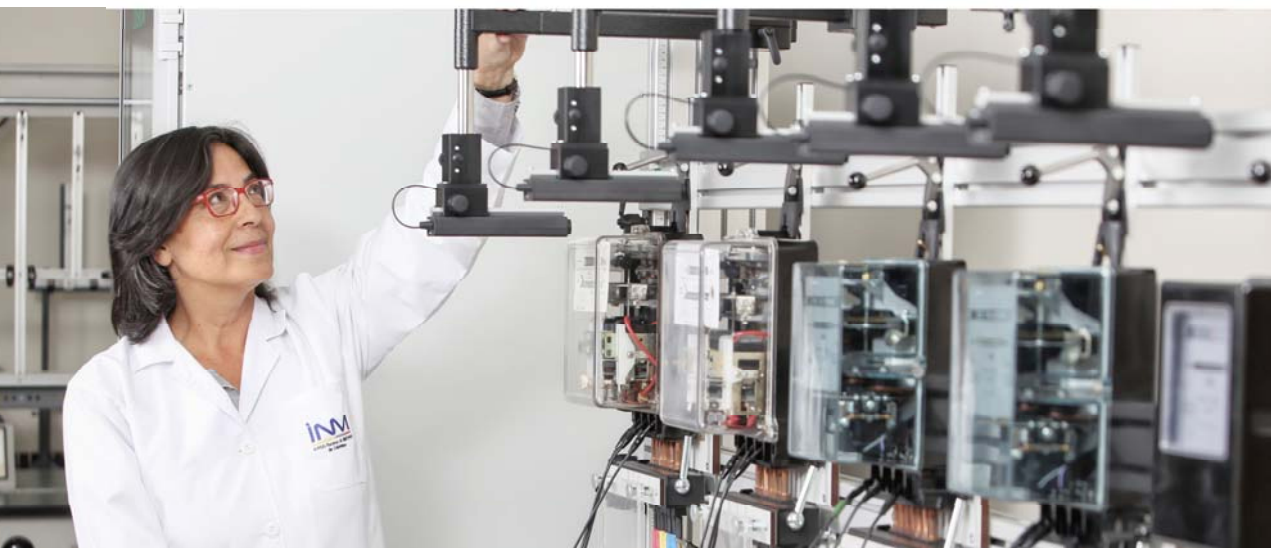


The INM Structure and Women in head

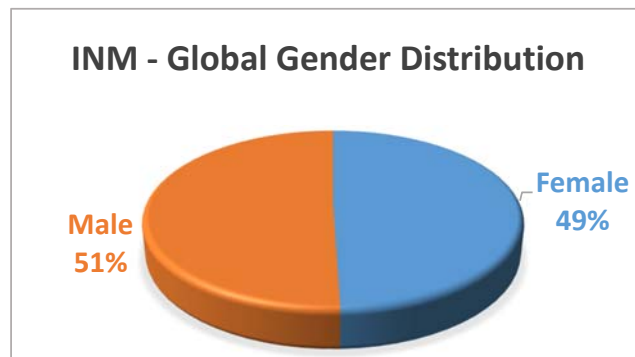
12 / 22 are Women



INM – Global Gender Distribution



Gender	#
Female	98
Male	100
TOTAL	198



INM Units	# Women	# Men	% Women
Head Office	2	3	40 %
General Secretariat	30	25	55 %
Chemistry	17	15	53 %
Physics	17	40	30 %
Innovation Dept.	25	13	66 %
Planning Office	5	4	56 %
Internal Affairs Office	2	-	100 %

INM Gender Distribution (Staff Structure)

Gender	#
Female	42
Male	60
TOTAL	102

INM Units	# Women	# Men	% Women
Head Office	2	3	40 %
General Secretariat	14	14	50 %
Chemistry	6	9	40 %
Physics	7	24	23 %
Innovation Dept.	8	6	53 %
Planning Office	3	4	43 %
Internal Affairs Office	2	-	100 %

INM Gender Distribution (Staff Structure)



INM Gender Distribution (short time contracts)

Gender	#
Female	56
Male	40
TOTAL	96

INM Units	# Women	# Men	% Women
Head Office	-	-	-
General Secretariat	16	11	
Chemistry	11	6	65 %
Physics	10	16	38 %
Innovation Dept.	17	7	71 %
Planning Office	2	0	100 %
Internal Affairs Office	-	-	-

INM Gender Distribution (Contractors)



Highlights



A large percentage of people in charge of working groups are women

We are working on having visibility for women: Dra. Chemi is our cartoon for a Chemist, and Ivonne is our Magazine Cover

The INM of Colombia has an equitable distribution of gender.

Despite that, still a lot to do.

