



World Organisation
for Animal Health
Founded as OIE

Gender Equity Plan

22 September 2022

Preamble

This Gender Equity Plan (GEP) outlines the Organisation's commitments and existing activities to promote gender equality through institutional and cultural change; pursuant to the guiding principles contained in WOA's Code of Conduct, in particular those under the "Tact and Courtesy" and "Use of Power" sections. It will support managers and staff to tackle any gender inequality, and secondly, to support structural change promoting gender equality.

WOAH aims to eliminate any existing barriers to gender equality, and more specifically, to fairness, diversity and inclusion. The Organisation seeks to remove factors limiting gender parity and individual progression. All measures are classified by the four below-mentioned, interconnected areas.

This is furthermore reinforced in the values and guiding principles of the Organisation's **Seven Strategic Plan 2020-2025** (adopted by the Assembly on 27 May 2021):

The management of the Organisation is founded on the following values:

- *recognising value in diversity: encouraging different points of view and seeking opportunities to leverage geographical, generational, cultural, gender and professional diversity,*
- *promoting fairness and inclusion: ensuring everyone works under the same rules and has the same opportunity to grow and succeed,*
- *encouraging trust: empowering everyone to take responsibility and holding oneself and others accountable to put words into action,*
- *instilling purpose: building pride in contributing to the mission of the Organisation and committing one's best efforts to effect change.*

WOAH is committed during its Seventh Strategic Plan to develop and implement a more comprehensive Equality Plan that also comprises equality, diversity and inclusion.

1 Principal objectives

WOAH implements this GEP via a series of specific actions based on the following five key objectives:

1. Raise awareness of gender equality and bias
2. Improve work-life balance across genders
3. Promote and support gender balance in management roles
4. Promote and support gender equality in recruitment and career progression
5. Prevent abusive behaviour of a sexist or sexual nature and take necessary action whenever allegation of misconduct

1.1 Raise awareness of gender equality and bias

Present the GEP to all staff and provide it to newly hired staff on joining:

Why: underscore to staff that gender equality and inclusion are a priority for WOA.

Aims: to raise awareness of gender equality and anti-discrimination principles within the Organisation.

How: by actively communicating on the GEP to all staff, at the beginning and throughout their employment with the Organisation. Sharing messages through senior management and with the Staff Representatives.

Indicators: number of staff members having received the GEP.

Results: increased staff awareness of organisation's commitments to gender equality and inclusion, including implementation, monitoring, and reporting.

Roll out training sessions on bias for all staff

Why: address current Organisational insufficiencies related to bias.

Aims: raise general awareness of gender equality and bias within the Organisation, by fostering a culture based on inclusive leadership to prevent discrimination and prejudice and enabling employees to feel valued regardless of their gender.

How: by organising training sessions on bias for all staff members delivered by experts. Efforts will also center on strengthening managerial skills to comprise effective management of a diverse group of individuals – regardless of gender, considering the unique characteristics of all staff in an empathetic and unprejudiced manner.

Indicators: number of staff members trained.

Results: gender and diversity are not subject to bias by employees.

Organise dedicated events on fairness, diversity and inclusion for all staff

Why: incorporate fairness, diversity, and inclusion in the Organisation's culture.

Aims: to promote discussions on fairness, diversity, and inclusion across the Organisation (Headquarters, Regional and Sub-Regional Representations).

How: by organising dedicated events on these priority topics for staff.

Indicators: number of events organised.

Results: raised awareness and increased dialogue on diversity, fairness and inclusion, and promotion of measures taken.

1.2 Improve work-life balance, thus improving the organisational culture

Promote work-life balance

Why: improving work-life balance can result in significant productivity improvements, reduced risk of professional related stress or burnouts, and greater well-being.

Aims: to apply the right to disconnect policy and the working from home policy.

How: by actively communicating existing policies. Dialogue with Staff Representatives to identify and address work-life balance issues, including those that may have a gender bias.

Indicators: number of staff with medical leave or communication with HR.

Results: greater staff retention and improved productivity.

Implement measures to facilitate parenthood

Why: encourage more equal career break sharing between parents/caregivers. Offer break times and dedicated facilities in the workplace for women who choose to breastfeed their children.

Aims: improve gender equality in the workplace.

How: by offering parenthood/caregiver support. By adjusting working hours for breastfeeding mothers and providing convenient dedicated areas with refrigerators.

Indicators: number of parental leave. Number of lactating facilities.

Results: Family-friendly policies enable parents and caregivers to provide the best start in life for their children and to better reconcile work and family responsibilities.

Incorporate gender issues in internal procedures and regulations

Why: Clear and updated procedures that consider gender equality.

Aims: advocate and enforce the principle of non-discrimination across the Organisation.

How: analysing and revised, where relevant, internal procedures.

Indicators: number of revised procedures that consider gender equality.

Results: promote gender equality and encourage adoption of best practices.

1.3 Promote and support gender balance

Support Organisational gender parity

Why: to achieve gender equality, diversity and inclusion in the workplace.

Aims: continue to reinforce the Organisation's management being gender parable.

How: by maintaining gender parity in management positions. By organising training sessions on bias for staff selection committee members.

Indicators: the number of women holding posts in managerial positions.

Results: Having or keeping a gender balance in leadership positions.

Support Organisational initiatives that centre on ensuring gender equity in programmatic implementation

Why: to apply a gender equity lens in the Organisation's programmatic interventions.

Aims: raise awareness of gender equality and bias within the Organisation, by ensuring that activities being implemented take stock of and considered gender.

How: by encouraging staff led initiatives such as the Gender Task Force and organising training sessions on bias for all staff members delivered by experts.

Indicators: the number of women holding posts in managerial positions.

Results: raised awareness and increased dialogue on diversity, fairness and inclusion. Gender is considered in programmatic planning and implementation.

1.4 Improve gender equality in recruitment and career progression

Monitor gender-related data and indicators internally

Why: by collecting data broken down by gender, WOAHA will assess the quantitative impacts of measures put into place to help employees progress in their careers.

Aims: monitor gender breakdown in all career-related areas (e.g. recruitment, promotions, etc.) for various staff categories and adopt corrective measures, if necessary.

How: by having a HR masterfile that tracks all HR data, including recruitment.

Indicators: annual monitoring and analysis of data collected.

Results: Career progression within the Organisation is not subject to gender biases.

1.5 Tackle abusive behaviour of a sexist and sexual nature

Enforce the Organisation's policy against moral and sexual harassment or abuse of authority

Why: sexist conduct and situations involving sexual harassment are complex issues that can arise in any working environment. It is important to support victims, encourage them to speak out, and explain systems in place for identifying and rectifying such situations.

Aims: enforce WOAHA's policy against moral and sexual harassment or abuse of authority

How: by providing information and eventually training on the policy. By publishing the Policy on Harassment, Sexual Harassment, and Abuse of Authority on website. By offering psychological support to victims through a psychological support line.

Indicators: number of reports issued and measures taken.

Results: Staff feel safe and protected to report any incident or to express his/her suffering and disagreement. Ensure that the Organisation is free from sexist and sexual violence.

2 Conclusion

WOAH consider gender equality as a critical issue for the Organisation. For this reason, the GEP will be subject to a continuous improvement process and linked with other relevant Organisational initiatives. WOAH will adopt a reflexive approach requiring constant effort to implement the needed policies, procedures, and instances to stimulate cultural change towards an even more gender equitable, diverse and inclusive Organisation.

This will require a collaborative approach. Group discussions with senior management, staff representatives, the gender taskforce and staff (headquarters and regional) will foster change, raise issues, address challenges and monitor improvements. Edits and revisions to this Plan will be made as necessary.