

Gender Parity at WMO

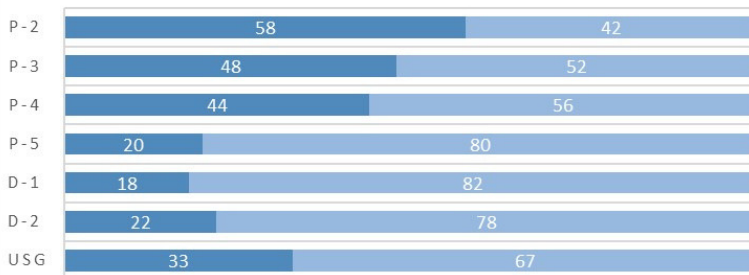
31 December 2007 - 31 December 2017

Attaining and sustaining progress in the equal representation of women requires a shift in culture and a strengthening of staff capacities to integrate gender equality throughout the organization and its work. Gender equality and the empowerment of women, for the United Nations, is a mandate on par with any other such as poverty alleviation or environmental protection.

% WOMEN AND MEN, BY LEVEL

AS OF 31 DECEMBER 2017

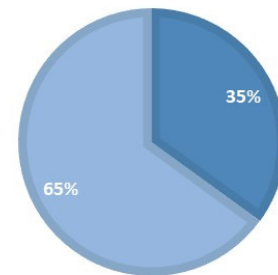
■ Women ■ Men



INTERNATIONAL STAFF, OVERALL BALANCE

AS OF 31 DECEMBER 2017

■ Women ■ Men

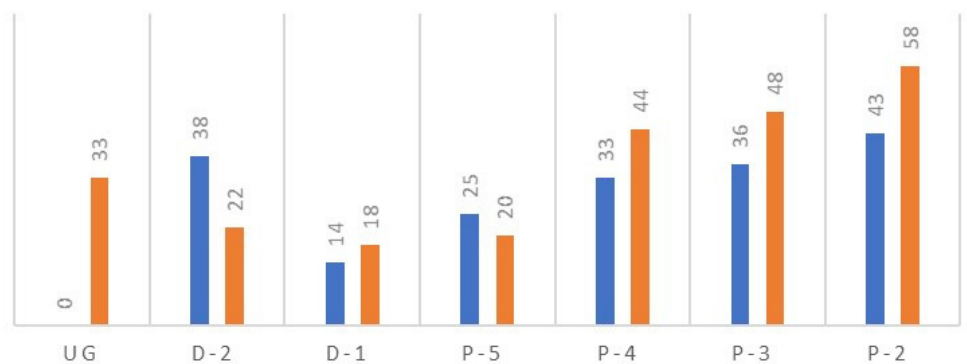


Trends: 2007-2017

- Between 2007 and 2017, gains were made in the representation of women at several levels at WMO.
- Between 2007 and 2017, female staff at the P-3 level increased by 12 percentage points. Female staff now account for 48 percent of all P-3 staff and have therefore reached parity.
- However, progress has not been sufficient. Female staff at the D-2 level dropped by 16 percentage points between 2007 and 2017. Women now represent only 22 percent of staff at the D-2 level.

COMPARISON BETWEEN 2007 AND 2017, % WOMEN BY LEVEL

■ 2007 ■ 2017



Way forward

- In 2017, the Secretary-General issued the [System-wide Strategy on Gender Parity](#) to operationalize system-wide efforts to advance this priority.
- The Strategy balances accountability with incentives, recognizes different starting points and challenges, and provides positive tools to empower and encourage staff and managers alike.
- It provides recommended actions across a range of areas including leadership, accountability recruitment, retention, talent management, senior appointments, mission settings and creating an enabling environment.
- To accelerate performance in this area, entities are encouraged to develop and implement unique implementation plans for the Strategy.

*The analysis is based on data provided by WMO as of 31 December 2017 and CEB data from 31 December 2015