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.

**Trends: 2007-2017**

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- 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.

**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*