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#WOAHGS

# A Gender strategy for WOAH: what do Members in the Middle East need?

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# Introduction

## Overview

- Introduction: Why do we need to talk about gender issues?
- Group Discussion
  - Three questions
- Plenary
  - The ways forward
  - Suggestions for how WOAH can help



**Gender:** The roles, behaviours, activities, and attributes that a given society at a given time considers appropriate for men and women. In addition, Gender also refers to the (often unequal) relationships between women and men, girls and boys, between women and between men.

**Gender equality:** The equal rights, responsibilities and opportunities of women and men, and girls and boys.

**Gender mainstreaming:** The process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. The primary objective behind gender mainstreaming is to design and implement development projects, programmes and policies that:

1. Do not reinforce existing gender inequalities (Gender Neutral)
2. Attempt to redress existing gender inequalities (Gender Sensitive)
3. Attempt to re-define women and men's gender roles and relations (Gender Positive/Transformative)



Insights from the Gender  
Panel Discussion and the  
Side Event held during the  
92<sup>nd</sup> General Session 2025

Discussions across two side events revealed that **Veterinary Services (VS)** **worldwide share common challenges**, regardless of geography or cultural context.

- **Feminization of the profession** has reshaped the workforce, bringing both opportunities and gender-specific challenges such as persistent stereotypes, risks of harassment and insecurity during fieldwork, and limited access for women to decision making roles.
- **Declining attractiveness of the profession** is linked to systemic issues, including insufficient government funding and limited recognition of the sector's economic importance
- **Growing demand for better work-life balance** reflects shifting expectations about career and personal well-being



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Group Sessions

# Group Sessions

Divide in groups and discuss the following:

- «current priorities»
- «actions taken»
- «looking ahead»





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Group Sessions

**Current priorities for WOAH Members:** What recent changes (positive or negative!) and ongoing challenges around gender equality in the animal health sector require the most urgent attention?

**Actions Taken by WOAH Members:** What policies, programmes, or initiatives have been implemented to address these priority issues?

**Looking ahead:** What should WOAH's Gender Strategy include to address Members' needs?





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# Thank You

Recognising gender differences  
in Veterinary Services:  
unlocking success



Do you know...?

The percentage  
of women  
veterinary  
professionals  
in your country?

What roles men  
and women play  
across the animal  
health value  
chain?

What share of  
animal farming  
is managed  
by women?

What barriers  
women face  
simply because  
they are women?

Why does it matter for  
the performance of your  
Veterinary Services?

World Organisation  
for Animal Health

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