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#WOAHGS

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

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26 November 2025



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Overview

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



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Key definitions

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)



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Insights from the Gender
Panel Discussion and the
Side Event held during the
92nd 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 WOAHA 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 WOAHA Members: What policies, programmes, or initiatives have been implemented to address these priority issues?

Looking ahead: What should WOAHA'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?

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For any inquiries, please contact m.buchy@woah.org