WEMC
World Energy &
Meteorology Council

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Gender Equality Plan (GEP)

Version: September 2025

1. Introduction

The World Energy & Meteorology Council (WEMC) is committed to promoting gender equality and fostering an inclusive and diverse working environment. This Gender Equality Plan (GEP) sets out a comprehensive framework to support gender mainstreaming across all aspects of the organisation.

As an international, science-driven organisation working at the intersection of climate, energy, and society, WEMC recognises that diverse perspectives and inclusive participation are fundamental to delivering impactful, responsible and equitable science and services.

The GEP is a 'living document', approved by WEMC's Managing Director, and is reviewed annually, being updated if needed. It outlines our objectives, targets, and measures, covering governance, staffing, research, training, and organisational culture.

2. GEP Building Blocks (Process-related Requirements)

2.1 Publication

This GEP is publicly available on the WEMC website and has been signed off by the Managing Director. It will be included in official documents and internal communications, ensuring visibility and accountability.

2.2 Dedicated Resources

WEMC has designated a Gender Equality Officer (GEO) within its core team, currently the Managing Director. The GEO is responsible for coordinating GEP implementation and monitoring progress.

2.3 Data Collection and Monitoring

WEMC will periodically collect and analyse sex-disaggregated data annually across staffing levels, recruitment, promotions, remuneration, and participation in research and decision-making. Progress will be assessed using indicators aligned with standards such as those used by Horizon Europe. Key indicators include:

- Gender distribution by role and grade
- Pay gap by gender
- Gender balance in project leadership and publications
- Representation in advisory boards and committees

2.4 Training and Awareness

Annually at team meetings, all WEMC staff will be briefed on gender equality, including unconscious bias, inclusive language, and anti-discrimination.

3. Content-related Measures

3.1 Work-life Balance and Organisational Culture

WEMC encourages flexible working arrangements, including hybrid and part-time options, to accommodate personal and family responsibilities. Staff are entitled to parental leave and supported during reintegration. Key initiatives:

- Clear policies for remote and flexible work
- Family-friendly scheduling of meetings (ideally within the WEMC core hours: 10:00–16:00 UK time)
- Annual staff survey to assess work-life balance and job satisfaction

3.2 Gender Balance in Leadership and Decision-making

WEMC aims to ensure gender balance across leadership roles, project leads, and committees. Although the current board is small, gender parity is a guiding principle for future appointments. Measures include:

- Minimum one third representation of each gender in leadership positions by 2027
- Gender criteria considered in the nomination of session chairs, speakers, and steering committees

3.3 Gender Equality in Recruitment and Career Progression

All recruitment processes use inclusive job descriptions, gender-neutral language, and diverse selection panels. Job ads encourage applications from under-represented groups. Career progression is reviewed annually to detect any gender bias. Actions:

- Blind screening of CVs
- Gender representation on all interview panels
- Mentoring programmes for early-career researchers

3.4 Integration of the Gender Dimension in Research Content

WEMC encourages the integration of sex and gender analysis in energy-climate research. This is particularly important for user engagement, vulnerability assessments, and policy impact. Relevant projects in future will:

- Consider gender-specific impacts of climate risk
- Disaggregate end-user feedback by gender where feasible
- Promote inclusive design in climate services

3.5 Measures Against Gender-based Violence, Including Sexual Harassment

WEMC maintains a zero-tolerance policy towards gender-based violence and harassment. All staff must adhere to the principles of this GEP. Reporting mechanisms are confidential, with clear investigation procedures and support services.

Annual briefings (see 2.4) will cover relevant anti-harassment training. The GEO is the designated confidential contact point for any complaints. If those are against that individual, then the contact point is the external CFO.

4. Governance, Evaluation and Continuous Improvement

4.1 Governance

The GEO will periodically liaise with external experts to ensure the GEP aligns with best practices.

4.2 Evaluation

Progress will be monitored via annual reports and reviewed in internal meetings. Adjustments to the GEP will be based on:

- Analysis of collected data
- Feedback from staff surveys
- Changes in EU or national guidance

4.3 Continuous Improvement

WEMC is committed to continuous learning and improvement. The GEP will evolve to reflect:

- Organisational growth
- New research needs and gender-related challenges
- Feedback from stakeholders and users

5. Conclusion

WEMC's GEP formalises our commitment to gender equality as a core principle. By promoting inclusive policies and fostering an equitable environment, we aim to maximise innovation, scientific excellence, and social relevance across our climate-energy mission.

Signed by the Managing Director:

Dr Alberto Troccoli ..... **Date: 22 September 2025**