

GENDER EQUALITY PLAN

World Resources Forum Association
2026



The World Resources Forum Association (WRFA) is an independent non-profit international organisation that serves as a platform connecting and fostering knowledge exchange on resources management amongst business leaders, policy makers, NGOs, scientists and the public.

WRFA is committed to promoting gender equality across all its activities, including governance, employment practices, research, and stakeholder engagement. WRFA has therefore adopted a Gender Equality Plan (GEP) applicable to all staff and organizational activities. The GEP establishes principles and measures to ensure equal opportunities, prevent discrimination and harassment, and promote an inclusive working environment.

Implementation is overseen by a designated Gender Equality Officer, with monitoring carried out on an annual basis through defined indicators and internal reporting processes. The GEP is publicly available and regularly reviewed to ensure its effectiveness and alignment with organizational practices.

Contact Information:

WRF Secretariat
Lagerhausstrasse 9
8400 Winterthur
Switzerland

Phone + 41 71 554 09 00

info@wrforum.org

www.wrforum.org

Table of Contents

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1.	Introduction and Purpose.....	4
2.	Scope and Objectives	5
3.	Governance and Implementation	6
3.1.	Responsibility.....	6
3.2.	Dedicated Resources	6
3.3.	Monitoring and Review	6
4.	Processes	7
4.1.	Accessibility as Public Document.....	7
4.2.	Data Collection and Monitoring	7
4.3.	Training and Awareness	7
5.	Thematic Areas and Measures	8
5.1.	Gender Balance in Leadership and Decision-Making	8
5.2.	Gender Equality in Recruitment and Career Progression	8
5.3.	Integration of Gender Dimension in Research and Activities	8
5.4.	Prevention of Gender-Based Violence and Harassment	9
6.	Monitoring and Reporting Framework	10
7.	Communication and Visibility.....	11
8.	Formal Approval.....	12
9.	Terms and Definitions	13

1. Introduction and Purpose

The World Resources Forum Association (WRFA) is committed to promoting gender equality across all its activities, including its internal operations, partnerships, research projects, and public engagement. As an international non-profit organisation based in Switzerland, WRFA recognises that gender equality contributes to excellence, fairness, and innovation in advancing its mission of promoting sustainable and equitable resource governance worldwide.

Promoting gender equality is an essential component of responsible organisational governance and contributes to more inclusive decision-making, stronger institutions, and more effective collaboration. WRFA therefore seeks to ensure that all individuals have equal opportunities to participate, contribute, and advance within the organisation.

This Gender Equality Plan (GEP) establishes WRFA's framework for promoting gender equality. It defines the scope, objectives, governance structure, implementation processes, and thematic areas for gender equality measures across the organisation's activities. The plan also introduces a monitoring framework to track progress and support continuous improvement.

2. Scope and Objectives

The GEP applies to all WRFA staff and collaborators.

Its main objectives are to:

- Ensure gender equality and equal opportunities across all employment practices;
- Promote a respectful, inclusive and non-discriminatory organisational culture;
- Prevent gender-based discrimination and harassment through a zero-tolerance approach;
- Strengthen the integration of gender perspectives into WRFA's programmes, projects, and partnerships;
- Promote the use of gender-inclusive language in internal and external communications.

3. Governance and Implementation

3.1. Responsibility

Implementation of this plan is overseen by the Gender Equality Officer (GEO), appointed from among WRFA's staff, and supported by the Managing Director. Together, they coordinate monitoring activities, awareness initiatives, and reporting to the WRFA Board. The Managing Director ensures that gender equality considerations are integrated into organisational governance and decision-making processes.

3.2. Dedicated Resources

Implementation of the GEP relies on:

- Allocation of staff time annually for gender equality actions, including data collection, monitoring, reporting, and training coordination;
- Access to external expertise, trainers, or advisory services when needed;
- Integration of gender equality considerations in relevant project proposal and organisational activities.

3.3. Monitoring and Review

Progress in implementing the GEP will be reviewed annually based on available staff data and relevant organisational activities. Findings and updates are shared internally with WRFA staff and presented to the WRFA Executive Board and General Assembly. This process enables the organisation to track progress, identify areas for improvement, and update measures where necessary.

4. Processes

4.1. Accessibility as Public Document

This GEP is a formally approved and signed document by WRFA's top management, and published on WRFA's official website in English. The document is written in clear and accessible language to ensure transparency and accountability.

4.2. Data Collection and Monitoring

WRFA collects sex-disaggregated data annually in order to monitor progress on gender equality.

The following indicators are tracked:

- Total staff composition by category;
- Representation in leadership and governance bodies;
- Recruitment processes and contract renewals;
- Participation in projects and key WRFA activities.

A short Gender Equality Plan implementation report is prepared annually and shared internally.

4.3. Training and Awareness

WRFA promotes awareness and capacity building on gender equality through:

- Periodic awareness sessions for staff on gender equality, inclusion, and unconscious bias;
- Inclusion of gender sensitivity and harassment prevention topics in onboarding processes for new employees and interns;
- Access to relevant online resources and external training opportunities, when relevant.

5. Thematic Areas and Measures

5.1. Gender Balance in Leadership and Decision-Making

Objective: Guarantee fair representation in governance and leadership roles.

Measures include:

- Striving for balanced gender representation within the WRFA Board and management-level roles;
- Ensuring gender balance in project leadership and external representation, including panels and events where possible;
- Encouraging leadership opportunities and participation for all staff members.

5.2. Gender Equality in Recruitment and Career Progression

Objective: Ensure fair and transparent recruitment and career development processes.

Measures include:

- Using gender-neutral and inclusive language in job postings and communication;
- Encouraging balanced candidate shortlists whenever possible;
- Ensuring that recruitment processes include at least one gender-aware trained person;
- Applying transparent evaluation criteria and providing feedback to applicants when appropriate.

5.3. Integration of Gender Dimension in Research and Activities

Objective: Integrate gender considerations into WRFA's projects and outputs where relevant.

Measures include:

- Including a gender dimension check during project proposal development and internal review process;
- Encouraging the inclusion of gender-related indicators in project monitoring frameworks when relevant;
- Sharing good practices with project partners to promote gender-sensitive research, communication and stakeholder engagement.

5.4. Prevention of Gender-Based Violence and Harassment

Objective: Ensure a safe, respectful, and supportive work environment.

Measures include:

- Appointment of a confidential contact person for staff members to report concerns;
- Provision of information on relevant support services available in Switzerland;
- Periodic awareness reminders and communication to maintain vigilance and reinforce organisational standards.

6. Monitoring and Reporting Framework

Area	Indicator	Frequency
Staff composition	% women/men by staff category	Annual
Leadership and decision-making	% women/men in board and management roles	Annual
Recruitment	Gender balance in applications and hires	Annual
Training	% staff trained on gender equality and bias awareness	Annual
Gender dimension in projects	% projects with gender aspects addressed	Annual

7. Communication and Visibility

The GEP is publicly accessible on WRFA's website. All staff members are informed about the plan during onboarding. Progress and updates are presented annually to the WRFA Board. WRFA also participates in networks, partnerships, and research initiatives that promote gender equality in sustainability, research and innovation.

8. Formal Approval

This Gender Equality Plan is formally approved by the World Resources Forum Association's Managing Director and President and is effective as of 20 April 2026.



Dr. Mathias Schluep
Managing Director,
WRFA



Dr. Bruno Oberle
President,
WRFA

Date: 20 April 2026

Location: Winterthur, Switzerland

9. Terms and Definitions

Gender: roles, behaviours, activities, and attributes that a given society at a given time considers appropriate for men and women

Gender-based discrimination: intentional or unintentional unfavourable treatment of a person or a social group on the basis of their gender and gender stereotypes assigned in a social and cultural context which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise of their rights

Gender-inclusive language: oral and written language not perpetuating gender stereotypes and making women and men in all their diversity visible by proactively and equitably using all available syntactic rules, lexical fields and choices of word enabling the use of feminine and masculine forms when they differ and gender-neutral terms.

Gender equality: equal rights, responsibilities and opportunities for women and men and girls and boys

Gender balance: relates to a proportional participation of women and men in all areas of work, programmes, and projects. That participation should be proportional to their share of the population.



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