



DECLARATION OF GENDER EQUALITY AND DIVERSITY IN HIDROMOD

- Hidromod performs several important tasks on behalf of government and private sector for national development objectives on hydrology, energy and extreme event forecasting.
- Hidromod acknowledges that gender equality and diversity are consistent with the United Nation's Universal Declaration of Human Rights (UDHR) (1948) and are thereby critical for all nations and for all administrations.
- Hidromod recognizes that gender equality and diversity are fundamental prerequisites for achieving sustainable development and inclusive growth.
- Hidromod supports Goal number 5 of the Sustainable Development Goals of the United Nations 2030 Agenda on achieving gender equality and empower all women and girls, and the WTO "Joint Declaration on Trade and Women's Economic Empowerment" (2017) that recognizes the contribution of inclusive trade policies to advancing gender equality, women's economic empowerment and the subsequent positive impact on socio-economic growth.
- Hidromod affirms that gender equality and diversity are key to ensure performance and quality of service within Customs, and thereby need to be considered in decision-making processes at all levels and continuously monitored to evaluate progress.
- Hidromod recognizes the importance for administrations to reflect the society which they serve, and to uphold strong values of good governance, transparency, representation and inclusion of all stakeholders and not tolerate discrimination of any kind.
- Hidromod recalls the efforts already taken by the company to advance gender equality and diversity in company, including the development of the Gender Equality Organizational Assessment Tool (GEOAT) and the Blended Training Package on Advancing Gender Equality and Diversity in company.
- Hidromod confirms the WCO's commitment to promote and advance gender equality and diversity in Customs by maintaining and enhancing its collaboration with other development partners and trade organizations on this topic; and
- Hidromod determines to collaborate to advance gender equality and diversity in company.

Hidromod declares that it:

1. Calls on company administrations to adopt a policy of non-discrimination on the basis of gender, ethnicity and/or any other grounds as stated in anti-discrimination laws in Member's respective countries. In this connection, it urges Members to ensure that employees be treated fairly based on performance and ability, and be awarded equal opportunities with regard to hiring, promotion, salary, benefits, disciplinary measures, termination and layoffs;

2. Encourages employees to share their experiences regarding the implementation of gender equality and diversity in company;

3. Encourages employees to share best practices related to monitoring and evaluation methodologies for assessing the progress on gender equality and diversity in company, including the collection of sex-disaggregated data, and to engage in voluntary reporting on the progress of this work;

4. Advocates for enhanced cooperation with relevant stakeholders on the topic of gender equality and diversity, including with other government agencies (OGAs), the private sector stakeholders (including associations representing women traders) and border associations, to foster a harmonized and coordinated approach in implementing a gender equal and inclusive company environment throughout the whole process;

5. Supports the promotion of work-life balance for employees, offering flexible work arrangements whenever possible, to promote a healthy work environment for staff;

6. Underlines the importance of preventing any type of harassment and/or gender-based violence in all areas, among staff or committed by staff towards the public and vice versa;

7. Encourages employees to continue promoting leadership development opportunities for women and other under-represented groups through targeted initiatives such as mentor programmes; and

8. Encourages the employers, as a representative of the Hidromod, to commit to and share its policies on gender equality and diversity, as an encouragement to employees.

9. Hidromod calls on employers and the employees to implement comprehensive and sustainable policies, procedures and activities to promote gender equality and diversity in company in line with the commitments above. It also calls on Governments, the private sector and members of the international community to support gender equality and diversity.

In this regard, Hidromod intends to report on the progress towards the implementation of this Declaration on Gender Equality and Diversity in company on the occasion of Hidromod each year.
