

**MONITORING INDICATORS
IMPLEMENTATION OF THE WMO POLICY ON GENDER MAINSTREAMING**

WMO Framework for Action ¹	Indicators
1. Governance	
(i) Visible support, accountability and transparency from top-level management in ensuring gender equality	<p>1.1.1 WMO gender policy communicated to all staff at the Secretariat, Members and constituent bodies, including their gender focal points;</p> <p>1.1.2 Number of NMHSs with an action plan for gender mainstreaming (measured as 'in place and being implemented' /'in place but not implemented yet'/ 'not in place but under development' / 'not in place');²</p> <p>1.1.3 Number of WMO constituent bodies which have a formally established gender mainstreaming process (e.g. a resolution, decision, management group task, etc.);</p> <p>1.1.4 Proportion of male vs. female delegates at Congress and constituent body meetings;</p> <p>1.1.5 Proportion of male vs. female Permanent Representatives (PRs);</p> <p>1.1.6 Proportion of men/women participating in Technical Commission activities (as members of delegations, principal delegates, Commission members, working groups/task team members);</p> <p>1.1.7 Proportion of men/women on TC or RA Management Groups;</p> <p>1.1.8 Proportion of male/female principal members of the GFCS Intergovernmental Board on Climate Services (IBCS);</p> <p>1.1.9 Proportion of women/men elected to the IBCS Management Committee.</p>
(ii) Provision of adequate resources for gender mainstreaming activities in regular budget planning	<p>1.2.1 Financial resources available to carry out activities promoting gender equality (in CHF as per regular budget or voluntary contributions);</p> <p>1.2.2 Funds raised for gender mainstreaming activities (in CHF).</p>
(iii) Inclusion of gender equality in all communications and consultations with stakeholders	1.3.1 Gender equality requirement included in all communications regarding nominations of all sorts (e.g. commission members, fellows, etc.) and other relevant issues.

¹ Section 3.4, WMO Policy on Gender Mainstreaming, WMO-No. 1077, Abridged Final Report of Cg-16, Annex XII

² Section 3.5.2 of the WMO Policy specifically calls on NMHSs to develop action plans based on their local needs.

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(iv) Promotion of more clear communications between countries on gender equality issues	1.4.1 Number of gender activity forums organized by Regional Associations for gender focal points of their member NMHSs.
(v) Development of gender-sensitive human resource policies	1.5.1 Number of NMHSs with human resources policies and regulations that reflect WMO's or their own gender mainstreaming policy (measured as: 'in place and enforced' / 'in place but not enforced yet' / 'not in place but currently being created' / 'not in place').
(vi) Appointment of gender focal points at all WMO levels to address gender-specific issues	1.6.1 Number of Members with designated gender focal points.
(vii) Establishment of a mechanism to direct gender mainstreaming activities	1.7.1 Existence of a specialized body that oversees gender mainstreaming issues at the governance level.
2. Employment and Capacity Building	
(i) Implementation of gender-sensitive actions in the areas of recruitment, selection and promotion and balancing work with life	2.1.1 Number of NMHSs with gender mainstreaming action implemented in the areas of recruitment, selection, retention and promotion; 2.1.2 Proportion of men and women employed at NMHSs; 2.1.3 Proportion of men and women in senior management positions (P-5 and above) at the WMO Secretariat; 2.1.4 Proportion of men and women at professional (P) and administrative grade levels at the WMO Secretariat; 2.1.5 Percentage of women/men appointed to managerial and/or professional posts at the Secretariat; 2.1.6 (a) Ratio of recruited women / number of shortlisted female candidates; (b) Ratio of recruited men / number of shortlisted male candidates.
(ii) Implementation of gender-sensitive policies in terms of working conditions and the allocation of benefits	2.2.1 Number of NMHSs using flexible work arrangements, facilitative policies (e.g. maternity, paternity, adoption, childcare) and other relevant HR policies
(iii) Provision of equal opportunities for in-career education and training for the	2.3.1 Number of men/women granted a WMO fellowship / Number of male/female candidates for

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professional development of all staff	WMO fellowships; 2.3.2 Number of NMHS male/female staff trained.
(iv) Development and implementation of outreach programmes to promote meteorology and hydrology and related sciences as attractive careers for women and men	2.4.1 Number of NMHSs with outreach programmes for the promotion of meteorology and hydrology as attractive careers for women and men (measured as 'in place and being implemented' / 'in place but not implemented yet' / 'not in place but under development' / 'not in place') 2.4.2 Proportion of women actively contributing to the work of IPCC as (a) coordinating lead authors, (b) lead authors and (c) review editors; 2.4.3 Number of publications and other outreach materials
3. Enhanced Service Delivery	
(i) Consideration of the specific needs of women and men when providing timely and effective services	3.1.1 Number of NMHSs collecting data on the needs of vulnerable communities, including women and children 3.1.2 Proportion of men/women serving on NMHS governing and advisory bodies related to service delivery
(ii) Active involvement of women and men in designing services for users	3.2.1 Proportion of men/women heading the function of generation and delivery of weather, water and climate services in NMHSs; 3.2.2 Proportion of men/women involved in research in the development of user-oriented weather, climate and water services; 3.2.3 Proportion of female/male participants in GFCS regional workshops; 3.2.4 Proportion of female/male participants in GFCS national workshops.
(iii) Attention to gender equality when selecting participants for user forums	3.3.1 Proportion of male/female participants in user forums
4. Effective Monitoring and Evaluation	
(i) Collection and analysis of data on gender issues	4.4.1 Regular surveys on the participation of women and men in WMO activities conducted (e.g. one per financial period); 4.4.2 Gender analysis incorporated in strategic planning documents at the Secretariat, regional

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	<p>and national level;</p> <p>4.4.3 Systematic use of gender-disaggregated data for reporting and monitoring purposes.</p>
(ii) Annual evaluation of and feedback on progress in gender mainstreaming by NMHSs	4.2.1 Number of NMHSs feeding data into the WMO monitoring system for tracking progress in implementation of WMO Gender Mainstreaming Policy (once per financial period).
(iii) Assessments of the impact of the implementation of the WMO Gender Mainstreaming Policy	4.3.1 A WMO monitoring system for tracking progress in implementation of WMO Gender Mainstreaming Policy 'in process of development' / 'in place' / 'fully operational';
(iv) Sharing (communication) of best practices on gender mainstreaming between NMHSs and international organizations	4.4.1 Good practices on gender mainstreaming collected / disseminated / replicated
(v) Accountability and continuous improvements in the elements of the framework	<p>4.5.1 Periodic reports on implementation of the Framework for Action released;</p> <p>4.5.2 Periodic review of the relevance of the Framework for Action conducted and regular updates implemented.</p>