



WMO PRIORITY ACTIONS ON GENDER EQUALITY AND EMPOWERMENT OF WOMEN

SUMMARY

The Seventeenth World Meteorological Congress requested the WMO Executive Council to develop a Gender Action Plan meant to operationalize the [WMO Gender Equality Policy](#). It further requested the Secretary-General to support the Plan's development and facilitate its implementation ([Resolution 59 \(Cg-17\)](#)).

At its session in 2016, the WMO Executive Council endorsed the [Gender Action Plan](#) which was developed in consultation with its Advisory Panel of Experts on Gender Mainstreaming. The Plan provides concrete guidance to the WMO Secretariat, constituent bodies and Members on how to advance gender equality and the empowerment of women. It is supposed to be reviewed at the end of each financial cycle and updated following each Congress.

The Executive Council further agreed with the following priority actions identified for implementation in 2016-2019:

(a) *Governance:*

- (i) Ensure that gender equality is considered in the planning, running and discussions at each session of WMO constituent bodies;
- (ii) In all correspondence to Members regarding constituent body meetings, encourage Members to increase the representation of women in delegations by referring to [Resolution 59 \(Cg-17\)](#);
- (iii) Constituent bodies: Make gender equality a permanent item on agendas and discuss at least once per financial period;
- (iv) Constituent bodies: Encourage the active role of female delegates in constituent body sessions;
- (v) Members: Ensure that a minimum of 30% of delegates to meetings of constituent bodies and their working structures is female;
- (vi) Maintain an active network of Gender Focal Points through periodic exchange of information.

(b) *Strategic planning:*

- (i) Reflect gender equality in the Strategic Plan and Operating Plan 2020-2023.

(c) *Capacity Development:*

- (i) Conduct at least two Women's Leadership Workshops;
- (ii) Update the WMO Capacity Development Strategy and Implementation Plan to incorporate relevant aspects of the WMO Gender Equality Policy;
- (iii) Collect best practice from NMHSs and national outreach providers on attracting youth to Science, Technology, Engineering and Math (STEM).

(d) *Human Resources:*

- (i) Ensure equitable conditions for both genders in terms of promotion and progression;
- (ii) Ensure Flexible Working Arrangements ("Bring the work to the person rather than the person to the work").

(e) *Communications:*

- (i) Communicate the rationale for encouraging gender equality for WMO to all responsible Secretariat Departments, with endorsement from senior managers;
- (ii) Communicate the [WMO Gender Equality Policy](#) to all Secretariat staff and ensure that new staff is informed of its provisions (e.g. include in induction training);
- (iii) Members: Communicate the [WMO Gender Equality Policy](#) and/or relevant national policies to NMHS staff at all levels;
- (iv) Develop an internal and external communications plan: (a) highlighting the role of women in meteorology, hydrology and climatology; (b) promoting female role models; and (c) advocating for gender-sensitive weather and climate services;
- (v) Develop and disseminate communication materials as relates to (a), (b) and (c) above;
- (vi) Provide the Secretariat with case studies, stories and examples for the development of a compendium of good practice;
- (vii) Include gender analysis and sex-disaggregated data in relevant WMO publications;
- (viii) Compile and disseminate good practice in gender mainstreaming, including in service provision;
- (ix) Develop guidelines for Secretariat staff on how to mainstream gender in their work.

(f) *Monitoring and Compliance:*

- (i) Members: Compile sex-disaggregated statistics, especially with respect to governance, human resources and service provision;
- (ii) Constituent bodies: Report to EC and Cg on progress.

(g) *Resource Allocation:*

- (i) Members: Contribute to the WMO Gender Activities Trust Fund through voluntary contributions.
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