



## GENDER EQUALITY

### 1. Statistics on the participation of women and men in WMO structures and activities

At 27%, the average female representation at WMO constituent body meetings registered a 6% increase in 2016-2019 as compared to the previous financial period when women accounted for 21% of delegates.

Figure 1. Delegates at constituent body sessions

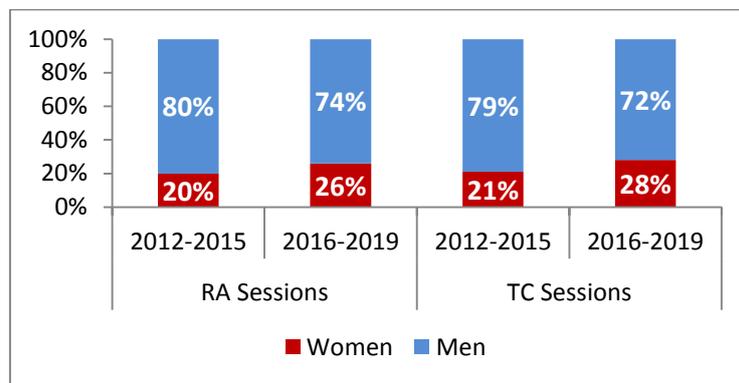


Table 1 compares the proportion of female and male delegates to constituent body sessions held in 2016-2019 to that in the previous financial period. The highest female representation was observed at RA III-17 where 39% of delegates were female. The share of women exceeded 35% at the latest sessions of JCOMM, CAgM and CHy-15. It should be noted that the share of female delegates to CHy- Ext. dropped to 24%, which speaks of the challenge to sustain the accomplished results. All three technical commission meetings and that of RA III were coupled with Women's Leadership Workshops and/or a dedicated session on gender equality at the Regional Conference (see Section II).

Table 1. Proportion of female and male delegates to constituent body sessions

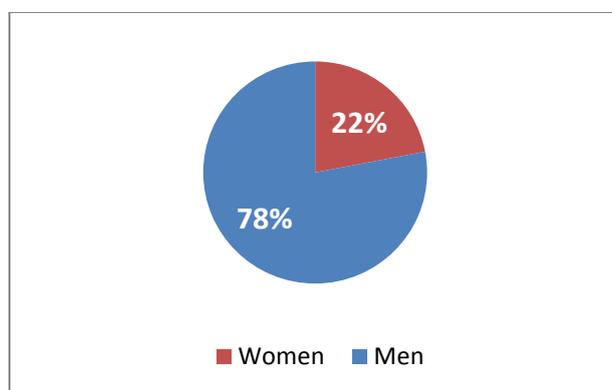
CB Session	% women 2012-2015	% women 2016-2019	% men 2012-2015	% men 2016-2019
RA I	21%	<b>28%</b>	79%	72%
RA II	11%	<b>13%</b>	89%	87%
RA III	21%	<b>39%</b>	79%	61%
RA IV	21%	<b>19%</b>	79%	81%
RA V	22%	<b>26%</b>	78%	74%
RA VI	25%	<b>31%</b>	75%	69%
CAeM	25%	<b>29%</b>	75%	71%
CAgM	21%	<b>37%</b>	79%	63%
CAS	24%	<b>25%</b>	76%	75%
CBS	15%	<b>17%</b>	85%	83%
CCI	30%	<b>34%</b>	70%	66%
CHy	25%	<b>35%</b>	75%	65%
CHy-Ext.	-	<b>24%</b>	-	76%
CIMO	11%	<b>12%</b>	89%	88%
JCOMM	17%	<b>36%</b>	83%	64%
<b>Average</b>	<b>21%</b>	<b>27%</b>	<b>79%</b>	<b>73%</b>

With the exception of RA III, female participation was lower at regional association sessions. It was the lowest at the latest meetings of RA II and RA IV at 13% and 19%, respectively. Among technical commissions, the share of women delegates was lowest at CIMO-17 and only increased minimally (1%-2%) at CAS-17 and CBS-16.

Of the principal delegates to constituent body sessions, 22% were female on average in 2016-2019. This represents a 3% increase as compared to the previous financial period. The biggest increases were registered at JCOMM-5 (+17%) and CAgM-17 (+15%). The share of female principal delegates exceeded 30% at the latest sessions of CAgM (37%), RA I (34%), RA III (33%), CHy-15 (32%)\*, CCI (32%) and JCOMM (31%).

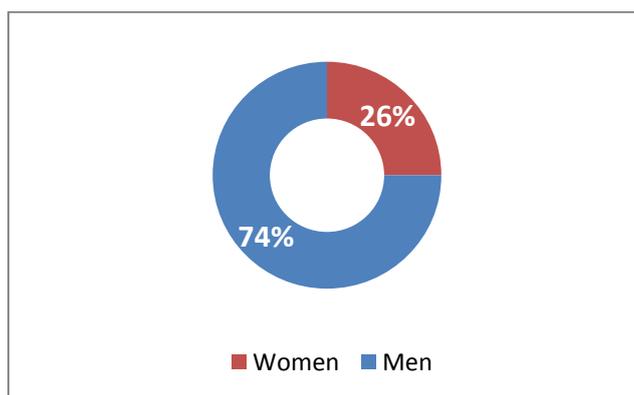
\* The share of female principal delegates dropped to 19% at CHy-Ext.

Figure 2. Principal delegates to constituent body meetings in 2016-2019



In terms of constituent body working structures, a 5% increase was observed in the share of female members in April 2019, as compared to the end of the previous financial period. The share of women on technical commission working groups and expert teams soared considerably from 17% in 2015 to 26% in 2019. A smaller increase was registered in the working groups of regional associations, where female participation only rose minimally from 24% in 2015 to 25% in 2019.

Figure 3. Membership in WMO constituent body working structures (April 2019)



With 46% women in their working structures, CAeM and CAgM have achieved balance. CCI is also close to parity with 43% female experts. The two commissions have also accomplished balance in leadership with 6 women and 5 men on their management groups. On average, women comprise close to a third of the management group members of technical commissions, which represents a 11% increase as compared to the previous reporting period (see Table 2). In contrast, the share of female members of management groups decreased for regional associations. Only one in five members is female.

Table 2. Membership in management groups and committees (April 2019)

Period	Constituent body	Women	Men
<b>2016-2019</b>	RAs	<b>18%</b>	82%
	TCs	<b>31%</b>	69%
	Average	<b>25%</b>	<b>75%</b>
<b>2012-2015</b>	RAs	20%	80%
	TCs	20%	80%
	Average	20%	80%

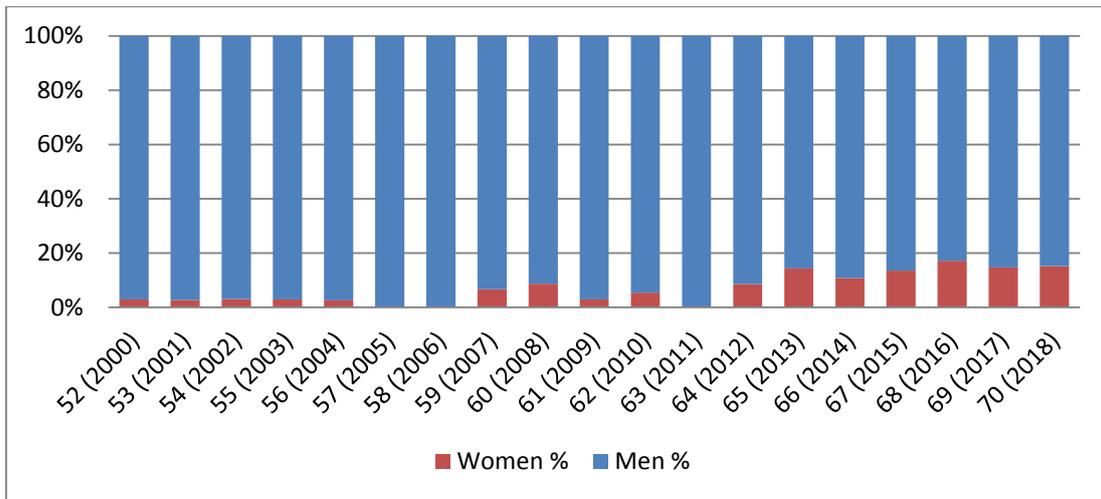
From the remaining technical commissions, CAS registered a notable increase in female participation from only 16% female experts in 2015 to 29% in 2019. The share of women on CIMO working structures soared to 18% in 2019, up from the lowest level for a constituent body in 2015 (10%). The surge in female participation was more moderate among regional associations. The proportion of female experts exceeded the 30% target, as defined in the WMO Gender Equality Policy, only in RA III and RA II working structures (34% and 30%, respectively). Table 3 presents the gender composition of constituent body working structures.

Table 3. Proportion of female and male members of constituent body working structures (April 2019)

CB	Women	Men	% change (women) since 2015
RA I	<b>16%</b>	84%	<b>-8</b>
RA II	<b>30%</b>	70%	+8
RA III	<b>34%</b>	66%	+11
RA IV	<b>17%</b>	83%	+1
RA V	22%	78%	+4
RA VI	28%	72%	<b>-3</b>
<b>Average RA</b>	<b>25%</b>	<b>75%</b>	<b>+1</b>
CAeM	<b>46%</b>	54%	<b>+15</b>
CAGM	<b>46%</b>	54%	<b>+14</b>
CAS	29%	71%	<b>+13</b>
CBS	<b>16%</b>	84%	+5
CCI	<b>43%</b>	57%	<b>+14</b>
CHy	25%	75%	+6
CIMO	<b>18%</b>	82%	+8
JCOMM	27%	73%	+6
<b>Average TC</b>	<b>26%</b>	<b>74%</b>	<b>+9</b>

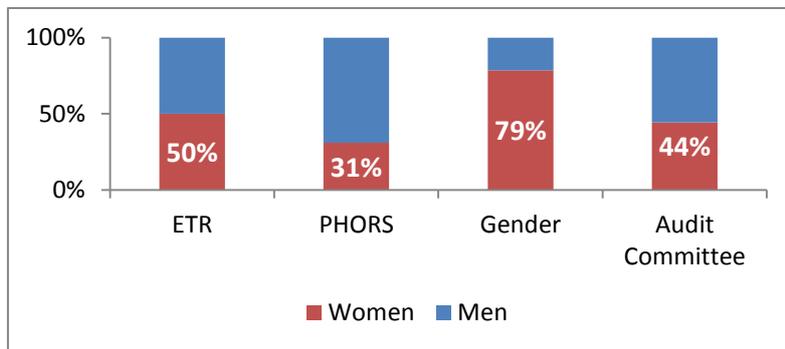
The proportion of female elected members of the Executive Council has remained low. It has been fluctuating between 11% and 17% since 2013. This mirrors the low number of female Permanent Representatives (PRs) with WMO globally. Only 26 PRs were women as of April 2019. For comparison, there were 23 female PRs in 2015. Likewise, only 18 out of 133 hydrological advisers were women, or 12% of the total.

Figure 4. Elected members of the Executive Council (2000-2018)



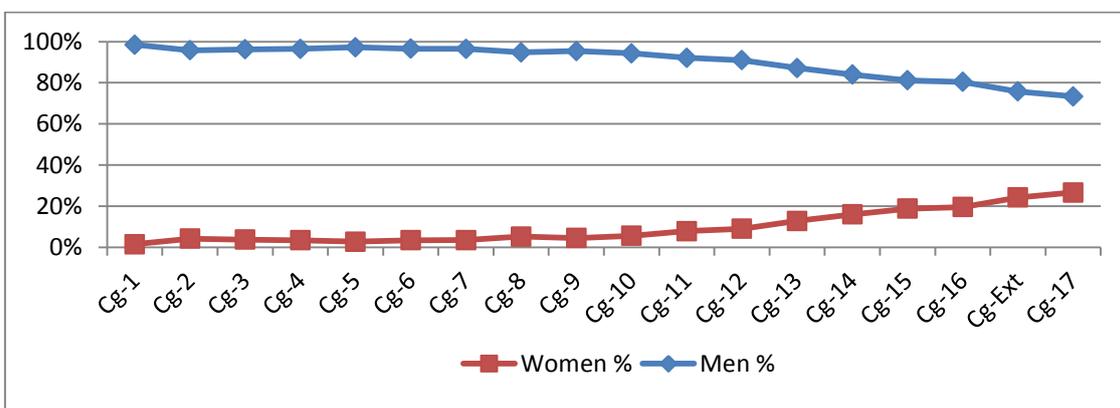
At the same time, the share of female alternates/advisors has been steadily growing, reaching 32% at EC-70 (up from 16% at EC-65). Women are also well represented in EC panels of experts and on the Audit Committee. Membership on the latter improved from 29% in 2015 to 44%, as presented in Figure 5. Work on gender equality has remained a predominantly female issue, as demonstrated by the disproportionate female membership in the Panel of Experts on Gender Mainstreaming.

Figure 5. Membership in EC panels of experts and the Audit Committee (April 2019)



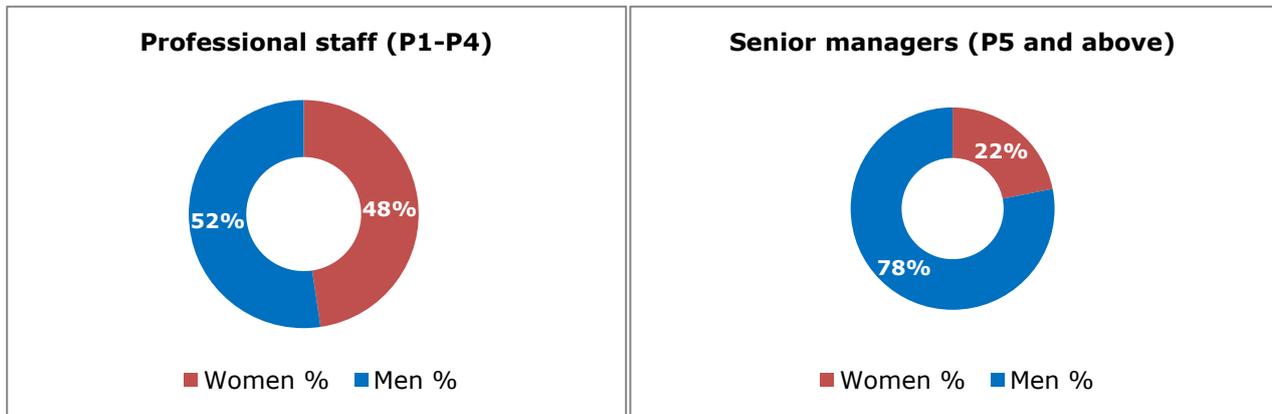
As illustrated in Figure 6, the share of female delegates to the seventeenth Congress in 2015 reached 27%, marking a 7% increase as compared to Cg-16 in 2011. However, only 26 out of 162 principal delegates were women, or 16% of the total.

Figure 6. Delegates to Congress (1951-2015)



Regarding the Secretariat, gender parity was achieved for professional posts at P1-P4 levels. However, women continue being underrepresented in senior management (P5 and above) as illustrated in Figure 7. A slight improvement was registered, with female senior managers reaching 22% (up from 16% in 2015).

Figure 7. Secretariat staff (December 2018)



## 2. Progress in Implementation of the WMO Gender Action Plan

The following are highlights of areas in which most progress was achieved on implementation of the priority actions for 2016-2019 of the [WMO Gender Action Plan \(GAP\)](#) (Decision 77 (EC-68)). The priority actions were identified by the EC Advisory Panel of Experts on Gender Mainstreaming and endorsed by EC. The full list and status of implementation are available in the Annex.

- (a) Gender was put on the agenda of all constituent body meetings which took place in 2016-2019. Comparative statistics on gender representation in working structures and activities were presented at all sessions. Eleven out of 14 constituent bodies adopted resolutions or decisions on the subject.
- (b) A total of 115 female delegates and professionals from NMHS and other national institutions took part in the four Women's Leadership Workshops held in conjunction to CHy-15, JCOMM-5, CAgM-17 and RA I-17. The workshop curriculum was oriented towards building a set of practical leadership skills, with a focus on communications, negotiations and consensus-building. In addition, the participants gained important experience from attending a major international cooperation meeting, created informal networks of female professionals, and are increasingly involved in the work of the WMO technical commissions and regional associations.
- (c) Regional Association III (South America) adopted an Action Plan for Advancing Gender Equality, the first of its kind among WMO regions. It also conducted a gender session at its Regional Conference (Santiago, 19-20 November 2018) and identified gender equality as a regional priority.
- (d) The Greater Horn of Africa Climate Outlook Forum (GHACOF) became the first regional forum to focus on the need to address gender equality in service provision. GHACOF-50 (Kigali, Rwanda, 27-28 August 2018) raised the awareness of service providers and users on the gendered impacts of weather and climate, highlighted regional stories on the distinct ways in which women and men are affected by climate, and formulated region-specific recommendations in seven sectors.
- (e) In response to WMO's Call for Good Practice, 27 practices were received from 14 Members on the provision of gender-responsive services, approaches to attracting more women to science, and mainstreaming gender in institutional policies and processes. [A dedicated](#)

[website](#) was created as a platform for sharing replicable good practice and learning from other Members.

- (f) "Ensure equal and effective participation of women and men in governance, scientific cooperation and decision-making" was included as a Strategic Objective in the Strategic Plan 2020-2030. Inclusiveness and diversity, including gender equality, were explicitly listed as core values.

Areas with no to little progress in GAP implementation include:

- (a) Whereas progress has been registered as presented in Part 1, women continue being underrepresented at constituent body meetings and in their working structures.
- (b) The network of Gender Focal Points at the national level is relatively inactive. Action could be galvanized through Regional Gender Focal Points and regional activities in support of GAP implementation.
- (c) Response to the WMO Call for Good Practice was limited. RAs could facilitate the collection of case studies and good practice from Members on the provision of gender-responsive services, approaches to attracting women to STEM and mainstreaming gender in institutional structures and processes.
- (d) Accelerated action is required on GAP actions related to service provision and the outcomes of the Conference on the Gender Dimensions of Weather and Climate Services. TCs could identify approaches to streamlining gender into guidelines as well as hold thematic discussions. RAs could consider the organization of regional/thematic workshops aimed at collecting country examples and developing guidance for Members.
- (e) Gender has not been integrated in the curricula of Regional Training Centres so far. Topics such as unconscious bias and inclusive leadership could be integrated into managerial courses as well as modules on the provision of gender-responsive services developed and incorporated in other trainings, as appropriate.

### **3. Partnerships and Resources Mobilized**

The United Kingdom of Great Britain provided voluntary contributions to the three women's leadership workshops held ahead of the technical commission meetings as well as to the forthcoming workshop in the West Pacific. The University of Southern Queensland, Australia, sponsored the travel of participants to the Women's Agrometeorology Leadership Workshop and the United States of America provided an instructor as in-kind assistance to the CHy and JCOMM workshops as well as funding for participants' travel to the CHy workshop. Egypt, Italy and the Republic of Korea kindly hosted three of the events.

WMO continues maintaining a close partnership with UN Women and Geneva-based UN entities on implementation of the United Nations System-Wide Action Plan (UN-SWAP)<sup>1</sup> and the International Gender Champions (IGC) Initiative. As of December 2017, WMO met or exceeded the requirements on 73% of the UN-SWAP indicators, which was above the UN system average of 64% and well above the average for technical entities of specialized nature (42%).

WMO also actively participated in the IGC Representation Impact Group which developed and published the [Gender Responsive Assemblies Toolkit: An Agenda for Concrete Action](#) (2018) which features a number of WMO practices. The Toolkit provides current actions on agenda-setting, participation, governance, working environment as well as proposes short- and long-term mechanisms for inclusive and effective assemblies.

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<sup>1</sup> UN-SWAP is the United Nations accountability framework on gender equality and empowerment of women. All entities report annually on formerly 15 (now 17) indicators related to mainstreaming gender in institutional processes and structures and achieving high-level strategic results on gender.

A research team from the Graduate Institute of International and Development Studies collaborated with WMO on a study entitled "The Gendered Impacts of Weather and Climate: Evidence from Asia, the Pacific and Africa." Based on the outcomes of the Conference on the Gender Dimensions of Weather and Climate Services, WMO formulated the research scope, provided existing literature and advised the team. The Graduate Institute conducted research and developed a comprehensive study on the subject, including 16 country and 2 regional case studies. A joint publication is forthcoming following a peer review from EC Gender Focal Points (see 5.3.2 in the Annex for more information).

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[Annex: 1](#)

**ANNEX****Gender Action Plan (GAP) Priority Actions for 2016-2019 and Status of Implementation**

GAP Action	Status
<b>Governance</b>	
1.1.1(a) Ensure that gender equality is considered in the planning, running and discussions at each session of WMO constituent bodies ( <a href="#">Secretariat</a> )	Gender was placed on the agenda of all constituent body sessions in 2016-2019. Information documents were presented to all, including historical trends and comparative statistics on female representation, reference to Gender Policy requiring at least 30% women, etc. Gender balance was included in the Terms of Reference of all new governance structures.
1.1.1(b) Make gender equality a permanent item on agendas and discuss at least once per financial period ( <a href="#">Constituent Bodies</a> )	11 out of 14 constituent bodies adopted a decision/resolution on the subject. The remaining 3 have incorporated gender in discussions or other documents but did not have a specific decision or resolution.  Regional Association III (South America) adopted an Action Plan for Advancing Gender Equality, the first of its kind among WMO regions. It further identified gender equality as one of its priorities. A half-day session also took place at the Regional Conference in Santiago, Chile, 19-20 November 2018, which included (1) a mini-workshop on unconscious bias and inclusive leadership targeted at Permanent Representatives with WMO and Directors of NMHS; (2) a panel discussion on gender in the national context of NMHS; and (3) the development of the regional action plan mentioned above.
1.2.1(a): 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) ( <a href="#">Secretariat</a> )	Standard text was included (on an ad hoc basis) in correspondence to Members ahead of constituent body sessions with respect to nominations. Example: "In line with the Organization's policy on gender equality (Resolution 59 (Cg-17)) aiming at a minimum of 30% of women in WMO constituent bodies and their working structures, I would like to encourage you to nominate female candidate(s)."  As of 2017, session reports contain statistics on the gender balance among delegates.
1.2.1(b): Promote the active role of female delegates in constituent body sessions ( <a href="#">Constituent Bodies</a> )	The presidents/vice-presidents of several TCs and RAs put gender in the spotlight of the respective sessions (CAeM, CAgM, CHy, CIMO, JCOMM, RA I, RA III). They consistently emphasized the need to achieve equal representation of women and men; ensured that female members were elected to the respective Management Groups; opened the Women's Leadership Workshops (when applicable) and participated in the ceremonies for awarding certificates.

GAP Action	Status
<p>1.2.4(c): Ensure that a minimum of 30% of delegates to meetings of constituent bodies and their working structures is female (Members)</p>	<p>The average percentage of female delegates at constituent body meetings increased from 21% in 2012-2015 to 27% in 2016-2019. The result is close to the desired target of 30% as defined in the WMO Gender Equality Policy. Out of the 14 constituent bodies:</p> <ul style="list-style-type: none"> <li>- Six exceeded the target: RA III (39%), CAgM (37%), JCOMM (36%), CHy-15 (35%), CCI (34%) and RA VI (31%). Note that female participation in CHy-Ext. dropped to 24%.</li> <li>- Two are within 1-2% of the target: CAeM (29%) and RA I (28%).</li> <li>- Two are on track to achieve the target: RA V (26%) and CAS (25%).</li> <li>- Four do not meet the target: RA II (13%); RA IV (19%); CBS (17%) and CIMO (12%).</li> </ul>
<p>1.3.3(a): Maintain an active network of Gender Focal Points (GFPs) through periodic exchange of information (Secretariat)</p>	<p>Whereas updates and relevant information are regularly sent to the 73 GFPs in NMHSs, the network is relatively inactive.</p> <p>Most RAs/TCs have a designated GFP, including sub-regional ones in RA I. Decision 55 (EC-69) further requested constituent bodies to ensure that a gender custodian is designated for all meetings to: (i) screen the agenda and documentation, (ii) identify relevant entry points for gender and diversity aspects, (iii) ensure their consideration and discussion and (iv) ensure that facilities are gender-friendly.</p>
<b>Strategic Planning</b>	
<p>2.1.1(a)(b) and 2.1.2(a)(b): Ensure that the advancement of gender equality is reflected in the Strategic Plan and Operating Plan (2020-2023), including short gender analysis (Secretariat and Constituent Bodies)</p>	<p>The following Strategic Objective was included in the draft Strategic Plan 2020-2030 under Long-Term Goal 5: "Advance equal, effective and inclusive participation in governance, scientific cooperation and decision-making."</p> <p>The WMO Operating Plan contains details on the operationalization and implementation of SO 5.3, including budget and monitoring indicators. All outputs, milestones and activities are focused on the advancement of gender equality.</p>

GAP Action	Status
<b>Capacity Development</b>	
3.1.1(a) and 3.1.1(b): Conduct at least two Women's Leadership Workshops on the margin of constituent body meetings ( <a href="#">Constituent Bodies and Secretariat</a> )	<p>The leadership skills of 115 female delegates to constituent body sessions and professionals from NMHS and other national institutions were strengthened in the course of four workshops:</p> <p>(1) Women's Leadership in Hydrology Workshop (Rome, 5-6 December 2016) ahead of CHy-15; (2) Women's Marine Leadership Workshop (Geneva, 21-21 October 2017) ahead of JCOMM-5; (3) Women's AgroMeteorology Leadership Workshop in conjunction ahead of CAgM-17 (Incheon, 14-15 April 2018); and RA I Women's Leadership Workshop (Cairo, 16-17 February 2019) ahead of RA I-17. A fifth workshop will take place on the margins of the Fifth Pacific Meteorology Council (Apia, Samoa, 2-3 August 2019).</p> <p>36 mid-career female professionals from the Secretariat also received such training (Geneva, 15-16 February 2018) and several female directors participate in WTO's Action Learning/Peer Coaching Network.</p>
3.1.2(b): Update the WMO Capacity Development Strategy and Implementation Plan with a view to incorporating relevant aspects of the WMO Gender Equality Policy ( <a href="#">Constituent Bodies</a> )  3.2.1(b): Update the WMO Capacity Development Strategy and Implementation Plan with a view to making them more gender-sensitive ( <a href="#">EC</a> )	No action taken.
3.4.2(a): Collect best practice from NMHSs, universities, UNESCO and national outreach providers on attracting young women to Science, Technology, Engineering and Math (STEM) ( <a href="#">Secretariat</a> )	<p>Attracting more girls and women into STEM and the meteorological/ hydrological professions was one of the focus areas of the WMO Campaign on the Collection of Good Practices. Seven practices from Canada, Switzerland, the United Arab Emirates and the United States of America were received, mostly involving public campaigns, dedicated days and special events. <a href="#">A dedicated page</a> was created.</p> <p>The profiles of female senior and early career scientists were published in the <a href="#">WMO Bulletin, Vol. 66(2)</a>.</p>

GAP Action	Status
	In celebration of the International Day of Women and Girls in Science 2018, WMO published <a href="#">an interview with four female pioneers in polar science</a> .
<b>Human Resources</b>	
4.3.2(a): Ensure equitable conditions for both genders in terms of promotion and progression ( <a href="#">Secretariat</a> )	<p>The following standard text was included in all Vacancy Announcements as of October 2017: "WMO is committed to achieving diversity and a balanced workforce. Applications are welcome from qualified women and men, including those with disabilities." "Ability to work in a multicultural environment and to foster diversity and team spirit" was included in Other Requirements.</p> <p>Staffing changes in terms of diversity, with disaggregation of data by sex and grade are monitored and presented to the Executive Management every quarter.</p>
4.4.2(a): Ensure Flexible Working Arrangements (FWA) – "Bring the work to the person rather than the person to the work" ( <a href="#">Secretariat</a> )	<p>A Working Group comprising of members of the Human Resources Division and the Staff Association developed a proposal for FWA modernization, which puts forward the UN model of staggered hours and compressed work schedule. A pilot teleworking scheme is also being considered.</p> <p>Whereas the proposal is undergoing review, several important modifications have already been implemented, which allow Directors to authorize teleworking in ad hoc situations up to a maximum of two days (e.g. for personal emergencies, transport strikes, heavy snow, etc.) as well as staff to request telework while on certified sick leave, provided they obtain written medical clearance. The hours worked while on sick leave are not counted as sick leave.</p>
<b>Communications</b>	
5.1.1(a): 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 ( <a href="#">Secretariat</a> )	No formal plan has been developed but gender is frequently featured in WMO web news and on social media. Images of female meteorologists, climatologists, hydrologists and scientists are consistently being promoted in WMO publications and communication materials in order to highlight the work of women and promote female role models. The photos were collected in 2016 and were made publicly available ( <a href="#">Women in Action Album</a> ).

GAP Action	Status
	<p>The <a href="#">profiles of women from the WMO community</a> are presented on the gender equality website and continuously being updated to showcase new female leaders in the WMO community and in science more broadly. For example, the profiles of distinguished female oceanographers and marine meteorologists will be showcased on the occasion of World Oceans Day 2019.</p> <p>Two articles were published in WMO Bulletin, Vol. 66(2): <a href="#">“Present and future leaders in weather, water and climate science: An intergenerational perspective”</a> and <a href="#">“Reducing disaster risk through gender parity and women’s leadership”</a> as well as an interview with female pioneers in polar science.</p> <p>A chapter on “Review of Gender Specific Issues in Early Warning Systems” was published as part of <a href="#">The Caribbean 2017 Hurricane Season: An Evidence-Based Assessment of the Early Warning System Report</a>. The review was conducted as part of the Climate Risk and Early Warning Systems (CREWS) Initiative.</p>
<p>5.2.1.(c): Provide the Secretariat with case studies, stories and examples for the development of a compendium of good practice (<a href="#">Members</a>)</p> <p>5.3.2(a): Compile and disseminate good practice in gender mainstreaming, including in service provision (<a href="#">Secretariat</a>)</p>	<p><a href="#">A webpage</a> was created to share and promote good practice on (1) how to mainstream gender in organizational policies and practices, (2) how to attract more girls and women into Science, Technology, Engineering and Mathematics (STEM), and (3) how to make weather, climate, hydrological and other environmental services more gender-sensitive.</p> <p>In collaboration with WMO, a research team from the Graduate Institute of International and Development Studies conducted a study on ‘The Gendered Impacts of Weather and Climate: Evidence from Asia, the Pacific and Africa.’ It used 16 country and 2 regional case studies as a basis for analysis as well as developed three model case studies in two climate-sensitive sectors: (1) disaster risk reduction and (2) agriculture and food security. The study formulated a typology of physical, psychological and material gendered impacts, supported by evidence from the field. It also outlined practical recommendations for providing gender-responsive services and information in terms of content design, dissemination channels and partnerships for reaching and responding to the needs of the most vulnerable. The study will be published in late 2019.</p>

GAP Action	Status
5.2.4(a): Include gender analysis and sex-disaggregated data in relevant WMO publications ( <a href="#">Secretariat</a> )	Implemented on an ad hoc basis but not consistently.
5.3.1(a): Communicate the rationale for encouraging gender equality for WMO to all responsible Secretariat Departments, with endorsement from senior managers ( <a href="#">Secretariat</a> )	A session on the link between gender and the WMO mandate as well as on how WMO staff can mainstream gender in their work was conducted as part of the Training on Unconscious Bias and Gender Sensitivity (31 May and 1 June 2017). Senior managers further took part in a mandatory training on Gender Sensitive and Inclusive Leadership (October and December 2015).
5.3.1(c): Communicate the WMO Gender Equality Policy and/or relevant national policies to NMHS staff at all levels ( <a href="#">Members</a> )	No information available.
5.3.3(a): Develop guidelines for Secretariat staff on how to mainstream gender in their work ( <a href="#">Secretariat</a> )	See 5.3.1(a). Further sessions should be conducted as well as one-pagers with checklists developed.  Guidelines on Addressing Gender Sensitivity in Performance Appraisal Reports (PARs) and Annual Work Plans were also produced and regularly sent to staff ahead of each assessment cycle.
5.3.5(a): 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) ( <a href="#">Secretariat</a> )	The majority of professional staff at the Secretariat were trained in the course of a series of mandatory sessions: Gender-Sensitive and Inclusive Leadership Training (October and December 2015) targeted at senior managers; Training on Unconscious Bias and Gender Sensitivity (31 May and 1 June 2017) targeted at professional staff involved in the organization of meetings, communications, project management. Individual coaching sessions were also offered.
<b>Monitoring and Compliance</b>	
6.1.1(c): Compile sex-disaggregated statistics, especially with respect to governance, human resources and service provision ( <a href="#">Members</a> )	The WMO Gender Database is updated annually and includes sex-disaggregated data on all constituent bodies and their working groups, Secretariat and Members.

GAP Action	Status
6.2.1(b): Report to EC and Cg on progress at least once per financial period (Constituent Bodies)	Regular reports are submitted to EC and Congress.
Resource Allocation	
7.2.1(c): Contribute to the WMO Gender Activities Trust Fund through voluntary contributions (Members)	<p>There is no consistent inflow of voluntary contributions. Fundraising is conducted on a case-by-case basis and constrained by the differing budget cycles and limited response to WMO calls for contributions.</p> <p>The United States of America and the United Kingdom provided voluntary contributions for several Women’s Leadership Workshops. Host countries (Egypt, Italy, Republic of Korea) also contributed in terms of venue and hospitality.</p>

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