



AGENDA ITEM 9: POLICY, LEGAL, OVERSIGHT, FINANCIAL AND STAFF MATTERS

AGENDA ITEM 9.5: Gender equality

DRAFT RESOLUTION

Draft Resolution 9.5/1 (Cg-18)

GENDER ACTION PLAN

THE WORLD METEOROLOGICAL CONGRESS,

Recalling [Resolution 59 \(Cg-17\)](#) – Gender equality and empowerment of women and [Decision 55 \(EC-70\)](#) - Implementation of WMO Gender Equality Policy and Action Plan (thereafter referred to as “Policy” and “Action Plan”),

Reaffirming the Organization’s goal of achieving gender equality and building resilience through the provision of gender-sensitive weather, hydrological and climate services which respond to the specific needs and socioeconomic circumstances of women and men,

Convinced that diversity and inclusion are instrumental for modern organizations as fostering innovation, boosting performance, facilitating improved governance, and better serving society,

Noting with satisfaction the progress made in the implementation of the Action Plan’s priorities for 2016-2019, particularly with respect to capacity development, communications and strategic planning (ref. INF. 9.5),

Noting further the dedicated effort on behalf of technical commissions and regional associations to advance gender equality within their areas of responsibility, as evidenced by the systematic discussions, investment in female leadership, the development of an Action Plan for Advancing Gender Equality in RA III, and the appointment of gender equality focal points and custodians,

Mindful of the need to sustain the achievements made, replicate good practice and accelerate the implementation of the Action Plan in the next financial period,

Having examined the statistical trends in female and male participation in the work of the constituent bodies, which show an encouraging surge in female representation,

Recognizing the opportunity presented by the WMO governance reform for improving the gender as well as regional composition of constituent bodies and making them more diverse and balanced,

Decides to endorse the updated WMO Gender Action Plan and the priorities identified for 2020-2023 as provided in the [annex](#) to the present resolution;

Requests the Executive Council to:

- (1) Oversee the implementation of the Action Plan and the 2020-2023 priorities (see *EC- 71/Doc. 3(4) on the Capacity Development Panel*);
- (2) Strive for the establishment of subsidiary bodies that are diverse, inclusive and gender-balanced;

Requests regional associations to:

- (1) Downscale the Action Plan to the regional and national levels by analyzing its applicability and relevance, identifying regional needs and priorities, and coordinating regional implementation;
- (2) Raise Members' awareness of gender equality issues and actions pertaining to NMHSs and strengthen their capacity for the implementation of the Action Plan;
- (3) Facilitate diverse and balanced expert networks in terms of gender and regional representation;
- (4) Report to the Executive Council and to Congress on progress;

Requests technical commissions, the Research Board and other relevant WMO bodies to:

- (1) Apply and implement the Action Plan within their areas of responsibility;
- (2) Build and nurture networks of female scientists and technical experts as well as invest in their capacity;
- (3) Ensure regional and gender balance and inclusiveness in all structures and work plans (as included in their Terms of Reference);
- (4) Report to the Executive Council and to Congress on progress;

Urges Members to:

- (1) Refer to the Action Plan for guidance and take action, in accordance with their needs and context both at the national and regional levels;
- (2) Ensure the appointment of focal points for the coordination of gender activities at the national level;
- (3) Ensure that gender mainstreaming policies, which are aligned with national legislation and WMO Gender Equality Policy, are in place and implemented within the NMHSs; Support and empower national gender equality focal points to effectively and efficiently coordinate the implementation of relevant aspects of the Action Plan;
- (5) Maintain and regularly review gender-disaggregated statistics on employment, management, participation in capacity building, research, etc.;
- (6) Actively participate in the WMO gender surveys and any other related endeavours that are aimed at enhancing gender mainstreaming activities both at the national and regional levels;

- (7) Collaborate with other organizations that are actively involved in gender mainstreaming activities;
- (8) Partner with key relevant organizations that are in possession of financial resources for the implementation of gender activities;
- (9) Provide voluntary contributions to the WMO Gender Activities Trust Fund;

Requests the Secretary-General to:

- (1) Continue leading the implementation of the Action Plan, monitor progress and report to the Executive Council and to Congress;
- (2) Support constituent bodies and Members, as needed, in the implementation of the Action Plan and the 2020-2023 priorities identified;
- (3) Maintain statistics on the gender composition of all bodies and structures to inform policies and decision-making.

[Annex: 1](#)

Annex to draft Resolution 9.5/1 (Cg-18)

WMO GENDER ACTION PLAN FOR THE EIGHTEENTH FINANCIAL PERIOD

RATIONALE

Why pursue gender equality in WMO governance, strategy, programmes and decision-making?

- **Improves performance**
Organizations that respect and value gender equality and diversity attract and retain talented staff and improve performance. They boast better employee satisfaction, demonstrate improved governance, and are more conducive to innovation.
- **Fosters innovation and partnerships**
Gender diverse teams bring more varied perspectives to the discussion, produce a more holistic analysis of issues, and spur greater effort, thus leading to improved decision-making. Gender equality has resulted in effective partnerships with UN agencies and international organizations, academia and other actors. Gender-responsive initiatives between women's and community groups and NMHSs at the field level have also proven to foster innovative and creative ways to adapt services and disseminate them more effectively.
- **Empowers women and values their unique contributions**
Multiple examples highlight the leadership and important contributions of women in science, climate change adaptation, disaster preparedness and recovery, ocean and natural ecosystem preservation, among others. These initiatives should be appropriately valued and encouraged.
- **Yields people-centred solutions serving all users**
Gender-responsive weather, hydrological and climate services expand the reach to communities, increase adaptive capacity of those most affected, and have the potential to save lives, livelihoods and assets. They take into account gender-differentiated vulnerabilities, capacities and needs of different groups of women and men.
- **Prepares for more effective response and recovery**
Equal access, use and benefit from weather, hydrological and climate services allows users to better understand risk, anticipate and manage extreme events or take advantage of favourable climatic conditions, and adapt to change.
- **Has a multiplier effect on other Sustainable Development Goals (SDGs)**
Gender equality is a cross-cutting issue and gender mainstreaming has the potential to trigger progress on multiple SDGs, including SDG 13 (women's initiatives for mitigation and adaptation to climate change, as well as climate-smart policy and planning), SDG 3 (responding to health-related needs of women during and after disasters), SDG 2 (increasing female smallholder farmers' access and use of adapted agricultural weather information), SDG 14 (supporting women's involvement in ocean observations, science, and preservation) and others.

Note: *proposed priority actions for 2020-2023 are marked in red*; they represent 2016-2019 priorities requiring further effort, actions formulated by the EC Gender Equality Focal Points and activities related to the implementation of SO 5.3 of the Strategic and Operating Plans.

ACTION		
A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
1. GOVERNANCE		
1.1. Create inclusive and diverse governance structures		
1.1.1(a) Encourage Members to: (i) nominate female experts to WMO governance bodies and their working structures and (ii) increase the representation of women in delegations to sessions	1.1.1 (b) Encourage Members to: (i) nominate female experts to WMO governance bodies and their working structures and (ii) increase the representation of women in delegations to sessions	1.1.1(c) Increase the participation of women by: (i) identifying and nominating female experts from NMHSs or other national institutions to participate in the work of WMO governance bodies and their working structures and (ii) seeking equality in the composition of delegations to sessions
1.1.2(a) Include gender balance in the Terms of Reference of all constituent bodies, including their management and working structures	1.1.2(b) Strive for gender balance in the membership of all constituent bodies, including their management and working structures	1.1.2(c) Strive for gender balance in the membership of all constituent bodies, including their management and working structures
1.1.3(a) Devise strategies for creating/strengthening female networks of experts in constituent bodies	1.1.3(b) Encourage the active role of female members of all constituent bodies, their management and working structures	1.1.3(c) Encourage and support female networks of experts
1.2 Enhance policy dialogue		
1.2.1(a) Ensure that gender equality is considered in the planning, running and discussions of constituent body sessions	1.2.1(b) Continue addressing gender equality as a permanent item on agendas at least once per financial period	1.2.1(c) Contribute constructively to the review and discussion of gender equality at meetings of all constituent bodies and their working structures

ACTION		
A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
1.2.2(a) Systematically advocate for strong language on gender equality in resolutions, decisions and statements, as relevant	1.2.2(b) Adopt or update, as necessary, resolutions and/or decisions on gender equality	1.2.2(c) Undertake steps to implement, in cooperation with relevant stakeholders, the adopted resolutions on gender equality
1.3 Develop and maintain an adequate gender architecture conducive to the implementation of the WMO Gender Equality Policy and Action Plan		
1.3.1(a) Strengthen the work of the Gender Mainstreaming Committee and seek their increased involvement in GAP implementation	1.3.1(b) Ensure that the Executive Council oversees, advises on and contributes to the implementation of the WMO Gender Equality Policy and Action Plan	
1.3.2(a) Assist the work of the new governance body with a mandate on gender equality	1.3.2(b) Designate in each constituent body a gender equality focal point with specific terms of reference and work plans	
1.3.3(a) Develop mechanisms for ensuring that gender equality custodians are assigned by all constituent bodies ahead of meetings	1.3.3(b) Ensure that a gender equality custodian is designated for all meetings to: (i) screen the agenda and documentation, (ii) identify relevant entry points for gender equality and diversity aspects, (iii) ensure their consideration and discussion and (iv) ensure that facilities are gender-friendly	
1.3.4(a) Develop Terms of Reference for NMHS Gender equality Focal Points and request their re-designation		1.3.4(c) Designate NMHS gender equality focal points
1.3.5(a) Strengthen the network of gender equality focal points by means of a periodic exchange of information and requests for targeted action	1.3.5(b) Encourage interaction among the constituent bodies' gender equality focal points, including joint activities	1.3.5(c) Support and empower gender focal points to undertake activities at NMHS level and facilitate GAP implementation, including by providing case studies and exemplars of national Gender Action Plans

ACTION		
A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
1.4 Set gender equality as a key deliverable for the Organization		
1.4.1(a) Review and update, as needed, the WMO Gender Equality Policy and/or Gender Action Plan ahead of Cg-19	1.4.1(b) Develop action plans on implementation of the WMO Gender Equality Policy and GAP within respective areas of responsibility	1.4.1(c) Develop, update and implement NMHSs' gender equality policies and action plans linked to the WMO framework or to a national policy on the subject
2. STRATEGIC PLANNING, MONITORING AND COMPLIANCE		
2.1. Integrate gender mainstreaming in strategic planning processes		
2.1.1(a) Ensure that a gender-specific Strategic Objective is maintained in any updates to the Strategic Plan and Operating Plan (2024-2027). This objective shall incorporate a target, to aim for and measure against, of 40% representation of women across all WMO Secretariat grades, constituent bodies and working groups.	2.1.1(b) Ensure that a gender-specific Strategic Objective is maintained in any updates to the Strategic Plan and Operating Plan (2024-2027). This objective shall incorporate a target, to aim for and measure against, of 40% representation of women across all WMO constituent bodies and working groups.	
2.1.2(a) Assist constituent bodies in gender mainstreaming in key regional/technical strategies, policies and plans	2.1.2(b) Highlight gender equality as a priority and mainstream accordingly in strategies, policies and plans	
2.2 Integrate gender mainstreaming in programmes and projects		
2.2.1(a) Continue efforts to ensure that programmes and projects under development consider and integrate gender mainstreaming, including during quality assurance review		2.2.1(c) Collect sex-disaggregated data, conduct gender analysis and address gender considerations in the development of new programme and project proposals

ACTION		
A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
2.2.2(a) Facilitate gender mainstreaming in all stages of the project cycle, in accordance with the Project Management Handbook		2.2.2(c) Integrate gender mainstreaming considerations in programme and project implementation, monitoring and evaluation
2.2.3(a) Ensure that, upon completion of projects, reports elaborate on gender marker results, including gender-related outputs, activities, and sex-disaggregated data		2.2.3(c) Ensure that programme and project reports address gender-related results, outputs and activities and present sex-disaggregated data
2.2.4(a) Organize training for Secretariat staff and develop tools on gender mainstreaming in programme and project management		
2.3. Collect, use and analyse sex-disaggregated data		
2.3.1(a) Ensure that all key data is sex-disaggregated, including at the programme and project level, or that there is a specific reason noted for not disaggregating	2.3.1(b) Ensure that all EC Panels and constituent bodies collect and use sex-disaggregated data in the monitoring, evaluation and reporting of their activities	2.3.1(c) Compile sex-disaggregated statistics, especially with respect to governance, human resources and service provision
2.3.2(a) Develop a gender dashboard on the WMO Community Platform providing detailed statistics on the gender composition of all constituent bodies and working structures	2.3.2(b) Compile statistics on the participation of women and men in constituent body sessions, structures and activities	2.3.2(c) Regularly update the NMHS Capacity section on the Country Profile Database, providing sex-disaggregated data on staffing
2.4. Monitor WMO Gender Equality Policy and GAP implementation at all levels		
2.4.1(a) Regularly report to Congress, EC and EC-related bodies on implementation of SO 5.3, the Gender Equality Policy and GAP Target: at least once every 4 years and 2 years, respectively	2.4.1(b) Report to Congress and EC on progress achieved in the implementation of the Gender Equality Policy and GAP Target: at least once every 4 years and 2 years, respectively	2.4.1(c) Develop monitoring mechanisms at the national level by (i) adapting the WMO gender monitoring indicators or (ii) using an existing national framework

ACTION		
A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
2.5. Evaluate the strengths and challenges of integrating gender equality into WMO systems and operations		
2.5.1(a) Continue gender mainstreaming in all stages of project/programme evaluations (TORs, scope of analysis, method, findings and recommendations) in accordance with the UNEG Norms and Standards	2.5.1.(b) Conduct “deep dives” analysis of the progress achieved in gender mainstreaming of individual constituent bodies, by self-selection, and feed outcomes into next updated GAP	
2.5.2(a) Regularly conduct gender audits (e.g. every 5 years) and assess and highlight risks related to gender equality in other audit engagements, as applicable		
3. CAPACITY DEVELOPMENT¹		
3.1 Assess and develop the capacity of WMO staff, constituent bodies and Members on both technical subjects and gender mainstreaming approaches		
3.1.1(a) Assist constituent bodies, particularly RAs, in the organization of workshops and side events on gender equality, unconscious bias and inclusive leadership aimed at raising the awareness, knowledge and capacity of PRs, NMHS Directors, Chairs, etc.	3.1.1(b) Ensure that workshops and side events on gender equality, unconscious bias and inclusive leadership are organized on the margins of constituent body meetings and events	3.1.1(c) Apply the principles of inclusive leadership and share good practices on the subject
3.1.2(a) (i) Add gender issues to the agenda of every ETR meeting, including Symposium, RTC Directors meeting, Global Campus, courses for trainers, and report on female participants ratio (ii) Run gender related course or support gender-responsive capacity development plan, monitor and report outcome	3.1.2(b) Update the WMO Capacity Development Strategy and Implementation Plan with a view to making it gender-responsive	

¹ Capacity development actions targeted at female and male users as well as service providers and intermediaries are contained in Section 7: Service Provision

ACTION		
A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
3.1.3(a) Use the Staff Opinion Survey 2019 to assess staff's capacity vis-à-vis gender equality, diversity and inclusion	3.1.3(b) (i) Add gender-related issues to the Education and Training-related Panel meeting agenda, and to management and train-the-trainer course curriculum; (ii) Increase female participation in Panel and other meetings	3.1.3(c) Assess capacities and needs of NMHS staff, service providers and users for gender-related training
3.1.4(a) Include gender equality (including the WMO Policy, GAP, link to online trainings and gender webpage, information on key activities) in the WMO induction training	3.1.4(b) Include gender equality (including the WMO Policy, GAP, link to online trainings and gender webpage, information on key activities) in the induction of new management groups for constituent bodies	3.1.4(c) Include gender equality (including the WMO Policy, GAP, link to online trainings and gender webpage, information on key activities) in the induction of new PRs and NMHS staff
3.1.5(a) Strengthen the capacity of: (i) staff on gender analysis, the link between gender-WMO mandate, gender mainstreaming in projects, unconscious bias etc. and (ii) senior managers on gender-responsive and inclusive leadership, unconscious bias, etc.	3.1.5(b) (i) Adapt an existing training resource on gender equality and provide to all RTCs; (ii) Include a Gender Policy in RTC review criteria and (iii) Adapt the 2017 SYMET poster on gender and weather impacts to a set of slides and provide to RTCs and other training partners	3.1.5(c) Develop the capacity of NMHS staff on unconscious bias, inclusive leadership, gender mainstreaming, and gender-responsive service delivery through trainings and workshops
3.1.6(a) Conduct anti-harassment training for WMO staff, with a focus on the creation of an enabling environment which promotes a safe, discrimination-free and supportive workplace, on the basis of the results of 2018 UN-wide Safe Space Survey on Sexual Harassment in the Workplace		

ACTION		
A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
3.2 Build a pool of female leaders in the WMO community		
3.2.1(a) Continue assisting constituent bodies in developing the leadership capacity of female delegates and professionals from Member States through Women’s Leadership Workshops and other events	3.2.1(b) Continue investing in the leadership capacity of female delegates and professionals from Member States, including through Women’s Leadership Workshops and other events on the margins of constituent body meetings	3.2.1(c) Nominate more female participants to training events, including Women’s Leadership Workshops
3.2.2(a) In correspondence to Members regarding nominations, especially in circular letters, add standard sentence to encourage female participation in fellowships, trainings, workshops, seminars, and monitor and report on female/male participation	3.2.2(b) (i) The RTCs and ETR partners to include in their course and fellowship announcements a statement on gender equality and encouragement of female candidate nominations; (ii) Take into account gender equality in the selection of candidates for education and training opportunities	3.2.2(c) Encourage female access to education and training in meteorology, hydrology, climate and related areas, including through agreements with advanced NMHSs for short-term visiting scientist programmes for female staff
3.2.3(a) Allocate funds for the participation of WMO female professionals in a leadership programme, such as UNSCC Leadership Programme, UN Leaders Programme, UN Emerging Leaders Experience, etc.		
3.2.4(a) Research, design and administer a mentoring programme for WMO mid-level female professionals on a pilot basis to encourage a wider supply of applicants to vacant P5 and above positions	3.2.4(b) Develop a mentoring programme for female professionals with leadership potential, in cooperation with the RTCs	3.2.4(c) Establish a pool of role models and a mentoring programme involving national women leaders
3.2.5 (a) Organize a panel during Cg-19 that showcases and highlights mentoring contributions and activities in the development of women leaders within the WMO community		

ACTION		
A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
3.3 Expose youth, especially girls, to the meteorological, hydrological and climatological profession		
3.3.1(a) Produce guidelines and tools for running gender-balanced STEM outreach	3.3.1(b) Invite students from local schools to attend focused sessions on national, regional and international aspects of meteorology, hydrology and climatology on the margins of constituent body meetings and expert workshops	3.3.1(c) Conduct outreach activities such as: (i) School visits to NMHSs and observation sites and (ii) Participation in job fairs at universities
3.3.2(a) Continue collecting good practice from NMHSs and national STEM outreach providers	3.3.2(b) Host a stand on STEM careers in NMHSs at international and regional trade fairs, meteorology/technology events, etc.	3.3.2(c) Develop and implement Model Outreach Programmes for replication by other Members
3.4 Strengthen the capacity of young professionals, especially women		
3.4.1(a) Offer internships, secondments and JPO posts to young professionals, and actively monitor gender equality to ensure parity	3.4.1(b) Encourage Members to nominate women for WMO fellowships, including using as role models others in the constituent body who have completed fellowships	3.4.1(c) Participate in the WMO Fellowship Programme by hosting or nominating fellows, especially women, and consider gender equality in nominations for other education and training opportunities and career development activities
	3.4.2(b) Support and encourage youth collaborative platforms, like Young Earth System Scientists, and promote the active role of female members	3.4.2(c) Offer internships to young professionals, especially female, and secondments of staff from meteorological services on a rotational basis

ACTION		
A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
3.5 Develop training and capacity development tools		
3.5.1(a) Work with RTCs on the development of a training module on gender, weather, water, climate and related environmental conditions	3.5.1 (b) Design training modules on gender mainstreaming in weather, water and climate, and on inclusive leadership, and incorporate in courses (RTCs)	3.5.1 (c) Document success stories and related tools at national level and communicate to WMO to enrich materials and tools for use in technical programmes and training
3.5.2(a) (a) Develop guidelines: (i) for Secretariat staff on how to integrate gender mainstreaming in their work and (ii) for Members on how to make weather, hydrological and climate services more gender-responsive		
4. HUMAN RESOURCES		
<p>4.1. Strive towards gender parity at all levels; 4.2. Ensure that WMO recruitment and selection process is gender-responsive; 4.3. Apply gender-responsive employment tools to retention and promotion; 4.4. Create a parent-friendly environment at the workplace; 4.5. Assess the long-term impact of WMO employment policies on diversity, including gender balance</p> <p>Specific actions related to the above strategies are available in a separate document for the WMO Secretariat. In view of the broad and diverse spectrum of policies/processes across regions and countries/territories, Members will formulate and implement related actions based on their needs and context, as appropriate.</p>		
5. COMMUNICATION AND PARTNERSHIPS		
5.1 Highlight the contribution of WMO to gender equality to external audiences (e.g. media, UN partners, general public)		
5.1.1(a) Feature gender-related issues regularly in the WMO Bulletin, MeteoWorld and other communication materials (at least once per year) by: (i) highlighting the role of women in meteorology, hydrology and climatology, (ii) promoting female role models, and	5.1.1(b) Promote the unique contributions of women, including through awards for outstanding achievement in meteorology/hydrology/climatology for women	5.1.1(c) Use and disseminate widely communication materials and tools developed by the WMO Secretariat through mail lists, links to the WMO website and gender equality webpage, Facebook posts and tweets

ACTION		
A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
(iii) advocating for gender-responsive weather and climate services		
5.1.2(a) Continue organizing dedicated Gender Days and other panels, conferences, and side events (both separately and in conjunction with major meetings)	5.1.2(b) Plan and organize panels, conferences, side events and dedicated gender days (both separately and in conjunction with major meetings)	5.1.2(c) (Co-)organize and host gender-related events
5.1.3(a) Develop infographics and multimedia resources (i) highlighting the role of women in meteorology, hydrology and climatology and (ii) the gendered impacts of weather, water and climate and (iii) advocating for gender-responsive weather, hydrological and climate services		5.1.3(c) Develop and disseminate communication materials (i) highlighting the role of women in meteorology, hydrology and climatology, (ii) promoting female role models, and (iii) advocating for gender-responsive weather, hydrological and climate services
5.1.4(a) Continue actively participating in gender equality networks, such as UN-SWAP, International Gender Champions, etc.	5.1.4(b) Explore and engage with gender networks in STEM areas relevant to the work of technical commissions and regional associations	5.1.4 (c) Engage with international organizations field offices, such as UN Women, UNDP, etc.
5.2 Ensure that communication materials/tools highlight gender issues, avoid gender bias and value the experiences of women and men		
5.2.1(a) Use gender-inclusive language in documents, including job descriptions/ advertisements and training for staff and update the WMO Style Guide accordingly		

ACTION		
A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
5.2.2(a) Use gender-inclusive language in documents, including job descriptions/vacancies and training for staff		5.2.2(c) Encourage (where possible) equal representation of men and women in all communications (e.g. photos in press releases, promotion of services)
5.2.3(a) Continue compiling images of women working in meteorology, hydrology and climatology, and use as much as possible in communication materials		5.2.3(c) Encourage (where possible) equal representation of men and women in all communication including photos
5.2.4(a) Enhance visibility of female role models, e.g. through web interviews and videos, Inspirational Speakers' programme, focus press releases and internal communication on achievements by staff		5.2.4(c) Promote visibility of female role models and provide information on resulting articles on achievements by women to WMO
5.2.5(a) Work with journalists and weather presenters to communicate gender-related matters better, from education to service delivery		5.2.5(c) Work with journalists and weather presenters to communicate gender-related matters better, from education to service delivery
5.3 Facilitate policy dialogue and implementation through incentives and regular information on gender mainstreaming		
5.3.1(a) Communicate the rationale and benefits of gender mainstreaming in WMO to all responsible Departments, with endorsement from senior managers		5.3.1(c) Promote the rationale for gender mainstreaming in NMHSs through seminars/campaigns, etc. on the benefits of gender equality and gender-responsive climate services, including with the involvement of those who have benefitted from such programmes ("Gender Equality Ambassadors")

ACTION		
A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
5.3.2(a) Continue recognizing Secretariat staff with considerable contribution to the advancement of gender equality by means of the Gender Champion of the Year Award	5.3.2 (b) Create a "Gender Champions" award to be given on quadrennial basis to governance members and/or NMHS(s) having demonstrated leadership, dedication and significant progress in advancing gender equality	
5.3.3(a) Compile and disseminate good practices in gender mainstreaming, including in service provision	5.3.3(b) Collect and share case studies and good practices in gender mainstreaming and provide feedback on the application of the WMO gender equality policy, guidelines and action plan	5.3.3(c) Conduct research and provide the Secretariat with case studies, stories and examples of gender mainstreaming, including in service provision, for the development of a compendium of good practices.
5.4 Ensure that communication materials/tools utilize multiple modes, methods and channels appropriate for a gender diverse audience		
5.4.1(a) Update the WMO communications guidance to suggest multiple options for communication channels, methods, modes, etc.		
6. RESOURCE TRACKING AND ALLOCATION		
6.1 Develop and use a financial resource tracking mechanism to quantify disbursement of funds		
6.1.1(a) Ensure compliance with the gender marker in the WMO Electronic Tool for Project Planning and Monitoring (ePM)	6.1.1(b) Use gender marker reports in strategic planning and programming, as applicable	
6.1.2(a) Conduct analysis of the gender marker results and provide inputs into relevant meetings and reports		

ACTION		
A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
6.1.3(a) Develop methods, technical solutions and mechanisms for applying the gender marker to regular budget activities		
6.2 Ensure that funding is made available through regular budget planning and voluntary contributions		
6.2.1(a) Ensure a budget allocation in the regular budget for gender activities	6.2.1(b) Ensure a budget allocation in the regular budget for gender activities	6.2.1(c) Contribute to the WMO Gender Activities Trust Fund through voluntary contributions
6.2.2(a) Include gender components in proposals submitted to donors	6.2.2(b) Set a financial benchmark for resource allocation for gender equality and the empowerment of women	
7. SERVICE PROVISION		
7.1 Build understanding of the gender-specific aspects of weather, hydrological, climate and environmental services		
7.1.1(a) (Co-)Organize regional and sub-regional climate and/or hydrological forums or workshops on the gender-specific dimensions of weather, water and climate	7.1.1(b) Organize regional and sub-regional gender equality conferences, forums and events on the gender-specific dimensions of weather, water and climate	7.1.1(c) Replicate the gender equality conferences, forums and events at the national and community level
7.1.2(a) Develop tools and publications on the gendered impacts of weather, water and climate		7.1.2(c) Conduct research and analysis on (i) gendered impacts of weather, water and climate (ii) how women and men access, interpret and use weather, hydrological and climate services and (iii) how weather, water and climate information is used
7.1.3(a) Synthesize publications on the gendered impacts of weather, water and climate		7.1.3(c) Conduct surveys on the gendered impacts of weather, water and climate during seminars held at the community level

ACTION		
A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
7.2 Produce and communicate gender-responsive weather, hydrological, climate and environmental services		
7.2.1(a) Mainstream a gender perspective in components of the Global Framework for Climate Services (GFCS), the Climate Risk and Early Warning Systems (CREWS) Initiative, and other relevant programmes	7.2.1(b) Develop and modify relevant regulatory material	7.2.1(c) Organize trainings, develop communication methods and tools for weather and climate service professionals, extension and relief workers to ensure that women and men have equal access to weather, hydrological and climate services (through translation in local languages, use of multiple media channels, etc.)
7.2.2(a) Identify strategies and mechanisms for NMHS to integrate gender mainstreaming in service provision	7.2.2(b) Identify strategies and mechanisms to integrate gender mainstreaming into service provision and have them implemented by NMHSs	7.2.2(c) Engage women and men using participatory and gender-responsive tools to collect, record and analyse information
7.3 Ensure equitable access to, interpretation of and use of weather, hydrological, climate and environmental information and services by women and men		
7.3.1(a) Ensure strong participation by both genders in panel discussions and events. This will include a specific effort to also ensure men's participation in meetings and events on gender-related issues	7.3.1(b) Develop and modify relevant regulatory material	7.3.1(c) (i) Customize weather and climate services to the particular needs and roles of women and men and (ii) Provide education and training to target female users in accessing and using weather and climate information and products
	7.3.2(b) Ensure that the WMO Data Policy is gender-responsive	7.3.2(c) Increase women's participation in user forums on service delivery

ACTION		
A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
7.4 Ensure increased participation of women in service delivery		
		7.4.1(c) Adopt institutional regulations empowering women in the work place (e.g. flexible working hours, teleworking, maternity/paternity leave)
		7.4.2(c) Seek gender balance in the involvement of women and men in the generation and delivery of weather, hydrological and climate services
		7.4.3(c) Ensure women and men are engaged as part of community disaster-response teams
