

WMO GENDER ACTION PLAN¹
(priority actions for 2016-2019 are marked in red)

POLICY AREA	STRATEGY	ACTION		
		A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
1. GOVERNANCE	1.1 Enhance policy dialogue on gender equality and the empowerment of women	1.1.1(a) Ensure that gender equality is considered in the planning, running and discussions at each session of WMO constituent bodies. <i>Cost estimate: No/ Minimum</i> <i>Timescale: 2012-2016</i> <i>Responsible: DSG, ASG, CER, CLW, DRA, OBS, RES, WDS</i>	1.1.1(b) Make gender equality a permanent item on agendas and discuss at least once per financial period. <i>Cost estimate: No/ Minimum</i> <i>Timescale: 2012-2016</i> <i>Responsible: Cg, EC, TCs, RAs</i>	1.1.1(c) Contribute constructively to the review and discussion of gender equality at meetings of WMO constituent bodies and their working groups. <i>Cost estimate: No/ Minimum</i>
		1.1.2(a) Systematically advocate for strong language on gender equality and gender empowerment in resolutions and statements, as relevant. <i>Cost estimate: No/ Minimum</i> <i>Responsible: DSG, ASG, CER, CLW, DRA, IOO, LCP, OBS, REM, RES, WDS</i>	1.1.2(b) Adopt resolutions and/or decisions on increased participation of women, including recognition of Resolution 59 (Cg-17) and the updated WMO Policy on Gender Equality. <i>Cost estimate: No/ Minimum</i> <i>Responsible: EC, TCs, RAs</i>	1.1.2(c) Provide reminders, as well as assist in close monitoring of implementation of adopted resolution and decisions by WMO and its constituent bodies. <i>Cost estimate:</i>
	1.2 Increase women's participation in WMO governance	1.2.1(a) In all correspondence to Members regarding <u>constituent body meetings</u> , encourage Members to increase the representation of women in delegations by referring to Resolution 59 (Cg-17). <i>Cost estimate: No/ Minimum</i> <i>Timescale: 2012-2016</i>	1.2.1(b) Promote the active role of female delegates in constituent body sessions. <i>Cost estimate: No/ Minimum</i> <i>Timescale: 2012-2016</i> <i>Responsible: Cg, EC, TCs, RAs</i>	1.2.1(c) Ensure that a minimum of 30% of delegates to meetings of constituent bodies and their working structures is female. <i>Cost estimate: No/ Minimum</i> <i>Timescale: 2012-2016</i>

¹ In implementation of the WMO Gender Equality Policy (Annex to Resolution 59 (Cg-17) on Gender Equality and Empowerment of Women Priority actions for 2012-2016 are marked in pink, as identified and recommended by the EC Advisory Panel of Experts on Gender Mainstreaming.

POLICY AREA	STRATEGY	ACTION		
		A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
		<i>Responsible: CER, CLW, DRA, OBS, RES, WDS</i>		
		<p>1.2.2(a) In correspondence to Members regarding <u>nominations to working structures of constituent bodies</u>: (i) remind Members that efforts should be made that a minimum of 30% of members of WMO constituent bodies and their working structures be female (para 8.2 and 8.3 of the WMO Gender Equality Policy); (ii) encourage Members to nominate more female candidates to WMO constituent bodies and their working structures (as per Resolution 59 (Cg-17)). <i>Cost estimate: No/ Minimum</i></p> <p><i>Responsible: CER, CLW, DRA, OBS, RES, WDS</i></p>	<p>1.2.2(b) Encourage the active role of female members of constituent bodies in their management groups and working structures. <i>Cost estimate: No/ Minimum</i></p> <p><i>Responsible: TCs and RAs</i></p>	<p>1.2.3(c) Nominate more female candidates to participate in the work of technical commissions as members of their management groups as well as members of relevant expert teams, working groups and programmes. <i>Cost estimate: No/ Minimum</i></p>
		<p>1.2.3(a) Based on nominees' databases, create lists of female experts or a centralized female expert roster and provide to both constituent bodies and Human Resources Department for future reference. <i>Cost estimate: Minimum (intern)</i></p> <p><i>Responsible: GFP in cooperation with CER, CLW, DRA, OBS, RES, WDS</i></p>		<p>1.2.3(c) Nominate more female candidates to other WMO constituent bodies and their working structures (e.g. management groups, working groups and expert teams of regional associations), with a view to ensuring that a minimum of 30% are women. <i>Cost estimate: No/ Minimum</i></p>

POLICY AREA	STRATEGY	ACTION		
		A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
				1.2.4(c) Ensure that a minimum of 30% of members of WMO constituent bodies and their working structures is female, in accordance with paragraphs 8.2 and 8.3 of the WMO Gender Equality Policy.
	1.3 Put a structure in place which facilitates implementation of the WMO Gender Equality Policy and Action Plan	1.3.1(a) Set up an advisory team on matters related to gender equality and the empowerment of women, including at least one representative per Department. <i>Cost estimate:</i> No/ Minimum <i>Responsible:</i> DSG	1.3.1(b) Designate (i) a member of RA/TC management committees as responsible for gender equality and/or (ii) gender focal points with specific TORs and work plans. <i>Cost estimate:</i> No/ Minimum <i>Responsible:</i> TCs and RAs MGs	1.3.1(c) Designate gender focal points with specific TORs and work plans. <i>Cost estimate:</i> No/ Minimum
		1.3.2(a) Assist the work of the EC Advisory Panel of Experts on Gender Mainstreaming per financial period. <i>Cost estimate:</i> Minimum <i>Responsible:</i> DSG and GFP	1.3.2(b) EC Advisory Panel of Experts on Gender Mainstreaming to: (i) Work actively by correspondence and virtual meetings. (ii) Conduct at least one face-to-face meeting per financial period. <i>Cost estimate:</i> CHF 50,000 <i>Responsible:</i> EC/APE/GM	
		1.3.3(a) Maintain an active network of Gender Focal Points through periodic exchange of information. <i>Cost estimate:</i> Minimum <i>Timescale:</i> 2012-2016 <i>Responsible:</i> GFP	1.3.3(b) Invite a representative of other diversity focused groups (if appropriate) to the EC Panel. <i>Cost estimate:</i> No/ Minimum <i>Responsible:</i> EC/APE/GM	

POLICY AREA	STRATEGY	ACTION		
		A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
			1.3.4(b) Ensure that the TORs of all working bodies are gender-sensitive. <i>Cost estimate:</i> No/ Minimum <i>Responsible:</i> EC, TCs and RAs	
	1.4 Set gender equality as a key deliverable for the Organization	1.4.1(a) Update the WMO Gender Equality Policy and/or Gender Action Plan ahead of Cg-18. <i>Cost estimate:</i> No/ Minimum <i>Responsible:</i> DSG and GFP	1.4.1(b) Develop action plans on implementation of the WMO Gender Equality Policy within respective areas of responsibility. <i>Cost estimate:</i> Minimum <i>Responsible:</i> EC, TCs and RAs	1.4.1(c) Develop and implement action plans linked to the WMO Gender Equality Policy or a national policy on the subject. <i>Cost estimate:</i> Minimum
		1.4.2(a) Report on sex-disaggregated statistics to all constituent bodies. <i>Cost estimate:</i> No/ Minimum <i>Responsible:</i> CER, CLW, DRA, OBS, RES, WDS with assistance from GFP		
		1.4.3(a) Identify other diversity policies and assess alignment with Gender Policy and possible inclusion. <i>Cost estimate:</i> Minimum <i>Responsible:</i> REM		
2. STRATEGIC PLANNING	2.1 Mainstream gender in the WMO strategic planning process	2.1.1(a) Ensure that the advancement of gender equality is reflected in the Strategic Plan and Operating Plan (2020-2023), including short gender analysis. <i>Cost estimate:</i> No/ Minimum <i>Timescale:</i> 2012-2016	2.1.1(b) Include a short gender analysis in Strategic Plan 2020-2023. <i>Cost estimate:</i> No/ Minimum <i>Responsible:</i> EC/WG/SOP	

POLICY AREA	STRATEGY	ACTION		
		A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
		<i>Responsible: SPO</i>		
		2.1.2(a) Ensure that a gender-related Key Outcome is included in the Operating Plan 2020-2023. <i>Cost estimate: No/ Minimum</i> <i>Responsible: SPO</i>	2.1.2(b) Maintain the Key Outcomes and KPIs related to gender mainstreaming in OP 2020-2023. <i>Cost estimate: No/ Minimum</i> <i>Responsible: EC/WG/SOP</i>	
		2.1.3(a) Include gender in templates/guidance for regional strategic planning documents. <i>Cost estimate: No/ Minimum</i> <i>Responsible: SPO</i>	2.1.3(b) Incorporate gender in regional SPs and OPs, including relevant RKO and RKPIs. <i>Cost estimate: No/ Minimum</i> <i>Responsible: RAs</i>	
	2.2 Mainstream gender in WMO programmes and projects			2.2.1(c) Produce guidelines on how to thread gender-sensitive awareness into existing international development projects. <i>Cost estimate: No/ Minimum</i>
		2.2.1(a) Incorporate gender in the WMO Project Management Manual (e.g. in templates, checklists, project logframes, etc.). <i>Cost estimate: No/ Minimum</i> <i>Responsible: DRA/RMDP</i>		
3. CAPACITY DEVELOPMENT	3.1 Build the capacity of WMO staff, constituent bodies and	3.1.1(a) Assist constituent bodies in the organization of at least two Women's Leadership Workshops. <i>Cost estimate: see 4.1.1(b)</i>	3.1.1(b) Conduct at least two Women's Leadership Workshops on the margin of constituent body meetings.	3.1.1(c) Nominate more female participants to training events, including Women's Leadership Workshops.

POLICY AREA	STRATEGY	ACTION		
		A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
	Members on both technical subjects and gender mainstreaming approaches	<p><i>Timescale: 2012-2016</i></p> <p><i>Responsible: DSG and GFP with assistance from DRA/RMDP, CLW, DRA, OBS, RES, WDS</i></p>	<p><i>Cost estimate: CHF 140,000</i></p> <p><i>Timescale: 2012-2016</i></p> <p><i>Responsible: TCs and RAs with assistance from Secretariat</i></p>	<p><i>Cost estimate:</i></p> <p><i>Timescale: 2012-2016</i></p>
		<p>3.1.2(a) In correspondence to Members regarding nominations, encourage female participation in trainings, workshops, seminars (e.g. include in letter or announcement – “female participants are encouraged to apply”).</p> <p><i>Cost estimate: No/ Minimum</i></p> <p><i>Responsible: CER, CLW, DRA, OBS, RES, WDS</i></p>	<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.</p> <p><i>Cost estimate: No/ Minimum</i></p> <p><i>Timescale: 2012-2016</i></p> <p><i>Responsible: EC/PE/ETR</i></p>	<p>3.1.2(c) Seminars/poster campaign on the benefit of gender equality to NMHSs for ensuring equally empowered genders through weather and climate services</p> <p><i>Cost estimate:</i></p>
		<p>3.1.3(a) Use the Staff Opinion Survey to establish a baseline for entity-wide assessment of capacity vis-à-vis gender equality and empowerment of women.</p> <p><i>Cost estimate: No/ Minimum</i></p> <p><i>Responsible: DSG and GFP</i></p>		<p>3.1.3(c) Establish agreements with advanced NMHSs for short-term visiting scientist programmes, especially for female staff.</p> <p><i>Cost estimate:</i></p>
		<p>3.1.4(a) Strengthen the capacity of staff (both P and G) to apply gender analysis through trainings and seminars.</p> <p><i>Cost estimate: CHF 30,000</i></p> <p><i>Responsible: DSG and GFP</i></p>		<p>3.1.4(c) Raise awareness of relevant guidelines through training, workshops.</p> <p><i>Cost estimate:</i></p>

POLICY AREA	STRATEGY	ACTION		
		A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
		<p>3.1.5(a) Conduct training on gender-sensitive and inclusive management for staff P-5 and above, including on unconscious biases. <i>Cost estimate:</i> CHF 15,000 <i>Responsible:</i> DSG and GFP</p>		<p>3.1.5(c) Provide gender disaggregated education and training data <i>Cost estimate:</i></p>
	3.2 Build the capacity of service providers and intermediaries on the benefits of gender equality in weather, hydrological and climate services	<p>3.2.1(a) Incorporate gender components in capacity building events, as appropriate, especially with respect to the actions listed in Column C: Members. <i>Cost estimate:</i> Consultant <i>Responsible:</i> GFP in cooperation with all Departments</p>	<p>3.2.1(b) Update the WMO Capacity Development Strategy and Implementation Plan with a view to making them more gender-sensitive. <i>Cost estimate:</i> No/ Minimum <i>Timescale:</i> 2012-2016 <i>Responsible:</i> EC/PE/ETR</p>	<p>3.2.1(c) Develop and deliver training for weather and climate service professionals in gender so that they are better able to produce gender-sensitive information. <i>Cost estimate:</i></p>
			<p>3.2.2(b) EC Panel of Experts on Education and Training to ensure gender disaggregated data are collected and used in the monitoring, evaluation and reporting of WMO ETR Programme activities. <i>Cost estimate:</i> No/ Minimum <i>Responsible:</i> EC/PE/ETR</p>	<p>3.2.2(c) Provide training to extension officers and relief workers on gender and weather-related issues. <i>Cost estimate:</i></p>
			<p>3.2.3(b) EC Panel of Experts on Education and Training to ensure gender equity considerations are included in the planning, preparation and delivery of the ETR Programme. <i>Cost estimate:</i> No/ Minimum</p>	<p>3.2.3(c) Ensure that the induction and training programs for the NMHS address gender equity and are delivered according to the gender equity principles. <i>Cost estimate:</i> No/ Minimum</p>

POLICY AREA	STRATEGY	ACTION		
		A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
			<i>Responsible:</i> EC/PE/ETR	
	3.3 Build the capacity of female and male users to utilize weather, hydrological and climate services	<p>3.3.1(a) Incorporate gender components in capacity building events, as appropriate, especially with respect to the actions listed in C. Members. <i>Cost estimate:</i> Consultant</p> <p><i>Responsible:</i> GFP, CLW, DRA, OBS, RES, WDS</p>	<p>3.3.1(b) Update accordingly the WMO Capacity Development Strategy and Implementation Plan with a view to making them more gender-sensitive. <i>Cost estimate:</i> No/ Minimum</p> <p><i>Responsible:</i> EC/PE/ETR</p>	<p>3.3.1(c) Provide education and training to target users (e.g. female farmers) in how and why to access and use weather and climate information and products. <i>Cost estimate:</i></p>
				<p>3.3.2(c) Provide training events aimed at women in accessing and using disaster early warning information to prepare and reduce risk. <i>Cost estimate:</i></p>
	3.4 Expose youth, especially girls, to the meteorological, hydrological and climatological profession	<p>3.4.1(a) Produce guidelines and tools for running gender-balanced STEM outreach. Aim outreach particularly at significant education drop-out points (e.g. pre-a-level in UK). <i>Cost estimate:</i></p> <p><i>Responsible:</i> GFP</p>		<p>3.4.1(c) Organize school visits to Met services and observation sites. <i>Cost estimate:</i></p>
		<p>3.4.2(a) Collect best practice from NMHSs and national STEM outreach providers. <i>Cost estimate:</i> Minimum (intern) <i>Timescale:</i> 2012-2016</p> <p><i>Responsible:</i> GFP</p>		<p>3.4.2(c) Participate in job fairs at universities. <i>Cost estimate:</i></p>

POLICY AREA	STRATEGY	ACTION		
		A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
				3.4.3(c) Develop and implement a pilot outreach programme (for further replication by other Members) <i>Cost estimate:</i>
	3.5 Strengthen the capacity of young professionals, especially women	3.5.1(a) Aim for a minimum of 30% of WMO fellowships to women. <i>Cost estimate:</i> No/ Minimum <i>Responsible:</i> DRA/ETR		3.5.1(c) Participate in WMO Fellowships Programme by hosting or nominating fellows, especially women. <i>Cost estimate:</i>
		3.5.2(a) Offer internships, secondments and JPO posts to young professionals, especially female. <i>Cost estimate:</i> <i>Responsible:</i> REM/HRD and all Departments		3.5.2(c) Offer internships to young professionals, especially female. <i>Cost estimate:</i>
		3.5.3(a) Focus on mentoring, e.g. events to encourage mentoring, sharing of advice to mentors/mentees, a list of people willing to mentor. <i>Cost estimate:</i> <i>Responsible:</i> REM/HRD		3.5.3(c) Secondment of staff from meteorological services on a rotational basis <i>Cost estimate:</i>
	3.6 Develop capacity development tools	3.6.1(a) Develop materials and tools for use in technical programmes and training (e.g. on gender aspects of DRR or hydrology). <i>Cost estimate:</i> <i>Responsible:</i> GFP, CLW, DRA,		3.6.1 (c) Document success stories on related training programmes and communicate to WMO to enrich materials and tools for use in technical programmes and training. <i>Cost estimate:</i>

POLICY AREA	STRATEGY	ACTION		
		A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
		OBS, RES, WDS		
4. HUMAN RESOURCES	4.1 Strive towards gender parity at all levels	<p>4.1.1(a) Increase the representation of women in senior management (P-5 and above). <i>Cost estimate:</i> No/ Minimum</p> <p><i>Responsible:</i> SG, DSG, ASG, REM/HRD</p>	<p>4.1.1(b) Encourage all HR actions listed in Column A: WMO Secretariat to be adopted by NMHSs. <i>Cost estimate:</i> No/ Minimum</p> <p><i>Responsible:</i> Cg and EC</p>	<p>4.1.1(c) Adopt, as appropriate, HR actions listed in A. <i>Cost estimate:</i> No/ Minimum</p>
		<p>4.1.2(a) Increase the representation of men on G posts. <i>Cost estimate:</i> No/ Minimum</p> <p><i>Responsible:</i> DSG, ASG, REM/HRD</p>		
	4.2 Ensure that WMO recruitment and selection process is gender responsive	<p>4.2.1(a) Ensure that, if the number of qualified applicants so allows, at every screening level a minimum target of 33% of all candidates moving to the next level are (i) women for posts P-5 and above (ii) candidates of the underrepresented sex (women or men) in the respective grade. <i>Cost estimate:</i> No/ Minimum</p> <p><i>Responsible:</i> DSG, ASG, REM/HRD</p>		<p>4.2.1(c) Share best practice HR policies among NMHSs and on the WMO website in all WMO languages. <i>Cost estimate:</i> No/ Minimum</p>
		<p>4.2.2(a) As a temporary measure, send job vacancies to networks of female scientists and groups (e.g. universities) known to have the required skills as well as good gender balance.</p>		

POLICY AREA	STRATEGY	ACTION		
		A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
		<p><i>Cost estimate:</i> No/ Minimum</p> <p><i>Responsible:</i> REM/HRD with assistance from GFP</p>		
		<p>4.2.3(a) Ensure language in job vacancies explicitly encourages qualified female candidates to apply.</p> <p><i>Cost estimate:</i> No/ Minimum</p> <p><i>Responsible:</i> REM/HRD</p>		
		<p>4.2.4(a) Include “fostering an inclusive workplace where diversity and individual differences are valued” in core competencies and job descriptions.</p> <p><i>Cost estimate:</i> No/ Minimum</p> <p><i>Responsible:</i> REM/HRD</p>		
		<p>4.2.5(a) Use identity-blind (including age and gender) sift processes where possible.</p> <p><i>Cost estimate:</i> No/ Minimum</p> <p><i>Responsible:</i> REM/HRD</p>		
		<p>4.2.6(a) Ensure that interview panels are balanced in terms of gender.</p> <p><i>Cost estimate:</i> No/ Minimum</p> <p><i>Responsible:</i> REM/HRD</p>		
		<p>4.2.7(a) Provide sex-disaggregated statistics on applicants, appointments, gender balance by grade to job selection panels.</p>		

POLICY AREA	STRATEGY	ACTION		
		A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
		<p><i>Cost estimate:</i> No/ Minimum</p> <p><i>Responsible:</i> REM/HRD</p>		
		<p>4.2.8(a) Ensure that recruitment exercises are accessible to all who are capable of performing the job e.g. allowing flexibility in timing of interviews, as much as possible.</p> <p><i>Cost estimate:</i> No/ Minimum</p> <p><i>Responsible:</i> REM/HRD</p>		
	4.3 Apply gender-responsive employment tools to retention and promotion	<p>4.3.1(a) Incorporate a gender perspective in exit interviews and regularly analyze results.</p> <p><i>Cost estimate:</i> No/ Minimum</p> <p><i>Responsible:</i> REM/HRD</p>	<p>4.3.1(b) Encourage all HR actions listed in Column A: WMO Secretariat to be adopted by NMHSs.</p> <p><i>Cost estimate:</i> No/ Minimum</p> <p><i>Responsible:</i> Cg and EC</p>	<p>4.3.1(c) Adopt, as appropriate, HR actions listed in Column A: WMO Secretariat.</p> <p><i>Cost estimate:</i> No/ Minimum</p>
		<p>4.3.2(a) Ensure equitable conditions for both genders, including promotion and progression.</p> <p><i>Cost estimate:</i> No/ Minimum</p> <p><i>Timescale:</i> 2012-2016</p> <p><i>Responsible:</i> REM/HRD</p>		<p>4.3.2(c) Share best practice HR policies among NMHSs and on the WMO website in all WMO languages.</p> <p><i>Cost estimate:</i> Minimum</p>
				<p>4.3.3(c) Career tracking of NMHS staff</p> <p><i>Cost estimate:</i></p>
	4.4 Create a parent-friendly environment at the workplace	<p>4.4.1(a) Continue to improve the organizational culture through the implementation of facilitative policies, such as maternity,</p>	<p>4.4.1(b) Encourage all HR actions listed in Column A: WMO Secretariat to be adopted by NMHSs.</p>	<p>4.4.1(c) Adopt, as appropriate, HR actions listed in Column A: WMO Secretariat.</p> <p><i>Cost estimate:</i> No/ Minimum</p>

POLICY AREA	STRATEGY	ACTION		
		A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
		paternity, adoption, family, emergency leave, breastfeeding, child care. <i>Cost estimate:</i> No/ Minimum <i>Responsible:</i> REM/HRD	<i>Cost estimate:</i> No/ Minimum <i>Responsible:</i> Cg and EC	
		4.4.2(a) Ensure flexible working arrangements (“Bring the work to the person, rather than the person to the work”). <i>Cost estimate:</i> <i>Responsible:</i> REM/HRD		4.4.2(c) Share best practice HR policies between NMHSs and on the WMO website in all WMO languages. <i>Cost estimate:</i> Minimum
	4.5 Assess the long-term impact of WMO employment policies on diversity, including gender balance	4.5.1(a) Conduct ‘Equality Impact Assessments’ on all new HR policies, and regular reviews (approximately biannual) on existing policies. <i>Cost estimate:</i> <i>Responsible:</i> REM/HRD	4.5.1(b) Encourage all HR actions listed in Column A: WMO Secretariat to be adopted by NMHSs. <i>Cost estimate:</i> No/ Minimum <i>Responsible:</i> Cg and EC	4.5.1(c) Adopt, as appropriate, HR actions listed in Column A: WMO Secretariat. <i>Cost estimate:</i> No/ Minimum
		4.5.2(a) Monitor staffing changes in terms of diversity, with disaggregation of data by sex and grade, and present to executive management and/or the Comité de Direction every quarter. <i>Cost estimate:</i> No/ Minimum <i>Responsible:</i> REM/HRD	4.5.2(b) EC to investigate restrictive applications in staff rules discriminating against dual income families taking up employment with WMO. <i>Cost estimate:</i> <i>Responsible:</i> EC	
		4.5.3(a) Include an inclusiveness component in the Performance Appraisal Report (PAR) of senior managers (respect for and promotion of diversity, gender sensitivity) together with other key		

POLICY AREA	STRATEGY	ACTION		
		A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
		managerial qualifications. <i>Cost estimate:</i> No/ Minimum <i>Responsible:</i> REM/HRD		
		4.5.5(a) Work with other UN agencies to foster support environment for trailing spouses. <i>Cost estimate:</i> No/ Minimum <i>Responsible:</i> REM/HRD		
5. COMMUNICATIONS	5.1 Highlight the contribution of WMO to gender equality and the empowerment of women to external audiences (e.g. media, UN partners, general public)	5.1.1(a) Develop a costed internal and external communications plan for approval by the EC Advisory Panel of Experts on Gender Mainstreaming and EC (i) highlighting the role of women in meteorology, hydrology and climatology, (ii) promoting female role models, and (iii) advocating for gender-sensitive weather and climate services. <i>Cost estimate:</i> Minimum (intern) <i>Timescale:</i> 2012-2016 <i>Responsible:</i> GFP and CER/CPA	5.1.1(b) Put women in the spotlight (e.g. award for outstanding achievement in meteorology/hydrology/climatology for women, prize for male champions). <i>Cost estimate:</i> <i>Responsible:</i> Cg and EC	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 webpage, Facebook posts and retweeting. <i>Cost estimate:</i> No/ Minimum
		5.1.2(a) Engage in the processes and activities of the UNESCO-led international cooperation on gender and media. <i>Cost estimate:</i> Minimum <i>Responsible:</i> CER/CPA		5.1.2(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-sensitive weather and climate services. <i>Cost estimate:</i> No/ Minimum <i>Timescale:</i> 2012-2016

POLICY AREA	STRATEGY	ACTION		
		A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
		<p>5.1.3(a) Develop an external stakeholder map and plan, for approval by the EC Advisory Panel of Experts on Gender Mainstreaming and EC</p> <p><i>Cost estimate:</i></p> <p><i>Responsible:</i> GFP and CER</p>		
	5.2 Ensure that communication materials/tools highlight gender issues, avoid gender bias and value the experience of women and men	<p>5.2.1(a) Update the WMO Style Guide (2014) to address the use of gender pronouns, etc.</p> <p><i>Cost estimate:</i> No/ Minimum</p> <p><i>Responsible:</i> CER/CPA and LCP</p>		<p>5.2.1(c) Provide the Secretariat with case studies, stories and examples for the development of a compendium of good practice.</p> <p><i>Cost estimate:</i> No/ Minimum</p> <p><i>Timescale:</i> 2012-2016</p>
		<p>5.2.2(a) Use of gender-neutral language in documents, including training for staff.</p> <p><i>Cost estimate:</i> No/ Minimum</p> <p><i>Responsible:</i> CER, CLW, DRA, LCP, OBS, RES, WDS and GFP</p>		<p>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).</p> <p><i>Cost estimate:</i> No/ Minimum</p>
		<p>5.2.3(a) Compile images of women working in meteorology, hydrology and climatology, and use as much as possible in communication materials.</p> <p><i>Cost estimate:</i> No/ Minimum</p> <p><i>Responsible:</i> CER/CPA and GFP</p>		<p>5.2.3(c) Create proactive gender equality communications in line with actions listed in Column A: WMO Secretariat.</p> <p><i>Cost estimate:</i> No/ Minimum</p>
		<p>5.2.4(a) Include gender analysis and sex-disaggregated data in relevant WMO publications (e.g. Climate Statement).</p>		<p>5.2.4(c) Provide sex-disaggregated data on all gender-related submissions to WMO</p> <p><i>Cost estimate:</i> No/ Minimum</p>

POLICY AREA	STRATEGY	ACTION		
		A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
		<p><i>Cost estimate: Minimum</i> <i>Timescale: 2012-2016</i></p> <p><i>Responsible: CER/CPA, CLW, DRA, LCP, OBS, RES, WDS and GFP</i></p>		
		<p>5.2.5(a) Enhance visibility of female role models, e.g. through web interviews and videos, Inspirational Speakers' programme with at least 50% female representation, focus press releases and internal communication on achievements by staff, with at least 50% of articles on achievements by women. <i>Cost estimate: Minimum</i> <i>Responsible: CER/CPA and GFP</i></p>		<p>5.2.5(c) Promote visibility of female role models and provide information on resulting articles on achievements by women to WMO <i>Cost estimate: No/ Minimum</i></p>
		<p>5.2.6(a) Work with journalists and weather presenters to communicate gender-sensitive matters better, from education to service delivery. <i>Cost estimate: Minimum</i> <i>Responsible: CER/CPA and WDS/PWS</i></p>		
	5.3 Facilitate policy dialogue and policy implementation through the provision of incentives and	<p>5.3.1(a) Communicate the rationale for encouraging gender equality for WMO to all responsible Departments, with endorsement from senior managers. <i>Cost estimate: No/ Minimum</i> <i>Timescale: 2012-2016</i></p>	<p>5.3.1(b) Create a "Gender Champions" award to be given on quadrennial basis to NMHS(s) having demonstrated leadership, dedication and significant progress in advancing gender equality.</p>	<p>5.3.1(c) Communicate the WMO Gender Equality Policy and/or relevant national policies to NMHS staff at all levels. <i>Cost estimate: No/ Minimum</i> <i>Timescale: 2012-2016</i></p>

POLICY AREA	STRATEGY	ACTION		
		A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
	regular information on gender mainstreaming at WMO	<i>Responsible: DSG and GFP</i>	<i>Cost estimate:</i> <i>Responsible: Cg and EC</i>	
		5.3.2(a) Compile and disseminate good practice in gender mainstreaming, including in service provision. <i>Cost estimate: Minimum (intern)</i> <i>Timescale: 2012-2016</i> <i>Responsible: GFP</i>		
		5.3.3(a) Develop guidelines for Secretariat staff on how to mainstream gender in their work (e.g. use non-gender specific language, ensure equal representation of men and women, photos, etc.). <i>Cost estimate: Minimum (intern)</i> <i>Timescale: 2012-2016</i> <i>Responsible: GFP</i>		
		5.3.4(a) Periodically provide relevant statistical data to constituent bodies to guide decision-making. <i>Cost estimate: No/ Minimum</i> <i>Responsible: CER, CLW, DRA, OBS, RES, WDS with assistance from GFP</i>		
		5.3.5(a) Communicate the WMO Gender Equality Policy to all staff and ensure that new staff is informed of its provisions (e.g.		

POLICY AREA	STRATEGY	ACTION		
		A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
		<p>include in induction training). <i>Cost estimate:</i> No/ Minimum <i>Timescale:</i> 2012-2016</p> <p><i>Responsible:</i> DSG, REM/HRD, GFP</p>		
	5.4 Ensure that communication materials/tools utilize multiple modes, methods and channels to appropriate to a gender diverse audience	<p>5.4.1(a) Update the WMO communications guidance to suggest multiple options for communication channels, methods, modes, etc. <i>Cost estimate:</i> No/ Minimum <i>Responsible:</i> DSG, GFP, CER</p>		
6. MONITORING AND COMPLIANCE	6.1 Disaggregate all data by sex	<p>6.1.1(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 data by sex. <i>Cost estimate:</i> No/ Minimum <i>Responsible:</i> CER, CLW, DRA, LCP, OBS, RES, WDS</p>	<p>6.1.1(b) Compile statistics on the participation of men and women in constituent body structures and activities. <i>Cost estimate:</i> No/ Minimum <i>Responsible:</i> EC, TCs and RAs</p>	<p>6.1.1(c) Compile sex-disaggregated statistics, especially with respect to governance, human resources and service provision. <i>Cost estimate:</i> No/ Minimum <i>Timescale:</i> 2012-2016</p>
		<p>6.1.2(a) Ensure that the regular Staff Opinion Survey inquires on gender-related issues and that the data is sex-disaggregated. <i>Cost estimate:</i> No/ Minimum <i>Responsible:</i> DSG and REM/HRD</p>		<p>6.1.2(c) Reply to the regular Survey on Gender Mainstreaming at WMO. <i>Cost estimate:</i> No/ Minimum</p>
	6.2 Monitor WMO gender policy implementation at all levels	<p>6.2.1(a) Prepare a second progress report on implementation of the Gender Equality Policy and present to Cg-18.</p>	<p>6.2.1(b) Report to the EC and Cg on progress at least once per financial period. <i>Cost estimate:</i> No/ Minimum</p>	<p>6.2.1(c) Develop monitoring mechanisms at the national level by (i) adapting the WMO gender monitoring indicators or (ii) using</p>

POLICY AREA	STRATEGY	ACTION		
		A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
		<i>Cost estimate:</i> No/ Minimum <i>Responsible:</i> GFP	<i>Timescale:</i> 2012-2016 <i>Responsible:</i> TCs and RAs	an existing national framework. <i>Cost estimate:</i> Minimum
			6.2.2(b) Regular reports to EC by the EC Advisory Panel of Experts on Gender Mainstreaming. <i>Cost estimate:</i> No/ Minimum <i>Responsible:</i> EC/APE/GM	
			6.2.3(b) Track relevant gender monitoring indicators (e.g. as designed by Secretariat) <i>Cost estimate:</i> No/ Minimum <i>Responsible:</i> EC, TCs and RAs	
	6.3 Evaluate the strengths and challenges to integrating gender in WMO systems and operations	6.3.1(a) Ensure that programme/project audits and evaluations consider gender mainstreaming issues, as appropriate. <i>Cost estimate:</i> No/Minimum <i>Responsible:</i> IOO and SPO		
		6.3.2(a) Conduct a comprehensive Gender Audit. <i>Cost estimate:</i> <i>Responsible:</i> IOO		
7. RESOURCE TRACKING AND ALLOCATION	7.1 Develop and use a financial resource tracking mechanism to quantify disbursement of	7.1.1(a) Develop and implement a gender marker. <i>Cost estimate:</i> Possibly consultant <i>Responsible:</i> REM/BO	7.1.1(b) Use gender marker reports in strategic planning and programming, as applicable. <i>Cost estimate:</i> No/ Minimum <i>Responsible:</i> EC/WG/SOP	

POLICY AREA	STRATEGY	ACTION		
		A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
	funds			
	7.2 Ensure that funding is made available through regular budget planning and voluntary contributions	<p>7.2.1(a) Ensure a budget allocation in the regular budget for gender mainstreaming activities. <i>Cost estimate:</i> See 7.2.1(b) <i>Responsible:</i> DSG, REM/BO</p>	<p>7.2.1(b) Ensure a budget allocation in the regular budget for gender mainstreaming activities. <i>Cost estimate:</i> <i>Responsible:</i> Cg and EC</p>	<p>7.2.1(c) Contribute to the WMO Gender Activities Trust Fund through voluntary contributions <i>Cost estimate:</i> <i>Timescale:</i> 2012-2016</p>
		<p>7.2.2(a) Include gender components in proposals submitted to donors. <i>Cost estimate:</i> No/ Minimum <i>Responsible:</i> DRA/RMDP</p>	<p>7.2.2(b) Set a financial benchmark for resource allocation for gender equality and women's empowerment for 2020-2030. <i>Cost estimate:</i> <i>Responsible:</i> Cg and EC</p>	
8. SERVICE PROVISION	8.1 Build understanding of the gender-specific aspects of weather, hydrological, climate and environmental services	<p>8.1.1(a) Assist constituent bodies in the organization of at least two regional or sub-regional workshops on the gender dimensions of weather and climate services. <i>Cost estimate:</i> See 8.1.1(b) <i>Responsible:</i> DSG and GFP in cooperation with CER, CLW, DRA, DRA/RMDP, OBS, RES, WDS</p>	<p>8.1.1(b) Organize at least 2 regional and sub-regional gender conferences on weather, gender and climate. <i>Cost estimate:</i> CHF 160,000 <i>Responsible:</i> TCs and RAs with assistance from Secretariat</p>	<p>8.1.1(c) Conduct research and develop case studies on the gendered impacts of weather and climate. <i>Cost estimate:</i></p>
		<p>8.1.2(a) Develop thematic guidelines on how to make weather and climate services more gender-sensitive <i>Cost estimate:</i> Could be linked to 8.1.1(a)</p>		<p>8.1.2(c) Conduct research into how women and men access and use weather and climate services. <i>Cost estimate:</i></p>

POLICY AREA	STRATEGY	ACTION		
		A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
		<i>Responsible:</i> GFP		
				8.1.3(c) Gather feedback and document success stories on how weather and climate information is used. <i>Cost estimate:</i>
				8.1.4(c) Support a gender analysis of national institutional, legislative and policy frameworks in relevant areas. <i>Cost estimate:</i> Minimum
	8.2 Produce and communicate gender-sensitive weather, hydrological, climate and environmental services	8.2.1(a) Mainstream a gender perspective in components of the Global Framework for Climate Services (GFCS). <i>Cost estimate:</i> <i>Responsible:</i> CLW/GFCS	8.2.1(b) Develop and modify relevant regulatory material (Intergovernmental Board on Climate Services (IBCS) and technical commissions)). <i>Cost estimate:</i> Minimum <i>Responsible:</i> IBCS and TCs	8.2.1(c) Develop communication methods and tools to ensure that women and men have equal access to weather and climate services, through translation into local languages, use of multiple media channels, etc. <i>Cost estimate:</i>
				8.2.2(c) Engage women and men using participatory and gender-sensitive tools to collect, record and analyze information. <i>Cost estimate:</i> Minimum
	8.3 Ensure equitable access to, interpretation of and use of	8.3.1(a) Ensure strong participation by both genders in panel discussions and events. This will include a specific effort to also	8.3.1(b) Develop and modify relevant regulatory material (Intergovernmental Board on Climate Services (IBCS) and	8.3.1(c) Customize weather and climate services to the particular needs and roles of women and men.

POLICY AREA	STRATEGY	ACTION		
		A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
	weather, hydrological, climate and environmental information and services by women and men.	ensure men's participation in meetings and events on gender related issues. <i>Cost estimate:</i> No/ Minimum <i>Responsible:</i> DSG, CER, CLW, DRA, LCP, OBS, RES, WDS	technical commissions)). <i>Cost estimate:</i> Minimum <i>Responsible:</i> IBCS and TCs	<i>Cost estimate:</i>
			8.3.2(b) Ensure that the WMO Data Policy is gender-sensitive. <i>Cost estimate:</i> No/ Minimum <i>Responsible:</i> EC and CBS	8.3.2(c) Increase women's participation in user forums on service delivery. <i>Cost estimate:</i>
	8.4 Ensure increased participation of women in service delivery			8.4.1(c) Seek gender balance in governing and advisory bodies related to service delivery. <i>Cost estimate:</i> No/ Minimum
				8.4.2(c) Seek gender balance in the involvement of women and men in the generation and delivery of weather, hydrological and climate services. <i>Cost estimate:</i> No/ Minimum
				8.4.3(c) Ensure women and men are engaged as part of community disaster-response teams. <i>Cost estimate:</i> No/ Minimum