



## WMO GENDER EQUALITY POLICY

*(as adopted by the Seventeenth World Meteorological Congress, 25 May-12 June 2015)*

### 1. General

#### 1.1 Purpose

The purpose of the Gender Equality Policy is to promote, encourage and facilitate gender equality across the World Meteorological Organization (WMO) and to establish a mechanism by which progress can be measured.

#### 1.2 Definitions

1.2.1 All references to WMO encompass the Executive Council, regional associations, technical commissions and the Secretariat. The Policy also refers to National Meteorological and Hydrological Services (NMHS).

1.2.2 For the purposes of this Policy, WMO has adopted the definitions of gender and gender equality that were developed by the United Nations.

1.2.3 Gender refers to the social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys, as well as the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. They are context/ time-specific and changeable. Gender determines what is expected, allowed and valued in a woman or a man in a given context. In most societies there are differences and inequalities between women and men in responsibilities assigned, activities undertaken, access to and control over resources, as well as decision-making opportunities. Gender is part of the broader socio-cultural context. Other important criteria for socio-cultural analysis include class, race, poverty level, ethnic group and age.<sup>1</sup>

1.2.4 Gender equality refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centred development.<sup>2</sup>

#### 1.3 The WMO Vision on Gender Equality

1.3.1 Under its collaborative framework, WMO provides world leadership and expertise in international cooperation in the delivery and use of high quality, authoritative weather, hydrological,

---

<sup>1</sup> <http://www.un.org/womenwatch/osagi/conceptsanddefinitions.htm>

<sup>2</sup> Ibid.

climate and related environmental services by its Members, for the improvement of the well-being of societies of all nations. It does so through the coordination of standards and practices among its Members, based on core values of professionalism, excellence, impartiality, cultural sensitivity, non-discrimination and team spirit in international service.

1.3.2 The gender perspective of this vision is to realize fully the professional and human potential of both women and men through equal employment opportunities and to provide improved access to basic and enhanced environmental services that are responsive and sensitive to women's and men's priorities and needs and will make a difference to their lives.

## **2. Goals and Objectives**

### **2.1 Goal**

The overall goal is to achieve gender equality within WMO. The provision of enhanced and gender-sensitive weather, hydrological, climate and related environmental services will contribute to an improved response to human needs related to weather, climate and water.

### **2.2 Objectives**

2.2.1 The objectives of the Gender Equality Policy are as follows:

- (a) To ensure equality of opportunity for women and men within the WMO Secretariat;
- (b) To ensure equality of opportunity for women and men to participate in all WMO constituent bodies and capacity-building initiatives;
- (c) To ensure equality of opportunity for women and men in National Meteorological and Hydrological Services;
- (d) To ensure gender sensitive development and delivery of all services provided through coordination of WMO, including equal access and equal user capacity for women and men; and
- (e) To ensure that all WMO projects and programmes are gender sensitive.

## **3. Methods**

### **3.1 Gender Mainstreaming**

3.1.1 Gender mainstreaming is "the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality." (ECOSOC 1997/2, 18 July 1997)

3.1.2 Gender mainstreaming is the primary tool that will be used to achieve the goal of gender equality within WMO. It will be supported by targeted capacity-building and training as required.

#### **4. Expected Outcomes**

##### **4.1 Gender Sensitive Strategic Planning**

All strategic planning documents produced by WMO will be sensitive to issues related to the advancement of gender equality and the empowerment of women as well as include a commitment to ensuring that activities and initiatives promote gender equality.

##### **4.2 Gender Sensitive Governance**

Policy-making organs, constituent bodies and top-level management in WMO will provide visible support, accountability and transparency to ensuring gender equality. This will include the provision of adequate resources for gender mainstreaming activities in regular budget planning and the inclusion of gender equality in all communications and consultations with stakeholders. WMO will promote more clear communications between countries on gender equality issues and the development of gender-sensitive human resource policies. WMO will ensure that gender focal points are appointed at all levels and that an organization-wide mechanism is established to direct gender mainstreaming activities.

##### **4.3 Gender Sensitive Human Resources**

Human Resources management in WMO will aim to eliminate all forms of discrimination and to promote equality of opportunity between men and women, and foster balanced work/life arrangements for differing personal/family situations. This will include the use of balanced recruitment, selection and retention practices, the provision of equitable working conditions and the provision of equal opportunities for training at local, regional and international levels in a manner that aims to achieve equilibrium in gender representation. It will aim for balanced work/life arrangements for differing personal/family situations. There will be provision of fair opportunities for promotion and equitable distribution of work responsibilities at all levels. Both men and women will be included in decision-making on WMO activities and programmes. Outreach programmes will be developed and implemented to promote meteorology and hydrology and related sciences as attractive careers for women and men.

##### **4.4 Gender Sensitive Weather, Hydrological and Climate Services**

4.4.1 WMO will endeavour to ensure equitable access to, interpretation of and use of information and services by both women and men. Efforts will be made to ensure effective participation of both women and men in public education and awareness activities as well as in user forums. The diverse needs of both women and men users will be taken into account and gender sensitive programmes and projects will be designed and implemented accordingly. WMO will further seek to increase the involvement of women in the development of weather, hydrological, climate and related environmental products and services.

4.4.2 Particular efforts will be made to:

- (a) Improve the understanding of the gender-specific impacts of weather and climate and of the gender dimensions of weather and climate services on disaster risk reduction, water resources management, public health, agriculture and food security, and other relevant areas;
- (b) Pursue strategies and structures to increase the involvement of women as well as men in the development and communication of gender-sensitive weather, hydrological and climate services;

- (c) Produce and communicate gender-sensitive weather, hydrological, climate and related environmental services;
- (d) Ensure access for women to products and services;
- (e) Strengthen the capacity of women as well as men in climate-sensitive sectors through technical and communications education, training and professional development; and
- (f) Increase investment in gender-based weather, hydrological, climate and related environmental services.

## **5. Capacity Development**

### **5.1 Staff Development**

Efforts will be made to build understanding of the objectives and rationale for the Gender Equality Policy as well as of specific tools and mechanisms for mainstreaming gender in all aspects of WMO work.

### **5.2 Technical Areas**

Efforts will be made to improve understanding of the gender-specific impacts of weather and climate and of the gender dimensions of weather and climate services through increased research, outreach and training, including through the development of relevant capacity-building tools and materials.

## **6. Communications**

6.1 All communications from WMO will be written in gender-sensitive language, gender-sensitive formats, and utilizing gender-sensitive methodologies, including all communications with Member States. Member States will routinely be asked to consider including female candidates in lists of experts nominated to WMO bodies.

6.2 The Secretariat will serve as a conduit for sharing best practices on gender mainstreaming.

## **7. Resource Allocation**

WMO will ensure that funding for gender equality work is made available through regular budget planning and voluntary contributions.

## **8. Roles and Responsibilities**

### **8.1 Secretariat**

8.1.1 All Secretariat staff members are expected to familiarize themselves with the WMO Gender Equality Policy and to carry out their daily work in a manner that is fully consistent with the guidelines specified in the policy.

8.1.2 Senior managers have a particular responsibility to ensure that the goals and objectives specified in the Gender Equality Policy are met by WMO and its constituent bodies. They will be expected to set gender objectives in their annual workplans.

## **8.2 Regional Associations**

The regional associations should be aware of and implement the WMO Gender Equality Policy within their area of responsibility. Efforts should be made to ensure that a minimum of at least 30 percent of the members of their working structures is female and that this percentage rises progressively within each financial period. The longer-term objective will be to reach parity between male and female members. To this end, the regional associations should designate a member of their management committees responsible for gender equality.

## **8.3 Technical Commissions**

The technical commissions should be aware of and implement the WMO Gender Equality Policy within their area of responsibility. Efforts should be made to ensure that a minimum of at least 30 percent of the members of their working structures is female and that this percentage rises progressively within each financial period. The longer-term objective will be to reach parity between male and female members.

## **8.4 Members**

Members should support and enable implementation of the WMO Gender Equality Policy and facilitate gender mainstreaming activities stemming from the Policy wherever possible. They also have the responsibility to communicate the Policy and support implementation at the national level.

## **9. Monitoring and Compliance**

9.1 Ultimate responsibility for monitoring and compliance with the Policy will lie with constituent bodies and the Secretary-General. Implementation will be reviewed once each financial period based on the set of monitoring indicators developed. To this end, sex-disaggregated data will be collected on all aspects of WMO work, including membership in constituent body structures. Upon review and evaluation of sex-disaggregated data, methods and indicators will be assessed and modified as necessary. Further review will be provided on an ad hoc basis by the WMO Internal Oversight Office.

9.2 Regional associations and technical commissions will be expected to report to the Executive Council on progress, at least once during each financial cycle.

## **10. Implementation Framework**

An action plan will be developed and updated after each Congress to facilitate the objectives and expected outcomes elaborated in the WMO Gender Equality Policy.

---