

## Comments on the Draft WMO Capacity Development Strategy (Draft 02, Version 01, 2022)

Compilation of comments received by 31 October 2022

	Submitter	Comment	Suggestions for improvement or corrections
General Comments	Dr Mary Scholes	It is obvious from the quality of the current document that an enormous amount of effort has gone into revising this document and I appreciate this. Thanks to all concerned. I have no general comments other than that the document is very readable and provides a sufficient amount of detail and a forward looking pathway of how capacity should be recognised and developed.	My only general comment on the document is that the Text boxes and Tables/Figs should be numbered with a suitable caption so that they can be captured in the Table of contents.
	Jennifer Milton	Overall comment: Good work although suggest to simplify the text in some sections (a bit wordy or unclear). It is quite important to simplify some of the sentences if this document is to be translated.	
WCDS at a glance	Prof. Odjugo Peter Ovuoyovwiroye	<b>WMO Sp Strategic Objectives , page 2:</b> Partnerships andalliances	should be Partnerships and alliances
	Dr. Agnes Kijazi (CDP-Chair)	WCDS-2023 at a Glance/page2: Under P1: Integrated and holistic approach to capacity, the word “development “after “Capacity” has been left out	I propose we add the word “development “after “Capacity” to make the section to read: P1: “Integrated and holistic approach to capacity development”

	Dr. Agnes Kijazi (CDP-Chair)	WCDS-2023 at a glance, page2: Under “Technological (hard infrastructure)” there is no space between the words in parentheses “hard infrastructure”	Let us put space between the word “hard” and “infrastructure”
	Dr. Agnes Kijazi (CDP-Chair)	List of acronyms, Page 4: Abbreviation for “Sustainable Development Goals” has been written “SDG”	Let us write the abbreviation as SDGs
Part 1 Introduction	Winifred Jordaan and Dr. Agnes Kijazi (CDP-Chair)	<b>Part 1 introduction rationale for the update p. 7.</b>  3 <sup>rd</sup> paragraph. Last sentence: starting of with: To Strategy facilitates...	Not sure what want to be highlighted but the to strategy does not make sense. Maybe The Strategy?
	Jennifer Milton	Part 1, page 6: Q: Wont the CDS also provide assistance beyond NMHS’s?	If this is the case, continuous process for WMO Members (and in particular that of NMHSs) to acquire and sustain...
	Jennifer Milton	Rationale for update, page 7: To Strategy? Typo?	Should be ‘This strategy..’
	Jennifer Milton	Rationale for update, page 7: ‘other CD stakeholders’.. Q: does this include the EC CD Panel?	Suggest adding EC CD Panel
Section 2.1	Winifred Jordaan	Many MHSs are facing substantial development needs	English not first language should it not de developmental?
	Winifred Jordaan	In this section the gender equity needs to be emphasized from the beginning not only on page 14.	In the same sentence that ends with global requirements. – add global requirements including gender quality.

	Winifred Jordaan		My suggestion to make it clear is to with every staff. State: <b>staff (men and women)</b> .
	Jennifer Milton	<p><b>2.1 Scope of WCDS-2023 – narrowing and closing capacity gap, p. 10:</b></p> <p>Does the CDS does the following ? ...‘Analytics of reasons, planning of remedy actions’ .. or does it raise the importance of doing so? If the latter, then this sentence should be corrected. If the former then it should be stated in a simpler manner.</p>	
	Dr. Agnes Kijazi (CDP-Chair)	<p>2.1 Scope of WCDS-2023 – narrowing and closing capacity gap, page 9, second paragraph:</p> <p>In the first sentence “The WCDS-2023 as a crucial factor for the achieving the key result of the LTG 4 has a wide scope of WMO coordinated activities aimed at narrowing and the capacity gaps”. The word “and “ between “narrowing” and “the” should be deleted</p>	The sentence to read as follows: “The WCDS-2023 as a crucial factor for the achieving the key result of the LTG 4 has a wide scope of WMO coordinated activities aimed at narrowing the capacity gaps”.
<b>Section 2.2 – NO COMMENTS</b>			
<b>Section 2.3</b>	Winifred Jordaan	<p>Page 11:</p> <p>Capacity development partners: after (UHMEI). The need to <b>engage better the</b> private sector.</p>	There is a need to engage better with the .....
<b>Section 2.4 – NO COMMENTS</b>			

Section 3.1	Jennifer Milton	Dimension 4, page 14: Typo for carrier?	Career development
	Jennifer Milton	Dimension 4, page 14: Use of balanced recruitment ?? – ambiguous Does this also include diversity	Suggest ‘impartial recruitment’ or ‘This will include fair and impartial recruitment and selection processes, equitable working conditions, equal opportunities for career development and training...
	Jennifer Milton	<b>Key results in developing HR capacity, page 15:</b> After d) Need to add increase coordination between regional centers including that of RTCs (EC-73)	Will look to the authors for proper phrasing: Reinforcing linkages of the WMO regional training centres with that of other regional centres of the WMO. Enhanced coordination with Technical Commissions
Section 3.2	Winifred Jordaan	Page 16: Principle 3 Key results: to highlight the motivation can add:	Enhance staff motivation in service society (especially for vulnerable women and children) better.
	Jennifer Milton	<b>Capacity development principles p. 15:</b> The capacity of assessment or Assessment of the capacity??	
	Jennifer Milton	<b>Principle 2 p. 16:</b> Weak sustainability feature	Feature of what? Would suggest that we define what this feature is. Or be more general as you define some of them afterwards.. ‘sustainability factors’

<b>Section 3.2</b>	Jennifer Milton	<b>Principle 2 p. 16:</b> A major factor... national funding to support O&M..	One question that does not seem to be raised is why do people that have been trained leave? Is one of the issues about salaries? If so, why not include this?
	Jennifer Milton	<b>Key results principle 2:</b> At any stages	At all stages
	Jennifer Milton	<b>Principle 3 p. 16:</b> What does 'quick' stand for?? And this may be jumping to conclusions	Would take out 'quick' in quick results. Simply indicate 'results'
	Jennifer Milton	<b>Principle 3 p. 16:</b> In the domination environment of budget constraints, the right prioritization based on well-defined capacity gaps is a critical element of effective CD actions	Can this be simplified? Or deleted.
	Jennifer Milton	<b>3.2 Capacity development processes p. 16:</b> Question: key results areas seem to be written as Actions, and not actual expected results for Principles 2, 3, 4	Reword texts as to reflect results and not actions to do (see examples in texts for Dimensions boxes and those for Principles 5 & 6)
	Jennifer Milton	<b>3.2 Capacity development processes p. 17:</b> Reference to the CD process cycle within Principal 6	Add reference to Fig. 2 Capacity Development process cycle (on p. 18)
	Jennifer Milton	<b>p. 17:</b> Formulating a capacity development response that addresses those capacities that could be strengthened, or that optimizes existing capacities that are already strong and well placed.	Add reference to Fig. 2 Capacity Development process cycle (on p. 18)
	Jennifer Milton	<b>p. 17:</b> Ensuring an effective capacity development intervention requires the building of political commitment and sponsorship among key stakeholders based on common understanding of its importance in the broader national development priorities	Suggest to replace by: .. identifying initiatives aiming at building new capacities or strengthening existing ones

Section 3.3	Prof. Odjugo Peter Ovuyovwiroye	Caption of Figure 2, page 18	I am of the opinion that the title of the Figure 2: “Capacity development process cycle” should be the same with the blue inner cycle “Capacity Development Cycle”, whereby the ‘process’ is not included.
	Jennifer Milton		Reference to WMO’s Quality Management Processes – ISO may be useful in discussing step 5 and bring additional information <a href="https://public.wmo.int/en/our-mandate/how-we-do-it/quality-management-framework">https://public.wmo.int/en/our-mandate/how-we-do-it/quality-management-framework</a>
Section 4.1	Winifred Jordaan	Page 20: WMO regional Centers	Space it correctly.
	Dr. Agnes Kijazi (CDP-Chair)	Points under sections 4.1, 4.2, 4.3, and 4.4 are written in bullet format	I would suggest the points be given roman numbers which makes the readability of the document much easier especially in the points as they are many per section.
	Jennifer Milton	Where would regional centers such as the Regional WIGOS Centres and others (RICs, RMICs, MLCs) be described as they relate specifically to INFCOM?	
Section 4.2	Jennifer Milton	Question: would SOFF be considered as supporting resource mobilization? If so, should it be included?	
<b>Section 4.3 – NO COMMENTS</b>			

<b>Section 4.4</b>	Winifred Jordaan	Page 24: Leadership, talent management, skills development, equality and diversity,	Include gender equality as well.
	Jennifer Milton		The focus of this section seems to be on education and training. However the title of the section seems to point towards a much broader discussion. Is this correct? As Human Resources concerns within CD initiatives also include other aspects beyond training. Suggest to perhaps change the title or widen the scope of this item. (recruitment and staffing, coordination between organizations or units within one organization in order to cross-train/share information, ensuring opportunities for career development, ensuring time and means for acquiring new knowledge?)
	Jennifer Milton		Suggest to add, within the annex, a page with references to resources from WMO publications (ex: developing partnerships) and other resources available on the Global Campus and ETR
	Jennifer Milton		Suggestion: Reference to ensuring that capacity development/training supporting resources be available in the language of the beneficiaries.
<b>Section 5.1 – NO COMMENTS</b>			
<b>Section 5.2</b>	Winifred Jordaan	Page 26, SO: 4.2 Ending with talent development strategies at NMHSs nourished, including young professionals and woman	This is an insult. It means women are not regarded as young professionals.  State: Young Professionals inclusive of women.

**ANNEX I – NO COMMENTS**

**ANNEX II – NO COMMENTS**

**ANNEX III – NO COMMENTS**