

Annex to Resolution 39 (Cg-19)**WMO GENDER ACTION PLAN FOR THE NINETEENTH 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 women smallholder farmers' access and use of adapted agricultural weather information), SDG 14 (supporting women's involvement in ocean observations, science, and preservation) and others.

ACTION		
A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
1. GOVERNANCE		
1.1. Create inclusive and diverse governance structures		
<p>1.1.1(a) Encourage Members to: (i) nominate women experts from NMHSs or other national institutions to WMO governance bodies and their working structures and (ii) increase the representation of women in delegations to sessions⁸⁷ (iii) to use "observer" status to enable wider attendance and familiarity with WMO processes</p>	<p>1.1.1 (b) Encourage Members to: (i) nominate women experts from NMHSs or other national institutions to WMO governance bodies and their working structures and (ii) increase the representation of women in delegations to sessions⁸⁸</p>	<p>1.1.1(c) Increase the participation of women by: (i) identifying and nominating women 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 (iii) providing opportunities for those who are interested in WMO to observe events and meetings either online or in person, to build familiarity with WMO processes and encourage participation in expert teams</p>
<p>1.1.2(a) Include gender balance in the Terms of Reference of all constituent bodies, including their management and working structures</p>	<p>1.1.2(b) Strive for gender balance in the membership of all constituent bodies, including their management and working structures</p>	<p>1.1.2(c) Strive for gender balance in the membership of all constituent bodies, including their management and working structures</p>
<p>1.1.3(a) Devise strategies for creating/strengthening women networks of experts in constituent bodies</p>	<p>1.1.3(b) Encourage the active role of women members of all constituent bodies, their management and working structures</p>	<p>1.1.3(c) Encourage and support women networks of experts</p>

⁸⁷ Priority actions for 2024–2027 are marked in red; they represent 2020–2023 priorities requiring further effort, actions formulated by the Technical Commission Gender Focal Points and activities related to the implementation of SO 5.3 of the Strategic and Operating Plans.

⁸⁸ Actions for constituent bodies are also applicable to the Research Board

ACTION		
A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
1.1.4(a) Increase representation of women across Secretariat staffing, working closely with the staff association and HR to ensure job descriptions and contract terms are not gender biased and take into consideration gender issues including Part-time and flexible working (allowing for remote-working)		1.1.4(c) Encourage the development of coaching programmes to increase women participation in leadership positions as well as using women who already are in management positions to advocate such programmes
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
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	1.3.1(c) (i) Designate a gender equality focal point to be an interlocutor with the Secretariat and its responsible bodies and to ensure compliance with the Plan within the NMHS 1.3.1(c) (ii) Undertake a regular review of the member country's experts listed in the WMO expert database to ensure both male and female experts are included, with a particular focus on early career professionals

ACTION		
A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
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	1.3.3(c) Encourage NMHSs to integrate into their structure a person responsible for ensuring gender equality in the organization
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, sharing good practice and requests for targeted action	1.3.5(b) Encourage interaction among the constituent bodies' gender equality focal points, including joint activities, sharing good practice and consolidating learning	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
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-20	1.4.1(b) Develop Gender 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		

ACTION		
A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
2.1.1(a) Ensure that a gender-specific Strategic Objective is maintained in any updates to the Strategic Plan and Operating Plan (2028–2031). This objective shall incorporate a target, to aim for and measure against, of at least 40% representation of women across the WMO Secretariat, 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 (2028–2031). This objective shall incorporate a target, to aim for and measure against, of at least 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	2.1.2(c) 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) All programmes and projects under development should integrate gender mainstreaming, including during quality assurance review		2.2.1(c) Collect gender-disaggregated data, conduct gender analysis and address gender considerations in the development of new programme and project proposals
2.2.2(a) Systematically 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 gender-disaggregated data		2.2.3(c) Ensure that programme and project reports address gender-related results, outputs and activities and present gender -disaggregated data
2.2.4(a) Organize training for Secretariat staff on gender stereotypes and bias and develop tools on gender mainstreaming in programme and project management		2.2.4(a) Organize training for NMHSs on gender stereotypes and bias and develop tools on gender mainstreaming in programme and project management

ACTION		
A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
		2.4.4(c) Organize courses on gender equality for Members and at the regional level
2.3. Collect, use and analyse gender-disaggregated data		
2.3.1(a) Ensure that all key data is gender -disaggregated, including at the programme and project level, or that there is a specific reason noted for not disaggregating, reporting these data at the UN Women SWAP report	2.3.1(b) Ensure that all EC Panels and constituent bodies collect and use gender -disaggregated data in the monitoring, evaluation and reporting of their activities	2.3.1(c) Compile gender -disaggregated statistics, especially with respect to governance, human resources and service provision
2.3.2(a) Develop a gender dashboard 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 gender-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
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 United Nations Evaluation Group (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	

ACTION		
A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
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 DEVELOPMENT⁸⁹		
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 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 Permanent Representatives (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 Education and Training Office (ETR) meeting, including Symposium, Regional Training Centres (RTC) Directors' meeting, Global Campus, courses for trainers, and report on women 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	3.1.2 (c) (i) Proactively seek out WMO training courses or good practices shared to inform inclusive leadership activities 3.1.2(c) (ii) Develop and make broadly available training material on leading inclusive teams
3.1.3(a) Use the latest Staff Opinion Survey to assess staff's capacity vis-à-vis gender equality, diversity and inclusion, with specific question on Gender	3.1.3(b) (i) Add gender-related issues to the Capacity Development Panel meeting agenda, and to management and train-the-trainer course curriculum; (ii) Increase	3.1.3(c) Assess capacities and needs of NMHS staff, service providers and users for gender-related training

⁸⁹ Capacity development actions targeted at women and men 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
	women participation in Panel and other meetings	
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, but not limited to, 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	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) Continue the conduct of 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 the UN-wide Safe Space Survey on sexual harassment and harassment based on sex in the Workplace		3.1.6(c) Consider the provision of training related to gender-based harassment and violence in the workplace
3.2 Build a pool of women leaders in the WMO community		
3.2.1(a) Continue assisting constituent bodies in developing the leadership capacity of women 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 women delegates and professionals from Member States, including through Women's Leadership Workshops	3.2.1(c) Nominate more women participants to training events, including Women's Leadership Workshops

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	and other events on the margins of constituent body meetings	
3.2.2(a) In correspondence to Members regarding nominations, especially in circular letters, add standard sentence to encourage women participation in fellowships, trainings, workshops, seminars, and monitor and report on women/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 women candidate nominations; (ii) Take into account gender equality in the selection of candidates for education and training opportunities	3.2.2(c) Encourage women 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 women staff
3.2.3(a) Allocate funds for the participation of WMO women professionals in a leadership programme, such as the United Nations System Staff College (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 women 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 women professionals with leadership potential, in cooperation with the RTCs	3.2.4(c) Develop a mentoring programme for women professionals with leadership potential, and encourage participation of both male and female mentors
3.2.5 (a) Organize a panel during Cg-20 that showcases and highlights mentoring and allyship contributions and activities in the development of women leaders within the WMO community		

ACTION		
A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
3.2.6(a) Develop a network of male allies to learn about and champion improved gender equality		3.2.6 (c) Support and reward men who take part in the gender allyship scheme
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 (Science, Technology, Engineering, and Mathematics) outreach, engaging with WIPO, ITU on International Day of Women in Science or International Day on Girl in ICT	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, mentoring students during special events on science	3.3.1(c) Conduct outreach activities such as: (i) School visits to NMHSs and observation sites (ii) Participation in job fairs at universities (iii) Activities to celebrate International Women's Day and the International Day of Women and Girls in Science, highlighting the role of women in meteorology, climatology and hydrology and (iv) Include a module on gender equality in training courses for new staff entering the NMHS
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 Junior Professional Officer (JPO) posts to young professionals, and actively monitor gender equality to ensure parity, equity and regional balance	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

ACTION		
A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
	3.4.2(b) Support and encourage youth collaborative platforms, like Young Earth System Scientists, and promote the active role of women members	3.4.2(c) Offer internships to young professionals, especially women, and secondments of staff from meteorological services on a rotational basis
	3.4.3(b) Offer hybrid attendance and observer status to meetings of Expert Teams and other constituent bodies to enable increased engagement and capacity-building, particularly of women, early careers and across the regions	3.4.3(c) Encourage and enable the attendance of early careers and women as observers in WMO constituent bodies
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) 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		
3.5.3(a) Develop and distribute best practices on leading an inclusive team to Expert Team Chairs/Co-Chairs		
4. HUMAN RESOURCES		
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 (considering		

ACTION		
A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
<p>part-time and flexible working) [; 4.5. Assess the long-term impact of WMO employment policies on diversity, including gender balance. Include all the above in the new Human Resource Policy. 4.6 Write job announcements to with an intention to attract diverse pool of candidates, and ensure interview/evaluation criteria value subject matter expertise AND building/leading inclusive teams</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)		
<p>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 women role models, and (iii) advocating for gender-responsive weather and climate services</p>	<p>5.1.1(b) Promote the unique contributions of women, including through awards for outstanding achievement in meteorology/hydrology/climatology for women</p>	<p>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</p>
<p>5.1.2(a) Continue organizing dedicated Gender Days and other panels, conferences, and side events (both separately and in conjunction with major meetings)</p>	<p>5.1.2(b) Plan and organize panels, conferences, side events and dedicated gender days (both separately and in conjunction with major meetings)</p>	<p>5.1.2(c) (Co-)organize and host gender-related events</p>
<p>5.1.3(a1) 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</p>		<p>5.1.3(c) Develop and disseminate communication materials (i) highlighting the role of women in meteorology, hydrology and climatology, (ii) promoting women role models, and (iii) advocating for gender-responsive weather, hydrological and climate services</p>

ACTION		
A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
5.1.3 (a2) The visualization of the role of women by including a new section of profiles of outstanding women in the fields of weather, climate and water on the new website		
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, the Research Board and regional associations	5.1.4 (c) Engage with international organizations field offices, such as UN Women, UNDP, etc.
5.1.5 (a) Encourage members to identify credible female candidates for awards at all levels		5.1.5 (c) Actively seek to identify credible female candidates for awards at all levels
5.2 Ensure that communication materials/tools highlight gender issues and avoid gender bias		
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		5.2.1(c) Use gender-inclusive language in documents, including job descriptions/ advertisements and training for staff, when possible
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 and in our new website		5.2.3(c) (i) Encourage (where possible) equal representation of men and women in all communication including photos (ii) Promoting the role of women as spokespersons for NMHSs in media and institutions

ACTION		
A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
5.2.4(a) Enhance visibility of women role models, e.g. through web interviews and videos, Inspirational Speakers' programme, focus press releases and internal communication on achievements by staff. Develop a webpage on the WMO website on Gender Equity in WMO to promote our actions		5.2.4(c) Promote visibility of women 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")
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

ACTION		
A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
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 strategy to suggest multiple options for communication channels, methods, modes, etc. Reach out to youth, using new and modern tools (social media like Tik Tok). Promote our scientists on different social platform		
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 new WMO ERP system to be able to collect all gender-related information	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		
6.1.3(a) Develop methods, technical solutions and mechanisms for applying the gender marker to regular budget activities	6.1.3(b) Consider budgetary needs to support gender balance at a programme level	
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 for Secretariat Staff and Members	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

ACTION		
A. WMO SECRETARIAT	B. WMO CONSTITUENT BODIES	C. WMO MEMBERS
6.2.2(a) Include gender components in all 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 subregional climate and/or hydrological forums or workshops in several languages on the gender-specific dimensions of weather, water and climate	7.1.1(b) Organize regional and subregional 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
7.2 Produce and communicate gender-responsive weather, hydrological, climate and environmental services		
7.2.1(a) Mainstream a gender perspective in components of Early Warning for All, the Climate Risk and Early Warning Systems (CREWS) Initiative, the Systematic Observations Financing Facility (SOFF) initiative and other WMO initiatives	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

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