

LET'S TALK ABOUT GENDER

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- The WMO Gender Action Plan 2024-2027 **was approved** last year during Cg-19
- [Cg-19-d04-5\(1\)-GENDER-ACTION-PLAN-UPDATE-approved en.docx \(wmo.int\)](#)
- Before the presentation of the document, the Secretariat invited all Members and Experts to attend a Gender Breakfast to discuss the activities proposed in the plan. **More than 120 staff/Members/experts participated**

ONE OF OUR MAIN GOAL IS TO RAISE VISIBILITY OF OUR MEMBERS, ESPECIALLY FOR WOMEN

- Sept 2023 (NYC) – “Women Rise for All” lunch organized by DSG Aminah Mohamed, Prof. Karnawati (PR Indonesia) represented WMO
- Dec 2023 (COP28) –Prof. Karnawati spoke on a panel for SDGs, on a panel organized by UN Women, and joined WMO Experts from Senegal and Spain on a panel for gender
- Prof. Saulo is an International Gender Champions and spoke at several meetings raising the profile of NMHS in Geneva



- March 2024 (NYC) – Prof. Saulo participated at the **UN Senior Women Leaders Retreat**
- March 2024 (NYC) - Launch of the Gender Action Plan (GAP) to support the implementation of the Sendai Framework for Disaster Risk Reduction 2015-2030 with **intervention from Allison Allen, NOAA and gender focal point for SERCOM**
- Posting news on WMO website on gender activities done by our Members (picture of our colleagues in Libya, celebrating IWD) and postcast on women in NMHS





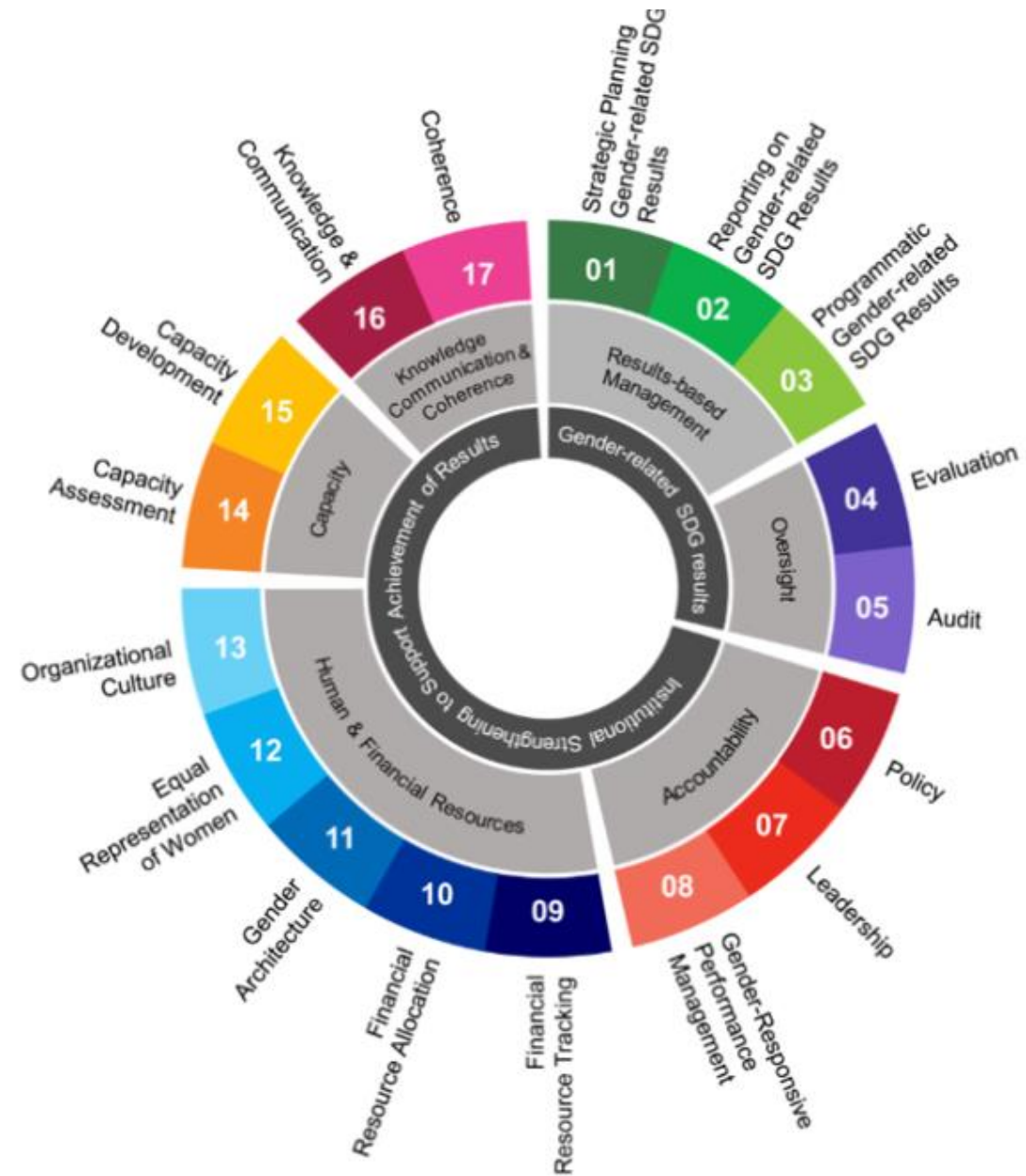
SECRETARIAT - GENDER AWARENESS

- With the knowledge management team of WMO, we are preparing **short webinars on gender**, inclusivity, parity, diversity and gender bias
- Harassment course is now **mandatory** for all staff
- A comprehensive **sexual harassment policy** has been drafted and submitted to SG for approval
- A training “**Overcoming Unconscious Bias**” is available for free, for all staff, recommended especially to hiring managers
- Feb 2024 – 3 WMO participated at the session Office of the Victims’ Rights Advocate (OVRA) Training of Trainers: **module on the implementation of the victim-centred approach**. The goal is to have all WMO staff trained at the end of the year.
- March 2024 (GVA) Women’s International Day celebration in HQ



WMO ENGAGEMENT IN GENDER IN THE UNITED NATIONS

- Nov 2023/Jan 2024 – Reporting period for System-Wide Action Plan on Gender Equality and Women’s Empowerment (the UN-SWAP)
- Participation of WMO in the **Gender & STI Brochure 2024**
- Collaborating with ITU, WIPO and UNICC on the **International Girls in ICT Day 2024**, mentoring young girls (10-11 years old) in STEM, in partnership with Columbia University
- Collaborating with UNICC and ITU and WIPO on **The Day of the Girls**, mentoring young girls on STEM fields
- Collaboration with the UN Visitor Center to **present SDG13 to high school classes from around the world**





Thank you.



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