

**WMO OMM**

World Meteorological Organization
Organisation météorologique mondiale
Organización Meteorológica Mundial
Всемирная метеорологическая организация
المنظمة العالمية للأرصاد الجوية
世界气象组织

Secrétariat

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Our ref.: 25080/2017/SG/DSG/SPO/IMD-2017

19 July 2017

Annex: 1

Subject: Call for good practice on promoting gender equality and empowerment of women

Action required: Send good practice examples to the WMO Secretariat
by 15 September 2017

Dear Sir/Madam,

On the occasion of International Women's Day 2017, I launched a WMO-wide campaign on the collection of good practice on gender equality and the empowerment of women. The purpose is to capture, document and disseminate good practice from which WMO Members could learn, adapt to their context, and potentially replicate.

The initiative is in line with the [WMO Gender Action Plan](#) and the priority actions identified by the EC Advisory Panel of Experts on Gender Mainstreaming (Decision 77 (EC-68)). Action 5.2.1(c) is particularly directed at Members who are expected to provide the Secretariat with case studies, stories and examples for the development of a compendium of good practice. Action 5.3.2(a) concerns the Secretariat's role in facilitating this process and serving "as a conduit for sharing best practice on gender mainstreaming," as mandated by the WMO Gender Equality Policy (paragraph 6.2).

Attached you will find a template with suggested information items and material to provide. It also contains a definition of good practice and a set of criteria to consider. The template can also be downloaded at <https://public.wmo.int/en/resources/gender-equality/collection-good-practice>.

You are kindly requested to fill in the template and send back to the WMO Secretariat by **15 September 2017** (please copy Dr Assia Alexieva, Gender Focal Point, aalexieva@wmo.int). Feel free to send multiple examples by filling in the template multiple times. Please note that a submission on your behalf will not automatically imply inclusion in the prospective compendium. The latter will depend on the extent to which the proposed practice matches the criteria identified as well as other editorial considerations.

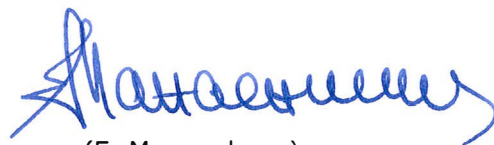
To: Permanent Representatives (or Directors of Meteorological or Hydrometeorological Services) of Members of WMO

cc: Hydrological Advisers to Permanent Representatives

I specifically encourage you to share experience on (1) how to mainstream gender in organizational policies and practices, (2) how to attract more girls and women into Science, Technology, Engineering and Mathematics (STEM) and the meteorological/hydrological profession, and (3) how to make weather, climate, hydrological and other environmental services more gender-sensitive.

I thank you in advance for your input and look forward to your stories and examples.

Yours faithfully,



(E. Manaenkova)
for the Secretary-General

GOOD PRACTICE TEMPLATE¹

Ref.: 25080/2017-1.6 SPO

Title of good practice	<i>What is the name that best describes the good practice?</i>
Organization	
Country	
Contact person	
Email	
Category	<p><i>In which of the following broad categories does this practice fall?</i></p> <p><input type="checkbox"/> Mainstreaming gender in organizational policies and practices (e.g. human resources, project/programme design and management, organizational culture, governance, resource mobilization, monitoring, capacity development, communications)</p> <p><input type="checkbox"/> Attracting girls and women into STEM (e.g. outreach programmes, school visits, university job fairs, events)</p> <p><input type="checkbox"/> Making weather and climate services more gender-sensitive (e.g. customized products, communication methods and tools, targeted effort to increase female participation in user forums or to ensure equal access of women and men to products and services, etc.)</p>
Brief description	<i>Please describe briefly the good practice.</i>
Period	<i>When was this practice introduced? For how long has it been applied?</i>
Issue Addressed	<i>Was the practice aimed at addressing a particular problem? In what context was the practice introduced?</i>
Results/ Impact	<i>How effective has this practice been and why? What has been its impact? Has it resulted in any tangible improvements? To the extent possible, please provide evidence of its effectiveness and measurable impact.</i>
Success Factors / Replicability	<i>What conditions have been key to achieving results/positive impact? What are the conditions that need to be in place for the good practice to be successfully replicated elsewhere? Any tips or words of advice?</i>
Limitations/ Challenges	<i>Have there been any constraints in applying the good practice? How have they been addressed?</i>
Sustainability	<p><i>What are the elements that need to be put into place for the good practice to be institutionally sustainable?</i></p> <p><i>If applicable, indicate the total costs incurred for the implementation of the good practice. What are the benefits compared to total costs?</i></p>

¹ Definition of a good practice and criteria are available at the end of this template

Lessons Learned	<i>What are the key messages to take away from the good practice experience? What worked well and why? What did not work and why?</i>
References	<i>Please provide any additional related materials (websites, documents, manuals, guidelines, posters, pictures, video/audio materials, testimonies, etc.)</i>

Definition of a good practice

A good practice is a specific action or a set of actions in advancing gender equality and the empowerment of women which has demonstrable results with quantitative and/or qualitative evidence of impact as well as potential to be successfully adapted and replicated elsewhere.

Criteria for identifying good practice

A good practice is:

- ✓ *Relevant* to advancing gender equality and the empowerment of women;
- ✓ *Proven effective*;
- ✓ *Sustainable* in terms of its effects and/or support;
- ✓ *Replicable* by other organizations and/or in other contexts.

About the term “good practice”

Generally, the term “good practice” is preferred to “best practice” because in many situations it is not possible to identify a single best approach. Similarly, a “best” approach in one situation may not be considered as successful in another situation.

Continuous improvement and iteration are implicit to both concepts (“good” and “best” practice). They both share the same goal and imply a single process, namely:

- ✓ *A validated and successful experience which deserves to be disseminated for better adoption by a larger number of beneficiaries;*
 - ✓ *A beneficial experience which can be replicated elsewhere;*
 - ✓ *An experience, which has been tested, accepted and adopted by those who implemented it.*
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