



WMO OMM

World Meteorological Organization
 Organisation météorologique mondiale
 Organización Meteorológica Mundial
 Всемирная метеорологическая организация
 المنظمة العالمية للأرصاد الجوية
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Our ref.: SG/ASG/SPO/Gender Action Plan

GENEVA, 20 July 2016

Annexes: 2

Subject: Implementation of the WMO Gender Action Plan

Actions required: (1) To consider providing voluntary contributions to the WMO Gender Trust Fund (No. 421376)
 (2) To consider hosting relevant workshops and events

Dear Sir/Madam,

At its sixty-eighth session, the WMO Executive Council (EC) endorsed the WMO [Gender Action Plan \(GAP\)](#) developed in implementation of Resolution 59 (Cg-17) on gender equality and empowerment of women (Draft Decision 14/1 (EC-68)). The Council further agreed with a set of [priority actions](#) identified by the EC Advisory Panel of Experts on Gender Mainstreaming for 2016-2019.

While the majority of GAP actions involve improvements to existing procedures, practices and structures that could be implemented at a minimal cost, the following require the availability of resources through your kind support:

- (a) Action 3.1.1(b) - Conduct at least two Women's Leadership Workshops on the margin of constituent body meetings (see Annex 1);
- (b) Action 8.1.1(b) - Organize at least two regional and sub-regional gender conferences on weather, gender and climate (see Annex 2);
- (c) Actions pertaining to Capacity Development (see Policy Area 3), Communications (Policy Area 5) and Service Provision (Policy Area 8).

I therefore ask for your assistance in implementing the WMO Gender Action Plan as well as in making the above events possible through voluntary contributions to the WMO Gender Trust Fund (No. 421376). WMO Members and constituent bodies are further welcome to take the lead in hosting and/or organizing these proposed activities.

In this regard, I would like to congratulate the Commission for Hydrology (CHy) for its proactive action in scheduling a two-day Women's Leadership in Hydrology Workshop on 5-6 December 2016, in conjunction to its fifteenth session (CHy-15). My gratitude also goes to the United States of America and the United Kingdom of Great Britain and Northern Ireland which provided initial funding for launching the preparation of the workshop.

To: Permanent Representatives (or Directors of Meteorological or Hydrometeorological Services) of Members of WMO (PR-6912)

cc: Presidents of technical commissions)
 Presidents of regional associations) (for information)
 Hydrological Advisers to Permanent Representatives)

Your contributions will predominantly be used for sponsoring the participation of female delegates and experts from developing and least developed countries as well as for implementing the priority actions listed above in the course of the seventeenth financial period. You could also make a specific reference to the action which you would like to see implemented.

I am confident that increased investment in women's capacity and their increased involvement in WMO activities are key to realizing their full leadership potential in the context of our WMO community. I would therefore like to encourage you to take the lead in implementing the actions which the WMO Gender Action Plan envisions for Members at the national level.

I thank you in advance for your cooperation and look forward to hearing back from you.

Yours faithfully,

A handwritten signature in blue ink, consisting of a long horizontal stroke followed by a series of loops and curves.

(P. Taalas)
Secretary-General

CONCEPT NOTE

WOMEN'S LEADERSHIP WORKSHOPS 2016-2019

Summary

A series of Women's Leadership Workshops are proposed in conjunction to meetings of WMO regional associations and technical commissions and/or other meetings in 2016-2019. The workshops will build on the half-day training provided to female delegates at Cg-17 in partnership with UNITAR and UN Women. It will be complemented with practical sessions on strengthening specific leadership skills (e.g. effective communication, negotiation/consensus building, chairing/facilitating meetings, etc.). In correspondence, Members will be encouraged to include participants in their delegations, thus allowing them to gain international experience. As a positive side effect, the gender balance of delegations is expected to be improved.

Background

Increased investment in women through capacity-building and increased involvement of women in decision-making were among the main recommendations of the Conference on the Gender Dimensions of Weather and Climate Services (Geneva, 5-7 November 2014). In response, the World Meteorological Organization (WMO) joined forces with partners from the United Nations system in initiating the Women's Leadership Programme which was launched at the Seventeenth World Meteorological Congress (Geneva, 25 May–12 June 2015) with a high-level panel discussion and a training workshop for a group of senior female delegates. The workshop was very well received, and participants raised the need for more such capacity-building events. Delegates and WMO staff who attended a Working Breakfast on Gender during Cg-17 also emphasized the need to create training exercises for women, which are designed to improve managerial capacities and increase the number of female professionals qualified to assume leadership posts.

Rationale

Studies suggest that organizations which respect and value gender diversity are better able to attract and retain talented staff and improve performance. They boast better employee satisfaction, demonstrate improved governance, and are more conducive to innovation. 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.

At WMO, women are still significantly underrepresented in governance and managerial positions. A recent WMO survey revealed that only one out of five senior managers at National Meteorological and Hydrological Services is a woman. Similarly, less than a quarter of chiefs of service delivery globally are female, and only a third of researchers are women. In governance, female participation in WMO constituent bodies does not exceed 20% on average, and the picture is not too much different at the national level. In terms of policymaking, women represented only a quarter of the total number of delegates from National Meteorological Services at the three most recent Conferences of the Parties to the UN Framework Convention on Climate Change.

Low female participation is partially linked to the dearth of female leaders in the pipeline as a result of the lower number of women studying sciences, technology, engineering and math (STEM). UNESCO studies indicate that the proportion of female students opting for STEM-related subjects rapidly declines at every stage of upper secondary and higher education, as does the proportion of women choosing to pursue careers in STEM fields and advancing to the highest positions. Some of the underlying factors identified include poor access to education for girls, gender bias in school and teaching methods, social factors, and the lack of exemplary role models.

In a push for increased female participation in the work of WMO, Congress adopted Resolution 59 (Cg-17) - Gender equality and the empowerment of women, which noted the need to expand and increase women's participation and leadership in science and policymaking in general, and in meteorology, climatology and hydrology in particular. Congress recognized the positive impact that gender diversity makes on the quality of leadership and decision-making. It further urged Members to provide encouragement and support for an increased number of women to work as professional staff in National Meteorological and Hydrological Services, including at decision-making levels; to increase the representation of women in their delegations to WMO constituent body meetings; and to nominate more female candidates to WMO constituent bodies and their working structures as well as to training events, among others. Lastly, the updated WMO Policy on Gender Equality calls for equal opportunity for training for women and men at local, regional and international levels in a manner that aims to achieve equilibrium in gender representation (paragraph 4.3, Annex, Resolution 59 (Cg-17)).

At its sixteenth session, Regional Association I strongly encouraged Members to continue to promote and facilitate equal opportunities for women in meteorology, including training, employment, careers and participation in the activities of the Association and WMO technical commissions. It further encouraged Members to nominate women, as well as men, for fellowships and other WMO training events (paragraph 7.3.2, RA I-16).

Objectives and Expected Results

The proposed Women's Leadership Workshops seek to: (1) promote gender-sensitive leadership; (2) strengthen the leadership skills and capacity of female professionals at the national level; (3) build their experience in participating in an international meeting; and (4) increase the number of women on delegations to WMO constituent body meetings in the short- to medium-term.

By exposing the workshop participants to the workings of WMO, it is expected that the trainees will build confidence in attending such international gatherings and representing their countries. They are also expected to contribute more actively to international scientific collaboration. Members will be further encouraged to include the workshop participants in their delegations, thus improving the gender balance at constituent body meetings.

Approach

It is proposed that four Women's Leadership Workshops be conducted immediately prior to the scheduled sessions of two regional associations and two technical commissions (or prior to regional seminars on NMHS management). The duration of each workshop will be 2-3 days. The workshops will be spread across the course of the seventeenth financial period (e.g. prior to CHy-15 in 2016, RA IV-17 in 2017, CAgM-17 and RA I-17 in 2018). To this end, the presidents of regional associations and technical commissions will be asked to express interest in the programme. For meetings taking place outside Geneva, it is important that the agreement and cooperation of the respective host country be secured, including the designation of a focal point.

Members will be encouraged to nominate participants to the workshops and include them in their country's delegation.

Financial assistance will be available for participants from developing and least developed countries.

Participants

Small groups of 20-25 workshop participants nominated by Permanent Representatives with WMO from one or more of the following categories:

- (a) Female delegates to WMO constituent body meetings;¹
- (b) Other senior female professionals from NMHSs and other national institutions whose knowledge and experience are relevant to the work of WMO and its constituent bodies;
- (c) Junior female professionals with demonstrated leadership potential and interest in international cooperation and policymaking.

Participation will be defined more precisely on a case-by-case basis, depending on the respective constituent body, its needs and challenges in terms of gender balance and leadership, and the size of the meeting.

Illustrative Curriculum

The following is a list of illustrative topics and learning objectives, which could be developed into separate workshop sessions:

- *Leadership* – based on Cg-17 workshop
 - o Explore what characterizes a strong leader;
 - o Appraise what is meant by charismatic and visionary leadership;
 - o Appreciate what it is like to be a female leader, and discuss opportunities and challenges, such as leading and having a family;
 - o Appreciate the challenges and opportunities associated with leading women in teams;
 - o Mentoring.
- *Communications*
 - o Present key messages effectively;
 - o Maximize the impact of a speech or a presentation;
 - o Present oneself successfully (body language, voice);
 - o Public speaking with confidence;
 - o Contributing effectively to discussion;
 - o Practice giving and receiving feedback.
- *Negotiations and consensus-building*
 - o Effective listening;
 - o Meeting the needs of all stakeholders (understanding the problems, breaking big issues into smaller ones, reframing, building trust, broadening options, finding common ground);
 - o Conflict management;
 - o Role play negotiation (as an exercise).
- *Chairing international meetings*
 - o Procedural and substantive role of a chairperson;
 - o Preparing, opening, conducting and closing a meeting;
 - o Virtual meetings;
 - o Challenges.
- *Facilitation*
 - o Role of a facilitator;
 - o Facilitation tools, techniques and process;
 - o Managing time effectively;
 - o Managing group dynamics.

¹ Female delegates at the most recent RA and TC meetings: 13 (RA I), 10 (RA II), 6 (RA III), 8 (RA IV), 12 (RA V), 33 (RA VI), 42 (CAeM), 20 (CAgM), 23 (CAS), 20 (CBS), 31 (CCI), 34 (CHy), 8 (CIMO), 18 (JCOMM).

Fundraising

Voluntary contributions from Members will be sought under the leadership of the presidents of RAs and TCs, the Management Groups of RAs/TCs, and the Executive Council Advisory Panel of Experts on Gender Mainstreaming.

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CONCEPT NOTE

REGIONAL/SUB-REGIONAL THEMATIC WORKSHOPS ON THE PROVISION OF GENDER-SENSITIVE WEATHER AND CLIMATE SERVICES

Summary

A series of regional and/or sub-regional workshops are proposed, zooming into the four themes of the Conference on the Gender Dimensions of Weather and Climate Services: disaster risk reduction, public health, water resources management, and agriculture and food security. The outcomes could be used for the development of Guidelines on the Provision of Gender-Sensitive Weather and Climate Services. The events could be held in conjunction with planned WMO regional and technical conferences.

Background

Under the slogan "Universal Access – Empowering Women," the Conference on the Gender Dimensions of Weather and Climate Services (Geneva, Switzerland, 5-7 November 2014) brought together over 280 participants from 92 countries and 32 international organizations to deliberate on how to make weather and climate services more gender-sensitive so that women and men can make equally informed decisions with respect to disaster risk reduction, public health, water resources management, and agriculture and food security. Over 70 speakers delivered talks and presentations at the high-level plenaries and participated in the working sessions in which challenges, solutions and good practice were discussed.

A key outcome of the Conference was the formulation of actions and mechanisms for making weather and climate services more gender-sensitive, as outlined in the [Conference Statement and Sector-Specific Recommendations](#). A [Toolkit](#) with recommended actions on achieving the Conference outcomes was also compiled based on input provided by speakers and participants.

The Seventeenth World Meteorological Congress (Cg-17, 2015) welcomed the outcomes of the Conference and acknowledged the need to ensure equitable access to, interpretation of and use of weather and climate information by both women and men. It further incorporated key aspects of the Conference Statement and Sector-Specific Recommendations into the updated [WMO Gender Equality Policy](#) (paragraph 4.4.1-4.4.2). These include, among others: (a) improved understanding of the gender-specific impacts of weather and climate; (b) production and communication of gender-sensitive weather, hydrological, climate and related environmental services; (c) access for women to products and services; and (d) increased investment in gender-based weather, hydrological, climate and related environmental services.

Rationale

Having integrated the Conference outcomes to the extent possible in international platforms and processes,² WMO should consider bringing them as a next step to service providers and

² In 2014-2015, WMO and its partners brought the Conference outcomes to a number of constituent body meetings and international forums, including: the second session of the Intergovernmental Board on Climate Services, Geneva, Switzerland, 10-14 November 2014; "Men and women taking action on gender equality and climate change: How far have we come?" High-level event on the occasion of Gender Day at the 20th Conference of the Parties (COP 20) of the United Nations Framework Convention on Climate Change (UNFCCC), Lima, Peru, 9 December 2014; Meeting of the Presidents of Technical Commissions, Geneva, Switzerland, 29-30 January; Meeting of the Presidents of Regional Associations, Geneva, Switzerland, 29-30 January 2015; sixteenth session of Regional Association I, Praia, Cabo Verde, 3-9 February 2015; Third Session of the African Ministerial Conference on Meteorology (AMCOMET-3), Praia, Cabo Verde, 10-14 February 2015; "Mobilizing Women's Leadership in Disaster Risk Reduction," UN World Conference on Disaster Risk Reduction, Sendai, Japan, 14 March 2015; Side events organized by Women for Water Partnership, World Water Forum 7 Gyengbuk, South Korea, 12-17 April 2015; Seventeenth World Meteorological Congress (Cg-17), Geneva, Switzerland, May-June 2015.

users at the regional and national level so that the issues and recommendations could be contextualized, their applicability assessed, and concrete implementation steps undertaken.

Whereas the Conference outcomes identified important challenges in the four thematic areas, there is a need to zoom into these issues and accumulate more in-depth knowledge in closer contact with service providers and practitioners. Interesting stories were shared at the event but more concrete examples are needed to illustrate the different ways in which women and men are affected by weather and climate. Likewise, multiple recommended actions were formulated but they need to be examined in a regional/national context, refined and aligned to the mandate of National Meteorological and Hydrological Services (NMHSs). Issues like how to communicate early warnings to women or how to reach out to female farmers do not have a universal formula; only service providers and users would be able to devise local approaches.

At the Conference, participants raised the need for regional and thematic events on gender, weather and climate. Members also recognized the need to make weather and climate services more gender-sensitive, as evidenced by recently adopted resolutions by WMO constituent bodies.³ They now require replicable good practice and know-how on how to proceed.

At its meeting in November 2014, the Executive Council Advisory Panel of Experts on Gender Mainstreaming discussed holding gender-specific events more frequently and considered the possibility of downscaling them to the regional and technical level.⁴ More regional knowledge and more specific guidelines would facilitate the implementation of the Conference recommendations and operationalize the provisions of the WMO Gender Equality Policy.

The need for closer collaboration between meteorological services and other relevant authorities (e.g. for disaster management or health) was repeatedly highlighted at the 2014 Conference on the Gender Dimensions of Weather and Climate Services as well as in the Sendai Framework for Disaster Risk Reduction. Bringing these stakeholders together at a regional forum will create a cross-agency network of specialists and foster partnerships at the working level.

Objectives and Expected Results

The overall goal is to enhance the capacity of NMHSs to deliver gender-sensitive weather and climate services. Specific objectives include:

- (1) To disseminate and build on the knowledge generated at the Conference on the Gender Dimensions of Weather and Climate Services by contextualizing and downscaling its findings and recommendations to the regional and national levels;
- (2) To formulate concrete, regionally-specific actions that NMHSs could undertake in the four thematic areas in order to ensure that products and services are gender-sensitive;
- (3) To stimulate dialogue between service providers and users on the distinctive needs of women and men for weather and climate services as well as the differential level of access to products and services;
- (4) To facilitate implementation of the service provision stipulations of the WMO Gender Equality Policy (paragraph 4.4.1-4.4.2).

The expected results are as follows:

- Enhanced awareness among service providers of the gender-specific impacts of weather and climate in the four thematic areas;

³ See resolutions at <http://www.wmo.int/gender/content/policy>.

⁴ Section 3, Meeting Report, Second Meeting of the EC Advisory Panel of Experts on Gender Mainstreaming, 8 November 2014

- Formulation of substantive actions and recommendations to feed into the development of Guidelines on the Provision of Gender-Sensitive Weather and Climate Services for use by WMO Members and relevant decision-makers;
- Establishment of regional networks of practitioners committed to the production and communication of gender-sensitive weather and climate services (e.g. regional gender equality ambassadors who communicate latest tools/initiatives/news to the national level and ensure that practices are embedded in their own countries but also shared to neighboring countries through existing frameworks – i.e. SWFDP, GFCS initiatives);
- Compilation of regional and country-level stories, practice, examples for use in the development of training and communication materials.

Approach

Whereas a detailed concept note shall be developed for each event, the following elements are considered key to achieving the objectives and expected results listed above:

- *A focused thematic approach* which zooms into one or more of the conference topics at the regional or sub-regional level (e.g. disaster risk reduction, agriculture and food security in Africa, water resources management, public health);
- *Workshop format* (as opposed to a conference) due to its more participatory and hands-on-practice character. Smaller workshop-type sessions allow for sharing experiences and viewpoints in a more informal and relaxed atmosphere. They are also more conducive to producing tangible outputs, such as guidelines, recommendations, action plans, etc.;
- *Preparatory material* could be compiled prior to the workshops to ensure that participants have background information on their national context and come equipped with examples and ideas (e.g. what do you think the gender equality challenges are in your country? How do they affect disaster risk messaging? etc.);
- *Duration*: three days are considered sufficient to: (a) summarize the outcomes of the Conference on the Gender Dimensions of Weather and Climate Services, present recent knowledge/research and discuss regional/national challenges on Day 1; and (b) spend the remaining two days formulating actions and solutions;
- *Timing*: the workshops could be held in conjunction with planned WMO regional and technical conferences, or made part of existing or future projects. For example, a gender component is considered for the METAGRI Project in Western Africa. A regional workshop and the production of draft guidelines for improving the access and use of weather and climate information among women farmers could make part of such a project component;
- *Leadership*: WMO regional associations (RAs) and/or Members are expected to take leadership in organizing the workshops with the support of the WMO Secretariat.

Participants

The proposed workshops are generally targeted at meteorologists, hydrologists, climate scientists and practitioners with demonstrated knowledge and experience in the respective thematic area and/or relevant job responsibilities. Both service providers and users are encouraged to participate, with an emphasis on service providers. Women will be particularly targeted as participants. For example:

- 50% service providers (e.g. heads of service delivery, professional staff involved in the production of user-oriented weather and climate services, researchers);
- 25% representatives of other relevant authorities in the respective thematic area and community members (e.g. disaster risk agencies, emergency managers, public health practitioners, policymakers, women market leaders, women engaged in private business, women teachers, etc.);

- 25% users (e.g. farmers associations, water utilities).

The exact number of participants will depend on the geographical region in which the workshop takes place. 50-70 participants may be optimal to ensure representation of the three categories of participants while keeping the meeting at the working level.

Fundraising and Potential Partnerships

Voluntary contributions from Members will be sought under the leadership of the presidents of RAs (PRAs), Management Groups, and the Executive Council Advisory Panel of Experts on Gender Mainstreaming.

Estimated Cost

The cost of each workshop will vary depending on the number of participants, travel costs, availability of rent-free venue, etc. A separate budget estimate shall be drafted for each event, considering the following items: travel and per diem for participants, consultants/facilitators' fees, interpretation, translation, rent for room and equipment, hospitality (e.g. coffee breaks), communication materials (webpage, workshop proceedings and dissemination), etc.

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