



World Meteorological Organization
Organisation météorologique mondiale

Secrétariat

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Weather • Climate • Water
Temps • Climat • Eau

Our ref.: SG/ASG/SPO/Gender

GENEVA, 4 March 2016

Annexes: 2

Subject: Report of the Conference on the Gender Dimensions of Weather and Climate Services and Resolution 59 (Cg-17) on Gender Equality and Empowerment of Women

Dear Sir/Madam,

I wish to congratulate all female meteorologists, hydrologists, climatologists and scientists on the occasion of International Women's Day, 8 March. To mark the day, the World Meteorological Organization (WMO) has compiled a collection of photos illustrating the outstanding work performed by female colleagues around the world. We have also developed the "Listen to the Voice of Empowered Women" videos presenting prominent women from the WMO community speaking about female leadership and the need to incorporate gender in all aspects of our work. You will find these communication materials on the WMO gender webpage (www.wmo.int/gender) as well as on social media.

I also have the pleasure of sending you a printed copy of the Report of the Conference on the Gender Dimensions of Weather and Climate Services (Geneva, 5-7 November 2014). In addition to the Conference Statement and Sector-Specific Recommendations, the Report includes multiple recommendations, good practices, facts and examples illustrating how gender relates to the provision and use of weather and climate services. I hope you make good use of the document, and encourage you to share it more widely at the regional and national level. The Report is available in Arabic, Chinese, English, French, Russian and Spanish at: http://library.wmo.int/opac/index.php?lvl=notice_display&id=16904#.VtVeLkYt2JU.

Finally, I would like to draw to your attention Resolution 59 (Cg-17) of the Seventeenth World Meteorological Congress (Cg-17) as well as the revised WMO Policy on Gender Equality contained in its Annex. Please find attached for your convenience an excerpt of actions directed at Members, regional associations and technical commissions, as requested by Congress.

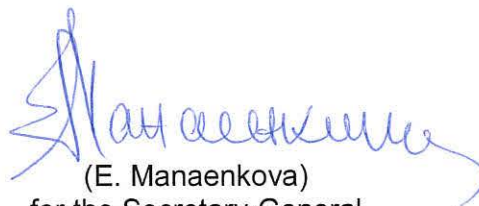
To: Permanent Representatives (or Directors of Meteorological or Hydrometeorological Services) of Members of WMO (PR-6893)

cc: Hydrological Advisers to Permanent Representatives

Please note that Cg-17 further requested the development of a Gender Equality Action Plan aimed to operationalize the Policy. A draft plan has recently been prepared and will be presented to EC-68 for endorsement. Members will then be encouraged to support its execution either through direct implementation of recommended actions or by means of voluntary contributions for priority activities.

I look forward to our continued cooperation in furthering gender equality in WMO.

Yours faithfully,



(E. Manaenkova)
for the Secretary-General

WORLD METEOROLOGICAL ORGANIZATION
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SG/ASG/SPO/Gender, ANNEX 1

**ACTIONS EMANATING FROM RESOLUTION 59 (Cg-17) ON GENDER EQUALITY AND
EMPOWERMENT OF WOMEN**

Members

1. The Seventeenth World Meteorological Congress (Cg-17) adopted [Resolution 59 \(Cg-17\)](#) on Gender Equality and Empowerment of Women which urges Members:
 - (a) To contribute to the implementation of the WMO Policy on Gender Equality at national level;
 - (b) To take into account the outcomes and recommendations of the [Conference on the Gender Dimensions of Weather and Climate Services](#) in the development and provision of services at the national and local levels;
 - (c) To support actions intended to mainstream gender in WMO structures, programmes and processes;
 - (d) To respond to regular surveys on gender equality in WMO and in National Meteorological and Hydrological Services, and designate gender focal points;
 - (e) To nominate more female candidates to participate in the work of technical commissions as members of their management groups as well as members of relevant expert teams, working groups and/or programmes;
 - (f) To nominate more female candidates to other WMO constituent bodies and their working structures as well as to training events and for WMO fellowships;
 - (g) To increase the representation of women in their delegations to WMO constituent body meetings;
 - (h) To support outreach initiatives at early education levels, such as high school, aimed at promoting increased representation of women in science-related careers in National Meteorological and Hydrological Services (NMHSs);
 - (i) To provide encouragement and support for an increased number of women to work as professional staff in National Meteorological and Hydrological Services, including at decisionmaking levels;
 - (j) To contribute to the WMO Gender Equality Activities Trust Fund.
2. As an annex to the Resolution, Congress further adopted an updated [WMO Policy on Gender Equality](#) which outlines the following roles and responsibilities for Members (paragraph 8.4):

“Members should support and enable implementation of the WMO Gender Equality Policy and facilitate gender mainstreaming activities stemming from the Policy wherever possible. They also have the responsibility to communicate the Policy and support implementation at the national level.”
3. Congress requested the Executive Council to develop a Gender Equality Action Plan. The latter is expected to invigorate the policy by setting a timeline for activities and making the different WMO governance structures accountable for progress.

Regional associations and technical commissions

4. [Resolution 59 \(Cg-17\)](#) requests WMO regional associations and technical commissions:
 - (a) To develop action plans on implementation of the Policy within their areas of responsibility;
 - (b) To continue compiling statistics on the participation of men and women in their work;
 - (c) To take action on the outcomes and recommendations of the Conference on the Gender Dimensions of Weather and Climate Services;
 - (d) To report to the Executive Council and Congress on progress made.
 5. The [WMO Policy on Gender Equality](#) outlines the following roles and responsibilities for regional associations and technical commissions (paragraphs 8.2-8.3):
 - (a) The regional associations should be aware of and implement the WMO Gender Equality Policy within their area of responsibility. Efforts should be made to ensure that a minimum of at least 30 percent of the members of their working structures is female and that this percentage rises progressively within each financial period. The longer-term objective will be to reach parity between male and female members. To this end, the regional associations should designate a member of their management committees responsible for gender equality;
 - (b) The technical commissions should be aware of and implement the WMO Gender Equality Policy within their area of responsibility. Efforts should be made to ensure that a minimum of at least 30 percent of the members of their working structures is female and that this percentage rises progressively within each financial period. The longer-term objective will be to reach parity between male and female members.
 6. Regional associations and technical commissions are also expected to report to the Executive Council on progress at least once during each financial cycle (paragraph 9.2).
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