



WMO POLICY ON GENDER MAINSTREAMING

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1. General

The purpose of this WMO Policy is to promote, encourage and facilitate gender equality across WMO and to establish a mechanism by which progress can be measured. For the purposes of this Policy, WMO has adopted the definitions relating to gender mainstreaming adopted by the Economic and Social Council (ECOSOC), and for gender and gender equality those developed by the United Nations Office of the Special Adviser on Gender Issues and Advancement of Women.

2. Goal

The overall goal is to achieve gender equality. The provision of enhanced and gender-sensitive environmental services will contribute to an improved response to humanitarian needs related to weather, climate and water.

3 Strategy

In order to achieve this goal, WMO will adopt a three-pronged approach. First, gender mainstreaming is intended to ensure that the diverse needs and experiences of women and men will be factored into employment, policymaking and the provision of services. Second, genderspecific interventions will be undertaken, where appropriate, based on the results of previous WMO gender analyses. Third, a mechanism will be set up to oversee gender mainstreaming activities at all levels.

4. Objectives

WMO's three top-level objectives are as follows:

- (a) To produce more accurate, timely and reliable forecasts and warnings concerning

weather, climate, water and related environmental parameters;

(b) To improve the delivery of weather, climate, water and related environmental information and services to the public, governments and other users;

(c) To provide scientific and technical expertise and advice in support of policy and decision-making and implementation of the agreed international development goals and multilateral agreements.

In relation to the above objectives, the WMO Policy on Gender Mainstreaming focuses on **providing balanced and equal opportunities in employment and delivery of environmental services and will provide a foundation for gender-sensitive actions as follows:**

5. Implementation

A framework for actions provides guidance and direction for WMO and its Members. The four main elements of this Framework are: Governance, Employment, Enhanced service delivery, Effective monitoring and evaluation. The policy document has been presented during the 15th WMO congress within an implementation plan proposal, a description of the main roles and responsibilities and also the monitoring issues.