WMO
Performance Assessment Report

2020 - 2022

Long-term Goal 5

Strategic realignment of WMO structure and programmes for effective policy- and decision-making and implementation

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Strategic realignment of WMO structure and programmes for effective policy- and decision-making and implementation

Following the adoption of **a historic reform of the WMO governance**, which abolished the old structures and created two new technical commissions, a research board and a variety of coordination bodies, WMO spent the first biennium in setting up the new structures and their subsidiary bodies, building the expert network, establishing rules of procedure, holding first sessions and supporting the development of work plans. **All structures are now functioning,** holding regular meetings, and producing outputs in accordance with their work plans.

Approved by the eighteenth World Meteorological Congress, **the reform put a stronger focus on water resources and the ocean, more coordinated climate activities and a more concerted effort to translate science into services for society**. It paved the way for greater engagement with the rapidly growing private sector and more structured collaboration with development agencies. The reform also sought to ensure that WMO is better equipped to tackle mounting challenges such as climate change, extreme weather, environmental degradation and urbanization, whilst harnessing technological advances from satellites, supercomputing and big data. It also set as an objective to narrow the growing capacity gap between rich and poor and to channel more resources to WMO's regional operations.

Long-term Goal 5 | 2022 Key Performance Indicators (Summary)

Strategic Objective 5.1*

KPI 5.1.1a	KPI 5.1.1b	KPI 5.1.1c	KPI 5.1.2
Membership in INFCOM	Membership in SERCOM	Membership in Research Board	Number of appointed experts
119 ▲ 64%	**121** ▲66%	**26** ▲18%	**1063** *snapshot*

Strategic Objective 5.3*

KPI 5.3.1a	KPI 5.3.1b	KPI 5.3.1c	KPI 5.3.1d
Proportion of female delegates to Congress	Proportion of female delegates to EC	Proportion of female delegates to INFCOM	Proportion of female delegates to SERCOM
33% ▲5%	**35%** ▲2%	**28%** =	**37%** ▲4%

*Comparison: Cg-19 to Cg-Ext; EC-72 to EC-75; INFCOM-1 (II) to INFCOM-2; SERCOM-1 (II) to SERCOM-2. *See further breakdown of the KPIs under each Strategic Objective*

Strategic Objective 5.1

Optimize WMO constituent body structure for **more effective decision-making**

Outcome/Focus Area A:
Implement the decisions of Congress on optimized constructs, processes and duties of WMO constituent bodies and organs to enhance the efficiency and effectiveness of the Organization and good governance

#Governance reform #Governance meetings #Rules of procedure #PAC #TCC

Overview

Strategic Objective 5.1

Optimize WMO constituent body structure for more effective decision-making

SDG Contribution

ON TRACK

- All **Cg-18** and **EC resolutions** related to the **constituent body reform implemented**.
- Consistent **rules of procedure** established for all bodies and revisions adopted, including to the **General Regulations**.
- All bodies functioning and working on implementing their work plans.
- All **governance meetings held regardless** of the **COVID-19** pandemic.
- **More frequent** (both formal and informal) interaction between and within the governance bodies, thanks to the use of **modern technology** and **videoconferencing** facilities.
- A significant increase in the **direct participation** of **experts** from **partner organizations** in the Technical Commission (TC) subsidiary structures.
- Increased rate of **attendance** of **Members** and **representatives** at **virtual TC** sessions and, in part, Regional Association (RA) sessions.
- **Key decisions made** (e.g. data policy, GBON, Vision, Strategy and Action Plan for Hydrology) as **a first test of the effectiveness of the new structures, mechanisms and processes**.
- Identified and realized **efficiency gains** in **administrative processes** and **organization** amounting to **CHF 2.7 million per year**.
- Administrative savings, combined with planned reductions in **travel** related **expenditures** resulting from **implementing hybrid and virtual meetings**, were re-invested in increasing knowledge in critical areas in the Secretariat, including the creation of **seven new positions** in the **Regional Offices**.
- See Overview of Focus Areas for further statistics and analysis.

CONTINUED EFFORTS REQUIRED

- Over **three-fifths of Members have joined the new TCs**, with the proportion expected to rise ahead of their next sessions.
- 46% of Members are represented by experts in subsidiary bodies of technical commissions and the Research Board, with **LDCs and SIDS considerably underrepresented**; the rate is lower for the subsidiary bodies of the Research Board (22%).
- Based on the advice of the EC Task Force on Reform Evaluation (TF-RE) and its consideration at EC-76, **the review by the Technical Coordination Committee (TCC)** of recommendations on technical matters to EC **is being proposed for discontinuation**.

On track

Continued efforts required

Limited progress

COVID-19 Impact

Challenges & Risks

Overview

Strategic Objective 5.1

Optimize WMO constituent body structure for more effective decision-making

SDG Contribution

COVID-19 IMPACT

- Despite the restrictions imposed by the pandemic, **all WMO bodies**, including the **newly established subsidiary bodies** of the **regional associations, held sessions** through different videoconferencing systems.
- The **lack of face-to-face meetings and the changed dynamics did not allow the new bodies to reach their full potential**, with difficulties experienced in implementing their work plans as originally envisioned.
- The **time frame established for virtual meetings (mostly around 12.00-14.00 UTC) maximized Members' attendance** in most regions but also penalized some (**Region V** in particular).
- More meetings were held and **more frequently**, **shifting the work culture** to doing more business by correspondence and online as well as **allowing an unprecedented number of experts to participate**. At the same time, the **limited amount of time allotted to virtual meetings reduced interaction** and at times **limited the extent and depth of the debate**.
- The holding of online sessions led to considerable **reduction in carbon emissions**. Additional efficiencies were also realized in terms of reduced operating costs for meetings; more flexibility in handling, cancelling, and postponing meetings; improved cost-effectiveness of the conference services.
- The **operating cost reductions** resulting from the **utilization of virtual and hybrid meetings**, which are expected to continue in the future, allows for the re-investment of these costs in additional programmatic areas, particularly in critical staff positions in Regional Offices.

CHALLENGES & RISKS

- The second sessions of INFCOM and SERCOM, held face-to-face with the possibility of connecting online, show **reduced participation** compared to the first session: -27% and -11%, respectively.
- The **limited number of Members affiliated** to the **technical commissions** and taking part in their decisions may create a **risk of compliance**, especially with technical regulations.
- The **future sustainability** of the high-effort commitments of officers and experts in different bodies and working structures should be assessed.
- The reformed system of WMO bodies with a mandate on scientific and technical matters comprises a variety of structures that interact with each other as a system. To ensure that the Strategic Plan and the decisions of Congress are implemented effectively by all bodies, avoiding inefficiencies, **EC should continue keeping under review the respective authorities of and relations among the different bodies**, as well as the Secretariat, with respect to programmatic, technical and scientific matters and ensuring the related coordination.

On track

Continued efforts required

Limited progress

COVID-19 Impact

Challenges & Risks

Focus Area A

Constructs and processes

Figure 5.1 presents the nature, inter-relationships and reporting lines of the newly created governance structures which have a special emphasis on coordination, synergies and information exchange, as compared to the past arrangement. **The new bodies and their composition were also designed in a way intended to ensure continuity.**

The General Regulations were amended in the reporting period and rules of procedure were created both for the technical commissions and for the non-constituent bodies reporting to Cg and EC. The rules of procedure for the regional associations and those for EC and its subsidiary bodies were also updated accordingly.

EC-73 revised and streamlined the TORs of the Panel on Polar and High Mountain Observations, Research and Service. Recognizing that the Climate Coordination Panel (CCP) had fulfilled its general mandate and specific terms of reference, EC-76 accepted CCP's recommendation to retire. The Climate Policy Advisors Group would continue as an entity reporting to the Policy Advisory Committee (PAC) with updated terms of reference.

Membership in the WMO Technical Commissions and Research Board

Figure 5.2 shows the membership in the two technical commissions as of April 2023. The Commission for Weather, Climate, Water and Related Environmental Service Applications **(SERCOM) accounted for 121 members,** while the Commission for Observation, Infrastructures and Information Systems **(INFCOM) had 119 members.** This amounts to 63% of the total WMO membership.

Nature and reporting lines of the WMO bodies in 2020-2023

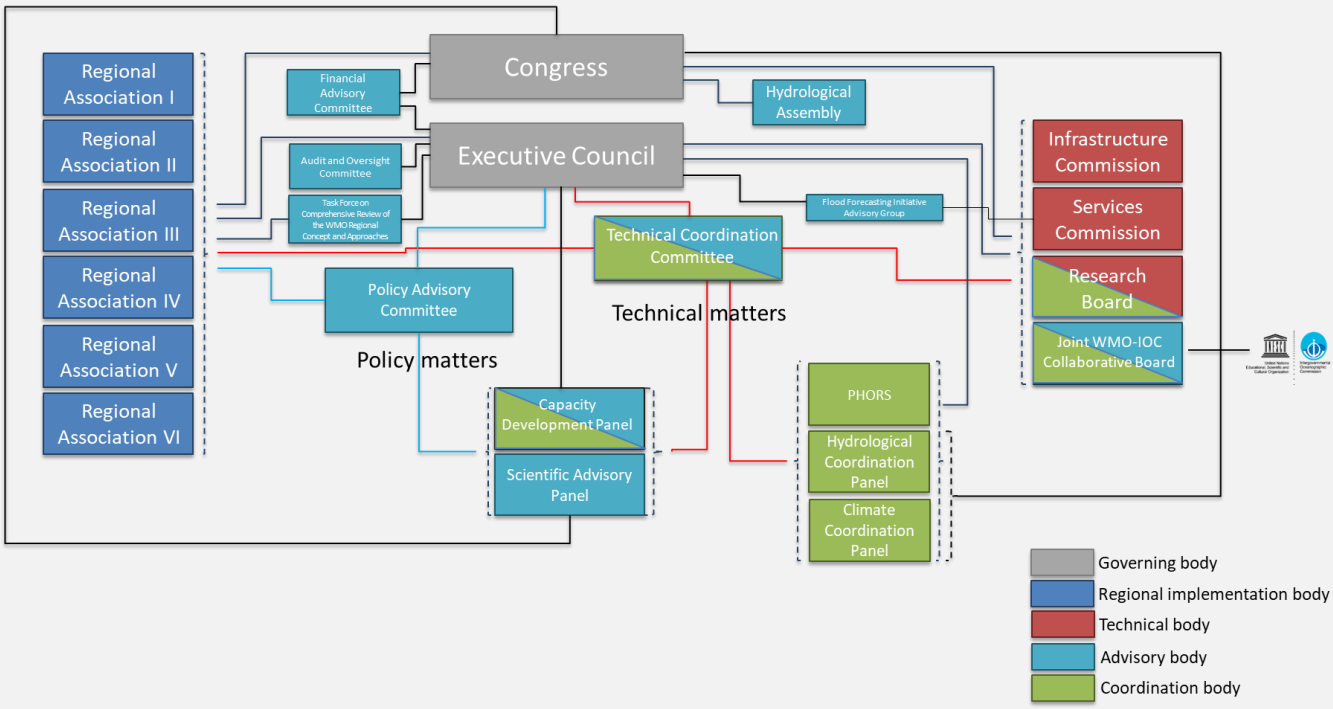


Figure 5.1 WMO Governance Structure, April 2023[1]

[1] Note that the Climate Coordination Panel will be retired, following an EC-76 decision. The Flood Forecasting Initiative Advisory Group is recommended for absorption into SERCOM at EC-77.

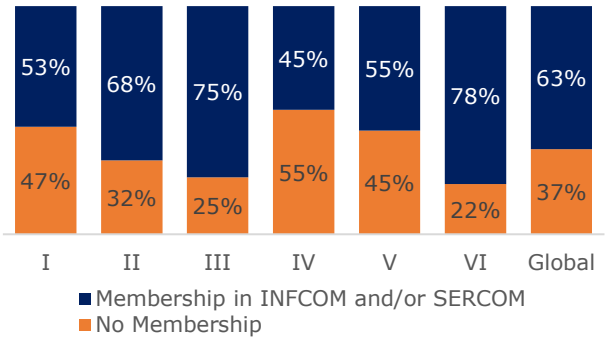


Figure 5.2 Proportion of countries/territories members of INFCOM and SERCOM. Source: WMO Community Platform, April 2023

Whereas the majority of Members from Regions II, III and VI have joined the new technical commissions, only about half of those from Regions I and Region V and 45% of those from Region IV have done so. Given that the majority of LDCs and SIDSs are in these regions, **less developed countries and territories have remained underrepresented** (see Figure 5.3).

In line with the objectives of the governance reform, the new structures registered a notable increase of 58% in the proportion of partner organizations represented on their subsidiary bodies. The number of individual **experts from partner organizations more than doubled** between the 17th and the 18th financial periods.

Subsidiary bodies

After an initial reduction in the number of subsidiary bodies post-reform, their total number crept back to pre-reform levels following the establishment of the regional associations' sub-structures. As compared to the previous eight TCs, **the current two commissions and the Research Board have fewer bodies (-17%),** and the number of **EC working structures shrank by a third (-31%).** However, the subsidiary bodies of the regional associations – aligned with the domains of the technical commissions – **grew by 32%.** Overall, the total number of subsidiary bodies was reduced from 257 to 246, **by 4%.**

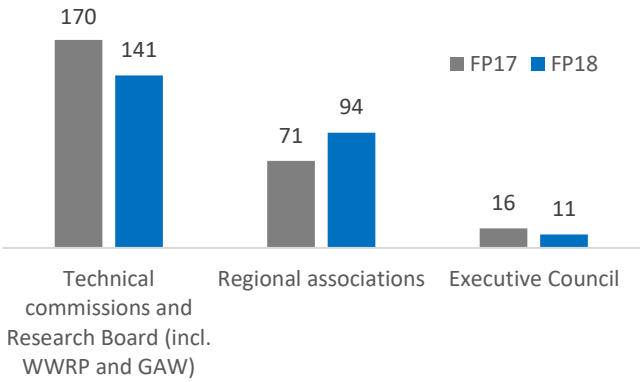


Figure 5.4. Number of subsidiary bodies before and after the reform (17th and 18th financial period, incl. EC task forces). Source: WMO Community Platform, 2023.

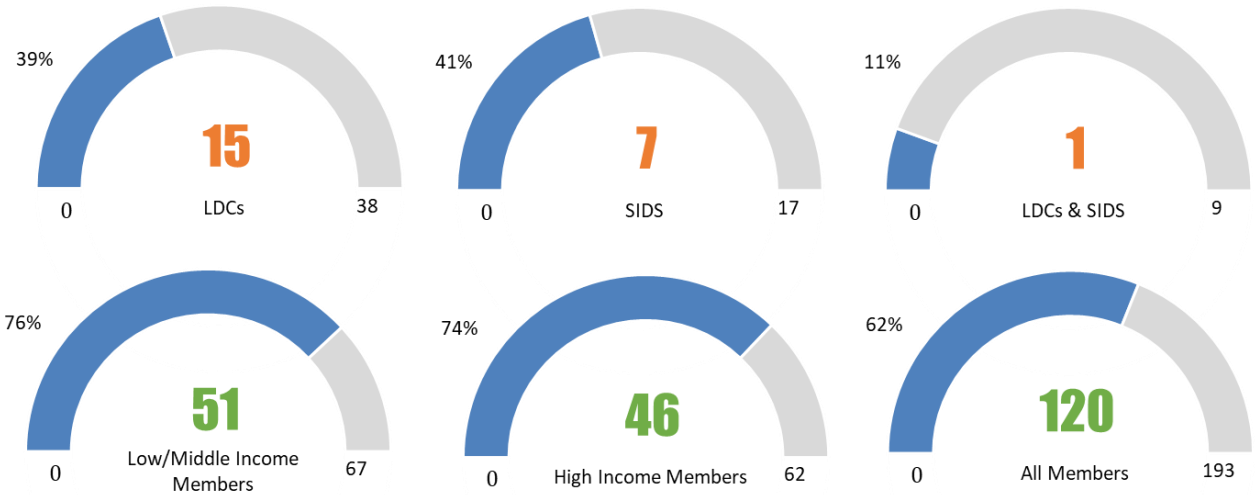


Figure 5.3 Membership in INFCOM and SERCOM by income/development level. Source: WMO Community Platform, April 2023

Furthermore, **more resources were allocated** for interpretation at meetings and translation of guidance and technical materials in all UN languages.

Frequency of meetings and participation

The WMO governance bodies have been **meeting more often**. The frequency of meetings increased during the COVID-19 pandemic to compensate for their shorter duration over multiple time zones and curtailed agenda. Whereas physical meetings resumed in 2022, the governance bodies continued some of the new working practices, such as work by correspondence and virtual meetings for matters of more technical or operational nature.

Table 5.1 compares the attendance of Members and their representatives to sessions of WMO governance bodies in the seventeenth and eighteenth financial periods. Whereas the proportion of Members that have joined the new TCs is lower than in the past, **the rate of attendance of both Members and their representatives has been much higher in both the sessions of TC and Cg-Ext (2021).** Notably, the virtual sessions of RAs were attended by 67% more Member representatives, which is an extremely positive trend in ensuring engagement, transparency and implementation of the decisions taken.

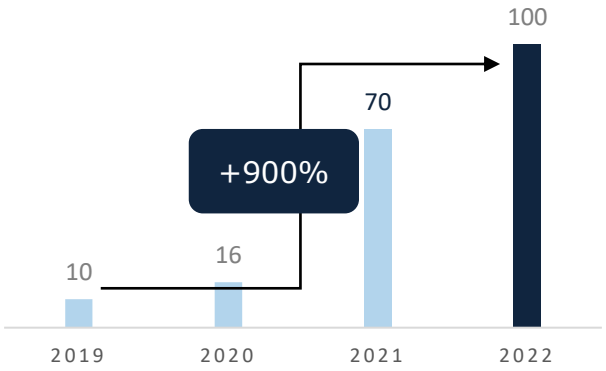


Figure 5.5. Meetings with interpretation. Source: WMO Secretariat, April 2023.

Alignment of regional structures with the new bodies

To ensure greater coordination with technical bodies, all regional associations have established working structures aligned with the two TCs, and for some with the Research Board, depending on their specific needs.

FP18 vs FP17 (after INFCOM-2 and SERCOM-2)

	Membership	Attendance to sessions: Members attendance	Attendance to sessions: Member representative	Subsidiary bodies
Regional associations	+1%	+4%	+67%	+32%
Technical commissions	-14%[a]	+39%[a]	+1%[b]	
Technical commissions and Research Board				-17%
Extraordinary Congress [c]	+1%	-13%	+36%	

Notes:

a INFCOM and SERCOM average Membership and Member attendance to sessions is compared to the averages of all previous technical commissions

b INFCOM and SERCOM Member representative attendance to sessions 1 and 2 is based on the average and compared to the total of all previous technical commissions.

c Cg-Ext(2021) is compared to Cg-Ext(2012).

Table 5.1 Comparison of the attendance of Members and their representatives to sessions, WMO Secretariat, 2023

EC endorsed Resolution 1 (EC-72) "**Effective coordination between regional associations, technical commissions and the Research Board**" and Resolution 2 (EC-72) "**Activities and working mechanisms of the regional associations**". Developed by a dedicated EC Task Force, a comprehensive review of the WMO regional concept and approaches was adopted by Cg-Ext(2021). It was informed by the results of the WMO Survey on the Role and Functioning of Regional Associations to which a record number of 150 Members responded.

Decisions

Naturally, the agendas of the first sessions of the new bodies focused on procedural aspects (understanding of terms of reference, adoption of work programmes, establishment and population of working structures, adoption of procedure for online meetings, development of rules of procedure etc.). Nevertheless, the new structure and decision-making mechanisms yielded their first results:

- **Adoption of WMO unified data policy** (more details in LTG 2)
- **Establishment of GBON** (more details in LTG 2)
- **Adoption of WMO Vision, Strategy and Action Plan for Hydrology** (more details in LTG 1)

To increase the efficiency of decision-making PAC and TCC have been pre-screening decisions of technical nature and recommending to EC for adoption without debate (see Figure 5.6). Based on the advice of the EC Task Force on Reform Evaluation and its consideration at EC-76, the review by the TCC of recommendations on technical matters to EC is being proposed for discontinuation as from EC-77.

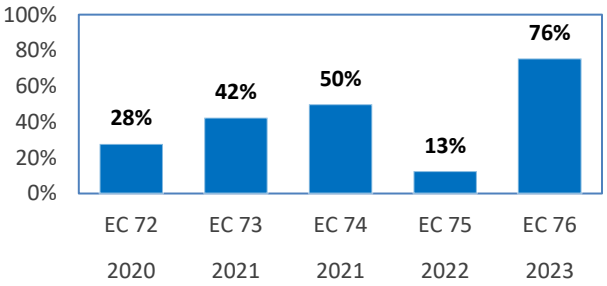


Figure 5.6 Number of EC resolutions adopted without debate. Source: EC reports

The number of resolutions, decisions and recommendations adopted by regional associations and technical commissions **shows some decrease** since the previous financial period (see Figures 5.7 and 5.8): -45% for regional associations and -28% for technical commissions. This suggests a positive trend towards consolidation and streamlining of decisions, taking into account the more than 800 instruments adopted by all constituent bodies that are currently in force. It is noteworthy that **regional associations have not submitted any recommendations** to Congress in the eighteenth financial period.

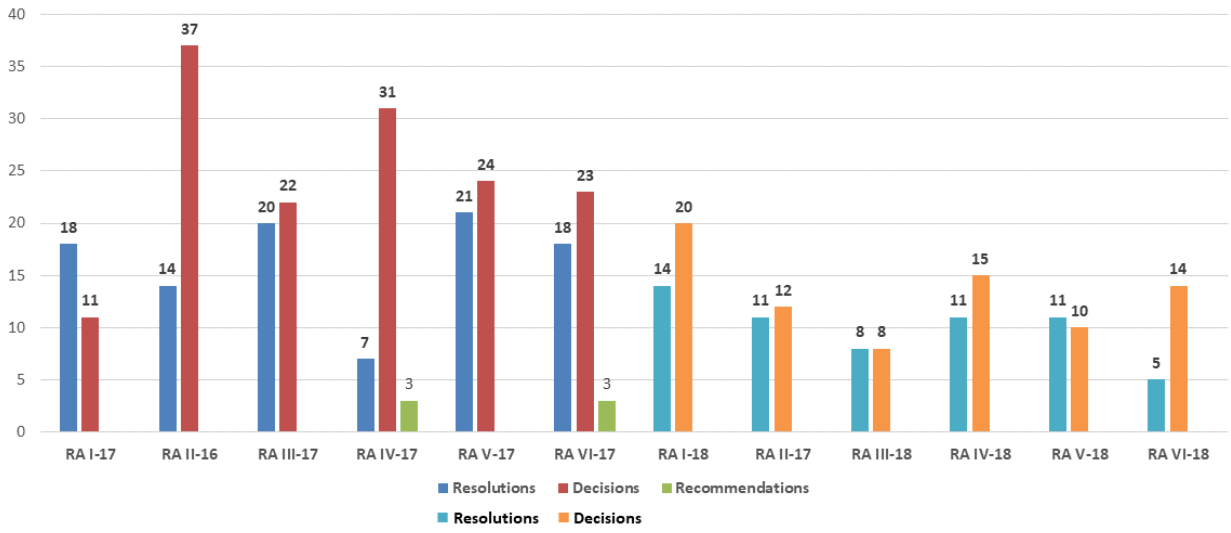


Figure 5.7 Outputs of regional associations sessions. Source: summary reports and session mini-site

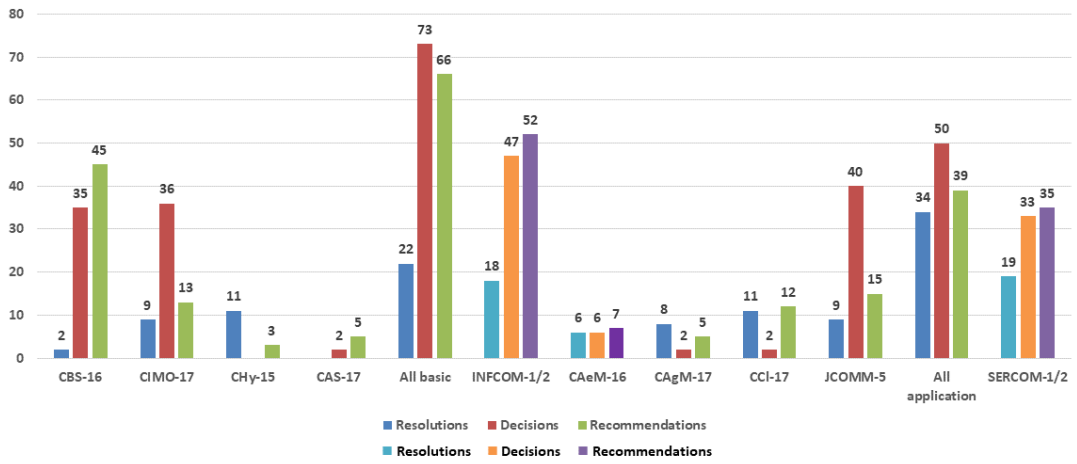


Figure 5.8 Outputs of technical commission sessions. Source: summary reports and session mini-sites.

Evaluation of the reform

An external evaluation of the WMO governance reform was conducted in 2022 upon the request of EC-73 and under the supervision of TF-RE. It followed a **rigorous methodology** involving a wide variety of assessment tools (a survey among Members and partners, interviews, focus groups, direct observation) which ensured triangulation of both quantitative and qualitative information.

The findings and conclusions presented in the Final Evaluation Report were overall positive. The reform was assessed as largely successful in reaching its objectives, regardless of the challenging times in which it had been implemented due to the COVID-19 pandemic. Whereas room for improvement was found to exist, particularly in terms of further optimizing the work of the bodies and improving their coordination, **no major issue or a fundamental limitation to the governance approach was observed.**

Notably, the evaluation found the governance reform to have resulted in **a WMO better equipped to respond to the needs of the external environment** through the holistic approach introduced. The new structure was deemed to ensure coherence with the Strategic Plan and to be more appropriate than the previous structure in addressing cross-cutting themes. The reduction in the number of technical commissions was seen to have **enabled WMO to fulfil its core tasks in a more streamlined manner without the existence of numerous silos.** In addition to optimizing the structure, the reform was deemed to have further addressed the major causes of historical inefficiencies in the conduct of WMO business and the discharge of its mandate.

A number of **remaining challenges** were also highlighted, particularly in terms of engaging more Members and partners, achieving regional and gender balance, strengthening communication to Members, enhancing coordination, and creating greater synergies with the regional associations.

TF-RE, PAC and EC examined in-depth the evaluation's recommendations, modified some of the prescribed actions and adjusted them to the Organization's regulations, rules of procedure and working methods. EC-76 took action on recommendations within its purview. The rest will be brought for consideration at the nineteenth World Meteorological Congress.

Secretariat alignment

To ensure optimal support to the governance bodies and services to Members, **the WMO Secretariat underwent a major restructuring in 2019-2020 and was fully aligned with the WMO Strategic Plan and the new structures**. An internal administrative reform resulted in the adoption of new working practices and efficiency gains which allowed the rebalancing of staff, the recruitment of more junior and mid-level professionals in technical areas and the strengthening of the Regional Offices. The administrative processes (travel, recruitment) were reviewed and modernized for more efficient use of resources and better service to Members and governing bodies.

The administrative reform resulted in annual net savings in the regular budget of CHF 2.7 million.[1] As such, the total efficiency gains identified by the Secretary-General in 2020–2023 are expected to exceed the amount of CHF 5.3 million requested in Resolution 1 (Cg-18). These efficiency gains were derived from the reorganization of the Secretariat to streamline administrative processes, reducing the required human resources in the implementation of these processes, and consolidating and centralizing the administrative functions that had been disseminated within the technical departments in the past. The efficiency gains were identified both within the specific administrative functions and within the technical departments, eliminating duplicate activities and streamlining WMO-wide administrative processes. As a result of this process, 23 general service posts were abolished.

The identified savings and efficiencies from the administrative reform were reinvested by the Secretary-General through **increasing knowledge in critical areas in the Secretariat with a focus on strengthening WMO regional and capacity development activities** to continue serving Members. The contribution to regional activities, which has been realized thus far through the creation and filling of seven additional positions in Regional Offices, will have a direct impact on improved coordination of WMO with the National Meteorological and Hydrological Services (NMHSs) in the regions and the delivery of global activities.

The overall result of the administrative reform and re-investment in technical staff, as well as other ancillary staffing changes, can be seen in the below chart, which shows the change in the composition of the WMO staff by category from the end of 2019 to the end of 2022. As can be seen from the chart by 2022, the number of staff in the **General Services category is lower by 40 (-37% from 2019).** Also, the number of staff in the **Professional category has increased by 43 (+22%)**[2], reflecting the shift of resources from administrative to technical activities.

In addition, the increase in staff in the Professional category was almost entirely realized at the mid-professional level (P3 and P4 grades), representing an investment in technical staff from Members.

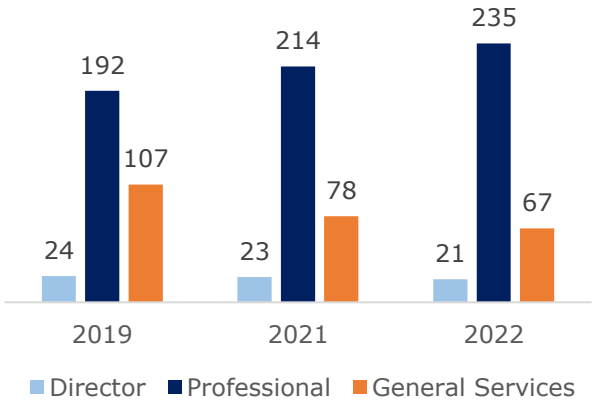


Figure 5.9. WMO staff by category. Source: WMO Secretariat, December 2022

1) Efficiency gains represented a saving in staff cost of approximately CHF 3.3 million per year, offset by the cost of outsourcing certain functions of approximately CHF 0.6 million per year.
2) The number of staff excludes positions that are approved but vacant as 31 December 2019 and 2022.

Strategic Objective 5.2

Streamline WMO programmes

Outcome/Focus Area A:
Streamline WMO scientific, technical and service programmes to enable the Organization to better achieve the goals and objectives set in the Strategic Plan, ensuring coherence and consistency between the strategic, programmatic and financial frameworks.

#Programmes redefined #Governance of co-sponsored programmes

Strategic Objective 5.2

Streamline WMO programmes

ON TRACK

- According to the Internal Audit of the WMO Strategic and Financial Framework conducted in 2021, **the linkages between the strategic, programmatic, and financial frameworks are well established** as far as the regular budget is concerned. The Strategic Plan and Operating Plan are adequately connected, and metrics have been created to measure and track results. The financial systems and statements are capable of reporting financial information per LTG.

CONTINUED EFFORTS REQUIRED

- There is a need to **rationalize programmes to increase coherence with the strategic planning.**
- Transparency in the reporting of administrative support cost could be improved as well as reporting on extra-budgetary funds by LTGs.

COVID-19 IMPACT

- No impact observed.

CHALLENGES & RISKS

- With the de-linking of programmes from resource allocation, their **relevance in the planning and budgeting processes has decreased**. At the same time, some programmes continue being relevant and cannot be done away, as they represent a sort of a brand (e.g. World Weather Watch) and involve external stakeholders.

SDG Contribution

On track

Continued efforts required

Limited progress

COVID-19 Impact

Challenges & Risks

Focus Area A

A review of the WMO programmes was conducted at EC-76, in line with the recommendations of the Internal Audit of the WMO Strategic and Financial Framework. As a result, EC-76 recommends that Cg-19 terminate 10 of the 26 existing programmes (-38%) as their scope is fully embedded in the organized activities of the technical commissions, the regional associations and other WMO bodies. Joint programmes with external entities and some programmes with a long tradition may need to be continued.

Strategic Objective 5.3

Advance equal, effective and inclusive participation in governance, scientific cooperation and decision-making

Outcome/Focus Area A:

Advance gender equality across the Organization, especially in governance and decision-making, in implementation of SDG5 and the WMO Gender Equality Policy

#Strengthened leadership capacity of female professionals #Strengthened capacity of Members to implement WMO Gender Equality Policy #Strengthened partnerships

Outcome/Focus Area B:

Provide equitable access to, interpretation of and use of information and services to women, men and all individuals irrespective of their gender and in particular to those from marginalized groups

#Knowledge generated on the gendered impacts of weather and climate

Outcome/Focus Area C:

Attract more women, girls and individuals from marginalized groups to science and employment in NMHSs through showcasing role models and investing in human capital.

#Awareness raised #Female scientists #Role models

Overview

Strategic Objective 5.3

Advance equal, effective and inclusive participation in governance, scientific cooperation and decision-making

ON TRACK

- The targeted effort undertaken by the Presidents of the Technical Commissions paid off in setting up **more balanced governance bodies in terms of gender, geographical representation and scientific discipline.**
- There was an **unprecedented surge in the participation of women in leadership** (presidents, vice-presidents, chairs, co-chairs) which increased from an average of 31% for the old structures in 2019 to 39% for the new ones in 2022.
- **The overall share of women participating in the TC subsidiary bodies also rose**, though the average continued being below the target. A closer look at the composition of subsidiary bodies shows that many of the SERCOM and RB standing committees, steering committees and study groups meet or exceed the Cg-18 target of 40% female experts. The rest are generally on track to achieve gender balanced structures.
- The experts selected to participate in the TC subsidiary bodies possess **a wide spectrum of competencies** in a variety of disciplines. No skills shortage has been reported so far.
- **Side events on gender equality** took place on the margins of the SERCOM and INFCOM sessions.

CONTINUED EFFORTS REQUIRED

- The **proportion of female experts in INFCOM is low** (24%).
- At 33% the proportion of **female delegates to Cg-Ext (2021)** marked a 5% increase as compared to Cg-18, though still below the desired target. Hardly any change was registered in the participation of women in EC sessions (30% on average). Similar findings were observed at the RA sessions, where women represented a third of the delegates on average.
- In terms of geographical representation, SERCOM is the most balanced governance body. **The Southern hemisphere is underrepresented** on the INFCOM and RB bodies of experts.
- About half of the members on SERCOM, INFCOM and RB bodies come from **high-income countries** in Regions II, IV and VI.
- **A targeted effort is required to involve more experts from LDCs and SIDS**, and thus ensure the transfer of knowledge and know-how.
- More detailed analysis is presented in the Overview of the Focus Areas below.

SDG Contribution

10 REDUCED INEQUALITIES

13 CLIMATE ACTION

17 PARTNERSHIPS FOR THE GOALS

On track

Continued efforts required

Limited progress

COVID-19 Impact

Challenges & Risks

Overview

Strategic Objective 5.3

Advance equal, effective and inclusive participation in governance, scientific cooperation and decision-making

COVID-19 IMPACT

- There was minimal impact on the work to diversify the WMO governance.
- The lack of physical meetings prevented the organization of Women's Leadership Workshops on the margins of the governance sessions. It was deemed that **virtual events would not have the same effect in terms of networking and sharing experiences**.
- Some **experts**, particularly from **LDCs and developing countries**, **experienced difficulties with internet connectivity** and hence participation in meetings.

CHALLENGES & RISKS

- Ensuring diverse and gender balanced structures while not losing past expertise proved challenging.
- There is a **risk of inadvertently creating exclusive clubs by selecting the best expertise**. The need to devise strategies to better involve scientists from developing countries transpired.

SDG Contribution

On track

Continued efforts required

Limited progress

COVID-19 Impact

Challenges & Risks

Focus Area A

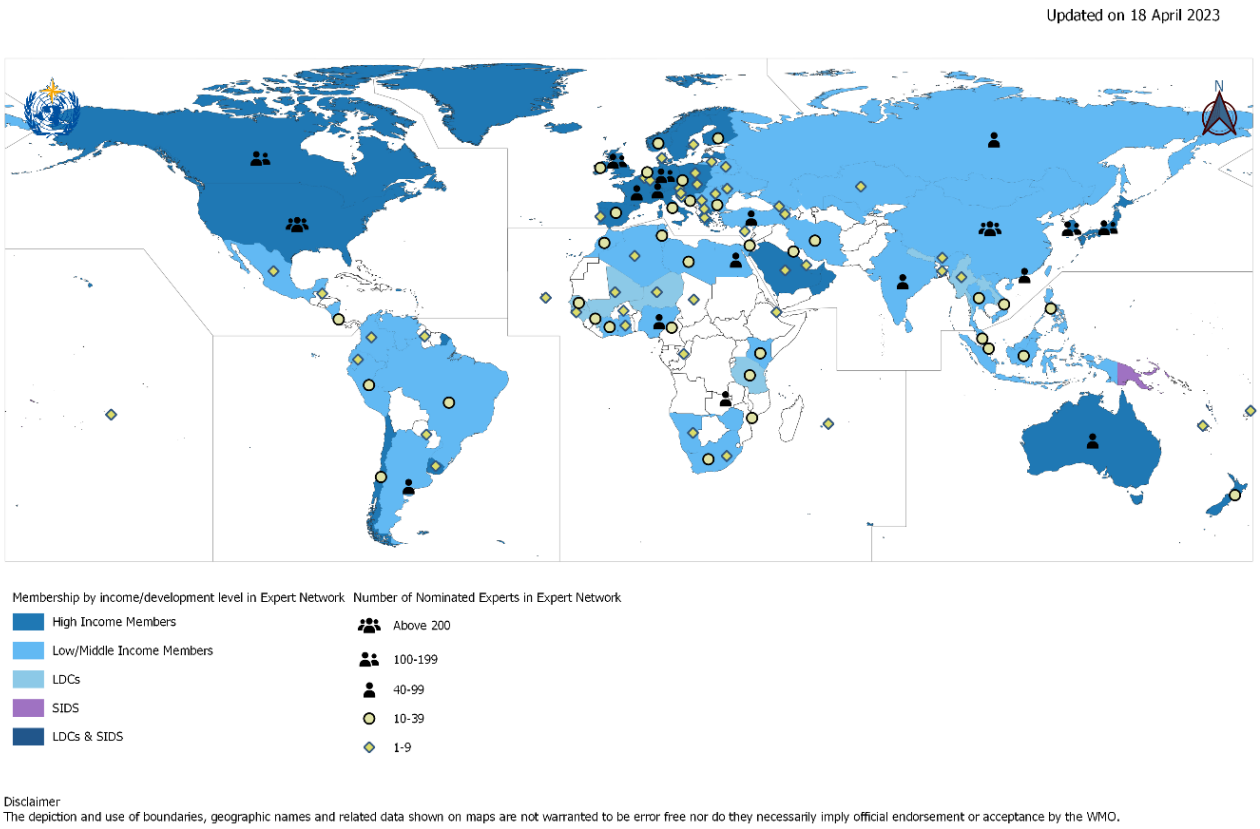


Figure 5.10 Map of nominated experts Source: WMO Community Platform, April 2023.

One of the major objectives of the WMO governance reform was the **creation of a multi-disciplinary, diverse and balanced** (in terms of geographical representation and gender) **pool of experts**. Criteria for the consideration of **regional, geographic and scientific discipline balance** were included in the **Terms of Reference** of **all new governance bodies**. Statistics compiled on their composition speak of significant progress toward achieving this objective.

Expert network

A diverse expert network was built, applying clear and transparent procedures for the nomination and selection of experts as members of WMO bodies. **A total of 3,037 experts were nominated by 103 Members and 22 partners.** Close to 60% of the nominations came from developing countries, including LDCs and SIDS, and 20% from partners. Half of the nominees were from Regions VI and I, with 37% and 24% of the nominations, respectively. RA III and IV were under-represented. The share of female nominees was 29% at the global level.

The nominated experts also represented a wide spectrum of scientific disciplines, as evident from Figure 5.11.

As of April 2023, **1,063 of the nominated experts were selected to serve on the newly established bodies** (expert teams, study groups, etc.). The complexity of the criteria and sometimes disbalances in the nominations presented above speak of the challenging job that the TC and RB leadership faced in the formation of the subsidiary structures.

Gender composition of the new WMO governance structures

Figure 5.12 presents the gender composition of the new WMO constituent bodies, accounting for all their structures and membership. **SERCOM and the Research Board** (including the research programmes) are **closest to achieving the 40% target set by Cg-18.** The proportion of women participating in the activities of INFCOM is lower than the average.

The increased female participation in the leadership of the new constituent bodies is particularly noteworthy and unprecedented in the history of WMO. The gender composition of both the Research Board and the SERCOM Management Group is very balanced and meets the Cg-18 target. Women remain underrepresented in the management of INFCOM.

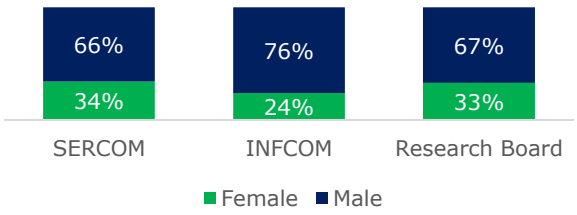


Figure 5.12. Gender composition of the WMO constituent bodies – all structures. Source: WMO Community Platform, April 2023.

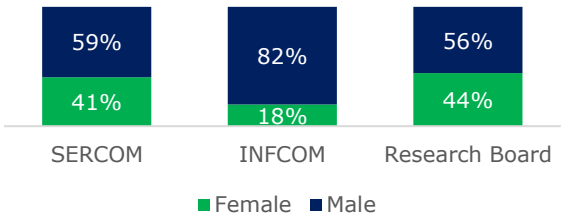


Figure 5.13 Gender composition of the WMO technical commissions' management groups and Research Board members. Source: WMO Community Platform, April 2023.

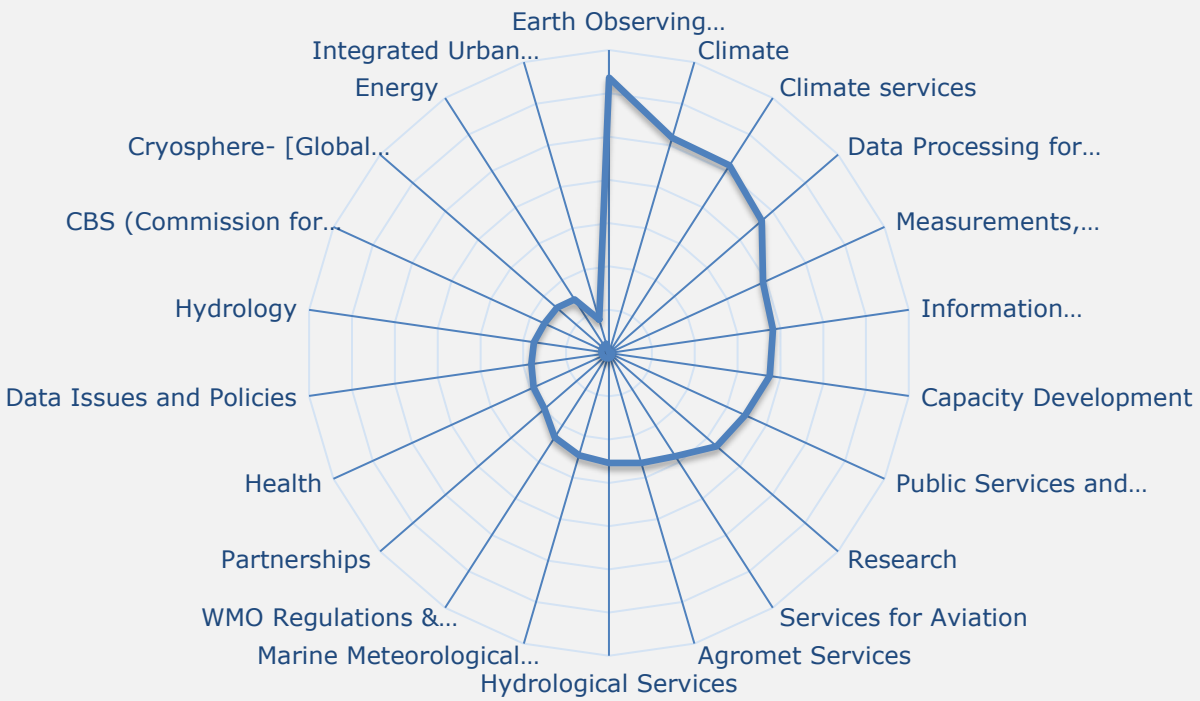


Figure 5.11. Competency areas of nominated experts. Source: WMO Community Platform, February 2023.

A closer look at the composition of the INFCOM and SERCOM standing committees and study groups shows that many are on track to achieve balanced structures in terms of gender. As presented on Figure 5.14, **four out of the six SERCOM Standing Committees (SCs) are within or close to the 40% target** of the WMO Gender Action Plan.

Two of the five INFCOM SGs are within the 40% target of the WMO Gender Action Plan. Regarding the composition of SCs, one of the four INFCOM SCs is also close to reaching the 40% target (see Figure 5.15).

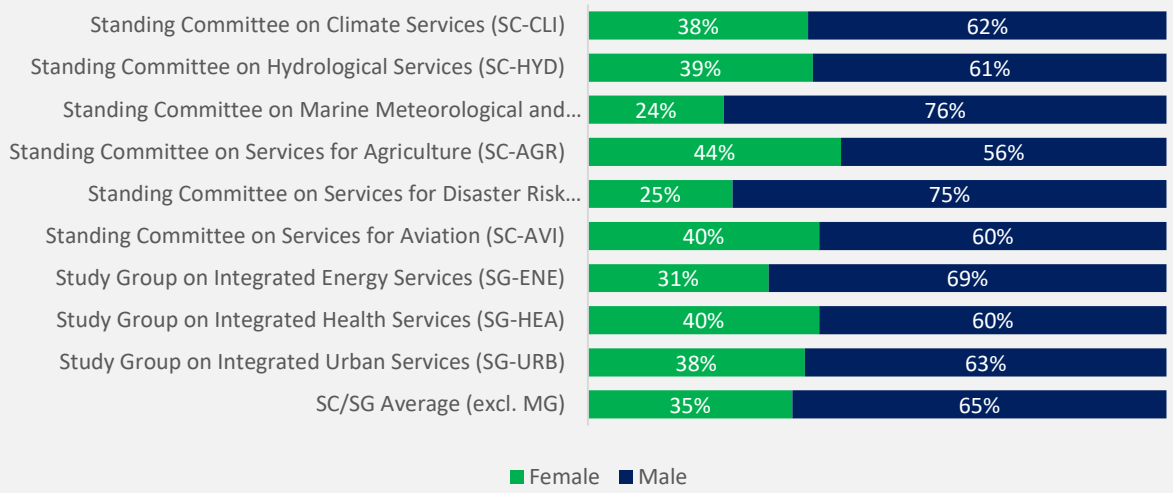


Figure 5.14. Gender composition of SERCOM Standing Committees and Study Groups. Source: WMO Community Platform, December 2022.

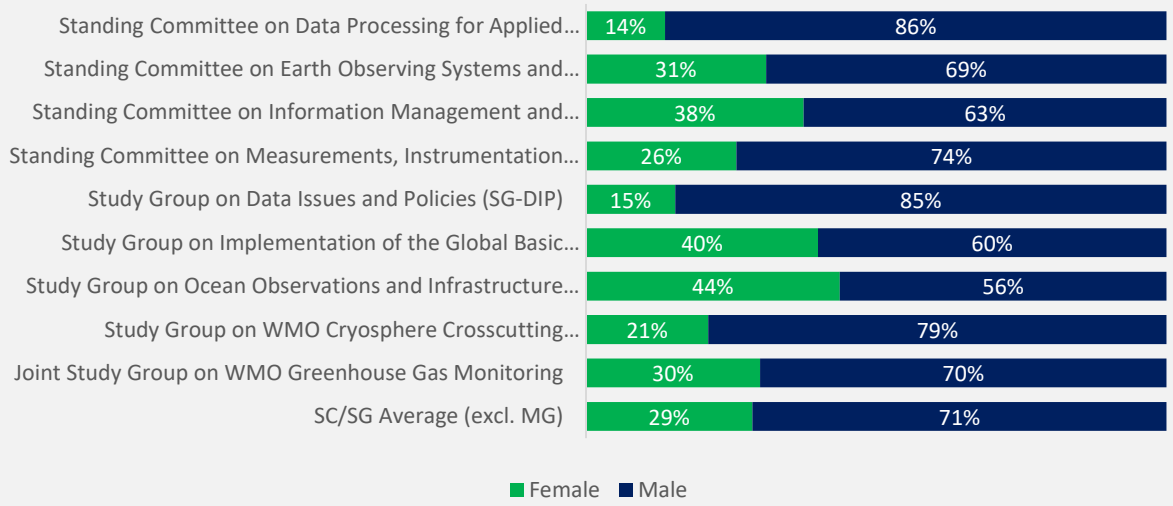


Figure 5.15. Gender composition of INFCOM Standing Committees and Study Groups. Source: WMO Community Platform, December 2022.

The Research Board is closest to achieving gender balanced structures (Figure 5.16). Women are particularly well represented on the steering committees of the research programmes and on RB itself. They are less numerous on the expert teams, task teams and working groups.

Figure 5.17 presents membership in the SERCOM, INFCOM and RB expert teams, working groups, scientific advisory and other related bodies by gender. Women comprise about a third of the membership in

SERCOM and RB structures. They account for roughly a quarter of the membership in INFCOM sub-structures.

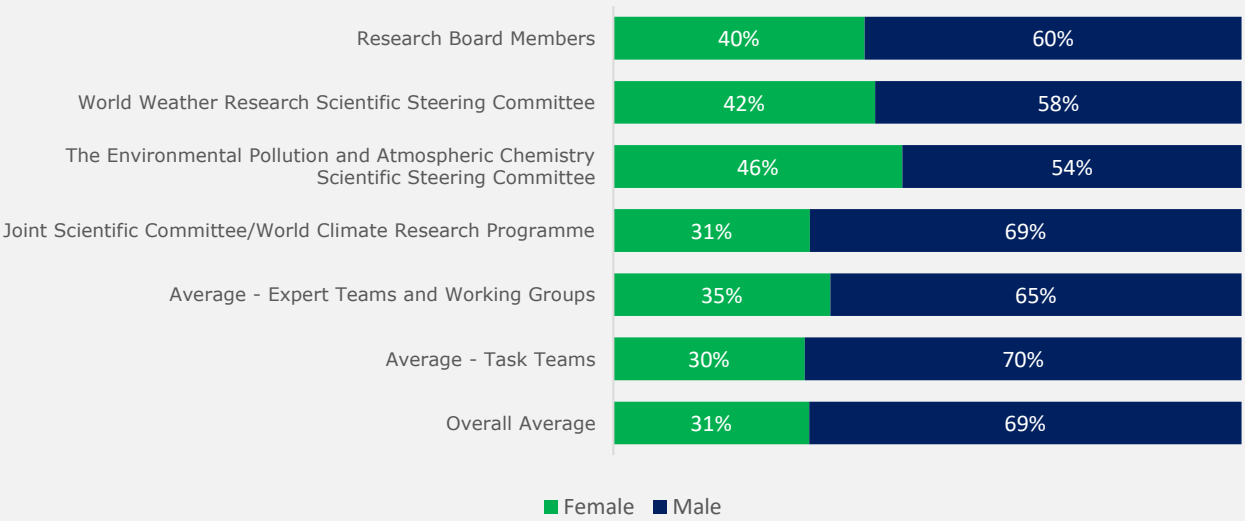


Figure 5.16. Research Board Members, Scientific Steering Committee, Scientific Advisory Group, average of Expert Teams & Working Groups and average of Task Teams Source: WMO Community Platform and WMO Secretariat, April 2023

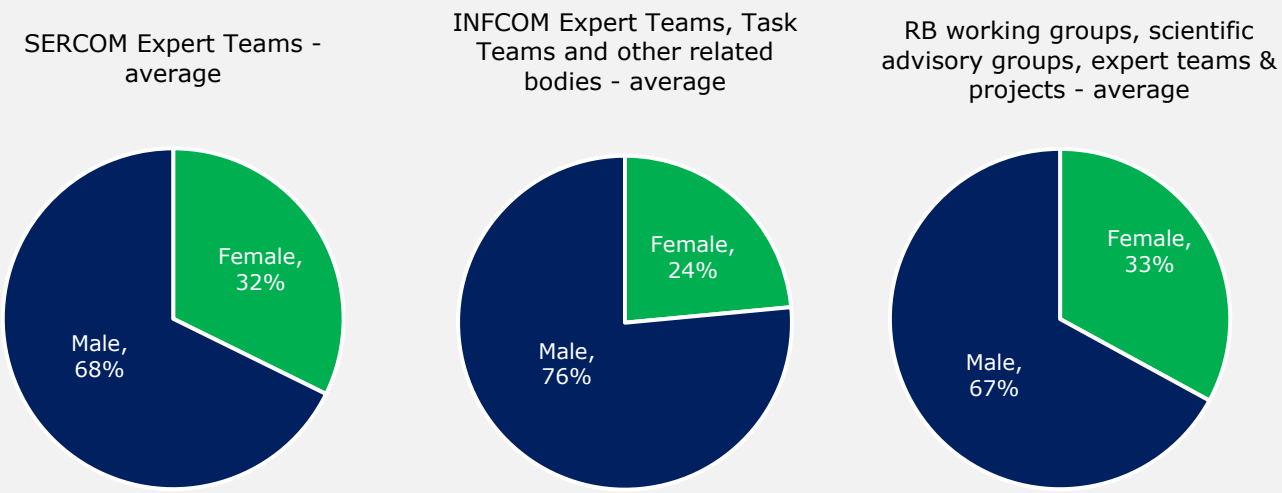


Figure 5.17. Gender composition of expert teams, working groups and other sub-structures. Source: WMO Community Platform, April 2023.

From the EC subsidiary bodies, the Capacity Development Panel is the only one that has achieved gender parity. Women are under-represented on all other bodies, particularly on the Hydrological Coordination Panel, the Climate Coordination Panel and the Scientific Advisory Panel.

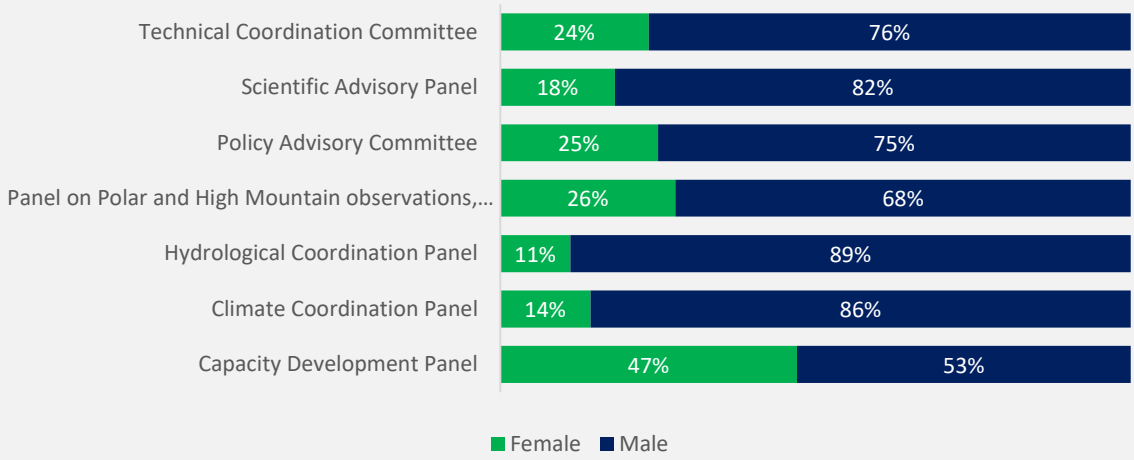


Figure 5.18. Gender composition of the EC subsidiary bodies. Source: WMO Community Platform, April 2023

Geographical Composition of the WMO Constituent Bodies

Figure 5.19 presents the geographical composition of the two technical commissions in terms of experts. SERCOM is more balanced in representation from the six WMO regions. Region VI is the most represented with about a quarter of the expertise. A substantial share of the INFCOM experts (close to 40%) are also from Region VI and about a fifth are from Region II and Region IV each. Generally, the Southern hemisphere is not as well represented.

The Research Board is less representative in both regional and development terms, as evident from Figure 5.19. The majority of its members come from high-income countries, with Regions IV and VI representing 68% of its membership in total. Few of its experts come from LDCs and SIDS.

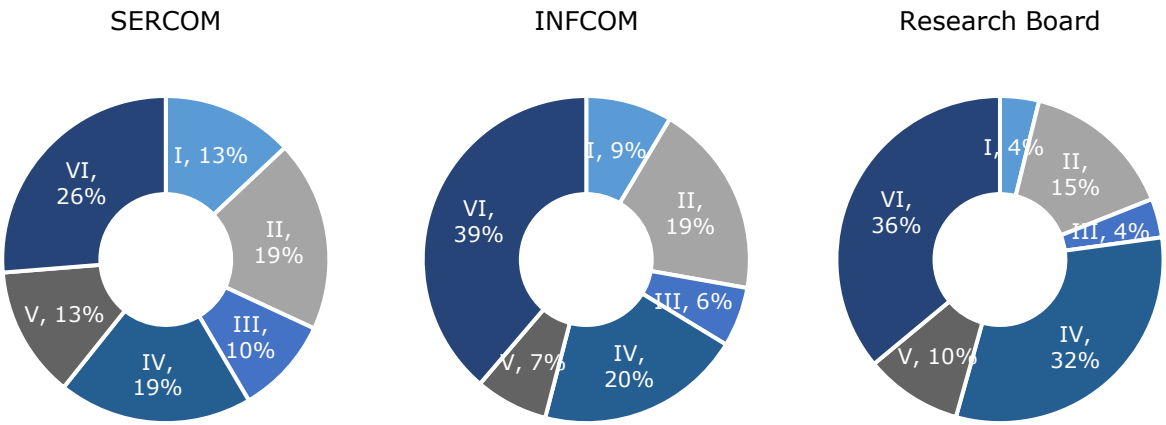


Figure 5.19. Geographical representation on SERCOM, INFCOM and RB – all structures. Source: WMO Community Platform, April 2023.

Focus Area B

Both technical commissions adopted decisions on the provision of gender-responsive weather, hydrological and climate services[1].

- INFCOM committed to promoting and monitoring the production of gender-responsive weather, hydrological, climate and environmental basic infrastructures and services, engaging with other United Nations bodies, as appropriate, regarding how to ensure a wider engagement and understanding of user needs, recognizing that women may obtain relevant information differently and have distinct needs and differing access to resources due to gender-based divisions of labour, patterns of mobility and socially-expected behaviour patterns.
- SERCOM pledged to promote and monitor the production of gender-responsive weather, hydrological, climate and environmental services engaging with other UN bodies as appropriate, on how to ensure a wider engagement and understanding of user needs.

A new report on the **Gendered Impacts of Weather and Climate: evidence from Asia, Pacific and Africa** was published as a result of a research partnership between the WMO and the Graduate Institute of International and Development Studies. The Publication examines the physical, material and psychological gender-differentiated impacts of weather and climate and the gender-specific needs of weather and climate information and services, on the basis of empirical data emerging from 18 case studies.

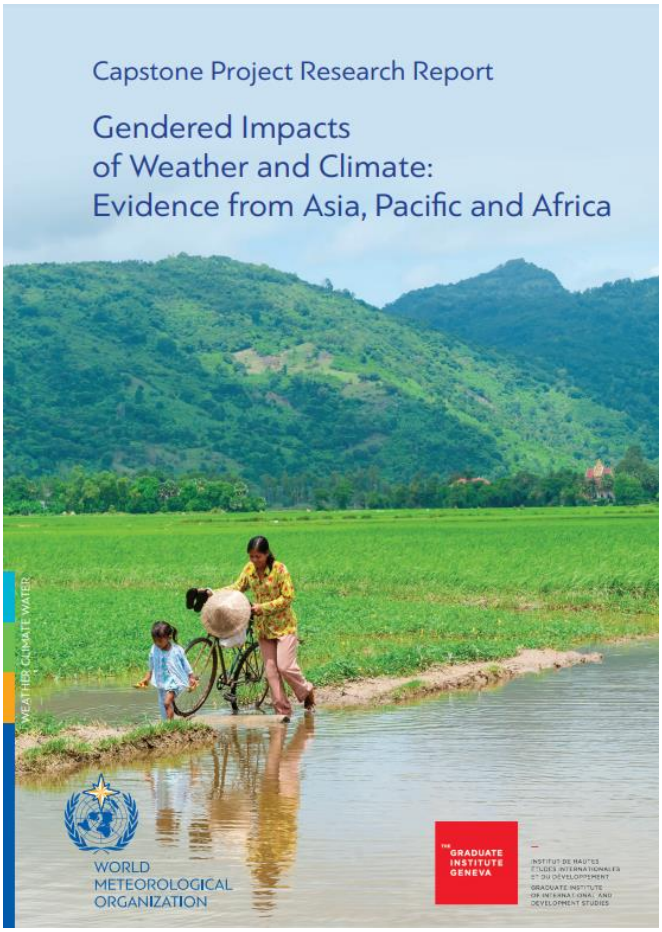
The report calls for going beyond a binary approach and confirms the value of intersectional analysis. It provides practical recommendations for NMHS, governments and international actors for bridging information asymmetries and providing gender-responsive services in terms of content, dissemination channels and feedback mechanisms. The results of the research were presented at a side event during UNFCCC COP-25. It was also disseminated broadly electronically, including to WMO's network of gender focal points.

An article on **Gender Equality in the Context of Multi-Hazard Early Warning Systems and Disaster Risk Reduction** was published in the WMO Bulletin Vol. 71.

A webinar on **Mainstreaming Gender into End-to-End Early Warning Systems Flood Forecasting and Integrated Flood Management** was held on the occasion of International Women's Day in 2022. It was hosted by WMO and the Global Water Partnership, together with the Water Youth Network Disaster Risk Reduction Group.

A side event named **Empowering Women in Early Warnings and Early Action to Reduce Disaster Risk** gathered more than 200 online attendees on World Meteorological Day 2022.

See **Project Highlights** for a wide range of products, methodologies and mechanisms, such as manuals, service delivery approaches, capacity development events and other activities aimed at providing gender-responsive weather, hydrological and climate services.



1) Decision 15 (INFCOM-1); Decision 13 (SERCOM-1).

Focus Area C

Both technical commissions decided, among other things, to[1]:

- **Increase the visibility of the unique contributions and outstanding achievements of women** serving in their structures through the publishing of regular articles in order to encourage young women scientists in the field;
- **Create, maintain and progressively expand a network of female experts** engaged in their work, with a focus on facilitating shared best practice from Members who have success in using Science Technology Engineering and Math (STEM) programmes to help secure future staff resource.
- **Establish gender focal points** to lead and coordinate the work.
- **Update and align their action plans** with the WMO Strategic Plan 2024–2027, WMO Gender Equality Policy and updated WMO Gender Action Plan.

Target action was further taken and a series of events were organized on the margins of TC sessions, aimed at increasing the participation of women, creating networks of female experts, mobilizing the action of gender champions, and sharing good practice and success stories. Highlights include:

Gender workshop for women. In July 2022, approximately 60 participants from 28 countries gathered for a first INFCOM Gender Workshop. The kick-off sessions represented a unique effort to proactively address gender balance in INFCOM expert groups. The INFCOM Gender Group identified the Lean-In Circles model as suitable for women from the Commission to meet, discuss issues, network, learn of opportunities and support each other. Participants found that there were many similarities and that they shared many experiences and common issues. The discussion reflected key learnings and sharing of solutions.

Allyship At Work Workshop for Everyone. Recognizing the need for everyone to show up as allies for each other in order to create a supportive and accepting workplace culture and INFCOM environment, two workshops of two hours each took place in both the Eastern and Western hemispheres in September 2022.

INFCOM Circles. At the end of 2022, seventy women signed up to join an INFCOM Circle. The purpose of is for women to meet, discuss issues, network, learn of opportunities and support each other.

Quotas. At its meeting in March 2023, the INFCOM Management Group agreed to set quotas to the nomination of experts by Permanent Representatives to the Expert Network. The quota is initially set at double the percentage of women employed by the NMHS.

Side Events at SERCOM Sessions. In 2021, an online side event took place on the margins of SERCOM-1 (II) titled "Building an equal and inclusive SERCOM: past experiences for future action" (23 February 2021). The participants showcased good practice and success stories on increasing female participation in the work of WMO as well as discussed ways of inspiring action to accelerate efforts to build a gender-equal and inclusive Technical Commissions.

In 2022, a hybrid event took place on the margins of SERCOM-2 titled "Women's Leadership: empowering women in early warnings and early action to reduce disaster risk." The keynote speaker was Dr Heather Cairns-Lee, Adjunct Professor of Leadership at the International Institute for Management Development (IMD) in Switzerland.

1) Decision 15 (INFCOM-1); Decision 21 (INFCOM-2); Decision 13 (SERCOM-1); Decision 20 (SERCOM-2)

Women in Aeronautical Meteorology

The Standing Committee on Services in Aviation published the **inspiring stories of women in leadership in aeronautical meteorology**. It further conducted a global survey on gender equality and empowerment of women in the aeronautical meteorology domain. The outcomes were circulated at the end of 2022 and are being used in devising strategies to increase the participation of women in the area.

Women in Science

An article titled "**Women in science taking the lead in the Pacific islands**" was released in the WMO Bulletin, Vol. 69 (I) – 2020, presenting interviews with female leaders who took part in the leadership training offered by the CREWS Pacific Small-Islands Developing States (SIDS) Project.

Project Highlights:

More than 200 national and local stakeholders from the Volta Basin countries in West Africa participated in eight training workshops organized between June and October 2021. The workshops were integrated into the Volta Basin Flood and Drought Management (VFDM) project, funded by the Adaptation Fund. The joint WMO/GWP Associated Programme on Flood Management (APFM) developed a generic **gender mainstreaming training manual and facilitator's guide** which was tested in the Volta Basin workshops. The manual aims to enhance NMHS capabilities to include gender sensitive approaches in these two areas as well as in disaster management and for improving last mile communication and response.

WMO has further been working on **strengthening the gender perspective** of meteorological, hydrological and climate services through CREWS projects:

- The project implemented in **Lao PD**R and **Cambodia** contemplates country-driven activities on improved integration of gender and disability inclusiveness across the Early Warning Systems value chain, integration and update of age, gender and disability, disaggregated disaster loss events and risk information management databases, to effectively store, analyze and manage flood, droughts and other hazard impact data.
- In **Burkina Faso** and the **Pacific**, community participatory approach has been adopted. Special consultations with women in rural communities are being organized to ensure gender responsive programming.
- In **West Africa**, a component on community warning and last-mile service delivery was proposed, with particular attention to gender and social inclusion.
- In **Chad**, the project focuses on capacity building, community engagement and gender inclusion of vulnerable population in areas prone to flash floods and agricultural drought.
- A similar approach was followed in the **Caribbean**. In the CREWS-funded project to strengthen hydro-meteorological and early warning services, a Regional Training Workshop on Gender Mainstreaming into End-to-End Early Warning Systems for Flood Forecasting and Integrated Flood Risk Management was held in Antigua. It built the capacities of national actors from 5 Caribbean countries as well as representatives for regional organizations. It further identified the need to improve the inclusion of vulnerable groups, especially women, in processes related to flood management and decision making at national and local levels.
- A similar workshop was organized under the framework of the Flash Flood Guidance System and APFM, funded by USAID, in **San José, Costa Rica**. Specific activities include the review of the entire project result framework to ensure that project outcomes, outputs, and activities are gender inclusive. Further activities addressing the inclusion of women include a Joint Regional Gender Sensitization Workshop and a Women in Leadership workshop.
- The Adaptation Fund Project ENANDES (**Colombia, Chile and Peru**) dedicates special attention to dimensions such as gender, age, income and ethnicity. Specifically, a Gender Baseline Assessment is planned and will be used to monitor gender issues for the duration of the project.

Project Highlights (cont'd):

- ENANDES + (**Ecuador, Peru, Bolivia and Argentina**), funded by SDC, seeks to implement at least gender-responsive or, ideally, gender-transformative approaches to promote equality and use weather, water and climate co-design and information to bridge gender gaps and reduce potential power asymmetries in decision-making processes.
- The World Weather Research Programme (WWRP) is a partner in a WISER-funded project called WISER Early Warnings for **Southern Africa** (WISER-EWSA). One of the key deliverables is gender equality and social inclusion through the delivery of warnings by using nowcasts (0-6h) and 0-48h Numerical Weather Prediction (NWP) forecasts, tailored to the needs of diverse urban users (with a particular focus on women and people with disabilities) in South Africa, Zambia and Mozambique, through a process of co-production. The co-production will be achieved through strengthening the regional network of infrastructure, capacity, and communications among producers, forecasters and (intermediary and end) users, and the regional governance structures which support these networks. This will establish functional links between NMHS, national disaster management agencies, other DRR organizations (intermediary users) and end users (in this case urban populations), embedded in existing national coordination fora, and raise awareness of this potential regionally to stimulate ongoing demand at scale for such services as part of a suite of disaster risk reduction across timeframes.

Workshops held in Ghana

Adaptation Fund | Integrating Flood and Drought Management and Early Warning for Climate Change Adaptation in the Volta Basin | RA I | CHF 7 Mio | 2019-2023 & CREWS Caribbean | RA IV | CHF 2,2 Mio (WMO Component) | 2018-2023

National training workshops on mainstreaming gender into End-to-End Early Warning Systems for Flood Forecasting (E2E-EWS-FF) and Integrated Flood Risk Management (IFM) were held in Wa and Tamale (**Ghana**) in October 2021. In total 70 participants, including representatives from the Water Resources Commission, Environmental Protection, the Ghana Meteorological Agency, Disaster Management, Hydrological Services , Ministries and Media were trained.

In the **Antigua & Barbuda**, 34 participants from NHMSs, Gender Affairs Offices and Disaster Management of five Caribbean countries were trained (12 woman) were trained in September 2022.

The workshops provided a platform for collaboration between multiple stakeholders from different areas, raised awareness for the actions required and provided appropriate approaches, tools and methods of gender mainstreaming in the planning, programming, budgeting, and monitoring-evaluation processes of E2E-EWS-FF and IFRM.

Workshop held in the Caribbean