

**Call for Submissions from Baku Climate Conference 2024****Gender****Submission from WMO****31 March 2025****Views on How to Foster Gender Mainstreaming in Climate Action**

The World Meteorological Organization (WMO) integrates gender perspectives into its initiatives, aligning with global frameworks like the UN's 2030 Agenda (SDG 5 - Gender Equality). The WMO Policy on Gender Equality, introduced in 2007 and revised in 2015, promotes gender equality within WMO and establishes progress mechanisms. The WMO Gender Action Plan was approved by the WMO Congress in 2023 and is being implemented and monitored by the Gender Focal Point Coordinator and Gender Focal Point Network.

The two WMO Technical Commissions have a dedicated gender action plan and adopted decisions on the provision of gender-responsive weather, hydrological and climate services. The WMO Commission for Observation, Infrastructure and Information Systems (INFCOM) is committed to promoting and monitoring the production of gender-responsive 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. The WMO Commission for Weather, Climate, Hydrological, Marine and Related Environmental Services and Applications (SERCOM) pledged to promote and monitor the production of gender-responsive services. It advocates for equitable access to meteorological and hydrological services, ensuring both women and men benefit from climate information. Given the growing impacts of climate change, integrating gender considerations is crucial, especially in disaster-prone areas where women face greater vulnerabilities.

As an International Gender Champion, the Secretary-General of WMO, Prof. Celeste Saulo has made the following commitments:

- I commit to the implementation of the WMO Gender Action Plan, updated and approved by WMO Congress 19, which includes the participation of women in our body of experts, particularly from LDCs and SIDS and under-represented regions and genders, by 40%.
- I commit to gender equality by mainstreaming gender in all WMO Secretariat policies and initiatives.

This submission provides perspectives on Decision FCCC/CP/2024/L.12, which seeks insights on advancing gender mainstreaming in climate action. The input aims to inform the development of a new gender action plan for adoption at COP 30. The recommendations provided in this document built on the experiences matured by the WMO Commission for Weather, Climate, Hydrological, Marine and Related Environmental

Services and Applications (SERCOM), the Climate Risk Early Warning Systems (CREWS) and the Early Warnings for All (EW4All) initiatives and summarized below.

The SERCOM Gender Equality Action Plan

The WMO Commission for Weather, Climate, Hydrological, Marine and Related Environmental Services and Applications (SERCOM) has been actively implementing this policy, with the [SERCOM Gender Equality Action Plan](#) approved in 2022 and updated in 2024 to align with the WMO Strategic Plan 2024–2027.

Key areas of focus include governance, strategic planning, capacity development, human resources, communication, resource allocation, and service provision. The WMO Congress (Cg-19, Resolution 39) tasked technical commissions with:

1. Implementing the Gender Action Plan within their scope,
2. Building networks and capacity for women scientists and experts,
3. Sharing progress through case studies and presentations,
4. Ensuring gender and regional balance in work plans, and
5. Reporting advancements to the Executive Council and Congress.

The SERCOM Gender Action Plan outlines various activities across key areas aimed at promoting gender equality within meteorological and hydrological services. The plan includes responsibilities, targets, timelines, and indicators to track progress. A key action is to set a 40% target for women's representation in meteorological governance bodies. This ensures that decision-making is balanced and inclusive, reflecting the diverse perspectives needed to address complex climate challenges. The Gender Action Plan aims at integrating gender considerations into early warning and climate services whereby NMHSs can provide more effective and equitable support to communities. Developing gender-sensitive early warning systems is a key example of this. By considering the unique needs and circumstances of women, NMHSs can enhance the effectiveness of their services and better protect vulnerable populations from the impacts of extreme weather events.

The Climate Risk Early Warning Systems (CREWS) initiative

The Climate Risk Early Warning Systems (CREWS) initiative, in partnership with the World Bank, the World Meteorological Organization, and the United Nations Office for Disaster Risk Reduction implements projects that aim at substantially reducing losses of lives and assets linked to climate hazards by strengthening early warning systems and developing risk information tools that reach vulnerable communities and last-mile users.

All CREWS operations, outputs, and outcomes are expected to be driven by people-centred and gender-responsive principles. Communities, including people of different genders, elderlies, people with disabilities, marginalized, displaced, and most at-risk populations are engaged and cooperate fully in project activities to better understand warnings, co-produce messages, and take early action. Currently, 13 out of the 19 projects that are being implemented contribute to the outcome of gender-responsiveness. Moreover, at the portfolio level, a medium level of gender integration was reported, meaning that there is evidence of projects performing at least one derivable to promote gender equality, and one was developed with a people-centred approach. This level is determined by assessing three components: 1) stakeholder consultations, 2) gender equality promotion, and 3) people-centred activities or products in project implementation.

The Early Warnings for All (EW4All) initiative

The Early Warnings for All (EW4All) initiative promotes end-to-end Multi-Hazard Early Warning Systems (MHEWS), ensuring that early warnings are accessible and actionable for all. This framework aims at integrating gender considerations, ensuring early warning systems meet the diverse needs of women, men, and vulnerable groups.

WMO views to integrate gender perspectives into climate action

Overall, WMO efforts aim to integrate gender perspectives into meteorological, hydrological, and climate-related services and set examples for mainstreaming gender into climate action. Experience in weather, water and climate services, can suggest various recommendations based on practical examples to integrate gender perspectives into climate action, as outlined below:

Recommendation

1. Gender-Inclusive Early Warning Systems (EWS) and Climate Services

- Design early warning messages that are accessible to both men and women, considering literacy levels and preferred communication channels.
- Ensure women's participation in disaster preparedness committees.
- Train female community leaders to act as focal points for climate risk communication.
- Develop weather and climate information tailored to women's needs, especially for sectors like agriculture and fisheries, where women play key roles.
- Provide gender-sensitive training on using climate information for decision-making in farming, health, and disaster risk reduction.

Examples

CREWS offers a concrete example with the Tonga weather app. While providing warning and weather information to communities, the app was developed and launched following a participatory approach involving frequent consultations with representatives of communities and feedback mechanisms from end users. Furthermore, a gender and inclusive checklist training was provided to incorporate gender and inclusive considerations throughout the early warning and early action value chain.

Recommendation

2. Women's Leadership in Climate Science and Policy

- Establish mentorship and networking programs for women in meteorology and climate research.
- Capacity-building for women in climate science.
- Support female representation in climate governance structures, including UNFCCC negotiations and national climate adaptation planning.

Examples

The SERCOM Gender Action Plan strengthens the networks of women scientists and experts in meteorology which is essential for fostering a new generation of leaders.

CREWS targets activities for women community leaders trained on climate risk and early warning for floods, storms, and drought contributing to raising disaster risk management awareness in their communities. Women's participation and leadership in strengthening early warning systems and communities' climate resilience is enhanced. For instance, a female member of the national DRM platform advised women to be involved in regional DRR committees and crisis response teams to ensure that women's voices and women's needs were included in the organization of the response. It was advised that the leaders of the Group of Women liaise with the local governors to interact in the discussions for the management of the floods in their respective areas.

Under EW4All, in 2024, WMO partnered with UN Women to develop a Women Leadership Training for Climate and Disasters, first rolled out during the Africa Regional Multi-Stakeholder Forum for EW4All in Windhoek, Namibia. This training is designed to empower women scientists and professionals within National Hydrological and Meteorological Services (NHMSs), supporting their leadership and technical roles in strengthening climate and disaster resilience globally. Building on this, in 2025, WMO and UN Women will work in East Africa to further institutionalize gender-responsive climate action. This includes strengthening gender actions in strategic plans, reinforcing regional strategies, enhancing capacity-building activities on gender mainstreaming in EWS, and fostering partnerships with organizations working on gender at both national and local levels.

Recommendation

3. Gender-Equitable Programming and Access to Climate Finance

- Ensure that women-led enterprises and cooperatives have access to climate finance opportunities.
- Support women's access to drought-resistant crops, irrigation technology, and financial literacy programs.
- Design funding mechanisms that address the specific barriers women face in securing climate adaptation resources.

Examples

Gender-responsive considerations and outputs can be found across the CREWS portfolio as a key outcome of the initiative is "Early warning programmes are driven by people-centred and gender-responsive principles and promote private sector engagement". CREWS has Operational Procedures on Gender-sensitive programming that guide its Implementing Partners. Every CREWS financing decision has to include budgeted activities to engage women leadership into the early stages of projects to ensure that every service developed, and every training provided was driven by the need to include gender considerations. These operational procedures are currently being updated to enable gender-responsive programming and the promotion of women's leadership. Generally, CREWS has evolved from gender-informed to gender-sensitive and now moving towards gender-responsive.

- The Lao PDR & Cambodia project 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.
- In Burkina Faso and the Pacific, a community participatory approach is adopted in the project. Special consultations for women in rural communities are being organized to ensure gender-responsive programming, and the development of EWS is carried out in alignment with the WMO policy on Gender mainstreaming.

- In the West Africa Project, a component on community warning and last-mile service delivery with particular attention to the gender and social inclusion aspect was proposed so that the requirements of the most vulnerable are duly considered.
- In Chad, the project focuses on capacity building, community engagement and gender inclusion of vulnerable populations in areas prone to flash floods and agricultural drought.
- In Djibouti, the project focuses on strengthening gender-focused guidance and training on MHEWS. This will include the rollout of the national inclusive early warning early action checklist for Djibouti and national and regional training aimed at sensitizing national stakeholders on the specific needs of women and vulnerable groups in EWS and empowering women involved in hydrometeorology and disaster risk reduction.
- Other CREWS Projects implemented in the African region contain a gender approach as well considered at all stages (Malawi, Mali, Togo, East Africa, Central Africa, Horn of Africa, SWIO).
- The CREWS Pacific project developed an Inclusive checklist and Implementation Guide. Its purpose is to ensure that the key elements of early warning systems are gender-responsive and disability-inclusive.

Moreover, WMO's extrabudgetary projects offer opportunities to integrate gender considerations at scale into EWS efforts, as demonstrated by the Volta Basin Adaptation Fund project in Benin, Burkina Faso, Côte d'Ivoire, Ghana, Mali, and Togo. Through this initiative, eight national workshops have been conducted to deepen understanding of gender-related issues in end-to-end flood forecasting and Integrated Flood Management (IFM). These efforts have led to actionable recommendations submitted to decision-makers, ensuring that gender considerations are effectively embedded in national and local EWS strategies.

Recommendation

4. Gender-Disaggregated Climate Data

- Collect and analyze climate vulnerability data based on gender to better tailor adaptation strategies.
- Use participatory research methods to capture women's climate adaptation experiences.

Example

The CREWS Monitoring, Evaluation, Accountability and Learning (MEAL) framework has gender-specific outcomes, outputs and indicators to keep track of progress and results. Progress against these indicators is reported and tracked at least on an annual basis from the CREWS projects and aggregated at the portfolio level.

Output 3.1 People of different backgrounds, gender, youth, older persons, people with disability, poor, marginalized, displaced, and non-native, as well as related institutions have co-produced climate and weather information products tailored to their needs.

- *Level of integration of people-centred and gender-responsive approaches*
- *Level of users' engagement satisfaction in the people-centred and gender-responsive approaches/ activities.*
- *# of women and men trained through X # of capacity-building programmes provided by CREWS.*

- *# of CREWS projects that have included gender equality early warning as an objective or outcome.*
- *# of target outputs and activities on gender early warning (e.g., assessments and capacity building).*

Recommendation

5. Gender Mainstreaming into National Adaptation Plans (NAPs) and Nationally Determined Contributions (NDCs)

- Ensure that women's needs and priorities are included in national and local adaptation strategies.
- Support gender-inclusive co-production of climate and hydrological information for NDCs, ensuring diverse stakeholder engagement
- Create gender-responsive policies that recognize women's unpaid care work and its link to climate resilience.

The WMO technical support to NDC 3.0 integrates gender considerations through the National Frameworks for Climate Services (NFCS) and co-production approaches. NFCS as a Platform for Gender-Inclusive Climate Services as NFCS facilitates coordinated, participatory, and gender-inclusive approaches to climate and hydrological information services. It ensures that diverse stakeholders, including women and vulnerable groups, actively participate in designing and implementing climate services that support NDCs. WMO promotes the co-production of climate information by involving NMHSs, policymakers, and end-users (including women and marginalized communities) in shaping climate services. This approach ensures that NDCs reflect gender-responsive adaptation and mitigation strategies, improving the accessibility and usability of climate data for all. By leveraging NFCS and co-production, WMO fosters equitable participation in climate decision-making, helping countries integrate gender-responsive solutions into NDCs and climate finance strategies.

Under EW4All, WMO helps advance gender integration in EWS and broader climate action. By embedding gender-responsive approaches into EWS, vulnerable communities are better equipped to prepare for and respond to hazardous weather, thereby promoting equitable climate action that supports resilience and adaptation for all. Through these initiatives, WMO continues to advance the gender-responsive implementation of EW4All, strengthening EWS that serves communities equitably and contributes to long-term climate resilience.

Recommendation

6. Capacity-Building for Gender and Climate Action

- Train meteorologists, policymakers, and local leaders on gender-responsive climate planning.
- Skills development for women in climate science-related technical fields.
- Develop guidelines for gender mainstreaming in climate change projects and policies.

Examples

Under the SERCOM Gender Action Plan, training and capacity development activities address gender considerations by ensuring a balanced representation of women and men

among participants, trainers, and facilitators, particularly in technical and leadership roles within NMHSs. In training workshops on climate indices and data quality control, the sessions on climate risk assessments typically highlight how climate extremes impact women and men differently, particularly in sectors like agriculture, water, and health. By fostering skill development in climate data management, forecasting, and adaptation planning, the climate services workshops help increase the presence of women in meteorology and climate services, bridging the gender gap in technical fields.

CREWS targets activities specifically for women and the promotion of women's leadership in this field, such as training, peer-to-peer learning and capacity-building activities. Media professionals are trained in every stage of emergency telecommunication. These capacity-building activities are usually the foundations for developing more initiatives. For instance, in Mali, the impact of training and knowledge dissemination on DRR from the project relates to the establishment of the Group of Women leaders in DRR. The training on disaster risk reduction that women received helped them respond to and act on the floods that occurred in 2024.