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| ATHER CLIMATE WATER | **World Meteorological Organization****COMMISSION FOR OBSERVATION, INFRASTRUCTURE AND INFORMATION SYSTEMS****Third Session**15 to 19 April 2024, Geneva | **INFCOM-3/Doc. 11** |
| Submitted by:President of the Commission8.IV.2024**DRAFT 1** |

**AGENDA ITEM 11: GENDER EQUALITY**

# GENDER EQUALITY

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| **Summary** |
| **Document presented by:** President of the Commission**Strategic objective 2024–2027:** 2.1, 2.2, 2.3, 5.3**Financial and administrative implications:** within the parameters of the Strategic and Operating Plans 2024–2027**Key implementers:** INFCOM, in consultation with SERCOM, RB and RAs**Time frame:** 2024–2026**Action expected:** consider and adopt the proposed draft decision |

# DRAFT DECISION

## Draft Decision 11/1 (INFCOM-3)

### Gender equality

**The Commission for Observation, Infrastructure and Information Systems:**

**Recalling** [Resolution 39 (Cg-19)](https://library.wmo.int/idviewer/67177/465) – WMO Gender action plan for the nineteenth financial period,

**Noting** the challenge in achieving the gender balance in officers and experts comprising the Commission (24% are women in experts serving in subsidiary bodies of the Commission, 29% are women in leadership positions),

**Recognizing** the fact that the Commission’s achievement of the gender equality goal depends on further efforts of Members towards the gender-balanced nomination of experts,

**Requests** the Management Group, supported by the Secretariat, to take action, as a contribution of the Commission to the WMO gender action plan for 2024–2027, in three areas:

(1) To continue to organize *the INFCOM Circles* as a means to maintain and progressively expand a network of female experts engaged in the work of the Commission (contributing to item 1.1.3 of the WMO gender action plan for 2024–2027);

(2) To provide exemplars of unique contributions and outstanding achievements of women serving in the Commission as inputs to the WMO Bulletin, MeteoWorld and other communication materials issued regularly featuring gender-related issues (5.1.1);

(3) To establish simple indicators to monitor the progress in improving the gender balance in both experts serving in subsidiary bodies, and in leadership positions of the Commission (2.4.1);

**Requests** the president, supported by the Secretariat, to maintain communication with the president of the Commission for Weather, Climate, Hydrological, Marine and Related Environmental Services and Applications and Chair of the Research Board to regularly exchange efforts made to contribute to the WMO Gender action plan and leverage lessons learned;

**Urges** Members to make continuous efforts to register more female experts in the Expert Network, referring to the request made through the circular letter 01543/2024/I/Technical Experts, dated 16 February 2024.

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Decision justification: The INFCOM Circles have been organized:

* In December 2023 with the theme of “How to be an authentic leader and bring your whole self to work” attended by 19 people.
* In February 2024 with the theme of "How to make assertiveness work for you" attended by 55 people.
* In March 2024 with the theme of "How to get the recognition you deserve at work" attended by 44 people.

Note: This decision replaces [Decision 21 (INFCOM-2)](https://library.wmo.int/idviewer/66287/247), which is no longer in force.

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