

## Youth Action Plan

### Background

At EC-78, WMO recognized the vital role of youth in addressing weather, water, climate and related environmental challenges. In response, the present Youth Action Plan was developed to enhance meaningful engagement. From August to December 2024, WMO consulted its Members, constituent bodies, external organizations and young staff to ensure diverse scientific input, which is reflected throughout the plan. WMO has also been collaborating closely with the United Nations Youth Office to ensure alignment with Youth2030, the United Nations system-wide youth strategy. WMO is committed to ensuring that no one is left behind. Guided by core principles for meaningful youth engagement, the Youth Action Plan promotes participation – not to appease young people, but to strengthen decision-making, build trust in WMO processes and ensure youth play a meaningful role in shaping the future of weather, climate and water services.

**Definition:** The term “youth” refers to individuals aged 18 to 35.

**Operational focus:** While WMO acknowledges the importance of engaging with children, its youth-focused initiatives primarily target individuals aged 18 and above, who can take on active roles in WMO-related activities. Children are considered a distinct group with specific needs and protections.

### Key terms

1. **Youth participation** – An intentional process of recognizing, nurturing and valuing young people’s vital contributions as agents of positive change.<sup>1</sup>
2. **Youth engagement** – Committing to long-term partnerships with young people, ensuring that their involvement extends beyond one-off consultations and is integrated into continuous decision-making and implementation processes.<sup>2</sup>
3. **Youth mainstreaming** – The process, policy, mechanism or strategy to assess the impact of a planned intervention in all areas, levels and sectors on young people.<sup>3</sup>
4. **Intergenerational dialogue** – A meeting that brings together individuals (aged 18–65) of different age groups. It is a co-designed, co-planned, co-moderated and co-created platform where both older and younger individuals participate equally.<sup>4</sup>
5. **Young WMO** – A network for individuals aged 18–35 within WMO, promoting youth engagement.

## Youth Action Plan structure

The Youth Action Plan is structured around four overarching pillars – Governance; Capacity Development; Human Resources; and Communication, Outreach and Partnerships – with targeted actions assigned to the WMO Secretariat, constituent bodies and Members based on their respective roles. It outlines clear objectives, key performance indicators (KPIs) and mechanisms for monitoring progress to ensure meaningful and sustained youth engagement across WMO work at global, institutional and national levels.

**Table 1 - Pillars**

|                                                                                                                                        |                                                                                                                                                                                                                                                                    |
|----------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <br><b>Governance</b>                                 | <b>Institutionalize youth engagement</b><br>Establish policies, structures and mechanisms to ensure sustained and <b>meaningful youth participation</b> across WMO governance and decision-making processes.                                                       |
| <br><b>Capacity Development</b>                       | <b>Strengthen intergenerational skills</b><br>Foster learning opportunities for youth, WMO staff and partners to enhance skills, improve collaboration and integrate youth perspectives into weather, water and climate initiatives.                               |
| <br><b>Human Resources</b>                          | <b>Enhance career pathways and professional growth</b><br>Improve recruitment, career and leadership development opportunities for young professionals within WMO and its Member institutions.                                                                     |
| <br><b>Communication, Outreach and Partnerships</b> | <b>Expand communication, outreach and strategic partnerships</b><br>Amplify youth engagement through targeted outreach, innovative communication strategies and strengthened collaboration with United Nations entities, youth networks and external stakeholders. |
| <br><b>Monitoring and Evaluation</b>                | <b>Ensure accountability and monitoring</b><br>Underlying all the pillars are clear key performance indicators (KPIs) and reporting mechanisms to track progress and integrate youth considerations into WMO broader strategic frameworks.                         |

## Governance

The WMO Secretariat, WMO Bodies and Members have distinct roles in youth engagement. While some goals apply to all, others are specific to each entity. Differentiating their roles ensures actions are effectively implemented at the global (Secretariat), institutional (Bodies), and national (Members) levels, fostering meaningful and sustained youth participation.

**Table 2 – WMO Governance**

|                    |                                                                                                                                                                                                   |
|--------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Secretariat</b> | Facilitates the implementation of the Youth Action Plan by coordinating activities, providing technical support and ensuring alignment with WMO strategic priorities.                             |
| <b>WMO Bodies</b>  | Engage youth in their governance structures, programmes and decision-making processes, fostering intergenerational collaboration across technical and scientific domains.                         |
| <b>Members</b>     | Advance youth participation at the national level by developing policies, nominating youth focal points and creating opportunities for young professionals in meteorology, hydrology and climate. |

## Theory of change

A theory of change outlines the pathway through which the WMO Youth Action Plan will achieve its long-term goal of meaningful youth engagement. It maps how specific activities – grounded in governance, capacity development, human resources, communications and partnerships – will lead to measurable outcomes that empower youth.

*Assumptions:* The success of the WMO Youth Action Plan relies on the following key assumptions:

- The WMO Secretariat and Members remain committed to enhancing youth participation.
- Young professionals are willing, prepared and given opportunities to engage.
- WMO consistently tracks youth participation and adjusts its strategies to enhance effectiveness over time;
- Resource and partnership support.

**Table 3 - Enablers**

To achieve the intended outcomes, several enabling factors must be in place:

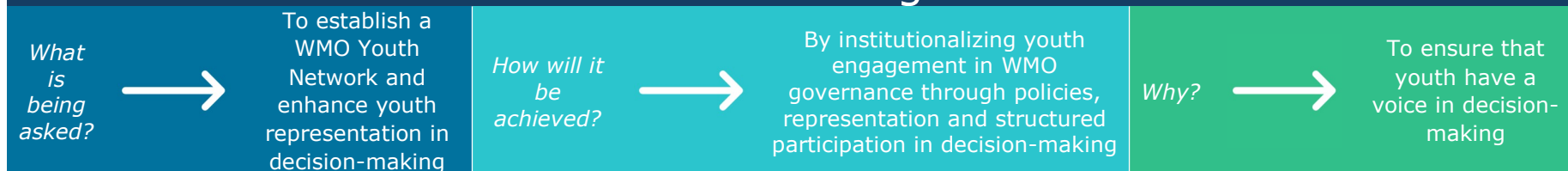
|                 |                                                                                                                                                                                                                                                                                                                                      |
|-----------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Internal</b> | <ul style="list-style-type: none"> <li>• Supportive leadership ensures youth participation is mainstreamed.</li> <li>• A formalized WMO Youth Network provides a structured platform for ongoing engagement.</li> <li>• Youth focal points across WMO drive advocacy and ensure representation in decision-making forums.</li> </ul> |
| <b>External</b> | <ul style="list-style-type: none"> <li>• Strategic partnerships with United Nations agencies, youth networks and academic institutions enhance visibility.</li> <li>• Digital tools enhance youth visibility and outreach.</li> <li>• Resources are mobilized to support youth-centred initiatives.</li> </ul>                       |

**Graphic 1 – Youth Action Plan, theory of change**



**WMO Elaboration**

## Governance at a glance:



| Pillar     | Area of work                                             | WMO Secretariat                                                                                                                                                         | WMO Bodies                                                                                                                                                                        | WMO Members                                                                                                                                                     | KPI                                                                                   | KPI alignment                                 |
|------------|----------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|-----------------------------------------------|
| GOVERNANCE | 1.1 Governance structure and policy dialogue enhancement | 1.1.1 (a) Conduct quantitative and qualitative assessments on youth representation across WMO Secretariat, and support WMO Bodies and Members with similar assessments. | 1.1.1 (b) Conduct quantitative and qualitative assessments on youth representation in relevant WMO Bodies and propose a methodology to enhance youth participation in WMO Bodies. | 1.1.1 (c) Conduct quantitative and qualitative assessment on youth staff among Members (NMHSs) and their institutional strategy for youth capacity development. | Assessments conducted                                                                 | Aligned with UN YOUTH NYC – 5.1               |
|            |                                                          | 1.1.2 (a) Encourage Members to nominate young experts under 35 to WMO Bodies and their working structures.                                                              | 1.1.2 (b) (i) Encourage Members to nominate young experts to WMO Bodies and their working structures.                                                                             | 1.1.2 (c) Increase the participation of youth by nominating young experts to participate in the work of WMO Bodies and their working structures.                | Youth representation increased by 5% in WMO Bodies at the end of the financial period | Aligned with UN YOUTH NYC – 18.2              |
|            |                                                          |                                                                                                                                                                         | 1.1.2 (b) (ii) Nominate 1 Youth Focal Point per Constituent Body.                                                                                                                 |                                                                                                                                                                 | One Youth Focal Point per Constituent Body nominated                                  | Aligned with UN YOUTH NYC – 18.1              |
|            |                                                          | 1.1.3 (a) Encourage Members to increase representation of youth in delegations to sessions.                                                                             | 1.1.3 (b) Encourage Members to nominate young experts in delegations to sessions.                                                                                                 | 1.1.3 (c) Increase the participation of youth in the composition of delegations to sessions.                                                                    | Youth representation increased by 5% at the end of the financial period               | Aligned with UN YOUTH NYC – <sup>i</sup> 18.2 |
|            |                                                          | 1.1.4 (a) Support the design of a WMO Youth Network architecture conducive to the                                                                                       | 1.1.4 (b) Youth focal points of WMO Bodies to design and develop an adequate role, functions and structure of a WMO Youth Network conducive                                       | 1.1.4 (c) (i) Encourage and support the design of a Youth Network by nominating 1 Youth Focal Point.                                                            | WMO Youth Network structure, roles and functions defined                              | Aligned with UN YOUTH NYC – 18.1              |

\*WMO Bodies: WMO constituent bodies including their subsidiary bodies

| Pillar | Area of work                                                           | WMO Secretariat                                                                              | WMO Bodies                                                                                  | WMO Members                                                                                                                | KPI                                               | KPI alignment                    |
|--------|------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|----------------------------------|
|        |                                                                        | implementation of the Youth Action Plan.                                                     | to the implementation of the Youth Action Plan.                                             | 1.1.4 (c) (ii) Members' youth focal points to provide feedback on adequate architecture to WMO Bodies' youth focal points. |                                                   |                                  |
|        |                                                                        | 1.1.5 (a) Support the creation of a WMO Youth Network of experts from WMO Bodies.            | 1.1.5 (b) Endorse the creation of a Youth Network with the structure provided in 1.1.4 (b). | 1.1.5(c) Support the active involvement of their youth focal points.                                                       | WMO Youth Network created by Congress in 2027?    | Aligned with UN YOUTH NYC – 18.1 |
|        | 1.2 Promote youth mainstreaming in WMO policy, programmes and projects | 1.2.1 (a) Ensure Youth Action Plan alignment of activities supported by the WMO Secretariat. |                                                                                             | 1.2.1 (c) Encourage youth-oriented policies and actions aligned to WMO Youth Action Plan.                                  | WMO activities reported against Youth Action Plan | Aligned with UN YOUTH NYC – 18.1 |

# Capacity Development at a glance:



| Pillar               | Area of Work                                                    | WMO Secretariat                                                                                                            | WMO Bodies                                                                                                      | WMO Members                                                                                                                                                                                                                                                                                                           | KPI                                                                             | KPI alignment                       |
|----------------------|-----------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------|-------------------------------------|
| CAPACITY DEVELOPMENT | 2.1 Promote youth training and knowledge-exchange opportunities | 2.1.1 (a) Promote a youth-oriented curated library of resources.                                                           |                                                                                                                 | 2.1.1 (c) Suggest national youth targeted resources.                                                                                                                                                                                                                                                                  | Curated library of resources available                                          | Aligned with UN YOUTH NYC – KPI 8.2 |
|                      |                                                                 | 2.1.2 (a) Promote intergenerational exchange dialogues for and with youth, in all career stages and disciplines.           | 2.1.2 (b) Promote and organize knowledge-exchange dialogues for youth in the margins of meetings of WMO Bodies. | 2.1.2 (c) Promote knowledge-exchange dialogues for youth intergenerationally, career stages and disciplines.                                                                                                                                                                                                          | Report on highlights of youth-led knowledge-exchange dialogues published yearly | Aligned with UN YOUTH NYC – KPI 8.4 |
|                      |                                                                 | 2.1.3 (a) Promote the available training programmes to youth in collaboration with WMO Regional Training Centres.          |                                                                                                                 | 2.1.3. (c) (i) Promote youth access to available training programmes in collaboration with Regional Training Centres.<br><br>2.1.3 (c) (ii) Encourage the nomination of youth to attend fellowship and training programmes.<br><br>2.1.3 (c) (iii) Encourage greater participation of youth in the fellowship awards. | Report on trainings provided including feedback mechanisms                      | Aligned with UN YOUTH NYC – KPI 8.2 |
|                      |                                                                 | 2.1.4 (a) Establish ongoing communications for peer-to-peer connection between “Young WMO” and other youth networks across |                                                                                                                 | 2.1.4 (c) Establish ongoing communications for peer-to-peer connection across NMHSs.                                                                                                                                                                                                                                  | Reporting on exchanges between Young WMO and youth                              | Aligned with UN YOUTH               |

\*WMO Bodies: WMO constituent bodies including their subsidiary bodies

| Pillar | Area of Work                                                                  | WMO Secretariat                                                                                                                                                                                                 | WMO Bodies                                                                                                                           | WMO Members                                                                                                                                                                                                     | KPI                                                                                                                                 | KPI alignment                                                         |
|--------|-------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|
|        |                                                                               | other United Nations agencies and relevant organizations.                                                                                                                                                       |                                                                                                                                      |                                                                                                                                                                                                                 | networks across other United Nations agencies and relevant organizations                                                            | NYC – KPI 8.4                                                         |
|        | 2.2 Encourage career progression, mentorship and leadership skill development | 2.2.1 (a) Enhance support and provide opportunities for youth to participate in professional/leadership/management training programmes and relevant certifications needed for career education and development. |                                                                                                                                      | 2.2.1 (c) Enhance support and provide opportunities for youth to participate in professional/leadership/management training programmes and relevant certifications needed for career education and development. | Number of youths participating in professional, leadership or management training programmes supported or promoted by WMO           | Aligned with UN YOUTH NYC – KPI 8.2                                   |
|        |                                                                               | 2.2.2 (a) Promote existing mentorship programmes to provide career guidance for professional development.                                                                                                       | 2.2.2 (b) Integrate mentorship programmes to WMO Bodies to support professional development of young experts and knowledge exchange. | 2.2.2 (c) Encourage the development of mentorship programmes to provide career guidance for professional development.                                                                                           | Existing mentorship programme shared through WMO channels                                                                           | Aligned with UN YOUTH NYC – KPI 8.2                                   |
|        | 2.3 Foster scientific engagement and research opportunities                   | 2.3.1 (a) Support knowledge-exchange activities for youth within the research and scientific community.                                                                                                         | 2.3.1 (b) Research Board engages with Early Career Scientist communities such as Young Earth System Scientists                       | 2.3.1 (c) Promote active participation of youth in WMO research programmes and collaborate with universities and youth organizations.                                                                           | Number of youth-focused knowledge-exchange activities and research collaborations conducted annually across WMO research programmes | Aligned with UN YOUTH NYC – KPI 8.4. and 3.1.09 of WMO Operating Plan |

| Pillar | Area of Work | WMO Secretariat                                                                                                                                  | WMO Bodies                                                                                          | WMO Members                                                                                                                                                                                                        | KPI                                                                             | KPI alignment                       |
|--------|--------------|--------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------|-------------------------------------|
|        |              |                                                                                                                                                  | (YESS) and others to promote the active participation of youth in research programmes and projects. |                                                                                                                                                                                                                    |                                                                                 |                                     |
|        |              | 2.3.2 (a) Promote engagement with schools and universities to foster interdisciplinary collaboration and enhance scientific outreach activities. |                                                                                                     | 2.3.2 (c) (i) Conduct outreach activities through visits to NMHSs/observation sites and science fairs.                                                                                                             | Report on success stories and best practices of outreach activities             | Aligned with UN YOUTH NYC – KPI 8.4 |
|        |              |                                                                                                                                                  |                                                                                                     | 2.3.2 (c) (ii) Develop and share educational materials encouraging the participation of early career researchers.                                                                                                  | Related education materials are promoted on the WMO site                        | Aligned with UN YOUTH NYC – KPI 8.3 |
|        |              |                                                                                                                                                  |                                                                                                     | 2.3.2 (c) (iii) Encourage innovation and research engagement from young professionals through research opportunities, projects, funding and recognition, including the Young Scientist Award and other WMO awards. | Education and training opportunities shared on WMO platforms and youth channels | Aligned with UN YOUTH NYC – KPI 8.4 |

## Human Resources at a glance:



| Pillar          | Area of Work                                                                      | WMO Secretariat                                                                                                         | WMO Bodies | WMO Members | KPI                                                                                                                                                                                                    | KPI alignment                                                             |
|-----------------|-----------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------|------------|-------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|
| HUMAN RESOURCES | 3.1 Ensure WMO recruitment and selection process promotes opportunities for youth | 3.1.1 (a) Enhance career development pathways.                                                                          |            |             | Updating HR internal procedures; +5% of youth in workforce.                                                                                                                                            | Aligned with UN YOUTH NYC – KPI 2.2/16                                    |
|                 |                                                                                   | 3.1.2 (a) Encourage supervisors to support career progression and mentorship within their teams.                        |            |             | At least 75% of youth participants report improved career guidance.                                                                                                                                    | Aligned with UN YOUTH NYC – KPI 2.2                                       |
|                 |                                                                                   | 3.1.3 (a) Promote job opportunities through youth channels and networks.                                                |            |             | Number of job postings shared through youth-focused platforms (e.g. LinkedIn, Instagram, United Nations youth networks).                                                                               | Aligned with UN YOUTH NYC – KPI 2.2                                       |
|                 |                                                                                   | 3.1.4 (a) Ensure selection processes enable fair competency for youth.                                                  |            |             | (i) Improved HR internal procedures to ensure fairness and transparency in hiring and selection processes.<br>(ii) Conduct assessment of young staff perspectives on hiring processes.                 | Aligned with UN YOUTH NYC – KPI 2.2/17 AND 4.2.16 from WMO Operating Plan |
|                 |                                                                                   | 3.1.5 (a) Promote equal opportunity and access through internships and placements, with a focus on all the WMO Regions. |            |             | (i) Percentage of youth in traineeships/internships/staff positions from plural backgrounds.<br>(ii) Enhanced utilization of existing online internships. Promoted participation from all WMO Regions. | Aligned with UN YOUTH NYC – KPI 2.2.                                      |
|                 |                                                                                   | 3.1.6 (a) Encourage ongoing dialogue between Human Resources Section and young staff on retention and promotion.        |            |             | Dialogue established? (y/n)<br>Number of HR-led meetings or feedback sessions with young employees on retention and career progression.                                                                | Aligned with UN YOUTH NYC – KPI 2.2                                       |

## Communication, Outreach and Partnerships at a glance:



| Pillar                                   | Area of Work                                                                                              | WMO Secretariat                                                                                            | WMO Bodies                                                                                                                                        | WMO Members                                                                                                                     | KPI                                                                                   | KPI alignment                            |
|------------------------------------------|-----------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|------------------------------------------|
| COMMUNICATION, OUTREACH AND PARTNERSHIPS | 4.1 Strengthen youth participation, visibility and engagement in communications initiatives and campaigns | 4.1.1 (a) Leverage existing channels to promote WMO work on youth through targeted multi-media campaigns.  | 4.1.1 (b) Support youth focal points in facilitating the active participation of WMO Bodies in youth-oriented campaigns.                          | 4.1.1 (c) Encourage youth focal points to participate (spread, lead, launch, etc.) in youth-oriented campaigns.                 | Campaigns launched on youth engagement (y/n)                                          | Aligned with UN YOUTH NYC – KPI 2.3/13.3 |
|                                          |                                                                                                           | 4.1.2 (a) Encourage youth participation in communications initiatives and strategic planning.              | 4.1.2 (b) Promote the active participation of youth focal points in communications initiatives and planning.                                      | 4.1.2 (c) Encourage youth focal points to participate in communications initiatives and planning.                               | Number of youth focal points involved in communications strategy and planning process | Aligned with UN YOUTH NYC – KPI 2.3/13.3 |
|                                          |                                                                                                           | 4.1.3 (a) Utilize youth-oriented communication tools, including digital platforms and interactive formats. | 4.1.3 (b) Contribute to the development and promotion of youth-oriented communication tools, including digital platforms and interactive formats. | 4.1.3 (c) Encourage the utilization of youth-oriented communication tools, including digital platforms and interactive formats. | Compilation of best practices and tools for youth-oriented communications (y/n)       | Aligned with UN YOUTH NYC – KPI 2.3/13.3 |
|                                          |                                                                                                           | 4.1.4 (a) Promote youth participation in events and intergenerational dialogues.                           | 4.1.4 (b) Support youth focal points in facilitating the active participation of WMO bodies in events and                                         | 4.1.4 (c) Encourage youth focal points to participate in events and intergenerational dialogues.                                | Number of young professionals participating in number of events                       | Aligned with UN YOUTH NYC – KPI 2.3/13.3 |

| Pillar | Area of Work                                                                                  | WMO Secretariat                                                                                                                          | WMO Bodies                                                                                                                               | WMO Members                                                                                                                                     | KPI                                                                                              | KPI alignment                            |
|--------|-----------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|------------------------------------------|
|        |                                                                                               |                                                                                                                                          | intergenerational dialogues.                                                                                                             |                                                                                                                                                 |                                                                                                  |                                          |
|        | 4.2 Utilize communications platforms to enhance youth understanding of WMO key priority areas | 4.2.1 (a) Assess baseline youth engagement metrics across all WMO communications channels.                                               | 4.2.1 (b) Contribute to baseline communications assessment where data are relevant and available.                                        | 4.2.1 (c) Encourage youth focal points to map and share existing national youth-oriented resources.                                             | Assessment conducted across all communications channels on youth engagement metrics (y/n)        | Aligned with UN YOUTH NYC – KPI 2.3/13.3 |
|        |                                                                                               | 4.2.2 (a) Ensure that relevant materials are targeted, accessible and engaging to young audiences, especially flagship reports.          | 4.2.2 (b) Encourage youth focal points to disseminate youth-oriented communications materials.                                           | 4.2.2 (c) Encourage youth focal points to create and disseminate relevant youth-oriented communications materials in local languages.           | Number of youth engaged across all WMO communication channels, products and events               | Aligned with UN YOUTH NYC – KPI 2.3      |
|        | 4.3 Leverage existing partnerships and pursue new ones                                        | 4.3.1 (a) Map and assess existing youth-oriented partnerships and project activities.                                                    |                                                                                                                                          |                                                                                                                                                 | Assessment conducted (y/n)                                                                       | Aligned with UN YOUTH NYC – KPI 12       |
|        |                                                                                               | 4.3.2 (a) Enhance collaboration with key stakeholders to ensure sustainable and meaningful youth engagement in projects and initiatives. | 4.3.2 (b) Enhance collaboration with key stakeholders to ensure sustainable and meaningful youth engagement in projects and initiatives. | 4.3.2 (c) Encourage enhanced collaboration with local stakeholders for sustainable and meaningful youth engagement in projects and initiatives. | Number of formalized partnerships with youth-oriented components in the period of implementation | Aligned with UN YOUTH NYC – KPI 12       |
|        | 4.4 Mobilize resources for strengthened initiatives for youth engagement and empowerment      | 4.4.1 (a) Pursue strategic partnerships, resource mobilization activities and project development to support youth engagement.           |                                                                                                                                          | 4.4.1 (c) Encourage the provision of voluntary contributions supporting youth initiatives and engagement.                                       | Tracking system established for youth-related funding (y/n)                                      | Aligned with UN YOUTH NYC – KPI 12       |

## Monitoring and Evaluation at a glance:



| Pillar                    | Area of Work                                      | WMO Secretariat                                                                                                                  | WMO Bodies                                                                                                                                                          | WMO Members                                                                                                                                            | KPI                                                                                                                                                                | KPI alignment                             |
|---------------------------|---------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------|
| Monitoring and Evaluation | 5.1 Strategic planning, monitoring and compliance | 5.1.1 (a) Ensure that youth initiatives are included in any updates to the Strategic Plan and Operating Plan.                    | 5.1.1 (b) Ensure that youth are represented in updates to the Strategic Plan and Operating Plan.                                                                    | 5.1.1 (c) Encourage institutional mechanisms to incorporate youth perspectives in governance discussions, task forces and strategic planning meetings. | Youth mentioned in Strategic Plan and Operating Plan                                                                                                               | Aligned with UN YOUTH NYC – KPI 1.3       |
|                           |                                                   | 5.1.2 (a) Ensure that programmes and projects under development consider and integrate youth.                                    |                                                                                                                                                                     | 5.1.2 (c) Integrate youth considerations into programme and project implementation, monitoring and evaluation.                                         | Funding dedicated to youth-oriented activities through WMO projects                                                                                                | Aligned with UN YOUTH NYC – KPI 3.1 and 4 |
|                           |                                                   | 5.1.3 (a) Encourage age disaggregation of all <i>key data</i> , including at the programme and project level.                    | 5.1.3 (b) Encourage all EC Panels and Constituent Bodies to collect and use age-disaggregated data in the monitoring, evaluation and reporting of their activities. | 5.1.3 (c) Compile age-disaggregated statistics with regard to staff and regularly update the NMHS Capacity section on the Country Profile Database.    | Develop a Youth Dashboard on the WMO Community Platform providing detailed statistics on the age composition of all Constituent Bodies and working structures      | Aligned with UN YOUTH NYC – KPI 5.1       |
|                           |                                                   | 5.1.4. (a) Regularly report to Congress and to United Nations Youth (on behalf of Congress) on Youth Action Plan implementation. | 5.1.4 (b) Inform Secretariat on youth-oriented activities for reporting purposes through Youth Focal Points.                                                        | 5.1.4 (c) Inform Secretariat on youth-oriented activities for reporting purposes.                                                                      | Youth-related updates collected annually from WMO Bodies and Members and consolidated by the Secretariat into a biennial progress report to Congress and UN Youth. | Aligned with UN YOUTH NYC – KPI 4         |

| Pillar | Area of Work | WMO Secretariat                                                                                                       | WMO Bodies                                                                              | WMO Members                                                                                                                                           | KPI                                        | KPI alignment |
|--------|--------------|-----------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|---------------|
|        |              | 5.1.5 (a) Support the implementation, review and update of the WMO Youth Action Plan with every new financial period. | 5.1.5 (b) Carry out the implementation, review and update of the WMO Youth Action Plan. | 5.1.5 (c) Strive for youth-orientation.<br>(ii) Provide feedback through the youth focal points towards reviewing and updating the Youth Action Plan. | Updated Youth Action Plan proposed in 2027 | N/A           |