

REPORT ON  
THE INTERNATIONAL EXPERT MEETING ON  
THE PARTICIPATION OF WOMEN IN METEOROLOGY AND  
HYDROLOGY

Bangkok, Thailand, 15-19 December 1997

[List of participants](#)

## INTRODUCTION

1. At the kind invitation of the Government of Thailand, the International Expert Meeting on the Participation of Women in Meteorology and Hydrology was held at the Headquarters of the Thai Meteorological Department from 15 to 19 December 1997. The objectives of the meeting included: encouraging women to choose meteorology, climatology or hydrology as a career, increasing the participation of women meteorologists and hydrologists in the programmes and activities of the constituent bodies of WMO, and encouraging the creation of equal opportunities for women to attain senior positions in their chosen fields of atmospheric and geophysical sciences. The recommendations adopted by the meeting are shown in Annexes A through E. There were 89 participants from 67 Members of WMO. The list of participants is shown as Appendix I.

2. The meeting was opened by Dr Patipat, the Deputy Director-General of the Thai Meteorological Department. He welcomed the participants on behalf of the Director-General who regrettably could not be present at the opening ceremony. Dr Patipat emphasized the importance of the meeting which had brought together so many women meteorologists and hydrologists for the first time to discuss issues of mutual concern and particular interest in advancement of their careers.

PROFESSOR G.O.P. OBASI'S ADDRESS

3. In his address, Prof. G.O.P. Obasi, the Secretary-General of WMO briefly reviewed the history of involvement of women in atmospheric sciences. In particular he reviewed operational meteorology which dated back to the early decades of the twentieth century. He said that the rate of increase in the involvement of women in meteorology and hydrology had been generally slow, especially in developing countries. However, in recent times an increasing number of women have been taking up these professions.

4. He noted that in 1995 the WMO Executive Council had approved the organization of an expert meeting for women forecasters working in tropical cyclone affected countries in the context of the WMO Tropical Cyclone Programme. The scope of the meeting had subsequently been broadened to include meteorologists and hydrologists from all WMO Regions.

5. He outlined some of the particular difficulties facing women who choose meteorology as their life career. These difficulties arise mostly from cultural and social attitudes that require women to combine family with professional responsibilities.

6. The Secretary-General indicated that WMO's policy was to ensure provision of equal opportunity to promote the participation of women in meteorology and operational hydrology. He noted that there was still much to be done to achieve a better gender balance in the professional category, particularly in the number of professional female meteorologists and hydrologists among the WMO Secretariat staff.

7. The Secretary-General referred to the survey undertaken in 1996 on the status of women in meteorology and operational hydrology, the results of which were to be discussed by the expert meeting.

8. The Secretary-General concluded his address by encouraging the Governments and the Directors of NMHSs to take certain steps to promote women's participation in meteorology and hydrology. He pledged his own continuing support to ensure the trend towards the increasing involvement of women in the activities and work of WMO continues. He indicated his intention to arrange further meetings on women's participation in meteorology and hydrology during the next financial period.

MS KAYOKO MIZUTA'S ADDRESS

9. Speaking on behalf of the Executive Secretary of ESCAP, Ms Kayoko Mizuta, the Deputy Executive Secretary spoke of the international activities, as regards women, undertaken in the context of the United Nations. Some of these activities have been undertaken in response to the Fourth World Conference on Women held in Beijing in 1995. The activities included governments agreeing, with the full participation of women, to design, implement and monitor effective, efficient and mutually reinforcing gender-sensitive policies and programmes at all levels aimed at fostering the empowerment and advancement of women.

10. Ms Kayoko made reference to various conferences and summits held recently by the United Nations, particularly the UN Economic and Social Council discussions, and the recommendations of the Commission on the Status of Women regarding gender policies. These Conferences underlined that the contribution of women to economic and social development and protection of the environment should be recognized and supported as part of the goal to achieve sustainable development.

#### KEYNOTE SPEECH - DR KARIN LABITZKE

11. In a keynote speech, Dr Karin Labitzke, Professor of Meteorology at the Free University of Berlin, outlined her own career as a demonstration that women could achieve successful careers in atmospheric sciences given the opportunity. She identified significant factors which were pertinent to the question of women's participation in these fields, including:

- early support and mentoring,
- support both at university and at home,
- the positive effect of a woman already occupying a position of authority,
- aspects of meteorological and hydrological sciences that may make these fields highly suitable for women,
- the importance of women being judged on their performance,
- the importance of cross-disciplinary studies.

12. Dr Labitzke identified major trends in global environmental change as

population growth, urbanization, economic growth, and increasing ecological awareness. These trends are in addition to changes taking place in the natural environment and climate change. Her presentation focused on the increasing importance and close link between meteorology (circulation of air masses) hydrology, and oceanography (measurement and circulation of water masses) and the integration of these disciplines to better understand global change.

## ELECTION OF CHAIRPERSON AND ADOPTION OF AGENDA

13. The meeting unanimously elected Ms Nancy Cutler (Canada) as chairperson and adopted the agenda as shown in Appendix II.

## WHY NATIONAL METEOROLOGICAL AND HYDROLOGICAL SERVICES HAVE TO CHANGE

14. Ms Rungano Karimanzira (Zimbabwe), Ms Silvia McGill (Jamaica) and Ms Huifang Tang (China) gave presentations on the role and progress of women in their national Meteorological and Hydrological Services (NMHSs). These presentations sparked a number of interventions on the problems and opportunities that women have experienced in pursuing their careers in meteorology and hydrology.

15. There were marked differences in the laws and practices of the different NMHSs but there was a striking similarity in the issues raised in the interventions. It was apparent that there were particular issues for women at every stage of their career development which were widely experienced even though not all participants had experienced them to the same degree. The participants unanimously agreed that the NMHSs benefited from a more cohesive and productive workforce where women were accepted and treated as equals. Speakers stressed the desire to be judged and evaluated solely on merit, not gender. It was noted that a substantial number of the participants had finished at the top of their classes and/or finished their degree programmes with distinction despite often being the only female in the class. It was generally agreed that because women often had to overcome opposition in their education or pursuit of careers in meteorology or hydrology, they were especially reliable, dependable and stable employees in spite of absences sometimes required for maternity or other family-related leave. A number of women noted that external factors had adversely affected NMHSs. Many women noted that their NMHS did not have sufficient resources or access to required training.

16. A number of women had received very good support from their NMHS management and were readily accepted by their colleagues based on their work performance, but the majority of the women thought that they had to overcome some form of subtle or overt adverse treatment by their colleagues before being accepted. Some of the women still faced obstacles that the participants thought the Directors of NMHSs must work to resolve, including: representation of women in management, especially when the opportunities are very limited or when NMHSs are downsizing; devising ways to overcome active opposition to professional women by some NMHS Directors and colleagues; not being given the opportunity to attend courses when women had met (or exceeded) the criteria set by management; facing retribution from management when questioned about inequities in treatment between men and women employees; having a flexible approach to maternity and family leave policies for the NMHSs to retain experienced female meteorologists and hydrologists (e.g., nursing facilities close to the work site, providing 2 hours leave for nursing women, allowing breaks in service); and getting more women involved in international activities. Although the NMHSs could make many changes, it was agreed that some of the changes required legal action by Governments.

17. Some of the obstacles that participants had overcome included: repeating a certificate programme (2 years) because the official diploma had been Alost@; being denied admission to a course once entry criteria was met and then only because of outside pressure, being sent to a 2 year course after other participants had already completed the 1st year; completing a Class III course but being kept in a Class IV position afterward; isolation and being left out; having colleagues refuse to ask women questions when they are responsible for that subject area.

18. Some positive ways for women to institute change within their NMHSs included: being willing to relocate and work shifts; arranging for family care when travel was required for work; networking among women within the NMHS and meteorological and hydrological community.

## HOW TO EFFECT CHANGE

19. Mr William Thomas (USA) presented models and issues to consider when managing change. This session was conducted in a workshop fashion, with individuals engaging in both small and large group discussions. After starting with a framework of the danger vs. opportunity orientation to change, the group viewed a video which combined this concept with dynamics associated with introducing new and different people into an organization. Small groups identified majority/minority interactions and related them to the change process.

20. Mr Thomas described the stages of endings/transitions/beginnings during the process of change and participants gave examples from their own countries. The transition stage, where there is often enhanced emotional stress, less stability, a great deal of undirected energy, and an increased need for control on the part of those most threatened by change, was very recognizable to participants.

21. The last part of the presentation described ways to begin a new change. Recognizing and celebrating positive results were encouraged. The necessity of training and coaching of all those involved in an organization was emphasized as critical for success. Mr Thomas concluded by reminding the group of the importance of translating successful change efforts into policy.

#### TOOLS FOR CHANGE: MANAGEMENT, TECHNOLOGY, COMMUNICATIONS, AND HUMAN RESOURCE DEVELOPMENT

22. In her presentation on Human Resource Development Ms Trish Hart (UK) stressed that it did not make good business sense for scientific organizations to ignore 50% of the population. She spoke about diversity in that it:

\$ recognizes all the differences, not just gender, race and disability, and shows people they are respected and valued as individuals;

\$ recognizes everyone has a contribution to make and gives employees the opportunities to make those contributions.

23. To maximize participation of all groups in the work place organizations should:

- have equality-proofed policies and procedures;
- create a culture that embraces diversity;
- recognize that it makes sound business sense to retain quality staff by putting in place flexible working mechanisms that allow staff to participate fully;
- be active in outreach work in educational institutions;
- demonstrate diversity in all published material.

24. Anyone developing personnel policies should ensure that those policies meet the test of: being fair, reasonable, and within the law. Before implementing a new policy, management should ensure that the policy does not put some employees at a disadvantage. One of the keys to keeping an NMHS strong was to have an outreach programme to boys and girls in the schools and to arrange field trips or work experience opportunities to spark their interest in meteorology and hydrology.

25. Ms Nancy Cutler (Canada) spoke about an organizational approach to change. She outlined the progress and methodology used to promote change in Canada. She noted that although a number of laws promoting affirmative action and employment equity were passed the number of female public sector managers was only 12% in 1990. Ms Cutler identified the following tools for change in the work place:

- Flexi-time; compressed work week, variable hours,
- Flexi-place; telework (work from home, extended travel status),
- Special leave; maternity leave, self funded leave,
- Other work status; job sharing, part-time,
- Pay equity; equal pay for work of equal value,
- Family Support; workplace day care,
- Systematic barrier removal; employment systems review.

(For a list of definitions of the above terms see Appendix III).

Ms. Cutler also identified the need to use available tools in the most effective way.

26. Dr Susan Zevin (USA) gave a presentation on personal tools for change and focused around major issues for women such as isolation and the problems associated with entering an established system as an Aoutsider@. She identified networking, seeking a mentor, and getting involved in professional organizations and societies as a method of fighting the isolation experienced by many female professionals. She stressed the clear need to support and mentor other women and to seek more education and training as strategies to remain competitive.

27. She identified the need for women to demand excellence of themselves, their bosses and peers. She noted that it was commonly acknowledged that women worked much harder than men to be recognized.

28. When double standards occurred in the work place, Dr Zevin noted that these should be pointed out in a positive way. She also noted that women needed to acknowledge their differences from men and be full participants at meetings.

29. She noted that occasionally hostile work situations developed and stressed the need to inform the person that was creating the situation that it was not acceptable and to report the situation to management if harassment continued.

30. She ended by stressing the need for women to maintain their health, to continue to educate themselves and to support other women rather than competing with them.

31. Interventions made after the above three presentations indicated that many of the meeting participants identified closely with the issues raised, and in particular, were receptive to suggestions about how they personally could take up some of the Atools for change@ which had been mentioned.

## THE EVOLVING ROLE OF WOMEN

### I) Baseline Statistics for NMHSs and other Institutions

32. Ms E. Gorre-Dale (Focal Point for Women's Issues in the WMO Secretariat) explained the background to a survey undertaken by the WMO in 1996 to collect baseline statistics on the participation of women in meteorology, hydrology and related geophysical fields. She indicated that this activity had been undertaken by WMO in collaboration with an ad hoc working group established during Ec-XVII in line with the recent activities of the United Nations to encourage the promotion of gender-sensitive policies and programmes.

33. Ms Gorre-Dale explained that the Fourth World Conference on Women held in Beijing in 1995 had declared that the UN system should promote an active and visible policy of maintaining a gender perspective in its programmes and activities. The central role of women in water resources management had already been recognized in one of the Dublin Principles in 1992. The analysis of the completed questionnaires was carried out in 1997 and the results were to be presented and discussed during the 50th session of the WMO Executive Council. She concluded by urging the participants to request those NMHSs which had not designated focal points for women with WMO to do so.

34. Ms Chow Peng Leong (Malaysia) gave an overview of the results of the survey. She presented the regional and global summaries of findings on the major areas of the survey namely employment, education, membership of professional societies and participation in WMO activities. The overall results of the analysis showed that:

- Women were under-represented in the professions of meteorology and hydrology;
  
- Women were better represented among the students embarking on training in meteorology or hydrology than they were among those following careers in the professions. Not much could be said about women remaining in those professions;
  
- Women were under-represented in WMO activities and in professional societies compared with their representation within the professions of meteorology and hydrology.

35. Ms Leong indicated that to the knowledge of those who participated in the analysis of the questionnaire, this was the most comprehensive global study of women's involvement in particular scientific disciplines. Interventions following this presentation raised many further questions and comments on the format in which the data were presented, the most appropriate use of the data so far gathered, the desirability of gathering additional data, and the interpretation of this information. The need to be able to discern longer-term trends in women's participation was raised several times.

## Structure of the WMO and the Secretariat

### I) Baseline Statistics for WMO

36. Ms Haleh Kootval (Chief, Public Weather and Operational Information Service Unit in the WMO Secretariat) made a presentation on the structure of WMO including that of the Secretariat, in order to familiarize the participants with the mechanisms of operation of the organization as a whole. She explained the functions of various constituent bodies of WMO such as Congress, the Executive Council, Regional Associations, and Technical Commissions as well as their means of operations through working groups and rapporteurs.

37. Ms Kootval presented statistics based on the WMO survey conducted in 1996 and on the participation of women in WMO Congress. While the overall level of participation of women in Congress had increased over the years, there were still very few women who served as Permanent Representatives of their countries with WMO and therefore could attend sessions of Congress as heads of delegations. She explained that at the 12th Congress (1995), only 5 out of a total of 161 Principal Delegates were women. On the other hand the number of men had increased by about one per delegation over the lifetime of WMO, while the number of women had increased by less than 0.4 per delegation. Thus it appears that as opportunities for

participation had increased, it was mostly men who had benefited from them.

38. With respect to the numbers of women in the WMO Secretariat, published statistics showed that while overall gender balance existed as shown by a total of 139 female as compared to 120 male staff at the end of 1996, women only comprised 20% of the Professional staff and 80% of the General Service staff. The current women professional staff included just two meteorologists and one oceanographer. Ms Kootval concluded her presentation by indicating that the overall situation regarding the statistics of women in Professional and General Services categories had changed little since 1991.

39. Following the presentations, the meeting continued its work in six discussion groups. The discussion groups considered specific actions that could be taken by women, by NMHSs, and by the WMO to meet five major goals. These goals included: gaining equitability in obtaining education and training; developing and implementing career and promotion strategies; creating a work environment that is conducive to increasing productivity and the morale of the staff; increasing the participation of women in the work of the WMO; and increasing the participation of women in the WMO Secretariat. The results of the discussions were presented by rapporteurs from each of the six groups. Of particular interest was the potential role that the WMO regional associations could play to encourage participation of women in the work of the associations; the need to continue with statistical reporting; the need for greater formal recognition for women; the need for follow-up meetings; and the need for resources to support these meetings. The results of the discussions are shown as recommendations in Annexes A - E attached to the report.

40. Considering the unique contribution of this meeting to the work of the WMO, the participants requested the Secretary-General to consult with the Chair of the International Expert Meeting on the Participation of Women in Meteorology and Hydrology, to invite a participant from this meeting to present the meeting recommendations to the 50th session of the Executive Council in June 1998. Additionally, in order to strengthen the sense of unity among participants, and to reflect the diversity of the group, some of the participants extended an offer to support another representative, also at the recommendation of the Chair and the invitation of the Secretary-General. The meeting adopted its collective recommendations as contained in the attached annexes A through E, and a Meeting Statement as shown in Appendix IV.

41. There was general consensus that the week had produced a range of recommendations whose implementation would enhance and improve the participation of women in meteorology, hydrology and related geophysical fields.

42. Prior to the closure of the meeting, the participants expressed their appreciation to the Government of Thailand for hosting the event and to the staff of the Thai Meteorological Department and the WMO Secretariat whose hard work had contributed to the success of the meeting. The meeting was closed at 1530 on Friday 19 December 1997.

## RECOMMENDATIONS ON EDUCATION AND TRAINING

## Goal: WOMEN SHOULD HAVE EQUITABLE ACCESS TO OBTAIN REQUIRED EDUCATION AND TRAINING

Education and training is the foundation for career development and advancement. The lack or availability of education and training in some developing countries poses a major obstacle for the advancement of women. New technology has created a lot of long distance learning possibilities, but many of these new learning processes have not been implemented in NMHSs.

## WOMEN SHOULD

1. Demand equal opportunities for training and education in universities and other educational institutions.
2. Become knowledgeable and aware of education and training opportunities, not only within their own countries but in other countries and international organizations.
3. Build a network with other women and colleagues to exchange information, to be supportive and to coordinate their efforts. Support the formation of an International Association of Women in Meteorology and Hydrology.
4. Work with their supervisors, training managers and/or a mentor to establish a training plan and/or become role models. Utilize long distance learning programs where available.
5. Promote the education of girls in pure or applied sciences by giving briefings at schools, arranging field trips to weather offices.

## NMHSs SHOULD

1. Provide more opportunities for women to participate in training courses and provide flexible working hours for them.

2. Encourage universities and other educational institutions to create meteorological and hydrological courses within their scientific departments. Create more public awareness about the need for more female students to take up meteorology and hydrology and related science subjects. Develop a standard syllabus for meteorology and hydrology for primary and secondary schools and establish internships at the NMHSs for secondary students.

3. Encourage the meteorological and hydrological private sector to assist with funding training activities.

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4. Promote in-country training for those unable to leave their families. Obtain Computer Assisted Learning modules in meteorology for use at the NMHS. Develop and promote the use of correspondence courses.

5. Facilitate exchange visits between NMHSs

WMO SHOULD

1. Encourage NMHSs to offer women equal training opportunities. Develop a policy to encourage funding for training of women. Ensure that female nominations are included when awarding fellowships, and training events.

2. Provide basic equipment maintenance training to those who work in isolated areas to ensure self-sufficiency.

3. Publish statistics on participation of men and women in WMO training activities.

4. Give particular attention to training eligible women from developing countries in the WMO education and training program.

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## RECOMMENDATIONS ON CAREER AND PROMOTION OPPORTUNITIES

Goal: TO DEVELOP AND IMPLEMENT CAREER AND PROMOTION STRATEGIES

Career development benefits the NMHSs and meteorology and hydrology by providing scientists the opportunity to contribute to advances in those fields. Career development should provide equal opportunities for both men and women and promotions should be based on merit.

### WOMEN SHOULD:

1. Prepare and implement a personal plan for their own career development, listing clear goals and the required skills and experiences to achieve them. Apply for jobs and positions and do not let themselves get discouraged if they are not selected initially.
2. Work on the establishment of a regional network for women in meteorological and hydrological services starting with the list of participants of this meeting. Pass on experiences that may be beneficial to other women
3. Adopt a mentor and become a mentor. Organize seminars or workshops to present their work and to learn about other scientists' work. Join and become active in professional associations.
4. In those countries where meteorological services are run by the military forces, work within the appropriate levels of government to have the meteorological offices open to civil meteorologists, both men and women.

### NMHSs SHOULD:

1. Promote recruitment of women at all professional levels.
2. Develop a long-term staffing plan with the goal for the representation of women in the NMHS to be proportional to the number of female meteorologists and hydrologists in the population.

3. Establish career development plans for all employees.
4. Establish special project units as a method of assisting employees to develop their careers. Employees would carry out special projects for a specified period of time that would not only benefit the NMHSs but would help individuals in their career development.
5. Regularly provide statistics on gender, including position, grade and salary.
6. Explore managerial strategies applied in other NMHS to promote participation of women in those Services.

## ANNEX C

### RECOMMENDATIONS ON WORK ENVIRONMENT POLICIES AND PRACTICES

Goal: CREATE A WORK ENVIRONMENT THAT IS CONDUCIVE TO INCREASING THE LEVEL OF PRODUCTIVITY AND IMPROVE THE MORALE OF THE STAFF BY HAVING SUPPORTIVE PERSONNEL POLICIES AND PRACTICES

Studies have shown that staff of any organization irrespective of the level of responsibility can be more productive and have more personal and job satisfaction when working in a positive environment which is collegial and free of harassment.

The importance of the family cannot be overlooked in the workplace because both men and women often have family responsibilities. Directors of NMHSs should be encouraged to use already existing standing regulations in their countries in the most flexible manner with respect to family care issues.

#### WOMEN SHOULD

1. Promote collaboration and cooperation with their colleagues.
2. Work towards creating national and international networks of women who can exchange ideas on personnel issues including family needs and provide mutual support for implementing ideas within their respective organizations.

3. Be encouraged to join other women's organizations in their country in lobbying government to address women's issues.
4. Maintain contact with developments in the workplace when on maternity or other long leave and or explore the possibility of tele-work or research work.
5. Encourage their husbands/partners to share family responsibilities

NMHSs SHOULD:

1. Promote equal treatment of men and women and strengthen professional working relationships.
2. Introduce an appraisal system that will make it possible to appraise performance of managers by employees and vice versa.
3. Use the WMO focal points on women's issues to coordinate and address important issues of concern to women in the work place.
4. Work to ensure that there should be no fear of loss of job because of maternity or other family-related leave issues.
5. Make an effort to establish day care centres near the work place
6. Actively look at ways to incorporate job sharing, part time work, flexi-time, flexi-place and, tele-work in the NMHSs to benefit both the women and the men employees.

ANNEX D

RECOMMENDATIONS ON PARTICIPATION OF WOMEN IN THE WORK OF THE WMO

Goal: INCREASE THE PARTICIPATION OF FEMALE SCIENTISTS IN THE WORK OF THE WMO SO THAT IT BECOMES REPRESENTATIVE OF THE NUMBER OF WOMEN IN METEOROLOGY AND HYDROLOGY

Notwithstanding the number of accomplished female meteorologists and hydrologists, an analysis of attendance at WMO constituent body meetings shows participation by female meteorologists and hydrologists is significantly lower proportionately than the number of female participants in NMHSs. Although total attendance is increasing at the WMO Congresses, the ratio of the number of women is decreasing. The lack of availability of education and training in some developing countries, especially for women, poses a major obstacle for the participation of women in WMO activities or any other activity that requires scientific knowledge, especially at the expert level.

#### WOMEN SHOULD:

1. Become knowledgeable (WMO's Home Page, WMO Bulletin, WMO publications) about the WMO and inform their supervisors and Permanent Representatives (PR) that they are interested in volunteering to work on WMO activities/programs that are relevant to their work and to their NMHSs.
2. Become an expert in an area of work and actively participate in professional meetings, seminars and special projects. Volunteer to provide scientific expertise whenever and wherever it is needed.
3. Learn at least one of the WMO official languages in order to become an active participant at international meetings.
4. Organize informal meetings of women at professional meetings and conferences to share knowledge and experiences. Work to establish a women's communication network within each WMO Regional Association

#### NMHSs SHOULD:

1. Actively work to involve more women from the NMHSs in the work of WMO, at all levels of the constituent bodies, including nomination of more women to be members of Technical Commissions and to serve as members of constituent body working groups, and as rapporteurs, for training events and conferences.
2. Provide required education and training to develop needed expertise for participation in the work of the WMO.

WMO SHOULD

1. Incorporate the role of women in strengthening the NMHSs as an agenda item in WMO Technical Conferences on Management of NMHS's. Provide resources to hold follow-on Expert Meetings on Women in Meteorology and Hydrology during the next financial period.
2. Establish a resource book of female scientists and experts for use by the WMO and NMHSs. Select more qualified female scientists for scientific lectures at constituent body meetings. Identify qualified women to undertake WMO missions, consultancies, feasibility studies and as contractors to WMO using the resource book.
3. Encourage the PRs to identify and consider female scientists for participation in the work of constituent bodies, working groups and expert meetings, training events, seminars and conferences. Given the low historical participation of women in the WMO, ensure that WMO letters encourage PRs to nominate and involve more women in the work of the WMO.
4. Monitor the participation of women in the WMO constituent bodies, education and training programmes during each financial period and publish the related statistics. Publish more interviews with prominent female scientists in the WMO Bulletin and create a sub-page for women's issues on the WMO home page.

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ANNEX E

RECOMMENDATIONS ON THE REPRESENTATION OF WOMEN IN THE WMO

## SECRETARIAT

Goal: INCREASE THE REPRESENTATION OF FEMALE SCIENTISTS AND OTHER PROFESSIONALS IN THE WMO SECRETARIAT

The number of female scientists and other professionals in the WMO Secretariat is 23 compared to 93 men, as of December 31, 1996. Of the 23 professional women, 3 are scientists. There are many prominent and promising female scientists who could contribute to advancing meteorology and hydrology. The work of the WMO is continually evolving and new people with new techniques and ideas could be of benefit to the organization. There are currently no women in upper management positions at WMO.

WMO SHOULD:

1. Strongly encourage NMHSs to inform qualified women of vacancies in the WMO Secretariat and to encourage them to apply for appropriate professional positions in order to increase the prospects for better representation of women in the WMO Secretariat.
2. Consider selection of qualified female candidates on the short lists for positions including those of upper management at the WMO Secretariat.
3. Encourage the NMHS Directors to identify promising women for Junior Professional Officer and seconded positions. Encourage NMHSs to contact the university community to have female scientific professors chose to work at WMO during their university sabbaticals.

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## APPENDIX II

INTERNATIONAL EXPERT MEETING ON THE  
PARTICIPATION OF WOMEN IN METEOROLOGY AND HYDROLOGY

Bangkok, Thailand, 15-19 December 1997

## AGENDA

I OPENING OF THE SESSION

II KEYNOTE SPEECH: "WOMEN AND THE INTERNATIONAL ENVIRONMENT"

III ELECTION OF THE MEETING CHAIRPERSON

PROPOSED PROGRAM OF WORK AND MEETING OBJECTIVES

ADOPTION OF THE AGENDA

OTHER ORGANIZATIONAL MATTERS

IV WHY NMHSs HAVE TO CHANGE?

V HOW TO EFFECT CHANGE IN YOUR ORGANIZATION (WORKSHOP)

VI TOOLS FOR CHANGE: MANAGEMENT, TECHNOLOGY, COMMUNICATIONS, AND HUMAN RESOURCE DEVELOPMENT

VII WORKING GROUPS: THE EVOLVING ROLE OF WOMEN

(A) Baseline Statistics for NMHSs

Discussion of workplace and career development issues

Summary session on Discussion Results

## (B) Structure of the WMO and the Secretariat

Baseline Statistics for WMO

Discussion of participation of women in WMO activities

Summary session on Discussion Results

## VIII MEETING RESULTS AND RECOMMENDATIONS

## IX ADOPTION OF MEETING RESULTS AND REPORT

## XI CLOSING

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## APPENDIX III

### Alternative Workplace Arrangements (Flexiplace)

Formal agency developed and approved plans to allow employees to work at locations other than the regular office (e.g., home or a centralized location closer to home). It is management's option to create this program and employee participation is voluntary.

Benefits may include decreased traffic, parking, energy consumption and pollution. It allows employees with temporary or continuing health problems to continue working. May improve quality of work life and performance by reducing office crowding and providing a distraction-free environment.

### Alternative Work Schedules (Flexitime and Compressed Work Schedules)

Two approved variations (flexible work schedule and compressed work schedule) from the 8 hour/day work week with fixed starting and quitting times.

Flexible work schedules are work days composed of core time (the designated period when all employees must be at work) and flexible time (the part of the workday when employees choose, within limits, their arrival and departure times). Employees on flexible schedules may work more than eight (8) hours in a work day and receive credit hours to shorten the time worked on another day. Employees do not receive overtime pay for these hours.

Compressed work schedules require employees to complete the basic 80 hour work period in less than 10 workdays. The compressed schedule is fixed and overtime is not paid for time worked in excess of 8 hours in a day or 40 hours in a week, unless the work is ordered by the agency. Credit hours are not permitted under compressed work schedules.

### Job Sharing

A form of part-time employment in which one full-time position is filled with two part-time employees. Each job-sharer may work up to 32 hours per week, allowing work to be accomplished without overtime. Agencies must be able to structure the work to be done by two employees.

### Family Care Leave

Paid or unpaid approved absences to care for family members. In some countries up to 12 workweeks of unpaid leave during any 12-month period for care purposes. Requests for such leave must be submitted in writing at least 30 days before leave is to begin. This allows the office to plan for the employee's absence.

### Leave Bank or Leave Transfer Programs

Two programs in which employees voluntarily donate leave to either a centrally managed Leave bank@ or a specific person. The recipients must apply and be approved for either program.

## APPENDIX IV

## MEETING STATEMENT

Increasing numbers of women today are working towards greater opportunities and advancement in science. Although women make up more than half the world's population, in general they have less access to education than men, fewer occupational choices, and lower earnings. In this respect, there is no difference between developing and developed countries in the need to advance the cause of women in meteorology and hydrology. Too often the quest for equal opportunities for women is viewed as one for women to wage alone. Men's support for women's opportunities is essential because will influence societal thinking in most parts of the world, and they will have a key role to play in promoting equality of opportunities between them and women. Gains for women benefit all society.

In this regard, the Governments and the Directors of NMHSs should:

1. promote the education of girls and women of all ages in science and technology to prepare them for entering scientific professions such as meteorology and hydrology which have been traditionally male-dominated in some parts of the world;
2. expand opportunities for hiring and promoting women in meteorology, including climatology, and in hydrology in the NMHSs and to implement measures to advance women's expertise and participation in these fields, as well as develop programmes in management for female professionals and scientists as well as technical administrative staff;
3. identify promising female candidates for participation in the work of WMO constituent bodies and their working groups, as members, experts and rapporteurs, which will in turn qualify them to be considered for promotion to more senior positions;
4. ensure the participation and contributions of women in Regional Technical Conferences on Management of NMHSs, other technical conferences where issues related to the promotion of women could be addressed, to designate NMHSs focal points (preferably women) for women's issues;
5. identify qualified women to undertake expert missions, consultancies, feasibility studies and other work required for WMO and other relevant national and international organizations, as well as to nominate women for training and education opportunities;
6. encourage qualified women to apply for appropriate positions in order to increase the prospects for better representation of women in the WMO Secretariat, and other international

and regional organizations.

