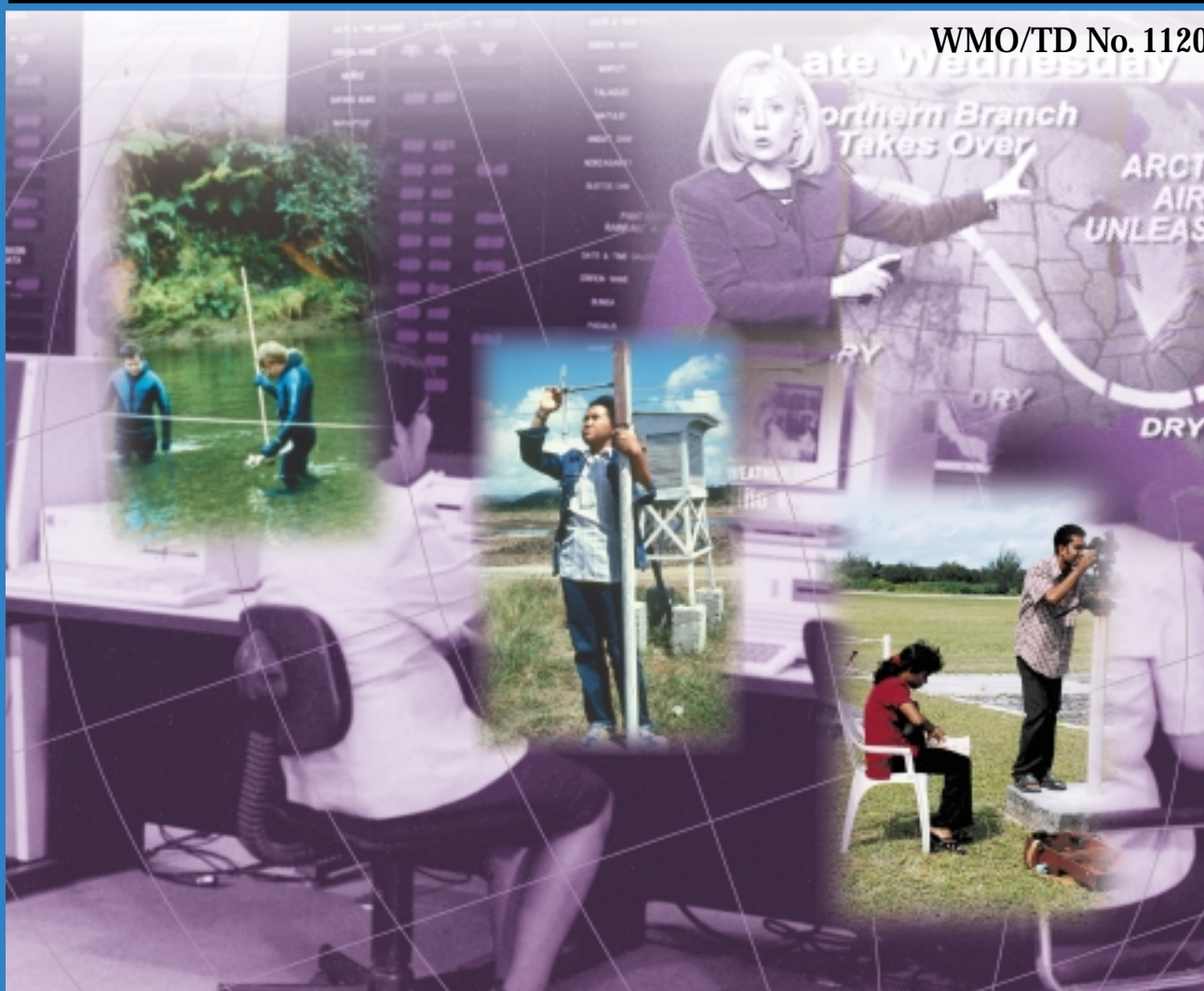




World Meteorological Organization

REPORT OF THE 2001 GLOBAL SURVEY ON THE PARTICIPATION OF WOMEN AND MEN IN THE ACTIVITIES OF THE WORLD METEOROLOGICAL ORGANIZATION

WMO/TD No. 1120





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WORLD METEOROLOGICAL ORGANIZATION**



Geneva, Switzerland
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TABLE OF CONTENTS

	<i>Page</i>
Executive Summary	1
I. Introduction	2
II. The 2001 Questionnaire	2
III. Historical Participation of Women in WMO Congresses	3
IV. Analysis of the Questionnaire Responses by Region	4
Regional Association I — Africa	6
Regional Association II — Asia	9
Regional Association III — South America	11
Regional Association IV — North and Central America	13
Regional Association V — South-West Pacific	15
Regional Association VI — Europe	17
V. WMO Secretariat	20
VI. WMO Executive Council Delegates	20
VII. Global Summary of Findings	20
Annex A — Copy of Questionnaire	23
Annex B — Tables Summarizing Questionnaire Response Data	25
Table 1 — Participation of women and men in WMO technical commissions during 1996-1999	25
Table 2 — Women and men in Regional Association activities during 1996-1999	32
Table 3 — Women and men as EC delegates and attending Technical Conferences on Management of NMHSs	35
Table 4 — Women and men employed in the NMHSs	36

EXECUTIVE SUMMARY

The second global survey on the Participation of Women and Men in the Activities of WMO was carried out in 2001, by means of a questionnaire. The objective was to update the data collected during a similar survey done in 1997, and track progress in achieving full opportunity for women in the meteorological and hydrological professions. This document provides an evaluation of the responses of 105 Members participating in the survey. The information presented will be a topic of discussion at the second WMO Conference on Women in Meteorology and Hydrology being organized in March 2003.

The key conclusion of the survey is that, although there have been some small, incremental increases in the percentages of women participating in some WMO activities since 1997, there has been no significant change in the overall participation. Women remain drastically under-represented in WMO activities. Participation in technical commissions, regional associations and the Executive Council, as well as employment in both NMHSs and the WMO Secretariat, continue to be overwhelmingly male-dominated. Furthermore, global employment data indicate that women are much more likely to serve in a support category than in one of policy or decision-making responsibility.

Some specific survey findings (with comparisons with the 1997 survey where reasonable) that support the key conclusion are:

- Women comprise only 6.4% of principal delegates to Congress, compared to 3.1% in the 1997 survey;
- Men are about 8 times more likely than women to serve as members of delegations to Congress, compared to 10 times in the 1997 survey;
- Men are 5 times more likely than women to serve as delegates to WMO Executive

Council meetings, compared to nearly 7 times in the 1997 survey;

- Women comprise 11% of the membership of WMO technical commissions, the same as in the 1997 survey;
- Within the WMO Secretariat, male professional staff outnumber female professional staff by greater than 4 to 1, (21 women among 116 professional staff at the end of 1996, and 23 women among 122 professional staff at the end of 1999); in the general-services category, the reverse trend is observed, confirming that women are more likely to serve in a support category;
- Whereas data from a few large countries in RA II and RA VI show high rates of NMHS employment of women, globally over 90% of Members have very low rates of employment of women in the workforce; and
- Even though women may comprise a reasonable fraction of the overall NMHS workforce, they constitute only around 10–15% of the participants in most WMO activities.

It is desirable that the WMO Secretariat and Members continue to work together to ensure and encourage the participation and advancement of women in the fields of meteorology, operational hydrology and the related geophysical sciences. There is urgent need for implementation of gender mainstreaming measures and policies which, while being consistent with the goal of maintaining the highest standards of efficiency and competence, are also consciously cognizant of the meaningful and vital contribution of women to the Organization. It would be worthwhile to continue monitoring changes that would update the information contained in this report and hopefully, indicate positive future trends.

I. INTRODUCTION

The first global survey on the Participation of Women and Men in the Activities of WMO and in the Fields of Meteorology, Operational Hydrology and Related Geophysical Sciences was carried out in 1997, at the request of the forty-eighth session of the WMO Executive Council. That survey elicited responses from 94 Members and the findings of the published report influenced the deliberations and eventual outcomes of the International Expert Meeting on the Participation of Women and Men in Meteorology and Hydrology, organized by WMO in Bangkok, Thailand, in December 1997. It was felt that information garnered by that initial survey should necessarily be considered as baseline data, and to understand the broad picture better and track progress in achieving full opportunity for women in the meteorological and hydrological professions, there would be need for periodic updates. This current report represents the first such update.

The Beijing Declaration and Platform for Action of the 1995 United Nations Fourth Conference on Women challenged society, governments, and non-governmental and international organizations, to recognize the crucial role of women in all spheres of life and to take action to encourage the advancement of women. As a response, WMO recognized that male professionals overwhelmingly outnumbered females in meteorology and hydrology, and in his address to the WMO Bangkok Meeting, the Secretary-General of WMO appealed to Members to take certain positive steps to actively promote increased participation by women in these professions. He pledged his own continuing support to ensure that the trend towards increasing involvement of women in the activities and work of WMO continued, and indicated his intention then, to arrange for a similar meeting on the theme to be held during the subsequent financial period.

As a consequence, the second WMO Conference on Women in Meteorology and Hydrology was scheduled for early 2003, at WMO Headquarters, Geneva, Switzerland. This report is a preparatory step towards the conference, and it is expected that the updated information presented will assist with the deliberations and debate among participants at the conference.

This report presents the analysis of WMO Members' responses to the 2001 WMO Questionnaire on the Participation of Women and Men in the Activities of the World Meteorological Organization and describes the process and findings of the survey. In analysing the responses, certain obstacles were encountered. There were several instances of incomplete responses,

dubious data entries and inadvertently reversed statistics that had to be queried and verified, mainly by electronic mail correspondence. The WMO Secretariat expresses its appreciation and thanks to those Members which completed and returned the questionnaires, and kindly responded to queries.

The WMO Secretariat wishes to acknowledge with gratitude, the contributions made to the compilation of this report by Ms Kay E. Weston of US NOAA/National Weather Service, and Ms Dian Seidel of US NOAA/Air Resources Laboratory.

II. THE 2001 QUESTIONNAIRE

The Questionnaire on the Participation of Women and Men in the Activities of the World Meteorological Organization (hereafter referred to as the Questionnaire) was distributed to Members (the Permanent Representative of each Member country of WMO) by the Secretariat on 16 March 2001. Members were asked to return the completed questionnaire not later than 13 April 2001. A copy of the Questionnaire is attached as Annex A.

The Questionnaire requested information in three main areas:

- Previous studies and analyses on the participation of women and men in WMO activities or programmes, or in the fields of meteorology, operational hydrology and related geophysical sciences;
- The participation of women and men in the activities of WMO technical commissions and regional associations, in delegations to the WMO Executive Council and Regional Technical Conferences on the Management of NMHSs during 1996–1999; and
- Statistics on the employment of women and men by NMHSs in 1999.

Sixty replies were received by the end of April 2001. A reminder was sent on 2 July 2001 to Members which had not yet responded and resulted in an increase of responses received and the questionnaire collection phase ended on 31 August 2001.

The final tally of 105 questionnaires returned from a total WMO Membership of 185 States and Territories was deemed reasonable enough to allow analysis, and permit WMO to form an overall picture of global progress in achieving equal opportunities for women and men working at NMHSs. The response surpassed that of the 1997 survey (when 94 Members returned completed questionnaires) and respondents in 2001 comprised the majority of those countries having the largest proportion of the global meteorological and hydrological communities.

The data from responses of countries that completed the questionnaire form the basis of this analysis and report, and are presented in Annex B.

III. HISTORICAL PARTICIPATION OF WOMEN IN WMO CONGRESSES

Women have always participated in the affairs of WMO since it was established in 1950 but in extremely limited numbers and generally not at levels involved with important decision-making.

Historically, very few women have served as the Permanent Representative of their country with WMO. This accounts for the small number of female Principal Delegates at WMO Congresses (Figure III-1) since a Principal Delegate would normally be the country's Permanent Representative with WMO. For the first four Congresses (1951-1963), only one woman, H. Gudmundsson of Iceland, participated as Principal Delegate.

Then followed a period during the next three Congresses (1967-1975) when there was no female Principal Delegate, but a 25% increase in the number of male Principal Delegates. During the Twelfth WMO Congress (1995) only five (3.1%) of the 161 Principal Delegates were women. At the Thirteenth Congress in 1999, there

were 11 (6.4%) female Principal Delegates out of a total of 170.

The participation of women as members of delegations to Congress (Figure III-2) showed an increase from 2 at the First Congress in 1951, to 21 at the Ninth Congress in 1983. This was followed by a steep increase in the number of women delegates from just 21 women in 1983 to 79 at the Thirteenth Congress in 1999. However, in spite of this steady increase, the number of women participating as members of delegations to Congress is still very small.

There was a scarcely perceptible increase (Figure III-3) from an average of 0.1 women per delegation in 1951 to 0.2 in 1983. The parallel figures for men were 2.4 men per delegation in 1951 and 3.4 in 1983. By the Eleventh Congress in 1991, average delegations had 4.1 men with little change in the statistics for women. There was a decrease in the trend of more men per delegation during the Twelfth and Thirteenth Congresses, with the average dropping to 3.2 by the Thirteenth Congress, a fall of almost 1.0 man per delegation. At the same time, there was a slight increase in the data for women and at the Thirteenth Congress, there was 0.4 woman per delegation.

Whereas the historical data showed that men were more than 10 times more likely to serve as members of delegations, data over the last two Congresses show the ratio dropping to about eight. Delegation size peaked at the Eleventh Congress to about 4.3 persons, and decreased by the Thirteenth Congress to about 3.6 persons, indicating an overall decrease in opportunities for participation. The slight increase in the number of women per delegation tempts the interpretation as a positive indication that some action is being taken at national and government levels to increase the participation of women in the activities of WMO. However, delegations to WMO Congresses are still overwhelmingly male, with women's participation being very limited.

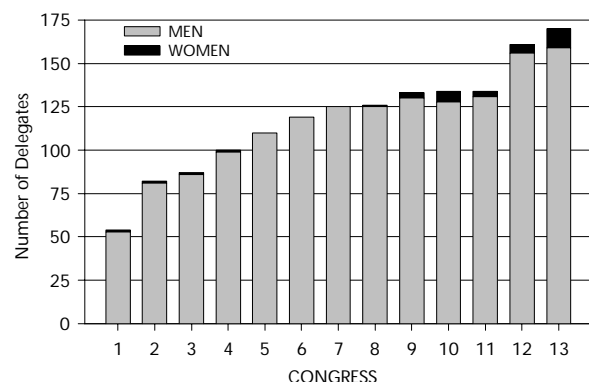


Figure III-1 — Principal delegates to WMO Congresses (1951-1999)

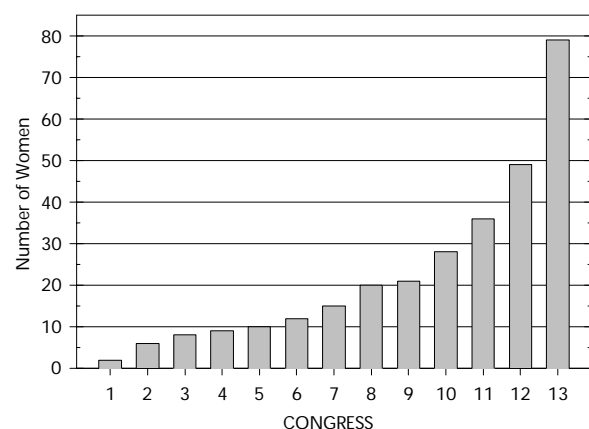


Figure III-2 — Female WMO Congress delegation Members

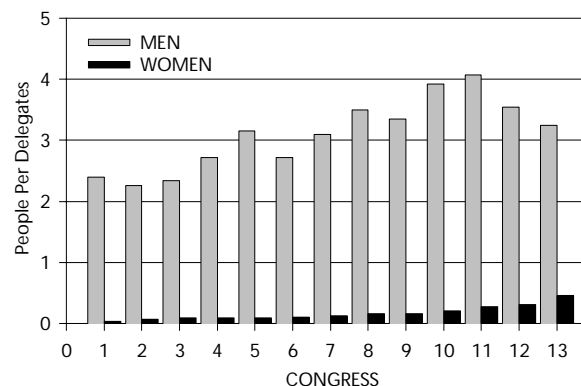


Figure III-3 — Approximate number of persons attending WMO Congresses, 1951-1999

IV. ANALYSIS OF QUESTIONNAIRE RESPONSES BY REGION

The WMO Congress has divided the globe into six Regional Associations for the purpose of effective coordination and facility in serving the needs of its Members. The Regions are as follows:

RA I	Africa
RA II	Asia
RA III	South America
RA IV	North and Central America
RA V	South-West Pacific
RA VI	Europe

The geographical limits of the corresponding Regions are shown in Figure IV-1. The Regional Associations normally meet once every four years to conduct their business. Each Regional Association is responsible for carrying out the functions specified in the WMO Convention, which tasks the Regional Associations with:

- Promoting the execution of the Resolutions of WMO Congress and the Executive Council (which is the Executive Body of the Organization) in their respective Regions;
- Coordinating meteorological and related activities in their respective Regions;
- Making recommendations to Congress and the Executive Council on matters within the interest of their respective Regions; and
- Considering matters brought to their attention by the Executive Council.

The analysis of the Questionnaire data is organized by WMO Regional Association, a technique that should allow Members to evaluate the role of women in WMO activities, and in meteorology and operational hydrology within each

Region. This method has its drawbacks since it pools all countries in the Region, without recognition or consideration of their varying stages of economic and technological development. This important factor should be kept in mind for future surveys and could serve to illuminate and explain the reasons for the staffing trends evident in the Regions.

Response to the 2001 Questionnaire and comparison with the 1997 Response

Out of the total of 185 WMO Members and territories, 105 or 56.8% responded to the 2001 Questionnaire (Table IV-1). This is a 6% improvement on the 94 responses in 1997.

There was a relatively large increase in the number of respondents from Region I, the Region with the largest number of Members (52), from 15 in 1997, to 22 in 2001. However, this increase cannot conceal the fact that 30 Members (52%) did not respond in 2001, and overall, as many as 25 Members (48%), or nearly half of the total membership of the Region did not reply to either of the questionnaires.

Region II and Region III both fell one short of their 1997 numbers, with 18 and 10 replies respectively, in 2001. The small number of replies from Region III still represents an 83% response rate, the highest of all Regions, and uniquely, all Members participated in one or the other survey. As many as 11 Members or one-third of the membership of Region II did not reply to either of the 1997 or 2001 questionnaires.

Regions IV, V and VI all registered small increases in the number of responses but the small total of 7 responses from Region V represents the

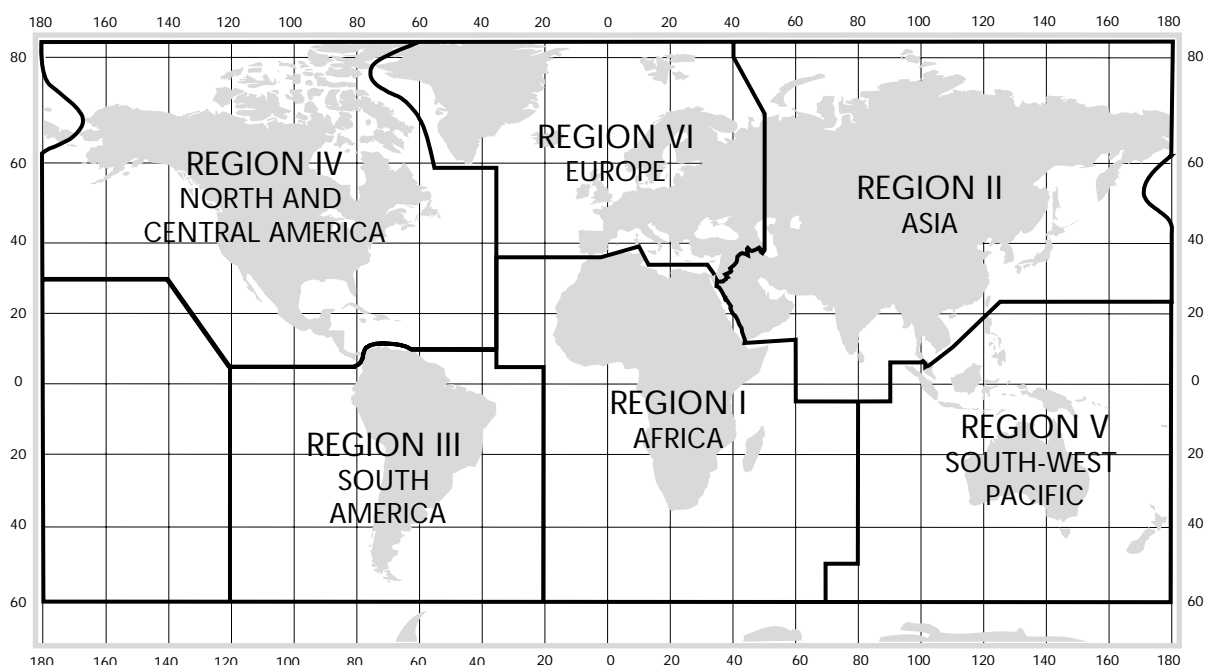


Figure IV-1 — Regions of the World Meteorological Organization

Table IV-1 — Comparison of Members' responses to WMO questionnaires of 1997 and 2001 on the participation of women and men in WMO activities

Region	Total number of members	1997 Questionnaire		2001 Questionnaire		Difference (2001-1997) (%)
		Number of responses	Responses (%)	Number of responses	Responses (%)	
I	52	15	28.8	22	42.3	+13.5
II	33	19	57.6	18	54.5	-3.1
III	12	11	91.6	10	83.3	-8.3
IV	22	12	54.5	13	59.1	+4.6
V	18	5	27.8	7	38.9	+11.1
VI	48	32	66.7	35	72.9	+6.2
Totals	185	94	Global average 50.8%	105	Global average 56.8%	Global increase +6.0%

lowest response rate of all Regions. Another noteworthy Region V statistic is the fact that 9 Members, or 50% of the membership in the Region, did not participate in either of the surveys.

Methodology

The 2001 WMO Questionnaire sought information in three main areas: previous studies and analyses, the participation of women and men in WMO activities and the numbers of women and men employed in NMHSs during 1999.

There were no new or follow-up (post-1997 survey) studies presented by Members for consideration in 2001. Analysis therefore exclusively comprised inspection of the data supplied on participation in WMO activities and NMHS employment. The data for each responding country have been summarized into these two broad categories. Comparisons with the first survey might not be appropriate since the scope of the current survey is less encompassing than that of 1997 in that it seeks responses in fewer categories. The 1997 survey sought to investigate the gender-sensitive policies of Members, participation in educational programmes and professional society membership of staff, in addition to the queries of the 2001 survey.

The data for each country have been summarized using three summary statistics representing the female participation rate in each of the two broad categories, expressed as a percentage.

WMO Activities

The first statistic is the female participation rate in WMO activities. It is the ratio of the sum of women to the sum of all persons participating in various WMO activities. These activities include serving as members of WMO technical commissions, delegates and participants in regional association

meetings, participants in regional technical conferences, members of working groups and subgroups, and as rapporteurs.

The summary statistic aggregates information for the various categories of activities and expresses the number of women involved as a percentage of the total. It should be noted that in some cases the total might not represent the actual number of people participating in a given area. For example, if someone served as a WMO technical commission member and took part in a WMO regional meeting, that person would be counted twice. The problem is somewhat mitigated by the consideration that representation of that country in WMO activities by its men and women would have been accurately estimated.

Employment

The second and third summary statistics are the percentage of women employed in the professional and support capacities of the workforce of NMHSs. The statistics are the ratio of the total number of professional or support women to the total number of persons employed as professional or support staff. Where there was no employment data breakdown (into staff and gender categories) but staff totals were included, the available information was allowed in the raw data of Annexes, Table 4, but could not contribute to the analysis.

Regional Summary

The analysis is presented by Region. The regional summary is patterned as follows: the 2001 regional response rate with a comparison of the response rate of the 1997 survey, quality of responses, bibliographic references, participation in the activities of WMO, employment in the NMHS and a final summary paragraph. The relevant statistics for each Region are shown

graphically and are included in the regional summary in the next sections.

Employment at the WMO Secretariat

Employment information for the WMO Secretariat is presented in Section V. A brief analysis of participation in Executive Council meetings comprises Section VI. Section VII is the global summary of survey findings and is followed by the annexes.

Problematic Response Data

Although information on participation in Executive Council delegations is included in participation in WMO activities, it should be noted that opportunities for participation are limited, since only about one-sixth of WMO Members can participate in the Executive Council at one time. As a result, the information provided by some Members in the 2001 survey, regarding Executive Council membership, even though analysed and presented in Part V of this Report, is not valid for all Members.

Part III of the Questionnaire dealing with participation in WMO activities states: "for 1996–1999, please give the number of women and men involved in the following activities...". The requested information suggests that the numbers supplied should be cumulative totals for the four-year period that should cater for, and count everyone who served, even for short spells before being replaced, (something which is the rule rather than the exception in some NMHSs). Most returned data could be tainted by not being cumulative. Publication WMO-No. 5 (*Composition of the WMO*) for the period 1996–1999 would have assisted Members in answering this part of the questionnaire.

Whereas Part III of the Questionnaire sought information on the "participation of women and men" and the data entry columns also followed the order, "Women" then "Men", Part IV that seeks NMHS employment information, inadvertently reverses the gender order. Also compounding the potential for misunderstanding was the fact that the written instruction to Part IV breaks into and across the physical column structure on the Questionnaire form. This apparently led to some confusion and doubt as some respondents followed the reversed men and women order when entering the respective data in Part IV. Electronic mail queries elicited some corrections but many Members did not reply. At first, it was thought that this problem accounted for the unusually large percentage of women employees in some countries, but replies to queries confirmed the dominance of women in the workforce, especially in some countries in Region II and Region VI.

There were a few problems concerning the definitions of professional and support staff categories. One response was that everyone who works at the NMHS is a professional. A couple of responses indicated that the NMHS had two categories of staff, those with university degrees and those without. Therefore, some of the data would be questionable, because of the varying interpretations of the staff categories. The Questionnaire provided examples of those staff who are considered professional (e.g. people in operations, research, and management) and support staff (e.g. technicians, observers).

Some respondents supplied no data at all for Part IV. A few provided just the totals of male and female employees without staff category breakdowns, and a couple of others gave the totals of Professional and Support staff, omitting the gender breakdowns. Electronic mail requests to correct the information were not always answered.

The last part of the instruction states: "if the data are not for 1999, please give the relevant year". The obvious interpretation of this instruction is that the preferred data-year is 1999, but if the data supplied were not for 1999, the data-year should be supplied in the blank space. A few queries wondered whether 2000 or 2001 data would be compatible with a survey purporting to collect information on participation in WMO activities during 1996–1999. There were numerous responses supplying data for 2000 and 2001 that were used in the analysis. It could be that the appropriate data were unavailable or there was a logistic difficulty in researching the information.

In some cases there was no apparent coordination between the NMS and NHS in replying to the Questionnaire, and it was not always clear whether the data included both. However, it is unlikely that, given the information emanating from most NMHSs, this would affect the overall global picture in any significant way.

Analysis

Regional Association I — Africa

1. Response rate

Of the 52 Members of WMO Region I, 22 (42.3%) responded (Table IV-1) to the 2001 WMO questionnaire. Even though this represents a low level of response, it still is an improvement on the 1997 survey when only 15 (28.8%) replied. It was disappointing to note that some of the larger NMHSs did not return the Questionnaire, and 25 Members of the Region did not participate in either the 1997 or the 2001 surveys.

2. Quality of responses

The quality of responses was generally good. Some countries did not complete certain sections of the Questionnaire because they could not locate the relevant data. Seven Members supplied employment data for 2000 and 2001 instead of 1999.

3. Participation in the activities of WMO

WMO Technical Commissions

Figure IV-2 illustrates the participation of women and men as WMO Technical Commission members during the periods 1992–1995 and 1996–1999. The graph shows the number of women and men who were Commission members in 1992–1995 as compared to 1996–1999. It is difficult to compare data since only 10 countries submitted responses to both questionnaires, but it appears that overall, there is little evidence of significant change. The following information relates to the 1996–1999 period. The Commission members, usually designated experts in particular areas of meteorology, are overwhelmingly men. Eleven countries, namely: Benin, Guinea-Bissau, Malawi, Mali, Mauritius, Morocco, Niger, Rwanda, Seychelles, Tunisia and Zambia had no female representation in any activity in any WMO Commission. Madagascar had 11 women (36.7% of the national representation) as members of Commissions, the highest of all countries in the Region. Overall, there were 36 women out of a total of 306 commission members from the Region, an average of 11.8%.

Of the 107 persons on delegations from the Region at meetings of Technical Commissions, 8 (7.5%) were women, with 3 coming from Botswana. There were 6 women

members in groups/sub-groups for a participation rate of 8.6%, and out of 16 commission rapporteurs from the Region, only 2 (12.5%) were women.

Women were least represented in the Commission for Instruments and Methods of Observation (5.0%) and best represented in the Commission for Climatology (16.9%). The total number of women involved in all activities of WMO Commissions was 52, or 10.3% of the 505 regional participants.

Regional Association meetings

Figure IV-3 compares the number of women and men who attended the Regional Association meetings as delegates from the 1992–1995 and the 1996–1999 periods. Only 9 countries were represented at Regional Association meetings during both periods, making comparison of data difficult. Three countries (Benin, Guinea-Bissau and Mauritius) had no delegates, male or female, attending. There were 15 other countries without female delegates in Regional Association meetings during 1996–1999, and the remaining 4 Members (Botswana, Lesotho, Madagascar and Rwanda) were represented by 9 women (19.1%) out of a total of 47 persons, compared with 8% during 1992–1995.

RAPORTEURS

There was only one female rapporteur (South Africa) out of 15 (6.7%) involved in Regional Association activities.

WORKING GROUPS/SUBCOMMITTEES

There was only one female representative (from Egypt) in working groups out of 23 persons, 4.3%.

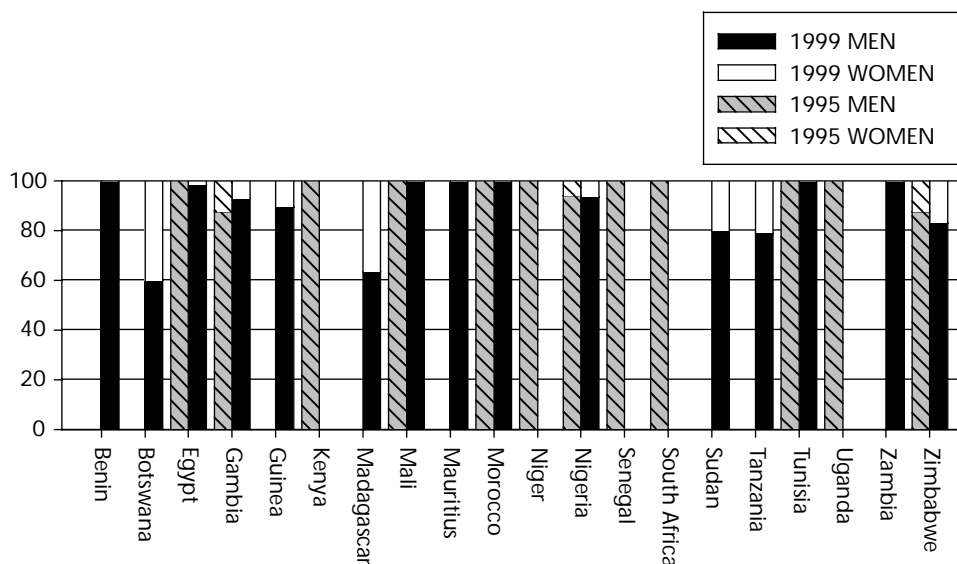


Figure IV-2 — Percentage of WMO Commission Members — RA I

Technical Conferences on Management of NMHSs

There were 15 women participants (17.9%) out of a total of 84 persons attending Technical Conferences on Management of NMHSs in the Region.

The number of women who were involved in the work of the Association was 11 (12.9%) out of a total of 85 persons in the 1996–1999 period.

4. Employment of women in NMHSs

Twenty countries (out of 22 responses) provided complete information on the employment of women and men in the professional and support positions in NMHSs, as illustrated in Figure IV-4. Malawi supplied no data and Lesotho provided staff totals without gender breakdowns; Lesotho's data contributed to regional and global all-staff totals. Four countries (Gambia, Mauritius, Rwanda and Zambia) had no woman professional and the Seychelles workforce had the most, 8 women (34.8%) out of 23 professionals. Overall, women comprised 15.3% of the professional category in Region I, compared with 13% in the 1997 survey.

All countries reported women among their support staff from a low of 0.9% in Niger to a high of 48.3% in Guinea-Bissau. Overall, women comprised 18.0% of the support staff at NMHSs in RA I, compared to 16% in the 1997 survey.

Altogether, counting both professional and support staff, women comprised 17.4% of the total workforce of NMHS in RA I.

Summary

Analysis of the responses from Members of Region I to the 2001 Questionnaire shows that women are under-represented in WMO activities. Similarly, women are very much under-represented in both the professional and support positions of the workforce of the Region's NMHSs. Moreover, the fraction of women support staff in the regional workforce is 3.9 times the fraction of women professionals, the highest of all Regions. This is an indication that many more women are employed as technicians and observers rather than as forecasters, researchers and managers. Noting that the data did not come from the same countries reporting both times, the small increases in averages evident in the 2001

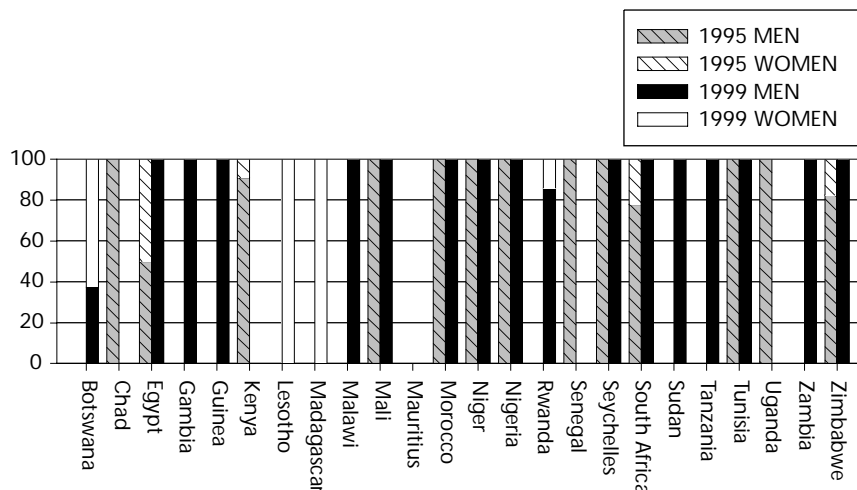


Figure IV-3 — Percentage of Regional Association meeting delegates — RA I

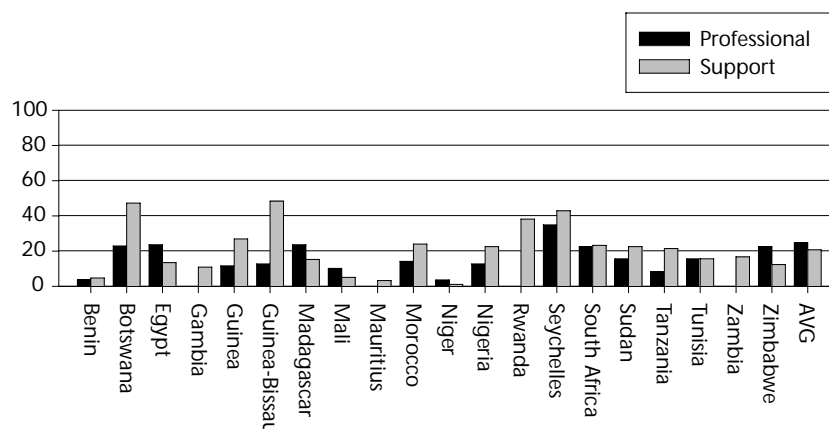


Figure IV-4 — Female percentage of NMHS employees — RA I

survey over that of 1997 should be treated cautiously.

Regional Association II — Asia

1. Response rate

There are 33 WMO Members in Region II, of which 18 (54.5%) responded to the 2001 Questionnaire, compared to 19 in the 1997 survey (Table IV-1). As many as 11 Members (33.3%) did not respond to either of the two surveys, but significantly, 15 Members (45.4%) responded to both the 2001 and 1997 questionnaires.

2. Quality of responses

The quality of responses to the Questionnaire was reasonably good. Only 2 Members were unable to supply complete data in the employment category and 8 Members provided employment data for 2000 and 2001, instead of 1999. Queries regarding apparently dubious data were answered and corrections made or data confirmed in some cases, but a few remained unanswered.

3. Participation in the activities of WMO

WMO Technical Commissions

Figure IV-5 illustrates the participation of women and men as WMO Technical Commission members during 1992–1995 and 1996–1999. The graph shows the number of women and men who were Commission members in 1992–1995 as compared to 1996–1999. In the 2001 survey 11 of the 18 respondents (61.1%), did not have women Commission members. Lao People’s Democratic Republic was the only country without any representation, male or female, on any WMO

Technical Commission activity and Kyrgyz Republic had the highest representation, 3 women out of 4 persons (75% of the national representation), as Commission members. Overall, women comprised 8.5% of the Region’s total membership of WMO Technical Commissions.

Other regional averages for the participation of women in Commission activities are as follows: members of delegation to Commission meetings, 5.4%; membership in groups/subcommittees, 16.7%; and there were only 2 female rapporteurs out of 26, both from Kazakhstan (7.7%).

Women were least represented in the Region’s participation in the Commission for Atmospheric Sciences (3.7%) and best represented in the Commission for Agricultural Meteorology (18.5%), and overall, they comprised only 9.6% of the total number of persons from the Region participating in all Commissions.

Regional Association meetings

Figure IV-6 compares the number of women and men who attended the Regional Association meetings as delegates from the 1992–1995 and the 1996–1999 periods. From the graph, there were only 10 countries that reported representation during both periods, making meaningful comparison difficult. Three countries (Kyrgyz Republic, Lao People’s Democratic Republic and Myanmar) did not participate in Regional Association meetings. There were 11 other countries without women delegates and women from the other 4 countries (China, Kazakhstan, Mongolia and Uzbekistan) made up 16.7% of the total number of delegates. The best national female representation was in Uzbekistan’s contingent, 3 women out of 5 delegates, or 60%.

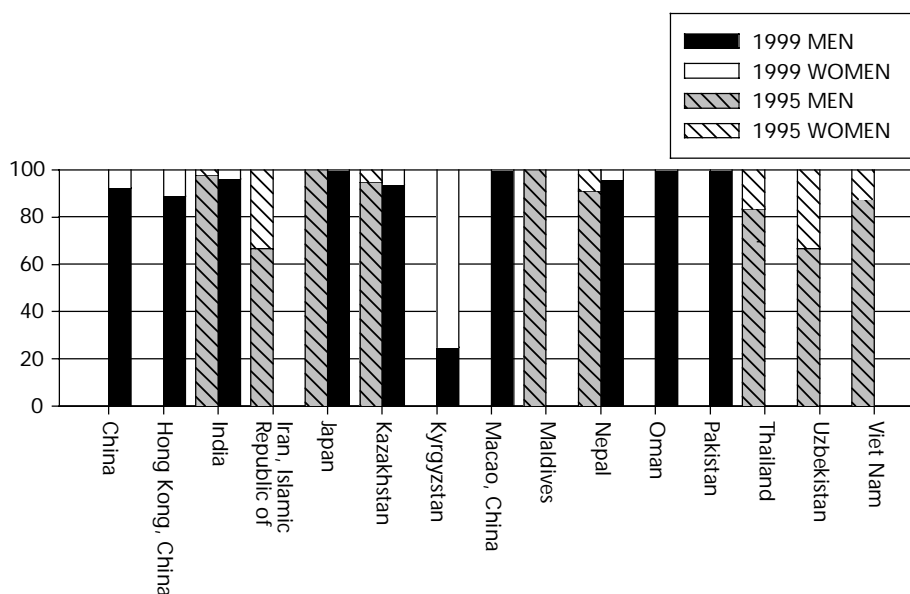


Figure IV-5 — Percentage of WMO Commission Members — RA II

RAPORTEURS

There was no female rapporteur (0%) in the total of 10 in the Region although women represented 16.7% of persons attending as delegates to Regional Association meetings. In the previous period women comprised 22% of all rapporteurs.

WORKING GROUPS/SUBCOMMITTEES

There were 3 women representatives (12.0%) of the 25 persons on working groups and they came from 2 countries, China (1) and Mongolia (2).

Technical Conferences on Management of NMHSs

There were 3 participants (8.8%) out of a total of 34 persons attending Technical Conferences on Management of NMHSs.

Overall, of the 83 persons participating in Regional Association activities, 11 (13.3%) were women, up from 6% in the 1992–1995 period.

4. Employment of women in NMHSs

All 18 countries supplied information on the employment of women and men in the professional and support positions in NMHSs as illustrated in Figure IV-7. India and Thailand supplied only totals of men and women on the staff without providing details of category and gender breakdowns. As a result the data were not used in the detailed analysis, but contributed to regional and global all-staff totals. All countries reported that women were employed as professionals in the NMHS, with the highest national averages coming from Maldives (72.7%), Uzbekistan (63.3%), Kazakhstan (59.6%) and Mongolia (54.4%), and the lowest from Pakistan (0.3%) and Japan (1.6%). Overall, the regional percentage of professional women was 31.6%.

All countries reported that women were employed as support staff though in widely varying proportions. On the low end Pakistan had 0.3% and Oman 1.3% of women as support staff,

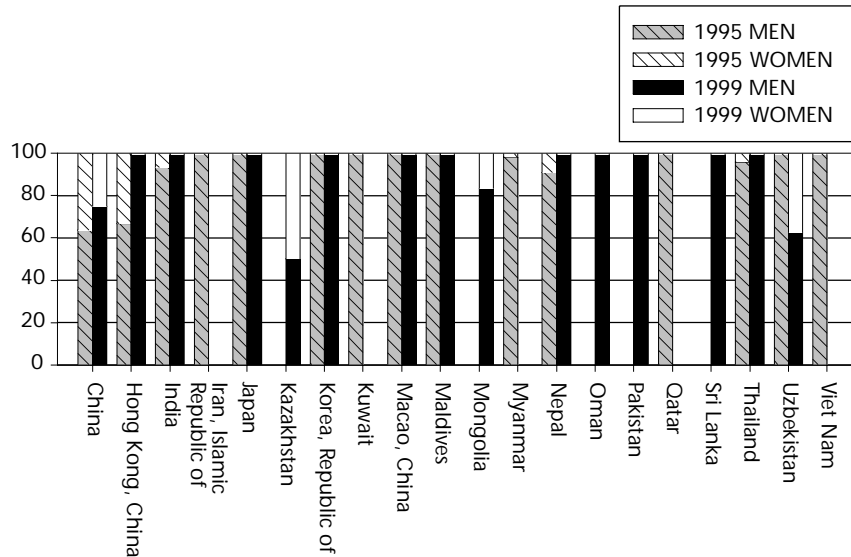


Figure IV-6 — Percentage of Regional Association meeting delegates — RA II

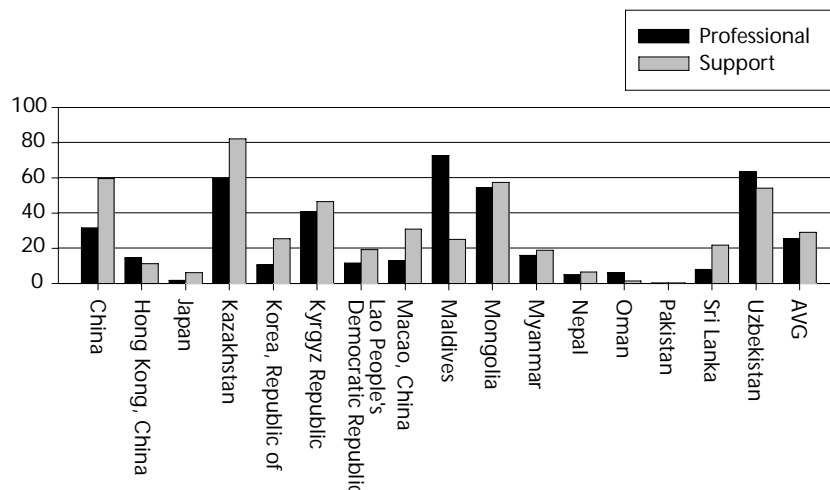


Figure IV-7 — Female percentage of NMHS employees — RA II

while Kazakhstan reported 84.3%, China 59.6% and Mongolia 57.2%. Overall in the Region, women comprised 48.8% of the support staff at NMHSs, a statistic that is strongly influenced by China's employment of 82.4% (15,591) of the Region's total women support staff.

Altogether, counting both the professional and support staff, women comprised 38.3% of the total workforce of the responding NMHSs in Region II.

Summary

Analysis of the responses from Members of Region II to the 2001 Questionnaire shows that women are under-represented in WMO activities, and overall the female regional averages are between 5 and 10%. This is in spite of the fact that the regional average of women employed as professionals (the group from which participants in WMO activities come from) in NMHSs in 2001 was 31.6%, compared to the 1997 regional average of 18%. The female support staff is 1.7 times the size of the female professional staff and the 2001 regional average of women as support staff increased to 48.8%, compared to the 1997 average of 26%. Given the fact that 15 out of the 18 responding Members participated in both the 1997 and 2001 surveys, it is apparent that there has been an upward trend of employment of women in some of the Region's NMHSs.

Regional Association III — South America

1. Response rate

Region III has the smallest number of WMO Members, only 12, of whom 10 (83.3%) responded to the 2001 WMO Questionnaire, as shown in Table IV-1. This represents a very high level of response, the highest of all Regions, and more than 25% above the global average. In 1997,

11 Members responded and every single Member has responded to one Questionnaire or the other.

2. Quality of responses

The quality of responses was generally good. Some countries did not provide complete NMHS employment information. Venezuela supplied no employment data and Bolivia and Chile provided partial data, without category and gender breakdowns. Four Members supplied employment data for 2000 and 2001 instead of 1999.

3. Participation in the activities of WMO

WMO Technical Commissions

Figure IV-8 illustrates the participation of women and men as WMO Technical Commission members during the periods 1992-1995 and 1996-1999. The graph shows the number of women and men who were Commission members in 1992-1995 as compared to 1996-1999. Data comparison with the 1997 survey may lead to valid conclusions since most countries provided information in both surveys. Of the 10 women who are Commission members, 5 each came from Argentina and Venezuela, and zero each from the remaining 8 countries. Guyana and Suriname took no part in WMO Technical Commission activities, and Bolivia, Chile, and Paraguay had no female participation.

Women were represented in all Commissions except the Commission for Atmospheric Sciences. The best representation was 33.3% in the Region's contingent to both the Commission for Climatology and the Commission for Agricultural Meteorology and overall, women comprised 19.2% of the total number of persons from the Region who were WMO Technical Commission members.

In other Commission activities, women comprised 22% of the Region's delegations and 18.8% of groups/subcommittees, but there were

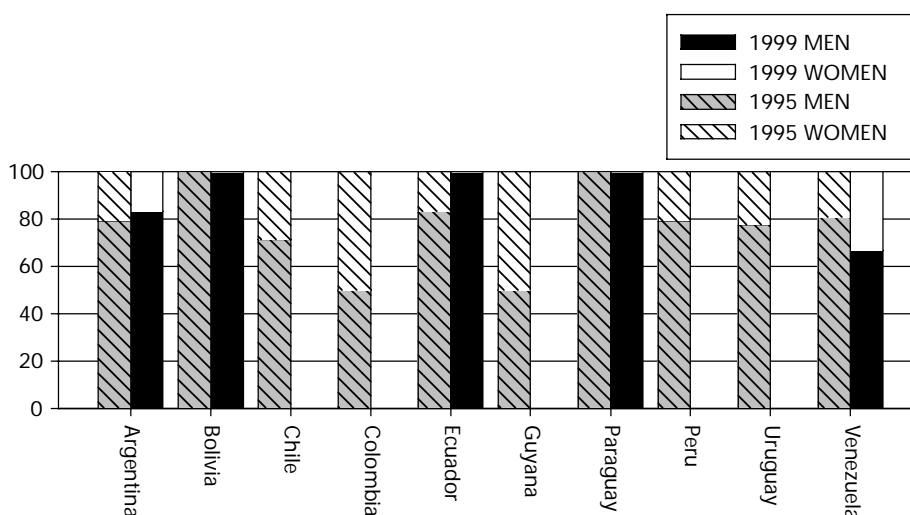


Figure IV-8 — Percentage of WMO Commission members — RA III

no female rapporteurs from the Region. Overall, there were 24 women (20% of the regional contingent) engaged in the work of WMO Commissions.

Regional Association meetings

Figure IV-9 compares the number of women and men who attended the Regional Association meetings as delegates from the 1992-1995 and the 1996-1999 periods. Overall, more men than women attended regional meetings. Of the 10 responding countries, Suriname had no delegates, and of the others only 5 had women delegates, with their combined total of 12 representing 32.4% of all delegates. It should be noted that for small delegations, a change of one person from 1995 to 1999 could mean a very large percentage change that will appear significant on the graph. Uruguay had 7 women delegates, 46.7% of the national delegation, and 58.3% of the regional female total.

WORKING GROUPS/SUBCOMMITTEES

There were 4 women (Argentina, 2; Colombia, 1; and Venezuela, 1) involved in the working groups and subcommittees in the Region, out of a total of 13 persons. The

resulting 30.8% participation rate shows very little significant change from 28% in 1997.

RAPPOREURS

There was only one female rapporteur (25.0%) out of a total of 4 engaged in regional activities. She came from Colombia, a country that also had 2 out of the Region's 3 male rapporteurs.

Technical Conferences on Management of NMHSs

Of the 10 responding Members, only Colombia and Uruguay had female participation at Technical Conferences on Management of NMHSs, with a total of 2 women (18.2%) out of 11 participants.

4. Employment of women in NMHSs

Only 7 of the 10 responding countries provided complete data on the employment of women and men in the professional and support categories in NMHSs, as shown in Figure IV-10. Venezuela supplied no employment data and the information from Bolivia and Chile was incomplete, in that they did not contain staff category and gender breakdowns, and cannot be considered in the detailed analysis, but contributed to regional and

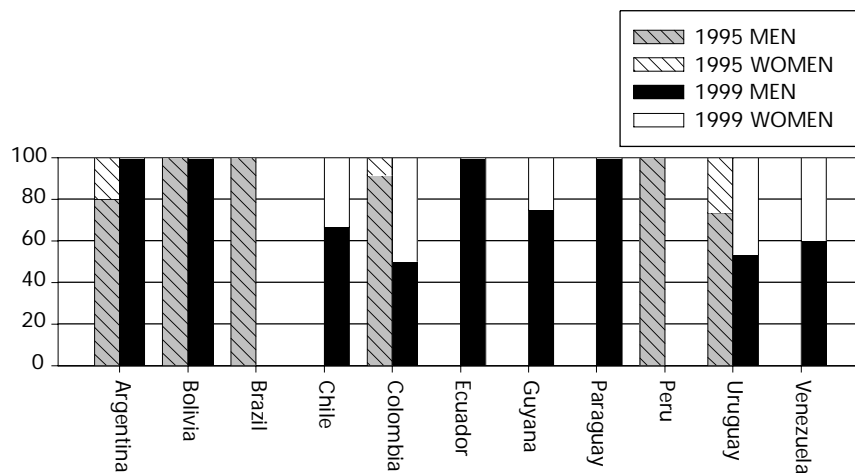


Figure IV-9 — Percentage of Regional Association Meeting Delegates — RA III

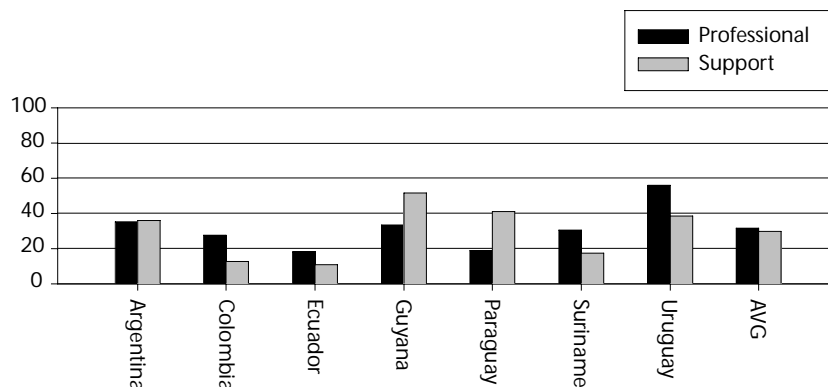


Figure IV-10 — Female percentage of NMHS employees — RA III

global all-staff totals. Women comprised 36.4% of the professional staff in the Region, which is much higher than the 1997 average of 21%. The Region's national averages vary from the lowest of 18.1% in Ecuador to the highest of 56.1% in Uruguay.

The percentage of women as support personnel in the fields of meteorology and hydrology is 26.9% for the Region, compared to 18% in 1997. The Region's national averages vary from the lowest of 10.8% in Ecuador to the highest of 51.5% in Guyana.

Overall, counting both professional and support staff categories, women comprised 28.9% of the workforce employed at NMHSs in Region III.

Summary

Analysis of the responses from the 10 Members from Region III who responded to the 2001 Questionnaire showed that generally, women are under-represented in WMO activities. They comprise roughly one-third of the professional staff and one-quarter of the support staff at NMHSs and the support staff is twice the size of the professional staff. However, it is notable that women tend to be better represented in many areas in Region III than in other WMO Regions, a fact that could be interpreted as evidence that the Region has made progress in increasing the opportunity for the participation and employment of women in NMHSs.

Regional Association IV — North and Central America

1. Response rate

Of the 22 Member countries of WMO Region IV, 13 (59.1%) responded to the 2001 WMO

Questionnaire, as shown in Table IV-1. Four countries (Costa Rica, Cuba, Guatemala and Honduras) in the Region did not respond to either the 1997 or the 2001 questionnaires, and 7 countries did.

2. Quality of responses

The quality of responses was very good to excellent, especially with respect to NMHS employment data. Three Members provided employment data for 2000 instead of 1999. All countries supplied complete information for all questions and responded promptly to queries about data entries in the questionnaire.

3. Participation in the activities of WMO

WMO Technical Commissions

Figure IV-11 illustrates the participation of women and men as WMO Technical Commission members during the periods 1992–1995 and 1996–1999. The graph shows the number of women and men who were Commission members in 1992–1995 compared to 1996–1999. Five countries (Antigua and Barbuda, Barbados, Dominica, El Salvador and Saint Lucia) had no representation on the Technical Commissions, whereas 3 others had no woman member. Data comparison for both periods shows very little change in the percentage of women Commission members for the countries (Belize, Canada, Netherlands Antilles, Trinidad and Tobago and the USA) that supplied information to both surveys. The Region's 9 women members came from Canada (3), Jamaica (1), Trinidad and Tobago (1) and the USA (4), indicating that women formed only 9.1% of all commission members from the Region, lower than the 11% in 1995.

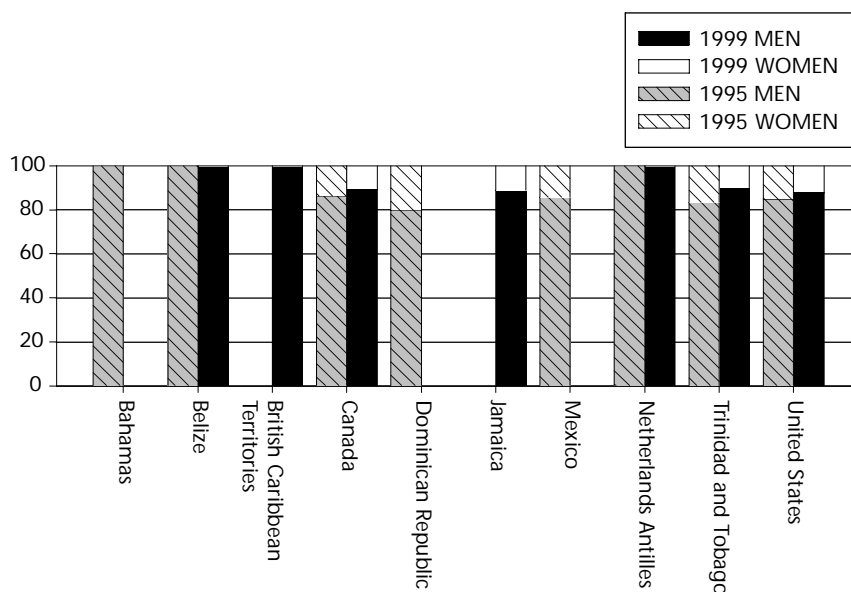


Figure IV-11 — Percentage of WMO Commission Members — Region IV

Women were represented on all Technical Commissions, in ratios varying from the lowest of 3.1% in the Commission for Agricultural Meteorology to the highest of 16.7% in the Commission for Oceanography and Marine Meteorology.

The following are averages showing the fraction of female participation in the Region's contingent on WMO Technical Commissions: as delegates to meetings: 9.6%; as members of working groups/subcommittees: 5.9%; and as rapporteurs: 0%, (the Region's 18 rapporteurs on WMO Technical Commissions are all men). Altogether, the average of the Region's female participation in all aspects of WMO Commission activity (as Commission members, delegates, members of working groups, rapporteurs) was 7.6%.

Regional Association meetings

Figure IV-12 compares the number of women and men who attended the Regional Association meetings as delegates from the 1992–1995 and the 1996–1999 periods. Dominica and El Salvador did not attend the 1997 Regional Association meeting and women did not form part of the delegations of 7 of the 11 countries attending. Delegations in the 1996–1999 period comprised 7 women out of a total of 26 persons, or 26.9% compared to 12% in 1992–1995. The largest female contingent was from Barbados, which had 4 women out of a total of 10 delegates.

RAPPOREURS

There was only one female rapporteur (7.7%) out of a total of 13 in the Region; she came from Canada. There were 8 rapporteurs from USA, all male.

WORKING GROUPS/SUBCOMMITTEES

There were only 2 women out of a total of 14 persons in working groups in the Region.

This is an average participation rate of 14.3%, the same as in the 1992–1995 period.

Technical Conferences on Management of NMHSs

Only El Salvador and Jamaica, with one participant each, had women attending Technical Conferences on Management of NMHSs in the Region. There were 13 persons attending, giving the female attendance rate of 15.4%.

4. Employment of women in NMHSs

All 13 responding countries provided complete data on the employment of women and men in the professional and support positions in NMHSs, as illustrated in Figure IV-13. Five countries (Antigua and Barbuda, Belize, Dominica, Netherlands Antilles and St Lucia) employed no women professionals, and of those that did, national averages vary from 11.1% in El Salvador and 12.4% in the USA to 36.4% in Barbados and 33.3% in Jamaica. Overall, women comprised only 13.7% of the professional staff in the Region, down a little from 17% in the 1997 survey. The USA and Canada employed a total of 564 women professionals, 95.8% of the Region's total.

Antigua and Barbuda was the only country without women in the support staff category at the NMHS, and of those countries with women in this category, national averages vary from 7.1% in Netherlands Antilles and Aruba to 55.6% in Dominica. The average for the Region was 20.8% which is just lower than the 1997 figure of 22%.

Overall, the combined workforce (professional and support staff) of the Region's NMHSs was composed of 16.3% women.

Summary

Analysis of the responses from Members of Region IV to the 2001 Questionnaire shows that

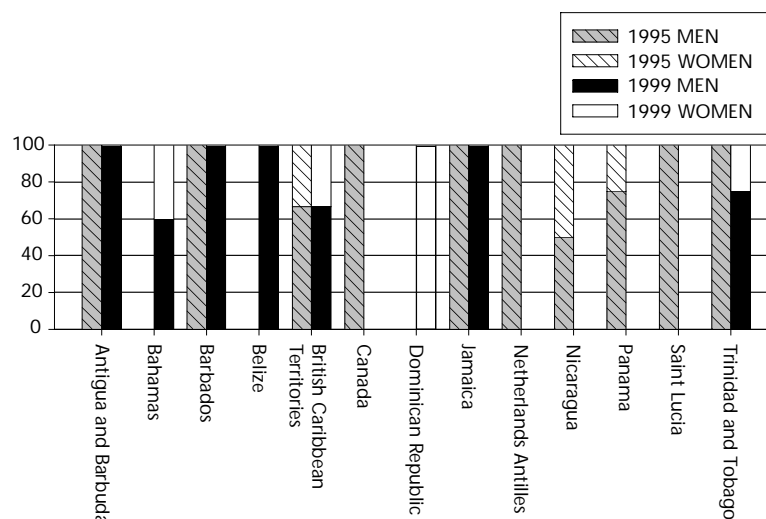


Figure IV-12 — Percentage of Regional Association meeting delegates — Region IV

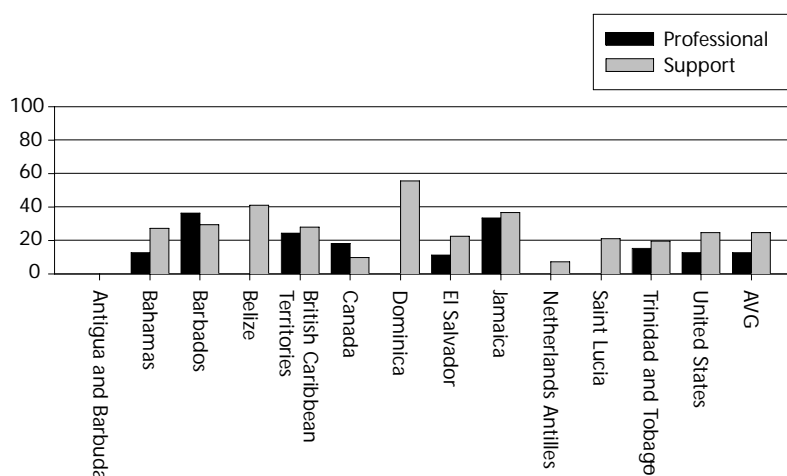


Figure IV-13 — Female percentage of NMHS employees — Region IV

women are under-represented in WMO activities, with most averages taking a slight dip from those of 1997. Similarly, instead of the hoped-for increase in the percentage of women employees in the NMHS, there has been a very slight drop when compared to the 1997 statistics. The number of women professionals in the Region is 1.13 times the number of female support staff; this is opposite to the trend in other Regions, except Region VI (for different reasons). The advanced programme of automation of observations in the larger countries (USA and Canada) in the Region results in a smaller need for observers, as evidenced by the fact that the total professional staff is 1.71 times the size of the total male and female support staff.

Regional Association V — South West Pacific

1. Response rate

Of the 18 Members of WMO Region V, only 7 (38.9%) responded (Table IV-1) to the 2001 WMO

Questionnaire. This response rate is the lowest for all Regions and well below the global average of 56.8%, but it was actually better than that of 1997 when only 5 Members (27.8%) completed and returned the Questionnaire. Another outstanding Region V statistic is the fact that 9 Members or 50% of the membership of the Region have not participated in either of the surveys.

2. Quality of responses

The quality of responses received was considered good and Members responded to queries for confirmation of data. Four Members provided employment data for 2001 instead of 1999. All countries completed all sections of the questionnaire.

3. Participation in the activities of WMO

WMO Technical Commissions

Figure IV-14 illustrates the participation of women and men as WMO Technical Commission

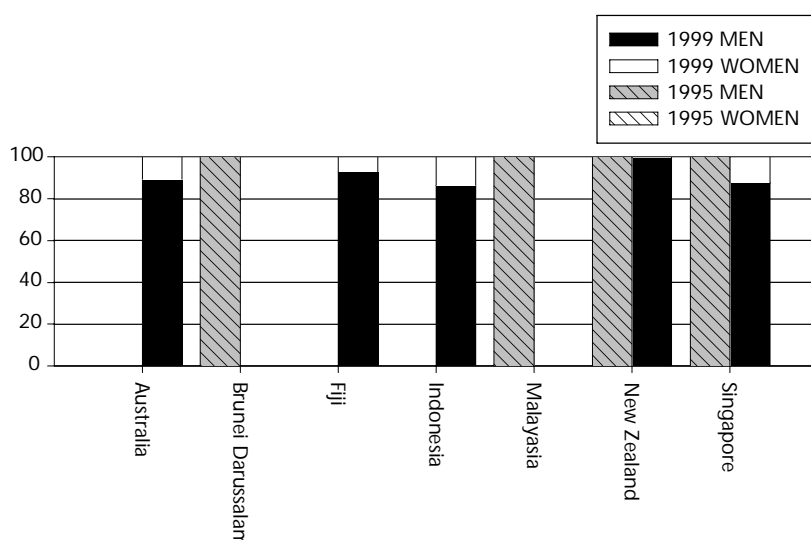


Figure IV-14 — Percentage of WMO Commission Members — RA V

members during the periods 1992–1995 and 1996–1999. The graph shows the number of women and men who were Commission members in 1992–1995 compared to 1996–1999. Data comparison would lead to dubious conclusions since only 3 Members (Malaysia, New Zealand and Singapore) responded to both the 1997 and 2001 questionnaire surveys. Papua New Guinea did not participate in any WMO Commission activity. New Zealand had a relatively large number of men as commission members but no women. Women from the remaining 4 countries comprised only 9.6% of WMO Technical Commission membership from the Region. In the 1997 survey there were no women Commission members from the Region.

There were no women members in the Commission for Instruments and Methods of Observation, the Commission for Atmospheric Sciences and the Commission for Aeronautical Meteorology. Otherwise, participation of women in Technical Commissions varied from a low of 3.8% in the Commission for Hydrology to a high of 29.4% in the Commission for Climatology.

Women comprised the following fractions of the Region's representation in WMO commission activity: as delegates: 4%, as members of working groups/subcommittees: 12.2%, and as rapporteurs: 0%. Overall, the participation of women in the Regional contingent in all activities of WMO commissions was only 9.0%.

Regional Association meetings

Figure IV-15 compares the number of women and men who attended the Regional Association meetings as delegates from the 1992–1995 and the 1996–1999 periods. Only 3 countries submitted data for both periods; comparisons

would, therefore be pointless. Of the 7 responding countries only Singapore had a woman on its delegation, out of a regional total of 12 delegates, (8.3%). There were 3 countries (Malaysia, New Zealand and Papua New Guinea) without female participation in any Regional activity.

RAPORTEURS

There were 2 women rapporteurs, one each from Australia and Singapore, out of 11 in the Region, indicating a participation rate of 18.2%. This represents an improvement from 0% in the 1997 survey.

WORKING GROUPS/SUBCOMMITTEES

There were 3 women members in working groups/subcommittees of the Regional Association, out of a total of 19 persons, a participation rate of 15.8%. This is higher than the 10% in the 1992–1995 period.

Technical Conferences on Management of NMHSs

There were 11 participants at the Technical Conferences on the Management of NMHSs in the Region, with Singapore having the only female participant, a participation rate of 9.1%.

Overall, there were 6 women from 4 countries involved in the work of the Regional Association, out of a total regional number of 42 persons (regional average of 14.3%).

4. Employment of women in NMHSs

All 7 responding countries provided complete information on the employment of women and men in the Region's NMHSs as illustrated in Figure IV-16. Every country reported women on their professional staff, varying from the lowest

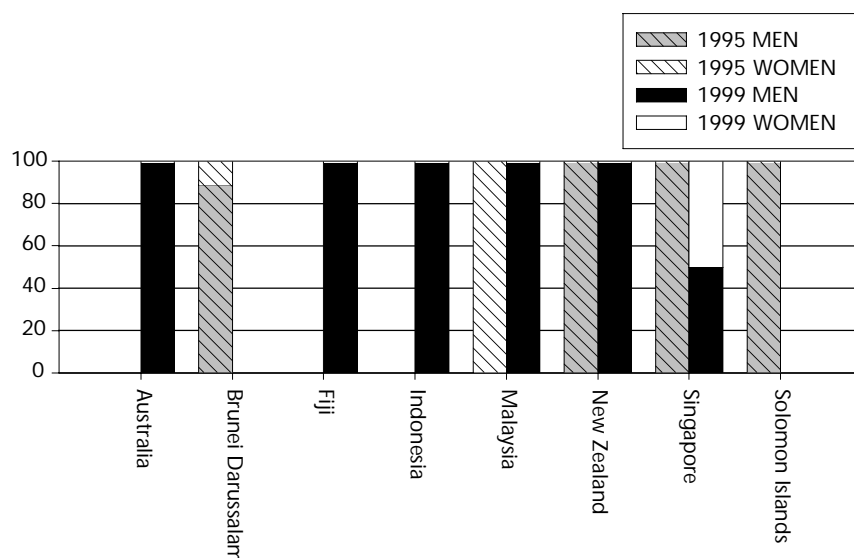


Figure IV-15 — Percentage of Regional Association meeting delegates — RA V

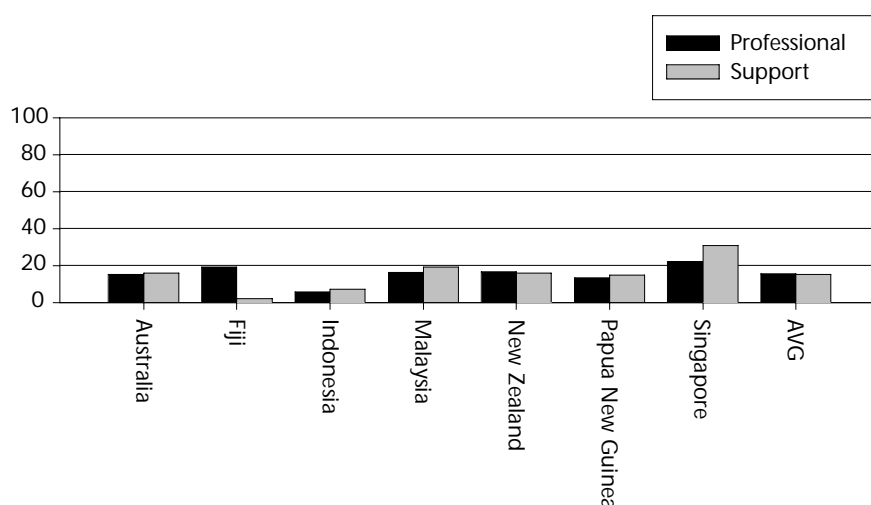


Figure IV-16 — Female percentage of NMHS employees — RA V

national average of 5.5% in Indonesia to the highest of 22.2% in Singapore. The Regional average of 12.6% is not much different from the 12% reported in the 1997 survey.

All 7 responding countries reported women on the support staff at their NMHSs, with the Regional average of 12.6%, and varying from the lowest national average of 2.0% in Fiji to the highest of 30.9% in Singapore.

The Region V average of women employed in the combined workforce (professional plus support staff) is 12.6%, the lowest of all Regions, and 86.3% of the female workforce comes from 3 countries, Australia, Indonesia and Malaysia.

Summary

Analysis of the responses from Members of Region V to the 2001 Questionnaire shows that women are under-represented as participants in WMO activities. Similarly, their employment in the workforce of the Region's NMHSs has tended to remain at a constant low level over the years. The Region's total female support staff is 3.2 times the size of the female professional staff (with an exception noted in Fiji that has 4 women professionals but only one woman as support staff). This indicates the continuing trend of employing women mainly as technicians and observers rather than as meteorologists, researchers and managers.

Regional Association VI — Europe

1. Response rate

There are 48 Members in WMO Region VI – Europe, of whom 35 responded to the 2001 WMO Questionnaire as shown in Table IV-1. This response rate (72.9%) is higher than the global

average (56.8%) and is second to that of Region III (83.3%). It is also better than the Region's response to the 1997 survey when 32 Members (66.6%) completed and returned questionnaires. Only 7 countries in the Region did not respond to either of the two surveys while 26 participated in both. In this sense, data comparisons between surveys might lead to useful conclusions.

2. Quality of responses

The quality of responses to the survey was generally very good. Finland and Turkey did not supply employment data. Georgia and the Netherlands did not supply complete employment data and did not respond to requests for the same. Twelve Members provided employment data for 2000 and 2001 instead of 1999.

3. Participation in the activities of WMO

WMO Technical Commissions

Figure IV-17 illustrates the participation of women and men as WMO Technical Commission members during the periods 1992–1995 and 1996–1999. The graph shows the number of women and men who were Commission members in 1992–1995 as compared to 1996–1999. There were small country changes with more women members but overall, there is no evidence of an important trend toward increased membership of women on the Commissions and membership is still overwhelmingly male. In the 1996–1999 period, there were 6 countries (Estonia, Georgia, Greece, The Former Yugoslav Republic of Macedonia, Romania and Switzerland) without Commission members, male or female, and 7 other countries had no female members. The country with the most women members was Belarus, with its 6 female members being 35.3% of its national contingent.

Overall, women comprised 12.3% of Commission membership from the Region, down from 15% in the 1997 survey. Women were least represented in the Commission for Instruments and Methods of Observation (6.5%) and best in the Commission for Aeronautical Meteorology (25.2%).

The following represent the female averages in the regional contingent in WMO commissions: as delegates: 16.7%, as members in working groups/subcommittees: 15.4%, and as rapporteurs: 5.3%. There were 137 women among all persons from the Region involved in the work of Commissions, for a regional participation rate of 14.0%.

Regional Association meetings

Figure IV-18 compares the number of women and men who attended the Regional Association meetings as delegates from the 1992–1995 and the 1996–1999 periods. In the 1996–1999 period, five countries (Austria, Belgium, Ireland, Lithuania and Slovenia) had no representation in any Regional Association activity in Region VI and as many as 21 others had no female delegate, which means that only about one-quarter of all respondents had women on delegations. Two of the 3 delegates from Greece were women, but the largest delegation of 13 came from France, and had only 1 woman. Women comprised 11.7% of the total of 94 delegates.

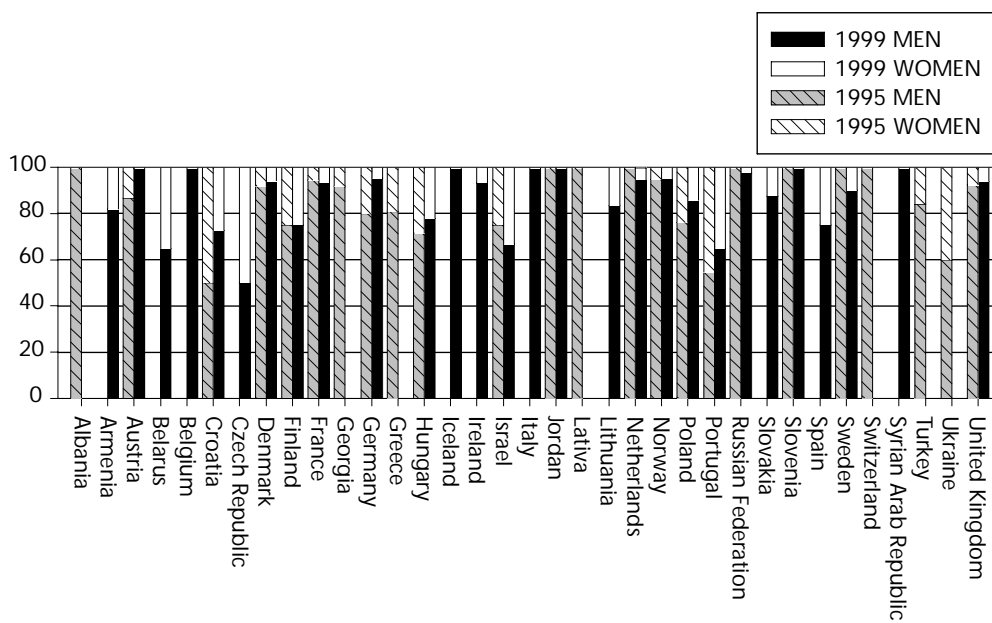


Figure IV-17 — Percentage of WMO Commission Members — RA VI

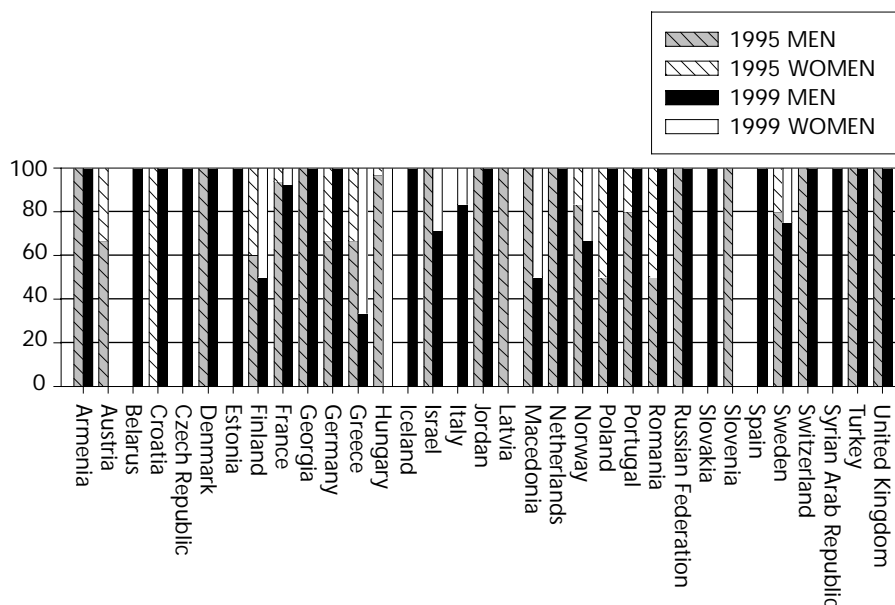


Figure IV-18 — Percentage of Regional Association meeting delegates — RA VI

RAPPORTEURS

There were 3 female rapporteurs (the most of all Regions), one each from France, Hungary and Sweden, out of a total of 13 in the Region, for an average of 23.1%.

WORKING GROUPS/SUBCOMMITTEES

Twelve countries out of the 35 respondents had women representatives in regional working groups/subcommittees, with their total of 18 women being 18.6% of the total group membership. This is higher than the average of 12% in the 1997 survey. Portugal had 2 members, both women (100% national average) and Israel had 3 members, 2 being women (66.6% national average), while the country with the most women on working groups/ sub-committees was France with 5 (25% of the national representation).

Technical Conferences on Management of NMHSs

Thirty-nine persons from 17 countries attended Technical Conferences on the Management of NMHSs. Of these, 4 (10.3%) were women who came from from Greece (2), Hungary (1) and Macedonia (1). The countries with the most participants were France and Poland, with 8 persons each, but no women.

Overall, 33 women took part in various aspects of Regional Association activities representing an average of 15.9%, up from 12% in the 1997 survey.

4. Employment of women in NMHSs

Thirty countries (out of 35 responses) provided complete information on the employment of women and men in the professional and support positions in NMHSs, as illustrated in Figure IV-19.

Finland and Turkey supplied no data and Georgia and the Netherlands provided only male-female totals without staff category breakdowns; the data from the latter two countries were used in computing regional and global all-staff totals. The data from Italy comes from the Hydrological Service; the meteorological authority furnished no information. Employment of women professionals varied from 0% in the Syrian Arab Republic to as high as 86.9% in Estonia. In fact, several post-socialist countries of Eastern Europe had significantly large percentages of female professionals, e.g. Russian Federation (70%) and Lithuania (63.8%). Overall, women comprised 59.7% of the professional workforce in the Region's NMHSs, compared with 38% in the 1997 survey.

The percentage of female support staff in Region VI ranges from 8.2% in the Syrian Arab Republic to 86.7% in Slovakia, with a regional average of 51.9%, which is an improvement on the 42% reported by the 1997 survey. Countries exceeding 50% were Estonia, Iceland, Israel, Lithuania, Norway, Poland and the Russian Federation.

Altogether, women comprised 56.1% of the combined professional and support staff categories in NMHSs in Region VI. This was by far, the highest of all Regions and also, Region VI was the only Region to have women as more than 50% of its workforce. National averages varied from a low of 7.4% in the Syrian Arab Republic to 70% and above in the following countries, Estonia (78.9%), Lithuania (72.0%) and the Russian Federation (70.0%).

Summary

Analysis of the responses from Members of Region VI to the 2001 WMO Questionnaire shows

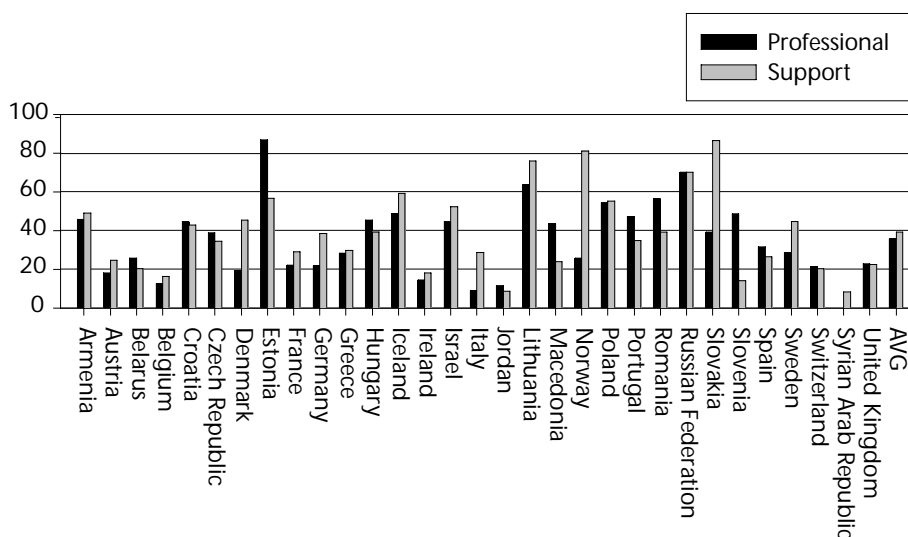


Figure IV-19— Female percentage of NMHS employees — RA VI

that women are under-represented in WMO activities. The small changes evident do not represent a trend toward increasing participation of women. This is something of a surprise since there has been a significant increase in the employment of women in the Region's NMHSs, especially in the professional ranks. The number of women professionals in the Region is 1.52 times the number of female support staff and the total of male and female professionals is 1.32 times the total of male and female support staff. This trend is matched only by Region IV.

V. WMO SECRETARIAT

Figure V-1 shows the number of women and men employed at the WMO Secretariat, in the Professional Service category and above, and as General Service staff, during the years from 1991 to 1999. At the end of 1996, Secretariat staff totalled 259 persons of whom 139 were women and 120 men. At the end of 1999, the total was 267 of whom 137 were women and 130 men.

Although these numbers suggest that there is gender equity within the Organization, with even a slight bias in favour of women, women in 1999 comprised only 18.9% of the Professional Service staff and 78.6% of the General Service staff, i.e. a ratio of 4 men to 1 woman in the Professional Service category and a ratio of 4 women to 1 man in the General Services category.

Thus, within the WMO Secretariat, women are much more likely to serve in a support

category than in one of programmatic or policy responsibility.

VI. WMO EXECUTIVE COUNCIL DELEGATES

Although information on participation in Executive Council delegations is included in participation in WMO activities, it should be noted that opportunities for participation are limited, since only about one-sixth of WMO Members can participate in the Executive Council at one time. As a result, the information provided by some Members in the 2001 survey, regarding Executive Council membership, cannot be fairly applied to represent all WMO Members. However, the information was analysed and the result is presented graphically in Figure VI-1.

These graphs show the number of men and women who were delegates to WMO Executive Council from 1992 to 1999, and the percentage of female delegates. In summary, the percentage of female delegates was around 10% from 1992 to 1995 and increased slightly to near 15% by 1998 and to 20% in 1999. The 1999 increase in percentage was mainly due to a decrease in the number of men attending as delegates, rather than an increase in the number of women. Overall, the participation of women as delegates to WMO Executive Council Meetings continues to be low, notwithstanding the 20% participation statistic in 1999.

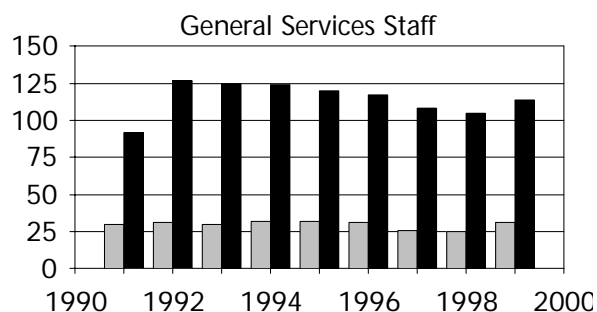
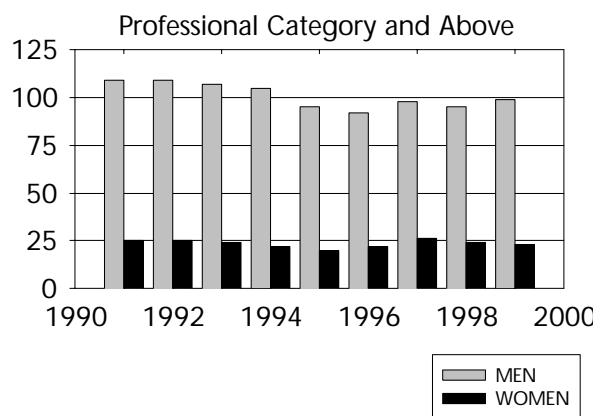


Figure VI-1 — WMO Secretariat staff

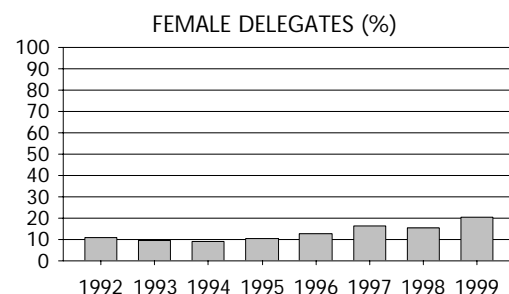
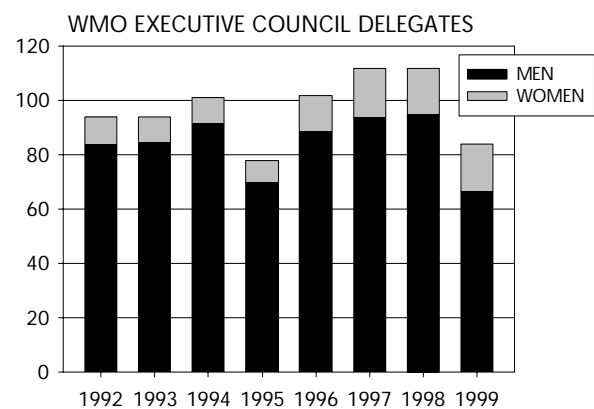


Figure VI-2 — WMO Executive Council Delegates

VII. GLOBAL SUMMARY OF FINDINGS

The national and regional results have been aggregated to summarize the global participation of women in WMO activities. Of 185 WMO Member States and Territories, a total of 105 completed Questionnaires were received. The respondents comprised the overwhelming majority of those countries that have the largest proportion of the global meteorological and hydrological communities.

On a global scale, and based on averaging participation rates from all Regions, women comprise about 11% of the membership of WMO Technical Commissions, varying from 9.6% in RA II and RA V, to 17.2% in R AIII. The total membership of all WMO Technical Commissions during the 1996-1999 period was 2,498 of whom 287 were women (Figure VII-1). Delegates attending Regional Association meetings are almost 19% female, varying from 8.3% in RA V to 32.4% in RA III (Figure VII-2). Women comprised 14% of the number of Regional Association rapporteurs, varying from 0% in RA II to 25% in RA III. Membership in working groups and subcommittees was 15% female varying from 4.5% in RAI to 30.7% in RA III. Women comprised 13% of the number of participants attending Technical Conferences on the Management of NMHSs, varying from 9.1% in RA V to 21.7% in RA I (Figure VII-3).

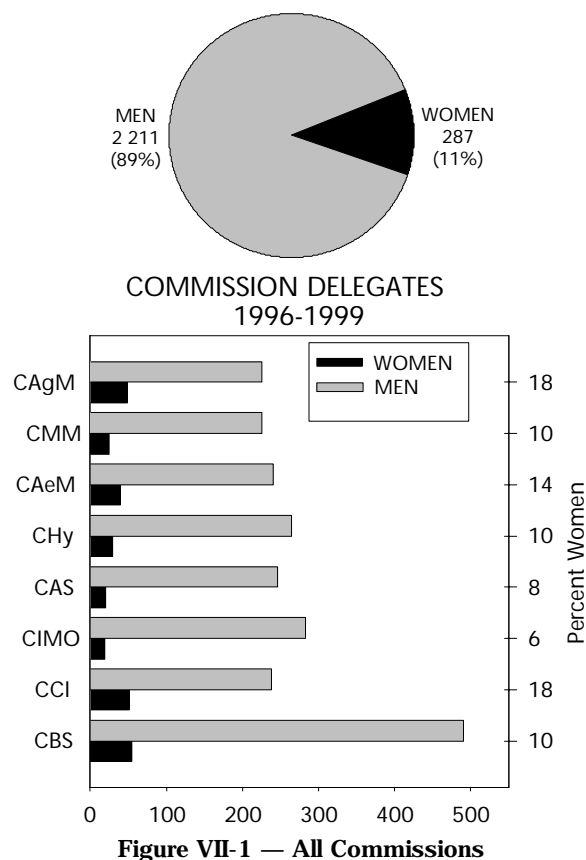
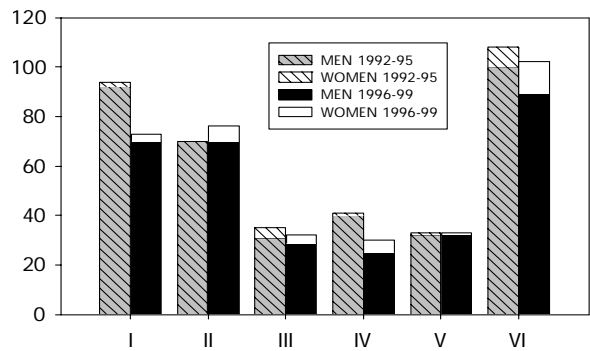


Figure VII-1 — All Commissions

In summarizing global results for employment of women and men in the professional and support staff categories in NMHSs, care must be taken in interpreting global



FEMALE DELEGATES (%)

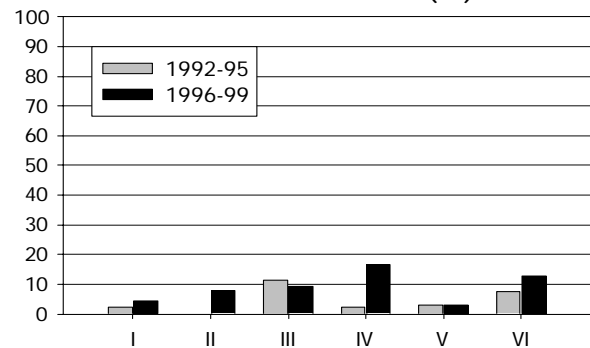
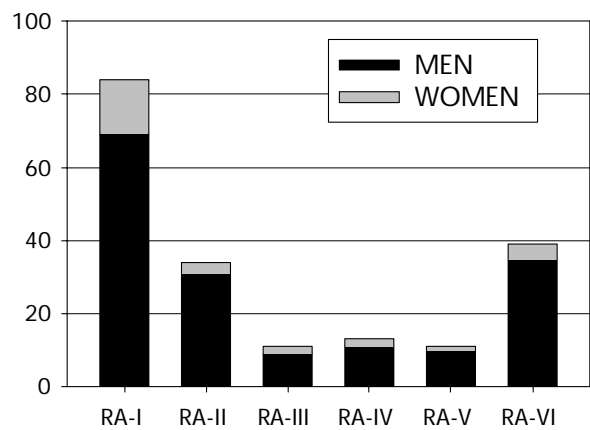


Figure VII-2 — Regional Association meeting participants



FEMALE PARTICIPATION (%)

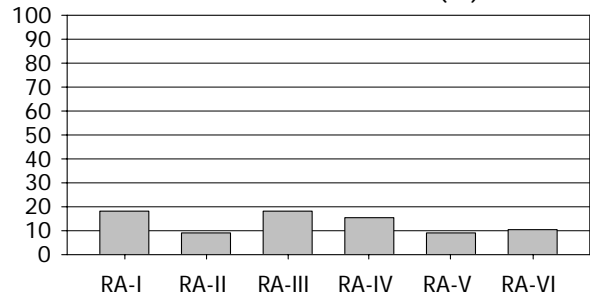


Figure VII-3 — Regional Technical Conference participants

averages. The very big contingents of women employees in a few large countries in Region II and Region VI (about one-tenth of the 105 respondents) tend to exaggerate the true employment picture, showing larger global rates of employment for women. For instance, the total number of professional women in all Regions is 42% of the total global NMHS workforce; also, globally, women comprise about 45% of support staff.

The fact is that the remaining countries, about 90% of the total number of respondents, generally have low employment rates for women

in the workforce of NMHSs. The regional averages for employment of women professionals vary from 13% in RA V to 60% in RA VI, and for women support staff, from 13% in RA V to 52% in RA VI. Overall, regional averages for women in the NMHS workforce vary from 13% in RA V to 56% in RA VI.

A remarkable fact that was evident in the 1997 survey, and which repeated in the results of the 2001 survey is that, whereas women comprise a reasonable fraction of the overall workforce, they constitute only around 10–15% of the participants in most areas of WMO activities.

ANNEX A — COPY OF QUESTIONNAIRE

WORLD METEOROLOGICAL ORGANIZATION

=====

WA//PWS/WOMEN/ANNEX

**QUESTIONNAIRE ON THE PARTICIPATION OF WOMEN AND MEN IN THE ACTIVITIES OF
THE WORLD METEOROLOGICAL ORGANIZATION**

Part I. General Information

Country _____

Region: I II III IV V VI

Name of Respondent: _____

Title: _____

Address: _____

Telephone Number: _____

Fax Number: _____

E-mail address: _____

Date: _____

Part II. Previous Studies

If previous analyses of the participation of women and men in WMO activities or programmes or in the fields of meteorology, operational hydrology and related geophysical sciences in your country exist, please list them below and send a copy of the analyses or study.

Part III. Participation in WMO Activities

For 1996–1999, please give the number of women and men involved in the following activities:

Participating in Executive Council Delegations	_____ Not applicable	_____ Women	_____ Men
		Not applicable	Women
Participating in Executive Council delegations	_____	_____	_____
Participating in Commission activities:			
CBS			
Serving as members of delegations	_____	_____	_____
Serving as members of the Commission	_____	_____	_____
Serving as members of working groups/sub-groups/ task teams	_____	_____	_____
Serving as rapporteurs	_____	_____	_____
CCI			
Serving as members of delegations	_____	_____	_____
Serving as members of the Commission	_____	_____	_____
Serving as members of working groups/sub-groups/ task teams	_____	_____	_____
Serving as rapporteurs	_____	_____	_____

	Not applicable	Women	Men
CIMO			
Serving as members of delegations	_____	_____	_____
Serving as members of the Commission	_____	_____	_____
Serving as members of working groups/sub-groups/ task teams	_____	_____	_____
Serving as rapporteurs	_____	_____	_____
CAS			
Serving as members of delegations	_____	_____	_____
Serving as members of the Commission	_____	_____	_____
Serving as members of working groups/sub-groups/ task teams	_____	_____	_____
Serving as rapporteurs	_____	_____	_____
CHy			
Serving as members of delegations	_____	_____	_____
Serving as members of the Commission	_____	_____	_____
Serving as members of working groups/sub-groups/ task teams	_____	_____	_____
Serving as rapporteurs	_____	_____	_____
CAeM			
Serving as members of delegations	_____	_____	_____
Serving as members of the Commission	_____	_____	_____
Serving as members of working groups/sub-groups/ task teams	_____	_____	_____
Serving as rapporteurs	_____	_____	_____
CMM (JCOMM)			
Serving as members of delegations	_____	_____	_____
Serving as members of the Commission	_____	_____	_____
Serving as members of working groups/sub-groups/ task teams	_____	_____	_____
Serving as rapporteurs	_____	_____	_____
CAGM			
Serving as members of delegations	_____	_____	_____
Serving as members of the Commission	_____	_____	_____
Serving as members of working groups/sub-groups/ task teams	_____	_____	_____
Serving as rapporteurs	_____	_____	_____
Participation in Regional Association activities			
Serving as members of delegations	_____	_____	_____
Serving as members of the Commission	_____	_____	_____
Serving as members of working groups/sub-groups/ task teams	_____	_____	_____
Serving as rapporteurs	_____	_____	_____
Regional Technical Conferences on the Management of NMHSs			
Serving as members of delegations	_____	_____	_____

Part IV. National Meteorological and Hydrological Services

Please gather information on the number of men and women employed by the NMHS and indicate below.

Professional (e.g. operations, research, management) _____

Support (e.g. technicians, observers) _____

If data are not for 1999, please give relevant year _____

ANNEX B

TABLES SUMMARIZING QUESTIONNAIRE RESPONSE DATA

Table 1 — Participation of women and men in WMO technical commissions during 1996–1999
(Key to category of service: 1 = Member of delegation; 2 = Member of commission; 3 = Member of group; 4 = Rapporteur)

Country	Category	CBS		CCI		CIMO		CAS		CHy		CAeM		CMM		CAgM		Subtotal		Staff Total
		W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	
REGION I																				
Benin	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2	0	1	0	1	0	1	0	1	0	1	0	1	0	1	0	1	0	8	8
	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Botswana	1	0	2	2	0	0	1	1	1	0	1	0	0	0	0	0	1	3	6	9
	2	0	0	0	0	0	1	0	0	1	1	1	0	0	0	0	1	2	3	5
	3	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	1	1	2	3
	4	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	2	2
Egypt	1	1	12	0	1	0	1	0	1	0	3	0	2	0	1	0	1	1	22	23
	2	1	10	0	6	0	8	0	5	0	6	0	9	0	7	0	5	1	56	57
	3	2	24	0	1	0	2	0	2	0	0	0	2	0	0	0	2	2	33	35
	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Gambia	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
	2	0	2	1	0	0	2	0	2	0	2	0	2	0	1	0	2	1	13	14
	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Guinea	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2	0	2	1	2	0	2	0	3	0	2	0	2	0	2	1	2	2	17	19
	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Guinea-Bissau	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Lesotho	1	1	2	0	4	1	2	0	2	0	5	0	0	0	3	0	1	2	19	21
	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	3	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	2	2
	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Madagascar	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
	2	0	4	3	1	0	4	3	1	0	2	1	3	3	1	1	3	11	19	30
	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Malawi	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mali	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2	0	1	0	1	0	1	0	1	0	1	0	1	0	0	0	1	0	7	7
	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1
Mauritius	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
	2	0	1	0	3	0	2	0	2	0	2	0	2	0	5	0	2	0	19	19
	3	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Morocco	1	0	0	0	1	0	1	0	0	0	0	0	0	1	0	0	0	0	3	3
	2	0	0	0	1	0	1	0	0	0	0	0	1	0	1	0	0	0	4	4
	3	0	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	3	3
	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Niger	1	0	1	0	1	0	1	0	0	0	1	0	1	0	0	0	1	0	6	6
	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	4	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
Nigeria	1	0	1	0	2	0	1	0	2	0	2	0	2	0	1	1	1	1	12	13
	2	0	4	1	5	0	3	0	3	0	3	0	4	0	4	1	3	2	29	31
	3	0	4	1	2	0	1	0	2	0	2	0	2	0	2	1	2	2	17	19
	4	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1	1	1	3	4

Country	Category	CBS		CCI		CIMO		CAS		CHy		CAeM		CMM		CAgM		Subtotal		Staff
		W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	Total
Lithuania	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
	2	0	0	0	1	0	1	0	1	0	1	0	0	0	1	1	0	1	5	6
	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Macedonia	1	3	0	0	1	3	1	2	4	0	1	2	0	0	0	0	0	10	7	17
	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Netherlands	1	2	2	0	2	0	5	1	2	0	1	0	2	0	2	0	1	3	17	20
	2	1	2	0	1	0	3	0	0	0	0	0	2	0	2	0	0	1	10	11
	3	1	1	0	1	0	3	0	0	0	0	0	1	0	1	0	0	1	7	8
	4	0	1	0	0	0	1	0	0	0	0	0	1	0	1	0	1	0	5	5
Norway	1	0	2	0	1	0	1	0	2	0	3	0	1	0	2	0	0	0	12	12
	2	0	3	1	1	0	2	0	3	0	4	0	1	0	3	0	2	1	19	20
	3	1	3	0	0	0	0	0	1	0	1	0	0	0	1	0	0	1	7	8
	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Poland	1	0	1	0	2	0	1	0	1	0	1	0	1	0	0	0	1	0	8	8
	2	0	3	0	3	0	3	1	3	2	6	1	2	0	2	0	2	4	24	28
	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Portugal	1	0	3	1	0	0	0	0	1	0	0	0	2	0	0	1	1	2	7	9
	2	1	3	1	0	0	2	0	1	1	1	1	2	1	1	1	1	6	11	17
	3	4	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	5	2	7
	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Romania	1	1	0	0	1	0	0	0	0	0	0	1	0	0	0	1	0	3	1	4
	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Russian Federation	1	0	6	0	3	0	3	0	2	0	2	1	3	0	3	0	1	1	23	24
	2	1	6	0	4	0	5	0	4	0	7	0	5	0	4	0	3	1	38	39
	3	0	6	0	2	0	2	0	2	0	2	0	2	0	6	0	3	0	25	25
	4	0	4	1	3	0	1	0	3	0	1	1	0	0	1	1	2	3	15	18
Slovakia	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2	0	1	1	1	0	1	0	0	0	1	0	1	0	1	0	1	1	7	8
	3	0	5	0	1	0	2	0	0	0	1	0	0	0	0	0	1	0	10	10
	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Slovenia	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2	0	1	0	0	0	1	0	1	0	1	0	1	0	0	0	1	0	6	6
	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	4	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Spain	1	1	2	0	0	0	0	0	0	0	1	1	0	0	0	0	1	2	4	6
	2	0	0	0	1	0	0	0	1	0	0	0	1	1	0	0	0	1	3	4
	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sweden	1	0	2	0	1	1	1	0	1	1	1	0	1	0	1	0	1	2	9	11
	2	0	2	0	1	1	1	0	1	0	1	0	1	0	1	0	1	1	9	10
	3	0	4	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	6	6
	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Switzerland	1	0	4	0	1	0	1	0	1	0	1	0	1	0	0	0	1	0	10	10
	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	3	0	5	0	0	0	2	0	0	0	0	0	0	0	1	0	0	0	8	8
	4	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
Syrian Arab Republic	1	0	3	0	3	0	3	0	3	0	3	0	3	0	3	0	3	0	24	24
	2	0	3	0	3	0	3	0	3	0	3	0	3	0	3	0	3	0	24	24
	3	0	1	0	1	0	1	0	1	0	1	0	1	0	1	0	1	0	8	8
	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
United Kingdom	1	0	4	1	1	0	3	0	1	0	2	0	2	1	4	0	2	2	19	21
	2	0	1	0	1	0	4	0	1	0	3	0	1	1	2	0	2	1	15	16
	3	1	17	0	3	0	4	0	6	0	1	0	2	1	2	0	0	2	35	37
	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
SUB-TOTAL		34	205	18	91	8	116	11	87	15	116	26	77	8	87	17	66	137	845	982
GRAND TOTAL		57	487	49	235	19	278	22	242	30	272	41	239	25	225	49	222	292	2200	2492

Table 2 — Women and men in Regional Association activities during 1996–1999

Country	Delegations		Serving as				Sub-totals		Totals
	W	M	Working Groups		Rapporteurs		W	M	W + M
			W	M	W	M			
REGION I									
Benin	0	0	0	0	0	1	0	1	1
Botswana	5	3	0	1	0	0	5	4	9
Egypt	0	2	1	11	0	3	1	16	17
Gambia	0	1	0	0	0	0	0	1	1
Guinea	0	1	0	0	0	0	0	1	1
Guinea-Bissau	0	0	0	0	0	0	0	0	0
Lesotho	2	0	0	1	0	1	2	2	4
Madagascar	1	0	0	0	0	0	1	0	1
Malawi	0	1	0	0	0	0	0	1	1
Mali	0	1	0	1	0	1	0	3	3
Mauritius	0	0	0	2	0	0	0	2	2
Morocco	0	1	0	1	0	1	0	3	3
Niger	0	1	0	0	0	1	0	2	2
Nigeria	0	4	0	3	0	2	0	9	9
Rwanda	1	6	0	0	0	0	1	6	7
Seychelles	0	3	0	0	0	0	0	3	3
South Africa	0	2	0	0	1	0	1	2	3
Sudan	0	7	0	0	0	2	0	9	9
Tanzania (United Republic of)	0	1	0	0	0	0	0	1	1
Tunisia	0	1	0	0	0	0	0	1	1
Zambia	0	1	0	2	0	1	0	4	4
Zimbabwe	0	2	0	0	0	1	0	3	3
SUB-TOTAL	9	38	1	22	1	14	11	74	85
REGION II									
China	2	6	1	3	0	1	3	10	13
Hong Kong, China	0	2	0	0	0	0	0	2	2
India	0	1	0	3	0	1	0	5	5
Japan	0	2	0	2	0	5	0	9	9
Kazakhstan	1	1	0	0	0	0	1	1	2
Korea, Republic of	0	3	0	2	0	0	0	5	5
Kyrgyz Republic	0	0	0	0	0	0	0	0	0
Lao People's Democratic Republic	0	0	0	0	0	0	0	0	0
Macao, China	0	2	0	0	0	0	0	2	2
Maldives	0	1	0	1	0	0	0	2	2
Mongolia	2	10	2	3	0	0	4	13	17
Myanmar	0	0	0	0	0	0	0	0	0
Nepal	0	2	0	0	0	1	0	3	3
Oman	0	2	0	1	0	0	0	3	3
Pakistan	0	1	0	5	0	2	0	8	8
Sri Lanka	0	1	0	0	0	0	0	1	1
Thailand	0	1	0	0	0	0	0	1	1
Uzbekistan	3	5	0	2	0	0	3	7	10
SUB-TOTAL	8	40	3	22	0	10	11	72	83
REGION III									
Argentina	0	2	2	3	0	1	2	6	8
Bolivia	0	2	0	2	0	0	0	4	4
Chile	1	2	0	0	0	0	1	2	3
Colombia	1	1	1	2	1	2	3	5	8
Equador	0	2	0	1	0	0	0	3	3
Guyana	1	3	0	0	0	0	1	3	4
Paraguay	0	2	0	0	0	0	0	2	2

Country	Delegations		Serving as				Sub-totals		Totals
	W	M	Working Groups		Rapporteurs		W	M	W + M
			W	M	W	M			
Suriname	0	0	0	1	0	0	0	1	1
Uruguay	7	8	0	0	0	0	7	8	15
Venezuela	2	3	1	0	0	0	3	3	6
SUB-TOTAL	12	25	4	9	1	3	17	37	54
REGION IV									
Antigua and Barbuda	0	1	0	1	0	0	0	2	2
Bahamas	0	2	0	0	0	0	0	2	2
Barbados	4	6	0	0	0	0	4	6	10
Belize	0	1	0	0	0	0	0	1	1
British Caribbean Territories	0	2	0	2	0	2	0	6	6
Canada	1	2	1	4	1	2	3	8	11
Dominica	0	0	0	0	0	0	0	0	0
El Salvador	0	0	0	0	0	0	0	0	0
Jamaica	1	0	1	0	0	0	2	0	2
Netherlands Antilles/Aruba	0	2	0	2	0	0	0	4	4
Saint Lucia	0	0	0	1	0	0	0	1	1
Trinidad and Tobago	0	0	0	1	0	0	0	1	1
United States of America	1	3	0	1	0	8	1	12	13
SUB-TOTAL	7	19	2	12	1	12	10	43	53
REGION V									
Australia	0	4	1	6	1	1	2	11	13
Fiji	0	1	1	3	0	0	1	4	5
Indonesia	0	1	1	0	0	5	1	6	7
Malaysia	0	2	0	1	0	1	0	4	4
New Zealand	0	2	0	4	0	1	0	7	7
Papua New Guinea	0	0	0	0	0	0	0	0	0
Singapore	1	1	0	2	1	1	2	4	6
SUB-TOTAL	1	11	3	16	2	9	6	36	42
REGION VI									
Armenia	0	1	0	0	0	0	0	1	1
Austria	0	0	0	0	0	0	0	0	0
Belarus	0	1	0	0	0	0	0	1	1
Belgium	0	0	0	0	0	0	0	0	0
Croatia	0	2	0	0	0	0	0	2	2
Czech Republic	0	8	1	3	0	2	1	13	14
Denmark	0	3	0	0	0	0	0	3	3
Estonia	0	1	0	0	0	0	0	1	1
Finland	1	1	1	1	0	0	2	2	4
France	1	12	5	20	1	0	7	35	42
Georgia	0	1	0	0	0	0	0	1	1
Germany	0	6	1	9	0	1	1	16	17
Greece	2	1	0	0	0	0	2	1	3
Hungary	1	0	2	6	1	0	4	6	10
Iceland	0	1	0	0	0	0	0	1	1
Ireland	0	0	0	0	0	0	0	0	0
Israel	2	5	2	1	0	0	4	6	10
Italy	1	5	1	6	0	1	2	12	14
Jordan	0	1	0	0	0	0	0	1	1
Lithuania	0	0	0	0	0	0	0	0	0
Macedonia	1	1	0	0	0	0	1	1	2
Netherlands	0	2	0	2	0	1	0	5	5
Norway	1	2	1	3	0	0	2	5	7
Poland	0	3	0	0	0	1	0	4	4

Country	Delegations		Serving as				Sub-totals		Totals
	W	M	Working Groups		Rapporteurs		W	M	W + M
			W	M	W	M			
Portugal	0	3	2	0	0	0	2	3	5
Romania	0	3	0	2	0	0	0	5	5
Russian Federation	0	6	1	7	0	3	1	16	17
Slovakia	0	1	0	2	0	0	0	3	3
Slovenia	0	0	0	0	0	0	0	0	0
Spain	0	1	0	0	0	0	0	1	1
Sweden	1	3	1	10	1	0	3	13	16
Switzerland	0	2	0	0	0	0	0	2	2
Syrian Arab Republic	0	1	0	0	0	0	0	1	1
Turkey	0	3	0	2	0	1	0	6	6
United Kingdom	0	3	1	5	0	0	1	8	9
SUB-TOTAL	11	83	19	79	3	10	33	175	208
GRAND TOTAL	48	216	31	160	70	58	88	437	525

Table 3 — Women and men as EC delegates and attending Technical Conferences on Management of NMHSs

Country	Executive Council		Technical Conferences		Country	Executive Council		Technical Conferences	
	Women	Men	Women	Men		Women	Men	Women	Men
REGION I					REGION IV				
Benin	0	1	0	2	Antigua and Barbuda	0	0	0	1
Botswana	1	0	0	2	Bahamas	0	0	0	2
Egypt	0	14	0	5	Barbados	0	0	0	1
Gambia	0	1	0	1	Belize	0	0	0	0
Guinea	0	0	10	26	British Caribbean Territories	0	1	0	2
Guinea-Bissau	0	0	0	1	Canada	1	3	0	1
Lesotho	0	1	0	2	Dominica	0	0	0	0
Madagascar	0	0	1	0	El Salvador	0	0	1	3
Malawi	0	0	0	2	Jamaica	0	0	1	0
Mali	0	1	0	1	Netherlands Antilles/Aruba	0	1	0	1
Mauritius	0	0	0	0	Saint Lucia	0	1	0	0
Morocco	0	2	0	2	Trinidad and Tobago	0	0	0	0
Niger	0	2	0	2	United States of America	10	18	0	0
Nigeria	0	2	2	4	SUB-TOTAL	11	24	2	11
Rwanda	0	3	1	6	REGION V				
Seychelles	0	0	0	0	Australia	3	11	0	2
South Africa	0	1	0	1	Fiji	0	1	0	1
Sudan	0	0	0	9	Indonesia	0	4	0	4
Tanzania (United Republic of)	0	1	0	1	Malaysia	0	4	0	1
Tunisia	0	0	0	0	New Zealand	0	2	0	1
Zambia	0	0	0	1	Papua New Guinea	0	0	0	0
Zimbabwe	0	0	1	1	Singapore	0	0	1	1
SUB-TOTAL	1	29	15	69	SUB-TOTAL	3	22	1	10
REGION II					REGION VI				
China	5	18	1	8	Armenia	0	0	0	1
Hong Kong, China	0	0	0	2	Austria	0	4	0	1
India	0	11	0	0	Belarus	0	2	0	2
Japan	0	13	0	2	Belgium	0	1	0	0
Kazakhstan	0	0	1	1	Croatia	0	0	0	0
Korea, Republic of	0	0	0	2	Czech Republic	0	3	0	0
Kyrgyz Republic	0	0	0	1	Denmark	0	1	0	0
Lao People's Democratic Republic	0	0	1	0	Estonia	0	0	0	1
Macao, China	0	0	0	11	Finland	0	0	0	0
Maldives	0	1	0	0	France	1	2	0	8
Mongolia	0	4	0	1	Georgia	0	2	0	0
Myanmar	0	0	0	0	Germany	10	3	0	2
Nepal	0	0	0	0	Greece	0	0	2	1
Oman	0	0	0	0	Hungary	0	0	1	1
Pakistan	0	0	0	1	Iceland	0	0	0	0
Sri Lanka	0	0	0	1	Ireland	0	0	0	0
Thailand	0	0	0	1	Israel	0	10	0	0
Uzbekistan	0	0	0	0	Italy	0	0	0	2
SUB-TOTAL	5	47	3	31	Jordan	0	0	0	0
REGION III					Lithuania	0	0	0	1
Argentina	1	4	0	1	Macedonia	0	0	1	0
Bolivia	0	0	0	2	Netherlands	0	0	0	0
Chile	0	2	0	0	Norway	0	0	0	0
Colombia	1	2	1	1	Poland	0	2	0	8
Ecuador	0	1	0	2	Portugal	0	0	0	0
Guyana	0	0	0	0	Romania	0	0	0	0
Paraguay	0	0	0	0	Russian Federation	1	18	0	2
Suriname	0	0	0	1	Slovakia	0	0	0	0
Uruguay	1	0	1	0	Slovenia	0	0	0	1
Venezuela	0	0	0	2	Spain	1	1	0	0
SUB-TOTAL	3	9	2	9	Sweden	0	0	0	1
					Switzerland	0	0	0	1
					Syrian Arab Republic	0	0	0	0
					Turkey	0	0	0	0
					United Kingdom	3	5	0	2
					SUB-TOTAL	16	54	4	35
					GRAND TOTAL	39	185	27	165

Table 4 — Women and men employed in the NMHSs

Country	YEAR	Professional			Support staff			Totals			All-staff totals
		Women	Men	Total	Women	Men	Total	Women	Men	Total	
REGION I											
Benin	1999	1	27	28	2	44	46	3	71	74	
Botswana	2000	7	24	31	78	88	166	85	112	197	
Egypt	1999	89	291	380	201	1297	1498	290	1588	1878	
Gambia	1999	0	4	4	6	50	56	6	54	60	
Guinea	1999	10	78	88	20	55	75	30	133	163	
Guinea-Bissau	1999	1	7	8	14	15	29	15	22	37	
Lesotho	1999	—	—	29	—	—	30	—	—	59	
Madagascar	2000	7	23	30	42	239	281	49	262	311	
Malawi		—	—	—	—	—	—	—	—	—	
Mali	2001	3	27	30	5	93	98	8	120	128	
Mauritius	1999	0	15	15	3	90	93	3	105	108	
Morocco	2001	26	159	185	161	514	675	187	673	860	
Niger	1999	1	29	30	1	116	117	2	145	147	
Nigeria	1999	8	56	64	103	356	459	111	412	523	
Rwanda	1999	0	4	4	8	13	21	8	17	25	
Seychelles	2000	8	15	23	6	8	14	14	23	37	
South Africa	1999	17	59	76	48	158	206	65	217	282	
Sudan	2000	17	93	110	56	195	251	73	288	361	
Tanzania (United Republic of)	1999	21	246	267	36	134	170	57	380	437	
Tunisia	1999	10	55	65	51	281	332	61	336	397	
Zambia	1999	0	15	15	30	150	180	30	165	195	
Zimbabwe	2001	4	14	18	16	116	132	20	130	150	
SUB-TOTAL		230	1241	1500	887	4012	4929	1117	5253	6429	
REGION II											
China	2000	9582	20942	30524	15591	10561	26152	25173	31503	56676	
Hong Kong, China	1999	16	94	110	16	125	141	32	219	251	
India	1999	—	—	—	—	—	—	473	4947	5420	
Japan	1999	14	881	895	310	4908	5218	324	5789	6113	
Kazakhstan	2000	425	288	713	1220	268	1488	1645	556	2201	
Korea, Republic of	2001	23	196	219	201	596	797	224	792	1016	
Kyrgyz Republic	2000	46	67	113	201	232	433	247	299	546	
Lao People's Democratic Republic	1999	4	31	35	37	157	194	41	188	229	
Macao, China	1999	4	27	31	12	27	39	16	54	70	
Maldives	1999	8	3	11	11	33	44	19	36	55	
Mongolia	2000	290	243	533	650	486	1136	940	729	1669	
Myanmar	1999	12	64	76	132	574	706	144	638	782	
Nepal	1999	3	57	60	13	188	201	16	245	261	
Oman	2001	2	30	32	1	76	77	3	106	109	
Pakistan	2000	2	655	657	3	1097	1100	5	1752	1757	
Sri Lanka	2000	2	23	25	36	130	166	38	153	191	
Thailand	1999	—	—	—	—	—	—	262	676	938	
Uzbekistan	1999	662	383	1045	476	404	880	1138	787	1925	
SUB-TOTAL		11095	23984	35079	18910	19862	38772	30740	49469	80209	
REGION III											
Argentina	1999	19	35	54	111	198	309	130	233	363	
Bolivia	1999	—	—	—	—	—	—	30	10	40	
Chile	1999	—	—	—	—	—	—	—	—	—	
Colombia	2001	20	53	73	48	332	380	68	385	453	
Equador	2000	2	9	11	7	58	65	9	67	76	
Guyana	1999	4	8	12	17	16	33	21	24	45	

Country	YEAR	Professional			Support staff			Totals			All-staff totals
		Women	Men	Total	Women	Men	Total	Women	Men	Total	
Paraguay	2000	4	17	21	38	55	93	42	72	114	
Suriname	1999	15	34	49	9	43	52	24	77	101	
Uruguay	2000	46	36	82	68	109	177	114	145	259	
Venezuela											
SUB-TOTAL		110	192	302	298	811	1109	438	1013	1459	
REGION IV											
Antigua and Barbuda	2000	0	13	13	0	13	13	0	26	26	
Bahamas	2000	1	7	8	9	24	33	10	31	41	
Barbados	2000	4	7	11	5	12	17	9	19	28	
Belize	1999	0	6	6	9	13	22	9	19	28	
British Caribbean Territories	1999	10	31	41	19	49	68	29	80	109	
Canada	1999	152	684	836	57	541	598	209	1225	1434	
Dominica	1999	0	1	1	5	4	9	5	5	10	
El Salvador	1999	1	8	9	20	70	90	21	78	99	
Jamaica	1999	6	12	18	11	19	30	17	31	48	
N. Antilles/Aruba	1999	0	13	13	3	39	42	3	52	55	
Saint Lucia	1999	0	4	4	5	19	24	5	23	28	
Trinidad and Tobago	1999	3	17	20	17	70	87	20	87	107	
United States of America	1999	412	2904	3316	361	1111	1472	773	4015	4788	
SUB-TOTAL		589	3707	4296	521	1984	2505	1110	5691	6801	
REGION V											
Australia	1999	75	419	494	148	783	931	223	1202	1425	
Fiji	2001	4	17	21	1	50	51	5	67	72	
Indonesia	2001	19	324	343	119	1528	1647	138	1852	1990	
Malaysia	1999	17	87	104	119	508	627	136	595	731	
New Zealand	2001	14	71	85	15	79	94	29	150	179	
Papua New Guinea	2001	2	13	15	8	46	54	10	59	69	
Singapore	1999	6	21	27	29	65	94	35	86	121	
SUB-TOTAL		137	952	1089	439	3059	3498	576	4011	4587	
REGION VI											
Armenia	2001	110	130	240	181	189	370	291	319	610	
Austria	1999	14	64	78	38	116	154	52	180	232	
Belarus	2000	309	890	1199	86	340	426	395	1230	1625	
Belgium	1999	7	48	55	64	327	391	71	375	446	
Croatia	2000	34	42	76	150	200	350	184	242	426	
Czech Republic	1999	83	131	214	106	202	308	189	333	522	
Denmark	2000	44	184	228	77	93	170	121	277	398	
Estonia	2001	226	34	260	52	40	92	278	74	352	
Finland		—	—	—	—	—	—	—	—	—	
France	1999	240	839	1079	651	1608	2259	891	2447	3338	
Georgia	1999	—	—	—	—	—	—	698	462	1160	
Germany	1999	206	734	940	779	1247	2026	985	1981	2966	
Greece	1999	23	58	81	74	175	249	97	233	330	
Hungary	2001	58	70	128	66	102	168	124	172	296	
Iceland	1999	21	22	43	35	24	59	56	46	102	
Ireland	1999	8	47	55	33	150	183	41	197	238	
Israel	1999	17	21	38	11	10	21	28	31	59	
Italy	1999	5	50	55	40	100	140	45	150	195	
Jordan	2001	9	69	78	19	197	216	28	266	294	

Country	YEAR	Professional			Support staff			Totals		All-staff totals
		Women	Men	Total	Women	Men	Total	Women	Men	Total
Lithuania	1999	95	54	149	243	77	320	338	131	469
Macedonia	1999	28	36	64	36	115	151	64	151	215
Netherlands	1999	—	—	—	—	—	—	106	440	546
Norway	1999	18	52	70	13	3	16	31	55	86
Poland	2000	120	100	220	650	530	1180	770	630	1400
Portugal	1999	53	59	112	95	176	271	158	235	393
Romania	1999	264	204	468	186	289	475	450	493	943
Russian Federation	1999	16810	7204	24014	8659	3711	12370	25469	10915	36384
Slovakia	2000	188	293	481	26	4	30	214	297	511
Slovenia	1999	73	77	150	10	60	70	83	137	220
Spain	2001	230	498	728	204	570	774	434	1068	1502
Sweden	1999	100	250	350	98	122	220	198	372	570
Switzerland	2000	21	77	98	33	129	162	54	206	260
Syrian Arab Republic	1999	0	39	39	32	360	392	32	399	431
Turkey		—	—	—	—	—	—	—	—	—
United Kingdom	2001	266	900	1166	218	751	969	484	1651	2135
SUB-TOTAL		19680	13276	32956	12975	12017	24982	33459	26195	59654
GRAND TOTAL		31841	43352	75193	34030	41475	75775	67448	87632	155080

