

2013 Global Survey on Gender Mainstreaming at WMO

Background

The World Meteorological Organization (WMO) conducted two Global Surveys on the Participation of Women and Men in its activities in 1997 and 2001. Six years later, the Fifteenth Meteorological Congress (Cg-XV) formulated the WMO Policy on Gender Mainstreaming which was adopted by the Sixteenth Meteorological Congress (Cg-XVI) in 2011. The Policy envisions regular monitoring of implementation (Paragraph 3.7).

To this end, the WMO Secretariat developed, in consultation with the EC Advisory Panel of Experts on Gender Mainstreaming, a set of monitoring indicators aimed at tracking the implementation of the Policy. To collect baseline data, a gender database was set up with statistical information on the gender balance of all WMO governance structures and participation in sessions of constituent bodies. The database was developed using information available at the WMO Secretariat. Statistics on gender balance in WMO Secretariat is also regularly maintained.

For indicators requiring input from Members, the current 2013 Global Survey on Gender Mainstreaming at WMO was designed. The purpose was to assess progress in implementation of the WMO Policy on Gender Mainstreaming and establish baselines for the set of monitoring indicators designed to track policy implementation.

Methodology and Response Rate

In WMO circular letter No. PR-6719 dated 4 October 2013, all WMO Members were requested to respond to the Questionnaire presented in Annex 1 within four weeks of its receipt. The Questionnaire was made available in all WMO languages. Members were further given the following three options to respond: (a) complete the survey online; (b) download the questionnaire and send their response by email as a Word or pdf file; or (c) download the questionnaire and send their response by fax, to accommodate Members with lower connectivity. To increase the response rate, the deadline was further extended to 20 January 2014.

The Questionnaire was structured along ten sections, of which seven were linked to the main elements of the Framework for Action contained in the WMO Policy on Gender Mainstreaming (Paragraph 3.4). These concerned: (1) employment and recruitment statistics; (2) policy communication and action; (3) strategic planning, monitoring and evaluation; (4) capacity building; (5) human resources policy; (6) gender focal points; and (7) service delivery. Section 8 contained open-ended questions inquiring on critical factors in gender mainstreaming. Section 9 was designed to collect some country-level examples for the Conference on the Gender Dimensions of Weather and Climate Services. Finally, respondents were given the opportunity to provide additional comments in Section 10 of the Questionnaire.

Overall, a total of 83 Members responded to the survey (or 43% of Members), with the following response rate by Region: Region I Africa (34%), RA II Asia (38%), RA III South America (50%), RA IV North America, Central America and the Caribbean (68%), RA V South-West Pacific (19%) and RA VI Europe (55%).¹

¹ The following WMO Members responded to the Survey: Argentina, Armenia, Australia, Austria, Azerbaijan, Bangladesh, Barbados, Belgium, Belize, Benin, Bosnia and Herzegovina, British Caribbean

Note: The data presented in this report represents the responses provided to the Questionnaire by the 83 Members listed in Footnote 1.

Improvements and Limitations

Overall, the response rate to the Survey was relatively low, especially from Region V. The results are therefore not always representative of the whole WMO Membership. Cross-region comparisons proved to be challenging due to the varying response rate from one region to another.

The questionnaire disseminated in 2013 was substantially different from the one in 1997 and 2001. Previous surveys have inquired Members on information which is available at the Secretariat (e.g. number of female/male delegates to meetings of constituent bodies, female/male members of task teams and working groups). This information was compiled into a gender database, using the WMO Secretariat archives. The advantage is that the database contains comprehensive data on all Members, without any exceptions.

The 2013 questionnaire also referred to major areas of the WMO Policy on Gender Mainstreaming which did not exist at the time the previous two surveys were conducted. This newly collected information allows for assessing progress on policy implementation.

Section 1: Employment and Recruitment Statistics

Total Employment at NMHSs

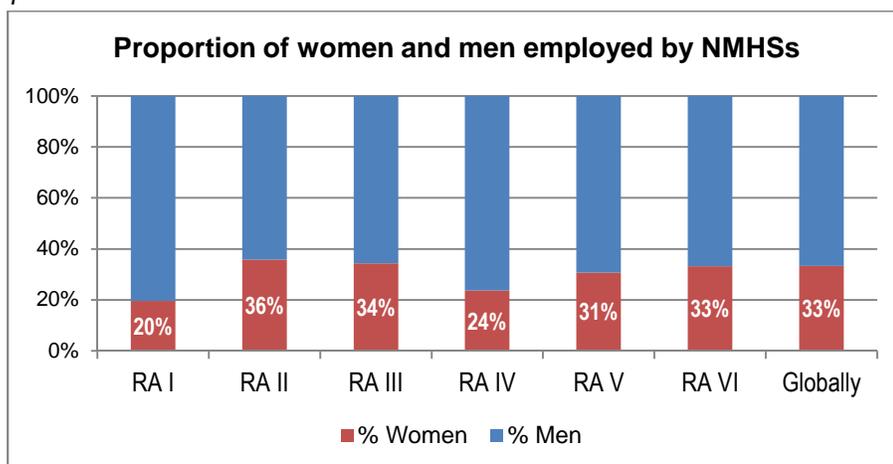
As indicated in Figure 1, the large majority of NMHS employees are male, with women comprising only 33% of the global workforce. Region II has the highest proportion of female staff (36%), followed closely by Region III (34%) and Region VI (33%). Even in these three regions, women do not exceed a third of the total number of employees. The lowest proportion of female staff is in Regions I and IV, with 20% and 24%, respectively.

Zooming into the country level, Dominica is the WMO Member with the highest percentage of female staff, with women accounting for three-quarters of the total NMHS employment. In Region VI, Lithuania, Latvia and Estonia have the highest percentage of women on their payroll, at 72%, 66% and 64%, respectively. In Region II, Uzbekistan stands out with 60% female staff.

Benin, Yemen, Curaçao and Sint Maarten and Jordan are the WMO Members with the lowest proportion of women on their staff, which account for as little as 7-8% of the total NMHS employees in these countries.

Territories, Burkina Faso, Canada, Cabo Verde, Chile, China, Colombia, Congo, Costa Rica, Croatia, Curaçao and Sint Maarten, Cyprus, Denmark, Dominica, Democratic Republic of Congo, Egypt, El Salvador, Estonia, France, Gabon, Gambia, Germany, Greece, Guatemala, Guinea, Hong Kong, China; Hungary, Indonesia, Iraq, Islamic Republic of Iran, Jamaica, Japan, Jordan, Kenya, Kingdom of Bahrain, Latvia, Lithuania, Mali, Mauritius, Mexico, Myanmar, Namibia, Nepal, Netherlands, New Zealand, Niger, Nigeria, Paraguay, Peru, Republic of Korea, Romania, Rwanda, Saint Lucia, Serbia, Singapore, Slovak Republic, Slovenia, South Africa, Spain, Sweden, Switzerland, United Republic of Tanzania, Thailand, The Bahamas, the Former Yugoslav Republic of Macedonia, Trinidad and Tobago, Tunisia, Turkey, United Kingdom of Great Britain and Northern Ireland, United States of America, Uruguay, Uzbekistan, Yemen.

Figure 1



To provide more granularity to the analysis, data was also collected along the following three employment categories: (a) senior management (e.g. directors and chiefs); (b) professional staff (including senior management); and (c) support/administrative staff. No data on temporary staff was collected.

Men are predominantly employed in all three categories, reflecting the overall employment figures presented above. Most Members have a relatively low proportion of women in senior management and professional staff and a high proportion of women in administrative/support positions. Countries such as the United States of America, Canada, the United Kingdom, Cyprus and Slovenia have under one-third of women in senior management and professional staff but over two-thirds of women in support staff. Myanmar and Colombia have more or less equal proportions of men and women in senior management and professional staff, with a higher representation of men in administrative/support positions.

Notably, Uruguay has a relative gender balance with 59%, 62% and 45% of women in senior management, professional, and administrative/support positions, respectively. Women exceed men in all three categories of employment in Estonia and Lithuania. In contrast, men are predominant in Turkey, Yemen, Saint Lucia, the Republic of Korea and Bangladesh, with women constituting a third of employees in all three categories.

Senior Management

Globally, four out of five senior managers are men. As illustrated in Figure 2, women comprise only 19% of senior management globally. Region IV has the highest percentage of female managers (40%), followed by Region VI, though only a quarter of senior managers are women there. In the rest of the world, women comprise less than 20% of management teams, with the lowest proportion observed in Region I (13%).

Argentina stands out as the WMO Member with the highest female representation in senior management, with two-thirds of senior managers being women. Other notable examples with 40-60% female managers include Barbados, Bosnia and Herzegovina, Colombia, Croatia, El Salvador, Estonia, Iraq, Lithuania, Myanmar, Romania, Singapore, Sweden, the Former Yugoslav Republic of Macedonia, and Uruguay.

In some countries of Region VI, the proportion of women in senior management positions is strikingly low, such as Turkey (2%), Greece (3%), Denmark (6%), Jordan (9%), and the Netherlands (10%). There are no women in managerial positions in Slovenia. Similarly low representation is noted in Region I where Benin and Burkina Faso have no women in senior management, United Republic of Tanzania (5%), Democratic Republic of Congo (6%), Kenya and Niger at 7%, Guinea (9%), Mali and Rwanda both at 10%. In Region II, the Islamic Republic of Iran has significantly low figures (4%). There are further no female senior managers in Yemen and the Kingdom of Bahrain. In Region III, Chile is the sole country with zero women in senior management. In Region IV, Saint Lucia, Dominica, the Bahamas, as well as Trinidad and Tobago do not have female senior managers, while Mexico has a very low percentage at 10%.

Professional Staff

Two-thirds of the NMHS professional staff globally are male. In terms of female representation, Region II and Region III have the highest percentage of women professionals, at 40%² and 41% respectively, with only Yemen being notably low at 7%, while Myanmar (56%), Colombia (51%) and Uruguay (62%) are on the high end of the spectrum. The proportion of women holding professional positions in Regions IV, V and VI ranges between 20% and 29%. Barbados in Region IV boasts a high percentage of women at 82%, while there are no female professionals in Saint Lucia and Belize. In Region VI, countries such as Armenia (81%), Estonia (67%), Latvia (75%), and Lithuania (68%) have a very high proportion of women in their professional staff, while Jordan and Turkey are on the lower end, with 4% and 8%, respectively.

As illustrated in Figure 2, Region I has the lowest proportion of female professional staff (15%), with the Democratic Republic of Congo being a notable exception with 10 out of 10 professional staff being women. Benin (0%), Egypt (4%), Burkina Faso (4%) and Mali (7%) are the countries with the lowest proportion of female professionals.

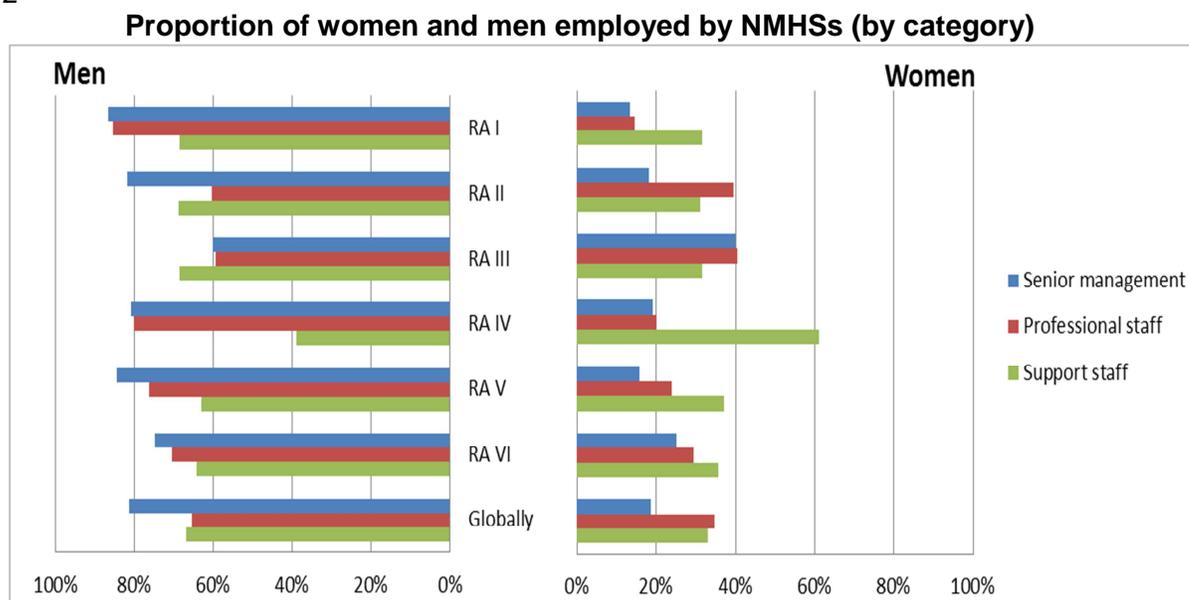
Support Staff

The administrative and support staff of NMHSs is also predominantly male. Across all WMO regions, only a third of these posts are held by women. This percentage is considerably higher in Region IV, where close to two-thirds of administrative/support staff are female, as evident from Figure 2.

The desired trend in the three employment categories reviewed is to see more women in managerial and professional posts, so that parity is eventually achieved. In this sense, 18 Members out of the 78 respondents have achieved parity with the proportion of women ranging between 45% and 55% of the total administrative/support staff.

² China has a large women number representation in the professional staff category which could possibly influence the 40%. Taking out the China figures, RA II would have only 20% of women in the category.

Figure 2

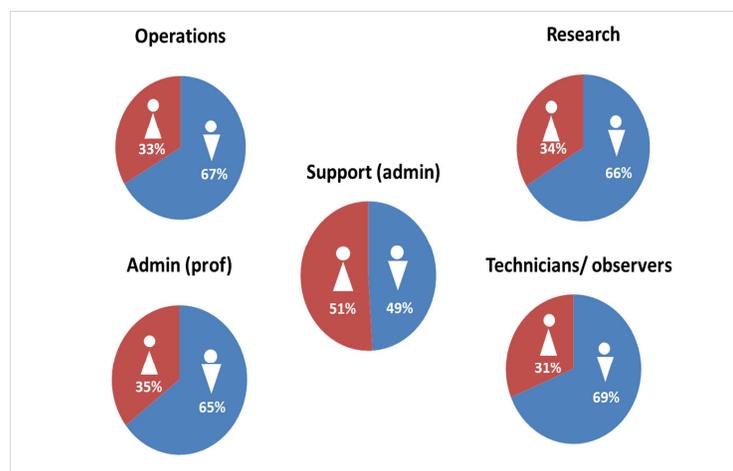


Employment by Type of Professional Activity

The disaggregation of employment data into the types of professional activities described in Figure 3 was an optional question in the Survey. It should therefore be noted that the below analysis is based on 44 respondents only for all WMO regions. Regional analysis was not conducted as the data was not considered representative.

As evident from Figure 3, two-thirds of male staff are involved in research. A similar ratio of men and women can be observed in operations, observations, and administration at the professional level (e.g. accounting, finance, marketing, etc.). Region VI makes the only exception, with parity in the female/male proportion of professional staff working in the administration. Parity is also observed in the proportion of support/administrative staff on average. A notable mention would be the Democratic Republic of Congo where all 50 professional staff in the five types of professional activities are women: 8 in operations, 2 in research, 30 in professional administration, 2 as technician/observers and 8 as other support/administrative staff.

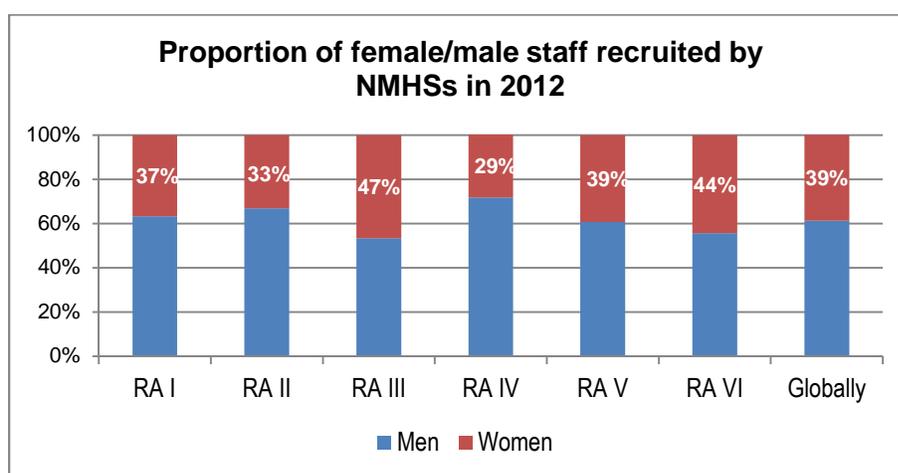
Figure 3



Recruitment

Figure 4 presents the data collected from Members on recruitment. Globally, women comprised 39% of the NMHS staff recruited in 2012, as opposed to 61% of male staff recruited. Region III hired the highest number of women, with 47% of female recruitments in this year. The lowest percentage was observed in Region IV where only 29%³ of the recruited staff were women.

Figure 4



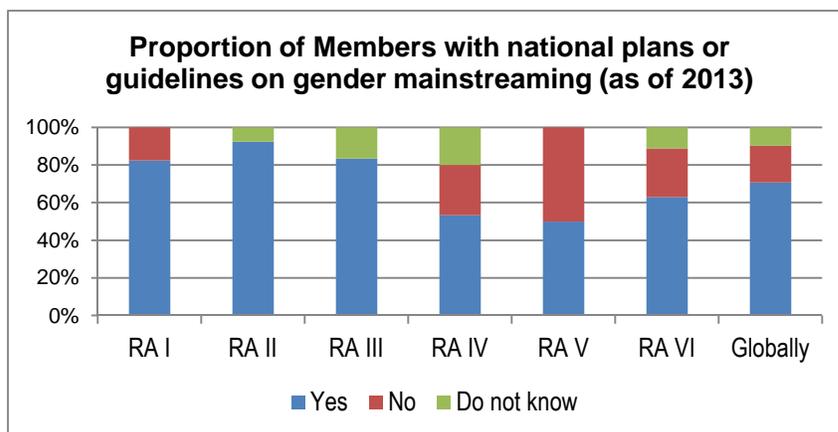
Section 2: Policy Communication and Action

National Plans and Guidelines on Gender Mainstreaming

As evident from Figure 5, the wide majority of Members in Regions I, II and III report the existence of a national plan or guidelines on gender mainstreaming. In Regions IV and VI, this percentage is slightly lower: half to two-thirds of Members have such plans available, whereas over a quarter do not. Twenty percent of respondents in Region IV and 11% in Region VI were further not aware whether such national plans exist. Regarding Region V, the picture presented in the chart below should be taken with a grain of salt as only four Members responded to this survey question. Of these, two report the existence of such national plans in their countries, while the other two do not.

³ The low figure (29%) is heavily influenced on the larger numbers from Canada and United States of America in Region IV, both of which have very low female recruitment rate at 24% and 27%, respectively. Taking out these two countries will give Region IV much better women representation at 41% recruited in 2012.

Figure 5



Communication of WMO Policy on Gender Mainstreaming

Regarding the communication of the WMO Policy on Gender Mainstreaming to NMHS staff, Region II has made the policy most widely available. As illustrated in Figure 6, two-thirds of the Region II Members have communicated the Policy to NMHS staff. In Region III, half of Members have communicated the WMO Policy to NMHS staff and half have not done so. Of the four respondents from Region V,⁴ only one (Indonesia) has communicated the Policy. In Regions I, IV and VI, the percentage of members who have communicated the WMO Policy to staff ranges between 40% and 44%.

Figure 6

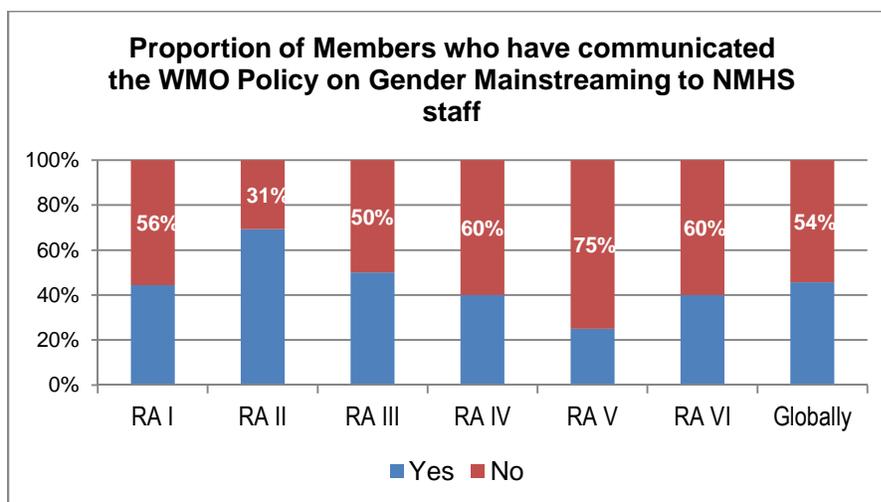
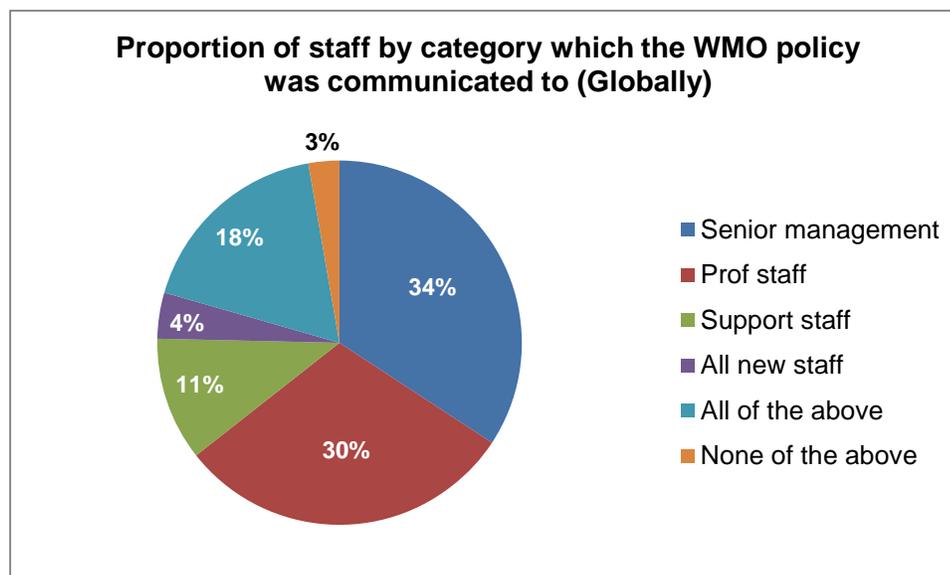


Figure 7 shows that, of the Members who have conveyed the WMO Policy to NMHS staff, most have communicated it to senior management and professional staff only.

⁴ In RA V, there are only four respondents in total, which include Australia, Indonesia, New Zealand and Singapore. This could cause some misleading comparison between RA V and other regions.

Figure 7

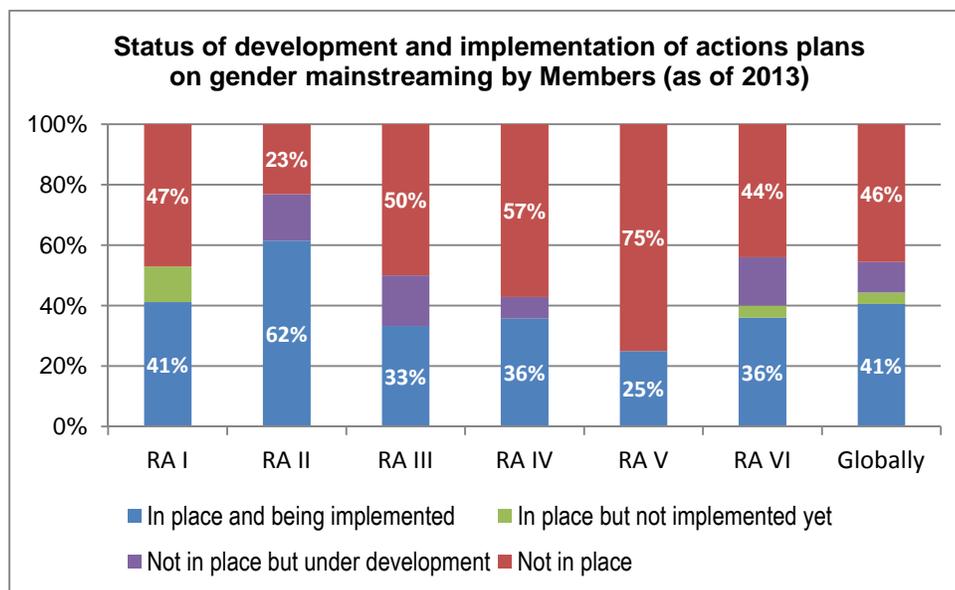


About half of respondents have communicated another policy on gender mainstreaming to their NMHS staff. Of these, 12 have presented staff with the national policy on gender equality and/or gender mainstreaming as opposed to the WMO Policy. These Members are Cabo Verde, Nigeria, South Africa, Niger, Paraguay, Colombia, Costa Rica, El Salvador, Mexico, Switzerland, United Kingdom, and Hungary.

Gender Mainstreaming Action Plans

Based on the data presented in Figure 8, the extent of development and implementation of gender mainstreaming action plans varies significantly across regions and Members. However, two-thirds of Members globally either do not have a gender mainstreaming action plan at all, or have one but do not actually implement it, or are in the process of developing it. Region II is the only region which has made considerable progress in this regard. Over 60% of its Members have a gender mainstreaming actions plan in place which is also being implemented; 15% are working on its development. Of the four respondents from Region V, only Australia has a functioning action plan. In the rest of the regions, around half of Members do not have such plans in place. Those with an operationalized plan range between 33% and 36% in Regions III, IV and VI, and constitute 41% in Region I.

Figure 8



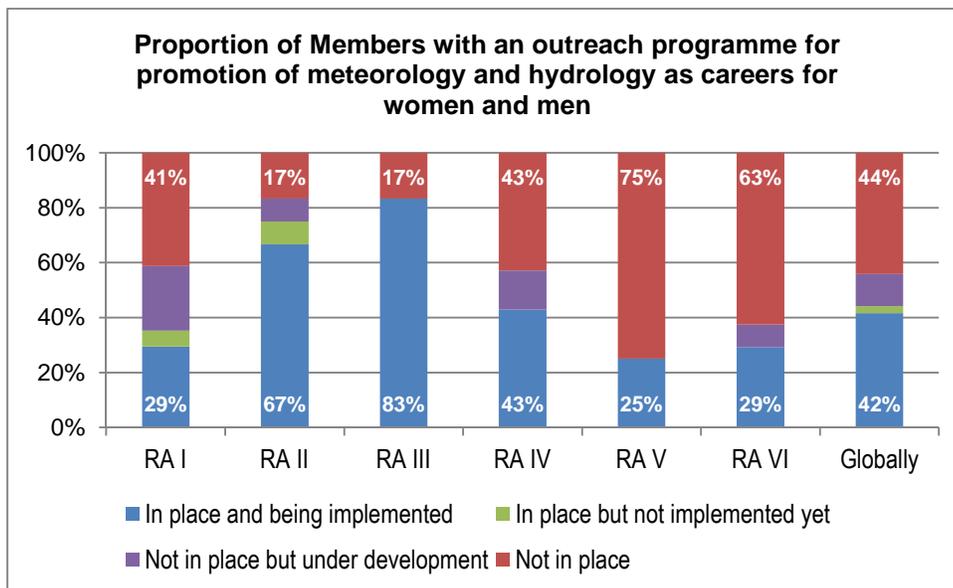
Of the Members who have an action plan on gender mainstreaming in place, Nigeria, Croatia, Sweden and Germany are the only Members that have all the key elements of an action plan (i.e. timeframe, resources required for implementation, accountability of staff, a monitoring and evaluation framework, targets and timelines). Monitoring and evaluation framework is the element that features most in the gender mainstreaming plans across all regions (19 Members), followed by implementation timeframe and staff accountability (17 Members), targets and timelines (16 Members). The element that features least is 'resources required', with only 13 Members having it in their respective action plans.

Outreach Career Programmes

The existence and implementation status of outreach programmes promoting meteorology and hydrology as attractive careers for women and men also widely vary across regions and countries. Globally, equal proportions of Members have (42%) and do not have such programmes operational (44%). Region III stands out with five out of six respondent Members with such programmes in place and being implemented. Region II is also ahead of others, with over two-thirds of Members with ongoing outreach programmes. In Region V, only Australia has such a programme in place, based on the few responses received.⁵ While relatively few Members (29%) implement outreach programmes in Regions I and VI, close to a quarter of Region I Members are currently working on the development of such initiatives.

⁵ In RA V, there are only four respondent countries in total which are Australia, Indonesia, New Zealand and Singapore. This could cause some misleading comparison between RA V and other regions.

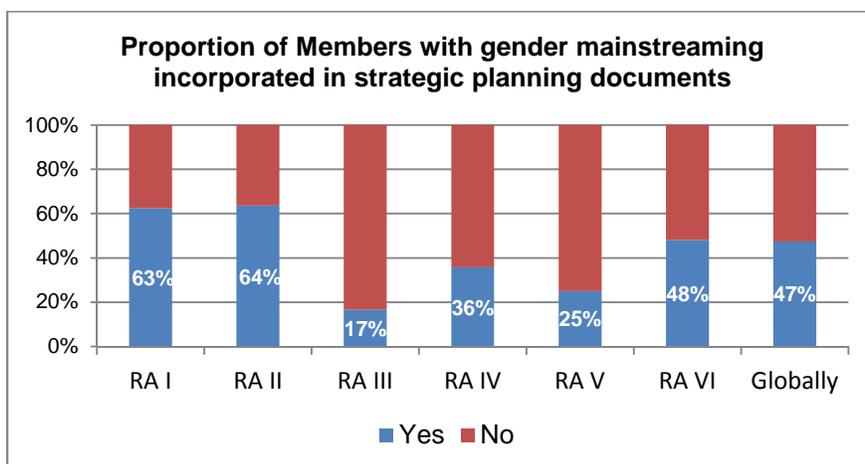
Figure 9



Section 3: Strategic Planning, Monitoring and Evaluation

On average, almost half of Members have incorporated gender in their strategic planning documents. However, this rate ranges considerably from one region to another, as demonstrated by Figure 10. Close to two-thirds of Members in Regions I and II, and almost half of Region VI, have made gender mainstreaming part of their strategic plans. This contrasts sharply with Region III where only Peru has done so (standing for the 17% in Figure 10). In Regions IV and V, the proportion is 36% and 25%, respectively.

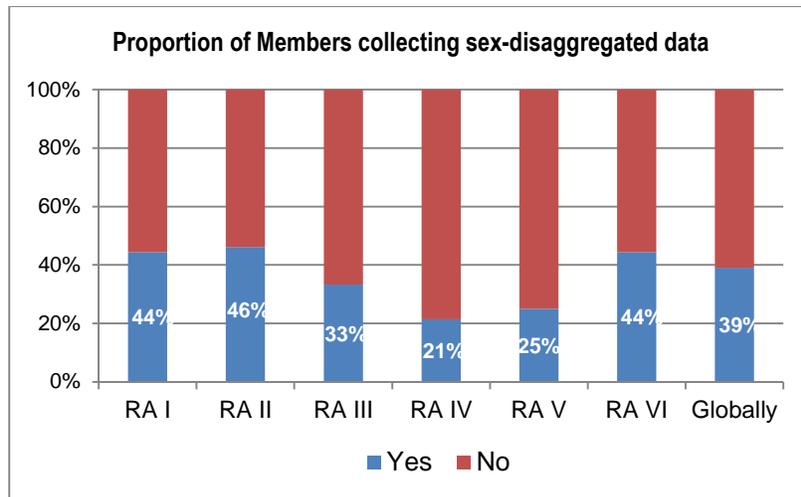
Figure 10



As evident from Figure 11, the majority of Members do not collect sex-disaggregated data for reporting and monitoring purposes. Even among the best performing regions in this respect, the proportion of Members collecting such information is still relatively low: less than half in Regions

I, II and VI, a third of Members in Region III, and only 21% and 25% in Regions IV and V, respectively.

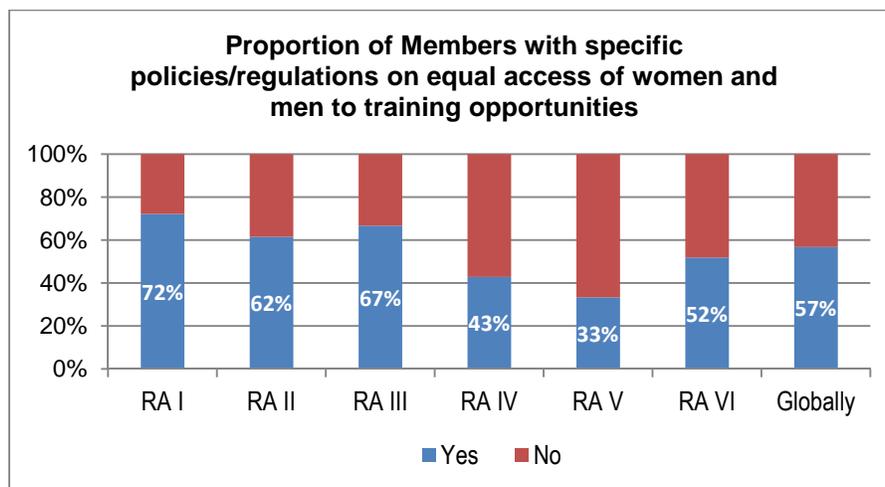
Figure 11



Section 4: Capacity Building

As presented in Figure 12, the majority of Members in Regions I, II and III have specific policies or regulations in place, ensuring equal access of women and men to training opportunities. Region I stands out with close to three-quarters of respondents with such policies. While this proportion is slightly lower in Regions II and III (62% and 67%, respectively), the majority of Members there confirm the existence of such policies/regulations in their respective countries. The same statement is valid for over half of respondents from Region VI. The proportion of Members with policies on the equal access of women and men to training opportunities is relatively low in Region IV, at 43%. Of the four respondents from Region V, only one (Indonesia) has such a policy, accounting for 33% of the responses presented on Figure 12.

Figure 12



Forty-three of 45 respondents further confirm that the policies and regulations on equal access of women and men to training opportunities not only exist on paper but also are adhered to in

practice. The Democratic Republic of Congo and Niger are the only exceptions, where the policies/regulations are not observed.

Figure 13

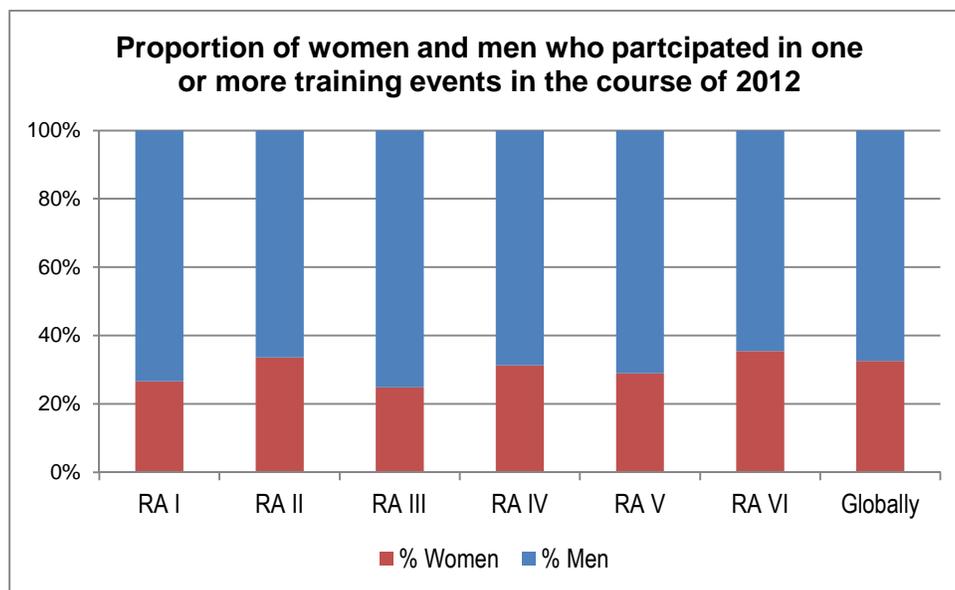


Regardless of these positive trends, statistics collected on the proportion of female and male participants in training events in 2012 depict a less rosy picture (Figure 13). Female participants in trainings comprised only a third of trainees globally, and did not exceed 35% in any of the six WMO regions, as evident from Figure 14.

Several countries deserve mentioning for having provided training to a gender-balanced group of employees: Cabo Verde, the Gambia, South Africa, Uzbekistan, Iraq, Myanmar, Paraguay, Uruguay, Saint Lucia, Azerbaijan, Greece, and Hungary. The following Members have trained predominantly female staff (Gabon, Nepal, the British Caribbean Territories and Cyprus) regardless of women constituting a minority of their workforce⁶. Other Members, such as Barbados, Dominica, Armenia, Estonia, Latvia, Lithuania and Romania have also provided training to female employees mostly. However, the figures are less striking when taking into account that half to two-thirds of their employees are female.

⁶ No data is available on the total NMHS workforce of Gabon.

Figure 14



Section 5: Human Resources Policy

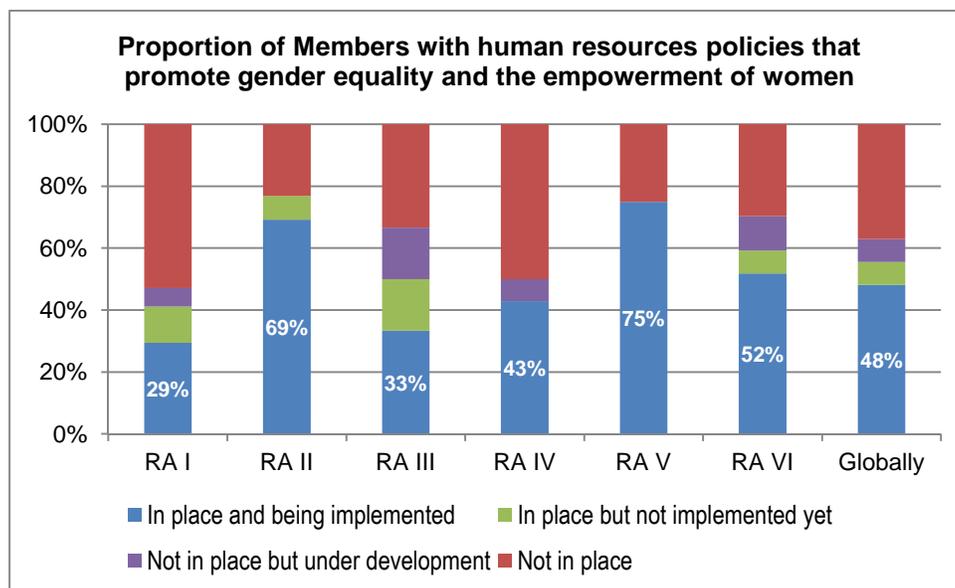
Gender Mainstreaming in Human Resources Policies

As revealed by Figure 15, data varies considerably across the WMO regions with respect to the existence of human resources policies promoting gender equality and the empowerment of women. The statistics from Region V is flawed by its low response rate. Of the 4 respondents from Region V, three confirmed that gender-sensitive human resources policies exist in their respective NMHSs and are being applied.

The data compiled for the rest of the WMO regions is quite representative, with Region II having the highest proportion of Members with such policies in place and being implemented (69%). In contrast, Region I and Region III both have a very low proportion of Members with human resources policies promoting gender equality and the empowerment of women, at 29% and 33%, respectively. Nevertheless, work seems to be in progress in Region III as a third of respondents there indicates that such policies are either in the process of operationalization or under development.

For 59% of Region I Members, gender considerations are either not reflected at all in human resources policies, or exist on paper only. Close to half of Region IV Members are in a similar situation.

Figure 15



Gender Mainstreaming in Recruitment, Selection and Other Human Resources Areas

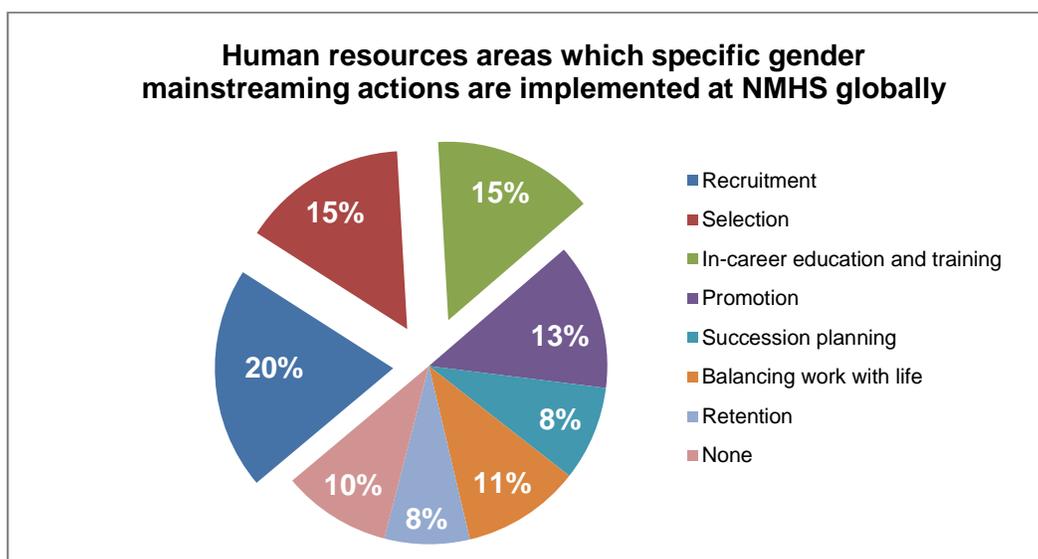
Figure 16 demonstrates that specific gender mainstreaming actions are still not well reflected in Members' human resources policies. Globally, 47 of the 81 Members (58%) who responded to this question have indicated that gender considerations are incorporated into recruitment, while gender is integrated to a lesser degree in selection (43%), in-career education and training (43%), promotion (38%), work-life balance (31%), succession planning (25%), and retention (22%) policies.

United Republic of Tanzania, Kenya, Iraq, the Islamic Republic of Iran, Japan, the Kingdom of Bahrain, Thailand, Hong Kong, China; Canada, the United States of America, Australia, the United Kingdom of Great Britain and Northern Ireland, Latvia, and Sweden, represent notable exceptions, with gender integrated in the majority of their human resources practices.

Overall, recruitment, selection and in-career education and training are the three areas in which Members most often take gender mainstreaming actions. The latter are reflected to a much lesser extent in the rest of the human resources areas presented on Figure 16. Data analysis by region yields a similar result. In Region III, promotion and work-life balance are given the same emphasis as recruitment and in-career education and training. In Regions I, II and IV, promotion is another area in which gender is incorporated by 14-16% of Members, along with the other dominant human resources areas.

Twenty-three Members have reported that no specific gender mainstreaming actions are being implemented in the area of human resources.

Figure 16



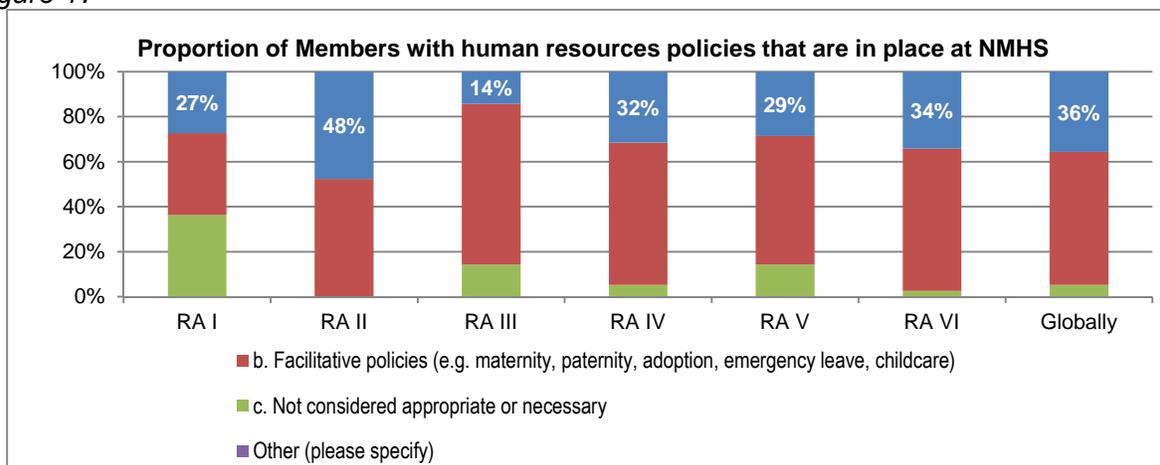
Flexible Working Arrangements and Facilitative Policies

Two human resources policies are particularly indicative of gender mainstreaming action in organizations generally: (1) flexible working arrangements (e.g. possibilities to work part-time, take compensatory leave or work longer/shorter hours within the “span hours”) and (2) facilitative policies (e.g. maternity, paternity, adoption, emergency leave, childcare, etc.).

Among WMO Members, facilitative policies are much more predominant as compared to flexible working arrangements. More than half of respondents in all regions have facilitative policies in place, except for Region I where this statement is true for only a third of Members. Flexible working arrangements have been introduced by half of Region II respondents and about a third in Regions IV and VI. In Regions I and V, the proportion is 27% and 29%, respectively. At 14%, Region III has the lowest percentage of Members with flexible working arrangements.

An alarming proportion of Region I Members (36%) do not consider the two types of human resources policies to be appropriate or necessary.

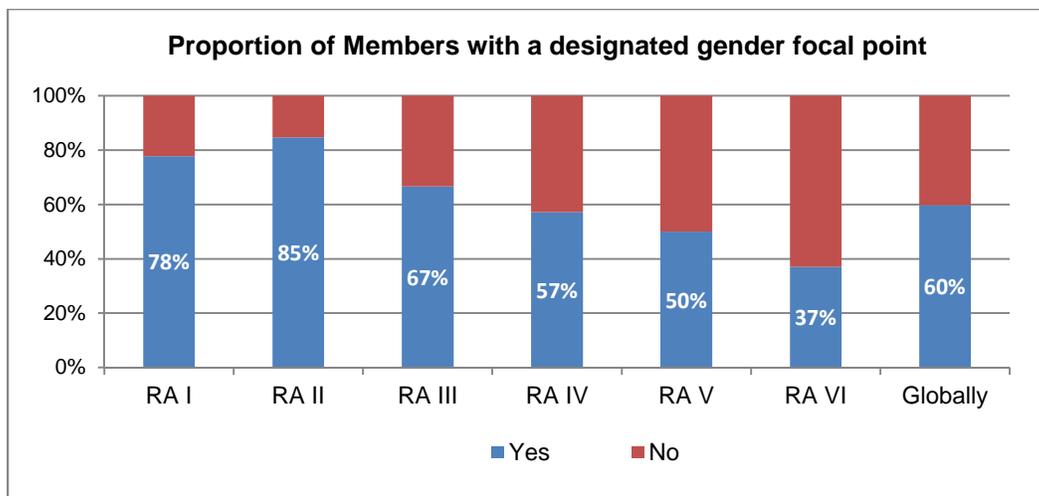
Figure 17



Section 6: WMO National Gender Focal Points

Globally, there are currently 58 gender focal points. Figure 18 indicates the proportion of Members with a designated gender focal point by region. The large majority of Members in Region I (78%) and Region II (85%) designated gender focal points. These are followed by Regions III, IV and V where half to two-thirds of Members have entrusted gender actions to a designated official. Only 37% of Region VI Members have a gender focal point.

Figure 18



Section 7: Service Delivery

Participation in User Forums

Only 29 respondents have organized user forums on service delivery in the past four years. Overall, two-thirds of user forum participants globally were men and only a third were women, as indicated in Figure 19. The user forums were gender-balanced in Argentina, Gabon, Nepal, Peru, Rwanda, Thailand, Uruguay, and Uzbekistan. In Kenya, 60% of the user forum participants were women, whereas in Indonesia and Paraguay they constituted 40% of participants.

Female participation in user forums was particularly low in Region I: South Africa (17%), Congo (22%), Egypt (25%), Guinea and Nigeria (29%). Bangladesh from Region II and the Slovak Republic from Region VI also had a low female representation at their user forums, 18% and 20%, respectively. No user forums were reported in Region IV.

Figure 19

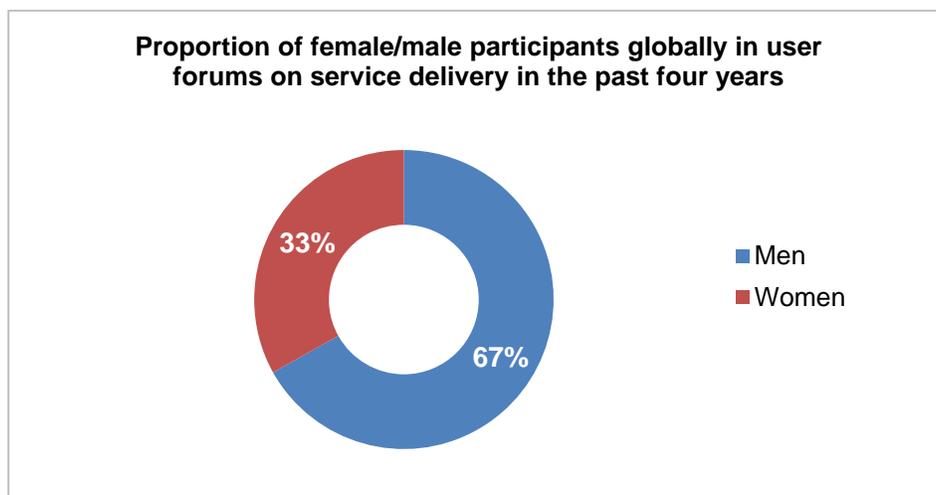
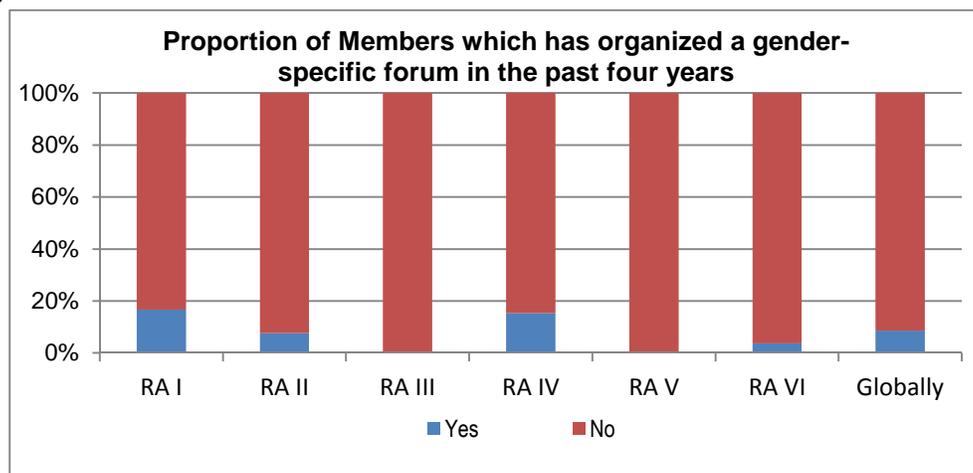


Figure 20 shows that very few gender-specific forums were organized by NMHSs in the past four years. None took place in Regions III and IV. Globally, only 7 out of 80 respondents have organized gender-specific user forums (United Republic of Tanzania, Kenya, South Africa, Iraq, Canada, USA and the Netherlands).

Figure 20



Data on Vulnerable Communities

Very limited data is also collected by NMHSs on the needs of vulnerable communities, including women and children. None of the WMO Members in Regions III, IV and V have collected such information. Of the 26 respondents from RA VI, only Belgium has collected similar data, while from Region II only China, Japan and Thailand.

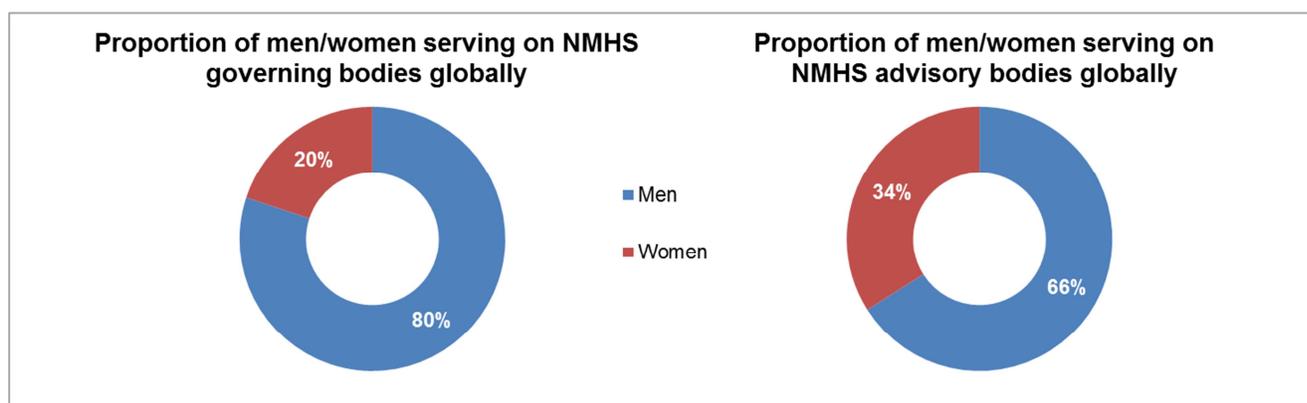
Members from Region I have paid most attention to vulnerable communities, with relevant data collected in the United Republic of Tanzania, Mali, Niger, the Gambia, and Nigeria. With the exception of Japan which compiled information on the utilization of UV Index among women, it is unclear to what extent the collected data was focused on women and children.

NMHS Governance and Advisory Bodies

Only 48 respondents provided information on the gender balance in governing and advisory bodies related to service delivery at NMHSs. For this reason, the data presented on Figure 21 should be considered illustrative and by no means representative of the whole WMO membership.

Overall, women are significantly underrepresented in governing bodies, comprising only 20% of membership on average. They are slightly better represented in advisory bodies where they constitute 34% of members on average, though this share is still too small.

Figure 21



Argentina, Barbados the British Caribbean Territories, Estonia and Myanmar are notable exceptions with an approximately 50-50% parity between female and male members of governance bodies. Women also constitute the majority in governing bodies in Armenia, Azerbaijan, Cabo Verde and Nepal. Regarding advisory bodies, parity or near-parity exists in China, Congo, Croatia, Rwanda, Barbados, British Caribbean Territories, and Serbia. Female members of advisory bodies related to service delivery exceed the male membership in Argentina, Azerbaijan, Greece, and Estonia.

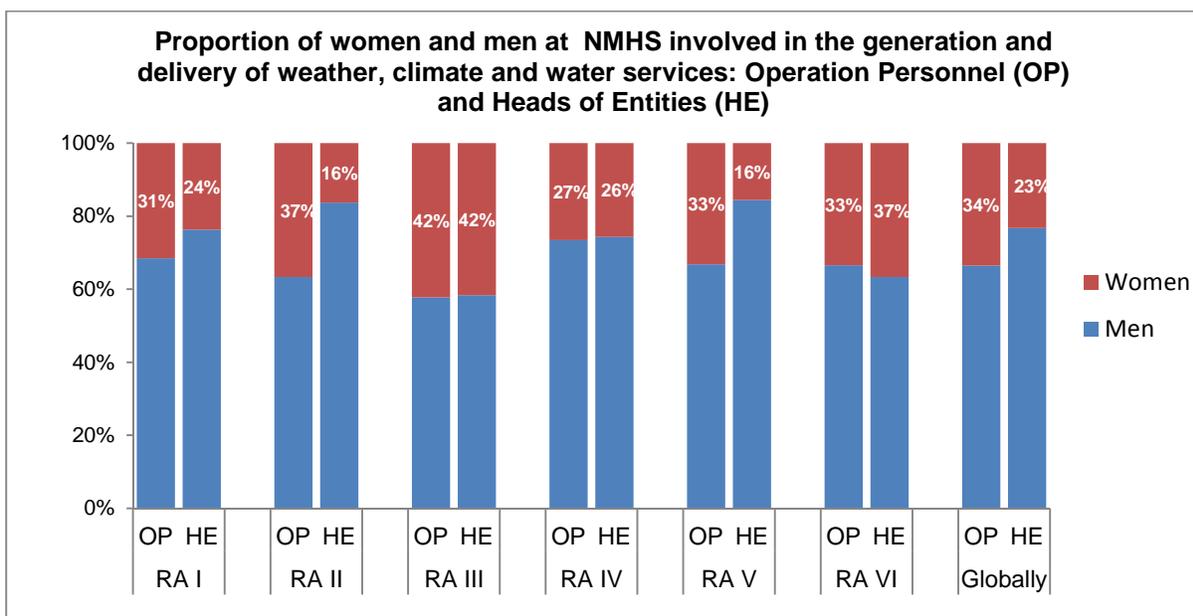
Generation and Delivery of Weather, Climate and Water Services

Regarding the involvement of women and men in the generation and delivery of weather, climate and water services, data was collected on two subcategories: (i) operations personnel and (ii) heads of entities (e.g. departments, offices).

Men are predominantly in charge of service delivery, as evident from Figure 22. Women comprise less than a quarter of heads of such entities globally. They are slightly better represented in operations, at 34% of staff globally. Region III is the region with the highest representation of women in the two categories reviewed (42%). However, this regional figure is slightly pushed upwards by the positive country statistics of Argentina, Peru and Uruguay.

Region I has the lowest proportion of women involved in operations (24%) whereas Regions II and V have the lowest share of women serving as heads of entities (16%). It should be noted that very few respondents from Region V responded to this question and participated in the Survey generally.

Figure 22

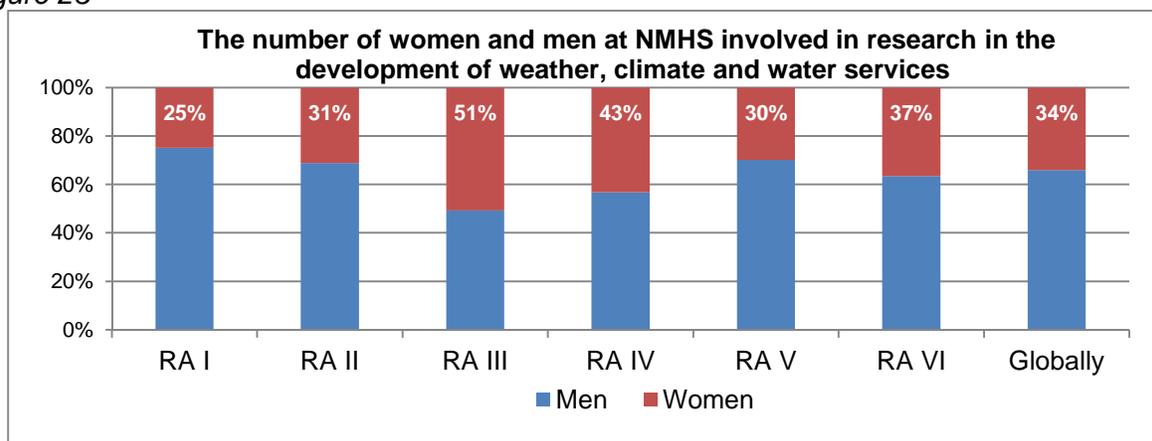


Research

As illustrated by Figure 23, research is a predominantly male activity in the majority of WMO regions. Only a third of NMHS staff involved in research globally are women. Regionally, their share is highest in Region III, with 51% of research staff female, followed by Regions IV and VI. Gender parity exists in among researchers in the NMHSs of Tunisia, Uzbekistan, Myanmar, Costa Rica, Barbados, the British Caribbean Territories, Greece, Bosnia and Herzegovina, Romania, and the Former Yugoslav Republic of Macedonia. Women researchers further exceed 40% in Thailand and the Slovak Republic, and are predominant in Argentina, Armenia, Azerbaijan, Croatia, Gabon, Hungary, Serbia and Uruguay.

In Region I, three-quarters of research staff are men. Female researchers are rarely more than 20% of research staff at the country level, and several countries have no women researchers at all. However, the only researcher in the NMHS of Burkina Faso is female. The situation is slightly better in Regions II and V, though female researchers still constitute only around 30% of research staff on average, with the few exceptions listed above.

Figure 23



Section 8: Critical Factors

Challenges

The majority of respondents identified the following areas as most challenging for implementing gender mainstreaming at NMHSs:

- Limitation of women working on shifts and night duties;
- Existing cultural norms and systems (institutional, familial, school or religious) that legitimize and institutionalize social placements on the basis of gender;
- Lack of capacity building;
- Women's inadequate access to education and training opportunities leading to inability to compete with men for job opportunities;
- Women's lack of exposure to international opportunities;
- Insufficient role of governments in gender mainstreaming;
- Shortage of national policies or regulations and its implementation;
- Competing priorities.

Other challenges pointed out by respondents include:

- Limited resources/insufficient budget;
- Lack of understanding of gender related matters;
- Lack of awareness, policy formulation and implementation of concrete actions/mechanisms as well as lack of communication within NMHSs;
- Men being delegated tasks requiring physical work;
- Insufficient development of objectives and guidance on gender mainstreaming in NMHSs;
- Shortage of female science undergraduate students.

Opportunities

The following are the areas that respondents highlighted as offering most opportunities for incorporating gender in the work of NMHSs:

- Recruitment, selection and promotion with equal number of women and men on the the selection panel for recruiting;
- Career opportunities and development;
- Capacity building (training, workshops and conferences);
- National policies/legislation;
- Awareness campaign and policy formulation and implementation mechanism within NMHSs;
- Scholarship opportunities.

Other opportunities identified include:

- Education and research on gender;
- Consideration on the needs of women with family responsibilities;
- Women's creativity and meticulous work style as contributing to efficiency and effectiveness of NMHS management;
- Paying attention to highly educated women and utilizing their knowledge;
- Diversifying the scope of skillsets, not just pure science;
- Diversify partnerships to include public, private and academic/research sectors.

Lessons Learned and Good Practices

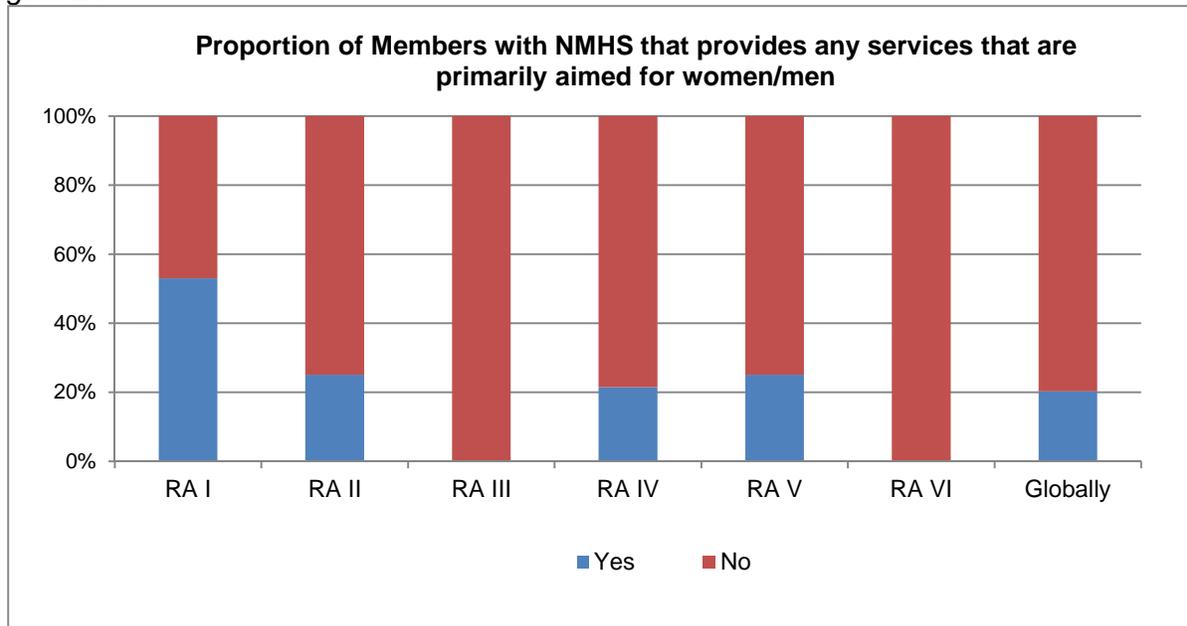
Some of the lessons and good practices highlighted by respondents with regard to mainstreaming gender include:

- Equal capacity building opportunities;
- Equal scholarship consideration and leadership opportunities;
- Good practices in facilitative policies on paternity leave;
- Promoting women in science programs and careers by starting early initiatives for girls in schools to join science-related careers;
- Acknowledgement and recognition of women experts at NMHSs, making the work of female meteorologists more visible to the public;
- Give equal consideration to the perspective, opinion and suggestions of both genders in matters pertaining to the formulation and execution of the duties and responsibilities of the service;
- More people-centered development strategies which focus on poverty reduction, improved living standards, and good government that gives men and women equal voices in decision making and policy implementation;
- Good governance at all levels, eliminating all forms of discrimination against women;
- There must be employees trained to support professional staff on gender issues. Otherwise, the professional staff will see gender mainstreaming as an administrative burden;
- Informal networking and informal mentoring;
- Women equally participating in harsh and physical field work as well as multidisciplinary and highly technical work.

Section 9: Contribution to the Gender Conference 2014

To collect valuable country-level information for the Conference on the Gender Dimensions of Weather and Climate Services in November 2014, respondents were asked to indicate whether their NMHSs provide any services that are primarily aimed at women or men. Globally, very few Members have designed gender-sensitive services. None are provided in Regions III and VI, as evident from Figure 24, while only around 20% of respondents in Regions II, IV and V have confirmed the consideration of gender in service provision. Over half of the Region I respondents have indicated that services primarily aimed for women/men are being provided.

Figure 24



The South Africa Weather Service has been organizing a women's forum called 'Women in Action' since 2010, aimed at reaching out to vulnerable communities (e.g. elderly people, orphanages, informal settlements etc.). In Mali, weather services are targeted at facilitating women with their domestic chores, such as dyeing. Barbados and the British Caribbean Territories have organized a lecture on gender mainstreaming in water management. Other services mentioned are directed at farmers generally or the larger population (regardless of sex) in the event of disasters or with relation to water resources management.