

# PROGRESS REPORT ON IMPLEMENTATION OF THE WMO POLICY ON GENDER MAINSTREAMING

1 March 2015

## I. Background

The WMO Policy on Gender Mainstreaming was formulated by the Fifteenth Meteorological Congress (Cg-XV) and later adopted by the Sixteenth Meteorological Congress (Cg-XVI) in 2011. The Policy contains a Framework for Action (Section 3.4) and envisions regular monitoring of implementation (Section 3.7).

To this end, the WMO Secretariat developed in 2013, 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 supplemented with the 2013 Global Survey on Gender Mainstreaming at WMO, which collected gender-related information from Members. To the extent possible, data was backtracked historically and compared to the results of previous surveys conveyed.

The current report assesses progress in implementation of the WMO Policy on Gender Mainstreaming along the monitoring indicators mentioned above. It is structured along the four main elements of the Policy's Framework for Action: (1) Governance; (2) Employment and Capacity Building; (3) Enhanced Service Delivery; and (4) Monitoring and Evaluation. Each indicator addresses implementation of a specific action or objective envisioned in the Policy.

*Note: Indicators marked with an asterisk (\*) present data from the 2013 Global Survey on Gender Mainstreaming at WMO and reflect the input from survey respondents only.<sup>1</sup>*

## II. Data Analysis and Findings by Monitoring Indicator

### 1. Governance

#### (i) Visible support, accountability and transparency from top-level management in ensuring gender equality

##### ***Indicator 1.1.1\*: WMO gender policy communicated to all staff at the Secretariat, Members and constituent bodies, including their gender focal points***

As evident from Figure 1, less than half of Members have communicated the WMO Policy on Gender Mainstreaming to NMHS staff. Region II has made the Policy most widely available, with two-thirds of Members having presented it to staff. In Region III, half of Members have communicated it to staff and half have not done so. Of the four respondents from Region V,<sup>2</sup> only one (Indonesia) has informed staff of the WMO Policy on Gender Mainstreaming. In Regions I, IV and VI, the percentage of Members who have transmitted the document to NMHS employees ranges between 40% and 44%.

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<sup>1</sup> 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, Caribbean (68%), RA V South-West Pacific (19%) and RA VI Europe (55%).

<sup>2</sup> 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.

The WMO Secretariat and constituent bodies have all been informed of the Policy following its adoption but have not consistently been communicating it to new staff or new constituent body members or gender focal points.

Figure 1

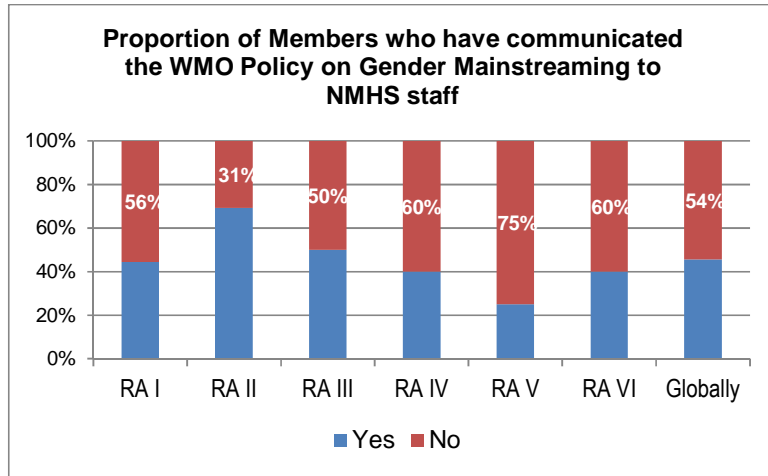
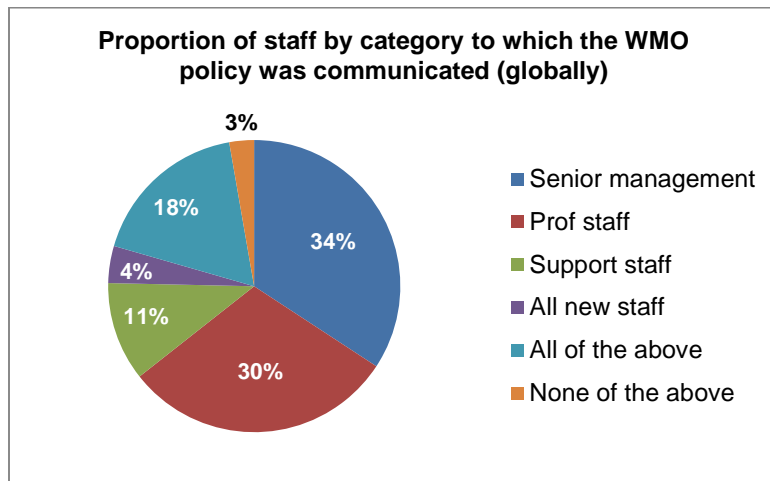


Figure 2 shows that, of the Members who have conveyed the WMO Policy to NMHS staff, most have communicated it to senior management and professional staff only.

Figure 2

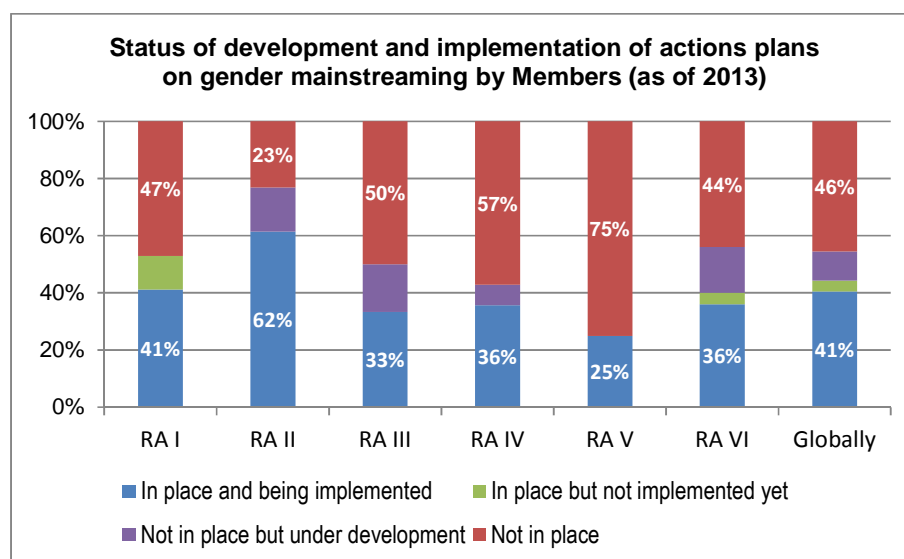


**Indicator 1.1.2\*: Number of NMHSs with an action plan for gender mainstreaming**  
*(measured as 'in place and being implemented' / 'in place but not implemented yet' / 'not in place but under development' / 'not in place')*

Based on the data presented in Figure 3, 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 action 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 3



Of the Members who have an action plan on gender mainstreaming in place, Croatia, Germany, Nigeria and Sweden 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 (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 plans.

**Indicator 1.1.3: Number of WMO constituent bodies which have a formally established gender mainstreaming process (e.g. a resolution, decision, management group task, etc.)**

Six of the eight technical commissions have formally adopted gender mainstreaming resolutions. Only CIMO and JCOMM do not have a resolution on the subject. As for regional associations, only RA I and RA IV have adopted resolutions on the participation of women in their work. No information has been collected on management group tasks yet.

**Indicator 1.1.4: Proportion of male vs. female delegates at Congress and constituent body meetings**

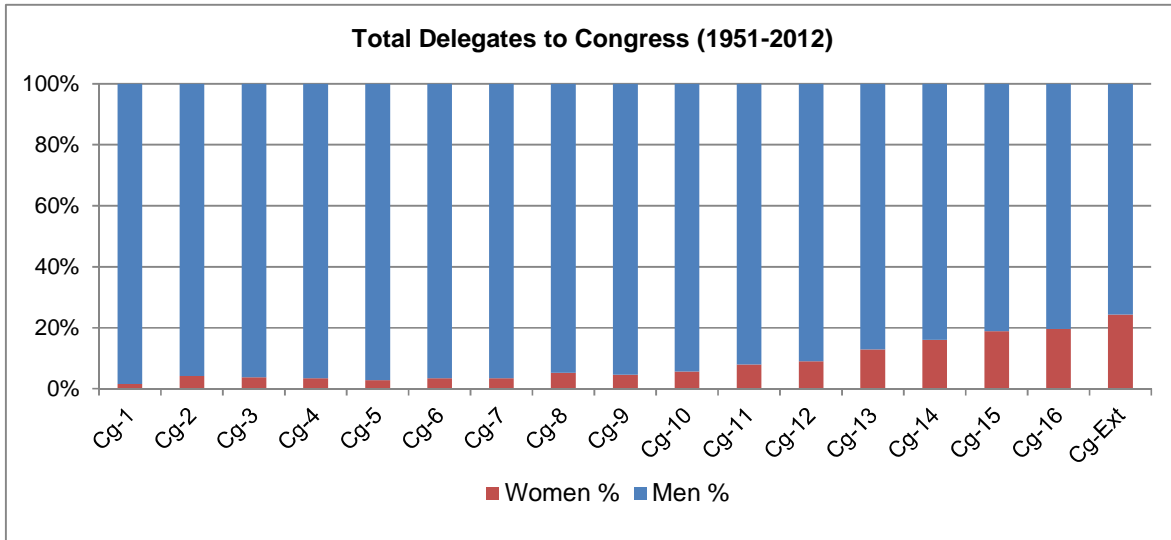
**Congress**

Male delegates accounted for three-quarters of the total number of delegates at the latest WMO Extraordinary Congress in 2012, as illustrated by Figure 4. While women constituted only 24%, their share has registered a 4% increase in only a year, as compared to 20% female participation in Cg-XVI in 2011.

Regardless of these positive trends, the number of women in Congress delegations is still very small. The historical trend described on Figure 4 shows a steady increase in female participation but at a very slow pace. Only two women took part in the first WMO Congress in 1951. In 1983, their number has gone up to 21 at the Ninth WMO Congress. This was followed by a steep increase in the number of female delegates to 79 at Cg-XIII in 1999. Since 2003, the share of

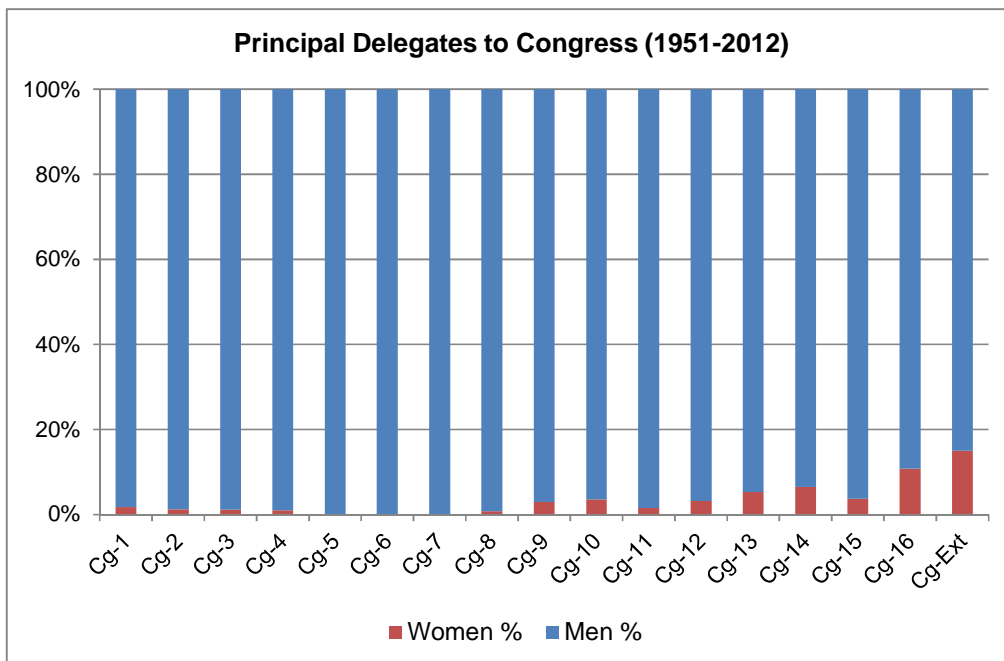
female delegates has gone up from 16% at Cg-XIV to 20% at Cg-XVI in 2011. As mentioned above, women constituted a quarter of the total number of delegates at Cg-Ext in 2012.

Figure 4



Historically, very few women have served as Permanent Representatives of their country with WMO. This probably accounts for the small number of female Principal Delegates at WMO Congresses (Figure 5) since many principal delegates are the permanent representatives of the respective country. For the first four Congresses (1951–1963), only one woman participated as a Principal Delegate. In the past two congresses (Cg-XVI and Cg-Ext), the portion of female principal delegates has grown to 11% and 15%, respectively. However, the share is still strikingly low.

Figure 5



**Executive Council (EC)**

Overall, the proportion of women as Elected Members to the WMO Executive Council continues to be low. From 2000 to 2004, women accounted for only 3% of elected members. There were no female elected members to EC in 2005 and 2006. Whereas their proportion reached 14% in 2013, it fell to 11% at EC-66 in 2014, as shown on Figure 6. This low representation of women in the WMO Executive Council is directly linked to the low number of female Permanent Representatives with WMO globally.

Figure 6

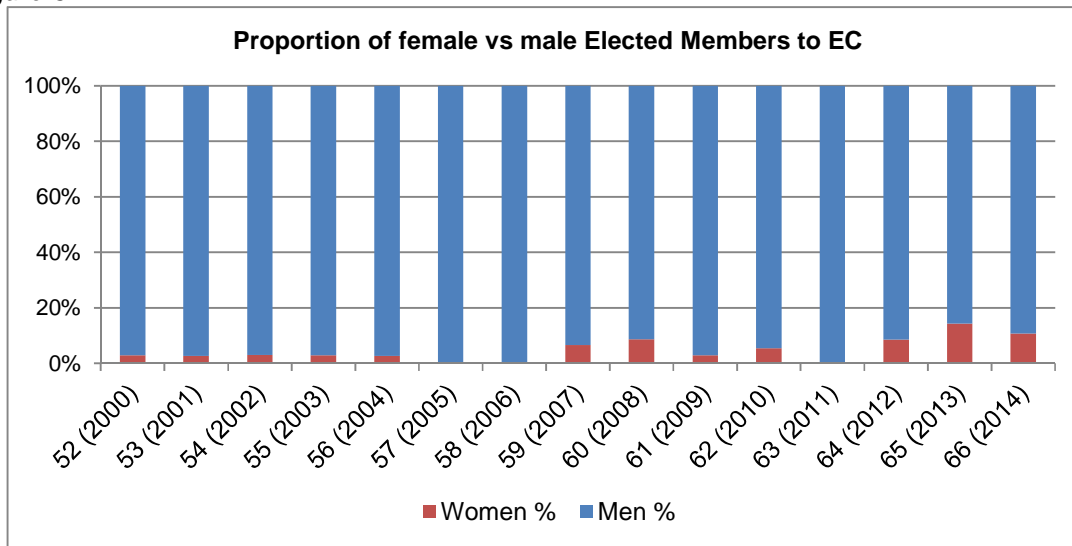
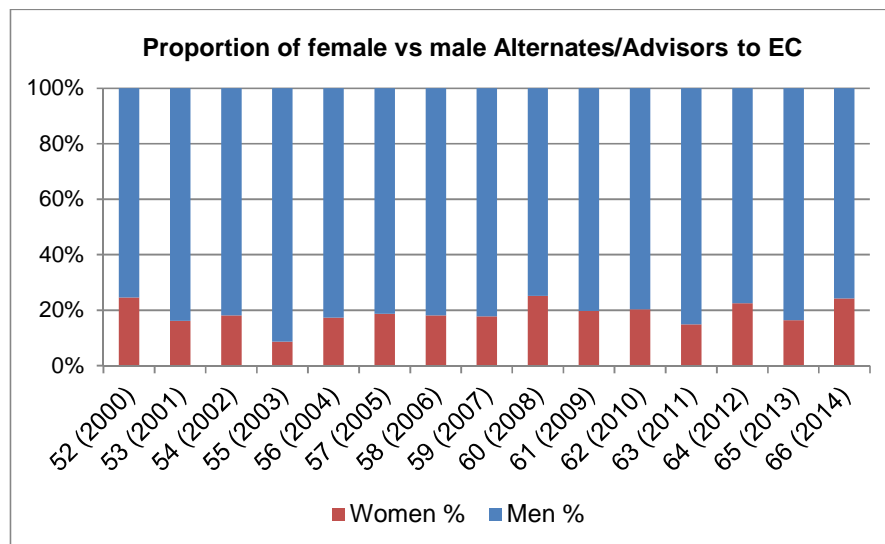


Figure 7 indicates that the participation of women as alternates or advisors to EC is better as compared to Elected Members, with 24% of advisors/alternates women at EC-66. No significant increase in female representation has been observed following the formulation of the WMO Policy on Gender Mainstreaming in 2007 or after its adoption in 2011.

Figure 7



## Regional Association (RA) Meetings

As indicated on Figure 8, the vast majority of delegates to Regional Associations (RA) Meetings are men, with women accounting for 20% of total delegates to the most recent meetings globally.<sup>3</sup>

Figure 8

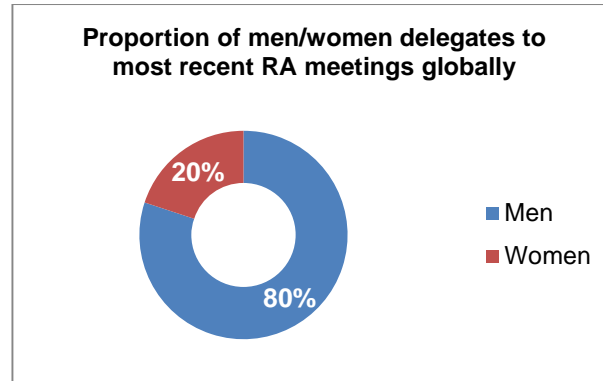
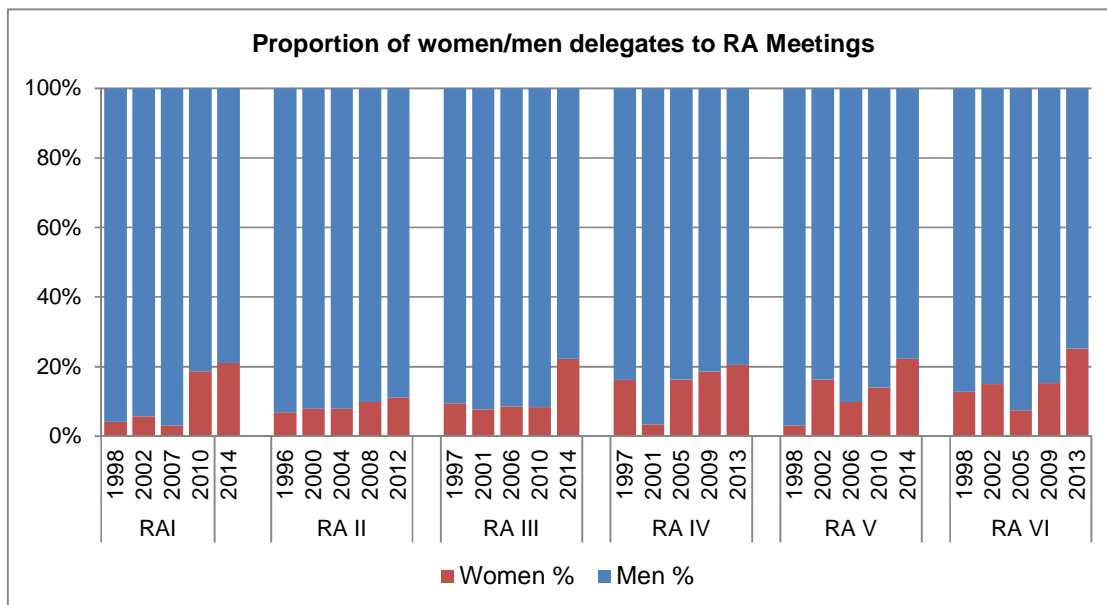


Figure 9 below shows the proportion of women and men serving as delegates to RA Meetings<sup>4</sup> by region. Generally across the regions, the number of female delegates has been growing at a slow pace. After the formulation of the Gender Policy in 2007-2008, the highest surges can be seen in RA I from 3% to 21% and RA III from 8% to 22% of female attendance at meetings. RA V and RA VI have experienced a moderate increase in female delegates from 8% to 10%, respectively. The lowest percentage of women delegates has been in RA II where only 11% of delegates were women at its most recent meeting in 2012, with very small increments of 1-2% per meeting.

Figure 9



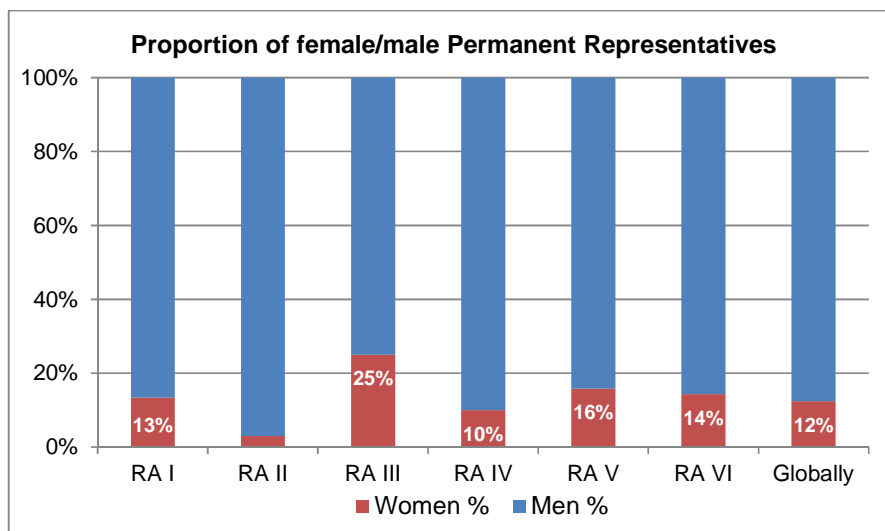
<sup>3</sup> The most recent RA meeting for RA I was in 2014, RA II in 2012, RA III in 2014, RA IV in 2013, RA V in 2014 and RA VI in 2013.

<sup>4</sup> The presented data has been collected from the Reports of the 13<sup>th</sup>, 14<sup>th</sup>, 15<sup>th</sup> and 16<sup>th</sup> Sessions of RA I, the 11<sup>th</sup>, 12<sup>th</sup>, 13<sup>th</sup>, 14<sup>th</sup> and 15<sup>th</sup> Sessions of RA II, and the Reports of the 12<sup>th</sup>, 13<sup>th</sup>, 14<sup>th</sup>, 15<sup>th</sup>, and 16<sup>th</sup> Sessions of RA III, RA IV, RA V, and RA VI.

### Indicator 1.1.5: Proportion of male vs. female Permanent Representatives (PRs)

As of February 2015, there were 23 female and 161 male PRs with WMO.<sup>5</sup> Figure 10 below shows that this low proportion of women resonates across all regions, with the highest proportion of female PRs in Region III where 3 out of 12 PRs are women. In Region II, there is only one female PR, while the other regions have 10-16% women serving as PRs.

Figure 10



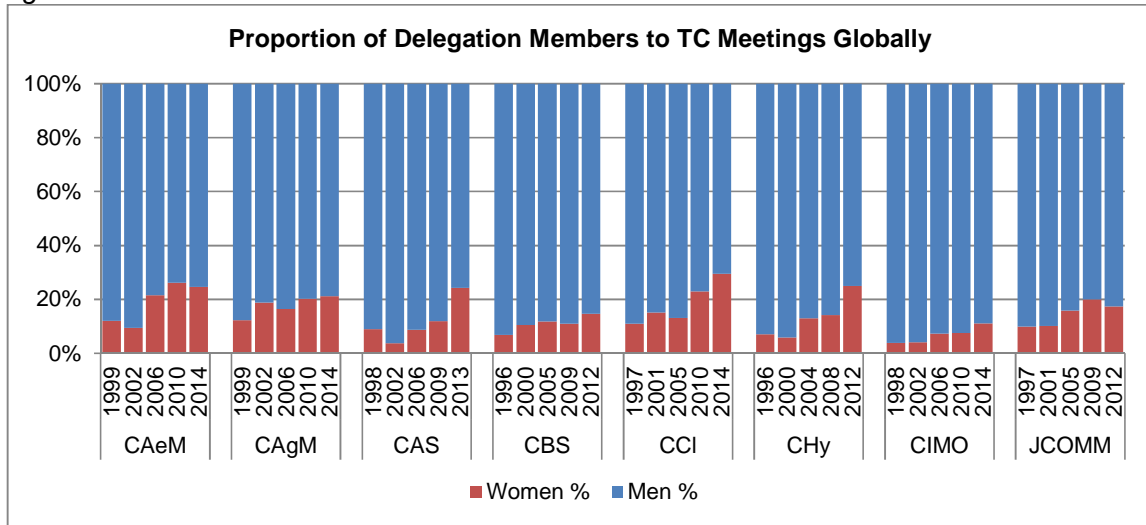
### Indicator 1.1.6: Proportion of men/women participating in Technical Commission activities (as members of delegations, Commission members, members of working groups/task teams)

#### Technical Commission Meetings

Globally, over two-thirds of delegates to TC Meetings are men as shown on Figure 11. CCI meetings involved the highest proportion of female delegates with 30% women in 2014. It is followed by CAeM, CHy, CAS and CAgM, all of which had 21-26% female delegates at meetings. CIMO and CBS had the lowest share of female delegates, 11% and 15%, respectively. Overall, there is a small increase in the number of female delegates over the years, with the exception of JCOMM which has seen a slight decrease in the percentage of female delegates at the 2012 meeting.

<sup>5</sup> The PRs of five Members have not been designated yet. The PR of France also represents French Polynesia and New Caledonia.

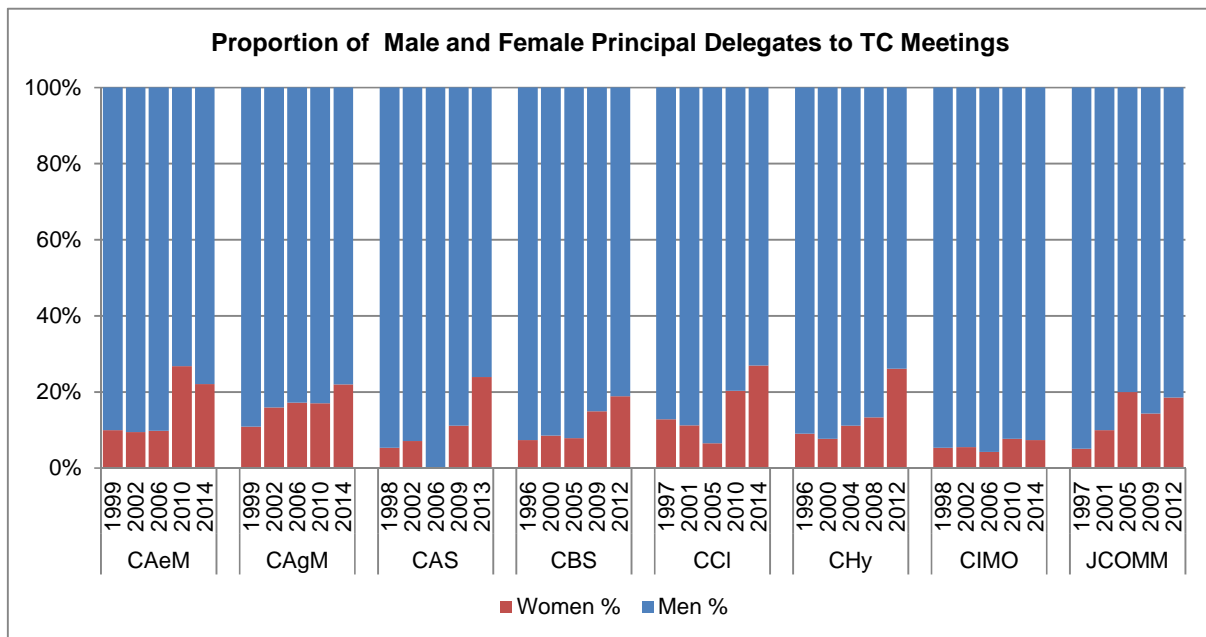
Figure 11



**Principal Delegates to Technical Commission Meetings**

Zooming into the number of women and men serving as Principal Delegates to the most recent TC meetings, women are even less represented with 82 female and 303 male principal delegates globally across all Technical Commissions. As Figure 12 suggests, there is a very low representation of female Principal Delegates in the CIMO meetings, with the most recent being 3 women out of 41 Principal Delegates. The highest proportion of female principal delegates is in CAeM and CCI, both at 27%, followed by CHy at 26%. The remaining TCs have around 19-24% of female principal delegates at their most recent meetings.

Figure 12

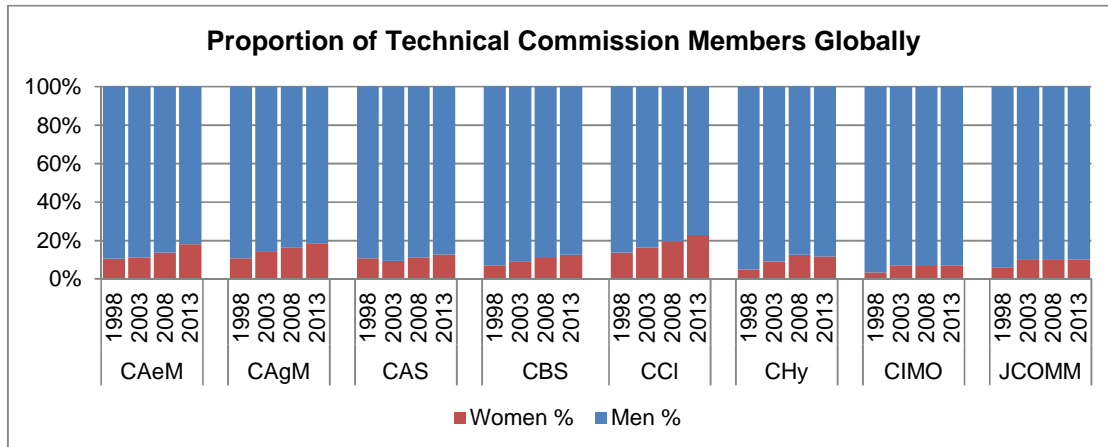




### Technical Commission Members

Figure 13 shows clearly that over three-quarters of TC members globally are men. The share of female Commission members is highest in CCI in 2013 where there are 23% female and 77% male members. Both CAeM and CAgM have 18% female members; CAS and CBS have 13% each; CHy (12%); JCOMM (10%). The lowest proportion of women is in CIMO at a mere 7%.

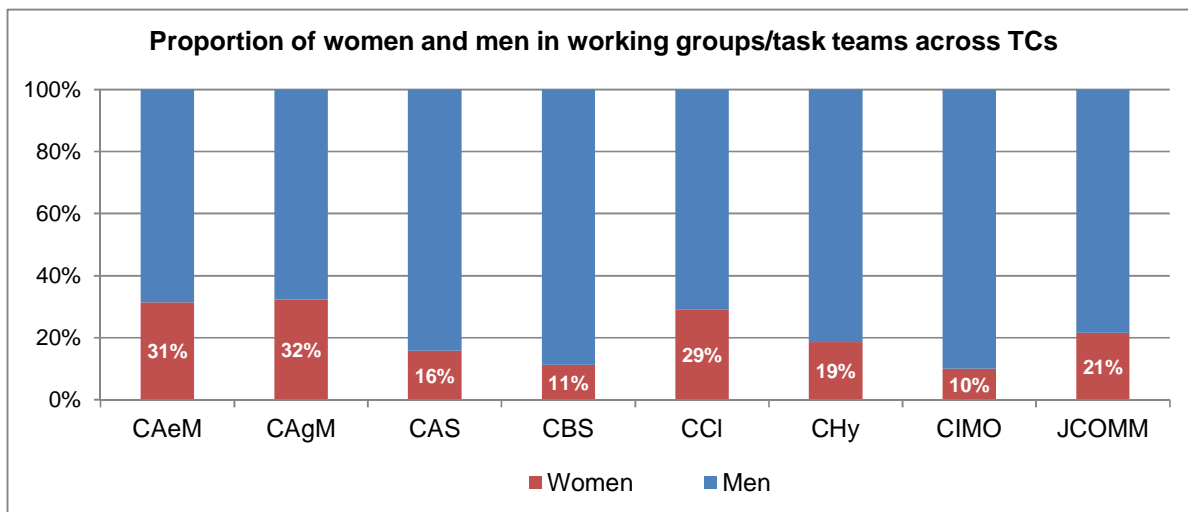
Figure 13



### TC Working Groups/Task Teams

As shown in Figure 14, there is a low representation of female experts in the working groups and task teams of all technical commissions. CAeM and CAgM have the highest share, with about one-third of women on its working groups and/or task teams, followed by CCI at 29%. The rest of the TCs have between 16% and 21% of female experts in their working structures. CBS and CIMO have the lowest share, with only 11% and 10% women on working groups and task teams, respectively.

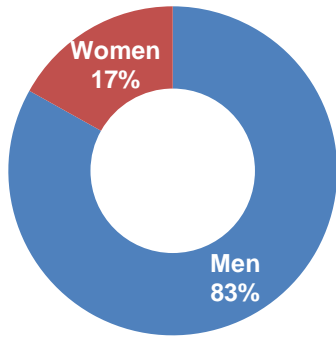
Figure 14



Globally, four out of five members of TC working group/task teams are men. As illustrated in Figure 15, women account for only 20% in these structures. Table 1 shows the number of men and women as well as the varying parity of chairs across all TC working groups.

Figure 15

Proportion of men and women in all TC working groups/task teams



WG/TT	Women	Men	Chair women	Chair men
CAeM	11	24	1	1
CAGM	21	44	3	10
CAS	48	256	5	29
CBS	64	504	5	60
CCI	45	110	12	24
CHy	44	193	0	0
CIMO	11	99	4	20
JCOMM	23	84	3	8

Table 1 Number of women, men, chairwomen and chairmen in TC working groups/task teams

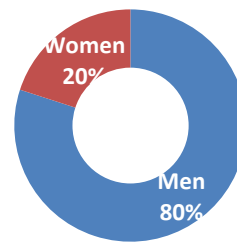
**Indicator 1.1.7: Proportion of men/women on TC and RA Management Groups**

There is a large gender disparity in the TC Management Groups, where four out of five members are men, as indicated in Figure 16 below. There are no women on the CIMO and CHy Management Groups (see Table 2).

A similar pattern can be observed across the RA MGs where women constitute 20% and men 80% of members. As evident from Table 3, all members of the RA II MG were men in 2014. As of March 2015, the composition of the RA I MG has not been determined yet.

Figure 16

Proportion of women/men on TC MGs

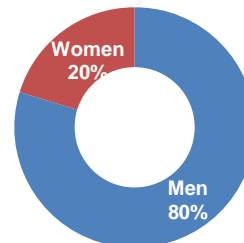


Commission	Women	Men	Total
CBS	2	10	12
CIMO	0	9	9
CHy	0	9	9
CAS	3	10	13
CAeM	3	8	11
CAGM	3	7	10
CCI	4	8	12
JCOMM	2	8	10

Table 2 Number of women and men on TC Management Groups (TC MGs) as of November 2014

Figure 17

Proportion of women/men on RA MGs



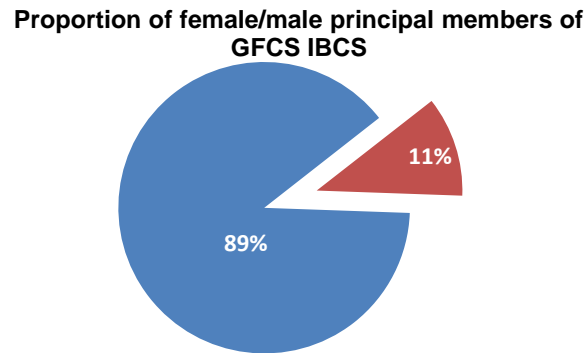
Region	Women	Men	Total
RA I	2	10	12
RA II	0	12	12
RA III	4	12	16
RA IV	2	7	9
RA V	2	4	6
RA VI	3	7	10

Table 3 Number of women and men on RA Management Groups (RA MGs) in 2014

**Indicator 1.1.8: Proportion of male/female principal members of the GFCS Intergovernmental Board on Climate Services (IBCS)**

The IBCS is far from reaching gender parity. Figure 18 shows that the large majority of IBCS principal members are men. There are only 15 women among the 135 IBCS principal members.

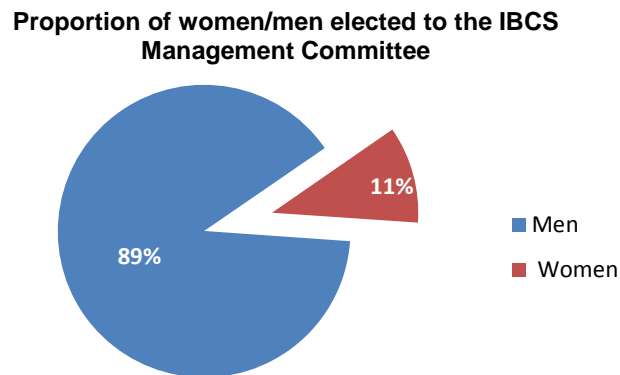
Figure 18



**Indicator 1.1.9: Proportion of women/men elected to the IBCS Management Committee**

A similar proportion can be observed in the number of women and men elected to the IBCS Management Committee. There are 3 women among the 28 members of the Committee, as indicated on Figure 19.

Figure 19



**(ii) Provision of adequate resources for gender mainstreaming activities in regular budget planning**

**Indicator 1.2.1: Financial resources available to carry out activities promoting gender equality (in CHF as per regular budget or voluntary contributions)**

No financial resources were available for gender mainstreaming activities in the WMO regular budget for 2012-2015. Voluntary contributions were received for the organization of the Conference on the Gender Dimensions of Weather and Climate Services (see 1.2.2 below).

### ***Indicator 1.2.2: Funds raised for gender mainstreaming activities (in CHF)***

In 2013-2014, WMO approached Members and UN organizations with a request for voluntary contributions for the organization of the Conference on the Gender Dimensions of Weather and Climate Services (5-7 November 2014). Approximately CHF 450,000 were raised from Members and UN partner organizations.

Contributing Members included Finland, Greece, Norway, South Africa, Switzerland, the United Kingdom of Great Britain and Northern Ireland, the United Republic of Tanzania, and the United States of America. Contributing partner organizations included the Food and Agriculture Organization of the United Nations (FAO), the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), the United Nations Educational, Scientific and Cultural Organization (UNESCO), the United Nations Office for Disaster Risk Reduction (UNISDR), the World Health Organization (WHO), the World Bank, the International Union for the Conservation of Nature (IUCN), and Swiss Re.

#### **(iii) Inclusion of gender equality in all communications and consultations with stakeholders**

### ***Indicator 1.3.1: Gender equality requirement included in all communications regarding nominations of all sorts (e.g. commission members, fellows, etc.) and other relevant issues***

There is encouragement to PRs to nominate female as well as male candidates in all communications regarding nominations of members of working groups and task teams of technical commissions and regional associations.

Gender is one of the selection criteria of the WMO Fellowship Committee which positively discriminates in favour of female candidates. For more information on fellowships see Indicator 2.3.1.

#### **(iv) Promotion of more clear communications between countries on gender equality issues**

### ***Indicator 1.4.1: Number of gender activity forums organized by Regional Associations for gender focal points of their member NMHSs***

No such forums have been organized so far.

#### **(v) Development of gender-sensitive human resources policies**

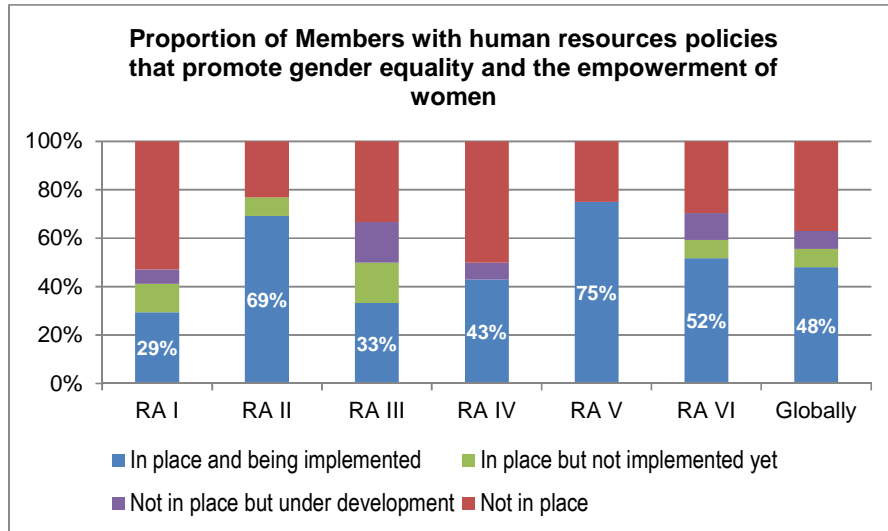
### ***Indicator 1.5.1\*: Number of NMHSs with human resources policies and regulations that reflect WMO's or their own gender mainstreaming policy (measured as: 'in place and enforced' / 'in place but not enforced yet' / 'not in place but currently being created' / 'not in place')***

As revealed by Figure 20, data varies considerably across 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 indicate 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 20

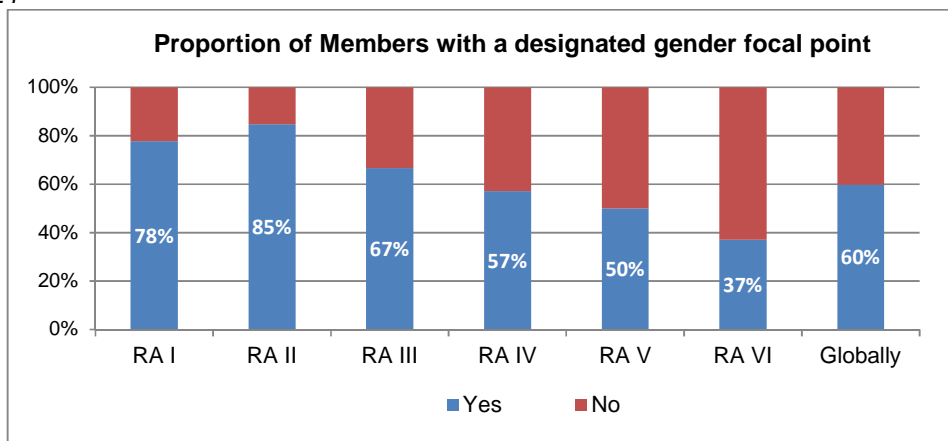


(vi) **Appointment of gender focal points at all WMO levels to address gender-specific issues**

*Indicator 1.6.1\*: Number of Members with designated gender focal points*

Globally, there are currently 58 gender focal points. Figure 21 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%) have 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 21



**(vii) Establishment of a mechanism to direct gender mainstreaming activities**

**Indicator 1.7.1: Existence of a specialized body that oversees gender mainstreaming issues at the governance level**

The Executive Council Advisory Panel of Experts on Gender Mainstreaming is the main body overseeing, advising and reporting on the implementation of gender mainstreaming activities at all levels of WMO. It was established in 2007, with terms of reference defined in Resolution 6 (EC-LIX) of the WMO Executive Council.

Due to budgetary constraints, the Panel operates by correspondence. In 2014, it conducted a face-to-face meeting on the margins of the Conference on the Gender Dimensions of Weather and Climate Services. The Panel decided to hold more video-/teleconference meetings in the future.

**2. Employment and Capacity Building**

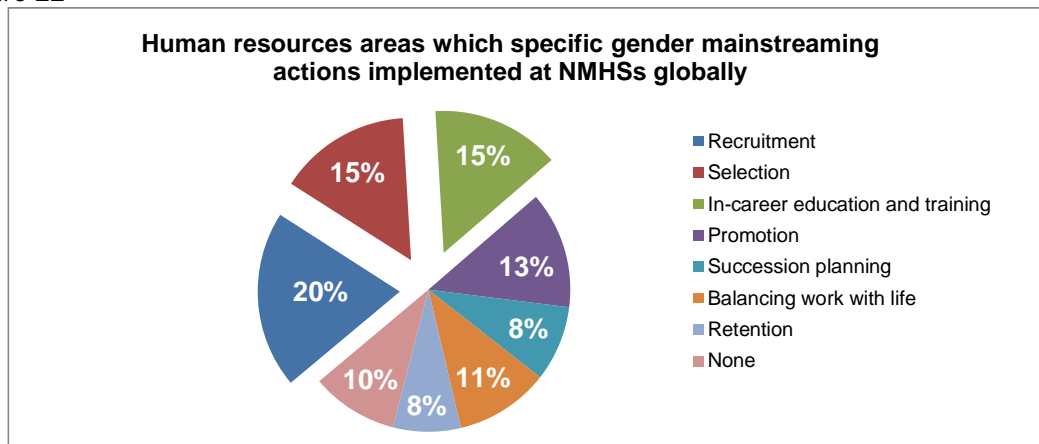
**(i) Implementation of gender-sensitive actions in the areas of recruitment, selection and promotion and balancing work with life**

**Indicator 2.1.1\*: Number of NMHSs with gender mainstreaming action implemented in the areas of recruitment, selection, retention and promotion**

Figure 22 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 survey 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.

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

Figure 22



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 22. 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.

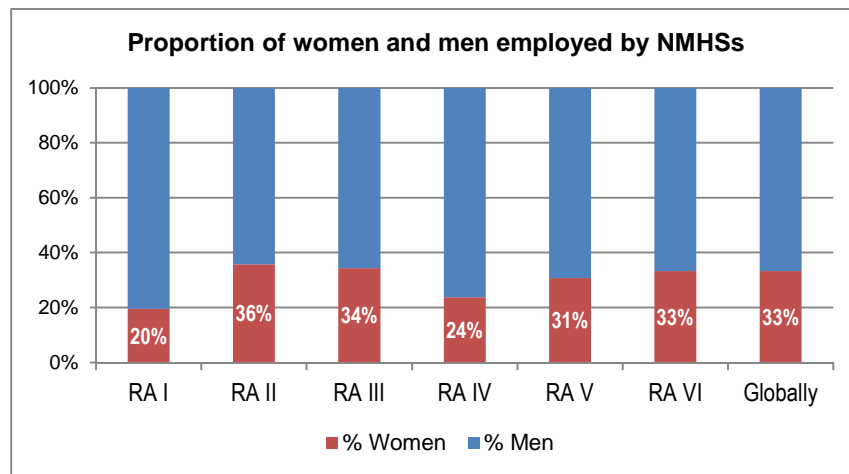
**Indicator 2.1.2\*: Proportion of Men and Women Employed at NMHSs**

As indicated in Figure 23, 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, Estonia, Latvia and Lithuania 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, Curaçao and Sint Maarten, Jordan and Yemen are the WMO Members with the lowest proportion of women which account for as little as 7-8% of the total number of NMHS employees.

Figure 23



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 Canada, Cyprus, Slovenia, the United Kingdom of Great Britain and Northern Ireland, and the United States of America have under one-third of women in senior management and professional staff but over two-thirds of women in support staff. Colombia and Myanmar 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 Bangladesh, the Republic of Korea, Saint Lucia, Turkey and Yemen, 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 24, 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, Singapore, Sweden, Romania, 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, the United Republic of Tanzania (5%), DRC (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 Bahrain and Yemen. In Region III, Chile is the sole country with zero women in senior management. In Region IV, Saint Lucia, Dominica, 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%<sup>6</sup> 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.

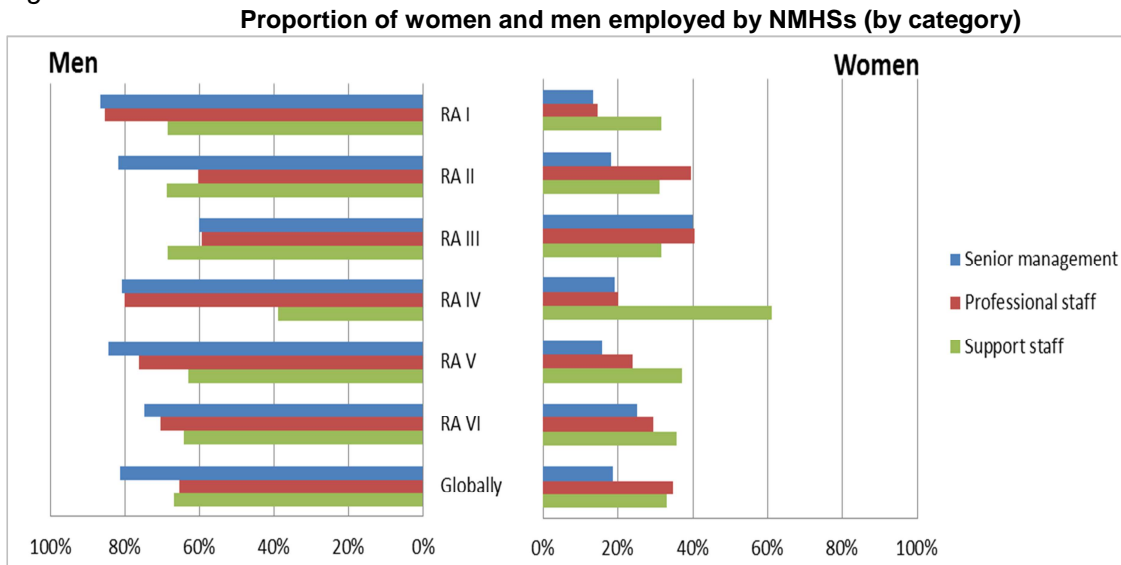
As illustrated in Figure 24, Region I has the lowest proportion of female professional staff (15%), with the Democratic Republic of the Congo being a notable exception with 10 out of 10 professional staff (100%) being women. Benin (0%), Egypt (4%), Burkina Faso (4%) and Mali (7%) are the countries with the lowest proportion of female professionals.

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<sup>6</sup> China has a large number of women in the professional staff category which makes a significant contribution to the 40% figure. RA II would only have 20% women in this category if the Chinese figure is excluded.



Figure 24



### Support Staff

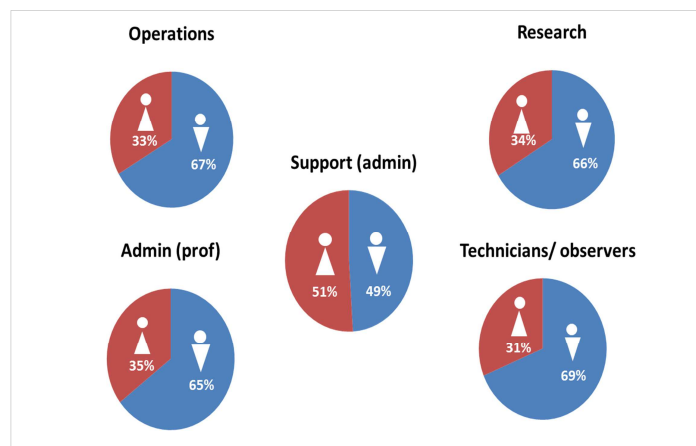
The administrative and support staff of NMHSs is also predominantly male. Across all WMO regions, only a third of these posts are held by women. This percentage is considerably higher in Region IV, where close to two-thirds of administrative/support staffs are female, as evident from Figure 24.

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.

### Employment by Type of Professional Activity

The disaggregation of employment data into the types of professional activities described in Figure 25 was an optional question in the Survey. It should therefore be noted that the analysis below is based on 44 respondents only for all WMO regions. Regional analysis was not conducted as the data was not considered representative.

Figure 25

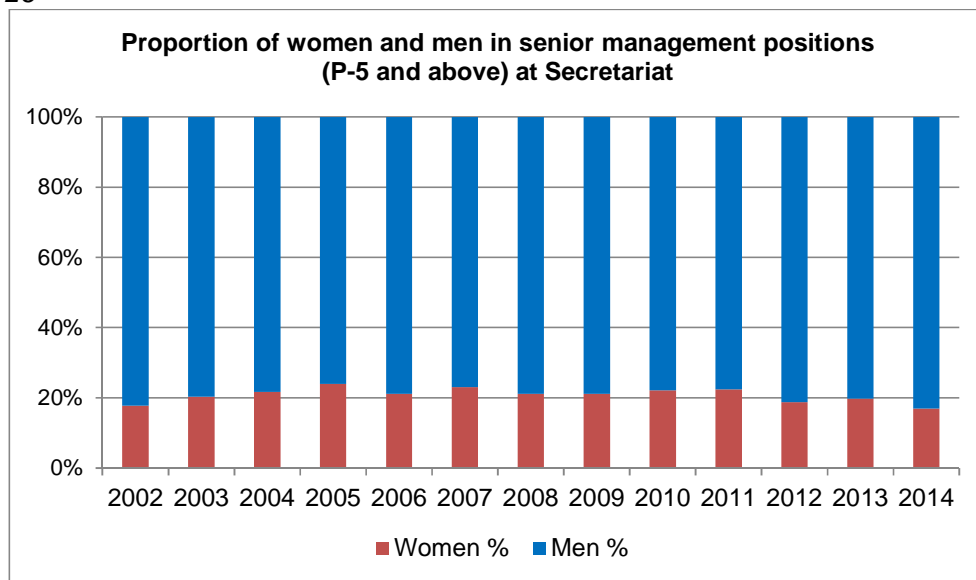


As evident from Figure 25, two-thirds of male staff are involved in research. A similar ratio of men and women can be observed in operations, observations, and administration at the professional level (e.g. accounting, finance, marketing, etc.). Region VI makes the only exception, with parity in the 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 the 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.

**Indicator 2.1.3: Proportion of men/women in senior management positions (P-5 and above) at the WMO Secretariat**

On average, about 20% of senior management posts at the Secretariat (P-5 and above) have been held by women, as shown in Figure 26.

Figure 26

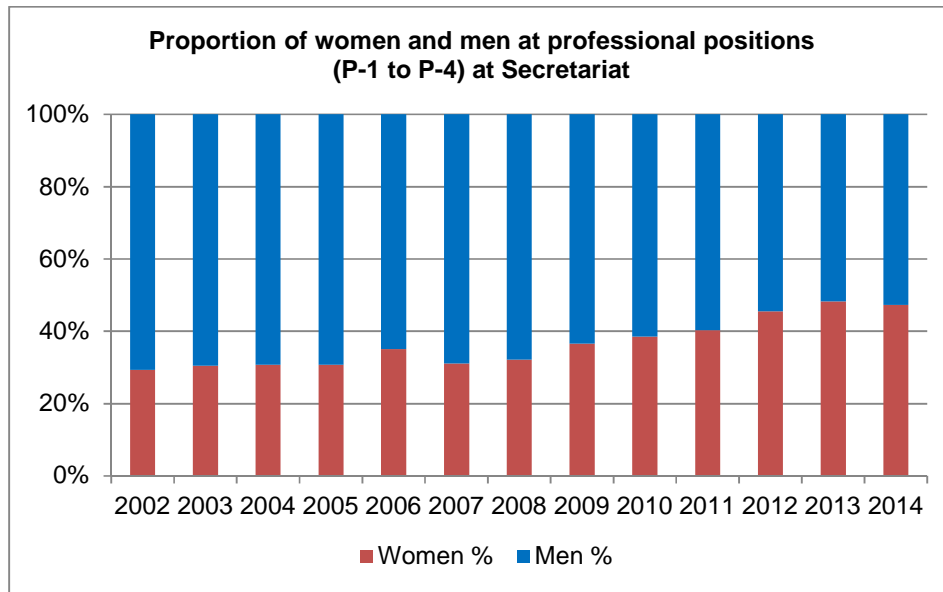


**Indicator 2.1.4: Proportion of men/women at professional (P) and administrative (G) grade levels at the WMO Secretariat**

**Professional Posts (P-1 to P-4)**

The proportion of women holding professional posts (P-1 to P-4) at the Secretariat has been steadily increasing since 2007, as illustrated by Figure 27. As of December 2014, female and male professionals were approaching parity, with 47% of posts held by women.

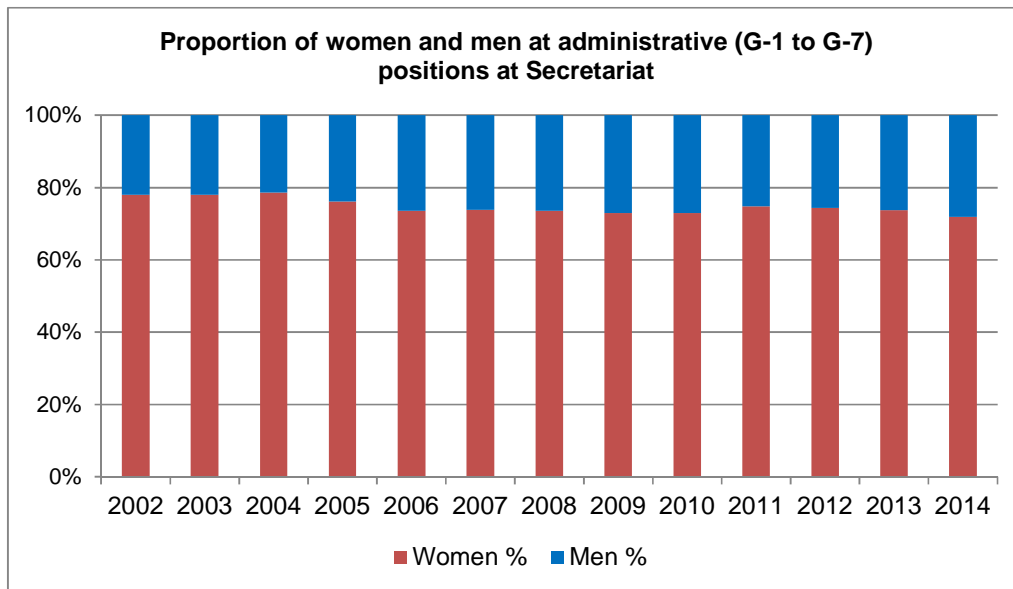
Figure 27



**General Service Staff (G-1 to G-7)**

The large majority of administrative and support staff (G) at the WMO Secretariat are women, accounting for 72% of the total in 2014. These proportions have remained relatively stagnant through the years, as indicated in Figure 28.

Figure 28



The desired trend in the three employment categories (top management, professional, general service) is to see more women in managerial and professional posts, in particular in senior management positions, and less in administrative/support roles, so that parity is eventually achieved.

**Indicator 2.1.5: Percentage of women/men appointed to managerial and/or professional posts at the Secretariat**

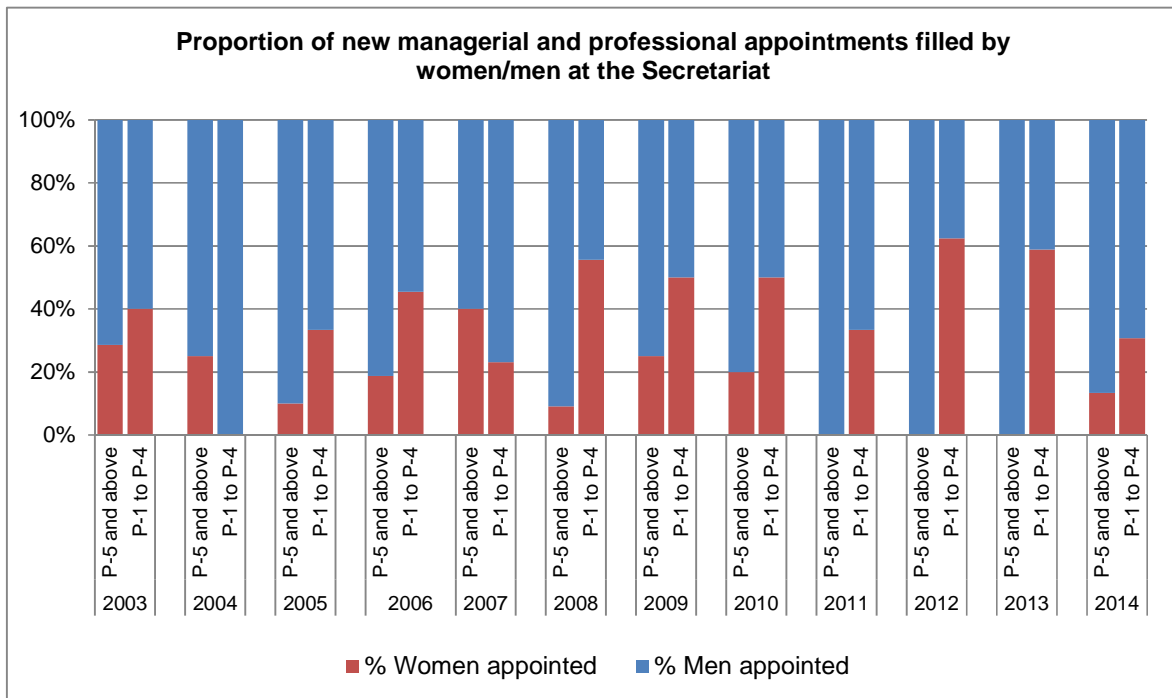
**P-5 and above**

Since 2010 the executive management of the WMO Secretariat consists of two male (SG and DSG) and one female (ASG) members. The appointment of women to senior management posts at the Secretariat has varied through the years, as evident from Figure 29 below.

**P-1 to P-4 Positions**

Women and men are equally appointed to professional posts at the Secretariat. Since 2008, women have been appointed to 49% of professional posts on average, with fluctuations through the years as presented on Figure 29. There was absolute parity in professional appointments in 2008-2010. About 60% of appointments went to women in 2012 and 2013, and a similar proportion to men in 2014.

Figure 29



**Indicator 2.1.6: (a) Ratio of recruited women / shortlisted female candidates; (b) Ratio of recruited men / shortlisted male candidates**

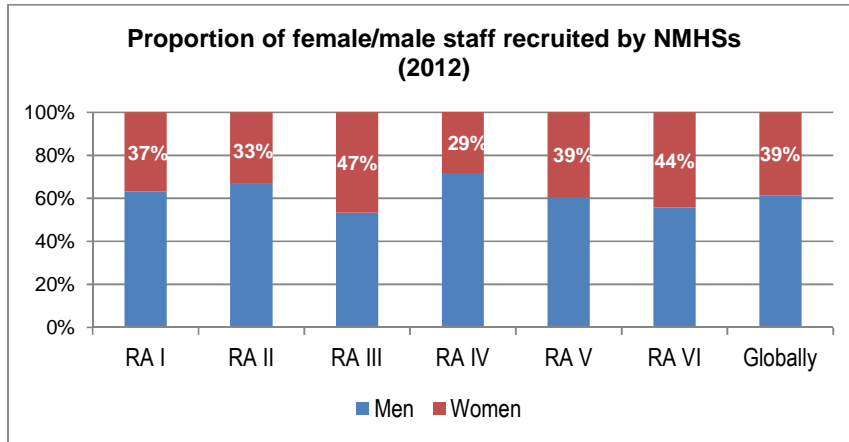
**Secretariat**

Based on data from 2012 to 2014, one out of four shortlisted female candidates was recruited. The ratio of recruited men to the number of shortlisted male candidates differs from year to year, with 26% in 2012, 10% in 2013, and over half in 2014.

**Members\***

Figure 30 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%<sup>7</sup> of the recruited staff were women.

Figure 30

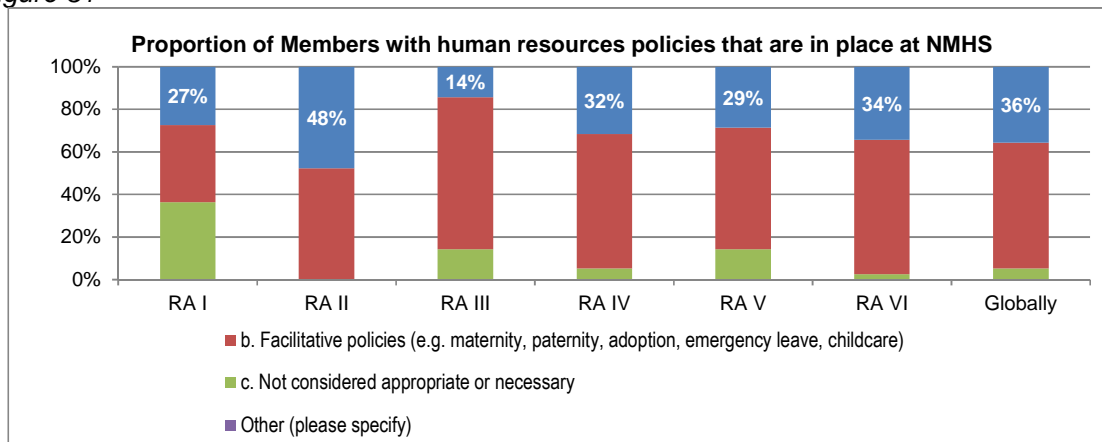


**(ii) Implementation of gender-sensitive policies in terms of working conditions and the allocation of benefits**

**Indicator 2.2.1\*: Number of NMHSs using flexible work arrangements, facilitative policies (e.g. maternity, paternity, adoption, childcare) and other relevant HR 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.).

Figure 31



<sup>7</sup> The low figure (29%) is heavily influenced by Canada and the United States of America in Region IV, both of which have a very low female recruitment rate at 24% and 27%, respectively. Taking out these two countries will give Region IV a much better female representation at 41% recruited in 2012.

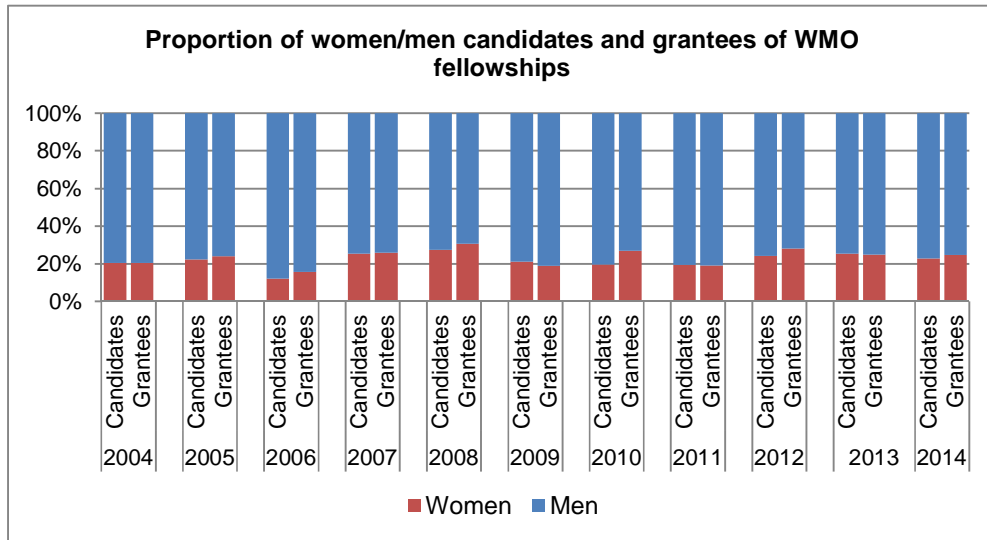
Among WMO Members, facilitative policies are much more predominant as compared to flexible working arrangements. More than half of respondents in all regions have facilitative policies in place, except for Region I where this statement is true for only a third of Members (see Figure 31). Flexible working 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.

**(iii) Provision of equal opportunities for in-career education and training for the professional development of all staff**

**Indicator 2.3.1: Number of men/women granted a WMO fellowship / Number of male/female candidates for WMO fellowships**

Since 2004, most of the WMO fellows were male, with less than a third of grantees women, as indicated on Figure 32. This is due to the lower number of female applicants generally. Otherwise, the number of men and women granted a WMO fellowship is proportional to the number of male and female candidates, as evident from Table 4. Gender is also among the main criteria of the Fellowships Selection Committee which positively discriminates in favour of female candidates.

Figure 32



In terms of long-term fellowships (i.e. duration of six months or more), the proportion of women awarded a fellowship has been higher. In 2014, the selection rate for women was 42%, as compared to 26% of male candidates awarded fellowships.

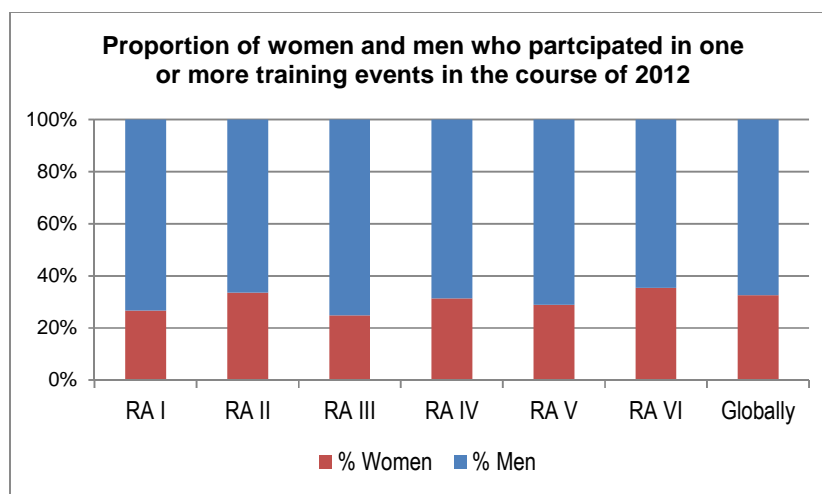
Year	Female-Awarded	Female Request	% Women Awarded	Male-Awarded	Male Request	% Men Awarded
2004	26	27	96%	101	105	96%
2005	19	20	95%	60	69	87%
2006	15	20	75%	81	144	56%
2007	33	54	61%	94	158	59%
2008	19	35	54%	43	92	47%
2009	14	34	41%	60	127	47%
2010	28	49	57%	76	200	38%
2011	19	40	48%	81	166	49%
2012	22	44	50%	56	138	41%
2013	29	67	43%	87	197	44%
2014	29	64	45%	88	215	41%

Table 4 Number of female/male candidates and grantees of a WMO fellowship

**Indicator 2.3.2\*: Number of NMHS male/female staff trained**

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 33.

Figure 33



Several countries deserve mentioning for having provided training to a gender-balanced group of employees: Azerbaijan, Cabo Verde, Gambia, Greece, Hungary, Iraq, Myanmar, Paraguay, Saint Lucia, South Africa, Uruguay, and Uzbekistan. The following Members have trained predominantly female staff (the British Caribbean Territories, Cyprus, Gabon and Nepal) regardless of women constituting a minority of their workforce.<sup>8</sup> Other Members, such as Armenia, Barbados, Dominica, Estonia, Latvia, Lithuania and Romania have also provided training to female employees mostly.

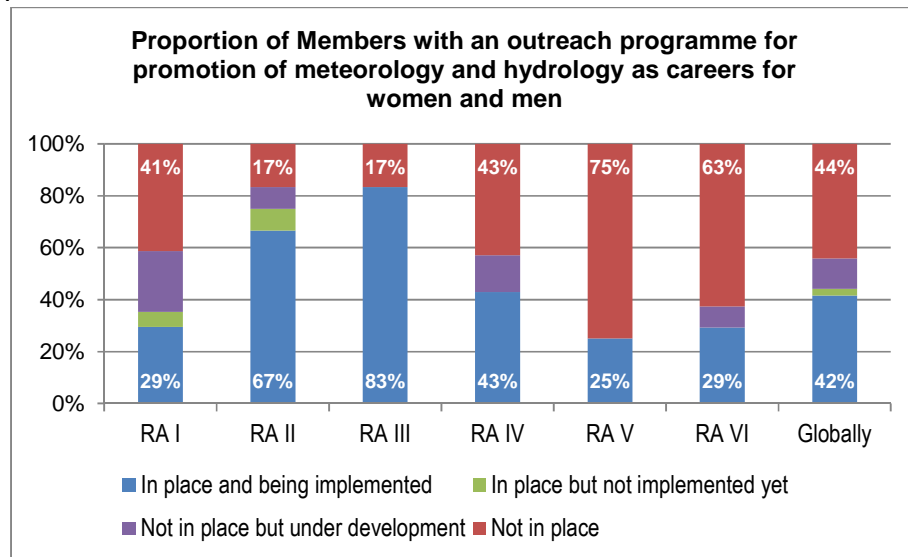
<sup>8</sup> No data is available on the total NMHS workforce of Gabon.

(iv) **Development and implementation of outreach programmes to promote meteorology and hydrology and related sciences as attractive careers for women and men**

*Indicator 2.4.1\*: Number of NMHSs with outreach programmes for the promotion of meteorology and hydrology as attractive careers for women and men (measured as ‘in place and being implemented’ / ‘in place but not implemented yet’ / ‘not in place but under development’ / ‘not in place’)*

The existence and implementation status of outreach programmes promoting meteorology and hydrology as attractive careers for women and men widely vary across regions and countries (see Figure 34). 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.<sup>9</sup> 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.

Figure 34



*Indicator 2.4.2: Proportion of women actively contributing to the work of IPCC as (a) coordinating lead authors, (b) lead authors and (c) review editors*

As Figure 35 shows, women account for 22% of the actively contributing authors to the work of IPCC, compared to 78% men.

<sup>9</sup> In RA V, there were only four respondent countries in total: Australia, Indonesia, New Zealand and Singapore. This could cause some misleading comparison between RA V and other regions.



Figure 35

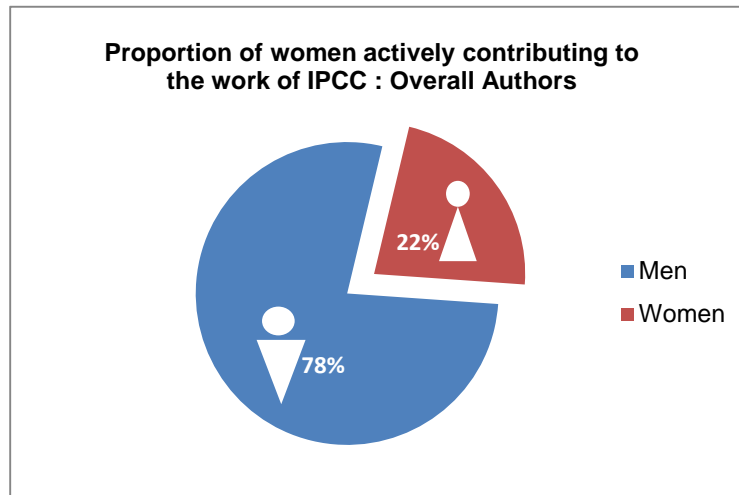
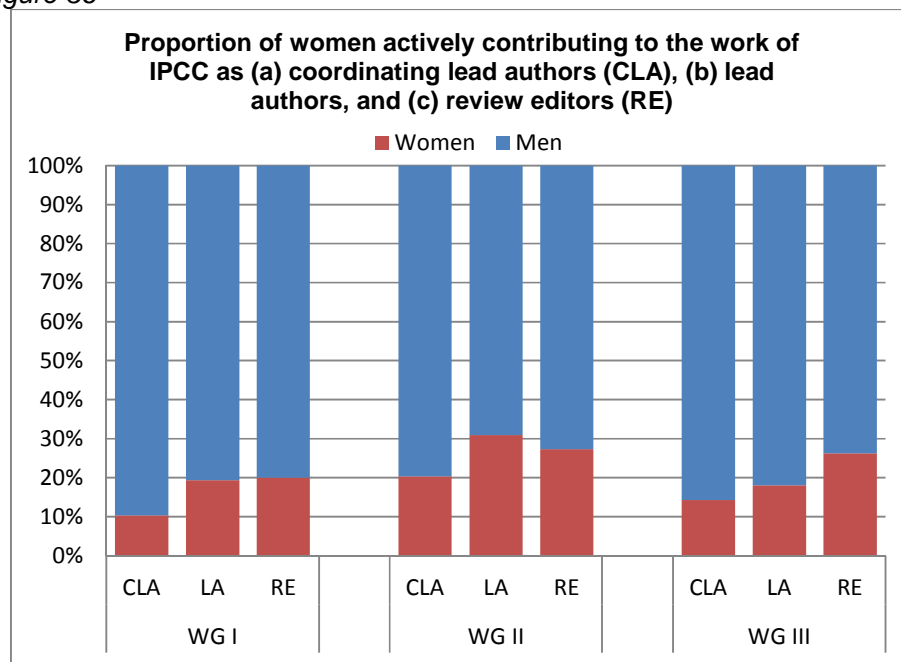


Figure 36 divides the authors into the following subcategories: Coordinating Lead Authors (CLA), Lead Authors (LA) and Review Editors (RE) within the three Working Groups as well as the Task Force on National Greenhouse Gas Inventories (TFI) of IPCC.

Figure 36



**Indicator 2.4.3: Number of publications and other outreach materials**

The following publications and outreach materials were produced and disseminated in 2013-2014 on issues related to gender equality and the empowerment of women:

- A gender webpage (<http://www.wmo.int/gender/>) dedicated to gender mainstreaming and gender-related issues within the WMO's mandate. It contains not only WMO-specific policy documents but also presents selected resources on gender, climate, water and

environment. To build the capacity of WMO staff and NMHS gender focal points, links to online trainings designed by other UN entities have been included. The history of women's rights and women's empowerment is summarized in a "Timeline of Key International Instruments, Mechanisms and Treaty Bodies," including years and links to resources. Links to the gender webpages of all UN entities and other organizations are also provided.

- Statement of the Conference on the Gender Dimensions of Weather and Climate Services (5-7 November 2014). Also see Indicator 4.4.1.  
[http://www.wmo.int/gender/sites/default/files/Conference%20Final%20Statement%20FINAL\\_edited\\_0.pdf](http://www.wmo.int/gender/sites/default/files/Conference%20Final%20Statement%20FINAL_edited_0.pdf)
- A Toolkit containing practical, actionable steps that WMO Members and partners could undertake to ensure that weather and climate services are gender-sensitive. The Toolkit was developed using input collected from partners, experts, speakers and participants at the Conference on the Gender Dimensions of Weather and Climate Services (5-7 November 2014). It is available at:  
<http://www.wmo.int/gender/sites/default/files/WMO%20outcomes%20toolkit%20final%203%20Nov.pdf>
- A webpage on Women and Careers in Weather, Water and Climate, featuring prominent female professionals (<http://www.wmo.int/gender/content/women-weather-water-and-climate>). The webpage will be expanded with more profiles in 2015 and will be embedded in the WMO gender website which is currently being revamped.
- WMO Bulletin, Vol. 63(2), page 6-9: Women in Meteorology  
[http://library.wmo.int/opac/index.php?lvl=bulletin\\_display&id=3130#.VK03hyvF-PZ](http://library.wmo.int/opac/index.php?lvl=bulletin_display&id=3130#.VK03hyvF-PZ)
- MeteoWorld, November 2014: Gender Dimensions of Weather and Climate Services. A brief article on the Conference mentioned above.  
[http://www.wmo.int/pages/publications/meteoworld/genderdimnov14\\_en.html](http://www.wmo.int/pages/publications/meteoworld/genderdimnov14_en.html)

### **3. Enhanced Service Delivery**

#### **(i) Consideration of the specific needs of women and men when providing timely and effective services**

##### ***Indicator 3.1.1\*: Number of NMHSs collecting data on the needs of vulnerable communities, including women and children***

Very limited data is 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.

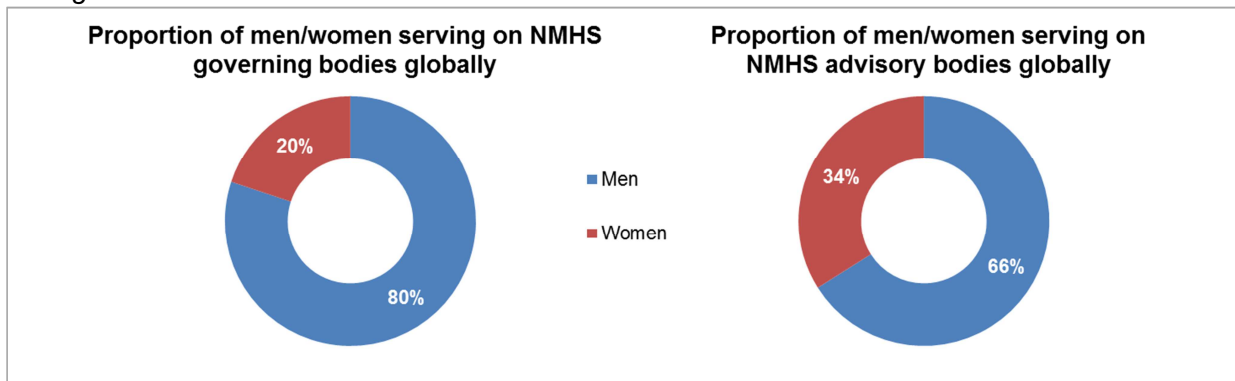
Members from Region I have paid most attention to vulnerable communities, with relevant data collected in Gambia, Mali, Niger, Nigeria and the United Republic of Tanzania. With the exception of Japan which compiled information on the utilization of UV Index among women, it is unclear to what extent the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

**Indicator 3.1.2\*: Proportion of men/women serving on NMHS governing and advisory bodies related to service delivery**

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 37 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 37



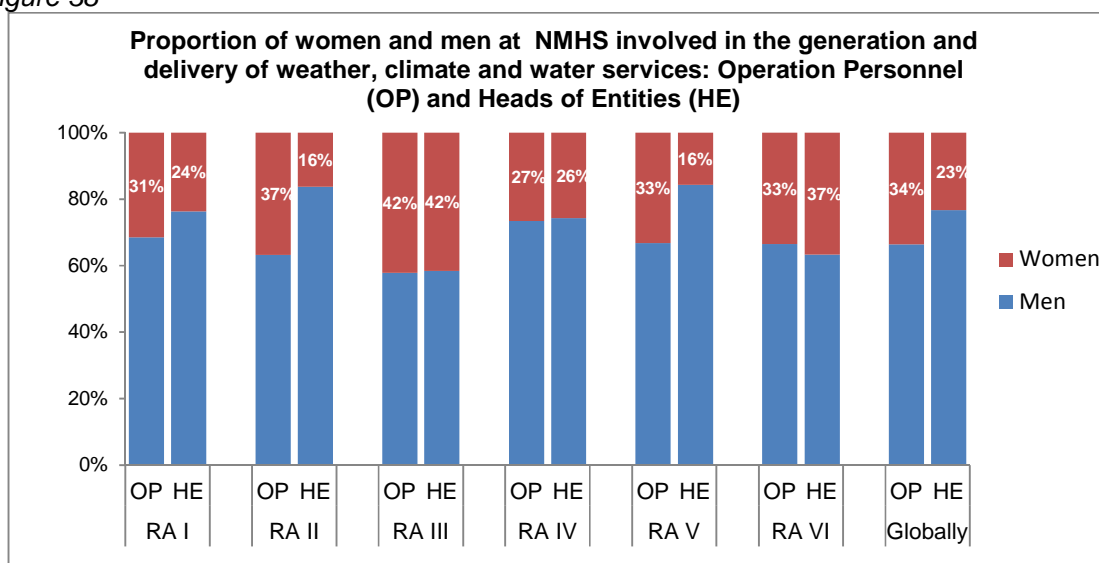
Argentina, Barbados the British Caribbean Territories, Estonia and Myanmar are notable exceptions with an approximately 50-50% parity between female and male members of governance bodies. Women also constitute the majority in governing bodies in Armenia, Azerbaijan, Cabo Verde and Nepal. Regarding advisory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

**(ii) Active involvement of women and men in designing services for users**

**Indicator 3.2.1\*: Proportion of men/women heading the function of generation and delivery of weather, water and climate services in NMHSs**

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).

Figure 38



Men are predominantly in charge of service delivery, as evident from Figure 38. 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 has the highest representation of women in the two categories reviewed (42%), with a significant contribution from Argentina, Peru and Uruguay.

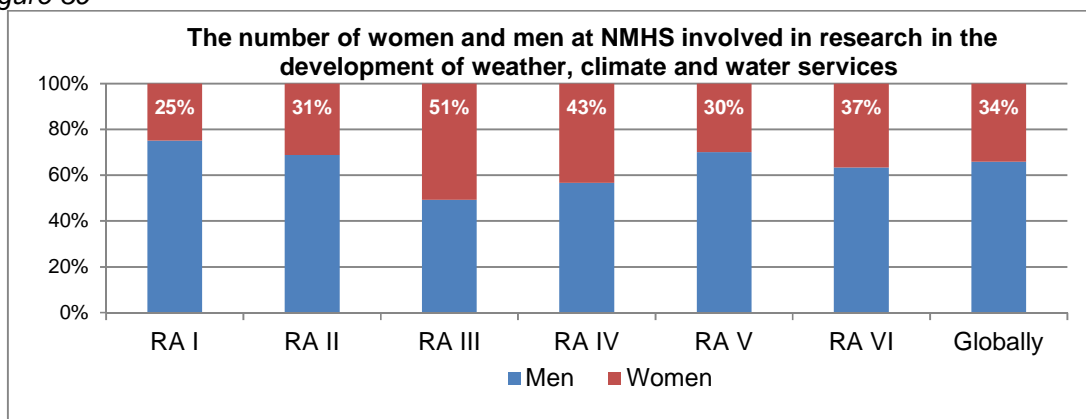
Region I has the lowest proportion of women involved in operations (24%) whereas Regions II and V have the lowest share of women serving as heads of entities (16%). It should be noted that very few respondents from Region V responded to this question and participated in the Survey generally.

**Indicator 3.2.2: Proportion of men/women involved in research in the development of user-oriented weather, climate and water service**

As illustrated by Figure 39, 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 Barbados, Bosnia and Herzegovina, the British Caribbean Territories, Costa Rica, Greece, Myanmar, Romania, and The Former Yugoslav Republic of Macedonia, Tunisia, and Uzbekistan. Women researchers further exceed 40% in Slovakia and Thailand, 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. 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.

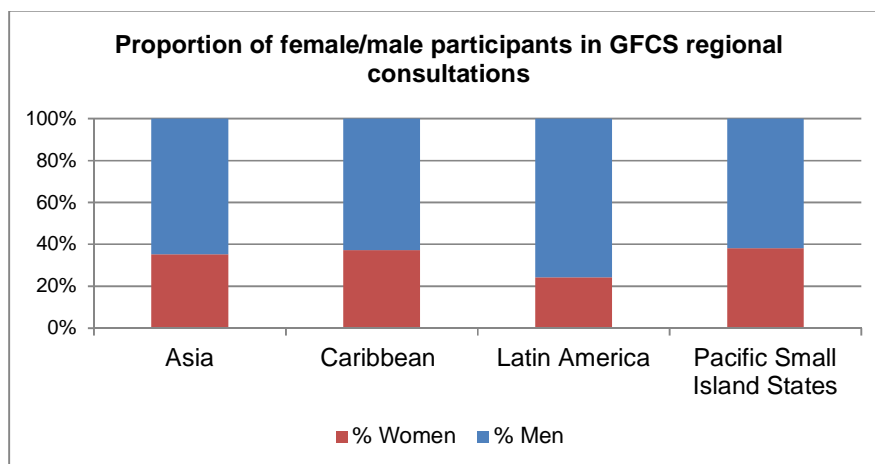
Figure 39



**Indicator 3.2.3: Proportion of female/male participants in GFCS regional workshops**

To date, GFCS has held four regional workshops in Asia, the Caribbean, Latin America and the Pacific Small Island States. Figure 40 shows that the majority of participants in these workshops have been male, especially in Latin America where women represented only a quarter of participants. A higher proportion of women (35%-39%) attended the GFCS workshops in the other three regions.

Figure 40

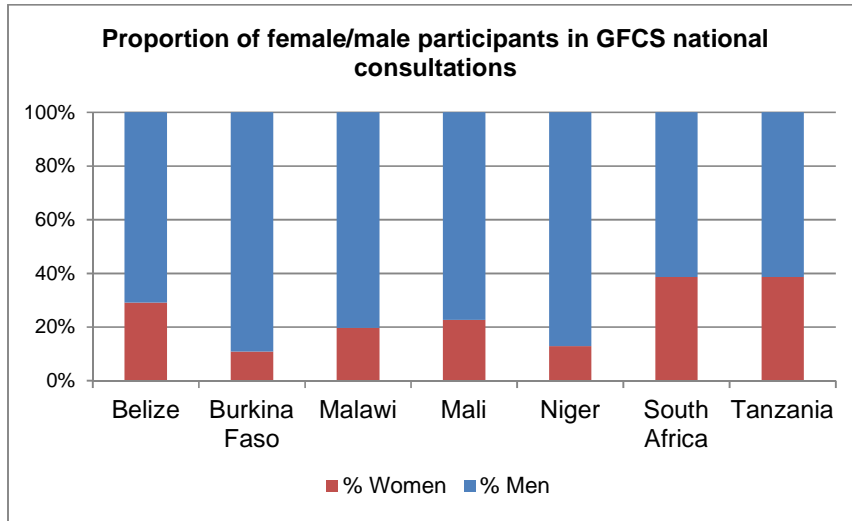


**Indicator 3.2.4: Proportion of female/male participants in GFCS national workshops**

Since the inception of GFCS national workshops in 2012, ten workshops were held in Belize, Burkina Faso, Chad, Dominica, Mali, Malawi, Niger, Senegal, South Africa and the United Republic of Tanzania.<sup>10</sup> As Figure 41 suggests, women represented less than a third, with the exception of South Africa and the United Republic of Tanzania. Both exceptions are relatively close to gender parity with 61% men and 39% women, respectively.

<sup>10</sup> Chad, Dominica and Senegal have held GFCS national workshops but there are no reports available yet for Dominica and Senegal, and the Chad workshop report did not provide the list of participants necessary for gender analysis.

Figure 41



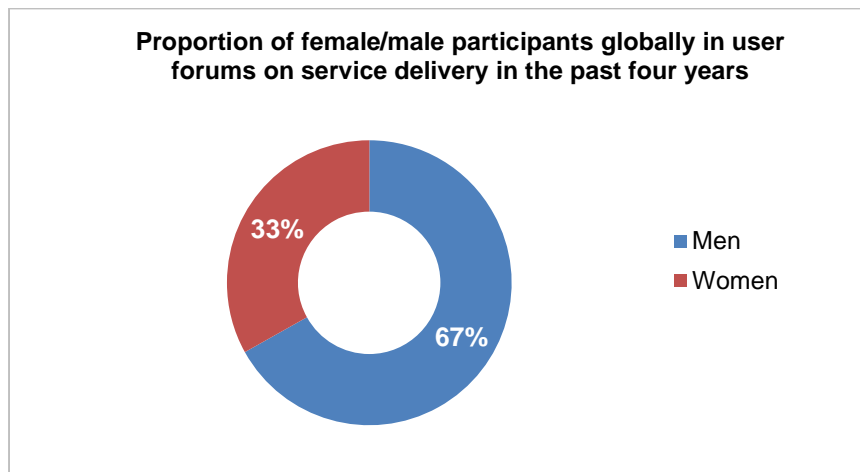
**(iii) Attention to gender equality when selecting participants for user forums**

**Indicator 3.3.1: Proportion of male/female participants 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 42. 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 Slovakia 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 42



## 4. Monitoring and Evaluation

### (i) Collection and analysis of data on gender issues

#### *Indicator 4.1.1: Regular surveys on the participation of women and men in WMO activities conducted (e.g. one per financial period)*

Regular surveys are conducted, with the most recent being the 2013 Global Survey on Gender Mainstreaming at WMO. 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. Two global surveys were conducted previously in 1997 and 2001.

#### *Indicator 4.1.2: Gender analysis incorporated in strategic planning documents at the Secretariat, regional and national level\**

##### **Secretariat**

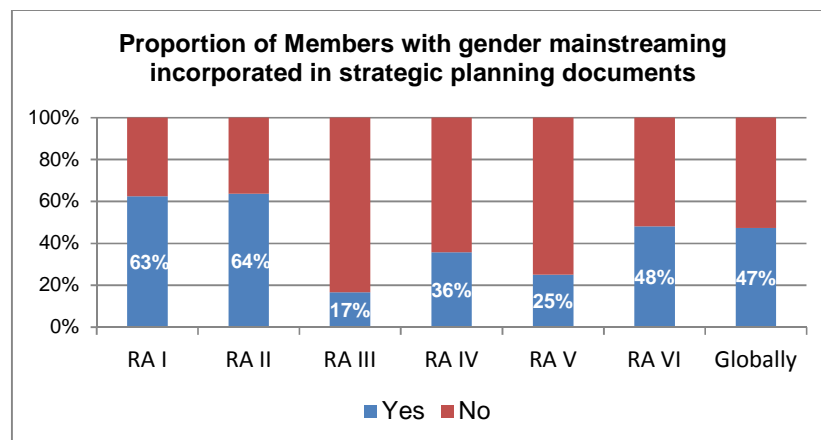
The WMO Strategic Plan 2012-2015 refers to gender equality and the empowerment of women in one of the main objectives under Expected Result 6: “Increased awareness of the socio-economic benefits derived from products and services provided by National Meteorological and Hydrological Services and regional centres, including their contribution to the achievement of the Millennium Development Goals, and particularly by promoting gender equality and empowerment of women.”

A stand-alone Key Outcome was formulated under Expected Result 8 (Governance) in the WMO Draft Operating Plan 2016-2019: “Gender Equality across WMO” (KO 8.4). Two Key Performance Indicators (KPIs) were further designed to monitor progress: KPI 8.4.1: “Proportion of men/women in WMO constituent bodies” and KPI 8.4.2: “Number of men/women granted WMO fellowship/Number of total candidates.”

##### **Regional and National Level**

At the national level, 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 43. 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 43). In Regions IV and V, the proportion is 36% and 25%, respectively.

Figure 43



**Indicator 4.1.3: Systematic use of gender-disaggregated data for reporting and monitoring purposes**

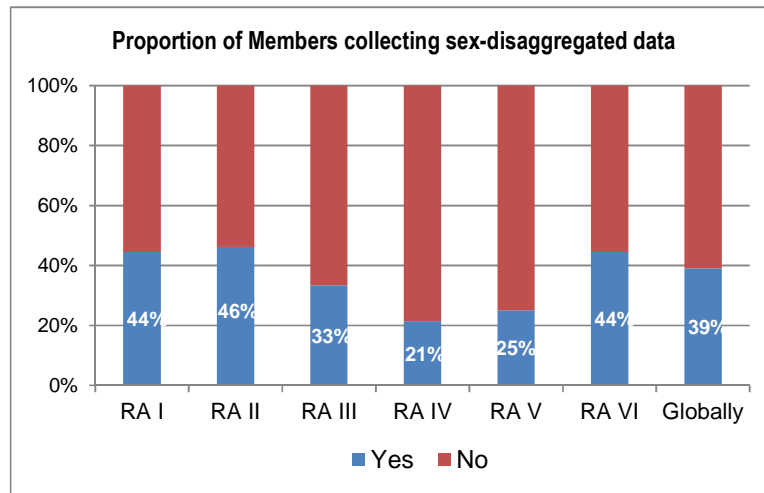
**Secretariat**

A gender database was set up in 2013-2014 with statistical information on the gender balance of all WMO governance structures and participation in sessions of constituent bodies. The database is supplemented with regular surveys to Members. More sex-disaggregated data should be collected by the WMO programmes.

**Regional and national**

As evident from Figure 44, 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 44



**(ii) Annual evaluation of and feedback on progress in gender mainstreaming by NMHSs**

**Indicator 4.2.1: Number of NMHSs feeding data into the WMO monitoring system for tracking progress in implementation of WMO Gender Mainstreaming Policy (once per financial period)**

A total of 83 Members responded to the 2013 Global Survey on Gender Mainstreaming at WMO (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, Caribbean (68%), RA V South-West Pacific (19%) and RA VI Europe (55%).<sup>11</sup>

<sup>11</sup> The following WMO Members responded to the Survey: Argentina; Armenia; Australia; Austria; Azerbaijan; Bahamas; Bahrain; Bangladesh; Barbados; Belgium; Belize; Benin; Bosnia and Herzegovina; British Caribbean Territories; Burkina Faso; Canada; Cabo Verde; Chile; China; Colombia; Congo; Costa Rica; Croatia; Curaçao and Sint Maarten; Cyprus; Democratic Republic of the Congo; Denmark; Dominica; Egypt; El Salvador; Estonia; France; Gabon; Gambia; Germany; Greece; Guatemala; Guinea; Hong Kong, China;



**(iii) Assessments of the impact of the implementation of the WMO Gender Mainstreaming Policy**

***Indicator 4.3.1: A WMO monitoring system for tracking progress in implementation of WMO Gender Mainstreaming Policy 'in process of development' / 'in place' / 'fully operational'***

A monitoring system is in place for monitoring implementation of the WMO Policy on Gender Mainstreaming. Baseline data was collected in 2013-2014 through the establishment of the WMO Gender Database and the 2013 Global Survey on Gender Mainstreaming.

**(iv) Sharing (communication) of best practices on gender mainstreaming between NMHSs and international organizations**

***Indicator 4.4.1: Good practices on gender mainstreaming collected / disseminated / replicated***

In 2014, WMO organized the Conference on the Gender Dimensions of Weather and Climate Services at which a significant volume of knowledge was collected on the link between gender and weather, water and climate. Over 60 speakers and 280 participants from 93 countries gathered at the Conference to analyze where and how gender considerations matter in the development and delivery of weather and climate services, and how gender equality and women's empowerment can be promoted and attained.

The Conference Statement formulated actions and mechanisms on how to make weather and climate services more gender-sensitive so that women and men can make equally informed decisions with respect to food security, disaster risk reduction, water resources management, and public health.

The Conference Report and outcomes will be disseminated to all Members and partners in 2015. Apart from presenting the conference proceedings, the Report is designed to serve as a reference tool and includes multiple recommendations, good practices, facts, and examples. In addition, a toolkit was compiled containing practical, actionable steps that WMO Members and partners could undertake to ensure that weather and climate services are gender-sensitive (see Indicator 2.4.3).

**(v) Accountability and continuous improvements in the elements of the framework**

***Indicator 4.5.1: Periodic reports on implementation of the Framework for Action released***

The current document represents the first progress report on the implementation of the Framework for Action (Section 3.4 of the WMO Policy on Gender Mainstreaming). The monitoring indicators presented in the report have been designed to measure all items of the Framework. The report is also structured accordingly.

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Hungary; Indonesia; Iraq; Iran (Islamic Republic of); Jamaica; Japan; Jordan; Kenya; Latvia; Lithuania; Mali; Mauritius; Mexico; Myanmar; Namibia; Nepal; Netherlands; New Zealand; Niger; Nigeria; Paraguay; Peru; Republic of Korea; Romania; Rwanda; Saint Lucia; Serbia; Singapore; Slovakia; Slovenia; South Africa; Spain; Sweden; Switzerland; Thailand; The Former Yugoslav Republic of Macedonia; Trinidad and Tobago; Tunisia; Turkey; United Kingdom of Great Britain and Northern Ireland; United Republic of Tanzania; United States of America; Uruguay; Uzbekistan; Yemen.

***Indicator 4.5.2: Periodic review of the relevance of the Framework for Action conducted and regular updates implemented.***

At its meeting in November 2014, the EC Advisory Panel of Experts on Gender Mainstreaming discussed the need to update the WMO Policy and provided specific guidelines, including incorporating the recommendations of the Conference on the Gender Dimensions of Weather and Climate Services in the Policy, extending the accountability for policy implementation to the WMO regional associations and technical commissions, and reflecting the UN System-wide Action Plan (UN-SWAP) elements that are currently missing or not sufficiently elaborated in the document.

In early 2015, the WMO Secretariat initiated work on updating the WMO Policy on Gender Mainstreaming and developing an implementation plan, using the services of a UN Women-funded consultant. The updated policy will be submitted to Congress.