



# **NOAA Brown Bag Seminar**

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## **Report from the 2nd WMO Conference on Women in Meteorology and Hydrology March 24-27, 2003, Geneva**

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**June 5, 2003**



# Outline

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- **Introduction**
- **Background**
- **About WMO**
- **The Meeting**
- **Meeting Issues**
- **Meeting Outcomes**



# Introduction

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- **2nd conference of its type**
- **Held in Geneva, Switzerland, March 24-27, 2003**
- **Representatives from ~103 nations**
- **US Delegation**
  - **General John J. Kelly, Jr., NWS**
  - **Mary Glackin, PPI  
(Conference Co-Chair)**
  - **Vickie Nadolski, NWS**
  - **Dian Seidel, ARL**
  - **Fiona Horsfall, NWS**
  - **Maria Pirone, AER, Inc.**
  - **Sepideh Yalda, Millersville  
University**
  - **Tina del Castillo, NWS**





# Background

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- **1995 - Fourth World Conference on Women held in Beijing**
  - **WMO survey of women in field of meteorology and hydrology**
    - **International Expert Meeting on the Participation of Women in Meteorology and Hydrology in Bangkok, Thailand, in 1997**
      - **Recommendations**
        - » **Education and training**
        - » **Career and Promotion Opportunities**
        - » **Work Environment Policies and Practices**
        - » **Participation of Women in the Work of the WMO**
        - » **Representation of Women in the Work of the WMO and in the Secretariat**



# Background

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- **Second survey conducted in 2001**
  - To update data collected from 1<sup>st</sup> survey
  - To track progress in achieving full opportunity for women in the field
- **Key conclusion**

**No significant change in overall participation of women in WMO activities and in meteorology and hydrology**



# About WMO

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## World Meteorological Organization



A United Nations Specialized Agency

**Working together in Weather, Water and Climate**



Authoritative scientific voice on the state and behavior of the Earth's atmosphere and climate



# About WMO

**Secretary-General / Secretariat**

**Congress (185 members)**

**6 Regional Associations**

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

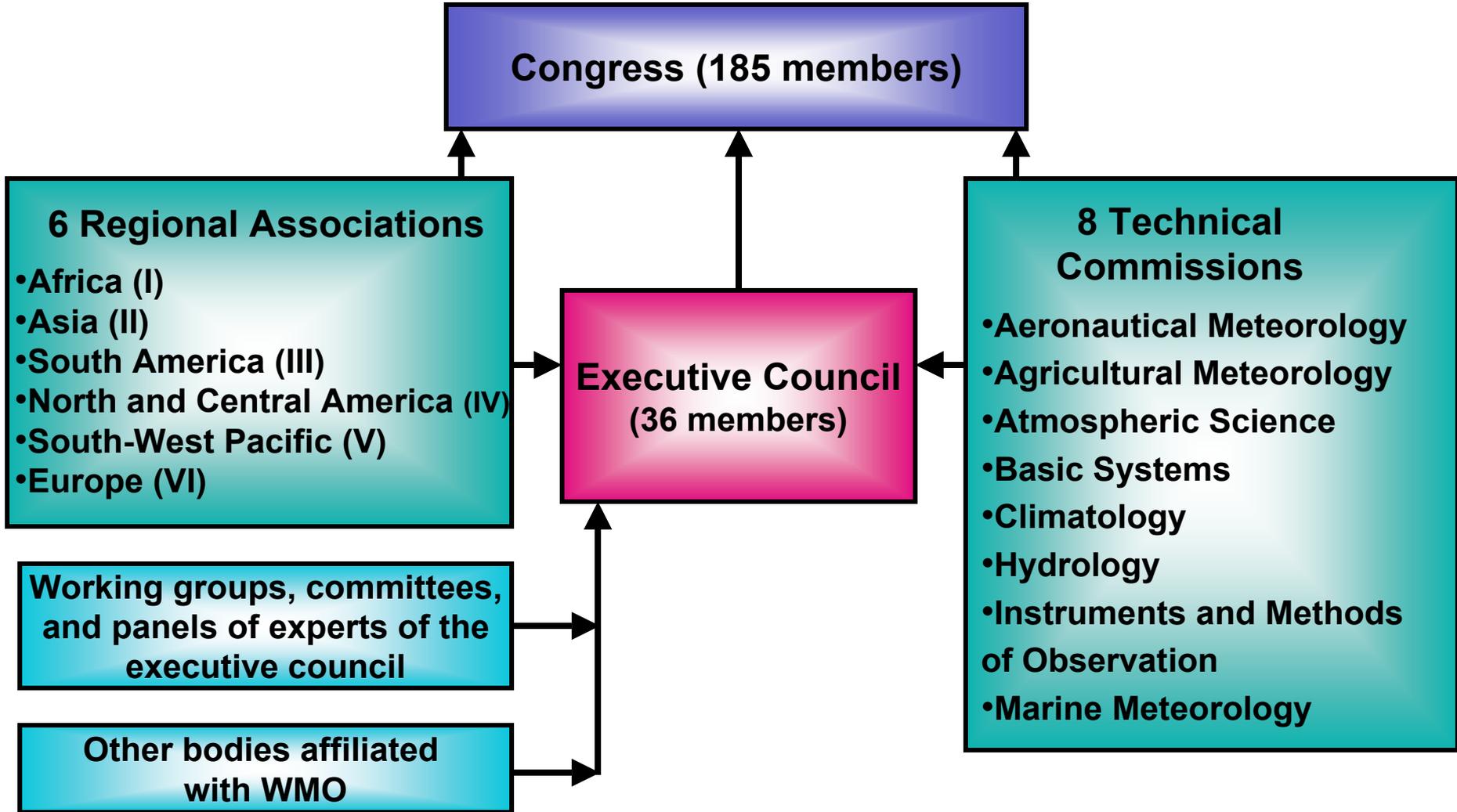
**8 Technical Commissions**

- Aeronautical Meteorology
- Agricultural Meteorology
- Atmospheric Science
- Basic Systems
- Climatology
- Hydrology
- Instruments and Methods of Observation
- Marine Meteorology

**Executive Council (36 members)**

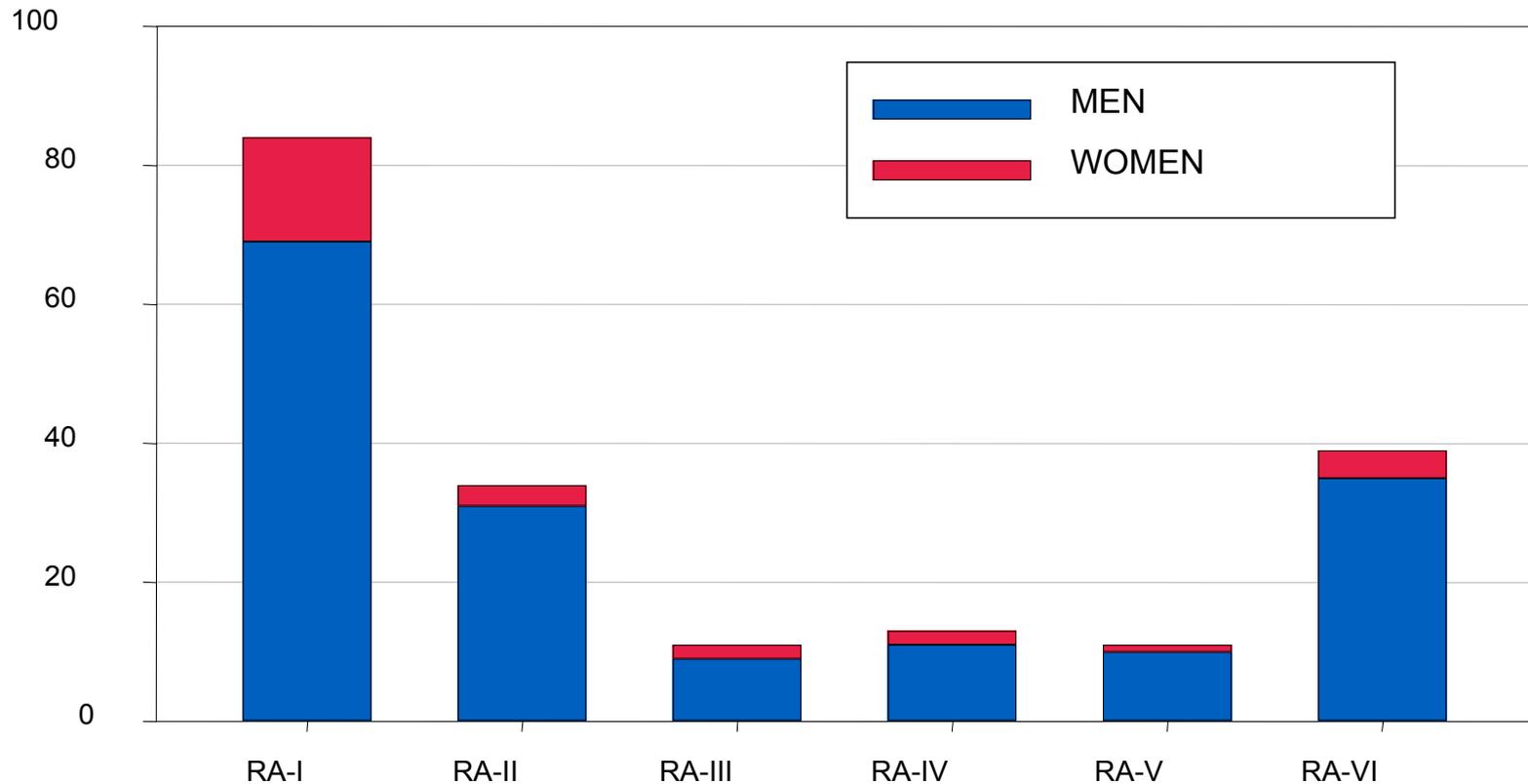
Working groups, committees, and panels of experts of the executive council

Other bodies affiliated with WMO





# About WMO

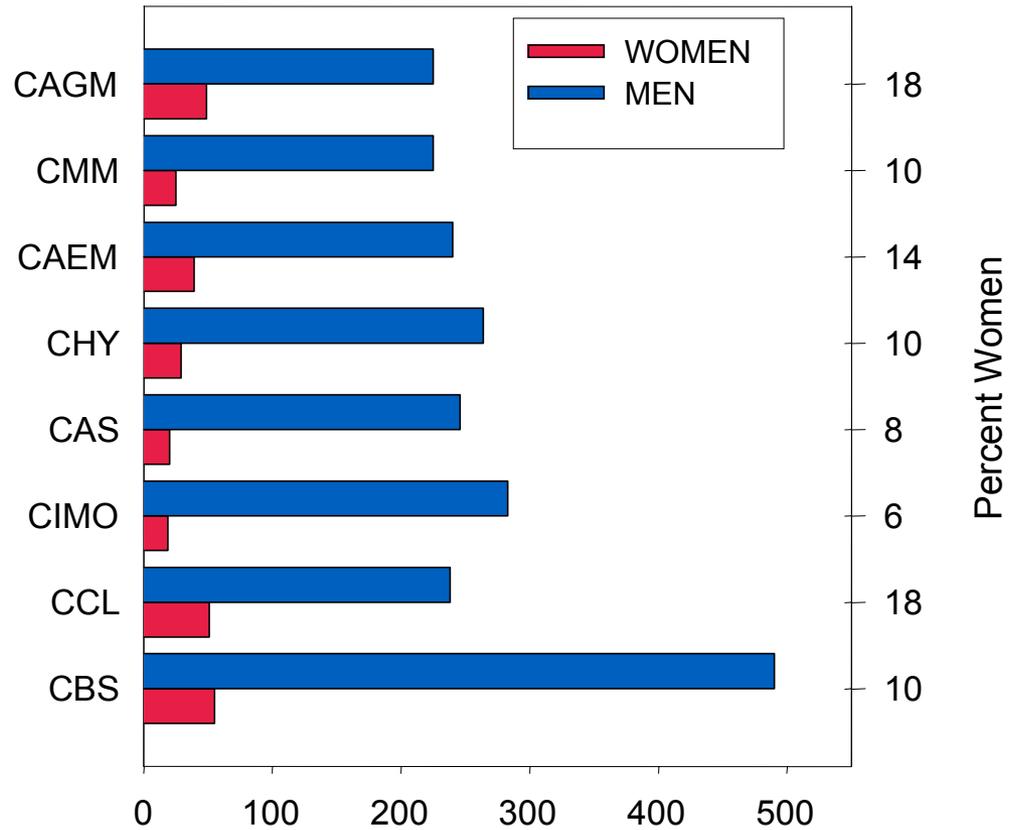
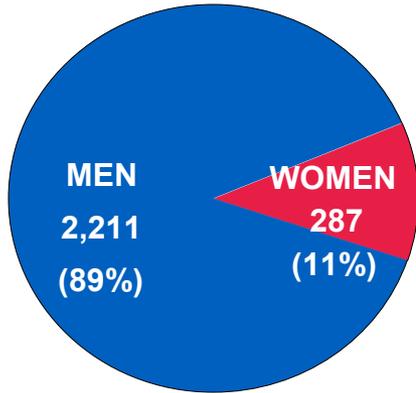


## Regional Technical Conference Participants



# About WMO

## COMMISSION DELEGATES 1996-1999



## All Commissions



# About WMO

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- **Activities**

## **Scientific and Technical Programmes**

(eg., World Weather Watch, World Climate Programme, Atmospheric Research and Environment Programme, etc.)

## **Conferences**

(report to congress or executive council and make recommendations on policies, programmes, etc.)



# The Meeting

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- **Conference opened by Secretary-General Obasi**
- **Other Key speakers**
  - **Ms Joke Waller-Hunter**  
Executive Secretary, United Nations Framework Convention on Climate Change
  - **Dr. Kema Chikwe**  
Minister of Aviation of Nigeria
  - **Prof. Lydia Makhubu**  
President, Third World Organization of Women in Science





# Meeting Issues

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- **Experience in other international organizations**

- Taking gender into account makes good business sense



- **Gender mainstreaming**

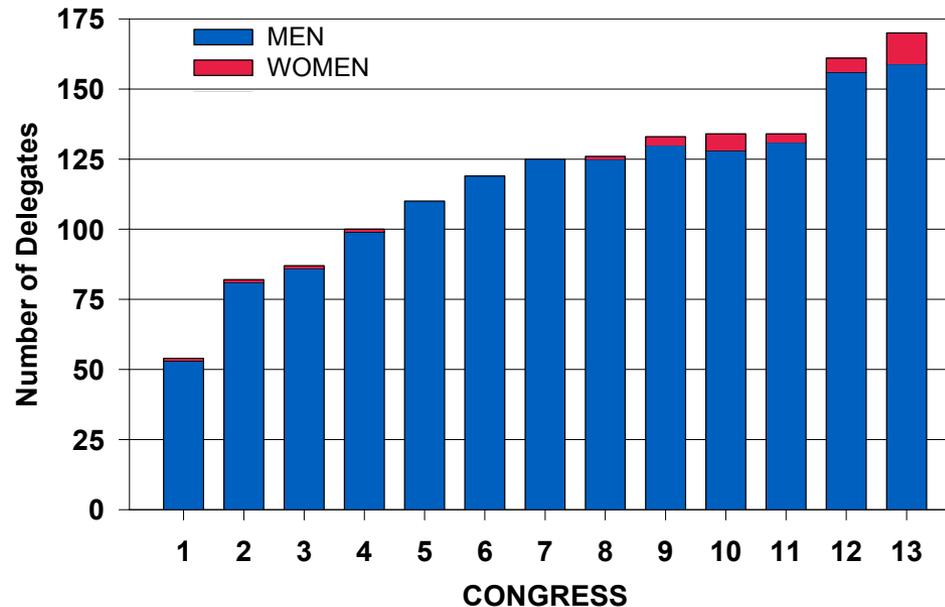
- The process of assessing the implications for women and men of any planned action, including legislation, policies and programmes, in any area and all levels.....so that women and men benefit equally, and inequality is not perpetuated.



# Meeting Issues

- **Breaking through the glass ceiling**
  - The invisible, artificial barrier that blocks women from senior executive jobs

Principal Delegates to WMO Congresses (1951-1999)





# Meeting Issues

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- **Breaking through the glass ceiling**
  - Bureau for Gender Equality of the International Labour Organization gender audit recommendations
    - Improve staff balance
    - Targeting and promotion of female leadership
    - Creation of working environment for more balanced private and professional life
    - Non-tolerance of sexual and other forms of harassment



# Meeting Issues

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- **Taking stock**
  - Survey results and WMO experience
    - Women remain underrepresented in WMO activities
    - Little significant change in overall participation of women at WMO since 1997



Regional Association 1 (Africa)



# Meeting Issues

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- **Taking stock**
  - NMHSs experiences (11 discussion groups)
    - Social and institutional barriers still exist
      - To female participation in the field
      - To making improvements in women's work status (in some countries)

Commission for  
Basic Systems





# Meeting Issues

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- **Reviewing and building on the Bangkok recommendations**
  - Some approved by WMO Congress in 1999
  - Resolutions adopted on involvement of women at meetings
  - WMO website on women's issues established
  - Articles on women published in WMO Bulletin
  - Conference participants reaffirmed Bangkok recommendations





# Meeting Issues

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- **Meeting challenges**

- Increase training opportunities for women at WMO
- Encourage governments and NMHSs to nominate and support qualified females
- Women must formulate personal goals and be prepared to make sacrifices
- Mentoring and networking are key tools for helping women succeed
- Use of telecommuting and teleworking technology to facilitate furthering women in the field





# Meeting Outcomes

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- **The way forward**
  - Actions by women
    - Promote career development
    - Brief PRs prior to Congress
    - Promote awareness
    - Form regional/sub-regional networks
    - Establish national associations of women in the field





# Meeting Outcomes

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- **The way forward**
  - Recommendations to NMHSs, Technical Commissions (TC), Regional Associations (RA), and PRs
    - Appoint gender focal points
    - RAs and TCs report regularly on progress
    - PRs make regular reports on gender issues
    - PRs ensure information related to career opportunities and development made available to staff, in particular to women
    - NMHSs take action to retain young female professionals



# Meeting Outcomes

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- **The way forward**
  - **Recommendations to WMO Secretariat**
    - Establish WMO gender expert position
    - Establish advisory panel on gender issues
    - Include gender issues on agenda for Congress
    - Regularly collect gender-disaggregated statistics
    - Develop terms of reference of national gender focal points
    - Encourage PRs to include women as members of delegations to WMO activities





# Meeting Outcomes

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- Next steps

- Keep the momentum going!
- Delegates to promote the work of the conference
- In the US
  - Network of Communication within our region (RA IV -- North & Central America & Caribbean)
  - Promotion
    - Luncheon information session during the 83rd AMS Annual Meeting in Long Beach, CA in February 2003. (& proposal for similar events at AMS Annuals in the future)
    - Various articles in NWS, NOAA, and AMS publications
    - Coordination with the AMS Board on Women & Minorities
    - Solicit expressions of interest to create a directory
  - Mentoring
    - Coordination with the AMS Board on Women & Minorities



# Thank you!

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WMO: [www.wmo.ch](http://www.wmo.ch)

NWS International Affairs: [www.nws.noaa.gov/ia/home.htm](http://www.nws.noaa.gov/ia/home.htm)