

Issues related to CAeM Gender Focal Point

Commission for Aeronautical Meteorology
Management Group 2019
(CAeM-MG-2019)

12 to 15 February 2019, Melbourne, Australia



WMO OMM

World Meteorological Organization
Organisation météorologique mondiale

CAeM-MG-2019/PPT. 4.4
ITEM: 4.4

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Issues related CAeM Gender Focal Point

WMO Gender Equality Policy and Action Plan



As requested, we should review the **WMO Gender Equality Policy** and **propose updates** to the WMO Gender Action Plan ahead of the Eighteenth World Meteorological Congress (Cg-18) this year.

At its latest session in June 2018, the WMO Executive Council decided to accelerate the exchange of **good practice among Members** on gender equality and the empowerment of women as well as to create a resource page containing Members' gender policies and action plans (Decision 14/1 (EC-70)).

"...8.3 Technical Commissions

The technical commissions should be aware of and implement the WMO Gender Equality Policy within their area of responsibility. Efforts should be made to ensure that a minimum of at least 30 percent of the members of their working structures is female and that this percentage rises progressively within each financial period. The longer-term objective will be to reach parity between male and female members. Source: WMO GENDER EQUALITY POLICY (as adopted by the Seventeenth World Meteorological Congress, 25 May-12 June 2015)

Source: WMO

Issues related CAeM Gender Focal Point

WMO Gender Equality Policy and Action Plan

To this end, **members were kindly requested to:**

(1) Send WMO your national and/or NMHS gender policies and action plans to be posted on the WMO gender webpage and used as a resource. (Deadline September 2018)

the link are still available. Link to summit:

<https://public.wmo.int/en/resources/gender-equality/collection-good-practice>

(2) Continue sending WMO good practice on:

- (a) how to mainstream gender in organizational policies and practices;
- (b) how to attract more girls and women into Science, Technology, Engineering and Mathematics; and the meteorological/hydrological profession; and
- (c) how to make weather, climate, hydrological and other environmental services more gender-sensitive.

<https://public.wmo.int/en/resources/gender-equality/good-practice-from-members-advancing-gender-equality-and-empowerment-of-women>

GENDER EVENTS

- **Fiftieth Greater Horn of Africa Climate Outlook Forum (GHACOF-50), 27-28 August 2018**, Kigali, Rwanda. For the first time ever, the GHACOF was dedicated to exploring the **gendered impacts of climate** and to devising regional **mitigation strategies**.

Read more: <https://public.wmo.int/en/media/news/greater-horn-of-africa-climate-outlook-forum-focuses-gender>

GENDER EVENTS

- **Women's Agrometeorology Leadership Workshop (14-15 April 2018, Incheon, Republic of Korea)**. The event took place on the margins of CAgM-17. Remarkably, a **16% increase in women representation was registered at the session**. The proportion of female delegates soared from 21 percent at the latest session in 2012 to 37 percent at CAgM-17 in 2018. Also, **CAgM-17 selected its Management Group which, for the first time, is more than 50% female**.

Read more: <https://public.wmo.int/en/media/news/wmo-invests-generation-of-female-leaders-agricultural-meteorology>

GENDER EVENTS

- **IPCC Task Group on Gender** has been working since March 2018. The Group is chaired by Patricia Nying'uro from Kenya and Markku Rummukainen from Sweden, with Diana Liverman as its rapporteur. It has about 50 members and continues receiving nominations. Based on responses to a questionnaire to IPCC focal points, authors (past and present) and observer organizations, the Group will prepare a **report for the 49th IPCC session in Kyoto in May 2019** on a framework of goals and actions to improve gender balance and address gender-related issues within the IPCC. **The Group works mainly via electronic means and has established an e-forum** to exchange ideas and enhance dialogue. It meets in conjunction with IPCC plenaries, whenever possible. The first such meeting took place in early October 2018 during IPCC-48 in Incheon, Republic of Korea.

GENDER EVENTS

- **Gender Session at the Regional Conference (RECO) of RA III (20 November, Santiago, Chile).** The half-day session will focus on approaches to advancing gender equality and inclusive leadership in the work of the Association and NMHSs. It will start with an interactive talk by an inclusion and diversity expert, followed by a panel discussion with the participation of PRs from the region. The last part of the session will be dedicated to the **development of collective and individual action plans.** Face-to-face **coaching sessions will also be offered** to interested participants. This is the first such event targeted at directors of met services. It is also the first gender event at a WMO regional association meeting.

GENDER EVENTS

- **Regional Association I (Africa) Women Leadership Workshop** is scheduled to take place on **16-17 February 2019** in Cairo, Egypt. WMO are raising funds for the participation of women from the region. Priority will be given to delegates to RA I and experts participating in the RECO.

Source: Coordinator WMO Gender issues

Issues related CAeM Gender Focal Point

Resolution 6 - CAeM/16

CAeM Management Group was requested, in collaboration with the WMO gender focal point:

(1) To **devise strategies to increase the involvement of women in the work of CAeM**, including:

- (a) The **establishment of a mentoring programme** to strengthen the capacity of female aeronautical meteorologists to engage in the work of CAeM;
- (b) The **identification and addressing of barriers** that hinder full and equal participation of female aeronautical meteorologists in the work of CAeM;
- (c) Fostering a **network of professional women in aeronautical meteorology** by providing follow-on mentoring and guidance as well as **organizing relevant workshops prior to CAeM-related meetings**;

(2) To undertake steps to **implement the WMO Gender Action Plan** by proposing mechanisms and partnerships that link relevant gender equality initiatives of WMO and major bilateral and multilateral donors and national governments to strengthen scientific investments that enhance the understanding of gender differences in access and use of aeronautical meteorological information and services that benefit end users;

(3) To consider appointing a **CAeM focal point** for the empowerment of women in aeronautical meteorology who would be responsible

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PROMOTION OF GENDER ISSUES WITHIN CAeM

Resolution 6 (CAeM-16, July 2018)

- it was decided to designate a gender focal point under CAeM.
- Promote Gender balance in the formation of their groups



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PROMOTION OF GENDER ISSUES – POSSIBLE INITIATIVES

Leadership programme within the AeM community?



Issues related CAeM Gender Focal Point

PROMOTION OF GENDER ISSUES – POSSIBLE INITIATIVES

Conducting a Survey or include Q about Gender issues in the next Global survey, and/or create a Gender platform to exchange ideas???

The survey could help:

Ex.:

-to identify how many meteorologist in the AeM community are involved and compromised as Gender focal point of their institutions even in comparison with other meteorological fields and detecting barriers about equal participation

Possible Q.

1.1-Is there any Gender coordinator in your NWHS?

1.2-If your response is YES – is she Belong to the Aeronautical field?

1.2.1 -If you have a gender focal point who belongs to Aeronautical Meteorology field, Could you identify her role/area?: Observations, Forecast, Instrumental, Developments, Communication, etc.

1.3-If your response is NO - Has in your NWHS thought about implemented an Aeronautical Meteorology Gender focal point or coordinator?

1.3.1-Why?

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PROMOTION OF GENDER ISSUES – POSSIBLE INITIATIVES

Conducting a Survey



Could allow:

to know reasons they are compromise or not in gender issues and if this compromise is mandatory or voluntary

2.1- Have you got any kind of inclusive gender policy in use?

2.2- If your response is YES – Is it related to a national level scope, institutional level scope, etc.?

To detect different communication tools and strategies on Gender matters are in use

3.1- Do you apply any Publicity of Gender tools? Which one?

3.2- Are they addressing to all fields of meteorology?

To capture different perceptions in AeM community

4.1- Do you think that the policy and tools to apply in relation to the gender issues should be stronger and more aggressive in the Aeronautical meteorology field?

4.2- Why?

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PROMOTION OF GENDER ISSUES – POSSIBLES INITIATIVES

Conducting a Survey , or include Q about Gender issues in the next Global survey, and or create a Gender platform to exchange ideas, also could allow:

- **Identify Criteria of equal opportunities** to access to Scholarships and jobs
- **Have records of Gender Common Issues** in Workplaces and their treatments
- **Have Statistics about women involved** in process of **decision making**

GENDER SUMMIT SETS ROADMAP FOR EQUALITY

"In China, there is a proverb which states that women hold up half the sky. But in aviation today, whether we are talking pilots or airline CEOs, women are only making up a 20% of these positions."

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ICAO GLOBAL STRATEGY GENDER SUMMIT 19-20 April 2019 Geneva, Switzerland	ICAO ICAO will be the main driver for the implementation of the Gender Summit outcomes. It will coordinate the implementation of the Gender Summit outcomes across all ICAO departments and offices.	ICAO ICAO will be the main driver for the implementation of the Gender Summit outcomes. It will coordinate the implementation of the Gender Summit outcomes across all ICAO departments and offices.
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PROMOTION OF GENDER ISSUES – POSSIBLE INITIATIVES

What about...

- To Promote **Workshops about Gender issues** and policies **between AeM community and the stakeholders and users of aviation**, to share and exchange experiences, strategies and programs (organizational culture in common or not, share particularities about their culture values, etc.)

. Or, to promote **a session about Gender issues** within AeM Workshops or Meetings

-Allow having a Final Report where could identify barriers in common and which are exclusive of AeM community.

-Allows obtain/know new strategies to apply

https://www.icao.int/publications/journalsreports/2018/7302_en.pdf





MORE IDEAS???

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