

Strengthening the engagement of women in CIS

WEATHER CLIMATE WATER
TEMPS CLIMAT EAU

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World Meteorological Organization
Organisation météorologique mondiale

The bottlenecks and impediments of women involvement in CIS

Can be discussed in 2 parts:

- Women as producers or contributors of CIS (climate scientists, climate researchers, operational meteorologists)
- Women as users (rural or urban)

1. WOMEN as climate scientists, researchers or producers of CIS or just scientists in a much broader umbrella

- Disparities in women involved in STEM which started in early ages due to
 - Conscious and unconscious biases, education systems and society
 - lack of role models especially at management levels
 - challenges in work life balance
 - Harassment, marginalization and isolation
 - lack of long term career opportunities

2. WOMEN as rural users often illiterate

- Lack of knowledge of CIS although they have some indigenous knowledge
 - Limited participation to local training, consultative workshops, user fora (eg WMO roving seminars) due to time constraint, work load and social constraints
- CIS often not designed to address women needs
- Communication channels (Text messages not suitable for illiterate, languages used)
- Economic constraints

WMO gender policy adopted at the XVII congress (2015) with objectives **to ensure:**

- equal opportunities for women and men in the secretariat, the constituent bodies, the programs, projects and capacity developments initiatives
- equal opportunities at National Meteorological and Hydrological Services
- gender sensitive development and delivery of services provided through coordination of WMO, including equal access and equal user capacity for women and men

Gender Mainstreaming is the primary tool to achieve equality, supported by **targeted capacity building and training**

Recommendations

at National and sub national level

- Policies to encourage and keep girls in STEM leading to future carriers in CIS
- Policies to empower women and enable them to be in the decision making sphere
- Development of CIS tailored to women needs through participatory inclusive approach and partnerships
- Use of appropriate and diversified dissemination channels and languages (*context-dependent hybridization of traditional methods of communication, which are familiar to communities, and modern technologies*)



When you want to educate a nation, educate a
woman

For resilient societies to climate change,
educate and empower women in CIS

شكرا لكم

Thank you

Gracias

Merci



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