

Virtual Workshop: “Gender mainstreaming across hydrometeorological services”**Session 3- Gender in Aviation and Marine Meteorological Services****18th of November, 1 pm-2:45 pm (UTC)****Background and Rationale**

The aviation and marine meteorological sectors are vital pillars of global safety, mobility, and economic development. However, gender considerations within these highly technical domains remain significantly underexplored. Addressing this gap is not only a matter of equity, but it is also essential for improving service quality, operational efficiency, and resilience.

Globally, women make up nearly half (49.3%) of the workforce in non-STEM occupations, yet only 29.2% of STEM roles are held by women. In the aviation sector, female leadership is even more limited, with only 6% of airline CEOs being women, according to the International Air Transport Association. Within aeronautical meteorology specifically, women remain underrepresented. In 2020, of approximately 250 WMO-nominated experts supporting the Services for Aviation programme, only 20% were female.

This session responds to the growing recognition that gender integration must be embedded in training, service design, and day-to-day operations. Through targeted discussion, it will explore how inclusive strategies can unlock talent, improve services, and strengthen resilience across the aviation and marine meteorological sectors.

Objective

This session aims to explore how gender is being integrated into the aviation and marine meteorological services. Through shared experiences, institutional reflections, and practical examples (case studies/success stories), the session will identify opportunities to mainstream gender-responsive practices in operational meteorology. The ultimate goal is to provide recommendations to the WMO Commission for Weather, Climate, Hydrological, Marine and Related Environmental Services and Applications (SERCOM) with regards to gender mainstreaming in these sectors.

To achieve this, the session will:

- Highlight how gender is being considered in sector-specific training, workforce development, and service operations.
- Present real-world experiences and lessons learned from aviation and marine agencies.
- Explore institutional frameworks and policies that promote gender inclusivity.
- Facilitate a collaborative dialogue on how gender-focused approaches can be adapted or scaled across different institutional contexts.

Expected Outcomes

- Increased awareness of gender-responsive practices in aviation and marine meteorological services
- Shared lessons and frameworks that support institutional gender integration
- Practical insights for participants to adapt in their sectors or services
- Strengthened community of practice around gender and meteorology

Agenda

TIME	ACTIVITY	SPEAKERS / FACILITATORS
1:00-1:05 pm 5 min	Opening Remarks	TBD
1:05-1:10 pm 5 min	Icebreaker Activity (Slido word cloud: “What does gender-responsive service mean to you?”)	Moderator / Organizing Team
1:10-1:20 pm 10 min	Keynote Talk: Integrating Gender in Sector-Specific Training and Operations	Erik de Groot (SC-MMO),(TBC)
1:20-2:05 pm 45 min	Case Studies: Experiences and Perspectives from Aviation and Marine Sectors	Leung Christy – Hong Kong Observatory (Aviation), Marine speaker (TBC)
2:05-2:35 pm 30 min	Discussion and Knowledge Sharing (Moderated Q&A using Slido inputs + open floor)- Slido Question Wall (Collect questions from the audience for discussion)	Moderator and Panelists
2:35-2:45 pm 10 min	Key Takeaways and Next Steps (Optional Slido: “One word to describe what you’re taking away today”)	Moderator / Rapporteur