



Conjuguer X & Y : towards the gender mainstreaming in Météo France

Magali Stoll

Gender focal point,

Chief of the upper air observation systems departement, direction of the observations systems,
Météo France, 42 Avenue G.Coriolis, F31057 Toulouse Cedex, France

In march 2003 I attended the 2d international meeting on the participation of women in meteorology and hydrology organised by the WMO. After that I was designated as the french gender focal point to implement the recommandations adopted by the 14th congress. With the approval of my general director and the help of interested colleagues, I organised communication inside and outside Météo France to present the global surveys made by the WMO and to inform on the possible actions which could be done to improve the situation when it is necessary.

As there is no good translation in french of the term “gender mainstreaming”, we adopted the expression “Conjuguer X & Y” to consider both, men and women, and to use the different meaning of “conjuguer” (to conjugate, to combine).

After that, I elaborated a global diagnostic of the situation of men and women in Météo France with objective figures and observed practices, by using methodologies already developed into different french organisations. This diagnostic indicates large differences between men and women concerning the number of technical or support employees, the part time activities, the daily horaries, the training, the recruitment and finally the responsibilities. However, there are some good practices to underline : transparency with regular gender social reports, more women into the boards of examiners, improvement of time work for men and women, help for children care, nomination of a gender focal point.

The actions I propose now are to carry on regularly the survey, in accordance with

the french rules, but also into the framework of the european commission and following the WMO policy and recommandations. Now the actions should be integrated obviously into the departements in charge of the employment, the training, the institutions and the international relationship. Thus, the gender mainstreaming in Meteo France would be in progress.