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ENGLISH ONLY

PROGRESS REPORTS

Gender Action Team

(Prepared by the Chair of the Gender Action Team on behalf of the Gender Action Team)

(Submitted by the Secretary of the IPCC)

PROGRESS REPORTS

Gender Action Team

1. Background

Gender statistics for IPCC show a gradual increase over time of the share of women in all functions, related to organizational management activities as well as to all aspects of the assessment process leading to IPCC's reports. The Principles Governing IPCC Work and specifically Appendix A: Procedures for the Preparation, Review, Acceptance, Adoption, Approval, and Publication of IPCC Report identify gender balance as one of the criteria to keep in mind when selecting authors and meeting participants. Nevertheless, there is room for further improvement and more targeted action including efforts to ensure that there are equal opportunities for all involved in IPCC processes, regardless of gender.

At its 47th Session (March 2018, Paris, France), the IPCC established a task group to develop a framework of goals and actions to improve gender balance and address gender-related issues within the IPCC. This Task Group presented its [report at the 49th Session of the IPCC](#). The report findings are summarized in section 2 of the Background Note appended in Annex 2. The Panel at its 49th Session decided to establish a second task group, to build on the work of the previous group and to draft a Gender Policy and Implementation Plan to improve gender balance and address gender-related issues within the IPCC. This Task Group on Gender Policy and Gender Implementation Plan (TG-Gender), chaired by IPCC Vice-Chair Ms Ko Barrett, was to present the proposed policy and plan to the Panel for its consideration during its 52nd Session.

At its 52nd Session the IPCC adopted the Gender Policy and Implementation Plan¹ and established a Gender Action Team (GAT) which is accountable to the Panel through the IPCC Executive Committee (ExCom) and the Bureau and is comprised of:

- Elected members of the Executive Committee,
- A representative from the Secretariat,
- Two members with appropriate expertise appointed by the IPCC's parent organizations, UNEP and WMO.

This is a progress report on implementation of the Gender Implementation Plan to the 60th Session of the Bureau of the Intergovernmental Panel on Climate Change (IPCC) following the adoption of the Gender Policy.

2. Progress on implementation of the Gender Policy and Implementation Plan

The initial implementation of the work of the GAT was delayed by challenges created by the COVID-19 pandemic.

At the 87th meeting of the ExCom in November 2020, the Secretariat reported on the steps taken regarding the implementation of the Gender Action Plan and preparations for the first meeting of the Gender Action Team (GAT). The Secretariat presented the necessary steps to operationalize the GAT and start the implementation of the Gender Action Plan and issued an invitation to the World Meteorological Organization (WMO) and the United Nations Environment Programme (UNEP) asking them to appoint members to the GAT.

¹Available here: https://www.ipcc.ch/site/assets/uploads/2020/05/IPCC_Gender_Policy_and_Implementation_Plan.pdf

The GAT held its first meeting on 12 February 2021 based on the Agenda in Annex 1. As the main outcome of this meeting, the Team elected as its Chair Ms Ko Barrett and as Vice-Chair Ms Thelma Krug. The Secretary of the IPCC presented a background document (Annex 2) based on the actions as outlined in the Implementation Plan included in section 3 of the background document. At its next meeting, the GAT is expected to start discussions on initial steps and timelines for the activities of the Gender Implementation Plan; and to begin to undertake an assessment of the capacity and expertise needed to effectively execute the Plan.

A short [video](#) on IPCC gender statistics was presented at the first GAT meeting.

More information on gender can be found on the IPCC website [here](#).

First Meeting of the Gender Action Team (GAT)

12 February 2021, 14:00 (CET)

Draft Agenda

1. Welcome.
2. Brief introduction to the Gender Policy and Implementation Plan and role and mandate of the Gender Action Team.
3. Election of the Chair and Vice-Chair of the Gender Action Team.
4. Initial review of list of activities outlined in the Gender Implementation Plan approved by the IPCC at its 52nd Session.
5. Date on time of next meeting.
6. Any Other Business.

Background paper

IPCC Gender Policy and Implementation Plan

1.0 Introduction

During the 47th Session of the Intergovernmental Panel on Climate Change (IPCC), the Panel established a task group to develop a framework of goals and actions to improve gender balance and address gender-related issues within the IPCC. This Task Group, called the Task Group on Gender, presented its [report at the 49th Session of the IPCC](#). During the 49th Session (May 2019), the Panel [decided to establish a second task group](#), the Task Group on Gender Policy and Gender Implementation Plan (TG-Gender) with the mandate to draft a Gender Policy and Implementation Plan to improve gender balance and address gender-related issues within the IPCC, to be considered by the Panel during its 52nd Session.

At its 52nd Session (February 2020), the Panel adopted the IPCC [Gender Policy and Implementation Plan](#)². As part of the policy and implantation plan, a Gender Action Team (GAT) was established and will have its first meeting on 12 February 2021.

At its 87th meeting, the Executive Committee took note of the report by the Secretariat on the steps taken regarding the implementation of the Gender Action Plan and setting up the Gender Action Team (GAT).

The purpose of this background paper is to provide background information for the first meeting of the GAT.

2.0 Gender situation in the IPCC

The [report of the Task Group on Gender](#) submitted to the 49th Session of the IPCC contains a detailed information on the gender situation in the IPCC including the status of gender and its related issues in the IPCC Principles and Procedures as well as the gender statistics in the IPCC Secretariat, Working Group Technical Support Units, the IPCC Bureau and IPCC authors in the Sixth Assessment cycle summarized as follows:

- The IPCC is subject to the Principles Governing IPCC Work. Reference to gender can be found in [Appendix A: Procedures for the Preparation, Review, Acceptance, Adoption, Approval and Publication of IPCC Report](#), though some gaps still remain.
- The IPCC does not impose any rules on gender issues on IPCC Focal Points therefore the way gender-related issues are addressed by Focal Points depends on national circumstances;
- There is no reference to gender issues related to the Panel or the Plenary Sessions in the IPCC's rules of procedures;
- There is no reference to gender in the [Terms of Reference of the ExCom, Terms of Reference of the Secretariat](#), however, as staff in the secretariat are either WMO or UNEP staff, the specific WMO and UN Environment policies on gender apply;
- There is no reference to gender in the decision regarding the [functions of TSUs](#) however, as they are set up and administered by the countries in which the Co-Chairs of the WGs and the TFI work, national rules of the host countries apply.
- Sometimes the Terms of Reference of ad-hoc Task Groups include a reference to gender balance regarding the choice of their Co-Chairs.
- [Terms of Reference of the TG-Data](#) mention gender as one criterion for its composition, in addition to criteria on expertise, regional representation, developed and developing country

² Decision IPCC-LII-6.

participation, experts with and without previous IPCC experience and experts from stakeholder and user groups.

- There is no reference to gender in any of the decisions of the IPCC related to the IPCC Scholarship Programme
- There is no reference to gender in any of the decisions of the IPCC related to Observer Organisations.

The report also highlighted that during the Sixth Assessment cycle, more attention has been made to gender issues with Co-Chairs, Bureau members and TSUs working to raise awareness of gender imbalance during the author selections. Some Focal Points have also made a targeted search for nominations with particular attention to gender representation.

The number of female authors has also been increasing gradually from about 8 % in the First Assessment Report to 32% in the Sixth Assessment Report (AR6). There has been a gradual increase in the percentage of female Bureau members since Second Assessment Report where the Bureau had 2 women out of 26 members compared to the AR56 Bureau which has 8 women out of 33 members making it 240%. Gender statistics for AR6 show 33% women in WG1, 20% in WG2, 11 % in WG3, and 43% in TFI. TSUs have more women than men in all working groups (WG1 4M/10W, WG2 7M/10W, WG3 5M/7W, TFI 4M/2W). The Secretariat has 4 men and 9 women³. Detailed gender statistics are provided in Annex 1.

3.0 Gender Policy and Implementation Plan

3.1. Goals

The IPCC Gender Policy adopted by the Panel at its 52nd session sets goals and implementation actions that lead the IPCC towards achieving the following **three goals**:

- Enhancing Gender Equality in IPCC processes
- Creating a gender-inclusive environment
- Training and guidance on gender and gender related issues

3.2. Gender Action Team (GAT)

Based on the IPCC Gender Implementation Plan, the first action planned is to set up and initiate the work of the **Gender Action Team (GAT)**. The GAT operates as a practical working arrangement and is responsible for the Gender Implementation Plan. It will oversee and monitor the implementation of the actions outlined in the Gender Implementation Plan and will propose potential future refinements of the Gender Policy and the Implementation Plan to the Panel as needed and at least at the beginning of each assessment cycle.⁴

According to the Gender Implementation Plan the GAT consists of:

- Elected members of the Executive Committee,
- A representative from the Secretariat,
- Two members with appropriate expertise appointed by the IPCC's parent organizations, UNEP and WMO.

According to the Implementation Plan the GAT will operate by consensus and its meetings will be held via teleconference and/or in combination with existing IPCC meetings.

The GAT can call upon external experts as and when needed. 3.3. List of Actions

The table below shows a detailed and updated list of actions outlined in the Gender Implementation Plan approved by the IPCC at its 52nd session

³ Numbers may change due to changes in staff members.

⁴ Reference is made to p. 3.1. of IPCC Gender Policy and Implementation Plan adopted with Decision IPCC-LII-6.

Note: Timelines are estimates

Action	Responsible	Timeline and status of the action
Establishment of the Gender Action Team		
Establishment of the GAT	Secretariat and ExCom	December 2020
Elect the Chair and Vice-Chair of the GAT	GAT	February 2021
Oversee the implementation of the actions outlined in the Gender Implementation Plan and propose potential future refinements of the Gender Policy and the Implementation Plan to the Panel as needed and at least at the beginning of each assessment cycle for consideration by the Panel.	GAT	Continuous activity
Develop and implement a protocol and process for addressing informal and formal complaints made in the context of the IPCC Gender Policy and Implementation Plan	GAT	To be determined by the GAT
Reporting to the ExCom, Bureau and the Panel	GAT with assistance from the Secretariat and TSUs	Continuous activity
Support the Gender Action Team (preparing meeting agenda, documents, minutes and reports)	Secretariat with involvement of the TSUs as appropriate	Continuous activity
Enhance gender equality in IPCC processes		
Monitor activities and report to the Plenary on gender equality in IPCC processes	GAT	Every Plenary following the establishment of the GAT
When relevant, ensure gender balance and gender related aspects of the Panel decisions are considered	Panel through the GAT	Continuous activity
Recommend and invite IPCC member countries to nominate more women for key IPCC positions	The Panel	Continuous activity

Strive for gender-balanced compositions of meeting chairpersons and panels	All IPCC, monitoring done by GAT	Continuous activity
A gender inclusive environment		
Panel decisions to consider a gender perspective when relevant	Panel supported by GAT and secretariat	Continuous activity
Facilitate remote participation of IPCC meeting participants who are unable to attend due to family considerations	Secretariat and TSUs	Continuous activity
Provide information to IPCC meeting participants who are unable to attend due to family considerations	Secretariat and TSUs	Continuous activity
Training and Guidance		
Organize training on gender balance and gender-related issues (including consideration of intersectionality of gender issues with other diversity goals, addressing implicit biases and implementing inclusive practices) for IPCC staff, leadership and wider groups as appropriate	Secretariat and TSUs	Pending resources available
Set up an informal process to share best practice on gender issues among Focal Points including through a Web Forum (includes monitoring and maintaining the forum)	Secretariat	Pending resources available
Organize gender diversity training for meeting Chairs and facilitators where possible	Secretariat and TSUs	Pending resources available
Cooperate with other relevant organizations to enhance gender equality in the IPCC	Secretariat	Pending resources available
Monitoring progress and reporting achievements		
Collect data (e.g. data on gender balance in IPCC bodies, author teams, nomination etc.) relevant to the achievement of the goals of the Gender Policy and Implementation Plan	Secretariat and TSUs	Continuous activity

Conduct surveys on participants experiences at IPCC meetings including at the end of each assessment cycle and during the overall assessment process	Secretariat and TSUs	Continuous activity
Evaluation of the data in 4.1 and 4.2 above	GAT	Continuous activity
Resource implications		
Assessing capacity needs for the implementation of the plan	GAT with the help of Secretariat	First quarter of 2021

4.0 Resource implications

The Gender Implementation Plan notes that implementation of the policy and implementation plan is contingent on availability of funds. It further invites the GAT to consider funding needs and present these to the Panel as appropriate. This activity is reflected in the action plan above and suggested to be implemented upon the establishment of the GAT.

The Secretariat would like to highlight its current capacity constraints as there is no dedicated staff on Gender in the Secretariat compared to other UN organizations including the parent organizations and the UNFCCC.

In view of providing support to the implementation of the Gender Implementation Plan in short term, the Secretariat has set up a gender team who will work under the supervision of the Secretary and Deputy Secretary, composed of a Gender Focal Point and two staff members. In the long term a dedicated staff member should be hired, subject of availability of resources.

The Secretariat would like to further highlight that while the current staff members are already operating to effectively and efficiently implement the Gender Policy and Implementation Plan, there is a need for an additional dedicated staff member with the necessary expertise on the subject matter.

5.0 Going forward

The GAT is expected to:

- Initiate its work by electing its Chair and Vice-Chair, deciding on the frequency of its meetings and modus operandi;
- Consider and comment on the detailed action plan;
- Decide on the necessary actions and respective timelines to start the implementation of its action plan including the assessment the capacity and expertise needs;
- Decide on the frequency of the GAT meetings.