

# ipcc

INTERGOVERNMENTAL PANEL ON climate change

**FIFTY-SEVENTH SESSION OF THE IPCC**  
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## **UPDATE FROM THE GENDER ACTION TEAM**

(Prepared by the Gender Action Team)

(Submitted by the Secretary of the IPCC)

### **IPCC Secretariat**

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## UPDATE FROM THE GENDER ACTION TEAM

### 1. Background

During their 52<sup>nd</sup> Session, the Intergovernmental Panel on Climate Change (IPCC) (Paris, February 2020) approved a [Gender Policy and Implementation Plan](#). As part of that, the Panel established a Gender Action Team (GAT) that operates as a practical working arrangement responsible for the Implementation Plan. Per the approved Gender policy, the GAT reports to the Panel through the IPCC Executive Committee (ExCom) and the IPCC Bureau. This document covers the activities of the GAT since it [last reported](#) to the Panel at the 54<sup>th</sup> (bis) Session (IPCC-54bis) in December 2021.

### 2. GAT activities during the reporting period

Between December 2021 and August 2022, the GAT held seven meetings to advance the IPCC's gender-related work. The activities of the GAT have been centered around the following items:

- Procuring services for a survey on gender, diversity and inclusion, to be undertaken before the completion of the 6<sup>th</sup> cycle, whose funding was approved at IPCC-54bis;
- Refining the draft code of conduct for adoption by the Panel; and
- Considering the institutional processes required for IPCC to adequately deal with complaints and gender equity concerns.

#### 2.1 Gender, diversity and inclusion survey

At IPCC-54bis the GAT informed the Panel of:

- a. The need to collect lessons learned from the current cycle through a comprehensive survey.
- b. The need to perfect and formalize through the Panel, the Code of Conduct the IPCC has been using as an informal guide for activities this cycle.
- c. The need for professional training on diversity and inclusiveness and the need for these to start at the beginning of the cycle and be held consistently throughout the cycle.
- d. The need for an expert meeting on gender, diversity, and inclusiveness based on the results on the survey.

At IPCC-54bis the Panel approved a budget of CHF 40,000 to be spent on a gender, diversity, and inclusiveness survey. Recognizing the highly sensitive nature of this subject and the need for specialized expertise, the GAT has been working with the Procurement Unit of the World Meteorological Organization (WMO), to engage the services of a consultant (s) with relevant experience.

The GAT drew up the Terms of Reference and together with WMO Procurement Unit a Tender evaluation Board has been set up, met and completed all the necessary administrative processes to advertise the consultancy. WMO Procurement posted the consultancy on the UN marketplace on 2 September 2022.

The GAT aims to have the procurement process completed by the end of 2022 so the survey can be conducted and completed by mid-2023. A Steering Committee, comprised of representatives from each Working Group and the TFI, will help guide the survey development to ensure it is informed by those with IPCC-specific knowledge and gender and diversity expertise.

#### 2.2 Code of Conduct

During the Sixth Assessment cycle, the Working Groups and TFI, in consultation with the Secretariat, worked with a Code of Conduct that was used during IPCC Meetings as a guide of standard of behavior expected from participants. This document served as guidance on the expected behaviors but had not been considered by the Panel and was therefore not formal IPCC policy.

The GAT feels strongly that a formal Code of Conduct will help the IPCC to advance its work in a professional, respectful and harassment-free manner. It has developed a draft Code of Conduct based on the one employed by Working Group II during this cycle. The GAT would like the Panel to consider and approve the draft Code of Conduct attached as [Annex I](#) of this document.

### **2.3 Institutional processes required for IPCC to adequately deal with complaints and gender equity concerns**

Between May and June 2022, the GAT received 3 formal complaints related to gender inequity. Working Groups reported many other issues raised in informal ways this cycle. As a result, the GAT at its eighth meeting discussed the need to institute mechanisms to address complaints and build the formal structures needed to support the size, diversity and prominence of the IPCC.

The GAT recognizes that the process of dealing with formal complaints needs further consultations with its parent organizations and with the Panel. In this regard, the GAT has developed a proposed roadmap on how such a mechanism would be developed, with an eye to having a process in place before the start of the 7<sup>th</sup> cycle. The GAT is seeking guidance from the Panel on the roadmap attached as [Annex II](#) to this document.

### **3. Conclusion**

The GAT is submitting the draft Code of Conduct in [Annex I](#) for the Panel's consideration and approval as a first step in the process. The next step will be to develop the institutional processes required for the IPCC to adequately deal with complaints based on the proposed Roadmap in [Annex II](#) which is also being submitted to the Panel for consideration and further guidance.

## **Code of Conduct for Meetings, Events and Activities of the Intergovernmental Panel on Climate Change**

The code of conduct for meetings and activities of the Intergovernmental Panel on Climate Change (IPCC) is informed by the United Nations (UN) and World Meteorological Organization (WMO) guidance and instructions as contained in the Charter of the UN<sup>[1]</sup>, the UN Secretary-General Bulletin on Prohibition of discrimination, harassment, including sexual harassment, and abuse of authority<sup>[2]</sup> and the WMO Ethics Framework<sup>[3]</sup>.

It applies to all individuals participating in IPCC meetings, events, and activities, including Panel Sessions, Lead Author Meetings, Expert Meetings and Workshops, as well as outreach events organized by the IPCC Secretariat or the Working Group and Task Force Technical Support Units.

IPCC meetings, events and activities are professional, respectful and harassment-free environments for all participants. Participants are expected to conduct themselves with integrity and in a manner that is professional, respectful, inclusive, tolerant and responsible. A zero-tolerance approach will be applied to any form of discrimination, including exclusion of an individual in a process or discussion, harassment, including sexual harassment, and bullying.

Discrimination is any unfair treatment or arbitrary distinction based on a person's race, sex, gender, gender identity, religion, nationality, ethnic origin, sexual orientation, disability, age, language, social origin or other status. Discrimination may be an isolated event affecting one person or a group of persons similarly situated or may manifest itself through harassment or abuse of authority.

Harassment is any improper and unwelcome conduct that might reasonably be expected or be perceived to cause offence or humiliation to another person because of, inter alia, an individual's gender, gender identity and expression, sexual orientation, disability, physical appearance, ethnicity, race, national origin, age, or religion. Harassment may take the form of words, gestures or actions which tend to annoy, alarm, abuse, demean, intimidate, belittle, humiliate or embarrass another or which create an intimidating, hostile or offensive professional environment.

Sexual harassment is a specific type of prohibited conduct. It is any unwelcome conduct of a sexual nature. Sexual harassment may be any conduct of a verbal, including via electronic or telephonic means, nonverbal or physical nature and may occur between persons of the opposite or same sex.

In the event that a participant feels like an issue has arisen regarding disrespectful treatment, discrimination, or harassment, regardless of whether it rises to the level of a breach of this code of conduct, the participant is encouraged to speak or email about it, in confidence, to the designated points of contact.

All reports and allegations of breaches to this code of conduct will be handled sensitively and in confidence. The immediate priority will be to protect the privacy of the person(s) exposed to the breach of conduct and the need for further action will be assessed carefully on a case-by-case basis. Note that this code applies not only to in-person meetings, but also to teleconferences, e-mail exchanges, and other interactions.

<sup>[1]</sup> <http://www.un.org/en/sections/un-charter/un-charter-full-text/>

<sup>[2]</sup> [http://www.un.org/en/ga/search/view\\_doc.asp?symbol=ST/SGB/2008/5](http://www.un.org/en/ga/search/view_doc.asp?symbol=ST/SGB/2008/5)

<sup>[3]</sup> [https://library.wmo.int/pmb\\_ged/2007\\_wmo-code-ethics\\_en.pdf](https://library.wmo.int/pmb_ged/2007_wmo-code-ethics_en.pdf)

## **ROADMAP – Code of Conduct, mechanism for processing complaints**

### **Rationale**

- Complaints filed with GAT (May/June 2022): GAT agrees on the need for an IPCC Code of Conduct and mechanism to address complaints, noting nature of participants in IPCC process and absence of a mechanism for the formal consideration of complaints (May 2022).
- IPCC functions have grown larger and more complex. It is no longer viable to expect the volunteer members of the ExCom to shoulder the responsibility of adjudicating formal complaints or negotiating human resource issues beyond those involved with establishing and maintaining technical support units.

### **Relevant actions to date**

- Secretariat is undertaking an assessment of the respective complaints process as applicable in WMO and UNEP that may be relevant to the IPCC with the view to identify a possible way forward; GAT invited presentation by WMO Legal Officer on complaints process; confirmation of process as applicable due to WMO employee-employer relationship, and need for IPCC development of separate complaint processing mechanism, with possible WMO institutional support (June 2022);
- Secretariat is undertaking development and analysis of possible model for an IPCC complaint processing mechanism, considering key principles and code of conduct, types of complaints handled, mediation/ombudsman elements, resources needed for operation and maintenance;
- GAT has decided to update the Panel through this document at IPCC-57, indicating three complaints received and need for IPCC Code of Conduct and complaints processing mechanism (July 2022);
- ExCom has been briefed on the status of the Code of Conduct and need to put a mechanism in place for addressing complaints, and on the GAT plan to provide an update to the Panel at IPCC-57(August 2022).

### **Moving forward**

- IPCC-57 – Update to Panel to include receipt of complaints received by GAT, rationale on need for a Code of Conduct and mechanism to address complaints filed with GAT; Panel guidance to be requested on steps forward with respect to the complaints received and with the view to develop a complaints mechanism for AR7 (September 2022);
- Further steps to include consultation with WMO on possible institutional support and steps forward for internal WMO authorizations and approvals (on continuing basis);
- Presentation of a mechanism to address complaints to ExCom for review and feedback, as necessary, following IPCC-57;
- Presentation of draft mechanism to IPCC Bureau to provide inputs for advice to Panel, as necessary;
- Presentation of complaint mechanism to Panel for review and approval [as advised by Panel TBC].