

**SIXTY-SECOND SESSION OF THE IPCC**  
**Hangzhou, China, 24 to 28 February 2025**

IPCC-LXII/INF. 11  
(3.II.2025)  
Agenda Item: 10.7  
ENGLISH ONLY

## **PROGRESS REPORTS**

### **Gender Action Team**

(Prepared by the Gender Action Team)

(Submitted by the Secretary of the IPCC)

# PROGRESS REPORTS

## Gender Action Team

### 1. Background

The Intergovernmental Panel on Climate Change (IPCC) established the Gender Action Team (GAT) at its 52<sup>nd</sup> Session (Paris, February 2020) through the Decision [IPCC-LII/Doc. 9, Rev. 1](#) which outlines the [Gender Policy and Implementation Plan](#). The GAT operates as a practical working arrangement responsible for the Implementation Plan and reports to the Panel through the IPCC Executive Committee (ExCom) and the IPCC Bureau.

This progress report provides a summary of the activities of the Gender Action Team since its last report to the Panel at its 61<sup>st</sup> Session held in Sofia, Bulgaria at the end of July 2024. It also outlines the gender related statistics of the IPCC Sessions held so far in the seventh assessment cycle.

### 2. GAT activities during the reporting period

Between July 2024 to January 2025, the GAT has met 3 times (including one hybrid meeting) and their work centered around:

- The code of conduct and process for addressing complaints.
- Training.
- Preparations for the Expert Meeting on diversity, equity, inclusion, and gender-related issues.

#### 2.1 Code of conduct and process for addressing complaints

Following the completion of its work to align the IPCC Code of Conduct to the United Nations (UN) model Code of Conduct that applies to all UN events and activities, the GAT with the help of the IPCC Legal Officer continues to work on the process of dealing with complaints. Following rounds of review from GAT members from this cycle, and revisions, a draft process for addressing informal and formal complaints will be submitted to the IPCC Executive Committee (ExCom) for their feedback.

#### 2.2 Expert meeting on diversity, equity, inclusion, and gender-related issues

At the 57<sup>th</sup> Session of the IPCC (IPCC-57), the Panel approved the 2023 IPCC budget which includes an Expert Meeting on diversity, equity, inclusion, and gender-related issues. The GAT has continued to work on the preparations for this meeting. The SSC (see Annex II for membership) for the meeting has formally met twice and twice informally in person since its last report at the 61<sup>st</sup> Session of the IPCC (IPCC-61). The Scientific Steering Committee (SSC) has been further refining the concept note for the meeting and are currently working in subcommittees to work on participants, programme, and "resources: evidence gathering". The subcommittees have been meeting in between the SSC meetings.

Following negotiations on hosting the meeting with Canada, the Expert Meeting is tentatively scheduled for October 2024 to be co-hosted by Canada in Geneva, Switzerland. In addition, the government of Canada is providing additional travel support for participants to attend this meeting. This will be added to the 20 journeys initially approved by the Panel.

#### 2.3 Training

In pursuit of Goal 3 of the Gender Policy and Implementation Plan on training and guidance, the GAT with support from the Secretariat, the World Meteorological Organization (WMO), and the UN Ethics Office arranged training against sexual harassment and a briefing session on UN ethics for IPCC

Bureau Members, TG-Data Co-Chairs, members of the Technical Support Units and the Secretariat ahead of the 61<sup>st</sup> Session of the IPCC in July 2024.

Twelve out of 35 people who attended the training responded to the survey representing a 34.2% response rate. The survey had two sections, the training against sexual harassment and the briefing on ethics. Both had questions on the usefulness of the information received, the length, organization, and effectiveness of the presentation, the presenter's enthusiasm, and level of knowledge, and finally on the overall presentation. Both sections were rated high on knowledge, experience and organization of the presentation. The sexual harassment presentation received high ratings on the trainer's delivery. Under the sexual harassment section, respondents would have preferred more time for the session while others indicated that training should not be once-off. Some respondents felt the ethics part could have been more customized to the IPCC context including more on the IPCC Conflict of Interest (COI) Policy.

The procurement process for the services for trainers on diversity, equity, and inclusivity in the context of the IPCC is ongoing. The Secretariat is working with the WMO Procurement and a Request for Proposals was initially posted on the UN General Market on 5 November until 12 December 2024 and republished on 17 January until 14 February 2025. Work on identifying the vendors will continue following the WMO Procurement process. A Tender Evaluation Board has been set up which includes representatives from the Secretariat, Gender Action Team and IPCC Bureau.

### **3. Gender statistics**

In line with the Gender Policy and Implementation Plan the Secretariat collects data on gender through our online registration system that records participants' gender information. Annex II contains gender-related statistics from the Plenary Sessions as well as the Scoping Meetings on the Special Report on Climate Change and Cities (SRCities) and the Working Group contributions to the Seventh Assessment Report (AR7).

The statistics in Annex II show a more balanced gender distribution of the total number of delegates, with the IPCC-61 having a slightly higher percentage of female attendees compared to the IPCC-60. For both meetings, there were more males than females as Heads of Delegation.

The AR7 Scoping Meeting had a near gender balance although a gender gap remains with 126 men and 103 women. Working Group II had the closest balance with slightly more women (51.4%) than men (48.6%). Working Groups I and III had fewer women at 42.7% and 43.2%, respectively.

There were 64 men (51.6%) and 60 women (48.4%) at the Scoping Meeting for SRCities.

More details on the statistics at the regional level are in Annex II.

The GAT will continue to monitor this information throughout the cycle.

### **4. UNFCCC COP29**

To strengthen cooperation with stakeholders, during the 29<sup>th</sup> Conference of the Parties (COP29) to the United Nations Framework Convention on Climate Change the Chair of the Gender Action Team Diana Üрге-Vorsatz and Deputy Secretary Ermira Fida held meetings with the Women's and Gender Constituency (WGC) and the Children's Panel on Climate Change.

Deputy Secretary Ermira Fida also presented on IPCC and gender at the joint event on youth, gender, and Indigenous Knowledge that the IPCC hosted with the World Meteorological Organization and the MERI Foundation.

### **5. Expected outcome**

The Panel is invited to take note of this report and advise, as necessary.

*Annex 1*

**Scientific Steering Committee of the Expert Meeting on Gender, Diversity, Equity and Inclusion**

The members of the Scientific Steering Committee are:

*Core Members*

Diana Ürge-Vorsatz (Chair)

Ines Camilloni (Vice-Chair)

Shreya Some

Winston Chow

Sherilee Harper

Roseline Devillier

Ladislaus Changa

Robert Vautard

Siir Kilkis

Kate Calvin

Thelma Krug

*Extended SSC*

Valerie Masson-Delmotte

Kiyoto Tanabe

Debra Roberts

Bart Van Den Hurk

Anna Pirani

Subject matter scientist from Canada

Takeshi Enoki

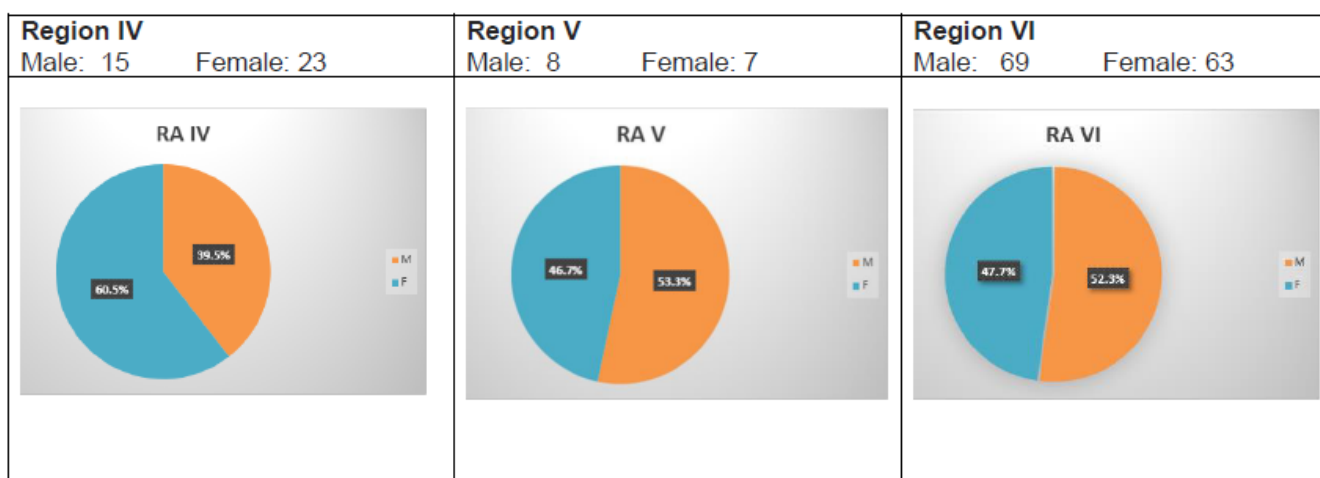
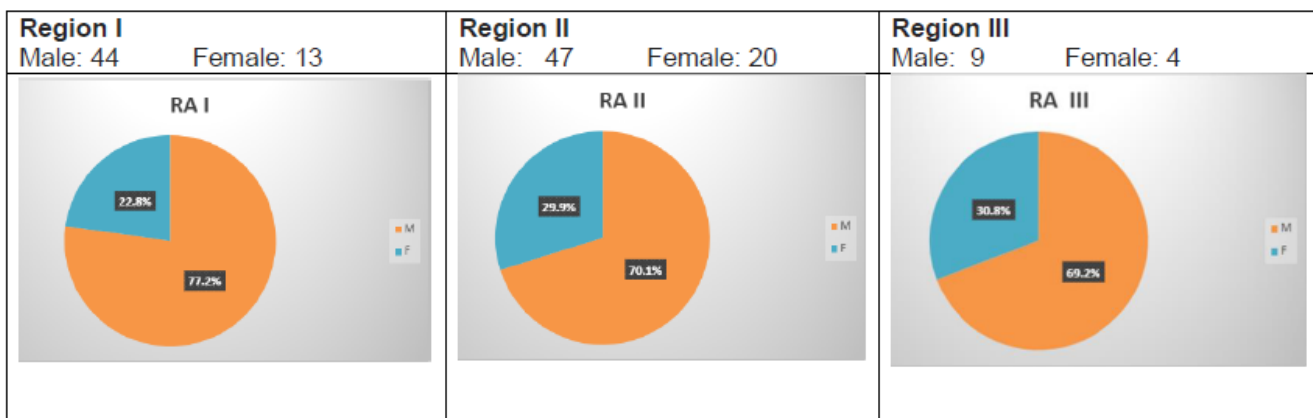
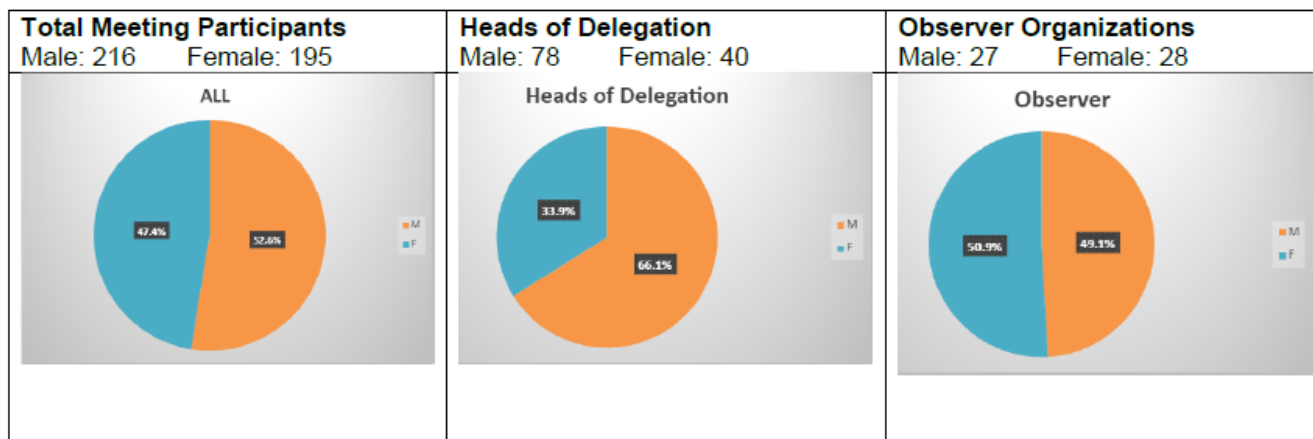
The Secretariat and Heads of the Technical Support Units in an advisory role.

Annex II

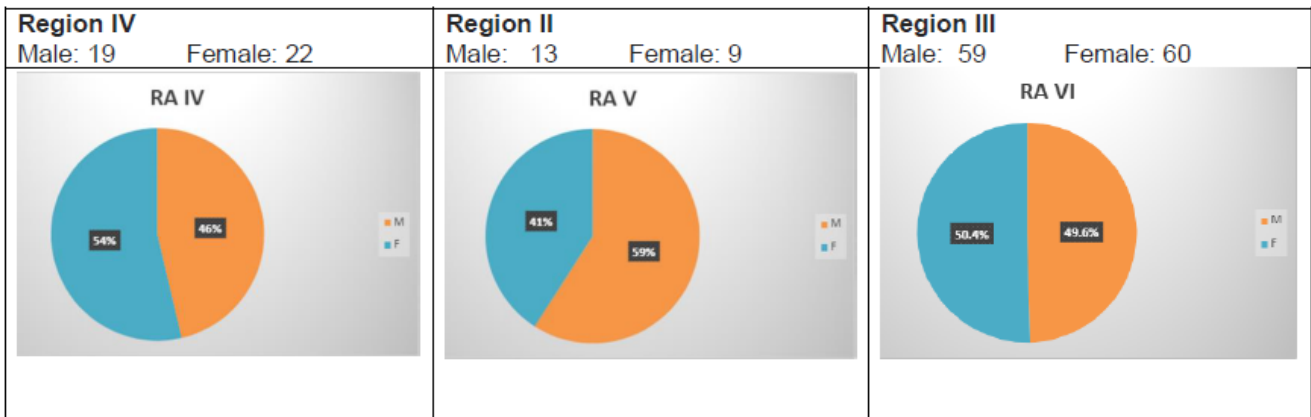
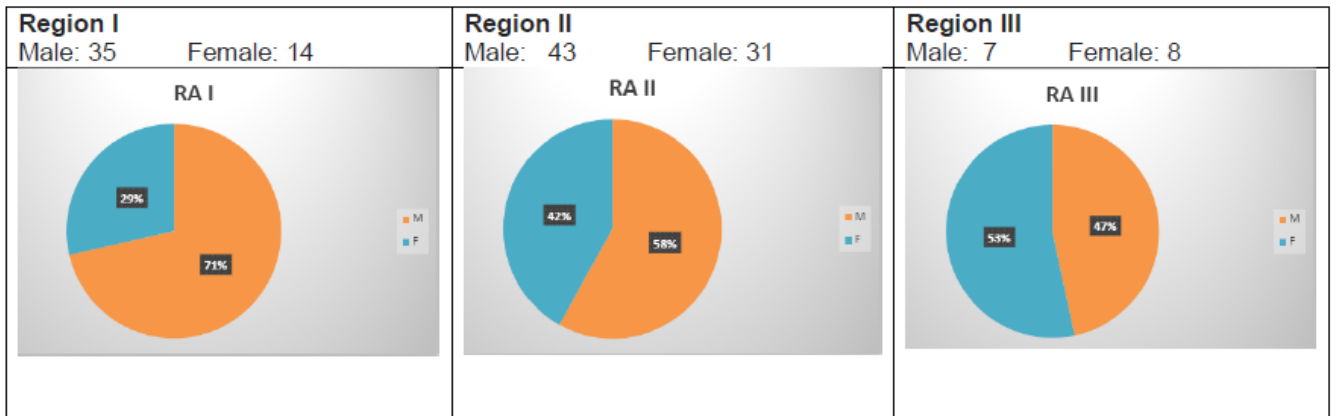
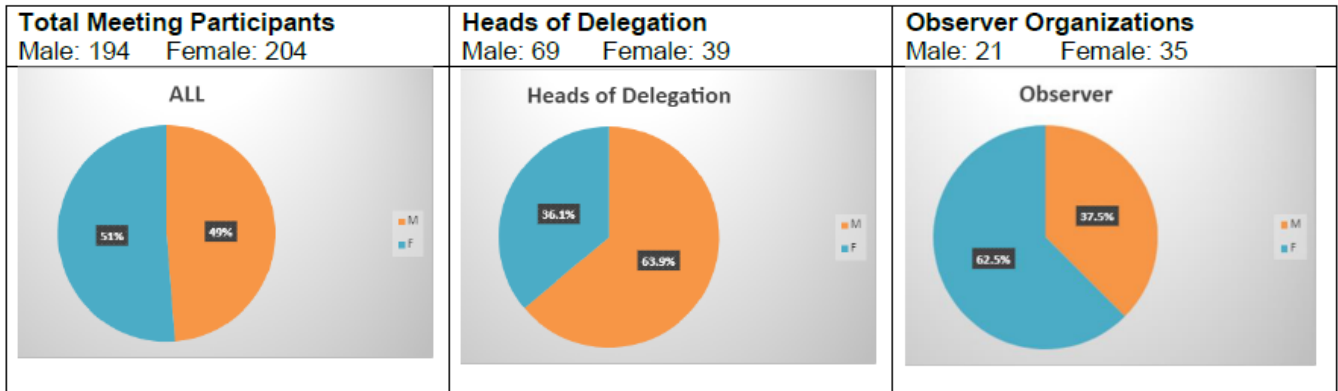
Gender Statistics for Meetings in the Seventh Assessment Cycle

A. Panel Sessions

1. Sixtieth Session of the IPCC



1. Sixty-First Session of the IPCC

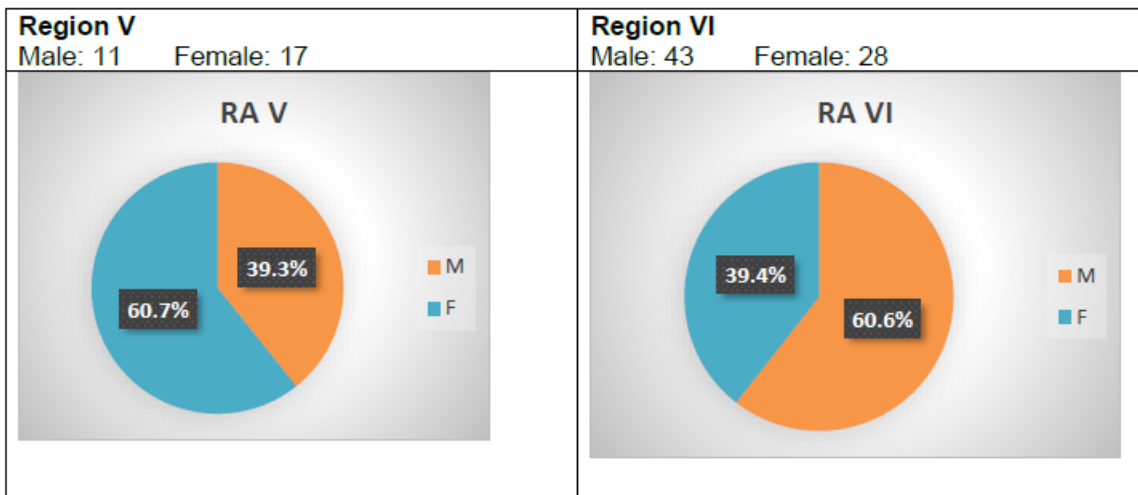


## B. Scoping Meetings

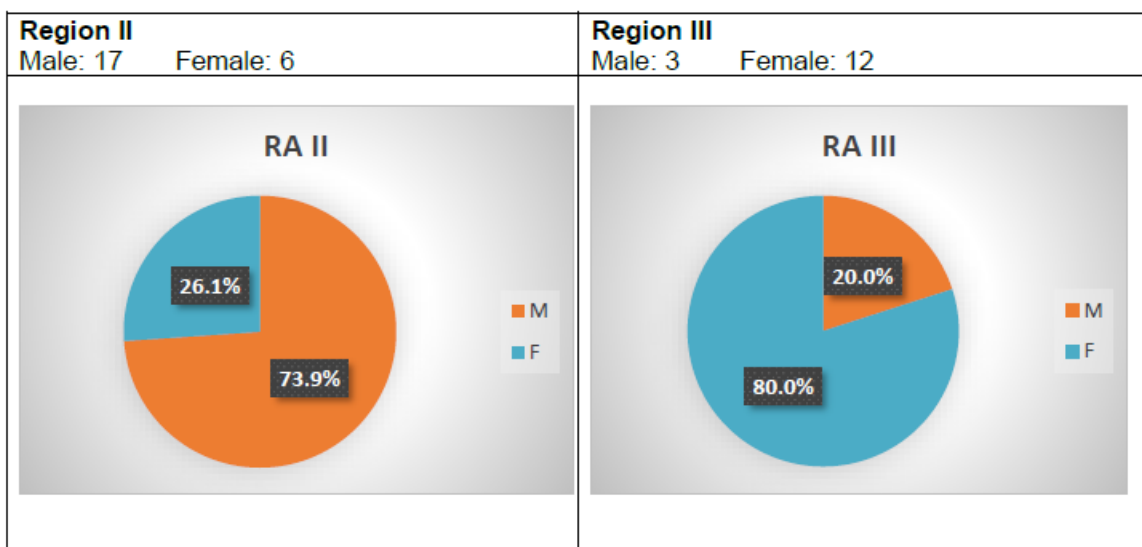
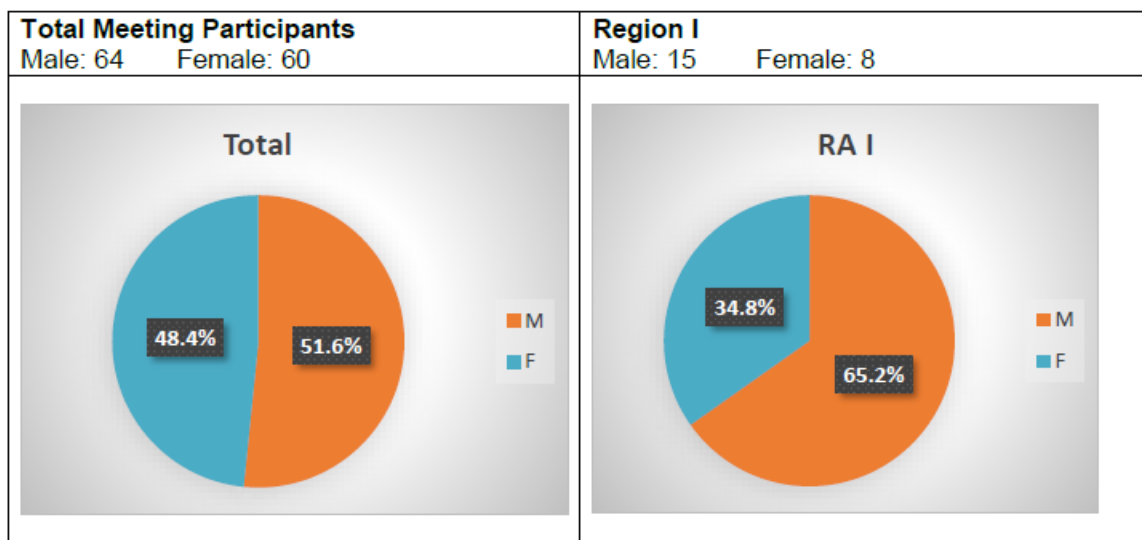
*Working Group contributions to the Seventh Assessment Report*

*Note: Includes IPCC Bureau Members*

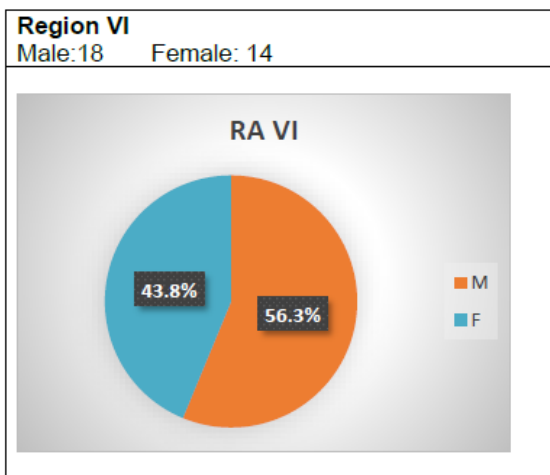
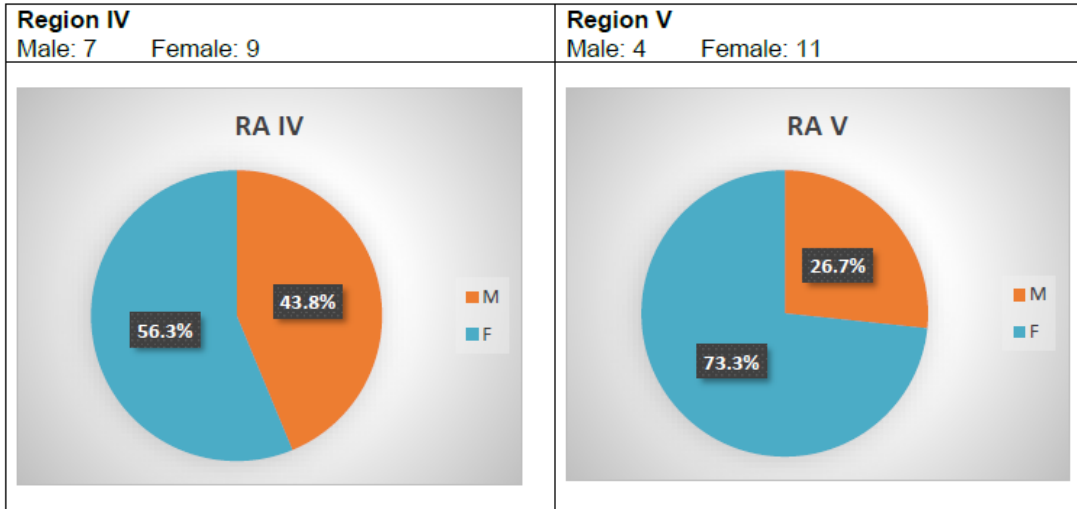




**C. Special Report on Climate Change and Cities**







### *Annex III*

#### GAT membership

As stated in the Gender Policy and Implementation Plan, GAT membership is composed 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

The members of the GAT for the seventh assessment cycle are:

Diana Ürge-Vorsatz - GAT Chair (IPCC Vice-Chair)

Ines Camilloni -GAT Vice-Chair (WGI Vice-Chair)

Jim Skea (IPCC Chair)

Ladislaus Changa (IPCC Vice-Chair)

Ramon Pichs-Madruga (IPCC Vice-Chair)

Xiaoye Zhang (WGI Co-Chair)

Robert Vautard (WGI Co-Chair)

Winston Chow (WGII Co-Chair)

Bart van den Hurk (WGII Co-Chair)

Kate Calvin (WGIII Co-Chair)

Joy Pereira (WGIII Co-Chair)

Takeshi Enoki (TFI Co-Chair)

Mazhar Hayat (TFI Co-Chair)

Rose Devillieris (WMO)

Brennan Van Dyke (UNEP)

Ermira Fida (IPCC Secretariat)

Delegated:

[Aïda Diongue-Niang](#) (WGI Vice-Chair)

Siir Kilkis (WGIII Vice-Chair)

Melissa Weitz (TFB Member)

Heads of Technical Support Units attend in an advisory capacity.