

SIXTY-THIRD SESSION OF THE IPCC
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Agenda Item: 9.8
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

The Intergovernmental Panel on Climate Change (IPCC) established the Gender Action Team (GAT) at its 52nd 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 61st Session of the Panel (IPCC-61) held in Hangzhou, China in February 2025. It also outlines the gender related statistics of the IPCC Sessions, expert and scoping meetings held so far in the seventh assessment cycle as well as the authors of the Special Report on Cities, Methodology Report on short-lived Climate Forcers and the Seventh Assessment Report.

2. GAT activities during the reporting period

Between February to early October 2025, the GAT the GAT's work was centered around:

- IPCC Expert Meeting on Gender, Diversity, Equity, and Inclusivity.
- The process for addressing complaints.
- Efforts to mainstream gender into IPCC activities.
- Training on diversity, equity, and inclusivity issues.

2.1 IPCC Expert Meeting on Gender, Diversity, Equity, and Inclusivity

Preparations for the [IPCC Expert Meeting on Gender, Diversity, Equity and Inclusivity](#) formed the bulk of the work of the GAT during this reporting period. The meeting, co-hosted by Canada, and WMO took place at the WMO headquarters in Geneva, Switzerland from 23 to 25 September 2025. The meeting was approved by the Panel during its 54th bis session.

A Scientific Steering Committee (SSC) was set up to identify participants, support the design, convening of, and reporting on the Expert Meeting in line with section 7.1 of *Appendix A to the Principles Governing IPCC Work*. The SSC, consisting of 17 participants from present and past Bureau members, met eight times before the meeting, three times during the Expert Meeting and met once after the meeting. In addition to these meetings, the SSC worked in smaller subcommittees on selecting participants, designing the programme, and preparing the resource package for the meeting. These subcommittees met over 20 times in total.

The Expert Meeting was held in a hybrid format. The program focused on interactivity, ensuring an especially inclusive meeting design. It resulted in a diverse set of recommendations at different levels of the IPCC structure and processes, as well as for different IPCC communities. These are presently being consolidated by the SSC which, following review by the meeting participants, will be submitted to the 64th Session of the Panel.

2.1.1 Meeting Participants:

The meeting had a total of 114 participants with 84 attending in person and 30 online. Of the 114 participants, 65 were selected experts, and 12 SSC members. Additional participants included experts from the UN and UN agencies, the IPCC Chair, staff of the IPCC Secretariat and Technical Support Units. The full list of participants is available [here](#).

Detailed statistics on the selected participants are available in Annex II.

2.1.2 Participant election Process:

The SSC worked in a smaller group dedicated to the selection of participants, namely Participants Subcommittee who decided to sought nomination around the following five categories:

- GDEI experts,
- IPCC GDEI Analysts,
- IPCC Panel Members,
- IPCC Participants
- Others, including from UN and other organizations

Following agreement by the SSC on the nomination categories, IPCC Bureau and SSC members were invited to submit participant suggestions by 6 June 2025. Nominations were expected to reflect regional and gender balance, and include expertise in areas such as gender, diversity, equity, inclusivity, Indigenous knowledge, disability issues, and IPCC processes.

In total 124 nominations were received. The SSC had two rounds of virtual voting to develop a short list. During the first round, each SSC member was asked to select 6 names across the five categories to develop a short list. In the second round, the short list was rebalanced to ensure geographical and gender diversity as well as diversity in expertise especially in GDEI, Indigenous Knowledge, Disability issues and knowledge of the IPCC process.

The SSC met twice on the sidelines of the 69th Session of the Bureau (1 & 2 July) where the list was further rebalanced based on the above criteria and finalized.

3. Efforts to mainstream gender into IPCC activities

As the Expert Meeting was held after the selection of the authors of the Seventh Assessment Report (AR7), the GAT held preliminary discussions on some topics of the Expert Meeting pertaining to author selection beyond gender.

In alignment with Goal 2 of the IPCC Gender Policy—promoting gender-inclusive environments, including the relevant intersectionalities—the GAT during its 26th meeting in May 2025, discussed how gender and relevant diversity considerations could be better integrated into the AR7 author selection process. The GAT reviewed a guidance document prepared by the IPCC Secretariat which served as the foundation for these discussions, together with the GAT's systematic revision of relevant earlier documents and meeting notes collecting issues raised and suggestions made related to further gender related improvements.

The document acknowledged the progress made toward gender balance in author teams, as outlined in IPCC procedures, while also highlighting that imbalance still exists, especially when regional breakdowns and further intersectionalities are considered. It emphasized the importance of GAT's involvement during the development and approval of author lists, in collaboration with the Working Group and Task Force Bureaus, to support continued improvement.

The GAT agreed to receive and review detailed gender and other relevant statistics at key stages of the selection process for authors, experts, and participants in IPCC-organized meetings and reports. For AR7, the review occurred before the 69th Session of the Bureau at the end of July 2027 which allowed the GAT to provide timely feedback.

The Working Group Bureaus were also requested to share more detailed statistics about author teams that characterize diversity and inclusivity also beyond gender. The GAT would like to acknowledge the pro-active cooperation of the Working Group Co-Chairs and the WG Bureaus in this process, which has resulted in further improvements in author compositions from a gender mainstreaming perspective. The lessons from preliminary findings from these recommendations informed some of the discussions during the Expert Meeting.

A key observation from the GAT is that the gender balance of nominations also needs to be enhanced in several regions for the IPCC to meet its overall gender related goals as well as on a regional and subregional level.

2.3 Code of conduct and process for addressing complaints

The GAT continued its work on the process of dealing with 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 is still working with the Working Groups reviewing the documents to strengthen informal complaints track before it is submitted to the Executive Committee (ExCom) for their feedback.

2.4 Training on diversity, equity, and inclusivity issues

The GAT with support from the Secretariat and the procurement unit of the World Meteorological Organization is finalizing the procurement of the services of trainers for the training on diversity, equity and inclusivity (DEI). The Request for Proposals was relaunched on 17 January and closed on 14 February 2025. The training will be done in pursuit of Goal 3 of the Gender Policy and Implementation Plan on training and guidance.

4. Gender statistics

The Secretariat collects data on gender through our online registration system that records participants' gender information in line with Gender Policy and Implementation Plan. Annex III contains gender related statistics from the Plenary Sessions and Scoping Meetings held in the seventh assessment cycle.

The statistics in Annex III show a more variable distribution of the total number of delegates at IPCC Plenary Meetings, with the IPCC-61 having a slightly higher percentage of female attendees compared to the IPCC-60. IPCC-62 had about 14% more male attendees than females. For the three meetings, there were more males as Heads of Delegation than females.

The Scoping Meeting of the Working Group contributions to AR7 had a near gender balance although a gender gap remains with 126 men and 103 women. There were 64 men (51.6%) and 60 women (48.4%) at the Scoping Meeting for Special Report on Climate Change and Cities (SRCities).

In terms of authors teams, [SRCities has 52.58% female](#) authors - the first time in IPCC's history when a report has more female authors than men. The Methodology Report on Short Lived Climate Forcers has [39 female authors](#) (34.8%) out of the report's 112 authors.

The 664 [authors of the three Working Group contributions to the Seventh Assessment Report](#), 46% are women compared to 44 percent in the Sixth Assessment Report. Working Group I has 43 percent female authors, Working Group II 51.8% and Working Group III 41.6%.

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

5. Expected outcome

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

Annex I

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

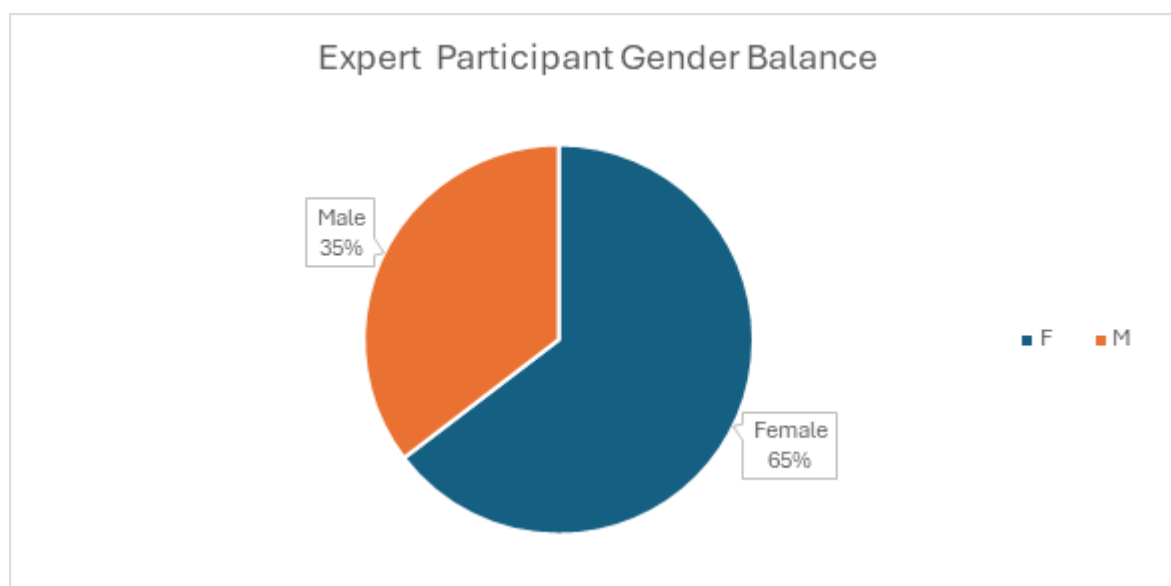
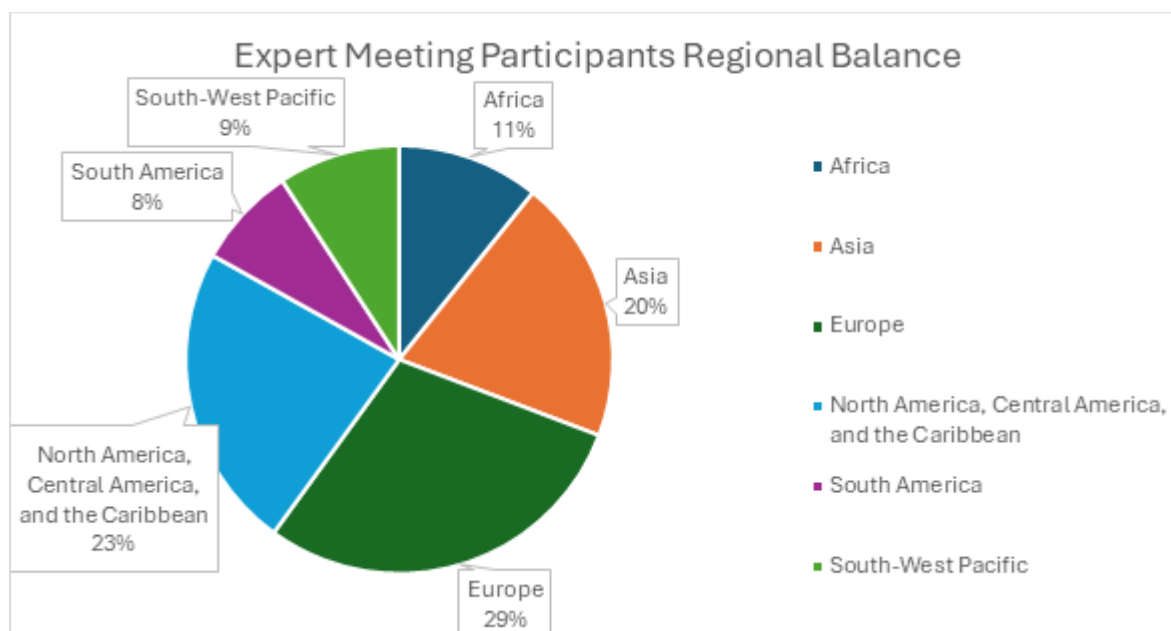
Extended SSC

Valerie Masson-Delmotte
Kiyoto Tanabe
Debra Roberts
Bart Van Den Hurk
Anna Pirani
Takeshi Enoki

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

Annex II

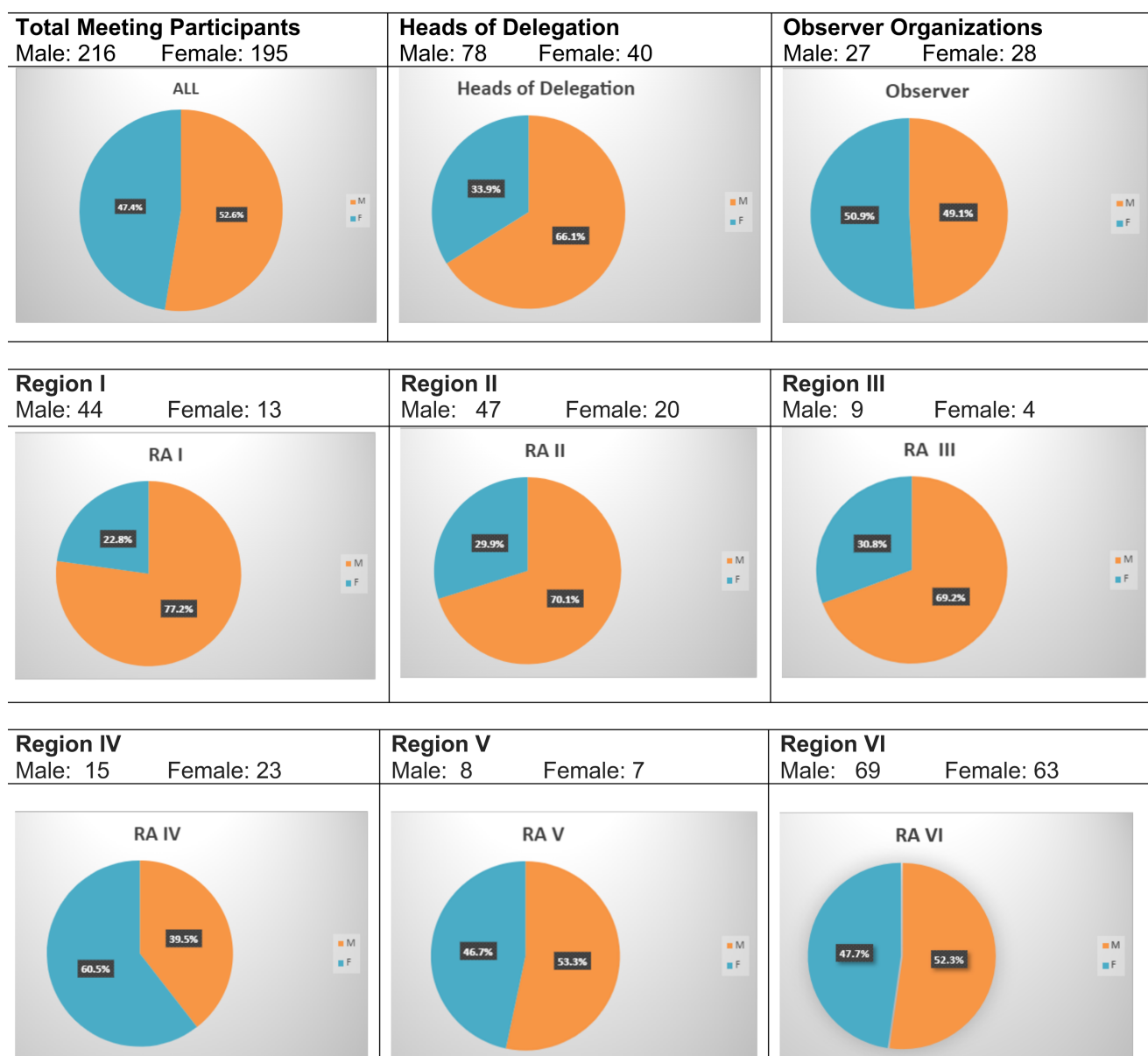
IPCC Expert Meeting on Gender, Diversity, Equity and Inclusivity Gender and regional statistics of selected experts:



Gender Statistics for Meetings in the Seventh Assessment Cycle

A. Panel Sessions

1. Sixtieth Session of the IPCC

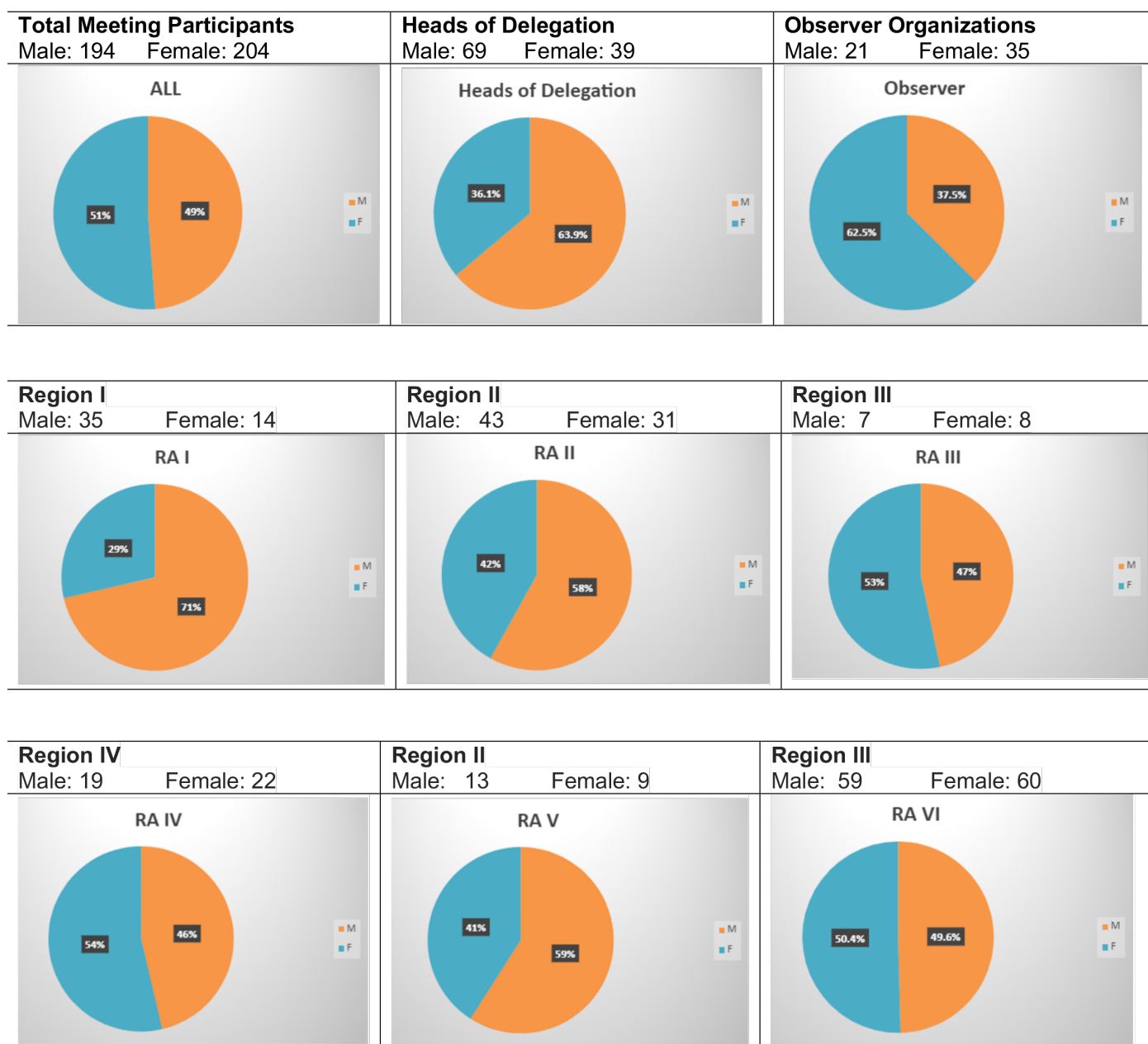


IPCC Secretariat

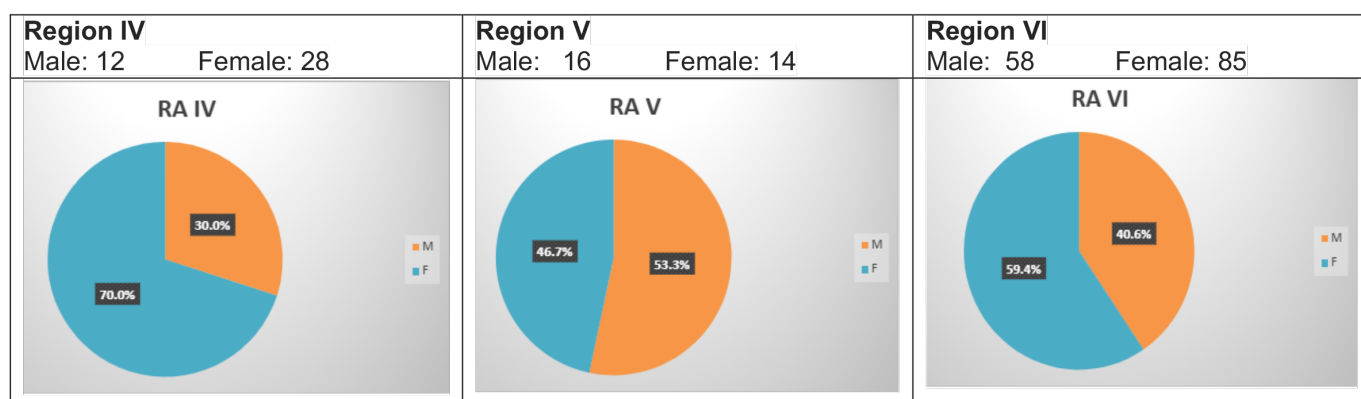
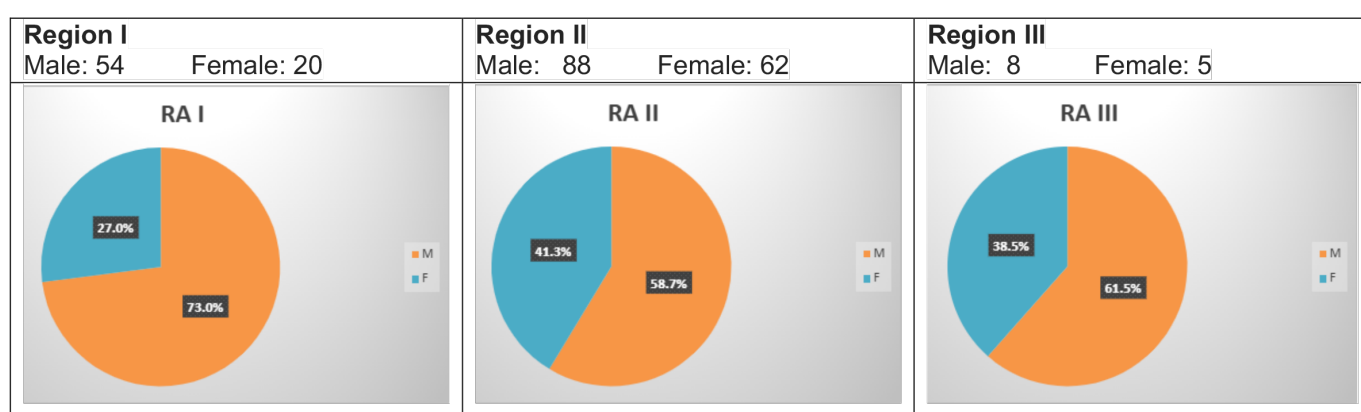
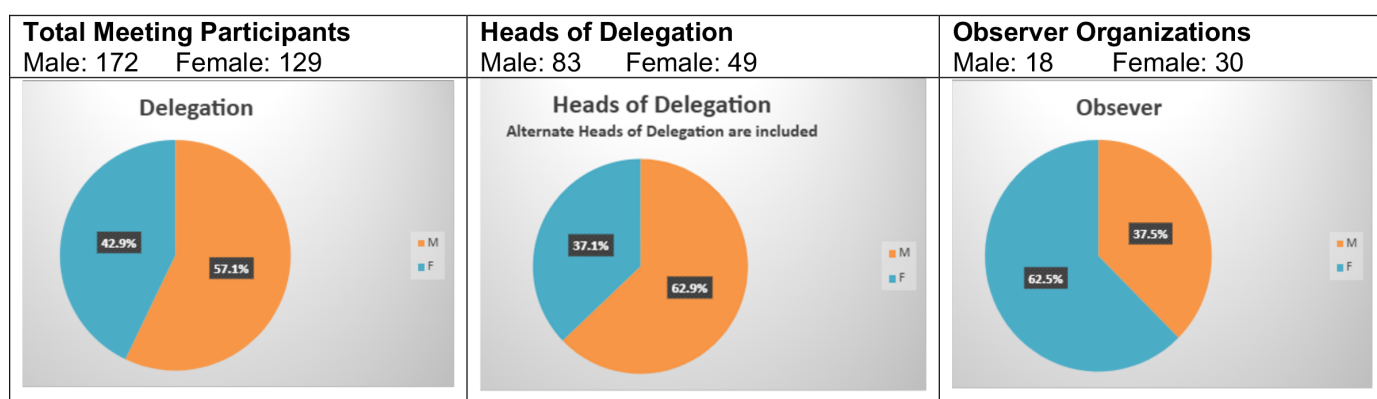
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2. Sixty-First Session of the IPCC



3. Sixty-Second Session of the IPCC



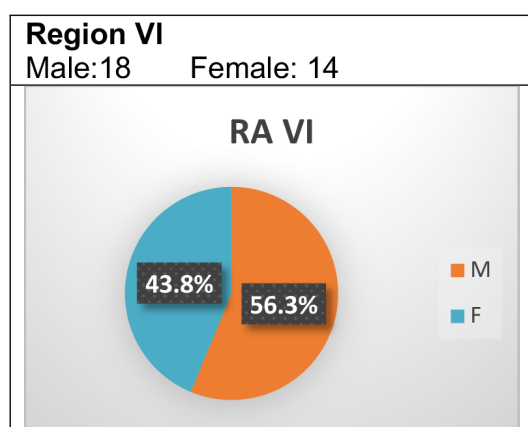
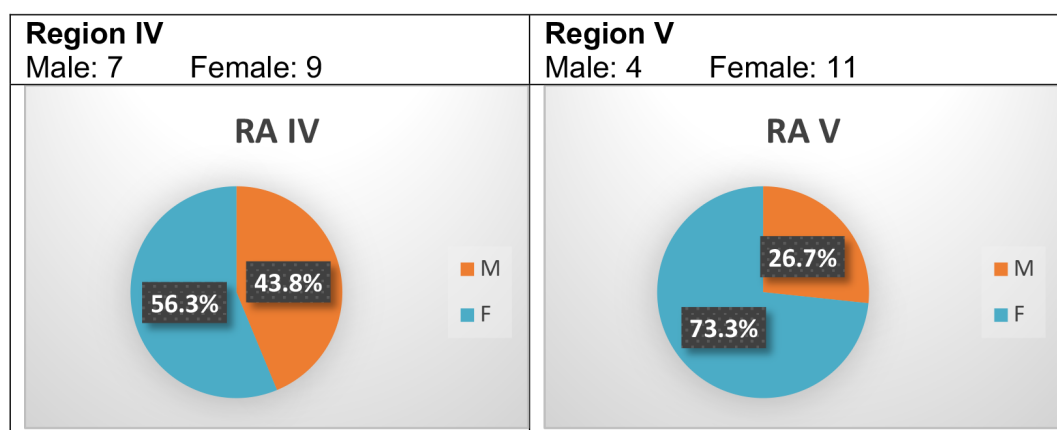
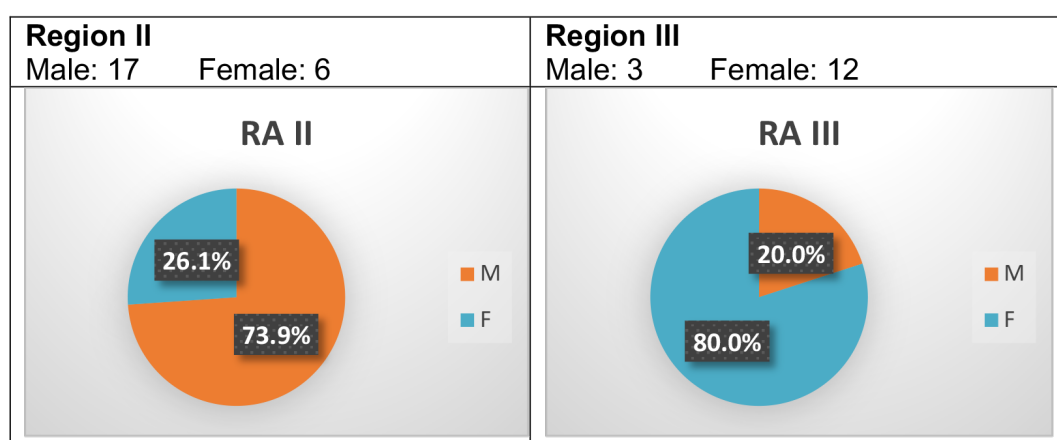
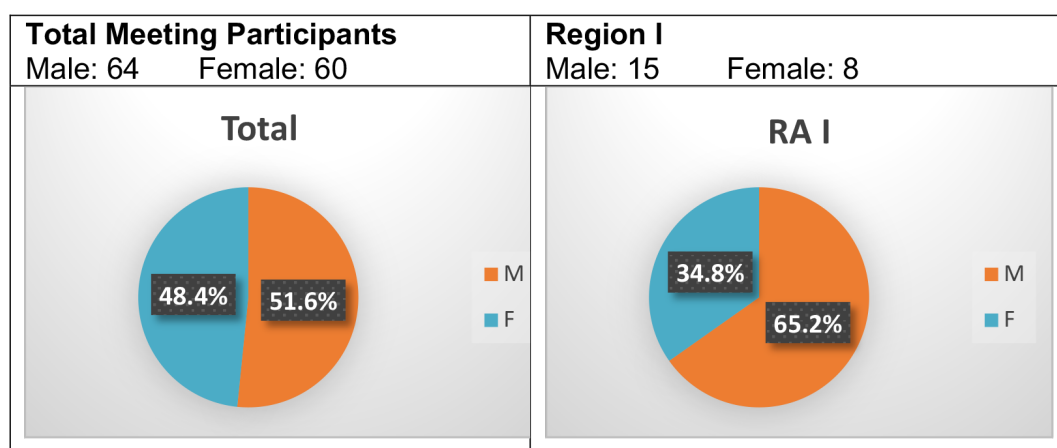
B. Scoping Meetings

Note: Includes IPCC Bureau Members

Working Group contributions to the Seventh Assessment Report



Special Report on Climate Change and Cities



Annex IV

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 Kilgis (WGIII Vice-Chair)
Melissa Weitz (TFB Member)

Heads of Technical Support Units attend in an advisory capacity.