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**IPCC GENDER POLICY AND IMPLEMENTATION PLAN**

(Prepared by the Task Group on Gender)

(Submitted by the Secretary of the IPCC)

# IPCC GENDER POLICY AND IMPLEMENTATION PLAN

## 1. INTRODUCTION

The IPCC, at its Forty-Seventh session, 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 49<sup>th</sup> Session of the IPCC.

At its 49<sup>th</sup> Session, the Panel decided to establish a second Task Group, called the Task Group on Gender Policy and Gender Implementation Plan (TG-Gender). This Task Group was assigned with developing a draft Gender Policy and Implementation Plan to improve gender balance and address gender-related issues within the IPCC, for consideration by the Panel at its 52<sup>nd</sup> Session (decision IPCC-XLIX-5). This document represents the outcome of the work of TG-Gender, as mandated by the Panel.

### 1.1. Relevant IPCC Documents

As previously mentioned, the first IPCC Task Group on Gender prepared the Report on gender balance and gender related issues within the IPCC. This report was informed by a literature review, a survey of member countries and observer organizations, and a survey of IPCC authors and participants. This report documents those results and provides recommendations related to: national IPCC Focal Points; governance and management of the IPCC; and the production of reports. One recommendation was that a Gender Policy and Implementation Plan be developed, which was accepted by the Panel at its 49<sup>th</sup> Session (Decision IPCC-XLIX-5), and led to the creation of the second Gender Task Group and this document was generated.

Additionally, this policy makes reference to the IPCC Code of Conduct for meetings and events. This Code of Conduct establishes a zero-tolerance approach to any form of discrimination and harassment for the IPCC.

### 1.2. The Mandate, Decision IPCC-XLIX-5:

The decision of the Panel which establishes the mandate of the Task Group on Gender Policy and Gender Implementation Plan follows:

The Intergovernmental Panel on Climate Change at its 49<sup>th</sup> Session decides to:

- *Welcome the report of the IPCC Task Group on Gender and Gender-related issues within the IPCC and note the recommendations of the group as consideration for future work.*
- *Express its gratitude for the work of the members, the co-chairs and the rapporteur of the IPCC Task Group on Gender as well as for the support of the IPCC secretariat.*
- *Establish a Task Group on Gender Policy and Gender Implementation Plan (TG-Gender) with the aim of developing a draft Gender Policy and a Gender Implementation plan to improve gender balance and address gender-related issues within the IPCC, for consideration by the Panel at its 52nd Session.*
- *Adopt the terms of reference of the Task Group on Gender Policy and Gender Implementation Plan as contained in Annex 1 to this document.*

#### *Annex 1*

- *The Task Group is open to IPCC members, Bureau members and Technical Support Unit staff and will be chaired by Ko Barrett, IPCC Vice-Chair.*
- *The work of the Task Group is supported by the Secretariat.*
- *The Task Group can call upon external experts, as appropriate.*
- *The purpose of the Task Group is to develop a draft IPCC Gender Policy and Gender Implementation Plan considering the Report of the IPCC Task Group on Gender and Gender-related issues. The implementation plan will identify specific actions, tasks, roles and responsibilities, as well as modalities for monitoring, reporting progress on the execution, review, and possible future updates of the implementation plan, including budgetary implications.*
- *The Task Group's mode of working will be through various electronic means and face to face meetings during IPCC plenaries. Teleconferencing arrangements will be provided from the IPCC Secretariat.*
- *The Task Group will present the draft Gender Policy and Gender Implementation Plan for consideration by the 52nd Session of the IPCC.*

### **1.3. Vision and purpose**

The value of IPCC assessments comes from the voluntary participation of the world's best experts, the open and transparent assessment process, and the interface between the international scientific community and national policymakers. To continue to produce leading scientific assessments, the IPCC harnesses the best minds, but also utilize the problem-solving power of diverse perspectives. The IPCC is dedicated to pursuing a future state where gender<sup>1</sup> is mainstreamed into its processes in an inclusive and respectful manner and where genders are equally represented and have equal opportunity. In so doing, the IPCC will raise awareness of the benefits of gender equality. While the focus of this policy is on gender, it is important to recognise that gender often intersects with other factors that influence participation including race, ethnicity, language, disability, age or nationality. This Policy and Implementation Plan establishes goals and implementation actions that lead the IPCC towards achieving this vision.

### **1.4. Conformity with national gender policy**

The IPCC Gender Policy and Implementation Plan is applicable for all IPCC participants and it sets gender-related objectives for the IPCC's overall governance and execution. IPCC recognizes the sovereignty of individual member countries. Therefore, this Policy and Implementation Plan does not intend to supersede national legislation, policies, or structures. It sets standards and expectations for the work of the IPCC.

### **1.5. Mapping the Landscape**

This Policy and Implementation Plan was informed by other relevant gender policies and guidance documents, such as those from the United Nations. These resources, and others identified as relevant by the first IPCC Task Group on Gender, are included below. Other resources within the UN system, as well as national policies and initiatives, research studies, and more, provide relevant knowledge. Gender policies and plans are context specific, and the IPCC

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<sup>1</sup> IPCC notes that there are different definitions of gender, such as by UN Women, which states:

"Gender refers to the roles, behaviours, activities, and attributes that a given society at a given time considers appropriate for men and women. (...) Gender is part of the broader socio-cultural context, as are other important criteria for socio-cultural analysis including class, race, poverty level, ethnic group, sexual orientation, age, etc." <https://trainingcentre.unwomen.org/mod/glossary/view.php?id=36> In this document, the term gender also includes non-binary gender identities.

Gender Policy is tailored to the unique mandate, modes of work, and governance structure of this organization. Additional resources listed below are provided solely for the information of IPCC members:

- [WMO Gender Equality](#) Information
- United Nations Environment Programme [Gender Equality](#) Information
- [UNFCCC Gender and Climate Change Information](#) and [Gender Action Plan](#)
- [UN Women Sustainable Development Goal 5](#)
- [UN Women](#)

## **2. IPCC GENDER POLICY**

### **2.1. Goal 1: Enhancing Gender Equality in IPCC processes**

- 2.1.1. Promote equal opportunities for women, men and other gender identities within the governance and execution of the IPCC's activities.
- 2.1.2. Pursue gender equality among leadership positions in the IPCC: Bureau (including Executive Committee, Vice Chairs, Co-Chairs), author teams, and other IPCC bodies.
- 2.1.3. Pursue gender equality and inclusion during IPCC meetings, including, inter alia, during Plenary meetings, Bureau meetings, Lead Author meetings, scoping meetings, and expert meetings.
- 2.1.4. Encourage gender equality among National Focal points and national delegations to IPCC meetings.

### **2.2. Goal 2: A Gender-inclusive Environment**

- 2.2.1. Provide a gender-inclusive organizational environment that facilitates active and equal engagement of all individuals and supports the success of IPCC participants and products.
- 2.2.2. Strive to facilitate participation of people with child or elderly care responsibilities.

### **2.3. Goal 3: Training and Guidance**

- 2.3.1. Raise awareness about gender-related issues and gender equality within the IPCC.
- 2.3.2. Enhance skills to respond to gender-related issues within the IPCC.
- 2.3.3. Consider gender-related issues in all outreach activities.

### **3. IPCC GENDER IMPLEMENTATION PLAN**

#### **3.1. Overarching Action: Establish the Gender Action Team (GAT)**

- 3.1.1. The GAT is comprised of elected members of the Executive Committee, a representative from the IPCC Secretariat, and two additional members with appropriate expertise appointed by UNEP and WMO.
- 3.1.2. The GAT will elect its Chair and Vice-Chair at its first meeting.
- 3.1.3. The GAT can call upon external experts, as needed.
- 3.1.4. The members of the GAT act as designated contact points for the Gender Policy and Implementation Plan.
- 3.1.5. The GAT operates by consensus, not by voting. If there is no consensus, the GAT Chair may take the final decision, having regard to the weight of opinion in the team, and recording the differences.
- 3.1.6. 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.
- 3.1.7. Pursuant to this plan, the GAT will undertake an effort to improve the Code of Conduct, including with implementation actions. The GAT will develop and implement a protocol and process for addressing informal and formal complaints made in the context of the IPCC Code of Conduct.
- 3.1.8. The GAT serves as the point of contact for gender-related complaints.
- 3.1.9. The GAT will designate a person responsible to receive, review, and make recommendation on reported gender bias, discrimination, or violation during IPCC meetings. Incidents and recommendations should be in a yearly report to be considered by the panel.
- 3.1.10. The GAT will inform the Executive Committee (ExCom) of its decisions and activities and consult with the ExCom as needed. The GAT is accountable to the Panel through the ExCom and the Bureau. It will provide reports as needed to the Bureau and Panel.

#### **3.2. Actions: Enhancing Gender Equality in IPCC Processes**

- 3.2.1. Regularly monitor activities and report to Plenary on gender equality in IPCC's processes.
- 3.2.2. Take into account gender balance and gender-related aspects in the Panel's decisions, when relevant.
- 3.2.3. Recommend and invite IPCC member countries to nominate more women for key IPCC positions.
- 3.2.4. Strive for gender-balanced compositions of meeting chairpersons and panels.

#### **3.3. Actions: A Gender-inclusive Environment**

- 3.3.1. Take into account a gender perspective in the Panel's decisions, when relevant and as appropriate.
- 3.3.2. Consider the ability to provide a gender- friendly and inclusive environment when selecting meeting venues.

- 3.3.3. Provide information to IPCC meeting participants who are unable to attend meetings due to family considerations, and facilitate their remote participation as appropriate.

#### **3.4. Actions: Training and Guidance**

- 3.4.1. Provide training, guidance, or internal workshops for IPCC staff, leadership, and to wider groups, as appropriate, on gender balance and gender-related issues, including, inter alia, consideration of intersectionality of gender issues with other diversity goals, addressing implicit biases, and implementing inclusive practices.
- 3.4.2. Set up an informal process to share best practices on gender issues among Focal Points, including through a web forum.
- 3.4.3. Support regular opportunities for gender diversity training for meeting chairs and facilitators.
- 3.4.4. Cooperate with other organizations as relevant to enhance gender equality within the IPCC.

#### **4. MONITORING PROGRESS AND REPORTING ON ACHIEVEMENTS**

- 4.1. The GAT will monitor the implementation of the Gender Policy and Implementation Plan and oversee future refinements.
- 4.2. The IPCC Secretariat, in coordination with the Working Group Technical Support Units, will collect data relevant to the achievement of the Implementation Plan and Gender Policy goals. This could include data on gender balance in IPCC bodies, author teams, national nominations, and overall participation in IPCC activities. The GAT will review this data.
- 4.3. The Secretariat, on behalf of the GAT, will survey participant's experiences at IPCC meetings, including at the end of each assessment cycle and during the overall assessment process.
- 4.4. The GAT will provide reports as needed to the Bureau and Panel.

#### **5. RESOURCE IMPLICATIONS**

- 5.1. The Gender Implementation Plan is contingent on the availability of funds.
- 5.2. The Panel should consider making funds available through the trust fund of the IPCC for the implementation of the IPCC Gender Policy and Implementation Plan.
- 5.3. Where appropriate, the GAT should endeavor to engage partner organizations.