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REPORT FROM THE IPCC TASK GROUP ON GENDER

(Prepared by the Task Group on Gender)

(Submitted by the Secretary of the IPCC)

REPORT FROM THE IPCC TASK GROUP ON GENDER

0. Executive Summary

This report shows that the enhanced attention that the IPCC has paid to gender – related matters over the years is gradually producing results. Literature shows that women are underrepresented in research; women continue to face multiple barriers and discriminations along their career path, although the importance of having gender diversity within the research community has been documented. Gender often intersects with other factors that influence participation including race, ethnicity, language, disability, age or nationality. Many good practice examples in the UN system, national policies and initiatives, research and studies that aim at improving gender balance are in place.

Gender statistics for IPCC structures, such as Plenary delegates, staffing of the TSUs and Secretariat, Bureau members, and authors teams show a gradual increase over time of the share of women in all functions, related both to governance and management activities as well as to the assessment process leading to IPCC's reports. Nevertheless, there is room for further improvement and more targeted action including efforts to ensure that women are both represented and have voice and leadership opportunities. At its 47th Session, the Panel decided to establish a task group with the aim of developing a framework of goals and actions to improve gender balance and address gender-related issues within the IPCC (Decision IPCC-XLVII-7). This report represents the outcome of the work of TG-Gender as mandated by the Panel.

The IPCC is subject to the Principles Governing IPCC Work[1] concerning its structures and the work undertaken as part its assessment process. Reference to gender can be found in some of these, but there are also many in which gender is not explicitly considered. The proportion of women authors of IPCC reports has increased from below 10% in 1990 to around 30% today. The delegations to the IPCC Plenaries, the Technical Support Units and the IPCC Secretariat have been more balanced over time. The picture is different for the Bureau.

A survey conducted for this report among member countries and observer organisations indicates that gender balance and gender related issues are typically embedded in national legislation, policies and structures, and operationalized in various forms and actions. Gender-relevant national level policies specifically tailored to IPCC-related processes are, however, few.

TG Gender conducted a survey also of IPCC authors and other participants who have contributed to the Panels' scientific activities asking about perceptions of gender balance and experiences, barriers to full participation in IPCC activities, and recommendations to improve gender balance and voice within IPCC. This survey indicated that while most men and women report positive experiences significant numbers, especially of women, have experienced or observed problems or barriers associated with gender. Pilot training activities addressing inclusive practices have been positively received by most authors.

TG Gender's recommendations for developing a framework of goals and actions to improve gender balance and to address gender-related issues within the IPCC build on the outcomes of the two surveys, a brief literature study, information on gender-related policies in UN and other organisations, and on practical experience in implementing the work of the IPCC. Recommendations relate to IPCC Focal Points, to the IPCC's overall governance and management, and to the work process on the IPCC's reports, including lead author meetings workshops, and other activities.

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[1]Appendix A to the Principles Governing IPCC Work, Annex 1, 6. https://www.ipcc.ch/site/assets/uploads/2018/09/ipcc-principles-appendix-a-final.pdf

Recommendations related to national IPCC Focal Points

- Mainstream consideration of gender balance and gender-related issues in soliciting nominations of potential authors, review editors and expert reviewers, and bureau membership.
- Monitor gender balance in the national nominations and participation in IPCC's activities.
- Encourage governments to set up targets for gender balance in the nomination process and for better identifying and building the capacity of a diversity of nominees.
- Encourage nomination of national gender focal points.
- Set up an informal process to share best practices among Focal Points.

Recommendations related to governance and management of the IPCC

- Develop an IPCC Gender Policy and an associated Implementation Plan to provide objectives and goals, means of action, and ways of monitoring the development of gender balance and treatment of gender related issues in the IPCC.
- Establish an IPCC Gender Committee to execute the Implementation Plan and provide progress reports at plenary sessions of the IPCC on a regular basis.
- Appoint Gender focal points across the IPCC structures, as relevant
- Assess and adjust gender balance and gender-related aspects in IPCC's processes, procedures, and Terms of Reference of IPCC bodies, including in the IPCC Scholarship programme.
- Increase the share of women among leadership positions in the IPCC (Bureau, ExCom, Co-Chairs, CLA, chairs of meetings, etc.).
- Take into account gender balance and gender-related aspects in the Panel's decisions, when relevant.
- Mainstream consideration of gender balance and gender-related issues in selecting authors, review editors, expert meeting participants, reviewers and selecting Contributing Authors. Encourage gender balance in open scientific review of reports.
- Secretariat and TSUs should arrange for inclusivity training on the Code of Conduct to IPCC members, Bureau members, and on the IPCC Gender Policy (see above).

Recommendations related to the production of reports

- Conduct training activities related to implementing the IPCC Code of Conduct, inclusive practices, gender balance, and consensus-based decision making for Lead Author Meetings and other writing activities, especially for CLAs who coordinate the author teams' collaborative work to foster effective leadership.
- Provide guidelines and a process for managing occasions when issues related to the IPCC Code of Conduct, including gender, become an issue in Lead Author Meetings, expert workshops, and other interaction relevant to IPCC's work. A specific contact point for those who experience negative treatment could be established at the Secretariat, a TSU or Bureau.
- Survey participants' experiences at IPCC meetings and during the overall assessment process, as part of the monitoring process of the Implementation Plan
- Extend the requirements for organising IPCC meetings to include guidance on providing meeting facilities that consider travel safety, health considerations related to pregnancy, and family friendly resources.
- Provide support and information to authors who are unable to attend meetings due to pregnancy, illness or family reasons to facilitate their remote participation.

Contents

1. Introduction

At its 47th Session, the Panel decided to establish a task group (below referred to as TG-Gender) with the aim of developing a framework of goals and actions to improve gender balance and address gender-related issues within the IPCC (Decision IPCC-XLVII-7). This report represents the outcome of the work of TG-Gender as mandated by the Panel.

The mandate, Decision IPCC-XLVII-7

1. To establish a task group with the aim of developing a framework of goals and actions to improve gender balance and address gender-related issues within the IPCC.

2. The task group is open to IPCC members, Bureau members and Technical Support Unit staff and will select two co-chairs and a rapporteur from its members at its first meeting. One of the Co-Chairs should be from a developed country and another from a developing country/EIT. One of the Co-Chairs should be female.

3. The work of the task group is supported by the Secretariat.

4. The task group will:

- *prepare a report on gender balance and gender related issues within the IPCC;*
- *solicit, from the members and observer organizations of the IPCC, submissions on relevant national and international gender policies and strategies;*
- *consult other relevant organizations;*
- *propose recommendations for further action.*

5. The task group's mode of working will be through various electronic means and face to face meetings during IPCC plenaries.

6. The task group will present a report with recommendations to the 49th Session of the IPCC.

Working arrangements

TG-Gender selected two Co-chairs and a rapporteur, in accordance with the Panel's decision. The work was conducted via e-mail and teleconferences. An informal face-to-face meeting was organized at the fringes of the Panel's 48th Session, generously supported by the government of Sweden. Representatives of IPCC member countries, Bureau members and TSUs contributed to the work of TG-Gender, and it was supported by the Secretariat. The full membership of the TG-Gender is included in Annex I. TG Gender noted that there are different definitions of "gender", such as by UN Women[2].

The structure of the report

TG-Gender has considered relevant information from literature (Section 2), prepared an overview of how gender is currently reflected in the IPCC (Section 3), conducted a survey of participant experiences (IPCC authors and other contributors) (Section 4). A brief overview of some relevant organisational policies and strategies and a survey of IPCC members (Section 5) provides further framing. Section 6 provides TG Gender's recommendations, for consideration by the Panel.

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[2] *"Gender refers to the roles, behaviours, activities, and attributes that a given society at a given time considers appropriate for men and women. In addition to the social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys, gender also refers to the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. They are context/time-specific and changeable. Gender determines what is expected, allowed and valued in a woman or a man in a given context. In most societies there are differences and inequalities between women and men in responsibilities assigned, activities undertaken, access to and control over resources, as well as decision-making opportunities. 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

2. Context and literature overview

The literature includes insights into the challenges faced by women in science and the representativeness of scientific bodies and scientific assessments. Some aspects of the former are considered below as it affects the baseline for nomination and selection of IPCC authors, the overall availability of experts. In line with the Task Group on Gender's mandate, we summarize the most relevant literature related to gender balance and experiences within the process of relevant scientific assessments.

2.1 Gender balance in research

The basis for gender balance in scientific assessment processes such as the IPCC builds on the underlying gender distribution in research. It has been well documented that men outnumber women in research at all professional levels (Blickenstaff, 2005; Hill et al 2010; Loder, 1999). UNESCO (2018) reports that women are on average 28% of all scientific researchers worldwide, with stronger representation in Latin America and the Caribbean (45%) and less in South and West Asia (18.5%)[3]. UNESCO also finds that "*at the highest levels of scientific research and decision making there are very few women*" (UNESCO, 2015). While there have been some improvements over time, gender imbalance in research persists, especially at the highest career levels (Editors, 2013).

Research suggests that women in science continue to face discrimination, lower pay, fewer citations, and less access to funding (Ceci & Williams, 2011; Shen, 2013a). The barriers to women include the graduate-level environment; the maternal wall/glass ceiling; performance evaluation criteria that do not account for maternal leave; less access to research funding, inadequate recognition; inadequate support for leadership bids; and unconscious gender bias (UNESCO, 2015). The scientific journal *Nature* notes that only 22% of their reviewers and 20% of their first author invited commenters were women (2015-2016) ("Slow progress," 2017). Women are also underrepresented across fields as authors of single-authored papers or as first author (West, Jacquet, King, Correll, & Bergstrom, 2013).

Another large body of work explores the factors that contribute to the imbalance of women in research. Both men and women are documented to have gender biases against women in the sciences, which begin at a very early age (Bian, Leslie, & Cimpian, 2017; Raymond, 2013; Shen, 2013b), and men within STEM have been demonstrated to be more sceptical of evidence of gender bias in science (Handley, Brown, Moss-Racusin, & Smith, 2015). Other hypothesized factors include the lack of female role models at higher career levels, childbearing and rearing responsibilities falling more heavily on women, wage discrepancies, and a "chilly climate" for women in male-dominated fields that can include sexual harassment (Blickenstaff, 2005; Budig & England, 2001; Clancy, Nelson, Rutherford, & Hinde, 2014; Johnson, Widneall, & Benya, 2018; Nelson, Rutherford, Hinde, & Clancy, 2017; Shen, 2013a). Even when gender balance improves, with more women represented in science and leadership, women may not have equal opportunity to speak or influence decision making (Sardelis, Oester, & Liboiron, 2017; Settles, Cortina, Stewart, & Malley, 2007).

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[3] UNESCO tracks gender data across research fields that include natural science, engineering and technology, medical science, agricultural sciences and social sciences and humanities reflecting the full range of IPCC expertise. Some of the research literature focuses on STEM (Science, Technology, Engineering and Math) fields only.

There are several studies documenting the importance of having gender diversity within the sciences. Women can bring different experiences and perspectives to decision-making (Buckingham, 2010), the collective intelligence of a group has been shown to increase with more women present largely because of their higher level of social sensitivity (Woolley, Chabris, Pentland, Hashmi, & Malone, 2010), and mixed-gender research groups produce higher-quality science (Campbell, Mehtani, Dozier, & Rinehart, 2013; Nielsen et al., 2017).

2.2 Women in Earth sciences and climate research

As in research and the sciences overall, women are underrepresented in earth sciences and climate science, particularly physical climate sciences (Glass, 2015; MacPhee & Canetto, 2015), and the gender imbalance is more acute at more advanced career levels (Holmes et al., 2015). Buckingham (2010) argues that many professions that influence climate change mitigation and adaptation, and even IPCC leadership positions, have been largely male-dominated. She suggests that including a greater number of women in these areas of work would bring different perspectives and would foster faster progression of climate change knowledge and solutions. Efforts to achieve more gender balance at the UN-level include the UNESCO's initiatives on women in science and the Earth Science Women's Network (eswnonline.org).

2.3 Gender balance and intersectionality

The scholarly literature highlights the importance of intersectionality in understanding the experiences of women and other groups in science and climate change research (MacGregor, 2010; Pearse, 2017). This is because people can face multiple barriers to participation and voice associated with their social categorizations and identifiers including gender, race, ethnicity, language, age or nationality (Crenshaw, 1989; De Vita, Viteritti, & Sciannamblo, 3AD; Maddrell, Thomas, & Wyse, 2019; Smooth, 2016). Gender is but one way in which someone's social category can affect their experience within the IPCC. For many women, their gender was only one factor affecting their participation and race, nationality, English proficiency, and disciplinary training also influenced their inclusion or exclusion from IPCC processes (Gay-Antaki & Liverman, 2018). Across the sciences, women of colour report higher rates of negative experiences (including negative comments, harassment, and sexual assault)(Clancy, Lee, Rodgers, & Richey, 2017).

2.4 Gender balance in the UN and international scientific assessments

UN Women and the Mary Robinson Foundation on Climate Justice report on the imbalance of participation of women in the UN talks and other UN bodies with targeted key recommendations to increase the presence and voice of women (UN-Women & Mary Robinson Foundation: Climate Justice, 2013). The WMO Policy on Gender Equality was adopted by the World Meteorological Congress in June 2015 with the purpose being to promote, encourage and facilitate gender equality across the WMO and to establish a mechanism by which progress can be measured (https://public.wmo.int/en/resources/gender-equality). The WMO Executive Council further agreed on a set of priority actions for 2016-2019. UNEP's gender mainstreaming policy statement and operational framework is its Policy and Strategy for Gender Equality and the Environment 2014-17 (UNEP, 2014). The World Meteorological Organization (WMO) and the United Nation Environment Programme (UNEP) have developed and implemented gender mainstreaming policies focused on capacity development, human resource, communication monitoring and compliance and resource allocation. UNESCO seeks to promote strong role models and mentors for women and girls in science and promote the contributions of women to scientific knowledge through advocacy for women in climate science, capacity building supporting role models and fellowship opportunities

There are only a few studies of gender balance in international scientific assessments such as the IPCC. Scholarly analyses of representation within the IPCC have thus far focused on the regional imbalance (Corbera, Calvet-Mir, Hughes, & Paterson, 2016; Gray et al., 2013; Ho-Lem, Zerriffi, & Kandlikar, 2011; Hulme & Mahony, 2010; Nhamo & Nhamo, 2018; Yamineva, 2017). This is seen to reflect regional imbalance within climate science as a whole (Bjurström & Polk, 2011; Blicharska et al., 2017; Kandlikar & Sagar, 1999; Karlsson, Srebotnjak, & Gonzales, 2007; O'Neill, Hulme, Turnpenny, & Screen, 2010; M. Pasgaard & Strange, 2013; Maya Pasgaard, Dalsgaard, Maruyama,

Sandel, & Strange, 2015). Others note the predominance of natural scientists overall, and of economists within the social scientist participants in the IPCC (Corbera et al., 2016; Neill et al., 2010; Victor, 2015).

In terms of gender balance in the processes of international scientific assessments, Nhamo and Nhamo report that women were not well represented in the IPCC bureaus and note that only 27% of nominations for the IPCC Special report on 1.5°C were female (Nhamo & Nhamo, 2018). An analysis of the experiences of over 100 IPCC female authors finds increases in the representation of women over time from 2% of authors in AR1 in 1990 to more than 20% in AR5 (Gay-Antaki & Liverman, 2018). The study reports many positive experiences with IPCC but that significant numbers of women identified barriers to their participation including family responsibilities and discrimination associated with being a woman in their careers and within IPCC.

2.5 Best practices in gender balance

There is an extensive literature on best practices in ensuring gender balance and sensitivity to gender issues. For example, diversity training involves many programs aimed to train employees around issues of implicit bias, microaggressions and sexual harassment with the goal that employees display an openness and receptiveness to diversity and better understand the barriers or opportunities that their colleagues and themselves might face with respect to gender, race, class and sexuality (Button, 2001; Glass, 2015; Jackson, Hillard, & Schneider, 2014). Similarly, sexual harassment training is commonly implemented to demonstrate that institutions have "exercised reasonable care to prevent and correct promptly any sexually harassing behaviour" (Johnson, Widnall, & Benya, 2018). Successful interventions have enhanced participants' action readiness and are careful to not blame and shame with rules and forced participation (Dobbin & Kalev, 2016, 2018; Moss-Racusin et al., 2014). Successful training will leave participants motivated and equipped with tools to engage with diversity issues.

3. Gender and participation in the processes and procedures of the IPCC

The IPCC is subject to the Principles Governing IPCC Work[4] concerning its structures and the work undertaken as part its assessment process. This Section provides information on how gender is considered in the IPCC's principles and procedures. This Section also outlines relevant present practices, recent developments and provides statistics on gender balance in past and present IPCC's activities.

3.1 Consideration of gender in the processes and procedures of the IPCC

Reference to gender can be found in the following IPCC policy and guidance documents; in Appendix A to the Principles Governing IPCC Work (Section 4.1 – Convening a Scoping Meeting to Prepare Report Outline; Section 4.3.2 – Selection of CLAs, LAs and REs; Section 4.6.1 Synthesis Report; Section 7.1 – IPCC Workshops and Expert Meetings); Appendix C to the Principles Governing IPCC Work (Annex B – Composition of the IPCC Bureau and Task Force Bureau) and the Terms of Reference of the Bureau (Par. 4b).

In recent years and particular in the sixth assessment cycle, enhanced attention has been paid to gender issues. The Co-Chairs, Bureau members and TSUs have been working to raise awareness of gender imbalance during the author selections and some focal points have made a targeted search for nominations with particular attention to gender representation. The IPCC co-sponsored a side event organised at COP22 in 2016 on Women in Action in Climate Change. In addition, the Government of Canada hosted a side event on "Enhancing Gender Balance in the Intergovernmental Panel on Climate Change" in the margins of the 46th Plenary Session in 2017 in Montreal.

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[4]Appendix A to the Principles Governing IPCC Work, Annex 1, 6. https://www.ipcc.ch/site/assets/uploads/2018/09/ipcc-principles-appendix-a-final.pdf

3.1.1. Governance and management of the IPCC

The work of the IPCC (or synonymously the Panel) is guided by a set of principles and procedures for all the main activities of the organization, the Principles Governing IPCC Work, which has three Appendices.

In Appendix A containing the Procedures for the preparation, review, acceptance, adoption, approval and publication of IPCC Reports, there are references to gender. In Appendix C containing the Procedures for the Election of the IPCC Bureau and Any Task Force Bureau, there is a reference to gender as well.

In accordance with Principle 10 (a) of the Principles Governing IPCC work for decisions on procedural issues, these shall be decided according to the General Regulations of the WMO.

IPCC Focal Points

According to the Principles Governing IPCC Work the function of the Focal Point is "To prepare and update the list of national experts as required to help implement the IPCC work programme, and to arrange the provision of integrated comments on the accuracy and completeness of the scientific and/or technical content and the overall scientific and/or technical balance of the drafts." The IPCC does not impose any rules on IPCC Focal Points. Hence, the way gender-related issues are addressed by national IPCC Focal Points as well as their staffing depends on national circumstances.

The Panel

The Panel is the decision-making body within the IPCC structure. It decides for example on the organization's budget and work programme; the scope and outline of its reports; issues related to principles and procedures of the IPCC; and the structure and mandate of IPCC Working Groups and Task Forces. The Panel also approves and adopts IPCC reports and elects the IPCC Chair, other members of the IPCC Bureau and the Task Force Bureau.

Representatives of IPCC member governments meet in Plenary Sessions at least once a year. The Sessions are attended by hundreds of officials and experts from relevant ministries, agencies and research institutions from member countries and from Observer Organizations.

There is no reference to gender issues related to the Panel or the Plenary Sessions in the IPCC's rules of procedures.

The Bureau

The Bureau provides guidance to the Panel on the scientific and technical aspects of its work, advises on related management and strategic issues, and takes decisions on specific issues within its mandate. The Bureau is made of the IPCC Chair, IPCC Vice-Chairs, the Co-Chairs and Vice-Chairs of the three Working Groups and the Co-Chairs of the Task Force on National Greenhouse Gas Inventories. It currently has 34 members that are elected by the Panel for the duration of an assessment cycle and must reflect a balanced geographic representation, with due consideration for scientific and technical requirements.

Gender is referred to in Appendix C to the Principles Governing IPCC Work, Annex B (election of the IPCC Bureau and any Task Force Bureau[5]), that states that in addition to regional representation, balance between developed and developing countries, and support to TSUs, consideration should also be given to gender.

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[5]Appendix C to the Principles Governing IPCC Work, Annex B. https://www.ipcc.ch/site/assets/uploads/2018/09/ipcc-principles-elections-rules-3.pdf

The Executive Committee (ExCom)

The ExCom's role is to strengthen and facilitate the timely and effective implementation of the IPCC work programme in accordance with the IPCC's Principles and Procedures, the decisions of the Panel, and the advice of the Bureau. There is no reference to gender in the Terms of Reference of the ExCom[6].

The Secretariat

The Secretariat coordinates and assists the work of the Intergovernmental Panel on Climate Change.

There is no reference to gender in the Terms of Reference of the Secretariat[7], however, as staff in the secretariat are either WMO or UN Environment staff, the specific WMO and UN Environment policies on gender apply, as well as the overall UN strategy, see Section 5.

Technical Support Units (TSUs)

Each Working Group (WG) and the Task Force on National Greenhouse Gas Inventories (TFI) is supported by a Technical Support Unit. A TSU is also set up to support the preparation of a Synthesis Report. The TSUs provide scientific, technical and organizational support and support the Co-Chairs and Bureaux in the preparation and production of all relevant IPCC products.

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 which may imply gender-related aspects depending on national circumstances.

Task Groups of the IPCC

The IPCC establishes different Ad Hoc Task Groups[8] to address specific governance and management issues of the IPCC operating for a limited time and under specific Terms of References as decided by the Panel. TGs are usually open-ended to member countries who appoint experts to contribute to the work according their national circumstances. In most cases, experts include employees of the public administration including government as well as experts with specific relevant expertise. Sometimes the Terms of Reference of ATGs include a reference to gender balance regarding the choice of their co-chairs.

The IPCC has also one long-term Task Group on Data Support for Climate Change Assessments (TG-Data) which supports issues related to the production of reports. TG-Data consists of experts selected from nominations by governments. Its Terms of Reference mention gender as one criterion for its composition, in addition to criteria on expertise, regional representation, developed and developing country participation, experts with and without previous IPCC experience and experts from stakeholder and user groups.

IPCC Scholarship Programme

The IPCC Scholarship Programme was established with the funds received from the 2007 Nobel Peace Prize award to the IPCC. Additional support is provided through contributions from of its funding partners. It provides scholarships for PhD students from developing countries for research that advances the understanding of the scientific basis of risks of climate change, its potential impacts and options for adaptation and mitigation.

A Science Board, composed of the IPCC Chair, or a representative, and the three IPCC Vice-Chairs will set priorities for funding, set scientific technical criteria for selection of projects and scholars, and select the scholars. A Board of Trustees of four members is appointed by the IPCC Panel. It is mainly responsible for issues related to the finances of the Fund.

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[6]https://www.ipcc.ch/site/assets/uploads/2018/09/TOR_ExComm.pdf
[7]https://www.ipcc.ch/site/assets/uploads/2018/09/IAC_Secretariat_TSU.pdf
[8]There is no formal definition for Ad Hoc Task Groups, Task Groups, or Task Forces of the IPCC.

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

Observer Organizations

The IPCC has at present 153 Observer Organizations. Representatives of observer organizations may attend sessions of the IPCC and the plenary sessions of the IPCC Working Groups. They are also invited to encourage experts to review draft IPCC reports. These experts participate in the review process in their own name and not on behalf of the Observer Organization.

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

3.1.2. Activities relevant to the production of reports

Nomination and selection of writing teams and of participants in IPCC meetings related to the production of reports

Coordinating Lead Authors, Lead Authors and Review Editors as well as participants of Scoping Meetings and Expert Workshops are selected following a call to governments, Observer Organizations and the IPCC Bureau for nominations. No call is issued for Expert Meetings.

The nomination process is organised by the different IPCC Focal Points and Observer Organizations in different ways. For example, it may or may not include a public call for candidates, review committees pre-selecting candidates based on their nominations at national level, or particular attention to gender representation.

The Bureau of the relevant IPCC Working Group or Task Force selects the experts for the various roles, implementing Appendix A to the Principles Governing IPCC Work that refers to gender as one selection criterion for the selection of Coordinating Lead Authors and Lead Authors, Review Editors, the writing team for the Synthesis report and the composition of participants to Expert Meetings and Workshops, in addition to consideration of a range of scientific, technical and socio-economic views and expertise, geographical representation, developed and developing countries, and experts with and without previous experience in IPCC.

Contributing Authors are enlisted by Coordinating Lead Authors and Lead Authors to assist with their work. There is no formal process in place and hence no reference to gender issues.

Expert and Government Reviewers

Thousands of scientists and experts worldwide contribute to review of IPCC products. There is no selection process in place for reviewers and hence no reference to gender issues.

Chapter Scientists

Chapter Scientists are scientific assistants who provide technical and logistical support to author teams. Chapter Scientists are either recruited directly by Coordinating Lead Authors of a specific chapter, or through a call issued by the Technical Support Unit.

Code of Conduct for IPCC Meetings and Events

The IPCC Code of Conduct[9] for IPCC meetings and events has been in place since June 2018 (see Appendix 2). It is informed by the United Nations and World Meteorological Organization (WMO) guidance and instructions as contained in the Charter of the United Nations[10], the UN Secretary-General Bulletin on Prohibition of discrimination, harassment, including sexual harassment, and abuse of authority[11] and the WMO Ethics Framework[12]. It applies to all participants who are

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[9] https://www.ipcc.ch/documentation/procedures/
[10] http://www.un.org/en/sections/un-charter/un-charter-full-text/
[11] http://www.un.org/en/ga/search/view_doc.asp?symbol=ST/SGB/2008/5
[12] https://library.wmo.int/pmb_ged/2007_wmo-code-ethics_en.pdf

attending IPCC meetings and events, including Panel sessions, Lead Author Meetings, expert meetings and workshops as well as outreach events organized by the IPCC Secretariat or the Working Groups' Technical Support Units.

Production of reports

IPCC reports are produced under the leadership of the Working Group Co-Chairs, the Task Force on National Greenhouse Gas Inventories (TFI), or of the IPCC Chair in case of the Synthesis Report. Coordinating Lead Authors have overall responsibility for coordinating major sections of a report. Lead Authors are responsible for the production of designated sections of reports. Contributing authors are invited to provide specific inputs but do not attend the lead author meetings.

There is no reference to gender in any of the decisions of the IPCC related to the working modalities for the production of reports.

Efforts in the Sixth Assessment Cycle relevant to gender issues

Training by experts in the field of inclusive practices, collaboration and participatory group dynamics, in support of the implementation of the Code of Conduct, was provided for the first time at the Second Lead Author Meeting of WGI in January 2019. A series of facilitated activities for CLAs, all participants, Bureau and TSU has been implemented. This is part of a process that will be implemented throughout the WGI timeline to develop a toolbox of resources with WGI participants that they can use for the preparation of the WGI report. This will include, in the second half of the report timeline, support directed at implementing and facilitating consensus-based decision making.

All WG TSUs now include the IPCC Code of Conduct in the 'Author Handbook' given at Lead Author Meetings (LAMs), and some also contain guidance notes with recommendations on diversity and inclusivity for chapter team meetings. Several WG lead author meetings (LAMs) have included introductory sessions for those new to the IPCC, where diversity and inclusivity are topics of focus, and a segment specific to the Coordinating Lead Authors is also included. Other occurrences during LAMs have facilitation training for Coordinating Lead Authors, which included inclusive practices for considering gender and other related issues.

The WG TSUs are seeking feedback from participants in Lead Author meetings through anonymous questionnaires. These ask about experiences at the meeting, including ability to fully participate at the meeting, and suggestions relating to the improvement of experience and meetings. Questions relating to gender were included and the responses suggest that few participants experienced gender-related barriers during the work at the meetings. The majority of respondents did not note concerns of inappropriate behaviour, although some participants reported negative interactions, such as being subjected to comments on dress, a subconscious bias related to geographical origin, experiencing poor leadership or patronising remarks. These responses echo some of those reported in the larger survey of participants of recent IPCC reports, in Section 4.

3.2. Statistics of gender balance in IPCC's activities

The data shown below comprises gender statistics for Plenary delegates for the six most recent meetings, the TSUs and Secretariat, Bureau members, report authors throughout the six ARs and report authors separated for each AR and also across the Working Groups or reports. The data is based on records kept by the IPCC Secretariat, and a review of authors listed in reports.

3.2.1 Plenary Delegates

Statistics for the most recent IPCC Plenaries (P43–P48) show women have been between 30 and 42% of the delegates in recent meetings. (Figure 3.1.)

Gender Balance of Plenary delegates
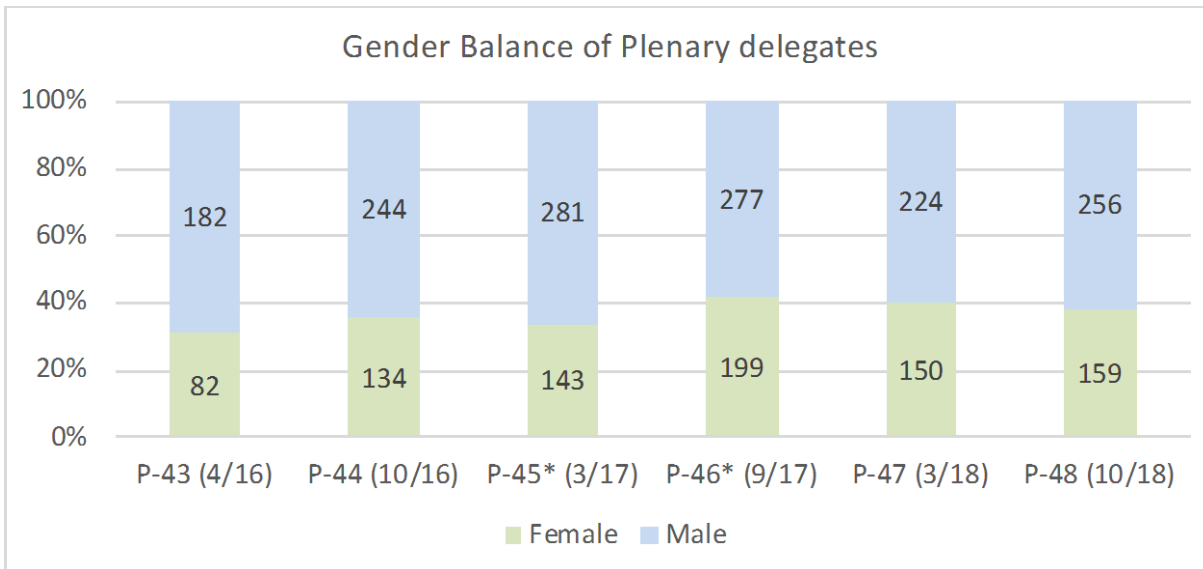
*P45 & P46 also includes local organisers in participant list, which were excluded in other plenaries.

Figure 3.1. *Gender balance of Plenary Delegates for P-43 through P-46 (2016-2018).*

3.2.2 TSUs and Secretariat

Technical Support Units currently have more women than men in all working groups (WG1 6M/7W, WG2 5M/8W, WG3 4M/7W, TFI 5M/5W). The Secretariat has 4 men and 9 women.

3.2.3 Bureau

The Bureau comprises the chairs, co-chairs and vice chairs of IPCC overall and each working group. There has been a gradual increase in the percentage of female Bureau members since AR4 to a current proportion of 30% women. (Figure 3.2.) In turn, Table 3.1 shows that gender balance by Working Group varies, with WG1 for AR6 33% women, WG2 20% women, WG3 11% women, and the TFI 43% women.
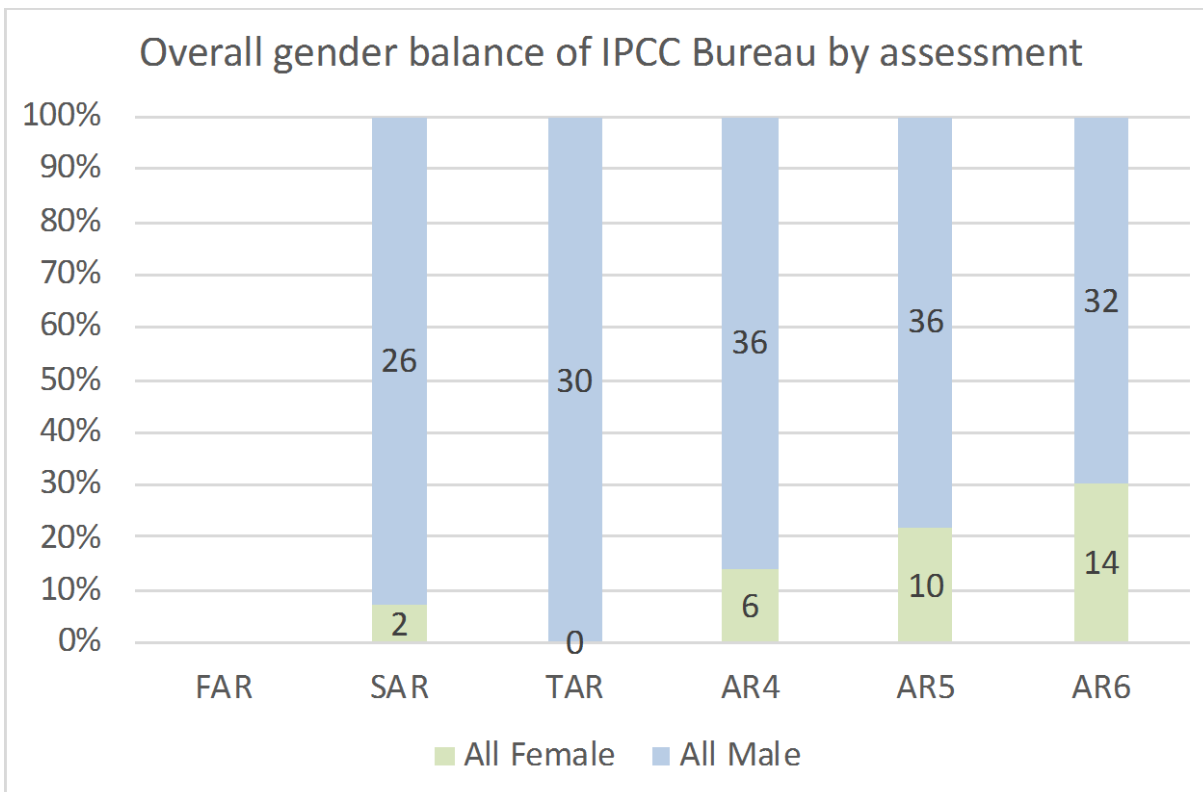
Figure 3.2. *Overall gender balance of IPCC Bureau by assessment.*

Table 3.1. *Gender balance by Working Group Bureau.*

		FAR	SAR	TAR	AR4	AR5	AR6
WGI	Female		0%	0%	29%	13%	33%
WGI	Male		100%	100%	71%	88%	67%
WGII	Female		10%	0%	13%	13%	20%
WGII	Male		90%	100%	88%	88%	80%
WGIII	Female		25%	0%	0%	22%	11%
WGIII	Male		75%	100%	100%	78%	89%
TFI	Female		0%	0%	21%	38%	43%
TFI	Male		100%	100%	79%	63%	57%
HL	Female	0%	0%	0%	0%	0%	50%
HL	Male	100%	100%	100%	100%	100%	50%

Note: FAR=First Assessment Report (AR1), SAR=Second Assessment Report (AR2), TAR=Third Assessment Report (AR3), AR4= Fourth Assessment Report, etc.

3.2.4 Author teams

There has been a gradual increase in the number and percentage of female authors of IPCC reports. Authorship categories now include Coordinating Lead Authors, Lead Authors, Review Editors, and Contributing Authors. Earlier assessments used different terminology – for example AR1 listed editors, chapter authors and contributors, all of whom played significant roles in writing chapters. The gender of some authors in AR1 is unknown because initials were used and records were not kept of gender. The data in Figure 3.3 is for CLA, LA and RE categories (not CA) and shows the percentage of women authors across the Working Groups rising from 8% in AR1 to 32% in AR6.
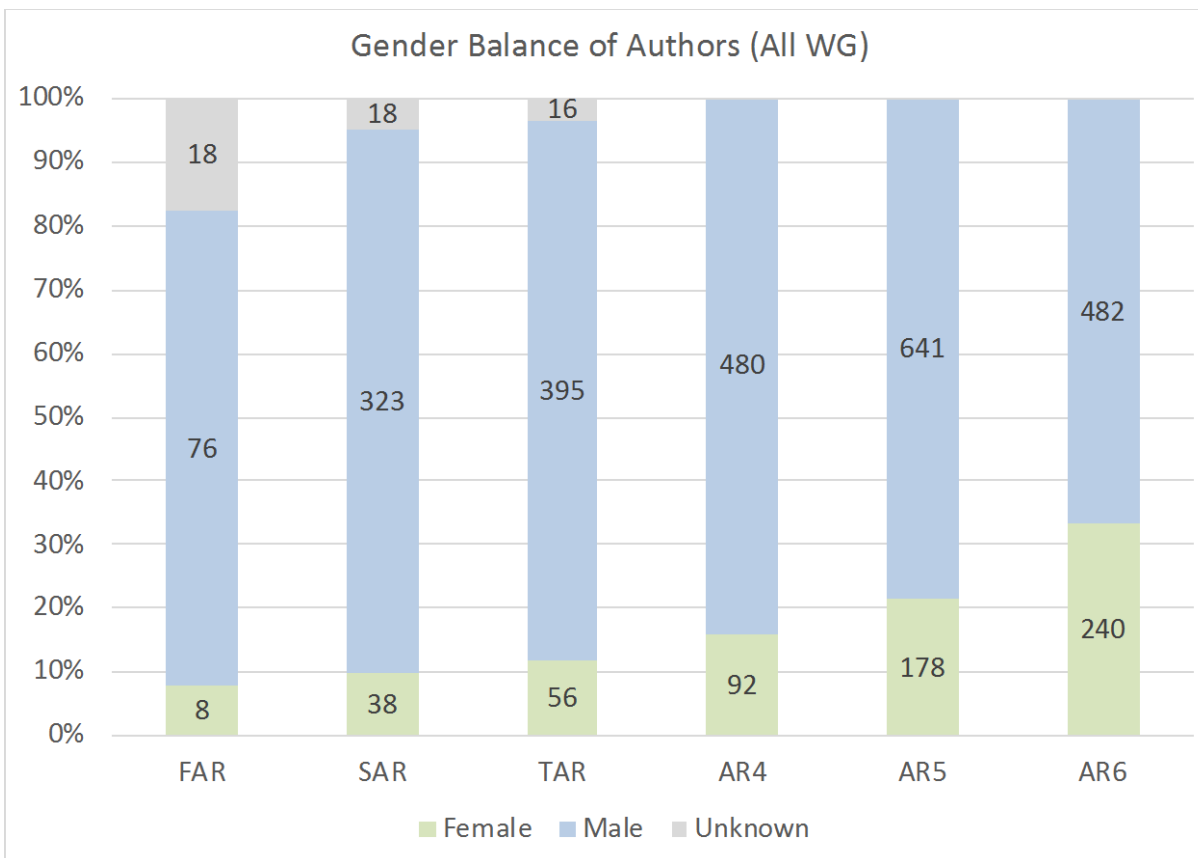
Figure 3.3. *Gender balance of authors.*

The gender balance of CLAs over the last three assessments (AR4, AR5, AR6) has improved from 15% women in AR4 to 32% women in AR6. WG2 has consistently higher proportions of women CLAs than WG1 or WG3. (Figure 3.4.)
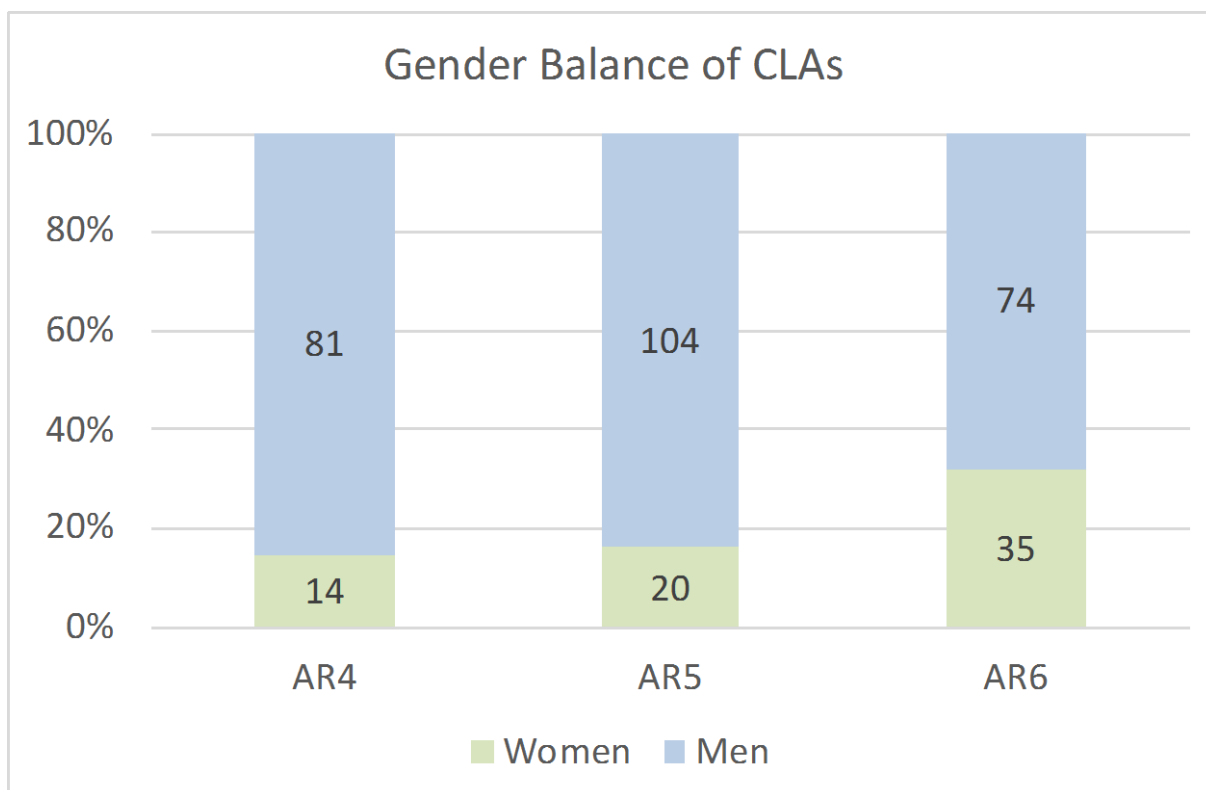
Figure 3.4. *Gender balance of Coordinating Lead Authors (AR4-AR6).*

The table below summarizes gender balance of authors by Working Groups since AR1. The gender balance was similar across working groups in early reports, with a very low percent of women in AR1 and AR2. Only 8 women are recorded as lead authors of the AR1, with none in WG1. The list of contributing authors, however, to WG1 did include 6 women. The 38 women authors of AR2 include 3 for WG1, 28 for WG2 and 7 for WG3. By AR4 female authorship totalled 92 women (16% of all authors), rising to 178 (22% in AR5 and 204 (32%) in AR6.

WG2 and WG3 tended to have higher numbers and percentages of women in earlier assessments than WG1. In recent assessments, WG2 has the most balanced authorship with 27% in AR5 and 40% in AR6, whereas WG1 was 18% and 27% and WG3 19% and 31%.

Table 3.2. Gender balance of authors by Working Group for AR1-AR6.

		WGI	WGII	WGIII	ALL	WGI	WGII	WGIII	ALL
FAR	Male	34	21	21	76	100%	66%	58%	75%
	Female	0	2	6	8	0%	6%	17%	8%
	Unknown	0	9	9	18	0%	28%	25%	18%
SAR	Male	70	202	51	323	92%	83%	84%	85%
	Female	3	28	7	38	4%	12%	11%	10%
	Unknown	3	12	3	18	4%	5%	5%	5%
TAR	Male	112	164	119	395	86%	82%	88%	85%
	Female	14	28	14	56	11%	14%	10%	12%
	Unknown	4	9	3	16	3%	4%	2%	3%
AR4	Male	137	180	163	480	83%	83%	86%	84%
	Female	28	38	26	92	17%	17%	14%	16%
	Unknown	0	0	0	0	0%	0%	0%	0%
AR5	Male	208	213	220	641	82%	73%	81%	78%
	Female	47	79	52	178	18%	27%	19%	22%
	Unknown	0	0	0	0	0%	0%	0%	0%
AR6	Male	169	156	157	482	73%	60%	69%	67%
	Female	63	106	71	240	27%	40%	31%	33%
	Unknown	0	0	0	0	0%	0%	0%	0%

4. Gender and participation in the work of the IPCC: survey of participants of recent IPCC reports

4.1 Survey methods

This survey was sent to participants of recent IPCC reports during the fifth and sixth assessment cycles asking about their experiences on gender-related issues within their IPCC efforts. The survey addressed perceptions of gender balance and experiences, barriers to full participation in IPCC activities, and recommendations to improve gender balance and voice within IPCC. In January 2019, the survey was sent by the IPCC Secretariat to a total of 1,520 people, including 1,108 men and 412 women, using its databases of authors, review editors, and technical support unit staff.

The survey included closed (e.g. yes/no, agree/disagree) and open (invitation to explain or comment on a response) questions. Many responses were cross-tabulated to compare men and women, and in some cases to examine regional differences in responses. Where responses ranged across a scale (e.g. from strongly agree to agree to disagree to strongly disagree) the full range was examined as well as combined into general agree and disagree responses. A content analysis was done of the open-ended comments to identify dominant themes and their frequency of occurrence and representative quotes are included to illustrate some of the responses and to give voice to the respondents.

4.2 Results

4.2.1 Characteristics of survey respondents

533 responses were received, with an overall response rate of 35%. Of these, 39% identified as women and 58% as men. The response rate from women was 51% and from men 28%. 12 respondents chose not to identify their gender or indicated non-binary or LGBTQ gender identification. Most of the respondents (71%) had first participated in IPCC when they were 30-50 years of age, and 25% when they were over 50. Almost all had a doctorate (91%) or masters (7%) degree. The majority of the respondents were from Europe (36%), The Americas (29%), and Asia (16%), with 9% each from Africa and the SW Pacific[13]. This reflects largely the regional

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[13] World Bank regions were used in the Survey as it was expected that many respondents would be more familiar with them, rather than WMO regions. The distinction is not significant for the purposes of the Survey, as it does not aim to directly address regional detail within the IPCC, only to understand possible influence of world region origin on respondents' experiences.

representation of IPCC authors (Corbera et al., 2016; Gray et al., 2013; Ho-Lem et al., 2011; Hulme & Mahony, 2010; Lahsen, 2009; Nhamo & Nhamo, 2018; Yamineva, 2017).

The survey respondents had served or are serving in a variety of roles for IPCC, see Table 4.1. The majority indicated engagement in the current (AR6) and previous (AR5) cycle, but a significant number indicated involvement also in older assessment cycles. 28 respondents (5%) commented that they were just beginning their involvement in AR6 with very little experience of meetings or report writing at the time they completed the survey.

Table 4.1. *Respondent's roles in IPCC.*

Role	AR6	AR5	AR4	Special Reports and Guidelines**	Earlier assessments
CLA	55	44	26	40	20
LA	250	138	64	100	54
CA or CS	9	65	50	58	84
RE	45	47	13	43	11
TSU	12	3	3	32	0
Other*	20	45	27	105	48
	391	342	183	378	217

*Some respondents had also served as national focal points or attended scoping meetings.

**Includes Special Reports on 1.5°C Global Warming (SR15, 2018), Oceans and Cryosphere (SROCC, 2019), Climate Change and Land (SRCCL, 2019), Renewable Energy (SRREN, 2011), Extreme Events (SREX, 2012), 2006 IPCC Guidelines for National Greenhouse Gas Inventories, and Land Use, Land-Use Change and Forestry (2000).

Most respondents indicated that they had become involved in the IPCC because they were either contacted and asked if they would like to be nominated by their country (27%) or responded to an open call of interest in being nominated by their country (31%). 20% were asked to contribute by Working Group chairs or by CLAs and 7% were nominated by an observer organization.

4.2.2 Views of gender balance and bias in IPCC

The survey asked a series of questions about perceptions of gender balance and bias in the IPCC using a scale from strongly agree to strongly disagree. (Figure 4.1.)
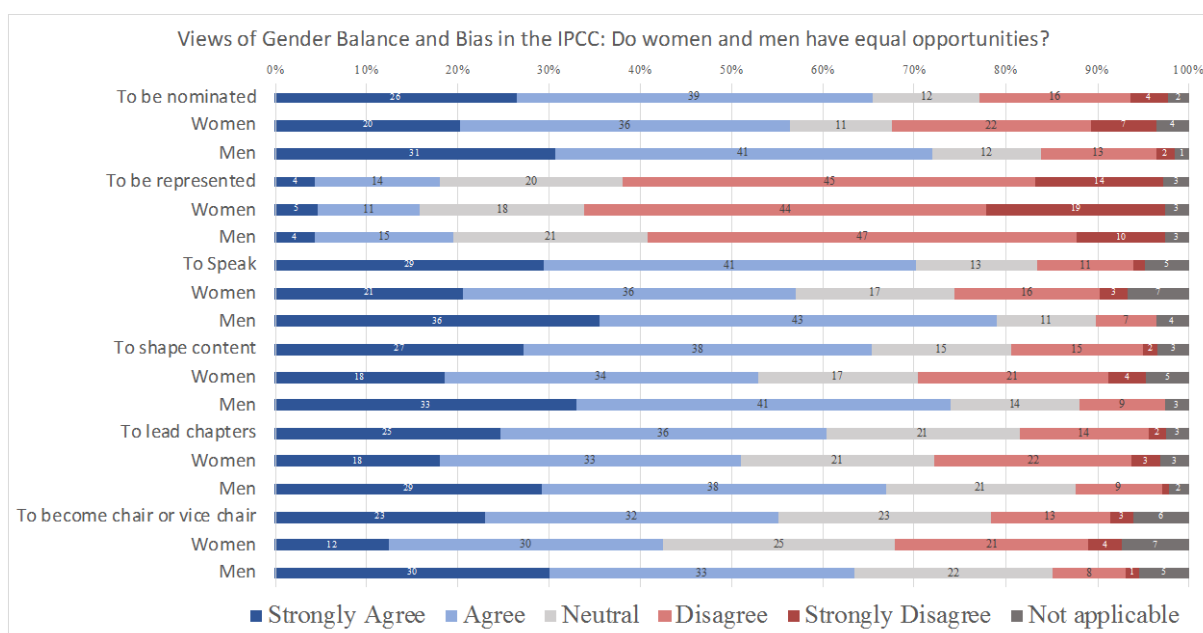
Figure 4.1. *Views of gender balance and bias.*

a. Chances to be nominated

Overall, 67% agreed that men and women had equal chances to be nominated for the IPCC in their country, while 21% disagreed. Women were twice as likely to disagree (30%) compared to men (15%), and less likely to agree (58% compared to 73%).

b. Representation in IPCC: current and change over time

19% of all respondents perceived equal representation of men and women in the IPCC, 61% disagreed with 20% of women strongly disagreeing compared to 10% of men.

The comments also noted that equal representation might mean either equal absolute numbers or reflect the overall proportion of men and women in research fields, in which women are still the minority (see Section 2). Some respondents noted that IPCC gender balance was actually better than climate science overall, and that women may now have a better chance of being nominated and selected than men.

Over two-thirds of both male and female respondents (73%) agreed or strongly agreed that the representation of women in IPCC has become more balanced over time, with 3% disagreeing.

c. Opportunity to speak in meetings and shape content:

Gender balance includes whether men and women have equal opportunities to speak and contribute to assessments. Overall, 70% agreed or strongly agreed that men and women had equal opportunity to speak at IPCC meetings, 12% did not. However, women were more likely to disagree or strongly disagree (19%) than men (7%). This gender-related difference was reinforced in the question about whether women and men have equal opportunity to shape the content of IPCC reports where overall 65% agreed or strongly agreed and 16% disagreed. Again, women were more likely to disagree or strongly disagree (25%) than men (9%).

d. Opportunity to lead chapters and working groups:

Overall, most respondents agreed that women and men did have equal opportunities to lead chapters (60%) or were neutral (21%). 25% of women and 10% of men disagreed. The results were similar in terms of opportunities to become a chair or vice chair – 55% thought opportunities were equal, 16% thought they were not, with 25% of women disagreeing the opportunities were equal compared to 10% of men.

Some open comments provide additional insights:

"The challenges come in the "pipeline" and reflect the overall challenges of women in research / academia in getting involved. Success in gaining access and participation is heavily influenced by "gatekeeper" roles which are predominantly men (journal editors, people historically influential in IPCC affairs who reflect traditional academic gender situation which is tipped towards men, scientific backgrounds traditionally heavily male-dominated, etc.)"

"Lately, I think women have a better chance than men to lead IPCC chapters and governance, as compared to their percentage in the scientific work force as a whole"

"My experience of gender issues in IPCC (as a woman) has been terrible… Nearly all chapter meetings and plenary sessions I attended were appallingly chaired, with no effort made to engage people who are less aggressive or less assertive, so that in the end, only the more assertive people ended up talking (not the most knowledgeable). The issue is not only for women, but also for scientists from developing countries or with less of a strong knowledge of English."

"There is a difference between IPCC being aware of the need for balance including gender balance, and the actual mechanisms that drive the outcomes--IPCC is most effectual in assigning CLAs and LAs for the chapters, and least able to affect change in the nomination process of authors (the science gatekeepers affect this in particular, as well as other network factors), and somewhat able to affect opportunities to contribute (culture and gender norms are the most important factor here...some people follow deeply engrained gender roles and self-monitor or restrict their way of participating)"

Barriers to increase the lack of voice, representation and leadership of women in the IPCC were identified by some of the survey respondents. While many indicate that gendered barriers are not unique to the IPCC and that these reflect general issues of women in science, there were some respondents that spoke directly about such barriers in the IPCC. Participants expressed that because the IPCC has been traditionally male dominated, they could see how it would be difficult or intimidating to disrupt this dynamic because of gender and cultural roles that socialize people to not be confrontational. Only more senior women who had IPCC experience seemed to get their voice across. For instance, one respondent expressed "whenever women are among the most famous researchers, they get their opinions and message through, but still today the most famous are men, and they dominate the discussions." Some respondents identified that the chairing of these meetings was in part responsible for these dynamics as some make little effort "to engage people who are less aggressive or less assertive, so that in the end, only the more assertive people ended up talking..." These responses highlight the key role that chairs and senior scientists play in increasing gender and cultural representation in the IPCC report as the following quote illustrates: "I observed everyday sexism by a senior male scientist in a public forum. This was publicly challenged at the time, most notably by a senior female scientist, and rebuked by the (female) co-chair."

4.2.3 Personal experiences in the IPCC process

Many respondents reported excellent or good experiences with their IPCC participation, especially in terms of shaping their chapter (80%), making professional connections (80%), increasing their international reputation (81%), having a learning experience (93%), being treated with respect by the CLAs of their chapter (89%), being treated with respect by co-authors (90%) and being listened to (82%). 51% had an excellent or good experience in shaping the overall report they were involved with. Women reported more negative experiences than men, with more than 5% of women having poor or not very good experiences with shaping their chapter, being treated with respect, or being listened to. (Figure 4.2.)
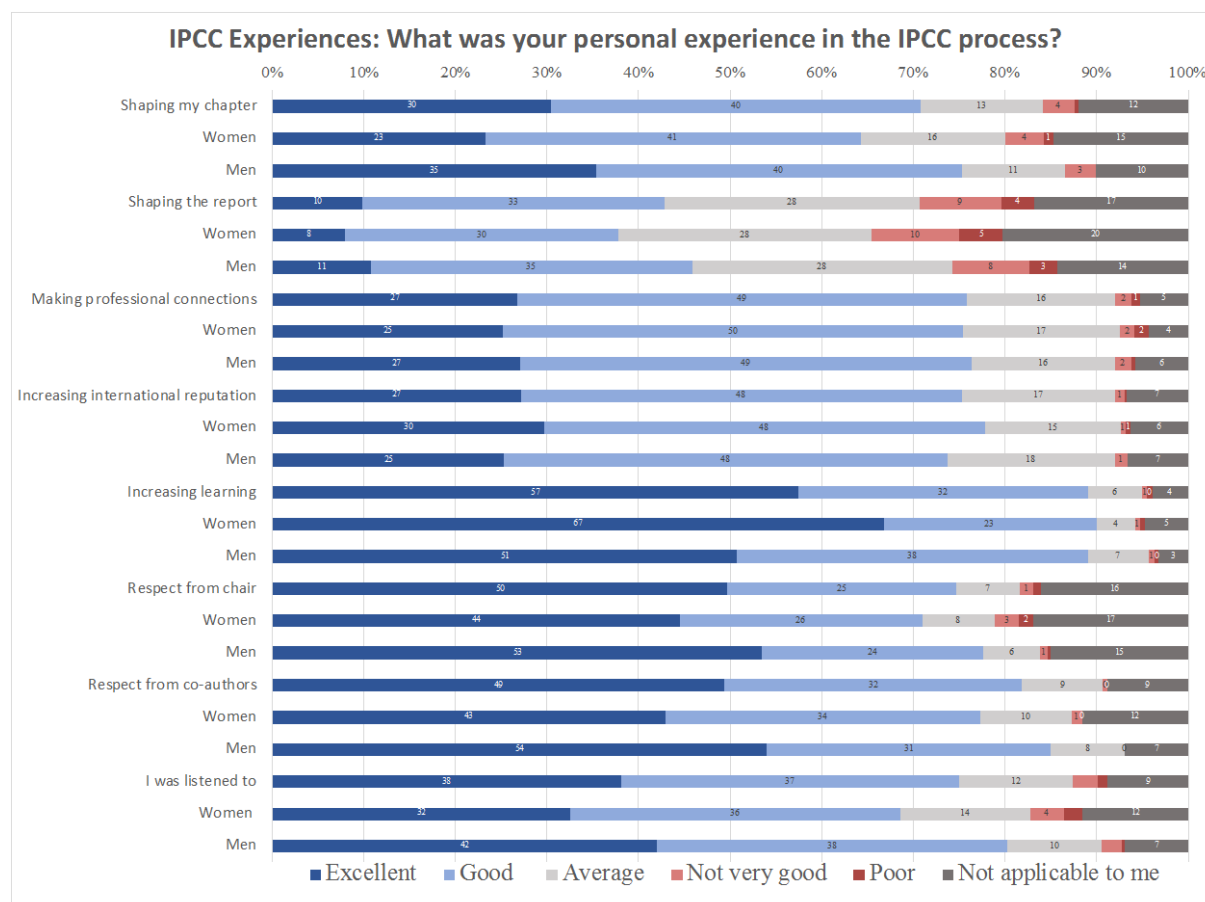

Figure 4.2. *Personal experiences.*

Women responded more positively than men about their IPCC participation being a learning experience, and increasing their reputation locally and internationally. Men on the other hand felt significantly more positive than women about shaping their chapter, making connections, being treated with respect and being listened to. Women were more likely than men to report an average, not very good or poor experience in being listened to (23% compared to 14%).

The open-ended responses to this question provided some important insights into personal experiences and observations from both men and women, and also show the wide range of particular experiences and some insights into the reasons, both positive and negative. For example:

"As a CLA and late-career scientist (and white, male), I am in a privileged position so tend to be respected and listened to etc. by default."

"I am probably something like a "dinosaur" in IPCC terms. I notice that it is easy for me personally to say what I want to say, and I do find that I am treated with respect. If I was younger and there for the first time, then things might be radically different."

"I was the only woman in my chapter team. I felt I was invisible and not listened to. Classic situation of me saying something and then being ignored, followed by a man saying the same thing and being listened to. Moreover, my experience of past IPCC involvement was ignored."

"My chapter Chair was particularly aggressive with me, contradicting most of what I said, to the point that I just ended up saying less in the hope that at least what I thought was important would not be cut out. I never really had the feeling that I was knowledgeable during IPCC meetings. Rather I had the feeling I was rather unknowledgeable. The IPCC very much fed my impostor syndrome. My feeling is that climate science is very macho in general, and the IPCC is a regrouping of climate scientists."

"The most active CLA of my chapter…was a woman, and deliberately and effectively inclusive. It made a huge difference."

"The sensitivity of the research teams is outstanding. I feel the IPCC is a best example of considering diversity in participant's experiences."

The survey also asked for more general responses and observations about the most recent IPCC experience and about some intersectional experiences associated with language abilities, development categories, and overall decision making. (Figure 4.3.)
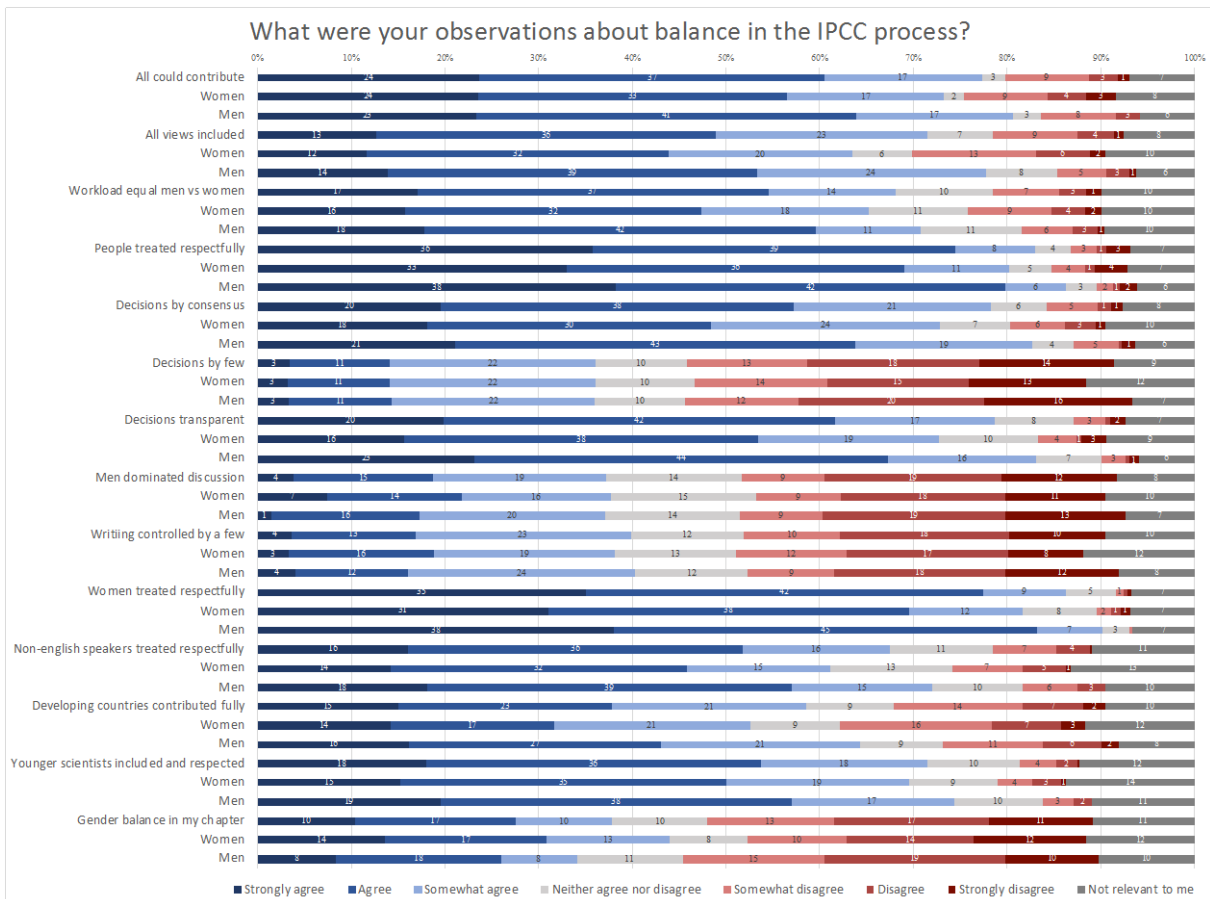
Figure 4.3. *Observations about gender balance in the IPCC process.*

A majority of respondents (83%) agreed that everyone had an equal opportunity to contribute to the chapter. 18% of women and 11% of men did not agree. Similarly, there was considerable agreement that all points of view were included (77%). 23% of women disagreed, compared to 9% of men.

Most (76%) reported that the workload was equally distributed between men and women. 16% of women and 10% of men disagreed. In addition, 41% of women and 49% of men disagreed that there was an equal representation of men and women in their chapter.

Almost all reported that people were treated with respect by leadership, only 7% disagreed (9% of women compared to 5% of men). There was also a positive observation about decisions being made by consensus (85%). 85% noted that decisions were made openly and transparently (80% women, 88% men). Nevertheless, 40% agreed that decisions were made by only a few people. About 40% of both men and women agreed that male scientists tended to dominate discussions and 44% of both men and women agreed with the statement that a few scientists controlled what was written.

Most respondents (93% overall, 88% of women) agreed that female scientists were treated with respect with only 8 respondents (2%) disagreeing. The responses were also positive for factors that often intersect with gender to create barriers and opportunities with 82% responding that there was inclusion and respect for younger scientists. In comparison, only 76% agreed that those who did not speak or write English well were treated with respect; 12% (15% women, 10% men) disagreed. And, only 65% of respondents agreed that people from developing countries were able to fully contribute, 25% overall (30% women, 20% men) disagreed.

Some open-ended comments were provided, that often linked gender challenges to other intersectional experiences were:

"As a CLA, I certainly tried to include everyone but I know that some of the younger, female and non-native speaking authors did not feel treated respectfully by everyone."

"It still a huge challenge for people that are not from an English-speaking country to fully participate in all the discussions and on the writing process for the IPCC. The discussions and writing process were still centrally led by scientists from Europe and USA (Australia and other developed nations). Although the IPCC has impressively opened the door to developing countries scientists and the TSU people are very supportive of them, their engagement is very much determined by the CLA, which sometimes are not very open to this. I believe it is the cultural process of scientific expertise dominated by Northern countries scientists and these have a hard time accepting and or opening the door to different worldviews and participation. Nonetheless, I strongly believe the IPCC has been dramatically changing this situation and really admire this panel for this."

"The biases against women, non-English speakers and developing countries are more subconscious than deliberate. Everyone wants to do the right thing. But it is difficult because of cultural issues. Some white men just like to talk, and feel very free to do so, without thinking of impacts on more shy, or less able to speak in English folks, especially from developing countries."

4.2.4 Influences on full participation in IPCC meetings and processes

Respondents were asked how a wide variety of factors influenced their participation the IPCC and how they perceived these factors to influence others' participation. (Figure 4.4.)

a. Influences on respondents' own participation in IPCC

The most commonly cited positive factors influencing respondents' own participation were command of English (62% rated this factor as positive) and self-confidence (65% positive). The predominantly neutral factors were religion (95% rated this factor as neutral), race (85% neutral), and ethnicity (85% neutral). Only one factor was seen as a barrier to participation by the majority of overall respondents: lack of time overall (55% rated this factor as negative). Other commonly cited blocks to respondents' own participation were childcare obligations (33% negative), not having the confidence to challenge others (32% negative), and lack of financial support from their country (31% negative).

Different factors stood at as significantly more or less influential for female participants' own participation vs. male participants'. Survey results indicate that men were more "neutral" than women with respect to factors influencing their participation such as gender, age, command of English, childcare obligations, or having self-confidence. A higher percentage of women than men reported negative experiences with gender (12% vs 4%), command of English (16% vs. 8%), and self-confidence (15% vs. 5%). A greater proportion of women said not having the confidence to challenge others was a barrier to their own participation than men did (26% of men reported this as negative vs. 40% of women).
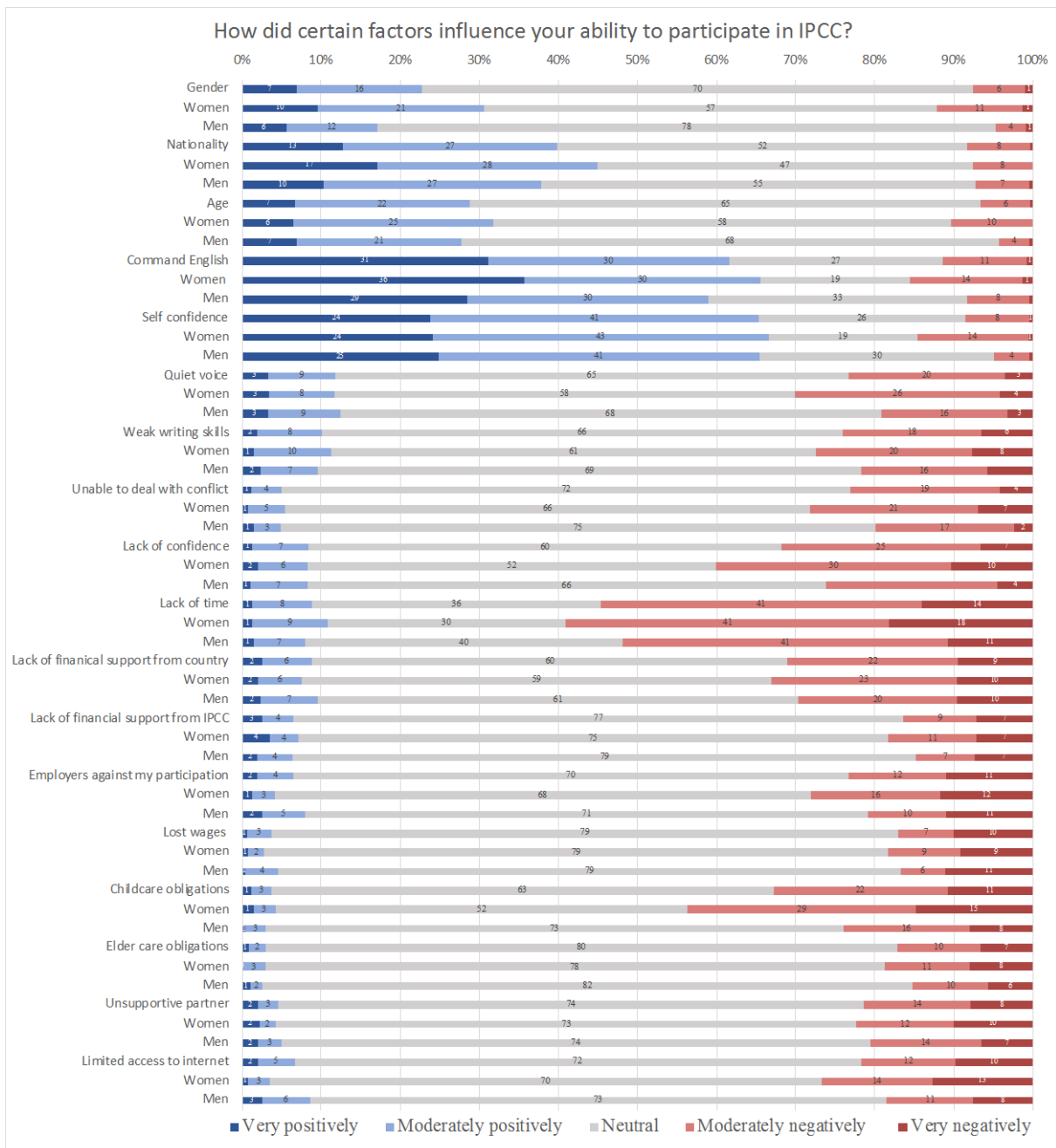
Figure 4.4. *Views on factors affecting own participation.*

b. Perceived influences on others' participation

In comparison to reflecting on their own experiences, respondents tended to see more barriers to others' full participation in IPCC with several factors intersecting with gender as barriers. (Figure 4.5.) This may reflect the fact that observed negative experiences or discrimination against one person could be reported by many observers. Similar to reflections on their own experiences, more respondents rated self-confidence as a positive factor for others' participation (58% see this factor as positive) and religion (93% see this factor as neutral), race (83%), and ethnicity (84%) as neutral factors. 82% also thought lost salary to be a neutral factor in others' participation. Respondents perceived several additional factors as larger barriers to others' participation than to their own: lack of time overall (66% saw this as a barrier), weak writing skills (64%), not having the confidence to challenge others (56%), lacking the ability to deal with conflict (51%), lack of financial support from country (48%) and IPCC (31%), not having a loud voice (46%), lack of access to research materials (44%), command of English (41%), and childcare obligations (36%). In almost all cases, women reported observing more barriers.
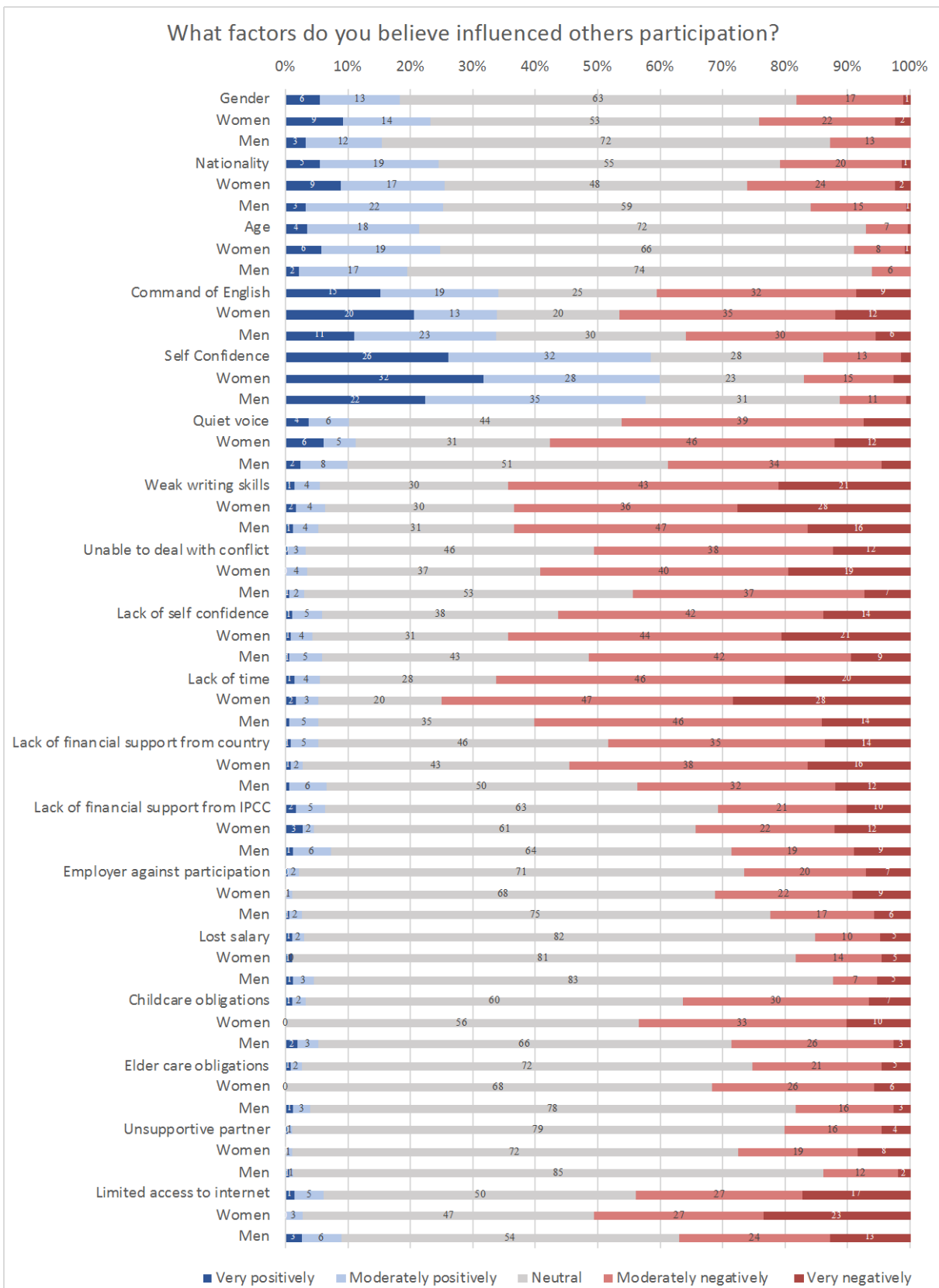
Figure 4.5. *Views on factors affecting others' participation.*

A greater proportion of women than men described many factors as barriers to others' participation, including lack of time overall (75% vs 60%), creating additional work for colleagues at home institutions (34% vs 18%), childcare obligations (44% women vs. 29%), eldercare obligations (32% vs. 18%), lack of support from spouse or partner (28% vs. 14%), and lack of access to research materials (51% vs. 37%).

c. Additional comments

Examples of the open-ended responses for this part of the survey are:

"Accounting for child care responsibilities was a serious negative at this meeting. Having a young child and leaving her at this young age to attend a 5 day meeting was very difficult. Opportunity and facilities to breast pump would have made my life so much easier. It would have cost me a lot of extra money to bring my child and a carer and I opted not to, but this was a serious burden for me."

"Childcare responsibilities in my case were limiting, as I had to arrive very late to the meeting and leave at the first possible opportunity, and not attend chapter social outings so that I could assist remotely with matters at home, and/or be at home for as long as possible on the bracketing weekends. I strongly encourage IPCC to facilitate better remote access for attendees with small children, who may want to or need to opt out. This is a gendered problem, which perpetuates the opting out of women from the intensive IPCC process at greater numbers than men (I don't have this data, but I'm almost positive it must be the case)"

"Extensive travel for IPCC (on top of other travel obligations) disrupted regular visits to my disabled parents who live 100 miles from me (I usually visit every few weeks). This also added to my husband's obligations at home. Writing commitments also increase daytime work load/pressure. Women often do more service in academia and become overburdened. You did not ask about effects on personal workload."

4.2.5 Gender bias and discrimination experiences

The respondents were asked if they had ever experienced personally or observed happening to someone else behaviours that suggest gender-related bias or discrimination, and the frequency that this was experienced or observed. Most respondents had not observed specific gender bias and discrimination although a number of respondents (especially women) did experience or observe comments about appearance (50 people), or being ignored (75) or patronized (60) because of their gender. Some experienced or observed implication that they or others were only included in IPCC because of their gender (48). More than half of the respondents reported that they had observed someone making sure that gender bias or discrimination did not occur. (Figure 4.6.)
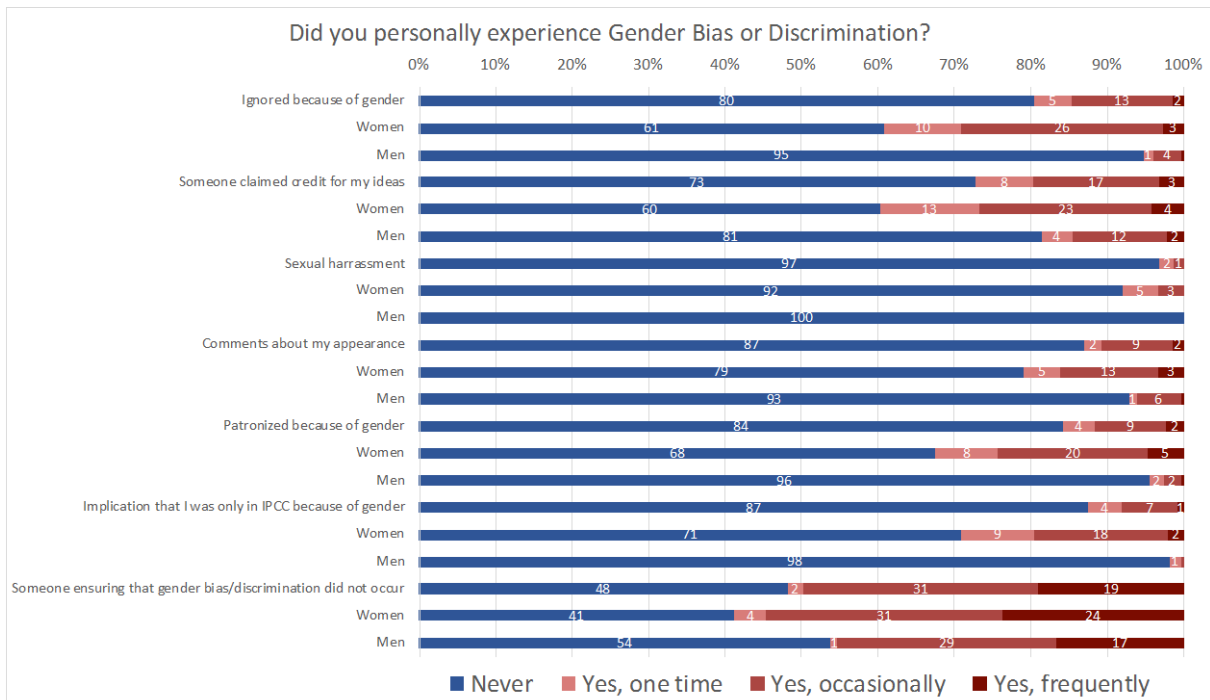

Figure 4.6. *Gender bias and discrimination experiences.*

Experienced personally

Most respondents had not experienced discriminations. Of those who had, significantly more women reported a personal experience of biases or discriminations than men: someone else taking credit for ideas (40% women vs. 19% men), being ignored because of gender (39% women vs. 5% men), being patronized because of gender (32% women vs. 4% men), someone making comments about appearance (21% women vs. 7% men), someone implying the respondent was only included in the IPCC because of their gender (29% women vs. 2% men), and being sexually harassed (8% women vs. 0% men). Men and women both reported personally experiencing someone making sure that gender bias or discrimination did not occur with no significant difference in response rates (59% women vs. 46% men).

a. *Observed happening to someone else*

More respondents reported seeing these biases and discriminations happening to others than experiencing them personally. More women observed them than men: being ignored because of gender (52% women vs. 30% men), being patronized because of gender (41% women vs. 27% men), someone claiming credit for another's ideas (38% women vs. 24% men), someone implying another was only included in the IPCC of because of their gender (34% women vs. 11% men), and someone making comments about another's appearance (24% women vs. 15% men). Thus, women are not only experiencing more of these negative experiences, but also observing them (69% of the negative observations were made by women). In terms of absolute numbers, the most frequently observed discriminations included being ignored because of gender (134 respondents observed this at least once), being patronized because of gender (111), someone claiming credit for another's ideas (99), someone implying another was only included because of their gender (68), someone making comments about another's appearance (63), and observing sexual harassment (33). (Figure 4.7.)
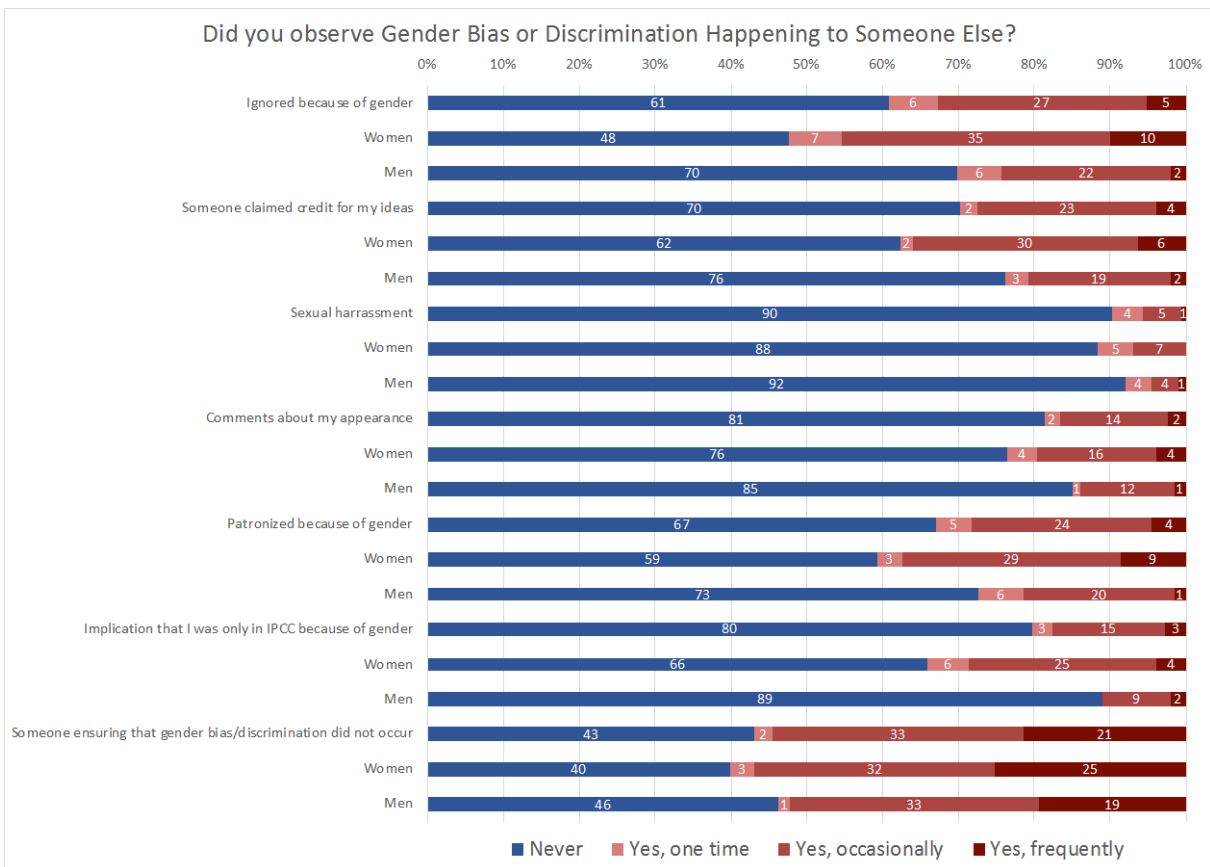
Figure 4.7. *Observations of gender bias or discrimination.*

Comments

Written comments on these themes illustrated many negative specific instances, although 11 respondents (2 women, 9 men) commented that they had not seen any of these biases or discriminations and had positive experiences. 10 comments noted that participants saw someone making sure gender bias did not occur. Others (1 woman, 7 men) said that they personally had not experienced or seen anything negative but opined that this does not necessarily mean nothing was happening. Additional comments gleaned from throughout the survey indicated specific cases of personally experiencing or observing these biases, with some saying that sometimes these biases are difficult to connect to gender or are related to other personal characteristics.

"I have entered "never observed happening to someone else" but until recently I have not been particularly attuned to many of the things listed so may well not have noticed at the time or remembered".

"One of my chapter CLAs has been very difficult to work with. I find that he does not listen to my suggestions and/or ignores them, and in the first Lead Author Meeting he actually told me to "be quiet". I reported this incident to the TSU and found them responsive and sympathetic, and the working environment improved in the second lead author meeting, but I still find it difficult to work with this CLA and he has made my experience less enjoyable."

"Often I would suggest something and it would not get adopted until a male would agree or suggest it himself."

"Worst example of inappropriate behaviour (harassment?) was male CLA showing inappropriate picture in a plenary presentation. This was condemned in plenary by female LA and co-chair in the plenary session."

"I'm a younger researcher and it was my first experience in the IPCC team. The first meeting a male researcher commented:" are you involved in the IPCC as an LA? you don't look like a researcher". As I expressed my surprise to his comment to me, he said, "it is not a negative comment, just saying you don't look like a scientist". This comment made me feel over self-conscious of the way I look and how I dressed at the meetings but after the second meeting, I was able to engage with a brilliant and very feminine looking team of the IPCC which made me feel very much comfortable in my own skin. Thanks to all the women in the IPCC, IPCC Co-Chairs and wonderful IPCC TSU."

"I got mansplained many times in IPCC"

"many many people implied I was only selected in AR3 because of my gender (which honestly I also ended up thinking myself so strong is the peer pressure)"

"Some senior, male LAs tended to expect the younger women to do secretarial work in the chapter. But this was reported to the CLAs early and they sensitively let the LA know this isn't acceptable. After this, we had no issues."

4.2.6 Regional differences in responses

Pilot surveys suggested respondents were unfamiliar with the WMO regions (especially SW Pacific). The survey regions were therefore Africa, Asia, Europe, Latin America/Caribbean, North America, and Oceania (Australia, New Zealand, Pacific Islands).

For several questions, the strongest differences in responses between men and women occurred in the Latin American/Caribbean region. Women were three to more than eight times more likely than men of that region to give a negative response regarding gender balance and bias in the IPCC. Women were also up to nine times more likely to give a negative response than their male colleagues from that region on their experiences with the IPCC. One of the most negative experiences concerned the way people felt about shaping the overall report, which was particularly negative for respondents from North America, Oceania, Europe, and Latin America/Caribbean. Respondents from Europe, North America, and Oceania reported higher negative response rates with regard to gender bias and discrimination experiences, while respondents from Asia reported lower negative response rates.

4.3 Voices of survey participants

Survey respondents made many recommendations for improvements to the IPCC's gender balance, representation, and influence in future reports, and were directly asked if it would be helpful to include gender or other sensitivity training in IPCC procedures. Below, we summarize and cluster all of the respondents' recommendations. These might be relevant for the IPCC Bureau, member countries and observing organisations, TSUs, CLAs or the author teams.

a. Increase the number of women participating in the IPCC reports

The most common recommendation was to increase the number of women participating in IPCC reports. In particular, quite a few advocated for improved processes for invitations, nominations on the national and organisational level, and joining the IPCC, such as inviting more women to participate, actively searching for more women to apply, or improved distribution of information on how someone can get involved or can self-nominate. One respondent noted "women tend not to self-nominate as frequently as men, so a more proactive approach in author recruitment will likely result in more female authors." 27 respondents indicated that there should be a target number or quota of gender or other underrepresented groups, with some emphasizing 50:50 gender representation and others arguing that slightly fewer women than men is more realistic based on the composition of climate science fields.

b. Leadership

Another common theme was the importance of leadership to achieve gender representation and inclusion goals. 43 respondents indicated that leaders, such as CLAs, in particular need to be the target for interventions, including having women in leadership roles, sensitivity or meeting facilitation training for leaders, and having leaders make sure that conference proceedings are inclusive. One respondent articulated: "I think the CLAs can be given some training and that will filter into the chapters. As I mentioned, in the SR15, the CLAs set the tone for the chapter and made sure no one was condescending to female or junior staff. Seeing amazing female co-chairs... in positions of power also gives a tacit signal that the IPCC values its women contributors."

c. Training

Many respondents thought that some kind of training would be useful, such as gender or other sensitivity training, including inclusivity and dealing with unconscious bias. Much fewer respondents answered no on training, some citing the time constraints of IPCC meetings. Several respondents emphasized that leaders in particular should get training or that training in better meeting facilitation techniques or unconscious bias would be helpful. A couple of illustrative comments are to

"Provide inclusivity training to CLAs before the assessment cycle starts, -Provide inclusivity training to LAs at first lead author meeting" and

"Circulate guidance on unconscious bias...Explain why this is important for the quality of the report, it is not just for what it looks but because the report is stronger in the end if everyone contributes."

d. Better meeting facilitation

Throughout the survey some respondents expressed the need to facilitate meetings so as to better include women, and needs were also voiced about sensitivity to younger people, non-native English speakers, and people from countries who are not socialized to speak up as aggressively or who are ignored and spoken over by others. Comments described the IPCC as operating in "traditional male" or western ways, which excludes the actual participation of other voices, even when they are invited to attend meetings. For example, a respondent noted:

"Capabilities play a large role in IPCC engagement at the chapter level – those who cannot engage actively and at Western cultural standards are implicitly at a disadvantage. The gender element has elements in common with language and geographical and age characteristics – the IPCC culture and way of working from top to the chapter level are heavily dominated by Western scientific institution standards and those standards affect how people can engage. Shy, non-native English speakers, those who write poorly in English, those who defer to more aggressive /

enthusiastic group members are at a distinct disadvantage and their contributions are less and also valued less."

e.   Other specific recommendations

Other recommendations were mentioned by a smaller number of respondents. A few mentioned that the processes behind the IPCC are unclear, and the IPCC needs to communicate better to potential participants what it is, advertise itself better, and state clearly how the selection process works (including how gender is considered). Respondents suggested that peer mentoring could help and support networks of women. Some observed that attending IPCC meetings is particularly difficult for parents (especially single parents, parents of young children, or nursing mothers) due to the long meetings, which could be ameliorated by provision of childcare or other arrangements. Others suggested allowing people to attend meetings remotely and that a mentoring system should be set up would be especially helpful to women. There were also a few suggestions that more support from participants' workplaces would help women participate more, or that the IPCC should publish more statistics on its gender balance. A handful of people referred to issues of importance to the LGBTQ+ community, including that they felt uncomfortable and a suggestion for 'ally' training. A few suggested creating an ombudsman or point person for reporting issues of discrimination with a clear and transparent process to report and address bias and discrimination, including harassment.

Respondents also mentioned issues outside the scope of the IPCC or did not see a need for change. They indicated that the problem of gender balance within the IPCC is really a society at large and scientific fields problem, and suggested that the IPCC should do more to combat this, that the IPCC is already doing what it can, and commented that the IPCC seemed better than other institutions, or that the IPCC cannot do anything to solve this. Some respondents noted that there is not a problem of gender inclusion in the IPCC. Respondents also argued that gender should not be considered before expertise, with comments expressing concern that prioritizing gender would in fact hurt the IPCC. Some comments included:

"Change starts at home. I am satisfied that IPCC makes very serious efforts to assemble gender balanced teams, and ALL CLAs I have observed work very hard to ensure equal opportunity to speak and write. but that does not fully compensate for many women from cultures where repression of women is still common simply being very uncomfortable presenting their views, and particularly in criticising (professionally and respectfully) the ideas of others."

"The basic processes for improvement are there with the transparent, accountable selection processes, guidelines on behaviour etc. There remains a problem with getting a sufficiently large, suitable pool of nominations from both women and developing countries."

"scientific excellence should still be by far the most important factor. I am extremely worried that the whole process could be seriously harmed if for the sake of balance in everything scientific excellence decreases. The imbalance need to be solved at universities, labs etc and not at the IPCC level"

"Improving gender balance is vital but there are other balance that should not overlooked such as ethnicity, colour and most prominently English language proficiency. My personal experience is that English language proficiency is by far the most important factor for not being heard of discrimination if you will within the IPCC process."

While the survey has a high response rate (for an internet-based survey) and there are many relevant statistics and comments about gender balance in IPCC there are also some limitations. The body of the respondents is from the recently initiated AR6, and the recent AR5 cycle, but there are also quite a few from previous cycles. As the gender statistics (see Section 3) and focus on gender has evolved over time baseline, the responses are mixed from different phases. Moreover, the response rate was higher for women than men. Some respondents highlighted not only their gender-related experiences in the IPCC, but also emphasized other factors and contexts. Many raised the challenges of intersectional bias where respondents felt disadvantaged not just by gender but also by geographical origin or language ability for example. Responses and comments reflect the larger literature on gender issues in science. Response rates also dropped off towards the end of the survey, perhaps because of length or complex questions.

In addition to the responses to the quantitatively formulated questions, the extensive comments in response to open-ended questions were helpful. At the same time, the open-ended questions were reacted to by a smaller subset of all respondents and may not provide wider representation of view and experiences. However, negative experiences of individual persons are of course important to acknowledge and consider.

5. Policies and strategies for enhancing the participation of women

This section outlines the major global and organizational policies and strategies, based on organizational policies, available literature and documented experiences that help in enhancing women's participation in organizations and networks, with focus on relevant aspects for IPCC-like contexts.

5.1 Policies for enhancing women's participation

Global

The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), adopted in 1979 by the UN General Assembly, is often described as an international bill of rights for women. CEDAW provides the basis for realizing equality between women and men through ensuring women's equal access to, and equal opportunities in, political and public life – including the right to vote and to stand for election – as well as education, health and employment.

The Fourth World Conference on Women, held in Beijing in 1995, drew attention to the persisting inequality between men and women in decision-making. The Beijing Declaration and Platform for Action (BDPfA) of 1995 is a comprehensive global policy framework for action for the empowerment of women. BDPfA section (G) "Women in Power and Decision making" mentions the need to "encourage and support the participation of women's non-governmental organizations in United Nations conferences and their preparatory processes; and support gender balance in the composition of delegations to the United Nations and other international forums.

United Nations

Article 8 of the Charter of the United Nations states that the United Nations shall place no restrictions on the eligibility of men and women to participate in any capacity and under conditions of equality in its principal and subsidiary organs. Full compliance with this Article and the full participation of women in all aspects of the work of the UN, are imperative, not only for reasons of equity, but also to enhance the UN Secretariat's effectiveness and the credibility and the leadership role of the United Nations in advancing the status of women world-wide. The Secretary General of the United Nations has pledged to reach parity at the senior leadership level by 2021 and across the entire UN system well before 2030.

To achieve gender equality and the empowerment of women within all UN entities in a more systematic, accountable and coherent way, a UN system-wide Action Plan on Gender Equality and the Empowerment of Women, or UN-SWAP was developed by UN Women in 2012. The UN-SWAP assigns common performance standards for the gender-related work of all UN entities. All UN system organizations will need to adopt clear and actionable policies on gender equality and women's empowerment. UN-SWAP identified that the absence of a dedicated policy for the equal representation of women at all professional levels is the main reason for the slow growth of women representation in UN entities.

The United Nations-wide Strategy on Gender Parity which was published in 2017 sets targets and monitors the following areas: leadership and accountability; senior management; recruitment and retention; creating an enabling environment; and Mission settings. The Strategy is intended to foster a gender-neutral and inclusive workplace. The goal is to improve geographic diversity, particularly for under-represented groups, and to ensure that the parallel goals of gender equality and diversity are seen as complementary rather than competing.

The Strategy recognizes that a more inclusive workforce will contribute to an Organization that visibly demonstrates its core values, has a modelling impact on the communities it serves, and reaps the gains in efficiency and productivity proven to come from gender balanced workforces. It should also be noted that one of the most concerning elements of the consultation process for the Strategy was an often repeated claim by staff and management alike that parity must be done in accordance with Article 101, whereby *the paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence, and integrity,* and should not weaken the quality of staffing. The Strategy states that the assumption that the recruitment and promotion of women would somehow lessen standards rather than raise them is refuted by evidence as is the assumption that the institutional processes in the UN at present are geared towards securing and promoting the most talented staff in an unbiased manner.

In addition to the United Nations-wide Strategy on Gender Parity, tools such as temporary measures to improve the status of women (such as targeted recruitment and promotion, training programmes for women, and numerical targets aimed at ensuring gender balance in recruitment and promotion, and at rectifying past and current discrimination against women), staff selection systems, exit interviews, work life balance and flexible work arrangements as well as expert groups set up for specific purposes (to help improve the status of women in the UN system).

Mandatory training, such as the "I know gender" course develops and strengthens awareness and understanding of gender equality and women's empowerment as a first step towards behavioural change and the integration of a gender perspective into every day work.

To ensure the equal representation of women becomes a reality, the following actions were suggested by UN Women:

- Ensure the highest level of leadership, commitment and active participation by the senior management
- Build networks of gender equality champions
- Set and monitor medium term and short-term quantitative targets
- Implement quotas and temporary special measures in staff selection
- Implement temporary special measures related to retention
- Identify and address organizational culture issues
- Implement facilitative gender relevant policies, such as maternity, paternity and adoption leave, breastfeeding breaks and space, child care on premises, and sick and family leave.
- Implement flexible work arrangements for success of organization, and for attracting and retaining qualified female candidates and staff members. Modern technological advance has facilities which provide the possibility of flexibility and the productivity resulting from it, into most work streams.
- Provide independent resources
- Develop and promulgate policies that bring all the action points above together, covering accountability, architecture, monitoring and reporting, temporary special measures, organizational culture, facilitative policies and flexible working arrangements. These policies must be backed by adequate accountability mechanisms and resources for implementation.

Agenda 2030

In 2015, the United Nations Member States adopted the 2030 Agenda for Sustainable Development that consists of 17 Sustainable Development Goals. Goal 5 refers to the need to achieve gender equality and empower all women and girls (5). With the technical support and coordination of UN Women, by the end of 2015, 75% of the United Nations entities such as the World Meteorological Organization (WMO), United Nations Environment Programme (UNEP) and the United Nations Framework Convention on Climate Change (UNFCCC) had adopted action plans and policies with a view to advance gender equality.

5.2 Strategies for increasing women's participation in networks and collectives

There have been numerous strategies employed throughout the world to increase women's participation in networks and collectives with varying degree of success and sustainability. Strategies typically include, but are not limited to, building relationships between stakeholders, providing technical resources and developing capacities, supporting IEC campaigns and policy dialogues, providing funding and incentives, leveraging with enabling institutions (NGA's and NGO's). In general, a combination of these strategies is more effective than carrying out any single one in isolation.

One approach to achieve the necessary long-term commitment and at the same time reduce resource cost is to identify domestic actors early. In this manner, capacity building of second-liners happens as each strategy is implemented. When the original enabling actors exit the community, there still exist locals that will champion women's participation. Having domestic actors has the additional advantage of peer-based learning which has been documented to be more effective than classic top-down trainings.

Another approach that factors into the effectiveness of strategies in increasing women's participation is institutionalization of women-only or women-led organizations (Collective Action, CA). At its core, the development of such organizations cultivates the women's self-confidence, leadership skills and increases their visibility. CAs can also focus on addressing any existing policy gaps that hinder women's participation; and coordinate measures across enabling institutions to redress these. It has been demonstrated that the CA's influence can become even more stable if they also ally themselves with each other, with established enabling institutions and with existing informal social networks amongst women within the community. Stable CAs have been shown to successfully overcome the negative impacts of entrenched gender-norms.

There is now also a thrust to create better economic opportunities for young women and adolescent girls. This is done either though vocational skills training and/or scholarship support for higher learning. Such trainings have been shown to eventually increasing these young women's societal influence and political participation.

The degree of success of women's participation also depends on other factors. The nature of national government agencies (NGAs) and local government units (LGUs) can influence the effectiveness of strategy implementation (e.g. providing access to resources). It is also advantageous if the community support the CAs and men in the family actively support the women's participation.

5.3 Survey of IPCC member countries and Observer Organisations

TG Gender conducted a survey in order to collect information from the IPCC member countries and Observer Organisations. The survey solicited information on existing activities and policies related to gender balance and gender-related issues, as well as information on how the country/organization works for a more balanced participation in the IPCC's activities. In addition, the survey explored views on key ideas that should be addressed in the pursuit of improved gender balance and gender-related issues within the IPCC.

The survey was drafted by the TG-Gender during August 2018 and subsequently distributed by the Secretariat for responses during the period of 11-30 September 2018. 35 responses were received. The survey consisted of open questions.

Policies

Overall, the responses indicate that gender equality issues are often embedded in national legislation, policy and structures, and operationalized in various forms and actions. General family-friendly policies were mentioned in many responses. Such policies, specifically tailored to IPCC-related activities, were not reported. Overall, there were very few examples of practices that are specific for IPCC-related matters, and even fewer that were specific to gender and gender-related issues. The same applies for monitoring gender balance. Only a few responses mention such monitoring in conjunction with IPCC-related activities.

Author and review editor nominations

In quite a few cases, it was emphasized that the primary determinant in nominations was scientific expertise. Only in few cases targets were mentioned for men's and women's involvement in IPCC. Consequently, specific measures to advance and/or ensure gender balance were few. Practices such as encouraging female scientists to seek nomination were mentioned, as well as using gender-neutral language in distributing information on opportunities for engaging in IPCC-related activities. One country reported on a more institutionalized practice of a review committee looking at nominations, with gender being one of the aspects considered.

Monitoring gender balance

Few examples were provided of national gender-related information on nominations and selected IPCC-authors. In the cases in which information was provided, it extended back 2 to 3 assessment cycles. The information contained in these responses indicates that the representation of men and women both with respect to nominations and selections has become somewhat more balanced over time.

Responses from two UN agencies reported on their overarching policies and action plans, specific actions and some monitoring, with the aim of gender mainstreaming. For example, UNEPs GEO-6 had an overall gender balance (55% female, 45% men), although the author team was less in balance (38% female, 62% male). Both agencies have dedicated persons for gender issues, either gender focal points for institutional focus and for supporting member countries, or a gender team with representation from different branches of the organization.

Views on key gender balance and gender-related issues that should be addressed within the IPCC

The responses contained a number of suggestions on key issues that should be addressed in a future framework of goals and actions to improve gender balance and address gender-related issues within the IPCC. These views are reflected, as appropriate within the mandate of the TG-Gender, in Section 6. Overall, the responses highlight that there are such frameworks and actions that could provide further guidance for the IPCC in addressing these issues. Still, there are so far very few actual efforts that specifically address gender-related issues in countries' IPCC-related activities. Most countries felt that there was room for improvement in the gender balance of the IPCC. Suggestions for a gender action plan were also widely made, as was a call for a clear policy commitment, awareness creation and capacity building.

6. TG Gender's recommendations for further action for enhancing gender representation, voice and other gender related issues in the IPCC

This Section contains the recommendations for developing a framework of goals and actions to improve gender balance and address gender-related issues within the IPCC. The recommendations below build on the outcomes of the surveys and literature study conducted by the Task Group on Gender, consideration of gender-related policies in UN and other organisations, and on practical experience in implementing the work of the IPCC of IPCC members, the Secretariat, the Bureau, the TSUs, authors and other experts participating in the production of reports, as outlined in the Sections 1-5 above. The recommendations are in three parts, one relates to the IPCC Focal Points, one to the IPCC's overall governance and management, and one to the work on the IPCC's reports, in expert workshops, and suchlike, as relevant.

Recommendations related to national IPCC Focal Points

- Mainstream consideration of gender balance and gender-related issues in soliciting nominations of potential authors, review editors and expert reviewers, and bureau membership.
- Monitor gender balance in the national nominations and participation in IPCC's activities.
- Encourage governments to set up targets for gender balance in the nomination process and for better identifying and building the capacity of a diversity of nominees.
- Encourage nomination of national gender focal points.

- Set up an informal process to share best practices among Focal Points.

Recommendations related to governance and management of the IPCC

- Develop an IPCC Gender Policy and an associated Implementation Plan to provide objectives and goals, means of action, and ways of monitoring the development of gender balance and treatment of gender related issues in the IPCC.
- Establish an IPCC Gender Committee to execute the Implementation Plan and provide progress reports at plenary sessions of the IPCC on a regular basis.
- Appoint Gender focal points across the IPCC structures, as relevant
- Assess and adjust gender balance and gender-related aspects in IPCC's processes, procedures, and Terms of Reference of IPCC bodies, including in the IPCC Scholarship programme.
- Increase the share of women among leadership positions in the IPCC (Bureau, ExCom, Co-Chairs, CLA, chairs of meetings, etc.).
- Take into account gender balance and gender-related aspects in the Panel's decisions, when relevant.
- Mainstream consideration of gender balance and gender-related issues in selecting authors, review editors, expert meeting participants, reviewers and selecting Contributing Authors. Encourage gender balance in open scientific review of reports.
- Secretariat and TSUs should arrange for inclusivity training on the Code of Conduct to IPCC members, Bureau members, and on the IPCC Gender Policy (see above).

Recommendations related to the production of reports

- Conduct training activities related to implementing the IPCC Code of Conduct, inclusive practices, gender balance, and consensus-based decision making for Lead Author Meetings and other writing activities, especially for CLAs who coordinate the author teams' collaborative work to foster effective leadership.
- Provide guidelines and a process for managing occasions when issues related to the IPCC Code of Conduct, including gender, become an issue in Lead Author Meetings, expert workshops, and other interaction relevant to IPCC's work. A specific contact point for those who experience negative treatment could be established at the Secretariat, a TSU or Bureau.
- Survey participants' experiences at IPCC meetings and during the overall assessment process, as part of the monitoring process of the Implementation Plan
- Extend the requirements for organising IPCC meetings to include guidance on providing meeting facilities that consider travel safety, health considerations related to pregnancy, and family friendly resources.
- Provide support and information to authors who are unable to attend meetings due to pregnancy, illness or family reasons to facilitate their remote participation.

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Appendix 1 Members of the IPCC Task Group on Gender

	Country	Name	Function/title	Affiliation
1	**Armenia**	Asya Muradyan	Head of Climate Change and Atmosphere Protection Policy Division of the Environment	Ministry of Nature Protection, Protection Policy Department
2	**Canada**	Sherilee Harper	Canadian lead author on the SROCC	Department of Population Medicine, University of Alberta
3	**Costa Rica**	Lorena Aguilar	Vice Minister	Ministry of Foreign Affairs
4	**France**	Hélène Van Rossum	Policy Adviser Climate Change	Ministry of Europe and Foreign Affairs
5		Emma Letellier	National Gender Focal point	Ministry for ecological and inclusive transition
6	**Gambia (the)**	Lamin Mai Touray		Department of Water Resources
7	**Germany**	Friedemann Call	Scientific Officer	German IPCC Coordination Office, DLR Project Management Agency
8		Christiane Textor	Head	German IPCC Coordination Office, DLR Project Management Agency
9	**Ghana**	Lydia Obenewa Essuah	Climate Change focal point	Ministry of Environment, Science, Technology and Innovation
10	**Guyana**	Paulette Bynoe	Lead Negotiator on Climate Change at UNFCCC	University of Guyana
11	**Hungary**	Bernadett Benkó	Climate Policy Expert	Ministry of National Development
12	**India**	Jyoti Parikh	Executive Director	Integrated Research and Action for Development
13		Anjal Prakash	Programme Coordinator, Himalayan Adaptation, Water and Resilience (HI-AWARE) Research	River Basins Programme, International Centre for Integrated Mountain Development
14	**Luxembourg**	Andrew Ferrone	Head of metrological service, Administration of agricultural technical services	Le Gouvernement du Grand-Duche de Luxembourg
15	**Jamaica**	Jacqueline Spence	Climate Branch Head	Meteorological Service Division
16	**Kenya**	Patricia A. Nying'uro	Senior Meteorologist	Kenya Meteorological Departement
17	**Mali**	Binta Bocoum	Coordinatrice Programme Karité	
18	**Mexico**	Miriam Gay-Antaki	Visiting Assistant Professor	Southwest Studies Program, Colorado College,
19	**Nepal**	Radha Wagle	Joint Secretary	Ministry of Forests and Environment, Nepal,

20	New Zealand	Helen Plume	Principal Analyst	Ministry for the Environment - Manatū Mō Te Taiao
21		Bronwyn Hayward	Associate Dean	University of Canterbury
22	Norway	Maria Kvalevåg	Senior Research Fellow	Norwegian Environment Agency
23		Rosa T. Perez	Member, National Panel of Technical Experts	Climate Change Commission, Philippines
24	Philippines	Lourdes V.Tibig	Member, National Panel of Technical Experts	Climate Change Commission, Philippines
25		Laura T. David	Professor	University of the Philippines
26	Russian Federation	Anna Gladilshcikova	Scientific Secretary	Yu. A. Izrael Institute of Global Climate and Ecology
27	Sri Lanka	I. M. Shiromani Priyanthika Jayawardena	Climate Change activities	Department of Meteorology
28	Swaziland	Eric Sikelela Seyama	Meteorologist	Swaziland Meteorological Services
29	Sweden	Markku Rummukainen	Professor	Swedish Meteorological and Hydrological Institute
30		Lena Lindström	Product manager Climate Services	Swedish Meteorological and Hydrological Institute
31	Turkey	Çiğdem TUĞAÇ	Environment and Urbanisation Expert	Ministry of Environment and Urbanisation
32	Ukraine	Veronica Mudra	CEO	White Ribbon Ukraine
33		Oksana Aliieva	Energy Policy and Climate Change Program Coordinator	Heinrich Boell Foundation, Regional Office Ukraine
34	United Kingdom	Julie Maclean	Climate Science Team	Department of Business, Energy and Industrial Strategy
36		Cathy Johnson	Climate Science Team	Department for Business, Energy and Industrial Strategy
37	Unites States of America	Diana Liverman	Regents' Professor	University of Arizona
38	Venezuela	Isabel Di Carlo Quero		Venezuelan Embassy in Berlin
39	IPCC Bureau	Diana Ürge-Vorsatz	Vice-Chair WGIII	Department of Environmental Sciences and Policy, Central European University
40	IPCC Bureau	Carolina Vera	Vice-Chair WGI	University of Buenos Aires
41	Task Force Bureau(TFI)	Rob Sturgiss		Department of the Environment and Energy

42	**WGI TSU**	Anna Pirani	Head WG I TSU	c/o Université Paris Saclay
43		Sarah Connors	Senior Science Officer	c/o Université Paris Saclay
44	**WGII TSU**	Marlies Craig	Science Officer	c/o School of Life Sciences, University of KwaZulu-Natal
45		Melinda Tignor	Head WG II TSU	c/o Alfred-Wegener-Institute
46	**WGIII TSU**	Minal Pathak	Senior Scientist	Global Centre for Environment and Energy, Ahmedabad University
47	**IPCC Secretariat**	Kerstin Stendahl	Deputy Secretary	
48		Werani Zabula	Communications Officer	
49		Oksana Ekzarkho	Programme Assistant	

Appendix 2 Code of conduct for meetings and events of the IPCC

Code of conduct for meetings and events of the Intergovernmental Panel on Climate Change

The code of conduct for meetings and events of the Intergovernmental Panel on climate Change (IPCC) is informed by the United Nations and World Meteorological Organization (WMO) guidance and instructions as contained in the Charter of the United Nations[14], the UN Secretary-General Bulletin on Prohibition of discrimination, harassment including sexual harassment, and abuse of authority[15] and the WMO Ethics Framework[16].

It applies to all participants who are attending IPCC meetings and events, including Panel sessions, lead author meetings, expert meetings an workshops as well as outreach events organized by the IPCC Secretariat or the Working Group Technical Support Units.

IPCC meetings and events 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, tolerant and responsible. A zero-tolerance approach will be applied to any form of discrimination or harassment, including sexual harassment and bullying, at IPCC meetings and events.

Discrimination is any unfair treatment or arbitrary distinction based on a person's race, 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, 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 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 in 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, harassment or discrimination, regardless of whether it rises to the level of breach of this conduct, the participant is encouraged to speak to email about it in confidence. A designated point of contact will be identified from the TSU, but if they feel more comfortable, participants could discuss with a Co-Chair or the IPCC Deputy Secretary

In the event of a clear or perceived breach of the code of conduct, it may be reported either verbally or in writing to the Co-Chairs, TSU or IPCC Secretariat.

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[14] https://www.un.org/en/sections/un-charter/un-charter-full-text/

[15] https://www.un.org/en/ga/search/view_doc.asp?symbol=ST/SGB/2008/5

[16] https://library.wmo.int/pmb_ged/2007_wmo-code-ethics_en.pdf

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 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 policy applies not only to in-person meetings, but also to teleconferences, e-mail exchanges and other interactions.