



United Nations Governing Bodies Secretariats

**Advancing gender equality
through
women's leadership and
participation**

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Shaping the international agenda: raising women's voices in international forums

- ✓ best practices to improve women's participation and leadership roles at the national and multilateral levels
- ✓ concrete actions to improve their meaningful participation in the governing bodies of international organizations



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AT GENEVA



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We need more women



Le secrétaire général de l'ONU, Ban Ki-moon, dont le second mandat arrive à son terme à la fin de cette année, pose avec les représentants des membres du Conseil de sécurité. Photo: UN Photo/Markus Söderberg

- Since the UN's founding, only 3 women have served as PGAs
- Only 20% are heads of delegation
- Women PRs: 21% (NY); 26% (Geneva)
- Women's participation in IG meetings remained around 30 percent

Women's voice and agency



Policies and targets

21
entities

Have gender
policy or
strategy

16
entities

Report to
UN-SWAP

13
entities

Track women's
participation
in general
conference,
board and
governing body
meetings

11
entities

Disseminate
data on
women's
participation
internally or
externally

2
entities

Have set a
target for
women's
participation
in governing
bodies

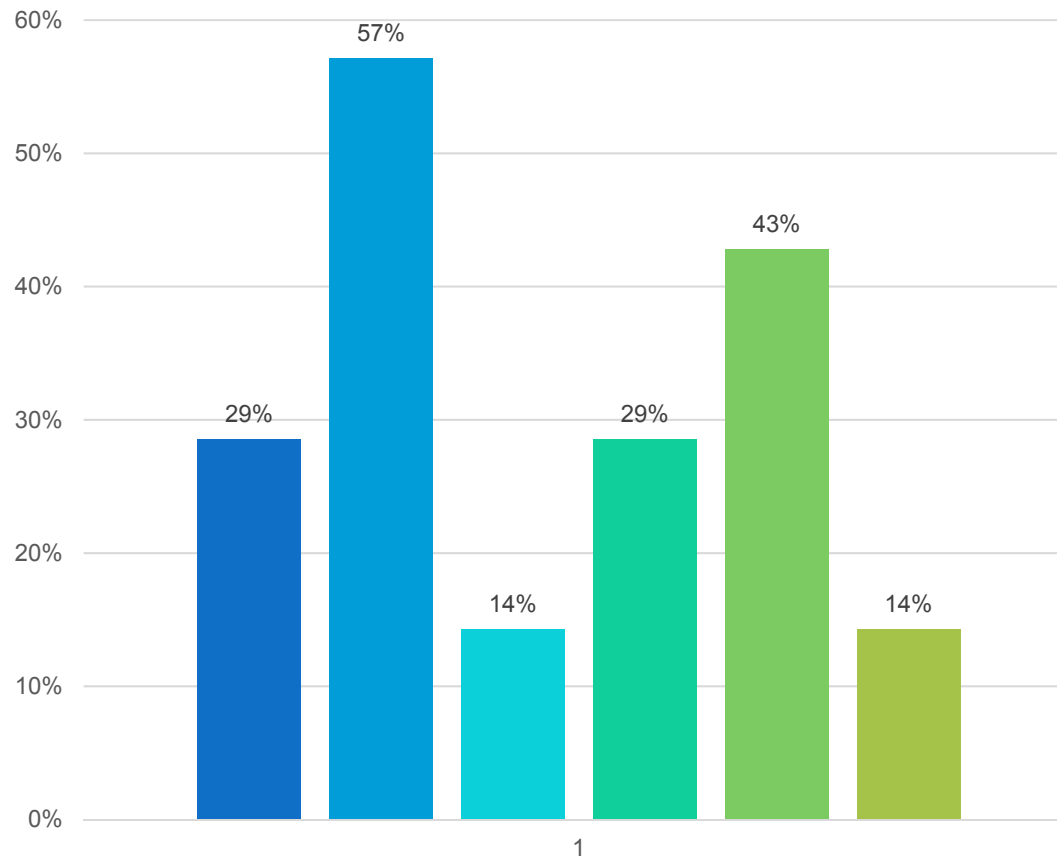
✓ 2 have set a mandatory minimum target of 30% for women's participation in governing bodies



- measures or guidance to advance gender balance, particularly specific **targets and quotas**
- gathering or dissemination of **sex-disaggregated data** on participants
- setting enforcement measures like **sanctions** on voting rights (IPU)

Tracking participation and leadership

Entities monitoring sex-disaggregated data



- Composition of bodies created to support the work of the intergovernmental body
- Leadership positions in bodies, committees
- Interventions in high-level openings of governing body meetings
- Participation at VIP level
- Heads and deputy heads of delegation
- Facilitators/co-facilitators

Examples of measures

Training and capacity-building

- Training and awareness-raising
- Leadership programmes

✓ ITU, UNITAR: offered support to build capacity for women candidates; organized workshops on leadership and negotiation skills

Financial support

- Funding is often **ad hoc and extrabudgetary**

✓ UNCTAD proactively seeks out qualified women to take part in expert meetings



UNITED NATIONS
UNCTAD

Examples of measures

Advocacy and networking

- **Informal groups** meeting regularly to strategize: Group of Friends for Gender Parity, Forum of Women Parliamentarians, etc.
- One **day** of the conference especially dedicated to gender equality and women's empowerment

Communication strategies

- Information is power
- Encouraging States in correspondence to include women in their delegations, including as heads
- Reminding that participation is being tracked
- Recognizing delegations with the highest number of women

- ✓ The IGC: a cross-sectoral leadership network to break down gender barriers and strive for gender parity in panels and delegations in Geneva, New-York and other multilateral hubs



- ✓ 3 entities send invitations encouraging the nomination of women in delegations and making reference to specific resolutions encouraging women's participation



World Health Organization



WORLD METEOROLOGICAL ORGANIZATION

where

do we go

from

here?

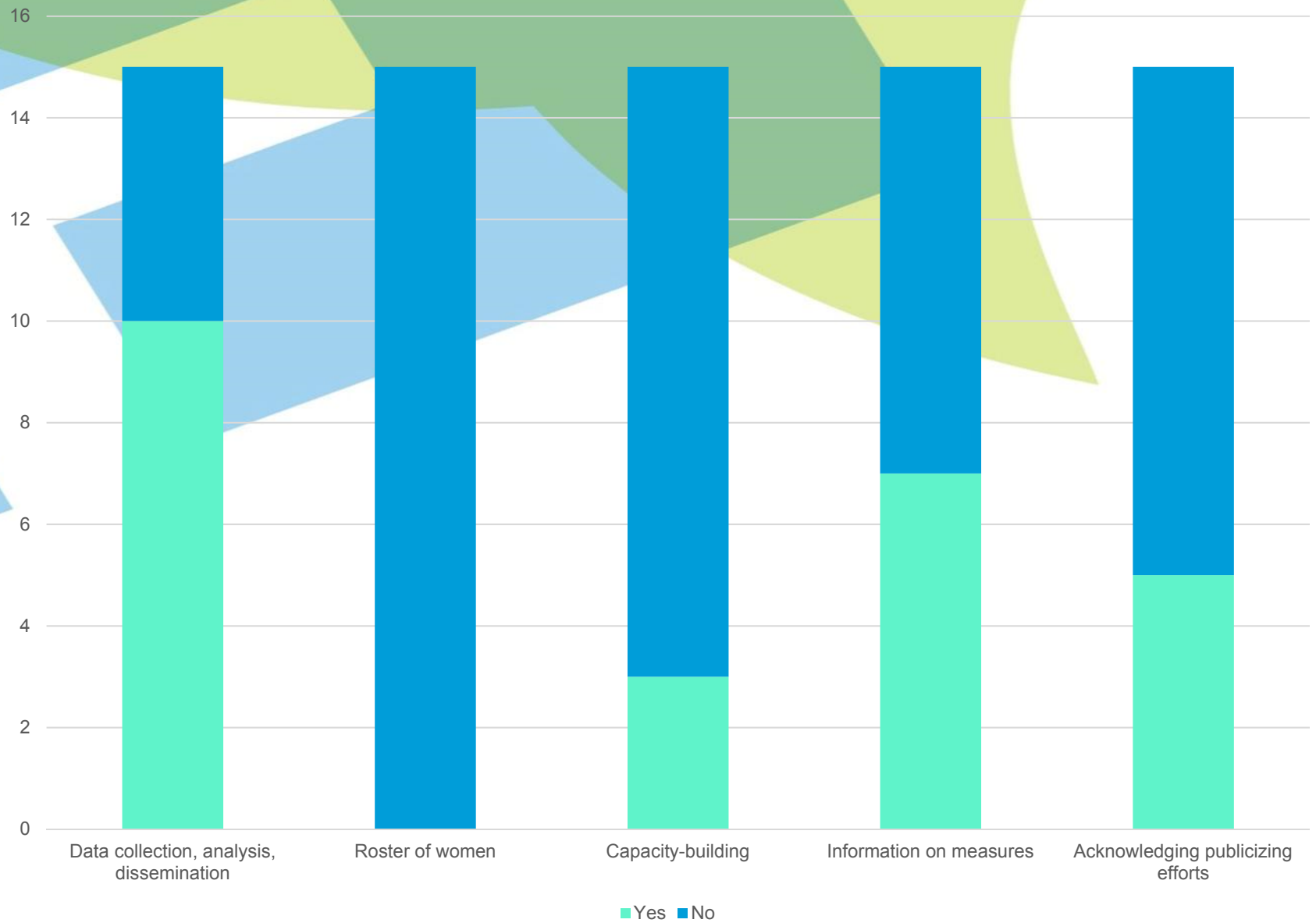


NO GO! All male panel in a Global Summit on Women?!!!

50♂ / 50♀



Actions after publication



Actions after publication

30%



- initiative had helped improve the gender balance of delegations

55% said



- more frequent references to gender equality in United Nations resolutions, outcome documents and negotiations

- In June 2017, for the first time, the President of the Human Rights Council requested Member States **to reconsider** the list of candidates for appointment as special procedure mandate holders **because it included too few women**

Men inspired to act



Sketch vector illustration

✓ DG contacts those that did not meet the 30% target; invites States to periodically report on measures and obstacles to achieve gender parity



✓ WMO SG writes to Member States to meet a minimum of 30% of women in WMO constituent bodies



✓ has a similar practice

WIPO Awareness Campaign

Bend
the
trend



**Make gender parity
a reality at the WIPO
Assemblies by 2030**

**You can take action
to bend the trend...**

Actions you can take:

1. **Institute quotas or targets** to your own national delegations to ensure at least 30% of your delegates to conferences and meetings are women, with a gradual increase to 50%
2. **Establish enforcement mechanisms** to complement targets or quotas to ensure compliance, such as “comply or explain” rule
3. **Expand leadership opportunities** (such as Chairs and Co-Chairs) through the practice of co-leadership of one woman and one man or alternate Chairs of the opposite gender
4. **Target training and capacity-building** activities at women delegates to increase women’s participation in leadership and technical positions
5. **Raise awareness and train** both women and men delegates on issues related to gender equality to build greater support for women’s participation

Actions after publication



WORLD
METEOROLOGICAL
ORGANIZATION

Campaign: collection of good practices

- ✓ how to mainstream gender in organizational policies and practices,
- ✓ how to attract more girls and women into Science, Technology, Engineering and Mathematics (STEM) and the meteorological/hydrological profession
- ✓ how to make weather, climate, hydrological and other environmental services more gender-sensitive



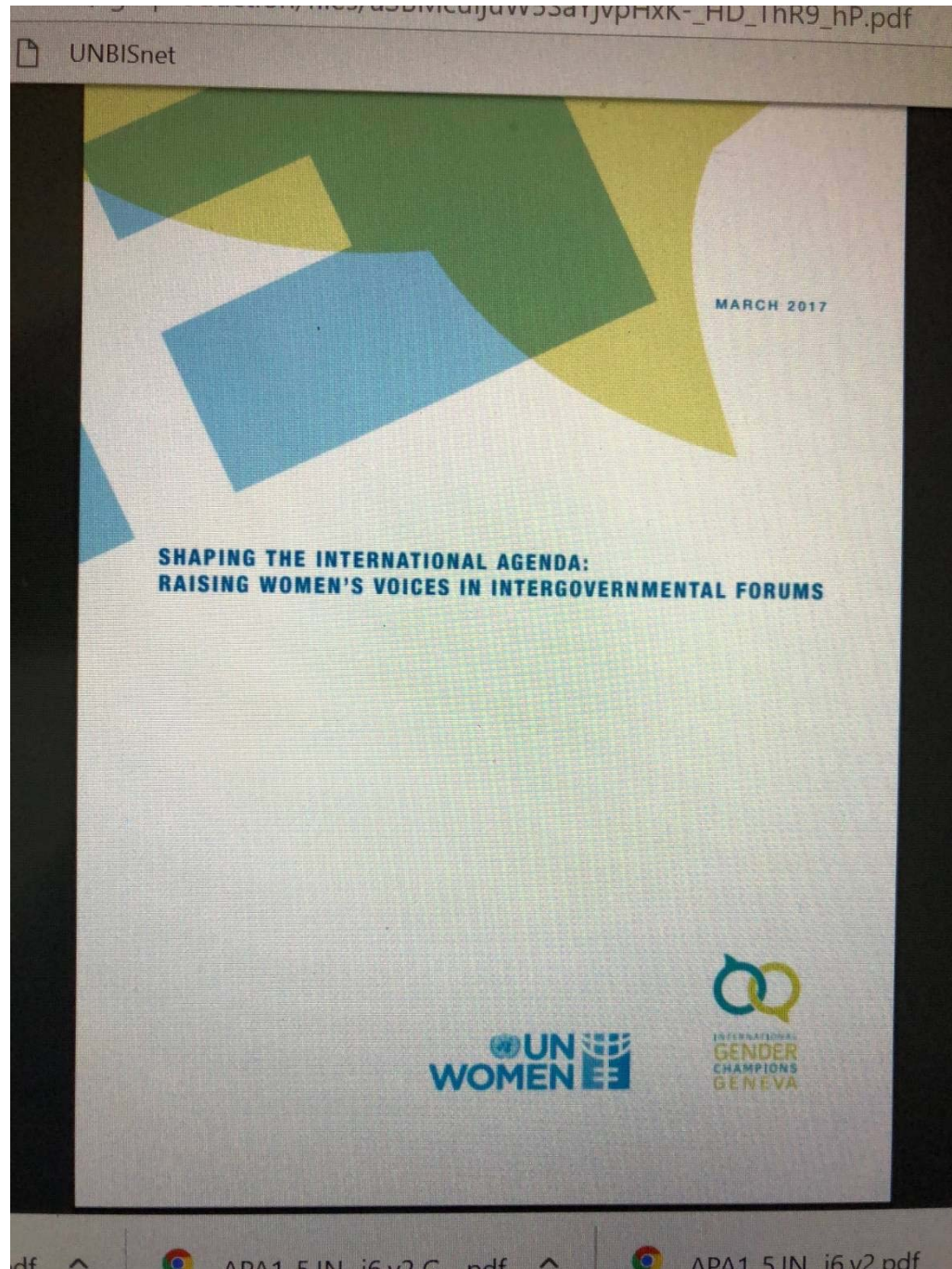
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- **Social media advocacy campaign** at the 72nd GA
- promote gender-balanced delegations
- worked with iKNOW Politics:
 - an e-discussion on men as catalysts for improving women's political participation and influence
- a round table on the role that male Champions can play in promoting women's political participation and leadership.

UN Women's Commitment

- Regularly collect and publicly disseminate **data disaggregated by sex**
 - Executive Board attendance and information on composition of the Bureau, other leadership roles
- Collaborate with partners to develop **capacity-building and training programmes** on gender equality and women's leadership
- Provide **information**, regularly and systematically, to Member States on available measures to promote gender balance
- Acknowledge and **publicize efforts** to ensure gender-balanced delegations, including through a publication

<https://genderchampions.com/news/shaping-the-international-agenda-raising-womens-voices-in-intergovernmental-forums>



Thank You