

CSW65 NGO CSW Advocacy Research Group on **Representative Institutions**

Consider:

If institutions don't reflect the needs of the populations they represent, why don't they?

A Key Critical Issue:

Gender Mainstreaming and Quotas in Government Institutions (including affirmative policies in government contracting)

Advocate for Action:

Ensure Member States undertake effective interventions to transform government institutions that perpetuate inequality by 1) implementing quotas in all departments to address the underrepresentation of women in government employment (particularly in fields like public safety, science, technology, engineering and mathematics) and 2) tracking government contracts to ensure equal contracting opportunities for women-owned business enterprises.

Evidence

CSW65, March 2021, E/CN.6/2021/4 Report of the Secretary-General, [Review of the implementation of the agreed conclusions of the sixtieth session of the Commission on the Status of Women](#) "...Although some progress has been made, only 13 percent of countries have reached gender balance (i.e., 40 percent of women or more) in national parliaments and 15 per cent in local government, largely through legislated gender quotas..." (p14/17, section 45)

Supporting UN Documents

International Trade Centre, joint agency WTO and UN, 2014, [Empowering Women through public procurement](#) "Governments can use public procurement to leverage the potential of women-owned businesses for their economies." (p xiii)

United Nations Sustainable Development Goals 2015

[Sustainable Development Goal 5, Target 5.5](#) Ensure women's full and effective participation and equal opportunities for leadership at all levels of decisionmaking in political, economic and public life

[Sustainable Development Goal 5, Indicator 5.5.1 and 5.5.2](#)

Indicator 5.5.1 is the proportion of seats held by women in (a) national parliaments and (b) local governments. This is measured as the share of national parliamentary seats, and ministerial positions held by women for each country in a given year.

Indicator 5.5.2 is the proportion of women in managerial positions. This is measured as the percentage of firms in any given country with a female as the top manager, and the share of middle or senior management positions filled by a female.

Enabling Policy & Legal Environment

Cities for CEDAW, [Model Ordinance: CEDAW Ordinance Template for your city](#): LOCAL IMPLEMENTATION OF THE UNITED NATIONS CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN
IMPLEMENTATION OF THE PRINCIPLES OF CEDAW IN (x)

(a) Citywide integration of human rights principles: The City shall work towards integrating gender equity and human rights principles into all of its operations, including policy, program and budgetary decision-making. (x) shall train selected departments in human rights with a gender perspective.

(b) Gender Analysis and Action Plan. As a tool for determining whether the City is implementing the local principles of CEDAW and/or discriminating against women and girls, selected City departments, programs, policies, and private entities to the extent permitted by law, shall undergo a gender analysis and develop an Action Plan. The gender analysis shall be conducted according to guidelines developed by the (x) The gender analysis shall include: (i) the collection of disaggregated data; (ii) an evaluation of gender equity in the entity's operations, including its budget allocations, delivery of direct and indirect services and employment practices and (iii) the entity's integration of human rights principles and the local principles of **CEDAW**. Upon completion of the gender analysis, the entity shall develop an Action Plan that contains specific recommendations on how it will correct any identified deficiencies and integrate human rights principles and the local principles of CEDAW into its operations.