

CSW65 NGO CSW Advocacy Research Group on **Transformational Change**

Consider:

Can you think of examples of transformational change created as a direct result of women in leadership? Now, can you think of change that is obviously needed but is not taking place because women are not in significant leadership roles?

A Key Critical Issue:

Barriers to a Diversity of Women in Leadership Roles (including a lack of accessibility and systemic structures to support them in those roles)

Advocate for Action:

Ensure Member States' national, state and local governments increase diversity and inclusion by funding marginalized women's political leadership training, unpaid care/work, mentoring and political campaigns, and require political party leadership quotas for women from under-represented populations.

Supporting UN Documents

Human Rights Council, 23 July 2015, A/HRC/30/26, [Annual report of the United Nations High Commissioner for Human Rights and reports of the Office of the High Commissioner and the Secretary-General: Promotion and protection of all human rights, civil, political, economic, social and cultural rights, incl...](#) "Quotas may increase access to elected positions for women, lesbian, gay, bisexual, transgender individuals and members of minorities. Quotas work best when they are monitored and accompanied by sanctions for non-compliance." (pp 17-18 para 70)

CSW65, March 2021, E/CN.6/2021/3 Report of the Secretary-General, [Women's full and effective participation and decision-making in public life, as well as the elimination of violence, for achieving gender equality and the empowerment of all women and girls](#) "Measures are needed to facilitate young women's increased leadership, such as access to education, sexual and reproductive health and rights, technology and skills development, leadership and mentorship programmes, and protection from violence and discriminatory legislation."(section 62) "Strengthen an enabling environment for women's participation in public life and decision-making by addressing women's poverty, unpaid care burden, unequal access to sexual and reproductive health and rights, education and technology, and fostering skills development." (section bb) "For women in politics, these include establishing political party funds to assist women candidates with campaigns, promoting partisan fundraising networks to bundle small public contributions to women, providing subsidies, including for childcare costs, and increasing non-partisan fundraising....."(section 58)

Good Practices

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](#) "...Malaysia is setting a 30 per cent quota for women representatives in the village community management councils to increase the participation of rural women in decision-making...."(p 14/17, section 47)

Human Rights Council, 23 July 2015, A/HRC/30/26, [Annual report of the United Nations High Commissioner for Human Rights and reports of the Office of the High Commissioner and the Secretary-General: Promotion and protection of all human rights, civil, political, economic, social and cultural rights, incl...](#) "Many States have adopted quotas for underrepresented groups to attenuate conditions that perpetuate substantive inequalities. In recent years, gender quotas have been introduced in countries where women historically had limited participation in politics, as in Afghanistan and Jordan. Quotas work best when accompanied by sanctions if they are not respected and when they are closely monitored by independent bodies, including national electoral bodies and human rights institutions. Once elected, it is crucial that individuals belonging to marginalized groups have equal opportunity to exercise power and authority. This can be partly achieved through training in political debate and negotiation techniques and confidence-building measures." (pp.10-11 para 39)