When more women leaders hold **CABINET POSITIONS**, there is a trend toward increased spending on health services.

Countries with a greater proportion of **WOMEN AMONG TOP DECISION-MAKERS** in legislatures have lower levels of income inequality.

**When women hold more executive leadership positions, their companies are more profitable.** Companies in the top-quartile for **GENDER DIVERSITY ON EXECUTIVE TEAMS** are **21% more likely to outperform the national average.**

**Peace agreements are 35% more likely to last at least 15 years** if **WOMEN LEADERS** are engaged in their creation and execution.

**Countries with a greater share of **WOMEN CABINET MINISTERS** exhibit greater levels of confidence in their national governments.**

**Increasing access to resources and **WOMEN’S LEADERSHIP IN AGRICULTURE** could increase agricultural yield by **20-30%**.**

**WOMEN’S DECISION-MAKING OVER LAND and household income improves access to education and healthcare for their families.**
CALLS TO ACTION
GOVERNMENTS, THE PRIVATE SECTOR, AND CIVIL SOCIETY SHOULD COMMIT TO THE FOLLOWING ACTIONS TO CREATE AN ENVIRONMENT THAT SUPPORTS AND ENABLES WOMEN’S LEADERSHIP

1. **Commit to gender balance in leadership.** Establish policies and practices that facilitate women’s leadership, including equal pay, strong gender-sensitive budgeting, and transitional quotas. Tie compensation and promotion opportunities to progress in gender-balance commitments. Underpin policies by the collection and analysis of gender-disaggregated data.

2. **Guarantee a safe and open environment for women’s participation and leadership.** Implement policies and laws against gender-based violence and sexual harassment, and ensure accessible justice.

3. **Invest in systems and programs that promote and cultivate diverse leadership.** Develop and sustain trainings, mentorships, and networks that model and foster strong female leaders. Provide ongoing systems to further women’s personal and professional development.

4. **Uphold women’s agency.** Guarantee girls and women’s rights to bodily autonomy and decision-making about their own lives, including the pursuit of education and use of family planning.

5. **Support women’s organizations and movements.** Provide women’s organizations the space and opportunity to convene and organize without fear of persecution or retribution. Commit resources to movement building, research, and the development of leadership skills.

6. **Change the narrative on women in leadership, and confront socio-cultural drivers of gender inequality.** Depict and position women as effective leaders and role-models in marketing, political campaigns, and other public initiatives. Engage young people and men in efforts to change harmful gender norms at all levels.

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