

7 WOMEN IN LEADERSHIP



35%

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



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

20-30%



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



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**.

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



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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