

# EQQUAL

Unlocking Effective Solutions to Global Challenges:

## The Power of Women's Equal Representation in International Decision-Making

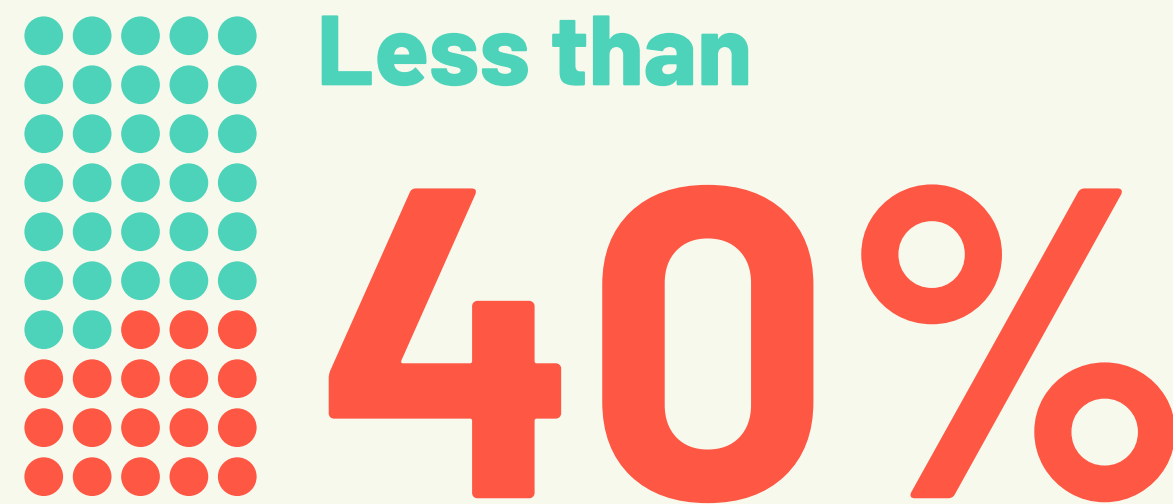
#ChangeThePicture



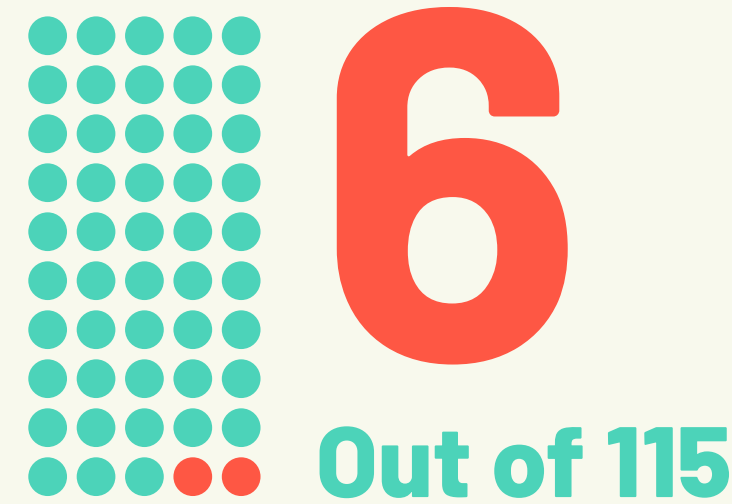


# A Consequential Representation Gap

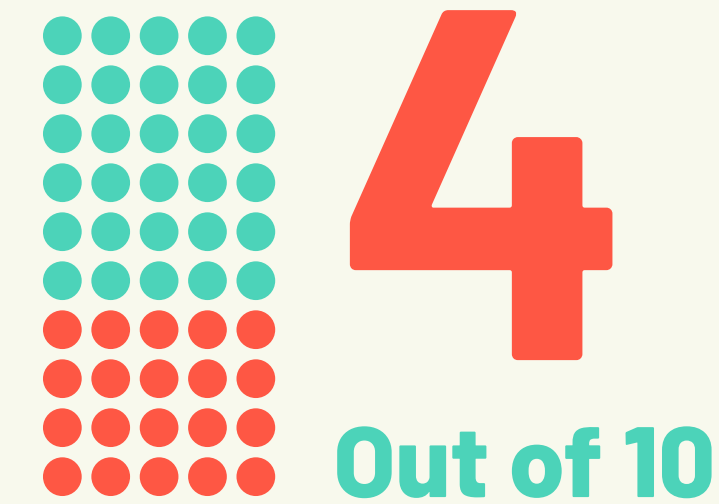
Women are underrepresented in key international spaces, including the UN and OAS, which have never been led by a woman. This imbalance affects global decision-making and the development of international law.



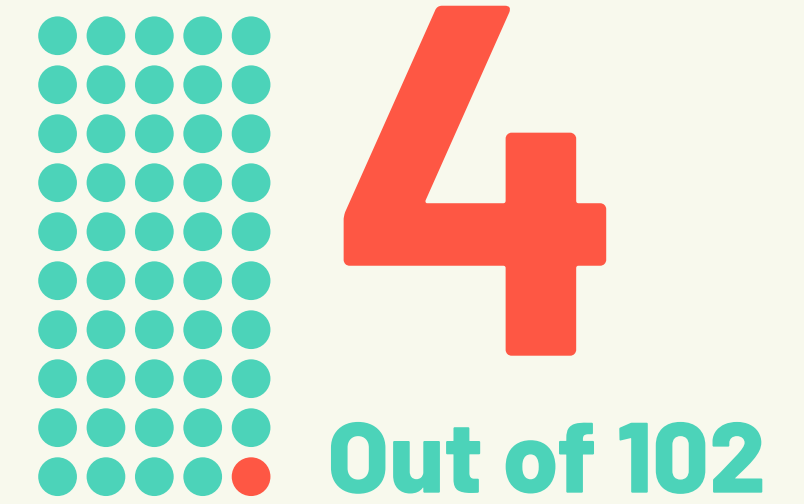
**Representation of women** outside of bodies focused on women's and children's rights with some as low as 9%.



**Women** judges in the history of the International Court of Justice.



UN Human Rights Treat Bodies have reached **gender parity**.



International bodies/ mechanisms monitored by GQUAL have **mandatory gender balance criteria**.

## Root Causes include



**Opaque selection processes**



**Gender parity is not a priority in selection criteria**



**Insufficient data**



**Structural discrimination**



# The Case for Women's Equal Representation



## International bodies shape key global issues

Like peace, climate change, trade, development, and human rights, impacting individuals, nations, and institutions worldwide.



## Better balance makes better Justice

Equal and inclusive participation of women in decision-making is crucial for crafting nuanced and effective solutions to complex problems.



## Equality builds legitimacy

When decision-making bodies are diverse and inclusive, their legitimacy is strengthened, leading to more impactful and equitable outcomes.



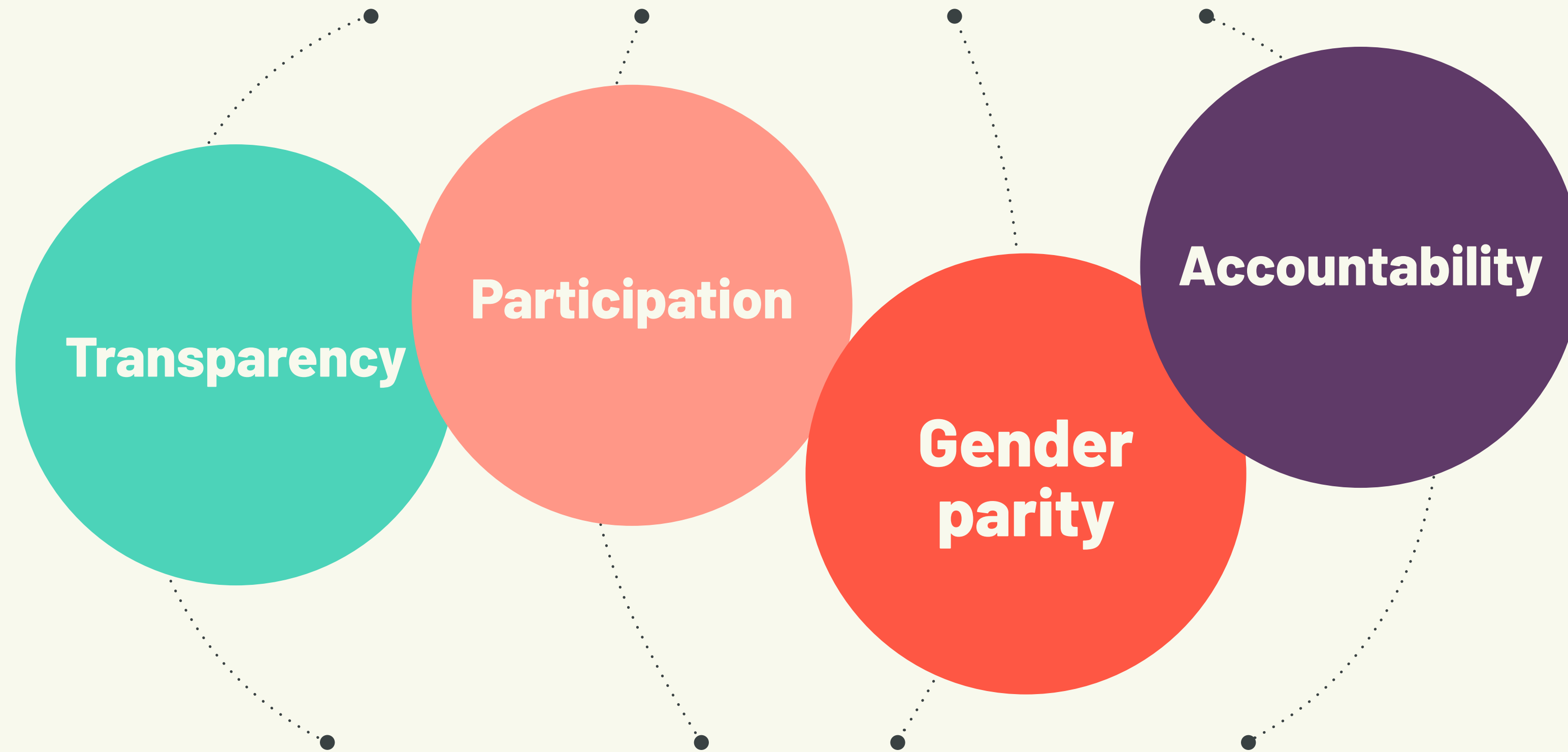
## Equal representation is a human right

Women, making up over half the global population, have a fundamental right to participate in decisions affecting them. Institutions prioritizing gender equality are better equipped to ensure fairness and equity.



# A Global Multi-Stakeholder Campaign for Structural Change

GQUAL is a global campaign that aims to **transform the appointment procedures for international positions** by enhancing

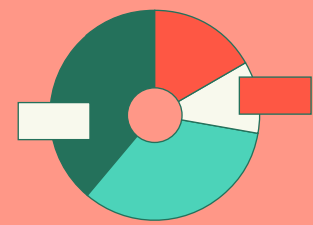


These are achievable reforms that can level the playing field, **encouraging more women to pursue and attain international roles.**



# GQUAL's Successful Blueprint for Impact

01



Foster a Data-Driven, Multi-Stakeholder Global Dialogue on the Challenges, Impacts, and Solutions for Achieving Equal Representation.

02



Enhance Accessibility to International Positions for Women by Providing Timely Vacancy Information and a Strong Support Network.

03



Reform national and international selection practices and procedures to include gender parity as a key criterion.

04



Develop international laws and accountability mechanisms to create clear, mandatory standards that guarantee women's equal and inclusive participation in decision-making at all levels.

## Our impact

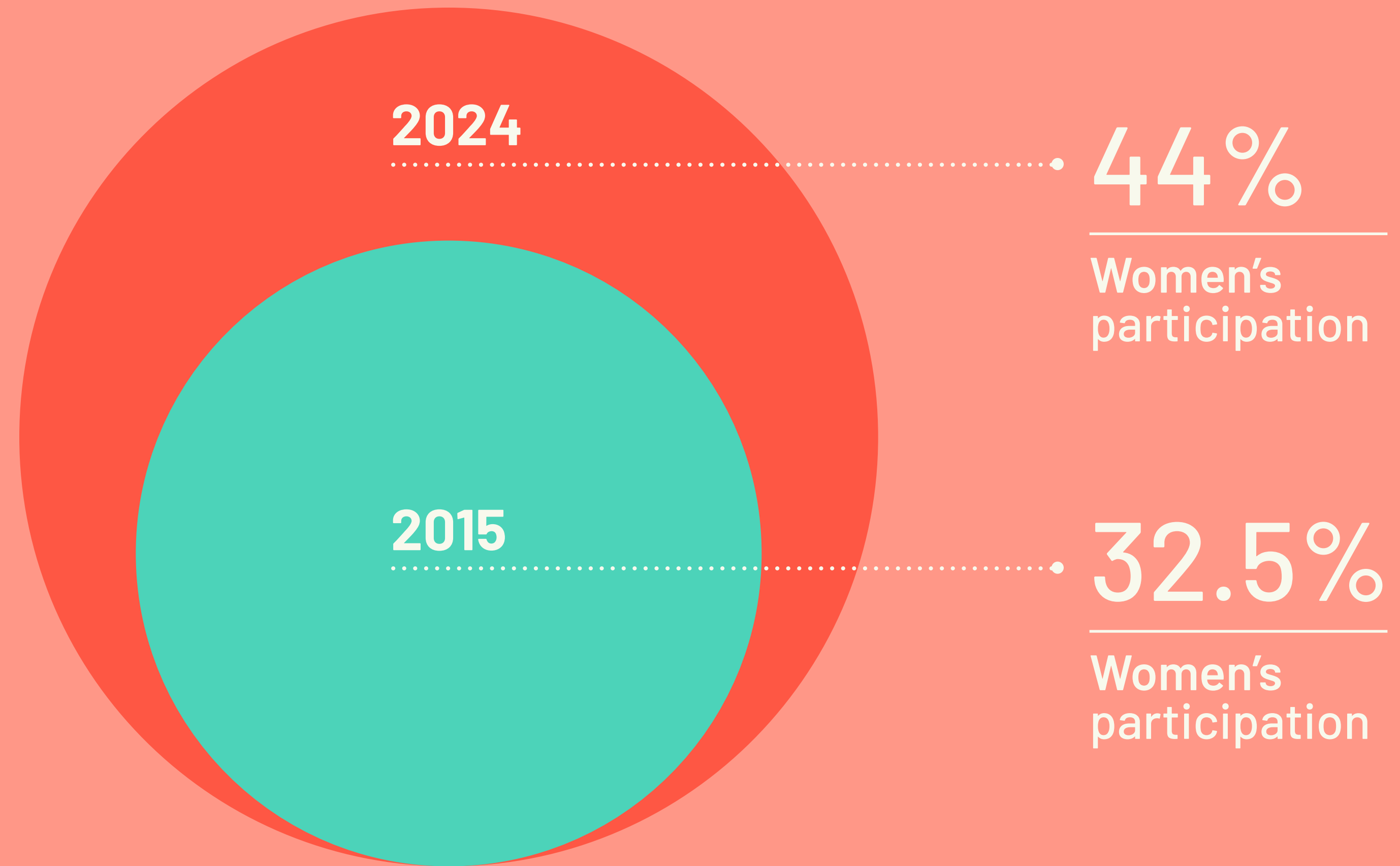
We **reduced** the gender gap by

**65%**

Monitoring and campaigning in

**102**

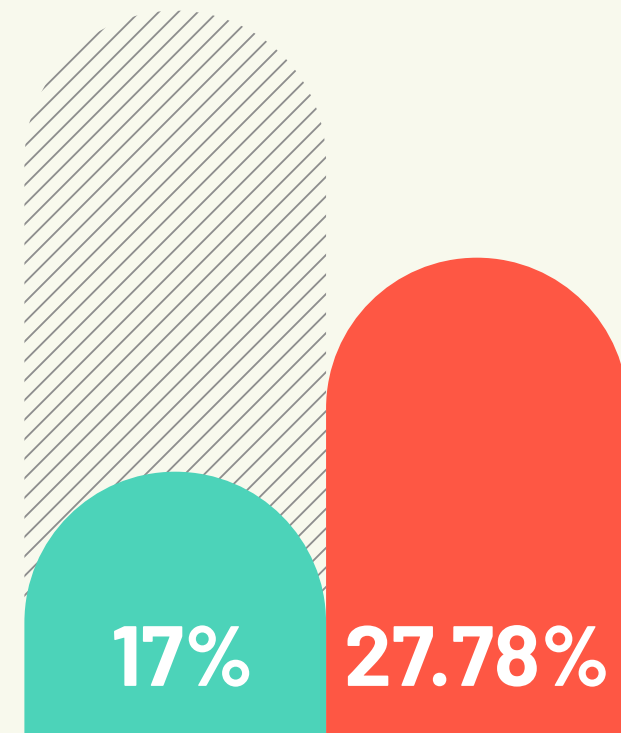
**International Justice Bodies and mechanisms**



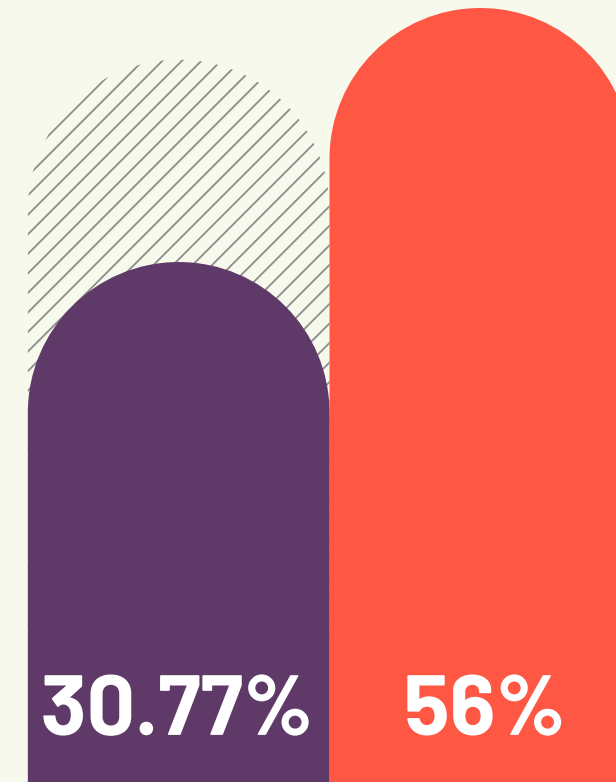


# A Closer Look at Our Impact

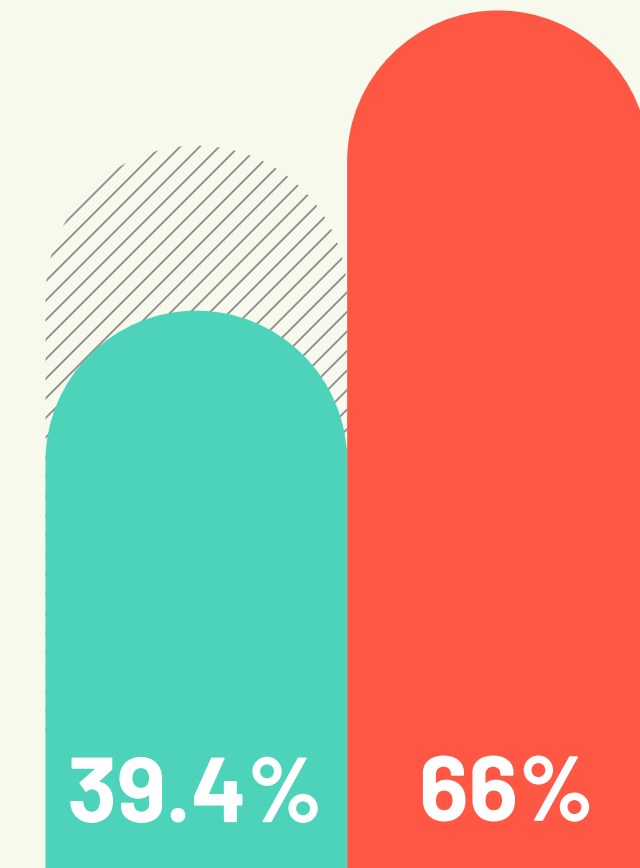
References → 50% 2024 2015 2018



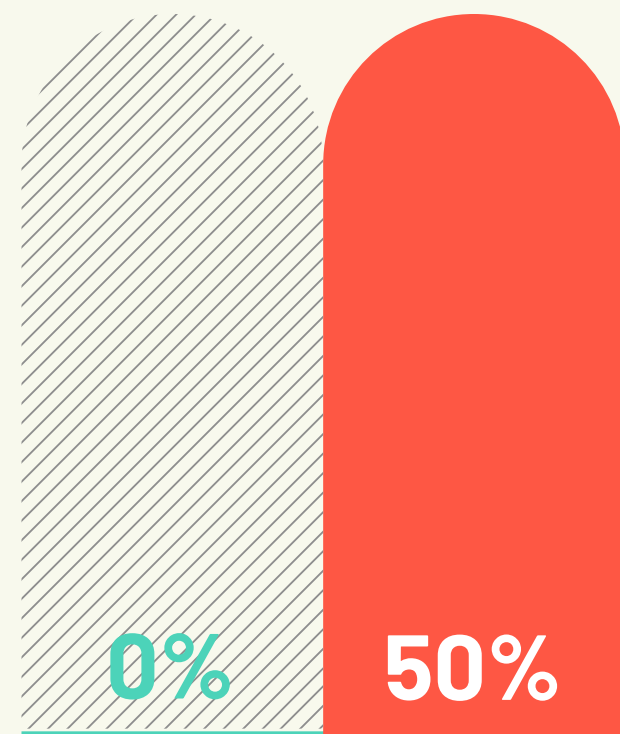
→ **International Tribunals**  
63.4% increase in women's participation



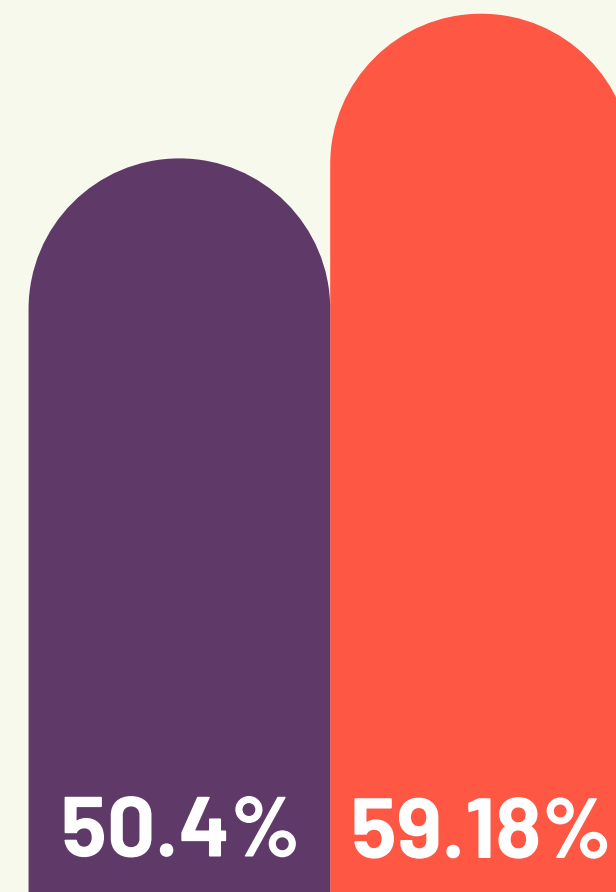
→ **Female Candidates to the UN Special Procedures**  
81.99% increase in the # of female candidates



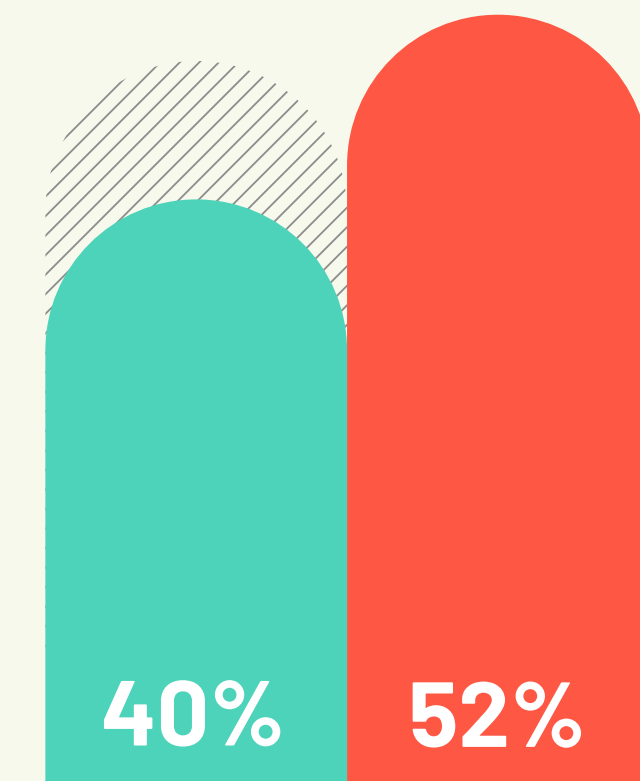
→ **UN Special Procedures**  
67.5% Increase in women's participation



→ **Inter-American Court of Human Rights**



→ **Female Candidates to the UN Treaty Bodies**  
17.4% increase in the # of female candidates



→ **UN Treaty Bodies**  
30% Increase in women's participation

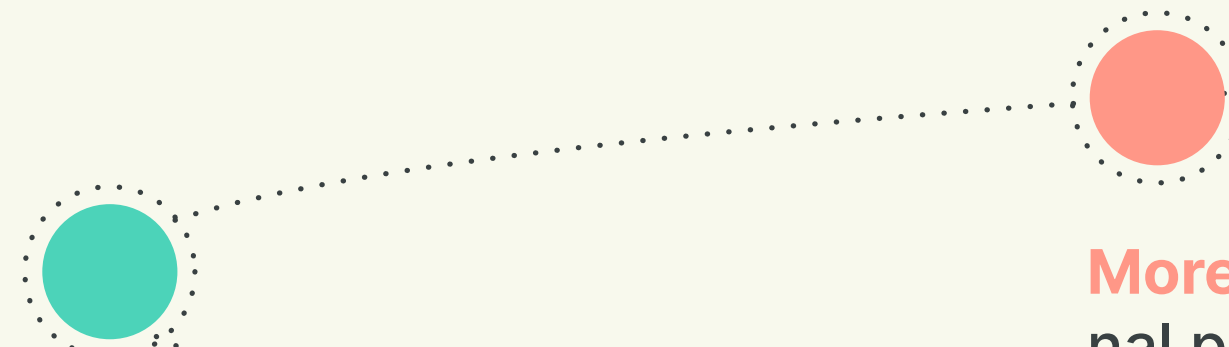


# GQUAL's Milestones

The UN and other international institutions have begun **officially tracking gender balance in human right bodies.**

**Advocacy that has impacted elections, including the appointment of women for the first time in 12 UN Special Procedures mandates.**

Roadmaps adopted by the UN and OAS, with GQUAL's support, have driven **institutional change by implementing concrete recommendations** for sustainable gender parity.



**More women are now applying** for international positions.



A diverse and growing **network of stakeholders that sustains the issue on the international agenda** with research, advocacy, and policy proposals.



CEDAW Committee to adopt **new binding standards on women's right** to gender parity in international decision-making.



**12 resolutions adopted** by the UN Human Rights Council and the OAS General Assembly have **solidified political commitments to achieving gender parity** in human rights bodies.

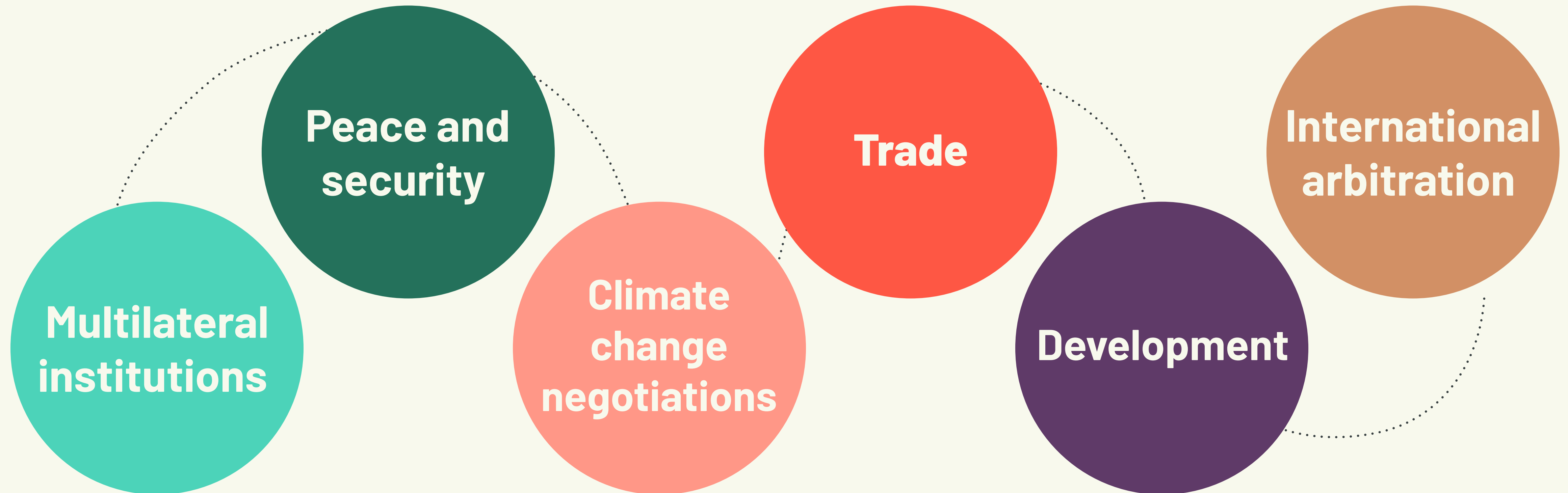




What's next?

# Expanding our Blueprint Beyond International Justice

Global challenges demand women's equal involvement in all areas of international decision-making such as



GQUAL's proven strategies and expertise have the immense potential to drive gender parity across these critical arenas.

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