

EQUAL

Unlocking Effective Solutions to Global Challenges:

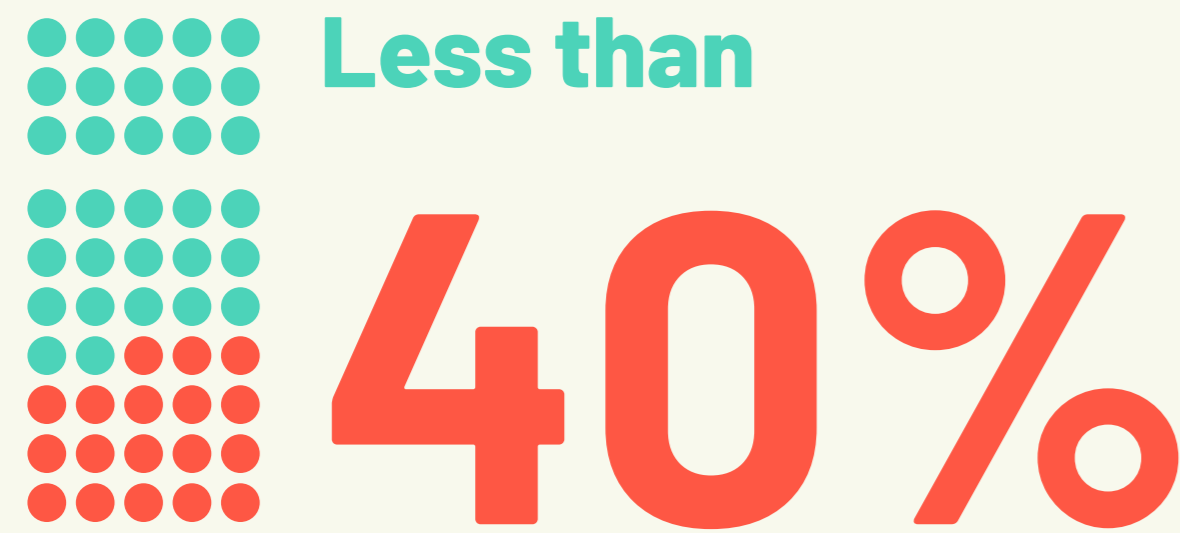
The Power of Women's Equal Representation in International Decision-Making

#ChangeThePicture

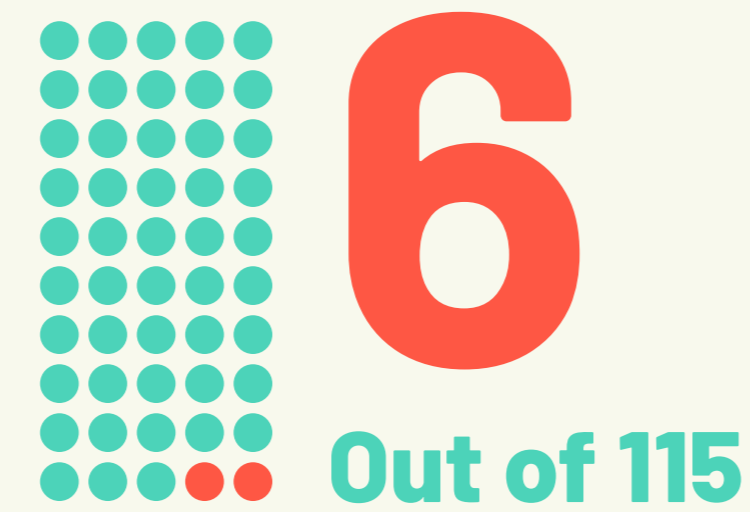


A Consequential Representation Gap

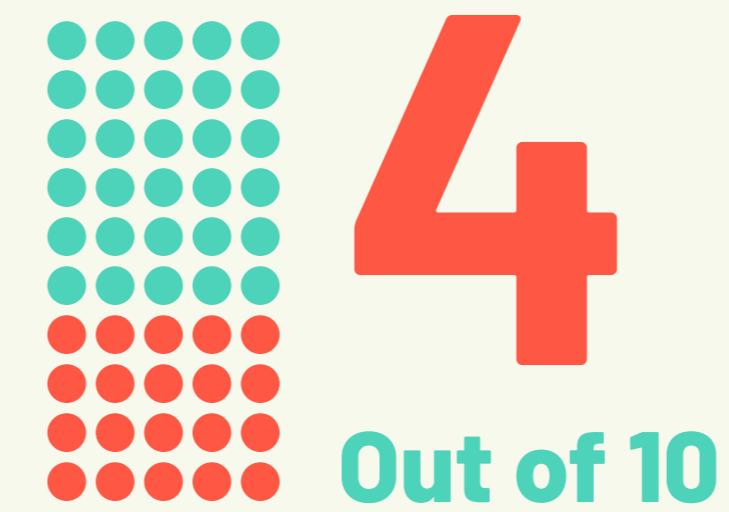
Women are underrepresented in key international spaces, including the UN and OAS, which have never been led by a woman. This imbalance affects global decision-making and the development of international law.



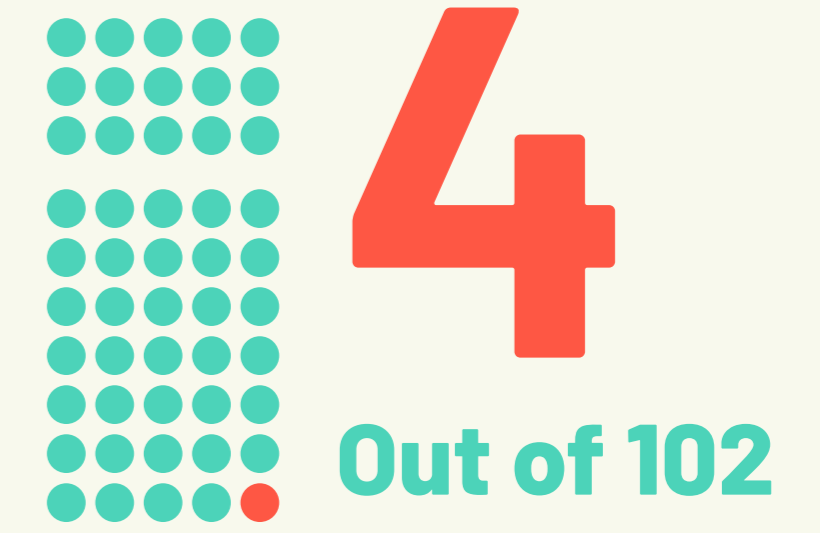
Representation of women outside of bodies focused on women's and children's rights with some as low as 9%.



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.

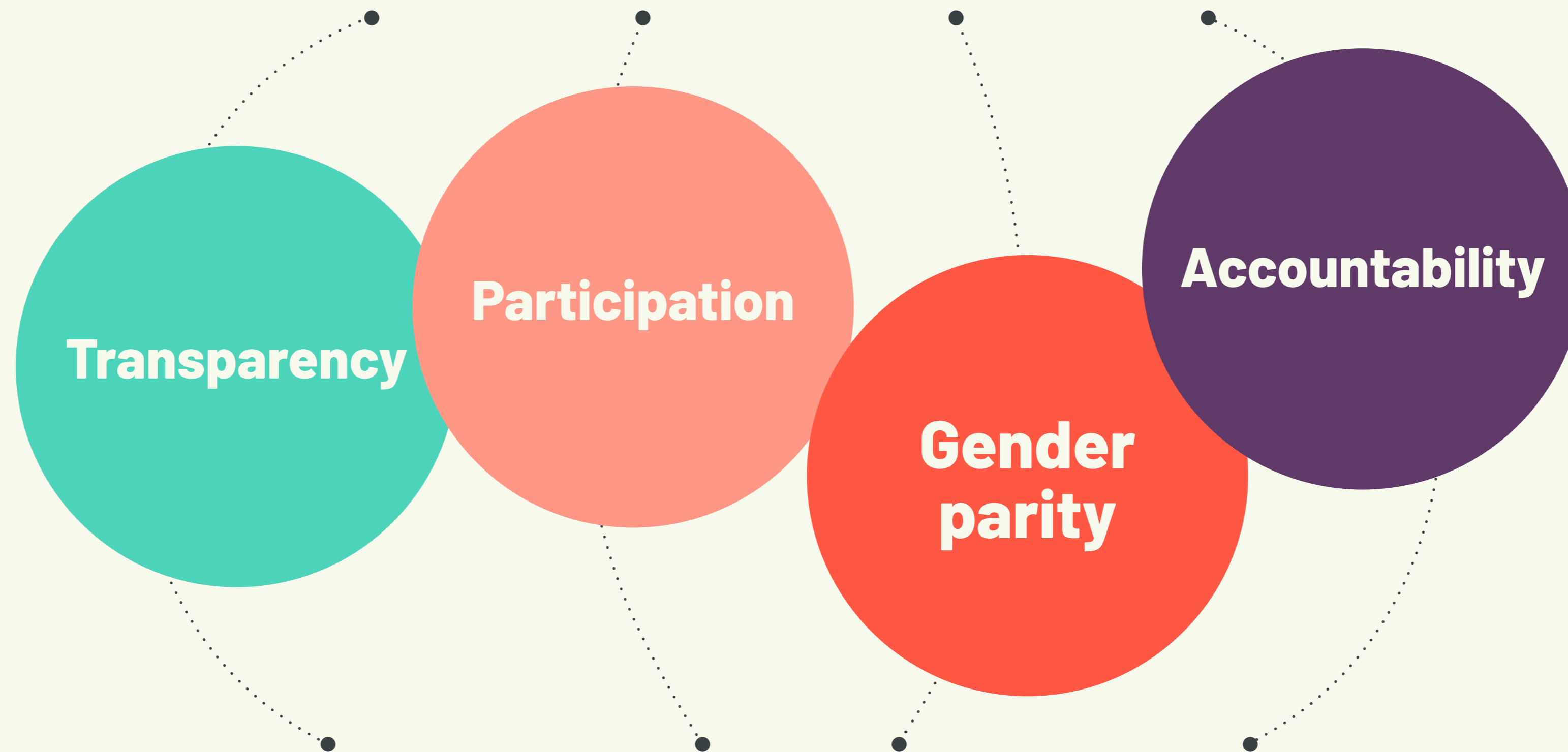


Equal representation is a human right

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

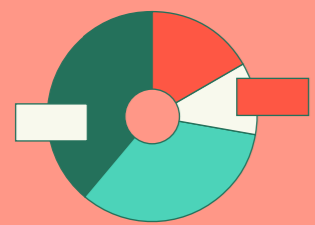
GQUAL is a global campaign that aims to **transform the appointment procedures for international positions** by enhancing



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

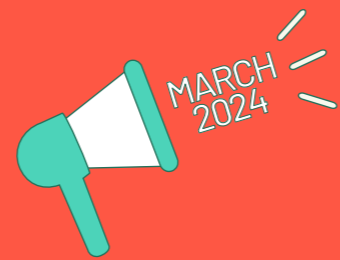
GQUAL's Successful Blueprint for Impact

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

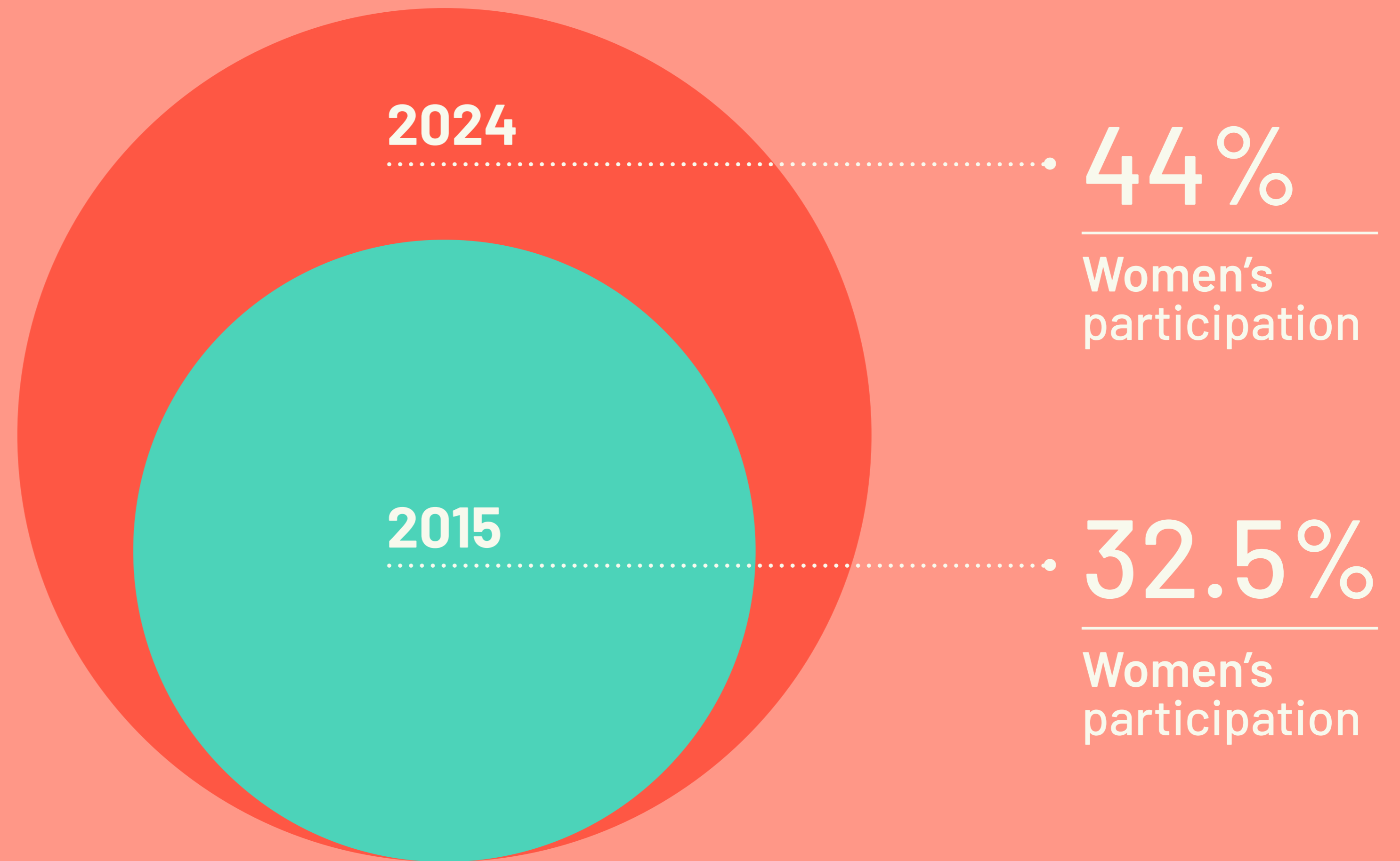
We **reduced** the gender gap by

65%

Monitoring and campaigning in

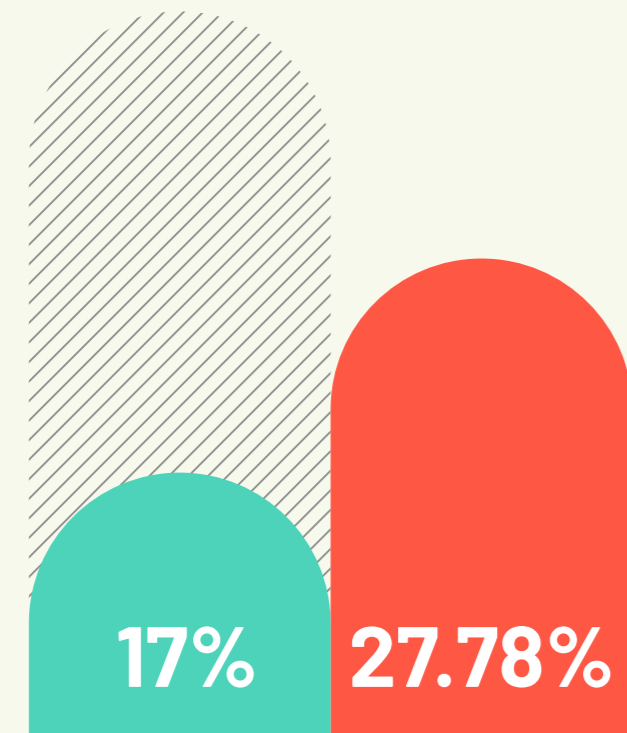
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International Justice Bodies and mechanisms

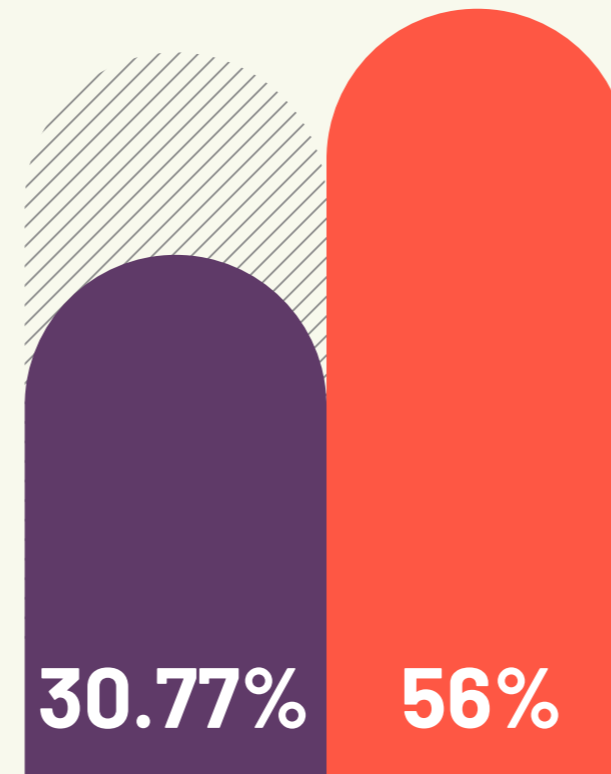


A Closer Look at Our Impact

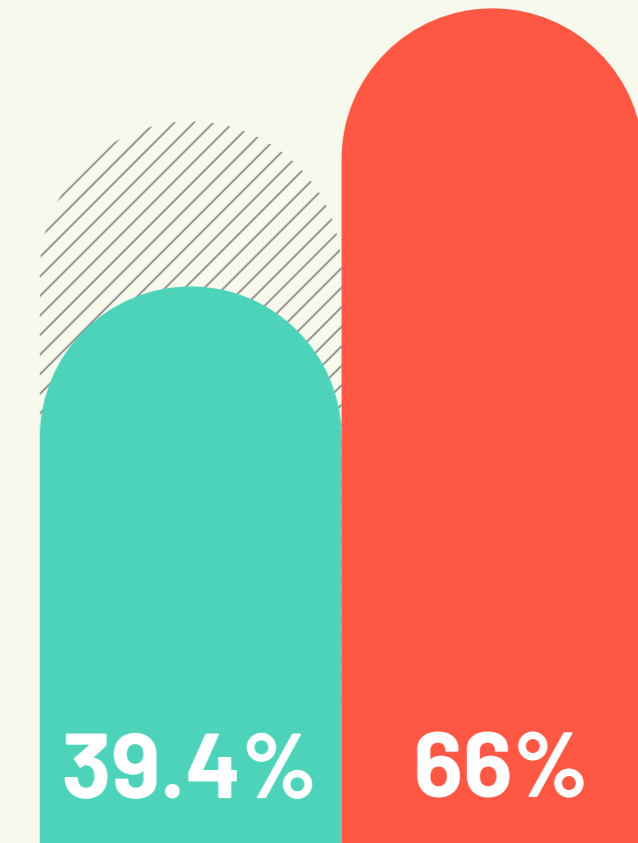
References → 50% 2024 2015 2018



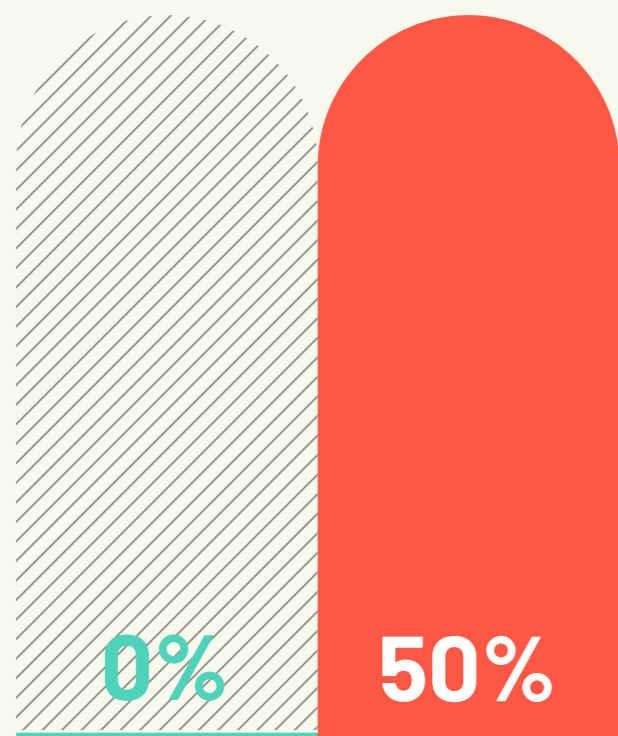
→ **International Tribunals**
63.4% increase in women's participation



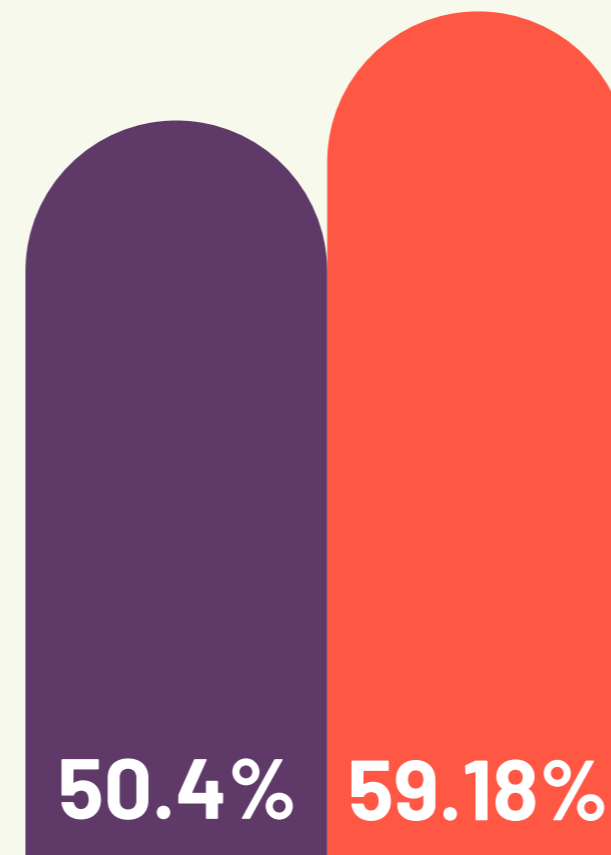
→ **Female Candidates to the UN Special Procedures**
81.99% increase in the # of female candidates



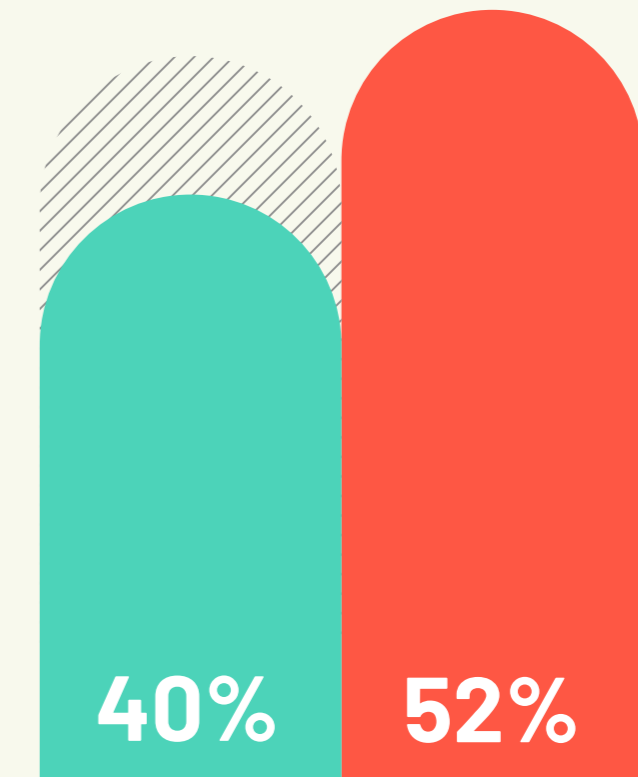
→ **UN Special Procedures**
67.5% Increase in women's participation



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



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



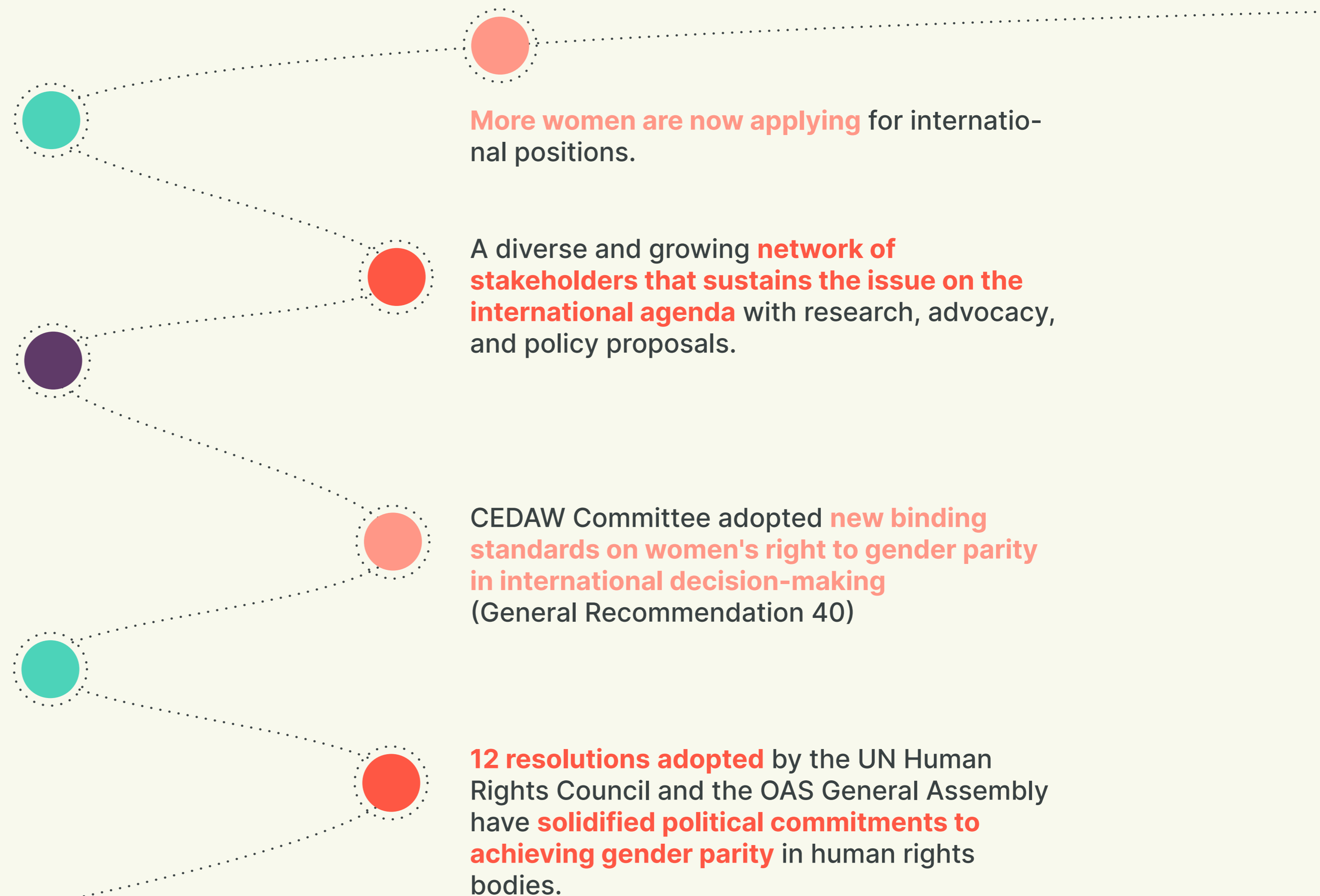
→ **UN Treaty Bodies**
30% Increase in women's participation

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.

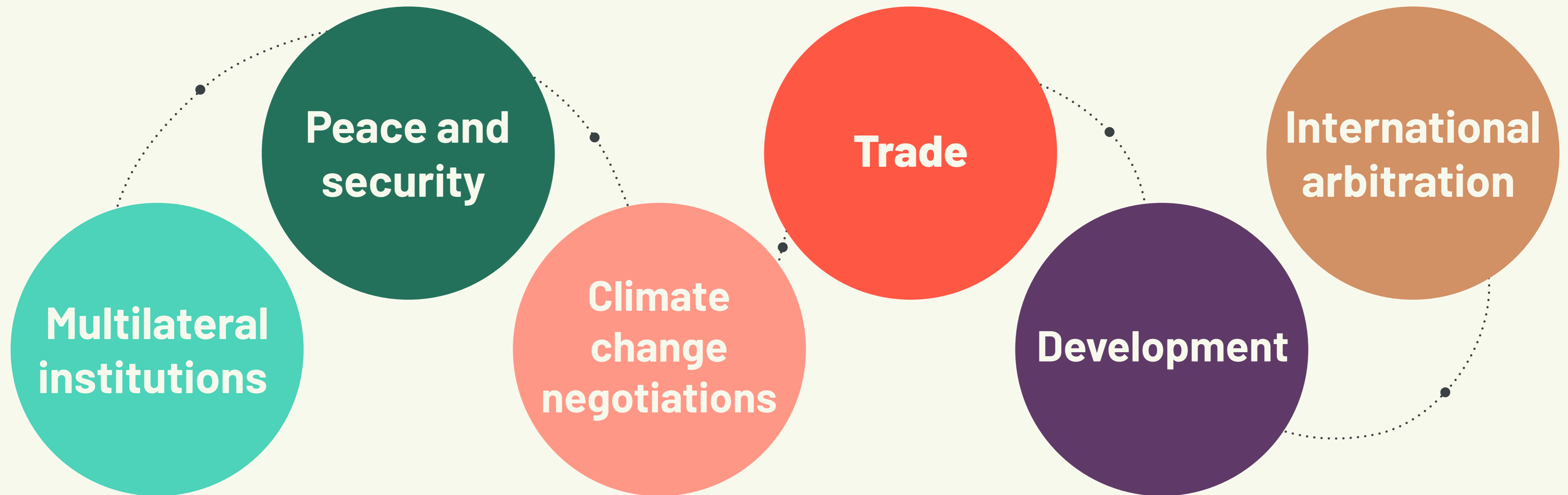
A diverse and growing **network of stakeholders that sustains the issue on the international agenda** with research, advocacy, and policy proposals.

CEDAW Committee adopted **new binding standards on women's right to gender parity in international decision-making** (General Recommendation 40)

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.

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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