



## WE WILL PLACE WOMEN AND GIRLS AT THE CENTRE

“Conflicts will not be resolved, and sustainable development not occur, without the equal and active participation of women at all levels. Human rights can never be fully upheld unless they are enjoyed by all women and girls. Persistent gender inequalities and abuse, including sexual and gender-based violence, have deprived us of a more just and better world. We will accelerate action to achieve gender equality, women’s participation and the empowerment of women and girls in all domains.”

*United Nations General Assembly, “[UN75 Declaration](#)”, September 2020, A/RES/75/1.*

“The group as a whole wanted to see gender equality around the world. This includes equal access to education, equal access to finance, digital inclusion, gender balance in leadership, gender balance in family care, representation in the media, shifts in behavior and attitudes toward women, and ultimately a transformation of the current patriarchal structures that govern the global community today. Gender inequality starts even before birth - with the stories we tell in our communities, and our societal perceptions of women. By 2045, we hope to see full equality of opportunity, access, policy and outcomes for all women everywhere.”

*Globesight, United Arab Emirates, ages 31-45, mixed professions, mostly women.*

### UN75 DATA ON THIS COMMITMENT

UN75 dialogues



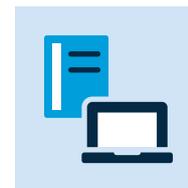
UN75 survey



Media analysis



Research snapshot



We organize the relevant UN75 data gathered across 2020 according to the [UN75 Declaration’s 12 commitments](#). For the full methodology, see the UN75 report “[Shaping Our Future Together](#)”.

## FROM THE UN75 DIALOGUES<sup>1</sup>

### WHERE WE ARE NOW

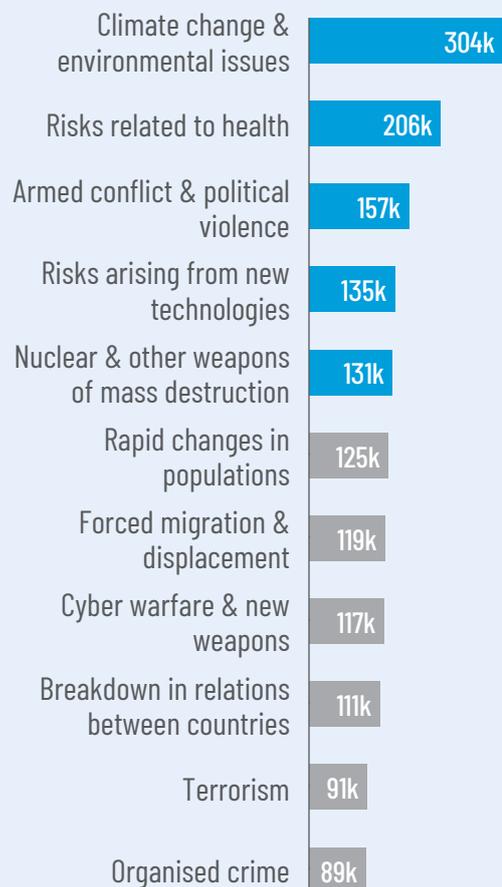
Participants from around the world stressed that without the equal status of women and girls across social and economic dimensions, and across the world, global inequality will persist. Many expressed concern that women are marginalized socially and economically, but that women are no longer prepared to be marginalized. They described how COVID-19 is further exacerbating gender inequalities and patriarchal structures, noting the dramatic influence that COVID-19 is having on women's caregiving burdens at home, and that lockdowns have triggered a rise in domestic abuse and the demand for help through dedicated helplines.

Participants in Azerbaijan, Canada, Djibouti, Mexico, Nigeria and the United States conveyed outrage at the rise in gender-based violence, including sexual harassment, and the lack of response or policy action from politicians and governments.

Participants expressed concern that patriarchal structures are still commonly accepted throughout society, with women often unaware of their rights and career potential. Participants called for structural changes to ensure that women's voices are better heard.

Participants across regions highlighted the insufficient consideration of gender dimensions in development policies and projects by governments and international organizations, including for education, labour market participation, and political representation and leadership. Participants stressed the need for more gender-responsive peacekeeping operations, as women are often excluded from peace and security discussions.

### UN75 Survey women respondents' perceived long-term global threats: Climate change, health risks, conflict and violence, risks arising from new tech and weapons of mass destruction



UN75 Survey Question: Which of these global trends do you think will most affect our future? Base: 580,489 (all female respondents). Participants could select up to three responses.

1. This report contains a summary of the analysis of 1,141 UN75 dialogue summaries received from 94 countries between 2 January and 7 November 2020. The dialogue summaries were analyzed in partnership with the Graduate Institute of International and Development Studies. For the full methodology, see the UN75 report "[Shaping Our Future Together](#)".

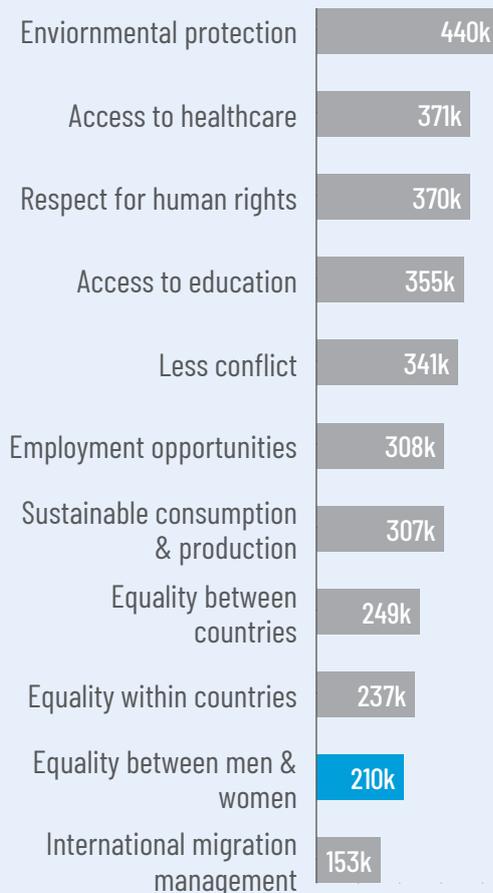
## WHERE WE WANT TO BE

Participants across the world advocated for a world where gender equality is guaranteed across all levels of society. They wanted to see a world where women are safe, educated, included in the labour force and well-represented in leadership positions.

### Elimination of gender-based violence.

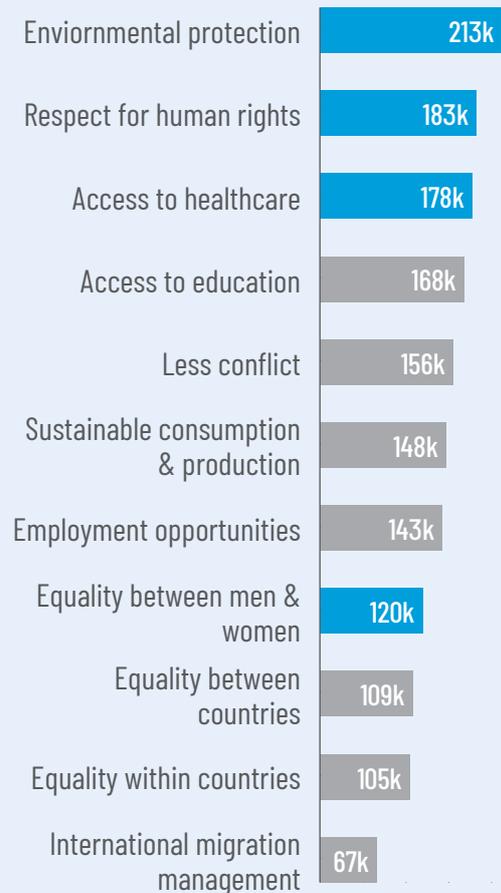
Participants across regions advocated for a world without gender-based violence, where governments and institutions are informed about domestic violence trends and take appropriate action, and where women and

**UN75 Survey global long-term priorities: More than 200,000 respondents selected "Greater equality between men and women" among their top priorities**



UN75 Survey Question: Taking a longer view, if you picture the world you want in 25 years, what three things would you most want to see? Base: 1,220,848 (all respondents). Participants could select up to three responses.

**Disaggregated UN75 survey data: Women respondents' long-term priorities include environmental protection, human rights and health. Greater equality between men and women a higher priority for women than the global survey population.**



UN75 Survey Question: Taking a longer view, if you picture the world you want in 25 years, what three things would you most want to see? Base: 580,489 (all female respondents). Participants could select up to three responses.

girls can have safe access to resources to condemn their abusers.

**“[We want to see] an upgraded education system that would encompass courses on gender equity, family ethics, human rights, and women rights.”**

*Dialogue organized by the UN office in Baku, Azerbaijan, ages 31-45, Heads of Women Resource Centers, mostly women.*

### **Building an inclusive educational system.**

Participants in Azerbaijan, India, Nigeria and the United States advocated for a more inclusive educational system, which responds to the needs of women and girls. They stressed that this should include safeguarding the education of girls, ensuring reproductive health rights and preventing child marriage.

### **Gender-inclusive labour markets and political systems.**

Participants from across regions stressed that equal access to employment opportunities for women is not only a human right, but that it also contributes to poverty reduction and the construction of more just societies. Equal participation of women in the labour force was viewed as essential to foster women’s economic empowerment and agency. They also highlighted the importance of closing the gender pay gap.

Participants envisioned a world where women have more access to leadership positions.

**When looking at the gender-disaggregated UN75 survey data, top long-term priorities for women vary across regions.** For women in six of eight regions, the top long-term priority is more environmental protection, (compared to the top priority in five regions for all respondents in the full survey data<sup>2</sup>).

More environmental protection ranked second among women respondents in Sub-Saharan Africa, compared to third in the full survey data for Sub-Saharan Africa.

Overall, women respondents prioritized more respect for human rights higher (second) than did all respondents (the latter ranked it third, after better access to healthcare). In line with the global survey data, more respect for human rights ranked as the top priority among women in Northern Africa and Western Asia, second among women in Northern America and Europe and third among women respondents in Eastern and South-eastern Asia and Oceania and Antarctica.

Better access to healthcare ranked first among women respondents in Sub-Saharan Africa and second among women respondents in Central and Southern Asia, and Oceania and Antarctica (compared to first among all respondents for Oceania and Antarctica). It ranked third among women in Northern America and Europe (above sustainable consumption and production, which ranked third among all respondents in Europe).

Women respondents in Sub-Saharan Africa ranked more employment opportunities second, and less conflict as the third top long-term priority, in line with the global survey data. Less conflict also ranked third in Northern Africa and Western Asia (after more respect for human rights, compared to second in the full survey data for that region), and second in Eastern and South-eastern Asia.

2. See page 49 of the UN75 report, [“Shaping our Future Together: Listening to people’s priorities for the future and their ideas for action”](#) for the analysis of all respondents’ long-term priorities, by region.

**➔ When looking at the gender-disaggregated UN75 survey data, top long-term priorities for women vary across regions**

PRIORITY RANKING	Global women	Central & Southern Asia	Eastern & South-eastern Asia	Europe	Latin America & Caribbean	Northern Africa & Western Asia	Northern America	Oceania & Antarctica	Sub-Saharan Africa
		1st	2nd	3rd	1st	2nd	3rd	1st	2nd
Environmental protection	37%	30%	46%	48%	50%	34%	46%	40%	28%
Respect for human rights	32	24	36	39	36	44	43	36	27
Access to healthcare	31	28	25	33	25	27	37	40	36
Access to education	29	25	27	25	43	31	28	35	30
Less conflict	27	17	39	30	18	34	29	25	30
Sustainable consumption & production	25	19	27	32	36	17	35	27	24
Employment opportunities	25	23	18	20	20	29	11	32	33
Equality between men & women	21	18	26	20	24	20	22	20	20
Equality between countries	19	16	21	17	15	23	13	15	22
Equality within countries	18	15	17	14	17	18	15	14	24
International migration management	11	9	8	11	7	9	9	10	18

UN75 Survey Question: Taking a longer view, if you picture the world you want in 25 years, what three things would you most want to see? Base: 580,489 (all female respondents). Participants could select up to three responses. Central & Southern Asia (142,599), Eastern & South-eastern Asia (64,122), Europe (83,291), Latin America & Caribbean (53,273), Northern Africa & Western Asia (35,291), Northern America (23,343), Oceania & Antarctica (10,239), Sub-Saharan Africa (165,824), Other (2,507).

## HOW WE CAN GET THERE

Participants advocated for immediate action to ensure respect for women's rights and their inclusion in societies and economic systems.

### **Fight against gender-based violence**

**Dialogue participants requested that the UN system and the Secretary-General prioritize the eradication of gender-based violence globally.** They called for more attention and resources to be dedicated to existing initiatives, such as the joint UN-EU Spotlight Initiative on the Elimination of All Forms of Violence Against Women and Girls.

The UN was called on to encourage greater adoption of the Istanbul Convention – the Council of Europe Convention on preventing and combatting violence against women and domestic violence. Participants suggested that the World Health Organization (WHO) and the United States Agency for International Development (USAID) leverage their analytics tools to generate evidence about emerging trends in gender-based violence to inform policy-making.

**Participants called on governments to reform the criminal justice system and strengthen mechanisms against gender-based crimes.** In Azerbaijan, participants proposed enhancing the funding of facilities dedicated to victims of gender-based violence.

### **Gender-inclusive labour market and equal pay for all**

**Participants in China, Lebanon and Norway called on governments and businesses to reduce the gender pay gap.** They advocated for equal pay for women who have the same work experience and perform the same type of work as men.

Every “nation has to strengthen economic and social policies to generate decent jobs, learning and development opportunities in emerging growth sectors. Both women and men can equally contribute to and benefit peacefully both socially and economically. We need action from all, at our respective levels, to quicken the change”.

*Association of Professional Social Workers & Development Practitioners, India, mixed ages and professions, mostly women.*

**Numerous participants, particularly in India, called on governments to develop more inclusive employment and labour market policies.** Governments were asked to acknowledge that women have suffered disproportionately during the pandemic, adding to their pre-existing vulnerabilities. Their proposals to ensure better participation of women in the labour-force included:

- Governments can expand policies that support the activity of women entrepreneurs, offering women competitive loans, such as the existing example of Startup India.
- **Improve vocational training**, particularly in rural areas. Participants in India referred to the positive example of the Santhwanam initiative, a collaborative effort between Kudumbashree (a community organization for women's empowerment), Health Action by People (HAP), and the State Bank of India (SBI). This initiative provides women with a week of intensive technical and personal development training to enable them to become nurses and enter the job market.

- Governments were encouraged to adopt **national financial inclusion strategies**, and to put in place policies to **value and compensate unpaid care work** of women.
- Local **UN offices were asked to leverage their digital platforms and local networks to provide mentoring programmes to women and girls**, as well as to ensure wider access to UN resources and to offer networking and career opportunities to women.

**Dialogue participants called on higher education institutions to promote and support the professional talent and leadership development of women**, to create awareness among decision makers, support professional career flexibility, seek greater transparency in professional pathways and salary structure, promote better work-life balance, and engage in mentoring activities to identify and prepare future women leaders. Participants pointed to a best practice example in Japan, where the Nagaoka University of Technology established a committee for the promotion of gender equality, allocated funds for female researchers, and promoted the implementation of projects to increase the interest of girls in science and technology.

**We need “new educational paradigms that recognize the role of women as agents of change, which in turn will help identify and eliminate the barriers to political and economic participation that still maintain the old schemes of class, race and gender subordination.”**

*Online mixed dialogue organized by UNDP, ages 46-60, managers & professionals, mostly women.*

## **Ensure equal participation in politics and leadership**

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“The UN should empower a new cadre of activists by identifying and reaching out to different people, making space for new and marginalized voices, players, and activists, and including representatives from diverse fields in society in future conversations around the needs of women and girls.”

*Columbia University, USA, ages 30 and younger, students, mixed genders.*

**Dialogue participants called on national governments to include more women in political and leadership positions.** In India, participants proposed the introduction of electoral and party policy reforms and reservations systems in parliament. In Sierra Leone, participants advocated to increase women in local leadership positions through engagement with authorities at local and regional levels.

**Participants called for the UN Secretary-General and Member States to empower the female leadership of the future** and to ensure local grassroots organizations are represented in policy discussions. They also called for increased outreach activities in developing and least developed countries to inform women about UN leadership resources and to highlight their specific needs.

## **Building an inclusive educational system**

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**Participants in Azerbaijan, India and Nigeria advocated for governments and schools to develop new policies and strategies to address the gender gap in education:**

- Incorporate gender equality trainings and hire 50% women in staff positions.
- Form village education committees and mother-teacher associations to encourage and monitor girls' participation in school.
- Sensitize teachers and educational administrators to ensure they are more responsive to the constraints faced by girls.
- Conduct a gender review of curriculum/ textbooks and monitor girls' participation/ achievement.
- Provide scholarships and merit awards for girls and for villages with high rates of female enrolment.

Participants called for greater awareness of menstrual health and hygiene through school dialogues, particularly in rural areas, to **eliminate the menstruation taboo** that can stop girls attending school. They also suggested this could include increasing broader awareness among the public, increased research on the topic, policy-making and cultural discussions; and improving access to sanitary hygiene products and safe, private, clean toilets for women and girls in schools and public/community spaces.

**Participants in Nigeria and India stressed the need for governments to guarantee the foundation for increased education opportunities for women and girls, including through policies of compulsory education and to ensure reproductive health rights.**

They called on governments to enact policies that prevent child marriage to ensure girls can complete their education and pursue their economic independence.

**Participants urged the UN Secretary-General to advocate for social policies that promote a holistic approach to the educational system,**

including advocating for gender-balanced burden sharing of household duties and to encourage women to enhance their career goals. Participants encouraged the UN to organize professional trainings and seminars for women's career advancement, and to organize courses in schools to sensitize children about gender equality and women's rights.

## **Elimination of gender stereotypes**

**Participants in many dialogues suggested that individuals can take steps towards eliminating gender stereotypes in their everyday lives,** for example by using gender-neutral language, sharing care responsibilities at home, learning from women role models, mentoring and supporting other women, and discussing with children what gender equality means.

**Participants called on governments to develop awareness and education campaigns about gender equality, particularly in rural areas.** In Sierra Leone, participants proposed holding dialogues with men to advance the gender equality agenda. In Kiribati, participants advocated for greater inclusion of women in sports, through including more women in sports commissions and enhancing their participation in cultural activities such as art performances, dances and traditional games.

**Participants encouraged the UN Secretary-General and governments to ensure that gender equality is central to all policies.** In Eswatini, participants suggested that the UN collaborate with big corporations to eliminate advertising that promotes and reinforces gender stereotypes.

## Gender-sensitive policy design

### Dialogue participants called on governments to ensure gender-sensitive policy design.

Participants proposed strengthening data and statistics on women-related issues, introducing gender impact assessments of policies and budgetary planning, and allocating larger portions of budgets to women's interests and needs. Emphasis was placed on the need to provide legal aid and access to justice for women, particularly those living in vulnerable conditions.

**Participants called on the UN Secretary-General and leadership throughout the UN system to ensure the inclusion of women in senior staff positions** within the UN and other international organizations. They proposed expanding and multiplying existing projects, platforms and tools that focus on women's empowerment and the improvement of their representation in society, such as the International Gender Champions network. They proposed the creation of new platforms to allow women to highlight their needs.

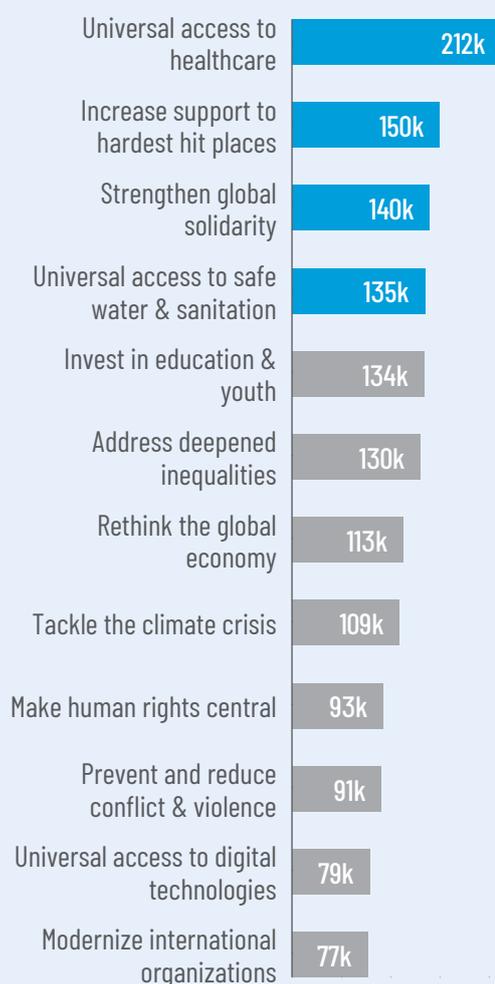
Participants also encouraged governments to include gender impact assessments in the development of their budgets and post-COVID-19 recovery plans.

## Promote the role of women in peacekeeping operations

**"The localization of Peace-building programs must involve the participation of women at every level and be supplemented by a comprehensive security plan to protect women and girls in the aftermath of a conflict."**

*Dialogue organized by UN Women, Cameroon, ages 31-45, mixed professions, mostly women.*

## UN75 Survey women respondents' immediate priorities to recover from the pandemic: healthcare, solidarity and support to hardest hit places and safe water and sanitation top immediate priorities



UN75 Survey Question: What should the international community prioritize to recover better from the pandemic? Base: 539,693 (all female respondents as from 22 April 2020, when this question was added). Participants could select up to three responses.

Participants in Azerbaijan and Cameroon highlighted the **need to engage women in peace and security discussions and to promote gender-inclusive peacekeeping strategies.**

**Participants advocated for enhanced representation of women in peacekeeping operations and for developing gender-inclusive strategies to control Small Arms and Light Weapons (SALW).** They called on the UN to:

- Facilitate the exchange of cross-regional learning for women to expand their role in small arms control and disarmament efforts.
- Provide training and education for security and defense force personnel to ensure they develop gender-responsive strategies for small arms control.
- Acknowledging that there is limited data on arms control in connection to gender, invest in best practices for data collection (particularly through innovation and social media), and develop ethical standards for their use.
- Create a sub-group within the Women, Peace and Security (WPS) community to focus on disarmament and arms control.
- Recognize the role of women's local civil society organizations and peace and security forums as important mechanisms to achieve enhanced representation of women in peacekeeping.

**When looking at the gender-disaggregated UN75 survey data, we again see variation among women respondents' immediate priorities to recover from the pandemic at the regional level.** While the top three immediate priorities among all women respondents align with the top three priorities for all respondents, women respondents

prioritized access to safe water and sanitation above more investment in education and youth programmes.

At the regional level, universal access to healthcare ranked as the number one immediate priority among women respondents in all eight regions, compared to the top priority in six of eight regions among all respondents.

In Eastern and South-eastern Asia and Sub-Saharan Africa, women respondents' prioritized universal access to healthcare as the top immediate priority, while all respondents in those two regions prioritized strengthening global solidarity and increased support to the hardest hit places, respectively.

While increased support to the hardest hit countries and communities ranked second among women respondents in Oceania and Antarctica, Northern Africa and Western Asia, Sub-Saharan Africa and Central and Southern Asia, strengthened solidarity between people and nations ranked second in Eastern and South-eastern Asia and third in Central and Southern Asia. Universal access to safe water and sanitation ranked first among women respondents in Northern America, and second in Latin America and the Caribbean and Oceania and Antarctica.

In Europe, women respondents prioritized tackling the climate crisis, after healthcare (ranking it higher than all respondents in Europe), followed by rethinking the global economy (ranking this priority lower than all respondents in Europe).

Addressing inequalities that have deepened as a result of COVID-19 ranked second among women respondents in Latin America and the Caribbean and third in Eastern and South-eastern Asia, in line with the immediate priorities of all respondents in those regions. Greater investment in education and youth

programmes ranked third among women respondents in Sub-Saharan Africa and Northern Africa and Western Asia, a higher ranking of this priority than among all

respondents in those regions, who ranked strengthening solidarity between people and nations higher.

**➤ The gender-disaggregated UN75 survey data shows variation among women respondents’ immediate priorities to recover from the pandemic at the regional level**

PRIORITY RANKING	Global women	Central & Southern Asia	Eastern & South-eastern Asia	Europe	Latin America & Caribbean	Northern Africa & Western Asia	Northern America	Oceania & Antarctica	Sub-Saharan Africa
		1st 2nd 3rd							
Universal access to healthcare	39%	35%	40%	46%	51%	50%	50%	50%	32%
Increase support to hardest hit places	28	24	26	25	28	32	25	34	32
Strengthen global solidarity	26	21	33	27	23	25	22	23	28
Universal access to safe water & sanitation	25	21	30	27	31	25	32	30	23
Invest in education & youth	25	21	24	23	25	27	19	26	30
Address deepened inequalities	24	17	33	22	31	22	30	25	26
Rethink the global economy	21	13	18	30	25	19	20	18	24
Tackle the climate crisis	20	15	22	31	23	15	31	21	18
Make human rights central	17	13	14	23	20	20	23	16	18
Prevent and reduce conflict & violence	17	13	20	16	12	19	17	20	20
Universal access to digital technologies	15	14	14	7	11	13	8	14	21
Modernize international organizations	14	12	12	9	7	12	9	15	22

UN75 Survey Question: What should the international community prioritize to recover better from the pandemic? Base: 539,693 (all female respondents as from 22 April, when this question was added). Participants could select up to three responses. Central & Southern Asia (138,297), Eastern & South-eastern Asia (60,462), Europe (71,531), Latin America & Caribbean (46,391), Northern Africa & Western Asia (31,568), Northern America (18,838), Oceania & Antarctica (9,550), Sub-Saharan Africa (160,556), Other (2,500).

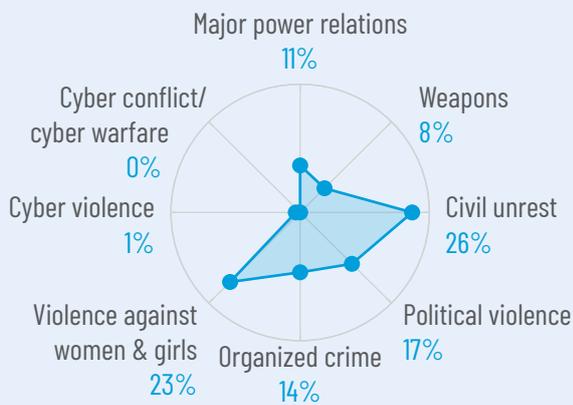
## MEDIA ANALYSIS<sup>3</sup>

### Violence against women was the second most reported issue in the media

In Europe, media focused extensively on increased domestic violence due to the pandemic lockdowns. In Latin America and the Caribbean, political femicide was prominent,

as well as government policies in relation to sexual violence. In Sub-Saharan Africa, human trafficking was a key theme.

#### Violence against women and girls was the second most reported issue globally



Source: Edelman Intelligence Discovery+ | Global | Media coverage in 70 countries, all languages | Date range: May 2019 – May 2020.

Asia & Australia	1. Civil unrest 2. Violence against women/girls
Europe & Central Asia	1. Violence against women/girls 2. Civil unrest
Latin America & Caribbean	1. Violence against women/girls 2. Organized crime
Middle East & North Africa	1. Violence against women/girls 2. Political violence
North America	1. Civil unrest 2. Political violence
Sub-Saharan Africa	1. Civil unrest 2. Violence against women/girls

3. Edelman Intelligence analysed the global media landscape to gain insights into how megatrends are covered, including the perceived role of international cooperation and the United Nations. They analysed print, broadcast and online media, including social media, in 70 countries, covering the period May 2019 and May 2020. For the full methodology, see the UN75 report "[Shaping Our Future Together](#)".

## RESEARCH SNAPSHOT<sup>4</sup>

### Academic publications

- Azcona, G. & Bhatt, A. 2020 "[Inequality, gender, and sustainable development: measuring feminist progress](#)" Gender & Development.
- Basu, S. 2016 "[Gender as national interest at the UN Security Council](#)" International Affairs.
- Gilleri, G. 2020 "[How are you actually doing, ladies? Indicators of gender equality through the lens of the UN Committee on the Elimination of Discrimination against Women](#)" International Journal of Human Rights.
- Iyer, L. & Mani, A. 2019 "[The road not taken: Gender gaps along paths to political power](#)" World Development.
- Li, Y. 2020 "[加速实施妇女、和平与安全议程——对近五年中国落实“妇女与武装冲突”战略目标的评估](#)" Journal of Shandong Women's University.
- McQuigg, R. 2018 "[Is it time for a UN treaty on violence against women?](#)" International Journal of Human Rights.
- O'Rourke, C. & Swaine, A. 2018 "[CEDAW and the Security Council: Enhancing Women's Rights in Conflict](#)" International & Comparative Law Quarterly.
- Sandler, J. & Goetz, A. M. 2020 "[Can the United Nations deliver a feminist future?](#)" Gender & Development.
- Sepúlveda Soto, D. & Rivas-Pardo, P. 2019 "[La Resolución 1325: Mujeres, Paz y Seguridad en las Operaciones de Mantenimiento de la Paz](#)" Entramado.
- Shepherd, L. 2017 [Gender, UN Peacebuilding, and the Politics of Space: Locating Legitimacy](#).
- Shinbrot, X. et al. 2019 "[Unlocking women's sustainability leadership potential: Perceptions of contributions and challenges for women in sustainable development](#)" World Development.
- True, J. & Wiener, A. 2019 "[Everyone wants \(a\) peace: the dynamics of rhetoric and practice on 'Women, Peace and Security'](#)" International Affairs.

### Policy research & reports

- Akdoğan, I. 2019 [Women's Participation in High-Level Decision Making](#), Turkish Economic and Social Studies Foundation.
- Gonzalez, A. & Jansen, M. (eds) 2019 [Women Shaping Global Economic Governance](#), Centre for Economic Policy Research, European University Institute & International Trade Centre.
- Kim, K. & Salazar, D. 2018 [Toward Gender-Focused Governance Reform in Asia](#), Asian Development Bank Institute.
- Martinez-Restrepo, S. & Ramos-Jaimes, L. (eds) 2018 [Measuring women's economic empowerment: Critical lessons from South America](#), Fundación para la Educación Superior y el Desarrollo.

4. This research snapshot includes a selection of top cited publications identified in the broader UN75 research mapping of academic and policy research focused on multilateralism, the United Nations, and the UN's areas of work, covering the six official UN languages. The research mapping was conducted in collaboration with the Graduate Institute of International and Development Studies. For the full methodology, see the UN75 report "[Shaping Our Future Together](#)".

- Security Council Report 2020 [Women, Peace and Security: The Agenda at 20](#).
- United Nations Secretary-General's High-Level Panel on Women's Economic Empowerment 2017 [Leave No One Behind: Taking Action for Transformational Change on Women's Economic Empowerment](#).
- United Nations Environment Programme et al. 2020 [Gender, Climate and Security](#).
- UN Women & United Nations Development Programme 2019 [Gender Equality as an Accelerator for Achieving the SDGs](#).
- UN Women, Women Count & United Nations Department of Economic and Social Affairs 2020 [Progress on the Sustainable Development Goals: The Gender Snapshot 2020](#).
- Woodrow Wilson International Center for Scholars 2018 [Roadmap to 50x50: Power and Parity in Women's Leadership](#).
- World Bank 2020 [Women, Business and the Law 2020](#).
- World Economic Forum 2019 [Global Gender Gap Report 2020](#).

## Commentaries & opinion pieces

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- Bossoutrot, S. 2020 "[Gender Equality: Why it Matters, Especially in a Time of Crisis](#)" World Bank.
- Horowitz, J. & Fetterolf, J. 2020 "[Worldwide Optimism About Future of Gender Equality, Even as Many See Advantages for Men](#)" Pew Research Center.
- Lieberman, A. 2020 "[25 years after Beijing, what's changed on gender equality? Not enough, experts say.](#)" Devex.
- UN Women 2020 "[On the 25th anniversary of landmark Beijing Declaration on women's rights, UN Women calls for accelerating its unfinished business](#)".

## Data resources & tools

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- [International Parliamentary Union Parline](#).
- Khurma, M. et al. 2020 [Ready to Lead: Understanding Women's Public Leadership in the Middle East and North Africa](#) [Middle East Women Leaders Index] Woodrow Wilson International Center for Scholars.
- UN Women, Women's Count, [Women's Empowerment Index](#)
- [UNICEF Data: Gender and Education](#).
- [Women Count Data Hub](#) [United Nations].