



Gender parity is a commitment, not only an aspiration

The UN Charter states that the UN shall not restrict the eligibility of men and women to participate in any capacity.

The Universal Declaration of Human Rights states that there can be no distinction or discrimination on the basis of gender.

Repeated General Assembly resolutions have reaffirmed the "goal of 50/50 gender balance in the UN system, especially at the senior and policymaking levels."



Gender parity is not new

The General Assembly first requested measures to achieve equal opportunities for women in 1970, and in 1985 set the first target at 30% overall participation of women by 1990.

The goal of 50/50 was set by the Beijing Declaration and Platform for Action in 1995. The initial deadline was for 2000, now almost 20 years past due.



Gender parity is a UN priority

The UN is the principal international standard-setting institution with a responsibility to lead by exemplifying the principles of equality, diversity, and inclusion and should model the Agenda 2030 "leave no one behind" principle.

"Gender parity at the UN is an urgent need - and a personal priority. It is a moral duty and operational necessity."

—Secretary-General Guterres



Why Gender Parity?



Gender parity benefits all

Gender parity is not against men - it is about equality.

Barriers that limit women negatively affect men - without equal parental leave, women become default primary caregivers and men are prevented from playing an active parental role and achieving a better work-life balance.

"We must be clear that these efforts are not about shifting the rules of our Organization to accommodate half of our population. It is in fact about changing the rules so that they no longer only suit half of our staff."

—Secretary-General Guterres



Gender parity modernizes the workplace

The UN must align policies with the desires of the modern workforce to continue as an attractive employer and to recruit the highest caliber of talent.

Workforce trends show preference for flexible workplaces that are responsive to professional and personal needs.



Gender parity is about maximizing talent

Greater diversity is directly correlated with gains in operational effectiveness, improving innovation, strategy, decision-making as well as results and profits.

Unconscious biases and gender stereotypes negatively impact recruitment, retention, and career advancement. Systematic bias mitigation allows the UN to capitalize on each employee's potential to optimize the overall impact of the UN's work.

Parity Of The Sexes

Iris Bohnet



Parity Of The Sexes:

Parity of the Sexes Sylviane Agacinski, 2001 Agacinski's articulation of the theory of parity helped inspire a law that went into effect in May 2000 requiring France's political parties to fill 50 percent of the candidacies in every race with women. Agacinski's model of parity does not strive for the nebulous ideal of equality between the sexes; instead, it demands a concrete formula for political contests: an equal number of female and male candidates in every election. This theory that has sparked impassioned debate across France and around the globe.

Parity of the Sexes Sylviane Agacinski, 2001 Agacinski's articulation of the theory of parity helped inspire a law that went into effect in May 2000 requiring France's political parties to fill 50 percent of the candidacies in every race with women. Agacinski's model of parity does not strive for the nebulous ideal of equality between the sexes; instead, it demands a concrete formula for political contests: an equal number of female and male candidates in every election. This theory that has sparked impassioned debate across France and around the globe.

Accidental Feminism Swetha S. Ballakrishnen, 2021-01-12 Exploring the unintentional production of seemingly feminist outcomes. In India, elite law firms offer a surprising oasis for women within a hostile predominantly male industry. Less than 10 percent of the country's lawyers are female, but women in the most prestigious firms are significantly represented both at entry and partnership. Elite workspaces are notorious for being unfriendly to new actors, so what allows for aberration in certain workspaces? Drawing from observations and interviews with more than 130 elite professionals, *Accidental Feminism* examines how a range of underlying mechanisms—gendered socialization and essentialism, family structures and dynamics, and firm and regulatory histories—afford certain professionals egalitarian outcomes that are not available to their local and global peers. Juxtaposing findings on the legal profession with those on elite consulting firms, Swetha Ballakrishnen reveals that parity arises not from a commitment to create feminist organizations but from structural factors that incidentally come together to do gender differently. Simultaneously, their research offers notes of caution: while conditional convergence may create equality in ways that more targeted endeavors fail to achieve, accidental developments are hard to replicate and are in this case buttressed by embedded inequalities. Ballakrishnen examines whether gender parity produced without institutional sanction should still be considered feminist. In offering new ways to think about equality movements and outcomes, *Accidental Feminism* forces readers to critically consider the work of intention in progress narratives.

Women's Empowerment & Gender Parity Dr. Shikha Bhatnagar, 2020-12-04 This book is a tribute to millions of women across the world who have been struggling and overcoming the odds of life in their recurring quest for empowerment and equality, firmly resolving to preserve their dignity and identity in a patriarchal milieu. Women who have raised their voice against oppression and discrimination are constantly striving to reclaim their rights by overcoming the challenges encountered in life. They are trailblazing influencers inspiring humanity to strike a holistic gender balance leading to sustainable development where both the genders take an equal and active part in leading happy lives. What is the status quo on gender equality? Why are crimes

against women increasing Can gender sensitization solve the inequity issue These are some of the paradigms that are dealt with in the book The journey of true empowerment is difficult but the resolute strength to obliterate the gender gap is unbeatable The motto is to achieve women s empowerment through gender equality and gender sensitization **There Are Two Sexes** Antoinette Fouque, 2015-02-24 Antoinette Fouque cofounded the Mouvement de Libération des Femmes MLF in France in 1968 and spearheaded its celebrated *Psychanalyse et Politique* a research group that informed the cultural and intellectual heart of French feminism Rather than reject Freud s discoveries on the pretext of their phallocentrism Fouque sought to enrich his thought by more clearly defining the difference between the sexes and affirming the existence of a female libido By recognizing women s contribution to humanity Fouque hoped uterus envy which she saw as the mainspring of misogyny could finally give way to gratitude and by associating procreation with women s liberation she advanced the goal of a parity based society in which men and women could write a new human contract The essays lectures and dialogues in this volume finally allow English speaking readers to access the breadth of Fouque s creativity and activism Touching on issues in history and biography politics and psychoanalysis Fouque recounts her experiences running the first women s publishing house in Europe supporting women under threat such as Aung San Suu Kyi Taslima Nasrin and Nawal El Saadaoui and serving as deputy in the European Parliament Her theoretical explorations discuss the ongoing development of feminology a field she initiated and while she celebrates the progress women have made over the past four decades she also warns against the trends of counterliberation the feminization of poverty the persistence of sexual violence and the rise of religious fundamentalism **Has Liberalism Failed Women?** J. Klausen, 2015-12-18 This book comes out of a conference in April of 1999 at the Center for European Studies at Harvard University on the topic of Gender Parity and the Liberal Tradition Proposals and Debates in Europe and the United States The essays are divided into three sections each of which approaches from a different angle the central question of whether liberalism has failed women The first section aims to frame the discussion by outlining the theoretical arguments for the amendments or revisions implied by the proponents of the Parity Movement in Europe and for the concerns raised by critics The second describes recent changes in party rules European legal framework and national constitutions as well as the gains made by women in response to rule change The third section provides American perspectives on the lessons that parity advocates might draw from affirmative action policies and speculations about how parity rules would work in the American context **Comparative State Feminism** Amy Mazur, 1995-08-04 Have institutional changes in governments resulted in policies that reduce gender based inequities Have such changes led to the creation of state feminism And if state feminism exists are there variations in the abilities of state structures to promote feminist political agendas in the contexts of the different political social and cultural traditions of various countries In *Comparative State Feminism* an international team of contributors analyzes these questions clearly describing the range and diversity of state structures formally responsible for promoting women s positions and rights in

advanced industrial societies In addition these contributors explore the extent to which these state offices achieve feminist goals within the social political and historical contexts of each nation state Lastly they propose based on a cross national comparison the combination of political and social factors that appears to produce state structures prone to pursuing effective state feminist action A must for students and scholars of political science international studies and gender studies this volume will also interest policymakers and others involved in the affairs of government

Gender and the Judiciary in Africa Gretchen Bauer, Josephine Dawuni, 2015-10-30 Between 2000 and 2015 women ascended to the top of judiciaries across Africa most notably as chief justices of supreme courts in common law countries like Ghana Nigeria Sierra Leone Gambia Malawi Lesotho and Zambia but also as presidents of constitutional courts in civil law countries such as Benin Burundi Gabon Niger and Senegal Most of these appointments was a first in terms of the gender of the chief justice At the same time women are being appointed in record numbers as magistrates judges and justices across the continent While women s increasing numbers and roles in African executives and legislatures have been addressed in a burgeoning scholarly literature very little work has focused on women in judiciaries This book addresses the important issue of the increasing numbers and varied roles of women judges and justices as judiciaries evolve across the continent Scholars of law gender politics and African politics provide overviews of recent developments in gender and the judiciary in nine African countries that represent north east southern and west Africa as well as a range of colonial experiences postcolonial trajectories and legal systems including mixes of common civil customary or sharia law In the process each chapter seeks to address the following questions What has been the historical experience of the judicial system in a given country from before colonialism until the present What is the current court structure and where are the women judges justices magistrates and other women located What are the selection or appointment processes for joining the bench and in what ways may these help or hinder women to gain access to the courts as judges and justices Once they become judges do women on the bench promote the rights of women through their judicial powers What are the challenges and obstacles facing women judges and justices in Africa Timely and relevant in this era in which governmental accountability and transparency are essential to the consolidation of democracy in Africa and when women are accessing significant leadership positions across the continent this book considers the substantive and symbolic representation of women s interests by women judges and the wider implications of their presence for changing institutional norms and advancing the rule of law and human rights

The Logics of Gender Justice Mala Htun, S. Laurel Weldon, 2018-03-01 When and why do governments promote women s rights Through comparative analysis of state action in seventy countries from 1975 to 2005 this book shows how different women s rights issues involve different histories trigger different conflicts and activate different sets of protagonists Change on violence against women and workplace equality involves a logic of status politics feminist movements leverage international norms to contest women s subordination Family law abortion and contraception which challenge the historical claim of

religious groups to regulate kinship and reproduction conform to a logic of doctrinal politics which turns on relations between religious groups and the state Publicly paid parental leave and child care follow a logic of class politics in which the strength of Left parties and overall economic conditions are more salient The book reveals the multiple and complex pathways to gender justice illuminating the opportunities and obstacles to social change for policymakers advocates and others seeking to advance women's rights

Challenging Boardroom Homogeneity Aaron A. Dhir, 2015-04-30 The lack of gender parity in the governance of business corporations has ignited a heated global debate leading policymakers to wrestle with difficult questions that lie at the intersection of market activity and social identity politics Drawing on semi structured interviews with corporate board directors in Norway and documentary content analysis of corporate securities filings in the United States Challenging Boardroom Homogeneity empirically investigates two distinct regulatory models designed to address diversity in the boardroom quotas and disclosure The author's study of the Norwegian quota model demonstrates the important role diversity can play in enhancing the quality of corporate governance while also revealing the challenges diversity mandates pose His analysis of the US regime shows how a disclosure model has led corporations to establish a vocabulary of diversity At the same time the analysis highlights the downsides of affording firms too much discretion in defining that concept This book deepens ongoing policy conversations and offers new insights into the role law can play in reshaping the gendered dynamics of corporate governance cultures

Transforming Gender Citizenship Éléonore Lépinard, Ruth Rubio-Marín, 2018-07-19 Explains the adoption diffusion of and resistance to gender quotas in politics corporate boards and public administration across Europe

Parité! Joan Wallach Scott, 2005-12-01 France today is in the throes of a crisis about whether to represent social differences within its political system and if so how It is a crisis defined by the rhetoric of a universalism that takes the abstract individual to be the representative not only of citizens but also of the nation In Parit Joan Wallach Scott shows how the requirement for abstraction has led to the exclusion of women from French politics During the 1990s le mouvement pour la parité successfully campaigned for women's inclusion in elective office with an argument that is unprecedented in the annals of feminism The paritaristes insisted that if the abstract individual were thought of as sexed then sexual difference would no longer be a relevant consideration in politics Scott insists that this argument was neither essentialist nor separatist it was not about women's special qualities or interests Instead parité was rigorously universalist and for that reason was both misunderstood and a source of heated debate

What Works Iris Bohnet, 2016-03-08 Shortlisted for the Financial Times and McKinsey Business Book of the Year Award A Financial Times Best Business Book of the Year A Times Higher Education Book of the Week Best Business Book of the Year 800 CEO READ Gender equality is a moral and a business imperative But unconscious bias holds us back and de biasing people's minds has proven to be difficult and expensive By de biasing organizations instead of individuals we can make smart changes that have big impacts Presenting research based solutions Iris Bohnet hands us the tools we need to move the needle in

classrooms and boardrooms in hiring and promotion benefiting businesses governments and the lives of millions Bohnet assembles an impressive assortment of studies that demonstrate how organizations can achieve gender equity in practice What Works is stuffed with good ideas many equally simple to implement Carol Tavris Wall Street Journal A practical guide for any employer seeking to offset the unconscious bias holding back women in organizations from orchestras to internet companies Andrew Hill Financial Times **In the Way of Women** Cynthia Cockburn,1991 Based on interviews and observations explores the reasons and methods of men s resistance to sex equality in a retail chain a government department a local elected body and a national trade union Paper edition unseen 16 95 Acidic paper Annotation copyrighted by Book News Inc Portland OR **The Independent** William Livingston,1912 **The Independent** Leonard Bacon,Joseph Parrish Thompson,Richard Salter Storrs,Joshua Leavitt,Henry Ward Beecher,Theodore Tilton,Henry Chandler Bowen,William Hayes Ward,Hamilton Holt,Fabian Franklin,Harold de Wolf Fuller,Christian Archibald Herter,1912 *The Independent* ,1912

The Journal of Experimental Zoology ,1929 A separate section of the journal Molecular and developmental evolution is devoted to experimental approaches to evolution and development **Courts, Politics and Constitutional Law** Martin Belov,2019-10-16 This book examines how the judicialization of politics and the politicization of courts affect representative democracy rule of law and separation of powers This volume critically assesses the phenomena of judicialization of politics and politicization of the judiciary It explores the rising impact of courts on key constitutional principles such as democracy and separation of powers which is paralleled by increasing criticism of this influence from both liberal and illiberal perspectives The book also addresses the challenges to rule of law as a principle preconditioned on independent and powerful courts which are triggered by both democratic backsliding and the mushrooming of populist constitutionalism and illiberal constitutional regimes Presenting a wide range of case studies the book will be a valuable resource for students and academics in constitutional law and political science seeking to understand the increasingly complex relationships between the judiciary executive and legislature **International Review of the Science and Practice of Agriculture** ,1925

Unveiling the Magic of Words: A Overview of "**Parity Of The Sexes**"

In a global defined by information and interconnectivity, the enchanting power of words has acquired unparalleled significance. Their capability to kindle emotions, provoke contemplation, and ignite transformative change is actually awe-inspiring. Enter the realm of "**Parity Of The Sexes**," a mesmerizing literary masterpiece penned by way of a distinguished author, guiding readers on a profound journey to unravel the secrets and potential hidden within every word. In this critique, we shall delve to the book is central themes, examine its distinctive writing style, and assess its profound effect on the souls of its readers.

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