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**Statement by**  
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**CSW MULTI-STAKEHOLDER FORUM**  
**30 January 2017, 10am - 1pm and 3-6pm**  
**UN Conference Room 3**

**Panel 2**

*“Strengthening women’s leadership and participation in the changing world of work”*

Excellencies, distinguished guests, colleagues, ladies and gentlemen,

Thank you to the organizers. Thanks to UN Women and to the excellent speakers, thank you for sharing their experiences with us today,

As we have heard in the previous panel, women throughout their working lives continue to face significant obstacles in gaining access to decent work.

In our collective route towards 2030, redoubled efforts are needed to:

- Combat gender-based discrimination and violence in the world of work;
- Promote equal pay for work of equal value;
- Enhance women participation in the labour market;
- Improve the quality of jobs for women, including by expanding social protection systems.

We also heard about the importance of protection domestic workers. We encourage all countries that haven’t done so to consider ratifying the ILO Convention 189 on Domestic Workers.

This second panel is about leadership, organization and participation.

It is about empowering women to be agents of change in shaping a world of work with greater gender equality.

The importance of strengthening the women’s role as leaders is consistently underscored by research that demonstrates the positive impact of greater gender diversity in management. Companies with more gender-balanced management teams have showed financial results. Women empowerment is good for business.

Although progress has been sluggish, there has been a rise in women's attainment of leadership positions over the past decade. Currently, women make up 30 per cent or more of all managers in 70 countries and 26 per cent of the world's chief executive officers.

The women's leadership gap is even more prominent at the level of representation in executive boards. Looking at more than 3,000 global companies, a recent study found that women held 14.7% of board seats.

Women have also become increasingly active in the trade union movement and in a growing number of organizations of informal workers and cooperatives that have been created over the last decades, particularly in developing countries.

Positive trends in women's participation in unions have led to a wider inclusion of gender issues in union campaigns and has raised the attention to issues related to women in the informal economy, and in particular the situation of domestic workers.

In addition to fair wages and working hours, women have led the way to include other very fundamental themes in the policy and collective bargaining agendas, including maternity protection, childcare services and sexual harassment in the workplace.

Policies and actions are needed from both the public and private sector to support women-owned enterprises and female cooperatives. Better governance at international, regional and national levels is critical for women's economic empowerment.

Tripartite arrangements at institutional and governmental levels can facilitate the engagement of governments, employers, and organized workers in promoting and protecting labour rights of all women workers and access to decent work and social protection.

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### **PROPOSED QUESTIONS FOR DISCUSSION**

- What **policies** and other measures have proven **effective in expanding opportunities for women in economic leadership and decision-making** positions?
- What actions are governments taking to expand opportunities for women workers and their organizations to contribute to **shaping economic policies and regulations that affect gender equality** in the world of work?
- How are national mechanisms for gender equality **prioritizing women's increased participation, leadership** and decision-making in the changing world of