GLOBAL MOVEMENT FOR WOMEN'S LEADERSHIP

Erin Ingle, Nicole Asa, Lasata Shrestha, Akhtar Badshah

June 5, 2023

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Department of Global Health | University of Washington

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AGENDA

01 Review Project Objectives

02 Present Key Findings

03 Questions & Discussion

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PROJECT TEAM

Erin Ingle

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Project Manager

Nicole Asa, MPH

PhD Student, Epidemiology

Research Assistant

Lasata Shrestha

MPH Student, Epidemiology

Research Assistant

Akhtar Badshah, PhD, MS

Public Policy, Business

Faculty Lead

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START OVERVIEW

Leverages leading content expertise from across the University of Washington

Provides high quality research and analytic support to the Bill & Melinda Gates Foundation and global and public health decision-makers

Provides structured mentorship and training to University of Washington graduate research assistants

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BACKGROUND

- The Bill & Melinda Gates Foundation has committed $230 million over 10 years to accelerate women's leadership and influence in the fields of health, law, and economics

- BMGF aims to support their efforts to accelerate women's leadership with a robust evidence base
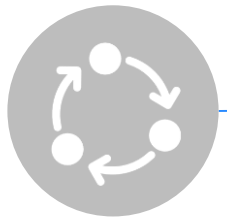
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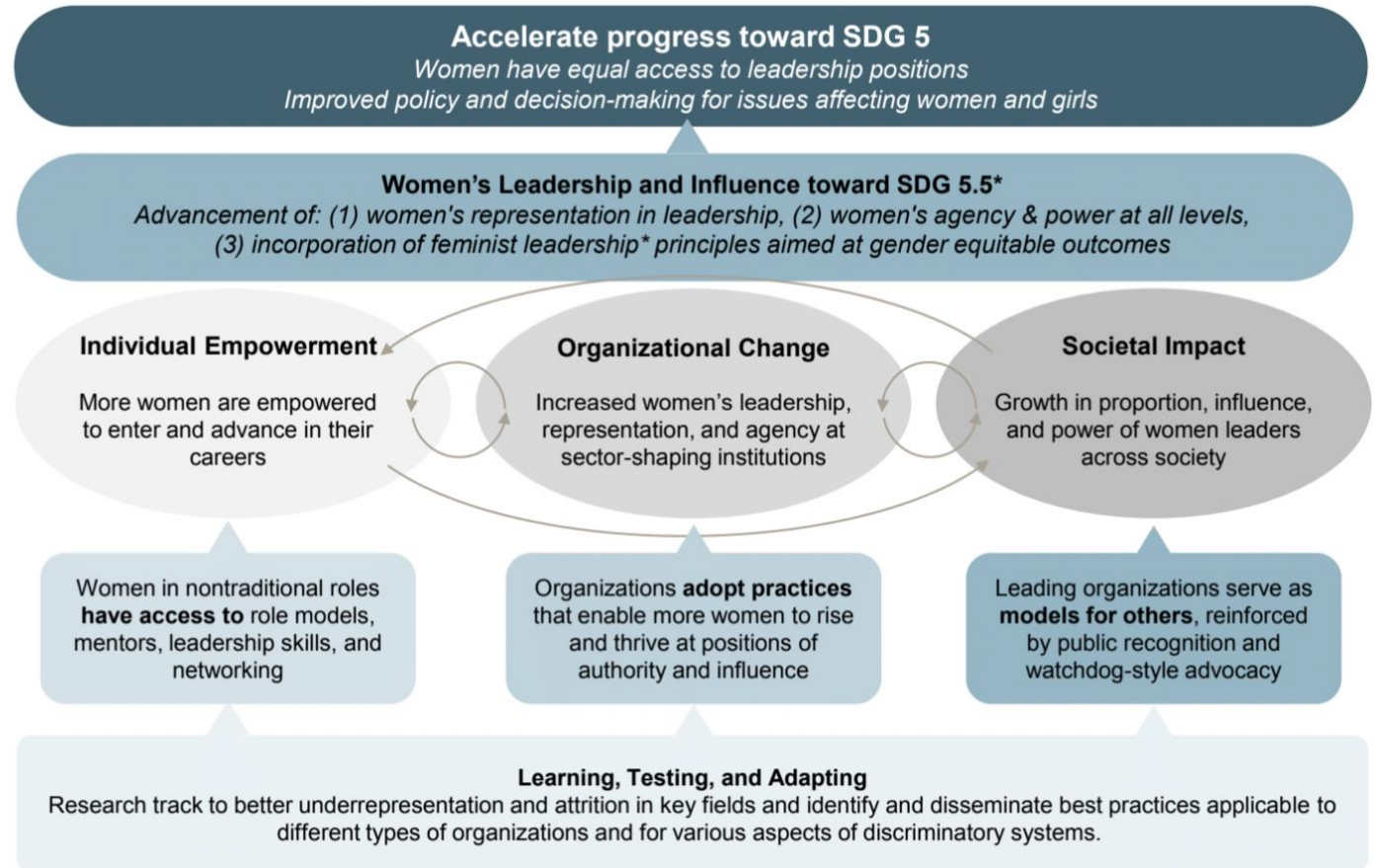
KEY PROJECT OBJECTIVES

Conduct stakeholder mapping to identify individual champions & key organizations in key sectors and geographies.

Identify best practices and global exemplars for increasing women's leadership globally.

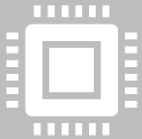Deep dive into gender quotas as a best practice.

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THE APPROACH

Literature Review

Key Informant Interviews

Stakeholder Mapping & Analysis

Final Presentation & Deliverables

KEY INFORMANTS

NAME	ORGANIZATION
Marie Berry	Inclusive Global Leadership Initiative (IGLI) and University of Denver
Sonja Tanaka	Global Health 50/50
Ravi Verma	Women Lift Health and International Center for Research on Women (ICRW)
Caroline Kwamboka	Women Lift Health and African Renaissance

Part 1: Mapping Key Individual and Organizational Stakeholders

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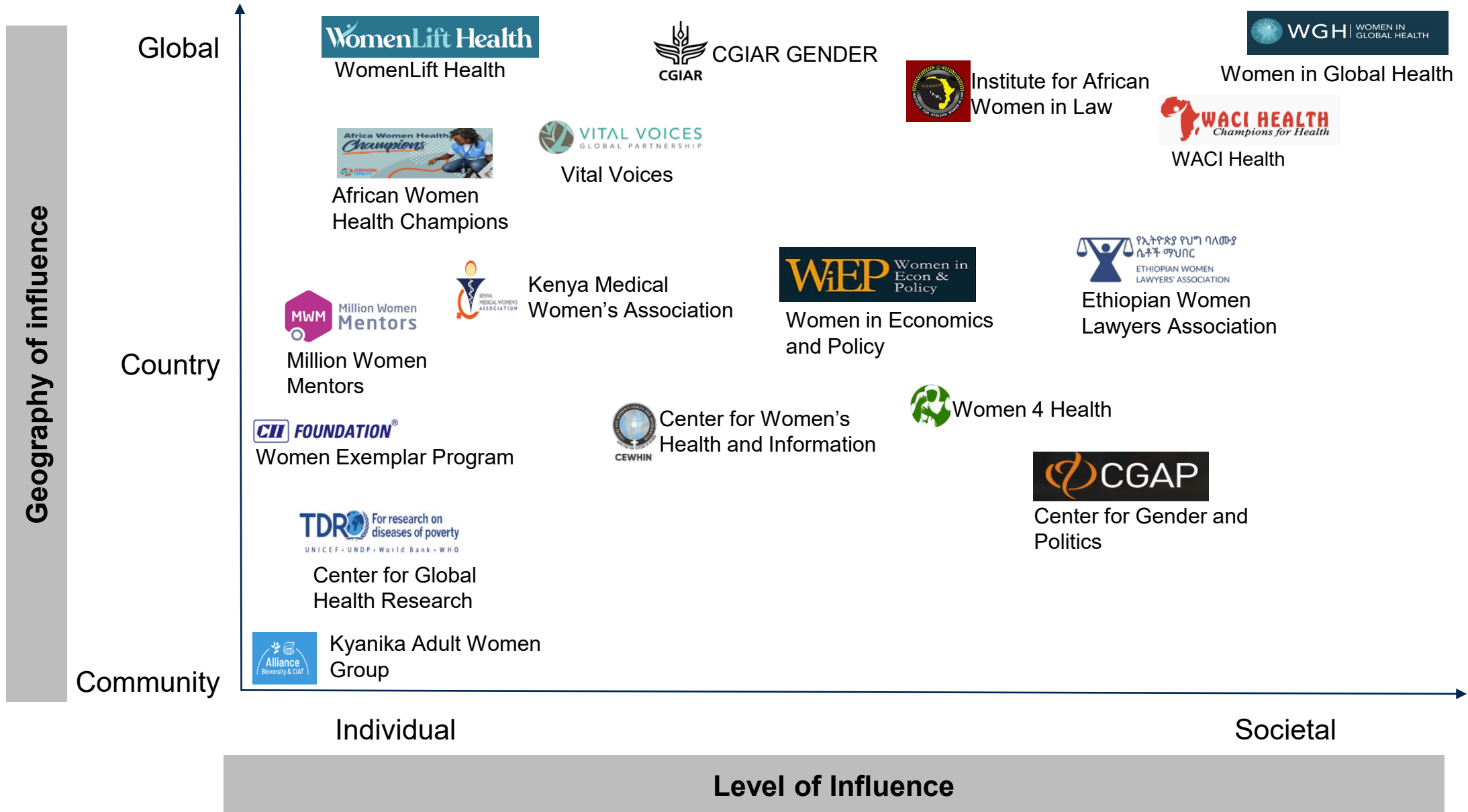
PART 1: MAPPING STAKEHOLDERS

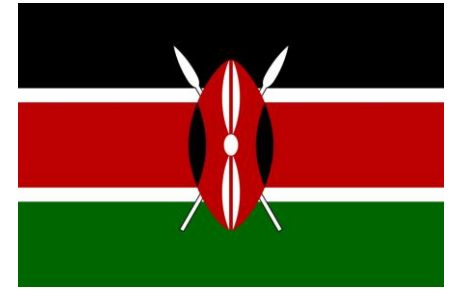| Geography	Organization	Sector (Health, Law, Economics)
Global	Women in Global Health	Health
Global	CGIAR GENDER	Health
Global	WomenLift Health	Health
Africa	the Africa Women Health Champions	Health
Africa	WACI Health	Health
Africa	Institute for African Women in Law	Law
Ethiopia	Ethiopian Women Lawyers Association	Law
Global	Vital Voices	Economics
Kenya	Kenya Medical Women's Association	Health
Kenya	Kenya Medical Research Institute, Centre for Global Health Research	Health
Kenya	Kyanika Adult Women Group	Health
Kenya	Women in Global Health-Kenya	Health
Nigeria	Women for Health (W4H)	Health
Nigeria	Women in Global Health- Nigeria	Health
Nigeria	Center for Women's Health and Information	Health
India	Woman Exemplar Program	Health
India	Women in Global Health- India	Health
India	WomenLift Health- India	Health
India	Women in Economics and Policy	Economics
India	Center for Gender and Politics	Economics
India	India Million Women Mentors Initiative	Economics
India	Vital Voices-India	Economics

FRAMEWORK OF INFLUENCE

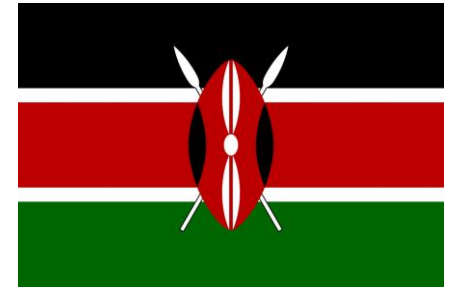| CRITERIA	DEFINITION
Geography	Location of where the organization has primary influence
Organization name	Name of the organization
Sector	The primary sectors of interest were health, law, and economics
Type of Organization	Type of organization: institution, public, private, etc.
Women led?	We defined women led as either 1) the organization stating that they were women led, or 2) more than 50% of board members or leaders being women
Size/influence of Organization	What is the size of the organization, and where does the organization have influence?
Funder	Funder of the organization
Primary Audience	Who are is the main target/audience of the organization?
Summary	Summary of the purpose of the organization
Outcomes	Summary of the impact or outcomes of the organization

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MAPPING FRAMEWORK OF INFLUENCE

Geography of influence (vertical axis: Global, Country, Community)

Level of Influence (horizontal axis: Individual, Societal)

- WomenLift Health
- CGIAR GENDER
- Institute for African Women in Law
- Women in Global Health
- African Women Health Champions
- Vital Voices
- WACI Health
- Million Women Mentors
- Kenya Medical Women's Association
- Women in Economics and Policy
- Ethiopian Women Lawyers Association
- Women Exemplar Program
- Center for Women's Health and Information
- Women 4 Health
- Center for Global Health Research
- Center for Gender and Politics
- Kyanika Adult Women Group

Key Organizations in Kenya

| Geography	Organization	Sector (Health, Law, Economics)
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Key Organizations in Kenya

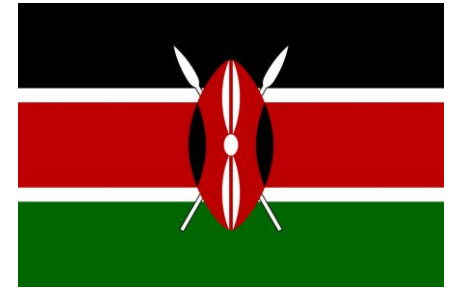| Geography	Organization	Sector (Health, Law, Economics)
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Outstanding Individual: Elizabeth Ochola
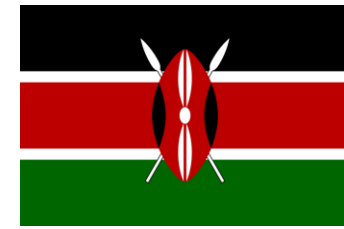
- Establish a mentoring program for early women scientists

- Would help young female researchers grow in their fields and enable more senior scientists to have the opportunity to mentor

- Academic institutions in Kenya are implementing measures to support women's participation in leadership positions

"There are few established women at universities in Kenya where aspiring scientist can seek advice, such as how to navigate the professional environment"

– Elizabeth Ochola

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Key Organizations in Kenya

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Outstanding Organization: Kenya Medical Women's Association

The Kenya Medical Women's Association has contributed to the growth of the health sector and health professionals, particularly development of women in medicine

Locally: Continuing medical education, networking events, mentoring programs

Nationally: Student mentorship and leadership, women's health initiatives and policy planning, national conferences, leadership workshops

Internationally: Conferences, participation in Women's Health activities of the UN and WHO

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Key Organizations in Nigeria

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Outstanding Organization: Women in Global Health Nigeria

- **WGH-Nigeria's goal is to be inclusive be incorporation of all genders from all career stages and levels within the healthcare space** in order to achieve gender transformative leadership

- **Aim to empower and mentor young women and girls** to enhance the current contribution of Nigerian women in the health sector and provide them with necessary skills to **seek future leadership opportunities**

- WGH- Nigeria recently launched initiative "redefining women's leadership for health equity" to advocate for gender-transformative leadership in healthcare in Nigeria and beyond

Key Organizations in India

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Outstanding Organization: Women in Economics and Policy

- The vision of the organization to promote a culture of empathy, co-learning, and democratized access to knowledge, industry insights, skills, and people

- **Mentorship programs, support with job applications to promote leadership**, podcast geared toward women, events, policy research, and newsletters which apply a **gender lens to various aspects of economic and social development**

- This program reaches its audience via mentorship programs, podcasts, events with interactive Q&A sessions, newsletters, and published resources on careers and professional development

Financial Inclusion and Women

Gender differences in time use

Women in Politics

Female Entrepreneurship

Key Organizations Globally

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Outstanding Organization: The Africa Women Health Champions

- The African Women Health Champions aims to recruit early-career women professionals to contribute to **raise awareness of gender equality and to inspire women to become health leaders**

- In March 2023, the second phase of this initiative was launched with the goal of recruiting **young women professionals to expand women's leadership in the health sector**

- There are currently 120 women who were part of the African Women Health Champions across the 38 WHO offices in Africa

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Outstanding Individual: Professor Tebello Nyokong

- Professor Tebello Nyokong is currently a distinguished professor of medical chemistry and nanotechnology at Rhodes University in South Africa

- Professor Nyokong has dedicated herself to advance the frontiers of scientific research but also to serve as a role model for women and disadvantaged individuals in science

- Aside from research, her passion is to train students and spread excellence among African women

"She is an exceptional role model and her outstanding work in training the next generation of chemists, especially women chemists, contributes to ensuring that our country remains at the cutting edge of scientific development."

– Derek Hanekom, Minister of Science and Technology

Part 2: Evidence Based Best Practices for Women's Leadership

BEST PRACTICES TO INCREASE WOMEN'S LEADERSHIP

Mentorship programs

Gender Mainstreaming Mechanisms

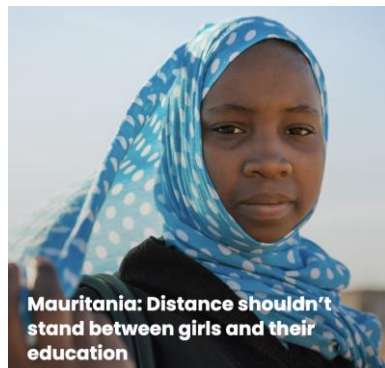Addressing structural barriers

Transform Attitudes
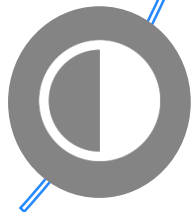
Gender Quotas

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Addressing Structural Barriers

Women's Work Roles and Their Impact on Health, Well-Being, and Career: Comparisons Between the United States, Sweden, and The Netherlands

Mauritania: Distance shouldn't stand between girls and their education

Pink tickets as Delhi rolls out free bus travel for women

New Delhi rolls out free bus travel for women in what is dubbed 'historic step' for safety and female employment.

The safety of women in the Indian capital has been under the spotlight since the 2012 gang rape [Sajjad Hussain/AFP]

01 "The focus should be to ensure these women stay in the workforce and not just included in the workforce through quotas"

02 "Fear of violence is far more pervasive than the actual violence"
- *Ravi Verma*

BEST PRACTICE 3

Transform Attitudes

01 "Gender quotas are not enough, feminist ideals are more important than the gender of the person" - Marie Berry, KII

02 Inclusive media coverage

03 Gender-sensitive civic and voter education programs

BEST PRACTICE 4

Gender Quotas

01 Safeguards for the safety of women in these positions

02 Corporate, Political, and Candidate quotas

03 Opportunities for meaningful participation

BEST PRACTICE 5

Gender Mainstreaming Mechanisms

01 Aim at drafting, promoting, and monitoring laws and policies to ensure that gender equality issues are considered in national policies.

02 **Rwanda**: The Gender Monitoring Office and The Gender and Family Promotion Unit

# Part 3: A Deep Dive on Gender Quotas

Political Gender Quotas by Country

IPU Rank by % of Total Seats Held by Women	Country	Legislative System	National Level Gender Quota Codes	% Seats Held by Women
#149	India	Bicameral	No Quota	14.6%
#181	Nigeria	Bicameral	No Quota	4.5%
N/A	Kenya	Bicameral	Reserved Seats	23.4%
#1	Rwanda	Bicameral	RS	54.7%
#2	Cuba	Unicameral	No Quota	53.4%
#3	Nicaragua	Unicameral	CQ	51.7%
#4	New, Zealand	Unicameral	PQ	50.4%
#5	United Arab Emirates	Unicameral	RS	50.0%
#6	Mexico	Bicameral	CQ	49.8%
#7	Bolivia	Bicameral	CQ	48.2%
#8	Iceland	Unicameral	PQ	47.6%
#9	Costa Rica	Unicameral	CQ, PQ	47.4%
#10	Andorra	Unicameral	PQ	46.4%
#11	Sweden	Unicameral	PQ	46.4%
#12	Finland	Unicameral	No Quota	45.5%
#13	Souty Africa	Bicameral	PQ	45.4%
#14	Norway	Unicameral	PQ	45.0%
#15	Australia	Bicameral	PQ	44.5%

Percentage of women in parliament
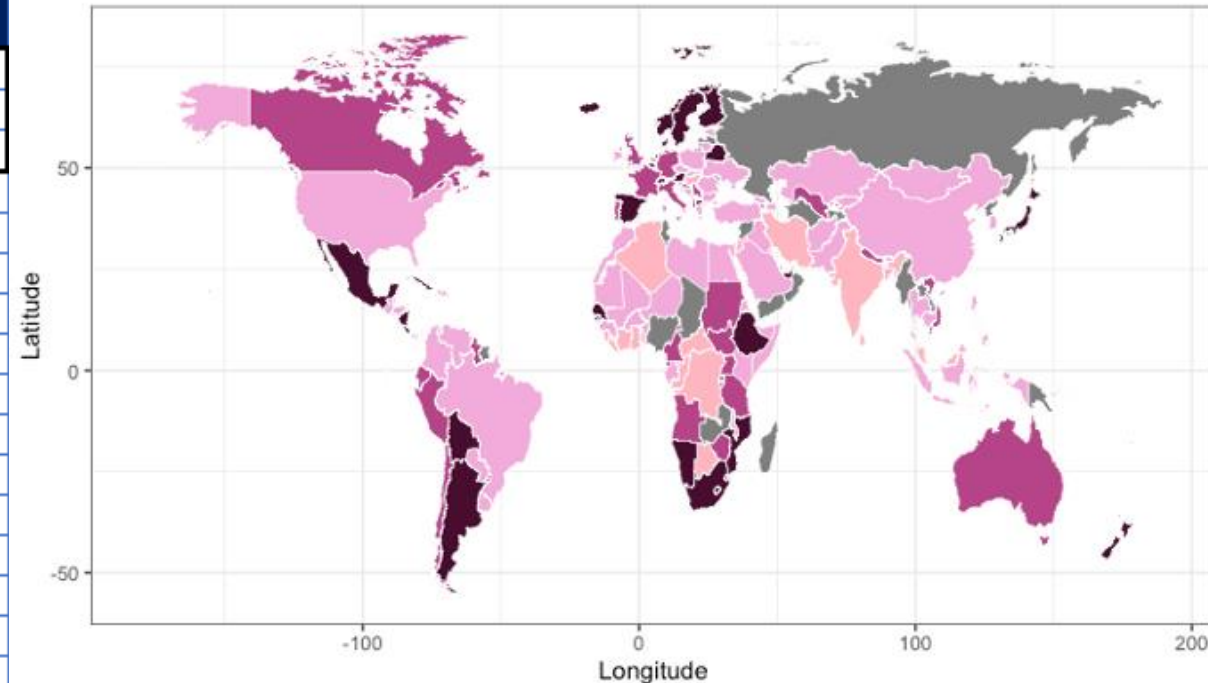
Percentage of seats held by women

- <15
- >15-30
- >=30-40
- >=40
- NA
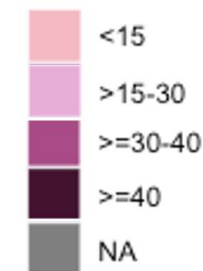
(CQ) Legislated candidate quotas: Quotas mandated through national constitutions or legislation to regulate the gender composition of the ballot.

(RS) Legislated "reserved seats: Reserve a specific number or percentage of seats in the legislature for women members. The quotas are mandated through national constitutions or legislation and are implemented through special electoral procedures.

(PQ) Party quotas: Voluntary quotas through the party's statutes and rules.

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Corporate Gender Quotas by Country

Country	Board Quota	Adoption year	Implementation year	Company type
India	>=1 board female board member	2013	2014	All listed companies and public sector companies with >USD 14M paid-up capital or >USD 42M turnover
Nigeria	>=30% female board member	2012		Nigerian commercial banks as mandated by Central Bank of Nigeria (CBN)
Kenya	2/3 members cannot be of same gender	2015		All publicly listed companies
Rwanda	30%	2008	2008	All public and private companies
Norway	40%	2003	2008	All public listed companies
Spain	40%	2007	2015	All listed companies and companies with 2250 employees
Iceland	40%	2010	2013	Companies with 250 employees
France	40%	2011	2014 (20%); 2017 (40%)	Companies with 2500 employees or €50 million revenue
Belgium	33%	2011	2017-2018	All publicly listed companies
Italy	20-33%	2011	2012 (20%); 2015 (33%)	All publicly listed companies
Germany	30%	2014	2016	All publicly listed companies and companies with 22000 employees
Portugal	33%	2017	2018 (20%); 2020 (33%)	All publicly listed companies
Austria	30%	2017	2018/2022	All publicly listed companies
Australia	30%	2015	2018	Australian Securities Exchange 200 companies
Canada	30%	2015	2021	Federal Crown corporations and other federal agencies
Denmark	40%	2008	2010	All public and private companies
Germany	40%	2015	2016	Large listed companies
Israel	>=1 board female board member	2014	2014	Companies with more than 100 employees.
Malaysia	30% voluntary quota	2011		Voluntary quota recommendation for public-listed companies
Netherlands	30%	2020	2021	All publicly listed companies
United States (California)*	>=1 board female board member	2018	2019	All publicly listed companies

GENDER QUOTAS

What makes gender quotas effective?

Most effective when they set placement mandates

Costa Rica

The 1996 quota legislation passed without placement mandates resulting in unsatisfactory electoral results in 1998 (a 40% quota returned only 19% women)

Sensitizing men to engage with and lead gender transformation

- Gender synchronized programming
- Gender equality efforts will be most effective when conducted through optimal collaboration and coordination.

Supported by enforcement mechanisms

- Reject candidate lists
- Monetary sanctions
- Restricted access to campaign funds
- Financial penalty for parity quota noncompliance

MenEngage Alliance
working with men and boys for gender equality

GENDER QUOTAS

What makes gender quotas effective?

More likely to lead to significant policy reforms if they are promoted from below

Japan

In 1999 women's groups operating at the grassroots level led policy, organizational, and legal changes by successfully conducting a major nationwide campaign, **"More Women to Assemblies!"** This led to an unprecedented increase in the number of women elected as representatives at the local level.
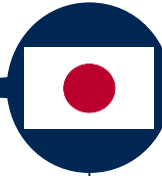

Original Articles

Japanese women in grassroots politics: building a gender-equal society from the bottom up

Yasuo Takao

Pages 147-172 | Published online: 23 May 2007

❝ Download citation   ➔ https://doi.org/10.1080/09512740701306790

27 April: South Africa's first democratic elections. Elected to the first democratically elected Parliament in South Africa.

1994

Most effective during periods of democratic transition or times of policy innovation

South Africa

Nelson Mandela's party, the African National Congress (ANC), adopted a voluntary gender quota in 1994

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GENDER QUOTAS

Positive Impacts

Improved career and educational aspirations of young women and girls

India

A randomized natural experiment in India showed that female leadership influenced adolescent girls' career aspirations and educational attainment

Allows progression into leadership

Sweden (and cross-nationally)

Research report quotas increase the likelihood that women will attain leadership positions within their parties

Legislative attention to social issues

Latin American, African, South Asian, & Western cases

Studies have found that women—both citizens and politicians— reported more concern about social issues than men

GENDER QUOTAS

Positive Impacts

Increases standards of all

Sweden

Gender Quotas and the Crisis of the Mediocre Man: Theory and Evidence from Sweden

Italy

Gender quotas and the quality of politicians (based on education)
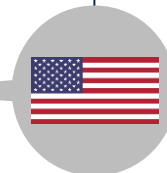
Reduce corruption

India

Women's leadership in local politics has been found to reduce corruption.

Increased institutional trust

USA

Surveys show women's presence may communicate that substantive representation has occurred and that institutions are working properly or effectively

GENDER QUOTAS

Unintended Consequences

Intersectionality

India (Delhi)
Constituencies reserved for women were are less likely to elect members of underprivileged groups and more likely to elect candidates from the Hindu upper castes

Tokenism

Nepal
Former president Bidya Devi Bhandari Women may be appointed to a position because of their gender rather than because they prioritize women's issues

Quantity vs. Quality
Women's representation was not correlated with progressive policies to combat violence against women
(Htun & Weldon 2012)

Stigmatization
The perception that women are only there because of the quota, rather than based on their own merits

Argentina
Women's increased presence in the Argentine Congress made approval of gender-related legislation less likely over time, especially when a woman sponsored the bill

Backlash and hostility

Quotas may incite a backlash among male legislators who, in reaction to the influx of new women, try to preserve power, close down spaces for women's substantive representation, and marginalize women newcomers

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Key Takeaways

Gender quotas in isolation are not enough to ensure sustainable or meaningful change

- Gender quotas should be accompanied by safeguards to prevent backlash and an uptick in violence against women

- Times of turmoil are often opportunities for gendered hierarchies of power to be renegotiated

- Gender quotas as a form of "washing face"

  - ex: Rwanda and Colombia

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Cultural Change and Readiness

2

"Success stories have a cultural appreciation for the role of women in societies as "productive, not just reproductive entities"

– Caroline Kwamboka, KII

- A supportive environment along with grassroots initiatives are essential to hold and sustain advances in gender equality

- Enact policies to support women in the workplace at all levels

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Think Beyond the Body

"When gender is the only factor considered, it becomes a space where other hierarchies are reaffirmed"

-Marie Berry, KII

- Intersectional approaches are essential

- A man who actively support women's causes may advance women's equality more than a woman who doesn't

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Appendix