

We mapped the number of women leaders in 33 of the world's largest multilateral organizations



## Where are the women leaders?

The 77-year-old United Nations Commission on the Status of Women describes itself as the principal global policy-making body dedicated to gender equality. Thanks in part to its efforts, the multilateral organizations that form part of the UN system all describe themselves as being fervently committed to "full and equal" participation of women in everything they do.

But are these values reflected in the leadership of these organizations? For decades now, the anecdotal evidence has pointed to a different reality. To bring clarity and accountability to this discussion, we've undertaken a comprehensive mapping of the gender of the leaders of these organizations. This report shows what we've learned so far.



### A male-dominated landscape

	1945 1950	1960	1970	1980	1990	2000	2010	2020
International Telecommunications Union								
Interparlamentarian Union								
International Labor Organization								
Food and Agriculture Organization								
United Nations (Secretary-General)								
United Nations General Assembly								
International Civil Aviation Organization								
International Monetary Fund								
World Bank Group								
UNESCO								
UNICEF								
World Health Organization								
World Meteorological Organization								
UN High Commissioner for Refugees								
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World Trade Organization								
Office of the UN High Commissioner on Hum	an Rights							
UN Women								

Since 1945, these organizations have collectively had a total of 382 leaders. 335 of them were men and only 47 were women.

In all, women have been in charge for only 12% of the time since 1945.

And despite recent progress, only one third of these organizations are currently headed by a woman.



### The Group of 13

	1945 1950	1960	1970	1980	1990	2000	2010	2020
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Interparlamentarian Union								
International Labor Organization								
Food and Agriculture Organization								
United Nations (Secretary-General)								
United Nations General Assembly								
International Civil Aviation Organization								
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Office of the UN High Commissioner on Hum	an Rights							
UN Women								

#### 13

of these organizations including all four of the world's largest development banks have never elected a woman as their leader.



#### **Better late than never**

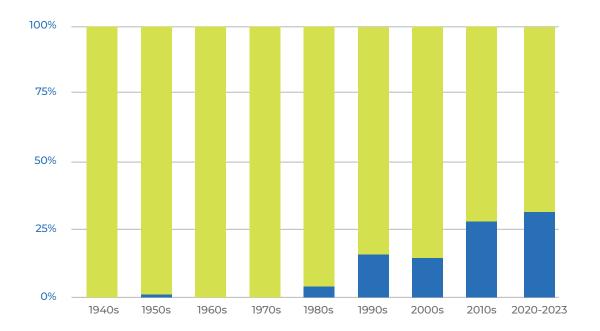
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UN Women	UN Women								

5 organizations have elected a female president only once in their entire history.



# The frustratingly slow pace of progress

When we examine the percentage of time that women have led these organizations over the decades, we can see that progress has been slow and insufficient. In the first four decades following World War II, women were nearly absent from such positions. It was only from the 1980s onwards that a positive but modest trend of increasing female leadership emerged.

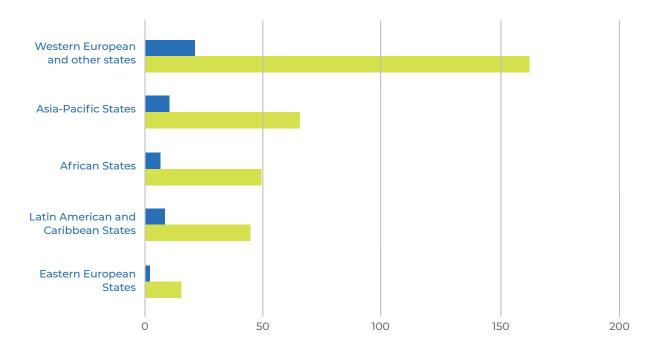




#### Across the globe, underrepresentation remains constant

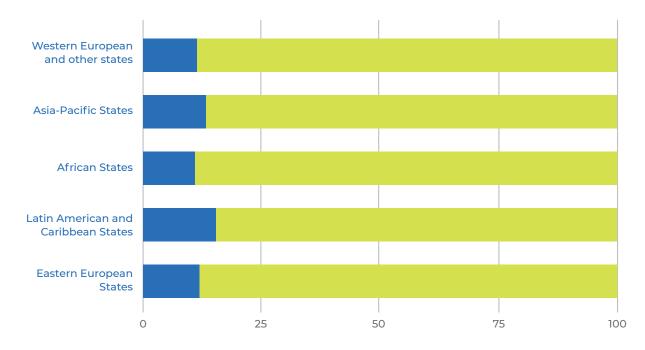
Since progress on gender equality varies globally, we analyzed the data across countries and regions. Despite slight differences in the share of women leaders by region, the message is clear: women **everywhere** are consistently underrepresented in the top jobs of the multilateral system.





#### Number of female and male leaders at 33 multilaterals since 1945 by region of origin

Share of female and male leaders at 33 multilaterals since 1945 by region of origin





Our data show that women's representation is slightly better at the organizations in charge of areas such as children, food, population and health.

But looking at the institutions that have only been run by men, one would think the world lacks female professionals with outstanding careers in politics, finance, international development, labor, nuclear energy, intellectual property, meteorology, agriculture, industrial development and maritime affairs. In fact, those fields are full of female professionals more than qualified to fill leadership positions.

### How did we do this?

The information in this report is based on publicly available sources, such as institutional websites, that list the name, nationality and gender of an organization's leaders.

Data for this report was gathered during January and February of 2023. We welcome and appreciate all comments and suggestions for providing the clearest possible picture of the role of women in these organizations.



#### **Next Steps**

In the second half of 2023, GWL Voices will publish a more extensive version of this report that will include data on the gender composition of the senior management teams and the governing bodies of each of the 33 organizations. Since not all organizations currently disclose this information (or they do so partially), GWL Voices will be making formal written requests for data that is not already published on institutional websites. Our goal is to ensure open access to reliable, comparable and accurate data in collaboration with each organization.



GWL Voices will host an event later this year to review the results of the upcoming report and prompt an in-depth debate about the specific governance reforms that could accelerate the transition to gender-balanced leadership in these organizations.

We will also publish an annual update to the report that will show which organizations are making the most progress, and will offer on-going commentary and analysis of upcoming elections in the UN system organizations.



#### **About GWL Voices**

GWL Voices for Change and Inclusion is an advocacy group for multilateralism and gender equality made up by the voices of 62 Global Women Leaders.

We believe that to achieve equitable development, women must have proportional representation at every level of multilateral organizations, from field offices to headquarters, as well as in secretariats and governing bodies. We will continue to advocate for increased participation by women until the UN system fully embodies its stated values and principles.

## We speak from experience

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**10** of the organizations have been led by 15 women that belong

to GWL Voices.



