

CEDAW's draft General Recommendation 40 Women's Access to Decision-Making Processes and Leadership Positions

Informal Working Group on Trade and Gender
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GENERAL RECOMMENDATION 40

Former GR:

General Recommendation No. 23
(16th session, 1997), Article 7 -
Political and Public Life

Equal and Inclusive Representation Decision Making Processes

Context:

Women Under-Representation:

'There are 26 countries where 28 women serve as Heads of State and/or Government. At the current rate, gender equality in the highest positions of power will not be reached for another 130 years' (UN Women, 2024)

Increasing Crises: Economic Crises, Climate Crises,
Migration Crises

New Challenges: Digitalization/AI

GR Definition:

Authoritative interpretation of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) by the Committee (art. 21 CEDAW)

ROADMAP

UN – Half Day General Discussion, UN Geneva
(around 70 written contributions)



Posting of the Draft GR 40
On-line for comments by
all interested stakeholders

11
2022

02
2023

2023
2024

03
2024

Adoption of the
Concept Note – Open
for comments

July 2023-February 2024
Expert Group Meetings:
Feministic Economic
Governance, WTI, with the
participation of the WTO
(Dr Der Boghossian)

REGIONAL CONSULTATIONS

March-April 2024

Academia

NGOs/Organizations (e.g. European Women's Lobby; International Center for Journalists)

UN Organizations (e.g. UN Women)

Regional Organizations (e.g. OSCE ODIHR)

Technical Meeting: Briefing for
or State Parties, 28 May 2024 (CEDAW 88th
session)

Final Adoption: October 2024 (CEDAW 89th
session)

'Parity is the lever of change the world needs'

Dr N. Ameline



Istanbul, Cairo, Addis Abeba, Bogotá
(forthcoming in Asia)

GR 40 Content

Overall Scope:

Achieve a Parity and Paradigm Shift

Equal and inclusive representation of women in all systems where decisions are taken, including in economic life

6 Main Objectives:

- 1) Parity 50:50; 2) Intersectional Equality
- 3) Comprehensive Approach; 4) Equal Power
- 5) Structural Transformation; 6) Civil Society Participation

Major Areas:

Gender Parity in Political and Public Decision-Making
Gender Parity in Decision-Making in the Private Sphere

**Gender Parity in Economic Decision-Making
(section V.D.)**

Dr **Nicole Ameline**,
Chair of the CEDAW WG on GR 40

Feminist Economic Framework

Reconciling Gender with Economic Decision- Making Structures

International Level: Women
Participation within IOs
Domestic Level: Women's
Leadership in Institutions
Economic Matters
Equal Actors
in Negotiating Roles

Reframing Women's Access to Justice

Accountability
Enforcement Mechanisms
Dispute Settlement Mechanisms
Economic Literacy

Engendering the Meaning-Making Process of Economic Regulation

Women Participation in the
Workforce/Business (Digital
Trade/Social Responsibility)
Women's Leadership
Development Cooperation

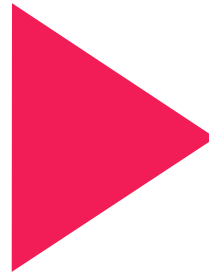
Righting Women's Time

Temporal Discrimination
Invest in Care Economy
Address Distributive
Disadvantages
(Tax/Informal Economy)
Prevent Old-Age Poverty
(Gender Pay Gap/Pension Gap)
Parity: Towards Future Generations



Parity: From a Cause to a Norm

**From
Leaving
No One
Behind to**



**Bringing
Everyone
Along**