

INTERNATIONAL **GENDER CHAMPIONS**
ANNUAL REPORT

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INTERNATIONAL
GENDER
CHAMPIONS



THE INTERNATIONAL GENDER CHAMPIONS IN 2019 IN 10 TWEETS!

Int'l Criminal Court @IntCrimCourt

Happening today: #ICC top officials host an event launching new @INTGenderChamps #TheHague Hub, organized by @Swiss_NL & @CanAmbNL at the seat of the Court, reaffirming their commitment to break down gender barriers #morejustworld #INTGenderChampions



3:33 PM - 5 févr. 2019 - Twitter Web Client

INTGenderChampions @INTGenderChamps

Thank you to the Geneva #INTGenderChampions for a fruitful launch of #WomensWeek! 🙌

Have a look at @INTGenderChamps' 2018 accomplishments, read our Annual Report: bit.ly/2XDg8KH



2:46 PM - 4 mars 2019 - Twitter Web Client

Inger Andersen @Andersen_Inger

"Gender inequality is a vast machine, composed of unequal voting rights, unequal access to education, patronising misogyny in our daily lives – we need to break all these chains." Now at @INTGenderChamps's & @IHEID's 2019 #GenderDebate #IWD2019 #INTGenderChampions



7:19 PM - 6 mars 2019 - Twitter for iPhone

Monique van Dealen @MoniqueVanDealen

We'll keep the flame burning @UNOG_DG! @INTGenderChamps

INTGenderChampions @INTGenderChamps - 28 Jun 2019

"INTGenderChampions has truly changed the way that we work", IGC co-founder & @UNOG_DG Michael Moller said at his last press conference.

Thank you Mr. Moller for your leadership! 🙌

Read what we have achieved in 2018: bit.ly/2XDg8KH



6:49 PM - 28 Jun 2019 - Twitter for iPhone

INTGenderChampions @INTGenderChamps

The #INTGenderChampions just turned 4! 🎉

In 4 years, the network has:

- onboarded +300 active Champions & Alumni
- opened 5 hubs across 3 continents
- made +1000 commitments for #GenderEquality

More info: genderchampions.com



11:57 AM - 2 Jul. 2019 - Twitter Web Client

Slovenia to Vienna @SLOtoVienna

Proud to chair the Vienna Gender Champions meeting. We discussed Impact Groups, a vehicle to expand knowledge about gender issues and promote practical actions to bring gender perspectives into the activities of international organizations in Vienna. @INTGenderChamps #Slovenia



10:38 AM - 10 oct. 2019 - Twitter for Android

Arancha González @AranchaGlezLaya

At the @ParisPeaceForum launch of the @INTGenderChamps Paris Hub w @OIFFrancophonie @OECD @UNESCO @PSIASciencesPo under the patronage of #France President @EmmanuelMacron 🇫🇷

practical solutions 2 advance #equality 🙌🙌

#multilateralism #ParisPeaceForum2019 @ITCNews



1:08 PM - 12 nov. 2019 - Twitter for Android

Maimunah Mohd Sharif @MaimunahSharif

Feeling inspired after spending time with a group of dedicated colleagues & the Speaker of the @Senate_KE Mr. @Kin_Lusaka discussing women's empowerment. Together with these passionate leaders we will make the Nairobi duty station a role model for gender equality. #orangedeworld



3:44 PM - 29 nov. 2019 - Twitter for Android

SwitzerlandUN @SwissUN

#Switzerland and @UN_Women proud to welcome @UN_POA elect @BandEjijani as an international #gender champion! #IntGenderChampions



10:55 PM - 12 sept. 2019 - Twitter for iPhone

INTGenderChampions @INTGenderChamps

"By being selected by the #ParisPeaceForum last year, IGC was recognized as a powerful catalyst to engage leaders around the world in achieving meaningful change towards #GenderEquality", @AranchaGlezLaya.

NEW We are back to present our achievements: bit.ly/2O77DnA



7:55 PM - 11 nov. 2019 - Twitter Web App



#INTGenderChampions



FOREWORD



Despite some undeniable progress in recent years and the momentum sparked by the #MeToo and #TimesUp movements, 2019 unfortunately saw increasing backlash against women's rights and gender equality in many parts of the world. Against this backdrop, we need to *"push back against the pushback"*, as stated by United Nations Secretary-General António Guterres.

According to the World Economic Forum's latest *Global Gender Gap Report*, the gender gap will take almost a century to close at current rates and technological advances could leave women further behind in the labour market.

Action is needed more than ever. And so are synergies and concerted action. Since 2015, over 400 International Gender Champions from international organisations, Member States, civil society and private sector entities have role modelled action through our core Panel Parity Pledge and personalised commitments to advance gender equality within organisations and programmatic work. We have laid the groundwork for the decade to come.

In 2019, we reached the milestone of 1,000 commitments made collectively since 2015, expanded to our fifth and sixth hubs, and deepened impact through implementation of some of our landmark declarations and toolkits.

We returned to the **Paris Peace Forum** as one of its ten winning projects for innovative global governance and launched a new chapter in Paris with the exceptional participation of President Emmanuel Macron. The **Den Haag Hub** was officially launched at the International Criminal Court, and quickly established a new **justice impact group** to create inter alia an international working definition of sexual violence. Our other impact groups developed tools and devised concrete plans for the implementation of the **Joint Declaration on Trade and Women's**

Economic Empowerment; the Declaration for Gender Responsive Standards; the Gender and Disarmament Resource pack and the Gender Responsive Assemblies toolkit. We are looking forward to building on the momentum in 2020.

2019 has also been a year of governance changes. Upon the completion of his mandate as Director-General of the United Nations in Geneva, co-founder of the network, Mr Michael Møller handed over the baton of Chair of the Global Board to Ms Arancha González, Executive Director of the International Trade Centre. The Global Board expanded to encompass members across various hubs and all secretariat functions are now hosted in a single host organisation, the Geneva Centre for Security Policy. This more robust structure has laid the grounds for greater sustainability and strengthened action.

Since Arancha González' recent appointment as Foreign Minister for Spain, I am honoured to become Chair to build on the work laid and take the network into the next phase with the support of you all. We know that we need to be more ambitious to meet the challenges ahead: to break down gendered silos and ensure norms and practices in our organisations and programmatic work are gender-responsive, for the benefit of all.

We have made progress but there is no place for complacency. And I am confident that with commitment and determination, and by working together, we can achieve tremendous advances. On behalf of the Global Board, I invite you to join us.

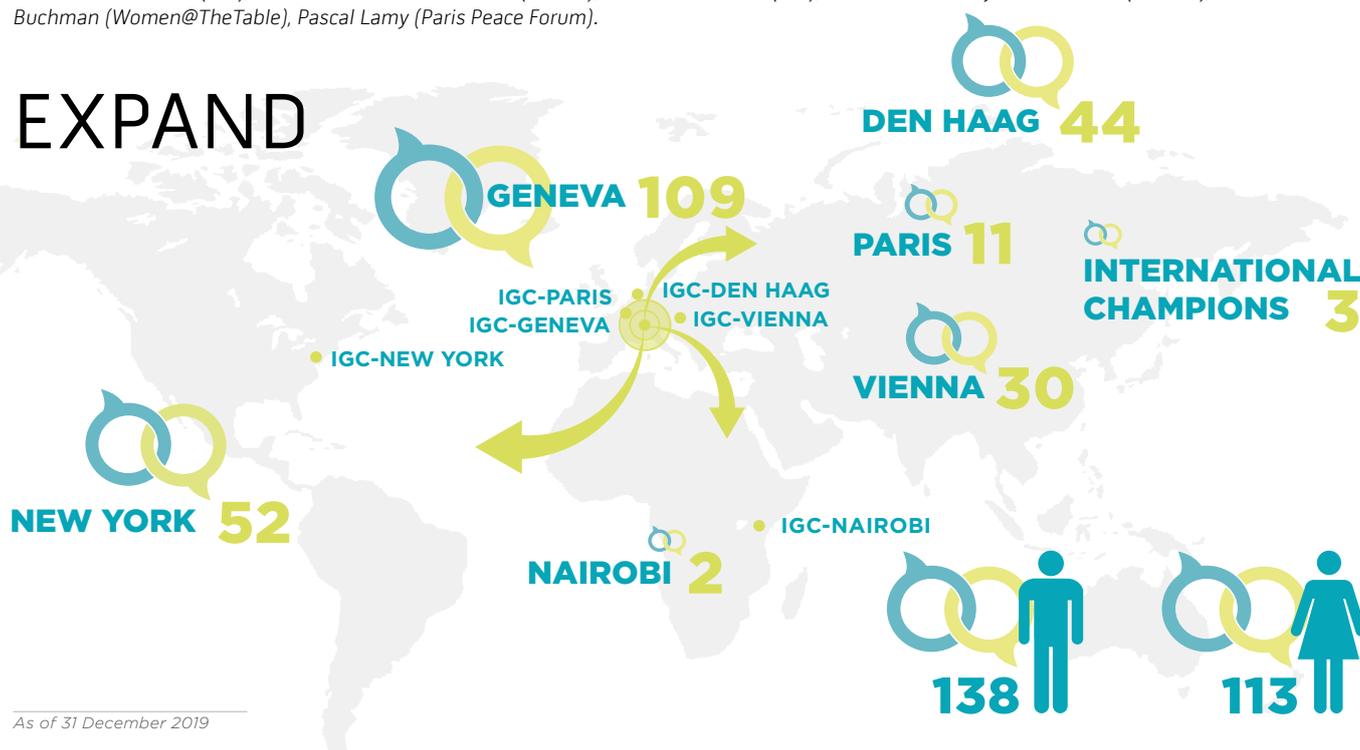
Martin Chungong
Secretary-General
Inter-Parliamentary Union
Chair of the IGC Global Board



Right: From left to right: Enrico Letta (Paris School of International Affairs, Sciences Po), Caitlin Kraft-Buchman (Women@TheTable), Arancha González (ITC), Ambassador Kristján Stefánsson (Iceland), Ambassador Ivita Burmistre (Latvia).

Left: From left to right: Enrico Letta (Paris School of International Affairs, Sciences Po), Ambassador Ivita Burmistre (Latvia), Angel Gurría (OECD), Louise Mushikiwabo (OIF), President Emmanuel Macron (France), Arancha González (ITC), Ambassador Kristján Stefánsson (Iceland), Caitlin Kraft-Buchman (Women@TheTable), Pascal Lamy (Paris Peace Forum).

EXPAND



As of 31 December 2019

FOUR AND A HALF YEARS AFTER ITS LAUNCH, THE NETWORK OF INTERNATIONAL GENDER CHAMPIONS IS NOW COMPRISED OF OVER 400 LEADERS: 251 ACTIVE CHAMPIONS AND 154 ALUMNI. ORIGINALLY LAUNCHED IN GENEVA IN 2015, THE NETWORK OF INTERNATIONAL GENDER CHAMPIONS CONTINUES TO EXPAND GEOGRAPHICALLY. 2019 SAW THE “SOFT LAUNCH” OF A NEW HUB IN PARIS AND THE “HARD LAUNCH” OF THE ONE IN THE HAGUE.

Paris

A year after its selection by the Paris Peace Forum as one of its ten winning projects for innovative global governance, the IGC was back at the Paris Peace Forum from 11 to 13 November 2019 to report on its achievements. The International Gender Champions launched a **new chapter in Paris with the exceptional participation of President Emmanuel Macron**

who demonstrated his support for the initiative.

Some ten founding members joined the Paris IGC hub, including **Angel Gurría** of the Organisation for Economic Cooperation and Development (OECD), **Audrey Azoulay** of the UN Educational, Scientific and Cultural Organisation (UNESCO), **Louise Mushikiwabo** of the International Organisation of La Francophonie, **Yvan Savy** of Plan International France, **Enrico Letta** of the Paris School of International Affairs at Sciences Po, as well as several Paris-based Ambassadors who included **Ambassador Ivita Burmistre** of Latvia and **Ambassador Kristján Stefánsson** of Iceland.

At the soft opening of the Paris Peace Forum, UN Secretary-General António Guterres expressed great satisfaction with the launch of IGC-Paris and reiterated his honour to be a member of the network.



Left: From left to right: Ambassador Heinz Walker-Nederkoorn (Switzerland), Caitlin Kraft-Buchman (Women@TheTable), Fatou Bensouda (ICC), Ambassador Sheikh Mohammed Belal (Bangladesh), Hans de Boer (VNO-NCW)
Right: Ambassador Matthew Neuhaus (Australia) and Kate Gilmore (OHCHR)

Another launch gathering a wider community of Champions will be organised in early 2020 to kick off the activities of the hub and mark the formalisation of a steering group. The Generation Equality Forum - to be hosted by France in July 2020 to mark the 25th anniversary of the Beijing Declaration - will be an opportunity to gain further momentum to accelerate progress towards gender equality in Paris.

Den Haag

2019 saw the official launch of the International Gender Champions - Den Haag Hub at the International Criminal Court (ICC) on 5 February organised by the Embassies of Canada and Switzerland, co-chairs of the hub in The Hague. The event featured a panel discussion with Ambassador Heinz Walker-Nederkoorn of Switzerland, ICC Prosecutor Fatou Bensouda, Ambassador Sheikh Mohammed Belal of Bangladesh, Caitlin Kraft-Buchman, Executive Director of Women@TheTable, as well as Hans de Boer, Chairman of the Confederation of Netherlands Industry and Employers (VNO-NCW).

At the end of 2019, the hub counted more than 40 ambassadors and heads of international organisations. Throughout the year, a solid network of Focal Points was also built at the working level to support the International Gender Champions in their work and to liaise with the other IGC hubs. In June, the Ambassadors of Canada and Switzerland invited their fellow International Gender Champions to a breakfast at the Swiss Residence to share experiences and best practices implementing their personal commitments, as well as to discuss avenues for action to concretely advance gender equality in their spheres of influence.

The Den Haag Champions also organised a variety of activities throughout the year as part of their commitments and participated in other events focusing on gender issues. On the occasion of International Women's Day in March, Ambassador Matthew Neuhaus of the Netherlands hosted a talk featuring a keynote speech by human rights thought leader, Kate Gilmore, UN Deputy High Commissioner of Human Rights (OHCHR), on the topic "Gender Equality in a Populist World".

In July, Europol organised the first "Europol Diversity Day" at its headquarters. The one-day conference served to explore challenges and opportunities linked to diversity in law enforcement and touched upon a wide range of topics including gender, LGBTI, multiculturalism, disability, career management and work-life balance. Workshops gave participants the opportunity to identify concrete recommendations to be more inclusive in the police's daily practices.

In October, the Embassy of Ireland, in partnership with the Dutch Ministry of Foreign Affairs organised the panel discussion "Blazing a Trail", which shed light on trajectories of women in the past, present and future in Irish and Dutch diplomacy.

Another highlight of the year was the launch of a networking group of Italian, Dutch and international female entrepreneurs and professionals involved in Dutch-Italian economic relations by Ambassador Andrea Perugini of Italy, as part as his Champion's commitment. In its first year of existence, the group already produced a set of guidelines and best practices to inspire and complement women's career progression policies.

DEEPEN THROUGH COMMITMENT

MAKING THE NETWORK OF INTERNATIONAL GENDER CHAMPIONS STRONGER GOES FAR BEYOND EXPANDING. IN 2019, THE INTERNATIONAL GENDER CHAMPIONS FOCUSED ON DESIGNING INNOVATIVE SOLUTIONS, CRAFTING STRONGER COMMITMENTS AND DEEPENING THEIR IMPACT IN ORDER TO DRIVE MEANINGFUL CHANGE IN THEIR ORGANISATIONS AND PROGRAMMATIC OUTCOMES.

ACHIEVING GENDER PARITY

Women's meaningful participation in the discussions which will shape our future is the first step towards developing inclusive, gender-responsive policies and ideas. Similarly, including men's voices in discussions that are traditionally dominated by women is key to shifting mindsets.

The **Panel Parity Pledge** – whereby Champions pledge to no longer take part in single-sex panels– is common to all members of the network and remains at the core of the International Gender Champions initiative. Since its launch in 2015, it has significantly contributed to making the notion of “manels” truly obsolete in the hubs where the IGC operates.

In 2019, according to the responses shared by Champions through the Annual Survey, **73% of them had not participated in any single-sex panels in 2019**, a four-point increase as compared to 2018. The other 27% took part – in most cases – in one to a maximum of five single-sex panels.

Champions are provided with guidelines and also come up with best practices to address the issue of all-male or all-female panels. Most of them systematically evoke the Panel Parity Pledge in the early stages of the event

We / I

First Name _____
Family Name _____



INTERNATIONAL
GENDER
CHAMPIONS

support the IGC Panel Parity Pledge.
The International Gender Champions Panel Parity Pledge is both a concrete process and a thoughtful internal and external exercise for the conference organizer and potential panelist.

The reflective nature of the process should ensure that there is a conversation each time a panel is composed, and that the process of including high performing dynamic female experts will eventually become reflexive, rendering the 'International Gender Champions Panel Parity Pledge' obsolete.

1. What are you doing to ensure gender balance at your event?
2. Are there any women, or equal numbers of women, speaking on the panel/s?
3. (If not), have the organizers reached out to female experts?
4. (If not), can we share our evolving list of dynamic experts in the field that happen to be women?
(This list is composed by the potential panelist or organization. It also has the knock on effect of the potential male panelist championing a number of brilliant and knowledgeable female colleagues)
5. Are conference organizers using the list to identify and invite expert women panelists?

organisation and convey that representation of both genders on the panel is a condition of acceptance of the invitation.

Very few had to decline invitations because all scheduled panellists were of the same gender. In addition, when Champions asked for a change in the composition of a panel, their requests were met in 76% of cases. This not only demonstrates that simply evoking the Pledge is oftentimes sufficient to fix gender imbalances and promote female panellists, but also that active leadership is key to the success of the Panel Parity Pledge.

There are a number of strategies that Champions adopt when they find themselves obliged to participate in women-only or men-only panels (oftentimes due to last-minute cancelations by other panellists):

- Refuse to participate and ask a colleague of the opposite gender to speak on their behalf
- Address the issue specifically in their opening remarks
- Only take questions from women in the audience when only men have had a chance to speak on the panel or vice versa
- Recruit an expert from the opposite gender they know from the audience
- Add an empty chair



Antonio Hodgers at the Geneva International Motor Show

In March 2019, Champion Antonio Hodgers, the President of the Canton of Geneva, publicly called on the iconic Geneva International Motor Show (GIMS) to step up its efforts to advance gender parity. When he was invited to deliver a speech, Antonio Hodgers realised that he would have to sit among a lineup of men. To comply with the **IGC Panel Parity Pledge**, he decided to let Michèle Righetti, the State Chancellor, take the floor on behalf of the Canton.

"We first suggested that the organisers invite a woman to speak but came to the realisation that there was none in the Motor Show Council!", he said. In a largely male-dominated environment, his gesture comes as a much-needed call for more gender balance. "This is the strength of the IGC initiative: it highlights situations where women are largely under-represented or even absent". As he explains, the Pledge has had a transformative impact on the gender ratio of the events to which he has been invited.

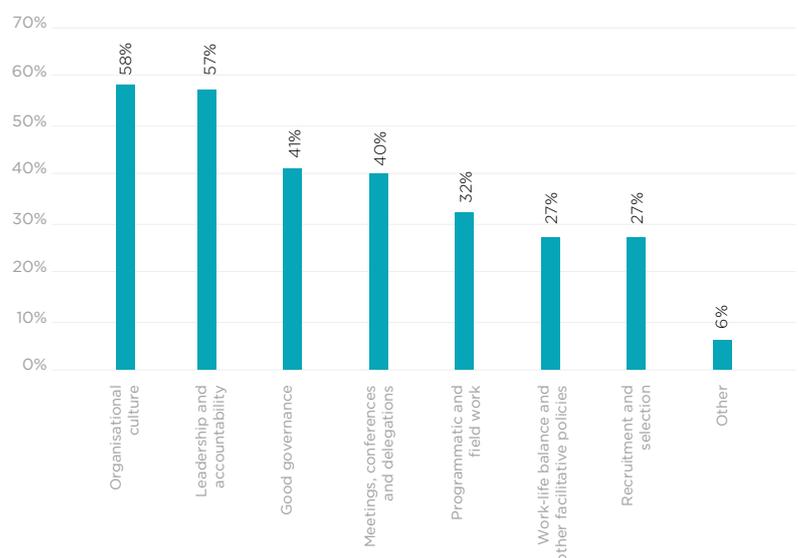
A THOUSAND STEPS CLOSER TO GENDER EQUALITY

In addition to the Panel Parity Pledge, Champions undertake two personalised commitments per year to advance gender equality in their organisations and/or programmatic work. They are crafted to be SMART (Specific, Measurable, Achievable, Realistic and Time-bound). Champions report on the progress made towards their commitments, as well as on remaining gaps and challenges, every year through the IGC Annual Survey.

Some 444 commitments were made in 2019. As in previous years, the two main focus areas of the Champions' commitments were organisational culture and leadership, with a significant uptake in the number of commitments touching upon workplace culture and practices. Those included among other things holding gender-focused trainings including on unconscious bias, staff surveys on gender perceptions, including a gender perspective in all townhall meetings and internal policies.

Focus areas of commitments

(each commitment can touch upon multiple areas)



More than two thirds of the commitments were successfully accomplished in 2019, with a notable three-point increase as compared to 2018. One third were met partially. Only one commitment was not achieved, out of the 272 commitments which were reported on.

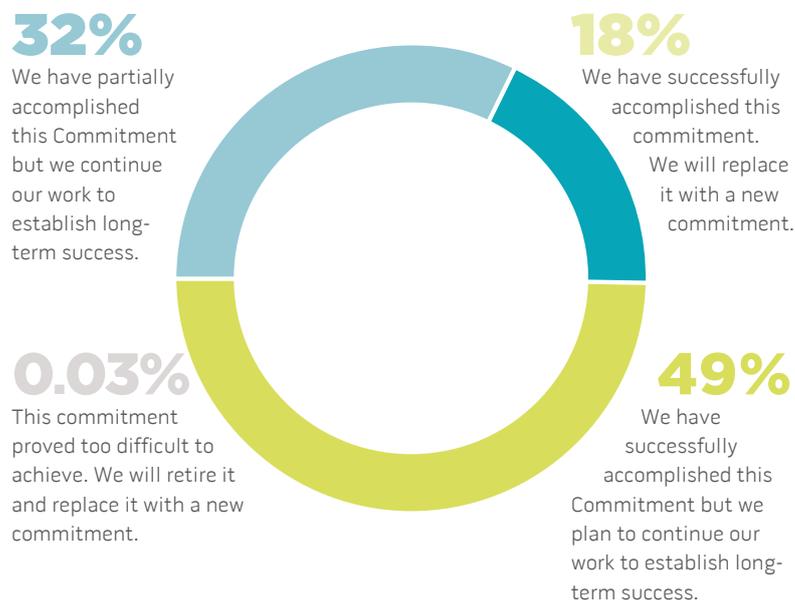
A key factor in the successful realisation of the commitments was the engagement of employees, which remains the primary means used by nearly half of the Champions to realise their pledges.

Encouragingly, **more gender-related programmes** were developed in 2019 (for 15% of the commitments) as compared to 2018 (12%). This echoes another positive development reported by Champions in the Annual Survey: 27% of them shared that the IGC network had spurred new programs targeted at gender equality (including gender-responsive budgeting) in their hubs, as opposed to 19% in 2018.

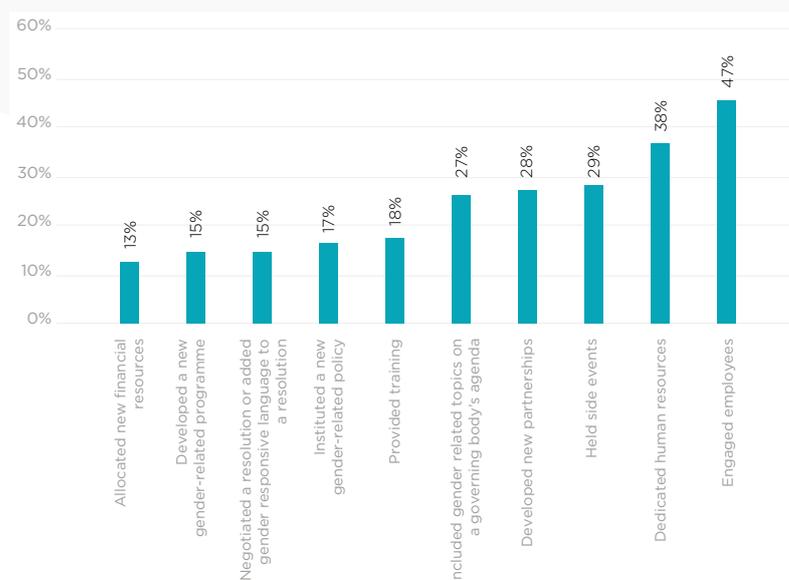
Transformative changes in the network's member organisations are clearly underway. 91% of respondents shared that since becoming Champions, gender equality was integral to their organisations' strategic objectives and programmatic outcomes. Interestingly, **the Champions' commitments and priorities seem to increasingly cascade down onto all levels of the member organisations**. Senior leaders have become more responsive to gender issues according to 87% of survey respondents (as opposed to 80% in 2018), one reason being that more of them had completed gender-focused trainings. While Champions had reported some resistance or lack of awareness from middle-managers in previous years, the latter seemed to be significantly more responsive to gender-related issues in 2019 (80% of them) as compared to other years (62% in 2017).

Although some challenges remain, the most prominent of which were the lack of time and resources, the 2019 survey demonstrated that Champions, through their renewed commitments, are steadily driving change in their organisations and beyond. **The perception of Champions is that the pledges proved – once again – to have a significant impact** (in 82% of the cases) and **to lead transformative change** (69%). Encouragingly, these numbers significantly increased as compared to 2018.

Status of the Champions' commitments at the end of 2019



Actions taken by Champions to achieve their commitments



DEEPEN THROUGH COLLABORATION

THE INTERNATIONAL GENDER CHAMPIONS ALSO STROVE TO STRENGTHEN THEIR COLLABORATION AND GALVANISE THEIR JOINT EXPERTISE IN ORDER TO AMPLIFY THEIR ACTION IN THE HUBS WHERE IGC ALREADY OPERATES.

Geneva

Throughout the year, the International Gender Champions supported the organisation of many events, including International Women's Week from 4 to 8 March 2019. The first biannual Meeting of Champions in Geneva served to kick off this one-week celebration and launch the 2018 Annual Report. On this occasion, Geneva-based Champions were also given the opportunity to take stock of their achievements and to discuss the way forward.

In the tradition of the Oxford Union debates, the International Gender Champions held their third **Annual Geneva Gender Debate** during International Women's Week on "Is gender-neutral language a necessity for gender equality?". Four Champions - namely Inger Andersen (IUCN), Arancha González (ITC), Ambassador Michael Gaffey (Ireland) and Elhadj As Sy (IFRC) - debated the pros and cons of this motion in front of a full room of students, civil society representatives and diplomats. According to the public's vote, gender-neutral language was not a necessity for gender equality... Gender equality was the necessity!

In 2019, thanks to the leadership of three International Gender Champions, time was up for gender-discriminatory language in the so-called UN "Blue Book", the publication compiling the names of Ambassadors and diplomatic staff serving at Permanent Missions and Delegations to the United Nations. In Geneva, the Blue Book is

traditionally released in French and since the creation of the UN, used to feature masculine diplomatic titles only ("Ambassadeur" instead of "Ambassadrice").

Some International Gender Champions, led by Ambassador Valentin Zellweger of Switzerland and Ambassador Henri Monceau of the International Organisation of La Francophonie, gathered the support of numerous French-speaking Missions based in Geneva to request the **feminisation of all diplomatic titles in the Blue Book**. Former Director-General of the United Nations Office at Geneva and co-founder of IGC, Michael Møller, immediately welcomed this initiative. "How can a woman feel legitimate in a world where she is not only under-represented, but also has to take on a masculine name?", he stated.

In November 2019, Champions gathered for the second biannual meeting with the exceptional participation of Ruth Dreifuss, the first female President of Switzerland and a longstanding advocate for gender equality. She shared her experience with advancing this cause which to her, remained the longest, largest, most peaceful and unfinished revolution of our times. "With the International Gender Champions, we now have the commitment of those who have the power to change things", she stated.



Left: Michael Møller (UNOG) and Ambassador Makeda Antoine-Cambridge (Trinidad and Tobago). *Photo credits:* Magali Girardin.

Right: From left to right: Elhadj As Sy (IFRC), Inger Andersen (IUCN), Ambassador Michael Gaffey (Permanent Mission of Ireland), Arancha González (ITC).

Left: From left to right: Corinne Momal-Vanian (UNOG), Ambassador Henri Monceau (OIF), Garance Stettler (Permanent Mission of Switzerland), Michael Møller (UNOG), Alessandra Vellucci (UNOG), Ambassador Valentin Zellweger (Permanent Mission of Switzerland). *Photo credits:* UN Photo/ Jean Marc Ferré.

Left: Ruth Dreifuss. *Photo credits:* GCSP/ Cristhian Muñoz.



From left to right: Ambassador Alicia Buenrostro Massieu (Mexico), Elena Sokova (VCDNP), Ambassador Solano Ortiz (Costa Rica), Ambassador Heidi Hulan (Canada), Caitlin Kraft-Buchman (Women@TheTable), Ambassador Barbara Žvokeļj (Slovenia), LI Yong (UNIDO), Ambassador Gabriela Sellner (Austria), Alison Drury (Australia), Roger Howsley (World Institute for Nuclear Security)



New York

In New York, the hub leaders endeavoured to strengthen the network of Champions and focal points in 2019 and formed a wider steering group now encompassing the Permanent Missions of Switzerland, Albania, Argentina, Hungary, as well as the Office of the UN Under-Secretary-General of Management Strategy, Policy and Compliance.

A number of gender-focused events were organised and sponsored by IGC-New York to increase the visibility of the network. During the High-Level week of the 74th General Assembly, two events were organised on the “Women, Peace and Security Focal Points Network” and on the “Spotlight Initiative - Progress and perspectives on eliminating violence against women and girls”, among others.

The hub leaders in New York also promoted the IGC Gender-Responsive Assemblies toolkit in 2019 and sent hardcopies to all the Permanent Representatives based in New York to encourage implementation.

Vienna

In 2019, the Vienna hub focused on deepening its impact work and identifying key areas for transformative action. On the occasion of both a focal points meeting and a Champions meeting, members of the Geneva hub briefed Vienna counterparts on how to create and foster an IGC impact group, as well as on the milestones that have been achieved by those groups in Geneva.

At the Annual Meeting in October 2019, Vienna-based Champions thus discussed ideas and themes with Caitlin Kraft-Buchman who joined the Champions in person and Arancha González, Executive Director of the International Trade Centre and Chair of the IGC Global Board, via VTC. This cross-hub experience-sharing exercise allowed Vienna-based Champions to identify potential themes - such as organisational culture, artificial intelligence/new technologies or nuclear issues - and paved the way for strengthened cross-hub collaboration in the field of IGC impact groups. The first Vienna impact group is expected to be launched in the context of International Women’s Day in 2020.

From left to right: Ambassador Andrej Benedejčič (Slovenia), Yury Fedotov (UNOV/ UNODC), Matt Wallaert, Ambassador Alicia Buenrostro Massieu (Mexico), Lassina Zerbo (CTBTO), Ambassador Brendon Charles Hammer (Australia), LI Yong (UNIDO)





*Middle and right:
IGC-Nairobi sign-on
event with Maimunah
Mohd-Sharif (UN-
Habitat)*

Over the course of 2019, IGC-Vienna also organised a number of gender-focused events. On the occasion of International Women's Day, **"Men as Champions of Gender Equality"** was led by six Gender Champions: Ambassador Brendon Hammer of Australia, Lassina Zerbo of CTBTO, Ambassador Alicia Buenrostro Massieu of Mexico, Ambassador Andrej Benedejčič of Slovenia, LI Yong of UNIDO and Yury Fedotov of UNOV/UNODC. This event highlighted men's responsibility, particularly those in leadership positions, in advancing gender equality and addressing the barriers that women continue to face in the workplace and society.

In 2019, the first-ever Vienna Discussion Forum to mark the **International Day for the Elimination of Violence against Women** was also led by five Champions, namely Ambassadors Pirkko Hämäläinen of Finland, Kjersti Andersen of Norway, Mikaela Kumlin Granit of Sweden, as well as LI Yong of UNIDO and Yury Fedotov of UNOV/UNODC. Focusing on UNIDO and UNODC's respective mandates, the Forum examined crime prevention, criminal justice responses and women's economic empowerment as means to end violence against women. **The Forum's summary paper, compiling main recommendations emanating from the discussion, is expected to feed into the Beijing+25 review process.**

Nairobi

Under the leadership of UN-Habitat Executive Director and UN Nairobi Acting Director Maimunah Mohd-Sharif, IGC-Nairobi's 2019 activities focused on recruiting a solid community of Champions among the diplomatic and national leadership.

A sign-on event was organised in November 2019 in collaboration with the Embassy of Costa Rica and UN Environment with a view to expanding the network in Nairobi and discussing the way forward. This discussion also featured the participation of Kenya's Resident Coordinator Siddharth Chatterjee, Roger Yates of Plan International and the Speaker of the Senate of Kenya, Kenneth Lusaka.

Inger Andersen of UN Environment (an IGC Geneva Alumna), Ambassador Marta Juarez Ruiz of Costa Rica, and other Ambassadors who attended pledged to join the network and to support a more official launch in March 2020 with a target of at least 20 Champions.

In 2019, Maimunah Mohd Sharif pledged to extend the Panel Parity Pledge and promote gender balance across all UN-Habitat's speaking events organised in the context of UN-Habitat's World Urban Forum in February 2020 to feature gender parity.

Paris Peace Forum 2019 - © Stephane Sby Balmy

TRANSFORM



WITH THEIR COMMITMENTS, NETWORKS AND COLLABORATION, THE INTERNATIONAL GENDER CHAMPIONS HAVE AN INCREASING INFLUENCE ON THE WAY POLICIES AND LAWS ARE SHAPED IN THEIR FIELDS OF EXPERTISE.

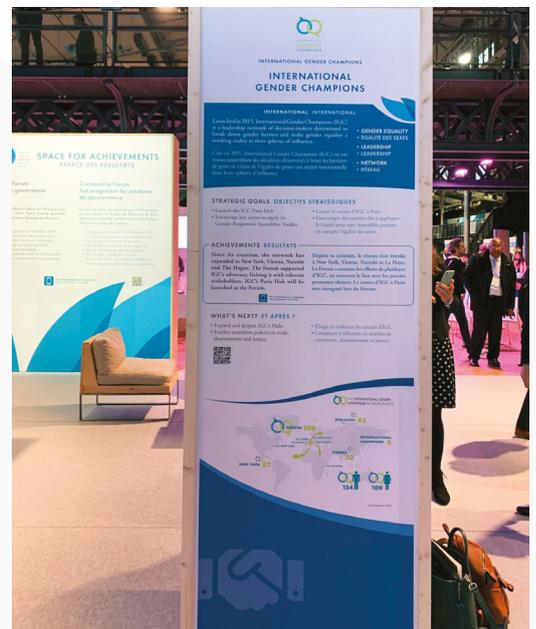
PARIS PEACE FORUM: BRIDGING THE GOVERNANCE GAP

Gender equality is a precondition for building good governance, achieving peace and realising sustainable development.

Recognising that the global challenges we face today transcend borders and that collaboration is becoming increasingly difficult as countries turn inwards, the Paris Peace Forum seeks to bridge the governance gap and foster international cooperation and collective action. More specifically, the Forum's mission is to showcase and give a platform to concrete governance solutions and projects that are making a difference.

The International Gender Champions initiative had been selected by the first Paris Peace Forum in 2018 as one of its ten winning projects for innovative global governance. The selection of the IGC initiative demonstrated that **closing the gender gap is not only a precondition to closing the governance gap and realising a peaceful and sustainable world, but also a catalyst for it.**

In November 2019, the International Gender Champions were invited by the Paris Peace Forum to report on their achievements. The IGC Secretariat pitched "*A thousand steps closer to gender equality*", highlighting the impact of each personal step by leaders and the cascading influence on culture, practices and norms in multilateral hubs. The Paris Peace Forum served as an opportunity to showcase how the **network increasingly impacts organisational culture, parity, and mindsets change** among its member organisations, as well as **transforms programmatic work and policies in trade, disarmament, standards or justice.**





Left: Ambassador Athaliah Malokomme (Botswana) and Arancha González (ITC). Photo credits: WTO/Jay Louvion.

TRADE: BEYOND THE BUENOS AIRES MOVEMENT, IMPLEMENTATION

In 2017, the adoption of the **Buenos Aires Declaration on Trade and Women's Economic Empowerment** - developed and led by the IGC trade impact group (TIG) - by over 120 members and observers of the World Trade Organisation (WTO) was a true milestone in this field. During the course of 2019, the Declaration welcomed six new supporters, namely Andorra, Bahamas, Belarus, Ethiopia, Georgia, and Maldives.

Since the launch of the Declaration, the main objective of the trade impact group - co-chaired by the International Trade Centre, Botswana and Iceland - was to **support its implementation**. In 2018 and 2019, the Group thus organised a series of six seminars focusing on women's participation in international trade and welcomed several new members in meetings and activities, demonstrating the growing importance of the nexus of trade and gender in the Geneva community.

- In March 2019, a seminar co-hosted by Iceland, Botswana, and UNCTAD, in cooperation with WTO and ITC, highlighted the **role of trade agreements in promoting gender equality, gender considerations in Free Trade Agreements (FTAs), and regional integration agreements**. This session provided members with the opportunity to reflect on new approaches on how to include gender provisions in trade agreements.
- In July 2019, the European Union, Senegal, and Trinidad and Tobago co-hosted a seminar focusing on **Women in Digital Trade**, which shed light on the current opportunities, challenges, and key issues for women.

- In October 2019, Rwanda, the International Trade Centre, and regional development banks, including the African Development Bank, Asian Development Bank, Inter-American Development Bank, and Islamic Development Bank, collaborated on a seminar entitled **"Smart Financing for Women's Entrepreneurship"**. By highlighting issues such as supply chain and trade finance and impact finance, the seminar gave the audience an opportunity to understand the challenges faced by women in financing and growing their Small and Medium-Sized Enterprises as well as discuss practical solutions.

Beyond the seminars, the trade impact group advanced the **mainstreaming of trade and gender issues into the WTO Trade Policy Review (TPR)** process in 2019 by collecting voluntary gender-related questions and answers. As of the end of 2019, the group had collated responses in the TPR country reports for seventeen members and will continue to encourage discussants to ask gender-related questions in TPRs.

To promote another key component of the Buenos Aires Declaration, that is the **collection of gender-disaggregated data and sharing of best practices**, the trade impact group worked on a publication reporting back on the achievements of the Declaration and collating good practices shared with the Group's members, as well as lessons learnt from the seminars. The publication will be launched ahead of the twelfth WTO Ministerial Conference in Kazakhstan in 2020 (MC12).

In 2020, the trade impact group will discuss the way forward for MC12 and beyond, with a view to keeping the momentum on trade and gender.

GENDER-RESPONSIVE ASSEMBLIES TOOLKIT: SETTING A NEW NORM

In 2019, the work of the Representation impact group was to build on the success and momentum of the **IGC Gender-Responsive Assemblies toolkit**, launched in the margins of the General Assembly in 2018. This milestone publication – developed in collaboration with a wide range of partners – compiles a set of best practices and concrete tools to be applied before, during and after a major international meeting, congress, conference or assembly, to encourage collaboration and ensure such assemblies advance gender equality. The Toolkit is a powerful and practical how-to guide intended for all those that can drive change, from Chairs of intergovernmental meetings, heads of delegations, directors, Secretaries-General and representatives of civil society to secretariats of governing bodies and other meeting organisers.

With a view to socialising the Toolkit and calling for further action in this area, Ambassador Veronika Bard of Sweden, in collaboration with the IPU and Women@TheTable, convened a discussion in June 2019 with the Ambassadors of other Nordic Countries to identify concrete steps they could take to implement the toolkit in some of the governing bodies that meet in Geneva. Together with her Nordic colleagues, Ambassador Bard led **outreach to some key international organisations**, such as the International Labour Organisation and the World Health Organisation, to promote the implementation of the Toolkit's recommendations.

The toolkit was also presented on the occasion of Human Rights Council's Annual Discussion on the integration of a gender perspective throughout the work of the Human Rights Council and that of its mechanisms in September 2019. Following this discussion, the panellists published an **open call including 10 key recommendations from the toolkit** to advance gender equality in future processes for nominations and elections of human rights experts at the Council and on treaty bodies.

High-level meetings will be organised in early 2020 with several of these organisations and the co-chairs of the representation impact group – the Inter-Parliamentary Union, Sweden and Women at the Table.



Martin Chungong and Speaker of the National Assembly of Serbia at the 141st IPU Assembly in Belgrade. Photo credits: Inter-Parliamentary Union.



Gender-Responsive Assemblies: The Inter-Parliamentary Union toughens sanctions against single-sex delegations:

Following groundwork driven by the International Gender Champions on Gender-Responsive Assemblies and under the leadership of IGC Global Board member and new Chair since February 2020 Martin Chungong, IPU members have recently adopted new sanctions against single-sex delegations during their 141st Assembly in Belgrade in October 2019. Single-sex delegations saw their voting rights in the Governing Council now reduced from three to one (as opposed to two) – a landmark decision highlighting that “*where there is political will, anything is possible*”, as Martin Chungong concluded. Moreover, the sanctions will now apply to single-sex delegations after two consecutive Assemblies (as opposed to three previously). In November 2019, Martin Chungong sent a letter to all Champions to share IPU's latest measures to further enhance gender balance on delegations and promote the toolkit.



DISARMAMENT: SHIFTING MINDSETS

In its second year of existence and following its nomination for Arms Control Person(s) of the Year in 2018, the Disarmament impact group – co-chaired by the UN Institute for Disarmament Research (UNIDIR), Canada, Ireland, Namibia and the Philippines – continued to promote dialogue, share knowledge, and create concrete opportunities to advance gender-responsive action in disarmament processes.

The Nuclear Non-Proliferation Treaty (NPT) was thus identified as one of the Group's priority forums for engagement. In collaboration with a group of NPT States Parties, IGC-Disarmament submitted two working papers to the 2019 NPT Preparatory Committee: one compiled ideas to advance gender equality and diversity in the Non-Proliferation Treaty review process, while the other featured a sample framework for gender analysis in the implementation of the NPT. In May, the impact group also hosted a side event in New York, “When Participation becomes meaningful: advancing the conversation on gender diversity in the NPT”, with the participation of Ambassador Heidi Hulan of Canada, Ambassador Maria Cleofe Natividad of the Philippines, and other disarmament experts.



Renata Dwan (UNIDIR) at a side event organised by the disarmament impact group.

From left to right: Renata Dwan (Director of the UN Institute for Disarmament Research), Izumi Nakamitsu (Under-Secretary-General and High Representative for Disarmament Affairs), Tatiana Valovaya (Secretary-General of the CD), Anja Kaspersen (Director of the UN Office for Disarmament Affairs), and Radha Day, Senior Political Affairs Officer, Office for Disarmament Affairs, Secretary of the Conference on Disarmament. 26 August 2019.

Photo credits: UN Photo/ Jean Marc Ferré.

DISARMAMENT: SHIFTING MINDSETS (continued)

The Arms Trade Treaty (ATT) also represented an important workstream of the impact group's 2019 activities. Building on the factsheet on Gender in the ATT - compiling key recommendations developed in collaboration with Control Arms in 2018, the Impact Group held a side event "Increasing synergies between the WPS agenda and arms control: insights from the ATT" during the 5th Conference of States Parties to the ATT.

In September, the co-chairs hosted a working lunch in Geneva with Disarmament Ambassadors to celebrate the one-year anniversary of the group and discuss priority areas for engagement in the coming year. The impact group will continue to support States in applying gender perspectives in key disarmament processes in 2020, a year that will mark the twentieth anniversary of the landmark Security Council resolution 1325 on Women, Peace and Security.



For the first time in history, four women lead disarmament affairs at the United Nations

With the recent appointment of Tatiana Valovaya as Director-General of the United Nations Office of Geneva, disarmament affairs at the UN are for the first time in history led by four women: **Tatiana Valovaya** (Secretary-General of the Conference on Disarmament), **Izumi Nakamitsu** (Under-Secretary-General and High Representative for Disarmament Affairs), **Anja Kaspersen** (Director of the UN Office for Disarmament Affairs), and **Renata Dwan** (Director of the UN Institute for Disarmament Research).

More women in leadership positions in this field could pave the way for more gender balance in disarmament fora – which have traditionally been largely male-dominated. As highlighted in UNIDIR's *Still Behind the Curve* Report, women remain seriously underrepresented at United Nations disarmament meetings, and at any given intergovernmental meeting on disarmament, only one quarter of the participants are likely to be women and close to half of all delegations are likely to include no women at all. Despite some progress, "it is still possible to attend a session of the Conference on Disarmament, where dozens of State representatives take the floor, and not hear a single woman speak".

Gender balance in disarmament is long overdue. There is no doubt that the leadership of these four female top officials will contribute to raising women's voices in those fora - a first step towards gender-responsive disarmament.



A NEW JUSTICE IMPACT GROUP: DEFINING SEXUAL VIOLENCE

Although the Rome Statute was the first international criminal law instrument to expressly include crimes of sexual violence, since its adoption there has been limited accountability for conflict-related sexual violence. One of the barriers is a **lack of a clear definition of what makes violence sexual**.

Simply put, the definition in the Elements of Crimes is circular: 'sexual violence' is essentially defined as an act of violence that is of a sexual nature. This can create a disparity between how sexual violence is perceived and experienced by victims and how it is adjudicated, as well as inconsistent jurisprudence.

To address this gap, Ambassador Sabine Nölke of Canada and Ambassador Annika Markovic of Sweden launched an IGC justice impact group in Den Haag in June 2019. The impact group's first project was to **create a working definition of sexual violence in the context of International Criminal Justice**.

The first step in this endeavor was to advance the Women's Initiative for Gender Justice (WIGJ) **"Call it what it is" campaign**, led by Champion Melinda Reed. Following months of consultations, more than 500 survivors, 525 survey respondents, 54 NGO campaign partners and over 30 expert reviewers contributed to the drafting of an outcome document: the **Civil Society Declaration on Sexual Violence**. The Declaration is therefore a unique guidance



**CALL IT
WHAT
IT IS**

#TimeToDefine #SexualViolence

document - firmly grounded in the lived experience of survivors and informed by a wide range of actors who are engaged first-hand in the field of sexual violence - to better shed light on this crime.

To ensure the Declaration's implementation by international courts and policymakers, two further documents (**International Criminal Law guidelines** and **Key Principles for Policymakers**) were produced and launched in the context of the Assembly of State Parties to the Rome Statute session in The Hague in December 2019. These three unique documents - thus forming **The Hague Principles on Sexual Violence** - will serve as a solid basis for practitioners to advance better accountability for crimes of sexual violence and a better understanding of the survivors' traumatic experience.

STANDARDS: PAVING THE WAY FOR BETTER GOODS AND SERVICES

Standards play a crucial role in shaping society as they impact the way we live, work, travel, or consume. The fact that women have remained largely under-represented in standardization processes has meant that the standards adopted are sometimes simply unfit - or even dangerous - for half of the world's population.

Some of the best-known examples include seat belts standards which have mostly taken men's body shape into account, making women more likely to suffer from injuries during car accidents. Studies have also found that standard values used to set heating and air conditioning in offices are on average five degrees Celsius too cold for women.

In other words, gender-responsive standards are long overdue. Following groundwork supported by the International Gender Champions in 2017, the first ever Declaration for Gender-Responsive Standards and Standards Development was developed by the UN Economic Commission for Europe in 2018.



In May 2019, some 50 organisations worldwide signed this landmark document and pledged to create and implement gender action plans. The Declaration's objective is to support more gender-balanced and inclusive standards development processes, as well as to strengthen the gender-responsiveness of standards themselves. Since its adoption, a number of standardization bodies already adopted gender action plans and more organisations have signed the Declaration over the course of 2019.

The International Gender Champions are working to officially launch a Standards Impact Group in 2020, under the leadership of key actors in this field. The group could address among other things, the lack of gender-disaggregated data which oftentimes results in an incomplete picture of women's and men's lives - and the gaps that persist between them.

THE WAY FORWARD

2020: TRANSFORMING NORMS THROUGH COMMITMENT AND COLLABORATION

As we enter a 'Decade of Action' to course correct on the Sustainable Development Goals, we hope to accelerate action and leverage the work of the IGC. The Global Board has agreed to further strengthening its hubs by reaching out to more private entities, and inviting Speakers of Parliament and Mayors to join the network. A systemic approach and **multi-stakeholder partnerships** are critical to progress to more equitable, sustainable and peaceful futures through gender-responsive laws, policies and programmes. At the same time, change starts from within, from individual commitment and behaviour change, and from organisations which are inclusive.

At the IGC, we have seen the **power of individual commitments**, and we will be supporting Champions and Focal Points to make these even more ambitious and targeted. From gathering gender disaggregated data to undertaking surveys to understand the different needs and perceptions of men, women, boys and girls, we can build a stronger evidence base to design change.

Over 50% of Champions' commitments relate to **organisational culture and leadership**. Our secretariat will be supporting Champion-level Salons as well as hosting workshops and events, to advance more inclusive organisational cultures and leadership: from sharing good practices of 'what works' and role modelling inclusive behaviour which generates respect and a safe working environment, through to practices which harnesses cognitive diversity and the diversity of experiences. Living the IGC core values – that is treating every person with respect and fairness, valuing diversity, creating safe workplaces and working together in a spirit of openness and transparency - is essential to walk the talk. We will also support exchanges and collaboration between Hubs through this work.

The Panel Parity Pledge has already made a long-lasting difference in both raising the voices and visibility of women in the hubs where IGC operates, and in engaging men in this endeavour. With the IGC Gender-Responsive Assemblies Toolkit, we strive to turn a set of best practices into a working reality and a new norm to effectively **enhance women's meaningful participation** in the decision-making fora where they are under-represented, as well as keep gender on the agenda. In Geneva an expanded group of Ambassadors – supported by the representation impact group - are working closely with international organisations to implement these key recommendations in their Assemblies, and we will support the launch of the toolkit in the other hubs throughout the year.

Our other impact groups intend to host meetings throughout 2020 to ensure the implementation of gender-responsive policies in trade, standards, and disarmament. The disarmament impact group is working to revise and strengthen the Gender and Disarmament Resource Pack it developed and is seeking ways to integrate disarmament further into the Women, Peace and Security agenda, as we mark the twentieth anniversary of the landmark Security Council resolution 1325. Two new impact groups are in the making: one focusing on artificial intelligence – to address gender bias in the algorithms that will shape our future and tremendous lack of women scientists in this field - and one on advancing women's health from a human rights perspective.

2020 will undoubtedly be a decisive year. Many opportunities for more strategic action lie ahead as we celebrate multiple anniversaries including the 75th anniversary of the United Nations, and the twenty-fifth anniversary of the Beijing Platform for Action through multi-stakeholder Action Coalitions to be triggered by the Generation Equality Forums in Mexico and Paris. Together, we will seize the momentum

LIST OF CHAMPIONS

International

Monique Barbut

Executive Secretary | UNCCD

Patricia Espinosa

Executive Secretary | UNFCCC

The Honourable William Morneau

Minister of Finance | Canada

Geneva

Silvia Elena Alfaro Espinosa

Permanent Representative | Peru

Olga Algayerova

Executive Secretary | UNECE

Kim Andersen

President | World Sailing

Makeda Antoine-Cambridge

Permanent Representative | Trinidad and Tobago

Mikael Anzén

Permanent Representative to WTO | Sweden

Harald Aspelund

Permanent Representative | Iceland

Roberto Azevêdo

Director-General | WTO

Salman Bal

Director | CAGI

Michelle Bachelet

High Commissioner | OHCHR

Veronika Bard

Permanent Representative | Sweden

Seth Berkley

Chief Executive Officer | GAVI

Yann Borgstedt

Founder and Chairman | Womanity Foundation

Julian Braithwaite

Permanent Representative | United Kingdom

Jennifer Brant

Director | Innovation Insights

Hans Brattskar

Permanent Representative | Norway

Phillippe Burrin

Director | Graduate Institute

Winnie Byanyima

Executive Director | UNAIDS

Catarina Carvalho

Head of Office | IPPF

Martin Chungong

Secretary-General | IPU

Sue Coates

Executive Director | WSSCC

Crispin Conroy

Permanent Observer | ICC

Noel Curran

Director-General | EBU

Amadeu Paulo Samuel Da

Conceição

Permanent Representative | Mozambique

Stephen de Boer

Permanent Representative to WTO | Canada

Christophe De Kepper

Director General | IOC

Ingmar De Vos

President | Federation Equestre Internationale

Jillian Dempster

Permanent Representative | New Zealand

Chi Dzung Duong

Permanent Representative | Viet Nam

Christian Dussey

Director | GCSP

Renata Dwan

Director | UNIDIR

Maria Nazareth Farani Azevêdo

Permanent Representative | Brazil

Monica Ferro

Director | UNFPA

John Fisher

Director | HRW

Julian Fleet

Permanent Observer | IDLO

Socorro Flores Liera

Permanent Representative | Mexico

Michael Gaffey

Permanent Representative | Ireland

Isabelle Gattiker

Director | International Festival and Forum on Human Rights

Dr. Tedros Adhanom Ghebreyesus

Director-General | WHO

Fabiola Gianotti

Director-General | CERN

Elayne Whyte Gómez

Permanent Representative | Costa Rica

Arancha González

Executive Director | ITC

Ricardo González Arenas

Permanent Representative | Uruguay

Filippo Grandi

High Commissioner | UNHCR

Thomas Guerber

Director | DCAF

Francis Gurry

Director-General | WIPO

Terhi Hakala

Permanent Representative | Finland

Hala Hameed

Permanent Representative | Maldives

Antonio Hodggers

President | Conseil d'Etat de la République et Canton de Genève

Morten Jespersen

Permanent Representative | Denmark

Rev. Dr. Martin Junge

General Secretary | Lutheran World Federation

Jānis Kārkliņš

Permanent Representative | Latvia

George C. Kasoulides

Permanent Representative | Cyprus

Anja Kaspersen

Director | UNODA

Nazhat Shameem Khan

Permanent Representative | Fiji

Mukhisa Kituyi

Secretary-General | UNCTAD

Vesna Batistić Kos

Permanent Representative | Croatia

Khalid Koser

Executive Director | GCERF

Deyana Kostadinova

Permanent Representative | Bulgaria

Caitlin Kraft-Buchman

Founder and Executive Director | Women@TheTable

Pierre Krähenbühl

Commissioner-General | UNRWA

Andrius Krivas

Permanent Representative | Lithuania

Paul Ladd

Director | UNRISD

Richard Lennane

Executive Director | GDP

Frances Lisson

Permanent Representative to WTO | Australia

Anne-Sophie Lois

Head of Office | Plan International

Philip Lynch

Director | International Service for Human Rights

Nazrene Mannie

Executive Director | GAN Global Apprenticeship Network

Sally Mansfield

Permanent Representative | Australia

Lelio Marmora

Executive Director | Unitaid

Peter Maurer

President | ICRC

Mona M'Bikay

Executive Director | UPR Info

Mami Mizutori

Special Representative of the Secretary-General for Disaster Risk Reduction | UNDRR

Athaliah Molokomme

Permanent Representative | Botswana

Henri Monceau

Permanent Representative | OIF

Sergio Mujica

Secretary-General | ISO

Geert Muyll

Permanent Representative | Belgium

Penda Naanda

Permanent Representative | Namibia

Kevin Osborne

Executive Director | International AIDS Society

Ji-ah Paik

Permanent Representative | Republic of Korea

Rolph Payet

Executive Secretary | SBRS Conventions

Andrea Pedrazzini

CEO | Publicis Group Lausanne

Marie-Thérèse Pictet-Althann

Permanent Representative | Sovereign Order of Malta

Aviva Raz Shechter

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Director | GICHD

Aniela Unguresan

Co-Founder | EDGE Certified Foundation

Tatiana Valovaya

Director-General | UNOG

Monique van Daalen

Permanent Representative | Netherlands

Marc Vanheukelen

Permanent Representative to WTO | European Union

Jos Verbeek

Special Representative | World Bank Group

António Vitorino

Director-General | IOM

Frans Vreeswijk

General Secretary & CEO | IEC

Scott Weber

Director-General | Interpeace

Tanya Wood

Executive Director | CHS Alliance

Valentin Zellweger

Permanent Representative | Switzerland

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Secretary-General | ITU

New York**Sima Bahous**

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Permanent Representative | Canada

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Permanent Representative | Hungary

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Permanent Representative | Ireland

Kathy Calvin

President and CEO | UN Foundation

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Rosemary DiCarlo

Under-Secretary-General for Political Affairs

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Executive Director | UNOPS

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Assistant Secretary-General | OHCHR

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CEO and Executive Director | UN
Global Compact

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Under-Secretary-General | UN DPKO

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Permanent Representative |
Switzerland

Mark Lowcock
Under-Secretary-General | UN OCHA

Robert Mardini
Permanent Observer | ICRC

Ana Maria Menéndez
Secretary-General's Senior Advisor on
Policy | UN

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Executive Director and Assistant
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Deputy-Secretary-General |
United Nations

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Under-Secretary-General for
Disarmament Affairs

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Permanent Representative |
United Arab Emirates

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Permanent Representative | Belgium

Audra Plepytė
Permanent Representative | Lithuania

Catherine Pollard
Under-Secretary-General |
UN Management

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Permanent Representative |
Afghanistan

Alya Ahmed bin Saif Al-Thani
Permanent Representative | Qatar

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Permanent Representative | Sweden

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Administrator | UNDP

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Special Envoy for the Ocean | United
Nations

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Permanent Observer | IPU

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Executive Director | ICTJ

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and SIDS

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Permanent Representative |
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Permanent Representative | Italy

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Permanent Representative | Italy

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Permanent Representative to the
OSCE | Canada

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Director | UNOOSA

Khojesta Fana Ebrahimkhel
Permanent Representative |
Afghanistan

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Executive Director | UNODC

Dr. Thomas Greminger
Secretary-General | OSCE

Philip Griffiths
Head of Secretariat |
The Wassenaar Arrangement

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Permanent Representative | Ireland

Mary Alice Hayward
Deputy Director General | IAEA

Roger Howsley
Executive Director |
World Institute for Nuclear Security

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Permanent Representative | Canada

Kire Ilioski
Permanent Representative |
Republic of Macedonia

Dieudonné Kér
Permanent Representative |
Burkina Faso

Mitsuru Kitano
Permanent Representative | Japan

Kjersti E. Andersen
Permanent Representative | Norway

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Permanent Representative | Mexico

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Permanent Representative to OSCE |
Spain

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Permanent Representative | Denmark

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Executive Director | VCDNP

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Permanent Representative |
Costa Rica

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Permanent Representative |
Switzerland

Li Yong

Director General | UNIDO

Lassina Zerbo

Executive Secretary | CTBTO

Barbara Žvokelj

Permanent Representative | Slovenia

Nairobi**Maimunah Mohd Sharif**

Executive Director | UN-Habitat

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Regional Director | Plan International

Den Haag**Carmel Agius**

President | IRMCT

Fernando Arias

Director-General | OPCW

Sabra Bano

Director | Gender Concerns
International

Sheikh Mohammed Belal

Ambassador | Bangladesh

Fatou Bensouda

Prosecutor | ICC

Irakli Beridze

Head | UNICRI Den Haag

Kathryne Bomberger

Director-General | ICMP

Serge Brammertz

Prosecutor | IRMCT

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Chambers

Chile Eboe-Osuji

President | ICC

Olufemi Elias

Registrar | IRMCT

Norman Farrell

Prosecutor | STL

Heidemaria Gürer

Ambassador | Austria

Andrea Gustovic-Ercegovac

Ambassador | Croatia

Ivana Hrdlickova

President | STL

Edwin Huizing

Executive Director | Hivos

Hiroshi Inomata

Ambassador | Japan

Sigrid Kaag

Minister for Foreign Trade and
Development Cooperation |
The Netherlands

Päivi Kaukoranta

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Head of Defence Office |
Special Tribunal for Lebanon

Peter Lewis

Registrar | ICC

Annika Markovic

Ambassador | Sweden

Theodor Meron

President | IRMCT

Daryl A. Mundis

Registrar | STL

Matthew Neuhaus

Ambassador | Australia

Janne Nijman

Academic Director | T.M.C. Asser
Instituut

Sabine Nölke

Ambassador | Canada

Andrea Perugini

Ambassador | Italy

Brândușa Predescu

Ambassador | Romania

I Gusti Agung Wesaka Puja

Ambassador | Indonesia

William R. Pace

Convenor | CICC

Melinda Reed

Executive Director | Women's
Initiatives for Gender Justice

Adia Sakiqi

Ambassador | Albania

Héctor Horacio Salvador

Ambassador | Argentina

Martin Sørby

Ambassador | Norway

Sanja Štiglic

Ambassador | Slovenia

Luis Vassy

Ambassador | France

Lyndal Walker

Ambassador | New Zealand

Heinz Walker-Nederkoorn

Ambassador | Switzerland

Peter Wilson

Ambassador | United Kingdom

Paris**Audrey Azoulay**

Director-General | UNESCO

Anna Brandt

Permanent Representative | Sweden

Ingrid Brocková

Permanent Representative | Slovakia

Ivita Burmistre

Permanent Representative | Latvia

Angel Gurría

Secretary-General | OECD

Giancarlo Kessler

Permanent Representative |
Switzerland

Enrico Letta

Dean | Sciences Po PSIA

Louise Mushikiwabo

Secretary-General | OIF

Yvan Savy

Director | Plan International France

Carsten Staur

Permanent Representative |
Denmark

Kristján Andri Stefánsson

Permanent Representative | Iceland

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