

Kayla Kramer

CSW: Topic #1 - Women in Leadership Roles

YUNMUN XXXVI

The first topic CSW will focus on at this year's conference is **women in leadership roles**. Despite progress in this area, limitations on women persist both globally and locally, restricting their political and authoritative roles. “This occurs despite their proven abilities as leaders and agents of change, and their right to participate equally in democratic governance.”¹

This issue has been previously discussed, with the 1995 Beijing Platform for Action (Fourth Conference for Women) focusing on 12 topics, including “Women in Power and Decision-making.” The document states that, “The Universal Declaration of Human Rights states that everyone has the right to take part in the Government of his/her country.” The document acknowledges that, unfortunately, this is not the case and that women are extremely underrepresented in these positions and calls for action to address this issue through its suggested solutions. Some include encouraging political parties to include men and women equally in elected and appointed roles, as well as reviewing how election systems affect women’s representation and make changes if needed to ensure fairness.²

The numbers in the 2025 reports represent the claims that women’s opportunities are being limited. In the corporate world, Fortune reported that 55 women lead Fortune 500 companies, which accounts for 11% of all CEOs.³ Similarly, the United Nations’ Sustainable Development Goals (SDGs) of 2015 established gender equality as a priority, yet as of January 2025, women held only 27.2% of seats in national parliaments. This shows that the percentages only rose 0.3% from 2024 and 4.9% since 2015.⁴ The data indicates that “gender equality in the highest positions of power will not be reached for another 130 years.” While some may argue

¹ <https://www.unwomen.org/en/what-we-do/leadership-and-political-participation>

² <https://www.un.org/womenwatch/daw/beijing/platform/decision.htm>

³ <https://www.wbcollaborative.org/women-ceo-report/>

⁴ <https://unstats.un.org/sdgs/report/2025/img/sliders/SDG-Report-2025-Goal-5.png>

that this is because of a woman's inability to create change in decision-making, there is "growing evidence that women's leadership in political decision-making processes improves them."⁵

With more opportunities for women in leadership positions, greater societal change may follow. The United Nations launched the "Leadership and Political Participation" initiative to address these disparities through education and awareness, but lasting progress requires real and meaningful global change.⁶

Although steps have been taken and resolutions reached to address this issue, further improvements are still needed. Please use the following questions to help guide your research on this topic:

- What steps can CSW take in partnership with governments and organizations to transform formal gender equality into genuine leadership empowerment for women worldwide?
- What measures can CSW take to accelerate progress toward gender equality in leadership, given that current projections estimate parity is still over a century away?
- What educational programs can CSW help develop to prepare young women to become future leaders in politics, economics, and civil society?

These questions are meant as a reference point, but you may also explore other angles and ideas to address this issue. As you research, remember that you represent your country's position, not your own, and all information must be cited. YUNMUN has a zero-tolerance policy for plagiarism, and AI use is strictly prohibited. All papers will be submitted through Turnitin, and the usage of AI may affect a delegate's chance of receiving an award.

I am available to answer any questions at kkramer1@mail.yu.edu. I am looking forward to seeing your ideas!

Wishing you all the best,

⁵

https://www.unwomen.org/en/articles/facts-and-figures/facts-and-figures-womens-leadership-and-political-participation#_edn2gender equality as a priority, yet as of January 2025, women held only 27.2% of seats in national parliaments

⁶<https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/Library/Publications/2013/12/UN%20WomenLGTHeMBriefUSwebrev2%20pdf.pdf>strictly



Kayla Kramer

Chair, Commission on the Status of Women

YUNMUN XXXVI