

Women and Leadership

Gender Parity and Inclusion

Global Network of Women Leaders in the Red Cross
and Red Crescent Movement

The situation today

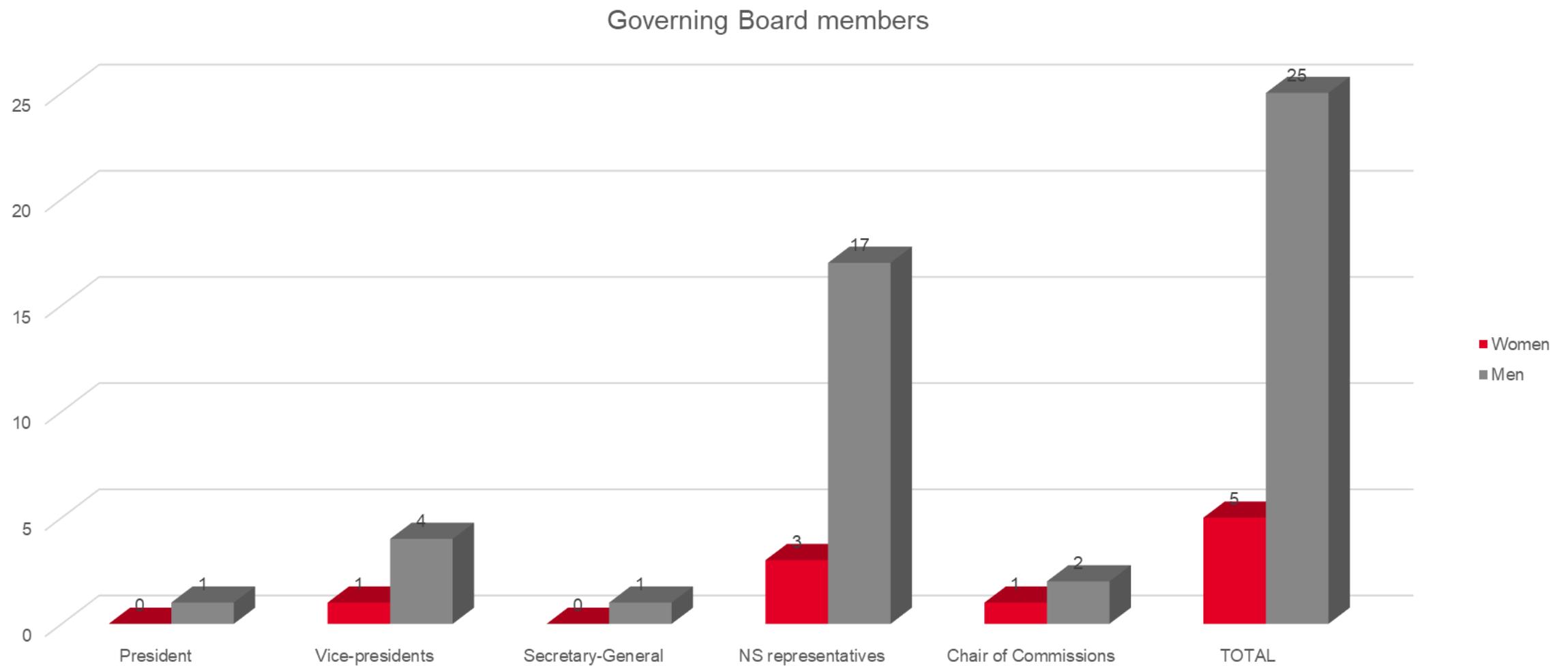
Overall

- Women make up half of the workforce but only 1/5 of all top executives
- For every one hundred men promoted to manager, seventy nine (79) women are.

RCRC movement

- 21% of all presidents are women and 31 % of all Secretary Generals
- Within the IFRC less than a third of the managers are women

Fact and Figures the IFRC Governing Board



Decision at the General Assembly 2017

1. requests the Governing Board to take concrete measures to address this issue and report back to the 22nd Session of the General Assembly,
2. calls on National Societies, to significantly increase their efforts to identify, support and promote women into senior leadership positions,
3. calls on National Societies to identify and propose women into Federation governance roles immediately;

GLOW Red – global network of women leaders within the RCRC movement

Two main goals

1. Change the electoral face of the International Governance of the Movement by 2021;
2. Increase and strengthen the pipeline of future women leaders, enabling and supporting high potential women from staff and volunteers for leadership positions beyond 2021.

We will do this by

- Women leaders supporting Women leadership within the Movement for gender equality within Governance;
- Strengthening the 'Sisterhood' and be disruptors.

Manila Declaration 14 November 2018

Red Cross and Red Crescent leaders from across Asia, the Pacific and the Middle East committed to ensuring women make up at least 50% of elected and appointed leadership positions within the next four years.

Why Women Leaders?

Why should we promote women leaders across the Movement?

What would be the advantages?



The Case for Women

Closing the gap is not just a human rights issue, its a verifiable business imperative for society's well-being.

- Diversity of thought
- Leveraging human capital – global talent pool
- Improved organisational performance
- Better governance
- Increased creativity and innovation

Obstacles at all Levels

1. Cultural biases

- Perceptions of roles in traditional as well as industrial nations (marriage)
- Prejudice about leadership style and type
- Access to education and opportunities

2. Organizational culture

- Insensitive policies and working culture
- Invisible resistance to 'women's leadership and style,
- Lack of support for leadership development for young women

3. Management practices

- Insensitivities to unconscious biases
- Lack of appropriate role models

4. Personal strategies and practices

- Lack of confidence to ask for rights
- Skills set to contribute constructively and positively
- Unbalanced responsibility in the domestic & child caring role



Practical Strategies

Organisation/governance

What concrete actions can you implement that would improve diversity and gender parity?

Managerial

What concrete actions can managers do to ensure equal opportunity to everyone in their teams?

Individual women

What concrete actions can women take to improve their contributions and visibility in their work?

100 Voices

GLOW Red is **aiming to collect 100 Voices of Red Cross Red Crescent women**. We are asking national societies to contribute a short article, blog post, or video about the woman that they have chosen to highlight, along with pictures. These stories will be featured on GLOW Red's external website.

We are reaching out to you, National Society members from around the world, to give you an opportunity to highlight a woman, or a group of women, who have contributed to the successes of your national society. This can be any woman from the Battle of Solferino, to 2019. From a historical figure within your national society, to your current Secretary General. This is a great way to showcase the work of your national society.

Have a woman or women you would like to highlight? Interested in learning more? Contact GLOW Red at glowred@redcross.se

