

Question:

How do we get closer to the goal of equality, which alliances have proven to be valuable, which stakeholders are missing from the discussion?

Disabled/chronic ill women and their perspectives are missing.

Men as allies for change and part of the solution

I think we have to include (leaders of) the private sector more often.

Stronger legislative approaches!!!

empowering young women in leadership positions

Definitely the other half of humanity: MEN

We must leverage data and evidence that showcase where the gaps are and what is the economic cost of these gaps. Closing gender gaps could boost the global GDP by 20%. What better argument than that?

Like minded international political coalitions

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The inclusion of grass roots organisations that represent diverse voices, while also assuring the sustainability of their funding.

Less part time working combined with more places at kindergardens, better disstribution of unpaid care work.

Men Quotas

We need more civil society to be included in decisions. We hear a lot about improvements but being a young woman working I can say that a lot of women do not see any changes so far.

If we speak globally, we must get religious actors on board. Gender injustice is still rooted in social norms which in most part of the world are religious and cultural.

Life-phase-oriented working models (dual leadership, shared positions, flexible working hours), especially for families with children

We need creative coalitions among progressive forces in governments, UN agencies and civil society

Less greedy businesses and private sector making a profit on the backs of women and minorities and the gender pay gap. We need strong government, strong laws, strong unions inclusive of women.

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Centering the voices of women & hearing their perspectives, alliances that are also competing for funding with one another, & we continue to hear that the voice of youth is missing in a meaningful way

Research from Women, Business and the Law shows that legal reforms require strong advocacy coalitions that bring together NGOs (women and men's groups), private sector (trade unions), and lawmakers.

We should act intersectional and local involving all and diverse stakeholders

Effective pay transparency and non-discrimination laws.

The whole issues of Equality should be connected to the ministry of justice rather than ministry of family. Island 🇩🇰 has changed the ressort for good reasons: human trafficking, violence

More capital in female hands, bridge the capital ownership gap.

Parental leave equally distributed between both parents Revise tax laws - in Germany with very negative for women Corporate world - executive boards mostly men and no felt need for a change.

What do you want concretely do overcome the difference between the Est and West Germany ?

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Free of charge all day childcare
Childcare also early and late,
covering different working
hours Men taking care of their
children and elderly Well paid
care jobs Less stereotypes

Learning from countries'
experiences is extremely
valuable to see what works and
what doesn't work. I really
enjoyed hearing from the
Mexico experience, for
example.

Care including self-care
needs time, fewer work
hours per week and more
workplace and -time
flexibility

Parity in leadership
between women and
men and all genders

Equality in all decision
making positions

Ministries of Finance/Economy
are largely missing from this
discussion. There's a huge
knowledge gap among
decision makers, that not
always is bridged by countries'
ministries of gender/women.

We need to confront billionaires
with their privileges & negative
effects on gender gaps. But are
they willing participate our
discussions? Probably no. They
don't have to... It's about money
& power

Vulnerability focus as by Dr.
Follmar-Otto is key, migrant
workers, disabled workers,
queer trans inter workers unite ...
unions & governments get
behind that. Let's change social
norms and improve li

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Working and providing core funding grassroots women and youth rights Organisations.

Utilisation of community knowledge and skills to design initiatives that address the intersectional issues in the community.

Pay gaps between e.g. women of foreign origin, disabled women etc and women in their home country

Implementation of legal instruments by putting in systems and institutions that safeguard and promote Women and Girls' rights

Data from Women, Business and the Law highlights that accelerating efforts to reform and enact policies that empower women to work and start a business could be a first path towards equality.