

**WE THE  
WOMEN**

# Intergenerational Dialogues

**WOMEN ON THEIR PRIORITIES  
AND BUILDING THE FUTURE  
THEY WANT.**







**“WOMEN’S RIGHTS ARE A PROVEN PATH TO FAIR, PEACEFUL, PROSPEROUS SOCIETIES. IT IS GOOD FOR US ALL. TOGETHER, LET’S TAKE URGENT ACTION TO MAKE IT A REALITY.”**

UN Secretary-General António Guterres  
message for International Women’s Day 2024



# We The Women Campaign

*We the Women* is a campaign of Women Rise for All, an initiative by the United Nations Deputy Secretary-General, Amina J. Mohammed, recognizing the transformative leadership of women leaders in keeping the promise of the Sustainable Development Goals. The We the Women campaign aims to engage women around the world in shaping global solutions into the future. From a Global Survey and series of Intergenerational Dialogues to a film and multi-media exhibition, the campaign will reach out to women through various channels. The campaign invites women to share their thoughts, ideas, and aspirations - about the world they want.

*We the Women* was launched at the margins of the 2023 SDG Summit by the United Nations Deputy Secretary-General Amina J. Mohammed and H.E. Svenja Schulze, Federal Minister of Economic Cooperation and Development of Germany.



**“REALLY THE IMPORTANCE OF OURS IS ABOUT OUR AGENCY. IT’S ABOUT OUR RIGHTS. IT’S ABOUT OUR LEADERSHIP. IT’S ABOUT JUSTICE AND INCLUSION. AND IN THOSE ISSUES, YOU CAN UNPACK THEM AND SPEAK TO THEM OVER YEARS. BUT THEY ARE FRAMED IN THE SDGS. THEY ARE FRAMED IN MANY INSTRUMENTS THAT WE HAVE TO PROTECT WOMEN’S RIGHTS. AND WHAT WE REALLY HAVE TO GET ON WITH IS TO IMPLEMENT THEM.”**

United Nations Deputy Secretary-General Amina J. Mohammed  
SDG Roundtable on We the Women Global Survey results  
30 May 2024



# Key Objectives

## **LISTEN**

Crowdsource and capture the voices, experiences, and creativity of the world's women to inform solutions to some of the most pressing challenges the world is facing.

## **INFLUENCE**

Inform the outcome document of the Summit of the Future – the Pact for the Future – and beyond, to strengthen the international community's ability to respond to the needs and perspectives of the women of the world.

## **AMPLIFY**

Highlight women's voices in a global campaign culminating in a multi-media moment at the Summit of the Future – expressed through videos, stories, and the sharing of a consolidated vision of the future informed by the voices, experiences, creativity, of women and girls.



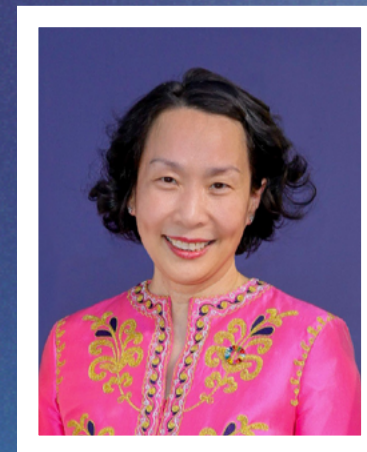


# Intergenerational Dialogues

As part of the We the Women Global Survey, Intergenerational Dialogues were hosted to support the survey's analysis. These dialogues took place in eight countries: Barbados, Bhutan, Chile, Honduras, Jordan, Morocco, Namibia and Nigeria. These dialogues were structured as intergenerational conversations about their vision for the world, followed by broader discussions with a wider group of women from various backgrounds. Collectively, over 300 women from diverse backgrounds and organizations participated in these dialogues.

The Intergenerational Dialogues were held at the national level to enhance the quantitative survey findings by incorporating richer, more qualitative insights into women's voices and perspectives. These dialogues were structured as intergenerational conversations between about their vision for the world, followed by broader discussions with a wider group of women from various backgrounds. The viewpoints and ideas expressed during these dialogues will be consolidated into a global report. Both the survey's key messages and this global report will contribute to the Pact for the Future, the outcome document of the Summit of the

## Special Note



Future scheduled for September 2024.  
**Special note by the Executive Director of the UN Office for Partnerships, Annemarie Hou:**

The We the Women Intergenerational Dialogues, held across eight countries—Barbados, Bhutan, Chile, Honduras, Jordan, Morocco, Namibia and Nigeria—have illuminated a profound and urgent truth: the world needs more women in leadership.

These dialogues, bridging generations and cultures, are a powerful call to action for gender equality. Together we are highlighting the indispensable role women must play in shaping our future.

Women's leadership is about representation and about building a world where every woman's voice can drive meaningful progress. As we move forward, we hope these dialogues inspire real, lasting change for people, planet and for peace.



## Country

# NIGERIA

27 March 2024

## Speakers



**Bamishile Chenaniah**  
Mental Health Expert and CEO  
of Naih Foundation



**Dr. Dayo Kusa**  
Moderator  
Conflict Transformation  
Strategist



**Amina Oyagbole**  
Founder and chairperson  
of Women In Successful Careers  
(WISCAR)



## THE INTERGENERATIONAL DIALOGUE IN NIGERIA:

The Intergenerational Dialogue in Nigeria, held on 27 March 2024, convened 22 women from diverse backgrounds to address pressing issues affecting women and girls both locally and globally. The event featured a fireside chat moderated by Dr. Dayo Kusa, with Ms. Amina Oyagbola, founder of WISCAR, and Ms. Bamishile Chenaniah, CEO of Naih Foundation, engaging in a pivotal conversation.

This dialogue underscored concerns about the status of women in the coming decade, emphasizing the necessity to challenge and transform social and gender norms. Key points of discussion included the importance of bridging gaps in access to education and healthcare, the implementation of affirmative action for equal opportunities, varied strategies for achieving the Sustainable Development Goals (SDGs), enhancing institutional capacity, and the need for increased investment in knowledge management.

“I would like to imagine a world where in every forum, meeting room, and discussion table, there is a 50:50 representation of women and men, and women have interest, character, and can make things change.”

## KEY POINTS RAISED IN THE DISCUSSION:

### Persistent Gender Inequality:

Nigerian women are profoundly concerned about persistent gender inequalities, which remain a significant challenge over the next decade. Despite making up 49.5% of the population, women occupy less than 5% of leadership positions. Furthermore, over 43% of girls marry before the age of 18, and more than 18 million children are out of school, with over 60% being girls. Gender-based violence is pervasive, with 30% of women experiencing physical or sexual violence, severely impacting their health and well-being. Additionally, poverty disproportionately affects women, with over 100 million Nigerians living in poverty. The high rates of child marriage and maternal deaths in Nigeria exacerbate this cycle of inequality.

Amina Oyagbola,  
Founder, WISCAR



### **Promising Initiatives and Empowerment:**

There are hopeful signs of progress, including the resilience of women and youth, grassroots initiatives, and heightened awareness of gender issues. Community-based projects that amplify women's voices are viewed as promising and should be expanded. Education and leadership opportunities for women are critical, as data show a positive correlation between women's education and economic development. Mentorship programs can facilitate intergenerational learning and promote best practices. Social protection programs, such as the Government Enterprise and Empowerment Program (GEEP) and the National Social Investment Program (NSIP), have shown promise in addressing poverty and inequality. Digital campaigns like "Not Too Young to Run" are also effective in politically empowering young women.

### **Global Support and Gender Mainstreaming:**

The international community should prioritize gender mainstreaming in all development agendas and allocate resources to support women's empowerment. Gender-responsive policies and budgeting are essential to effectively address women's issues. Promoting women's political participation and addressing implementation gaps in gender-responsive planning are also critical. To significantly shape the future, systemic barriers must be dismantled, and investments in education, leadership, and economic empowerment are crucial. Global leaders can support these efforts by advocating for gender equality, investing in women's initiatives, and providing platforms for meaningful participation. Increased inclusion of women's perspectives in global affairs would lead to more equitable and informed policies, benefiting diverse populations and driving sustainable development.

**“AS THE GIANT OF AFRICA, SUCCESS IN NIGERIA IS SUCCESS FOR THE ENTIRE AFRICAN CONTINENT. IF WE SUCCEED IN NIGERIA, THE SUCCESS WILL BE REPLICATED THROUGHOUT AFRICA. I AM EXCITED THAT NIGERIA IS THE FIRST COUNTRY THAT IS ROLLING OUT THE INTERGENERATIONAL DIALOGUE, AND I BELIEVE WE WILL INDEED INFLUENCE AND ENCOURAGE THE OTHER COUNTRIES TO CONTRIBUTE TO THE ‘FUTURE PACT’ FOR WOMEN OF THE WORLD IN SEPTEMBER 2024.”**

Beatrice Eyang, UN Women Representative to Nigeria and ECOWAS



## Country

# BARBADOS

2 April 2024

## Speakers



### Dr. Rosina Wiltshire

Leader in International Development and Gender Equality, Former UNDP Resident Representative for Barbados and the Eastern Caribbean



### Norma Shorey

Moderator  
Gender and Development Specialist



### Gabrielle Gay

Founder of the Erline Bradshaw Foundation, SDG Champion for Education



## THE INTERGENERATIONAL DIALOGUE IN BARBADOS:

On 2 April 2024, the Intergenerational Dialogue in Barbados brought together 20 women from diverse organizations and regions across the country. The fireside chat, moderated by Norma Shorey, featured Dr. Rosina Wiltshire, a development practitioner, and Gabrielle Gay, founder of the Erline Bradshaw Foundation, as speakers.

This Intergenerational Dialogue emerged as a vibrant forum, weaving together voices from various backgrounds into a unified narrative of shared challenges and aspirations. The Caribbean region stands at a pivotal moment, with women and girls at the forefront of emerging and interlocking crises. The discussions revealed the fragility of women's rights, threatened by regressive forces, increasing inequality, and the climate crisis. While the digital revolution symbolizes progress, it also poses significant challenges. Social media addiction erodes empathy, and artificial intelligence introduces new avenues for crimes against women, which are inadequately addressed in current regulatory frameworks and educational curricula.

### KEY POINTS RAISED IN THE DISCUSSION:

#### Climate Crisis and Technological Challenges:

In the coming decade, significant concerns for Barbadian women include the exacerbation of the climate crisis and growing inequality, particularly affecting those in Small Island Developing States. The COVID-19 pandemic has underscored a troubling increase in violence within the Caribbean, disproportionately impacting women. Additionally, modern technologies present challenges, such as societal addiction to social media that erodes empathy and kindness, and the unregulated rise of artificial intelligence that heightens women's vulnerability to tech-based crimes. Women remain underrepresented in the development and regulation of these technologies, highlighting a critical need for their inclusion and protection in these rapidly evolving areas.

**“You cannot be a full citizen of any country unless very early on you understand as both men and women, that women are deserving of the full rights of citizenship, that they’re entitled to the full extent of participation in the economy and politics. That is what we are not teaching young men.”**

**Justice Jacqueline Cornelius, Judge of the High Court in Barbados**



“Education is the nucleus of society’s progress... we cannot progress unless we change our mindsets.”

**Gabrielle Gay, Founder of the Erline Bradshaw Foundation**

#### **Promising Developments and Initiatives:**

Despite these challenges, there are promising developments. Intergenerational engagement and the growing involvement of young women in movement building are sources of hope. The Government of Barbados’ National Transformation Initiative is a noteworthy example, addressing curricular deficits through the integration of people skills and technical training. Women-led legal mentorship programs focusing on climate justice and technology offer best practices that could be expanded. Internationally, priorities should include enhancing women’s representation in global governance through intersectional and accountable structures, developing sustainable funding models for women, youth, and Small Island Developing States, and rethinking development indicators to balance economic progress with environmental and social equity.

#### **Enhancing Women’s Voices and Participation:**

To ensure that women’s voices effectively shape global affairs, Barbadian women emphasized the necessity of increased funding for their participation at all societal and governance levels. They asserted that greater inclusion of diverse women’s perspectives would lead to more equitable development priorities. Addressing the triple crisis of food, fuel, and finance requires legislative and policy reforms that acknowledge women’s disproportionate caregiving roles and economic undervaluation. Enhancing women’s participation in agriculture through educational reforms and sustainable financing is deemed critical for economic empowerment. Furthermore, they highlighted the importance of redefining masculinity to embrace vulnerability and updating regulatory environments to tackle new forms of technology-enabled gender-based violence as crucial steps toward addressing remaining challenges and achieving comprehensive progress.

**“LOVE IS POWERFUL. WATER WEARS AWAY STONE. LOVE TRANSFORMS OUR REALITY. SO IT’S NOT SOFT. IT’S ABSOLUTELY POWERFUL. BUT WE HAVE TO DEEPEN THE LANGUAGE WE USE, TO REDEFINE WHAT WE VALUE, TO FOCUS FROM THE TOP TO THE BOTTOM AND FROM THE INDIVIDUAL TO THE COLLECTIVE...WHAT DO WE VALUE? WHAT IS WEALTH? WE MUST MOVE FROM MERELY FINANCIAL WEALTH TO SOCIAL WEALTH, SPIRITUAL WEALTH, ENVIRONMENTAL WEALTH, INTELLECTUAL WEALTH AND OTHER DIMENSIONS THAT MAKE FOR A HEALTHY COMMUNITY, A HEALTHY NATION AND A HEALTHY WORLD.”**

**Dr. Rosina Wiltshire,  
Leader in International Development and Gender Equality**



## Country

# NAMBIA

3 April 2024

## Speakers



**Rosa Namises**  
Distinguished Social,  
Gender Equality, and Human  
Rights Activists



**Hopolang Phororo**  
Moderator  
UN Resident Coordinator  
in Namibia



**Pombili Shilongo**  
Entrepreneur



## THE INTERGENERATIONAL DIALOGUE IN NAMIBIA:

Under the leadership of Hopolang Phororo, UN Resident Coordinator, the United Nations Namibia hosted an Intergenerational Dialogue on 3 April, 2024, themed “Exploring Pathways to Gender Equality,” as part of the ‘We the Women’ Campaign. The event, held at the Am Weinberg Estate, featured a Fireside Chat with Ms. Pombili Shilongo, an entrepreneur, and Ms. Rosa Namises, a distinguished activist in social, gender equality, and human rights issues. Nearly forty women from various sectors gathered to exchange experiences, knowledge, and future visions. The dialogue provided a dynamic and inclusive platform for participants to collectively diagnose social, economic, and environmental issues, understand diverse perspectives across generations, and propose long-term solutions to shared risks and vulnerabilities.

“Bring the table with you, and invite others to sit with you.”

## KEY POINTS RAISED IN THE DISCUSSION:

### Youth Unemployment and Inclusive Education:

Namibian women highlighted critical issues related to women’s empowerment, education, employment, intergenerational dynamics, technology, and human rights. They identified significant challenges such as youth unemployment and the necessity for inclusive education. The participants emphasized the importance of vocational training and promoting gender inclusivity across various sectors. Additionally, they highlighted the need for intergenerational cooperation and care for the elderly as essential to addressing changing demographics and social dynamics.

Bience Gawanas,  
Lawyer



“We would, together like to shape a future where the voices of women and girls resonate loudly and drive meaningful change. Our voices are going to carry, not only for this generation but also for generations to come.”

**Dr. Mary Nana Ama Brantuo, WHO Officer in Charge**

#### **Technology and Women’s Economic Empowerment:**

The session underscored the transformative potential of technology, particularly social media and AI, in economically empowering women. However, it also highlighted the need for digital literacy and online safety, especially for young girls and women. Proposed solutions included enhancing rural women’s access to information and land rights, preserving indigenous knowledge, and promoting international collaboration to address irregular migration and promote sustainable development across Africa. Ms. Phororo led an open discussion where participants shared perspectives and proposed new ideas on utilizing technology for gender equity and economic growth.

#### **Environmental Sustainability and Gender Equity:**

Environmental concerns, including food and water insecurities, were also addressed during the session. The importance of gender equity in leadership roles and women’s representation in decision-making processes was emphasized. Key themes discussed included access to basic services like sanitation and healthcare, parenting and childcare, and human rights and gender equality. Participants proposed actions such as promoting inclusive education, advocating for gender equity in leadership, fostering community support and solidarity, encouraging intergenerational dialogue and mentorship, and advancing advocacy and activism for women’s rights and environmental sustainability. Additionally, skills exchange programs and sustainable economic development initiatives were suggested to empower youth and address irregular migration challenges.

**“EACH VOICE HAS PLAYED A CRUCIAL ROLE IN ADVANCING OUR SHARED GOALS. I EXTEND MY HEARTFELT GRATITUDE ON BEHALF OF THE UN, TO EACH AND EVERY ONE OF YOU FOR YOUR ACTIVE PARTICIPATION AND YOUR INVALUABLE CONTRIBUTIONS. YOUR PRESENCE, INSIGHTS, AND COMMITMENT HAVE MADE THESE DIALOGUE TRULY IMPACTFUL AND MEANINGFUL. LET US CARRY FORWARD THE SPIRIT OF COLLABORATION AND EMPOWERMENT THAT HAS DEFINED OUR DISCUSSIONS. LET US REMAIN STEADFAST IN OUR ADVOCACY FOR GENDER EQUALITY, AMPLIFYING THE VOICES OF WOMEN AND GIRLS, AND WORKING TOGETHER TO CREATE A FUTURE WHERE EVERY INDIVIDUAL REGARDLESS OF GENDER, CAN THRIVE AND FULFIL THEIR POTENTIAL. ”**

**Erika Goldson, UNFPA Representative**



## Country

# HONDURAS

11 April 2024

## Speakers



### Calixta Martínez

Human's Right Defender and Women's Rights Advocate, Mariposas Libres



### Fabiana Romero

Moderator  
UN Volunteer



### Marcia Munguía

Activist from Youth Against Violence Group



### María Elena Calix

Moderator  
Communications and Advocacy Officer in the UN Honduras



## THE INTERGENERATIONAL DIALOGUE IN HONDURAS:

The Honduran Intergenerational Dialogue held in Tegucigalpa on 11 April, 2024, led and convened by the UN Resident Coordinator of Honduras Alice Shackelford, brought together 26 women of various ages, professions, population groups, and geographic areas from across the country. The event commenced with a fireside chat featuring Marcia Munguía and Calixta Martínez moderated by Fabiana Romero, a young UN Volunteer in the RCO. Afterwards, the event continued with a conversation, moderated by María Elena Calix, Communications and Advocacy Officer in the RCO, during which participants addressed critical issues including climate change, social security, the rights and challenges of women with disabilities, forced displacement due to violence, and the importance of intersectionality in addressing these concerns.

**“Independientemente de la edad y nuestro origen, las mujeres seguimos siendo víctimas y sobrevivientes de violencia.”**

## KEY POINTS RAISED IN THE DISCUSSION:

### Concerns and Urgent Issues:

The discussion highlighted several pressing concerns for the next decade, including severe violence against women and girls, migration of women and girls alone, and a rise in teenage pregnancies. Many young girls face vulnerability due to limited educational access and lack of financial support, with adolescent mothers often denied the right to education. Domestic violence remains prevalent, exacerbated by societal indifference and male perpetrators. Addressing these issues requires greater sensitivity and action from both societal and governmental levels. The issue of care remains a one-sided issue for women who are not paid for it, increasing the lack of social security women have.

**Migdonia Ayestas,  
Directora del  
Observatorio de Violencia  
IUDPAS - UNAH**



“La discriminación para mujeres con discapacidad es en todos los niveles. La interseccionalidad hace más difícil el acceso a bienes y servicios, lo que se traduce en que es un sector desprotegido. Se deben generar estadísticas e información para poder incidir”

**Olivia Perdomo,  
FENAPAPEDISH**

#### **Sources of Hope and Effective Solutions:**

Positive developments include the expansion of collective and educational spaces for women and increased involvement of girls in recreational activities. Youth and their determination towards gender equality is hopeful. Efforts to break patriarchal norms and recognize women as household providers are promising. Initiatives focused on “Leaving No One Left Behind” and the possible expansion of education to rural areas and to displaced women offer hope for future progress. Additionally, there is encouragement to replicate successful models that foster women’s inclusion and address gender inequalities.

#### **International Priorities and Recommendations:**

The Honduran women stressed that the international community should prioritize rural development, youth engagement, and addressing mass migration issues. Enhancing local livelihoods and creating job opportunities are crucial, as well as coordinating with local governments to support women and youth. Critics argue that international aid often follows colonial patterns and prioritizes institutions over individuals. Recommendations include focusing on long-term projects, improving media representation of female role models, and reinforcing intergenerational dialogue. Furthermore, there is a need for enhanced education on gender equality, support for women with disabilities, and addressing climate change impacts on women’s livelihoods.

**“LA COOPERACIÓN INTERNACIONAL DEBE PRIORIZAR A LAS PERSONAS Y A LAS FAMILIAS, NO A LAS INSTITUCIONES. SI LA MUJER ESTÁ PREPARADA, LAS FAMILIAS Y LAS COMUNIDADES ESTÁN PREPARADAS.”**

**Jesús Sánchez, Women’s rights advocate and community leader in La Mosquitia, Gracias a Dios**



## Country

# MOROCCO

23 April 2024

## Speakers



### Amina Lotfi

Ex-president and current member of the Democratic Association of Moroccan Women, the first feminist NGO in Morocco



### Chama Tahiri Ivorra

Moderator,  
Journalist, activist, entrepreneur



### Samia Ghmimed

Career coach and entrepreneur



## THE INTERGENERATIONAL DIALOGUE IN MOROCCO:

The Intergenerational Dialogue held in Rabat, Morocco, on 23 April, 2024, convened thirteen women to discuss the status of women locally, regionally, and globally. Moderated by journalist and feminist activist Chama Tahiri, the event featured a fireside chat with Amina Lotfi, representing Moroccan feminism’s historical trajectory, and Samia Ghmimed, embodying the new generation of women. This gathering provided a platform for Moroccan women to voice their hopes and concerns.

Participants included professors and leading feminist activists addressing issues such as menstrual poverty, the erasure of female migrant narratives, social and digital entrepreneurship, and engagement in civil society organizations. The discussion covered a range of topics, including women’s rights, legal reforms, ethics in artificial intelligence, political participation, economic empowerment, traditional media’s role in supporting women, migration, asylum, masculinities, and climate change.

“Despite the favorable framework we have in Morocco, the Constitution and international commitments, we still face a huge number of challenges in all areas, in terms of women’s access to employment, political and economic participation, and social protection.”

## KEY POINTS RAISED IN THE DISCUSSION:

### Ethical AI and Women’s Economic Participation:

Participants identified several pressing issues needing attention at both national and international levels. Ethical challenges posed by rapid AI development necessitate tools ensuring freedom of expression and critical thinking. In Morocco, women’s economic participation has significantly declined from 30% in 2010 to 18% in 2024, primarily due to external factors, leading to a loss of financial independence. Increasing women’s political participation is crucial for achieving gender equality, as work-life balance issues, unpaid care work, and a lack of visible role models persist. Migrant women face severe discrimination and violence, highlighting the need for dedicated protection systems and better media coverage. The international order is in crisis, with concerns about double standards, especially in Africa and the Middle East.

Amina Lotfi,  
Member of the  
Democratic Association  
of Moroccan Women



“We have to turn men into allies, and to do that, we have to start with education”.

**Sonia Guemmi,**  
Psychologist and activist.

“Women today are key stakeholders in development.”

**Aicha Zaimi Sakhri,**  
Journalist and activist,  
Co-founder of the  
magazine ‘Femmes  
du Maroc’

#### **Empowerment Programs and Gender Equality Initiatives:**

To amplify women’s voices, participants emphasized the importance of training, tools, and empowerment programs. Successful initiatives like “Vélo pour elle” were highlighted. Providing education and networking opportunities, promoting sorority and solidarity, and sharing success stories are essential. Better representation of women in decision-making roles, both in Morocco and globally, is crucial. Implementing policies to increase female participation in these roles and integrating gender equality and civic education into curricula can promote positive masculinities and challenge stereotypes. Involving men in addressing societal issues is essential for achieving gender equality. Shifting mindsets and educational reforms are necessary to promote respectful interactions. Addressing hate speech, protecting activists, combating gender-based violence, and enacting systemic changes are also critical. Developing frameworks to address ethical issues in AI, ensuring fairness and accountability, and encouraging the visibility of diverse role models who embody equality, inclusivity, and empowerment were highlighted as necessary steps.

#### **Advocacy, Collaboration, and Protection:**

The participants concluded by emphasizing the importance of involvement, persistence in the fight for women’s rights, advocating for human rights, and being determined, vocal, and supportive of each other. The importance of sorority was underlined as a crucial point to advocate for women’s rights. Promoting interdisciplinary collaboration across sectors is vital to address the multifaceted challenges facing women and girls. Establishing measures to combat harassment and support activists working on women’s rights issues will also help build a more equitable and inclusive society. Increasing funding for women’s initiatives, creating platforms for meaningful participation, and fostering international partnerships are essential for driving sustainable development and ensuring that women’s voices are heard and valued in global decision-making processes.

**“IF WOMEN’S RIGHTS ARE TO BE TRULY EFFECTIVE, THERE NEEDS TO BE A GLOBAL VISION, LAWS NEED TO BE HARMONIZED WITH NATIONAL AND INTERNATIONAL COMMITMENTS, AND PUBLIC POLICIES NEED TO INCORPORATE THE PRINCIPLE OF GENDER EQUALITY, FOR EXAMPLE, A NATIONAL EQUALITY STRATEGY THAT NEEDS TO BE BROKEN DOWN BY SECTOR.”**

**Amina Lotfi, Member of the  
Democratic Association of Moroccan Women**



## Country

# BHUTAN

18 May 2024

## Speakers



### Kunzang Choden

Pivotal figure in Bhutanese literature and cultural preservation, Tang village in Bumthang



### Ugyen Tsheden Tobgay

Leading student in the World Food Programme's Healthy Eating Campaign, Thimphu



## THE INTERGENERATIONAL DIALOGUE IN BHUTAN:

The Intergenerational Dialogue was held 18 May 2024 at the Ogyen Choling Palace in Tang, Bumthang, central Bhutan, a site of cultural and spiritual significance. The dialogue featured Kunzang Choden, a pivotal figure in Bhutanese literature and cultural preservation, as the elder speaker, and Ugyen Tsheden Tobgay, an active student involved in various climate campaigns in Bhutan, as the younger speaker. The discussion addressed key concerns for the next decade, sources of hope, international priorities, women's voices, and advice for younger generations. It focused on societal changes in Bhutan, such as family fragmentation, evolving gender roles, and migration trends. Concerns highlighted included the lack of support for older adults in rural areas and the limited opportunities for women in executive roles.

“Think globally, act locally.”

## KEY POINTS RAISED IN THE DISCUSSION:

Dialogue participant

### Concerns for the Next Decade:

The fragmentation of family units in rural Bhutan is a pressing issue, with migration trends leaving older adults without adequate support. Traditionally, Bhutanese families lived together in joint family systems, but there has been a shift with the middle generation increasingly moving abroad or to urban areas. This potential fragmentation underscores the importance of creating more opportunities and services to help retain young people in their communities, preserving family cohesion. Limited opportunities for women to attain executive-level positions remain a significant concern, along with deeply ingrained societal stereotypes that hinder gender equality. True gender equality must begin within the household, where a woman's identity is recognized independently, rather than being tied to her father or male relatives.



### Sources of Hope and Effective Solutions:

Positive changes in gender roles in Bhutan, such as men increasingly participating in household chores, reflect a move towards shared responsibilities. Learning from and promoting these practices can support gender equality and strengthen family units. The increasing success of women in education offers significant hope for the future. The shift from viewing education as synonymous with religion to recognizing it as a key driver of development has been pivotal, particularly for girls, breaking down cultural gender barriers. Advances in healthcare, especially in reducing maternal mortality rates, have significantly improved the status and empowerment of women. Health and education are the most promising areas, and replicating successful initiatives in these sectors could greatly benefit communities worldwide.

### International Priorities and Women's Voices:

To improve the world, the international community must prioritize women's safety by implementing stronger policies. Addressing consumerism, focusing on the human impact of climate change, and supporting youth engagement in combating climate change are also crucial. The change in women's engagement in traditionally male-dominated rituals, such as Chöd Mache in Tibetan Buddhism, reflects broader shifts in gender roles. Women should be included at all levels of decision-making, with more female leaders in prominent roles. Global leaders must empower women to speak up without fear of criticism, creating environments where women's contributions are valued and respected. Understanding and addressing the reasons why young Bhutanese might choose to remain in their villages, rather than seeking opportunities abroad, is crucial. Looking back, young women should be advised to balance ambition with contentment to achieve true personal and professional fulfillment.

“Practice the virtue of enough for there is never enough (translated from local language).”

Dialogue participant

**“ON A AIRPLANE, EVEN IF ONE SCREW IS MISSING, THE AIRPLANE IS NOT GOING TO FUNCTION. LIKEWISE, EVEN IF ONE GENERATION IS MISSING, IF ONE GENERATION IS NOT ACKNOWLEDGED, WE WILL NOT BE ABLE TO MOVE ON.”**

Dialogue participant



## Country

# JORDAN

29 May 2024

## Speakers



**Her Excellency Ihsan Barakat**  
Senator & Judge



**Sheri Ritsema-Anderson**  
Moderator  
UN Resident Coordinator  
in Jordan



**Lynn Malkawi**  
Social entrepreneur,  
Founder of Wasel



## THE INTERGENERATIONAL DIALOGUE IN JORDAN:

On 29 May, 2024, the UN Resident Coordinator's Office and UN Women hosted the We the Women Intergenerational Dialogue in Amman, Jordan. This event brought together seventeen women to discuss the status of women locally, regionally, and globally. The dialogue featured a fireside chat between Ihsan Barakat, Jordan's first female Attorney General and Supreme Court judge, and Lynn Malkawi, Founder of Wasel for Awareness & Education. Moderated by the UN Resident Coordinator in Jordan, Sheri Ritsema-Anderson, the discussion covered women's rights, gender-based violence, legal reforms, artificial intelligence ethics, education, political participation, and economic empowerment.

The event highlighted ongoing issues, including low female economic participation, underrepresentation in key sectors, gender-based violence and discrimination against persons with disabilities. The dialogue stressed the need for inclusive spaces and diverse voices to effect meaningful change.

### KEY POINTS RAISED IN THE DISCUSSION:

#### Pathways for Women's Influence in Government Decision-Making:

Achieving financial independence for women is essential, requiring strategies to formalize informal work and ensure effective labor market engagement. Despite societal beliefs, women effectively balance family and career. Persistent issues such as gender-based violence, including workplace harassment, and legislative double standards must be addressed. Expanding women's access to leadership positions and increasing their representation in various sectors are crucial for sustainable development. Recommendations include enhancing political representation through targeted policies and increasing female participation in decision-making roles. Additionally, investing in education for gender equality and integrating civic education into curricula from an early age can promote empathy and equal roles.

**“The reality does not align with expectations. Often, roles are given to men due to prevailing stereotypes. We delineate specific work areas for women, yet in sectors like energy, opportunities are predominantly directed towards men rather than women. These are entrenched stereotypical roles.”**

**Lilian Haddad,**  
Co-founder,  
EcoYouth Jordan



**“Disability movements are rare as it’s hard to develop compassion for people who are different from you.”**

**Hala Mahfooz, Founder - Rafeeq Organisation**

**“Women are the most capable of taking brave and often unpopular decisions”**

**H.E Samar Al Hajj, Head - Jordan National Centre for Human**

#### **Advancing Economic Equality:**

Gender-based discrimination results in significant economic losses. Boosting female labor-force participation could greatly increase regional GDP, and in Jordan, ILO estimates that a 25% increase in women’s participation could grow the GDP by 10%. Despite high educational attainment, women face challenges due to societal pressures and a mismatch between their aspirations and labor market realities. Recommendations include improving data collection on gender issues, connecting ministries to enhance social security coverage, and addressing local needs through targeted policies. Increased outreach to rural areas and investment in women’s organizations are necessary to ensure equitable economic participation and opportunities.

#### **Promoting Greater Equality in Jordanian Society:**

Women in remote areas often struggle for societal recognition despite their achievements. Enhancing media representation and increasing international outreach can shift societal attitudes and elevate women’s voices. Women with disabilities face multiple layers of discrimination. Recommendations stress the importance of investing in data collection and advocacy to improve policies and awareness. Ethical considerations in technology should guide the development of frameworks that ensure fairness and accountability, minimizing negative psychological impacts. Additionally, promoting the visibility of diverse role models and reviewing international mechanisms for fairness can drive meaningful societal change. Legal reforms are needed to address issues such as fair property division in divorce and improve support for women.

**“GIVE WOMEN A CHANCE TO CHANGE AND HOLD THEM ACCOUNTABLE, OBJECTIVE MERITOCRATIC STANDARDS, NOT QUOTAS MUST EXIST – THIS WILL LEAD TO MANY EXCELLENT WOMEN TAKING LEADERSHIP ROLES.”**

**H.E. Ms. Ihsan Barakat, Senator**



## Country

# CHILE

29 May to 24 June 2024

## Speakers



**Gloria de la Fuente**  
Undersecretary of Foreign Affairs



**María José Torres**  
Moderator  
UN Resident Coordinator  
in Chile



**Kenza El Ghali**  
Ambassador of the Kingdom of  
Morocco to Chile



**Luz Vidal**  
Undersecretary for Women  
and Gender Equality



## THE INTERGENERATIONAL DIALOGUE IN CHILE:

The final Intergenerational Dialogue was held in Chile, comprising a series of seven dialogues conducted throughout the country from 29 May to 24 June 2024. The inaugural dialogue, which focused on Diplomacy and International Organizations, was co-convened by the UN Resident Coordinator in Chile, alongside the Ambassadors of Morocco and Germany to Chile. The most recent event took place in Santiago at the Centro Cultural la Moneda, attracting over 150 women participants, including Vice Minister of Foreign Affairs Gloria de la Fuente and Undersecretary for Women and Gender Equality Luz Vidal. Attendees included prominent women's rights advocates, women ambassadors, business leaders, artists, social activists, indigenous women, women with disabilities, women in science, academics, and many young students eager to contribute their perspectives to the Summit of the Future.

In addition to the major dialogues, a series of smaller discussions were organized in Coquimbo and Antofagasta. These sessions brought together women of various ages and backgrounds to share their hopes and aspirations for the future of Chile. The topics addressed in these dialogues were diverse, focusing on the protection and recovery of ancestral lands, the impact of extractive industries on indigenous populations, the safeguarding of women and children, climate change, displacement, and other pertinent issues. These conversations aimed to foster a comprehensive understanding of the challenges and opportunities facing women in Chile.

## KEY POINTS RAISED IN THE DISCUSSION:

### Female Participation and Environmental Concerns:

As Chilean women look ahead to the next decade, they are deeply concerned about the low female participation in senior positions and technical-educational establishments, especially in computing areas. They are also troubled by the advancing ecological crisis, the rise of the extreme right worldwide, and the inadequate governmental measures to address climate change. There is an urgent need for improved political and environmental education

“Creo en el poder de la mujer, y tenemos que compartirlo, ya sea en un libro, un verso, o una canción”. Es importante la accesibilidad cognitiva para personas con discapacidad intelectual, como el lenguaje fácil.”

Dialogue participant



“A pesar de que tengo una visión positiva sobre el avance de los derechos de las mujeres en los últimos 50 años, siento temor a retroceder, no tan solo a nivel político, sino también en los derechos básicos y reproductivos.”

Dialogue participant

to combat these issues. Additionally, the challenges of underrepresentation in leadership roles, especially in politics and business, and the lack of intersectional policy-making highlight the systemic barriers women face. The presence of macho spaces and the incompatibility of domestic work with professional careers further hinder women's economic autonomy and political participation. Women from vulnerable sectors, such as domestic workers, rural, racialized, indigenous, immigrant women, and older women, face additional silencing and exclusion.

#### **Progress and Promising Initiatives:**

Despite these challenges, there is hope in the normalization of menstruation and menstrual hygiene issues, progress on previously taboo topics such as abortion rights, and the increasing participation of youth in generational movements. The Government of Chile's efforts in advancing education, technological advancements, and raising awareness about the ecological crisis are promising. Practical solutions like mentorship programs in business and politics, as well as structural reforms to support work-life balance and equitable caregiving responsibilities, have shown potential for replication and scaling up. These initiatives, along with AI and technological advancements, provide a hopeful outlook for the future. The articulation and participation of women and girls in various communities and movements have led to transformative projects and citizen participation, ensuring that decisions are not made without their input.

#### **International Advocacy and Holistic Approaches:**

Chilean women emphasized the need for the international community to prioritize education and ensure basic rights for all, especially those historically marginalized. They advocate for international agreements on ecosystem protection, human rights, and armed conflict prevention. Reparations for countries exploited by the global north and avoiding past mistakes are also critical. To achieve equal job opportunities, there must be spaces for women to raise their voices, non-sexist education, and compatibility of domestic work with professional careers. Ensuring political participation in a polarized environment requires civic education, accountability mechanisms, and inclusivity, especially for marginalized women. Overall, Chilean women call for a holistic approach that includes technological and ethical advancements, inclusive education, and diverse leadership to contribute positively to the global community.

**“LA POLÍTICA EXTERIOR FEMINISTA, ES UNA OPORTUNIDAD PARA LA COMUNIDAD INTERNACIONAL, EN LAS RELACIONES MULTILATERALES. LA APLICACIÓN DE ESTA POLÍTICA ES SIGNIFICATIVA, PARA QUE CHILE LO EXTRAPOLE AL MUNDO.”**

Dialogue participant



**WE THE  
WOMEN**