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Towards Inclusive Progress: A Framework for Gender Equality

Istanbul, Turkey (29 - 30 June 2024)

Context and Rationale

The Progressive Alliance (PA) works to realise gender equality as a fundamental human right and a cornerstone of just, inclusive, and sustainable societies. This commitment is reflected in various initiatives aimed at advancing gender equality across member organisations, underscoring the PA's dedication to this critical cause. Despite progress, gender-based violence, economic insecurity, and persistent gender gaps—such as those in pay, care, and representation in leadership roles—remain entrenched. These challenges are not just matters of fairness; they are strategic imperatives that affect broader social, economic, and political stability.

This action plan is not just a call to action, but a call to urgency for us as a global progressive movement. We must close all gender gaps by 2030. Gender inequality is not only a pressing global challenge but also a significant barrier to sustainable development, social cohesion, and economic success. Research by UN Women and other organisations demonstrates that gender inequality impedes economic growth, deepens poverty, and undermines social stability¹². The Sustainable Development Goals (SDGs), particularly Goals 5 (Gender Equality) and 8 (Decent Work and Economic Growth), alongside international frameworks like the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the Beijing Platform for Action, highlight the critical need for sustained efforts by the Progressive Alliance and its member political parties globally. However,

¹ [Turning Promises into Action](#)

² [Gender Equality as an Accelerator for Achieving the SDGs](#)

transforming commitment into action requires a clear understanding of why these goals are crucial and how they can be achieved.

Gender inequality undermines the potential of half the world's population, leading to economic losses, social instability, and the perpetuation of cycles of poverty and violence. Failure to address these issues exacerbates existing inequalities and diminishes the prospects for inclusive growth. The PA recognises that achieving gender equality is essential for the well-being of individuals and the health and prosperity of societies as a whole. This action plan is necessary to translate these commitments into concrete actions that address both the symptoms and root causes of gender inequality.

The PA's strategy aims to achieve its goals externally and actualise these ideas and policies within our movement and organisation. This strategy is built on a multifaceted approach that integrates policy development, advocacy, capacity building, and international solidarity. The plan focuses on strengthening legal frameworks and enforcement mechanisms to protect and promote women's rights while advancing the inclusion of marginalised groups. It aims to provide equitable access to resources and opportunities, ensuring all individuals can fully participate in economic, political, and social life. It also emphasises fostering representation by supporting women in leadership and decision-making roles, while promoting the inclusion of marginalised communities. Member organisations play a crucial role in implementing these strategies within their respective spheres of influence and internalising these principles in their practice of politics. Recognising the intersectionality of gender inequalities with other forms of discrimination, such as race, ethnicity, and socioeconomic status, the Progressive Alliance is dedicated to ensuring that no one is left behind. Furthermore, the plan seeks to build strategic partnerships to support these efforts, acknowledging that gender equality is a shared responsibility.

The primary goal of this action plan is not just to actively promote the closing of all gender gaps by 2030, but to do so in ways that influence meaningful change as far as possible. This includes actively advocating for legal rights, equitable access to economic resources, equal participation and fair treatment in the labour market, an equal distribution of unpaid care work, and gender-balanced representation in all areas of life. It also aims to end violence against women, while addressing the specific forms of violence and discrimination faced by

gender minorities, ensure access to sexual and reproductive health and rights, and drive structural changes that foster sustained gender equality.

In the short term (2-3 years), the Gender Equality Working Group, as a collective within the PA, and the PA as a movement, will focus on:

- Increasing awareness and understanding of gender equality issues at key levels, such as national, regional, and organisational.
- Influencing policy frameworks and public discourse to prioritise gender equality.
- Creating spaces for dialogue, collaboration, and advocacy on gender issues.
- Enabling member organisations and allies to implement gender-sensitive policies.
- Harmonising efforts and sharing lessons learned across different regions to ensure a coordinated approach.
- Developing tools, resources, and exchanging best practices to support gender equality initiatives.
- Amplifying the voices and experiences of women, while ensuring that the unique challenges faced by gender minorities are addressed.
- Initialising policy responses that meet the distinct needs of women in crisis situations, while also addressing the specific vulnerabilities of gender minorities.

In the medium term (4-6 years), the goal is to meaningfully participate in policy implementation and drive substantial improvements in both political and economic participation, particularly where the PA's influence can make a significant impact. This includes encouraging member organisations to increase women's and gender minorities' representation in decision-making bodies, leadership roles, and electoral processes. The PA will advocate for gender quotas and inclusive leadership structures, ensuring that women's voices are fully represented in political arenas. On the economic front, the PA will focus on empowering its members to address wage gaps, promote fair treatment in the labour market, and advocate for women's economic participation by tackling barriers such as unpaid care work and expanding comprehensive social protection schemes. Additionally, through its network, the PA will support efforts to reduce economic disparities, expand access to vocational training, and help women entrepreneurs secure financial resources. While the PA will provide guidance and coordination, the implementation of these initiatives relies on the

commitment of member organisations, ensuring sustainable progress toward gender equality and economic empowerment.

In the long term (6+ years), the goal is to contribute to the ongoing momentum for change that supports sustained gender equality across sectors. The PA recognises the need for continued collaboration, persistence, and flexibility beyond the scope of this plan. The PA will continue to build partnerships and support efforts that push for ongoing progress toward gender equality.

Situational Analysis

Despite considerable global progress, critical disparities in gender equality remain deeply entrenched across various sectors of society. Persistent challenges, such as gender-based violence, economic insecurity, substantial gender gaps—particularly in equal pay and care responsibilities—and the chronic underrepresentation of women in leadership roles, alongside the marginalisation of gender minorities, are interconnected, perpetuating cycles of inequality. Addressing these challenges is essential for achieving true gender equality and requires coordinated and sustained efforts.

Gender-based violence (GBV) continues to be a pervasive issue, affecting millions of women and girls globally. This violence, including domestic abuse, sexual harassment, and human trafficking, not only causes personal suffering but also undermines societal stability by perpetuating fear and inequality. Economic insecurity further compounds these challenges, as women often face wage gaps, employment discrimination, and significant barriers to financial independence. These economic obstacles are exacerbated by political underrepresentation, where the exclusion of women from leadership roles impacts policy decisions and sustains systemic biases.

A growing and troubling trend, however, is the rise of authoritarianism and far-right political movements across various countries. These movements present a direct threat to the progress made in gender equality. Historically, authoritarian regimes have been quick to reverse or undermine gender equality measures, often marginalising women and curtailing their rights, while also exacerbating discrimination and violence against gender minorities. This worrying

trend highlights the urgent need to strengthen protections for women and gender minorities, particularly in the face of political regression.

The Progressive Alliance is uniquely positioned to tackle global challenges through its network of over 140 socialist, social democratic, and labour parties. This coalition enables the PA to influence political agendas, advocate for gender equality, and support aligned initiatives. The PA's commitment to social justice and its ability to mobilise international solidarity empower it to contribute effectively to the global fight for gender equality. By forming strategic partnerships and coordinating efforts, the PA facilitates sharing best practices, supports gender-sensitive policies, and strengthens equality across its network. While these challenges are significant, the PA has the capacity to address them effectively. The organisation recognises that tackling gender-based violence, economic insecurity, and underrepresentation is critical to advancing gender equality. Leveraging its influence, the PA is committed to advocating for changes within its member organisations and supporting collaborative efforts to drive progress in these areas.

An internal review of the Progressive Alliance's gender equality efforts reveals significant opportunities for growth and impact. Although the PA has identified key areas for advancing gender equality, the challenge lies in turning potential into action. This highlights the need for the PA to shift focus towards concrete, actionable goals over the next five years. Priorities include strengthening policy implementation, optimising resource allocation, and fostering a more inclusive organisational culture.

The PA can leverage successful practices emerging within its network, such as advocacy campaigns, support systems for women and underrepresented groups, and leadership programmes. These initiatives underscore the interconnectedness of global gender issues and the necessity for a unified international effort. By scaling and replicating these initiatives across its member organisations, the PA aims to close gender gaps and advance gender equality more effectively.

Guiding Principles and Strategic Priorities for Advancing Gender Equality

The Progressive Alliance is deeply committed to gender equality, viewing it as a fundamental human right and a critical component of social justice, economic growth, and societal

progress. To achieve gender equality, it is essential to integrate this commitment into our actions and policies at every level. This integrated approach requires clear guiding principles and strategic priorities, which are both comprehensive and actionable, to advance gender equality effectively in practical and impactful ways.

Central to the PA's efforts is protecting and promoting women's and girls' rights through robust legal frameworks. This involves advocating for the ratification and enforcement of international treaties, such as the Istanbul Convention³. The PA also recognises the need to safeguard women's rights in all contexts, including conflict and war zones, where women face heightened risks of violence, exploitation, and displacement. Promoting international laws and frameworks that ensure the protection and safety of women in these settings is crucial. These comprehensive legal efforts extend beyond compliance with international standards; they are vital for creating societies where women's rights are universally respected and upheld. By prioritising legislative reforms and advocating for policies that address gender-based violence, discrimination, sexual and reproductive health rights, and the unique challenges faced by women in conflict zones, the PA aims to empower women across all areas of life.

Economic inequality remains a significant barrier to gender equality, and addressing this is a critical priority for the PA. Research consistently shows that empowering women economically leads to broader economic development and reduced poverty levels. To achieve this, the PA promotes gender-sensitive budgeting practices that ensure financial decisions consider their impact on gender equality. By supporting initiatives that provide equitable access to resources, such as education, healthcare, and employment opportunities, the PA aims to foster inclusive economic growth. This includes advocating for policies that support women's entrepreneurship, expand access to vocational training, and invest in the care economy.

Ensuring decent work, equal pay, and dignified working conditions are also essential components of this strategy, as they are crucial for women's economic empowerment and overall equality. The PA advocates for women's entrepreneurship, expanded access to

³ The Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence, also known as "the Istanbul Convention", requires parties to develop laws, policies and support services to end violence against women and domestic violence.

vocational training, and investment in the care economy, while also supporting policies that promote the economic inclusion of marginalised groups.

A critical aspect of achieving economic equality is addressing the unequal distribution of unpaid care work. The disproportionate burden of care responsibilities on women limits their full participation in the labour market and in leadership roles. The PA advocates for comprehensive social protection systems that include paid family leave, affordable childcare, and policies that encourage men to share care duties. By tackling these root causes of inequality, the PA aims to create a more equitable labour market where women have the support and freedom to pursue professional opportunities on equal terms with men.

Additionally, recognising that women are more likely to engage in unpaid care work, face economic disadvantages throughout their lives, and experience financial insecurity in older age due to longer life expectancy, the PA advocates for robust social protection systems. These systems must be tailored to meet the diverse realities of women's lives, offering economic security and addressing gaps in traditional labour markets. Pensions, healthcare, and unemployment benefits are crucial for reducing poverty and ensuring the long-term well-being of women and their families. By focusing on these areas, the PA supports the creation of financial frameworks that promote equitable opportunities and outcomes for all, ultimately contributing to sustainable development and social justice.

Representation is another vital area of focus. True gender equality requires the full and equal participation of women and underrepresented groups in decision-making roles across political, economic, and social spheres. The PA advocates for initiatives that promote gender parity, such as gender quotas, affirmative action policies, and capacity-building programmes. These measures are designed to foster environments where diverse voices are integral to policy-making and governance, leading to more balanced and representative structures that reflect the diversity of our societies.

The PA recognises that gender equality is multifaceted and deeply intertwined with other forms of inequality, such as race, ethnicity, disability, socioeconomic status, and historical contexts like colonialism. Addressing these intersecting identities is essential for creating a truly inclusive environment. The PA is dedicated to developing inclusive policies that address

the unique challenges faced by different groups, ensuring that the needs of all marginalised communities are met. By fostering inclusive cultures within our organisations and promoting awareness and understanding of intersectionality, the PA aims to create an equitable environment where all voices are heard and valued.

In addition to these efforts, the PA is committed to international solidarity as a strategic approach to advancing gender equality. Gender equality is a global goal that transcends national borders and demands a united, coordinated response. The PA engages in international advocacy, builds strategic partnerships, and supports women's rights movements worldwide to amplify and unify efforts toward achieving gender equality. These efforts will be tailored to the local contexts of member organisations, ensuring that strategies are relevant and effective. The impact of these initiatives will be measured through both qualitative and quantitative metrics, including feedback from local partners and progress on gender equality indicators. This commitment extends to advocating for the safety and rights of women in conflict zones by promoting international laws and frameworks that ensure their protection. Through this solidarity, the PA fosters a shared commitment to gender equality across diverse regions and cultures, recognising that true progress requires collective action and collaboration on a global scale. Our support for feminist foreign and development policies, which prioritise gender equality in all international agreements and cooperation efforts, reflects this commitment to global justice and equity for all women, regardless of their circumstances.

By adhering to these guiding principles and strategic priorities, the Progressive Alliance aims to foster a collaborative and supportive environment where gender equality can thrive. We are dedicated to working alongside our member organisations to achieve measurable progress, recognising that advancing gender equality is essential for sustainable development and social justice. Through our collective efforts, we move beyond mere commitments to deliver real, tangible change in the lives of women and promote the inclusion of marginalised groups worldwide.

Political Participation and Leadership Building

Empowering women and promoting the inclusion of marginalised groups, such as gender minorities, in political participation and leadership roles is essential for achieving true gender

equality. This involves increasing their representation in decision-making bodies, electoral processes, and leadership positions within political parties and local governance structures. The PA will focus on strategies such as mentorship programmes, leadership training, and advocacy for gender quotas to ensure women's voices are represented at all political levels. Recognising the critical role its member parties and associations must play, the PA encourages creating environments where women and marginalised groups, including gender minorities, can thrive, contributing to inclusive and democratic societies.

Member parties are encouraged to provide women and marginalised groups, including gender minorities, with the skills and confidence to pursue political office and leadership roles through mentorship and leadership training programmes at national and local levels. These programmes offer practical tools and strategies for success and foster supportive networks where women and leaders from marginalised communities can share experiences and strategies, encouraging broader participation in leadership roles and shaping political agendas.

In advancing gender equality, it is crucial to redefine what effective leadership looks like by promoting a model that is inclusive, empathetic, diverse, equitable, and collective. This feminist leadership approach aspires to empower individuals from all backgrounds and foster leadership that dismantles traditional power dynamics, reflecting the diversity and intersectionality of our societies. Feminist leadership prioritises shared power, collaboration, and community-driven decision-making, ensuring that leadership is both transformative and empowering. Women leaders often exemplify traits such as empathy, care, collaboration, and a commitment to diversity—qualities essential for addressing complex global challenges in a holistic and inclusive manner. By valuing these qualities and embedding feminist principles, the PA aims to foster leadership that builds trust, strengthens communities, and creates policies that serve the needs of all citizens.

The Progressive Alliance is committed to advancing a redefined leadership model within its ranks and member organisations—one that ensures gender parity while recognising the unique strengths of both women and gender minorities. By embracing feminist leadership, the PA seeks to challenge conventional power structures and promote leadership rooted in equity, inclusion, and collective empowerment. Supporting women and gender minorities in

leadership roles fosters more equitable, collaborative, and effective governance, paving the way for a more just and inclusive political landscape.

To address the structural barriers that often prevent women and gender minorities from reaching leadership positions, the PA urges its member parties and organisations to adopt effective gender targets and quotas. The PA also calls for inclusive, flexible structures that support political participation alongside family responsibilities and work commitments. Regular benchmarking will ensure the effectiveness of these measures, with adjustments made as needed to meet gender parity goals and maintain policy relevance.

Awareness and advocacy are also vital components of this strategy. The PA will support member parties in launching targeted campaigns that promote gender equality in political representation. By sharing successful grassroots initiatives and impactful campaigns from its members, the PA aims to highlight the successes of women leaders, combat gender-based violence, and create a more supportive environment for women in politics.

Community engagement is equally important in promoting gender equality. Member parties are encouraged to develop and implement targeted communication campaigns that challenge patriarchal norms and cultural barriers hindering women's participation in politics. By organising workshops and leveraging social media and public events, these efforts can raise awareness and educate communities about the importance of gender equality in political representation. Furthermore, fostering a generation that values gender equality requires comprehensive education initiatives. The PA supports its members and allies in promoting sexual and reproductive health education for youth and children, understanding that early education is critical to shaping future societal norms. Additionally, the PA will continue to support activism campaigns against gender-based violence and assist in creating accessible educational materials to inform the public.

Through these combined efforts in leadership development, structural reform, awareness, advocacy, and education, PA member parties and associations can build a solid foundation for women's and gender minorities' political participation. These efforts contribute to a more equitable and inclusive society where diverse voices are represented in decision-making processes.

Policy Development and Advocacy

Developing and advocating for gender-sensitive policies are fundamental to the Progressive Alliance's mission to integrate gender equality across all political fields. Recognising that policy-making is a powerful tool for driving change, the PA is committed to ensuring that all policies account for their impact on women and marginalised communities at local, national, and international levels.

A central aspect of this effort is gender budgeting, which involves evaluating all financial decisions for their implications on gender equality. This approach ensures that resources are allocated effectively to address disparities and promote equity. By adopting gender-responsive budgeting, the PA aims to establish a financial framework that supports fair opportunities and outcomes for all genders.

The PA emphasises the necessity of conducting gender impact assessments for all policies. These assessments are crucial for identifying and mitigating any adverse effects on women and marginalised communities, ensuring that policies do not unintentionally reinforce existing inequalities. Recognising potential challenges and resistance to gender-sensitive policies, the PA also advocates for establishing mechanisms to track policy implementation and developing contingency plans to address obstacles or setbacks. Making gender impact assessments a standard practice in policy development is essential to ensure that policies remain inclusive and effective over time.

The PA's approach to policy areas is comprehensive, addressing gender disparities across various sectors to create a more inclusive society. In health, the PA advocates for reproductive health services specifically tailored to the unique needs of women, while ensuring broader healthcare access for marginalised groups. This includes specialised care for conditions predominantly affecting women, such as reproductive health issues and breast cancer, and culturally sensitive services that address the specific needs of marginalised communities. Beyond health, the PA promotes economic empowerment by supporting initiatives that encourage women's entrepreneurship, ensure fair wages, and maintain safe working conditions, while also promoting the economic inclusion of marginalised groups who face systemic barriers in the labour market. Furthermore, the PA stresses the need for

greater political representation of women and calls for the inclusion of marginalised groups in political processes, ensuring diverse voices are heard in decision-making. The PA also advocates for social protection schemes for unpaid care workers, recognising the disproportionate burden of caregiving on women, while also promoting broader social protection measures to address the economic vulnerabilities of marginalised communities. By integrating these strategies across health, economic, and political domains, the PA aims to reduce systemic barriers and promote a society where all individuals, regardless of gender, can achieve their full potential.

The PA's policy advocacy extends to technological advancements, such as artificial intelligence, advocating for policies that prevent gender biases and promote inclusivity. Additionally, the PA supports labour laws that protect workers' rights, including their collective rights, especially amid shifting labour dynamics due to digitalisation and environmental changes.

Environmental and climate justice is another priority where the PA advocates for gender-sensitive policies. Women, particularly in marginalised communities, often suffer most from environmental degradation and climate change. The PA supports policies that involve women in environmental decision-making processes and ensure that climate actions are inclusive and equitable.

Recognising the unique risks and challenges faced by women and girls in conflict and war zones, the PA is committed to advocating for their safety and rights through international laws and frameworks that ensure their protection. Women and girls in these settings often face heightened vulnerability to violence, exploitation, and displacement. The PA supports initiatives that address gender-based violence in conflict zones and promotes the development of tools and programmes that offer psychosocial support, economic opportunities, and reintegration assistance for women and girls post-conflict. By advocating for the inclusion of women and girls in peace processes—from negotiations to implementation—the PA seeks to foster more inclusive and sustainable peace agreements that reflect the diverse needs of all community members. These efforts align with international commitments, such as the UN Security Council Resolution 1325 on Women, Peace, and Security, which emphasizes the critical role of women in conflict prevention, resolution, and peacebuilding. Moreover, the PA

is committed to supporting efforts that provide long-term assistance to women and girls affected by crises, ensuring their recovery and empowerment even after conflicts have ended, in collaboration with international partners, NGOs, and member organisations.

To amplify these efforts, the PA underscores the importance of building strategic partnerships and engaging in global efforts to share strategies and best practices in policy advocacy. By fostering international solidarity and addressing intersectionality in all aspects of policy-making, the PA aims to develop inclusive policies that reflect the unique experiences of women, as well as the diverse challenges faced by marginalised groups across the globe. This collaborative approach not only enhances the effectiveness of the PA's advocacy for women and marginalised groups but also ensures that gender equality efforts are coordinated and sustained worldwide.

Through these efforts in policy development and advocacy, the PA aims to create a framework that is inclusive, equitable, and responsive to the distinct needs of women and the diverse challenges faced by marginalised communities, laying the foundation for sustained gender equality.

Organisational Priorities and Ways Forward

Achieving gender equality requires both external advocacy and a strong internal commitment. The Progressive Alliance prioritises gender parity within its structures and processes, embedding a culture of respect, safety, inclusion, and fairness throughout the organisation. To foster a safe and supportive environment, the PA actively develops and implements internal policies that incorporate gender sensitivity and anti-sexual harassment (ASH) awareness into its activities. The PA ensures that primers or orientation sessions—based on best practices from feminist organisations—are integrated into key activities, particularly at regional events and major gatherings. These sessions are designed to raise awareness, educate participants, and ensure that all members understand their rights and responsibilities in maintaining a respectful, safe, and inclusive working environment. By promoting this consciousness and culture of gender equality across the alliance, the PA aims to establish a shared commitment to these principles within its own structures and among its member organisations. Member organisations are encouraged to adopt these measures, ensuring a unified and inclusive approach that spans different regions, contexts, and activities.

Ensuring representation of women, while promoting the inclusion of marginalised groups, in decision-making processes is crucial for inclusive and effective policy discussions. This applies as well for marginalised groups. The PA is committed to involving diverse voices to develop comprehensive strategies that advance gender equality. Recognizing that achieving gender equality is a global goal, the PA emphasises the importance of international cooperation and networks among its member organisations. This collaboration is vital for sharing best practices, particularly in leadership development and economic empowerment, to ensure that gender equality efforts are robust and adaptable across different contexts. Additionally, recognising the importance of allies, the PA encourages member organisations to engage men in gender equality initiatives, emphasising that achieving gender equality benefits everyone.

Building capacity is central to the PA's strategy, focusing on providing comprehensive gender sensitivity and equality awareness sessions for its staff and members. The PA aims to reach a broad range of organisations with training on topics such as gender-sensitive budgeting, gender-based violence prevention, unconscious bias, intersectionality, and effective advocacy for gender equality. These programmes are designed to enhance skills and knowledge, supporting the effective implementation and progress tracking of gender equality initiatives. Progress will be tracked through pre- and post-training assessments, participant feedback, behavioural change surveys, and regular follow-ups to ensure sustained impact. Additionally, the PA supports the creation of resources and toolkits for member organisations and promotes bilateral and multilateral education and training opportunities to facilitate shared learning and best practices across its network.

Effective resource allocation is another critical focus, with the PA advocating for gender-based budgeting within its member organisations to ensure that resources are directed appropriately towards gender equality programmes. This includes assessing spending impacts to ensure resources are used effectively and desired outcomes are achieved. Transparency and accountability are also vital; therefore, the PA encourages regular gender audits to assess the effectiveness of initiatives, identify gaps, and refine strategies over time.

The PA is dedicated to building strong alliances with organisations working on gender equality and actively participating in international forums and networks. These collaborations provide opportunities to exchange best practices, develop joint initiatives, and increase the collective impact of gender equality efforts. Recognising shared challenges, the PA focuses on overcoming cultural barriers to women's participation in politics and society, implementing policies to confront institutional sexism, and increasing the visibility of women in media to promote positive role models.

A key priority for the PA is developing comprehensive policies to address gender-based violence, including both physical and online forms of violence. Ensuring women's safety is fundamental to achieving broader gender equality. The PA recognises the rise of online GBV, particularly during political campaigns and elections, where sexist and misogynistic attacks, fake news, and threats are frequently directed at women politicians, activists, and their families. The PA will facilitate the sharing of successful protocols and best practices among member organisations to maximise anti-GBV efforts and ensure effective adaptation across different contexts.

Empowering women in decision-making is also essential, and the PA supports women's councils and promotes local democracy to provide women with a direct and influential role in community governance. Engaging both rural and urban communities in challenging patriarchal norms is crucial for creating environments where gender equality can thrive.

The PA is committed to continuous benchmarking across all its organisational priorities to ensure these initiatives are effective, sustainable, and adaptable. Benchmarking will allow the PA to assess progress against global gender equality standards, learn from successful initiatives in other organisations, and identify areas for improvement, ensuring accountability throughout its efforts. From gender sensitivity and anti-sexual harassment awareness sessions to inclusive leadership and gender-based violence—both physical and online—the PA will evaluate its efforts through feedback mechanisms, progress reports, and gender audits. By concentrating on comprehensive policies that address GBV, promoting local democracy through women's councils, and supporting resource allocation strategies like gender-based budgeting, the PA ensures a lasting impact on gender equality across all its activities. This

systematic approach reinforces the PA's dedication to advancing gender equality within its ranks and setting an example for its member organisations and the global community.

A Collective Commitment to Gender Equality

The Progressive Alliance presents this Gender Equality Action Plan as a comprehensive global strategy, emphasising that achieving gender equality by 2030 requires the combined efforts of our member political parties and associated partners worldwide. This plan calls on PA members to take the lead in championing gender equality within their countries and regions, leveraging their influence and networks to drive meaningful change. At the same time, we encourage collaboration with governments, civil society, trade unions, international partners, and the private sector to broaden the impact of our efforts. By combining the strengths and commitments of our member political parties and associated partners, we strive to close all gender gaps and set a global example for inclusivity and fairness.

The PA's strategy is anchored in five key pillars: rights, resources, representation, intersectionality, and international solidarity. Each pillar addresses specific challenges while collectively fostering a holistic approach to gender equality. Our focus on rights involves strengthening legal protections and promoting women's rights in all aspects of life. Ensuring resources means providing equal access to economic opportunities, education, and social services, empowering women to fully participate in society. Representation aims to ensure that women's voices are valued in decision-making processes, from local councils to international forums. Intersectionality and inclusivity address the diverse experiences of women, acknowledging that factors such as race, ethnicity, socioeconomic status, and gender identity must be considered to achieve true equality. Finally, international solidarity is more than a pillar—it is the bedrock of our strategy, underscoring the necessity for robust global networks and coordinated efforts. By connecting across borders, our member parties and associated partners can share knowledge, strategies, and resources, amplifying their impact to address the global dimensions of gender inequality.

This action plan is designed to foster structural changes that promote sustained gender equality, enhance women's political and economic participation, and significantly reduce gender-based violence and economic insecurity. Achieving these outcomes will require

mobilisation and commitment from PA member parties and their partners, as well as collaboration with external stakeholders to support these initiatives.

Mobilising Support and Commitment: The success of this action plan relies on the active engagement of our member political parties and associated partners. While governments, civil society, trade unions, international partners, and the private sector play supportive roles, the primary responsibility lies with our members to drive these efforts and advocate for gender equality within their countries and regions.

Emphasising Collective Action: Achieving gender equality necessitates a unified effort among our member parties and partners. This plan underscores the importance of internal collaboration within the PA, recognising that the combined efforts of our diverse network are more effective than isolated initiatives. Collective action ensures inclusivity, bringing all member voices to the table and developing comprehensive, coordinated solutions.

Encouraging Continued Dialogue and Engagement: Gender equality is a dynamic and evolving goal that requires ongoing dialogue and engagement among our members. The PA is committed to fostering continuous discussions and encouraging member parties and partners to share their experiences, challenges, and successes. This ongoing dialogue will help sustain momentum, adapt strategies to emerging challenges, and ensure that progress remains on track.

In conclusion, the PA's Gender Equality Action Plan is an ambitious yet achievable strategy designed to transform the landscape of gender equality by 2030 through the efforts of our member political parties and associated partners. This plan calls for sustained global efforts and strategic partnerships, underscoring the importance of international collaboration and collective commitment to overcome gender inequality. By adhering to these principles and working closely together, we can create more equitable societies where everyone, regardless of gender, has the opportunity to thrive.

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