

# THEORY OF CHANGE

## vision

***Women have equal opportunities and the capacity to fully participate in political and societal decision-making processes. They are recognized and supported in politics and society as leaders and agents of change.***

## medium-term objectives



## short-term objectives



## catalysing approach

Women's agency is the driving force for this programme: everywhere, there are strong women leaders and women's CSOs ready to make a change. Nevertheless, women leaders and CSOs cannot make change happen alone. To succeed they need an environment that is receptive to their participation.

The catalysing approach of this programme is to work simultaneously on further strengthening women's capacity to be capable and powerful leaders, and on increasing recognition and support from institutions and the general public.

## intervention strategies



## assumptions

- A1** Political parties and public administration are key actors for increasing the number of women in leadership positions.
- A2** When CSOs and women leaders work and create together, they will be more effective in surpassing the barriers to their full and effective participation in politics and society.
- A3** It is possible to spur public support and respect for women in leadership positions.
- A4** Increased public awareness leads to a change in public views and attitudes.
- A5** Women's participation in leadership positions in civic organizations has the potential to act as a platform and 'pipeline' for women's political participation on the (sub-)national level.
- A6** Women's participation in leadership positions in civic organizations will lead both to a better response of these organizations to the needs of their women members.
- A7** Women in leadership positions on the sub-national political level can gain experience necessary to move towards national politics.
- A8** The sub-national political and administrative level is more accessible for (aspiring) women leaders than the national level.

## problem analysis

While important progress has been realised in women's participation, particularly in terms of numerical political presence of women at the national level, results still fall short of the goals set out in international agreements. Women's presence in politics and in senior management of public administration and influential civil organizations remains meagre, as does societal support for women's leadership. At the sub-national level particularly, where important decisions are made that directly affect the quality of life of citizens, there are very few women leaders.