



Human Rights Council 62nd Session
Annual full-day discussion on the human rights of women
Panel 2: Commemoration of the International Day of
Women in Diplomacy focusing on women's right to work
and representation in decision-making
Oral Statement

Make Mothers Matter welcomes this discussion.

The persistent underrepresentation of women in positions of leadership and influence demonstrates that inclusion alone is insufficient. We must also address the institutional norms, workplace cultures, and leadership pathways that shape who is able to participate and exercise influence.

Too often, these structures are built around assumptions of uninterrupted careers, limited caregiving responsibilities and constant availability. As a result, many women, particularly mothers, face systemic barriers to exercising their right to work and participating fully and equally in public life and decision-making.

Globally, women – and especially mothers - continue to shoulder a disproportionate share of unpaid care and domestic work, regardless of their employment status. This is not only a private matter; it is a structural issue.

Achieving substantive equality requires strengthening gender-responsive and care-inclusive policies, including affordable childcare, adequate parental leave for both parents, flexible working arrangements, and workplace cultures that value results rather than constant availability.

By recognizing, supporting, and redistributing unpaid care work, we can remove a major barrier to women's equal participation. In doing so, we advance gender equality and strengthen inclusive and effective decision-making.

Thank you.