

**Speech by the Vice Minister**  
**for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ),**  
**Ekin Deligöz,**  
**on the occasion of the CSW Side Event:**  
**Fostering a green and just transformation – women's empowerment**  
**and leadership in the context of climate change.**  
**New York, 16 March 2022**

*Speech length: approx. 10 minutes*

*Check against delivery!*

**Ms Bhatia,**  
(UN Women NY, Deputy Executive Director)

**Ms Dalli,**  
(EU Commission)

**Ms Rosin,**  
(National Council of German Women's Organizations)

**Ms Ahmed,**  
(W7)

**Ms Villaseñor,**  
(climate activist, Fridays for Future)

**Ladies and gentlemen,**

On behalf of the German Federal Government, I would like to warmly welcome you to this side event of the 66th Commission on the Status of Women held under Germany's G7 Presidency.

I thank the National Council of German Women's Organizations and W7 for hosting this event with us, and our co-sponsors, the EU Commission and Japan.

Today, we want to discuss ways in which women can be involved more strongly and equally in decisions on the climate-friendly transformation and the global energy transition.

We must address the impact of the climate crisis on gender equality, because women and girls are the ones who are affected the most by any global crises: socially and economically – while contributing least to the causes of wars and the climate crisis, and while being involved far too rarely in negotiations and decisions to solve or avoid these crises! That is why we need gender equality!

Women and men must negotiate all relevant issues on an equal footing – especially when it comes to setting the course in peace, sustainability, environment and climate policy, which is urgently needed!

Gender equality and climate action are not only equally important, but also intertwined: this must be the clear message sent by this conference and this side event! Men and women contribute different insights and skills to climate action. Allowing women to participate equally in decision-making is not only a human rights imperative – it is at the same time an effective way to mitigate climate change.

Gender equality can in turn be an engine of this transformation: women are already contributing a lot to climate action, be it as activists or as local business and technology stakeholders.

Thus, gender equality and climate action must go hand in hand, at all levels, including management levels.

That is a matter of justice: women make up half of the world's population, but they rarely hold positions of power.

I am convinced that we must promote the green and gender-equal transformation at local, national and international level. That is also the guiding principle for my actions, not least during Germany's G7 Presidency.

During the German G7 Presidency, we want to also advance equality between women and men and non-binary people globally. We want care work to be shared more equally, we want women to be paid equally for equal work or work of equal value and we want more women to get into leadership positions.

On Monday we took a big step towards greater participation of women in decision-making (14 March). I am very pleased that the EU's Women on Boards Directive was adopted in Brussels.

In Germany we are working on various rules to improve gender equality on the labour market.

This includes, for example, the expansion of child daycare and the Transparency in Wage Structures Act. This Act provides for the enforcement of the principle of equal pay for women and men for equal work or work of equal value.

Another law aims to pave the way for women to hold leadership positions: the Second Act on the Equal Participation of Women and Men in Leadership Positions introduces for the first time a minimum participation of women on the management boards of German companies.

Since then, if the management board has more than three members, at least one has to be a woman and one a man. Large companies in Germany, such as Adidas and Bayer, have already increased the number of women on their management boards since then.

In the context of climate change, it is specifically green jobs that are crucial. Green jobs, which offer green products and green services or develop sustainable processes, are often related to the STEM professions, in which women are still underrepresented.

I am convinced that women can make an important contribution towards a climate-friendly world if they hold more leadership positions in business, academia, technology and politics.

But choosing a profession continues to be characterised by clichés. They affect the gender-specific division of the labour market. They are one of the causes that keep women from occupying leadership positions.

In Germany, we will again be celebrating Girls' Day and Boys' Day next month, on 28<sup>th</sup> of April. The "Girls 'Day – Future Prospects for Girls" is designed to help increase girls' opportunities in promising professions of the future – in technology, science and crafts and trades.

We have to set the course early on. Girls' Day in Germany is a success story: it took place for the first time more than 20 years ago. Since then, almost 2 million girls have participated in it.

Ladies and gentlemen,

Women from 193 countries around the world are gathered this week. It is up to us to loudly and clearly demand gender equality. The voice of the Commission on the Status of Women carries weight. I see how much strength this international community has. Especially now that the community is particularly challenged by a war in Europe.

That is why it is all the more important that we engage in dialogue today: climate action is a matter of global and social justice. We can only achieve both if women have equal rights – if power is distributed fairly.

Thank you!