



Statement of the Participants of the Barcelona Women Leaders' Summit in Law, Business and the Public Sector of 21 March 2025

Organized by the European Bar Federation (FBE)

Recalling the historic Fourth World Conference on Women, held in Beijing in 1995, during which 189 governments adopted the Beijing Declaration and Platform for Action,

Acknowledging that 2025 marks the 30th anniversary of this landmark event, which set forth a comprehensive roadmap for achieving gender equality and the empowerment of women worldwide,

Recognizing the progress made over the past three decades, including:

- The doubling of the number of women in parliaments globally, though men still occupy three-quarters of legislative seats,
- Increasing female representation in leadership across sectors, yet with women still earning, on average, 20% less than men,
- Ongoing disparity in workforce participation, with 92% of men and only 63% of women (ages 25–54) in paid employment.

Further Noting that, despite legislative initiatives in over 80% of countries following the Beijing Declaration, no signatory state has yet achieved full gender parity, and economic, political, and societal discrimination against women continues to be among the most pressing human rights challenges of our time,

We, the undersigned participants of the Barcelona Women Leaders' Summit—lawyers, judges, parliamentarians, leaders in the public sector, and representatives of the legal and business communities—urgently call upon European Commission, governments, bar

associations, ministers (in particular Ministers of Justice), and all competent authorities responsible for economic affairs, gender equality, education, and technological development to take the following actions:

1. Ensure gender-balanced representation in all decision-making bodies, including but not limited to bar associations, universities, high schools, courts, prosecution offices, and other professional and academic institutions.
2. Implement proactive measures to eliminate societal stereotypes that adversely impact gender equality in the workplace and hinder women's advancement into leadership roles.
3. Introduce legal frameworks mandating the appointment of dedicated officers or commissioners for gender equality, particularly within professional associations, academic institutions, and the judiciary, ensuring continuous oversight and accountability.
4. Establish clear safeguards to prevent gender bias in the development and deployment of modern technologies, especially Generative AI systems, ensuring such tools are designed with inclusive and representative data.
5. Use the "spillover effect" of Directive (EU) 2022/2381 of 23 November 2022 on "Women on Boards" as a model for national legislation to improve gender balance across all levels of management and sectors of the economy.

We, the participants of this Summit, express our collective expectation that these postulates will be taken under serious consideration and that tangible, timely action will follow.

Let this resolution serve as both a reminder of past commitments and a renewed call for progress, to ensure that the promise of the Beijing Declaration is finally fulfilled—not in another generation, but in ours.

Adopted in Barcelona, 21 March 2025