

MORE WOMEN MORE PEACE



A Call to Action for Women's Meaningful Influence in Peace Negotiations

Women are disproportionately affected by conflict yet remain underrepresented in the negotiations that determine peace and security. But representation alone is not enough. The More Women, More Peace campaign brought together the experiences of more than 20 women who have navigated spaces where power is negotiated and decisions are made. Across different continents, sectors and professional backgrounds, their stories point to the same fundamental challenge, which is how to ensure that women have the power to influence what happens at the negotiation table.

Negotiation is primarily about managing risks. By having women influencing peace negotiations, parties significantly reduce risks with a higher quality and acceptance of decisions, higher sensitivity, and higher level of creativity. The Negotiation Council Geneva firmly believes that greater participation of women in negotiations is a real success factor, and the women in this campaign are genuine proof.

Peace and political negotiations are too important to leave capabilities, perspectives, and solutions unused. Women bring different experiences, priorities, networks, and approaches to the table. When they are excluded, from preparation as well as from the negotiation itself, decision-makers lose valuable information and increase the risk of blind spots and bias.

FOR MEN: OPEN THE DOOR AND SHARE THE POWER

Include women early, meaningfully and with influence.

Men in political, business, security and institutional leadership positions have a responsibility to make sure women are part of the process before and during negotiations, not only after decisions were made.

We call on men to:

- Include women in preparation. Bring women into strategic discussions, design of demands, information flows, scenario planning and negotiation preparation from the outset.
- Open the negotiation table. Give women genuine roles as negotiators, commanders, experts, and decision-makers, with the authority and mandate to negotiate.
- Make room across the agenda. Do not restrict women to issues traditionally associated with women. Include them in political, security, military, economic and strategic discussions.
- Challenge your own blind spots. Recognize that homogeneous teams can reinforce assumptions and biases. Different perspectives improve the ability to identify risks, understand needs and develop solutions.
- Create pathways to influence. Use sponsorship, networks and high-visibility opportunities to ensure women can access the roles in which decisions are prepared and made.
- Measure influence, not attendance. Ask not only who is in the room, but who speaks? Who is heard? Who influences the decision? Whose priorities are reflected in the outcome?

Including women is a strategic advantage. When women are involved in preparation and at the negotiation table, decision-makers gain perspectives, capabilities, and information that might otherwise be missed and reduce the risks created by blind spots and groupthink.

Do not leave capabilities on the sidelines. Open the process. Share the power. Make space for women to shape the outcome.

FOR WOMEN: RAISE YOUR HAND AND STEP INTO THE OPPORTUNITY

When a difficult negotiation comes up, say: “I’ll do it.”

Women do not need to imitate traditional models of male leadership to be effective negotiators. But they do need to recognize their own sources of power, prepare deliberately and be willing to step forward, especially when the situation is difficult, uncertain or high stakes.

We call on women to:

- Raise your hand. When a challenging negotiation, back-channel talk or leadership opportunity arises, step forward rather than waiting to be asked.
- Claim your mandate. Understand what authority, expertise, relationships, and information you bring and use them with clarity and purpose.
- Prepare strategically. Develop the skills to listen, gather information, communicate strategically, manage pressure, navigate difficult dynamics and work through deadlocks.
- Bring your perspective to the table. Your experiences, priorities, questions, and ideas are part of the solution. Do not leave them outside the room.
- Build your network. Seek mentors, sponsors, peers, and allies who can provide information, opportunities, legitimacy, and support and create those pathways for other women.
- Shape the environment around you. Your presence changes what is possible for those who come after you. Especially in peace negotiations, stepping forward can help change who participates, whose priorities are considered and how peace is built.

You do not have to become someone else to negotiate effectively. Your task is to raise your hand, take up space, make your voice heard, and develop the preparation, agency, strategic presence and resilience to use your own strengths when the moment comes.

Raise your hand. Say “I’ll do it.” Step into the difficult conversations and help shape the world that follows.

CALL FOR PARTNERSHIPS – MORE WOMEN MORE PEACE

The voices gathered in this campaign point towards a broader understanding of power in negotiation. Influence emerges through the interaction of individual agency, relational capacity, structural access and collective support. Relational power is the ability to combine self-leadership, trust, awareness and collective legitimacy to influence decisions and create more sustainable outcomes.

The interviews demonstrate that when women can participate meaningfully, they expand the range of perspectives, relationships, and capabilities available to negotiation. The core message is about building better negotiations and more sustainable peace.

We invite individuals and organizations to join us in turning this commitment into action and exploring concrete ways to ensure that more women can participate meaningfully at the negotiation table. Together, we can help build more inclusive peace processes, because more women at the table means more perspectives, stronger agreements, and ultimately, more peace, for everyone.

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