**Letter of COMMITMENT - NATIONAL**

*In many civil society organisations (CSOs) about 70% of the employees are women but about 70% of the leaders are men. This means, a talented man is five times more likely to rise to a leadership position than an equally talented woman. We call on all CSOs to match the percentage of women in leadership positions to the percentage of women in their staff.*

1. **The name of the organisation I commit for is:** …………………………………………………………….
2. **We hereby commit**
3. To achieve an adequate representation of women\* in our leadership at the latest by 2030. This means we will recruit women into at least 50% of our leadership positions (Board and Senior Management Team). If women make up more than 50% of our staff, we will align the percentage of women in leadership positions to the percentage of women in our staff.We generally aim to reflect the diversity of our staff in our leadership.
4. To report annually (by February each year) the figures and percentages of women in our staff and in the following leadership positions: Board Chairs, Deputy Chairs and Board Members, CEOs, Deputy CEOs and Senior Leadership Teams.

Name of the signatory ……………………………………………….

Position of the signatory …………………………………………….

……………………………………………………………………………………

Date and Signature

\*All people who identify as women