

Eleventh IPU Global Conference of Young Parliamentarians *Uniting generations for gender equality*

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Outcome document

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Over 210 registered participants, including 120 parliamentarians from 44 countries, gathered in Lima from 11 to 13 September 2025 to reaffirm our commitment to gender equality, equity and parity, through inclusive, intergenerational collaboration. The average age of the young parliamentarians was 34 years, and 50% of us were women, reaching parity for the first time ever at this Conference. We were joined by representatives of the Government of Peru, international organizations, civil society and experts, as well as Generation Equality Forum leaders, and other women and youth leaders. We were also joined by the President of the Republic of Peru, the President of the Council of Ministers of Peru, the President of the Congress of Peru, and the Vice-President and Secretary General of the IPU. We warmly welcomed the participation of senior parliamentarians and partners from the Women and Youth Democratic Engagement (WYDE) initiative.

The goal of gender equality, equity and parity is not new. It has spanned generations and remains a promise to be fulfilled for the generations to come. We therefore examined it through an intergenerational lens. This is timely: in 2025, the gender equality, equity and parity goal stands at a crossroads. Since the adoption in 1995 of the Beijing Declaration and Platform for Action, progress has been made, yet in recent years it has been slowing on many fronts, and in some cases has even regressed. Across the globe, women have two-thirds the legal rights of men. True 50:50 gender parity is still far from reach: only 27.2% of parliamentarians worldwide are women, and this proportion grew only 0.3 percentage points last year. For young women, the situation is disturbingly worse: only 1.2% of the world's MPs are women aged 30 and under, a decrease of 0.2 points since 2023.

Gender parity drives concrete change in the daily lives of half the population and for society as a whole. For example, countries with more women in politics pass more laws enhancing women's economic rights, boosting their economic participation and prospects.

At this Conference, we sounded the alarm: backsliding on the participation of women and youth in political decision-making is real and addressing it urgently needs to be prioritized. We therefore express our support for the [plan of action on gender parity in parliaments adopted at the Global Conference of Women Parliamentarians](#) in March 2025 and its implementation, as well as the implementation of General Recommendation No. 40 of the Committee on the Elimination of Discrimination against Women (CEDAW). To get us there, we call for:

- The mobilization of MPs – especially male MPs – through the IPU's new [Achieving gender equality, action by action](#) campaign, with commitments matched by concrete, robust and results-oriented action.
- Constitutional and legal reforms to ensure that parity is not subject to political will but is codified in law. This includes through the use of equity measures, such as context-specific parity quotas, which also take into account youth and groups in marginalized or vulnerable situations, to ensure not only formal equality but also substantive political representation. Parity also means the inclusion of all diverse groups. In addition to passing laws, we call for the accompanying institutions, programmes, budgets and enforcement mechanisms to ensure that they are implemented.
- The opening up of more opportunities for young women and men to take up office, including by lowering the age of eligibility to align with the voting age, capping campaign spending and providing equitable campaign opportunities and resources to women and young candidates.

Simply electing more women is not enough, we must also ensure parity in political leadership and influence, and apply equity criteria for access to the most influential committees, so that women and young people can overcome the structural barriers that have historically limited them. Globally, only 23.7% of Speakers of

Parliament are women, and women are underrepresented on influential parliamentary committees such as defence, finance and foreign affairs. For young MPs, the imbalance is starker: only 10 Speakers are under 40, and just three of those are women.

To address this, we call for rules and mechanisms to institutionalize shared leadership between men and women across age groups in key roles. Parity should not only apply to MPs, but also to Speakers, Bureau members, Committees and delegations. This includes through the use of systems of rotation and dual leadership.

To achieve gender parity and equitable representation of young people, parliaments also need to be hospitable and safe work environments. We condemn the harassment and violence, including online, faced by MPs of all ages, especially young women. Between 80% and 85% of women MPs surveyed worldwide have experienced psychological violence during their parliamentary terms. This is even more common among young MPs. The digital world is a double-edged sword: while offering new opportunities for participation, it is also a space rife with online violence and disinformation. Young aspirants report being afraid to enter politics for fear of reprisals. When new generations are too afraid to speak, democracy suffers. To make parliaments more open and safer, we call for:

- Parliaments that are gender- and age-sensitive institutions, implementing policies that promote equity in working and caregiving conditions, so that no one has to choose between starting a family or serving as an MP. This begins by conducting a self-assessment to identify gaps and plan reforms. Openness for young people must also be assessed, including facilities, working conditions and institutional culture. Parliaments should have family-friendly working conditions, parental leave, and voting systems that can allow young people to succeed in their jobs.
- Parliaments to be exemplars in addressing harmful social norms, by ensuring the use of non-sexist and inclusive language in official documents, including standing orders, and by communicating about MPs' roles and work in ways that are age and gender sensitive.
- Parliaments to enforce zero-tolerance policies for sexism, harassment and violence, so that MPs and staff can work in safety. Policies should include robust internal reporting mechanisms, gender-responsive and survivor-centred support services, legal assistance and accountability provisions.
- Adopting legislation, or strengthening existing laws, to counter online violence against MPs, including gender-based violence, and to hold perpetrators to account. We also call for greater oversight and accountability of technology firms to ensure that platforms are responsible and transparent, and to enhance and improve the enforcement of their trust and safety policies. Online safety should not be seen as a threat to freedom of expression.

Social and legal norms have evolved over time. For years, the trajectory for growing gender equality seemed inevitable, but today, we are confronted with generational headwinds. In many countries there is evidence of backlash, especially from young men. Sustainable transformation requires inter-generational cooperation and solidarity. In a special WYDE segment at the Conference, we were joined by more senior MPs to unpack generational trends, examine changing social norms, and share perspectives on coordinating action. The result was a united front to bolster progress on gender equality, equity and parity, ensuring that new generations can consolidate sustainable change for the future. To sustain momentum, we call for:

- More intergenerational collaboration and mentorship in parliaments and political parties, including for reciprocal transfer of knowledge and skills, especially on issues relating to gender equality, equity and parity. This includes capacity-building for young MPs in leadership and communications, especially for young women.
- Inclusion of both younger and older MPs, including male MPs, in key bodies addressing gender equality, such as related committees and caucuses. The inclusion of male MPs is also valuable in dispelling the myth that women's empowerment is a threat.
- Greater promotion of intergenerational champions and platforms to share good practices to inspire further action and collaboration, including serving as role models to counter harmful social norms for women in politics.

In a continuation of our emphasis on the power of partnerships, civil society leaders, Generation Equality Forum representatives and partners from the WYDE community joined us. We co-developed proposals for actions to take cooperation to the next level, including:

- Strengthening collaboration with civil society, particularly youth-led and women's rights organizations, to share knowledge, harness diverse voices and monitor progress. This can include engagement with youth parliaments, and in official parliamentary processes (such as committees, public hearings, etc.).
- Directly engaging young men and women in their own spaces, such as universities, social media, and public forums, to raise awareness and bring their perspectives into policymaking. Youth and gender caucuses are powerful bodies for this work.
- Promoting civic education for youth, as well as training in leadership and communication to unleash their ability to contribute to political life and sustain youth power.

Here in Lima, we committed to fight for equality, implement equity measures and consolidate gender parity. United across generations and stakeholders, we will turn the tide, ensure that the promises of equality are kept, and fight for democracies where the voice of all rings out and none are left behind.

We thank the Congress of the Republic of Peru for hosting this Conference and for making this global moment of solidarity and recommitment possible.