

# INSTITUTE FOR AFRICAN WOMEN IN LAW



# GEIG

GENDER EQUALITY IN LAW CAMPAIGN



# LAW FIRMS ALLIANCE

# ABOUT IAWL

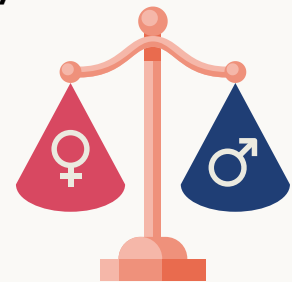
The Institute for African Women in Law (IAWL) is a Pan-African non-profit, nongovernmental organization committed to supporting the formidable works of women in law across the continent of Africa and the Diaspora.

Our **goal** is to be a focal point for addressing issues across the legal and judicial professions. Our **vision** is to build a network of legal professionals devoted to using the law for positive social change and development. Our **mission** is to enhance potential, nurture leadership, create opportunities and build partnerships.

We aim to equip women lawyers with the necessary skills, knowledge, and networks to overcome and challenge gender inequality, ascend to and stay in leadership positions and drive transformative change within their organizations and the larger legal profession.

## Why is Gender Equality in The Legal Profession Necessary?

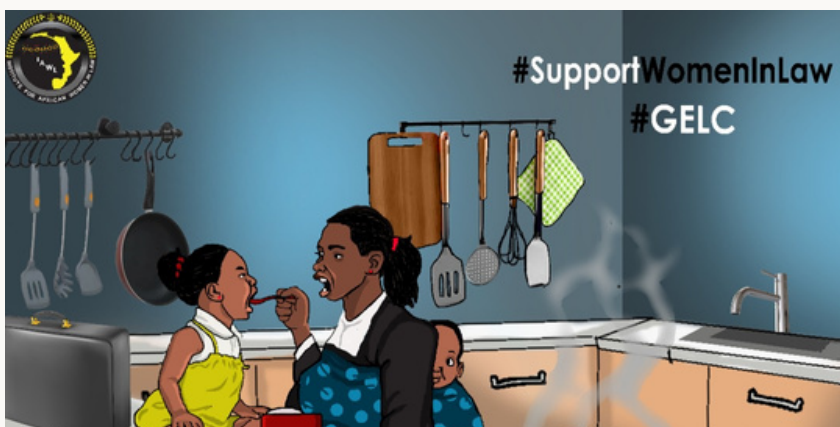
A report by Dixon-Fyle, Dolan, Hunt, and Prince (2020) shows a direct positive relationship between diversity and corporate profitability.



A 2019 study by McKinsey & Company revealed that businesses with higher levels of diversity in their corporate leadership tend to perform better. Specifically, companies where women held more than 30% of executive positions were 48% more likely to outperform those lacking gender diversity.

# THE CAMPAIGN

The Gender Equality in Law Campaign (GELC) seeks to raise awareness of the challenges women face in the legal profession. Research by IAWL on women in law and leadership identified **sexual harassment, equal pay for equal work, equitable hiring and promotion and gender bias and stereotypes** as some of the challenges commonly faced by women in the legal profession.



# GELC GOALS

## AWARENESS

Use evidence-based research to raise awareness about the institutional and structural challenges women in law face

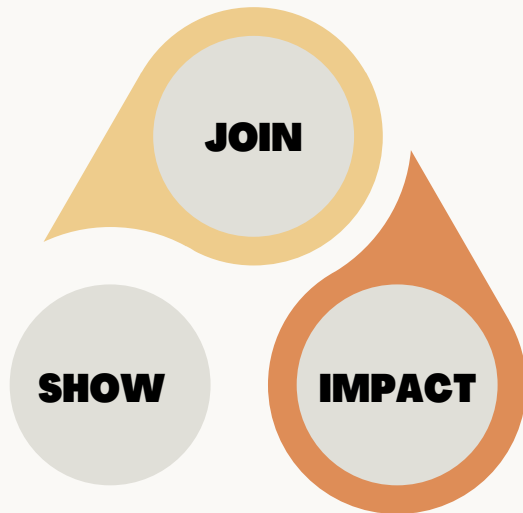
## ADVOCACY

A continental advocacy effort for institutional policy and practice reforms to create women-inclusive legal professions where women thrive and lead.

## ACTIVATION

Adopt, promote and enforce policies, practices and institutional changes for equitable and women-inclusive work conditions.

# GET INVOLVED!



Be part of a movement that supports gender equality!

- Join the alliance
- Showcase your firm
- Have an impact

## Qualification to Join the Alliance

- Does your law firm have an equitable, inclusive and gender-sensitive work environment?
- Do you want to increase your bottomline by promoting a just and inclusive business where women's labor is valued?
- Do you want to signal to your employees that you support their rights and well-being?
- Do you want to signal to the world that you will abide by the ILO Rule 99, UN SDG #5, #16 and the African Union Agenda 2063 #17?

Then join our Gender Equality in Law Alliance!!

# WHO ARE THE ALLIANCE MEMBERS?

A group of carefully selected law firms who:

## CRITERIA

Meet our gender equality criteria

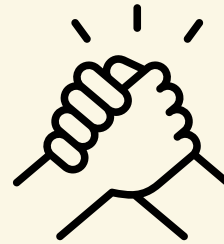


## PLEDGE

Sign our gender solidarity pledge

## SUPPORT

Support our systems-change approach to meeting gender equality



## Institutional Change Approach Statement

We support law firms and organizations by enhancing the capacity of women in law through our comprehensive training and leadership development initiatives. Together with our partner organizations, we aim to ignite positive institutional and systemic changes in the cultures, policies, and practices of organizations.

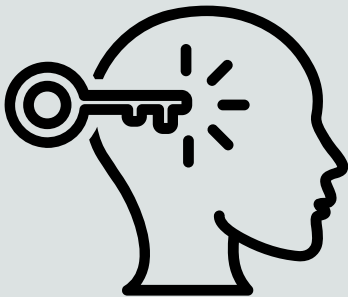
Gender equality in the legal profession requires a holistic approach beyond individual effort and empowerment.

<sup>1</sup>Associations, firms and individuals dedicated to igniting individual and organizational transformation towards gender equality in the legal profession.

# BENEFITS OF JOINING THE ALLIANCE

## ADVERTISING

Free advertising and promotion. Your law firm will be added to our list of GEL Alliance on our website and promoted on social media as an upholder of Equity, Diversity and Inclusion.



## AWARENESS

Invitation to share your firm's good practices during our public events (webinars, conference panels)

## AWARDS

Eligible to be nominated to receive the annual "Gender Equality Award: Law Firms", "M.A.L.E Ally Award", "Most Progressive Gender Equality Policy Award" and more.



# EXPECTATIONS OF THE ALLIANCE FIRMS (MEMBERS)



*While we understand that it may not be possible for you to commit to all the outlined commitments, we highly encourage you to do so to create a more significant impact.*

[CLICK HERE TO JOIN THE GELC ALLIANCE](#)





## **INSTITUTE FOR AFRICAN WOMEN IN LAW** **(IAWL)**

The Institute for African Women in Law is a non-profit, non-governmental organization committed to supporting the formidable works of women in law across the continent of Africa and the African diaspora. Our mission is to be a focal point for addressing issues across the legal and judicial professions.

Visit our website at: [www.africanwomeninlaw.com](http://www.africanwomeninlaw.com)

For more information, contact:  
[members@africanwomeninlaw.com](mailto:members@africanwomeninlaw.com)

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