



INSTITUTE FOR AFRICAN WOMEN IN LAW

Gender Equality in Law Across Africa



**IS THE GLASS
HALF
FULL?**

The Institute for African Women in Law (IAWL) is a non-profit, nongovernmental organization established in 2015. It is committed to supporting the formidable works of women in law across the continent of Africa and the Diaspora. Our mission is to be a focal point for addressing issues across the legal and judicial professions. The Institute is registered in Delaware, USA, and operates from Accra, Ghana.

Disclaimer: All hyperlinks in this policy are provided for the user's convenience and were correct and active at the time of publication. IAWL cannot control publicly available documents and links to professional, government, institutional or other external websites. All materials consulted at the time of publication have been duly cited. This report does not constitute legal advice. IAWL recognizes that gender is socially constructed, and the meaning of the term "gender" varies between societies and changes over time. While acknowledging expansive gender identities, this report uses the binary division of male and female to classify the representation of men and women on the scorecards. For this report, we use the gender representation of the binary male and female and not the self-identified gender identity of the individuals.

Suggested citation: Institute for African Women in Law (2024). Gender Equality in Law Across Africa: Is the Glass Half Full?

The Institute for African Women in Law

Copyright © 2024
Institute for African Women in Law
All Rights Reserved.

Table of Contents

Message from the Executive Director	1
Message from Male Ally Patron	2
Executive Summary	4
List of Tables	8
List of Figures	9
List of Acronyms	10
Glossary of Terms	10
Introduction	11
The “Masculine World of International Law”	21
Sexual Harassment	28
Equal Pay for Equal Work	39
Equitable Hiring and Promotion	47
Gender Biases and Stereotypes	55
Conclusion	65
Legal Instruments	66
References	67
Additional Resources	73



MESSAGE FROM EXECUTIVE DIRECTOR

The Gender Equality in Law Campaign (GELC) is a Pan-African initiative by the Institute for African Women in Law (IAWL) to raise awareness about the challenges women in the legal profession face. The Campaign uses evidence-based research, stakeholder engagement and public advocacy to ignite policy reforms for equitable and women-inclusive institutional practices and policies that support women's career development and leadership. Expanding on the extensive four-nation research on Women in Law and Leadership (WILL) conducted by IAWL in 2023, the current report narrowed down the campaign to four issue areas– sexual harassment, equal pay for equal work, equitable hiring and promotion and gender bias and stereotypes.

While women are increasingly represented at the bar globally, the legal profession remains steeped in historical patriarchal institutional norms and practices that negatively affect women. Thus, an increase in the number of women must be matched by a rise in awareness of the lingering gender biases and stereotypes women in law face. This report and policy brief are the first steps to using evidence-based research to highlight existing gaps and opportunities for change.

Data from the 2023 IAWL Gender Scorecard show that of the 82 law firms surveyed, women comprised 23% of managing partners, 38% of partners, 51% of senior associates and 55% of associates. There is still work to be done to close the gender representation gap in leadership positions. Sexual harassment is still rampant, and while 36.6% reported being victims, only 12.4% ever reported it to an authority at their workplaces. Women continue to face gender biases and stereotypes at work, with only 25.5% agreeing that male co-workers speak up against gender-based discrimination at the workplace. On the brighter side, 63.1% reported that women and men are paid equally at their workplace, and 59% agreed that women and men are assigned tasks equally.

These findings show that the glass is half full, and more work must be done to shatter the glass ceiling. While we must acknowledge and congratulate ourselves for progress, we must not rest. We must acknowledge and commit to addressing lingering challenges and be fully conscious progress can erode quickly. The Gender Equality in Law Campaign seeks to push forward to fill this glass – because an equal and inclusive legal profession is a win for all. When women thrive, their law firms benefit. When women thrive, their communities develop. When women in law thrive, they expand access to justice for all. Join this campaign, and let us raise awareness, advocate for change, and activate gender-equitable policies together.

EXECUTIVE DIRECTOR
INSTITUTE FOR AFRICAN WOMEN IN LAW



MESSAGE FROM MALE ALLY PATRON

Patriarchy has been a negative factor in gender relations. It has perpetrated false masculinity and perpetuated economically and socially costly discriminatory tendencies and exclusionary practices. Whereas the feminist movement has made considerable progress in expanding our knowledge of the retrogressive dynamics and effects of our patriarchal gender system, a lot still needs to be done to disrupt the patriarchal order. Women's representation in high decision-making positions is still comparatively lower; the IAWL reports on women in law and leadership show that women are paid less than men for the same jobs, and socially harmful cultural practices continue. That is why it is important to pay attention to the multiple and reinforcing systems of oppression against women including race, ethnicity, class and much more.

Not all the men who have intellectually embraced gender equality, and recognise its objective merit, socially live the fact. Many men – who enjoy the material benefits of gender hierarchies – still need to consciously move beyond the polite intellectual nods to the cause, and totally immerse themselves in the belief that gender parity is an important necessity. Gender parity is not a perfume for men to wear in order to 'smell nice' and appear progressive; rather, it is a moral cause men must commit to their bloodstream and 'behave right'. Residual patriarchy among liberal men, or weak strands of feminist masculinity, may sometimes cause a lot more harm.

Gender-based violence (GBV) and sexual harassment are global epidemics. Most of the victims are women. A FIDA-Kenya study found that up to half of all women in Kenya have experienced GBV. These are alarming figures that should concern all of us as a serious human rights issue. There are several reasons that account for these frighteningly high cases of GBV in our societies, including the lack of adequate laws to protect women, societal attitudes, and the lack of economic empowerment of women that marginalises them. It is important to realize how sexual harassment and GBV are inscribed in societal and cultural norms: First, women are socialized to accept sexual harassment and GBV as part of what they must deal with in their everyday lives. At the same time, the societal norms about it and the silence prescribed by society make it difficult for women to report it. Second, men are socialised to dish out GBV as part of the cultural imprimatur of their negative masculinity.

I commend the Institute for African Women in Law for launching the Gender Equality in Law Campaign. Interventions such as this should be supported by key players in the legal and judicial professions to address the gender inequities that women continue to face. The legal and judicial professions should safeguard and promote the highest standards of justice, equity and inclusion. We should be the voices that guarantee the rights of women—both within the profession and beyond. During my tenure as the Chief Justice of Kenya, I made it part of my vision to ensure that institutional changes were put in place to raise awareness of gender inequities, develop mechanisms to address them and provide support for female victims while punishing perpetrators. We can all be part of the change. We should all be part of the change.

Women's empowerment is a metaphor for the assault on structural inequalities. It represents the enduring ambition to realise social justice and equality free from the usual divisions along ethnic, gender, class, racial and class lines. That is why we must eschew the traditional divisions between rural and urban, rich and poor, men and women, ethnicity and race that undermine the struggle for equality. While it is important to acknowledge the uniqueness of women's experiences and contributions to society, it is equally important to recognise that the empowerment of women has never been about the exclusion of anyone or any group. It cannot be. That is why our plans must include all. Male support for women's empowerment cannot be made conditional; it must be absolute. But the struggle becomes much easier when we have women role models who are strong and eloquent in their integrity and men whose feminine masculinity is ideologically, philosophically, politically, and socially rooted. Gender equality in law is necessary for our societies to advance. Let us all rally around this campaign and make it a success.

A handwritten signature in black ink that reads "Dr. Willy Mutunga". The signature is written in a cursive, flowing style.

**FORMER CHIEF JUSTICE
SUPREME COURT OF KENYA**

Executive Summary

African women have been progressively taking up leadership positions within the legal profession (bar, bench, and legal academy), marking a significant shift in the traditionally male-dominated industry. However, it is crucial to recognize that despite the glass being half full, gender inequality remains a formidable barrier to women's rise to leadership.

Grounded in extensive research conducted by IAWL in Kenya, Nigeria, South Africa, and Senegal, this report initially hypothesized sexual harassment, a gender pay gap, low promotion opportunities, and gender biases as prevalent challenges. The GELC survey in 2023 aimed to test these hypotheses, providing a nuanced understanding of the landscape. The survey results challenged the initial hypothesis that sexual harassment was prevalent, revealing that 62.9% of respondents had not experienced it and highlighted the progress in closing the gender pay gap. However, it emphasized that persistent disparities still affect women in lower-paying positions.

In addition, this report recommends increasing the number of women in leadership positions and highlights that low promotion based on gender bias and stereotypes persists. The neutral responses in the GELC survey highlight the complexity of gender inequality, emphasizing the importance of awareness, advocacy, and open dialogue in legal institutions. These neutral responses further highlight the need for gender consciousness training for men and women. The significant number of neutral responses strongly indicates that some women may need to understand and deconstruct their gendered socialization.

This report is the first step in IAWL's ongoing systems-change interventions on gender equality in law. The Campaign calls for institutional-level changes and recommends adopting effective gender-inclusive and gender-sensitive policies guided by tools such as the IAWL Gender Equality in Law Model Policy to dismantle discriminatory and exclusionary practices.

The findings in this report drive home the importance of enforcing policies, deploying training programs, cultivating male allies, and adopting collective efforts to foster workplace environments free from conscious and unconscious biases, stereotypes, and microaggressions. When women in law thrive, society benefits from their contributions to law, justice, and the rule of law. A gender-inclusive legal profession expands access to justice for all human beings.

Key Research Takeaways and Recommendations

Worldwide efforts to eradicate disparities and prejudices based on gender inequity include the CEDAW Convention, the Violence and Harassment Convention, the African Charter on Human and Peoples Rights (ACHPR) and the Maputo Protocol.

Predominant male viewpoints in Africa continue to shape the decisions about compensation, recognition, communication, and workplace interactions, including in the legal professions.

Africa has made progress in narrowing the gender gap in the Economic Participation and Opportunity subindex, encompassing labor force participation, earnings, income, and leadership positions. However, this still translates to women earning an average of 32.8% less than men for equivalent work.

The different manifestations of sexual harassment include unwelcome advances, comments, jokes, objectification, and physical contact, which create an unsafe work environment.

Sexual harassment substantially impacts women's career progression within the legal profession. Normalizing sexual harassment leads to personal distress, harm to one's reputation, and physical and mental health challenges, which may lead to attrition

Implementing a sexual harassment policy and providing robust reporting and complaint procedures, which protect against reprisal and uphold confidentiality, creates a safe and accountable work environment.

Women's intermittent work patterns due to caregiving impact skills and career progression, especially after childbirth. Re-entering the workforce often leads to job downgrades and skill depreciation.

Women in the legal field tend to be less assertive when promoting their achievements and asking for fair compensation, unlike their male colleagues, who are often more vocal about it.

The principle of equal pay for equal work addresses pay discrimination and encourages gender equity at work. It plays a vital role in redistributing domestic labor, challenging stereotypes, reducing financial dependence, preventing poverty, bolstering pensions, aiding economic recovery, curbing child labor, enhancing productivity, and fortifying enterprises.

Recruitment processes should be merit-based. All candidates must be evaluated solely on their qualifications, skills and potential. Gender-biased questions introduce irrelevant factors into the decision-making process and affect the legitimacy of the recruitment process.

Addressing low promotion rates requires recognizing intersecting factors and challenging and transforming deep-rooted societal attitudes and behaviors toward women, promoting respect, equality, and inclusivity.

Gender biases are the fundamental reason behind gender inequality and originate from the "undervaluation of women's capabilities and rights in society."

Descriptive stereotypes include assuming that women cannot understand complex topics. This leads to men overexplaining or "mansplaining" such topics to women in a condescending or patronizing manner.

Prescriptive stereotypes dictate what society believes women and men should be like. For instance, they might suggest that women should be caring and men should be assertive.

Gender stereotypes can be harmful in the workplace because they create expectations that women might not possess the qualities needed for success in traditionally male-dominated roles, for example, the legal industry. This can hinder women's career progress.

Gender stereotypes have a dual effect on women: they influence how others assess them and shape how women view and evaluate themselves, creating biased expectations that can hinder women's progress at work.

Male allies can show their female colleagues' support against gender inequality by speaking up, avoiding condescending speech and electing more women to leadership.

Male allyship goes beyond "nice behavior". It is a call to action to question long-standing systemic practices such as the gender wage gap, lack of representation, and gender diversity in leadership positions.

Some organizations might be hesitant to invest in mentoring and training programs due to perceived high costs. While this number is low, it is essential to consider the long-term benefits of investing in all employees, such as increased employee retention, improved skills, and a more competitive workforce.

Intentional investment in capacity-building programs for women is recommended for achieving equity in leadership roles. These efforts involve nurturing the skills and abilities of girls and women, ensuring they have access to quality education, healthcare, and personal development opportunities. This also includes fostering an environment where women can participate in the workforce, access economic opportunities, and thrive in various industries and sectors.

Investing in data gathering (quantitative and qualitative) to allow for longitudinal studies and adopting intentional feminist approaches, emphasizing the role of knowledge and consciousness-raising among women in law across Africa.

List of Tables

Table 1: Levels of barriers	12
Table 2: Examples of sexual harassment	29
Table 3: Explanations for gender pay gap	44
Table 4: Benefits of pay equity	45
Table 5: Factors explaining neutral responses on promotion	51
Table 6: Suggestions from GELC survey respondents	64

List of Figures



Figure 1: Age demographics of survey respondents	17
Figure 2: Specific provisions of the African Charter relating to women	24
Figure 3: Have you ever been sexually harassed in your workplace?	33
Figure 4: Common forms of sexual harassment	34
Figure 5: Types of sexual harassment	34
Figure 6: Does your workplace have a sexual harassment policy?	37
Figure 7: How effective is the sexual harassment policy at your workplace in protecting female workers?	38
Figure 8: Are women and men at your workplace assigned tasks equally?	42
Figure 9: Women and men at my workplace are paid equally for equal work done	42
Figure 10: Men are promoted more often than women at my workplace	50
Figure 11: Were you asked a gender-biased question at your hiring interview?	51
Figure 12: Women at my workplace receive the same recognition as men for passing career milestones	53
Figure 13: Does your workplace provide mentoring and training programs?	53
Figure 14: Women are generally discriminated against at my workplace	57
Figure 15: Does your workplace have a written maternity leave policy?	58
Figure 16: Male colleagues explaining tasks to women	59
Figure 17: Stereotypical jokes about women by male colleagues	60
Figure 18: Recommendations for implementation	63

List of Acronyms

AU	African Union
IAWL	Institute for African Women in Law Campaign
IBA	International Bar Association
ILO	International Labor Organization
GELC	Gender Equality in Law Campaign
SDG	Sustainable Development Goal
UN	United Nations
WILL	Women in Law & Leadership

Glossary of Terms

Women: Persons who identify with the female gender.

Gender: The socially constructed roles, behaviors, activities, and attributes that a given society considers appropriate for different gender.

Legal profession: The bar (lawyers), bench (judges and magistrates) and legal academy (professors and lecturers).

Introduction

Globally, women in male-dominated fields have made significant strides in dismantling barriers and championing the emergence of more equitable and diverse professions. Nevertheless, gender inequality continues to manifest in various forms, creating obstacles for women to ascend to leadership positions and reach their full potential. Women entering law schools in the late 20th century ushered in transformational change in their lives and communities. Across Africa, trailblazers such as Stella Marke Thomas, Essi Matilda Forster, Unity Dow, Annie Jiagge, Yvonne Mokgoro, Julia Sebutinde, Aloma Mariam Mukhtar, and Florence Ndepele Mumba have made significant contributions that have reshaped the legal landscape in their countries. This transformation is also visible in African countries' increased number of female lawyers, judges, public officials, and legal policymakers (Dawuni, 2021; Dawuni & Kang, 2015). As of 2021, Africa boasts the highest number of chief justices (United Nations Office on Drugs and Crime, 2021). In addition, the 2023 [IAWL Gender Scorecard](#) revealed that women constituted 23% of managing partners and 38% of partners in selected top firms across Africa.

African women in law have made substantial progress toward symbolic and substantive representation. Nonetheless, the glass is half full, as different forms of gender inequality persist in the legal profession across the continent. To achieve complete gender parity, it is essential to clearly understand how inequality manifests and its profound impact on African women in law. These issues are not limited to the African continent; a 2019 report revealed that 1 in 3 women reported sexual harassment and abuse at work (IBA, 2019). The Gender Equality in Law Campaign (GELC) is a multiyear strategy by the Institute for African Women in Law (IAWL) to raise awareness of women's challenges and provide practical interventions.

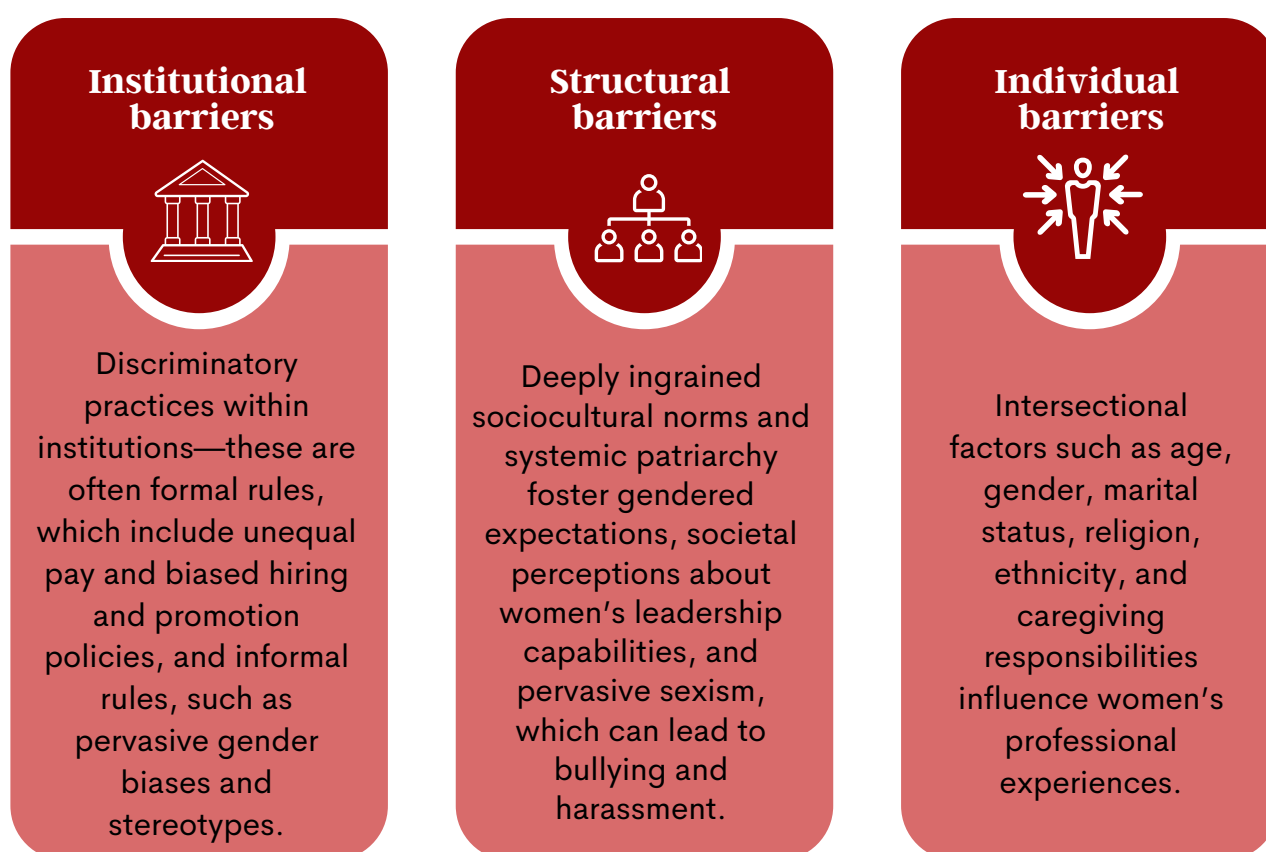
GELC is a comprehensive effort by IAWL to ignite institutional change in norms, cultures, and practices that promote gender inequities in the legal profession across Africa. This report adopts a three-pronged approach. The first strategy is raising awareness using data-driven and empirical research to highlight these challenges. The second strategy, advocacy, includes launching a high-level conversation with key stakeholders in law to commit to addressing them. The third strategy, activation, combines the first two by asking stakeholders to enforce existing gender equality policies and adopt the IAWL Gender Equality in Law Model Policy and begin making the necessary institutional changes and arrangements to address persistent and new forms of gender inequitable practices, norms, and cultures.

Gender Equality in Law Campaign (GELC)

IAWL research under the Women in Law & Leadership (WILL) initiative revealed many challenges for women accessing leadership positions at the bar, bench, and legal academy. The reports also provided practical recommendations to address these challenges, examining barriers to women’s advancement and drawing on data collected through qualitative and quantitative methods across the three sectors in four countries: Kenya, Nigeria, South Africa, and Senegal. For this report, the “legal profession” is conceptualized to include the bar (lawyers), bench (judges and magistrates) and legal academy (professors and lecturers).

Three critical levels of barriers emerged: institutional, structural, and individual.

Table 1: Levels of barriers



The comprehensive WILL research emphasized the importance of qualitative data in highlighting women’s voices and experiences while acknowledging the role of quantitative data in augmenting these insights. Addressing these multifaceted barriers is vital for fostering gender equality and diversity within leadership positions. The research noted the complex interplay of factors that hinder women’s progress and emphasized the need for proactive measures to create a more inclusive and equitable work environment (IAWL, 2023).

The Challenges: Four Issues



Sexual harassment



Unequal pay

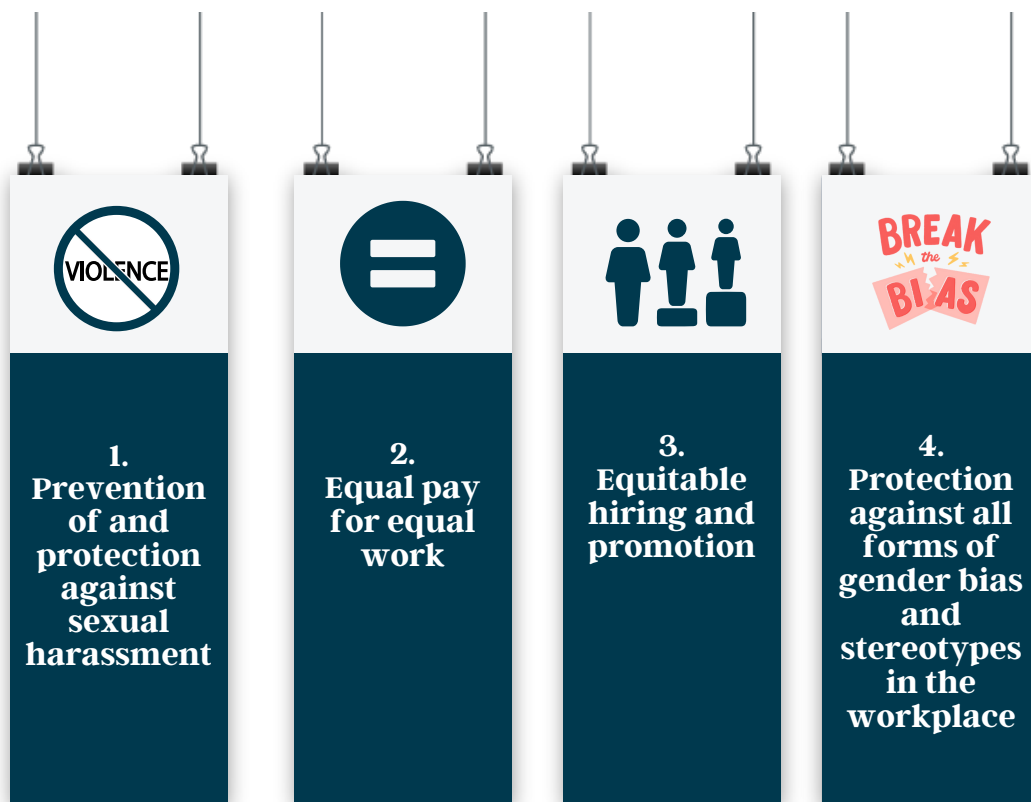


Inequitable hiring and promotion



Gender biases and stereotypes

The Solutions: Four Pillars



The Intervention: Three Strategic Goals

1. Awareness: Undertake evidence-based research to raise awareness about the institutional and structural challenges women in law face.

2. Advocacy: Launch a continental advocacy effort for institutional policy and practice reforms to create a women-inclusive legal profession where women thrive and lead.

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

Intended Outcomes

The expected outcomes of this campaign are to achieve gender equality and an equitable representation of women in the legal profession in Africa by UN SDG Goals 5 (gender equality) and 16 (peace, justice, and strong institutions) and African Union (AU) Agenda 2063 aspiration 6(1) (gender equality). To this end, the intended impact is for bar associations, law firms, and other entities, including judiciaries, academic institutions, and the private sector to:

Gain deeper awareness of the issues discussed in the evidence-based research.

Adopt or adapt the IAWL GELC Model Policy into their human resources systems.

Implement the recommendations and best practices in the research findings.

Join the movement for creating a gender-inclusive legal profession by eradicating practices and norms that affect women's rise to leadership.

Objectives and Scope of the GELC Report ↘

Building on the findings from the four-nation IAWL WILL reports (2023), this report focuses on four issues that profoundly affect the quest for gender equality in law: gender bias and stereotypes, low promotion opportunities, gender pay gap, and sexual harassment. In comprehensively evaluating the profession, this report delves into global and African legal frameworks, examines scholarly research, and gathers firsthand insights from women in law across the continent.

The report emphasizes the legal obligations that institutions hold in ensuring gender parity in the legal profession, establishes the prevalence of these forms of gender equality and their impact on women's career trajectories, and provides tailored recommendations to facilitate gender parity. By presenting a blend of quantitative survey findings, qualitative research insights, and actionable recommendations, this report aims to encourage meaningful change and promote total gender inclusivity in the legal profession across Africa.

Approaches to the Study ↘

Women are not a monolith; their experiences cannot be neatly categorized as one experience. This report adopts an anti-essentialist stand in recognizing that the word "women" does not always represent the experiences of all women. Furthermore, respecting the geographic, historical, linguistic, cultural, and other forms of heterogeneity across the continent is vital for presenting the data and sharing women's individual and collective experiences in law (Tamale, 2020).

To provide a comprehensive overview of the experiences of survey respondents, this report uses the intersectionality theory popularized by Crenshaw (1989, 1991) to analyze gender equality. This theory allows researchers to examine how various social identities influence individuals' beliefs and gender-related experiences (Chakravarty et al., 2023). It challenges the conventional view of identity and oppression as separate and hierarchical, recognizing that identities are interconnected and mutually reinforcing (Chakravarty et al., 2023).

This report considers multiple intersecting factors, such as gender, ethnicity, disability, religion, sexual orientation, and social and economic status, to be essential components in understanding the inequality that women in law face in a patriarchal society. Traditional feminist and human rights approaches focusing on single-axis factors, such as gender, have often led to incomplete and inaccurate assessments of discrimination. Therefore, an intersectional approach is necessary to understand better the complex and interconnected factors that shape women's experiences (Andrews, 1998; Rodrigo & Luisa, 2022).

The methodological approach uses both qualitative and quantitative data to formulate conclusions. The quantitative data were extracted from an online cross-sectional survey administered to women in law across Africa. Quantitative research methods allow researchers to understand events or phenomena and test hypotheses using numerical data and patterns to make their findings more reflective of the larger group being studied (Bazeley, 2013).

The qualitative evidence was collected through extensive desktop research, including scholarly articles, books, official websites, and reports. Qualitative methods provide in-depth explanations of events or phenomena and can also be used to test hypotheses (Muijs, 2011). This research identified gaps in the studies and provided a contextual background for the report. This report examines existing global and African legal instruments to establish the legal mandate of institutions in ensuring gender equality. The study juxtaposed the GELC survey findings with the literature, including data in the [IAWL WILL reports](#) (2023), to reach conclusions and provide actionable recommendations.

The GELC survey was created using Google Forms, which generated a link that could be easily shared. This was the most cost-effective and inclusive means of collecting data to expand on IAWL's research under the WILL Initiative. The survey ran for eight months (November 2022–July 2023). It included closed and open-ended questions, allowing respondents to describe their challenges and recommendations. This approach captured diverse perspectives and experiences. As an information-collection tool, it raised awareness and addressed these issues by encouraging individuals to share their experiences through qualitative open-ended questions.

The study leveraged social media platforms, including Facebook, Instagram, and LinkedIn, to maximize reach and engagement. The survey link was disseminated through these channels with weekly updates and reminders. It was also shared with IAWL networks, organizations, individuals, and contacts within the legal community who resonate with the mission for gender equality. The objectives and significance of the GELC were communicated, urging participants to distribute it widely, especially among women in law. Given the sensitive nature of the topics explored, such as sexual harassment in the workplace, the survey offered respondents anonymity and privacy that encouraged candid responses. This was particularly important to create a safe space for women to share their experiences and insights openly.

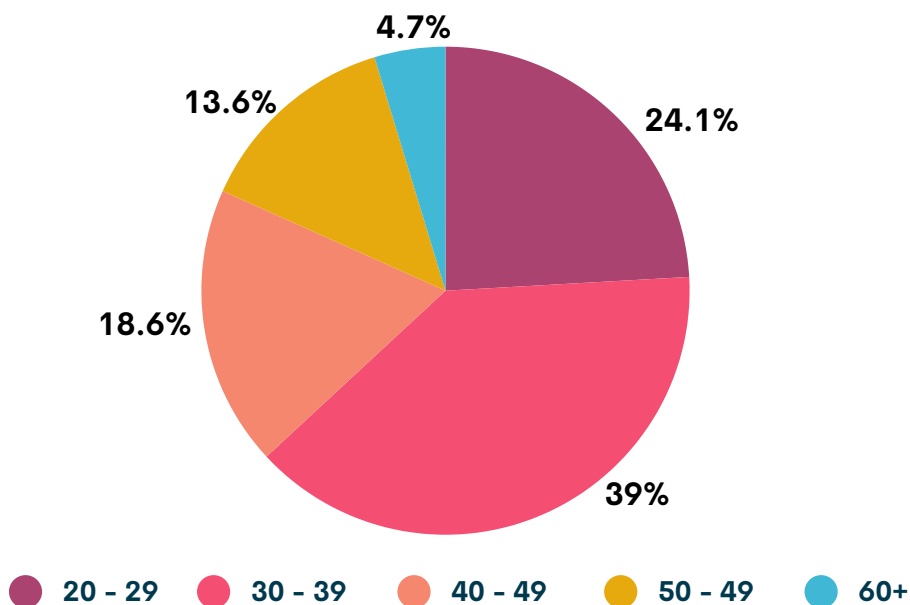
DEMOGRAPHIC INSIGHTS

The 2023 GELC survey had 590 respondents (98% female, 1% male, and 1% non-binary). Although the study was sensitive to different genders, the response rate from nonbinary individuals was too low to allow for detailed analysis. The report uses the binary definition of male and female but acknowledges the need for further studies on nonbinary experiences in law.

These respondents came from a broad spectrum of ages (20–60+ years), as follows:



Figure 1: Age demographics of survey respondents



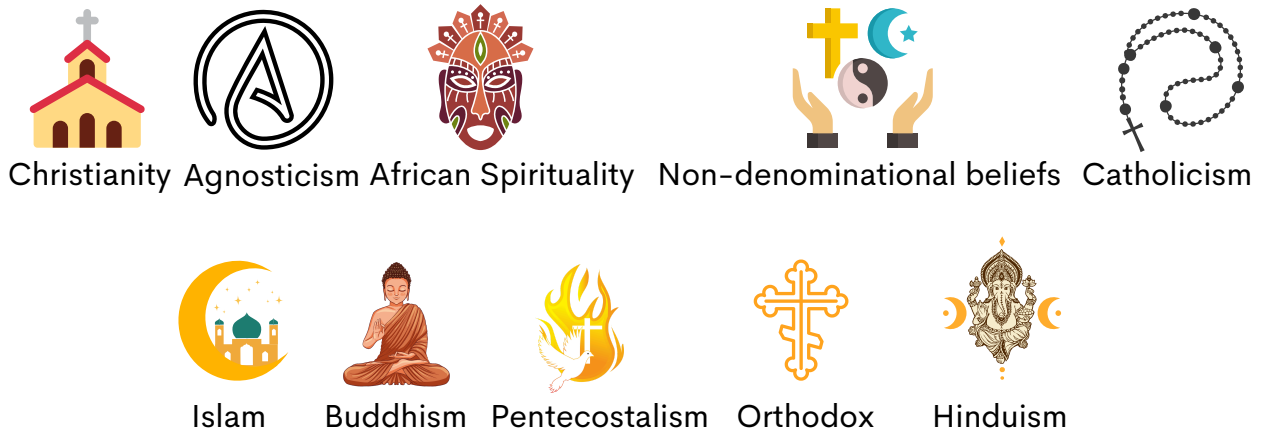
Respondents came from multiple countries, including:



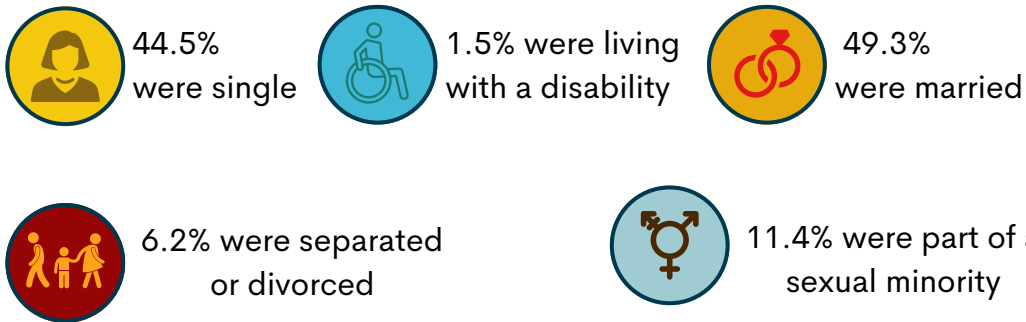
The responses encompassed a wide range of ethnicities, and more. This diversity underscores the inclusive nature of the survey.



The survey also received responses from individuals with diverse religious perspectives.



Out of the 590 respondents



These percentages underscore the importance of IAWL’s commitment to inclusivity and ensuring that the voices of marginalized and underrepresented groups within the legal profession are heard. The respondents represented various sectors, with 61.4% in bar or practice, 17.9% in the judiciary, 13.7% in the academy, and 7% in related fields, including government organizations, nonprofit organizations, and the commercial industry. The GELC survey yielded valuable insights for this report, but the sample size was smaller than anticipated. For 8 months, the survey was posted and shared on all IAWL social media platforms and newsletters to IAWL partners and networks. Studies on similar topics have faced similar challenges in the duration of data collection.

The International Bar Association study on bullying and sexual harassment had over 7,000 global responses from 135 countries, with the African region registering the lowest response rate (4%) (IBA, 2019). The highest response rate (24%) was in Western Europe, with 18% in Scandinavia, 9% in Eastern Europe, 13% in North America, 12% in Latin America, and 6% in Asia. Similar research studies have discussed the low response rate and time needed to receive statistically significant responses from respondents in African countries (Aina-Pelemo et al., 2019; Imosemi, 2021).

The lower-than-expected response rate may be due to various factors, including the following:

Sensitivity of the topics

Responding to questions about discrimination or harassment can be emotionally challenging, as it may bring back negative memories or experiences. Some individuals may prefer not to revisit such emotional topics (Johnson et al., 2018).

Time constraints on busy legal professionals

The profession is notorious for long working hours, including overtime during weekends. Coupled with family/home responsibilities, it is challenging for women to find time to complete online surveys, regardless of the urgency or importance (Chambers, 2014).

Reaching a broad and diverse audience

Despite efforts to promote the survey on social media, it may not have received a broad and diverse audience due to the vastness of these platforms and the algorithms that determine which content users see.

“Survey fatigue”

Survey fatigue causes respondents to lose engagement, motivation, or patience, reducing response rates or incomplete answers. Since the COVID-19 pandemic, surveys have become a standard data collection tool (DiLeonardo et al., 2021).

Legal professionals often receive many surveys about their work, continuing education, and professional development. This is a challenge faced by many researchers in the legal field, such as IBA. The constant influx of surveys can lead to survey fatigue, making individuals less inclined to participate (IBA, 2021).

Privacy concerns

Despite ensuring respondents that their responses were private, some may have had concerns about confidentiality when sharing their experiences or opinions, which deterred them from completing the survey (Schwarz, 2013).

The “Masculine World of International Law”

Although the significance of global and regional instruments is unquestionable, feminist scholars have challenged the “masculine world of international law,” specifically aspects such as its content, organizational structure, procedural mechanisms, and enforcement methods (Andrews, 1998, p. 313; Charlesworth et al. 1991, pp. 621–622). These authors have argued for a broader interpretation and implementation of international law that recognizes the system’s fundamental imbalance, favoring men while disregarding the concerns of women.

International Law Addressing Gender Equality ↘

To address the gender disparities inherent in the notion of the “masculine world of international law,” the 20th and 21st centuries have witnessed a sustained global endeavor to eliminate inequities and biases that perpetuate gender inequality (Olatunji, 2013).

a) Convention on the Elimination of All Forms of Discrimination Against Women

The Convention on the Elimination of All Forms of Discrimination Against Women, adopted by the United Nations (UN) in 1979, is often called the “international bill of rights for women.” It sets out legally binding obligations to eliminate discrimination in all areas of life. The convention lays the groundwork for achieving gender parity by guaranteeing equal access to and opportunities in political and public life, including the ability to vote and run for office and the right to education, health, and employment.

Specifically, according to Article 11,



State parties are expected to ensure equal rights for women in employment, including the right to work, equal pay, social security, protection of health and safety, and protection from harassment.

b) Violence and Harassment Convention (No. 190)

The International Labour Organization’s Violence and Harassment Convention (No. 190), adopted in 2019 and effective since 2021, is the world’s inaugural global treaty recognizing the right to a violence-free work environment, including gender-based violence. It mandates the prohibition of sexual harassment (Article 7). Regardless of formality, all workers are covered by stipulations for legal frameworks, protection, awareness, and remedies to ensure workplace safety.

The convention underscores principles, rights, and preventive measures against discrimination and power dynamics (Articles 5, 6, 9 C190, Para. 8 R206). Access to gender-responsive complaint mechanisms, services, and remedies is emphasized (Articles 9, 10). To ignite cultural change, the treaty targets persistent tolerance for workplace sexual harassment, urging transformative efforts through legislation, agreements, training, and support for victims (ILO, 2020, preamble).

c) Beijing Declaration and Platform for Action

The UN Fourth World Conference on Women in Beijing, China 1995 led to the Beijing Declaration and Platform for Action. Although it is not an international convention, it is revered as an exceptionally forward-looking road map, as it signifies a historic leap for women's rights and empowerment. It was released in a special edition that includes the political declaration from the General Assembly's 23rd special session in 2000. This strategy ensures the complete fulfillment of promises to address gender equality, development, and peace by gaining the support of all governments for extra actions to speed up the platform's implementation.

d) Sustainable Development Goals (SDGs)

In 2015, the UN introduced the Sustainable Development Goals (SDGs), often called the "Global Goals." These goals represent a worldwide summons to combat poverty, safeguard the environment, and ensure that by 2030, universal peace and prosperity will become realities for everyone. Although not a convention per se, the SDGs, particularly Goal 5 (Gender Equality), explicitly target gender inequality and seek to empower women and girls through various measures, including education, economic opportunities, and political participation.

Goal 16 focuses on fostering peaceful and inclusive societies, ensuring universal access to justice, and establishing efficient, accountable, and all-encompassing institutions across various tiers of governance. It aspires to create an environment where individuals of all ethnic backgrounds, faiths, or sexual orientations can live without fear of violence and experience a sense of safety.

Gender Equality in the African Context

Women in leadership are common across Africa. African traditional religious and belief systems grounded in "goddess status and motherhood" and lineage systems, such as matrilineal systems, recognized women's leadership.

Dawuni (2019), in her matri-legal feminism theory about African women in law, emphasizes how several African systems created gender duality that acknowledges women's leadership in sociocultural, spiritual, and political spaces. Examples of such gendered dual roles are the female pharaohs in Egypt, Queen Amina of Zaria of Nigeria, Yaa Asantewaa of the Asante Kingdom in Ghana, and Queen Idia of the Benin Kingdom (Dawuni 2019; Olatunji, 2013).

Colonialism negatively impacted female leadership roles and instead imposed a double subordination: in addition to the challenge of local patriarchy, women had to deal with colonial and neocolonial patriarchal systems (Dawuni 2022). Thus, during the colonial era and early postcolonial years, gender equality or adequate female representation was a struggle. Historical records from those periods are filled with stories of women facing mistreatment, often at the hands of both rulers and citizenry who use an often “borrowed” tradition as an excuse for their unjust sexist behaviors (Olatunji, 2013).

Many African countries widely believe women should primarily handle childcare, elderly care, and household chores. These notions start early in life, with many children growing up thinking of these responsibilities as solely a woman’s duty. Men still dominate at the top levels of business leadership across Africa, meaning that male perspectives often influence decisions about pay, rewards, communication, and workplace treatment. Only a small percentage of CEOs, executive committee members, and board members are women (Olatunji, 2013).

Many workplaces do not consider women’s unique needs. They often lack flexible working arrangements and facilities for nursing mothers (IAWL Nigerian Legal Academy, 2023g, p. 48). These workplaces tend to be more accommodating to male needs, as the prevailing culture expects men to be the breadwinners. These non-inclusive arrangements can disproportionately affect women with multiple responsibilities. Although women often have mentors for guidance, they frequently lack sponsors who actively support their career advancement. Sponsors help by advocating for promotions, introducing them to influential people, and providing exposure to senior roles (Olatunji, 2013).

Some women hinder their progress by hesitating to take risks, network with colleagues, or advocate for advancement. Lack of confidence can be a significant barrier, with some women regretting not stepping out of their comfort zones earlier in their careers (IAWL South African Bar, 2023i, p. 35; Olatunji, 2013).

The following regional instruments address gender equality across Africa.

a) The African Charter on Human and Peoples’ Rights

Although it is not exclusively centered on gender equality, the following provisions in the African Charter on Human and Peoples’ Rights address gender equality in Africa:

Figure 2: Specific provisions of the African Charter relating to women

Article 2:	Every individual shall be entitled to the enjoyment of the rights and freedoms recognized and guaranteed in the present charter without distinction of any kind such as race, ethnic group, color, sex, language, religion, political or any other opinion, national and social origin, fortune, birth or other status.
Article 3:	<ol style="list-style-type: none">1. Every individual shall be equal before the law.2. Every individual shall be entitled to equal protection of the law.
Article 15:	Every individual shall have the right to work under equitable and satisfactory conditions, and shall receive equal pay for equal work.
Article 18 (3):	The state shall ensure the elimination of every discrimination against women and also ensure the protection of the rights of the woman and the child as stipulated in international declarations and conventions.
Article 19:	All people shall be equal; they shall enjoy the same respect and shall have the same rights, nothing shall justify the domination of a people by another.
Article 28:	Every individual shall have the duty to respect and consider [his] fellow beings without discrimination, and to maintain relations aimed at promoting, safeguarding, and reinforcing mutual respect and tolerance.

b) The Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (Maputo Protocol)

In March 1995, Women in Law and Development in Africa created a Protocol to the African Charter, addressing women's rights specifically. After several consultations and lobbying, the African Union adopted it on July 11, 2003.

Article 2 (1) and (2) of Maputo Protocol state:

States Parties shall combat discrimination against women through appropriate legislative, institutional and other measures. In this regard they shall:

- a) include in their national constitutions and other legislative instruments, if not already done, the principle of equality between women and men and ensure its practical application;
- b) enact and effectively implement appropriate legislative or regulatory measures, including those prohibiting and curbing all forms of discrimination, particularly those harmful practices that endanger the health and general well-being of women;
- c) integrate a gender perspective in their policy decisions, legislation, development plans, programs and activities and in all other spheres of life;
- d) take corrective and positive action in those areas where discrimination against women in law and, in fact, continues to exist;
- e) support the local, national, regional and continental initiatives directed at eradicating all forms of discrimination against women.

Furthermore, Article 13 requires state parties to "adopt and enforce legislative and other measures to guarantee women equal opportunities in work and career advancement and other economic opportunities. In this respect, they shall: a) promote equality of access to employment; b) promote the right to equal remuneration for jobs of equal value for women and men."

c) African Union Agenda 2063

The African Union Agenda 2063 envisions a future where Africa achieves full gender parity, with women holding 50% of elected offices and managerial positions. Central to this vision, Aspiration 6 and Goal 17 focus on gender equality, emphasizing women's empowerment and addressing violence and discrimination. With a broad time frame, the agenda includes monitoring mechanisms to track progress. Countries are responsible for implementing policies that empower women, eliminate discrimination, and foster an inclusive environment. By prioritizing these goals, nations can advance the continent toward a gender-equal future by 2063 (African Union, 2015, 2021).

National Constitutions and Domestic Legislation

Some countries have made significant progress in creating national frameworks for promoting and protecting women's rights. Although many countries do not fully enforce these laws and frameworks, some courts have used these provisions to make significant pronouncements on women's rights and gender equality generally. These national constitutional frameworks include the 1996 Constitution of South Africa and the 2010 Constitution of Kenya, both of which have been touted as gender-progressive constitutions. Even in countries lacking specific provisions for women's rights or gender equality, that can sometimes be inferred from general provisions on human rights.

This is still insufficient in addressing women's rights specifically, but these general rights instruments are tools that women's rights organizations combine with international instruments. For some discussion of the impact of constitutional provisions on women's rights in Kenya, South Africa, Uganda, Ghana and Tanzania, see *Gender, Judging and the Court in Africa: Selected Cases* (Dawuni, 2021) and *Intersectionality and Access to Justice for Women in Africa* (Dawuni, 2022).

SEXUAL HARASSMENT



Definition and Forms of Sexual Harassment

The ILO Violence and Harassment Convention, 2019 (No. 190) defines violence and harassment as “a spectrum of unacceptable actions or threats, whether isolated or recurring, intended to cause, result in, or have the potential to cause physical, psychological, sexual, or economic harm. This encompasses gender-based violence and harassment.” Gender-based violence and harassment are “acts targeting individuals due to their sex or gender, or disproportionately affecting individuals of a specific sex or gender, including sexual harassment” (Article 1(1)).

Within the framework of ILO Convention No. 111, and by the 2002 General Observation of the ILO Committee of Experts on the Application of Conventions and Recommendations, the definitions of sexual harassment include the following essential aspects:

Table 2: Examples of sexual harassment

1. Quid pro quo	Any physical, verbal, or nonverbal conduct of a sexual nature and other conduct based on sex affecting the dignity of women and men that is unwelcome, unreasonable, and offensive to the recipient and a person’s rejection of, or submission to, such conduct is used explicitly or implicitly as a basis for a decision that affects that person’s job; or
2. Hostile work environment	Conduct that creates an intimidating, hostile or humiliating working environment for the recipient (ILO 2020).

Sexual harassment is premised on “reinforcing existing power relations” from traditional society in the work environment context. When women occupy spaces traditionally held by men, they are seen as “trespassing” (ILO, 2022, p. 4), leading to a disturbing need to remind them of their roles, which can be by demanding sexual favors as quid pro quo (Tsoroti & Allison, 2023). The different types of sexual harassment include unwelcome advances, comments, jokes, objectification, and physical contact, which create an unsafe work environment for all involved.

Prevalence of Sexual Harassment Among African Women in Law

Sexual harassment affects all genders in the workplace but is often driven by power dynamics, primarily targeting women and committed by men (McCann, 2005). Certain groups, such as those with lower socioeconomic status and indigenous, LGBTQ+, migrant, disabled, and young women, face unique risks due to intersectional factors (ILO, 2017, para. 91). In a crosscutting study in sexual harassment in Africa, Durojaye et al. (2023) examined the prevalence across both formal and informal sectors.

Nigeria

The research on women in law in Nigeria showed that 77.7% of respondents scored sexual harassment as the most critical of all nine areas in which women in law experience discrimination. This is alarming, considering that most legal professionals know about their rights and the consequences of breaking the law (IAWL Nigerian Bar, 2023e, p. 24). In addition, sexual harassment was a prevalent response among younger women (IAWL Nigerian Judiciary, 2023f, p. 38). The responses show a division of opinions on the prevalence of sexual harassment within the academy: 47.5% of respondents agreed, and 42.5% disagreed (IAWL Nigerian Legal Academy, 2023g, p. 34).

Kenya

Sexual harassment was described in the IAWL reports as “the proverbial elephant in the room,” with 80% of the female advocates reporting having experienced it or knowing a coworker who had. Respondents reported that the most prevalent types, especially among young lawyers, included offensive sexual remarks, jokes, derogatory comments, requests for sexual favors, and unwanted sexually suggestive advances (IAWL Kenyan Bar, 2023b, p. 28).

The IAWL report established that despite a sexual harassment policy adopted in 2014 under Chief Justice Willy Mutunga, it is still a challenge, primarily because many victims choose not to report their experiences due to concerns about shame and potential victimization (IAWL Kenyan Judiciary, 2023c, p. 36). The Kenyan report on the legal academy highlighted progress in addressing sexual harassment, as several law schools have adopted sexual and workplace harassment policies, as required by the law. Nonetheless, some interviewees expressed their concerns about these policies’ ineffectiveness, as some individuals accused of sexual harassment have continued to teach without facing any consequences (IAWL Kenyan Legal Academy, 2023d, p. 45).

South Africa

The Sasinsky (2020) and the Centre for Applied Legal Studies (2014) reports identified sexual harassment as a significant obstacle to women's careers in law. Furthermore, in 2019, IBA reported that 43% of female lawyers in its survey had experienced sexual harassment. However, the IAWL study on women in law in South Africa revealed that 69.2% of respondents did not agree with the statement: "Sexual harassment at my firm/organization hinders the leadership aspirations of female lawyers." Only a third (30.8%) were neutral or agreed (IAWL South African Bar, 2023i, pp. 27–28). The varying perspectives on this issue highlight the complexity of the problem in the profession due to varying perspectives, backgrounds and experiences.

The IAWL report on the judiciary in South Africa revealed that nearly half the respondents (44.8%) were neutral regarding the statement, "Sexual harassment impedes the leadership aspirations of female judges in the judiciary," which suggests a degree of uncertainty on the topic. The remainder was roughly divided, with 25.4% disagreeing and 29.9% agreeing (IAWL South African Judiciary, 2023j, pp. 38–39). The mixed responses suggest that sexual harassment remains a sensitive and potentially taboo subject, particularly within judicial circles. According to one interviewee, "sexual harassment is par for the course" (IAWL South African Legal Academy, 2023k, p. 56).

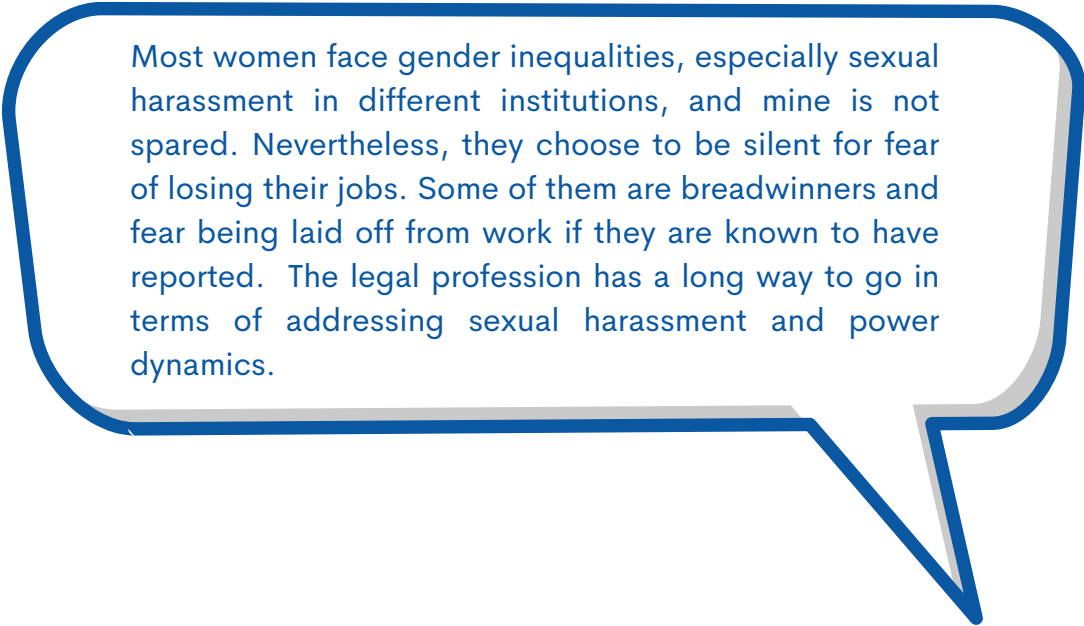
Senegal

Sexual harassment of female lawyers is a significant challenge in the profession. However, in Senegal, interview responses revealed that some female lawyers considered certain gestures complimentary rather than harassment, emphasizing the need to understand the cultural context of sexual harassment to measure its prevalence (IAWL Senegalese Bar, Bench, and Academy, 2023h, p. 25). Notably, the magistrates interviewed for the IAWL report viewed their work environment as respectful and harmonious; none reported experiencing or hearing about incidents of sexual harassment (IAWL Senegalese Bar, Bench, and Academy, 2023h, p. 37). In the legal academy, one of the professors interviewed explained that instances of sexism may manifest in different ways, whether "hidden, overt, or unconscious" (IAWL Senegalese Bar, Bench, and Academy, 2023h, p. 37).

GELC Survey on Sexual Harassment

Based on IAWL's research in Kenya, Nigeria, South Africa, and Senegal, this report hypothesizes that sexual harassment is prevalent among women in the legal profession. However, the GELC survey results challenged this, revealing that 62.9% of respondents had not experienced it; this may be attributed to reluctance to report. Many incidents go unreported due to fears of retaliation, concerns about job security, or a lack of trust in the reporting process.

One respondent commented:



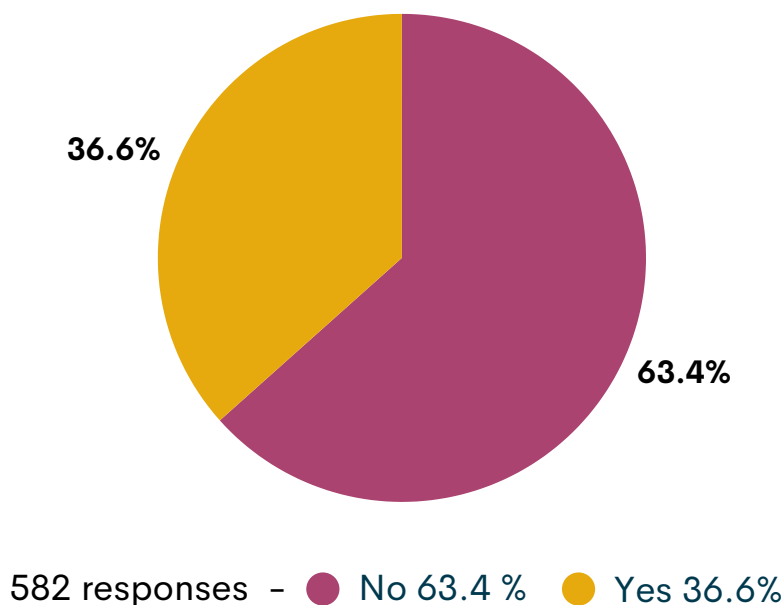
Most women face gender inequalities, especially sexual harassment in different institutions, and mine is not spared. Nevertheless, they choose to be silent for fear of losing their jobs. Some of them are breadwinners and fear being laid off from work if they are known to have reported. The legal profession has a long way to go in terms of addressing sexual harassment and power dynamics.

Cultural norms may also lead some women to perceive certain behaviors that could be considered sexual harassment as "normal" behavior. Furthermore, senior-level women encounter less harassment than their junior counterparts (IAWL Senegalese Bar, Bench, and Academy, 2023h, p. 25).

Although the glass may be considered half full, critical mass theory provides an essential context, as more than a third of the GELC survey respondents (36.6%) reported that they had experienced sexual harassment. Conversely, out of the number who had experienced sexual harassment, only 12.4% reported it to a higher authority. According to the critical mass theory, once a specific percentage (33%) of a population adopts a particular belief, practice, or behavior, it can trigger a cascading effect, leading to a broader adoption or acceptance (Oliver & Marwell, 1985). Therefore, a critical mass of respondents having experienced sexual harassment makes a case for its prevalence in legal workspaces and the need for timely and practical interventions before it escalates. This emphasizes the need for practical tools, such as the IAWL Model Policy.

Figure 3: Have you ever been sexually harassed in your workplace?

Have you ever been sexually harassed in your workplace?



Source: IAWL GELC Survey, 2023

Although 63.4% of respondents might not have experienced sexual harassment, the GELC survey reported that 38.1% had witnessed a female colleague being harassed. These findings suggest that some workplaces have a culture of silence or reluctance to report incidents. Implementing effective and confidential reporting mechanisms can encourage witnesses to report on behalf of their colleagues. In addition, a culture that encourages employees to look out for one another and act against harassment can lead to more witnesses coming forward. The respondents also selected which forms of sexual harassment were most prevalent in their workplaces, as presented in the table:

Figure 4: Common forms of sexual harassment

What are the common forms of sexual harassment at your workplace? (Please tick as many as are applicable)

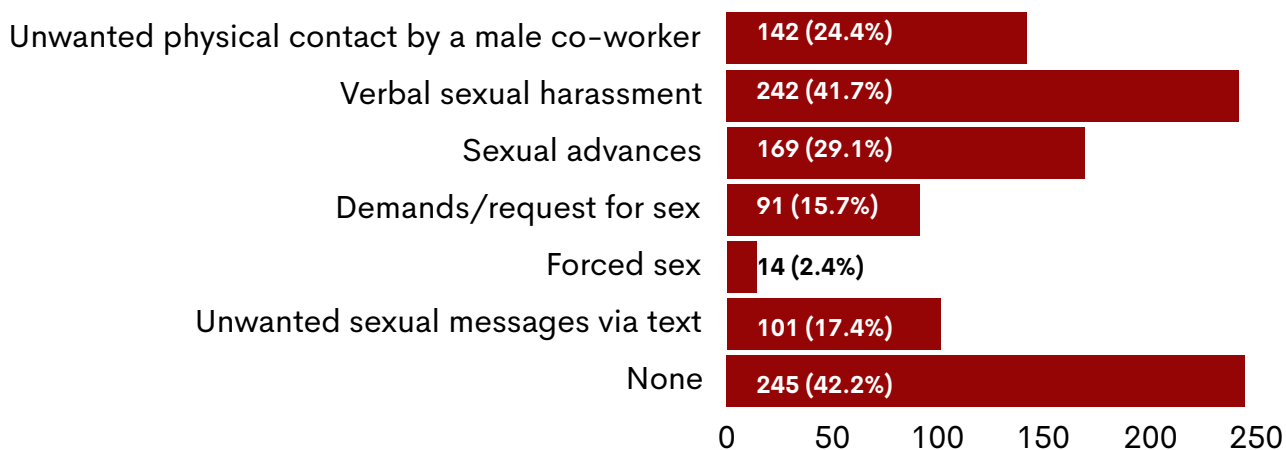


Figure 5: Types of sexual harassment (please tick as many as are applicable)

Total number of survey respondents: 581

Type of Sexual Harassment	Number of Respondents
Verbal sexual harassment	242
Sexual advances	169
Unwanted sexual messages sent (e.g., via WhatsApp or email)	101
Unwanted physical contact of a sexual nature	142
Demands/requests for sexual favors by a colleague/superior in exchange for a promotion or other benefits	91
Forced sex	14

Source: IAWL GELC Survey, 2023

Among the respondents, 23.8% reported never experiencing any listed forms of sexual harassment. This might be due to several factors, including effective anti-harassment policies. These supportive work environments prioritize professionalism, awareness and willingness to report harassment, the nature of the industry or sector, organization size, and effective regional laws and regulations.

As explained, culture greatly influences gender-based norms, identities, and perceptions of what constitutes sexual harassment. For example, sexual behavior is learned and, therefore, determined by the environment. Studies have linked high patterns of sexual violence to societies where male dominance is high and women are devalued (Advocates for Human Rights, 2006). Women's understanding of what constitutes sexual harassment is also primarily influenced by their environment. Its deeply personal and sensitive nature may lead many individuals to avoid discussing it openly, resulting in a substantial number replying neutrally (IAWL Senegalese Bar, Bench, and Academy, 2023h, p. 25; IAWL South African Judiciary, 2023j, p. 3).

Sexual harassment is a widespread problem undermining workplace equality. According to the International Bar Association (IBA) (2019, p. 51), in 2019, Africa and North America were tied for the highest rates within the legal field. The IBA concluded that its effects are not limited to labor and pay gaps or segregating women into positions of lower remuneration that may be deemed "safe." This scourge significantly affects women's career advancement, especially in the legal field. At the individual level, its normalized nature results in personal suffering, reputation damage, and physical and mental health issues, potentially compelling victims to quit (ILO, 2020). The IAWL report on the Nigerian Bar also highlighted sexual harassment as a significant barrier to women aspiring to leadership roles. Building a client network often involves meeting potential clients outside regular working hours and putting in long hours at the office. These demands can be particularly challenging for women, as working outside the office exposes them to a higher risk of sexual harassment from clients or colleagues (Chitapi, 2018; IAWL Nigerian Bar, 2023e, p. 21).

The fear or experience of sexual harassment can deter women from pursuing some higher-paid sectors, exacerbating the pay gap (ILO, 2017, para. 91). Sexual harassment also creates monetary burdens on governments and institutions, from medical expenses to lost productivity and reputation damage (ILO, 2020). Victims often hesitate to report due to normalization, lack of awareness, fear of reprisals, inadequate reporting systems, victim-blaming stereotypes, and evidential challenges (ILO, 2020). When asked if they had reported incidents, only 12.4% (of 587) had ever done so. The lack of reports does not necessarily indicate a lack of occurrence but may be influenced by underreporting and individual experiences.

Best Practices to Address Sexual Harassment in the Workplace

Sexual harassment is widely regulated in workplaces, with 65 out of 80 countries implementing ILO regulations (ILO, 2017). However, it remains a significant ongoing issue, with one in five people globally indicating they have been victims of violence and harassment at work (ILO, 2022). To effectively prevent and address sexual harassment, a comprehensive, integrated, and gender-responsive approach is essential. Legislative gaps must be addressed. Although criminal law allows victims to seek police protection, it often focuses on sexual assault, demanding a high burden of proof and neglecting the broader spectrum of sexual harassment; prosecutions are infrequent and challenging. Labor law is more inclusive but may be limited by contract types and employment relationships, excluding certain groups, such as independent contractors, interns, and volunteers (ILO, 2020).

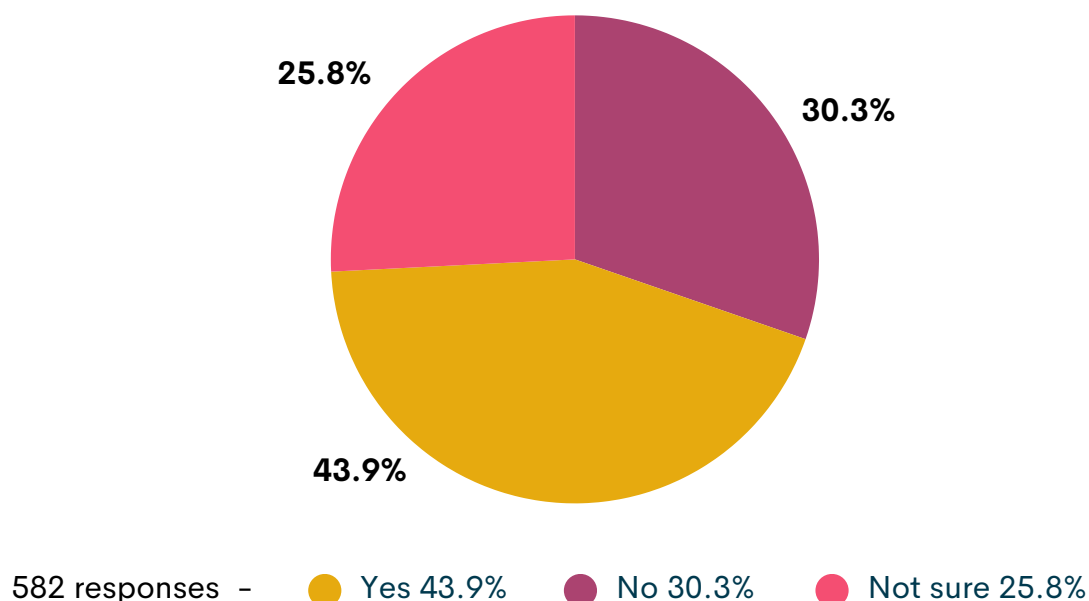
It is imperative to establish inclusive workplaces that unequivocally condemn sexual harassment. Employers must cultivate environments characterized by mutual respect. Addressing objectification and mistreatment is crucial to not perpetuating harmful norms. It is also essential to know that, according to the intersectionality theory, these experiences are not the same for all African women in law; women from diverse backgrounds have distinct challenges. Some face sexual harassment that is also racially motivated. Therefore, it is essential to address other challenges that exacerbate the problem.

The importance of male allies in dismantling patriarchal mindsets that perpetuate sexual harassment cannot be overemphasized (IAWL High-Level Summary, 2023a, p. 45). Effective prevention measures include educating employees, prominently displaying comprehensive anti-harassment policies, clearly defining and prohibiting such conduct, outlining consequences, and integrating harassment considerations into workplace risk assessments.

In the GELC survey, 43.9% of 585 respondents said "yes" to the question whether their workplace had an anti-harassment policy. This is a positive sign, indicating that most respondents' workplaces have taken steps to address and prevent sexual harassment. Although this may seem like a standard requirement for most people, 30.3% of the 2023 GELC survey respondents reported that their workplace had no policy.

Figure 6: Does your workplace have a sexual harassment policy?

Does your workplace have a sexual harassment policy?



Source: IAWL GELC Survey, 2023

This finding raises concerns, as it suggests that a significant number of women in law are vulnerable to sexual harassment without the necessary measures to protect themselves or seek resolution. In addition, 25.8% reported that they were unsure if their workplace had one, which could be due to poor communication from employers or a need for better dissemination of the policies. Notably, 302 respondents (50.5%) recommended implementing a sexual harassment policy. This means that most of those who responded "unsure" or "no" expressed the belief that a policy is necessary, reinforcing the urgency of these policies.

Implementing a policy and providing robust reporting and complaint procedures, which include safeguards against retaliation and upholding confidentiality, is essential for creating a safe and accountable work environment (ILO, 2020). However, the 2023 GELC survey (see figure. 7) revealed that on a scale of 1–10, most African women in law did not think that the sexual harassment policies in their workplaces effectively protected them.

Figure 7: How effective is the sexual harassment policy at your workplace in protecting female workers?

How effective is the sexual harassment policy at your workplace in protecting female workers?	5 out of 10 said it is not effective (i.e., from 1 to 4)	233	494	47.2
---	--	-----	-----	------

Key: 1—ineffective, 10—very effective

These results strongly indicate a need for institutional-level change in the form of effective sexual harassment policies and, most importantly, enforcing them. This can be achieved by adopting new policies or amending the existing ones in line with data-driven policy guidelines such as the IAWL Model Policy.



EQUAL PAY FOR EQUAL WORK



The Gender Pay Gap

The gender pay gap remains a significant issue, with women often receiving lower pay for equivalent or equally valuable work, a concern recognized by the ILO since 1919. It indicates gender inequalities in pay, measuring the difference between the average earnings of men and women as a percentage of men's earnings. It can manifest in differences in hourly, weekly, monthly, or yearly earnings, with the hourly gap typically smaller due to women's fewer work hours, often driven by family responsibilities. The gender pay gap encompasses various forms of earnings, including remuneration, net earnings from self-employment, and total earnings, with the latter typically showing a more significant gap (Oelz et al., 2013, p. 12).

According to the World Economic Forum's Global Gender Gap Report 2023, in the Economic Participation and Opportunity subindex, which includes labor force participation, wages, income, and leadership roles, Sub-Saharan African women average 32.8% less than men for similar work (World Economic Forum, 2023).

It is crucial to consider the intersecting challenges that African women face that perpetuate the gender pay gap, often resulting in a lower socioeconomic status. Due to stereotypical beliefs about suitable work for women, they tend to be concentrated in lower-paying occupations, which leads to their underrepresentation in higher-paid positions. African nations are progressively working to address the pay gap through ILO Conventions, promoting equal pay to combat pay discrimination and enhance workplace gender equality (Oelz et al., 2013).

Prevalence of the Gender Pay Gap Among African Women in Law

The IAWL WILL 2023 reports highlighted the prevalence of low pay for equally valuable work in Kenya, Nigeria, South Africa and Senegal (IAWL High-Level Summary, 2023a).

Kenya

In the bar, most respondents reported that a gender pay gap and salary discrepancies persist in many law firms, even when they work simultaneously and perform similar roles (IAWL Kenyan Bar, 2023b, p. 27). The gender pay gap was not identified as a challenge to women reaching leadership positions in the judiciary. In the legal academy, the IAWL reports revealed challenges with transparency in pay between men and women and that female academics in law schools who raise concerns about issues such as unequal pay are at risk of experiencing disruptions in their careers (IAWL Kenyan Legal Academy, 2023d, p. 25).

Nigeria

In the bar, respondents were told, *"There is income parity between male and female lawyers."* Of 449 respondents, 37% disagreed, 40% agreed, and 23% were neutral (IAWL Nigerian Bar, 2023e, p. 21). Although the judiciary respondents reported low salaries and allowances, it is a universal challenge that affects both male and female judges (IAWL Nigerian Judiciary, 2023f, p. 18). In the legal academy, respondents highlighted that despite typically uniform salary grades between male and female lecturers, disparities in earning opportunities exist, such as nominations for leadership positions within law schools (IAWL Nigerian Legal Academy, 2023g, p. 25).

South Africa

Respondents in the bar were told, *"There is differential treatment for women and men at my firm/organization regarding remuneration."* Of the 13 respondents, a slight majority (46.2%) expressed disagreement, and a minority (38.5%) agreed (IAWL South African Bar, 2023i, p. 27). The gender pay gap was not identified as a challenge to women reaching leadership positions in the judiciary. In the legal academy, one of the respondents recalled fighting against unequal treatment, including in pay (IAWL South African Legal Academy, 2023k, p. 19).

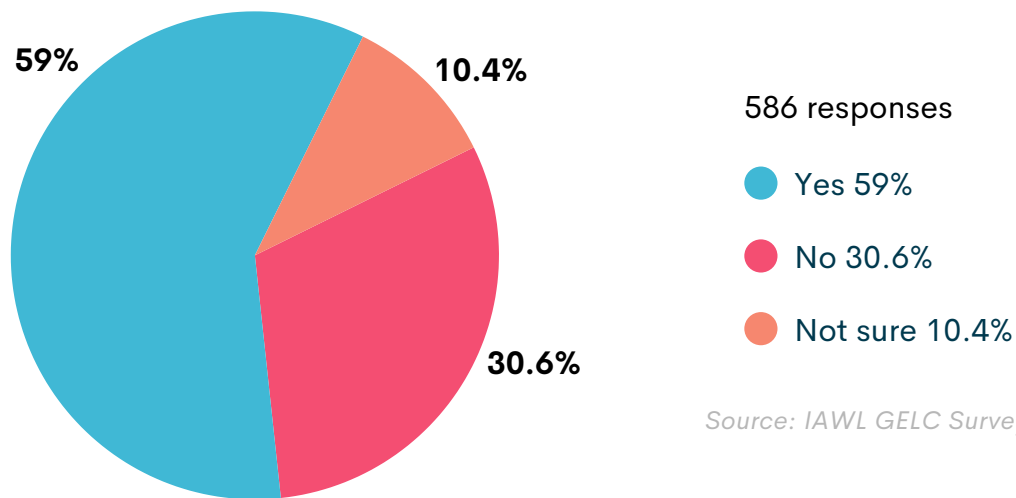
Senegal

The gender pay gap was not identified as challenging for women reaching leadership positions in the bar and legal academy. All judges interviewed reported no salary discrimination (IAWL Senegalese Bar, Bench, and Academy, 2023h, p. 34). The civil law system prioritizes bureaucratic appointments to the bench and sets the pay scale according to tiers, thereby leveling the playing field. However, women may still be underpaid when bonuses and travel per diem are factored in because they are often not chosen for these external commitments.

GELC Survey on the Gender Pay Gap

In line with the research findings by IAWL in Kenya, Nigeria, South Africa, and Senegal, this report's hypothesis asserts that a gender pay gap affects women in the legal profession. However, it shows significant progress in closing the gap. As indicated by the 2023 GELC survey results, from the 588 respondents, 59% agreed that women and men are assigned tasks equally, which indicates progress toward fairness. A significant portion (30.6%) answered "no" and still experience or perceive disparities in assignments based on gender, which could be in the types of tasks, levels of responsibility, or opportunities for advancement given to them. The 10.4% of respondents who were unsure could lack awareness or clarity about gender-related dynamics in their workplaces.

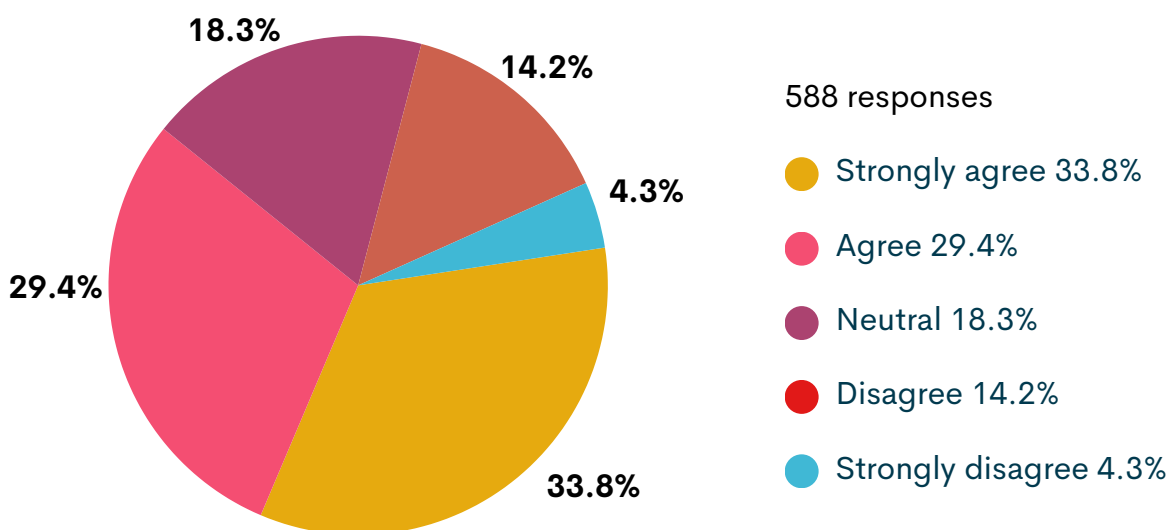
Figure 8: Are women and men at your workplace assigned tasks equally?



Source: IAWL GELC Survey, 2023

In addition, the survey asked if women and men are paid equally for equal work. Of 586 responses, 33.8% strongly agreed, 29.4% agreed, 18.3% were neutral, and only 14.3% disagreed. However, questionnaire surveys have limitations, such as the inability to seek additional information for better understanding (Kalton & Schuman, 1982, p. 59). For example, it may have challenged participants to understand what “equal work” meant. The survey results indicate that although the gender pay gap is a critical global challenge, the legal profession is on the path to correcting this injustice. We could have better-assessed progress if we had access to payroll data, but our requests were declined, citing human resource policies and data protection. However, future studies may use such data to reach a fairer assessment of the situation.

Figure 9: Women and men at my workplace are paid equally for equal work done



Source: IAWL GELC Survey, 2023

The 2023 GELC survey revealed that other issues perpetuating the gender pay gap are also being addressed in the African legal profession. For example, when given the statement, "Men and women at my workplace are reprimanded in the same manner for failed or poorly done tasks," 49.6% agreed, 27.5% disagreed, and the remaining were unsure. Fairness in reprimands can help make the workplace more equal and provide a stepping stone toward closing the gender pay gap.

Unequal pay persists universally, stemming from historical practices where women were paid less than men, often due to the notion that they were secondary earners. This created a cycle of low-paying jobs and lower wages. Explicitly setting different pay rates has ceased, but pay differences continue for different yet equally valuable jobs. Stereotypical views have led to women dominating specific occupations, resulting in lower average wages and discouraging men from entering. As a result, women earn less than men across countries, education levels, age groups, and occupations (Oelz et al., 2013, p. 3).

According to Markovic and Plickert (2022), the issue of unequal pay for equal work is pervasive in the legal field because women tend to be less assertive when promoting their achievements and asking for fair compensation. In addition, the systems disproportionately favor men, relying primarily on gender-based criteria and inherent biases. According to the IAWL report on the South African bar, salary structures in private legal sectors are often not publicly disclosed, rendering it challenging to draw definitive conclusions. There are also different interpretations of the pay disparities, as differential treatment can be either positive (affirmative action) or negative (discrimination) (IAWL South African Bar, 2023i, p. 27).

According to Oelz et al. (2013, pp. 16–19), several factors contribute to the gender pay gap, varying in significance across countries, sectors and time.

Table 3: Explanations for the gender pay gap

1. Differences in education and training: Despite improvements, women's schooling remains restricted in some regions, leading to fewer skilled job opportunities due to stereotyped roles, domestic duties, and societal pressures.
2. Differences in work experience: Women's intermittent work patterns due to caregiving impact skills and career progression, especially after childbirth. Re-entering the workforce often leads to job downgrades and skill depreciation.
3. Occupational segregation: Women are concentrated in lower-paying industries and occupations due to stereotyping. Horizontal segregation divides roles, and vertical segregation limits women's access to high-paying positions.
4. Part-time vs. full-time work: Women dominate part-time roles, contributing to pay differentials; lower hourly rates and unequal benefits in these roles can perpetuate inequality.
5. Enterprise size and union density: Enterprises with predominantly female workers tend to be smaller and have lower union density, impacting average pay levels.
6. Pay discrimination: Explicit or implicit differences by sex persist. Roles held predominantly by women are undervalued, and job evaluation methods can be biased. Discriminatory practices in calculating overtime, bonuses, and benefits contribute to disparities.

Best Practices to Address the Gender Pay Gap

Domestic laws, such as national constitutions and Acts of Parliament, provide the most robust legal frameworks for promoting nondiscrimination in employment. A survey of several national constitutions shows the diversity in the language used to grant these rights. However, the enforcement mechanisms often remain weak, defeating the goal. The ILO has recognized the concept of equal pay since 1919, creating the ILO Convention and subsequent declarations to emphasize the principles of nondiscrimination and gender equality. The Equal Remuneration Convention, 1951 (No. 100) was the first international instrument to address this issue. Paying women less for the same or equivalent work constitutes common employment discrimination. The Discrimination (Employment and Occupation) Convention, 1958 (No. 111), closely related to No. 100, prohibits discriminatory practices impairing equal opportunity or treatment. Over 90% of ILO member states ratified these conventions, underscoring their significance.

According to ILO, policy responses to address the cost-of-living crisis include strengthening social dialogue, ensuring appropriate minimum wages, expanding social protection coverage, promoting collective bargaining, and addressing wage inequality and discrimination (Oelz et al., 2013). Although the ILO Convention and other international legal instruments provide important frameworks, the most essential tools are national constitutions, most of which guarantee gender equality in one form or another. The UN Women Global Gender Equality Constitution Database (UN Women, n.d.) is a valuable resource for tracking countries with constitutional provisions for equality. The World Bank’s Women, Business, and Law database also provides valuable information on women’s rights and access to economic well-being (World Bank, n.d.).

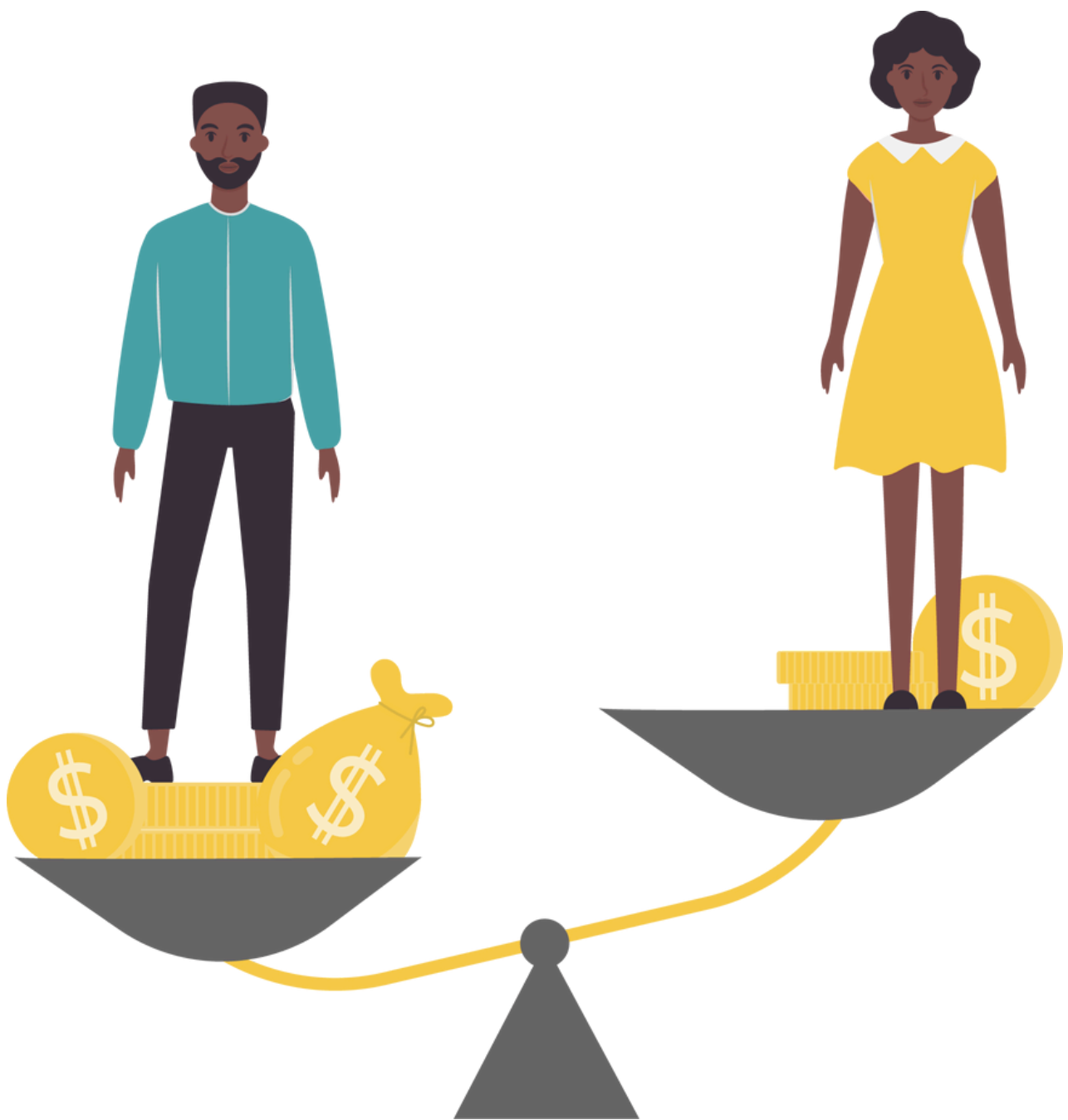
Economic gender equality hinges on placing the same value on women’s time and abilities. This starts by understanding and accepting the intersecting challenges of women in law in Africa. The principle of equal pay addresses pay discrimination and encourages overall gender equity at work. It plays a vital role in redistributing domestic labor, challenging stereotypes, reducing financial dependence, preventing poverty, bolstering pensions, aiding economic recovery, curbing child labor, enhancing productivity, and fortifying enterprises (Oelz et al., 2013, p. 4).

The 2023 IAWL reports recommended that institutions conduct gender audits to assess the gender gaps in remuneration across all legal institutions (IAWL High-Level Summary, 2023a, p. 45). These institutions need to understand that pay equity offers the following proven advantages, and according to Oelz et al. (2013, p. 6), these include:

Table 4: Benefits of pay equity

Improved recruitment, selection, and training practices
Enhanced identification of skills in female-dominated jobs
A more equitable work environment fostering satisfaction and commitment
An enhanced reputation that reduces recruitment costs and job vacancies
Smoother labor relations with fewer disputes and efficient negotiations
Increased economic autonomy for female workers
Lower legal costs and penalties by avoiding pay discrimination cases
A more coherent pay policy with a streamlined wage structure

These institutional-level changes can be achieved by adopting and enforcing effective policies. To supplement this report, the IAWL Gender Equality in Law Model Policy provides practical standards for ensuring that legal institutions close the pay gap and achieve gender parity.



EQUITABLE HIRING AND PROMOTION



Equitable Hiring

An intersectional perspective on low promotion rates considers how African women's identities intersect to shape their career development. For example, African women are primarily responsible for unpaid household care work, balancing family and community labor (Moodley et al., 2019). Women are crucial to the economy but frequently engage in informal, low-income occupations. To ensure equitable participation and opportunities as African nations advance and embrace globalization, it is imperative to facilitate women's integration into the formal economy, particularly within sectors that generate substantial wealth and employment (Moodley et al., 2019).

According to Moodley et al. (2019), a moderate correlation exists between the extent of unpaid care work performed by women compared to men and their likelihood of attaining leadership roles and participating in professional and technical professions. Dixon-Fyle et al. (2020) show a positive relationship between diversity and corporate profitability. McKinsey & Company (2019) revealed that businesses with a higher level 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. Dixon-Fyle et al. (2020) recommended that companies adopt a structured methodology in their recruitment procedures to promote diversity within their organizations.

Promotion to Leadership Positions

In most organizations, promotions are usually based on merit and work performance. The gender disparity in promotions can be attributed to task allocation, women's reluctance to negotiate, and their tendency to avoid tasks that are likely to get them promoted (Babcock et al., 2017). As mentioned, the IAWL WILL reports provided comprehensive information on the challenges African women in law face to achieve leadership and practical recommendations to address them. The reports established that although most organizations insist that their promotion processes are equal and gender-neutral, the research reports indicated that they are affected by informal rules, boys' networks, and gender biases (IAWL, 2023a, p. 13).

Prevalence of Inequitable Hiring and Low Promotion Among African Women in Law

The discussion below is drawn from the IAWL WILL reports on the severity of inequality in the hiring process in the legal profession in Kenya, Nigeria, South Africa, and Senegal.

Kenya

In the report on the bar, one respondent from a public institution reported that her office sometimes hires private male lawyers to work on cases when female lawyers are available. Regarding promotion, the report found that the 16 leading law firms had 40% female partners (IAWL Kenyan Bar, 2023b, p. 21). This can be attributed to the deliberate initiatives undertaken by these firms to retain female talent by promoting them to partnership (IAWL Kenyan Bar, 2023b, pp. 18–19). In the judiciary, respondents cited sexism in hiring processes. For example, some female respondents argued that temperament cannot be measured and should not be required for hiring judges (IAWL Kenyan Judiciary, 2023c, p. 34). The respondents were asked the question, "Are promotion policies gender inclusive?" a significant majority (75%) disagreed, and only 25% agreed (IAWL Kenyan Judiciary, 2023c, p. 21). In the legal academy, respondents were asked, "Are women adequately represented in the Kenyan legal academy?"; a significant majority (83%) disagreed (IAWL Kenyan Legal Academy, 2023d, p. 23).

Nigeria

The IAWL study on women in law in Nigeria asked women to select any five areas in which they experienced discrimination and bias in the profession. Of 449 responses, 47.4% cited injustice regarding access to the profession (IAWL Nigerian Bar, 2023e, p. 24). Furthermore, 66.4% identified ascendancy to leadership positions (IAWL Nigerian Judiciary, 2023f, p. 24). Despite the findings that the entry requirements for the legal academy are similar for both men and women, more men enter (IAWL Nigerian Legal Academy, 2023g, p. 13). The study asked respondents in the legal academy if women have equal opportunities to engage in tasks that lead to promotion to leadership roles: 36% agreed, 15% disagreed, and 27% were neutral (IAWL Nigerian Legal Academy, 2023g, p. 15).

South Africa

In the bar, the IAWL report confirmed a bottom-heavy trend; with a smaller sample size of 13 respondents, 69% agreed that more women than men are hired at junior levels at their law firms (IAWL South African Bar, 2023i, p. 23). Respondents were asked about differential treatment for women and men at their law firms regarding career progression and promotion; 46.2% strongly disagreed, 7.7% were neutral, and 46.2% either agreed or strongly agreed (IAWL South African Bar, 2023i, p. 26). Respondents in the judiciary were given the statement, "There is an even playing field for both women and men judges to attain leadership positions in South Africa's judiciary"; However, 58.2% disagreed, and 17.9% agreed (IAWL South African Judiciary, 2023j, p. 28). The respondents from the legal academy were also asked if it is easier for men than for women to advance to leadership; 22.8% agreed, and 77.1% disagreed (IAWL South African Legal Academy, 2023k, p. 33).

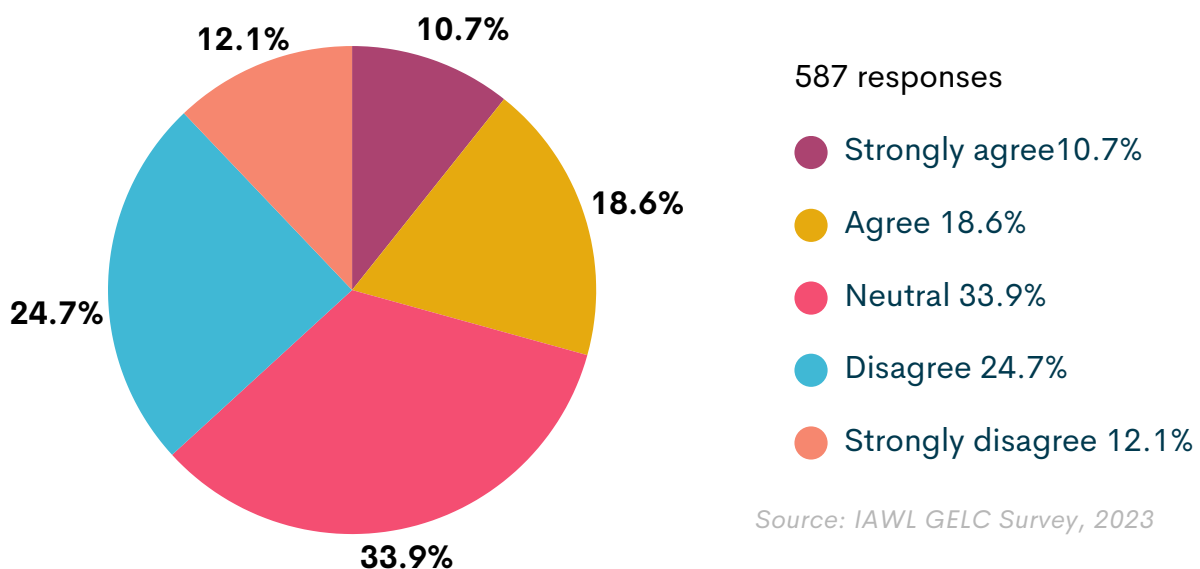
Respondents in the bar were asked if women face discrimination linked to the profession. Only three said “yes,” 16 said “no,” and four were unsure (IAWL Senegalese Bar, Bench, and Academy, 2023h, p. 21). In addition, eight respondents agreed that promotion to leadership positions was an area of discrimination, six disagreed, and eight were uncertain (IAWL Senegalese Bar, Bench, and Academy, 2023h, p. 21).

The IAWL report findings on the judiciary established that, despite equal entry opportunities for men and women, the number of women joining the judiciary remains very low (IAWL Senegalese Bar, Bench, and Academy, 2023h, p. 21), as promote women to leadership positions. For example, only two women had been presidents of the Supreme Court from 1992 to 2022 (IAWL Senegalese Bar, Bench, and Academy, 2023h, p. 33). According to the IAWL report (2023, p. 45), only 14% of the academics in the legal and political science departments of two public universities were women. Since legal education was introduced in the 1960s, out of over 19 deans, only one woman has been the dean—Professor Aminata Cissé Niang, appointed in 2022. Additionally, only two women have served as assistant deans at these universities as of this writing.

GELC Survey on Inequitable Hiring and Low Promotion

In light of the research by IAWL in Kenya, Nigeria, South Africa, and Senegal, this report hypothesizes that low promotion is a significant barrier for women. The 2023 GELC survey asked respondents if men are promoted more often. The results below show the responses.

Figure 10: Men are promoted more often than women at my workplace



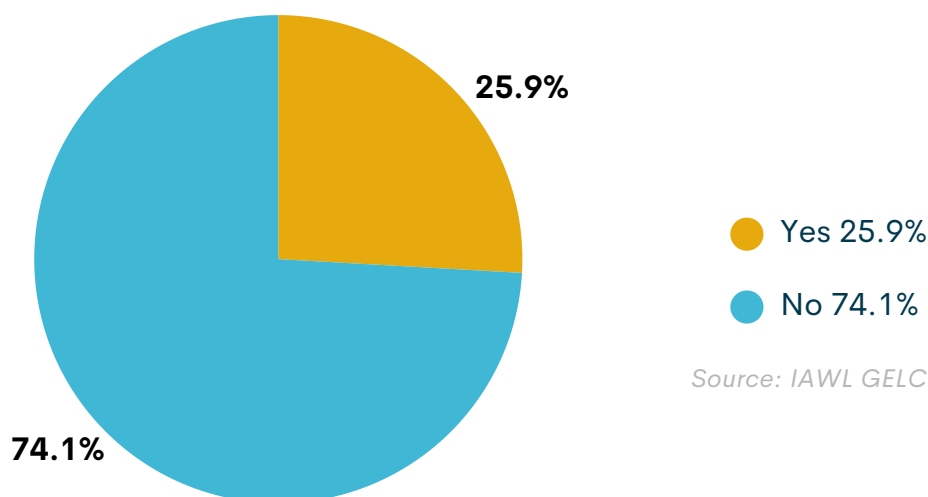
The results were different from the initial hypothesis. While only 11% strongly agreed and 18.5% agreed, 33% of respondents being neutral to such a critical issue underscores the significance of this challenge. These neutral responses can be attributed to the following factors.

Table 5: Factors explaining neutral responses on promotion.

Lack of personal experience	Respondents have not experienced disparities due to gender inequality or observed it within their immediate teams or departments.
Lack of awareness	Some women lack awareness about promotion dynamics within the organization. Some have limited access to comprehensive information regarding promotion decisions and gender disparities. Some are simply not interested or invested in the subject.
Fear of consequences	Some women fear the potential consequences of openly acknowledging gender bias or discrimination in their workplaces. They might be concerned about backlash or retaliation if they strongly oppose the issue.

To further investigate this challenge across Africa, the 2023 GELC survey asked, “Were you asked a gender-biased question (e.g., whether you plan to get married/pregnant any time soon) at your hiring interview?”

Figure 11: Were you asked a gender-biased question (e.g., whether you plan to get married/pregnant anytime soon) at your hiring interview?



Source: IAWL GELC Survey, 2023

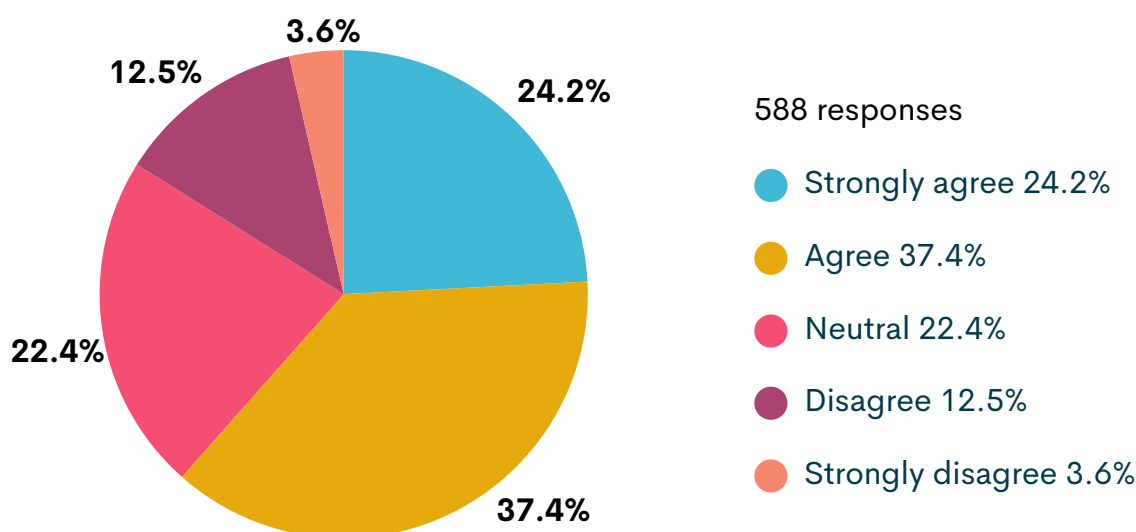
Of 582 respondents, 74.1% said “no,” and 25.9% said “yes.” Nonetheless, the findings highlight a concerning practice in which some women in law are still subjected to inappropriate and potentially discriminatory questions about their personal life choices, such as marriage or pregnancy. For the following reasons, it is essential to implement measures to ensure that women are not asked gender-sensitive questions at the hiring stage.

Gender bias	Gender-sensitive questions can perpetuate gender bias and discrimination that also affect future promotions and opportunities.
Encouraging meritocracy	Recruitment processes should be merit based. All candidates must be evaluated solely on their qualifications, skills, and potential. Gender-sensitive questions introduce irrelevant factors into the decision-making process and affect the legitimacy of the recruitment process.
Creating a fair and inclusive work environment	Gender-sensitive questions compromise inclusivity and create a culture that focuses on people’s backgrounds and beliefs. This is often detrimental to women and their promotion.

One facilitator identified in the IAWL WILL reports was ensuring clear and transparent promotion criteria. The 2023 GELC survey highlighted this gap by asking respondents, “Are there clear and transparent promotion criteria at your workplace?” Of 585 respondents, 43.7% said “yes,” 36.7% were unsure, and 19.6% said “no.” This finding raises critical concerns about the transparency and communication of the criteria within law firms.

One of the initial stages of promotion is acknowledging the work. Therefore, creating work environments that recognize and celebrate hard work and tenacity is essential. The 2023 GELC survey asked, “Women at my workplace receive the same recognition as men for passing career milestones (e.g., awards or other gifts).” Of 586 respondents, 12.5% disagreed, 3.6% strongly disagreed, and 22.4% were neutral. A majority (61.5%) agreed, indicating that the profession is moving toward more equitable, inclusive, and motivated work environments.

Figure 12: Women at my workplace receive the same recognition as men for passing milestones in their careers (e.g., awards or gifts)



Source: IAWL GELC Survey, 2023

The IAWL WILL reports established that the lack of mentoring and training opportunities affects women’s rise to leadership (IAWL, 2023a, p. 14) and recommended developing institutionalized mentoring opportunities as a critical step to achieving equity in leadership roles in the profession (IAWL, 2023a, p. 36). The 2023 GELC survey asked about mentoring and training programs.

Figure 13: Does your workplace provide mentoring and training programs?

Positive (57.1%)	The majority agreed, which suggests a proactive approach in nurturing talent and skills development among employees.
Not sure (34.3%)	Although this is not a negative response, it highlights a potential communication or awareness gap within legal institutions in Africa. Employers might consider improving program transparency or providing more information.
Negative (8.6%)	Some organizations might be hesitant to invest in mentoring and training programs due to perceived high costs. This number is low, but it is important to consider the long-term benefits of investing in all employees, such as increased retention, improved skills, and a more competitive workforce.

Source: IAWL GELC Survey, 2023

The survey asked respondents to rate, on a scale of 1–10, the effectiveness of their workplaces' mentoring and training programs. The results showed that most respondents did not think the programs were helpful or practical.

Best Practices for Equitable Hiring and Promotion

The journey toward achieving gender parity globally in most institutions demands a fresh approach, calling for efforts from governments, businesses, communities, and individuals of all genders (Moodley et al., 2019). The IAWL WILL reports recommend intentional and increased investment in capacity-building programs in all legal institutions (IAWL High-Level Summary, 2023a, p. 45). These efforts involve nurturing the skills and abilities of girls and women, ensuring they have access to quality education, healthcare, and personal development opportunities. This also fosters an environment where women can participate in the workforce, access economic opportunities, and thrive in various industries and sectors. By harnessing the power of technology to empower women, they can bridge digital divides and enhance access to information and professional opportunities.

Addressing low promotion rates requires recognizing these intersecting factors and challenging and transforming deep-rooted societal attitudes and behaviors toward women, promoting respect, equality, and inclusivity. The IAWL reports recommend creating policies to dismantle the multiple axes of gender-based discriminatory practices across all legal institutions (IAWL High-Level Summary, 2023a, p. 45). The IAWL Gender Equality in Law Model Policy provides standards that legal institutions can follow to adopt such policies and ensure gender parity in their hiring and promotion processes.

Assessing the impact of individual interventions presents challenges due to limited gender-disaggregated data and impact evaluations. Many initiatives lack comprehensive data, leaving many girls and women "invisible" in the statistics. The IAWL reports suggest investing in data gathering (quantitative and qualitative) to allow for longitudinal studies and adopting intentional feminist approaches, emphasizing the role of knowledge and consciousness-raising among women in law across Africa (IAWL High-Level Summary, 2023a, p. 45). Establishing unbiased data collection is crucial for achieving gender equality (Moodley et al., 2019).

These interventions often intertwine and complement each other, making it difficult to isolate their effects. Successful programs, however, share common elements. They address deeply ingrained attitudes and behaviors toward women, aim for sustained impact, engage women as partners in identifying issues, involve effective agents of change (regardless of gender), and incorporate robust monitoring and evaluation to track progress, ensuring accountability and commitment to goals. A multifaceted and collaborative approach is essential to drive meaningful change toward gender equality across Africa (Moodley et al., 2019).

GENDER BIASES AND STEREOTYPES



Gender biases are the fundamental cause of gender inequality and originate from the less value often placed on women's contributions and capabilities. The effects go as far as limiting the choices, opportunities, perceptions, and attitudes directed at women, particularly in the workplace (Human Development Reports, 2023).

According to Heilman (2012), gender stereotypes are simplified beliefs about a group, often applied to individual members solely because they belong to that group. Gender stereotypes, in particular, involve generalizations about the characteristics of men and women; women are often assigned work tasks based on this, which leads to the expectations that they should perform caregiving and household chores even at work. These tasks include making coffee, fetching lunch, handling office supplies, and other softer roles, even when they do not reflect the job description (Adewusi, 2017).

Prevalence of Gender Biases and Stereotypes for African Women in Law

The IAWL WILL reports shed light on the prevalence of gender biases and stereotypes in the legal profession in Kenya, Nigeria, South Africa and Senegal (IAWL High-Level Summary, 2023a).

Kenya

One bar respondent emphasized gender-based bias in the state law office and explained that it overlooks qualified women and recruits external male candidates for leadership positions (IAWL Kenyan Bar, 2023b, p. 16). In addition, all respondents in the IAWL report cited gender stereotypes as a challenge they face in attaining leadership (IAWL Kenyan Bar, 2023b, p. 20).

In the judiciary, 98% of respondents agreed that *"stereotypes and patriarchal attitudes underpin gender-neutral policies such as policies on transfer and promotion"* (IAWL Kenyan Judiciary, 2023c, p. 20). Participants from the legal academy were asked if women face gender bias; 90% agreed, and 10% disagreed (IAWL Kenyan Legal Academy, 2023d, p. 28).

Nigeria

The IAWL report revealed that 58.4% of respondents agreed that *"unspoken gender bias and stereotypes are a significant challenge and barrier to advancing in their career."* In addition, several interviewees recounted relevant experiences, with some stating that most bias comes from the public (IAWL Nigerian Bar, 2023e, p. 25).

The report survey asked respondents in the legal academy to consider the statement that *"gender stereotypes may prevent women from reaching leadership positions."* Most (90%) agreed, 7.5% disagreed, and 2.5% were neutral (IAWL Nigerian Legal Academy, 2023g, p. 29).

South Africa

The study on the bar offered the statement that “society’s perception of women’s roles negatively affects women’s rise to the top in the legal profession”; 76.9% agreed, 15.4% disagreed, and 7.7% were neutral (IAWL South African Bar, 2023i, p. 21). The survey asked judiciary respondents if society’s perception of women’s roles negatively affects their leadership ambitions. A majority (71.6%) agreed, 16.4% were neutral, and 12% disagreed (IAWL South African Judiciary, 2023j, p. 30). In the legal academy, the survey stated that “gender stereotypes may prevent women from reaching leadership positions.” Most (80%) agreed, and only 20% disagreed (IAWL South African Legal Academy, 2023k, p. 40). Overall, the three sectors were consistent on the impact of gendered perceptions on upward mobility.

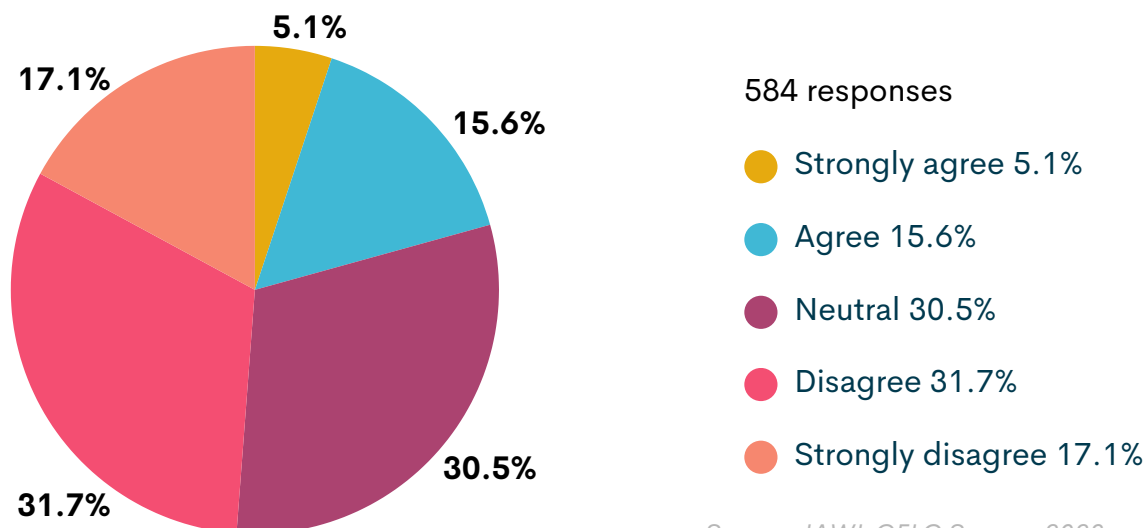
Senegal

One hundred percent of the interviewees (out of a sample size of 35) in the IAWL WILL report (2023) agreed that gender biases and stereotypes are a challenge that follows young women throughout their careers (IAWL Senegalese Bar, Bench, and Academy, 2023h, p. 61).

GELC Survey on Gender Bias and Stereotypes

Building on the research conducted by IAWL across Kenya, Nigeria, South Africa, and Senegal, this report’s hypothesis asserts gender bias and stereotypes as significant challenges women in the legal profession face. The 2023 GELC survey stated that “women are generally discriminated against at my workplace.”

Figure 14: Women are generally discriminated against at my workplace

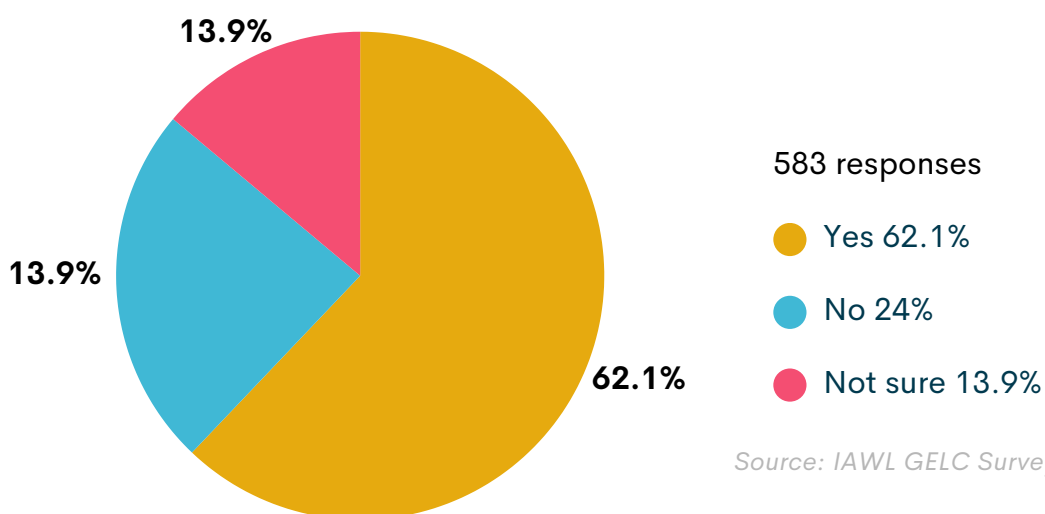


Source: IAWL GELC Survey, 2023

Contrary to the initial hypothesis, 48.8% either disagreed or strongly disagreed. Only 20.7% agreed or strongly agreed, and 30.5% were neutral. These findings are cause for concern, as they suggest that a substantial portion of African women in law are unaware of or do not have a strong opinion on the subject. This can also be attributed to ingrained sociocultural norms, as the respondents came from different nationalities and ethnicities. However, it still suggests a critical need for increased awareness, education, and dialogue within the legal profession on workplace gender-based discrimination.

The lack of policies that specifically apply to women, such as maternity leave, is discriminatory. The 2023 GELC survey asked respondents if their workplace has a maternity leave policy: 62.1% said "yes," 24% said no, and 13.9% were "not sure." The neutral findings also indicate insufficient awareness or ineffective communication within legal institutions. These responses point to a more significant institutional-level problem that can be eradicated by adopting and implementing effective policies guided by tools such as the IAWL Gender Equality in Law Model Policy.

Figure 15: Does your workplace have a written maternity leave policy?

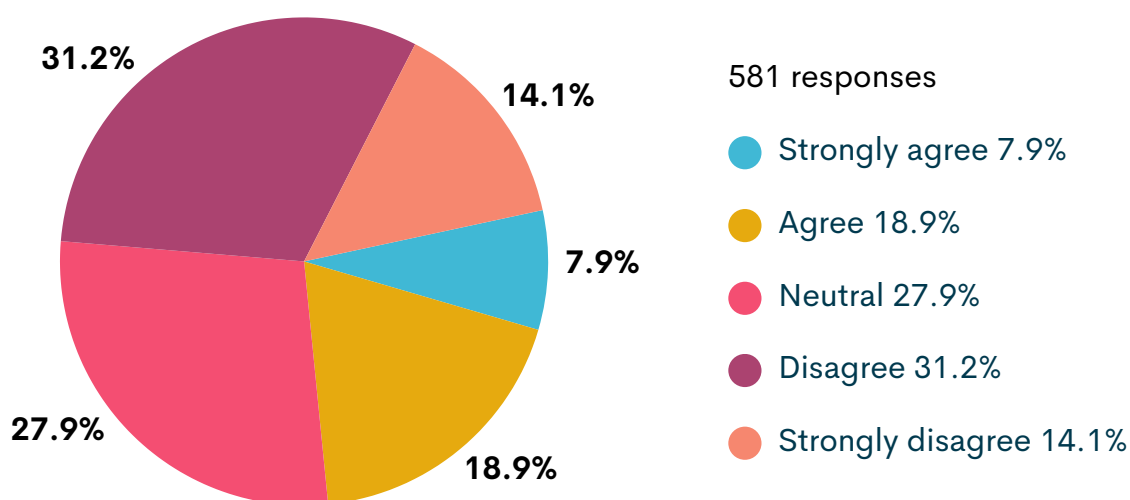


Gender stereotypes possess both descriptive and prescriptive qualities.

Descriptive Stereotypes: These stereotypes define what people believe women and men are like. Perceptions of men and women not only differ but are often opposite. In other words, women are often seen as lacking predominantly masculine qualities, and men are seen as lacking characteristics typically associated with femininity. For example, women are seen as nurturing, and men are perceived as competitive (Heilman, 2012).

An example of a descriptive stereotype is “women cannot understand complex topics.” This leads to men condescendingly or patronizingly overexplaining or “mansplaining” such topics to women. The 2023 GELC survey asked women if their male coworkers exhibited this trait: 7.9% strongly agreed, 18.9% agreed, 31.2% disagreed, and 14.1% strongly disagreed. The neutral response from the remaining 27.9% might stem from a lack of awareness or familiarity with the term “mansplaining.” This further highlights the survey constraint wherein respondents may not have the chance to seek additional clarification.

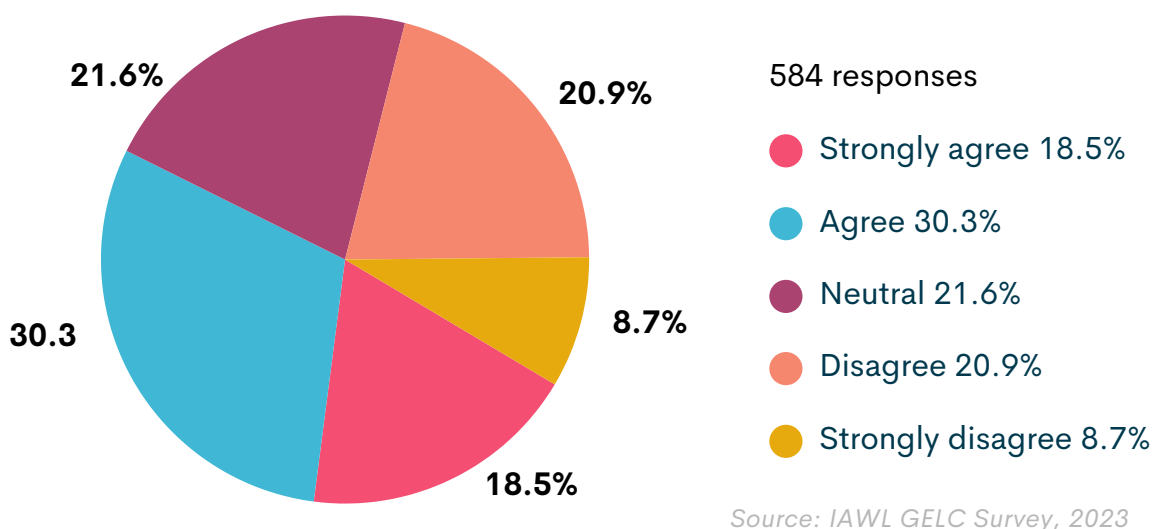
Figure 16: Male colleagues explaining tasks to women



Source: IAWL GELC Survey, 2023

Furthermore, the 2023 GELC survey asked respondents about the prevalence of stereotypical “jokes” about women by male coworkers, such as the misconception that women are highly emotional. The results in the table further emphasize that more advocacy and interventions are needed to address gender stereotypes within the African legal profession.

Figure 17: Stereotypical jokes about women by male colleagues



Such stereotypes can be harmful in the workplace because they create expectations that women might not possess the qualities needed for success in traditionally male-dominated roles, such as the legal industry, hindering career progress. Despite the growing representation of women in the workforce and their increasing involvement in historically male-dominated positions, it has been demonstrated that descriptive gender stereotypes persist in not only various work environments but also social and domestic settings (Heilman, 2012).

b. Prescriptive Stereotypes: These stereotypes dictate what society believes women and men should be like. For instance, they might suggest that women should be caring and men should be assertive (Heilman, 2012). This leads to men being taken more seriously in the workplace. The 2023 GELC survey stated that *"new ideas/contributions are more likely to be accepted in my workplace from a man than a woman"*: 32.1% either strongly agreed or agreed, 26.5% were neutral, and a significant portion (41.4%) disagreed or strongly disagreed. Although the majority disagreed, these findings still indicate persistent expectations regarding how professional women should behave that can harm women's rise to leadership positions and general well-being.

Individuals, especially women, are often criticized when they go against these stereotypes. Gender stereotypes have a dual effect on women, influencing how others assess them and shaping how they view and evaluate themselves. Both effects create biased expectations and judgments that can significantly hinder progress in the workplace (Heilman, 2012).

Best Practices to Address Gender Biases and Stereotypes

According to Diehl et al. (2022), women are the majority and well-represented in law-related industries. However, the persistence of “old boy club mentalities” in decision-making processes perpetuates these gender biases and stereotypes. It is imperative to break such age-old traditions to realize gender equality in the legal profession in Africa.

According to the IAWL WILL reports, “male allies for gender equality will be crucial actors to forestall systemic backlash” (IAWL High-Level Summary, 2023a, p. 45).

However, male allyship goes beyond “nice behavior.” It is a call to action that includes questioning long-standing systematic practices, such as the gender wage gap, lack of representation, and gender diversity in leadership positions. It involves assisting women even when it is uncomfortable. This includes disrupting sexist discussions and ensuring that the perpetrators are held accountable for their behavior, which may be an inappropriate joke, touch, or statement (Johnson & Smith, 2022).

Intersectionality theory underscores how gender bias and stereotypes can vary in their manifestations. For example, women of different races may also experience stereotypes based on racial prejudice. Furthermore, socioeconomic factors can perpetuate stereotypes about women’s competence and suitability for leadership roles. The IAWL reports recommend continuous training on unconscious bias and microaggressions across legal institutions (IAWL High-Level Summary, 2023a, p. 45). The significance of this suggestion was highlighted in the 2023 GELC survey through the statement that “my male co-workers are aware of the gender inequality in my workplace”; 38.4% either agreed or strongly agreed, 23.8% disagreed, and 37.8% was neutral.

These findings suggest that most women in law work in environments where the unconscious bias and microaggressions that come with gender inequality are not understood or acknowledged as pressing issues. This raises concerns about the overall awareness and acknowledgment of gender stereotypes and gender bias challenges within legal workplaces, calling for institutional-level change.

This includes adopting effective policies informed by data-based policy guidelines, such as the IAWL Gender Equality in Law Model Policy.

The 2023 IAWL reports further recommended cultivating male allies dedicated to promoting gender equity and inclusion across all sectors of the profession in Africa (IAWL High-Level Summary, 2023a, p. 45). Although some men may claim to be allies, they are not dedicated enough to the cause to speak up against sexual harassment. This was highlighted in the 2023 GELC survey, which asked respondents if their male coworkers spoke up against discrimination: 37.5% said "no," 37.5% were neutral, and 25% said "yes."

The GELC survey asked the respondents to provide suggestions on how male allies can show their female colleagues' support against gender inequality:



Speak up.



Stop sexual harassment.



Recommend equal opportunities for women.



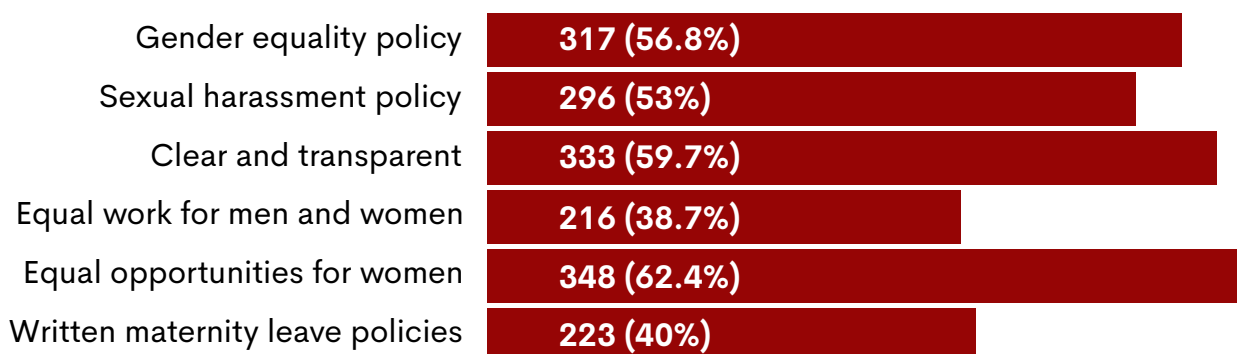
Avoid condescending speech.



Elect more women to leadership positions.

Lastly, the GELC survey asked the respondents to select the suggested recommendations they would like implemented in their workplaces. The most common were as follows.

Figure 18: Recommendations for implementation



Source: IAWL GELC Survey, 2023

Although several other recommendations were not statistically significant, they did provide important information. Some indicated that these recommendations and policies were already in place; others stated that they needed to be enforced to achieve the desired results.

Table 6: Suggestions from GELC survey respondents

<p>Sexual Harassment</p>	<ul style="list-style-type: none"> • Training for all practitioners about sexual harassment.
<p>Equal Work for Equal Pay</p>	<ul style="list-style-type: none"> • Equal pay for equal work. • A clear pay structure for all roles and genders. There is a wide gap in pay structure, and it is done quite silently so that no one dares to talk about it. Employees just resign when they find out. • Total review of salaries and staff welfare; the salary is very bad, and no welfare scheme exists at all.
<p>Gender Biases and Stereotypes</p>	<ul style="list-style-type: none"> • Men are almost going extinct where I work, as are women who stick to the law, policy and good conscience. Equal opportunities should be created for all and not only for people with godfathers or who will bend the rules. • Target inclusive equality for women of color. • Create a gender-inclusive workplace policy. • Consider policies regulating flexible schedules to allow women to pick up children from school, attend sports, and handle other childcare routines, as such duties fall heavily on women. • Provide gender-sensitive training programs. • More effective policies on working from home to look after children. • Continuous education on gender equality.
<p>Equitable Hiring and Promotion</p>	<ul style="list-style-type: none"> • The actual implementation of policies; it's never practiced, and good policies [on equitable hiring and promotion] exist on paper but organizations abuse these rights in practice. • Celebrate and reward hardworking staff.

Conclusion

African women have been progressively taking up leadership positions within the legal profession (bar, bench, and legal academy), marking a significant shift in the traditionally male-dominated industry. However, it is crucial to recognize that despite the glass being half full, gender inequality remains a formidable barrier to women's rise to leadership.

Grounded in extensive research conducted by IAWL in Kenya, Nigeria, South Africa, and Senegal, this report initially hypothesized sexual harassment, a gender pay gap, low promotion opportunities, and gender biases as prevalent challenges. The GELC survey in 2023 aimed to test these hypotheses, providing a nuanced understanding of the legal landscape. The survey results challenged the initial hypothesis that sexual harassment was prevalent, revealing that 62.9% of respondents had not experienced it. The report highlighted the progress in closing the gender pay gap. However, it emphasized that persistent disparities still affect women in lower-paying positions.

In addition, this report recommends increasing the number of women in leadership positions and highlights that low promotion based on gender bias and stereotypes persists. The neutral responses in the GELC survey underline the complexity of gender inequality, emphasizing the importance of awareness, advocacy, and open dialogue in legal institutions. These neutral responses further highlight the need for gender consciousness training for men and women. The significant number of neutral responses strongly indicates that some women may need to understand and deconstruct their gendered socialization.

This report is the first step to a significant and ongoing dialogue on gender equality in law. It calls for institutional-level changes and recommends adopting effective gender-inclusive and gender-sensitive policies guided by tools such as the IAWL Gender Equality in Law Model Policy to dismantle discriminatory and exclusionary practices. The findings in this report underscore the potential for change, driving home the importance of enforcing policies, deploying training programs, cultivating male allies, and adopting collective efforts to foster workplace environments free from conscious and unconscious biases, stereotypes, and microaggressions. When women in law thrive, society benefits from their contributions to law, justice, the rule of law and access to justice for all human beings.

Legal Instruments

Beijing Declaration and Platform for Action, 2000

Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), 1979

International Labour Organization Equal Remuneration Convention, (1951). (No. 100)

International Labour Organization Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

International Labour Organization Violence and Harassment Convention, 2019 (No. 190)

Sustainable Development Goals (SDGs), 2015

The African Charter on Human and Peoples' Rights, 1986

The African Union Agenda 2063, 2015

The Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa, 2003

References

Adebanjo, T., Durojaye. E., & Nabaneh, S. (Eds.). *Sexual Harassment, Law and Human Rights in Africa*. Palgrave Macmillan. <https://doi.org/10.1007/978-3-031-32367-6>

Adewusi, A. (2017, March 31). African women speak about their experiences of gender stereotypes at work and how to fight it. Okayafrica.com. Retrieved August 29, 2023, from <https://www.okayafrica.com/african-women-breaking-gender-stereotypes-workplace/>.

African Union. (2015). *Agenda 2063: The Africa we want*. Retrieved November 17, 2023, from *Agenda 2063: the Africa we want; first ten-year implementation plan, 2013-2023* (unep.org)

African Union. (2021). *African Union priorities on gender equality and women's empowerment in Agenda 2063*. African Union. Retrieved November 17, 2023, from <https://au.int/en/articles/au-priorities-gender-equality-and-womens-empowerment-agenda-2063> .

Aina-Pelemo, A., Aina, I., Kulshrestha, P., & Mehanathan, M. (2019). Sexual harassment in the workplace: Case study of the Nigerian legal sector. *Journal of Law, Policy and Globalization*, 86, 121-137.

Akintayo, F., Holt, T., Krishnan, M., Kuyoro, M., Leke, A., Madgavkar, A., & Moodley, L. (2019). *The power of parity: Advancing women's equality in Africa*. Retrieved August 30, 2023, from <https://www.mckinsey.com/~media/mckinsey/featured%20insights/gender%20equality/the%20power%20of%20parity%20advancing%20womens%20equality%20in%20africa/mgi-the-power-of-parity%20advancing%20womens%20equality%20in%20africa.pdf>.

Allison, S. & Tsoroti, S. (2023, May 6). African Union leader charged with sexual assault. *Mail & Guardian*. Retrieved September 29, 2023, from <https://mg.co.za/africa/2023-05-06-african-union-leader-charged-with-sexual-assault/>

Andrews, P. E. (1998). Striking the rock: Confronting gender equality in South Africa. *Michigan Journal of Race & Law*, 3(2), 307 .

Babcock, L., Recalde, M. P., Vesterlund, L., & Weingart, L. (2017). Gender differences in accepting and receiving requests for tasks with low promotability. *American Economic Review*, 107(3), 714-747.

Bazeley, P. (2013). *Qualitative data analysis: Practical strategies*. Sage Publications.

Benya, F. F., Johnson, P. A., & Widnall, S. E. (2018). *Sexual harassment of women: climate, culture, and consequences in academic sciences, engineering, and medicine*. The National Academies Press.

Berger, M., & Guidroz, K. (Eds.) (2009). *The Intersectional Approach: Transforming the Academy through Race, Class and Gender*. University of North Carolina Press.

Centre for Applied Legal Studies. (2014). Transformation of the legal profession. Retrieved December 10, 2023, from <https://www.wits.ac.za/media/wits-university/faculties-and-schools/commerce-law-and-management/research-entities/cals/documents/programmes/gender/Transformation%20of%20the%20Legal%20Profession.pdf>

Chakravarty, S., Banerjee, S., & Mishra, A. (2023). Intersectional Approaches to Promote Gender Equality. T20 Policy Brief.

Chambers, D. L. (2014). Overstating the satisfaction of lawyers. *Law and Social Inquiry*, 39(2), 313–333. <https://doi.org/10.1111/lsi.12041>.

Charlesworth, H., Chinkin, C., & Wright, S. (1991). Feminist approaches to international law. *The American Journal of International Law*, 85(4), 613–645.

Chitapi, R. (2018). Women in law navigating the tensions of gender bias and intersectionality at the Cape and Johannesburg Societies of Advocates (the Bar). *Agenda*, 32 (2), 43–52.

Crenshaw, K. (1991). Mapping the margins: Intersectionality, identity politics, and violence against women of color. *Stanford Law Review*, 43(6).

Dawuni, J. J. (Ed.) (2022). Intersectionality and women's access to justice in Africa. Rowman and Littlefield.

Dawuni, J. J. (Ed.). (2021). *Gender, judging and the court in Africa: Selected studies*. London, Routledge.

Dawuni, J. J. (2021). Women in judiciaries across Africa. In T. Falola & O. Yacob-Haliso (Eds.), *The Palgrave handbook of African women's studies* (pp. 353–373). Palgrave Macmillan.

Dawuni, J. J. (2019). Matri-legal feminism: An African feminist response to international law. In K. Ogg & S. H. Rimmer (Eds.), *Research handbook on feminist engagement with international law* (pp. 445–462). Edward Elgar Publishing.

Dawuni, J. J., & Kang, A. (2015). Her Ladyship Chief Justice: The rise of female leaders in the judiciary in Africa. *Africa Today*, 62(2), 45–69.

Diehl, A., Dzubinski, L. M., & Stephenson, A. L., (2022, March 2). Research: How bias against women persists in female-dominated workplaces. *Harvard Business Review*. Retrieved September 2, 2023, from <https://hbr.org/2022/03/research-how-bias-against-women-persists-in-female-dominated-workplaces> .

DiLeonardo, A., Lauricella, T., & Schaninger, B. (2021, May 10). Survey fatigue? Blame the leader, not the question. McKinsey & Company. Retrieved from <https://www.mckinsey.com/capabilities/people-and-organizational-performance/our-insights/the-organization-blog/survey-fatigue-blame-the-leader-not-the-question>

Dixon-Fyle, S., Dolan, K., Hunt, D., & Prince, S. (2020). Diversity wins: How inclusion matters. Retrieved from <https://www.mckinsey.com/featured-insights/diversity-and-inclusion/diversity-wins-how-inclusion-matters>.

Heilman, M. E. (2012). Gender stereotypes and workplace bias. *Research in Organizational Behavior*, 32, 113-135.

United Nations Development Programme (UNDP). (2023). Gender Social Norms Index (GSNI): Breaking down gender biases: Shifting social norms towards gender equality. New York. Retrieved from https://hdr.undp.org/content/2023-gender-social-norms-index-gsni?gclid=CjwKCAjwo9unBhBTEiwAipC1160OeZ1AASQeFjbaWHZjDQxG_EGAQJy55DEdiGXA6pqIq6OtQBEAJhoCiFMQAvD_BwE#/indicies/GSNI

Imosemi, A. (2021). The rights and plights of female lawyers in the legal profession: A paradigm shift from denial to recognition. *African Journal of Law and Human Rights*, 5(1), 237-247.

Institute for African Women in Law. (2023a). Women in leadership: High-level summary. Retrieved from <https://www.africanwomeninlaw.com/womeninleadership>.

Institute for African Women in Law. (2023b). Women in leadership: Kenyan bar. Retrieved from https://www.africanwomeninlaw.com/_files/ugd/229dcd_cefe201bff954472b45a04da6a8c036f.pdf.

Institute for African Women in Law. (2023c). Women in leadership: Kenyan judiciary. Retrieved from https://www.africanwomeninlaw.com/_files/ugd/229dcd_0656803a9a77428092cf2b832678b168.pdf.

Institute for African Women in Law. (2023d). Women in leadership: Kenyan legal academy. Retrieved from https://www.africanwomeninlaw.com/_files/ugd/229dcd_20d1b28232b8473794f49f28b08616f9.pdf.

Institute for African Women in Law. (2023e). Women in leadership: Nigerian bar. Retrieved from https://www.africanwomeninlaw.com/_files/ugd/229dcd_23bdd2444bcd4d4bb3ed3ef572f64218.pdf.

Institute for African Women in Law. (2023f). Women in leadership: Nigerian judiciary. Retrieved from https://www.africanwomeninlaw.com/_files/ugd/229dcd_854b02941abe4c65b6d0edac2a960570.pdf.

Institute for African Women in Law. (2023g). Women in leadership: Nigerian legal academy. Retrieved from https://www.africanwomeninlaw.com/_files/ugd/229dcd_f27775d4631a4789aa0afa89ac409ba3.pdf.

Institute for African Women in Law. (2023h). Women in leadership: Senegalese bar, bench and academy. Retrieved from https://www.africanwomeninlaw.com/_files/ugd/229dcd_a625575fee9f42e0889172151858da84.pdf.

Institute for African Women in Law. (2023i). Women in Leadership: South African bar. Retrieved from https://www.africanwomeninlaw.com/_files/ugd/229dcd_7868ff45ccd343cf8780316977ff9045.pdf.

Institute for African Women in Law. (2023j). Women in leadership: South African judiciary. Retrieved from https://www.africanwomeninlaw.com/_files/ugd/229dcd_46623786de7b45cdbc1a9177b40e691.pdf.

Institute for African Women in Law. (2023k). Women in leadership: South African legal academy. Retrieved from https://www.africanwomeninlaw.com/_files/ugd/229dcd_52d85d407e1b4317861b33923e166b75.pdf.

International Bar Association. (2019). Us too? Bullying and sexual harassment in the legal profession. Available at <https://www.ibanet.org/MediaHandler?id=B29F6FEA-889F-49CF-8217-F8F7D78C2479>

International Bar Association. (2021). Mental wellbeing in the legal profession: A global study. Retrieved October 4, 2023, from <https://www.ibanet.org/document?id=IBA-report-Mental-Wellbeing-in-the-Legal-Profession-A-Global-Study>.

International Labour Organization. (2022). Experiences of violence and harassment at work: A global first survey. Retrieved from https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/documents/publication/wcms_863095.pdf

International Labour Organization. (2023). Global wage report 2022-2023. Retrieved August 28, 2023, from <https://www.ilo.org/digitalguides/en-GB/story/globalwagereport2022-23#data>.

International Labour Organization. (2017). Report V (1): Ending violence and harassment against women and men in the world of work, ILC.107/V/1 (Geneva). Retrieved from https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_553577.pdf

International Labour Organization. (2020). Sexual harassment in the world of work: ILO Briefing note 2 (Publication No. WCMS_738115). Retrieved August 26, 2023, from https://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/briefingnote/wcms_738115.pdf

Johnson, W. B., & Smith, D. G. (2022, August 5). Men, stop calling yourselves allies. Act like one. *Harvard Business Review*. Retrieved August 12, 2023, from <https://hbr.org/2022/08/men-stop-calling-yourselfes-allies-act-like-one>

Kalton, G., & Schuman, H. (1982). The effect of the question on survey responses: A review. *Journal of the Royal Statistical Society*, 145(1), 42-73. <https://doi.org/10.2307/2981421>

Markovic, M., & Plickert, G. (2022). *The gender pay gap and high-achieving women in the legal profession*. *Law & Social Inquiry*, 47, 1-32. doi:10.1017/lis.2022.7

Marwell, G. & Oliver, P. (1985). A theory of the critical mass. I. Interdependence, group heterogeneity, and the production of collective action. *American Journal of Sociology*, 91(3), 522-556.

<https://users.ssc.wisc.edu/~oliver/PROTESTS/ArticleCopies/OliverMarwellCritMassI.pdf>

McCann, D. (2005). Sexual harassment at work: National and international responses. *Conditions of Work and Employment Series No. 2* (Geneva, ILO).

Muijs, D. (2011). *Doing quantitative research in education with SPSS (2)*. SAGE Publications Ltd, <https://doi.org/10.4135/9781446287989>. Sage Publishing.

Oelz, M., Olney, S., & Tomei, M. (2013). *Equal pay: An introductory guide*. International Labour Office Geneva.

Olatunji, C. (2013). An argument for gender equality in Africa. *CLCWeb: Comparative Literature and Culture*, 15(1). Retrieved September 28, 2023, from <https://doi.org/10.7771/1481-4374.2176>.

Ramotsho, K. (2023, June 1). Celebration of 100 years of women in the practice of law. *De Rebus*. Retrieved September 28, 2023, from www.derebus.org.za/celebration-of-100-years-of-women-in-the-practice-of-law/.

Saem, M. (n.d.) *Women in law: Breaking barriers and challenging status quo*. *Legal Service India E-Journal*. Retrieved September 28, 2023, from legalserviceindia.com/legal/article-10777-women-in-law-breaking-barriers-and-challenging-status-quo.html.

Sasinsky, M. S. (2020). *Understanding the phenomenon of intersectionality and its effect on inclusion and transformation in the South African legal profession* [Unpublished master's thesis]. University of Pretoria.

Tamale, S. (2020). *Decolonization and Afro-feminism*. Daraja Press.

United Nations Office on Drugs and Crime. (2021, April 30). Progress towards parity: The representation of women in the judiciary. Retrieved November 15, 2023, from <https://www.unodc.org/dohadeclaration/en/news/2021/04/progress-towards-parity-the-representation-of-women-in-the-judiciary.html>.

UN Women (n.d). Global gender equality constitutional database. Available at <https://constitutions.unwomen.org/en>

World Bank (n.d). Women, business and the law. Available at <https://wbl.worldbank.org/en/wbl>

World Economic Forum. (2023, June 20). Global gender gap report 2023. Retrieved August 28, 2023, from <https://www.weforum.org/reports/global-gender-gap-report-2023/in-full/benchmarking-gender-gaps-2023>

Additional Resources

Human Rights Council. (2023a). Men's accountability for gender equality. New York. <https://www.ohchr.org/sites/default/files/documents/issues/women/wg/Men-accountability-27-12-2022-EN.pdf>

Human Rights Council. (2023b). Working group on discrimination against women and girls. <https://www.ohchr.org/en/special-procedures/wg-women-and-girls>.

International Bar Association Legal Policy & Research Unit. (2023). 50:50 By 2030: A longitudinal study into gender disparity in law. LexisNexis Rule of Law Foundation in Nigeria. <https://www.ibanet.org/document?id=IBA-50-50-by-2030-A-longitudinal-study-into-gender-disparity-in-law-Nigeria>.

International Labour Organization. (n.d.) Gender pay gap training course. Module 3. Wage policies to overcome gender pay gaps. <https://rise.articulate.com/share/A5Xh7AeYvxAC1qWSVhjDzrHFZuR6xNzu#/>

MacKinnon, C. A. (1979). Sexual Harassment of Working Women. <https://yalebooks.yale.edu/book/9780300022995/sexual-harassment-of-working-women/>

New York State. (n.d.). Combating Sexual Harassment in the Workplace. New York State. <https://yalebooks.yale.edu/book/9780300022995/sexual-harassment-of-working-women/>

Oloka-Onyango, J. J., & Tamale, S. (1995). "The personal is political" or "why women's rights are indeed human rights": An African perspective on international feminism. *Human Rights Quarterly*, 17(4), 691-731. <http://www.jstor.org/stable/762486>.

Veress, T. (2022). Exploring Linkages Between Judicial Well-Being and Judicial Integrity. The Global Judiciary Integrity Network of the United Nations Office on Drugs and Crime. https://www.unodc.org/ji/resdb/data/2022/exploring_linkages_between_judicial_well-being_and_judicial_integrity.html?lng=en&match=judicial%20well-being.



info@africanwomeninlaw.com



[IAWL-Institute for African Women in Law](https://www.linkedin.com/company/IAWL-Institute%20for%20African%20Women%20in%20Law)



[@AfricaWomenLaw](https://twitter.com/AfricaWomenLaw)



www.africanwomeninlaw.com



[@africanwomeninlaw](https://www.instagram.com/africanwomeninlaw)



bit.ly/IAWL-YT