

## 2025 Global Gender and Justice Report

### Scoring key on Core Variables

Our research sample includes 171 organisations, spanning:

- global and regional adjudicatory bodies (courts)
- global and regional commissions and expert mechanisms (commissions)
- intergovernmental organisations
- international NGOs
- global law firms (law firms)
- global bar associations (bar associations)
- funders and philanthropies of global justice work (funders)

Three of the subsectors in the sample—courts, commissions, and law firms—are structured in a manner unique to each of their respective subsectors. In order to best capture the fairness of policies and leadership composition of these organisations, the Global 50/50 variables and scoring framework has been adapted as appropriate to these three subsectors.

Following are the scoring keys for:

1. [courts](#)
2. [commissions](#)
3. [law firms](#)
4. [all other organisations](#)

#### Subsector: Courts

Note: For courts, commitments may be found in treaties or other instruments that the court/tribunal is mandated to interpret, and/or in mainstreaming strategies set by the larger body of which the court/tribunal is an organ.

Commitment to gender equality	
	G: Commitment to gender equality/equity with gender referring to men and women, gender justice, or gender mainstreaming in policy and planning.
	GP: Commitment to achieve gender equality, with focus on empowering women and girls.
	A: Court works on women's rights, social justice, human rights and/or access to justice, but makes no formal commitment to gender equality.
	R: No mention of gender or social justice.
	(+): Commitment is inclusive of diverse/non-binary gender identities.
Bench gender equality policy	
Bench nomination/selection processes	
	G: Gender equality affirmative policy with specific measure(s) to improve gender equality and/or support women's careers in the nomination/selection process.

	A: Stated commitment to consider gender equality and/or diversity in the nomination/selection process but no specific measure(s) to carry out commitments.
	NF: No policy or commitment found.
	MS: Nomination and/or selection process is Member State-driven.
	(+): Specific mention of no discrimination based on gender identity/other mention of inclusion of transgender or gender diversity.
<b>Bench workings</b>	
	G: Gender equality affirmative policy with specific measure(s) to improve gender equality and/or support women's careers in the appointment of the President/Chair and/or working groups.
	A: Stated commitment to consider gender equality and/or diversity in the appointment of the President/Chair and/or working groups but no specific measure(s).
	NF: No policy or commitment found.
	(+): Specific mention of no discrimination based on gender identity/other mention of inclusion of transgender or gender diversity.
<b>Staff gender equality policy</b>	
	G: Gender equality affirmative policy with specific measure(s) to improve gender equality and/or support women's careers.
	A: Stated commitment to gender equality and/or diversity in the workplace (above the legal requirement) but no specific measures to carry out commitments; and/or reporting on gender distribution of staff.
	R: Policy is compliant with law but no more = "we do not discriminate".
	NF: No reference to gender equality or non-discrimination in the workplace found.
	(+): Specific mention of no discrimination based on gender identity/other mention of inclusion of transgender or gender diversity.
<b>Bench fairness and equity policy</b>	
<b>Bench nomination/selection processes</b>	
	G: Fairness and equity affirmative policy with specific measure(s) to improve diversity, inclusion, fairness and or equality in the nomination/selection process.
	A: Commitment to promoting fairness and equity in the nomination/selection process but does not state what specific measures are in place to promote equality/diversity.
	NF: No policy or commitment found.
	MS: Nomination and/or selection process is Member State-driven.
<b>Bench workings</b>	

	G: Fairness and equity affirmative policy with specific measure(s) to improve diversity, inclusion, fairness and or equality in the appointment of the President/Chair and/or working groups.
	A: Commitment to promoting fairness and equity in the appointment of the President/Chair and/or working groups but does not state what specific measures are in place to promote equality/diversity.
	NF: No policy or commitment found.
<b>Staff fairness and equity policy</b>	
	G: Fairness and equity affirmative policy with specific measure(s) to improve diversity, inclusion, fairness and or equality.
	A: Commitment to promoting fairness and equity evidenced by a) aspirational comments and b) listing protected characteristics, but does not state what specific measures are in place to promote equality/diversity; and/or some reporting on characteristics among staff.
	R: Policy is compliant with law but no more = “we do not discriminate”.
	NF: No reference to equality or non-discrimination in the workplace found.
<b>Sex-disaggregation of case data</b>	
	G: Policy or commitment found to regularly collect or report sex-disaggregated data and/or to undertake gender analysis, where applicable.
	A: Project- or issue-specific commitments to report sex-disaggregated data and/or undertake gender analysis found.
	NF: No policy or commitment found.
	NA: Not applicable. Court does not collect/report any data on natural persons.
<b>Gender parity on bench</b>	
	P: 56-100% women represented
	G: 45-55% women represented; or difference of one individual
	A: 35-44% women represented
	R: 0-34% women represented
<b>Gender parity in the Registry/Secretariat</b>	
	P: 56-100% women represented
	G: 45-55% women represented; or difference of one individual
	A: 35-44% women represented
	R: 0-34% women represented
	NF: No public information on Registry/Secretariat found

	NA: Court does not have a Registry or Secretariat
<b>Gender of President</b>	
<span style="background-color: #6699CC; display: inline-block; width: 15px; height: 15px;"></span>	M: Man
<span style="background-color: #9999CC; display: inline-block; width: 15px; height: 15px;"></span>	W: Woman
	MW: Two individuals, one male and one female
	X: Non-binary; or undefined
<b>Gender of Chief Registrar/Head of Secretariat</b>	
<span style="background-color: #6699CC; display: inline-block; width: 15px; height: 15px;"></span>	M: Man
<span style="background-color: #9999CC; display: inline-block; width: 15px; height: 15px;"></span>	W: Woman
	MW: Two individuals, one male and one female
	X: Non-binary; or undefined
	NF: No public information on members of the Registry/Secretariat
	NA: Court does not have a Registry or Secretariat

## Subsector: Commissions

Note: For commissions, commitments may be found in treaties or other instruments that the body is mandated to interpret, in recommendations to States Parties that the body has produced, and/or in mainstreaming strategies set by the larger body which supports it administratively.

<b>Commitment to gender equality</b>	
	G: Commitment to gender equality/equity with gender referring to men and women, gender justice, or gender mainstreaming in policy and planning.
	GP: Commitment to achieve gender equality, with focus on empowering women and girls.
	A: Commission works on women's rights, social justice, human rights and/or access to justice, but makes no formal commitment to gender equality.
	R: No mention of gender or social justice.
	(()): Commitment is inclusive of diverse/non-binary gender identities.
<b>Commission gender equality policy</b>	
<b>Commission nomination/selection processes</b>	
	G: Gender equality affirmative policy with specific measure(s) to improve gender equality and/or support women's careers in the nomination/selection process.
	A: Stated commitment to consider gender equality and/or diversity in the nomination/selection process but no specific measures(s) to carry out commitments.
	NF: No policy or commitment found.
	MS: Nomination and/or selection process is Member State-driven.
	(()): Specific mention of no discrimination based on gender identity/other mention of inclusion of transgender or gender diversity.
<b>Commission workings</b>	
	G: Gender equality affirmative policy with specific measure(s) to improve gender equality and/or support women's careers in the appointment of the President/Chair and/or working groups.
	A: Stated commitment to consider gender equality and/or diversity in the appointment of the President/Chair and/or working groups but no specific measure(s).
	NF: No policy or commitment found.
	(()): Specific mention of no discrimination based on gender identity/other mention of inclusion of transgender or gender diversity.
<b>Commission fairness and equity policy</b>	
<b>Commission nomination/selection processes</b>	

	G: Fairness and equity affirmative policy with specific measure(s) to improve diversity, inclusion, fairness and or equality in the nomination/selection process.
	A: Commitment to promoting fairness and equity in the nomination/selection process but does not state what specific measures are in place to promote equality/diversity.
	NF: No policy or commitment found.
	MS: Nomination and/or selection process is Member State-driven.
<b>Commission workings</b>	
	G: Fairness and equity affirmative policy with specific measure(s) to improve diversity, inclusion, fairness and or equality in the appointment of the President/Chair and/or working groups.
	A: Commitment to promoting fairness and equity in the appointment of the President/Chair and/or working groups but does not state what specific measures are in place to promote equality/diversity.
	NF: No policy or commitment found.
<b>Sex-disaggregation of data</b>	
	G: Policy or commitment found to regularly report sex-disaggregated data; and/or public position taken recommending the reporting of sex-disaggregated data.
	A: Project- or issue-specific commitments to report sex-disaggregated data and/or undertake gender analysis found.
	NF: No policy or commitment found.
	NA: Not applicable. Commission does not collect/report any programmatic data.
<b>Gender parity on the Commission</b>	
	P: 56-100% women represented
	G: 45-55% women represented; or difference of one individual
	A: 35-44% women represented
	R: 0-34% women represented
<b>Gender of President</b>	
	M: Man
	W: Woman
	MW: Two individuals, one male and one female
	X: Non-binary; or undefined

## Subsector: Law Firms

<b>Commitment to gender equality</b>	
	G: Commitment to gender equality/equity with gender referring to men and women, gender justice, or gender mainstreaming in policy and planning.
	GP: Commitment to achieve gender equality, with focus on empowering women and girls.
	A: Firm works on women's rights, social justice, human rights and/or access to justice, but makes no formal commitment to gender equality.
	R: No mention of gender or social justice.
	(+): Commitment is inclusive of diverse/non-binary gender identities.
	GW: Signatory to Women's Empowerment Principles in relation to UN Global Compact: <a href="https://www.weps.org/companies">https://www.weps.org/companies</a>
	S: UN Global Compact signatory <a href="https://unglobalcompact.org/interactive">https://unglobalcompact.org/interactive</a>
	C: UN Global Compact participant.
	L: Submitted Letter of Commitment to UN Global Compact (not associated with particular code).
	G5: Explicit commitment to SDG5 in context of UN Global Compact participation.
<b>Senior management/partners gender equality policy</b>	
	G: Gender equality affirmative policy with specific measure(s) to improve gender equality and/or support women's careers in senior positions.
	A: Stated commitment to gender equality and/or diversity in senior positions but no specific measures to carry out commitments; and/or reporting on gender distribution of senior partners/executives.
	R: Policy is compliant with law but no more = "we do not discriminate".
	NF: No reference to gender equality or non-discrimination found.
	(+): Specific mention of no discrimination based on gender identity/other mention of inclusion of transgender or gender diversity.
<b>Staff gender equality policy</b>	
	G: Gender equality affirmative policy with specific measure(s) to improve gender equality and/or support women's careers.
	A: Stated commitment to gender equality and/or diversity in the workplace (above the legal requirement) but no specific measures to carry out commitments; and/or reporting on gender distribution of staff.
	R: Policy is compliant with law but no more = "we do not discriminate".
	NF: No reference to gender equality or non-discrimination in the workplace found.

	(+) Specific mention of no discrimination based on gender identity/other mention of inclusion of transgender or gender diversity.
<b>Senior management/partners fairness and equity policy</b>	
<span style="background-color: #2e9e9e; display: inline-block; width: 15px; height: 15px;"></span>	G: Fairness and equity affirmative policy with specific measure(s) to improve diversity, inclusion, fairness and or equality in senior positions.
<span style="background-color: #fbb429; display: inline-block; width: 15px; height: 15px;"></span>	A: Commitment to promoting fairness and equity evidenced by a) aspirational comments and b) listing protected characteristics, but does not state what specific measures are in place to promote equality/diversity; and/or some reporting on characteristics among senior partners/executives.
<span style="background-color: #e67e22; display: inline-block; width: 15px; height: 15px;"></span>	R: Policy is compliant with law but no more = "we do not discriminate".
<span style="background-color: #a9a9a9; display: inline-block; width: 15px; height: 15px;"></span>	NF: No reference to equality or non-discrimination found.
<b>Staff fairness and equity policy</b>	
<span style="background-color: #2e9e9e; display: inline-block; width: 15px; height: 15px;"></span>	G: Fairness and equity affirmative policy with specific measure(s) to improve diversity, inclusion, fairness and or equality.
<span style="background-color: #fbb429; display: inline-block; width: 15px; height: 15px;"></span>	A: Commitment to promoting fairness and equity evidenced by a) aspirational comments and b) listing protected characteristics, but does not state what specific measures are in place to promote equality/diversity; and/or some reporting on characteristics among staff.
<span style="background-color: #e67e22; display: inline-block; width: 15px; height: 15px;"></span>	R: Policy is compliant with law but no more = "we do not discriminate".
<span style="background-color: #a9a9a9; display: inline-block; width: 15px; height: 15px;"></span>	NF: No reference to equality or non-discrimination in the workplace found.
<b>Sex-disaggregation of programmatic data</b>	
<span style="background-color: #2e9e9e; display: inline-block; width: 15px; height: 15px;"></span>	G: Policy or organisational commitment found to regularly report sex-disaggregated data and/or to undertake gender analysis.
<span style="background-color: #fbb429; display: inline-block; width: 15px; height: 15px;"></span>	A: Project-specific commitments to report sex-disaggregated data and/or to undertake gender analysis.
<span style="background-color: #a9a9a9; display: inline-block; width: 15px; height: 15px;"></span>	NF: No policy or commitment found.
<span style="background-color: #333333; display: inline-block; width: 15px; height: 15px;"></span>	NA: Not applicable. Firm does not collect/report any programmatic data.
<b>Gender parity in senior management</b>	
<span style="background-color: #66538a; display: inline-block; width: 15px; height: 15px;"></span>	P: 56-100% women represented
<span style="background-color: #2e9e9e; display: inline-block; width: 15px; height: 15px;"></span>	G: 45-55% women represented; or difference of one individual
<span style="background-color: #fbb429; display: inline-block; width: 15px; height: 15px;"></span>	A: 35-44% women represented
<span style="background-color: #e67e22; display: inline-block; width: 15px; height: 15px;"></span>	R: 0-34% women represented
<b>Gender of Managing Partner</b>	
<span style="background-color: #66b3ff; display: inline-block; width: 15px; height: 15px;"></span>	M: Man

	W: Woman
	MW: Two individuals, one male and one female
	X: Non-binary; or undefined

## All Other Subsectors

<b>Commitment to gender equality</b>	
	G: Commitment to gender equality/equity with gender referring to men and women, gender justice, or gender mainstreaming in policy and planning.
	GP: Commitment to achieve gender equality, with focus on empowering women and girls.
	A: Organisation works on women's rights, social justice, human rights and/or access to justice, but makes no formal commitment to gender equality.
	R: No mention of gender or social justice.
	(+): Commitment is inclusive of diverse/non-binary gender identities.
	GW: Signatory to Women's Empowerment Principles in relation to UN Global Compact: <a href="https://www.weps.org/companies">https://www.weps.org/companies</a>
	S: UN Global Compact signatory <a href="https://unglobalcompact.org/interactive">https://unglobalcompact.org/interactive</a>
	C: UN Global Compact participant.
	L: Submitted Letter of Commitment to UN Global Compact (not associated with particular code).
	5: Explicit commitment to SDG5 in context of UN Global Compact participation.
<b>Workplace gender equality policy</b>	
	G: Gender equality affirmative policy with specific measure(s) to improve gender equality and/or support women's careers.
	A: Stated commitment to gender equality and/or diversity in the workplace (above the legal requirement) but no specific measures to carry out commitments; and/or reporting on gender distribution of staff.
	R: Policy is compliant with law but no more = "we do not discriminate".
	NF: No reference to gender equality or non-discrimination in the workplace found.
	(+): Specific mention of no discrimination based on gender identity/other mention of inclusion of transgender or gender diversity.
	NA: Not applicable. For organisations with fewer than 10 FTE staff, we have scored as NA given that we would not expect organisations (nor did we find any) of this size to develop gender justice, fairness and equity plans (although we would expect them to be complying with non-discrimination laws). In the future, we would hope to see language in support of diversity, inclusion, fairness, and/or equality in the workplace.
<b>Workplace fairness and equity policy</b>	
	G: Fairness and equity affirmative policy with specific measure(s) to improve diversity, inclusion, fairness, and/or equality.
	A: Commitment to promoting fairness and equity evidenced by a) aspirational comments and b) listing protected characteristics; and/or some reporting on characteristics among staff.

	R: Policy is compliant with law but no more = "we do not discriminate".
	NF: No reference to equality or non-discrimination in the workplace found.
	NA: Not applicable. For organisations with fewer than 10 FTE staff, we have scored as NA given that we would not expect organisations (nor did we find any) of this size to develop gender justice, fairness and equity plans (although we would expect them to be complying with non-discrimination laws). In the future, we would hope to see language in support of diversity, inclusion, fairness, and/or equality in the workplace.

#### **Governing board representation and inclusion policy**

	G: Board policy with specific strategies and measures (e.g. targets, dedicated seats, monitoring) to promote diversity, representation, and inclusion publicly available.
	GP: Board policy with specific measures (e.g. targets, dedicated seats, monitoring) to promote gender diversity/representation of women only.
	MS: Board representation determined by country affiliation – 'Member States'; and no other policy to promote representation and inclusion.
	A: Commitment to diversity and/or representation of affected communities on board found, but no specific measures to advance representation and inclusion; and/or some summary reporting on board composition, but no policy to advance representation and inclusion.
	R: Publicly available policy and/or information on board rules but no commitment to principles of representation and inclusion.
	NF: No information on board policy or rules regarding composition and/or role (regardless of whether current board members are published).
	NA: No board found.

#### **Sex-disaggregation of programmatic data**

	G: Policy or organisational commitment found to regularly report sex-disaggregated data and/or to undertake gender analysis.
	A: Project-specific commitments to report sex-disaggregated data and/or to undertake gender analysis.
	NF: No policy or commitment found.

#### **Gender parity in senior management**

	P: 56-100% women represented
	G: 45-55% women represented; or difference of one individual
	A: 35-44% women represented
	R: 0-34% women represented

#### **Gender parity on governing board**

	P: 56-100% women represented
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	G: 45-55% women represented; or difference of one
	A: 35-44% women represented
	R: 0-34% women represented
	NF: No public information on board found
	NA: Organisation does not have a board

#### Gender of Leader

	M: Man
	W: Woman
	MW: Two individuals, one male and one female
	X: Non-binary; or undefined

#### Gender of Board Chair

	M: Man
	W: Woman
	MW: Two individuals, one male and one female
	X: Non-binary; or undefined
	NF: No public information on members of the board found
	NA: Organisation does not have a board