GENDER (IN)JUSTICE?

2026 Global Justice 50/50 Report

Image: Ismail Odetola

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Foreword

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"This report sets out a clear and comparative picture of how organisations across the global law and justice ecosystem perform on gender justice, workplace fairness, and equity. It places commitments, policies, and practices side by side, making visible both progress and gaps. When we count, compare, and disclose, we create the conditions for accountability and for a fairer global order grounded in international law."

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About the Report

The 2026 Global Justice 50/50 Report, the first of its kind, provides a comprehensive review of the gender- and fairness-related workplace policies of 171 global organisations working in and/or influencing the field of law and justice.

The Report:

- Focuses on the intersection of SDGs on gender equality (5), reducing inequalities (10), and inclusive societies and institutions (16).
- Goes beyond previous research by examining commitments and policies, as well as leadership characteristics, across institutions.
- Reports the nationality and gender of 302 top office holders, and the gender of 5,224 power holders in global law and justice.
- Tailors its research framework to seven subsectors and presents detailed findings in separate Chapters.

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How gender parity contributes to a better law and justice sector

Gender parity in the law and justice sector benefits everyone by:

- Delivering Better Gender Justice Outcomes
- Improving the Quality of Judicial Decision-Making
- Increasing Public Trust in the Sector
- Enhancing Organisational Performance and Profitability
- Expanding Access to Justice and Equity in Service Delivery

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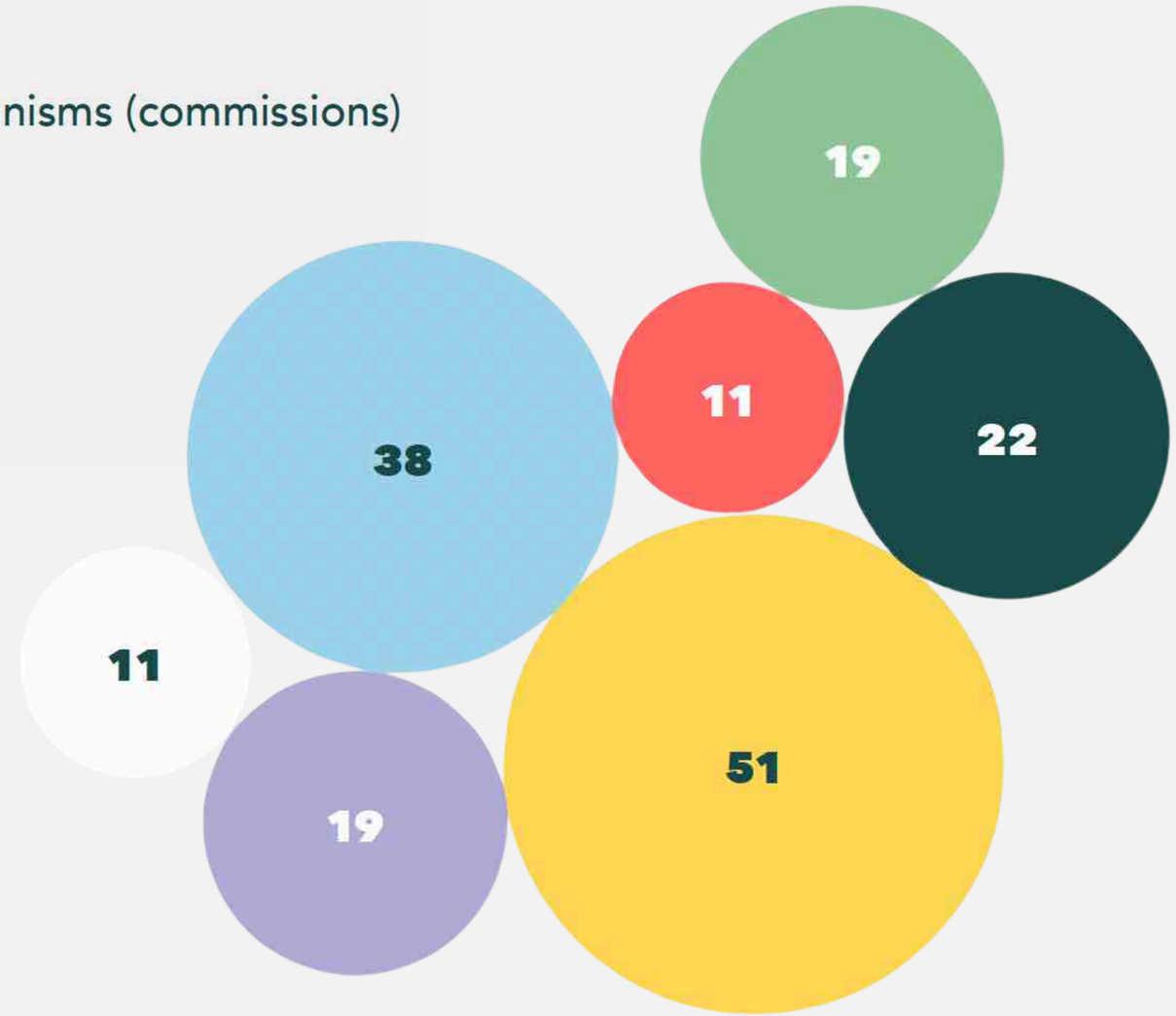
Organisational sample

- Global and regional adjudicatory bodies (courts)
- Global and regional commissions and expert mechanisms (commissions)
- Intergovernmental organisations
- International non-governmental organisations
- Law firms
- Legal professional associations
- Funders and philanthropies



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Report framework

7 SUBSECTORS

1. Global and regional adjudicatory bodies (courts)
2. Global and regional commissions & expert mechanisms (commissions)
3. Intergovernmental organisations
4. International NGOs
5. Law firms
6. Legal professional associations
7. Funders & philanthropies of global justice work (funders)

1 QUESTION

Do global law and justice organisations uphold gender equality and fairness and equity in their work and workplaces?

6 VARIABLES

1. Public statement of commitment to gender equality
2. Policies with specific measures to promote gender equality – in the workplace or in an appointed body
3. Policies with specific measures to promote fairness and equity – in the workplace or in an appointed body
4. Gender parity in decision-making bodies (boards, courts, senior management, or other)
5. Gender and nationality of the head of the organisation or body
6. Policy on sex-disaggregated data or to undertake gender analysis

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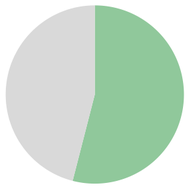
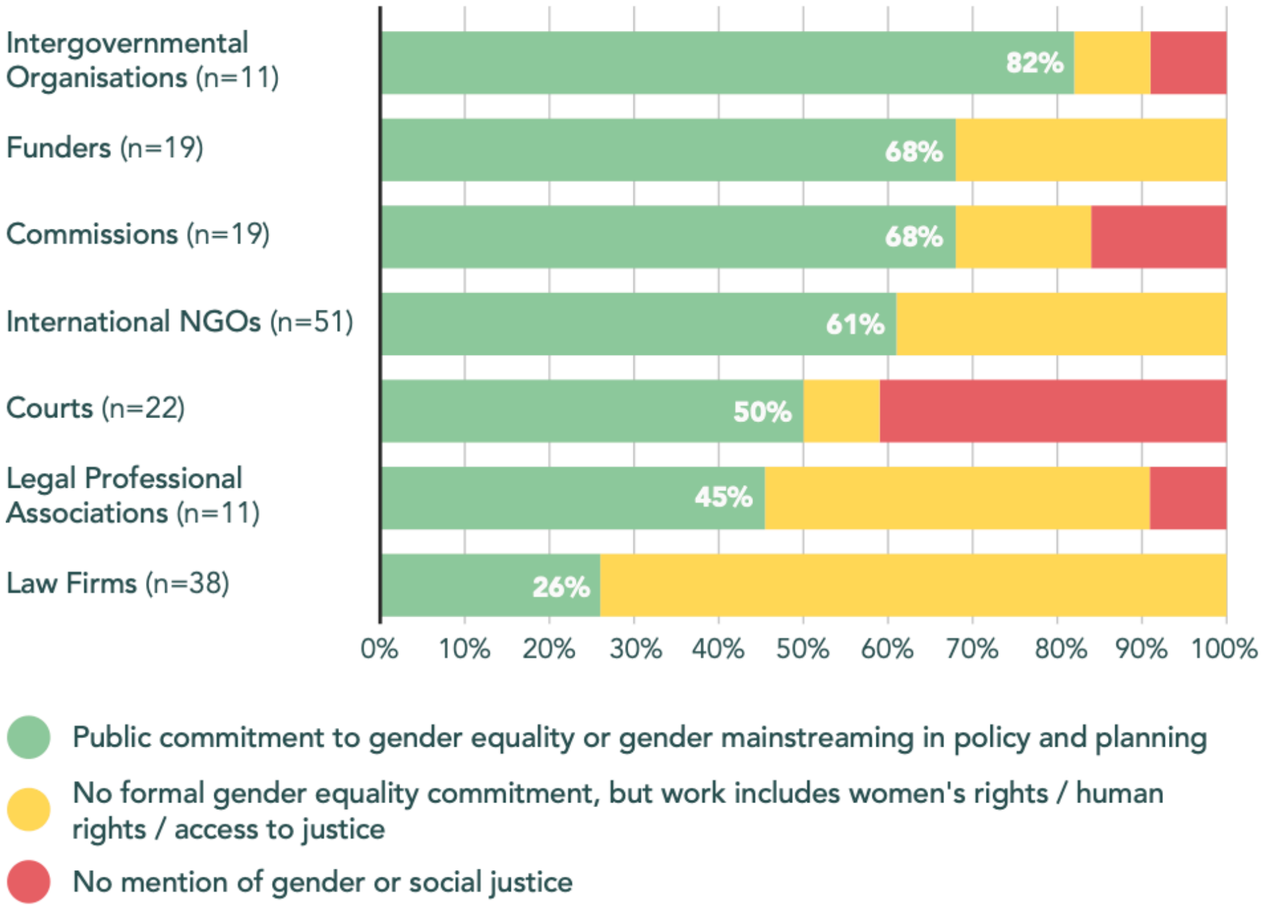
Finding 1.

Half of 171 global law and justice organisations state a public commitment to gender equality, but policies to advance these commitments are frequently absent



54%

of 171 global law and justice organisations have made a public commitment to gender equality



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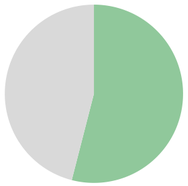

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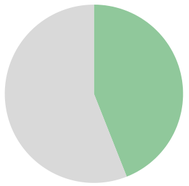

44%

of organisations have publicly available gender equality policies

41%

of organisations have publicly available fairness and diversity policies

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Finding 2.

Few appointed bodies – courts, commissions or boards – have policies to guide gender equality, fairness and equity

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Gender equality policies

Among 22 courts,

Three (14%) have a gender equality policy for bench selections.

Two (9%) have a gender equality policy for bench workings.

Among 18 commissions,

One commission has a gender equality policy for selections.

None have a gender equality policy for commission workings.

Finding 2.

Few appointed bodies – courts, commissions or boards – have policies to guide gender equality, fairness and equity

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Fairness and equity policies

Among 22 courts,

Four (18%) have a fairness and equity policy for bench selections.

Two (9%) have a fairness and equity policy for bench workings.

Among 18 commissions,

Two (11%) have a fairness and equity policy for commission selections.

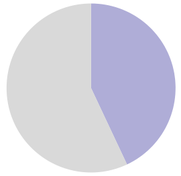
One has a fairness and equity policy for commission workings.

Finding 3.

Women make up 43% of power holders – but this hides greater disparities in traditional hubs of legal power such as courts and law firms

40%

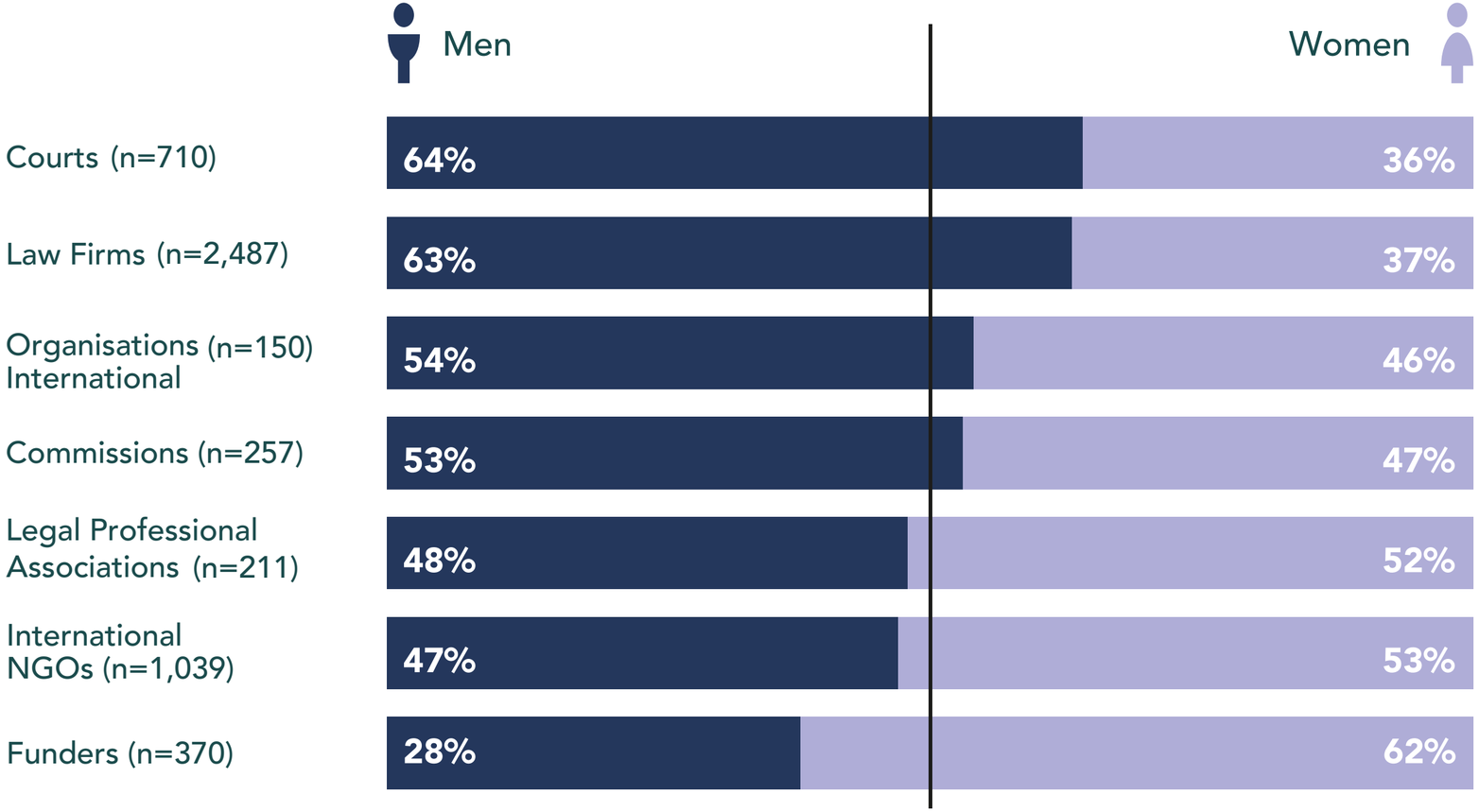
of 302 top office holders are women



43%

of 5,224 power holders are women

Gender of 5,224 power holders

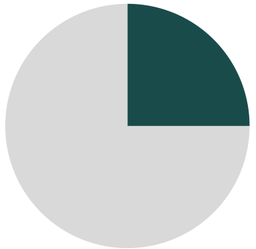


Finding 4.

Fewer than 1% of 302 highest offices are held by women from low-income countries

<1%

of highest offices in 171 law and justice organisations held by women from low-income countries

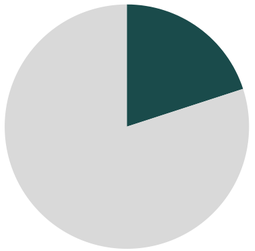


25%

of highest offices held by men from the United States

Finding 5.

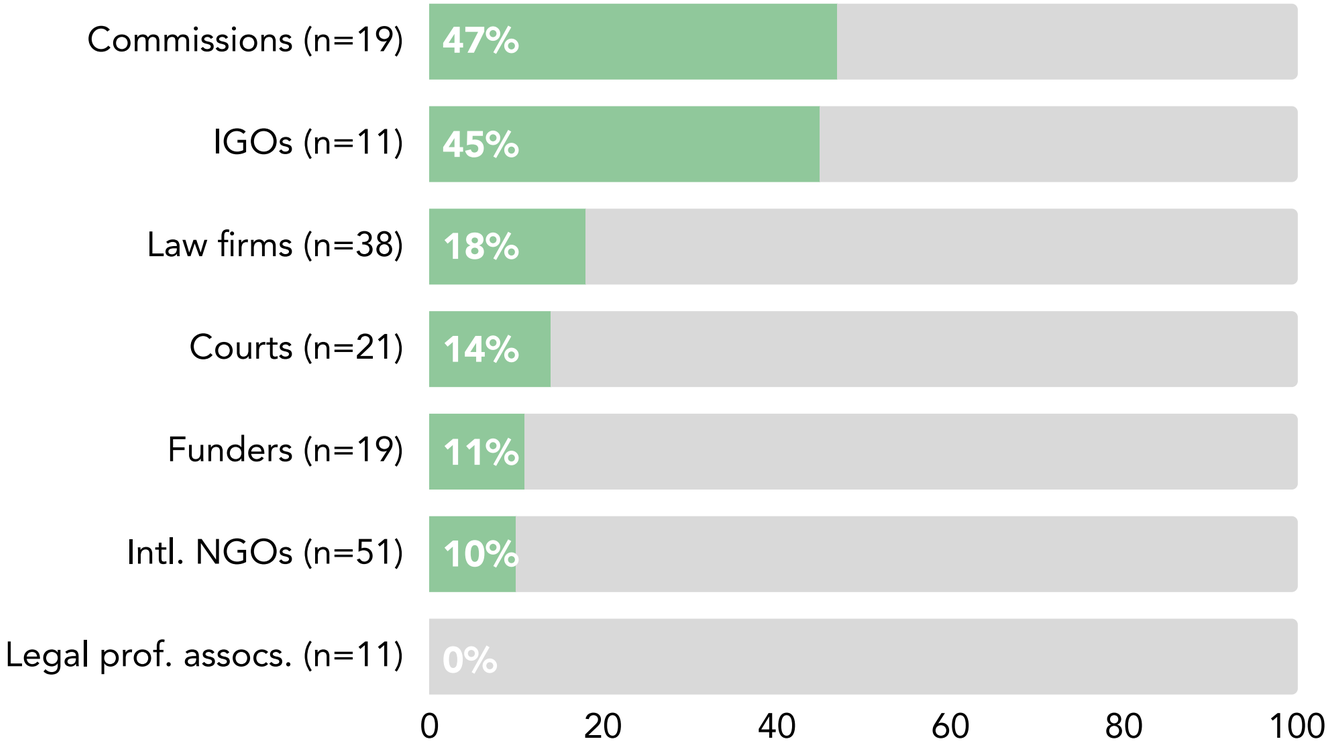
Fewer than one in five organisations assessed appear committed to understanding who is, and who is not, being served by their systems



18%

of organisations had a public commitment to collect and report sex-disaggregated data on who they reach

Organisations with a commitment or policy to disaggregate programmatic data by sex



Organisational Performance

Explore detailed findings on organisations and compare performance on the Gender and Justice Index

Take a deeper dive with these resources

Organisational profiles

Workplace policy repository

Organisational tools for change

Law and justice glossary

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