







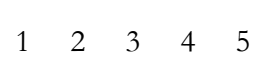
Every country’s judiciary is at a different level of progress on gender equality. No country will the highest rating on every metric in this gender audit. By setting aspirational goals and sharing data, positive action on gender equality can be achieved.

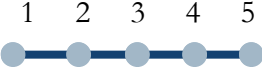
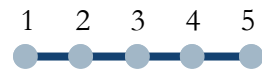
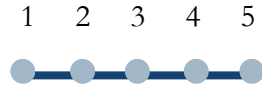
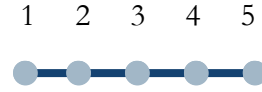
Rate your judiciary’s progress on each Gender Equality Statement
Scale: 1 (Never); 2 (Rarely); 3 (Sometimes); 4 (Often); 5 (Always)






Gender Equality Statement	Progress 1 (Never); 2 (Rarely); 3 (Sometimes); 4 (Often); 5 (Always)
Gender Commitment	
1) The judiciary has strategic plans and policies that set out goals and targets for achieving gender equality/gender integrity initiatives.	<input type="radio"/> Yes <input type="radio"/> No
2) The judiciary has strategic plans and policies for addressing multiple forms of gender-related integrity issues, including gender justice, gender equality in the courtroom, sexual harassment, violence against women, sex discrimination, gender bias, unequal gender representation, gender stereotyping, sextortion, and inappropriate sexual conduct in the workplace.	<input type="radio"/> Yes <input type="radio"/> No
3) Strategic plans, policies and codes on gender issues are created at all levels of the judiciary, including domestic courts, religious and customary courts, tribunals, commissions, court administration, judicial councils, and regional and international courts.	1 2 3 4 5 
4) The judiciary has gender-integrity-specific provisions in judicial codes of conduct and codes of ethics. Practical guides and materials are available to ensure adherence to the codes.	<input type="radio"/> Yes <input type="radio"/> No
5) The judiciary has made a public commitment to gender justice and a bias-free environment for everyone involved in the court – witnesses, litigants, lawyers and prosecutors, court staff and members of the public.	<input type="radio"/> Yes <input type="radio"/> No




<h2 style="text-align: center;">Gender Equality Statement</h2>	<h3 style="text-align: center;">Progress</h3> <p style="text-align: center;">1 (Never); 2 (Rarely); 3 (Sometimes); 4 (Often); 5 (Always)</p>
<p>6) The judiciary has created procedures, laws, policies and regulations to facilitate inclusivity and substantive equality with a special focus on vulnerable witness/victim users of the courts.</p>	<p style="text-align: center;">1 2 3 4 5</p> <p style="text-align: center;"><input checked="" type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/></p>
<p>7) The judiciary uses inclusive, gender-neutral and gender-sensitive language in policy, court proceedings, decisions, mediations, and all other instances where possible.</p>	<p style="text-align: center;">1 2 3 4 5</p> <p style="text-align: center;"><input checked="" type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/></p>
<p>8) Gender disaggregated data (statistics) of case management is collected in relation to cases, litigants and service seekers, reflecting the success ratios. Data on gender justice is published in visual, understandable formats.</p>	<p style="text-align: center;">1 2 3 4 5</p> <p style="text-align: center;"><input checked="" type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/></p>
<h3>Equal Opportunities</h3>	
<p>9) The judiciary has created objective and transparent criteria for the appointment, promotion, suspension and dismissal of judges. This criteria is publicly available and translated into a country's main languages.</p>	<p style="text-align: center;"><input checked="" type="radio"/> Yes <input type="radio"/> No</p>
<p>10) All judges and other justice sector personnel are entitled to the same remuneration for work of equal value.</p>	<p style="text-align: center;"><input type="radio"/> Yes <input type="radio"/> No</p>
<p>11) The judiciary has gender protocols for the hiring and retention of women and gender-diverse staff. These protocols reflect a continuing emphasis on sustaining diverse hires.</p>	<p style="text-align: center;"><input checked="" type="radio"/> Yes <input type="radio"/> No</p>
<p>12) The judiciary reflects the gender composition of society. This is evident at all levels of court and is also reflected in its committees and commissions.</p>	<p style="text-align: center;">1 2 3 4 5</p> <p style="text-align: center;"><input checked="" type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/></p>





<p>Gender Equality Statement</p>	<p>Progress 1 (Never); 2 (Rarely); 3 (Sometimes); 4 (Often); 5 (Always)</p>
<p>13) The judiciary has outlined measurable and realistic, achievable targets for hiring and retaining women and other gender-diverse staff at all levels of court. Targets include timelines and specific activities to ensure sustainability.</p>	<p><input checked="" type="radio"/> Yes <input type="radio"/> No</p>
<p>14) The judiciary provides professional promotion opportunities for women to higher-level courts and ensures the presence of women in positions of greater responsibility.</p>	<p>1 2 3 4 5 ● — ● — ● — ● — ●</p>
<p>15) The judiciary takes measures to ensure that women judges are not limited to participation in specific areas of law only, such as family or juvenile law proceedings.</p>	<p>1 2 3 4 5 ● — ● — ● — ● — ●</p>
<p>16) The judiciary has created working environments that respect work-life balance and do not hinder promotions based on gender. The judiciary has made the acceptance of greater professional responsibilities more compatible with family responsibilities.</p>	<p>1 2 3 4 5 ● — ● — ● — ● — ●</p>
<p>17) The judiciary protects the employment of judicial officers while pregnant and after the birth or adoption of a child. The judiciary offers and supports women taking maternity leaves.</p>	<p><input checked="" type="radio"/> Yes <input type="radio"/> No</p>
<p>18) The judiciary promotes the equal participation of women and men in national and international training courses, both as speakers and participants. The judiciary offers equal travel opportunities and funding to attend trainings.</p>	<p>1 2 3 4 5 ● — ● — ● — ● — ●</p>

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<p>19) The judiciary offers training courses to address the gendered differences in education that judges might have received prior to their appointment (e.g. on technology and science for women judges) to ensure substantive equality.</p>	<p style="text-align: center;">1 2 3 4 5</p> 
<p>20) The judiciary prioritises equal participation of men and women when selecting judges for committee membership and judicial leadership positions.</p>	<p style="text-align: center;">1 2 3 4 5</p> 
<p>21) The judiciary encourages the creation of associations of women judges, prosecutors and lawyers to promote mentorship and networking opportunities.</p>	<p style="text-align: center;">1 2 3 4 5</p> 
<h3 style="text-align: center;">Courtroom Equality</h3>	
<p>22) Judges have received adequate training specifically about presiding in gender-sensitive, trauma-informed ways over cases involving domestic violence, sexual offences, human trafficking, and sexual harassment.</p>	<p style="text-align: center;">1 2 3 4 5</p> 
<p>23) The judiciary has created protective measures for vulnerable victims and witnesses to engage with the justice system. Measures are available at all phases of the legal process, including before, during, and after a case concludes.</p>	<p style="text-align: center;">1 2 3 4 5</p> 
<p>24) Protections for vulnerable witnesses are available in all types of proceedings, including criminal, family, and civil. Programs for victims and witnesses are routinely evaluated for effectiveness.</p>	<p style="text-align: center;">1 2 3 4 5</p> 

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<p>25) The judiciary has considered and adequately addressed the gender issues surrounding access, confidentiality, and data collection when designing virtual/remote proceedings and procedures.</p>	<p style="text-align: center;">1 2 3 4 5</p> 
<p>26) The judiciary has ensured that remote/virtual hearings are accessible for witnesses and victims living in poverty or who lack the knowledge or ability to easily access or use such technology and virtual platforms.</p>	<p style="text-align: center;">1 2 3 4 5</p> 
<p>27) The judiciary regularly reviews and revises remote/virtual judicial procedures.</p>	<p style="text-align: center;"><input checked="" type="radio"/> Yes <input type="radio"/> No</p>
<p>28) The judiciary has set up procedures and mechanisms to continue to hear urgent and necessary cases, including those pertaining to domestic violence, during times of crisis and natural disasters.</p>	<p style="text-align: center;"><input checked="" type="radio"/> Yes <input type="radio"/> No</p>
<h2 style="text-align: center;">Gender Infrastructure in the Courtroom</h2>	
<p>29) The judiciary has created designated private dressing rooms, washrooms, and breastfeeding rooms for women judges, lawyers, and court staff.</p>	<p style="text-align: center;">1 2 3 4 5</p> 
<p>30) The judiciary has created designated washrooms with sanity napkin dispensers, breastfeeding rooms, and waiting areas for women witnesses and court visitors.</p>	<p style="text-align: center;">1 2 3 4 5</p> 

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<h3>Sufficient Resources</h3>	
<p>31) Sufficient resources (both human and financial) are allocated to implement gender-responsive strategies and policies.</p>	<p style="text-align: center;">1 2 3 4 5</p> 
<p>32) Sufficient resources (both human and financial) are allocated to prevent, monitor, and address gender-related misconduct.</p>	<p style="text-align: center;">1 2 3 4 5</p> 
<h3>Accountability</h3>	
<p>33) The judiciary has adopted clear standards of judicial conduct and has made that information readily available through a variety of channels (e.g. website, printed resources, and information sessions for staff) in the main languages of the country.</p>	<p style="text-align: center;">1 2 3 4 5</p> 
<p>34) Judiciary staff adhere to the applicable rules, Code of Ethics, and Code of Conduct regarding gender integrity and gender equality.</p>	<p style="text-align: center;">1 2 3 4 5</p> 
<p>35) The judiciary has taken steps to lower and remove barriers to reporting misconduct, including by creating procedures that are victim-sensitive and responsive to differences in culture, ethnicity, and religion.</p>	<p style="text-align: center;">1 2 3 4 5</p> 

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<h3>Sufficient Resources</h3>	
<p>36) The judiciary fosters a culture that supports harassment-free workplaces by responding to and preventing sexual harassment and other inappropriate behaviours.</p>	<p style="text-align: center;">1 2 3 4 5</p> 
<p>37) The judiciary has created accountability mechanisms that provide clear procedures for identifying and addressing misconduct relating to harassment and other inappropriate behaviours.</p>	<p style="text-align: center;">1 2 3 4 5</p> 
<p>38) The judiciary has established an independent disciplinary body to hear cases of judicial misconduct. This body should be independent from the judiciary, comprising both women and men from professional sectors, academia, or other relevant vocations. Judicial disciplinary bodies have clear, easily accessible rules and regulations.</p>	<p style="text-align: center;"> <input checked="" type="radio"/> Yes <input type="radio"/> No </p>
<p>39) The judiciary has created measures and reporting obligations that hold judges and managers within the courts accountable for preventing and/or responding to gender-related integrity issues.</p>	<p style="text-align: center;">1 2 3 4 5</p> 
<h3>Professionalism, Competence and Diligence</h3>	
<p>40) The judiciary has adopted a Gender Equality Protocol on adjudicating cases with gender sensitivity, including through recognizing and eliminating personal gender biases.</p>	<p style="text-align: center;"> <input type="radio"/> Yes <input type="radio"/> No </p>

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<p>41) Everyone working in courts has received training on identifying and addressing gender discrimination.</p>	<p style="text-align: center;"> <input type="radio"/> Yes <input type="radio"/> No </p>
<p>42) The judiciary provides continuing professional development programmes on gender equality and gender-related issues for judicial officers.</p>	<p style="text-align: center;"> 1 2 3 4 5  </p>
<p>43) Training on gender equality and gender-related integrity issues is mandatory at all levels of the judiciary. These trainings address the attitudes, behaviours and institutional culture that enable stereotypes and misconduct within workplaces.</p>	<p style="text-align: center;"> 1 2 3 4 5  </p>
<p>44) Continuing legal education and training programmes at all levels of the judiciary are evaluated on a regular basis to ensure their continued relevance and effectiveness.</p>	<p style="text-align: center;"> <input type="radio"/> Yes <input type="radio"/> No </p>
<p>45) The judiciary uses peer-to-peer judicial leadership and mentoring to mainstream gender initiatives.</p>	<p style="text-align: center;"> 1 2 3 4 5  </p>
<p>46) The judiciary offers equality training programs and resources on diversity, inclusion and intersectionality, including on LGBTQI+ and disability issues.</p>	<p style="text-align: center;"> 1 2 3 4 5  </p>
<p>47) The judiciary circulates a model syllabus and reading list on gender issues to staff to encourage self-study.</p>	<p style="text-align: center;"> <input type="radio"/> Yes <input type="radio"/> No </p>

<p>Gender Equality Statement</p>	<p>Progress 1 (Never); 2 (Rarely); 3 (Sometimes); 4 (Often); 5 (Always)</p>
<p>48) The judiciary offers judicial education about the risk factors for family-facilitated violence (ex. honour killings, child abuse, intimate partner violence, parental abuse) and the limitations and potential dangers of mediation and settlement in cases of abuse and family violence.</p>	<p><input type="radio"/> Yes <input type="radio"/> No</p>
<p>Monitoring and Evaluation</p>	
<p>49) The judiciary has a dedicated process and timeline for reviewing strategic plans and policies on gender equality/gender integrity issues to ensure their continuing effectiveness.</p>	<p><input type="radio"/> Yes <input type="radio"/> No</p>
<p>50) The judiciary has a dedicated process and timeline for monitoring and evaluating strategic plans and policies on gender equality/gender integrity issues.</p>	<p><input type="radio"/> Yes <input type="radio"/> No</p>
<p>51) The judiciary has both internal and external evaluation processes.</p>	<p><input type="radio"/> Yes <input type="radio"/> No</p>