

INSTITUTE FOR AFRICAN WOMEN IN LAW



GELC

GENDER EQUALITY IN LAW CAMPAIGN

GELC ALLIANCE

ABOUT IAWL

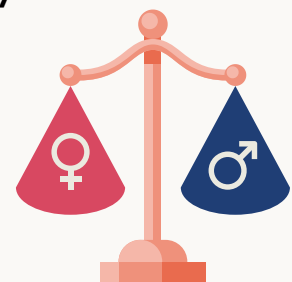
The Institute for African Women in Law (IAWL) is a Pan-African non-profit, nongovernmental organization committed to supporting the formidable works of women in law across the continent of Africa and the Diaspora.

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

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

Why is Gender Equality in The Legal Profession Necessary?

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



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

THE CAMPAIGN

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



GELC GOALS



GELC GOALS

AWARENESS

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

ACTIVATION

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

ADVOCACY

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

THE GELC ALLIANCE

The GELC Alliance is a solidarity group comprising law associations, bar associations, regional and international organizations, think tanks and advocacy groups united and committed to supporting the GELC and advancing the voice of women in law and leadership.

Joining IAWL's efforts to raise awareness of the challenges women in the legal profession face shows your commitment to gender justice and equality.

It is a signal to the legal profession and the continent of your contribution to the collective and actionable solutions to addressing gender inequity within the profession and towards achieving UN Sustainable Development Goals #5 (Gender Equality) and #16 (Peace, Justice, and Strong Institutions), as well as the African Union Agenda 2063 goal #17 (Gender Equality).



BENEFITS OF JOINING THE ALLIANCE

ADVERTISING

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



AWARENESS

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

EXPECTATIONS OF ALLIANCE MEMBERS

PLEDGE

Take the Gender Solidarity Pledge - As part of the campaign, members of the GELC Alliance are expected to take the Gender Solidarity Pledge to show their commitment to gender equality

PARTICIPATE

Participate in activities such as roundtable discussions and professional development programs. Your firm may also suggest topics for these events and actively engage in discussions to share your knowledge and expertise

ADVOCACY

Disseminate campaign assets, reports, and other outputs from IAWL for active advocacy

SPONSOR

Sponsor the campaign's activities

LEVELS OF COMMITMENT OF THE GELC ALLIANCE

	Level of Commitment	Benefits
Level 1	<ul style="list-style-type: none"> • Participation in activities • Dissemination of IAWL GELC-related content on all media platforms 	<ul style="list-style-type: none"> • Recognition as an official sponsor of the campaign • Recognition on the IAWL website and social media as an upholder of DEI • Inclusion of logo on IAWL GELC-related materials for GELC Convening • Certificate / Plaque of recognition*
Level 2	<ul style="list-style-type: none"> • Dissemination of IAWL GELC-related content on all media platforms 	<ul style="list-style-type: none"> • Recognition on the IAWL website as an upholder of DEI

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



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Visit our website at: www.africanwomeninlaw.com

For more information, contact:
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