



IIED Gender equality policy

Purpose

To help realise our ambition of achieving gender equality through a gender-responsive approach to the design and implementation of our research, our collaboration with partners, and the way IIED operates.¹

Our vision

Our vision is to create a fair, inclusive and gender-equitable research programme and workplace. This will be achieved when:

- As a matter of routine, our research critically examines gender roles, relations and the dynamics that affect the ability of individuals/groups to participate in social, economic, cultural and political life, shaping gender equality and equity elements of policies and practices for sustainable development
- We have a fair and positive workplace for women and men regardless of their background, age, race, ethnicity or religion,² enabling us all to work together in an equitable, effective and mutually respectful manner
- All staff have committed to putting this policy into practice and are open to learning and developing from that process, whatever their role or level of experience.

How we do our research

To achieve our ambition, it will be expected that:

- Research programme design will use gender intersectional analysis throughout the research cycle to make sure that interventions are equitably beneficial and do no harm to any member of the target 'community', reflecting the needs, interests, priorities and strengths of both women and men
- Research projects and programmes will use participatory approaches to involve women and men, regardless of their background, age, race, ethnicity or religion, in all aspects of design, delivery and evaluation, making sure that they, as people with different interests, priorities and strengths, are not excluded from defining the problems they face and in shaping the solutions to those problems
- All research programmes strive to understand the relationships between women and men and how these affect their experience of both the issues we are tackling and the programmes to address those issues. We recognise that not all our research can generate measurable benefits for those directly involved, but we seek to make sure our work contributes to fair and equitable improvements for people more widely.
- Research programmes do not assume women (and men) are a homogeneous group and instead reflect that, as well as gender, other factors such as age, ethnicity, class, caste, disability status,

¹ A gender-responsive approach is one that identifies gender differences, promotes shared power, control of resources, decision-making, and empowers women and girls

² Throughout this document, references to woman and men include girls and boys, as appropriate.

sexual orientation, gender identity and wealth status also shape the experiences of different groups of women (and men) and the issues we seek to tackle

- Researchers deploy targeted interventions strategically to go beyond understanding and addressing gender disparities, to tackle some of the issues disproportionately affecting women (or men), such as access to, and control over assets, including land, unpaid care work, work-life balance or unequal pay.
- Research programmes commit adequate resources for robust gender-responsive monitoring - for example, the collection of sex-disaggregated data and information on gender, and the use of gender-sensitive indicators, sex-disaggregated targets and results - and evaluation and learning systems. They deploy staff with the right expertise and if necessary, budget for staff professional development.

How we work with partners

To achieve our ambition, it will be expected that:

- At the start of a project, we discuss with partners our ambition to embrace a gender-responsive approach and the implications of that for how we do our research and work together
- All our partnerships with individuals, communities and organisations are empowering and equitable for all, in line with what we say about [working in partnership with others](#)
- IIED staff engage with and learn from women and men in partner organisations, governments, funders and civil society organisations to support effective, creative ways to promote gender equality in sustainable development.

How we operate as IIED

To achieve our ambition, it will be expected that:

- All staff actively hold themselves and others accountable to gender equality standards, making sure that organisational policies, systems and practices (including, but not limited to, budgeting, human resource recruitment, training, management and decision making), support a transformative approach, removing barriers to achieving gender equality, promoting diversity and enabling women and men staff to thrive
- Women and men have equitable access to resources and opportunities and equal representation and influence in decision-making forums
- IIED will prioritise capacity building through line management, training and peer-to-peer support to make sure all staff understand and know how to address gender equality issues effectively
- We will monitor, evaluate and institutionalise learning about gender equality in the way that we operate, including in external-facing work, such as IIED-run events and presentations
- All staff will promote gender equality as necessary for achieving sustainable development and reflect this in how they communicate research, whether through publications, digital content, presentations or events
- Until the point that gender equality and equity principles are embedded throughout IIED, we will allocate adequate resources for a network of staff to support achieving this ambition through sharing knowledge and learning.

Implementation

All IIED staff are responsible for playing their part in fulfilling this organisational ambition. We will institutionalise a process for reporting back on progress against the policy. Where we fail to match the expectations set out here and in that reporting process, we will analyse why, act on that analysis and

where necessary, provide line management or peer-to-peer support or training to make sure that we can improve.

Scope

This policy covers all IIED employees, consultants, associates and representatives.

It is supportive of existing commitments to gender equality for those countries which are signatories to the United Nations Convention for the Elimination of All Forms of Discrimination Against Women (CEDAW) and the Universal Declaration of Human Rights. It also aligns with other international frameworks and principles including the 2030 Agenda and its 'leave no one behind' principle.

Policy review

IIED will regularly review and revise this gender equality policy. An annual summary report, drawing on Learning and impact Framework reporting, will be submitted by the Gender Equality Champions Network to the board of trustees via the director.