

# GENDER JUSTICE

## A CROSS-CUTTING PLEDGE IN ILC'S 2022-2030 STRATEGY



### A CROSS-CUTTING PLEDGE – WHAT DOES IT MEAN IN PRACTICE?

ILC aims at *reinforcing efforts to promote gender justice; respecting members' diversity and building upon their knowledge and experience* to ensure that our network promotes gender justice across everything we do.

ILC has been striving to *inform all actions with a gender transformative approach, committing ourselves to "overcome any practices in its operations or those of its members that perpetuate the marginalisation of any section of society, and in particular of women"* (core values in 2016-21 strategy). This commitment to gender justice builds on and goes beyond members' work to promote women's land rights (WLR) to achieve gender justice across our network.

Since 2018, we have worked to respond to recommendations emerging from our first gender audit, guided by a Council-approved gender action plan. A key recommendation from the audit was to address gender justice as a corporate priority, separately from operations on WLR, to apply a gender justice principle across all actions

This plan focused on supporting learning, improving the workplace environment and network culture.

In 2021, **we assessed** progress towards gender justice with inputs from members and the gender oversight committee of the ILC Council, established to monitor implementation.



# 2018-2021 ACHIEVEMENTS

## NUMBER OF GENDER AUDITS

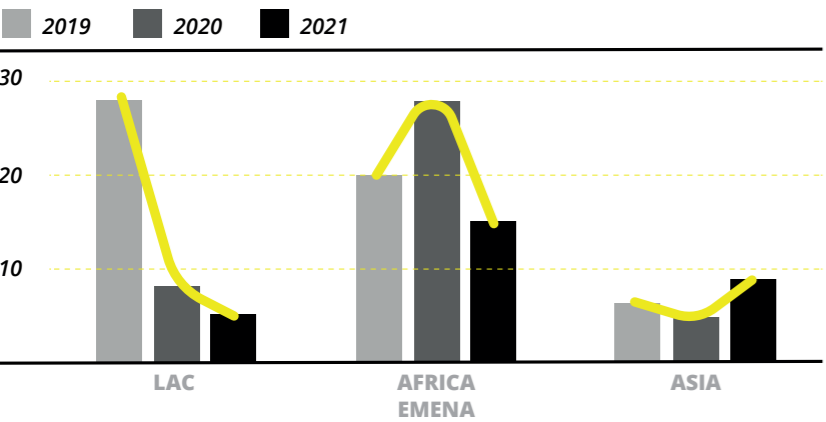
### ► GENDERTEAM IN PLACE

**10 gender focal points** across the *ILC One team* promote gender justice in their work and work closely with the Gender Justice advisor

### ► WOMEN FOR WOMEN

**124 women** from the ILC membership took part in **3 cycles** of our mentoring and solidarity network

### WOMEN FOR WOMEN PARTICIPANTS BY REGION



### ► GENDER AUDITS

We supported **20 Gender Audits**, of which **7 peer-to-peer**, and one of a country platform. Four of these involved members that are themselves networks.

### ► TRAININGS

We carried out **25 ILC trainings related to Gender Justice** (not including regional events)

### ► MATERIALS AND POLICIES

With validation from the gender oversight committee, we developed a gender glossary, a gender audit methodology, policies on sexual harassment and gender quotas, as well as guidelines for parental leave for the ILC One team.

1 audit  
2 audits  
3 audits

## IMPACT ASSESSMENT

Our findings were confirmed by the **2016-2020 impact assessment**, which highlighted Gender Justice as a core area of success for ILC: **members and partners agree that ILC has changed how gender is discussed and approached by policy implementers in relation to land** and most ILC-supported platforms show a high level of gender responsiveness.

These assessments informed our next gender action plan for 2022-2024.



# WHAT'S NEXT?

As part of elevating gender justice to be a cross-cutting pledge, we will increase our efforts over the next triennium with a new gender action plan 2022-2024. This will include:

## ► GENDER TEAM

We will ensure that all gender focal points across the team have clear tasks in their ToRs and regularly check-in with each other and the GJ technical advisor for mutual support and learning

## ► WOMEN FOR WOMEN

We will consolidate the existing network and create national networks of women, with the aim of increasing the number of women involved by 30% by 2030

## ► GENDER AUDITS

We will continue to support gender audits but put more emphasis on platform audits that involve multiple member and partner organisations (3 gender audits per region/year until 2024, with at least 2 of the three involving platforms). We will refine the methodology based on feedback from members.

## ► TRAININGS

We will increase trainings (online and off-line) by 35%, including for the ILC One team and Council (2 trainings/year), carry out 2 trainings per region every year on selected topics (feminism, decolonisation, intersectionality, hegemonic masculinity), regular webinars for the Women for Women network (4 per year), as well as introducing trainings for male champions (2 per year). We will also train platform facilitators upon request.

## ► NETWORK GENDER EXPERTS ACROSS ILC MEMBERSHIP

We will set up a space for gender focal points from the network to share knowledge and good practices, with a focus on promoting gender-transformative practices. Gender Experts will interact through a dedicated mailing list and online meetings.



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