



Gender manifesto

Putting gender into the heart of IIED

Our mission is to build a fairer, more sustainable world using evidence, action and influence in partnership with others. Without gender equality and gender equity, there can be no social justice or sustainable development. That makes them fundamental to achieving our mission. But they are not just prerequisites to the issues we work on, they are also essential to our ways of working. We are an institute that believes in collaboration, impact and fairness — within our four walls as well as beyond them.

Our research and action aims to put people first in the environmental agenda. We want to empower the world's poorest and most vulnerable people to improve their own livelihoods while respecting environmental limits. By definition that must include a transformative approach to gender — one that critically examines gender roles, relations and dynamics; and transforms the underlying social structures, policies and norms that perpetuate inequalities and imbalances between and among women and men.

At the same time, we want a fair and inclusive workplace that is truly gender equal. That requires us to first acknowledge that our approach to gender equality and equity is shaped by our individual and collective knowledge, behaviours, values, practices and societal norms; and to then assess our policies, principles and practices and routinely seize opportunities for improvement.

Our vision

Our vision is to secure equal opportunities and equitable outcomes for all staff and partners — regardless of ability, race, sexual orientation, gender identity, age or background — to enable us to support fairer, more inclusive sustainable development.

That means putting gender equality and equity at the heart of what we do and how we do it. We believe in being an organisation where:

- The working culture supports all staff to have a positive work-life balance that successfully combines work and personal life.
- All policies, procedures and practices deliver gender equality and equity and ensure a transformative approach.
- Women and men have equitable access to resources and opportunities; and equal representation and influence in decision-making arenas.
- All staff have the capacity and confidence to understand and tackle gender issues effectively.
- Excellent gender analysis is embedded in our research.
- All partnerships with individuals, communities and organisations are both empowering and equitable.
- Shared learning on gender equality and equity is promoted by reflecting and acting on evidence.

Gender equality

Women and men have equal rights to, and **opportunities** for, human, social, economic and cultural development.

Gender equity

The exercise of these rights leads to fair and just **outcomes** for women and men.

Our goals

Realising our vision, and living up to our institutional values of collaboration, fairness and impact, requires us to make a change in two dimensions: looking in, and looking out. We must build a gender equitable workplace that enables all staff to succeed in both their personal and professional lives. And we must also be able to work with others to provide the thought leadership and research excellence in gender equality and equity required to influence policy and practice for sustainable development.

Goal 1. Looking in

To build a diverse and fulfilled workforce that thrives in its career, family and personal life.

Goal 2. Looking out

To produce high-quality research that shapes gender equality and equity for sustainable development.

Our promises

With our sights on these two goals, we have developed a comprehensive action plan and are committed to making the following general and specific promises a reality.

A positive work-life balance for all

- Policies, procedures and guidelines that transform gender relations to deliver equitable outcomes
- The absence of a 'gender pay gap'

Equal representation and influence in decision making

- Parity in the gender balance of senior management
- Gender equality in opportunity to influence decision making at all levels

Strong capacity and confidence to tackle gender issues

- Training and development for undertaking gender analysis and integrating gender into our work
- An internal support network to build confidence and champion gender equality and equity

Thought leadership in gender for sustainable development

- A strategic approach to gender equality in our research
- A locus of expertise to lead innovative gender analysis and ensure quality control

A network of peers and partners for gender equality and equity

- Strong links to other individuals and organisations working on gender equality and equity
- Equal opportunities and equitable outcomes for all partners

Robust monitoring, evaluation and learning on gender

- The capacity to monitor gender equality in our research
 - A collective ability to assess and demonstrate our impact on gender equality and equity
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