



UN
DP

The representation of women in judiciaries in Africa

AUGUST 2022

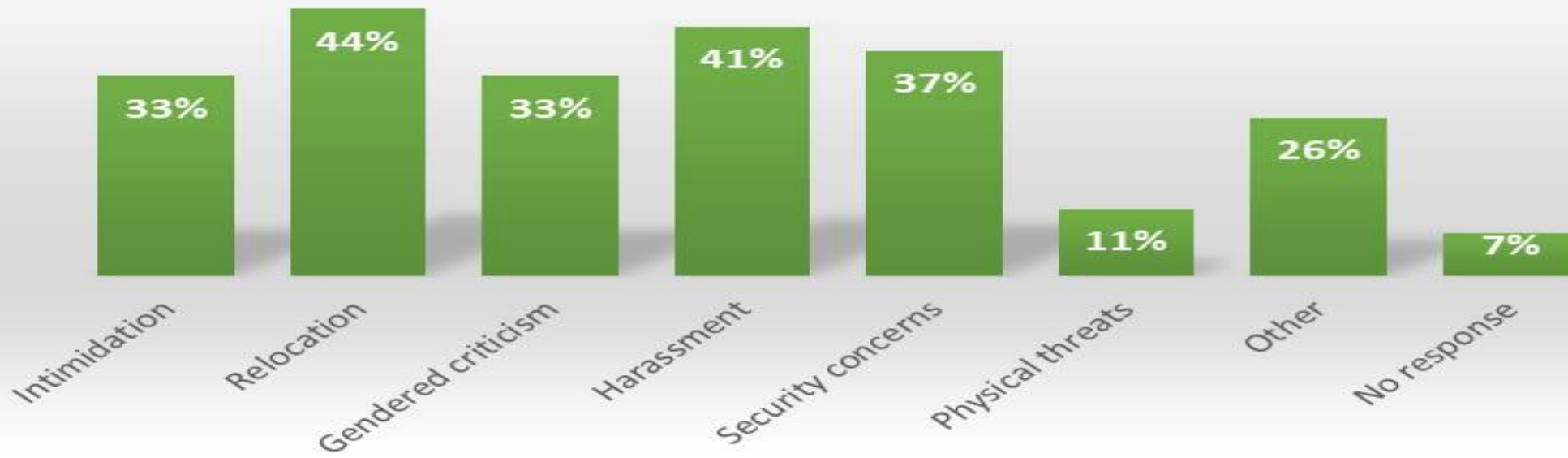


Barriers to entry

- **Cultural**-stereotypes, negative perceptions
- **Legal and Institutional barriers**-selection process, institutional policies

Barriers to retention

What hurdles do women judicial officers have to overcome in order to thrive in their judicial careers?



Barriers to promotion

- **Legal**-selection/recruitment process
- **Institutional- promotions**-lack of clear and objective criteria on transfers and promotions
- **Individual**-lack of individual drive and commitment

General Recommendations



- **Targeted outreach and capacity development & leadership support** in Kenya
- **‘Insider-outsider collaboration’** where women in leadership in judiciaries seek out competent candidates and encourage them to apply-see Kenya, Rwanda, SA
- **Highlighting successful role models** in judiciaries to counter negative stereotypes
- **Gender audits** to identify and address institutional policies and implicit gender biases.
- **Promoting gender sensitive workplaces in judiciaries**-equal paternity leave and considering flexible working arrangements for roles that do not require physical presence

Trends

- Women's representation in judiciaries is mixed:
 - more than 50% of the judiciaries in some countries
 - less than 30% of the judiciaries in others (Burkina Faso, Morocco, Sierra Leone and Nigeria).
- Women's representation in higher courts remains low across the sub-regions.
- Gender was largely an irrelevant consideration in the allocation of court responsibilities.

Regional Good Practices



- **Proactive leadership within judiciaries**-Kenya, Rwanda, Mozambique, Zimbabwe, Lesotho
- **Constitutional gender quotas/laws on gender equality**- Morocco, Kenya, Zimbabwe- powerful if coupled with strategic litigation
- **Professional associations which offer peer support/training programmes**
- **Gender-sensitive judicial policies** e.g. Kenya, Mozambique, Algeria, Zimbabwe
- **Civil society advocacy for gender inclusive benches**-Kenya, South Africa, IAWL lobbying at international and national levels

Thank you for your attention

