

GENDER MANIFESTO

Ensuring that every CIEEM member regardless of gender has an equal right to be treated fairly and with respect and has equal opportunities for career progression. This is central to being a socially just and inclusive profession as well as abiding by the law of the Equality Act 2010 and following to [CIEEM's Guidance on Good Working Practices](#).

Our research has shown that there are inequities in how members, particularly women and trans people, are treated throughout the course of their careers and in their day-to-day working lives. These inequities can be summarised as internal – how members are treated by their employer – and external – how members are treated by external stakeholders.

Internal

Pay disparity

Insufficient progression and promotion opportunities

Insufficient support for care responsibilities

Insufficient support for life stage challenges

External

Disrespectful and exclusionary work environments

Disrespectful behaviours from stakeholders

We want all our members to have equal opportunities and equitable outcomes regardless of gender. However, we need to shift understanding and practice so that gender-specific needs and challenges are recognised and addressed. CIEEM and employers are key in creating the frameworks, systems and processes to enable this to happen.

We are calling on employers to commit to the following policies and practices:



Establish robust policies to tackle inappropriate behaviour, both internally and externally, supported by relevant training to staff to ensure confidence in doing so.



Regularly review and ensure that all policies, practices and procedures deliver gender equity, including pay, career development and progression and promotion opportunities.



Establish a work-based culture that promotes a positive work life balance and flexibility for all genders.



Support and monitor gender equity in representation and decision-making arenas.



Provide clear guidance to external stakeholders, e.g. clients, partner organisations and contractors, regarding the importance of treating all staff, regardless of gender, respectfully and of providing suitable resources, facilities and equipment for them to do their job well.



Establish forums or meetings for regular discussion with staff on their experiences of gender inequity and to share ideas on solutions.

How to Use this Manifesto

We are encouraging organisations to use this manifesto to:

- a) raise awareness of gender equity issues;
- b) identify and agree actions to address inequity and promote respect for all genders.

Some suggestions are:

- Use the manifesto as a discussion tool in staff meetings, sharing real world experiences and how they can be tackled.
- Include practical steps to improve gender equity (if required) in your organisational strategy and set SMART objectives to measure progress.
- Include a commitment to gender equity in the development of your organisational culture and values.
- Include the manifesto in invitations to tender, explicitly asking tenderers to describe their approach to gender equity.
- Include the manifesto in tender proposals, indicating your commitment to ensuring staff are treated fairly and respectfully.