



Gender, Diversity and Justice

Easy-to-Understand Information





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This book follows the European standards for making information easy to read and understand. Learn more at: www.inclusion-europe.eu/easy-to-read/

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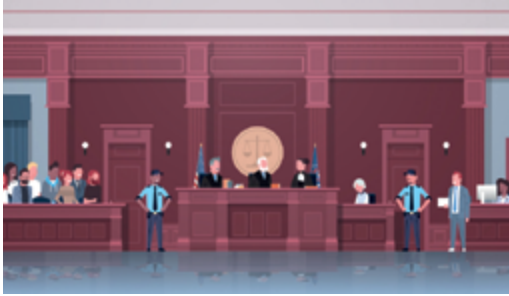
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Introduction



This is a booklet about the **justice system**.

Justice is about treating people in a fair way.



The **justice system** is made up of:

- **Judges**
- **Lawyers**
- **Prosecutors**



Judges work in the court of law.

A **judge** decides how the law will be used.



The **law** is the set of rules all people in a country must obey.

Lawyers are **experts** in the law.

This means lawyers know a lot about the law.

Lawyers can give people advice about the law.

This booklet is also about **prosecutors**.

Prosecutors bring a suspect to court.

A prosecutor believes the suspect did not obey the law.

A prosecutor tries to make sure a person is punished for not obeying the law.



It is important that the justice system is independent. This means that the justice system can be fair to all people.

It is also important that the justice system has a **diverse** group of people.

This is called **diversity in the workplace**.



Diverse means that people are different.

There are many ways people can be different.

People can speak different languages.

People can have different religions.

People can be from different ethnic groups.

An **ethnic group** of people share a **culture**, language or religion.

Culture means the way of life for different groups.



A diverse justice system helps the community to **trust** the justice system.

Trust means that the community believes that the justice system will act in a fair way for all people.



This booklet talks about men and women in the justice system.

This booklet uses the word **gender** to talk about men and women.



This booklet talks about **minorities**.

Minorities are different to most people where they live.

Minorities may be from a different ethnic group.

Minorities may have different beliefs to most people where they live.

Minorities can sometimes be treated unfairly.



This booklet talks about people with disabilities in the justice system. People with disabilities are a minority group.

This booklet talks about Roma and Sinti communities in the justice system.



These groups are ethnic minorities.

Ethnic minorities are different to most people where they live because of their:

- religion
- language
- culture or
- **race**

Race is about physical features such as skin colour.

The ODIHR Study



The Organisation for Security and Co-operation in Europe is called the **OSCE** for short.

The OSCE Office for Democratic Institutions and Human Rights is called **ODIHR** for short.

ODIHR is a part of the OSCE.



ODIHR is interested in learning more about trust in the justice system.

ODIHR wants to learn more about women and minorities working in the justice system.

ODIHR wants to learn more about women and minorities using the justice system.



ODIHR worked with some countries to learn more about trust in their justice systems.

ODIHR wrote down some ideas to help women and minorities to use the justice system.

ODIHR wrote down some ideas to help communities to have more trust in the justice system.



Women, people with disabilities and minorities are often **under-represented** in the justice system.

Under-represented here means that there are not enough women or some ethnic minorities working in the justice system.

The justice system may not understand issues that are important for these groups.

These groups may find it hard to trust the justice system.

These groups may find it hard to use the justice system.

These groups may find it hard to work in the justice system.



ODIHR found out that there were many barriers facing women, people with disabilities and some ethnic minorities.

Barriers are the things that make it difficult to:

- work in the justice system,
- use the justice system,
- trust the justice system.



In some countries, there are more women working in the justice system than in the past.

But there are still problems with how women are treated at work.

Women do not get the same chance to work in top management jobs in the justice system.



There can be a lack of education in Roma and Sinti communities.

A lack of education makes it too difficult to train as a judge or a prosecutor.

It can also cost a lot of money to train as a judge or a prosecutor.

This can make it too hard for some people in Roma and Sinti communities from **low-income** families.

Low-income families have little money.



This means that Roma and Sinti communities are underrepresented in the justice system.

Roma and Sinti communities are often treated unfairly in the justice system.



Some people believe that people with disabilities are not able to work as judges or prosecutors.

ODIHR is very worried about this.



The Convention on the Rights of Persons with Disabilities is called the **CRPD** for short.

The **CRPD** is a legal document about human rights for people with disabilities.



The CRPD tells us that people with disabilities have the same rights as all other people.

Article 27 of the CRPD says that people with disabilities have an equal right to work.



Judges and prosecutors sometimes believe people with disabilities are not able to be **witnesses**.

A **witness** tells the court about something they have experienced.



Article 13 of the CRPD says that people with disabilities should get the same chance as others to use the justice system.

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Many people working in the justice system do not know how to make a **complaint** about the workplace.

A **complaint** is when a person says they are unhappy about something.



Many people working in the justice system do not know what happens after a complaint about **discrimination** is made.

Discrimination is when a person or a group of people are not treated fairly.

What can help?



1. Recruitment

Recruitment here means looking for people to apply for jobs in the justice system.



Legal professionals from underrepresented groups can help find good candidates to work in the justice system.

Legal professionals are people who trained to work in the justice system.

Legal professionals can be judges, lawyers or office workers in the courthouse.



A diverse group of people should recruit and select people to work in the justice system.



Campaigns and meetings can help encourage minorities to apply for jobs in the justice sector.



There should be **reasonable accommodations** to make it fair for people with disabilities to apply for jobs.

Reasonable accommodations are the changes made to information and services so that people with disabilities can use them.



2. Retention

Retention here means to keep staff working in the justice system. **Policies** are plans of action.

Policies in the justice systems should get rid of discrimination. Policies should include the opinions of people working in the justice system.



Gender equality means that people of all genders are treated fairly.

Policies about gender equality mean that the workplace is better for all people, both women and men.



Policies must get rid of **indirect discrimination**.

Indirect discrimination means that the same rules are sometimes unfair on some groups of people.

Reasonable accommodations can help with this.



There must be a clear and safe way for people to make complaints in the workplace.

People need to trust that complaints will be listened to fairly.

People need to know what happens after a complaint is made.



3. Education and Training

People who work in the justice system need to learn about minority groups.

Education and training about **implicit bias** can help the justice system to be fair.

Implicit bias means a person uses a stereotype to decide on an action.

The person does not know they are using a stereotype.

A **stereotype** is a belief about a group of people.

Stereotypes are often wrong.



People working in the justice system need to meet with organizations for underrepresented groups in the justice system.

People working in the justice system will learn about issues that are important to underrepresented groups.



Students learning about the law need to learn about gender and diversity.

People who are studying the law need to meet with organizations for underrepresented groups in the justice system.



Law students and people working in the justice system must learn about how to communicate with people with disabilities.

This will help people with disabilities to be treated fairly.



Scholarships can help people from low income families to study to work in the justice system.

A **scholarship** is money given to a student to help them go to college.

A scholarship does not have to be paid back.



There should be work experience in courts and prosecutors' offices for law students from minority groups.



4. Listening to Underrepresented Groups

Legal professionals from underrepresented groups need to ask politicians to support gender equality and diversity in the workplace.



People working in the justice system need to check that people with disabilities were treated fairly in the past.



The justice system must be **accessible** for people with disabilities.

Accessible means that people with disabilities can use places and services in the same way as other people.



Using the Internet can help make information and services accessible.

Justice system websites need to be accessible.



It is important that people in the community can ask questions about the justice system.

It is important that the community can trust that the justice system is fair and diverse.



Conclusion

Gender equality and diversity in the justice system makes the justice system work better.

A diverse justice system helps people feel that the justice system understands the issues they face in their communities.

Contacts



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