

Agenda Item: Revised Gender Equality policy

Summary

The final draft of the Gender Equality Policy is the result of the process outlined below and is now presented to the Board of Trustees for discussion and their approval.

Action Required

The Board of Trustees is requested to approve the revised Gender Equality Policy.

Background:

At its meeting 23-24 November 2023, the Board of Trustees approved the initiation of the process to review IPPF's Gender Equality Policy.

The goals of the review were:

- to clarify IPPF's position on a changing understanding, celebration, and defense of gender – giving us a pathway to help bridge schisms and build a united movement.
- to develop a policy that would evolve our understanding of gender, clarifying a position that commits IPPF to the defense of and advancement of the rights of all people, building on and bridging the women's rights and LGBTQIA+ movements. We will work for a future that protects and reaffirms the rights women have fought and continue to fight for – the right to abortion, right to engage in public life, right to determine our sexual and reproductive freedom and the right to resist the patriarchy and violence.
- to recommit IPPF to ensuring the inclusion of and equal partnership of all people subjected to patriarchal violence and oppression, including transgender women, transgender men and all people who do not identify within a gendered binary, as well as cisgender men who are exposed to patriarchal violence and oppression based on their perceived transgression of acceptable manhood.
- reframe our understanding of gender and expose the manifold ways that patriarchal violence impacts its diverse targets. This clear position will help develop narrative tools with which to engage the movable middle, build solidarity and elevate IPPF beyond polarizing tropes.

The methodology to support the review and inform the new draft policy was based on four main elements:

1. Consultations with MAs at the six Regional Forums carried out between June and November 2024: the consultation offered the space for MAs to share insight on the challenges they face on ground, and how the new policy could support the organisations and their work. Each of the consultations began with a presentation on the current Gender Equality Policy, to provide a basis on which MAs could reflect on the challenges in implementing the current policy, any gaps in the policy, and what a future policy should take into account. Participants were then moved into smaller breakout rooms for mixed group discussions with a facilitator covering questions related to 2-3 areas of the policy (Governance, Programme Delivery, Workplace Safety, Recruitment and Promotion, Gender Audits). Participants reported back to the plenary and an opportunity was given for open discussion on areas of interest. Additionally, MAs and Secretariat staff arranged informal meetings with the consultants during the remaining days of the forum to raise specific concerns or share insight. Youth representatives were included in the main consultation, but were also offered a separate opportunity to feed into the consultation at several of the forums.

2. Review of the existing policy and related documents.

3. 10 interviews with external stakeholders for expert-level input.

4. Input and expertise from the Anti-Racism Working Group and the Gender Steering Group. This was provided both through written input and several online meetings between each of the groups and the consultants.

Furthermore, feedback on the first draft of the Gender Equality policy from the Member Associations and the Secretariat, including the Director's Leadership Team, was collected through an online form and/or during "Office Hours"- an online meeting space offered by the consultants in order to create various avenues for input and different ways of preferred participation.

The second draft of the policy was presented and discussed with the DLT.

The third draft was presented to the C-SIP for discussion and feedback. The C-SIP has recommended the draft to the Board of Trustees.

Lastly, the final draft of the Gender Equality Policy is the result of the process outlined above and is now presented to the Board of Trustees for discussion and approval.

International Planned Parenthood Federation (IPPF)

Gender Equality Policy 2025

1. Preamble

The Federation affirms its commitment to gender equality as a foundational component of a human rights framework and international human rights mechanisms.

As an organisation working towards sexual and reproductive health rights and justice (SRHRJ), our commitment comes from our core belief that all people are free to make choices about their bodies and develop their abilities while working towards dismantling structural inequalities and systemic barriers and addressing the power dynamics that prevent this. This is a core challenge that the Federation must work to address systemically.

Addressing gender equality in SRHRJ demands transformative action rooted in intersectional gender and reproductive justice, and grounded in feminist, decolonial approaches. This policy is grounded in an anti-racist and decolonial framework. It is shaped by global resistance and internal concerns, recognising that the Federation operates in a world where rights are threatened daily due to anti-rights movements, rising authoritarianism, and the growing need for organisational resilience.

We acknowledge the challenges of maintaining principles and values in the face of State and International policies that reinforce oppression as the status quo. We also recognise that our work builds upon the efforts of those who came before us. The Federation stands in solidarity with the long history of struggle led by gender justice activists, feminists, collectives, and organisations. Their work has paved the path for us to take the next steps towards our collective future.

This policy aims to ensure that our understanding of gender keeps pace with the progression of society. It creates space to celebrate and defend gender in all its diversities while acknowledging the persistent levels of sexual and gender-based violence against women, girls and people with diverse Sexual Orientation, Gender Identity, Gender Expression and Sex Characteristics (SOGIESC), as well as the role of men and boys in being a part of the solution. IPPF defines Gender Equality as the principle that all human beings—regardless of their sex, gender identity, or gender expression—are free to develop their personal abilities and make choices without the limitations set by stereotypes, rigid gender roles, or discrimination. It means that the different behaviours, aspirations, and needs of women, girls, men, boys, and gender-diverse people are equally considered, valued, and supported.

To counter the growing global backlash against gender equality, strengthen its positionality as an anti-racist, rights-based and gender-transformative organisation, and uphold our commitment to feminist principles, this policy aims to ensure that within the Federation, the needs, rights and experiences of our people (whether as staff or volunteers) in all their intersectional diversity are reflected in policies, processes, and how we work together. This policy does not stand alone. It will work in tandem with other IPPF policies to strengthen the Federation's internal strategic resilience.

2. Mandate

Through a series of guiding principles (set out below), this policy reflects the Federation's commitment to advancing gender equality, equity, and justice as well as the actions necessary to realise the goal. Gender inequality is understood to be one of the pervasive systems of oppression and exclusion that intersect with other systems of oppression such as (but not limited to) patriarchy, racism, colonialism, imperialism, ableism, ageism, homophobia, transphobia, classism, and casteism.

This policy applies across the entire Federation, including the Secretariat and Member Associations, all future policies and programmes developed by IPPF, and any initiatives carried out by MAs. While Member Associations are not bound to actively drive forward the policy in their own organisations, they cannot implement actions in their policies, programmes, and service delivery that work against the policy. Member Associations are invited to use the policy as a guide and framework to develop their own internal Gender Equality Policies adapted to suit their country's context and local laws.

3. Guiding Principles

These foundational guiding principles underscore the policy and should inform decisions regarding its implementation.

- i. **Shifting Towards Gender Justice and a Gender Transformative Approach:** Women, girls, and people with diverse SOGIESC continue to be subjected to systemic, structural, and institutional discrimination, leading to violations of their sexual and reproductive health. To address this, policies must move beyond depoliticised framings of gender that reduce it to individual identity or expression. Instead, gender must be recognised as a structural system of power that perpetuates oppression and inequality. A gender-transformative approach dismantles systemic barriers and integrates principles of gender equity and gender justice. Unlike gender-sensitive, gender-aware, or gender-responsive approaches—which primarily acknowledge or adapt to gender differences—a gender-transformative approach actively challenges and seeks to transform the discriminatory systems and unequal power relations at the root of gender inequality.
- ii. **Embedding Principles of Anti-Racism and De-Colonisation:** We acknowledge and reflect on the reality that international aid and SRHRJ frameworks exist in the context of racism and colonialism. It is important to recognise how racism intersects with gender discrimination to create compounded disadvantages and to push back against Eurocentrism and coloniality in gender discourse. An anti-racist and decolonial approach to gender justice in SRHRJ must be informed by feminist decolonial practices that critically examine and dismantle colonial power structures in gender narratives and frameworks.
- iii. **Celebration and Acknowledgement of SOGIESC Identities:** IPPF recognises the celebration and acknowledgement of SOGIESC as integral to the fabric of human rights, and the importance of integrating principles of inclusivity, equality, and respect for diversity into all aspects of SRHRJ programming. We are committed to working with all people to create a world where anyone can enjoy their sexuality and express themselves without fear of violence or discrimination both within the Federation and during any interaction with the Federation. It is vital that we critically examine and dismantle the racist and colonial legacies that have shaped and continue to shape contemporary understandings of gender, gender identity, gender expression and sexuality. Doing

so involves challenging the notion that frameworks developed by the Global North are universally applicable.

- iv. **Valuing Intersectional Identities and Realities:** Intersectionality promotes a comprehensive view of SRHRJ that considers how different social determinants affect access to sexual and reproductive health services. The focus must be on meaningful representation and inclusion beyond numbers; the lived experiences, intersectional identities, and perspectives of women, girls, and people with diverse SOGIESC must be considered to ensure equal outcomes, not just equal opportunities. IPPF is committed to building equal and equitable systems and structures that protect the rights of all individuals, particularly those who face multiple forms of discrimination. This also means upholding bodily autonomy as an essential part of gender justice and SRHRJ, and ensuring that gender equality is intentionally integrated into all youth engagement and empowerment efforts.
- v. **Embedding an Intergenerational Approach:** Ensuring that an intergenerational approach is integrated into SRHRJ work must go beyond addressing the needs of all age groups. It must also consider how perceptions and stereotypes about age and sexuality intersect with gender stereotypes across the age spectrum. Additionally, intergenerational collaboration brings together diverse perspectives, combining the wisdom and creative energy of different ages and stages within our movement.
- vi. **Commitment to Feminist Leadership and Organisational Culture:** We affirm that feminist leadership is not merely about achieving gender parity in representation but fundamentally transforming organisational power relations, decision-making processes, and institutional cultures. Rooted in intersectional feminist values, this principle prioritises dismantling patriarchal structures, redistributing power equitably, and fostering environments where all individuals thrive.
- vii. **Freedom from Harassment and Violence:** IPPF highlights the integral link between freedom from harassment and violence to individual and collective physical and mental well-being. We have an explicit duty of care to ensure that individuals – including employees, partners, clients and rights holders—are free from all forms of sexual and gender-based harassment and violence (SGBV) in their interactions with and for the Federation – in the workplace and beyond. This includes institutional and systemic forms of violence, including medical violence, reproductive coercion, and violence because of policy neglect. We note how SGBV intersects with other forms of violence, disproportionately affecting and targeting women, girls, and people with diverse SOGIESC.
- viii. **Safeguarding Against Institutional Backlash and Anti-Rights Narratives:** We acknowledge the escalating global threat posed by well-organised anti-gender movements that seek to attack the bodily autonomy of women and girls, dismantle gender equality, sexual and reproductive health rights and justice (SRHRJ), and democratic principles. These movements employ tactics such as disinformation, legislative manipulation, and direct violence to undermine progress on rights of people with diverse SOGIESC, women’s autonomy, and inclusive policies. We understand our responsibility to protect staff and partners from these threats.
- ix. **Embedding a Focus on Disability Justice:** We recognise the rights of individuals with disabilities to equitable access to SRHRJ programmes, information, and services that respect their confidentiality and dignity. This includes being inclusive of all forms of disabilities (visible and invisible, short-term and long-term) and examining disability and ableism as interconnected with

other systems of oppression. We acknowledge the multi-layered systems that affect women and girls with disabilities and the gendered nature of the ableist realities they face. We underscore the right for every individual to make informed decisions about their bodies, sexuality, and reproductive health free from coercion, discrimination, and violence and create systems that address the needs of all individuals—ensuring no one is left behind.

- x. **Recognising Men and Boys as Allies:** It is vital that men and boys are engaged in gender equality work to recognise and actively challenge patriarchal systems and structures that privilege men across all levels, as well as acknowledge men as perpetrators of violence, particularly against women and girls. It is necessary to avoid approaches to engaging men that promote the depoliticisation of gender equality work. Such approaches risk failing to address the root causes of patriarchal and social norms, instead framing gender inequality as a matter of individual violence. Engaging men and boys as allies and partners means challenging traditional gender norms that perpetuate inequality, dismantling harmful masculinities, promoting positive masculinities alongside promoting accountability-based approaches to women, girls, and people with diverse SOGIESC. We also acknowledge and consider the needs of men and boys in their diversity who are recipients of services and also face backlash as a result of patriarchal and other stereotypes.
- xi. **Maintaining Gender Equality in Humanitarian Emergencies:** To adequately address heightened risks of SGBV, increased SRHRJ needs, and impeded access to services during both acute and protracted emergencies, IPPF commits to upholding standards of gender equality across workforce recruitment and retention, client services and programmes, and coordination with partners during humanitarian response. IPPF recognises that rapid decision-making, combined with unaddressed biases has historically led to the replication of gendered inequalities in emergency response, Sexual Exploitation and Abuse (SEA) and the exclusion of marginalised persons and local organisations from decision-making processes. The Federation commits to ensuring equal treatment of all women, girls, and persons with diverse SOGIESC, considering both their gender and intersecting identities, and to applying an intersectional lens to identify needs and guide humanitarian action.
- xii. **Working Towards Continuous Learning and Accountability:** IPPF reaffirms our commitment as a Federation to continuous learning and accountability. This includes developing mechanisms for ongoing evaluation, adaptation, and responsiveness to diverse populations. We will prioritise engaging communities in monitoring and evaluation to enhance accountability. This involves establishing channels for community feedback and fostering an environment where continuous learning is central. By doing so, organisations can adapt their strategies based on emerging evidence and community insights.

4. Policy Sections

1. Governance

- 1.1. The Federation shall practice affirmative action to achieve balanced representation in all decision-making and leadership bodies where a lack of equal representation has been identified, including:
 - 1.1.1. Governing Bodies of Member Associations
 - 1.1.2. PPF Board of Trustees
 - 1.1.3. IPPF Nominations and Governance Committee
 - 1.1.4. IPPF Membership Committee
 - 1.1.5. IPPF Finance, Audit and Risk Committee
 - 1.1.6. IPPF Policy, Strategy and Investment Committee
 - 1.1.7. IPPF Resource Allocation Technical Committee
- 1.2 Where there is underrepresentation, the Federation shall also build in practices to operationalise affirmative action by:
 - 1.2.1 Giving preference to eligible women, people with diverse SOGIESC, those with lived experiences speaking to the work of the Federation, and individuals from marginalised groups, where there is a choice of candidates;
 - 1.2.2 Making additional efforts to recruit and promote women and people with diverse SOGIESC;
 - 1.2.3 Ensuring gender budgeting and gender-equitable resource allocation to address systemic disparities.
- 1.3 Gender Assessments:
 - 1.3.1 The Federation shall periodically conduct a gender impact assessment of all key strategies;
 - 1.3.2 Periodical gender self-assessments shall support gender mainstreaming within the organisation and its programmes.
- 1.4 A structured Monitoring, Evaluation, and Learning (MEL) strategy will be implemented to ensure the effective enforcement of this Policy.
- 1.5 This Gender Equality Policy must be reviewed and updated in 2030.

2. Programme and Service Delivery

The Federation commits to gender justice by addressing intersecting systems of oppression and transforming power dynamics. To achieve this, programme and service delivery must be rooted in actions that actively challenge inequities and promote meaningful change. In order to achieve this:

- 2.1. Programmes and services must be designed through participatory, community-led, grassroots-driven, and youth-inclusive approaches that reflect IPPF's principles. This will be achieved by:

- 2.1.1. Building staff capacity on gender mainstreaming and transformative gender justice approaches to improve individual and community access to services and human rights;
- 2.1.2. Ensuring programmes and services meet the needs of those facing multiple and intersecting systems of oppression, who face unique challenges requiring specific support and care. This must include those who are denied access to care (for example, in cases of forced pregnancy or forced sterilisation);
- 2.1.3. Prioritising the voices of marginalised racial and ethnic groups in programme design, using an intersectional approach that explicitly addresses how race intersects with other systems of oppression in service provision;
- 2.1.4. Programmes and services must be designed through participatory, community-led, grassroots-driven, and youth-centered approaches that reflect IPPF's principles. This includes integrating pleasure, consent, and emotional well-being while considering local realities and cultural contexts;
- 2.1.5. Challenging harmful social norms that limit access to services, such as son preference; early and forced marriage; intimate partner and domestic violence; and female genital mutilation/cutting (FGM/C);
- 2.1.6. Implementing safeguarding mechanisms to protect the most at-risk groups, specifically people with disabilities, people living with HIV, sex workers, intersex and transgender individuals, people who use drugs, those in institutions, and those trafficked for sex;
- 2.1.7. Abolishing internal policies relating to spousal/partner consent for access to services such as abortion, contraception, and emergency obstetric care.
- 2.2. Programme and service delivery must be grounded in feminist and decolonial practices, acknowledging the historical and systemic impact of racism and colonialism within international aid and SRHRJ frameworks. This will be achieved by:
 - 2.2.1. Integrating Indigenous knowledge and practices into programme and service design and delivery where relevant and applicable;
 - 2.2.2. Recognising and amplifying the voices of local and Indigenous communities in designing and leading gender policies and service delivery;
 - 2.2.3. Implementing safeguards to prevent violence arising from colonial legacies, such as sexual exploitation and abuse in humanitarian and emergency settings.

3. Gender Mainstreaming and Accountability

Gender mainstreaming and accountability are essential to integrating gender considerations across all aspects of the Federation, including programme design, processes, and ways of working. They must also be upheld as structural, institutional, and leadership priorities.

- 3.1. Collecting and analysing data is crucial in providing the evidence necessary to identify gaps, opportunities, and success markers in gender mainstreaming and accountability. It is vital that processes used to do so include communities to ensure a diversity of perspectives and views.
 - 3.1.1. Where possible, quantitative and qualitative data collection should be sex-disaggregated. When feasible and safe, it should also be gender-disaggregated beyond the binary, reflecting diverse self-identification. Additionally, data should be disaggregated by age, disability, and other factors to account for intersecting identities. This approach helps identify specific needs, barriers individuals face, and the necessary responses to address them effectively.
 - 3.1.2. All data-collection efforts must prioritise the security and protection of the data collected and of the individuals who have shared their data.
- 3.2. Supporting Policies and systems must be in place to ensure the equal and meaningful participation of all individuals in all their diversity, addressing social, structural, and institutional barriers. This includes:
 - 3.2.1. Integrating gender mainstreaming across the Federation through structured mechanisms that support the adoption and implementation of this policy.
 - 3.2.2. Strengthening institutional accountability through gender-responsive budgeting, gender audits, and dedicated human resources with gender expertise.
 - 3.2.3. Facilitate knowledge-sharing by providing opportunities for MAs, the Secretariat, and other partners to exchange best practices and learn from each other.

4. Gender in the workplace

- 4.1. The Federation shall ensure that all workplace policies comply with the Gender Equality Policy.
 - 4.1.1. The Federation will strive to ensure that teams within the Federation are diverse and inclusive and represent the diverse communities IPPF serves.
 - 4.1.2. The Federation will establish mechanisms to support equal and meaningful participation of people of all ages—including youth, girls, women, and people with diverse SOGIESC—in all their diversity. This includes addressing social, structural, and institutional barriers that may hinder participation, even when opportunities are available.
- 4.2. The Federation will ensure that policies supporting gender mainstreaming are applied equally to all staff, regardless of gender, sexual orientation, gender identity, or marital or relationship status. This includes (but is not limited to) menstrual care and leave, parental leave, access to facilities, equitable benefits, equal pay, and reward structures.
- 4.3. Individuals in leadership positions holding supervisory roles must be offered opportunities to build their capacity to adopt a gender transformative, intersectional, and anti-racist approach to their work and leadership.

- 4.4. The Federation shall prioritise the recruitment of individuals who demonstrate a strong commitment to gender justice and a clear understanding of the core issues central to the Federation’s work. Beyond technical skills and formal qualifications, emphasis must be placed on candidates’ attitudes, values, and approach to gender equality, ensuring they actively contribute to a transformative and inclusive work environment.

IPPF’s Global Lead for Gender and Inclusion is responsible for overseeing and administering this Policy.

5. Glossary of Terms

Anti-racism is the practice of actively identifying and opposing racism at an individual, social, institutional, and policy level.

Decoloniality means challenging and breaking away from colonial ways of thinking, knowing, and organising society, even after colonial rule has officially ended. It is about rejecting Eurocentric ideas and valuing Indigenous knowledge systems, cultures, and perspectives that were suppressed by colonialism.

Feminist Principles refer to foundational guidelines that underpin feminist movements and ideologies. They aim to dismantle patriarchal structures and promote gender equality by challenging existing power hierarchies, advocating for social justice, and fostering inclusive environments.

Gender refers to a social construct which places cultural and social expectations on individuals based on their sex assigned at birth. See also Sex.

Gender Assessments or **Gender Audits** evaluate how gender equality is integrated into an organisation’s infrastructure, budgets, processes, and policies. They are tools of gender mainstreaming, helping to identify gaps and challenges and recommend ways to improve gender equality in an organisation.

Gender Budgeting and **Resource Allocation** is a practice that analyses and structures budgets, and allocates resources through a gender lens. This involves integrating gender considerations at all stages of the budgeting process and reallocating resources to address historical and systemic inequalities. It differs from traditional budgeting, which typically assumes gender neutrality. It also does not account for the differing impacts of policies on men, women, and gender-diverse people, such as unequal access to resources or unpaid care work.

Gender Equality is the principle that all human beings, regardless of their sex, gender identity, or gender expression, are free to develop their abilities and make choices without the limitations set by stereotypes, rigid gender roles, or discrimination. It means that the different behaviours, aspirations, and needs of women, men, and gender-diverse people are considered, valued, and favoured equally.¹

Gender Justice is the transformative process of dismantling systemic power imbalances and intersecting forms of oppression that sustain gender inequality. It goes beyond achieving equal rights or opportunities by actively challenging and changing the policies, institutions, and social norms that reproduce discrimination and exclusion based on gender and its intersections with race, class, sexuality, ability, and colonial histories. Gender justice demands accountability from systems and actors that perpetuate injustice, ensuring that all people—regardless of their gender identity or expression—can live with dignity, autonomy, and equitable access to resources and decision-making. It is rooted in feminist, anti-racist, and decolonial principles that seek to redistribute power and create inclusive societies where no one is left behind.

¹ Adapted from IPPF Gender Equality Strategy 2018. <https://www.ippf.org/resource/ippf-2017-gender-equality-strategy>.

Gender Mainstreaming is a strategy to integrate a gender equality perspective at all stages and levels of policies and programmes, including in how the organisation itself works day to day.

Gender Non-Binary is a gender identity that recognises that gender identity falls within a broad spectrum beyond the binary classifications of men and women.

A **Gender-Transformative Approach** works toward achieving gender equality by challenging and transforming discriminatory systems and unequal power relations that underpin gender inequality. While **Gender-Sensitive**, **Gender-Aware**, and **Gender-Responsive** approaches are important for acknowledging that gender differences and inequalities exist, and for ensuring that programmes, policies, or interventions do not reinforce discrimination, they primarily adapt to gender dynamics rather than change them. In contrast, a Gender-Transformative approach (which underpins this policy) goes further by intentionally addressing and shifting harmful gender norms and power structures. For example, a GBV programme may be designed to ensure that all clients, regardless of gender, are included and supported. However, achieving long-term social change also requires confronting the root causes of violence, such as harmful gender stereotypes, through strategies like engaging boys and men in conversations around consent, accountability, and positive expressions of masculinity.

Intersectionality explains how different forms of oppression (such as racism, sexism, ageism, casteism, classism, homophobia, transphobia, etc.) overlap and create unique experiences of discrimination.² These different oppressions and identities are interconnected and cannot be examined in isolation. For example, a Black woman living with HIV and a disability has multiple identities and these identities will affect the way she is treated in society and how she accesses social, legal, and SRH services.³

LGBTI; LGBTIQ+; LGBTIQA+ are acronyms for Lesbian, Gay, Bisexual, Trans, Intersex, Queer or Questioning, and Asexual identifying people. The “+” plus sign includes those who may not identify within the other categories. LGBTIQ+ includes terms viewed as Western or Eurocentric, and may not capture the diverse indigenous identities and terms used outside of the English language and before colonisation (such as hijra, meti, lala, skesana, motsoalle, mithli, kuchu, kawein, travesti, muxé, fa’afafine, fakaleiti, hamjensgara, brotherboy or sistergirl). See also SOGIESC.

Sex is the classification of a person as male or female. Sex is assigned at birth and is usually written on a document, such as a birth certificate. It is usually based on the appearance of their external anatomy and on a binary perspective of sex, which excludes intersex people. A person’s sex, however, is a combination of multiple sex characteristics: chromosomes, hormones, internal and external reproductive organs, and secondary sex characteristics. See also Gender.

SOGIESC – Sexual Orientation, Gender Identity, Gender Expression, and Sex Characteristics. The policy uses this term instead of LGBTIQ+. SOGIESC is more accurate because everyone has a sexual orientation, a gender identity and expression, and sex characteristics and it offers a reframing of sexuality and gender that is more inclusive and more universal. SOGIESC shifts the focus away from specific populations and toward shared traits that everyone can relate to, and which are usually used as grounds of discrimination.

Sexual and Reproductive Health Rights and Justice (SRHRJ) ensures that everyone can make safe, informed choices about their bodies and relationships while addressing the inequalities that prevent access to these rights and services. The inclusion of "Justice" in SRHRJ emphasises the need to tackle systemic barriers and discrimination faced by those who are often excluded or disadvantaged. By focusing

² The term was coined by Kimberly Crenshaw in 1989. In *Demarginalizing the Intersection of Race and Sex* (1989) she explained intersectionality as “A lens through which you can see where power comes and collides, where it interlocks and intersects. It’s not simply that there’s a race problem here, a gender problem here, and a class or LGBTQ+ problem there. Many times, that framework erases what happens to people who are subject to all of these things.” University of Chicago Legal Forum, 1989(1), 139-167.

³ Adapted from IPPF Gender Equality Strategy 2018. <https://www.ippf.org/resource/ippf-2017-gender-equality-strategy>.

on justice, SRHRJ goes beyond providing services to actively dismantling inequalities. It promotes a fair and inclusive approach to sexual and reproductive health where no one is left behind.