

Entry points for gender equality focused parliamentary assistance¹



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POST-ELECTION (following the announcement of electoral results)	PARLIAMENTARY TERM	PRE-ELECTION (18 months out from the election)
<p>Support newly elected MPs</p> <ul style="list-style-type: none"> Gender targeted and gender sensitive induction training (i.e. some sessions for women only; some for men and women) Establish mentoring programmes for new women MPs with more senior MPs (men or women) Capacity building in the use of parliamentary procedures (incl. legislative drafting skills, debating procedures etc.) 	<p>Support CEDAW and SCR1325 compliance</p> <ul style="list-style-type: none"> Provide training on CEDAW using the UN-IPU Handbook for Parliamentarians Support MPs in oversight measures (status of the State party's report, monitoring government responses to CEDAW recommendations, etc.) Use the CEDAW Committee's checklist to ensure compliance with the women, peace and security agenda outlined in SCR 1325 and related resolutions 	<p>Improve women's access to Parliament</p> <ul style="list-style-type: none"> Review existing legal and electoral frameworks to ensure non-discrimination (e.g legal gender quotas, party selection rules and procedures) Where appropriate, support the adoption of TSMs to ensure higher numbers of women are elected Organise community outreach activities with women MPs to role model women's positive contribution to leadership and decision-making Promote advocacy initiatives to combat stereotypes and raise awareness (citizen engagement, media campaigns) Organize outreach activities targeting political parties (women's sections, GE sections etc)
<p>Promote women's parliamentary leadership</p> <ul style="list-style-type: none"> Review internal procedures to support the adoption of affirmative action measures which give preference to women in leadership positions (e.g. rotate positions between men and women; establish two posts for each position – one for a man and one for a woman, ensure gender-sensitive working environment with a provision of child-care facilities) 	<p>Support parliamentary mechanisms in reviewing discriminatory legislation</p> <ul style="list-style-type: none"> Direct technical support to a parliamentary committee or parliamentary groups for a specific draft law Provide direct or support indirect research in support of the parliament, including by fostering links between committees and CSOs and gender advocates 	<p>Review discriminatory legislation</p> <ul style="list-style-type: none"> Assist the parliament in undertaking analyses of existing legislation (e.g. constitutions, electoral laws, gender equality laws, budget making laws, etc) by deploying experts, developing gender checklists and sourcing relevant sex disaggregated data Facilitate capacity development for parliamentary staff to enhance sustainability of gender-sensitive legislative review support

¹ the suggested 'timing' for specific entry points is orientative

<ul style="list-style-type: none"> ▪ Support political parties to identify potential women leaders and encourage the development of a broader range of criteria for promotion ▪ Support women’s leadership in non-traditional areas, including finance, security, defence and foreign affairs 	<ul style="list-style-type: none"> ▪ Facilitate interactions, both formal and informal, between parliamentary committees and the executive ▪ Support for specific thematic areas, including TSMs, EAW, labour laws, etc. 	
<p>Conduct gender sensitive self-assessments</p> <ul style="list-style-type: none"> ▪ Support the self-assessment of existing processes, mechanisms and rules from a gender perspective ▪ Support implementation of recommendations from the assessment/mapping exercise, through technical assistance, advocacy and education 	<p>Commit to gender mainstreaming in legislation</p> <ul style="list-style-type: none"> ▪ Support the dedication of time, each sitting, for debates on legislation and budgets from a gender perspective ▪ Develop legislative assessment guidelines or toolkits that will strengthen parliamentary capacity to analyse the implications of draft legislation/Bills for men and women, boys and girls, gender budgeting ▪ Support development or amendment of law making legislation/procedure providing for all Bills/draft legislation be presented with a gender analysis 	<p>Strengthen gender sensitivity of media organizations and journalists</p> <ul style="list-style-type: none"> ▪ Provide gender sensitive training to political media and journalists, with women MPs (and where relevant, their staff) present ▪ Training for women MPs on media messaging and management (e.g. social media)
<p>Promote establishment of gender equality parliamentary bodies</p> <ul style="list-style-type: none"> ▪ Where appropriate, support the establishment of dedicated GE infrastructure in the parliament such as a GE Committee or a women’s parliamentary caucus (or both) ▪ Promote gender mainstreaming through the existing parliamentary committees structures ▪ Technical assistance for members of the mechanism on its operation, activities, and internal and external relationship ▪ Exchanges of experience with women (and men) MPs from other countries 	<p>Ensure gender equality is a shared responsibility between men and women</p> <ul style="list-style-type: none"> ▪ Encourage men to co-sponsor legislation on gender equality issues and engage in gender analysis of draft legislation ▪ Support committees to inquire into gender equality issues raised, and of concern to, men parliamentarians ▪ Include men in celebratory events such as International Women’s Day or the 16 Days campaign 	
<p>Gender sensitise parliamentary strategic plans and policies</p> <ul style="list-style-type: none"> ▪ Support the development (or amendment) of parliamentary strategic plans to include gender equality objectives with concrete actions, timelines, and indicators to monitor progress 	<p>Strengthening MPs’ collaboration with gender advocates</p> <ul style="list-style-type: none"> ▪ Build capacity of CSOs to advocate and provide knowledge to parliament, including through trainings on writing submissions to parliamentary 	

<ul style="list-style-type: none"> ▪ Ensure media and communications policies are gender sensitive ▪ Develop anti-harassment and anti-discrimination policies for Members of Parliament and staff ▪ Provide technical assistance on gender sensitive plans of action, consultations with leadership 	<p>committee inquiries and presenting information to a committee hearing</p> <ul style="list-style-type: none"> ▪ Create opportunities and spaces for dialogue and information exchange (e.g. public consultations for committees) on specific policy issues ▪ Provide knowledge to parliament on the benefits of engaging CSOs <p>Develop knowledge products that outline international and regional good practices</p>	
<p>Establish gender sensitive parliamentary cultures</p> <ul style="list-style-type: none"> ▪ Conduct a gender analysis of parliamentary norms and practices – written and unwritten rules; codes of conduct; sitting hours and meeting times; parental leave and child care options ▪ Support the implementation of recommendations approved following the analysis 	<p>Building sustainability through staff development</p> <ul style="list-style-type: none"> ▪ Knowledge products and training for staff on key functions, most particularly on gender research and analysis and gender mainstreaming ▪ Support the collection and disaggregation of data as it relates to women MPs ▪ Capacity building for staff on gender research and analysis, using sex disaggregated data and developing gender equality-focused recommendations ▪ Fellowships for exchanges between staff with counterparts in other parliaments 	