

AUTORITATEA ELECTORALĂ PERMANENTĂ



WOMEN'S PARTICIPATION IN ELECTIONS



POLANA BRAȘOV, ROMANIA

MARCH 7-8, 2014



**PERMANENT ELECTORAL AUTHORITY
OF ROMANIA**

**WORKSHOP ON WOMEN'S PARTICIPATION IN
ELECTIONS**

**7-8 MARCH 2014
POIANA BRAȘOV
ROMANIA**

EVENT REPORT



2004 – 2014: 10 YEARS OF DEDICATED EFFORTS IN PROMOTING DEMOCRACY AND FREE AND FAIR ELECTIONS

2014 represents for the Permanent Electoral Authority the anniversary of a decade of dedicated work in the field of organizing elections and promoting the participation of Romanian citizens to the democratic life of the country, together with the accomplishment of one of our most ambitious projects so far: the implementation of the Electronic Electoral Register.

The Permanent Electoral Authority (PEA Romania) is an independent administrative institution with legal personality and general competence, which ensures the organization and conduct of electoral processes, in order to offer appropriate conditions for exercising the voting rights, equal opportunities in political competition, transparency in financing the political parties' activity and electoral campaigns.

During its 10 years of activity, the Permanent Electoral Authority of Romania has continuously expressed its commitment to support other countries' efforts to hold free and fair elections, by facilitating networking, building synergies and generating joint projects for the advancement of democracy and credible elections.

In July 2011, around six months after the debut of the Arab Spring, the Romanian Ministry of Foreign Affairs, the United Nation Development Programme (UNDP) in Romania, through the Global Programme for Electoral Cycle Support (GPECS), the United Nations Electoral Assistance Division and the Permanent Electoral Authority of Romania organized the first comprehensive electoral workshop regarding the transition to democracy, dedicated to Egypt and Tunisia. The Workshop on democratic transformations *"North Africa and Eastern Europe: viewpoints and shared experiences of transition – a bridge over 20 years"* was held in Bucharest in July 2011 and proved to be a great success,





acclaimed by partners and media and most importantly by the involved participants and trainers.

Later on, in May 2013, PEA Romania organized a BRIDGE module on *Out of Country Voting* with a large participation of electoral officials from Libya, Egypt and Tunisia. This project, designated to strengthen the institutional capacity of the Electoral Management Bodies (EMB's) in Egypt, Tunisia and Libya, represented a success story in terms of a sustained support.

The objective for 2014 is to complement these efforts by providing further assistance in those particular areas where there is a clear beneficiary demand, to improve public awareness regarding the international electoral standards, to enhance the regional knowledge based on women's participation in elections and to make it accessible to a broad range of stakeholders in a practical manner.

THE MAIN THEME OF 2014: WOMEN'S PARTICIPATION IN ELECTIONS AND PUBLIC LIFE

2014 found us in the position of holding the Presidency of the prestigious Association of European Election Officials (ACEEEO).

The topics proposed for the 23rd Annual Conference of ACEEEO, hosted by the Permanent Electoral Authority, in 2014, in Bucharest, are *Electoral management – How to plan a general election* and *Participation of women in electoral processes and public life*.

"We believe the electoral administration must be impartial, non-political and must have the institutional capacity for organizing free and fair elections. We are committed to promoting equal opportunities for the full participation of women in all aspects of political and public life", stated Mrs. Ana Maria Pătru the President of Permanent Electoral Authority during the Opening Session of the Workshop.



THE ROMANIAN ELECTORAL SYSTEM

The Romanian electoral system belongs to the mixed model. The mixed model of electoral management involves a dual structure, on the one hand an electoral authority independent of the executive and an implementation structure situated within a government department or at local level.

The Permanent Electoral Authority and the electoral bureaux represent the independent component of the system while the ministries and the local public administration authorities with electoral responsibilities, represent the government subordinate component.

PEA management in various electoral processes

The electoral processes in Romania are:

- Election of the President of Romania;
- Parliamentary elections for the Chamber of Deputies and the Senate;
- Elections for the local public administration authorities;
- Elections for the members of Romania within the European Parliament;
- National Referendum regarding: the revising of the Constitution; the dismissal of the President; Referendum on national interest issues;
- Local Referendum as regards the issues of interest for the regional administrative bodies;
- Parliamentary and Local bye-elections.

During the electoral processes, at national level, it is set up a Central Electoral Bureau (BEC) formed of judges of the High Court of Cassation and Justice, the President and the Vice-presidents of the Permanent Electoral Authority, and representatives of the political parties, political alliances, electoral alliances participating in the elections, under the law, as well as a representative appointed by the parliamentary group of the national minorities in the Chamber of Deputies. The President and the Vice-presidents of the PEA are not members in BEC during the National Referendum and the Local Referendum.



Unlike the Parliamentary by-elections, PEA has no attribution in the Local by-elections.

The temporary nature of the electoral and ad-hoc organization of elections in Romania has not allowed an evolution of electoral administration similar to that of other states. The establishment of the Permanent Electoral Authority led to the introduction of new strategies, structures, public policies, procedures and technical innovations within the electoral processes in three directions: better regulation, professionalization of human resources involved in electoral processes and computerization of electoral processes. These three directions of action are focused to improve electoral management act.

In respect with the law, the Permanent Electoral Authority elaborates analysis reports and activity reports regarding the organization of the elections, handed to Romanian Parliament and published in the guise of *White Books*.

Since 2008 the Permanent Electoral Authority proposed the unification of the legal provisions regarding the electoral lists, the electoral logistics, the electoral bodies, the election campaign, the application of candidatures, the voting conduct, the penalties and sanctions, electoral disputes and the duties of public authorities.

Given the above, all primary and secondary regulations initiated by the Permanent Electoral Authority were committed to the goal of unifying and harmonizing the rules of the electoral procedure.

These efforts have materialized in the same way of functioning of the electoral regulations and the same method of determining the sequence of electoral actions, in the establishment of common procedures regarding the preparation and updating the electoral lists, the electoral logistics, the establishment of electoral bodies, the electoral campaign, the voting conduct, electoral disputes and enforcement of the legal provisions and last but not the least, the implementation of an IT national electoral system, that would facilitate the ways of action of electoral management by its coherence and predictability of procedures.



WORKSHOP ON WOMEN'S PARTICIPATION IN ELECTIONS: BRINGING TOGETHER EUROPEAN KNOWLEDGE WITH MIDDLE EAST AND NORTH AFRICA COUNTRIES RECENT EXPERIENCES

In the Middle East and North Africa countries (MENA region) the access of women to politics and to elections is just beginning. Countries in Eastern Europe, at the same time, are now starting to create an all-inclusive environment that can ease and enable an active access of women to politics and decision-making processes.

The major obstacles of women's political participation include lack of party support for women candidates/politicians together with a male dominated political culture, lack of access for women to networking and training opportunities, financial barriers faced by women to run as candidates and the prevailing gender stereotypes. However, this is a common story for a large number of countries. Gender equality in the political decision-making process and enhancing access to electoral process represent basic conditions for the consolidation and the good functioning of democracy.

The workshop was meant to respond to the capacity building needs in this field and is addressing women's participation in electoral process both as voters and as candidates, as well as women's access to Parliament and political parties.

The experience shows that the most influential institutional factors that determine the success of improving women's access to political life are the electoral system arrangements, the temporary implementation of electoral gender quotas and the measures taken by the political parties.

The event benefited of the presence of prestigious electoral experts from ACEEEO, UNDP, the Institute Federal Electoral of the United Mexican States (IFE Mexico), elections officials from MENA region but also from Spain and Italy, the European countries with the largest Romanian communities. The intention was to showcase examples of good practices in the field with focus on sharing of transition knowledge and experience.

**OBJECTIVES:**

- Sharing experiences, achievements and lessons learned with international homologues, election practitioners and assistance providers;
- Developing capacities of key stakeholders to formulate, design and implement solutions and policies to promote women's participation to political life;
- Establishing and strengthening the new existing networks among various EMBs around the world and practice communities;
- Strengthening Romania's position as Official Development Assistance donor (ODA donor) in the context of the South-South cooperation and exchange of experience in transitions to democracy.



WORKSHOP ON WOMEN'S PARTICIPATION IN ELECTIONS

PARTICIPANTS IN ALPHABETICAL ORDER:

IRENA HADŽIABDIĆ – MEMBER, CENTRAL ELECTION COMMISSION OF BOSNIA AND HERZEGOVINA

HESHAM ABDELRAHMAN – HEAD OF TECHNICAL BUREAU, OFFICIAL SPOKESPERSON, MEMBER OF THE SECRETARIAT, HIGH ELECTION COMMISSION OF EGYPT

LEVAN MAISURADZE – MEMBER, CENTRAL ELECTION COMMISSION OF GEORGIA

GIORGI KALANDARISHVILI – HEAD OF LEGAL MAINTENANCE DIVISION OF CENTRAL ELECTION COMMISSION OF GEORGIA

KOLSHAN KAMAL ALI – COMMISSIONER, INDEPENDENT HIGH ELECTORAL COMMISSION OF IRAQ

NIBRAS A. IBRAHEEM – SENIOR ASSISTANT, MEDIA SECTION, ELECTORAL EDUCATION, INDEPENDENT HIGH ELECTORAL COMMISSION OF IRAQ

ARNIS CIMDARS – CHAIRMAN, CENTRAL ELECTION COMMISSION OF LATVIA

INGA MARTINSONE – HEAD OF FINANCE DEPARTMENT, CENTRAL ELECTION COMMISSION OF LATVIA

FATEN ABOU HASSAN – ACTING DIRECTOR-GENERAL OF POLITICAL AFFAIRS AND REFUGEES, MINISTRY OF INTERIOR & MUNICIPALITIES OF LEBANON

NURI KHALIFA AL-ABBAR – CHAIRMAN, HIGH NATIONAL ELECTION COMMISSION OF LIBYA

KHALED EL-SAHLI – COMMISSIONER, HIGH NATIONAL ELECTION COMMISSION OF LIBYA



HUSSAM HUSSEIN M. ZAGAAR – PUBLIC AWARENESS & OUTREACH DIRECTOR,
HIGH NATIONAL ELECTION COMMISSION OF LIBYA

ABDELMENEM M. ALMARAYMI – OFFICER VOTER EDUCATION, HIGH NATIONAL
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ZENONAS VAIGAUSKAS – CHAIRMAN, CENTRAL ELECTION COMMISSION OF
LITHUANIA

ŽIVILĖ VERBYLAITĖ – MEMBER, CENTRAL ELECTION COMMISSION OF LITHUANIA

DR. MARÍA MARVÁN LABORDE – ELECTORAL COUNCILOR OF THE GENERAL
COUNCIL, FEDERAL ELECTORAL INSTITUTE OF MEXICO

SVETLANA ALMA ROSA RIVERA MONTER – DEPARTMENT FOR INTERNATIONAL
COOPERATION AND FOLLOW – UP, FEDERAL ELECTORAL INSTITUTE OF MEXICO

IURIE CIOCAN – CHAIRMAN, CENTRAL ELECTION COMMISSION OF MOLDOVA

HISHAM M. KUHAİL – CHIEF ELECTORAL OFFICER, CENTRAL ELECTIONS
COMMISSION OF PALESTINE

KAZIMIERZ W. CZAPLICKI – SECRETARY, CENTRAL ELECTION COMMISSION OF
POLAND

DOROTA JOANNA TULCZYŃSKA – SPECIALIST, CENTRAL ELECTION COMMISSION
OF POLAND

OLGA BALASHOVA – CENTRAL ELECTION COMMISSION OF RUSSIA

NATALIA LARINA – LAW DIVISION, HEAD OF THE CEC SECRETARIAT, CENTRAL
ELECTION COMMISSION OF UKRAINE

OLGA HUSAR – CHIEF LAW DEPARTMENT, NATIONAL VOTER REGISTER, CENTRAL
ELECTION COMMISSION OF UKRAINE

ZSOLT SZOLNOKI – SECRETARY GENERAL, ACEEE

ESZTER BODNAR – PROJECT MANAGER, ACEEE



ISTVAN AHY – ACEEEO

RADIOVOJE GRUJIĆ – ELECTION ADVISER, OSCE/ODIHR

ANCA STOICA – ROMANIAN ODA PROJECT MANAGER, UNITED NATIONS DEVELOPMENT PROGRAMME, BRATISLAVA REGIONAL CENTRE

MAROUN SFEIR – TRAINING OFFICER LEBANESE ELECTIONS ASSISTANCE PROGRAMME, UNDP LEBANON

ANAMIKA PRADHAN – REPORTING AND COMMUNICATION OFFICER, ELECTORAL SUPPORT PROJECT, UNDP NEPAL

NAJIA HASHEMEE – TECHNICAL ADVISOR ELECTORAL SUPPORT PROJECT, UNDP NEPAL

NIAL MCCANN – LEAD ELECTORAL ADVISOR, UNDP NEW YORK

ANNE SERAFINI-GRANDVOINNET – VENICE COMMISSION

RADU PODGOREAN – STATE SECRETARY, MINISTRY OF FOREIGN AFFAIRS OF ROMANIA

CRISTIAN ANDREI – AGENCY OF POLITICAL RATING ROMANIA

ANA MARIA PĂTRU – PRESIDENT, PERMANENT ELECTORAL AUTHORITY OF ROMANIA

DAN VLAICU – VICE PRESIDENT, PERMANENT ELECTORAL AUTHORITY OF ROMANIA

MARIAN MUHULEȚ – VICE PRESIDENT, PERMANENT ELECTORAL AUTHORITY OF ROMANIA

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CĂTĂLINA MORARU – ADVISER, PRESIDENT OFFICE, PEA ROMANIA

ROXANA TOROSIAN - ADVISER, PRESIDENT OFFICE, PEA ROMANIA

DELIA FILIP – ADVISER, PRESIDENT OFFICE, PEA ROMANIA

ANDREI DIMITRIU – ADVISER, VICE PRESIDENT OFFICE, PEA ROMANIA

IULIAN IVAN – DIRECTOR, MANAGEMENT, MONITORING AND ELECTORAL LOGISTICS DEPARTMENT, PEA ROMANIA

LIDIA VILĂU – DIRECTOR, SOUTH WEST BRANCH, PEA ROMANIA

ANDI MIHALACHE – DIRECTOR, SOUTH EAST BRANCH, PEA ROMANIA

OGANA TULUC – DIRECTOR, NORTH WEST BRANCH, PEA ROMANIA

NICOLETA GRIGORE – DIRECTOR, BUCHAREST-ILFOV BRANCH, PEA ROMANIA

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DENISA MARCU – COUNSELOR, LEGISLATION, PARLIAMENT LIAISON AND ELECTION DISPUTE RESOLUTION DEPARTMENT, PEA ROMANIA

LUIZA NEDELCU – EXPERT, COMMUNICATION AND INTERNATIONAL AFFAIRS DEPARTMENT, PEA ROMANIA

BOGDAN COSTACHE – EXPERT, COMMUNICATION AND INTERNATIONAL AFFAIRS DEPARTMENT, PEA ROMANIA



AGENDA

DAY I – TUESDAY, MARCH 7, 2014

09.00-15.00 REGISTRATION OF PARTICIPANTS

13.30-15.00 LUNCH

15.00-15.45 SESSION I: ENHANCING WOMEN'S POLITICAL PARTICIPATION

KEY NOTE SPEAKERS:

- **MRS. ANA MARIA PĂTRU, PRESIDENT OF THE PERMANENT ELECTORAL AUTHORITY, PRESIDENT OF ASSOCIATION OF EUROPEAN ELECTION OFFICIALS**
- **MR. RADU PODGOREAN, STATE SECRETARY, MINISTRY OF FOREIGN AFFAIRS**
- **DR. MARÍA MARVÁN LABORDE, ELECTORAL COUNCILOR, GENERAL COUNCIL, FEDERAL ELECTORAL INSTITUTE OF MEXICO**
- **MR. NIALL MCCANN, LEAD ELECTORAL ADVISOR UNDP**
- **MR. RADIVOJE GRUJIĆ, ELECTION ADVISER OSCE/ODIHR**

15.45 -16.00 COFFEE BREAK

16.00-17.30 SESSION II: WORKING GROUPS

WORKING GROUP I

ENHANCING WOMEN'S POLITICAL PARTICIPATION IN POST-CONFLICT AREAS AND COUNTRIES IN DEMOCRATIC TRANSITION – OUTPUT REPORT

WORKING GROUP II

FIGHT AGAINST DISCRIMINATION - THE WAY FORWARD

MR. NIALL MCCANN

MR. CRISTIAN LEAHU – PEA ROMANIA



- **FACILITATORS: THEORETICAL APPROACH AND EXAMPLES**
 - **INTERACTIVE APPROACHES**
 - **COUNTRY CASE STUDIES AND BEST PRACTICES**
- DR. MARÍA MARVÁN LABORDE, ANCA STOICA – UNDP**
- **FACILITATORS: THEORETICAL APPROACH AND EXAMPLES**
 - **INTERACTIVE APPROACHES**
 - **COUNTRY CASE STUDIES AND BEST PRACTICES**

DAY 2, SATURDAY, MARCH 8, 2014

09.00-10.00 SESSION III

WORKING GROUPS: SUMMARIZING IDEAS AND CONCLUSIONS

10.00-10.15 COFFEE BREAK – GROUP PHOTO

10.15-12.00 PLENARY SESSIONS – FINAL CONCLUSIONS

12.00-13.00 CLOSING SESSIONS

13.00 LUNCH



SPEAKERS



MARÍA MARVÁN LABORDE – IFE MEXICO

Electoral Councilor of the General Council of the Federal Electoral Institute since December 15, 2011. From 2002 to 2011 she was Commissioner of the Federal Institute of Access to the Public Information.

She was President Commissioner in this Institute from December 2002 to June 2006. She was also Councilor to the Federal Electoral Institute in Jalisco; and member of the Government Board and adviser of the Social Council of the National Institute of Women.



ANA MARIA PĂTRU – PEA PRESIDENT

President of the Permanent Electoral Authority of Romania (PEA) since May 2012, president of the Association of European Election Officials (ACEEEO) starting September 2013 and member of the Executive Board of the Association of World Election Bodies (A-WEB) since October 2013.

Before, she was vice-president of the Permanent Electoral Authority (March 2007 – April 2012).



NIALL MCCANN – UNDP

UNDP's Lead Electoral Advisor, based at the Bureau for Development Policy in New York. His field experience includes work as Electoral Operations Advisor to the national electoral management bodies in Liberia in 2005 (for UNMIL),



in Sierra Leone in 2006-2008 (for UNDP), and in Kenya in 2010 (for UNDP). For the European Union, he worked as Chief Electoral Technical Advisor in Lebanon (2008-2009) and as Team Leader on the 2010 EU Election Expert Mission in Zambia.



RADU PODGOREAN – MINISTRY OF FOREIGN AFFAIRS, ROMANIA

State Secretary in the Ministry of Foreign Affairs. Mr. Podgorean graduated the School of Philosophy and History, Sociology Department, within the Bucharest University, with a postgraduate studies in philosophy. He served as advisor in the National Securities Commission and also in the Romanian Senate, within the Foreign Policy Committee. Between 2000 and 2008, he was a deputy for two mandates in the Chamber of Deputies, Romanian Parliament.



RADIVOJE GRUJIĆ- OSCE/ODHIR

Election Adviser within of the Office for Democratic Institution and Human Rights/ Organization for Security and Co-operation in Europe. Since late 1990's he has been engaged in various types of election related activities and civil society development – citizen observer group in Serbia and as part of many international election observation missions

throughout OSCE region.

DAY 1- ENHANCING WOMEN PARTICIPATION TO ELECTIONS

“Democracy for half the population is not democracy at all.”



Mrs. Ana Maria Pătru

President of the Permanent Electoral Authority of Romania

On behalf of the Permanent Electoral Authority (PEA), Mrs. Ana Maria Pătru welcomed all the delegates attending the Workshop on *Women's participation in elections*.

She underlined the Permanent Electoral Authority's engagement in supporting other states' efforts in organizing free and fair elections. PEA has chosen to facilitate connections and to generate joint projects. The final goal of these projects is to promote democracy and reliable elections.

The topic of *Women's participation in elections* was selected to outline the principle that all individuals, men and women, have the right to equally take part in political life at all levels, as voters, candidates, election officials and civil society representatives.

Equal participation of women in politics and government is essential to build and sustain democracy. Comprising over 50 per cent of the world's population, women continue to be under-represented as voters, political leaders and elected officials.

Democracy for half the population is not democracy at all.

Nowadays, only one out of five legislators in the world is a woman and there are many countries that still deny women the right to vote. Although the principle of equality is often invoked, many countries do not have effective legal protection against discrimination or legal instruments to promote equality.

In Europe, positive discrimination, which is regarded as the preferential treatment either by sex, race, age, marital status or sex orientation, is especially applied to women.

Thus, in many European countries, especially in the North, women receive different treatments when applying for a position in government institutions. Political parties impose quotas representing the number of seats to be filled by women, and the examples may continue.

Gender imbalance remains a matter of concern also for the European Commission, even though there have been developments regarding women's decision-making positions. Beyond reports and steps taken, the process of



changing mentality is longer. European Commission's aim is to change the legal framework to correct an anomaly: in leadership positions only one person in seven is a woman.

In Romania, even though the law states that the public funding of the political parties could be increased in proportion to the number of women elected to the Parliament; this does not appear to have stimulated their greater participation.

According to our data, 339 women participated to the Parliamentary elections, on behalf of different political parties and alliances, representing 13.8% of the total of 2.451 candidates. Only 20% of the women candidates obtained a seat within the Romanian Parliament.

"I am a woman and I know how hard it is to hold a key position in a public institution, especially when it comes to elections' administration and not only. I have to work twice as hard as a man in my position, and not because I am not capable of doing my work. But I am aware that a woman leader must double her efforts in order to achieve the same recognition for the same work a man leader does. I strongly believe that a democratic government must be truly representative and women must be equal partners in the process of democratic development."



"The role of women in society today has changed significantly because their continuously perseverance and



struggle in obtaining political and electoral rights.”

Radu Podgorean, State Secretary within the Romanian Ministry of Foreign Affairs

Mr. Podgorean emphasized in the opening session the relevance of the Workshop topic and spoke about the good communication skills and discipline of women, very important qualities for the decision-making process and in managing challenges in a world increasingly marked by conflict and tensions.

In this respect, it is desirable a more active participation of women in decision-making process at national and regional level, but also within the international institutions and mechanisms for the prevention of conflicts and in the process of settlement and post-conflict management;

The European institutions and international organizations recommend the support of women inclusion in the decision-making mechanisms that manage conflicts and crisis.

Mr. Podgorean mentioned both the increased role and contribution of women in United Nations field operations, especially among military observers, civilian police, and humanitarian personnel and the recognition and appreciation of women in defending human rights;

In the final, Mr. Podgorean stated and declared his appreciation and confidence for the Workshop that represents a good opportunity to exchange ideas and experiences.

„We have here representatives from countries that have experienced conflicts or in the process of consolidating their democratic regimes that can generate new projects and remedies for supporting a more active involvement of women in politics. I express my conviction that *Women's participation in elections* and generally their active involvement in political life represent a component for the advancement of a society and also I truly believe that it depends to their perseverance, patience and goodwill to change the society.”



„It is clear that advancing equal participation of women in political life is still very much a work in progress, both around the world and in the OSCE participating States.”

Radivoje Grujić

Election Adviser, ODIHR Election Department

Mr. Radivoje Grujić stated that OSCE Office for Democratic Institutions and Human Rights (ODIHR) began to systematically observe women's participation in elections in 2000. Since then OSCE/ODIHR has consistently mainstreamed gender issues in all of its election-related activities and projects, including observation missions.

The mentioned approach hinges on two objectives: to provide a gender-sensitive and professional working environment for OSCE/ODIHR staff; and second, to ensure OSCE/ODIHR reporting is gender-balanced and that it dedicates special reporting on gender issues in all its publications, especially in the observation missions' reports.

He continued by presenting the OSCE commitments on Women's Participation.

The foundation of OSCE work rests in the recognition by all 57 OSCE participating States of the equality between men and women as a fundamental aspect of a just and democratic society. They have committed to promote equal opportunities for the full participation of women in all aspects of political and public life.

OSCE commitments related to gender equality and women's participation in political and public life have evolved greatly in almost 40 years since the adoption of the Helsinki Final Act in 1975. In Helsinki, participating States committed themselves to respect human rights and fundamental freedoms for all without distinction to sex.





In the Charter for European Security, adopted at the 1999 Istanbul Summit, participating States reaffirmed the essential role of gender equality for achieving a more peaceful, prosperous and democratic OSCE region, and underlined the need to pursue gender equality objectives both at the level of participating States and within the Organization.

Further on, the 2004 OSCE Action Plan for the Promotion of Gender Equality outlines actions to be taken by the participating States and by the Organization in the following priority areas: ensuring non-discriminatory legal and policy frameworks; preventing violence against women; ensuring equal opportunity for participation of women in political and public life; encouraging women's participation in conflict prevention, crisis management and post-conflict reconstruction; promoting equal opportunity for women in the economic sphere; building national mechanisms for the advancement of women.

At the Athens Ministerial Council, held in December 2009, the participating States adopted a Decision on Women's Participation in Political and Public Life, which provides a new momentum to address the continued under-representation of women in governance structures across the OSCE region. It calls on participating States to undertake specific measures to promote gender balance in all legislative, judicial and executive bodies, especially emphasizing the need for gender balance at decision-making levels.

In addition, almost all OSCE participating States have ratified international treaties or other documents promoting gender equality, including in particular the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the International Covenant on Civil and Political Rights (ICCPR).

Women make up more than half of the population and the electorate, but continue to be seriously under-represented in political and public decision-making processes in a large number of OSCE participating States.

On a regional scale across the OSCE, there was an average of some 14 per cent of women in national parliaments in 1995. Currently this rate stands at around 25 per cent. Nineteen years have resulted in only an 11 per cent increase in women's representation in parliaments. This increase is largely due to significant progress made in a small number of participating States. In many



countries, progress has stagnated. Only 15 of 57 participating States have 30 per cent or more women in parliaments (an interim global benchmark set by the UN in 1995).

It is clear that advancing equal participation of women in political life is still very much a work in progress, both around the world and in the OSCE participating States.

Further on, Mr. Radivoje Grujić pointed out the most important steps of ODIHR Experience in Monitoring Women's Participation in Elections.

The 2004 OSCE Gender Action Plan tasked ODIHR to *"... continue, as a part of its Election Observation Mission, to monitor and report on women's participation in electoral processes. When possible, additionally, the ODIHR will commission and publish reports specifically analysing the situation of women in electoral processes."*

However, ODIHR began to systematically address women's participation in elections as early as 2000, when a gender expert joined our election observation mission to Romania. The expert developed an initial methodology in this area and, for the first time, we specifically commented on women's participation in our preliminary statement and final report.

During the course of 2002, the methodology was further refined, resulting in the 2004 publication of the ODIHR Handbook for Monitoring Women's Participation in Elections. This handbook provides guidance for observers so that they report on this issue in a systematic and consistent manner. Monitoring the equal participation of men and women in elections is a shared responsibility of every member of election observation missions.

Each election observation mission draws conclusions on the extent to which an election process meets OSCE commitments and reflects other international standards for democratic elections. As part of this, an observation mission takes fully into account how the election process affects both women and men. Unless an election includes the opportunity for full and equal participation of women, an election cannot possibly fulfil OSCE commitments.

ODIHR regularly provides gender-specific analysis of election processes



and women's participation in elections as voters, candidates, and elected representatives. It assesses the role that women have within state institutions, electoral administration bodies and political parties, the impact of countries' legal frameworks on women's de facto opportunities to participate effectively in elections, and the different ways in which the media portrays women and men as candidates during elections.

On many election observation missions, ODIHR used to deploy a specific Gender Analyst to contribute to this analysis. The analyst provides guidance to other core team members to ensure a gender perspective in all aspects of the mission's analysis. The Gender Analyst also works together with the co-ordinator of long-term observers to ensure that these observers are prepared to monitor effectively the participation of women in the regions. Finally, observation forms that are filled in by short-term observers also include gender-specific questions, as well as the monitoring of cases of 'family voting' or 'proxy voting' which often disadvantage women in particular.

Gender Mainstreaming – What Do We Mean?

- In last few years, ODIHR turned to gender mainstreaming in its' observation efforts. If there is no Gender Analyst, the team members provide the necessary analysis to assess women's participation in an election process and to ensure that this issue is adequately reported on. Like all aspects of an election process, our final reports include recommendations on ways to enhance women's participation, if necessary.
- Analysis: Each analyst to assess gender under their given areas of responsibility.
- Reporting: Gender-related issues to be assessed in thematic sections rather than a separate section.

Challenges, however, remain, he concluded. Analysis remains more quantitative than qualitative, while further attention can be given to emerging areas, such as campaign finance (and the difficulties women face in raising campaign funds), e-voting (and how lower IT literacy rates among women can



affect their participation in some countries), as well as the judicial system (and the low number of women involved in electoral complaints). Questions also remain on when the most appropriate time is for a gender analyst to be deployed, if such analyst is to be deployed at all.

„To conclude, I believe ODIHR can reflect positively on its role in monitoring women’s participation in elections. However, at the same time observation missions must remain vigilant of the ongoing political, social and economic barriers that women face in many countries, and continue to adapt their methodologies’ accordingly.”



“It is clearly not enough to only pledge in laws and regulations to ensure equal access and opportunities for women and men. It is necessary to establish policies that provide the conditions for real change for the benefit of those in disadvantage!”

Dr. María Marván Laborde, IFE Mexico

Dr. María Marván Laborde, presented a comprehensive approach to *Political Rights of Mexican Women*.

There are some principles that must be taken into consideration:

- Ethical convictions affirm that women and men are created equally.
- Political principles indicate that equality is a fundamental principle of democracy.
- Juridical values, which are the essence of every Constitution, claim that Equality is one of its core principles.
- However, men and women seem to develop within different



circumstances and, as a result of historical and cultural conditions, women have not been able to enjoy equality. Unfortunately, electoral affairs are no different.

She described the key steps in the political participation of Mexican women evolution:

- In October 1953, Mexican women achieved the right to exercise their vote and to be elected.
- In 1954, four women were elected as federal deputies.
- In 1958, a woman from an opposing party is elected as deputy.
- In 1988, a political party nominates a woman as a representative in the run for President.
- 51.59% of the Mexican Nominal List of Electors (those who have an accredited voting card) are women. As of January 4th, 2013, from a total of 80,389,692 citizens the total women are 41,640,241.

As every ware in the world, Latin American women have to face several challenges in electoral affairs.

Standing in elections as Candidates and Pre-Candidates, women had to deal with one of the following strategies used by the political parties in order to avoid equality for women:

- Pressure the candidate to give up her nomination to a man;
- Send women to districts with very little support, or prevalent links to organized crime;
- Lack of financial, material and human resources and support;
- Attacks and threats during the campaign;
- Discriminatory treatment in the media.

Things were no different for the women in the position of legislators and state or municipal authorities:

- Pressure upon their decision-making, forcing them to support specific



groups or interests.

- Harassment that creates difficulties to their regulation and oversight role.
- Threats, intimidation and extreme physical violence against them or their families, even murder and rape.
- Concealment of information.
- Their wages are withheld, or constrained to illicit budget limitations.
- Their opinions or proposals are disregarded.
- They are segregated to roles or positions of low influence or non-existent budget.

In personal affairs, they have to confront with:

- Libelling, slander, calumnies, permanent criticism.
- Higher expectations and exigencies than men.
- Mockery to their personal life.
- Discrimination in the media, gossip about their personal life, their sexuality, physical appearance, attire, etc.
- Double work shift: as civil servants and housewives.
- Relationship conflicts that lead to separation due to their political affairs.

Actions are being taken. Dr. Marván Laborde pointed out that there are strategies meant to establish equal opportunities, through specific procedures, to compensate or correct the discrimination resulting from social practices or systems.

In governmental procedures these are called public policies, expressed by a law, a court order or a formal decision, to improve opportunities for social groups which have been in disadvantage.

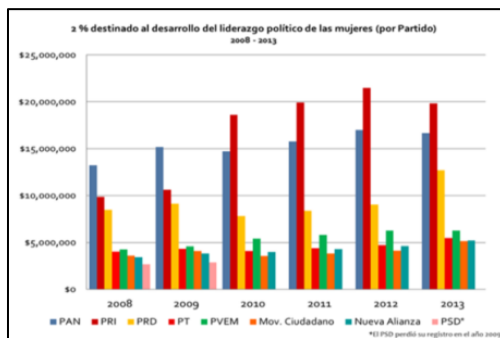
Here are few examples of affirmative actions in Mexico, through the Electoral Law (COFIPE):

- 1990: Political parties shall encourage their inner gender equity.
- 1993: Political parties will promote greater participation of women.

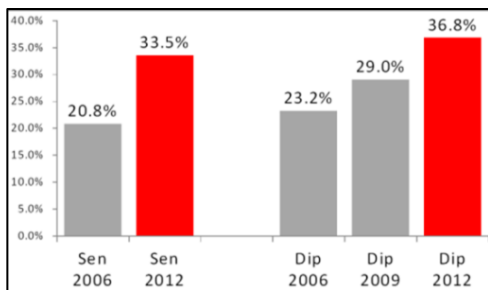


- 1996: A maximum of 70% is established for candidates of the same sex.
- 2002: Additional regulations and admonition for breach of agreement.
- 2008: Gender quota 40/60 is established. If a political party does not comply, it will be publicly admonished; if the fault is not corrected, it may be denied registration.
- The 2008 reform states that 2% of the regular budget of the political parties will be used for training, promoting and development of the political leadership of women.

The graphic in the right shows how much has each political party assigned for training its women affiliates? (In Mexican pesos)










RELEVANT FIGURES ON REPRESENTATION ON WOMEN IN THE MEXICAN PARLIAMENT










REPRESENTATION OF WOMEN IN THE
CHAMBERS OF SENATORS AND
DEPUTIES (2006-2012)



CHAMBER OF SENATORS (WOMEN/MEN, 2013)

Grupo Parlamentario	Total del Senado		Total
	Mujeres (%)	Hombres (%)	
	12 (32%)	26 (68%)	38
	20 (37%)	34 (63%)	54
	6 (27%)	16 (73%)	22
	2 (40%)	3 (60%)	5
	2 (29%)	5 (71%)	7
	1 (50%)	0 (50%)	1
	1 (100%)	0 (0%)	1
TOTAL	44 (34.4%)	84 (65.6%)	128

CHAMBER OF DEPUTIES (WOMEN/MEN, 2013)

Grupo Parlamentario	Total de la Cámara de Diputados		Total
	Mujeres (%)	Hombres (%)	
	36 (32%)	78 (68%)	114
	80 (38%)	133 (62%)	213
	37 (37%)	63 (63%)	100
	6 (40%)	9 (60%)	15
	12 (43%)	16 (57%)	28
	8 (40%)	12 (60%)	20
	5 (50%)	5 (50%)	10
TOTAL	184 (37%)	316 (63%)	500

DAY 1- DEBATING CASE STUDIES AND BEST PRACTICES

The Workshop emphasized hands-on, practical learning derived from case studies and best practices from practitioners in the MENA region and international experts.

Individual presentations and two interactive working group sessions have been used as main facilitation methods and techniques.



Facilitator - Niall McCann, UNDP

Rapporteur - Cristian Leahu, PEA Romania

WORKGROUP I - Enhancing women's political participation in post-conflict areas and countries in democratic transition

“Legal rules requiring a minimum percentage of persons of each gender among candidates should not be considered as contrary to the principle of equal suffrage if they have a constitutional basis”

Venice Commission's Code of good Practices in Electoral Matters



Anne Serafini-Grandvoisinnet, from Venice Commission presented the general principles of quota systems and how they influenced the level of women representation in national Parliaments.

There are 2 different types of quotas:

1- Legally binding quotas, (constitution/electoral law)

Legislated quotas

- soft: global percentage
- hard: specific ranking

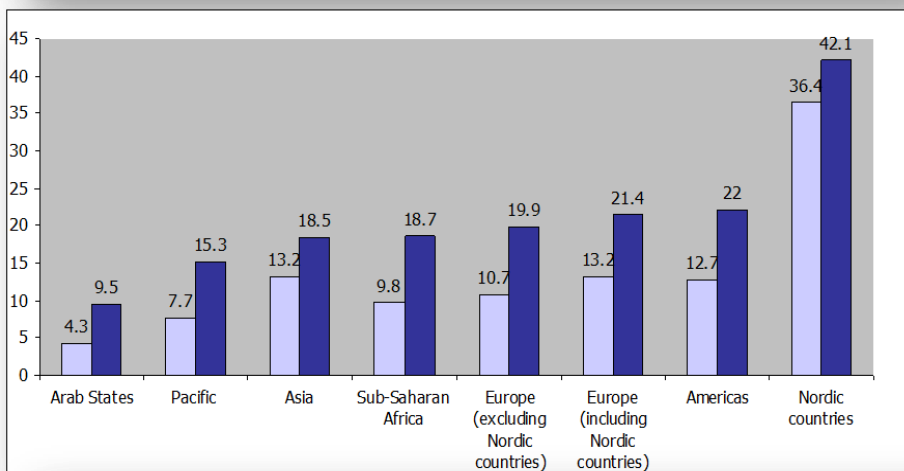
Reserved seats

2- Voluntary Political party quota



Representation of women in national Parliaments evolved, since 1995 to 2013,

	1995	2000	2005	2010	2012	2013
% Women in Lower or Single Houses	11	14	16	19	21	22



Country	Percent women	Percent point difference	Electoral system	Legislated Candidate quota	Voluntary Political party quota	Legal Sanction Non compliance
Senegal	42.7%	+24.7	Mixed	Hard (Z)	NO	rejection
Algeria	31.6%	+23.9	List PR	Reserved seats (%)	YES	rejection
East Timor	38.5%	+10.8	List PR	Hard (1/3)	NO	rejection
Serbia	32.4%	+10.8	List PR	Hard (1/3)	NO	rejection
Mongolia	13.5%	+9.6	Mixed	Soft (20%)	NO	rejection



from 11% to 22%. The Nordic countries of Europe reached 42% women presence in Parliaments, while in Arab states the percentage still varies between 4% and 9% (1995 – 2010)

This is how the level of Women representation in Lower or Single Houses look, after Parliamentary Renewals in 2012:

Mrs. Anne Serafini-Grandvoinnet points out some interesting connections between Quotas and electoral systems:

- 118 countries use some form of quota.
- Quotas should not be « cut and paste » but adapted to the country and electoral system.
- First past the post is the most difficult electoral system to introduce quotas.
- A Proportional system with closed list and big districts is the most women friendly electoral system.
- Noncompliance sanctions should be legally provisioned AND consistently enforced.
- Be careful with the replacement provision.
- Only few countries are using reserved seats: Rwanda, Bangladesh, Pakistan, Tanzania and Uganda.

The debates continued with relevant aspects from the national legislation of the participants' countries and the solutions adopted in order to enhance women political participation. Most of the participant countries adopted a **quota system**.

Libya has reserved seats for minorities and women (6 seats each). The speaker indicated the fact that national or international workshops organized by NGO's address only large cities where there is no need for awareness raising, while small towns need special attention.

In **Palestine**, the law establishes a quota which guarantees the election of



women (one woman for every 5 candidates). However quotas don't resolve the problem as long as political parties don't promote women but use them in order to formally follow the prescriptions of the law.

Bosnia and Herzegovina's representative declared there have been over 18 modifications of the electoral laws between 1996 till present time. The first quota - a woman for every 3 candidates - was introduced in 1998, after the 1996 elections when only 2% of women were elected. Repeated modifications generate contradictions within the electoral law as a new rule pertaining to strict equality between women and men was introduced.

In **Lebanon** there is no quota system, as the specifics of the electoral system make the introduction of a quota difficult. However, a quota for the Lebanese electoral system is not impossible to introduce. The electoral commission drafted a law proposal on the introduction of the zebra system – a 30% quota. Political representation of women is based mainly on family ties – widows, wives other relatives of known politicians. In Lebanon 51% of the electorate is comprised of women; 52% of the actual voters are women.

The first past the post system blocks the access of women to elected positions.

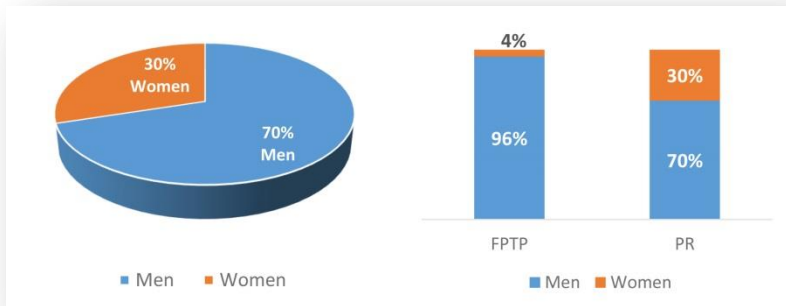
An evolution of the role of women within political parties can be noticed. Unfortunately this is not accompanied by an increase of women in elected offices. In 2009 there were 0% women in electoral commissions. In 2013 the level reached 22% women in electoral commissions.

Nepal has a modern electoral legislation which provides a 33% quota for women candidates. However, legislative loopholes allow political parties to circumvent the quota and to decide who will get the actual mandates.

The law produced the same results in 2008 and 2013 elections, with a slight decrease in 2013 elections. (2008 – 33% elected women; 2013 – 29% elected women).



The 2013 Constituent Assembly Election



In **Iraq** electoral laws favour women when submitting candidacies. All candidates must deposit a financial guarantee which is much smaller for women. 25% elected positions belong to women.

The workgroup also analysed how is the gender issue reflected in **Political finance**.

In **Libya** the political expenditure limit and monitoring don't address the gender issue. There is no public financing. An interesting fact is that during last elections, women chose to candidate on general lists as opposed to women or minorities





WORKGROUP II - Fight against discrimination - the way forward

list. This shows in the opinion of the speaker the confidence women candidates have in the electoral process and in their chances to win. There is a gender dimension however, mainly generated by religion and tradition, which usually impedes women to stand as candidates during elections.

Palestine's representative declared there are no rules on political party financing.

In **Bosnia and Herzegovina** 10% of the public subsidies are given to political parties which promote women on their lists.

In **Iraq** there is no political party financing law. In 2014, candidates were obligated to open public accounts, monitored by the authorities.

As for **Romania**, political party financing law provides financial incentives for political parties which promote women. Legal provision is vaguely formulated and it doesn't ensure or promote a larger representation of women.

French electoral legislation provides for a quota which in spite of dissuasive sanctions is not respected by political parties.

In **Georgia** political party financing law provides for a 20% more funds for political parties which include at least 20% women on the list of candidates. A proposal was drafted in order to increase the percent by 10%.



Facilitator - Dr. María Marván Laborde, IFE Mexico

Rapporteur - Anca Stoica, UNDP

- The XX Century was characterized by the struggle for women's suffrage and for equality regarding education, employment and property.
- The 70's is continuing the struggle for more representation and inclusion of women, emphasis on reproductive rights. The speech changed from 'political rights' to 'women in political decision-making'.
- In the 90's the subject to debate were Gender quotas and 30% of women in Congress.

In the opening of discussion, Dr. María Marván Laborde presented significant facts and figures about Mexican women's political participation.

The next two graphics show the Representation of women in Mexican legislative branch after the elections in 2009 and in 2012:

Principle	2009				2012			
	Women		Men		Women		Men	
RM	77	25.7%	223	74.3%	91	30.3%	209	69.7%
PR	64	32%	136	68%	94	47%	106	53%
Total	141	28.2%	359	71.8%	185	37.4%	315	62.6%

Chamber of Deputies

Principle	2012			
	Women		Men	
RM	27	27.8%	70	72.2%
PR	16	51.6%	15	48.4%
Total	43	33.6%	85	66.4%



Senate

Significant steps have been made by stipulating gender quotas in the federal electoral law:

- 1993: Political parties will promote greater participation of women in Mexico's political life.
- 2002: Political parties shall present, at least, 30% of candidates of the same sex.
- 2008: Gender quota was raised to 40%.
- 2012: With no change in the Law, this 40% was made effective by a decision of the Judicial Branch.

Another strategy used was enhancing women's political participation through political parties funding:

- **2008:** 2% of total public funding: training, promotion and development of the political leadership of women.
- **2012:** in total, the seven Mexican political parties received USD 5,000,000. There was an oversight as for the money assigned for female candidates.
- **2014:** the seven political parties received 76 million pesos (USD 5,700)

Political parties shall present proof of the money they paid for training, promotion and development of women's political leadership (every year in February).

The programmes shall include the following elements:

- a) Affirmative actions,
- b) Decrease in inequality gaps between women and men,
- c) Empowerment of women,
- d) Substantive equality,



- e) Women's political leadership, and
- f) Gender perspective.

IDENTIFIED CHALLENGES

- Constitutional electoral Reform in 2014: political parties shall promote the political participation with rules that ensure gender parity in candidacies for federal and local legislators.
- Initiative for legislation: applications must integrate fifty percent of candidates and substitutes of the same gender.
- Ensuring equal access for other elected positions at the municipal and state levels.

Interesting facts and figures:

- Research and statistics show that parties can win with women, but the main challenge is to get the women into those eligible positions (women are more risk avert, perceived as less corruptible, etc.)
- In Romania, for instance, 69% of the graduates in political sciences, administrative sciences, sociology and economy are women! So women as less educated in this field are not a reality.
- Many opponents of the quota law defend their positions arguing that quotas mean discrimination to begin with. In reality, with more than 50% women in most countries, this is merely a correction of a de facto discrimination.

An interesting material on **Elections and Women's Political Participation in Nepal** was sent by the representatives of UNDP Nepal after the workshop. Due to the relevance of its topic, we chose to include it here, as follows:

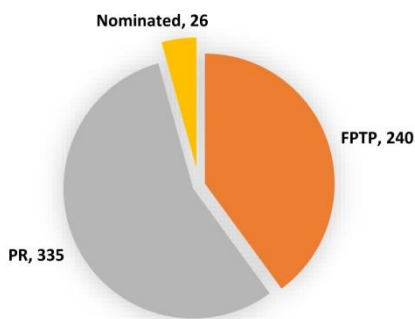
Legal framework and measures to encourage the increased participation of women

- Mixed Electoral System, Proportional Representation and First-Past-The-



Post

- A minimum of 1/3 of total nominated candidates shall be women (through both PR and FPTP)
- 50% of PR candidates shall be women
- Political parties have 10% flexibility in the application of above quota
- ECN has authority to reject lists from political parties not complying with quota system
- Election act gives authority to ECN to remove candidates from Party lists if they do not comply with 50% women
- 50% of candidates from marginalized groups with specified quota requirements shall also be women



**MIXED ELECTORAL
SYSTEM: SEAT
DISTRIBUTION**

In addition to quotas for women, the constitution also singles out other groups for targeted levels of representation.

These groups represent some of the most marginalized and vulnerable communities in the country.

PR LIST QUOTA REQUIREMENTS				Total PR Quota
SN	Group to be represented		Percentage of candidates	
	Women		50%	
1	Madhesi	Women	15.6%	31.2 %
		Men	15.6%	
2.	Dalit	Women	6.5%	13 %
		Men	6.5%	
3.	Indigenous Groups	Women	18.9%	37.8 %
		Men	18.9%	
4.	Backward region 1	Women	2%	4 %
		Men	2%	
5.	Khas Aarya and Others 2	Women	15.1%	30.2 %
		Men	15.1%	

* An overlap within some groups has made the total more than 100%

The table below details the percentage requirements that political parties must comply with when submitting their list of candidates under the PR system. As



indicated, political parties are required to ensure gender parity within these groups as well.

The 2013 Constituent Assembly election was held on 19 November 2013 and saw the participation of nearly 10 million voters of which 52 percent were women. This indicates that women in Nepal are not only interested in taking part in the electoral process but are doing so in large numbers. More than six million women voters stood in long lines to cast their vote and have a say in who drafts their country's democratic constitution.

In addition to turnout to vote on Election Day, many women also took part as candidates. A total of 16,837 candidates vied for elected office through both the PR and FPTP systems. Through the First-Past-The-Post system, 667 women candidates took part while 50 percent of the 10,007 candidates in the PR lists were women. While this represents fewer numbers of candidates taking part than in the 2008 Constituent Assembly election, they were able to retain 30 percent of the seats in the new Assembly.

With the various measures, both through the legal framework as well as the other steps taken by the Election Commission of Nepal to encourage their participation, women were able to secure thirty percent of the 575 seats in the 2013 Constituent Assembly. Ten women were directly elected through the FPTP system and 162 women came through the PR lists. The graphs below illustrate the gender breakdown of the new Constituent Assembly Election excluding the 26 seats that are filled through a separate nomination process.

Other measures initiated by the commission to encourage women's increased participation

- Adopting a Gender Policy;
- Establishment of a Gender Unit;
- Easing of voter registration requirements (i.e. citizenship certificates) to increase voter registration numbers, especially among single women and women from minority groups;
- Recruiting female volunteers, polling staff, security personnel;
- Collection and analysis of gender disaggregated data for voter turnout,



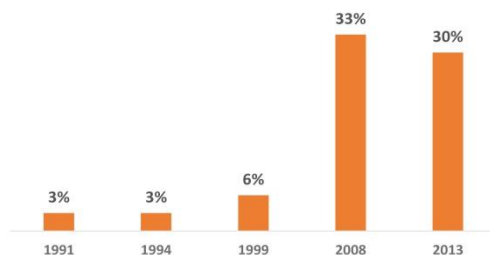
for the first time;

- Piloting women-only managed polling stations on E-Day;
- House to house campaign by female community level voter educators;
- Ensuring 50% of female participation in voter registration, as enumerators/data entry operators;
- Outreach by the Electoral Education and Information Center (EEIC) to women and marginalized communities;
- Special voter education campaign materials targeting women;
- Special provision for pregnant women and women with children on E-Day to facilitate easier access to the polling booth;

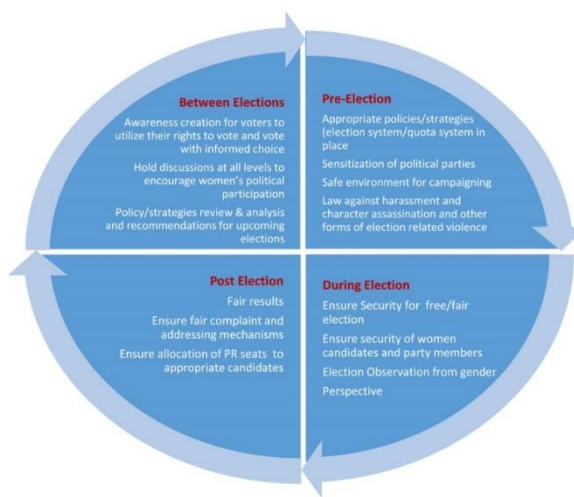
Historical trends

While far from a truly equal society where men and women have the same influence and access to opportunities, Nepal did achieve significant gains in a short period of time through the special measures adopted in the 2007 Interim Constitution and the other steps taken by the Election Commission of Nepal ahead of the recently held CA election.

Women's representation in legislature went from its highest in 1999 at under 6 percent to over 33 percent in 2008 and 30 percent in the November 2013 Constituent Assembly election. There was great effort to try and retain the 33 percent achievement of 2008; however political parties did not nominate as many female candidates under the FPTP system in 2013. This, amongst others, is one of the main reasons why women's representation in the CA went down in 2013.



Women's representation over time



The Electoral Cycle and Women's Participation



WORKGROUP I - Enhancing women's political participation in post-conflict areas and countries in democratic transition

DAY 2- DRAWING CONCLUSIONS

The participants concluded there is no one size fits all formula on designing public policies aimed at enhancing women's role in a society.

The legitimacy of such measures plays a key role in their efficiency and their efficacy. Concepts like legitimacy and social value are intertwined without being identical. Legitimacy is also based on affective factors or personal interests. On the other hand, the efficiency of a public policy may contribute to its popular support, thus increasing its legitimacy.

The workgroup considered a series of country case studies, and analysed these within the country's context and, where possible, across countries, and developed a set of conclusions from these, as follows:

- The costs of electoral participation are higher/different for women;
- Political participation is a burden for women;
- Gender quotas for elected and nominated positions within national and local governments and political parties must be tailored to suit the national context;
- Electoral systems influence the representation of women.
- Political representation of women must be addressed within political parties;
- Legislative modifications addressed to gender mainstreaming have practical implications which must be analysed together with EMB's;
- Political and electoral participation of women can be promoted via political financing and political party reform;
- Women leaders and politicians should promote equitable representation and participation.



WORKGROUP II - Fight against discrimination - the way forward

After analysing a series of country case studies, the Workgroup nr. 2 formulated the following conclusions:



➤ Equitable participation of women in politics and government is essential to building and sustaining democracy. Comprising over 50 percent of the world's population, women continue to be under-represented as voters, political leaders and elected officials. Democracy cannot truly deliver for all of its citizens if half of the population remains underrepresented in the political arena.

➤ As activists, elected officials and constituents, their contributions are crucial to building a strong and vibrant society. It is therefore essential to support women around the world because:

- Women are highly committed to promoting national and local policies that address the socio-economic and political challenges facing women, children and disadvantaged groups.
- Women are particularly effective in promoting honest government. Countries where women are supported as leaders and at the ballot box have a correspondingly low level of corruption.
- Women are strongly committed to peace building, as they often disproportionately suffer the consequences of armed conflict. Reconstruction and reconciliation efforts take root more quickly and are more sustainable when women are involved. By helping women become participating members of a democracy, one can look to mitigate conflicts or stop conflicts before they begin.
- Women are strongly linked to positive developments in education, infrastructure and health standards at the local level. Where rates of



gender development and empowerment are higher, human rates of development and standards of living are also higher.

- Mapped the situation in Romania, Mexico, Lithuania, Latvia and Ukraine, Russia and Nepal – looks like Mexico has set a good example to follow: quota law with at least 40% of each gender represented in parliament; 2% of total public funding: training, promotion and development of the political leadership of women;

The programmes shall include the following elements:

- Affirmative actions,
 - Decrease in inequality gaps between women and men,
 - Empowerment of women,
 - Substantive equality,
 - Women's political leadership, and
 - Gender perspective.
- The key areas that influence the presence of women in politics include legislation, in particular - the electoral law (the judicial power should help to enforce it - case of Mexico), democracy inside political parties and public debate.
 - The aim of introducing gender quotas on election lists, as part of the legislative changes, is to ensure an equal start for men and women at the electoral race. However, the analyses of the influence of a particular place on the candidates list on their election success show that being present on the list is just the first, small step on the way to such success. The position that a male or a female candidate occupies on the list of a given party is of key importance.





The solution recommended is to alternate men and women on the list. This mechanism, informally referred to as a “zipper system”, is used by political parties in countries such as Sweden, Germany or Slovenia. Its introduction makes it possible to avoid a situation where women are usually placed at the very end of the list. Supplementing the quota mechanism with alternating male and female candidates offers a chance for equal opportunities for men and women in the electoral process in proportional representation electoral systems. The proportional system is most suitable to enable women’s inclusion in political life.



Political parties :

- Parties should introduce voluntary internal quota, but make it mandatory within their party
- Parliamentary groups should promote women speaking on their behalf, especially during parliamentary debates.
- Parties should promote balanced participation of men and women in their managing bodies.
- Women’s groups should be formed within political parties.
- Political parties should allocate the party funding in such a way that women standing for election could use the funds to a greater extent (affirmative action, temporarily)
- Parties should establish a fund from which they could fund initiatives supporting women.
- Women’s groups within political parties should organize women’s mentoring within the party which would consist in female candidates being tutored by other women, those who have already been elected to local or national authorities.
- Regulations concerning parity and the so called zipper rules with regard to election lists should be included in the parties’ statutes



FINAL REMARKS

The Workshop was meant to respond to the capacity building needs in the field and was addressing women's participation in electoral process both as voters and as candidates, as well as women's access to Parliament and political parties.

The participants had the opportunity to:

- Deepen knowledge and tools to facilitate policy making process and advocacy related to women's participation in election;
 - Be updated with successful initiatives and innovative case studies aiming to promote women's participation in elections, so they can apply the explicit knowledge in their own country;
 - Identify existing gaps in terms of tools and methodologies that could help to further facilitate policy making in this field.



In the final speech, the Permanent Electoral Authority's Vice-President, Mr. Marian Muheleş, concluded that the seminar reached its objectives and that the Permanent Electoral Authority is interested in providing further assistance for the promotion and encouragement of women in politics and in elections. Also, the Permanent Electoral Authority welcomed the initiatives of other countries and



exchange of experience in the process of transition to democracy.



The Permanent Electoral Authority wishes to express its satisfaction for the successful outcome of the Workshop on Women participation in election.

Once again, we want to express our strong commitment to be part of the international joint efforts in promoting the spread of democracy through free and fair



elections and equal access to political life and electoral processes.