

Creating a Political Party Gender Action Plan: Key Components¹

Type of Activity	Activity
1. Conduct a gender audit of internal party procedures	<ul style="list-style-type: none"> Conduct a self-assessment or gender audit of key party processes and practices, the party's views regarding gender-equality issues, as well as the distribution of work and power within the party based on the sex of the party member.
2. Develop and build party leadership support for a Gender Equality Action Plan	<ul style="list-style-type: none"> Develop a party-specific gender action plan, based on the findings of the gender audit. Ensure that the party's main organs agree to discuss the implementation of this action plan at least once every four years and to accept the development of new action plans, based on progress made.
3. Strengthen party founding documents	<ul style="list-style-type: none"> Introduce provisions in party statutes to ensure minimum representation of women in parties and especially in party decision-making bodies and processes. Introduce or strengthen internal party codes of conduct or policies to prohibit discrimination and harassment based on sex or gender.
4. Include women's sections in party statutes/by-laws	<ul style="list-style-type: none"> Establish or strengthen autonomous women's organizations or sections ("women's wings") within the party. Introduce provisions in party statutes or by-laws that require the representation of women's sections in decision-making bodies and processes.
5. Support the party's gender-equality mechanism/ women's section	<ul style="list-style-type: none"> Develop specific activities that women's sections can undertake, including mentorship programmes, trainings, forums or open debates. Ensure the women's sections are provided with resources to undertake these activities.
6. Collect sex disaggregated data	<ul style="list-style-type: none"> Collect and regularly maintain sex-disaggregated membership statistics, including at local and regional levels.
7. Enhance internal party democracy by making party processes more transparent and fair	<ul style="list-style-type: none"> Advocate for the introduction or application of existing internal party procedures regarding party recruitment, promotion of party members, candidate selection, decision-making and allocation of resources in a clear and transparent manner and according to democratic principles. Ensure party procedures are written down in a clear and gender-sensitive manner. Introduce induction courses for all newly-recruited male and female party members, with a module on gender equality in political parties.
8. Adopt internal party measures to promote women as leaders and candidates	<ul style="list-style-type: none"> Adopt at the highest executive party level an operational plan for gradually increasing the share of women in all bodies of the party and in key party roles, in a way that reflects the share of women in party membership. Voluntarily set time-bound benchmarks, targets or quotas to achieve increased representation of women within the party.
9. Organize training and leadership development	<ul style="list-style-type: none"> Develop special types of training for women members (on leadership skill development, preparing women as candidates, etc.).
10. Conduct internal party awareness raising	<ul style="list-style-type: none"> Raise awareness of all party members on the party policy regarding gender equality. Organize seminars to increase party understanding of gender-equality objectives and policy for both male and female party activists, members and officials, including all those who perform public roles for the party.
11. Develop concrete party platform positions on gender equality-related issues	<ul style="list-style-type: none"> Define priorities and prepare concrete party platform positions that address specific gender-equality issues and challenges. When in opposition, a party (and not only the women's wing) should organize campaigns advocating for the introduction of such policies; when the party is a governing party, it should drive the process of introducing such policies and persevere in their implementation.
12. Link party recruitment and promotion to gender equality efforts of prospective and actual members	<ul style="list-style-type: none"> Include respect and support for equality between women and men as a requirement or condition of membership in the party. Link promotions within the party (to party leadership positions, eligible places on the lists, placement of candidates in winnable districts or other authority roles) to the commitment and successful work of both male and female candidates or party members to promote gender equality.

¹ *Handbook on Promoting Women's Participation in Political Parties*, OSCE/ODIHR, 2014, <https://www.osce.org/odihr/120877>.