

WIN WITH WOMEN

Building Inclusive
21st Century Parties:
Assessment Tools



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WIN WITH WOMEN:

Building Inclusive 21st Century Parties: Assessment Tools

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Win With Women Assessments: Guidelines for Conducting Secondary Data Collection

The purpose of secondary data collection is to better understand the established rules and procedures within parties. It involves a review of existing governing documents such as a written constitution, rules, or codes of conduct, and any available documentation on internal practices and the status of women in the political party, including the number of women members and women leaders. This establishes current facts about the levels of women's involvement of the party, and confirms existing policies or mechanisms that support or exclude them.

The researcher conducting the initial desk review should also look for statistics that indicate the status of women's empowerment and gender equality in the country on a wider level. Civil society groups, especially those focused on women's rights, may have important information about the socio-cultural barriers and norms in a country that influence women's ambitions and abilities to enter and participate in politics and political parties. These organizations (or even individual activists) may already have records, anecdotal evidence or other relevant information that can be useful to the practitioner administering the assessment. For example, statistics on the levels of violence against women in the country, past incidents of VAW-PP and the levels of women's participation within different parties may not always be publicly available; but civil society organizations often collect unofficial data that can be used instead. Additional reports or research documents shared by international organizations or academics on the status of women in the country can also be a source of information.

In some cases, country experts in the academic, diplomatic, development or other communities may be willing and available to share their perspectives via phone, Skype or other means. However, in general, conversations with individuals directly involved in politics are best conducted through face to face interviews, during which it is easier to establish a rapport, discuss sensitive issues, and read body language.

Ideally, such additional secondary data collection is completed in advance of the focus groups or interviews with party leaders so that it can be used to help guide the researcher to focus on particular topics or listen for specific information within the established set of questions.

TOOL 1:

Status of Women in Political Parties

Women Party Members

The National Democratic Institute is launching a program to investigate the position and needs of women in political parties. The first step of this process is an assessment to learn more about the experiences and insights of party members. Information collected through the assessment will be used to guide NDI and its partners in creating a road map for projects to help political parties become more effective, and will provide guidance on how to adjust practices and policies so that women are more integrated into and supported by the party itself.

Instructions for the Survey

The answers to these questions are confidential and anonymous. Individual responses will not be disclosed to party leaders, members, or other individuals or groups. Your response is completely voluntary, and there will be no penalty for not responding. There are no “wrong” answers on this survey; your answers will help us understand how your party functions, and to guide follow-on discussions. We truly value your opinion on this topic and appreciate your time and input. Thank you in advance for your cooperation.

1. General Information						
a. What is your gender?		<input type="checkbox"/> Male	<input type="checkbox"/> Female	<input type="checkbox"/> Prefer not to answer		
b. What is your age?						
<input type="checkbox"/> 0-19	<input type="checkbox"/> 20-29	<input type="checkbox"/> 30-39	<input type="checkbox"/> 40-49	<input type="checkbox"/> 50-59	<input type="checkbox"/> 60-69	<input type="checkbox"/> 70+
c. What is the highest level of education you have completed?						
<input type="checkbox"/> Primary		<input type="checkbox"/> Secondary		<input type="checkbox"/> Tertiary		<input type="checkbox"/> Other
d. What is your primary occupation?						
e. What is the official name of your party?						
f. What is your role in the party?						
g. Have you ever been elected to office as a member of your party?			<input type="checkbox"/> Yes		<input type="checkbox"/> No	
h. If yes, what is/was your elected position?						

2. Political History	
a. How many years have you been active in politics? <input type="checkbox"/> 0-1 <input type="checkbox"/> 1-3 <input type="checkbox"/> 5-10 <input type="checkbox"/> 10+	
b. Have you ever been part of or held leadership positions in another party?	
<input type="checkbox"/> Yes <input type="checkbox"/> No	
c. What was your primary motivation for joining a political party?	
d. What was your primary pathway into politics?	
<input type="checkbox"/> Political party activity <input type="checkbox"/> Participation in a local council <input type="checkbox"/> Participation in a trade union <input type="checkbox"/> Participation in regional council or legislature <input type="checkbox"/> Family connections <input type="checkbox"/> Participation in a non-governmental organization <input type="checkbox"/> Community activism <input type="checkbox"/> Other: _____	
e. Do you aspire to hold a leadership position in your party? (If you already do, do you aspire to hold a different or higher position?)	
<input type="checkbox"/> Yes <input type="checkbox"/> No	

3. What policy subjects do you have expertise in?

Please mark all that apply:

- Health
- Finance
- Defense/security
- Education
- Foreign affairs
- Transportation
- Economics
- Law
- I do not have policy expertise
- Other: _____

4. Which of the following skills do you feel you need to build your capacity in, or would you like the party to provide?

Please mark all that apply:

- Campaign skills
- Public policy analysis
- Negotiation and conflict management
- Finance/budgets
- Effective communication/media outreach
- Networking/coalition-building
- Technology/social media
- Leadership/management
- Public speaking/debate skills
- Other: _____

5. What do you think are the most important skills or capacities for party members to contribute to the party?

6. Did the party provide you with an orientation or skill-building when you joined?

Yes

No

7. Does the party continue to offer trainings or other opportunities for you to build your skills or capacity?

Yes

No

8. Does the party have any structures for supporting training and capacity building for women members or candidates?

Please mark all that apply:

- Committee/bureau
- Women's wing
- Formal mentoring program for young or inexperienced women
- Informal mentoring program for young or inexperienced women
- Training program
- Financial support
- Encouragement or vocal support from party leaders
- Other: _____

The party does not provide any support structures

I don't know

If you marked “no,” or: “I don’t know,” for Question #8, please skip to Question #9. If you responded “yes” to any of the above categories, please respond to the following subquestions:

a. If the party has structures such as a committee/bureau/women’s wing, does the group have representation in the party’s executive leadership structure?		
<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> I don’t know
b. If yes, does the group have any special voting rights?		
<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> I don’t know
c. If yes, does the party leadership communicate directly with the committee/bureau/women’s wing to ensure that women’s policy priorities are reflected in the party platform?		
<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> I don’t know

9. Does the party provide any institutional support to help balance your work and family obligations?
<i>Please mark all that apply:</i>
<input type="checkbox"/> Childcare facilities during party activities
<input type="checkbox"/> Subsidy for childcare during party activities (for example, campaign events, party meetings, or other party functions that require your presence)
<input type="checkbox"/> Permission to bring your children with you to party activities
<input type="checkbox"/> Transportation to party activities
<input type="checkbox"/> Subsidy for transportation to party activities
<input type="checkbox"/> Meals during party activities
<input type="checkbox"/> Subsidy for meals during party activities
<input type="checkbox"/> Other: _____
<input type="checkbox"/> The party does not provide any support structures
<input type="checkbox"/> I don’t know

10. Which of the following services do you think would be most helpful for you to manage your responsibilities to your work, family and party?
<i>Please mark all that apply:</i>
<input type="checkbox"/> Childcare facilities during party activities
<input type="checkbox"/> Subsidy for childcare during party activities (for example, campaign events, party meetings, or other party functions that require your presence)
<input type="checkbox"/> Permission to bring your children with you to party activities
<input type="checkbox"/> Transportation to party activities
<input type="checkbox"/> Subsidy for transportation to party activities
<input type="checkbox"/> Meals during party activities
<input type="checkbox"/> Subsidy for meals during party activities
<input type="checkbox"/> Other: _____

11. Are there any rules or processes in the party that make it <u>more</u> difficult for women to perform well, or that discourage women’s access to capacity-building or leadership opportunities?		
<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> I don’t know
If you answered “yes,” please note which rules or processes:		
<div style="border: 1px solid black; height: 40px;"></div>		

12. Are there any rules or processes in the party that are particularly helpful for women, or that assist women to feel more confident/build their capacity?		
___ Yes	___ No	___ I don't know
If you answered "yes," please note which rules or processes:		

13. Are there men in the party that you can go to for support on policy issues or other political goals?		
___ Yes	___ No	___ I don't know

14. Are there men in the party that you think are champions for women's leadership or gender equality?		
___ Yes	___ No	___ I don't know

15. Do you feel as though you have access to party leaders, and that your concerns and opinions are heard by the party leadership?		
___ Yes	___ No	___ I don't know

16. Does the party consult with women members to ensure they are playing an equal role in party procedures, policy and leadership?		
___ Yes	___ No	___ I don't know

17. Does the party maintain an updated database/lists of women qualified for elected/appointed political positions at different levels of the government?		
___ Yes	___ No	___ I don't know

18. Does the party have an equal opportunity committee that monitors and implements regulations for equal treatment of men and women?		
___ Yes	___ No	___ I don't know

19. Does the party promote positive images of women politicians when developing messages to the media?		
___ Yes	___ No	___ I don't know

20. Party politics can be contentious and there are different ideas about what is acceptable within the "game of politics". Do you believe it is acceptable for party members or leaders to engage in the following behavior in certain situations?			
	Yes, acceptable	Acceptable in some circumstances	Not acceptable
a. Disqualify a party's candidate for elected position or leadership position based on their physical attributes and clothing			
b. Defame or disseminate false information about an opponent in the media			
c. Spread altered images of a political rival			
d. Threaten a fellow member of your political party in order to persuade or coerce him/her to change a policy position or vote			
e. Withhold resources from other party members			
f. Turn off the microphone or leave the room when a member of the party is talking			

g. Use social media to harass or anonymously spread false information about a member of your party seeking a party leadership or nomination			
h. Request or coerce sexual acts from other members of the party			
i. Sideline members of the party from meetings or decision-making on the basis of their gender			

21. Do you believe that party leadership has the responsibility (legally, ethically, or otherwise) to prevent or stop harassment, physical or sexual violence, and threats or coercion from happening within the party?

<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> I don't know
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22. Does the party have guidelines in place to regulate behavior between members? (For example, this could be a regulation prohibiting members from harassing or physically or verbally attacking each other)

<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> I don't know
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23. Have you ever experienced any of the following situations while carrying out your political party functions?

Please mark all that apply:

- Attempted murder
- Assault or aggression (punching, hitting, being beaten up, pushing, shoving, etc.)
- Rape / unwanted sex
- Sexual exploitation
- Sexual harassment
- Unwanted sexual contact
- Defamation / slander / character attacks
- Harassment by the media
- Harassment online (for example, on social media)
- Insults equating women's political participation with immoral practices
- Hate speech
- Threats
- False accusations
- Intimidation or blackmail
- Threats sent online (for example, on social media)
- False assessment of the environment (e.g.: someone telling you it was safe or unsafe when it was the opposite)
- Using money or other resources to control you
- Denial or delay in providing financial resources available to men
- Property damage committed against you
- Other: _____

No, I have never experienced any of these situations

I don't know

If you marked “No, I have never experienced any of these situations” or: “I don’t know,” for Question #23, please skip to Question #24. If you responded “yes” to any of the above categories, please respond to the following subquestions:

23A. Have you ever experienced any of situation listed under question 23? If yes, which of the following positions or roles were you holding when the incident occurred?

Please mark all that apply:

- Party member/volunteer
- Member of a party-affiliated women's wing
- Party member with official position.
- Party member seeking the nomination
- Party candidate
- Elected or other designated political authority
- Other: _____

23B. If yes, who committed the incident against you? Please mark all that apply.

	Man	Woman	Both
a. Family member			
b. Member of your own political party			
c. Leader of your own political party			
d. Elected authority from your own political party			
e. Other: _____			

23C. If yes, who did you tell or report the incident to?

Please mark all that apply:

- No one
- Family members
- Police
- Women's organizations
- A fellow female member of the party that is not in a position of authority
- A fellow male member of the party that is not in a position of authority
- A competent authority within my party. Please specify the name of the authority, or the position of the person to whom you reported: _____
- Other: _____

23D. If you chose to report the incident you experienced, were there any consequences for the perpetrator(s)?

Please mark all that apply:

- There were not any consequences for the perpetrator(s)
- The perpetrator(s) was reprimanded in private
- The perpetrator(s) was reprimanded in public
- The perpetrator(s) was kicked out of the party
- The perpetrator(s) had to apologize
- It caused the perpetrator(s) to lose position or influence, or to be ostracized from the party
- The perpetrator(s) was sanctioned
- It caused the perpetrator to be covered in a negative way by media, including online, social, radio, TV and/or print media
- Other: _____

24. Do you believe that existing laws are sufficient to combat violence against women in politics, including any violence that occurs within political parties?

<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> I don't know
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25. Are there party mechanisms to guarantee that women candidates are fielded by the party, or to ensure a balance between men and women candidates?

<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> I don't know
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26. Does the party financially support women and men candidates equally?

<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> I don't know
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27. Is the party required by national or party mechanisms to provide a certain percentage of funding or resources for women candidates, or to build the capacity of women members?

<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> I don't know
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28. Is there a mandate or are there procedures for the party to increase the representation of women at every level of the party?		
___ Yes	___ No	___ I don't know
a. If yes, are these strategies practiced?		
___ Yes	___ No	___ I don't know
29. Currently, are any of the party's elected women members the heads of committees, caucuses or other legislative groups?		
___ Yes	___ No	___ I don't know
30. Does the party take gender into account when considering candidates for high-level or cabinet-level government positions?		
___ Yes	___ No	___ I don't know
31. Does the party encourage its elected members to participate in existing legislative or government bodies such as a women's caucus or gender equality committee?		
___ Yes	___ No	___ I don't know
32. Does the party support legislation that meets the needs and concerns of women constituents?		
___ Yes	___ No	___ I don't know

Thank you very much for your participation in this survey.

TOOL 1:

Status of Women in Political Parties

Men Party Members

The National Democratic Institute is launching a program to investigate the position and needs of women in political parties. The first step of this process is an assessment to learn more about the experiences and insights of party members. Information collected through the assessment will be used to guide NDI and its partners in creating a road map for projects to help political parties become more effective, and will provide guidance on how to adjust practices and policies so that women are more integrated into and supported by the party itself.

Instructions for the Survey

The answers to these questions are confidential and anonymous. Individual responses will not be disclosed to party leaders, members, or other individuals or groups. Your response is completely voluntary, and there will be no penalty for not responding. There are no “wrong” answers on this survey; your answers will help us understand how your party functions, and to guide follow-on discussions. We truly value your opinion on this topic and appreciate your time and input. Thank you in advance for your cooperation.

1. General Information						
a. What is your gender?		<input type="checkbox"/> Male	<input type="checkbox"/> Female	<input type="checkbox"/> Prefer not to answer		
b. What is your age?						
<input type="checkbox"/> 0-19	<input type="checkbox"/> 20-29	<input type="checkbox"/> 30-39	<input type="checkbox"/> 40-49	<input type="checkbox"/> 50-59	<input type="checkbox"/> 60-69	<input type="checkbox"/> 70+
c. What is the highest level of education you have completed?						
<input type="checkbox"/> Primary		<input type="checkbox"/> Secondary		<input type="checkbox"/> Tertiary		<input type="checkbox"/> Other
d. What is your primary occupation?						
e. What is the official name of your party?						
f. What is your role in the party?						
g. Have you ever been elected to office as a member of your party?			<input type="checkbox"/> Yes		<input type="checkbox"/> No	
h. If yes, what is/was your elected position?						

2. Political History	
a. How many years have you been active in politics? <input type="checkbox"/> 0-1 <input type="checkbox"/> 1-3 <input type="checkbox"/> 5-10 <input type="checkbox"/> 10+	
b. Have you ever been part of or held leadership positions in another party?	
<input type="checkbox"/> Yes <input type="checkbox"/> No	
c. What was your primary motivation for joining a political party?	
d. What was your primary pathway into politics?	
<input type="checkbox"/> Political party activity <input type="checkbox"/> Participation in a local council <input type="checkbox"/> Participation in a trade union <input type="checkbox"/> Participation in regional council or legislature <input type="checkbox"/> Family connections <input type="checkbox"/> Participation in a non-governmental organization <input type="checkbox"/> Community activism <input type="checkbox"/> Other: _____	

3. What policy subjects do you have expertise in?

Please mark all that apply:

- Health
- Finance
- Defense/security
- Education
- Foreign affairs
- Transportation
- Economics
- Law
- I do not have policy expertise
- Other: _____

4. Which of the following services would be most helpful for the party to provide to help you manage your responsibilities to your work and family, while better serving the party?

Please mark all that apply:

- Childcare facilities during party activities
- Subsidy for childcare during party activities (for example, campaign events, party meetings, or other party functions that require your presence)
- Permission to bring your children with you to party activities
- Transportation to party activities
- Subsidy for transportation to party activities
- Meals during party activities
- Subsidy for meals during party activities
- Other: _____

5. Does the party have a committee or bureau focused on capacity and training for members?

Yes No I don't know

6. Does the party provide special support for women seeking training opportunities?

Yes No I don't know

7. Does the party provide any training to members or candidates on women's issues or gender sensitivity?

Yes No I don't know

8. What topics do you think women are best positioned to lead policies or decisions on?

Please mark all that apply:

- Health
- Finance
- Defense/security
- Family and children
- Education
- Foreign affairs
- Transportation
- Women's issues
- Economics
- Law
- None of the above
- Other: _____

9. Do you think that women should have equal leadership in a political party?

Yes No I don't know



10. Do you have a good relationship with female members of your party?		
___ Yes	___ No	___ I don't know
11. Do you think that the men in your party and in elected office adequately support women's interests and issues?		
___ Yes	___ No	___ I don't know

12. Party politics can be contentious and there are different ideas about what is acceptable within the "game of politics." Do you believe it is acceptable for party members or leaders to engage in the following behavior in certain situations?			
	Yes, acceptable	Acceptable in some circumstances	Not acceptable
a. Disqualify a party's candidate for elected position or leadership position based on their physical attributes and clothing			
b. Defame or disseminate false information about an opponent in the media			
c. Spread altered images of a political rival			
d. Threaten a fellow member of your political party in order to persuade or coerce him/her to change a policy position or vote			
e. Withhold resources from other party members			
f. Turn off the microphone or leave the room when a member of the party is talking			
g. Use social media to harass or anonymously spread false information about a member of your party seeking a party leadership or nomination			
h. Request or coerce sexual acts from other members of the party			
i. Sideline members of the party from meetings or decision-making on the basis of their gender			

13. Have you ever engaged in any of the above situations?		
___ Yes	___ No	___ I don't know
13A. If you answered yes, what was your reason for doing so?		
13B. If you answered yes to Question #13, do you believe that this was a form of violence?		
___ Yes	___ No	___ I don't know

14. Do you believe that party leadership has the responsibility to prevent or stop harassment, physical or sexual violence, and threats or coercion from happening within the party?		
___ Yes	___ No	___ I don't know

15. Do you believe that existing laws are sufficient to combat violence against women in politics, including any violence that occurs within political parties?		
<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> I don't know
16. Does the party have guidelines in place to regulate behavior between members? (For example, this could be a regulation prohibiting members from harassing or physically or verbally attacking each other.)		
<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> I don't know
17. Does the party maintain an updated database/lists of women qualified for elected/appointed political positions at different levels of the government?		
<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> I don't know
18. Does the party have an equal opportunity committee that monitors and implements regulations for equal treatment of men and women?		
<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> I don't know
19. Does the party promote positive images of women politicians when developing messages to the media?		
<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> I don't know
20. Are there party mechanisms to guarantee that women candidates are fielded by the party, or to ensure a balance between men and women candidates?		
<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> I don't know
21. Does the party have mechanisms or practices specifically to recruit women to run for office?		
<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> I don't know
22. Is the party required by national or party mechanisms to provide a certain percentage of funding or resources for women candidates or to build the capacity of women members?		
<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> I don't know
23. Does the party provide the same financial support to female candidates as it does to male candidates?		
<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> I don't know
24. Is there a mandate or are there procedures for the party to increase the representation of women at every level of the party?		
<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> I don't know
a. If yes, are these strategies practiced?		
<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> I don't know

25. Is there a women's wing, commission or branch in the party?		
<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> I don't know

If you marked "no," or: "I don't know," for Question #25, please skip to Question #26. If you responded "yes" to any of the above categories, please respond to the following subquestions:

a. If yes, does the group have representation in the party's executive leadership structure?		
<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> I don't know
b. If yes, does the group have any special voting rights?		
<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> I don't know
c. If yes, does the party leadership communicate directly with the women's wing to ensure that women's policy priorities are reflected in the party platform?		
<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> I don't know

26. Currently, are any of the party's elected women members the heads of committees, caucuses or other legislative groups?		
<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> I don't know
27. Does the party take gender into account when considering candidates for high-level or cabinet-level government positions?		
<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> I don't know
28. Does the party encourage its elected members to participate in existing legislative or government bodies such as a women's caucus or gender equality committee?		
<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> I don't know
29. Does the party support legislation that meets the needs and concerns of women constituents?		
<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> I don't know

Thank you very much for your participation in this survey.

TOOL 1:

Violence Against Women in Political Parties Women Party Members

The National Democratic Institute is launching a program to investigate violence against women in political parties. The first step of this process is an assessment to learn more about the experiences and insights of party members. Information collected through the assessment will be used to guide NDI and its partners in creating a road map for projects to make parties more effective. It will also provide political parties with guidance on how to adjust practices and policies so that women are more integrated into and supported by the party itself.

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1. General Information						
a. What is your gender?			<input type="checkbox"/> Male	<input type="checkbox"/> Female	<input type="checkbox"/> Prefer not to answer	
b. What is your age?						
<input type="checkbox"/> 0-19	<input type="checkbox"/> 20-29	<input type="checkbox"/> 30-39	<input type="checkbox"/> 40-49	<input type="checkbox"/> 50-59	<input type="checkbox"/> 60-69	<input type="checkbox"/> 70+
c. What is the official name of your party?						
d. What is your role in the party?						
e. Have you ever been elected to office as a member of your party?			<input type="checkbox"/> Yes		<input type="checkbox"/> No	
f. If yes, what is/was your elected position?						

2. What words best describe your experience in your political party? Please select all that apply.
<p><i>Please mark all that apply:</i></p> <p><input type="checkbox"/> Welcoming</p> <p><input type="checkbox"/> Supportive</p> <p><input type="checkbox"/> Competitive</p> <p><input type="checkbox"/> Confrontational</p> <p><input type="checkbox"/> Hostile</p> <p><input type="checkbox"/> Aggressive</p> <p><input type="checkbox"/> Violent</p> <p><input type="checkbox"/> Dangerous</p> <p><input type="checkbox"/> Other: _____</p>

3. Have there ever been times when you found barriers or challenges to your ability to move up in the leadership hierarchy within your party? If so, what?

I don't face any barriers or challenges

Yes, I have faced barriers or challenges:

Please mark all that apply:

- Lack of time or financial resources
- Lack of support from party leaders or other party members
- Lack of family support
- I don't have enough capacity, training or education
- Other: _____

4. How do you think women generally get promoted or gain leadership positions within your party? Please mark all that apply:

- Based on merit
- Based on their connections or family
- Because they offer sexual favors
- Because they ran a good campaign
- Because they are women
- Because there is a legal requirement or a quota for women
- Because they pay bribes
- Women are not promoted or offered leadership roles within my party
- Other: _____

5. Does the party have guidelines in place to regulate behavior between members? (For example, this could be a regulation prohibiting members from physically or verbally attacking each other)

No such mechanisms exist

Yes, mechanisms exist in my party

I don't know

If you marked "no", or "I don't know" to Question #5, please skip to Question #6. If you answered yes, please answer the following questions:

5A. Which of the following mechanisms exist? Please mark all that apply.

- Voluntary guidelines
- Party rules, procedures and/or bylaws
- Internal code of conduct
- Other: _____

5B. If there are mechanisms, how frequently are they used or practiced?

Always

Occasionally

Never

5C. If there are mechanisms, how accessible, useful or effective are they?

Entirely

Moderately

A little

Not at all

6. Party politics can be contentious and there are different ideas about what is acceptable within the “game of politics.” Do you believe it is acceptable for party members or leaders to engage in the following behavior in certain situations?

	Yes, acceptable	Acceptable in some circumstances	Not acceptable
a. Disqualify a party’s candidate for elected position or leadership position based on their physical attributes and clothing			
b. Defame or disseminate false information about an opponent in the media			
c. Spread altered images of a political rival			
d. Threaten a fellow member of your political party in order to persuade or coerce him/her to change a policy position or vote			
e. Withhold resources from other party members			
f. Turn off the microphone or leave the room when a member of the party is talking			
g. Use social media to harass or anonymously spread false information about a member of your party			
h. Request or coerce sexual acts from other members of the party			
i. Sideline members of the party from meetings or decision-making on the basis of their gender			
j. Single members of the party out based on their marital or parental status			

7. Do you believe that party leadership has the responsibility (legally, ethically, or otherwise) to prevent or stop harassment, physical or sexual violence, threats or coercion from happening within the party?

<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> I don’t know
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8. Have you ever experienced any of the following situations while carrying out your political party functions? Please check all that apply.

- Attempted murder
- Assault or aggression (punching, hitting, being beaten up, pushing, shoving, etc.)
- Rape/unwanted sex
- Sexual exploitation
- Sexual harassment
- Unwanted sexual contact

- Defamation/slander/character attacks
- Harassment by the media
- Harassment online (for example, on social media)
- Insults equating women's political participation with immoral practices
- Hate speech

- Threats
- False accusations
- Intimidation or blackmail
- Threats sent online (for example, on social media)
- False assessment of the environment (e.g.: someone telling you it was safe or unsafe when it was not)

- Using money or other resources to control you
- Denial or delay in providing financial resources available to men
- Property damage committed against you
- Other: _____

No, I have never experienced any of these situations

I don't know

9. Have you ever witnessed someone in your party using violence or the threat of violence against another member of your political party to control or persuade them?

Yes

No

I don't know

If you answered yes, what do you think was the cause for the incident?

If you marked "no," or: "I don't know," for Question #8, please skip to Question #11. If you responded "yes" to any of the above categories, please respond to the following subquestions:

9A. Have you ever experienced any of situation listed under question 8? If yes, which of the following positions or roles were you holding when the incident occurred?

Please mark all that apply.

- Party member/volunteer
- Member of a party-affiliated women's wing
- Party member with official position
- Party member seeking the nomination
- Party candidate
- Elected or other designated political authority
- Other: _____

9B. Please specify the territorial level of government in which you were working at the time of the incident.

<input type="checkbox"/> Municipal	<input type="checkbox"/> Regional	<input type="checkbox"/> National	Other:
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9C. If yes, who committed the incident against you? Please mark all that apply.

	Man	Woman	Both
a. Family member			
b. Member of your own political party			
c. Leader of your own political party			
d. Elected authority from your own political party			

9D. Please specify the territorial level of government in which the perpetrator was working at the time of the incident.

<input type="checkbox"/> Municipal	<input type="checkbox"/> Regional	<input type="checkbox"/> National	Other:
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9E. If yes, when did you experience the incident? Please mark all that apply:

- Nomination or campaign period for party or candidate positions
- Just after the campaign when parliament is being seated
- Parliamentary session
- During an internal party meeting or event
- During a public party event
- During a protest
- During unrelated violent conflict within the country
- Other: _____

9F. If yes, where did you experience the incident?

- At national party headquarters
- At regional/local party/municipal offices
- In my house
- In a parliamentary/municipal session or at the parliament/municipal headquarters
- Other: _____

9G. If yes, who did you tell or report the incident to? Please mark all that apply.

- No one
- Family members
- Police
- Women's organizations
- A fellow female member of the party that is not in a position of authority
- A fellow male member of the party that is not in a position of authority
- A competent authority within my party
- Other: _____

9H. If you chose to report the incident you experienced, were there any consequences for the perpetrator(s)? Please mark all that apply.

- There were not any consequences for the perpetrator(s)
- The perpetrator was reprimanded in private
- The perpetrator was reprimanded in public
- The perpetrator was kicked out of the party
- The perpetrator had to apologise
- It caused the perpetrator to lose position or influence, or be ostracized by the party
- The perpetrator was sanctioned
- It caused the perpetrator to be covered in a negative way by media, including online, social, radio, TV and/or print media
- Other: _____

9I. If the person was sanctioned, please specify which party mechanism/bureau/person issued the sanction and the type of sanction:

9J. If you chose to report the incident you experienced, were there any consequences for you because you reported it? Please mark all that apply.

- I did not experience any consequences
- I was kicked out of the party
- I lost my position, prestige or financial resources
- I lost the nomination
- I was ostracized by party members and leadership
- I experienced additional or increased acts of violence
- I was covered in a negative way by media, including online, social, radio, TV and/or print media
- Other: _____

9K. If you chose to report the incident you experienced, are you personally satisfied with the way in which your case was addressed and resolved after you reported it?

Yes

No

9L. If you did not choose to report or tell anyone about the incident you experienced, what was your main reason for not reporting? Please mark all that apply.

- I did not think the incident was a form of violence
- I did not think the incident was against any party rules or it is normal for my party or in the "game of politics"
- Because it would be shameful for me if I reported it
- Because when other party members have reported such incidents they have been punished and not the perpetrator
- Because the problem was solved
- Because I had no witnesses
- For fear of threats or reprisal against me and/or my family
- For fear those responsible would get punished
- Because those responsible threatened me
- Because I know or have kinship with those responsible
- Because in my party or country I don't know of a way to report this type of behavior
- Other: _____

9M. Did experiencing any of the incidents listed in question #9 affect your motivation for participating in political life? Please mark all that apply.

- It has not affected me
- It caused me to consider leaving politics or my political party
- It caused me to leave my political party
- It discouraged me from expressing my political viewpoint in public
- It caused me to turn down promotions, nominations and/or leadership positions
- It caused me to discourage other women from participating in politics
- It caused me to discourage other women from joining my party
- Other: _____

9N. Were there witnesses to any of the incidents you experienced?

<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> I don't know
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9O. If there were witnesses, did they try to intervene or assist you?

<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> I don't know
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10. Since you entered politics, how many times have you experienced any of the situations described in question #9?

<input type="checkbox"/> Many times	<input type="checkbox"/> Sometimes	<input type="checkbox"/> Rarely	<input type="checkbox"/> Never
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11. Would you say that any of the following acts occur within your political party? Please mark all that apply.

- Physical violence
- Sexual harassment
- Psychological attacks
- Threats or coercion
- Economic violence
- Other: _____

I don't know

None of these acts occur

12. Do you think that women are more likely than men to experience harassment, assault, intimidation and/or other forms of violence in the party?

<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> I don't know
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13. Do you think that if a party member has a position with more power, that makes them less vulnerable to harassment, assault, intimidation and/or other forms of violence in the party?

<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> I don't know
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14. If you ever experienced violence related to your political activism or political life, how willing would you be to:

	Not at all willing	Somewhat willing	Very willing
a. Ask for support from an authority in your party			
b. Ask for support from police or a municipal authority outside your party			
c. Ask for support from another organization			
d. Report the case to the media			
e. Participate in judicial proceedings			
f. Take another action not mentioned above			

Thank you very much for your participation in this survey.

TOOL 1:

Violence Against Women in Political Parties Men Party Members

The National Democratic Institute is launching a program to investigate violence against women in political parties. The first step of this process is an assessment to learn more about the experiences and insights of party members. Information collected through the assessment will be used to guide NDI and its partners in creating a road map for projects to make parties more effective. It will also provide political parties with guidance on how to adjust practices and policies so that women are more integrated into and supported by the party itself.

Instructions for the Survey

The answers to these questions are confidential and anonymous. Individual responses will not be disclosed to party leaders, members or other individuals or groups. Your response is completely voluntary, and there will be no penalty for not responding. There are no “wrong” answers on this survey; your answers will help us understand how your party functions, and to guide follow-on discussions. We truly value your opinion on this topic and appreciate your time and input. Thank you in advance for your cooperation.

1. General Information						
a. What is your gender?		<input type="checkbox"/> Male	<input type="checkbox"/> Female	<input type="checkbox"/> Prefer not to answer		
b. What is your age?						
<input type="checkbox"/> 0-19	<input type="checkbox"/> 20-29	<input type="checkbox"/> 30-39	<input type="checkbox"/> 40-49	<input type="checkbox"/> 50-59	<input type="checkbox"/> 60-69	<input type="checkbox"/> 70+
c. What is the official name of your party?						
d. What is your role in the party?						
e. Have you ever been elected to office as a member of your party?		<input type="checkbox"/> Yes		<input type="checkbox"/> No		
f. If yes, what is/was your elected position?						

2. What traits and/or characteristics would you say a politician needs to be successful?
<p><i>Please mark all that apply:</i></p> <p><input type="checkbox"/> Intelligence</p> <p><input type="checkbox"/> Honesty</p> <p><input type="checkbox"/> Competitiveness</p> <p><input type="checkbox"/> Morality</p> <p><input type="checkbox"/> Determination</p> <p><input type="checkbox"/> Toughness</p> <p><input type="checkbox"/> Flexibility</p> <p><input type="checkbox"/> Grit</p> <p><input type="checkbox"/> Other: _____</p>

3. What words best describe your experience in your political party? Please select all that apply.

- Welcoming
- Supportive
- Competitive
- Confrontational
- Hostile
- Aggressive
- Violent
- Dangerous
- Other: _____

4. How do individuals generally get promoted or gain leadership positions within your party? Please mark all that apply:

- Based on merit
- Based on their connections or family
- Because they run a good campaign
- Because they offer sexual favors
- Because there is a legal requirement or a quota for women
- Because they pay bribes
- Other: _____

5. Do you believe it is acceptable for party members or leaders to engage in the following behavior in certain situations?

	Yes, acceptable	Acceptable in some circumstances	Not acceptable
a. Disqualify a party's candidate for elected position or leadership position based on their physical attributes and clothing			
b. Defame or disseminate false information about an opponent in the media			
c. Spread altered images of a political rival			
d. Threaten a fellow member of your political party in order to persuade or coerce him/her to change a policy position or vote			
e. Withhold resources from other party members			
f. Turn off the microphone or leave the room when a member of the party is talking			
g. Use social media to harass or anonymously spread false information about a member of your party seeking a party leadership or nomination			
h. Request or coerce sexual acts from other members of the party			
i. Sideline members of the party from meetings or decision-making on the basis of their gender			

6. Have you ever engaged in any of the behaviors listed above in question 5?

<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> I don't know
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6A. If you answered yes, what was your reason for doing so?

6B. If you answered yes to Question #6, do you believe that this was a form of violence?

<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> I don't know
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7. Do you believe that party leadership has the responsibility to prevent or stop harassment, physical or sexual violence, threats or coercion from happening within the party?

<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> I don't know
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8. Have you ever witnessed or heard of women party members experiencing any of the following situations while carrying out their political party functions? Please check all that apply.

<input type="checkbox"/> Attempted murder <input type="checkbox"/> Assault or aggression (punching, hitting, being beaten up, pushing, shoving, etc.) <input type="checkbox"/> Rape/unwanted sex <input type="checkbox"/> Sexual exploitation <input type="checkbox"/> Sexual harassment <input type="checkbox"/> Unwanted sexual contact <input type="checkbox"/> Defamation/slander/character attacks <input type="checkbox"/> Harassment by the media <input type="checkbox"/> Harassment online (for example, on social media) <input type="checkbox"/> Insults equating women's political participation with immoral practices <input type="checkbox"/> Hate speech <input type="checkbox"/> Threats <input type="checkbox"/> False accusations <input type="checkbox"/> Intimidation or blackmail <input type="checkbox"/> Threats sent online (for example, on social media) <input type="checkbox"/> False assessment of the environment (e.g.: someone telling you it was safe or unsafe when it was not) <input type="checkbox"/> Using money or other resources to control you <input type="checkbox"/> Denial or delay in providing financial resources available to men <input type="checkbox"/> Property damage committed against you <input type="checkbox"/> Yes, Other: _____

<input type="checkbox"/> No, I have never experienced any of these situations

<input type="checkbox"/> I don't know

If you marked “no,” or: “I don’t know,” for Question #8, please skip to Question #9. If you responded “yes” to any of the above categories, please respond to the following subquestions:

8A. If yes, which of the following positions or roles was the victim holding when the incident occurred? Please mark all that apply.

Party member/volunteer
 Party member with official position
 Party member seeking the nomination
 Party candidate
 Elected or other designated political authority
 Other: _____

8B. Please specify the territorial level of government in which the victim was working at the time of the incident.

<input type="checkbox"/> Municipal	<input type="checkbox"/> Regional	<input type="checkbox"/> National	Other: _____
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8C. If yes, who committed the incident? Please mark all that apply.

	Man	Woman	Both
a. Family Member of the victim			
b. Member of your own political party			
c. Leader of your own political party			
d. Elected authority from your own political party			

8D. Please specify the territorial level of government in which the perpetrator was working at the time of the incident.

<input type="checkbox"/> Municipal	<input type="checkbox"/> Regional	<input type="checkbox"/> National	Other: _____
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8E. If yes, when did the incident take place? Please mark all that apply.

Nomination or campaign period for party or candidate positions
 Just after the campaign when parliament is being seated
 Parliamentary/ municipal session
 During an internal party meeting or event
 During a public party event
 During a protest
 During unrelated violent conflict within the country
 Other: _____

8F. If yes, where did the incident take place?

At national party headquarters
 At regional/local party/municipal offices
 In the victim’s house
 In a parliamentary/municipal session or at the parliament/municipal headquarters
 Other: _____

8G. Did the incident have any of the following effects on the victim? Please mark all that apply.

- It did not have any of the following effects
- It caused the victim to leave politics voluntarily
- It caused the victim to leave the party voluntarily
- It caused the victim to be kicked out of the party
- It caused the victim to lose position or influence, or be ostracized by the party
- It caused the victim to lose the nomination
- It caused the victim to be covered in a negative way by media, including online, social, radio, TV and/or print media
- Other: _____

8H. Did the incident have any of the following effects on the perpetrator? Please mark all that apply.

- It did not have any of the following effects
- It caused the perpetrator to leave politics voluntarily
- It caused the perpetrator to leave the party voluntarily
- It caused the perpetrator to be kicked out of the party
- The perpetrator had to apologise.
- It caused the perpetrator to lose position or influence, or be ostracized by the party
- It caused the perpetrator to lose the nomination
- It caused the perpetrator to be covered in a negative way by media, including online, social, radio, TV and/or print media
- Other: _____

9. Since you entered politics, how many times have you witnessed or heard of any of the situations described in question #7?

Many times

Sometimes

Rarely

Never

10. Do you think that any of the following acts occur within your political party? Please mark all that apply.

- Physical violence
- Verbal abuse
- Sexual harassment
- Psychological attacks
- Threats or coercion
- Other: _____

I don't know

None of these acts occur

11. Do you think that women are more likely than men to experience harassment, assault, intimidation and/or other forms of violence in the party?

Men

Women

Both men and women

Thank you very much for your participation in this survey.

TOOL 2:

Status of Women in Political Parties Interview Guide

Interviewer Instructions

This tool for the Status of Women in Political Parties Assessment is intended to be completed within an interview setting. Using the following questions, the interviewer should probe for detailed information and solicit specific examples to provide as complete an answer as possible. The interviewer has a responsibility to adequately cover all prepared questions within the time allotted.

The questions below include both closed- and open-ended questions. Many questions also include specific guidance for the interviewer on the information that is necessary to gather for the assessment; in some cases, a list of options for the interviewer to mark or refer to is included. In general, the questions in **bold** are for the interviewer to ask the interviewee, and the text in *italics* is guidance for the interviewer on the types of information to collect.

Throughout the interview, the interviewer's role is to guide the discussion toward these subjects to get the relevant information. The interviewer has a responsibility to encourage the interviewee to answer the questions and explain their answers, as much as they feel comfortable. Interviewees should never be compelled to answer questions if they feel uncomfortable. Some helpful ways to get more complete responses include:

- ➔ "Can you talk about that more?"
- ➔ "Help me understand what you mean."
- ➔ "Can you give an example?"

It is good interview practice to paraphrase and summarize long, complex or ambiguous comments. This demonstrates active listening, and ensures that the interviewee's intended answer has been clearly understood. The interviewer must remain neutral throughout the interview, refraining from nodding/raising eyebrows, agreeing/disagreeing, or praising/denigrating any comment made by the interviewee.

I. Interview Information

Prior to beginning the discussion, please fill in the below information about the interview.

Date and Time of Interview:

Location:

Name of Interviewer:

Gender of Interviewee:

Political Party of Interviewee:

Party Position Held by Interviewee:

Other Notes/Comments:



II. Facilitator's Welcome and Introductions

Please give the following welcome and introduction to the interviewee. This is important to ensure each interviewee is aware of the purpose and other important information about the interview. If you have an assistant interviewer taking notes, please indicate their name and the role they will be playing as indicated in the first paragraph below.

"Thank you for agreeing to participate in this interview. We recognize that you are busy and we thank you for taking the time to share your thoughts. My name is _____ **(your name)** _____ and I will be guiding our discussion today.

This interview is one part of an assessment of political parties organized by the National Democratic Institute. The assessment aims to understand women's experiences, insights and concerns within political parties. We need your input and would like you to be as open, honest, and accurate in your comments as you can. Of course, some of the content of the discussion may be difficult, and you are in no way obligated to speak if you do not feel comfortable.

Everything you say in this discussion will remain anonymous. We will not identify anyone by name in our assessment report. The notes from the discussion will contain no information that would allow you to be linked to specific statements. By participating today, you also agree to keep this conversation confidential.

Do you have any questions? *(Answer any questions that come up.)*

OK, let's begin."

III. Warm-Up Question

This question is intended to start the conversation with something easy and comfortable. It is not part of the analysis.

What do you find most enjoyable about working in your political party?

IV. Guiding Questions

Section 1: Party Information

1. How many of the total members in your party are women?

Interviewees may indicate a percentage, exact numbers or whether they do not know.

2. What leadership positions within your party are held by women?

Interviewees may indicate certain positions, types of positions or whether they do not know. Some examples include:

3. How would you rate your party for women's participation overall, in comparison to the levels of women's leadership in the country?

Guide interviewees to describe how they believe their party rates, or whether they do not know.



4. Do you think that women's participation can bring benefits to a political party? If so, what benefits does their participation bring?

Guide interviewees to describe the types of benefits that women's participation in political parties brings to the party itself. This may include, for example, electoral benefits from women's participation or candidacy.

5. Do you think that women face barriers to participating within the party?

Guide interviewees to describe what barriers they believe women face, if they answer yes. A list of potential barriers or challenges is included below for your reference and note-taking purposes.

- ➔ Lack of time
- ➔ Lack of financial resources
- ➔ Lack of support from party leaders
- ➔ Lack of support from other party members
- ➔ Lack of family support
- ➔ Lack of capacity or training
- ➔ Lack of the right level of education
- ➔ Women are not interested in leadership positions

If interviewees do not believe women face barriers to participation, guide them to share what factors they believe contribute to women's equality in the party.

6. In your opinion, what roles are women best suited for within a political party?

Guide interviewees to describe briefly what roles women are best suited for. A list of potential roles is included below for your reference and note-taking purposes.

- ➔ Party members (rank and file)
- ➔ Party volunteers or general supporters
- ➔ Party election observers or other delegated position
- ➔ Party leadership on a local level
- ➔ Party leadership on a regional level
- ➔ Party leadership on a national level
- ➔ Women are best suited for all roles within political parties, or are as equally suited as men

7. In your party, how do women generally get promoted or gain leadership positions?

Guide interviewees to describe briefly the reasons or processes by which women typically rise through the ranks of party leadership. A list of potential reasons is included below for your reference and note-taking purposes.

- ➔ Based on merit
- ➔ Based on their connections
- ➔ Because they offer sexual favors
- ➔ Because they were able to raise the money they needed
- ➔ Because they run a good campaign
- ➔ Because they are women
- ➔ Because they pay bribes
- ➔ Women are not promoted or offered leadership roles within my party

8. Does your party have guidelines in place to regulate behavior between members? For example, this could be a regulation that prohibits members from physically or verbally attacking each other.

If the interviewee responds to indicate that the party does have guidelines in place, guide them to describe briefly what form these guidelines take. Examples of the forms that guidelines could take include, for example:

- ➔ Voluntary guidelines
- ➔ Party rules
- ➔ Internal code of conduct

If the interviewee responds that the party does have guidelines, please ask the following question. If the interviewee responds that the party does not have guidelines, please proceed directly to Question #8.

a. What type of behavior do these mechanisms prohibit?

Guide the participants to share what types of actions or behaviors are prohibited under the party's mechanism(s). Listen in particular for any prohibitions against violence or violent acts, for example:

- ➔ Physical violence
- ➔ Verbal abuse
- ➔ Sexual harassment
- ➔ Coercing someone to do something they don't want to do
- ➔ Threaten someone or their family to control their actions, including how they might vote

9. Let's speak more generally for a moment. I am going to list a number of behaviors that party members or leaders might engage in. For each behavior listed, please briefly say whether you believe that particular behavior is acceptable for members or leaders to engage in, acceptable in some circumstances, or not acceptable in any circumstance.

As you list the following behaviors out loud, encourage the interviewee to be very brief in their response as they agree, agree with reservations or disagree with each behavior. You may let them know that they will have a chance to explain in greater detail. However, do not cut them off if they do wish to explain a particular answer in greater detail.

- ➔ Disqualify party candidate for elected position or leadership position based on their physical attributes and clothing
- ➔ Sabotage campaign materials
- ➔ Defame or disseminate false information about an opponent in the media
- ➔ Spread altered images of a political rival
- ➔ Threaten a fellow member of your political party in order to persuade or coerce them to change a policy position or vote
- ➔ Withhold resources from other party members
- ➔ Turn off the microphone or leave the room when a member of the party is talking
- ➔ Use social media to anonymously spread false information about a member of your party seeking a party leadership or nomination
- ➔ Harass another member of the party to vote a certain way
- ➔ Make a party member's nomination or promotion conditional on sexual favors
- ➔ Request or coerce sexual acts from other members of the party

If the interviewee responds “acceptable” or “acceptable in some situations” to any of the behaviors listed, please ask the following question. If the interviewee does not respond that any of the above behaviors are acceptable, please proceed directly to Question #10.

a. For the behaviors I’ve just listed, in what situations do you think one or any of these behaviors would be acceptable?

This question provides a chance for interviewees to explain their answers to Question #9 in more detail. If interviewees identified any particular behaviors in Question #9 as acceptable in some or all situations, guide them to share what situations they believe those behaviors would be acceptable in. A list of potential situations is included below for your reference and note-taking purposes.

- ➔ When used by party leadership to control members of the party
- ➔ To win the party’s nomination
- ➔ To win an election
- ➔ When party leaders are trying to ensure order within the party
- ➔ To respond when you are attacked by someone else
- ➔ When you disagree with someone or when their viewpoint is dangerous
- ➔ To undermine someone who does not deserve their position

10. Do you believe that party leadership has a responsibility to prevent or stop harassment, physical or sexual violence, threats or coercion from happening within the party?

Guide the interviewee to share their thoughts on this topic broadly, for example:

- ➔ Whether party leadership is always responsible to prevent all forms of harassment, threats or other forms of violence within the party
- ➔ Whether party leadership is only sometimes responsible to prevent harassment, threats or other forms of violence within the party
- ➔ Whether other authorities are responsible for preventing harassment, threats or other forms of violence—and if so, which authorities

11. Do you think that women’s leadership within a political party has any effects on the party itself? If so, what kinds of effects might this have on the party?

Be sure that the interviewee at this point discusses what effects women’s participation may have on a party specifically, rather than on individuals.

As you guide interviewees, be sure to listen specifically for any answers that relate to:

- ➔ Impacts on the democratic functioning of a party
- ➔ Impacts on the overall effectiveness of a party
- ➔ Particular support or strategies for promoting women’s political participation as candidates.

12. Does the party have any mechanisms to ensure that women have the same ability and opportunity to compete for party leadership positions or to seek the nomination for elections as men within the party do?

Guide interviewees to share any specific mechanisms that may exist to support or inhibit women’s ability or opportunity to compete. These may include:

- ➔ Active recruitment of women at national, regional, state or local levels of government
- ➔ Party statutes, guidelines or general practices to promote women’s participation at each level of government

a. Does the party provide any special support to candidates seeking training opportunities, whether inside or outside the party? Is any support available from the party for women and men once they are elected?

➔ This question provides a chance for interviewees to elaborate on specific strategies.

13. What methods does the party use to consult with women members or ensure they have equal opportunity to contribute?

Guide interviewees to share any specific mechanisms that may exist to support or inhibit women's ability or opportunity to contribute. These may include:

- ➔ Whether the party has a consultation process that allows women an equal role in the development or implementation of party procedures and policies
- ➔ Whether there is a women's wing, commission, or branch -- and whether this group has representation on the party's executive committee, or whether it has any special voting rights
- ➔ Whether there is a formal mentoring system in which more experienced party members provide advice to emerging women leaders

14. Are there any mechanisms or practices in the party that support women members once the party is in power? For example: are there formal mechanisms for determining the leadership of committees and caucuses?

- a. Are there mechanisms that support members' participation in gender structures once elected?**
- b. What considerations does the party give to a gender-aware agenda once in elected office?**
- c. Acknowledging that there are many factors, does the party take gender into account when considering candidates for high-level or cabinet-level government positions?**

Guide interviewees to share any specific mechanisms that may exist to support or inhibit women's ability or opportunity to contribute.

V. CLOSING QUESTION

This question brings the conversation to a close without abruptly ending the discussion. Depending on the response, there may or may not be relevant information here for the analysis.

Do you have any other thoughts on this topic that weren't covered here today? Anything you would like to add?

VI. Interviewer's Conclusion

Please wrap-up the conversation with the following.

"Thank you for participating. This has been a very successful discussion. Your opinions will be valuable for assessment. We hope you have found the conversation interesting.

If there is anything you are unhappy with or wish to complain about, you may reach out to me through _____(NDI local staff contact's name here)_____. I would like to remind you that any comments included in this report will be anonymous, and you have also agreed to keep this conversation confidential."

End of Interview Guide.

TOOL 2:

Violence Against Women in Political Parties Interview Guide

Interviewer Instructions

This tool for the Violence Against Women in Political Parties Assessment is intended to be completed within an interview setting. Using the following questions, the interviewer should probe for detailed information and solicit specific examples to provide as complete an answer as possible. The interviewer has a responsibility to adequately cover all prepared questions within the time allotted.

The questions below include both closed and open ended questions. Many questions also include specific guidance for the interviewer on the information that is necessary to gather for the assessment; in some cases, a list of options for the interviewer to mark or refer to is included. In general, the questions in **bold** are for the interviewer to ask the interviewee, and the text in *italics* is guidance for the interviewer on the types of information to collect.

Throughout the interview, the interviewer's role is to guide the discussion toward these subjects to get the relevant information. The interviewer has a responsibility to encourage the interviewee to answer the questions and explain their answers, as much as they feel comfortable. Interviewees should never be compelled to answer questions if they feel uncomfortable. Some helpful ways to get more complete responses include:

- ➔ "Can you talk about that more?"
- ➔ "Help me understand what you mean."
- ➔ "Can you give an example?"

It is good interview practice to paraphrase and summarize long, complex or ambiguous comments. This demonstrates active listening, and ensures that the interviewee's intended answer has been clearly understood. The interviewer must remain neutral throughout the interview, refraining from nodding/raising eyebrows, agreeing/disagreeing, or praising/denigrating any comment made by the interviewee.

I. Interview Information

Prior to beginning the discussion, please fill in the below information about the interview.

Date and Time of Interview:

Location:

Name of Interviewer:

Gender of Interviewee:

Political Party of Interviewee:

Party Position Held by Interviewee:

Other Notes/Comments:

II. Facilitator's Welcome and Introductions

Please give the following welcome and introduction to the interviewee. This is important to ensure each interviewee is aware of the purpose and other important information about the interview. If you have an assistant interviewer taking notes, please indicate their name and the role they will be playing as indicated in the first paragraph below.

"Thank you for agreeing to participate in this interview. We recognize that you are busy and we thank you for taking the time to share your thoughts. My name is _____ **(your name)** _____ and I will be guiding our discussion today.

This interview is one part of an assessment of political parties organized by the National Democratic Institute. The assessment aims to understand women's experiences within political parties, specifically their experiences with violence. The information gathered during this assessment will be used to identify actions and recommendations that political parties can take to address violence against women in politics and support women's political participation. We need your input and would like you to be as open, honest, and accurate in your comments as you can. Of course, some of the content of the discussion may be difficult, and you are in no way obligated to speak if you do not feel comfortable.

Everything you say in this discussion will remain anonymous. We will not identify anyone by name in our assessment report. The notes from the discussion will contain no information that would allow you to be linked to specific statements. By participating today, you also agree to keep this conversation confidential.

Do you have any questions? *(Answer any questions that come up.)*

OK, let's begin."

III. Warm-Up Question

This question is intended to start the conversation with something easy and comfortable. It is not part of the analysis.

What do you find most enjoyable about working in your political party?

IV. Guiding Questions

Section 1: Party Information

1. How many of the total members in your party are women?

Interviewees may indicate a percentage, exact numbers or whether they do not know.

2. What leadership positions within your party are held by women?

Interviewees may indicate certain positions, types of positions or whether they do not know. Some examples include:

3. How would you rate your party for women's participation overall, in comparison to the levels of women's leadership in the country?

Guide interviewees to describe how they believe their party rates, or whether they do not know.

4. Do you think that women's participation can bring benefits to a political party? If so, what benefits does their participation bring?

Guide interviewees to describe the types of benefits that women's participation in political parties brings to the party itself. This may include, for example, electoral benefits from women's participation or candidacy.

5. Do you think that women face barriers to participating within the party?

Guide interviewees to describe what barriers they believe women face, if they answer yes. A list of potential barriers or challenges is included below for your reference and note-taking purposes.

- ➔ Lack of time
- ➔ Lack of financial resources
- ➔ Lack of support from party leaders
- ➔ Lack of support from other party members
- ➔ Lack of family support
- ➔ Lack of capacity or training
- ➔ Lack of the right level of education
- ➔ Women are not interested in leadership positions

If interviewees do not believe women face barriers to participation, guide them to share what factors they believe contribute to women's equality in the party.

6. In your opinion, what roles are women best suited for within a political party?

Guide interviewees to describe briefly what roles women are best suited for. A list of potential roles is included below for your reference and note-taking purposes.

- ➔ Party members (rank and file)
- ➔ Party volunteers or general supporters
- ➔ Party election observers or other delegated position
- ➔ Party leadership on a local level
- ➔ Party leadership on a regional level
- ➔ Party leadership on a national level
- ➔ Women are best suited for all roles within political parties, or are as equally suited as men

7. In your party, how do women generally get promoted or gain leadership positions?

Guide interviewees to describe briefly the reasons or processes by which women typically rise through the ranks of party leadership. A list of potential reasons is included below for your reference and note-taking purposes.

- ➔ Based on merit
- ➔ Based on their connections
- ➔ Because they offer sexual favors
- ➔ Because they were able to raise the money they needed
- ➔ Because they run a good campaign
- ➔ Because they are women

- ➔ Because they pay bribes
- ➔ Women are not promoted or offered leadership roles within my party

8. Does your party have guidelines in place to regulate behavior between members? For example, this could be a regulation that prohibits members from physically or verbally attacking each other.

If the interviewee responds to indicate that the party does have guidelines in place, guide them to describe briefly what form these guidelines take. Examples of the forms that guidelines could take include, for example:

- ➔ Voluntary guidelines
- ➔ Party rules
- ➔ Internal code of conduct

If the interviewee responds that the party does have guidelines, please ask the following question. If the interviewee responds that the party does not have guidelines, please proceed directly to Question #8.

a. What type of behavior do these mechanisms prohibit?

Guide the participants to share what types of actions or behaviors are prohibited under the party's mechanism(s). Listen in particular for any prohibitions against violence or violent acts, for example:

- ➔ Physical violence
- ➔ Verbal abuse
- ➔ Sexual harassment
- ➔ Coercing someone to do something they don't want to do
- ➔ Threaten someone or their family to control their actions, including how they might vote

9. Are there any discussions or initiatives currently taking place within your party to prohibit members from certain behaviors?

Guide the participants to share what types of actions or behaviors would be prohibited, if they indicate that the party is currently engaged in discussion about implementing new guidelines or mechanisms. Listen in particular for any proposed prohibitions against violence or violent acts.

If the interviewee responds that the party is currently discussing new initiatives or prohibitions, please ask the following question. If the interviewee responds that the party is not currently discussing this, please proceed directly to Question #9.

a. Are any of these initiatives designed to protect women in particular?

10. Let's speak more generally for a moment. I am going to list a number of behaviors that party members or leaders might engage in. For each behavior listed, please briefly say whether you believe that particular behavior is acceptable for members or leaders to engage in, acceptable in some circumstances, or not acceptable in any circumstance.

As you list the following behaviors out loud, encourage the interviewee to be very brief in their response as they agree, agree with reservations or disagree with each behavior. You may let them know that they will have a chance to explain in greater detail. However, do not cut them off if they do wish to explain a particular answer in greater detail.

- ➔ Disqualify party candidate for elected position or leadership position based on their physical attributes and clothing

- ➔ Sabotage campaign materials
- ➔ Defame or disseminate false information about an opponent in the media
- ➔ Spread altered images of a political rival
- ➔ Threaten a fellow member of your political party in order to persuade or coerce them to change a policy position or vote
- ➔ Withhold resources from other party members
- ➔ Turn off the microphone or leave the room when a member of the party is talking
- ➔ Use social media to anonymously spread false information about a member of your party seeking a party leadership or nomination
- ➔ Harass another member of the party to vote a certain way
- ➔ Make a party member's nomination or promotion conditional on sexual favors
- ➔ Request or coerce sexual acts from other members of the party

If the interviewee responds “acceptable” or “acceptable in some situations” to any of the behaviors listed, please ask the following question. If the interviewee does not respond that any of the above behaviors are acceptable, please proceed directly to Question #11.

a. For the behaviors I've just listed, in what situations do you think one or any of these behaviors would be acceptable?

This question provides a chance for interviewees to explain their answers to Question #10 in more detail. If interviewees identified any particular behaviors in Question #10 as acceptable in some or all situations, guide them to share what situations they believe those behaviors would be acceptable in. A list of potential situations is included below for your reference and note-taking purposes.

- ➔ When used by party leadership to control members of the party
- ➔ To win the party's nomination
- ➔ To win an election
- ➔ When party leaders are trying to ensure order within the party
- ➔ To respond when you are attacked by someone else
- ➔ When you disagree with someone or when their viewpoint is dangerous
- ➔ To undermine someone who does not deserve their position

11. Have you ever engaged in any of the behaviors I listed?

Be sure it is clear that this is about their own actions and motivations, not a condemnation for any action they may have taken. If the interviewee replies “yes,” please ask the following questions. If the interviewee responds “no,” please proceed directly to question #12.

a. What was your reason for doing so?

Guide the participants to share, to the extent that they feel comfortable, the details of the situation and the reasons for their action.

b. Do you believe that this was a form of violence?

12. Do you believe that party leadership has a responsibility to prevent or stop harassment, physical or sexual violence, threats or coercion from happening within the party?

Guide the interviewee to share their thoughts on this topic broadly, for example:

- ➔ Whether party leadership is always responsible to prevent all forms of harassment, threats or other forms of violence within the party
- ➔ Whether party leadership is only sometimes responsible to prevent harassment, threats or other forms of violence within the party
- ➔ Whether other authorities are responsible for preventing harassment, threats or other forms of violence—and if so, which authorities

13. Do you think that it is more common for men, women or both to experience violence, threats, harassment or other attacks within their political party?

Guide the interviewee to share what specific forms of violence they believe men or women experience more frequently. A list of some types of violence and violent acts is included below for your reference and note-taking purposes.

- ➔ Being disqualified from leadership or a nomination for their clothing or physical attributes
- ➔ Being threatened
- ➔ Being pressured or coerced into doing things
- ➔ Being sexually harassed
- ➔ Having their private information discussed publicly
- ➔ Being physically assaulted
- ➔ Being denied economic resources by the party
- ➔ Having false information or rumors spread about them

14. Do you believe that any forms of violence, threats or other attacks occur within your party?

If the interviewee responds that they do believe some form of violence, threats or attacks, guide them to share what forms they believe this violence takes. For example:

- ➔ Physical violence
- ➔ Verbal abuse
- ➔ Sexual harassment
- ➔ Psychological attack
- ➔ Threats or coercion

15. Have women party members or leaders ever reported to you that they have experienced violence from other members of your political party? Or, have you ever witnessed violence occurring against women in your party?

Guide the interviewee to share, to the extent that they feel comfortable, what types of violent acts they have witnessed or heard of. A list of types of violence and violent acts is included below for your reference and note-taking purposes.

- ➔ Physical violence
 - Attempted murder
 - Assault (punching, hitting, being beaten up, etc.)
 - Aggression (pushing, shoving, poking, pulling, etc.)
- ➔ Sexual violence
 - Rape
 - Sexual exploitation

- Sexual harassment
- Libel, character assassination or rumors of a sexual nature
- Threats of a sexual nature
- Unwanted sex
- Unwanted sexual contact
- Physical violence of a sexual nature
- ➔ Psychological violence
 - Defamation
 - Slander
 - Character attacks
 - Harassment by the media
 - Harassment online (for example, on social media)
 - Insults equating women’s political participation with immoral practice
 - Hate speech
- ➔ Threats or coercion
 - Threats
 - False accusations
 - Intimidation
 - Threats sent online (for example, on social media)
 - False assessment of the environment (e.g.: someone telling you it was safe or unsafe when it was not)
 - Blackmail
- ➔ Economic violence
 - Using money or other resources to control you
 - Denial or delay in providing financial resources available to men
 - Property damage committed against you

*If any participants said no, ask them: “**Do you think that violence or the threat of violence could or does occur within your political party, even though you have not seen it?”***

The following questions are intended for interviewees who said that they had witnessed or heard of someone experiencing violence or threats of violence. If the interviewee responded that they had not witnessed or heard of any forms or threats of violence, please skip to Question #16.

The questions pertain to each of the incidents that the interviewee witnessed or heard of. Each question is phrased to refer to an individual incident. If more than one incident was described by the interviewee, try to get information about each of the incidents.

a. Did the incident have an effect on the victim, their work within the party, and/or their motivation to participate in political life? If so, what kind of effects?

Guide interviewees to share the effects that the violence had, both in the long term and the short term. Encourage interviewees to be as specific as they feel comfortable. Be sure to listen for these particular types of effects:

- ➔ Effects on work within the party
- ➔ Effects on political leadership and reputation
- ➔ Effects on political ambition, participation, and expression broadly
- ➔ Effects on other women (e.g. telling other women not to enter politics)

Let's now talk about the perpetrator (or perpetrators) in the incident you described. Did the incident have an effect on the perpetrator, their work within the party, and/or their involvement in political life? If so, what kind of effects?

Guide interviewees to share the effects that the violence had for the perpetrator(s) involved, both in the long term and the short term. Encourage interviewees to be as specific as they feel comfortable. Be sure to listen for any these particular types of effects:

- ➔ Effects on work within the party (including any consequences or repercussions implemented by the party)
- ➔ Effects on political leadership and reputation
- ➔ Effects on political ambition, participation, and expression broadly (including any consequences or repercussions implemented by other authorities)

16. Do you think that violence against women within a political party has any effects on the party itself? If so, what kinds of effects might this violence have on the party?

Be sure that the interviewee at this point discusses what effects violence may have on a party specifically, rather than on individual victims or party members involved.

Be sure to note for yourself that this question is related specifically to violence against women, rather than violence in general, and guide interviewees accordingly. Also note for yourself whether interviewees conflate the two concepts, even after your guidance.

As you guide interviewees, be sure to listen specifically for any answers that relate to:

- ➔ Violence as a barrier for the democratic functioning of a party
- ➔ The impact of violence on the overall effectiveness of a party
- ➔ The impact of violence on a safe and/or inviting environment for women within a party

17. Do you think the participation of women in your party is, or has been, affected by violence or the fear of violence?

Guide interviewees to share any effects they believe violence may have on women's participation. Some potential effects may include:

- ➔ Declining participation overall by women
- ➔ Reluctance from women to seek leadership positions
- ➔ Fear of being ostracized or losing prestige/influence

V. Closing Question

This question brings the conversation to a close without abruptly ending the discussion. Depending on the response, there may or may not be relevant information here for the analysis.

Do you have any other thoughts on this topic that weren't covered here today? Anything you would like to add?

VI. Interviewer's Conclusion

Please wrap-up the conversation with the following.

“Thank you for participating. This has been a very successful discussion. Your opinions will be valuable for assessment. We hope you have found the conversation interesting.

If there is anything you are unhappy with or wish to complain about, you may reach out to me through _____**(NDI local staff contact's name here)**_____. I would like to remind you that any comments included in this report will be anonymous, and you have also agreed to keep this conversation confidential.”

End of Interview Guide.

Win With Women Assessment: Status of Women in Political Parties Focus Group Guide

MODERATOR INSTRUCTIONS

This Assessment Tool for the Status of Women in Political Parties Assessment is intended to be completed within a focus group discussion setting. With these open-ended questions, the researcher - or whomever is acting as focus group moderator - should probe for detailed information and solicit specific examples to provide as complete an answer as possible. The moderator has a responsibility to adequately cover all prepared questions within the time allotted.

Each questions below indicates the main guiding question as well as the specific pieces of additional information necessary to gather for the assessment. In general, the questions in bold are for the moderator to ask the participants, and the text in italics is guidance for the facilitator on the types of additional information to collect.

For each guiding question, the moderator's role is to gently guide the discussion toward these subjects to get the relevant information. The moderator also has a responsibility to ensure equal participation from all participants and encourage them to fully explain their answers, as much as they feel comfortable. Participants should never be compelled to answer questions if they feel uncomfortable. Some helpful ways to get more complete responses include:

- ➔ "Can you talk about that more?"
- ➔ "Help me understand what you mean?"
- ➔ "Can you give an example?"

It is good moderator practice to paraphrase and summarize long, complex or ambiguous comments after they're made by participants. This demonstrates active listening and clarifies the comment for everyone in the group. Because the moderator holds a position of authority and perceived influence, she must remain neutral, refraining from nodding/raising eyebrows, agreeing/disagreeing, or praising/denigrating any comment made.

The focus group moderator should be accompanied by an assistant moderator, who will collect the participant information sheet and consent forms, assist with set-up, and take notes during the discussion.

ROOM SET-UP AND PREPARATION

The room should have a door for privacy, which is closed during the discussion. The chairs should be arranged in a circle or around a table, so that participants can see and talk to each other easily.

When participants arrive, ask them to fill out a participant information sheet, sign a consent form, and take a table card. The table cards should only include numbers to identify participants, so that the notetaker can refer to participants' comments in the notes their number rather than by name. Prior to beginning the conversation, fill in Section I (below) with basic information about the focus group.

I. Focus Group Information and Composition

Prior to beginning the discussion, please fill in the below information about the focus group and its participants.

Date and Time of Focus Group:

Location:

Name of Moderator:

Name of Assistant Moderator:

Political Party Name:

Total number of participants

Other notes/comments:

II. Facilitator's Welcome and Introductions

Please give the following welcome and introduction to the participants. This is important to ensure all participants are aware of the purpose and other important information about the focus group.

“Welcome, and thank you for agreeing to participate in this focus group discussion. We recognize that you are busy and we thank you for taking the time to share your thoughts. My name is _____
(your name) and I will be the moderator for the discussion. This is _____
(assistant moderator's name) and she will be taking notes.

This focus group discussion is part of an assessment of political parties organized by the National Democratic Institute. The assessment aims to understand women's experiences, insights and concerns within political parties. We need your input and would like you to be as open, honest, and accurate in your comments as you can. Of course, some of the content of the discussion may be difficult, and you are in no way obligated to speak if you do not feel comfortable.

Everything you say in this discussion will remain anonymous. We will not identify anyone by name in our assessment report. The notes from the discussion will contain no information that would allow you to be linked to specific statements. By participating today, you also agree to keep this conversation confidential, and to not discuss the comments of the other participants outside of this room.

There are a few ground rules for this discussion.

- 1. We want you to do the talking.** We would like everyone to participate. When you do have something to say, please do so. There are many of you in the group and it is important that we hear the views of each of you.
- 2. There are no right or wrong answers.** Every person's experiences and opinions are important. Speak up whether you agree or disagree. We want to hear a wide range of opinions.
- 3. Only one person speaks at a time.** You may want to interrupt when someone is talking but please wait until they have finished.
- 4. You do not have to speak in any particular order.**
- 5. You do not have to agree with the views of other people in the group.**
- 6. What is said in this room should not be discussed outside of the focus group.** We want everyone to feel comfortable sharing when sensitive issues come up.

Does anyone have any questions? *(Answer any questions that come up.)*

OK, let's begin."

III. Warm-Up Question

This question is intended to start the conversation with something easy and comfortable. It is not part of the analysis.

What do you find most enjoyable about working in your political party?

IV. Guiding Questions

1. Are there barriers or challenges to your ability to participate or obtain leadership positions within the party?

Guide participants to share what specific challenges they may face. Some examples include:

- ➔ Lack of time and resources
- ➔ Lack of support from party leaders, other party members, family, etc.
- ➔ Not enough capacity, training, education

2. What do you think of women's and men's capacity to be political leaders? Do you think men and women are equally capable of being political leaders on all topic areas?

Guide participants to be honest about their thoughts on women and men in political leadership roles, broadly speaking and in the following specific ways:

- ➔ Roles: Probe for participants' views on women's capacity to be various kinds of leaders: leaders of an organization, of a committee, of a political party, of a parliament, etc.
- ➔ Topic areas: Should women only lead on topics such as health, childcare, women/family/sports? Are there topics that would be off-limits for women or for men?

3. What are the social or cultural attitudes about women within your country, within your party, and among party leadership?

Probe for social and cultural attitudes at multiple levels and in multiple forms, such as:

- ➔ In the country: Views about women's leadership in the country, negative stereotypes about women with careers and women in power, etc.
- ➔ In the party: Discriminatory attitudes toward women's participation or leadership in the party, views about whether equal leadership between men and women is important for a political party.
- ➔ Party leaders: Party leaders' attitudes about women's role in the party and whether women should have equal participation and leadership. Uncover whether these attitudes are reflected in actions or only in words.

4. Are there strategies, either based in the party statutes or more informally practiced, to promote women's political participation as the party's candidates?

Probe for what strategies may exist, whether and how they are implemented, and at which types of positions they are aimed.

- ➔ At what levels do the strategies exist: national, provincial, local levels

- ➔ Is gender taken into account when considering candidates for high-level or cabinet-level government positions?
- ➔ Are these strategies practiced, and if so, how? If not, why aren't they?

5. Does the party actively consult with women members to ensure they are playing an equal role in the party's procedures, policy and leadership?

Encourage participants to share examples to illustrate , whether positive or negative.

6. When the party develops messages to the media and selects party spokespeople, what images of women politicians are being promoted?

Guide participants to share their experiences and examples of how the party promotes women in public events, in press releases, in social media, etc. Does it promote positive or negative images of women? Or are women absent?

7. Have you ever experienced or witnessed someone experiencing violence or threats of violence while carrying out political party functions? This could include physical violence, verbal abuse, sexual harassment, psychological attacks, or threats or coercion.

Guide the participants to share, to the extent that they feel comfortable, what types of violent acts they experienced or witnessed. A list of types of violence and violent acts is included below for your reference and note-taking purposes.

- ➔ Physical violence
 - Attempted murder
 - Assault (punching, hitting, being beaten up, etc.)
 - Aggression (pushing, shoving, poking, pulling, etc.)
- ➔ Sexual violence
 - Rape
 - Sexual exploitation
 - Sexual harassment
 - Libel, character assassination or rumors of a sexual nature
 - Threats of a sexual nature
 - Unwanted sex
 - Unwanted sexual contact
 - Physical violence of a sexual nature
- ➔ Psychological violence
 - Defamation
 - Slander
 - Character attacks
 - Harassment by the media
 - Insults equating women's political participation with immoral practice
 - Hate speech
- ➔ Threats or coercion
 - Threats
 - False accusations
 - Intimidation
 - False assessment of the environment (e.g.: someone telling you it was safe or unsafe when it was not)
 - Blackmail

➔ Economic violence

- Using money or other resources to control you
- Denial or delay in providing financial resources available to men
- Property damage committed against you

If any participants said no, ask them: “Do you think that violence or the threat of violence could or does occur within your political party, even though you have not seen it?”

8. Did the incident(s) you’ve just described have an effect on the victim, their work within the party, and/or their motivation to participate in political life? If so, what kind of effects?

Guide participants to share the effects that the violence had, both in the long term and the short term. Encourage participants to be as specific as they feel comfortable. Be sure to listen for these particular types of effects:

- ➔ Effects on work within the party
- ➔ Effects on political leadership and reputation
- ➔ Effects on political ambition, participation, and expression broadly
- ➔ Effects on other women (e.g. telling other women not to enter politics)

V. Closing Question

This question brings the conversation to a close without abruptly ending the conversation. Depending on the responses, there may or may not be relevant information here for the analysis.

Do you have any other thoughts on this topic that were not covered here today? Anything you would like to add?

VI. Facilitator’s Conclusion

Please wrap-up the conversation with the following.

“Thank you for participating. This has been a very successful discussion. Your opinions will be valuable for assessment. We hope you have found the discussion interesting.

If you would like to share any further questions, comments or concerns, you may reach out to me through **(NDI local staff contact’s name here)**. I would like to remind you that any comments included in this report will be anonymous, and you have also agreed to keep this conversation confidential, and to not discuss the comments of the other participants outside of this room.

Before you leave, please hand in your completed personal details questionnaire.

On the table, you will find information related to victim services and support for women who have been victims of violence. Please feel free to take one for yourself, a colleague, a friend or anyone you like.”

End of Focus Group Guide.

Win With Women Assessment: Violence Against Women in Political Parties Focus Group Guide

Moderator Instructions

This tool for the Violence Against Women in Political Parties Assessment is intended to be completed within a focus group discussion setting. With these open-ended questions, the focus group moderator should probe for detailed information and solicit specific examples to provide as complete an answer as possible. The moderator has a responsibility to adequately cover all prepared questions within the time allotted.

Each question below indicates the main guiding question as well as the specific pieces of additional information necessary to gather for the assessment. In general, the questions in **bold** are for the moderator to ask the participants, and the text in *italics* is guidance for the moderator on the types of additional information to collect.

For each guiding question, the moderator's role is to gently guide the discussion toward these subjects to get the relevant information. The moderator also has a responsibility to get all participants to participate and explain their answers, as much as they feel comfortable. Participants should never be compelled to answer questions if they feel uncomfortable. Some helpful ways to get more complete responses include:

- ➔ "Can you talk about that more?"
- ➔ "Help me understand what you mean."
- ➔ "Can you give an example?"

It is good moderator practice to paraphrase and summarize long, complex or ambiguous comments. This demonstrates active listening and clarifies the comment for everyone in the group. Because the moderator holds a position of authority and perceived influence, she must remain neutral, refraining from nodding/raising eyebrows, agreeing/disagreeing, or praising/denigrating any comment made.

The focus group moderator should be accompanied by an assistant moderator, who will collect the participant information sheet and consent forms, assist with set-up, and take detailed notes during the discussion. In all notes, the assistant moderator should refer to participants' comments by the number on their table card, rather than by name. Because the focus group participants will be asked to share information and opinions that are often sensitive and personal, the assistant moderator should also be a woman. This will help the women participating in the discussion to feel more comfortable and willing to share their thoughts than they would in front of a man.

Considerations for Cross-Party and Single-Party Focus Groups

In some contexts, conducting focus groups with participants from a single party may be necessary. This is especially true in contexts where parties are highly polarised. Women from the same political party may be more likely to share experiences that they feel could reflect negatively on their party when they

are among fellow party members. The conversation may also feel more comfortable sharing personal stories among women with whom they feel an existing sense of camaraderie.

However, in some cases holding a cross-party focus group may be the better option. Focus groups with participants from multiple parties may encourage women to share different experiences and explore different topics within the discussion parameters. It may also help encourage participants who would be hesitant to share their opinions or experiences in front of their fellow party members.

In all cases, the moderator must pay close attention to the dynamics in the room. For single-party focus groups, the moderator should watch to ensure that power dynamics (for example, the influence of existing hierarchies in the party) do not interfere, guiding the conversation where necessary. In multi-party focus groups, the moderator must take steps if necessary throughout the discussion to ensure that it does not become partisan in anyway.

In focus groups where women from multiple parties are represented, there are questions which should be framed differently, or which should be avoided entirely. These questions have been noted with a star (“*”), and should be modified or omitted in multi-party situations. The moderator is responsible for preparing for these changes and adapting the progression of the questions accordingly.

Room Set-Up and Preparation

The moderator and assistant moderator will require the following supplies for the focus group discussion:

- ➔ this focus group guide;
- ➔ printed copies of the participant information sheet;
- ➔ printed copies of the consent form;
- ➔ printed numbered table cards for participants (not name cards);
- ➔ printed copies of information related to victim services (described below); and
- ➔ a computer for note-taking.

The room should have a door for privacy, which should remain closed during the discussion. The chairs should be arranged in a circle or around a table, so that participants can see and talk to each other easily. Before the session begins, you should also prepare printed information related to victim services and support for women who have been victims of violence. Do not hand this out at the beginning of the focus group, but ensure that participants who wish to take the information at the end of the session are able to do so without needing to ask for it directly: for example, place the information on a table to the side or by the door.

When participants arrive, ask them to fill out a participant information sheet, sign a consent form, and take a table card. The table cards should only include numbers to identify participants, so that the assistant moderator can refer to participants’ comments in the notes by their number rather than by name. Prior to beginning the conversation, fill in Section I (below) with basic information about the focus group.

I. Focus Group Information and Composition

Prior to beginning the discussion, please fill in the below information about the focus group and its participants.

Date and Time of Focus Group:

Location:

Name of Moderator:

Name of Assistant Moderator:

Political Parties Represented:

Total Number of Participants:

Other Notes/Comments:

II. Facilitator's Welcome and Introductions

Please give the following welcome and introduction to the participants. This is important to ensure all participants are aware of the purpose and other important information about the focus group.

“Welcome, and thank you for agreeing to participate in this focus group discussion. We recognize that you are busy and we thank you for taking the time to share your thoughts. My name is _____
(your name) and I will be the moderator for the discussion. This is _____
(assistant moderator's name) and she will be taking notes.

This focus group discussion is one part of an assessment of political parties organized by the National Democratic Institute. The assessment aims to understand women's experiences within political parties, specifically their experiences with violence. The information gathered during this assessment will be used to identify actions and recommendations that political parties can take to address violence against women in politics and support women's political participation. We need your input and would like you to be as open, honest, and accurate in your comments as you can. Of course, some of the content of the discussion may be difficult, and you are in no way obligated to speak if you do not feel comfortable.

Everything you say in this discussion will remain anonymous. We will not identify anyone by name in our assessment report. The notes from the discussion will contain no information that would allow you to be linked to specific statements. By participating today, you also agree to keep this conversation confidential, and to not discuss the comments of the other participants outside of this room.”

There are a few ground rules for this discussion.

- 1. We want you to do the talking.** We would like everyone to participate. When you do have something to say, please do so. There are many of you in the group and it is important that we hear the views of each of you.
- 2. There are no right or wrong answers.** Every person's experiences and opinions are important. Speak up whether you agree or disagree. We want to hear a wide range of opinions.
- 3. Only one person speaks at a time.** You may want to interrupt and add your thoughts when someone is talking, but please wait until they have finished.
- 4. You do not have to speak in any particular order.**
- 5. You do not have to agree with the views of other people in the group.**

6. What is said in this room should not be discussed outside of the focus group. We want everyone to feel comfortable sharing when sensitive issues come up.

Does anyone have any questions? (*Answer any questions that come up.*)

OK, let's begin."

III. Warm-Up Question

This question is intended to start the conversation with something easy and comfortable. It is not part of the analysis.

What do you find most enjoyable about working in your political party?

IV. Guiding Questions

1. Are there barriers or challenges to your ability to participate or obtain leadership positions within the party?

Guide participants to share what specific challenges they may face. Some examples include:

- ➔ Lack of time and resources
- ➔ Lack of support from party leaders, other party members, family, etc.
- ➔ Not enough capacity, training, education

If you are conducting a multi-party focus group, please modify the question to be:

Are there barriers or challenges to women's ability to participate or obtain leadership positions in political parties in the country?

2. Does the party have guidelines in place to regulate behavior between members? For example, this could be a regulation prohibiting members from physically or verbally attacking each other.

Guide participants to share what type of mechanisms exist, if any, such as:

- ➔ Voluntary guidelines
- ➔ Party rules
- ➔ Internal code of conduct

Guide participants to share more detail about the mechanisms, if they exist, such as:

- ➔ What type of behavior do these mechanisms prohibit (physical violence, verbal abuse, sexual harassment, coercion, threats)?
- ➔ How frequently are they used or practiced?
- ➔ How accessible, useful or effective are they?
- ➔ Do they include guidelines for reporting any violations, or sanctions for members who commit them? If so, are these guidelines used?

If you are conducting a multi-party focus group, it may be necessary to omit this question.

3. Have you ever experienced or witnessed someone experiencing violence or threats of violence while carrying out political party functions? This could include physical violence, verbal abuse, sexual harassment, psychological attacks, or threats or coercion.

Guide the participants to share, to the extent that they feel comfortable, what types of violent acts they experienced or witnessed. A list of types of violence and violent acts is included below for your reference and note-taking purposes.

➔ Physical violence

- Attempted murder
- Assault (punching, hitting, being beaten up, etc.)
- Aggression (pushing, shoving, poking, pulling, etc.)

➔ Sexual violence

- Rape
- Sexual exploitation
- Sexual harassment
- Libel, character assassination or rumors of a sexual nature
- Threats of a sexual nature
- Unwanted sex
- Unwanted sexual contact
- Physical violence of a sexual nature

➔ Psychological violence

- Defamation
- Slander
- Character attacks
- Harassment by the media
- Harassment online (for example, on social media)
- Insults equating women's political participation with immoral practice
- Hate speech

➔ Threats or coercion

- Threats
- False accusations
- Intimidation
- Threats sent online (for example, on social media)
- False assessment of the environment (e.g.: someone telling you it was safe or unsafe when it was not)
- Blackmail

➔ Economic violence

- Using money or other resources to control you
- Denial or delay in providing financial resources available to men
- Property damage committed against you

*If any participants said no, ask them: **“Do you think that violence or the threat of violence could or does occur within your political party, even though you have not seen it?”**”*

*Tell participants: **The next few questions are for those of you who said you had experienced or witnessed someone experiencing violence or threats of violence. The questions pertain to each of the incident(s) that you have experienced or witnessed.***

The questions are phrased as individual incidents. If more than one incident was described by the participants, try to get information about each of the incidents.

4. Let's talk about the situation when the incident occurred. Where and when did it take place?

Some potential situations include:

- ➔ Nomination for party or candidate positions
- ➔ Campaign period
- ➔ Just after the campaign when parliament is being seated
- ➔ Parliamentary session
- ➔ During a party convention
- ➔ During a protest
- ➔ During unrelated violent conflict within the country

5. Let's talk now about the perpetrator of the incident you described. Who was the person who carried out the act? What was their relationship to the victim, and were they holding a particular position or role within the party?

Some relevant information and potential positions/roles include:

- ➔ Man or woman
- ➔ Family member—specify their relationship
- ➔ Member of your own political party—specify any leadership positions
- ➔ Party candidate or member seeking nomination
- ➔ Elected or designated political authority from your own political party—specify level of government (municipal, regional, national or other)
- ➔ Voter

If positions are identified, ask participants if they think that the position of a party member has an effect on their likelihood to commit acts of violence

6. What do you think was the motivation or cause behind the incident?

Be sure it is clear that this is about what was perceived to be the perpetrator's motivation, not a reason to blame the victim for the incident.

7. Let's talk now about the victim in the incident you described. Who was the victim? Was the victim holding a particular position or role within the party when it occurred?

Some relevant information and potential positions/roles include:

- ➔ Man or woman
- ➔ Member of your own political party—specify any leadership positions
- ➔ Party candidate or member seeking nomination
- ➔ Elected or designated political authority—specify level of government (municipal, regional, national or other)
- ➔ Voter

If positions are identified, ask participants if they think that the position of a party member has an effect on their vulnerability to experiencing violence

8. Did the incident have an effect on the victim, their work within the party, and/or their motivation to participate in political life? If so, what kind of effects?

Guide participants to share the effects that the violence had, both in the long term and the short term. Encourage participants to be as specific as they feel comfortable. Be sure to listen for these particular types of effects:

- ➔ Effects on work within the party
- ➔ Effects on political leadership and reputation
- ➔ Effects on political ambition, participation, and expression broadly
- ➔ Effects on other women (e.g. telling other women not to enter politics)

9. Let's talk now about reporting. Did the victim report the incident to anyone? If so, how did it go?

If the incident(s) wasn't/weren't reported, encourage participants to share why not.

If the incident(s) was/were reported, encourage participants to share:

- ➔ To whom it was reported.
- ➔ Any consequences for the perpetrator(s), such as reprimands, sanctions, loss of position, etc.
- ➔ Any consequences for the victim because they reported it, such as retaliation, losing a nomination, loss of position, additional violence, negative media coverage, etc.

10. Do you think female members of your party are fearful that they may experience violence? Are you fearful of this violence?

If yes, encourage participants to elaborate on what they think the effects of this fear are for their work, their political ambitions, and the party as a whole.

If you are conducting a multi-party focus group, please modify the question to be:

Do you think women party members in the country are fearful that they may experience violence? Are you fearful of this violence?

11. Let's talk about ways to combat violence against women within political parties. Do you believe that existing laws on violence against women are sufficient to combat violence against women in politics?

*While this question does ask about laws on violence against women, be sure to guide the discussion to focus on the application of those laws to violence against women **in politics** specifically. Do they effectively combat **this** issue?*

12. Which institutions or organizations do you believe are responsible for combating violence against women in politics?

Encourage participants to name specific institutions/organizations. Try to discover if participants believe that the political parties themselves are responsible for combating violence, or if they believe it is the responsibility of another organization. Some potential organizations include:

- ➔ Political parties
- ➔ Election officials/election management bodies
- ➔ The police
- ➔ The Congress/National Assembly by taking legal action
- ➔ Each municipal council
- ➔ Women's organizations

V. Closing Question

This question brings the conversation to a close without abruptly ending the discussion. Depending on the responses, there may or may not be relevant information here for the analysis.

Do you have any other thoughts on this topic that were not covered here today? Anything you would like to add?

VI. Facilitator's Conclusion

Please wrap-up the conversation with the following.

“Thank you for participating. This has been a very successful discussion. Your opinions will be valuable for assessment. We hope you have found the discussion interesting.

If you would like to share any further questions, comments or concerns, you may reach out to me through **(NDI local staff contact's name here)**. I would like to remind you that any comments included in this report will be anonymous, and you have also agreed to keep this conversation confidential, and to not discuss the comments of the other participants outside of this room.

Before you leave, please hand in your completed participant information sheet.

On the table, you will find information related to victim services and support for women who have been victims of violence. Please feel free to take one for yourself, a colleague, a friend or anyone you like.”

End of Focus Group Guide.

Win With Women Analysis Framework for Status of Women in Political Parties (SoW) and Violence Against Women in Political Parties (VAW-PP)

FRAMEWORK OF ANALYSIS

Each component of the Win With Women Assessment Framework is organized by component as well as by tool. Each of the two components of the WWW Assessment—that is, the Status of Women in Political Parties Assessment, and the VAW-PP Assessment—has its own framework; the analysis using each should then be combined for the analysis and results of the overall WWW Assessment.

In the analysis, researchers will see that the frameworks have been divided so that each tool has its own section. Within each of these sections, they will see that the main assessment themes and research questions have been identified, and that the questions from each tool are clearly assigned to specific research questions and themes. This will guide the practitioner in data triangulation and analysis across the different tools.¹

The columns in both frameworks are as follows:

- ➔ **Column A:** Main Assessment Theme. This column indicates the main assessment theme, both by number and by name. These are the main, big-picture themes that the assessment seeks to explore, and are described below.
- ➔ **Column B:** Research Question. This question indicates the research questions within each of the assessment themes. These are the smaller pieces of information needed to understand the main assessment themes.
- ➔ **Column C:** Overlap with Other Tools: This column guides data triangulation. It lists which other tools also ask questions that contribute to answering the research sub-question.
- ➔ **Columns D onward:** These columns indicate the question(s) in the tool that contribute to answering each research sub-question. This also guides triangulation for analysis across different questions within the same tool.

Regardless of the system of data coding that the practitioner is comfortable using, all data must be organized according to these questions. Because the specific questions in each tool inform each research question, and each research question informs a major theme of the assessment, the framework provides a seamless way for researchers to focus their analysis and ensure they are capturing the critical information that will inform the reports and any recommendations made.

The themes outlined in the Framework Analysis indicate the major risks, barriers and opportunities regarding women's empowerment and VAW-PP; proper analysis can guide specific actions and strategies to address VAW-PP and support women's participation in political parties. While each tool

individually may not provide information on every theme, when taken collectively, they have been designed to provide a comprehensive base for analysis of each theme. Thus, it is critical that all of the tools be completed before the analysis is undertaken.

In many cases, the same question, or similar questions, are asked more than once, or included on different tools. Likewise, some research questions are informed by multiple questions on the same tool. Even where it seems repetitive, all questions must be included in the assessment and the analysis. Different party members and leaders will give different answers to the same questions; for this reason, it is important to ask questions in several different ways to multiple stakeholders. Violence in particular is a sensitive topic that some respondents may not feel comfortable answering questions on; moreover, an opinion from one person does not represent a trend or comprehensive perspective. For this reason, it is important to follow the tools and analysis framework as provided to ensure that the information gathered can be cross-referenced, and any misinformation or missing information can be identified and incorporated appropriately into the analysis.

When certain answers are overlapping, relatively similar or otherwise indicate a clear or emerging trend, they indicate an accurate theme and classification becomes possible. It is essential to always cross-check answers from the separate tools to correctly judge the accuracy of the information. Researchers should look for consensus areas among the participants and target groups overall, but it is also important to highlight and investigate outliers or particular areas of disagreement.

In particular, it is important to note during the analysis if and how the responses of participants differed by gender or by role. For instance, men and women members may have different responses to questions on women's ability to gain leadership positions, or on the relative rates of violence targeting women as opposed to men. The senior leadership of a party may have a different perspective on whether women are protected from violence within the party than women members. Responses should be evaluated for similarities and dissimilarities, and any findings should be included in the analysis and report. Replies may vary based on a range of characteristics—gender among them—even where a question may not specifically focus on gender. It will be important to highlight different perspectives among genders and among party leaders and members when drawing conclusions and making recommendations. A specific gender analysis serves as a systematic attempt to identify key issues that contribute to gender inequality or violence within parties, as well as possible solutions, so that they can be properly addressed.

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Endnotes

¹ Triangulation refers to the use of multiple methods or data sources in qualitative research to develop a comprehensive understanding of phenomena (Patton, 1999).

Win With Women Analysis Framework - Status of Women (SoW) Component

Questions that we are answering in the report				Questions Within Each Tool which Address Each Report Sub-Question				
Main Assessment Question	Sub-Question	Data Source(s)	Data Collection Method(s)	Female Members Survey	Male Members Survey	Leaders Interview	Female Members Focus Group	Secondary Data Collection/Desk Review
1. Basic Party Information	Official political party name	Party Constitution/COC	Secondary/desktop					x
	Date of establishment	Party Constitution/CO	Secondary/desktop					x
	Does the party have written official statuses and/or bylaws? Please provide a copy.	Party Constitution/CO	Secondary/desktop					x
	If not included in the statutes or bylaws, please provide a description of your party's candidate selection process.	Party Constitution/CO	Secondary/desktop					x
2. General Party Composition	How many people are members of the party?	Member lists	Desktop research					x
	How many members are women?	Member lists	Desktop research					x
	How many elected officials are members of the party? (Each disaggregated by gender): Municipal or District level State or Provincial level National or Parliamentary level	Public records	Desktop research					x
	What is the structure of the party leadership? Please provide an organogram of the party leadership structure.	Party documents	Desktop research					x
	How many women leaders are there? What positions do they hold?	Leaders, party records	Interviews (leaders), desk review			1, 2		x
	How many candidates were fielded by the party during the last national elections? How many were women?	Party records	Desktop research					x
	How many candidates were fielded by the party during the last regional elections? How many were women?	Party records	Desktop research					x
	What was the total number of candidates placed on the party list during the last local elections? How many were women?	Party records	Desktop research					x
What kinds of resources does the party provide to party candidates (training, financial, etc)? Please be detailed.	Men and women members	Survey		7, 8, 12	5,6,7			
3. Party Policies and Practices	Are there strategies, either based in the party statutes or more informally practiced, to promote women's political participation as the party's candidates at the national, provincial and local levels?	Women/men members, leaders	Surveys (male members); interviews (leaders); focus groups (women)	7, 8, 12, 17, 18, 25, 26, 27, 28, 30	16, 17, 18, 19, 20, 21, 22, 23, 24, 24a, 27	12, 12a, 13, 14		4
	Does your party employ mechanisms for removing restrictions on women's political participation?	Women members	Surveys	12	16, 24			
	Does the party encourage and/or facilitate mentoring opportunities for younger or more inexperienced women party members to receive the support and advice of established party leaders?	Women members	Surveys	8				
	Does the party have a rule making VAW in the party against the rules/code of conduct? Does this rule get implemented? Are implementation mechanisms established?	Men and women members, party leaders; party regulations/policies	Interviews (leaders), surveys (members); desk review	21, 22	15, 16	8, 8a, 10		x
	Is there a private/secure mechanism for filing complaints against sexual harassment? Against any form of violence?	Women members, party leaders; desk review	Interviews (leaders), surveys (women members), desk review	22, 24		8, 8a		x
	What type of violence/forms, content do women experience	Women members	Focus groups, survey	23				7, 8
	Who are the perpetrators?	Women members	Survey	23b				
	Who are the victims?	Women members	Survey	23a				
	Do victims report? Are there consequences?	Women members	Survey	23c, 23d				
	Are there mechanisms, either based in the party statutes or more informally practiced, to guarantee that women candidates are fielded by the party, mechanisms such as quotas or candidate selection processes that work to balance the number of women and men candidates?	Party statutes, women members	Desktop research, surveys	25				x
	If your party does have strategies to promote women as candidates, either based in the party statutes or more informally constructed, are these strategies practiced?	Leaders, men and women members	Interviews (leaders); surveys (male members); focus groups (women members)	28, 28a	24, 24a	12, 12a, 13, 14	3,4,5	
	How does the party recruit women to run for office at the national level of government? And is this mandated in the party, or elsewhere?	Party policies/regulations; men and women members	Desktop research, survey (male/female members)	25, 30	22, 24, 28			x

3. Party Mechanisms for Gender Equality	How does the party actively recruit women to run for office at the sub-national (local, regional, state) levels of government? And is this mandated in the party?	Leaders	Interviews			12, 12a, 13, 14		
	Does the party conduct trainings for women candidates to improve their chances of being elected to office?	Leaders, women members	Interviews (leaders); surveys (women members)	7		12, 12a, 13, 14		
	Does the party financially support women candidates in equal amounts as male candidates?	Leaders, women members; male members	Interviews (leaders); surveys (members)	26	23	12, 12a, 14		
	Does the party possess an updated database and/or lists of women qualified for elected (and appointed) political positions at different levels of government?	Party documents/member lists	Desktop research; surveys (members)	17	17			x
	Is there a mandate or procedures for the party to increase the representation of women in each party structure, including at the executive level?	Women members; party regulations/policies	Surveys; desktop research	28				x
	If your party does have a mandate or procedures to increase the representation of women in each party structure, including at the executive level, are these strategies practiced?	Women members; men members	Surveys	12, 25, 28, 28a	24, 24a, 25, 25a			
	How does the party promote positive images of women politicians when developing messages to the media and selecting a party spokesperson?	Leaders; women members	Interviews (leaders); focus groups (women)	19		7, 12, 14		6
	Does the party consult with women members to ensure they are playing an equal role in the party's procedures, policy and leadership?	Women members, leaders	Focus groups (women members); interviews (leaders)	8c, 16		12, 12a, 13		5
	How does the party provide training and/or financial support to the women's wing, commission or branch? And is this mandated in the party?	Party policies/protocols; women members	Desktop research; survey	8				x
	If there is a women's wing, commission or branch, does this group have representation on the party's executive committee?	Leaders; women members	Interviews (leaders); survey (women members)	8a, 8c		2, 3, 14		
	If there is a women's wing, commission or branch, does the leader of this group attend the annual party congress?	Leaders; women members	Interviews (leaders); survey (women members)	8, 8a		2, 3, 14		
	Are there any special voting rights for the women's wing, branch or commission?	Leaders; women members; party policies	Interviews (leaders); survey (women members); desktop research	8, 8b		12, 12a, 13, 14		x
	How is gender addressed in party statutes, regulations and/or platforms?	Leaders, men and women members	Surveys (members); interviews (leaders)	8, 11, 12, 18, 22, 25, 26, 27, 28	6, 7, 16, 17, 18, 20, 21, 22, 23, 24, 25, 27, 28	12, 12a, 13, 14		
	Does the party have an equal opportunity committee that monitors and implements regulations for equal treatment of men and women?	Party policies; women members	Desktop research; survey (women members)	18				x
	Is there a formal mentoring program in which more experienced party members provide advice to emerging women leaders?	Women members; leaders	Surveys (women members); interviews (leaders)	8		12, 12a, 14		
	Does the party provide special support to women seeking training opportunities?	Women members; leaders	Surveys (members); interviews (leaders)	7, 8, 12, 26		12, 12a, 14		
	How does the party leadership encourage and financially support women seeking training opportunities outside the party?	Women members; leaders	Surveys (members); interviews (leaders)	25, 26, 27, 31		12, 12a, 14		
	What type of training does the party provide to members or candidates on women's issues and/or gender sensitivity?	Men and women members; leaders	Surveys (members); interviews (leaders)	28, 31	27, 28	12, 12a, 13, 14		
	Does the party provide institutional support to help balance your work and familial obligations? yes/no	Women members; party regulations/policies	Surveys; desktop research	9				x
	Which of the following facilities would you like to see modified or developed at the Party headquarters? (Multiple answers possible.) <input type="checkbox"/> Offices <input type="checkbox"/> Visitors lounge <input type="checkbox"/> Restrooms <input type="checkbox"/> IT Center <input type="checkbox"/> Library <input type="checkbox"/> Daycare <input type="checkbox"/> Other : _____	Female members, male members	Surveys	10	4			
The last time that your party was in power, did the party nominate women for high-level or cabinet-level government positions?	Female members, male members	Surveys	29, 30	26, 27				

	Acknowledging that there are many factors, does the party take gender into account when considering candidates for high-level or cabinet-level government positions?	Leaders, women members	Interviews (leaders); focus groups (women)			12, 12a, 13, 14	4, 5,	
	Does the party encourage its elected members to participate in existing women's caucuses in legislative bodies?	Female members, male members; leaders; any relevant party documents	Surveys (members); interviews (leaders); desk review	31	28	12, 12a, 14		x
	Currently, which of the party's elected women members are the heads of committees, caucuses or other legislative groups?	Female members, male members; leaders; party or parliament documents/lists	Surveys (members); interviews (leaders); desk review	29			2	x
	Does the party participate or encourage its members to participate in a Parliamentary Gender Equality Committee?	Female members	Surveys	18				
	Does the party ensure that women legislators receive adequate training to carry-out their duties?	Female members	Surveys		6, 7, 8, 8a			
	How does the party support legislation that meets the needs and concerns of women constituents?	Female members, par	Surveys (members); interviews (leaders)	32		3, 8, 11, 13		
4. Party attitudes about women in the party	Are there discriminatory social or cultural attitudes toward women within the party? (e.g. Is there opposition to women's leadership in the country, negative stereotypes about women in power, or women seeking power??)	Women members	Focus groups				1,2,3	
	Do social norms within the party encourage violence against women? Do social norms tacitly support/allow violence against women? Do they place the blame for violence on women's actions/behavior?	Men and women mem	Surveys	11, 20, 23d		12, 14		
	What were the challenges that women face in participation and leadership within the party?	Women members	Focus groups					1
	Do party leaders/men think women should have equal leadership in a political party? Is this reflected in their actions or only verbal in nature?	Party leaders, male members; female members	Interviews (leaders); survey (men members); focus group (women members)	14, 16, 17, 18, 19		8, 11	3, 4, 5, 6, 12	2, 3
	What do party leaders view as women's role in the party? Do Party leaders understand the electoral benefits of a safe and inviting environment for women within their party?	Party leaders; women members	Interviews; focus groups				6	2, 3
	Do men in the party/party leaders recognize VAW-PP for what it is? (Do they perpetrate it?)	Party leaders, male party members	Interviews (leaders), surveys (members)	14	12, 13, 13a, 13b			9
	Do men think any of the following behaviors are normal or fine for members or leaders to engage in? --> asking women members to have sex with them or perform sexual acts; asking women members for these sexual favors in exchange for a party position or resources; commenting on a woman member's personal life; dismissing women who complain of harassment or violence as "crying wolf"; using gender-specific derogatory language.....	Party leaders, male party members	Interviews (leaders), surveys (members)		12, 13, 13a, 13b			9
	How would you rate your relationship with male members of your party?	women party members	Survey	13, 14				
	Is there good communication and information exchange between you and the party executive board?	women party members	Survey	15, 16				
	Do you think women are just as capable of becoming political leaders as men? Do you think women should only lead on topics such as health, childcare, women/family/sports?	women, men, leaders	Interviews (leaders); survey (male members); focus groups (women members)			8	5,6,7	2, 3
Do you think that as long as there are men in the party, in elected office, that support women's interest we dont need women in political life?	Men, leaders	Interviews (leaders); survey (members)	13, 14		11		11	
Did the party provide you with an orientation when you joined?	Women party members	Survey	6					
What policy subjects are you an expert in: list topics, such as health, finance, military etc.	Women party members	Survey	3					

5. Individual confidence, capacity, connections - What training and capacity building should the party be offering to reflect a concern for women's leadership	How do the parties internal rules and regulations affect your role in the party?	Women party members	Survey	11, 12				
	Do you have a position within the party? leadership/committee etc.	Women party members	Survey	1e, 1f				
	Which of these skills would you want capacity building in: campaign skills Public policy analysis Understanding the impact of public policy on women Negotiation and conflict management skills Finance/budgets Effective use of media and communication Developing information/support networks within party Networking and coalition-building with members of other parties Time management and work-life balance Communicating with citizens Creating and implementing a strategic plan Use of ICT tools Use of social media Leadership techniques Staff and resources management Public speaking and debate skills	Women party members	Survey	4				
	Work/life balance What is your age : _____	Male and female members	Survey	1b	1b			
	What is your level of education?	Male and female members	Survey	1c	1c			
	How many years have you been in the party?	Male and female members	Survey	2a	2a			
	What positions have you held since joining the party?	Male and female members	Survey	1f, 1g, 1h	1f, 1g, 1h			
	What impact does the violence have on women's desire/willingness/ability to participate in the party/rise through the ranks/run for office	Women members	Focus groups				8	

Win With Women Analysis Framework - VAW-PP Component

Win With Women Analysis Framework - Violence Against Women in Political Parties (VAW-PP) Component							
Questions that we are answering in the report			Questions Within Each Tool which Address Each Report Sub-Question				
Main Assessment Question	Sub-Question	Data Sources	Female Members Survey	Male Members Survey	Leaders Interview	Female Members Focus Group	Desktop Research
1. Type and content of VAW-PP	1.1. What forms of VAW-PP are taking place? How prevalent are each of the types?	Surveys (female and male party members)	3; 9	7			
	1.2. What is the content of the violence that is occurring?	Surveys (female party members), Focus group (female party members)	7 (if an answer is provided); 9				3
2. Perpetrators of VAW-PP	2.1. Who carried out the incidents of VAW-PP? What are their roles within the party?	Surveys (female and male party members)	9c	7c			
	In what contexts are people most likely to be perpetrators of violence?	Surveys (male party members), focus group (female party members)		4a; 7c; 7e; 7f		4; 5	
	Are there common intents/motives which perpetrators of VAW-PP share?	Surveys (male party members), focus group (female party members)		4a			6
	Do women perpetrate VAW-PP? Do men experience it?	Surveys (female and male party members) Surveys (female and male party members)	9c 11	7c 9			
3. Victims of VAW-PP (not assessing impact of political violence but VAW-P)	Who have been the victims of VAW-PP? What are their roles within the party? In what contexts are women most likely to be victims of different types of violence?	Surveys (male party members), Focus group (female party members)	1f; 9; 9a	7a			7
	Are there women or positions that are perceived to be particularly vulnerable for violence?	Surveys (female party members)	9f				
	Are there women or positions that are perceived to be particularly well-defended from violence?	Surveys (female party members)		12			
	Does the type of violence experienced depend on the role/status of the victim?	Surveys (female party members) Surveys (male party members), Focus group (female party members)		12 7; 7a			3; 7
4. Impact of VAW-PP	To what extent does VAW-PP impact women party members' participation and leadership within the party? (confidence, seeking or winning nomination/election, advancing in leadership roles)	Surveys (female and male party members) focus group (female party members), interviews (party leaders)	3; 9i; 9j; 9k; 9l	2; 7g	5; 15a; 17	1; 8; 10	
	What is the impact of VAW-PP on the overall effectiveness of the party? Do women leave the party after experiencing VAW-PP? Does it prevent/discourage women from joining?	Surveys (female party members and male party members), interviews (party leaders) Surveys (female party members), Focus groups (female party members)	9i; 9j 9i; 9k; 9l	7g; 7h	12; 16		8
	Are women who report VAW-PP targeted or ostracized by other members or by party leaders?	Surveys (female party members and male party members), focus groups (female party members)	9i; 9k	7g		8; 9	
	Are women who experience/report VAW-PP discussed negatively in the media?	Surveys (female party members and male party members), Desktop media review/interviews (civil society and others)	9i; 9k	7g			x
	Does VAW-PP undermine women's leadership/influence within the party? Do women fear VAW-PP? Does this fear affect their participation within the party?	Surveys (male party members); interviews (party leaders); focus groups (female party members) Focus groups (female party members)		2; 7g	7; 15		8 1; 10
5. Institutional and Individual Factors	INSTITUTIONAL Are there laws that discriminate against or limit women's ability to participate in public life?	Desktop review/interviews					x
	Are there laws or legal frameworks that support/defend women victims of violence? That prosecute perpetrators?	Desktop review/interviews					x
	Are there rules or formal structures addressing violence against women within political institutions?	Surveys (female party members), interviews (party leaders), Desktop review Interviews (party leaders), Desktop review/interviews		4	8; 8a		x
	What are the levels of women's leadership in the country? Within parties?				1; 2; 3		x
	INDIVIDUAL What were the challenges that women face in participation and leadership within the party?	Surveys (female party members), focus group (female party members)	2; 3				1
	Do party leaders have a history of VAW outside of their party; in their personal lives, such as rape accusations, etc. How do party members understand the concept, "Violence Against Women in Political Parties"?	Interviews (party leaders) Surveys (female party members and male party members), interviews (party leaders) Surveys (female party members and male party members), focus group (female party members), interviews (party leaders)	5; 7; 9	2; 3; 4b	10; 10a; 15		
	How do party members understand the different forms of VAW-PP? Do party members recognize one/more forms of VAW-PP when it happens to others?	Surveys (female party members and male party members), interviews (party leaders) Surveys (female party members and male party members), interviews (party leaders)	5; 8 7; 8		3 10; 10a; 15 10; 10a; 13; 15		
	Do female party members believe they have experienced VAW-PP? Do party members believe they commit acts of VAW-PP? Do they know that is what they are doing?	Surveys (female party members), focus group (female party members) Surveys (male party members), Interviews (party leaders)	9; 10				
	SOCIO-CULTURAL What caused the incidents of VAW-PP? (What is the stated intent/cause) What are the levels of violence against women in the country? (Violence of all types)	Surveys (female party members and male party members) Desktop media review/interviews	7	4a			x

Win With Women Analysis Framework - VAW-PP Component

5. Root causes of VAW-PP	Are there discriminatory social or cultural attitudes toward women? (e.g. Is there opposition to women's leadership in the country, negative stereotypes about women in power, or women seeking power?) Do social norms encourage violence against women? Do social norms tacitly support/allow violence against women? Do they place the blame for violence on women's actions/behavior?	Secondary data collection (women's NGOs, legal frameworks, party rules), interviews						x
	Does the media cover women in politics or positions of influence/power in a negative or discriminatory way? Does it cover them in a way that reinforces traditional gender roles/stereotypes?	Desktop review/interviews						x
	Do party leaders think women should have equal leadership in a political party?	Desktop media review/interviews						x
	What do party leaders view as women's role in the party?	Interviews (party leaders)				6		
	When does VAW-PP take place in the political context -- moment and process? (e.g. during elections, parliamentary sessions, nomination for party or candidate positions, etc)	Interviews (party leaders)				6; 7		
	Do Party leaders understand the electoral benefits of a safe and inviting environment for women within their party?	Surveys (female party members)	3; 9e					
	Do party members believe that violence has/could happen within their party?	Interviews (party leaders)				4; 12		
	Do party members perceive a difference between violence within the party and VAW-PP?	Surveys (female party members and male party members), focus group (female party members), interviews (party leaders)		7		6	13; 14; 15	
	Is VAW-PP seen as a "normal" political proceeding or consequence?	Surveys (female and male party members), Interviews (party leaders)					13	
	Are party members aware of any policies or mechanisms that provide protection or recourse for women who experience VAW-PP?	Surveys (female and male party members), Interviews (party leaders)	3; 5; 6; 9m	2; 3; 5			5; 7; 10; 11; 11a; 11b; 13	
	Can party members identify any impact that VAW-PP has on women party members?	Surveys (female party members), Interviews (party leaders)	4; 9g				8; 8a; 15b	
	Can party leaders identify any impact that VAW-PP has on the party?	Surveys (male party members), Interviews (party leaders)		7g			15a	
	Do party leaders understand that VAW-PP is a barrier to the democratic functioning of their party?	Interviews (party leaders)					16	
		Interviews (party leaders)					16; 17	
6. Institutional mechanisms, opportunities, and barriers that sanction or reward VAW-PP	Are there policies, rules, or regulations in place within the party to report or sanction VAW-PP?	Desktop review						x
	If so, how accessible, useful, and effective have they been?	Surveys (female party members)	4b; 4c; 9h; 9j; 9k; 13					
	What improvements could be made to address VAW-PP more effectively within the party?	Focus groups (female party members)					2; 11	
	Who are the actors that need to be involved to make these changes?	Focus groups (female party members)					2; 11; 12	
	Are there any initiatives taking place to address VAW-PP within the party?	Interviews (party leaders)				9; 9a		
	What are the existing party mechanisms to combat/punish/report VAW-PP?	Surveys (female party members and male party members), interviews (party leaders)	4a				8; 8a	
	Are the types of VAW-PP within the party illegal within a national/legislative VAW framework? Is there a VAW Framework? Is there a law? What is in it? How can it be leveraged to combat VAW-PP?	Desk review						x
Do male members have impunity?	Desk review						x	

Win With Women Global Action Plan: Status of Women in Political Parties

As pivotal institutions within democracies, political parties have always been key pathways for women's aspirations to political leadership. Recognizing this, on Human Rights Day in 2003, NDI chairman and former US Secretary of State, Madeleine K. Albright, along with 36 international women political leaders, launched the Win With Women WWW Global Action Plan (WWW GAP) to promote strategies for increasing women's political party leadership worldwide. This updated Global Action Plan (GAP) is grounded in lessons learned since the launch of the original WWW GAP 15 years ago, coupled with a new understanding of the behavioral and organizational changes necessary for full gender equality and women's empowerment in politics.

The norm change necessary for increasing inclusiveness is often slow within political parties. Those that hold the reigns of power are reluctant to make way for new entrants into the political process and to relinquish the set of norms that has helped them maintain control. Changing the behaviors and attitudes considered acceptable, appropriate, or desirable in political parties requires unearthing previously held norms in order to affirm and retain those that work and change or expand those that do not. In order to address the norms that are exclusionary and brace the space open for women, as well as other marginalized groups, action must be taken at the individual, institutional and societal levels. This document provides recommended steps for operationalizing change at these three levels.

Empowerment at the Individual Level

- ➔ Men and women are both included in identifying key party members that can build an internal grassroots coalition to advance gender equality measures within the party and expand the pool of allies, including men and party leaders, who support these measures.
- ➔ Conduct awareness raising and training programs for all party members to learn and understand the various facets of gender equality within the party, including:
 - the current state of individual women's empowerment, and the root causes that explain this state
 - why women's political participation is beneficial for the party
 - that women's rights to political participation are enshrined in various international/national covenants
 - the barriers women face to fair participation within the party
 - how men can support women proactively and how women can support each other,
 - Understanding and reducing violence against women in political parties (VAW-PP) and all mechanisms to address and punish VAW-PP
- ➔ Use soft diplomacy and closed door conversations with those in power to promote women's advancement within the party and address any honest concerns party members and leaders may have (potential loss of power, logistics, awareness of other changes that may occur). These closed door conversations can also affirm what will stay the same and power structures that will remain in place—a key aspect to those who do worry about the impact of dramatic shifts and changes. Open and honest dialogue that affirms and addresses legitimate concerns is the foundation from which to push for broader support and secure tangible and sustainable changes.

- Encourage yourself and other women to run for office at national, state and local levels. Support women candidates running within your party.
- Provide women with training in how to prevent and respond to acts of violence against them and/or their family members. Develop networks to assist with rapid responses to such incidents.

Effecting Norm Change at the Institutional Level

- Conduct an assessment of the political party to identify any institutional barriers and supports, both in official procedures and in common practice, for women's full participation in the political process. Create an explicit gender action plan that maintains the support structures that work and recommends changes where needed, and promote it within the party and with voters.
- Enshrine principles of human rights and gender equality in all foundational documents, guidelines, and regulations that direct how the party is run and operated, providing the framework for sustaining internal actions for progress towards equality and inclusion. Make these documents easily accessible for all party members and ensure there is a gender-neutral language throughout.
- Adopt democratic, inclusive and transparent rules in party constitutions and bylaws, and ensure their implementation. Promote transparency in the candidate selection process to establish clear and understandable selection criteria.
- Ensure that women are represented in a meaningful manner in internal party decision-making bodies and party leadership positions. Engage men and women in discussing what meaningful participation looks like for the party and to reach out to women. Internal party quotas at all levels can be helpful to systemize efforts to increase the political voice of women party members. Earnestly implement gender equality and quota measures to promote women's participation based on merit (discuss the merits that men and women must both possess to be considered), promote women to leadership positions, mentor women leaders, diversify the portfolios which women work on in political parties, and offer more substantive tasks to women within political parties.
- Create a plan to recruit women into the party, including an explicit effort to include a diverse swath of women. Identify—specifically—what you (men and women) are going to do as an organization to bring women in, to make them feel welcome and help equip them with the knowledge needed to thrive in the political arena. Acknowledge that women face a different set of barriers than men, and that the men in the party will be there to support them as new and unpredicted needs arise will help retain women who want to participate.
- Set targets for women's participation in party conventions. Include topics related to the party's work for equality, non-discrimination and the eradication of political violence in the issues discussed at party conventions. These topics should be integrated into the general meetings and conducted as separate more focused sessions.
- Mainstream a gender equality perspective into policy development. Create formal mechanisms to regularly assess policies, values and priorities that explicitly prioritize gender equality.
- Provide training and financial support to women's party branches, wings or commissions, which should serve as forums for women to contribute substantively to party policy and procedure,

party leadership and candidate selection. These party branches/wings/commissions should have a presence and voting power in the executive committee and during decision making processes, a regular budget, and be operated by the women in the party without interference from male party members. They should also offer opportunities to discuss issues of concern, mentor, network, and build critical policymaking and advocacy skills for women rather than act as token women's representation in the party.

- ➔ Establish a policy of zero tolerance for all forms of political violence, especially violence and harassment against women voters, candidates and party activists and enforce mechanisms for reporting, investigating and punishing acts of VAW-PP. Train party members about what VAW-PP looks like including sexual harassment, bullying, and verbal abuse, and how to be part of reducing violence. Develop and institute strong regulations and disciplinary policies which proscribe clear and strong punishment to perpetrators who commit violent acts against women within political parties to prevent such acts from being repeated and to encourage reporting behavior among victims and witnesses.
- ➔ Establish an equal opportunity committee (a monitoring and implementation body) responsible for verifying that party bylaws that address equality between men and women are observed, ensuring improvements take place, and updating the bylaws to reflect new norms as they are established. Men and women should serve on the committee in roughly equal percentages. Create an objective and confidential committee tasked with protecting women from violence, punishing perpetrators, observing if other trainings and norm shifts would reduce instances of violence, and coordinating trainings as deemed necessary.
- ➔ Consider appropriate mechanisms to elevate women candidates and elected officials, including placing women high on party lists and running candidates in winnable districts. Quotas, designed as alternating "zipper systems," can play an important role, particularly where women are virtually shut out of the political system.
- ➔ Commit meaningful financial support to women candidates. Female and male candidates who are similarly situated regarding their potential for election should be furnished with equal access to party resources. Consider temporary special members to provide additional seed money or subsidies for the advancement of women candidates.
- ➔ Ensure women are participating in all aspects of party electoral activities, including setting the party platform, running and working political campaigns, running for office, or working as party poll agents.
- ➔ Establish a code of conduct for all party members, particularly during electoral periods when violence can spike, that denounces all forms of VAW-PP and encourages safety measures be put in place. This should be a central part of the party's electoral strategy and can be an intra- or inter-party effort.
- ➔ Implement an obligatory ethics charter to be signed by all elected party officials. This can reflect norms and ethics that are already in place as well as the new elements that focus on gender, safety and inclusion of non-dominant and previously marginalized groups.
- ➔ Maintain a secure database of women qualified for elected and appointed political positions. Consider including women who have respected roles in the community, churches, connections

to multiple interest groups, or have worked in depth in key policy implementation fields (such as education, health care, family care or infrastructure).

- ➔ Build strong relations with civil society organizations, government institutions and international organizations to promote women's representation.
- ➔ Create policies to provide for child care, elder care, family care and other policies that support women and men participating in party activities.
- ➔ Maintain membership databases and collect reliable gender-disaggregated data on party membership, leadership, influence on decision making, candidates, etc.
- ➔ Formalize social media action plans to recruit women party members and promote women candidates, in addition to grassroots efforts. Establish a code of conduct for all online and social media activity that includes zero tolerance for online VAW-PP.
- ➔ Adopt 21st century workplace best practice, make the political party a place that is safe and accessible for all members of society, including women.

Effecting Norm Change at the Societal Level

- ➔ Political Parties should embrace a message of gender equality in their public persona, campaigns and platforms, including support for legal mechanisms to promote gender equality, end all forms of VAW, and temporary special measures to increase women's political participation and representation.
- ➔ Recognize windows of opportunity for increasing women's representation in such areas as political transitions, peace processes, electoral reform processes, etc. Women leaders should take advantage of these opportunities to promote reform, encourage other women to do so, and encourage men to talk about the reform processes and the societal benefits.
- ➔ Address gender issues in party platforms and manifestos. Work with party leaders—both men and women—to discuss issues that connect to the concerns and priorities of women voters.
- ➔ Consider messaging that places gender equality within a framework of fairness and equality for all. Reinforce that gender equality does not strip men of human rights but rather increases women's access and ability to support society.
- ➔ Consider messaging that underlines the economic benefit for society when women are able to participate in the workforce, politics and societal improvements.
- ➔ Consider messaging that elevates the work women do or traditionally female roles as equally important to the roles that men have traditionally held. Reinforce that women matter as an integral part of society.
- ➔ Secure a mandatory allocation of at least 10% of the total voters' support to the women's league of the party if such exists.

Win With Women Global Action Plan: Violence Against Women in Political Parties

Violence against women in political parties (VAW-PP) continues to impede women's ability to be equal and active participants in the political realm. It takes away from all of us the benefits of the sustainable and responsive democratic governance that an inclusive political space can create.

As NDI's #NotTheCost campaign reports, this type of violence is not limited to physical threats or assaults. It encompasses a range of actions, policies and communications that are designed to prevent, limit, or control women's full and active political participation. Violence against women in politics is deeply rooted in cultural norms and women's unequal status relative to men within virtually all societies.

The below action items are drawn from NDI's assessments of 25 political parties in four countries: Côte d'Ivoire (six parties), Honduras (five parties), Tanzania (five parties) and Tunisia (nine parties). NDI conducted the assessments as part of its *Win with Women: Global Action Plan* and *No Party to Violence: Analyzing Violence Against Women in Political Parties* global initiatives.

The action items include steps that can be taken by different actors at the global, national, and local levels to combat this problem. The goal of this work is to foster political environments that encourage women's participation in *all* aspects of democratic politics—as civic leaders, voters, political party members, candidates, elected representatives and appointed officials—without fear of violence or the threat of reprisals, and to the benefit of us all.

Government

The government has an important role to play as an arbiter and enforcer of regulations and penalties designed to steer political party behavior in a direction that is fair and inclusive of all citizens. To eradicate violence against women in politics NDI recommends governments:

1. Criminalize all forms of violence against women—including acts of political violence— and enforce appropriate penalties for those found guilty of breaking the law.
 - a. Bolivia's Electoral System Law (Law No. 26, 2010) recognizes political harassment as an electoral crime (Article 238) and defines it as: "The person harassing a female or male candidate during or after an electoral process, in order to force them to resign their candidacy or office against his or her will, shall be punished with a prison sentence of two (2) to five (5) years."
 - b. In Costa Rica, a 2009 law established "parity training opportunities" for women and men, "aiming to improve capacities and foster knowledge on Human Rights, Ideology, Gender equality, promoting leadership, political participation, empowerment, nomination [and] practice in decision making posts."
 - c. The Bolivian Law Against Harassment and Political Violence Against Women (Law No. 243, 2012) has as its objective (Article 2): "To establish mechanisms for the prevention, treatment, and punishment of individual and collective acts of harassment and/or political violence towards women, in order to guarantee the full exercise of their political rights."

2. Enact temporary special measures within political party laws and regulations designed to support the advancement of women within the party. Such measures include party quotas to increase women's representation in leadership at all levels, and financial support to women party members and women candidates in order to level the playing field with men. Quotas are most effective when designed as a "zipper system" that allows for alternating men and women. Creating a separate list or pool of women should be avoided. Quotas must include adequate sanctions for non-application.
3. Create an anonymous channel where women can confidentially report acts of violence against them within their parties. This could be administered by an independent body or by the election commission, which would then investigate the claims and take appropriate action, such as fining the party or bringing criminal charges against the perpetrator.
4. Fund and promote civic education campaigns that would decrease the social stigma for women participating at all levels of political party activity.
5. Promote anti-corruption campaigns targeting political parties that include a strong gender perspective, encourage transparency, and promote parties as democratic institutions. Zero tolerance for VAW-PP should be a clear part of those campaigns.
6. Collect and publish reliable gender disaggregated data on party membership, party leadership, and acts of VAW-PP.
7. Pass and implement a Gender Equality Act, similar to the 1986 Gender Equality Act in Finland, which made significant improvements in addressing discrimination, harassment and lack of equal representation internally within the party.
8. Integrate laws prohibiting VAW-PP into existing laws, as per the Special Rapporteur on Violence Against Women recommends in her thematic reports. This could include training law enforcement officials on VAW-PP to ensure their ability to apply laws consistent with international human rights standards when investigating cases.

Political Parties

Culture change is most effective when it is generated from within the party itself and is accompanied by true political will to affect behavioral and organizational change. To address the issue of VAW-PP, NDI recommends political parties:

1. Provide a framework to guide progress toward equality and inclusion by enshrining principles of human rights and gender equality, and ensuring gender-neutral language in all foundational documents, guidelines, and regulations that direct how the party is run and operated. Approve a party-wide resolution specifically defining and condemning all acts of VAW-PP. Make these documents easily accessible to all party members.
2. Include topics related to the party's work for equality, non-discrimination and the eradication of political violence in the issues discussed at party conventions. Integrate these topics into the general meetings, and conduct separate sessions specifically on VAW-PP.
3. Earnestly implement gender equality and quota measures to promote women's participation based on merit and promote women to leadership positions by mentoring promising women leaders, diversifying the portfolios which women work on in political parties, and offering more substantive tasks to women within political parties.

4. Develop and institute strong regulations and disciplinary policies which punish perpetrators who commit violent acts against women within political parties, in order to prevent such acts from being repeated and to encourage reporting behavior among victims. Create an objective and confidential committee tasked with protecting women from violence and punishing perpetrators.
5. Establish a code of conduct for all party members, particularly during electoral periods when violence can spike, that denounces all forms of VAW-PP. Make this a central part of the party's electoral strategy and an intra- or inter-party effort.
6. Introduce an obligatory ethical charter that all party members and elected party officials have to sign.
7. Conduct an internal awareness raising campaign using social media, posters, flyers, and workshops to explain what VAW-PP is and why it is harmful to the party. Provide mandatory training to all party members, both men and women, on violent behavior within the party. This training should include a definition and description of what constitutes VAW-PP, mechanisms for reporting incidents, and penalties levied against perpetrators found guilty. Separate trainings for women on how to prevent and mitigate acts of VAW-PP against them and their peers can be held as well. Separate sessions for men on their perceptions and behaviors related to VAW-PP can be conducted to introduce and secure new behavior patterns.
8. Introduce regular gender audits to assess and evaluate progress towards gender equality.
9. Proceed with internal party democratization through regulated and defined procedures, rather than a system of "influence" or "loyalty" to those in power. This principle extends to the selection of candidates and their placement on electoral lists.
10. Create a safe space for women within the party, such as a women's wing. It is appropriate to review and adapt the profile of these bodies into the party statutes, so that they are substantive organs for the promotion of party policies for equality, women's rights and non-violence in politics. Elevate their presence by granting voting power in the executive committee and during decision making processes, allocating a regular budget to carry out the aforementioned duties, and enable them to be led by women and operate freely without interference from male party members.
11. The disclosure, announcement or contact methods used by parties (such as WhatsApp, Messenger, Google groups, etc.), should comply with national legislation on the protection of personal data. If this legislation does not exist or is insufficient, it is the responsibility of the parties to protect the personal information of their female members so as not to put them at risk of sexual harassment or other manifestations of violence.

Individual Party Members

In conjunction with party-level reforms, individual party members can empower themselves steps to change the culture of VAW-PP. Specifically, individual party members can:

1. Document and report all incidents of VAW-PP experienced or witnessed within the party. Note when and where the incident occurred and if there are any witnesses that can corroborate the accusation.
2. Learn the party rules and regulations in order to identify coercion and how to report a party member who is behaving inappropriately.

3. Discuss these incidents with fellow women party members. It is likely that other women have experienced or witnessed VAW-PP, but may be too scared to speak up. This silence allows perpetrators to continue preying on women within the party.
4. Advocate for other women within the party. Believe women who come forward with accusations of VAW-PP.

Civil Society Organizations (CSOs)

As independent actors CSOs can be an important outside lever to support government, party, and individual efforts to end VAW-PP. CSOs can:

1. Promote gender equality in society at large and within political parties, including the message that women belong in politics, and in all realms of society.
2. Implement sustained and systematic gender-awareness training and capacity development programs that explicitly include VAW-PP and targets both men and women at all levels and structures of the political parties.
3. Advocate for laws and regulations to protect women from VAW-PP, including laws outlawing all forms of VAW, changes to the political party law to include VAW-PP, quotas and other temporary special measures.
4. Compile and publish gender disaggregated data on party membership, participation, representation and influence on party decision making and programs.

International Organizations

International organizations can play a critical role in supporting and encouraging increased inclusivity and gender equality within political parties and the political process. NDI recommends international organizations:

1. Create opportunities, standalone and incorporated into larger events, to bring VAW-PP to the forefront of party reform discussions. Provide international examples of how other parties have combated cultures of VAW-PP within their ranks. Party members can be introduced to VAW-PP, discuss their challenges, and learn from others' experiences.
2. Assist parties to develop rules against VAW-PP, mechanisms for reporting and punishing infractions, and training programs to inform party members.
3. Work with government agencies and CSOs on awareness and civic education campaigns to promote gender equality and women's participation in political parties.
4. Collect data and conduct gender-disaggregated research on party membership, party leadership, and influence on party decision making.
5. Promote inter-party cooperation to enshrine advancements into law, share best practices and change the political culture across parties.

Political Party Internationals

Political Party Internationals play an important role as they can encourage and facilitate change in political party behavior. Specifically, they can:

1. Introduce and adopt a public declaration/resolution committing their party members to the prevention and elimination of all forms of violence against women in politics including its causes and consequences.
2. Facilitate an exchange of best-practices and capacity-building training on ending violence against women in politics among their political party membership during official statutory events.
3. Create a coalition of the willing among their members to monitor internal compliance with agreed VAW-PP action plans.



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