GENDER AND LOCAL GOVERNANCE

SNV - Netherlands Development Organisation
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I. ABSTRACT AND RESERVATIONS

SNV, Netherlands Development organisation, produced a manual on gender and local governance - an overview of the literature and websites on gender and governance processes, underlining strategies and best practices. Special emphasis is given on local governance in the region of West Africa, as it serves as a base for pilot projects concerning gender and local governance in this region. Appendixes include an annotated bibliography, and further websites, toolkits, knowledge institutions and databases (statistics).

The guide is meant to be a practical handbook, a collection of actions and best practices, to inspire development workers.

Following is an abstract of the manual. If you are interested I can sent you a copy by mail. However, I have to warn you that it's an internal document for SNV, and the English is not corrected.

In SNV terms Local Governance Processes concern the processes through which local stakeholders interact in determining the local development agenda and in managing resources to implement the development priorities.

Particular attention is paid to women's interest. Without women's needs and interests being taken into account, without opportunity for them to participate in and influence decision-making, development interventions and planning will not achieve sustainable results. For reasons of justice, efficiency and diversity, and to change the political system women's active participation is essential. With a more human and gender-sensitive political approach citizens get more confidence in politics.

Gender-sensitive local governance has the following principal objectives (NEDA):

- To increase women's participation in politics, not only in formal political structures but also the civic engagement in politics.
- To strengthen gender-awareness and capacities among both women and men politicians and civil servants.
- To deliver services that addresses the specific needs and interests of women and men in the community, which requires engendered economic development, development planning and resources allocation.
- To create awareness of women's rights.

Women's political participation
It is often easier for women to participate in local than at the national level, because eligibility criteria for the local level are less stringent, and local government is the closest to the women's sphere of life, and easier to combine with rearing children. It can be the first level that women can break into and as such it may serve as a springboard to national politics, by developing capacities and gaining experiences.
Likewise local politics can be more interesting to women as they are well acquainted with their community, being the major users of space and services in the local community (water, electricity, waste disposal, health clinics, and other social services). They also participate actively in organisations in their neighbourhood, and it's easier to involve these organisations in formal political decision making at the local level.

As many women participate in organisations at the local level it is often thought that decentralisation is in women's interest. But decentralisation makes the local level more important, and as this importance grows, so does male interest in it. Women are still hampered by many barriers, individual as well as institutional factors related to the organisation of society and the political system, with the risk that they will not reap equal benefits.

Process of consultation
A gender-sensitive delivery system at the local level seeks to ensure that both women and men have equal access to and control over the resources and services. In order to optimally allocate and manage scarce resources, information is needed that enables municipalities to know who needs what resources, when and where. A process of consultation, which involves both women and men, is a critical element for participatory development. The integration of a gender approach into policy, planning and management will make local development not only more equitable but also more effective. Consequently, allocation of resources to women may benefit a wider development scope in which the interests of women and men are served in a more balanced way. Getting women into the mainstream of public office and the bureaucracy also is a vital part of engendering local governance.

Legislation plays an active role in supporting the oppressing structures of society and thus in maintaining women's marginalisation in the development process. A gender- sensitive local governance has the aim to legislate gender equality and to promote and protect women's rights.

Lively civil society
Decentralisation works best when it encounters a lively civil society. Issues reach the policy agenda when powerful or well-organised groups in society identify and assert their issues as problems. Mainstreaming gender issues and adopting a women's perspective in policy and planning would not have been possible without the organised force of women over the last two decades. In this context, gender-sensitive best practice would be for local government to keep open the channels of communication and foster mechanisms for dialogue with groups and organisations representing women. Women politicians and civil servants do not automatically give priority to gender issues. This is why it is crucial to establish links with women's organisations to mutually inform and sensitise each other. On their side, civil society organisations must facilitate women's participation and stimulate the defence of gender interests.

Women's organisations are also very important in mobilising women voters and in lobbying for more women in political leadership. They can be seen as a recruitment pool for political posts. Women can gain experience in organisations like water or school committees. Female politicians coming from the women's movement tend to be more committed to both ensuring that the political system is made accessible to other women, and to promoting women's issues. They also are more committed to maintaining links with women's organisations and other NGO's, and to informing and staying informed about women's issues.

II. HANDBOOK

Table of contents:

List of abbrevations of organisations:

CEMR   Council of European Municipalities and Regions
IPU   Inter-Parliamentary Union
IULA   International Union of Local Authorities
NDI   National Democratic Institute
UNCHS   United Nations Centre for Human Settlemets
UNDP   United Nations Development Programme
VNG   Vereniging Nederlandse Gemeenten / Association of Netherlands Municipalities.

1. INTRODUCTION

This handbook is an overview of the literature and web sites concerning gender and governance processes, underlining strategies and best practices. Special emphasis is given on local governance and the region West Africa, as it serves as a base for pilot projects concerning gender and local governance in Benin, Guinea-Bissau, Mali and Albania. The manual may be useful as well for SNV and it's partner organisations in other regions, as it forms an practical introduction into SNV's focal points: local governance and gender.

In SNV terms Local Governance Processes concern the processes through which local stakeholders interact in determining the local development agenda and in managing resources to implement the development priorities. SNV operates on the interface of different actors of society.

Attention is in particular paid to women's interest. Without women's needs and interests being taken into account, without opportunity for them to participate in and influence decision-making, development interventions and planning will not achieve sustainable results. (SNV, 1999).

The Netherlands government thinking links good governance with good policy, human rights, democratisation, decentralisation, and institution building, including civil society and private sector development. Good governance is defined as 'the transparent, responsible and effective exercise of power and resources by the government, in dialogue with the population'. (Ministry of Foreign Affairs, 2000).

The scope of governance goes beyond technical (the simple delivery of basic services such as health, water supply, education) and political dimensions to civil society empowerment, processes of collective action, collective bargaining and social expression. It includes a bottom-up process of participation in decision making. It becomes meaningful as a system operating on democratic principles with values and practices that stress people's empowerment and participation, gender equality, legitimacy, transparency, accountability and effectiveness. The civil society is an important actor in this process.

The decentralisation of public authority and public functions to other levels of government gives citizens more and better opportunities to influence decision making. It is also easier for local government officials to hear and respond to the demands of local people. Decentralisation often leads to grater responsibility and responsiveness of the decentralised political bodies and to a greater interest among and participation by, the local population (Leijenaar, 1999).

With reference to gender there are four criteria which form the basis of good and gender sensitive governance:

- Participation: equal participation in governance institutions and processes, freedom of association and space for an active women's movement.
- Transparency: transparency and gender equity in the allocation of resources.
- Legitimacy: legislation of gender equality and the promotion and protection of women's rights.
- Effectiveness: gender sensitive policies and institutional structures.

(Ministry of Foreign Affairs, 2000).

Gender-sensitive local governance has the following principal objectives:

- To increase women's participation in politics, not only in formal political structures but also the civic engagement in politics.
- To strengthen gender-awareness and capacities among both women and men politicians and civil servants.
- To deliver services that addresses the specific needs and interests of women and men in the community, which requires engendered economic development, development planning and resources allocation.
- To create awareness of women's rights.

In the following chapters all these points are dealt with. As this is meant to be a practical handbook, it's a hotchpotch of actions and best practices, taken from the available literature.

The handbook starts with a description of the reasons and barriers for the participation of women in decision making, followed by a description of the actions and best practices to increase the participation of women in decision making: women as voters and women as (candidate) politicians. Next come actions and best practices to engender the administration and delivery system of local governments. Following chapters deal with the finances, communication (media) and legislation. A separate chapter deals with the influence of the civil society. An extensive and annotated bibliography forms part of the appendixes.

Some figures :

Countries	Women MP (Lower House) Year: 2000.	Women in municipal councils
Albania	5 %	
Benin	6 %	
Guinea Bissau	8 %	
Mali	12 %	
Canada	20 % ('97)	18 % ('95)
United States	13 % ('98)	23 % ('90)
Europe		
France	11 %	23 % ('00)
Greece	9 %	3 % ('00)
Liechtenstein	4 %	
Netherlands	36 %	23 % ('98)
Sweden	43 %	42 % ('00)
Africa		
Burkina Faso	8 %	10 % ('94)
Mozambique	30 %	
Namibia	25 %	41 % ('99)
Niger	1 %	
Seychelles	24 %	52 % ('99)
South Africa	30 %	18 % ('99)
Tanzania	16 % ('95)	25 % ('99)
Zambia	10 %	6 % ('99)
Zimbabwe	9 %	3 % ('99)

Sources: Inter-Parliamentary Union (IPU), Council of European Municipalities and Regions (CEMR).

2.   REASONS FOR WOMEN'S PARTICIPATION

Systematic integration of women augments the democratic basis, the efficiency and the quality of the activities of local government. If local government is to meet the needs of both women and men, it must build on the experiences of both women and men, through an equal representation at all levels and in all fields of decision making, covering the wide range of responsibilities of local governments;
In order to create sustainable, equal and democratic local governments, where women and men have equal access to decision making, equal access to services and equal treatment in these services, the gender perspective must be mainstreamed into all areas of policy making and management in local government.
International Union   of Local Authorities (IULA) worldwide declaration on women in local government

The different international conferences emphasis the fact that women have the right to participate in political decision making, for reasons of equality, democracy and legitimacy. 'The empowerment and autonomy of women and the improvement of women's social, economic and political status is essential for the achievement of both transparent and accountable government and administration, and sustainable development in all areas of life'. (UN Women's Conference Beijing, 1995).

Participation of women in local governance is often easier to achieve than participation at the national level, because eligibility criteria are less stringent on the local level, and local government is the closest to the women's sphere of life, and easier to combine with rearing children. It can be the first level that women can break into and as such it can serve as a springboard to national politics, by developing capacities and gaining experiences.

Likewise local politics can be more interesting for women as they are the persons who know their community well, being the major users of space and services in the local community, such as water, electricity, waste disposal, health clinics, and other social services. They participate actively in organisations in their neighbourhood, and it is easier to involve these organisations in formal political decision making at the local level.

The main reasons for the participation of women in (local) politics are the following:

Justice. Women constitute half of any country's population, and therefore have the right to constitute half of the decision-making bodies. Only by having more women (local) elected, women will feel truly represented and recognised in the democratic process. A society where women are not part of the political system is an unjust society.

Efficiency. Women have different experiences and resources to bring into politics. A political system, which does not exploit both women's and men's experiences and resources, is therefore inefficient.

Diversity. In general, women and men perform different tasks and live in different economic and social conditions. Therefore they have separate political interests. Being the major responsible for reproductive activities, women have a particular interest in the allocation of local resources and services, such as water, fuel, electricity, sanitation, housing, public safety, and health services. Men politicians normally do not automatically represent women's interests. Women's active participation in decision making is essential in order to ensure that women can promote and defend their specific needs and interests. They can be prime actors in promoting gender sensitive governance that addresses the interests of both women and men

and enhances access to and control over local resources for both. In some countries women succeeded in changing the political agenda by putting women's issues on it (social services, child care, reproductive rights, women's land rights, violence against women). A survey of women's political experience, carried out by the Inter-Parliamentary Union in 1999 and including 187 women from 65 countries shows that 89% of the women politicians consider that they have a special responsibility to represent the needs and interests of women. (IPU, 2000).

Besides, nor men nor women form a heterogeneous category, inside these categories exist diversity as well, which have to be taken into account when a democratic local process is to be achieved.

Changing the political system. More women in politics can change the political system. Research about corruption shows that women are less likely than men to behave opportunistically, thus bringing more women into government may have significant benefits for society in general. (Dollar, 1999).

The survey of the Inter-Parliamentary Union showed women's vision of how women's involvement in politics makes a difference: women noted a shift in political priorities and outcomes, behaviour and practices, and a broader and enriched political process (a crosscutting approach). Politics became more responsive to the people's needs in general and to women's needs in particular, and showed a move towards true gender equality. It led to better democracy, increased transparency and improved governance. With a more human and gender-sensitive political approach citizens got more confidence in politics. They mentioned also a change in political and parliamentary language and mores. (IPU, 2000).

The scheme below is another illustration of how women can change the political system.

Women changing the political system:

- *Change in perception* of women and men politicians as well as in the expected division of labour between men and women in any society. How politicians are perceived can often make or break political careers. To transform capable women public figures from an exception to the norm is a thus a worthy goal.

- *Change in discourse*: Discourse refers to the language, actions, means of reference, and spheres of influence, among other things. Women who participate politically and lead public lives have, in some countries, managed to impact on the way that women in general can and should be referred to. This, in part by becoming involved in areas which were traditionally seen as 'men's affairs', or 'hard politics' (e.g. defence, finance, foreign policy), as well as insisting on redefining and prioritising 'soft' issues such as welfare, maternity leave, and education.

- *Change in coverage:* This refers in particular to how history is written and taught, how textbooks and stories are written and read, and how media handles women in public life. It is important that the media's own coverage be dependent on impact (which may well be considered "an important story") as opposed to simply covering women as by-products of a political process.

- *Change in policies:* This includes, among other aspects, times and /or locations of meetings, speaking priorities, training measures and themes, and availability of family-friendly services. As far as the latter are concerned, it is very often assumed that day-care centres for example, are a woman's concern, whereas children and their upbringing are a matter of importance to both parents. The Swedish Speaker of Parliament for example, was instrumental in persuading Parliamentarians to convene at times more appropriate for the needs of women MPs with family responsibilities.

- *Change in legislation*: The South African context, where a new constitution was drafted with gender in mind, is an excellent example of changes in legislation. But other situations where amendments to existing laws (e.g. on citizenship rights, inheritance rights, divorce rights, equal pay labour rights, and so on) or the introduction of new ones take place, are also important milestones.

- *Change of institutions*: The creation of specialised institutions, or setting up departments or groups within institutions which develop, monitor and implement gender-equality within and without, are further examples. Here, what come to mind as examples are, once again, South Africa and Uganda which created specialised women's government departments, and in the former case, also set aside a specific budget, derived from the national budget, with monitoring mechanisms in order to review and ensure adherence. (Karam, 1999).

3. BARRIERS

Women's often heavy workload of paid and unpaid work is a barrier to their ability to take part in decision making. Local government has an important role to play in providing affordable, professional and safe care services for children, older people and people with disabilities, be that directly or in partnership with the private or the voluntary sectors, and in promoting the sharing of household tasks by women and men on an equal basis. Men have the equal right and responsibility to care for their children and relatives and should be encouraged to do so.
IULA worldwide declaration on women in local government.

As many women participate in organisations at the local level it is often thought that decentralisation is in the interest of women. But decentralisation makes the local level more important, and with the growing of importance the male interest in it is growing as well. Many barriers still hamper women, with the risk that they will not benefit equally to men.

Leijenaar (1999) makes a distinction between individual and institutional factors affecting the chances of women to become involved in political decision making. Below are explained the factors and mechanism that give women a disadvantaged position.

Individual factors address the extent to which individual characteristics favour political participation. In general women are less interested in politics; both women and men often see politics as a men's affair. Women have not learned to develop political capacities, because public sector activities are usually seen as male. As a consequence women lack confidence in their own political capabilities. Their lower level of education, professional experience, income and time available disadvantages women as compared to men.

Institutional factors related to the organisation of society, its norms and values. To become active as a politician women are hampered by their care taking tasks and their responsibility for the household. They often lack support from their husband or family.
Barriers in the structure of society for women are: limited access to leadership, managerial skills and training, lack of female role models and mentors, disproportional expectations, and violence against women.
The political participation of women also depends on the social and cultural climate of a country: religious and patriarchal norms and values may exclude women from public life. Andersen's research in Tanzania (1992) showed that all women local leaders – despite internal differences – have had to fight hard in order to get education and to conquer male resistance against their political activity. Many of them have experienced one or more divorces and today about half of the women live as single women. Accusations against female leaders of being prostitutes, witches etc. are frequent and indicate that the women leaders actually challenge some very fundamental values concerning the proper distribution of tasks and responsibilities between men and women. They challenge prevailing gender ideologies and gender identities in the area.
Women's participation also depends on the gender equality policies within a country. The existence of women's organisations to promote the political participation of women and to give support to elected women is very important as well.

Institutional factors related to the political system
Examples with regard to voting are:

- Registration procedures (cultural norms and values may prohibit women from having a photograph taken for voter registration cards or from showing their face to male officers in polling boots, prevent women from voting).
- Voting procedures (if the elections are not secret women may be controlled by their husbands), accessibility of polling stations (in general women are less free to move around).
- Civic education (women have got less education and are usually less informed about the electoral process, the meaning of elections and the right to vote).

Examples with regard to nomination and election are:
- In the selection criteria: the high level of education, the membership of certain professions, as well as party activism and service, are easier to deal with for men.
- Women are not involved in systems as patronage and clientelism; systems that bring people in decision-making positions.
- Another important factor is the selection process and the electoral and political system. Important criteria in systems dealing with individual candidates (rather than party lists) are popularity with opinion leaders, right family connections and sufficient funds. These criteria, are more difficult to obtain by women.
- Preferential voting can be an advantage for women candidates.
- Important is whether there are specific policies to increase women's participation (reserved seats, quotas).
- The political climate is often characterised by aggressiveness, competitiveness and discrimination or intimidation of women, discouraging many women to enter politics or to continue once they have come involved in it.

Women politicians are further hampered by the working conditions and by an organisational culture, which is not adapted to women's circumstances (lack of childcare services, family leave and flexible work schedules). A 1994 study in Britain indicated that 85% of women under 45 left local government due to non-electoral reasons and in 63% of the cases it was due to the difficulties of balancing the demands of work and family (Donk, 1997).

4.   DECISION MAKING

This chapter contains actions and best practices to strengthen women's participation in voting and as (candidate) politicians[1]. These actions can be addressed by SNV by giving technical support to organisations active in these areas.

PARTICIPATION OF WOMEN IN VOTING

Civic / voters education
Civic (how the political process works) and voter (voting procedures) education programmes can be carried out by visiting villages and districts to explain voting rights and to inform about the technicalities involved in exercising these rights.
Information and education programs tend to be more effective when they include efforts to put women's concerns on the political agenda. (Ministry of Foreign Affairs, 2000).
Concrete actions include:
- Adapt time and place to the possibilities of women.

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[1] Some organisations are elaborating toolkits, which will be accessible by Internet. For more information see the part toolkits of this handbook.

- Develop leaflets and posters. Use pictures and very simple language. 'Much of the terminology used in print media was formal and inaccessible even to the very small proportion of the female population literate in Portuguese' is one of the conclusions of an evaluation of the civic education program in Mozambique. (Jacobson, 1995)
- Use also theatre plays and radio programmes to reach illiterate women.
- Develop material that can be used in alphabetisation courses. Schools can be supported to establish a civics curriculum for young people.
- Develop training manuals for civic educators and organise workshops for trainers.

Best practices

In Botswana the NGO Emang Basadi, 'Stand Up Women' launched in 1993 (one year before the election) a Political Education Project with the double aim of increasing the number of women in parliament and local government, and ensuring that political party platforms would include commitments to women's issues. In addition a Manifesto was developed, in which they demanded that the government and all political parties ensure equal participation and representation in all national and local legislative and decision making bodies. They held 'Voter education seminars' in the political constituencies and organised campaigning and training workshops to assist women candidates. The representation of women in parliament increased from 4 to 11 % after the 1994 elections. (Cited in: Ministry of Foreign Affairs, 2000),

Shortly before the elections all the SNV-projects in Guinea-Bissau devoted themselves to civic education, visiting all the groups with whom they worked, and explaining the importance of voting, the rights men and women have, and the voting procedures. They used material showing women as voters, as members of the polling stations and as candidates. In some villages they imitated the voting procedure to let the future voters practice. The results were more women voters and less invalid voting-papers.

Awareness raising
Both men and women have to become aware about the women's rights to vote and the importance of an active participation by women and men in political decision making. If possible, link women voters to women candidates.

Electoral system and access to voting
Organisations responsible for the logistics and technicalities of elections have to elaborate strategies to increase women's participation in voting:
- Set up many different registration and polling stations, in order to make it physically possible for women to vote.
- Guarantee safety of voters.
- Guarantee possibilities for women to vote separately from their husbands.
- Adapt the registration and identification procedures, if necessary, to ensure women's participation.

WOMEN AS CANDIDATES

Capacity building
Capacity building is important for women as present or future candidates. The training can help women to organise and mobilise themselves, and has a network function as well.

- Women can gain experience through participation in committees in their neighbourhood, or by organising themselves around income-generating activities. Development organisations can strengthen these capacities by providing training and advice.
- Organise training courses in gender and leadership (to learn to speak in public, analyse, argue and defend their interests and to build a support network). This can serve as a springboard for a political career.
- Organise training courses for women interested in politics, dealing with the necessary skills and knowledge for campaigning, presentation, negotiation, and handling with the media, as well as gender-awareness and self-esteem.
- Offer possibilities to practice these capacities in the form of work placements.
- Pay attention to follow-up programmes for women who have already been trained.

Best practice
In South Africa, with the opportunity created by the necessity to draw up a new constitution, a massive internal and external mobilisation of intellectual and grassroots arguments has transformed governance. The multi-racial National Coalition of Women mobilised women throughout the country to state and defend their own interests - their immediate infrastructural needs as much as their views on geo-politics - with the chiefs and community leaders. The processes of negotiation themselves, in which women gained self-confidence in their difference from men as well as in their own capacities for self-expression, were empowering psychologically and politically. Large numbers of women later stood as candidates for the new federal and state parliaments, and large numbers were successful, making the proportion of women in state and federal parliaments the highest in the continent (Ashworth, 1996).

Networks
Formalised networks, on the local, regional, national and international level, can provide women with the social and financial resources necessary to go into office. They provide also an opportunity for the exchange of experiences, advice and mutual moral support.

Partnerships
Partnerships with organisations in other regions or countries are important to exchange and gain experiences, and to encourage and train women candidates.

Best practice
Four Benin women organisations, supported by SNV, established a partnership with NBvP (Dutch organisation of rural women), supported by the Vereniging Nederlandse Gemeenten (VNG, Association of Netherlands Municipalities). Their third co-operation project is addressed to women in local governance, aiming to achieve an equal participation of women in decision making in local governance and civil governance, both in Benin as well in the Netherlands. The project foresees working visits in the 2 countries by delegations from women candidate councillors and local politicians. Innovating is the inclusion of men, because the women from Benin think that these male politicians can make an important contribution to their campaigns. The visits to both countries include training programmes, work placements and the elaboration of personal action plans. (VNG, 1999)

Conferences, seminars, etc.

Conferences and seminars are tools to discuss the theme of the importance of equal participation of men and women in politics, and strategies to achieve this.

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Best practice
The IULA-CEMR Committee of Women Elected Representatives of Local and Regional Authorities believed that the most appropriate action strategy to improve women's participation in local politics would be to provide a special forum for meetings, exchange of experiences and sharing of good practices linked to equality. IULA-CEMR thus multiplied its efforts to disseminate information on equal opportunities and local and regional authorities by using means adapted to the needs of its members: a newsletter, internet site, meetings and working seminars.

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Supporting NGOs who organise support for women candidates
Women claim they would be more interested in running for an elected position if they could do so as an independent candidate, supported by their NGO or local community. Therefore it's important to support NGOs who provide moral, psychological and / or financial support to women candidates.

Supporting NGOs who lobby for changes in the electoral system
Measures, as quota or reserved seats, can have a positive effect on the selection of women candidates (although husbands or male family can use women as their spokeswoman, as showed the case of India), as well as an eye-opening effect on selectors.
The combination of legislated quota and a proportional representation electoral system seems to provide the best opportunities for women to be elected. In Namibia this system, combined with zebra-listing (man and women by turns) resulted in 40% women elected as local councillors in 1998. In Uganda women are now guaranteed one third of local council seats. IULA recommends a representation rate of no more then 60% for either men or women.

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Best practice
The Plan of Action for Gender in the South Africa Development Community (SADC) (approved in 1997) identifies the achievement of thirty percent women in decision making by 2005. It tasks the Secretariat with monitoring and evaluation of the implementation of the Plan. The Plan is based on the premise that there is a need to go beyond simple access or increasing the numbers of women in decision-making positions. Quota must be a part of a package of measures that address both quantitative and qualitative issues to ensure that women not only access decision making positions, but that they are effective participants and use their position to further transform society. Several recommendations concern the need to create gender friendly environments to facilitate the participation of women in politics (facilities, sitting times, rules, empowerment and training) as well as the establishment of institutions (for example gender machinery in government and in legislatures). (Morna, 1999).

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Database
Databases seem to be a very effective tool to fight for equal participation of women and men.
- Setting up a database with statistics helps to make the unequal participation of women more visible. Men are more willing to concern themselves with women's questions if they are convinced that there exist really a problem, and statistics can help to convince them. IULA will initiate a project of original empirical research and statistical compilations that will provide an accurate assessment on the status of women in local governance. This

information constitutes one of the most important tools for implementing policies of positive action.

- Setting up a database with names and profiles of women candidates for decision-making posts in (local) government, political parties, organisations and committees serves as a resource for women who will gain (more) experiences, as well as for organisations who will increase the participation of women.
- A collection of data on how women politicians have managed to make a difference through their legislature will be very helpful for other women politicians.

> *Best practice*
> Women from the Nordic countries have demonstrated that highlighting the disparity between women and men by publishing statistics, is helpful in opening the debate on parity democracy. (Dahlerup in Karam,1999)

WOMEN POLITICIANS

The profile of the female local councillors in Burkina Faso shows that 66% are literate and the majority (54%) has a salaried job. The majority gained also experiences in women's organisations. The women councillors were elected for their dynamism and capacity to organise and mobilise. However, as councillors they are not sure about their roles and tasks.
A needs-assessment showed they would like to be trained in:
- gender-sensitive planning
- relations with women's organisation
- identification and strengthening of local recourses available for women's promotion
- decision-making capacities and self-confidence.
(Commission Nationale de la Décentralisation, 1996).
Like the women councillors in Burkina Faso the women's leaders in Benin are married women with children. They have organising and negotiating capacities, and often are literate. But they lack self-confidence as well. (Vrancken, 1999).
Therefore, supporting women councillors is very important.

Capacity building
Once elected women need to make their voice heard. One of the problems that many women politicians face is that they are not allocated time in discussions and debates and they are not given the opportunity to participate on key committees and in key positions.
- Promote training in leadership, focusing on topics as debating, negotiating and conflict management, teambuilding and management of change.
- Promote training on technical issues, especially legal support: knowledge of how the legislature works, written and unwritten codes, procedures and mechanisms for conducting a political agenda.
- Promote training in communication, information technology and networking.
- Help build the self-confidence and self-assessment skills of women and make them familiar with fulfilling a public role, partly as a way of persuading other women to enter politics.

Conferences, seminars, exchanges

Participation in conferences, etc. is an important and motivating tool to learn from each other, to gain self-confidence and to establish relations (networking).
▪ Promote exchanges between women politicians at the local, regional, national and international level.
▪ Promote exchanges between civil society and women politicians.

Networking

Men often have their own networks, or male clubs. Or they meet each other in pubs or restaurants. It's important that women form their networks as well to discuss women's issues.

IULA foresees the provision of an international 'Women in Local Government Network' based on personal and electronic communication. This would serve as a means of interaction between the members of IULA, highlighting best practices and programmes implemented.

- Stimulate and facilitate cross-party caucuses of women politicians at all levels, to work across party lines and help each other in learning the rules of the game, strengthen their position by representing a potential voting bloc with regard to women's issues, and / or by organising themselves outside the legislative body.
- Stimulate the establishing of links with women's organisations to bridge civil society and state. As women governors at the local level often come from more wealthy families or the new elite, it is important to link them with grassroots women, to decrease social differentiation and polarisation between different groups of women.
- Provide access to Internet to network with other organisations.

> *Best practice*
> Lobbying through 'Gender Dialogues'.
> In Uganda the Women's Caucus organised a series of so-called Gender Dialogues to which they invited men and other non-caucus members, such as experts in particular issues at stake. The dialogues were given high profile and were always followed by a reception. This ensured a good turnout for discussion. It appeared that more and more male delegates wanted to be associated with these events. The women often agreed with these non-members to advance the arguments to their colleagues and to move the Caucus amendment. Whenever a position was taken in the Dialogue, a brochure was issued to all Assembly delegates to inform them and lobby to seek support. According to the Women's Caucus the Gender Dialogues have been an innovative and successful tool that they have used to build consensus and for lobbying. (United Nations Development Programme, 2000),

Partnerships
Promote partnerships between politicians and women in decision-making bodies of different countries.

Access to information
Support elected women by providing them with helpful information in the exercise of their political function.
- Provide research support on technical and legal matters to women politicians.
- Give women practical information about the current situation vis-à-vis the condition, position, and the political participation of women throughout the world, and about any research being carried out in this regard.
- Set up information systems (use of the Internet) and databases (see above).

Moral support
The lack of a support base can lead to women politicians becoming despondent and even withdrawing from politics, thus reinstating the status quo. Women's organisations and networks are essential in providing this support.
- Provide women with support from interests groups within the political process, as a type of political mentor system, or create another system of mentoring for inexperienced women politicians.
- Provide women with support from a reference group or institution that will act as a support base and as a pressure group for women's issues.

> *Best practice*
> Women in Panchayati Raj (local government) in India who have been supported and nurtured by NGOs and those who have been involved in larger people's movements have gained a more 'assertive' stance which gives them an edge over other women in the local government. (Poornima & Vinod Vyasulu. 1999).

ENGENDERED GOVERNANCE

The current local government area is extremely discouraging for women councillors. Local government present a hostile, alienating, male dominated environment. Women feel continuously marginalised, stereotyped, taken for granted and experience little understanding or support (Donk, 1997). To attain engendered governance men have to give space to women and to work together with them. Training and orientation of men plays an important role in the engendering of governance.

Gender training
In addition to training especially for women politicians, training for both men and women is also important.
- Organise joint training sessions, in which both can discuss the importance of gender issues and of parity and non-discriminatory working relationships in government. Male politicians can become more aware of women's and gender issues. Women are encouraged to address their areas of interest and to network with male colleagues.
- Introduce (or develop) training for women and men politicians simultaneously and encourage the sharing of experiences and lessons learned among men and women politicians.

Conferences, seminars, exchanges, networking, partnerships.
If the women concerned wish it, all these tools can include men. They should aim at including men in the future if it's not desirable in the present.
The gender dialogues in Uganda and the partnerships between Benin and the Netherlands, described above, are good examples of men dedicating themselves to lobby for gender and women's issues.

5. ADMINISTRATION AND DELIVERY SYSTEM

GENER SENSITIVE DELIVERY SYSTEM

GENDER SENSITIVE DELIVERY SYSTEM

Women have the right to equal access to the services of local governments, as well as the right to be treated equally in these services and to be able to influence the initiation, development, management and monitoring of services. The provision of services such as education, welfare and other social services by local governments, should aim to see women and men as equally responsible for matters related both to the family and to public life, and avoid perpetuating stereotypes of women and men;
Women have the equal right to sound environmental living conditions, housing, water distribution and sanitation facilities, as well as to affordable public transportation. Women's needs and living conditions must be made visible and taken into account at all times in planning;
Women have the right to equal access to the territory and geographical space of local governments, ranging from the right to own land, to the right to move freely and without fear in public spaces and on public transport;
Local government has a role to play in ensuring the reproductive rights of women and the rights of women to freedom from domestic violence and other forms of physical, psychological and sexual violence and abuse.
IULA worldwide declaration on women in local government.

Women spend more of their time in the village and its neighbourhood than men, usually being responsible for the household, care taking tasks and the community management. They have a vested interest in safe water, sewerage, sanitation, refuse services, fuel, and health services. Thus the conditions in which services are delivered are important questions for women. For example: as the main users of water, women are well qualified to advise on the choice of pumps, where to run the waterlines and to place the standpipes, so as to avoid basic design flaws disadvantaging women and children. Women take also responsibility for the maintenance of such services, for example cleaning and sweeping around community water pumps and standpipes, collecting contributions, and organising for repair of equipment (United Nations Centre for Human Settlemets - UNCHS,199?).

Socio-economic development is mainly directed at poverty eradication. Given the fact that the majority of people living in impoverished conditions are women, it is critical that local government focuses its interventions specifically on women. (Donk, 1997).

Women and men use and experience their environment in different ways. This has important implications for the ways in which villages and cities are planned and managed. An engendered approach to local development seeks to ensure that both women and men have equal access to and control over the resources and services. Secondly, it aims to support a more accountable, participatory and empowering local development practice through a gender sensitive approach to the way in which organisations in the public, private and community sectors are constructed and interact. A process of consultation, which involves both women and men, is a critical element for participatory development. Finally, it increases the effectiveness of policy, planning and management by providing practitioners with the tools to integrate a gender perspective into their activities. The integration of a gender approach into policy, planning and management of human settlements will make local development not only more equitable but also more effective. (UNCHS, 199?)

A Gender Perspective on Government Policies, Plans and Programmes is concerned with:
▪   women's involvement, concerns, needs, aspirations as well as those of men;
▪   the differential outcomes of policies, plans and projects on women, men and children;
▪   assessing to whom financial and other quantitative and qualitative benefits accrue and in

> - what ways;
> - eliminating discrimination and taking positive action to achieve equal outcomes;
> - differences among women;
> - possible alliances which can be formed between women and men to address inequality; and
> - the process of gender planning. (The Commonwealth, 1999).

To effectively address issues of gender equality in the service delivery of local government, broad awareness, knowledge and political commitment need to be achieved. A series of research interviews among South African policy makers showed that many did not have a concrete enough understanding of gender issues in general. Whilst many believed that they were working towards addressing gender inequity, few could actually substantiate how they went about doing so. The same about gender planning; almost all the 70 planners of the sample saw themselves as gender-conscious planners, but many were not able to explain how they translated their gender consciousness into practical activities, and 67% acknowledged that they had not heard the term gender planning before. The same author argues that advisors on gender planning are often not expected to have had any formal training, it is assumed that being a woman is a sufficient qualification to work in a gender-specific way. (Watson, 1999).

In order to optimally allocate and manage scarce resources, information is needed that enables municipalities to know who needs what resources, when and where. A clear understanding of the reality of a municipal area is a vital first step in identifying and addressing women's specific needs. Gender disaggregated information is a key tool ensuring that women – as the majority of the population, and comprising the majority of the poor and marginalised – receive a fair share of resources. The value of gender disaggregated data lies in visibly showing the difference between men and women. If information is not being collected in a way that enables the differences between men and women to be clearly stated, it is likely that the specific gender needs and interests of women will be given less attention – if not ignored completely. (Donk, 1997). Thus engendering the way in which human settlements are conceptualised, in which data is collected and analysed and in which development is monitored, is a critical part of diagnosis. (UNHCS, 199?).

Some important ways to increase gender awareness and knowledge of local civil servants are described hereafter[2].

Training
- Training in gender to learn about gender-sensitive delivery.
- Training in gender planning: gender roles identification, gender needs assessments, the utilisation of gender disaggregated data and intersectoral planning.

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[2] Best practices concerning human settlements are found at the website: http://www.bestpractices.org
It demonstrates the practical ways in which communities, governments and the private sector are working together to improve governance, eradicate poverty, provide access to shelter, land and basic services, protect the environment and support economic development. Gender is one of the keywords.

Networking

For women civil servants networking with women politicians and grassroots women is very important to bridge the differences and to lobby for gender and women's issues.

Partnerships

Partnerships between civil servants in other countries can increase gender awareness and provide with skills to apply this. It is desirable to identify areas where women predominate as users of services, and to determine whether these could be selected as areas of co-operation.

Gender-audits

Gender audits appear to be useful instruments to assess the level of gender sensitivity of administration and delivery systems. SNV has gained experiences with gender-audits in collaboration with the Gender & Development Training Centre. It may be a good idea to organise a pilot test, as has been applied to some SNV programmes, with a local government. Local governments that like to go through gender audits and are willing to take improvement

measures to reach deriving objectives, can be stimulated by receiving funds or technical assistance.

Supporting engendering local governments
Local governments willing to engendering their politics can be stimulated by:
- The supply of useful information.
- The supply of technical assistance.
- Financial support.
- Articles about their good practice in newspapers.
- Awards.

THE EMPLOYMENT STRUCTURE

> Women have the equal right to employment in local government and equality in recruitment procedures. As employees in local government women and men have the right to equal pay, equal access to benefits, promotion and training, as well as the right to equal working conditions and treatment in the evaluation of their work.
> IULA worldwide declaration on women in local government

The employment structure of the administration and delivery system is usually strongly stratified, with women predominating in traditionally female and lower jobs. This means that the working structure is overwhelmingly male, which affects women councillors in their dealings with local authority bureaucrats; the culture can prove daunting. The masculine, rationale and competitive structures of the bureaucracy and the lack of support for women's issues from a male-dominated institution have meant that women's initiatives have been hindered. 'The current position as regards women in local government is not encouraging. Poor levels of representation, inadequate investigation into the ways in which gender issues can be addressed at the local level, and an overwhelmingly male local bureaucracy do not augur well for gender-sensitive local government', (Robinson, 1995).

Getting women into the mainstream of public office and the bureaucracy is a vital part of engendering local governance. Although the presence of women in public office does not simply guarantee that the interests of other women will be represented, their presence has a symbolic and practical value: they serve as important role models, which may permit and inspire other women to involve themselves in local governance. Furthermore, they have particular experiences, knowledge and relationships to the local environment to share with men. They have proved themselves to be effective change agents in the neighbourhoods, which they know intimately and on which they have strong views and invaluable suggestions, which can be discussed in the workplace. This experience and expertise should be drawn upon. (Beall, 1996).

Program activities can provide **training and assistance** that will enhance the status of individual women who exercise leadership within the administration or the civil society.
Furthermore women civil servants need to **mobilise and network**. Contacts with other civil servants as well as with civil society (women groups and women NGOs) are essential.
Partnerships are another way to support the women employees in public office.
At the administration level, **targets** can be introduced to increase the numerical representation of women, especially at middle and senior management levels. This should be specified in affirmative action policies and could be linked to clear criteria and support systems.

6. FINANCES

All budgets are about politics. All politics are ultimately about who controls budgets.
Budgets look neutral with regard to gender, but the differentials become manifest largely at the operational level when the allocations are translated into deliveries. Many studies show that women use their money for the well-being of their family, whereas men use it above all things for their personal well-being. Consequently, allocation of resources to women may benefit a wider development scope in which the interests of women and men are served in a more balanced may. In some countries methods have been developed to analyse budgets or to let citizens participate in the decision-making process.

Gender budget

A gender analysis of budgets can contribute to an increased transparency of government budgets, it can make visible what resources and services are allocated to what sectors, and who benefits.

The analysis of budgets, started in Australia, where it was no success because it was only an exercise of the government; it lacked pressure and interest from outside. In South Africa the initiative started in 1993 and was far more successful, being a product from both the government and parliamentarians and non-governmental organisations. The civil servants provided data, the NGO carried out operational advocacy, and the parliamentarians lobbied.

In 1998 pilot research on local government budgets was undertaken. The Women's Budget Initiative plans to produce a book on local government for local councillors.

After it's success similar initiatives were started in Mozambique, Tanzania and Uganda. In Uganda women parliamentarians started to learn about the macro-economic framework (the language of economists and budget planners, how budget priorities are set, how allocations are determined and funds spent). Their next step was making a difference in determining the budgetary priorities and making this public. They found out that the decision-making around the allocation of resources is a highly undemocratic process, in which only 6 to 8 powerful persons are involved (including persons from the IMF and World Bank).

Best practice
The South African Women's Budget Project examines the whole of the government budgets to determine its differential impacts on women and men, girls and boys.
The gender budget analysis incorporate three aspects:
- Gender-specific targeted projects.
- Expenditure on government employees; in particular the gender distribution of public servants at the decision-making level.
- Mainstream expenditures; the remaining expenditures, not covered by the first two categories, to determine who actually receives funds and who benefits, both directly and indirectly. An example is the allocation of resources to education: the Women's budget examines all the different forms of education (pre-school education, primary, secondary and tertiary education, adult basic education) and the impact of the expenditures in these forms to boys and girls.

It includes the household level: the care economy (for instance medical insurance) and the reproductive economy (such as the provision of childcare).
The Women's Budget examines also donor-funded activities to determine their gender advocacy role and their impact on government funded activities. The fact that donor-funded activities favour gender-sensitive programmes may trigger negative effects: gender-related activities may end up not being covered by government funds because of the expectation that donor funding will cover them. (UNDP, 2000).

Revenues for municipalities

Revenue generation has also a gender aspect, as women are generally poorer than men, and many systems do not favour the poor. The Women's Budget examines not only expenditure on social services, but the gender implications of revenue generation as well, such as the impact of taxes on women and the poor. Because women tend to earn less income than men do, a regressive taxation system would disadvantage poor women, since the proportion of their tax is a large part as compared to their smaller income.

Another major source of revenue for municipalities is property rates. A step-tariff setting, whereby the first units consumed are cheaper than the further units, favour the poor. Other possibilities to favour them are the provision of subsidies for services, and people-friendly credit collection systems.

Rates can have another gender impact with regard to who physically make the payments. Accessible pay-points where they can pay their municipal bills can make it easier for them. (Coopoo, 2000).

7. COMMUNICATION

With regard to communication there are different manners to involve the media in actions to increase the political participation of women and to engender local governance. Media can be used to discuss and promote women's issues and gender equity, to educate and mobilise voters, as well as to make women (candidate) politicians more widely known.

Highlights of the debates in the 1997 round table, organised by the Inter Parliamentary Union

- The media have a crucial and increasing role in shaping the image of politicians. Instead of acting as mere mirrors of the social and cultural traditional patterns, the media should become an agent of change through their approach to women or rather to gender at large.
- Media personnel at all levels, from editor to reporter, from publisher to columnist, should be made aware of the fact that "stories" that sell or pretend to do so often perpetuate gender patterns which are adverse to the strengthening of democracy.
- If they understand that the integration of women into politics strengthens democracy, the media, which have a crucial and increasing role in the democratic process, should try to convey this message in all possible ways.
- In a world in which financing is crucial in politics, good media coverage compensates for a lack of financial resources.
- Women politicians have to understand the media better and learn how to get their message across through training on how to conduct media interviews and press conferences, make presentations, prepare press kits and communiqués, etc.
- Women have to be more assertive in presenting their ideas and achievements as in fact, irrespective of sex, the media tend to come to people who stand tall and believe in their cause.
- Women politicians are not covered by the media as much as men politicians. Reporters should, when covering stories, ensure that they not interview male politicians only.
- The media tend to treat women politicians as women and objects rather than as political protagonists, something they rarely do for male politicians.
- The media are less open to the concerns and achievements of women politicians than to those of their male counterparts.
- Governments should restructure their communications policy so as to make them more gender sensitive and also to promote a fairer image of women politicians.

Below follow some examples of how the media can be involved to engender politics.

Media-training
Media-training for women candidates and elected women politicians, to learn how to deal with and make use of the media. Possibilities are to learn women politicians how to present themselves to the media to increase their visibility, the working of the media, the information the different media are interested in. Networking with media personalities, knowing the key journalists or the ones sympathetic to women's issues to talk to, is also important.

Gender training
Gender training for journalists on how to cover politics in a gender sensitive manner, for example preventing stereotyped presentations of the image of women, and how to contribute to women's participation in political life.

Using the media (election campaigns)
The use of the media for election campaigns with a view to raising the profile of women candidates and politicians and promoting them, encouraging women to use their vote and persuading the general public to consider voting for women candidates.

Using the media (exchange of ideas)
Especially in remote areas the media can be very helpful in the exchange of ideas between grassroots women organisations and women politicians.

Networking
Networking between media personalities and women politicians on the basis of common interests and concerns. One idea is to organise a women and media day with a series of workshops to bring the two networks together and to discuss gender issues, as well as to share experiences.

Access to media technology
Certainly in Southern countries, where access to information often is difficult, it may be very helpful to make modern media technology, such as Internet, accessible for women politicians / civil servants, so that they can keep up to date with the latest developments in gender and their area of work.

PUBLICATIONS

There is a need for teaching material on good governance and on the role of women in democratic countries, preferable with examples from neighbour countries.
Reading material, also modules for schools and alphabetisation courses, on how the political system works, democracy, good governance, engendered governance, human rights and women's rights are very important.

(1997) the National Democratic Institute (NDI) created a series of documents. An example is a civic education document that was intended to fill a need for some very much needed "basic" information: rights of voters, eligibility of voters, qualifications for elected officials, the voting process, and how a bill becomes a law. They compiled several lists: women elected and appointed legislators in the country, women 1992 candidates, women's organisations, local councils. NDI put together a briefing book for women legislators that assisted them in their campaigns, and a chronology of all the election related activities for the 1997 election year. Lastly, NDI produced a manual on the nominations procedures for all the political parties in the country. (NDI).

8. LEGISLATION

Legislation plays an active role in supporting the oppressing structures of society and thus in maintaining women's marginalization in the development process. A gender-sensitive local governance has the aim to legislate gender equality and to promote and protect women's rights.

Women head about 40 percent of Sub-Saharan African households. They supply an average of 70 percent of the labour for food production, 50 percent of labour in domestic food storage, as well as 60 percent in food marketing and 100 percent in on-farm food processing. In spite of this, in many societies, a wide range of laws, and regulatory practices still prohibit and/or impede women to a greater extent than men in obtaining credit, productive inputs, education, training, information, and medical care needed to perform their economic roles. The distortions in resource allocations that result from this discrimination carry high development costs -- too high to remain invisible in current and future development strategies. (Worldbank, 1994).

In the African context there are few women lawyers, and women's rights are least recognised, promoted and enforced. However, even though women enjoy legal protection in the same way as men, socio-cultural lag, traditional practices, reticence, ignorance of the law, illiteracy, the cost of legal action and the geographical remoteness of the courts all limit women in pleading for justice. (Convention on the Elimination of All Forms of Discrimination against Women - Burkina Faso, 1998).

Common legal issues for women are (Based on: Schuler, 1986, and Kerr, 1993):

Constitutional issues	Equality Human rights Civil rights Political rights
Family issues	Marriages (forces, premature, polygamy, dowries) Heading the family Child custody and guardianship Divorce
Health issues	Women's endemic diseases Health entitlements Reproductive rights
Labour issues	Unequal pay and working conditions Job discrimination Social security (also in the informal sector) Maternity benefits Protective legislation
Economic issues	Land access Ownership and control of property Inheritance Credit
Violence and exploitation	Rape and other forms of violence Prostitution and pornography

Schuler (1986) developed a framework for strategies, based on three components of the legal system:
- the substantive component; the content of the law
- the structural component; courts, administration, and law enforcement agencies
- the cultural component; shared attitudes and behaviours about the law

and strategies aimed at the application of laws.

Hereafter follow the strategies that politicians and / or women's organisations can undertake to obtain equality in legislation.

STRATEGIES AIMED AT THE SUBSTANTIVE COMPONENT

Strategies aimed at the substantive component are activities toward eliminating or changing discriminatory law and policies, and adding more just laws and policies. There may be elements lacking in the law, there may be inequality and injustice, or there may be ambiguities that make the law inadequate.

Research on and review of existing laws and design of new laws and policies
- Reviewing the Constitution, to guarantee equal rights for women and men and a gender-neutral language.
- Reviewing laws that discriminate against women.
- Legal and sociological research on current and proposed laws to investigate the (possible) impact of laws on the position of women.

Best practice
Uganda's Women's Caucus worked during the exercise of constitution formulation to ensure that the Constitution was written in gender-neutral language and that an explicit statement of equality before the law was included. The Caucus successfully lobbied for an Equal Opportunities Commission to guarantee enforcement of the constitutional principles. The Caucus was also successful in increasing the affirmative action quota from one in every nine local council positions to one in three. Women are guaranteed one-third of local government council seats. (UNDP, 2000).

Networking, lobbying and public pressure at policy-making levels to change the content of laws or design new laws.
- Build networks between women's organisations and gender sensitive politicians
- Create an umbrella organisation at the national level, to co-ordinate activities.
- Networking with organisations of other countries.

> **Best practice**
> The Women's Legal Group in Albania, a coalition of advocates representing 12 women's organisations, was formed in 1994 as an advocacy group to analyse proposed and existing legislation and make recommendations for change to the Albanian Parliament. The goal of the Women's Legal Group is to advocate for the inclusion of the rights and protections for women and girls in the Albanian law.
> In 1995, the group analysed the draft labour law then being reviewed by Parliament, formulated recommendations with supporting legal arguments and citation to Albanian Law, and presented these recommendations to Parliament. Three parliamentary commissions and two government ministries adopted a majority of the group's recommendations. It is the first Albanian non-governmental group to gain the focused attention and co-operation from the Parliament and the ministries to date, and it is the only one of its kind to advocate women's legal rights.

Use of litigation
Use of litigation focusing on tests to get a landmark decision, to achieve a more just interpretation of the law and to create a precedent for all courts.

Use of international conventions
Lobby governments to adopt and enforce international conventions, such as CEDAW (Convention on the Elimination of All Forms of Discrimination against Women, 1979). By signing this convention governments agree to remove discriminatory laws and other obstacles to equality, to promote equality by affirmative action, and to eliminate discriminatory attitudes, conduct, prejudices and practices. The country's international obligations can be used as a standard against which national laws should be measured. The convention established an independent Committee to monitor the progress made by signatories and to consider their reports.

STRATEGIES AIMED AT THE STRUCTURAL COMPONENT

Often, legal institutions and structures are seen as inaccessible or unable to respond to the interests of the people, especially the poor. Opening access to the legal system by engaging, using, challenging, and changing institutions, are strategies to change the structural component.

Make legal services available to women (especially low-income women)
- Put pressure on the courts to simplify procedures and make them understandable to women.
- Develop alternative approaches to resolving disputes.
- Establish legal information and documentation centres, legal aid clinics. These centres have become commonplace in Anglophone African countries, but are still rare in Francophone Africa.

Train and use of paralegals, social workers, and psychologists in advocacy skills.
Trained paralegal workers (persons with basic knowledge of the law and procedures), social workers or psychologists can help people to find mediation and reconciliation in matters of dispute.

STRATEGIES AIMED AT THE CULTURAL COMPONENT

Empowering women to their rights, and demystifying the legal system.

Legal education and legal literacy programmes
Legal literacy has been defined as the process of acquiring critical awareness about rights and the law, the ability to assert rights, and the capacity to mobilise for change.
- Promote gender-responsive legal literacy courses the grassroots level, for women and men.
- Design and distribute booklets for literate women and for women in alphabetisation courses.
- Use visual training material for illiterate women.
- Set up Mass media campaigns.
- Publish and disseminate scholarly work through popular literature and art forms; comic books, posters, dance, brochures, theatre, poetry, etc.

Best practice
After the adoption of the new Constitution in Uganda, FODOWE – a women's organisation, arisen from the women's caucus - conducted seminars throughout the country to educate local government women leaders about their civic and human rights. (UNDP, 2000).

Training of politicians, lawyers and paralegals
- Promote paralegal workers. In the African context, where many women are illiterate and where the radio often is a man's property, person to person contact often is more useful.
- Engender law school curricula and train future lawyers in the area of women's rights.
- Provide women politicians with training and information about legislation.

Seminars, conferences, etc. by and for experts
- Organise seminars, conferences and workshop to discuss gender and women's issues with regard to legislation.
- Create a forum to discuss legislation issues.

Best practice
In Benin a gender and law workshop was organised in 1998. The participants were NGOs, with a focus on legal literacy and legal reform, and staff members from the Women Affairs' Units from Francophone Sub-Saharan Africa. The workshop provided an exchange of views (between civil society and government agencies as well as between countries) on country-specific substance of law, law enforcement and legal literacy issues, as these relate to women's experiences of discrimination, (World Bank, 1999).

STRATEGIES AIMED AT THE APPLICATION OF LAWS

Assuring enforcement of laws and policies.

Monitoring

- Monitor enforcement at administrative levels.
- Monitor enforcement policies in the courts.

Documenting
- Set up an information bank on current laws, landmark cases, current research, legal projects for women, and areas of needed reform.
- Document discrimination in public and private sectors, develop arguments and build cases.

9. INFLUENCE OF CIVIL SOCIETY

> Unless women protest, unless they take action, unless they organise themselves at local, national or international level, unless they take turns and seek allies among men, nothing changes (Gaspard, 1997)

Issues reach the policy agenda when powerful or well organised groups in society identify and assert their issues as problems. Mainstreaming gender issues and adopting a women's perspective in policy and planning would not have been possible without the sustained, organised force of women over the last two decades. Whether at the local, national or international level, experience suggests that it is primarily the organisational power of women which ensures that political parties take seriously the power of the female vote. In this context, gender-sensitive best practice would be for local government to keep open the channels of communication and foster mechanisms for dialogue with groups and organisations representing women. However, the onus is also on organisations of civil society to facilitate women's participation and the articulation and representation of gender interests. Decentralisation works best when it encounters a lively civil society. (Beall, 1996).

Participation of citizens in many different organisations such as social or women's organisations, interest groups, and economic organisations means that people take responsibility for the development of society as a whole. These organisations can also be consulted during the decision making process, they can share in power and play a role in the implementation of policies (Leijenaar, 1999).

Women politicians and civil servants do not automatically give priority to gender issues, for this reason establishing links with women's organisations to inform and sensitise each other mutually is very important.
Women's organisations and gender sensitive NGOs are in many ways useful for the integration of women in the political process and for the engendering of the local government:
- Women's organisations can mobilise women voters to vote for women candidates.
- They can be considered as a recruitment pool, a springboard, for political posts. Research shows that leadership positions in a NGO often lead to representative political posts. They lower the entry barriers into politics by providing a training ground and springboard. In Benin it appeared more easy to find women with the attitude and capacities to participate in decision-making structures in regions where women were already used to organise themselves (Vrancken, 1999). Women can gain experience in organisations like water or school committees.
- Women politicians coming from the women's movement tend to be more committed, both to ensure that the political system is made accessible to other women and to promote women's issues.
- Women politicians are more committed to maintain links with women's organisations and other NGOs, to inform and be informed about women's issues.
- Organisations can provide moral support to women politicians and can serve as a think-tank.
- Women's organisations can lobby for an increase of women in political leadership.
- Women's organisations can organise and train grassroots women to participate in local planning processes.
- Women's organisations and gender sensitive NGOs can monitor the advances made concerning women's issues and the political participation of women. They can serve as a watch-dog.

In recently developed or partially developed democracies there is often limited contact and co-operation between women politicians and women's organisations. Women's movements and women's groups in these part of the world either tend to keep their distance from women MPs, or do not invest in organised channels of communication and lobbying on issues related to promoting women to decision-making levels. This is the case either as a result of the lack of awareness of the potential benefits of these networking function, or the lack of resources to invest in such contacts (Karam, 1999).

Examples of best practices are already given in the chapters 4 and 5. Here follow some more examples:

Best practices
In Sweden, new women's networks have been formed recently to campaign for better political responsiveness to women's issues. Women joined forces and threatened to register themselves as a women's party if the existing political parties did not take gender issues more seriously. This change, which received excellent media coverage, had the desired effect of making established political parties place women's issues higher on the political agenda (Beall, 1996).

Yellow girls. This project is working in Ethiopia with 250 co-workers and 1700 volunteers. These volunteers (the yellow girls) are young women of the neighbourhood. Wearing yellow coats to raise their visibility, they bring door-to-door visits to identify needs, problems and dreams of the inhabitants of slums. The project stimulated the establishment of community councils, in which 70% women were elected. In collaboration with the project they formulated a plan of action to rehabilitate their neighbourhood. In the Netherlands (Zwolle) a similar project was set up to reach isolated inhabitants, using and learning from the example of Ethiopia (Centrum voor Ontwikkelings Samenwerking / COS-Overijssel).

10. CONCLUSION

In its concept Position Paper SNV has defined LGP as follows:

> Local Governance Processes concern the way local stakeholders interact in determining the local development agenda and in managing resources to implement the development priorities.

The general objectives are:
- Increased effectiveness, efficiency and accountability of local organisations
- Strengthening co-operation between development actors, government, NGOs, and communities
- Strengthening the institutional environment, i.e. civil society (in order to contribute to good governance, democratisation, etc.).

The definition implies that local governance is considered as a network of governmental and civil society organisations, active in a given public space and collectively responsible for the societal needs and development. SNV's role will focus on facilitating information and communication, institutional development and organisation strengthening.

This handbook is meant to inspire development workers by giving some practical information and best practices concerning gender and local governance, for (local) governmental and civil society organisations. As such it forms a basis for the proposal of a pilot project, in which Albania, Benin, Guinea-Bissau and Mali have showed interest.

The application of the practices of the handbook depends much of the social-cultural context in the different countries, but experiences of others can be meaningful and inspiring. It's desirable that the handbook stands at the beginning of a fruitful exchange of bad and good experiences between SNV and their partner organisations in the different countries.

Appendixes include the bibliography (with a strong focus on Africa as there is not much literature found about Albania), and further Web sites, toolkits, knowledge institutions and data bases (statistics).

GENDER AND LOCAL GOVERNANCE

SNV - Netherlands Development Organisation
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April 2001

HANDBOOK

Table of contents:

List of abbrevations of organisations:

CEMR	Council of European Municipalities and Regions
IPU	Inter-Parliamentary Union
IULA	International Union of Local Authorities
NDI	National Democratic Institute
UNCHS	United Nations Centre for Human Settlemets
UNDP	United Nations Development Programme
VNG	Vereniging Nederlandse Gemeenten / Association of Netherlands Municipalities.

1.   INTRODUCTION

This handbook is an overview of the literature and web sites concerning gender and governance processes, underlining strategies and best practices. Special emphasis is given on local governance and the region West Africa, as it serves as a base for pilot projects concerning gender and local governance in Benin, Guinea-Bissau, Mali and Albania. The manual may be useful as well for SNV and it's partner organisations in other regions, as it forms an practical introduction into SNV's focal points: local governance and gender.

In SNV terms Local Governance Processes concern the processes through which local stakeholders interact in determining the local development agenda and in managing resources to implement the development priorities. SNV operates on the interface of different actors of society.
Attention is in particular paid to women's interest. Without women's needs and interests being taken into account, without opportunity for them to participate in and influence decision-making, development interventions and planning will not achieve sustainable results. (SNV, 1999).

The Netherlands government thinking links good governance with good policy, human rights, democratisation, decentralisation, and institution building, including civil society and private sector development. Good governance is defined as 'the transparent, responsible and effective exercise of power and resources by the government, in dialogue with the population'. (Ministry of Foreign Affairs, 2000).

The scope of governance goes beyond technical (the simple delivery of basic services such as health, water supply, education) and political dimensions to civil society empowerment, processes of collective action, collective bargaining and social expression. It includes a bottom-up process of participation in decision making. It becomes meaningful as a system operating on democratic principles with values and practices that stress people's empowerment and participation, gender equality, legitimacy, transparency, accountability and effectiveness. The civil society is an important actor in this process.
The decentralisation of public authority and public functions to other levels of government gives citizens more and better opportunities to influence decision making. It is also easier for local government officials to hear and respond to the demands of local people. Decentralisation often leads to grater responsibility and responsiveness of the decentralised political bodies and to a greater interest among and participation by, the local population (Leijenaar, 1999).

With reference to gender there are four criteria which form the basis of good and gender sensitive governance:
- Participation: equal participation in governance institutions and processes, freedom of association and space for an active women's movement.
- Transparency: transparency and gender equity in the allocation of resources.
- Legitimacy: legislation of gender equality and the promotion and protection of women's rights.
- Effectiveness: gender sensitive policies and institutional structures.
(Ministry of Foreign Affairs, 2000).

Gender-sensitive local governance has the following principal objectives:

- To increase women's participation in politics, not only in formal political structures but also the civic engagement in politics.
- To strengthen gender-awareness and capacities among both women and men politicians and civil servants.
- To deliver services that addresses the specific needs and interests of women and men in the community, which requires engendered economic development, development planning and resources allocation.
- To create awareness of women's rights.

In the following chapters all these points are dealt with. As this is meant to be a practical handbook, it's a hotchpotch of actions and best practices, taken from the available literature.

The handbook starts with a description of the reasons and barriers for the participation of women in decision making, followed by a description of the actions and best practices to increase the participation of women in decision making: women as voters and women as (candidate) politicians. Next come actions and best practices to engender the administration and delivery system of local governments. Following chapters deal with the finances, communication (media) and legislation. A separate chapter deals with the influence of the civil society. An extensive and annotated bibliography forms part of the appendixes.

Some figures :

Countries	Women MP (Lower House) Year: 2000.	Women in municipal councils
Albania	5 %	
Benin	6 %	
Guinea Bissau	8 %	
Mali	12 %	
Canada	20 % ('97)	18 % ('95)
United States	13 % ('98)	23 % ('90)
Europe		
France	11 %	23 % ('00)
Greece	9 %	3 % ('00)
Liechtenstein	4 %	
Netherlands	36 %	23 % ('98)
Sweden	43 %	42 % ('00)
Africa		
Burkina Faso	8 %	10 % ('94)
Mozambique	30 %	
Namibia	25 %	41 % ('99)
Niger	1 %	
Seychelles	24 %	52 % ('99)
South Africa	30 %	18 % ('99)
Tanzania	16 % ('95)	25 % ('99)
Zambia	10 %	6 % ('99)
Zimbabwe	9 %	3 % ('99)

Sources: Inter-Parliamentary Union (IPU), Council of European Municipalities and Regions (CEMR).

2.   REASONS FOR WOMEN'S PARTICIPATION

Systematic integration of women augments the democratic basis, the efficiency and the quality of the activities of local government. If local government is to meet the needs of both women and men, it must build on the experiences of both women and men, through an equal representation at all levels and in all fields of decision making, covering the wide range of responsibilities of local governments;
In order to create sustainable, equal and democratic local governments, where women and men have equal access to decision making, equal access to services and equal treatment in these services, the gender perspective must be mainstreamed into all areas of policy making and management in local government.
International Union of Local Authorities (IULA) worldwide declaration on women in local government

The different international conferences emphasis the fact that women have the right to participate in political decision making, for reasons of equality, democracy and legitimacy. 'The empowerment and autonomy of women and the improvement of women's social, economic and political status is essential for the achievement of both transparent and accountable government and administration, and sustainable development in all areas of life'. (UN Women's Conference Beijing, 1995).

Participation of women in local governance is often easier to achieve than participation at the national level, because eligibility criteria are less stringent on the local level, and local government is the closest to the women's sphere of life, and easier to combine with rearing children. It can be the first level that women can break into and as such it can serve as a springboard to national politics, by developing capacities and gaining experiences.

Likewise local politics can be more interesting for women as they are the persons who know their community well, being the major users of space and services in the local community, such as water, electricity, waste disposal, health clinics, and other social services. They participate actively in organisations in their neighbourhood, and it is easier to involve these organisations in formal political decision making at the local level.

The main reasons for the participation of women in (local) politics are the following:

Justice. Women constitute half of any country's population, and therefore have the right to constitute half of the decision-making bodies. Only by having more women (local) elected, women will feel truly represented and recognised in the democratic process. A society where women are not part of the political system is an unjust society.

Efficiency. Women have different experiences and resources to bring into politics. A political system, which does not exploit both women's and men's experiences and resources, is therefore inefficient.

Diversity. In general, women and men perform different tasks and live in different economic and social conditions. Therefore they have separate political interests. Being the major responsible for reproductive activities, women have a particular interest in the allocation of local resources and services, such as water, fuel,

electricity, sanitation, housing, public safety, and health services. Men politicians normally do not automatically represent women's interests. Women's active participation in decision making is essential in order to ensure that women can promote and defend their specific needs and interests. They can be prime actors in promoting gender sensitive governance that addresses the interests of both women and men and enhances access to and control over local resources for both. In some countries women succeeded in changing the political agenda by putting women's issues on it (social services, child care, reproductive rights, women's land rights, violence against women). A survey of women's political experience, carried out by the Inter-Parliamentary Union in 1999 and including 187 women from 65 countries shows that 89% of the women politicians consider that they have a special responsibility to represent the needs and interests of women. (IPU, 2000).

Besides, nor men nor women form a heterogeneous category, inside these categories exist diversity as well, which have to be taken into account when a democratic local process is to be achieved.

Changing the political system. More women in politics can change the political system. Research about corruption shows that women are less likely than men to behave opportunistically, thus bringing more women into government may have significant benefits for society in general. (Dollar, 1999).

The survey of the Inter-Parliamentary Union showed women's vision of how women's involvement in politics makes a difference: women noted a shift in political priorities and outcomes, behaviour and practices, and a broader and enriched political process (a crosscutting approach). Politics became more responsive to the people's needs in general and to women's needs in particular, and showed a move towards true gender equality. It led to better democracy, increased transparency and improved governance. With a more human and gender-sensitive political approach citizens got more confidence in politics. They mentioned also a change in political and parliamentary language and mores. (IPU, 2000).

The scheme below is another illustration of how women can change the political system.

Women changing the political system:

- *Change in perception* of women and men politicians as well as in the expected division of labour between men and women in any society. How politicians are perceived can often make or break political careers. To transform capable women public figures from an exception to the norm is a thus a worthy goal.

- *Change in discourse*: Discourse refers to the language, actions, means of reference, and spheres of influence, among other things. Women who participate politically and lead public lives have, in some countries, managed to impact on the way that women in general can and should be referred to. This, in part by becoming involved in areas which were traditionally seen as 'men's affairs', or 'hard politics' (e.g. defence, finance, foreign policy), as well as insisting on redefining and prioritising 'soft' issues such as welfare, maternity leave, and education.

- *Change in coverage:* This refers in particular to how history is written and taught, how textbooks and stories are written and read, and how media handles women in public life. It is important that the media's own coverage be dependent on impact (which may well be considered "an important story") as opposed to simply covering women as by-products of a political process.

- *Change in policies:* This includes, among other aspects, times and /or locations of meetings, speaking priorities, training measures and themes, and availability of family-friendly services. As far as the latter are concerned, it is very often assumed that day-care centres for example, are a woman's concern, whereas children and their upbringing are a matter of importance to both parents. The Swedish Speaker of Parliament for example, was instrumental in persuading Parliamentarians to convene at times more appropriate for the needs of women MPs with family responsibilities.

- *Change in legislation*: The South African context, where a new constitution was drafted with gender in mind, is an excellent example of changes in legislation. But other situations where amendments to existing laws (e.g. on citizenship rights, inheritance rights, divorce rights, equal pay labour rights, and so on) or the introduction of new ones take place, are also important milestones.

- *Change of institutions*: The creation of specialised institutions, or setting up departments or groups within institutions which develop, monitor and implement gender-equality within and without, are further examples. Here, what come to mind as examples are, once again, South Africa and Uganda which created specialised women's government departments, and in the former case, also set aside a specific budget, derived from the national budget, with monitoring mechanisms in order to review and ensure adherence. (Karam, 1999).

3. BARRIERS

Women's often heavy workload of paid and unpaid work is a barrier to their ability to take part in decision making. Local government has an important role to play in providing affordable, professional and safe care services for children, older people and people with disabilities, be that directly or in partnership with the private or the voluntary sectors, and in promoting the sharing of household tasks by women and men on an equal basis. Men have the equal right and responsibility to care for their children and relatives and should be encouraged to do so.
IULA worldwide declaration on women in local government.

As many women participate in organisations at the local level it is often thought that decentralisation is in the interest of women. But decentralisation makes the local level more important, and with the growing of importance the male interest in it is growing as well. Many barriers still hamper women, with the risk that they will not benefit equally to men.

Leijenaar (1999) makes a distinction between individual and institutional factors affecting the chances of women to become involved in political decision making. Below are explained the factors and mechanism that give women a disadvantaged position.

Individual factors address the extent to which individual characteristics favour political participation. In general women are less interested in politics; both women and men often see politics as a men's affair. Women have not learned to develop political capacities, because public sector activities are usually seen as male. As a consequence women lack confidence in their own political capabilities. Their lower level of education, professional experience, income and time available disadvantages women as compared to men.

Institutional factors related to the organisation of society, its norms and values. To become active as a politician women are hampered by their care taking tasks and their responsibility for the household. They often lack support from their husband or family.
Barriers in the structure of society for women are: limited access to leadership, managerial skills and training, lack of female role models and mentors, disproportional expectations, and violence against women.
The political participation of women also depends on the social and cultural climate of a country: religious and patriarchal norms and values may exclude women from public life. Andersen's research in Tanzania (1992) showed that all women local leaders – despite internal differences – have had to fight hard in order to get education and to conquer male resistance against their political activity. Many of them have experienced one or more divorces and today about half of the women live as single women. Accusations against female leaders of being prostitutes, witches etc. are frequent and indicate that the women leaders actually challenge some very fundamental values concerning the proper distribution of tasks and responsibilities between men and women. They challenge prevailing gender ideologies and gender identities in the area.
Women's participation also depends on the gender equality policies within a country. The existence of women's organisations to promote the political participation of women and to give support to elected women is very important as well.

Institutional factors related to the political system
Examples with regard to voting are:
- Registration procedures (cultural norms and values may prohibit women from having a photograph taken for voter registration cards or from showing their face to male officers in polling boots, prevent women from voting).
- Voting procedures (if the elections are not secret women may be controlled by their husbands), accessibility of polling stations (in general women are less free to move around).
- Civic education (women have got less education and are usually less informed about the electoral process, the meaning of elections and the right to vote).

Examples with regard to nomination and election are:
- In the selection criteria: the high level of education, the membership of certain professions, as well as party activism and service, are easier to deal with for men.
- Women are not involved in systems as patronage and clientelism; systems that bring people in decision-making positions.
- Another important factor is the selection process and the electoral and political system. Important criteria in systems dealing with individual candidates (rather than party lists) are popularity with opinion leaders, right family connections and sufficient funds. These criteria, are more difficult to obtain by women.
- Preferential voting can be an advantage for women candidates.
- Important is whether there are specific policies to increase women's participation (reserved seats, quotas).
- The political climate is often characterised by aggressiveness, competitiveness and discrimination or intimidation of women, discouraging many women to enter politics or to continue once they have come involved in it.

Women politicians are further hampered by the working conditions and by an organisational culture, which is not adapted to women's circumstances (lack of childcare services, family leave and flexible work schedules). A 1994 study in Britain indicated that 85% of women under 45 left local government due to non-electoral reasons and in 63% of the cases it was due to the difficulties of balancing the demands of work and family (Donk, 1997).

4. DECISION MAKING

This chapter contains actions and best practices to strengthen women's participation in voting and as (candidate) politicians[3]. These actions can be addressed by SNV by giving technical support to organisations active in these areas.

PARTICIPATION OF WOMEN IN VOTING

Civic / voters education
Civic (how the political process works) and voter (voting procedures) education programmes can be carried out by visiting villages and districts to explain voting rights and to inform about the technicalities involved in exercising these rights.

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[3] Some organisations are elaborating toolkits, which will be accessible by Internet. For more information see the part toolkits of this handbook.

Information and education programs tend to be more effective when they include efforts to put women's concerns on the political agenda. (Ministry of Foreign Affairs, 2000).

Concrete actions include:

- Adapt time and place to the possibilities of women.
- Develop leaflets and posters. Use pictures and very simple language. 'Much of the terminology used in print media was formal and inaccessible even to the very small proportion of the female population literate in Portuguese' is one of the conclusions of an evaluation of the civic education program in Mozambique. (Jacobson, 1995)
- Use also theatre plays and radio programmes to reach illiterate women.
- Develop material that can be used in alphabetisation courses. Schools can be supported to establish a civics curriculum for young people.
- Develop training manuals for civic educators and organise workshops for trainers.

Best practices

In Botswana the NGO Emang Basadi, 'Stand Up Women' launched in 1993 (one year before the election) a Political Education Project with the double aim of increasing the number of women in parliament and local government, and ensuring that political party platforms would include commitments to women's issues. In addition a Manifesto was developed, in which they demanded that the government and all political parties ensure equal participation and representation in all national and local legislative and decision making bodies. They held 'Voter education seminars' in the political constituencies and organised campaigning and training workshops to assist women candidates. The representation of women in parliament increased from 4 to 11 % after the 1994 elections. (Cited in: Ministry of Foreign Affairs, 2000),

Shortly before the elections all the SNV-projects in Guinea-Bissau devoted themselves to civic education, visiting all the groups with whom they worked, and explaining the importance of voting, the rights men and women have, and the voting procedures. They used material showing women as voters, as members of the polling stations and as candidates. In some villages they imitated the voting procedure to let the future voters practice. The results were more women voters and less invalid voting-papers.

Awareness raising

Both men and women have to become aware about the women's rights to vote and the importance of an active participation by women and men in political decision making. If possible, link women voters to women candidates.

Electoral system and access to voting

Organisations responsible for the logistics and technicalities of elections have to elaborate strategies to increase women's participation in voting:

- Set up many different registration and polling stations, in order to make it physically possible for women to vote.
- Guarantee safety of voters.
- Guarantee possibilities for women to vote separately from their husbands.
- Adapt the registration and identification procedures, if necessary, to ensure women's participation.

WOMEN AS CANDIDATES

Capacity building
Capacity building is important for women as present or future candidates. The training can help women to organise and mobilise themselves, and has a network function as well.

- Women can gain experience through participation in committees in their neighbourhood, or by organising themselves around income-generating activities. Development organisations can strengthen these capacities by providing training and advice.
- Organise training courses in gender and leadership (to learn to speak in public, analyse, argue and defend their interests and to build a support network). This can serve as a springboard for a political career.
- Organise training courses for women interested in politics, dealing with the necessary skills and knowledge for campaigning, presentation, negotiation, and handling with the media, as well as gender-awareness and self-esteem.
- Offer possibilities to practice these capacities in the form of work placements.
- Pay attention to follow-up programmes for women who have already been trained.

Best practice
In South Africa, with the opportunity created by the necessity to draw up a new constitution, a massive internal and external mobilisation of intellectual and grassroots arguments has transformed governance. The multi-racial National Coalition of Women mobilised women throughout the country to state and defend their own interests - their immediate infrastructural needs as much as their views on geo-politics - with the chiefs and community leaders. The processes of negotiation themselves, in which women gained self-confidence in their difference from men as well as in their own capacities for self-expression, were empowering psychologically and politically. Large numbers of women later stood as candidates for the new federal and state parliaments, and large numbers were successful, making the proportion of women in state and federal parliaments the highest in the continent (Ashworth, 1996).

Networks
Formalised networks, on the local, regional, national and international level, can provide women with the social and financial resources necessary to go into office. They provide also an opportunity for the exchange of experiences, advice and mutual moral support.

Partnerships
Partnerships with organisations in other regions or countries are important to exchange and gain experiences, and to encourage and train women candidates.

Conferences, seminars, etc.
Conferences and seminars are tools to discuss the theme of the importance of equal
participation of men and women in politics, and strategies to achieve this.

Supporting NGOs who organise support for women candidates
Women claim they would be more interested in running for an elected position if they
could do so as an independent candidate, supported by their NGO or local
community. Therefore it's important to support NGOs who provide moral,
psychological and / or financial support to women candidates.

Supporting NGOs who lobby for changes in the electoral system
Measures, as quota or reserved seats, can have a positive effect on the selection of
women candidates (although husbands or male family can use women as their
spokeswoman, as showed the case of India), as well as an eye-opening effect on
selectors.
The combination of legislated quota and a proportional representation electoral
system seems to provide the best opportunities for women to be elected. In Namibia
this system, combined with zebra-listing (man and women by turns) resulted in 40%
women elected as local councillors in 1998. In Uganda women are now guaranteed
one third of local council seats. IULA recommends a representation rate of no more
then 60% for either men or women.

beyond simple access or increasing the numbers of women in decision-making positions. Quota must be a part of a package of measures that address both quantitative and qualitative issues to ensure that women not only access decision making positions, but that they are effective participants and use their position to further transform society. Several recommendations concern the need to create gender friendly environments to facilitate the participation of women in politics (facilities, sitting times, rules, empowerment and training) as well as the establishment of institutions (for example gender machinery in government and in legislatures). (Morna, 1999).

Database
Databases seem to be a very effective tool to fight for equal participation of women and men.

- Setting up a database with statistics helps to make the unequal participation of women more visible. Men are more willing to concern themselves with women's questions if they are convinced that there exist really a problem, and statistics can help to convince them. IULA will initiate a project of original empirical research and statistical compilations that will provide an accurate assessment on the status of women in local governance. This information constitutes one of the most important tools for implementing policies of positive action.
- Setting up a database with names and profiles of women candidates for decision-making posts in (local) government, political parties, organisations and committees serves as a resource for women who will gain (more) experiences, as well as for organisations who will increase the participation of women.
- A collection of data on how women politicians have managed to make a difference through their legislature will be very helpful for other women politicians.

Best practice
Women from the Nordic countries have demonstrated that highlighting the disparity between women and men by publishing statistics, is helpful in opening the debate on parity democracy. (Dahlerup in Karam,1999)

WOMEN POLITICIANS

The profile of the female local councillors in Burkina Faso shows that 66% are literate and the majority (54%) has a salaried job. The majority gained also experiences in women's organisations. The women councillors were elected for their dynamism and capacity to organise and mobilise. However, as councillors they are not sure about their roles and tasks.
A needs-assessment showed they would like to be trained in:
- gender-sensitive planning
- relations with women's organisation
- identification and strengthening of local recourses available for women's promotion
- decision-making capacities and self-confidence.
(Commission Nationale de la Décentralisation, 1996).

Like the women councillors in Burkina Faso the women's leaders in Benin are married women with children. They have organising and negotiating capacities, and often are literate. But they lack self-confidence as well. (Vrancken, 1999).
Therefore, supporting women councillors is very important.

Capacity building
Once elected women need to make their voice heard. One of the problems that many women politicians face is that they are not allocated time in discussions and debates and they are not given the opportunity to participate on key committees and in key positions.
- Promote training in leadership, focusing on topics as debating, negotiating and conflict management, teambuilding and management of change.
- Promote training on technical issues, especially legal support: knowledge of how the legislature works, written and unwritten codes, procedures and mechanisms for conducting a political agenda.
- Promote training in communication, information technology and networking.
- Help build the self-confidence and self-assessment skills of women and make them familiar with fulfilling a public role, partly as a way of persuading other women to enter politics.

Best practice
The Municipal Management Training Programme (MMTP) 'Women in Local Governance' is a training programme which at the same time serves as a partnership programme between African and Dutch women in decision-making bodies. It aims to strengthen the position of women participants by exchanging experience and knowledge, transferring knowledge in specific policy fields, training in presentation and communication techniques, and discussion strategies.
The MMTP contains of two parts: a central course of one week, together with the other interns, and an internship of two weeks in a Dutch host municipality. The participants will work out an assignment that focus on the elaboration of an awareness raising plan/strategy to involve women in the own municipality in local government or raise their attention and interests for local governance issues. (VNG, 2000).

As a part of the training programme for Indian women elected at the local level, these women were taken to visit the seat of the state government, and the Legislative Assembly. They were awed by the Council chamber. They saw where the Speaker sat and conducted the proceedings. They saw where the Chief Minister and the Leader of the Opposition sat for the debates. This was an immensely empowering experience. In meetings in their GPs, they often ended an argument, especially with men, with: 'What do you know? Have you seen the Vidhana Soudha? I have!'. (Vyasulu, 1999).

Conferences, seminars, exchanges
Participation in conferences, etc. is an important and motivating tool to learn from each other, to gain self-confidence and to establish relations (networking).
- Promote exchanges between women politicians at the local, regional, national and international level.
- Promote exchanges between civil society and women politicians.

Stakeholder Involvement in Policy Development
Special efforts should be made to include minority or marginalised groups in policy
consultations. In many countries, grassroots women and their organisations form the
backbone of the productive sector but are frequently and easily overlooked in the formulation of such
plans.
Steps to involve them should include:
- workshops at the community level, such that women's situations and time constraints are taken into consideration;
- support to women's organisations and local NGOs in the form of resources, capacity development and advocacy skills;
- use of local languages;
- use of participatory processes and networking; and
- ongoing collaboration with NGOs active at the local level.
The involvement of a broad range of stakeholders at the very early stages of the policy development
process should help to overcome some of the problems associated with earlier attempts to integrate
women in mainstream development plans – namely that the integration of women led to an 'add-on'
approach to existing policy frameworks rather than a critical analysis of the political, social and
institutional framework that underpinned gender inequality and a recognition of the need for
transformative policy initiatives. (The commonwealth, 1999).

Networking

Men often have their own networks, or male clubs. Or they meet each other in pubs or
restaurants. It's important that women form their networks as well to discuss women's
issues.

IULA foresees the provision of an international 'Women in Local Government
Network' based on personal and electronic communication. This would serve as a
means of interaction between the members of IULA, highlighting best practices and
programmes implemented.

- Stimulate and facilitate cross-party caucuses of women politicians at all levels, to work across party lines and help each other in learning the rules of the game, strengthen their position by representing a potential voting bloc with regard to women's issues, and / or by organising themselves outside the legislative body.
- Stimulate the establishing of links with women's organisations to bridge civil society and state. As women governors at the local level often come from more wealthy families or the new elite, it is important to link them with grassroots women, to decrease social differentiation and polarisation between different groups of women.
- Provide access to Internet to network with other organisations.

Best practice
Lobbying through 'Gender Dialogues'.
In Uganda the Women's Caucus organised a series of so-called Gender Dialogues to
which they invited men and other non-caucus members, such as experts in particular
issues at stake. The dialogues were given high profile and were always followed by a
reception. This ensured a good turnout for discussion. It appeared that more and more
male delegates wanted to be associated with these events. The women often agreed
with these non-members to advance the arguments to their colleagues and to move the
Caucus amendment. Whenever a position was taken in the Dialogue, a brochure was
issued to all Assembly delegates to inform them and lobby to seek support. According
to the Women's Caucus the Gender Dialogues have been an innovative and successful
tool that they have used to build consensus and for lobbying. (United Nations
Development Programme, 2000),

Partnerships
Promote partnerships between politicians and women in decision-making bodies of different countries.

Access to information
Support elected women by providing them with helpful information in the exercise of their political function.
- Provide research support on technical and legal matters to women politicians.
- Give women practical information about the current situation vis-à-vis the condition, position, and the political participation of women throughout the world, and about any research being carried out in this regard.
- Set up information systems (use of the Internet) and databases (see above).

Moral support
The lack of a support base can lead to women politicians becoming despondent and even withdrawing from politics, thus reinstating the status quo. Women's organisations and networks are essential in providing this support.
- Provide women with support from interests groups within the political process, as a type of political mentor system, or create another system of mentoring for inexperienced women politicians.
- Provide women with support from a reference group or institution that will act as a support base and as a pressure group for women's issues.

Best practice
Women in Panchayati Raj (local government) in India who have been supported and nurtured by NGOs and those who have been involved in larger people's movements have gained a more 'assertive' stance which gives them an edge over other women in the local government. (Poornima & Vinod Vyasulu. 1999).

ENGENDERED GOVERNANCE

The current local government area is extremely discouraging for women councillors. Local government present a hostile, alienating, male dominated environment. Women feel continuously marginalised, stereotyped, taken for granted and experience little understanding or support (Donk, 1997). To attain engendered governance men have to give space to women and to work together with them. Training and orientation of men plays an important role in the engendering of governance.

Gender training
In addition to training especially for women politicians, training for both men and women is also important.
- Organise joint training sessions, in which both can discuss the importance of gender issues and of parity and non-discriminatory working relationships in government. Male politicians can become more aware of women's and gender issues. Women are encouraged to address their areas of interest and to network with male colleagues.
- Introduce (or develop) training for women and men politicians simultaneously and encourage the sharing of experiences and lessons learned among men and women politicians.

Conferences, seminars, exchanges, networking, partnerships.
If the women concerned wish it, all these tools can include men. They should aim at including men in the future if it's not desirable in the present.
The gender dialogues in Uganda and the partnerships between Benin and the Netherlands, described above, are good examples of men dedicating themselves to lobby for gender and women's issues.

5. ADMINISTRATION AND DELIVERY SYSTEM

GENDER SENSITIVE DELIVERY SYSTEM

Women have the right to equal access to the services of local governments, as well as the right to be treated equally in these services and to be able to influence the initiation, development, management and monitoring of services. The provision of services such as education, welfare and other social services by local governments, should aim to see women and men as equally responsible for matters related both to the family and to public life, and avoid perpetuating stereotypes of women and men;
Women have the equal right to sound environmental living conditions, housing, water distribution and sanitation facilities, as well as to affordable public transportation. Women's needs and living conditions must be made visible and taken into account at all times in planning;
Women have the right to equal access to the territory and geographical space of local governments, ranging from the right to own land, to the right to move freely and without fear in public spaces and on public transport;
Local government has a role to play in ensuring the reproductive rights of women and the rights of women to freedom from domestic violence and other forms of physical, psychological and sexual violence and abuse.
IULA worldwide declaration on women in local government.

Women spend more of their time in the village and its neighbourhood than men, usually being responsible for the household, care taking tasks and the community management. They have a vested interest in safe water, sewerage, sanitation, refuse services, fuel, and health services. Thus the conditions in which services are delivered are important questions for women. For example: as the main users of water, women are well qualified to advise on the choice of pumps, where to run the waterlines and to place the standpipes, so as to avoid basic design flaws disadvantaging women and children. Women take also responsibility for the maintenance of such services, for example cleaning and sweeping around community water pumps and standpipes, collecting contributions, and organising for repair of equipment (United Nations Centre for Human Settlemets - UNCHS,199?).

Socio-economic development is mainly directed at poverty eradication. Given the fact that the majority of people living in impoverished conditions are women, it is critical that local government focuses its interventions specifically on women. (Donk, 1997).

Women and men use and experience their environment in different ways. This has important implications for the ways in which villages and cities are planned and managed. An engendered approach to local development seeks to ensure that both women and men have equal access to and control over the resources and services. Secondly, it aims to support a more accountable, participatory and empowering local development practice through a gender sensitive approach to the way in which organisations in the public, private and community sectors are constructed and interact. A process of consultation, which involves both women and men, is a critical element for participatory development. Finally, it increases the effectiveness of policy, planning and management by providing practitioners with the tools to integrate a gender perspective into their activities. The integration of a gender approach into policy, planning and management of human settlements will make local development not only more equitable but also more effective. (UNCHS, 199?)

A Gender Perspective on Government Policies, Plans and Programmes is concerned with:

- women's involvement, concerns, needs, aspirations as well as those of men;
- the differential outcomes of policies, plans and projects on women, men and children;
- assessing to whom financial and other quantitative and qualitative benefits accrue and in what ways;
- eliminating discrimination and taking positive action to achieve equal outcomes;
- differences among women;
- possible alliances which can be formed between women and men to address inequality; and
- the process of gender planning. (The Commonwealth, 1999).

To effectively address issues of gender equality in the service delivery of local government, broad awareness, knowledge and political commitment need to be achieved. A series of research interviews among South African policy makers showed that many did not have a concrete enough understanding of gender issues in general. Whilst many believed that they were working towards addressing gender inequity, few could actually substantiate how they went about doing so. The same about gender planning; almost all the 70 planners of the sample saw themselves as gender-conscious planners, but many were not able to explain how they translated their gender consciousness into practical activities, and 67% acknowledged that they had not heard the term gender planning before. The same author argues that advisors on gender planning are often not expected to have had any formal training, it is assumed that being a woman is a sufficient qualification to work in a gender-specific way. (Watson, 1999).

In order to optimally allocate and manage scarce resources, information is needed that enables municipalities to know who needs what resources, when and where. A clear understanding of the reality of a municipal area is a vital first step in identifying and addressing women's specific needs. Gender disaggregated information is a key tool ensuring that women – as the majority of the population, and comprising the majority of the poor and marginalised – receive a fair share of resources. The value of gender disaggregated data lies in visibly showing the difference between men and women. If information is not being collected in a way that enables the differences between men and women to be clearly stated, it is likely that the specific gender needs and interests of women will be given less attention – if not ignored completely. (Donk, 1997). Thus engendering the way in which human settlements are conceptualised, in which data is collected and analysed and in which development is monitored, is a critical part of diagnosis. (UNHCS, 199?).

Some important ways to increase gender awareness and knowledge of local civil servants are described hereafter[4].

Training
- Training in gender to learn about gender-sensitive delivery.
- Training in gender planning: gender roles identification, gender needs assessments, the utilisation of gender disaggregated data and intersectoral planning.

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[4] Best practices concerning human settlements are found at the website: http://www.bestpractices.org
It demonstrates the practical ways in which communities, governments and the private sector are working together to improve governance, eradicate poverty, provide access to shelter, land and basic services, protect the environment and support economic development. Gender is one of the keywords.

> *Best practice*
> The system of Community Development Society (CDS) practised in Kerala (India) is based on a participatory bottom up planning approach, whereby the prioritisation and decision making are delegated to the poor. The approach contains three levels:
> - the Neighbourhood Committee prepares the micro plan based on the felt needs of the community,
> - these plans are consolidated into a 'mini plan' at ward level,
> - several mini plans are integrated into a town level plan of action by the CDS with assistance from the Municipal officials.
>
> The whole process focuses on improving the quality of life of women and children.
> The communities themselves identified the poor families, with the help of a 'Poverty Index'. They were organised legitimately through the representation of their women. The network of community structures of poor, linked to local self government with decentralised power to plan, implement and monitor the urban poverty alleviation programme, made the poor the "stake holder".
> The CDS model is already replicated in all the 58 towns and in one entire rural district of the State. In this way about 55,000 community women volunteers are directly participating in the development process. It has influenced the State Government to prepare a massive community based poverty eradication programme. (UNHCR: Best practices database).

Networking
For women civil servants networking with women politicians and grassroots women is very important to bridge the differences and to lobby for gender and women's issues.

Partnerships
Partnerships between civil servants in other countries can increase gender awareness and provide with skills to apply this. It is desirable to identify areas where women predominate as users of services, and to determine whether these could be selected as areas of co-operation.

> *Best practice*
> Pilot project gender. This project, in which 3 to 5 Dutch municipalities will participate, intents to give recommendations about the mainstreaming of gender in international policy with partnership municipalities. The Dutch municipalities will give special attention to gender in the policy of their own municipality and in the international collaboration with their partner municipality. They will report and analyse their experiences, culminating in an exchange of experiences between the Dutch municipalities. After 3 years they will come with a final report with recommendations, which will be discussed in a national meeting with Dutch municipalities, representatives of women's organisations and other persons interested. There is a link between this activity and the MMTP: women from partner municipalities of the pilot project gender will participate in the MMTP Women in Local Governance. (VNG)

Gender-audits
Gender audits appear to be useful instruments to assess the level of gender sensitivity of administration and delivery systems. SNV has gained experiences with gender-audits in collaboration with the Gender & Development Training Centre. It may be a

good idea to organise a pilot test, as has been applied to some SNV programmes, with a local government. Local governments that like to go through gender audits and are willing to take improvement measures to reach deriving objectives, can be stimulated by receiving funds or technical assistance.

Supporting engendering local governments
Local governments willing to engendering their politics can be stimulated by:
- The supply of useful information.
- The supply of technical assistance.
- Financial support.
- Articles about their good practice in newspapers.
- Awards.

THE EMPLOYMENT STRUCTURE

> Women have the equal right to employment in local government and equality in recruitment procedures. As employees in local government women and men have the right to equal pay, equal access to benefits, promotion and training, as well as the right to equal working conditions and treatment in the evaluation of their work.
> IULA worldwide declaration on women in local government

The employment structure of the administration and delivery system is usually strongly stratified, with women predominating in traditionally female and lower jobs. This means that the working structure is overwhelmingly male, which affects women councillors in their dealings with local authority bureaucrats; the culture can prove daunting. The masculine, rationale and competitive structures of the bureaucracy and the lack of support for women's issues from a male-dominated institution have meant that women's initiatives have been hindered. 'The current position as regards women in local government is not encouraging. Poor levels of representation, inadequate investigation into the ways in which gender issues can be addressed at the local level, and an overwhelmingly male local bureaucracy do not augur well for gender-sensitive local government', (Robinson, 1995).

Getting women into the mainstream of public office and the bureaucracy is a vital part of engendering local governance. Although the presence of women in public office does not simply guarantee that the interests of other women will be represented, their presence has a symbolic and practical value: they serve as important role models, which may permit and inspire other women to involve themselves in local governance. Furthermore, they have particular experiences, knowledge and relationships to the local environment to share with men. They have proved themselves to be effective change agents in the neighbourhoods, which they know intimately and on which they have strong views and invaluable suggestions, which can be discussed in the workplace. This experience and expertise should be drawn upon. (Beall, 1996).

Program activities can provide **training and assistance** that will enhance the status of individual women who exercise leadership within the administration or the civil society.

Furthermore women civil servants need to **mobilise and network**. Contacts with other civil servants as well as with civil society (women groups and women NGOs) are essential.

Partnerships are another way to support the women employees in public office.

At the administration level, **targets** can be introduced to increase the numerical representation of women, especially at middle and senior management levels. This should be specified in affirmative action policies and could be linked to clear criteria and support systems.

6. FINANCES

All budgets are about politics. All politics are ultimately about who controls budgets. Budgets look neutral with regard to gender, but the differentials become manifest largely at the operational level when the allocations are translated into deliveries. Many studies show that women use their money for the well-being of their family, whereas men use it above all things for their personal well-being. Consequently, allocation of resources to women may benefit a wider development scope in which

the interests of women and men are served in a more balanced may. In some countries methods have been developed to analyse budgets or to let citizens participate in the decision-making process.

Gender budget
A gender analysis of budgets can contribute to an increased transparency of government budgets, it can make visible what resources and services are allocated to what sectors, and who benefits.
The analysis of budgets, started in Australia, where it was no success because it was only an exercise of the government; it lacked pressure and interest from outside. In South Africa the initiative started in 1993 and was far more successful, being a product from both the government and parliamentarians and non-governmental organisations. The civil servants provided data, the NGO carried out operational advocacy, and the parliamentarians lobbied.

In 1998 pilot research on local government budgets was undertaken. The Women's Budget Initiative plans to produce a book on local government for local councillors.

After it's success similar initiatives were started in Mozambique, Tanzania and Uganda. In Uganda women parliamentarians started to learn about the macro-economic framework (the language of economists and budget planners, how budget priorities are set, how allocations are determined and funds spent). Their next step was making a difference in determining the budgetary priorities and making this public. They found out that the decision-making around the allocation of resources is a highly undemocratic process, in which only 6 to 8 powerful persons are involved (including persons from the IMF and World Bank).

Best practice
The South African Women's Budget Project examines the whole of the government budgets to determine its differential impacts on women and men, girls and boys.
The gender budget analysis incorporate three aspects:
- Gender-specific targeted projects.
- Expenditure on government employees; in particular the gender distribution of public servants at the decision-making level.
- Mainstream expenditures; the remaining expenditures, not covered by the first two categories, to determine who actually receives funds and who benefits, both directly and indirectly. An example is the allocation of resources to education: the Women's budget examines all the different forms of education (pre-school education, primary, secondary and tertiary education, adult basic education) and the impact of the expenditures in these forms to boys and girls.
It includes the household level: the care economy (for instance medical insurance) and the reproductive economy (such as the provision of childcare).
The Women's Budget examines also donor-funded activities to determine their gender advocacy role and their impact on government funded activities. The fact that donor-funded activities favour gender-sensitive programmes may trigger negative effects: gender-related activities may end up not being covered by government funds because of the expectation that donor funding will cover them. (UNDP, 2000).

Revenues for municipalities

Revenue generation has also a gender aspect, as women are generally poorer than men, and many systems do not favour the poor. The Women's Budget examines not only expenditure on social services, but the gender implications of revenue generation as well, such as the impact of taxes on women and the poor. Because women tend to earn less income than men do, a regressive taxation system would disadvantage poor women, since the proportion of their tax is a large part as compared to their smaller income.

Another major source of revenue for municipalities is property rates. A step-tariff setting, whereby the first units consumed are cheaper than the further units, favour the poor. Other possibilities to favour them are the provision of subsidies for services, and people-friendly credit collection systems.

Rates can have another gender impact with regard to who physically make the payments. Accessible pay-points where they can pay their municipal bills can make it easier for them. (Coopoo, 2000).

7. COMMUNICATION

With regard to communication there are different manners to involve the media in actions to increase the political participation of women and to engender local governance. Media can be used to discuss and promote women's issues and gender equity, to educate and mobilise voters, as well as to make women (candidate) politicians more widely known.

Highlights of the debates in the 1997 round table, organised by the Inter Parliamentary Union
- The media have a crucial and increasing role in shaping the image of politicians. Instead of acting as mere mirrors of the social and cultural traditional patterns, the media should become an agent of change through their approach to women or rather to gender at large.
- Media personnel at all levels, from editor to reporter, from publisher to columnist, should be made aware of the fact that "stories" that sell or pretend to do so often perpetuate gender patterns which are adverse to the strengthening of democracy.
- If they understand that the integration of women into politics strengthens democracy, the media, which have a crucial and increasing role in the democratic process, should try to convey this message in all possible ways.
- In a world in which financing is crucial in politics, good media coverage compensates for a lack of financial resources.
- Women politicians have to understand the media better and learn how to get their message across through training on how to conduct media interviews and press conferences, make presentations, prepare press kits and communiqués, etc.
- Women have to be more assertive in presenting their ideas and achievements as in fact, irrespective of sex, the media tend to come to people who stand tall and believe in their cause.
- Women politicians are not covered by the media as much as men politicians. Reporters should, when covering stories, ensure that they not interview male politicians only.
- The media tend to treat women politicians as women and objects rather than as political protagonists, something they rarely do for male politicians.
- The media are less open to the concerns and achievements of women politicians than to those of their male counterparts.
- Governments should restructure their communications policy so as to make them more gender sensitive and also to promote a fairer image of women politicians.

Below follow some examples of how the media can be involved to engender politics.

Media-training
Media-training for women candidates and elected women politicians, to learn how to deal with and make use of the media. Possibilities are to learn women politicians how to present themselves to the media to increase their visibility, the working of the media, the information the different media are interested in. Networking with media personalities, knowing the key journalists or the ones sympathetic to women's issues to talk to, is also important.

Gender training
Gender training for journalists on how to cover politics in a gender sensitive manner, for example preventing stereotyped presentations of the image of women, and how to contribute to women's participation in political life.

Using the media (election campaigns)
The use of the media for election campaigns with a view to raising the profile of women candidates and politicians and promoting them, encouraging women to use their vote and persuading the general public to consider voting for women candidates.

Using the media (exchange of ideas)
Especially in remote areas the media can be very helpful in the exchange of ideas between grassroots women organisations and women politicians.

Networking
Networking between media personalities and women politicians on the basis of common interests and concerns. One idea is to organise a women and media day with a series of workshops to bring the two networks together and to discuss gender issues, as well as to share experiences.

Access to media technology
Certainly in Southern countries, where access to information often is difficult, it may be very helpful to make modern media technology, such as Internet, accessible for women politicians / civil servants, so that they can keep up to date with the latest developments in gender and their area of work.

PUBLICATIONS

There is a need for teaching material on good governance and on the role of women in democratic countries, preferable with examples from neighbour countries.
Reading material, also modules for schools and alphabetisation courses, on how the political system works, democracy, good governance, engendered governance, human rights and women's rights are very important.

(1997) the National Democratic Institute (NDI) created a series of documents. An example is a civic education document that was intended to fill a need for some very much needed "basic" information: rights of voters, eligibility of voters, qualifications for elected officials, the voting process, and how a bill becomes a law. They compiled several lists: women elected and appointed legislators in the country, women 1992 candidates, women's organisations, local councils. NDI put together a briefing book for women legislators that assisted them in their campaigns, and a chronology of all the election related activities for the 1997 election year. Lastly, NDI produced a manual on the nominations procedures for all the political parties in the country. (NDI).

8. LEGISLATION

Legislation plays an active role in supporting the oppressing structures of society and thus in maintaining women's marginalization in the development process. A gender-sensitive local governance has the aim to legislate gender equality and to promote and protect women's rights.

Women head about 40 percent of Sub-Saharan African households. They supply an average of 70 percent of the labour for food production, 50 percent of labour in domestic food storage, as well as 60 percent in food marketing and 100 percent in on-farm food processing. In spite of this, in many societies, a wide range of laws, and regulatory practices still prohibit and/or impede women to a greater extent than men in obtaining credit, productive inputs, education, training, information, and medical care needed to perform their economic roles. The distortions in resource allocations that result from this discrimination carry high development costs -- too high to remain invisible in current and future development strategies. (Worldbank, 1994).

In the African context there are few women lawyers, and women's rights are least recognised, promoted and enforced. However, even though women enjoy legal protection in the same way as men, socio-cultural lag, traditional practices, reticence, ignorance of the law, illiteracy, the cost of legal action and the geographical remoteness of the courts all limit women in pleading for justice. (Convention on the Elimination of All Forms of Discrimination against Women - Burkina Faso, 1998).

Common legal issues for women are (Based on: Schuler, 1986, and Kerr, 1993):

Constitutional issues	Equality Human rights Civil rights Political rights
Family issues	Marriages (forces, premature, polygamy, dowries) Heading the family Child custody and guardianship Divorce
Health issues	Women's endemic diseases Health entitlements Reproductive rights
Labour issues	Unequal pay and working conditions Job discrimination Social security (also in the informal sector) Maternity benefits Protective legislation
Economic issues	Land access Ownership and control of property Inheritance Credit
Violence and exploitation	Rape and other forms of violence Prostitution and pornography

Schuler (1986) developed a framework for strategies, based on three components of the legal system:
- the substantive component; the content of the law
- the structural component; courts, administration, and law enforcement agencies
- the cultural component; shared attitudes and behaviours about the law
and strategies aimed at the application of laws.
Hereafter follow the strategies that politicians and / or women's organisations can undertake to obtain equality in legislation.

STRATEGIES AIMED AT THE SUBSTANTIVE COMPONENT

Strategies aimed at the substantive component are activities toward eliminating or changing discriminatory law and policies, and adding more just laws and policies. There may be elements lacking in the law, there may be inequality and injustice, or there may be ambiguities that make the law inadequate.

Research on and review of existing laws and design of new laws and policies
- Reviewing the Constitution, to guarantee equal rights for women and men and a gender-neutral language.
- Reviewing laws that discriminate against women.
- Legal and sociological research on current and proposed laws to investigate the (possible) impact of laws on the position of women.

Best practice
Uganda's Women's Caucus worked during the exercise of constitution formulation to ensure that the Constitution was written in gender-neutral language and that an explicit statement of equality before the law was included. The Caucus successfully lobbied for an Equal Opportunities Commission to guarantee enforcement of the constitutional principles. The Caucus was also successful in increasing the affirmative action quota from one in every nine local council positions to one in three. Women are guaranteed one-third of local government council seats. (UNDP, 2000).

Networking, lobbying and public pressure at policy-making levels to change the content of laws or design new laws.
- Build networks between women's organisations and gender sensitive politicians
- Create an umbrella organisation at the national level, to co-ordinate activities.
- Networking with organisations of other countries.

Best practice

The Women's Legal Group in Albania, a coalition of advocates representing 12 women's organisations, was formed in 1994 as an advocacy group to analyse proposed and existing legislation and make recommendations for change to the Albanian Parliament. The goal of the Women's Legal Group is to advocate for the inclusion of the rights and protections for women and girls in the Albanian law.

In 1995, the group analysed the draft labour law then being reviewed by Parliament, formulated recommendations with supporting legal arguments and citation to Albanian Law, and presented these recommendations to Parliament. Three parliamentary commissions and two government ministries adopted a majority of the group's recommendations. It is the first Albanian non-governmental group to gain the focused attention and co-operation from the Parliament and the ministries to date, and it is the only one of its kind to advocate women's legal rights.

Use of litigation

Use of litigation focusing on tests to get a landmark decision, to achieve a more just interpretation of the law and to create a precedent for all courts.

Use of international conventions

Lobby governments to adopt and enforce international conventions, such as CEDAW (Convention on the Elimination of All Forms of Discrimination against Women, 1979). By signing this convention governments agree to remove discriminatory laws and other obstacles to equality, to promote equality by affirmative action, and to eliminate discriminatory attitudes, conduct, prejudices and practices. The country's international obligations can be used as a standard against which national laws should be measured. The convention established an independent Committee to monitor the progress made by signatories and to consider their reports.

STRATEGIES AIMED AT THE STRUCTURAL COMPONENT

Often, legal institutions and structures are seen as inaccessible or unable to respond to the interests of the people, especially the poor. Opening access to the legal system by engaging, using, challenging, and changing institutions, are strategies to change the structural component.

Make legal services available to women (especially low-income women)
- Put pressure on the courts to simplify procedures and make them understandable to women.
- Develop alternative approaches to resolving disputes.
- Establish legal information and documentation centres, legal aid clinics. These centres have become commonplace in Anglophone African countries, but are still rare in Francophone Africa.

Train and use of paralegals, social workers, and psychologists in advocacy skills.

Trained paralegal workers (persons with basic knowledge of the law and procedures), social workers or psychologists can help people to find mediation and reconciliation in matters of dispute.

STRATEGIES AIMED AT THE CULTURAL COMPONENT

Empowering women to their rights, and demystifying the legal system.

Legal education and legal literacy programmes
Legal literacy has been defined as the process of acquiring critical awareness about rights and the law, the ability to assert rights, and the capacity to mobilise for change.
- Promote gender-responsive legal literacy courses the grassroots level, for women and men.
- Design and distribute booklets for literate women and for women in alphabetisation courses.
- Use visual training material for illiterate women.
- Set up Mass media campaigns.
- Publish and disseminate scholarly work through popular literature and art forms; comic books, posters, dance, brochures, theatre, poetry, etc.

Best practice
After the adoption of the new Constitution in Uganda, FODOWE – a women's organisation, arisen from the women's caucus - conducted seminars throughout the country to educate local government women leaders about their civic and human rights. (UNDP, 2000).

Training of politicians, lawyers and paralegals
- Promote paralegal workers. In the African context, where many women are illiterate and where the radio often is a man's property, person to person contact often is more useful.
- Engender law school curricula and train future lawyers in the area of women's rights.
- Provide women politicians with training and information about legislation.

Seminars, conferences, etc. by and for experts
- Organise seminars, conferences and workshop to discuss gender and women's issues with regard to legislation.
- Create a forum to discuss legislation issues.

Best practice
In Benin a gender and law workshop was organised in 1998. The participants were NGOs, with a focus on legal literacy and legal reform, and staff members from the Women Affairs' Units from Francophone Sub-Saharan Africa. The workshop provided an exchange of views (between civil society and government agencies as well as between countries) on country-specific substance of law, law enforcement and legal literacy issues, as these relate to women's experiences of discrimination, (World Bank, 1999).

STRATEGIES AIMED AT THE APPLICATION OF LAWS

Assuring enforcement of laws and policies.

Monitoring

- Monitor enforcement at administrative levels.
- Monitor enforcement policies in the courts.

Documenting

- Set up an information bank on current laws, landmark cases, current research, legal projects for women, and areas of needed reform.
- Document discrimination in public and private sectors, develop arguments and build cases.

9. INFLUENCE OF CIVIL SOCIETY

> Unless women protest, unless they take action, unless they organise themselves at local, national or international level, unless they take turns and seek allies among men, nothing changes (Gaspard, 1997)

Issues reach the policy agenda when powerful or well organised groups in society identify and assert their issues as problems. Mainstreaming gender issues and adopting a women's perspective in policy and planning would not have been possible without the sustained, organised force of women over the last two decades. Whether at the local, national or international level, experience suggests that it is primarily the organisational power of women which ensures that political parties take seriously the power of the female vote. In this context, gender-sensitive best practice would be for local government to keep open the channels of communication and foster mechanisms for dialogue with groups and organisations representing women. However, the onus is also on organisations of civil society to facilitate women's participation and the articulation and representation of gender interests. Decentralisation works best when it encounters a lively civil society. (Beall, 1996).

Participation of citizens in many different organisations such as social or women's organisations, interest groups, and economic organisations means that people take responsibility for the development of society as a whole. These organisations can also be consulted during the decision making process, they can share in power and play a role in the implementation of policies (Leijenaar, 1999).

Women politicians and civil servants do not automatically give priority to gender issues, for this reason establishing links with women's organisations to inform and sensitise each other mutually is very important.
Women's organisations and gender sensitive NGOs are in many ways useful for the integration of women in the political process and for the engendering of the local government:

- Women's organisations can mobilise women voters to vote for women candidates.
- They can be considered as a recruitment pool, a springboard, for political posts. Research shows that leadership positions in a NGO often lead to representative political posts. They lower the entry barriers into politics by providing a training ground and springboard. In Benin it appeared more easy to find women with the attitude and capacities to participate in decision-making structures in regions where women were already used to organise themselves (Vrancken, 1999). Women can gain experience in organisations like water or school committees.
- Women politicians coming from the women's movement tend to be more committed, both to ensure that the political system is made accessible to other women and to promote women's issues.
- Women politicians are more committed to maintain links with women's organisations and other NGOs, to inform and be informed about women's issues.
- Organisations can provide moral support to women politicians and can serve as a think-tank.
- Women's organisations can lobby for an increase of women in political leadership.
- Women's organisations can organise and train grassroots women to participate in local planning processes.

- Women's organisations and gender sensitive NGOs can monitor the advances made concerning women's issues and the political participation of women. They can serve as a watch-dog.

In recently developed or partially developed democracies there is often limited contact and co-operation between women politicians and women's organisations. Women's movements and women's groups in these part of the world either tend to keep their distance from women MPs, or do not invest in organised channels of communication and lobbying on issues related to promoting women to decision-making levels. This is the case either as a result of the lack of awareness of the potential benefits of these networking function, or the lack of resources to invest in such contacts (Karam, 1999).

Examples of best practices are already given in the chapters 4 and 5. Here follow some more examples:

Best practices

In Sweden, new women's networks have been formed recently to campaign for better political responsiveness to women's issues. Women joined forces and threatened to register themselves as a women's party if the existing political parties did not take gender issues more seriously. This change, which received excellent media coverage, had the desired effect of making established political parties place women's issues higher on the political agenda (Beall, 1996).

Yellow girls. This project is working in Ethiopia with 250 co-workers and 1700 volunteers. These volunteers (the yellow girls) are young women of the neighbourhood. Wearing yellow coats to raise their visibility, they bring door-to-door visits to identify needs, problems and dreams of the inhabitants of slums. The project stimulated the establishment of community councils, in which 70% women were elected. In collaboration with the project they formulated a plan of action to rehabilitate their neighbourhood. In the Netherlands (Zwolle) a similar project was set up to reach isolated inhabitants, using and learning from the example of Ethiopia (Centrum voor Ontwikkelings Samenwerking / COS-Overijssel).

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10. CONCLUSION

In its concept Position Paper SNV has defined LGP as follows:

> Local Governance Processes concern the way local stakeholders interact in determining the local development agenda and in managing resources to implement the development priorities.

The general objectives are:
- Increased effectiveness, efficiency and accountability of local organisations
- Strengthening co-operation between development actors, government, NGOs, and communities
- Strengthening the institutional environment, i.e. civil society (in order to contribute to good governance, democratisation, etc.).

The definition implies that local governance is considered as a network of governmental and civil society organisations, active in a given public space and collectively responsible for the societal needs and development. SNV's role will focus on facilitating information and communication, institutional development and organisation strengthening.

This handbook is meant to inspire development workers by giving some practical information and best practices concerning gender and local governance, for (local) governmental and civil society organisations. As such it forms a basis for the proposal of a pilot project, in which Albania, Benin, Guinea-Bissau and Mali have showed interest.

The application of the practices of the handbook depends much of the social-cultural context in the different countries, but experiences of others can be meaningful and inspiring. It's desirable that the handbook stands at the beginning of a fruitful exchange of bad and good experiences between SNV and their partner organisations in the different countries.

Appendixes include the bibliography (with a strong focus on Africa as there is not much literature found about Albania), and further Web sites, toolkits, knowledge institutions and data bases (statistics).

III. BIBLIOGRAPHY:
GENDER AND (LOCAL) GOVERNANCE PROCESSES

Justification

This bibliography is based on the following collections:

- **The Internet**, being the easiest way to get information in many countries
  All the relevant literature on gender and governance and gender and legislation found on the Internet is given.

- **SNV**
  Literature on gender and local governance processes.

- **KIT, Royal Tropical Institute**
  Literature on gender and local governance processes.
  It is possible to search the collection on-line.
  http://www.kit.nl/ibd/html/catalogue_search.asp

- **VENA**
  All their important general literature on gender and (local) governance processes. All their literature on gender and (local) governance processes of African countries where SNV is working, and of Southern Africa (as important changes are taken place in this region). Their important literature on gender and legislation. The sign of the books are given, as VENA has a copy-service for SNV (through BDB).
  It is possible to search the VENA collection on-line via the Internet. Retrieval is possible by means of subject-headings, country-headings, author, title keywords, language, and year of publication:
  http://www.leidenuniv.nl/interfac/cnws/vena.html

- **Inter Parliamentary Union**
  All their important literature on gender and governance in general, and gender and governance in African countries.
  It is possible to search the collection on-line, with abstracts, see page 2.

Almost no literature was found about Albania, for that reason the focus is only on general literature and literature of Africa.
To find more literature about women in politics the following sources can be helpful:
A world bibliography on Internet, with abstracts:

Inter Parliamentary Union
Women in politics; world bibliography.
http://www.ipu.org/bdf-e/Bdfsearch.asp

The World Bibliography is accessible for research on the Internet. It will be constantly up-dated to take account of new books and articles produced throughout the world on the subject of women in politics. Contains abstracts. Contents of the bibliography:

- International perspective; juridical instruments, declarations and plans of action of universal scope, studies, articles and other works.
- Regional perspective; juridical instruments, declarations and plans of action of regional scope, studies, articles and other works.
- Country-by-country perspective.
- Themes, among others
  * Women in local government
  * Women in civil service.

International Information Centre and Archives of the Women's Movement (IIAV)
MAPPING THE WORLD
http://www.iiav.nl/mapping-the-world/mtwintro.html

Mapping the World is a database of women's information services available throughout the world. The aim of Mapping the World is to increase the visibility of women's information services, and to facilitate access to gender-specific information. Target users are women and women's organisations, policy makers, decision makers and general information services.

Women's information envelops a wide spectrum of material including cultural, political and educational data. The community of women's information services includes:

- International, national and local women's information services
- Women's documentation and research centres connected to universities
- Gender-specific information sections connected to governmental organizations
- Resource centres in which women's information is collected besides information on other subjects.
- Women's magazines, radio or tv programmes, which function as a focal point for the distribution of women's information in countries where the women's movement is in its early stages (such as newly democratic countries or countries where war has destabilised development).

BIBLIOGRAPHY:

Marked with * are publications on gender and <u>local</u> governance

Africa regional workshop on national machinery for women
> *Statement from the Africa regional workshop on national machinery for women.* Accra, 1998.
> http://www.kimito.free-online.co.uk/twnweb/africanagenda/gender/0114,htm.
> Statement from the Africa regional workshop on national machinery for women with recommendations for government, national machinery, and civil society organisations.

African women and governance
> *Towards action for women's participation in decision-making.* London: ABANTU for Development, 1995.
> This is a report of a workshop on political participation of African women since the days of achieving independence, in early 1960s. The presentation of a case study on <u>Uganda</u> was followed by a discussion of the 1991 general election in <u>Zambia</u>. The discussion of the two cases served to examine how women were excluded from political power, despite having the vote. (IPU)

Afshar, Haleh (ed.)
> *Women and politics in the third world*. London: Routledge, 1996.
> Sign: alg/zw 1949 (VENA)
> Articles from different authors about women and politics, women and the state, and feminist perspectives on democratisation in the South. With cases from Latin America (Nicaragua) and South Asia (China, Iran and Palestine).

Ahern, Patricia, Paul Nuti & Julia M. Masterson
> *Women's paths to political participation and decisionmaking. Promoting gender equity in the democratic process*. International Centre for Research on Women / The Centre for Development and Population Activities, 2000.
> The report establishes a <u>framework</u> in which this can be achieved, including discussions of several elements organized under three central topics: political culture, civil society, and government institutions. The structure and outcomes of 14 PROWID projects in the field are summarized to elucidate these aspects. Contains recommendations and lessons learned.

Aidoo Agnes Akosua
> Asante queen mothers in government and politics in the nineteenth century. In: Steady, F. C.: *The black woman cross-culturally*. Cambridge: Schenkman, 1981.
> Sign: alg/zw 442 (VENA)   <u>Ghana</u>
> Historical.

*Akbar Zaidi, S.
> *New development paradigm. Papers on institutions, NGOs, gender and local government.* Oxford, Oxford University Press, 1999.
> The role of government, institutions, and society has been radically transformed in the last two decades. This book examines how the New Development Paradigm is put into practice in Pakistan and other undeveloped

countries. It focuses upon the role of NGOs, institutions, and local governments play in development related activity, and examines the attempts to alter the gender balance.

*Andersen, Margrethe Holm

Women in politics. A case study of gender relations and women's political participation in Sukumaland, Tanzania. Aalborg: University of Aalborg, 1992.
Sign: afr/pa 508 (VENA)   Tanzania

This thesis deals with ongoing changes in and conflicts over women's participation and the various notions of gender which form the background of these conflicts. It contains theoretical reflections, a historical outline, descriptions from the politics from below and a presentation and analysis of women leadership.

Ashworth, Georgina

Gendered governance. An agenda for change. New York: UNDP, 1996 (Gender in development monograph series, no. 3).
http://www.undp.org/gender/resources/mono3.html

Governance is presumed to be gender-neutral. But, in fact, the discourse, procedures, structures and functions of governance remain heavily skewed in favour of men in general, and certain groups of men in particular. This unequal sharing of power leads to an unequal sharing of resources - time, incomes, property - between men and women. Redressing these inequalities requires a gender analysis of the processes and structures of governance.

Asia Pacific Forum on Women, Law and Development

Women and Decision Making in South Asia. Thailand: APWLD, 1999.

Based on the results of a workshop, which assesses and analyses the situations of women politicians in South Asia, this booklet deals closely with the different strategies for lobbying and mobilization in the region. It identifies the various levels of women's participation in the democratic political processes: (1) ensuring increased political participation through education; (2) surviving within the political framework; and (3) increasing women's participation in equity and political decision-making. Includes a 10-point Platform of Action for the South Asia Region that aims to empower women to actively involve themselves in the political processes.

Ayoade, J.A.A., Nwabuzor, E.J. & Sambo, A. (eds.)

Women and politics in Nigeria. Oxford: Omoruyi Omo, 1992.
Sign: afr/pa 638 (VENA)   Nigeria

A collection of papers for the "Workshop on enhancing the participation of women in the political decision-making process", organised in 1991. The articles deal with historical descriptions and analyses, and the factors and practices that make Nigerian women invisible in politics.

AWEPA - African European Institute

Empowering national and regional gender machineries. African-European cooperation on the Beijing mandate. AWEPA- African European Institute / UNDP, 1998.

Report of the international conference in the Belgian Senate, 23-26 September 1998, which had at is aims the further strengthening of regional and national gender machineries and the promotion of women's role in conflict prevention and management.

AWEPA - African European Institute

Gender balance and good governance. African-European dialogue on women in decision-making. AWEPA- African European Institute / UNDP, 1998.

Report of the international conference in Helsinki, 25-28 September 1997. One of the themes; Toward gender equality in local government.

AWEPA - African European Institute

Women in decision-making. Empowerment for action. AWEPA- African European Institute / UNDP, 1997.

Report of the seminar in Cape-Town, 5 September 1995.

Baden, Sally

Gender, governance and the 'feminisation of poverty'. New Delhi: UNDP, 1999.

http://magnet.undp.org/events/gender/india/Badefeb2.htm

This paper summarises current thinking on the theoretical and empirical relationships between gender inequality and poverty, including reflection on how these relationships have been articulated in development policy discourse. It goes on to examine the potential for governance structures and processes, as currently defined, to promote poverty reduction in a way which recognises and responds to women's gendered experience of poverty. In doing so, the paper reviews interpretations of 'governance' and explores feminist and other critiques of conventional approaches to governance. It asks whether and how the governance agenda needs to be reconstituted if it is to succeed in addressing women's gender specific needs and interests. Finally, the paper highlights some strategic entry points in the governance agenda which provide opportunities for promoting poor women's gender interests.

*Beall, Jo

Urban governance. Why gender matters. New York: UNDP, 1996 (Gender in development monograph series, No.1).

http://www.undp.org/gender/resources/mono1.html

This paper deals with the themes of participation and partnership in urban governance, a concept which refers to both government responsibility and civic engagement. It looks at gender issues in participation, responsible urban government and civic engagement, which are important themes in the Habitat Agenda. Participation is commonly associated with organisational or political participation. However, participation is also about social and economic participation - the extent to which different social groups, and the men and women within them, have access to and control over urban resources. It recognises how women and men use and contribute to the city in different ways; how this is influenced by their different responsibilities in the home and in society and how this in turn affects their ability to engage in public life.

Beijing Platform for action

Women in power and decision-making.

http://www.vrouwen.net/vweb/wcw/chap4g.html

Strategies for governments, political parties and the civil society, to increase women in decision-making. Official document from the World Conference in Beijing.

Binta, Malama Altine

Power to women as to men. Towards gender equity in Nigeria. Lagos: Empowerment and Action Research Centre, 1996 (EMPARC Annual Lecture Series, no. 2).

Sign: H1902 (VENA)   Nigeria

A lecture from madame Binta, founding member and one time co-ordinating secretary of Women in Nigeria (WIN). Member of the Social Democratic Party in Kano. She shares her thoughts on the importance of and strategies for women's participation in political decision-making at all levels.

Brasileiro, Ana Maria.

Building Democracy with Women: Reflecting on Experience in Latin America and the Caribbean. USA: UNIFEM, 1996.

United Nations Development Fund for Women (UNIFEM)

Emphasizes that while democracy has evolved along different trajectories in Latin America and the Caribbean, the women's movement has been a vital component in that evolution in both regions. It offers practical examples of work being done by women's organizations and NGO's supported by UNIFEM to enhance women's more effective exercise of their right to participation in determining the conditions in which they live. It presents six case studies with significant themes: women's political participation in the Dominican Republic, legislative change in Brazil and Paraguay, gender and justice administration in Ecuador, an Andean Regional Seminar on women's human rights and the police, engagement and empowerment in Grenada and Trinidad/Tobago, and women and democracy in the context of the Mexican Family. All of these cases reflect the importance of the political empowerment of women and the process of building a new participatory democracy.

*Brown, C.K., H.K.T. Ghartey & E.K. Ekumah

Women in local government in Ghana. A case study of Central Region. Accra: Friedrich Ebert Foundation, 1996.

Sign: P 98-3045 (KIT)   Ghana

An overview of the current situation of women in local government and administration, and recommendations to increase the representation of women in local politics.

Budlender, Debbie

Race and gender in local government employment. *DBSA Journal,* Vol. 15, No. 4, 1998.   South Africa

Since the democratic elections of 1994, there have been significant shifts in the race and gender composition of the South African national and provincial spheres of the public service. Less attention has been focused on what has happened in local government employment. This article examines the results of a large sample survey of local governments conducted by the Central Statistical Service in December 1997. The analysis suggests that there are severe imbalances in respect of representivity in this third sphere of government.

Budlender, Debbie

The South African Women's Budget initiative. In: UNDP: *Women's political participation and good governance. 21st century challenges*. New York: UNDP, 2000.

http://magnet.undp.org   South Africa

Budgeting. This short paper concentrates on South Africa's initiative to analyse all sectoral allocations of the governments budget from a gender perspective. It focuses on the following areas: the methodology used, the theoretical framework, the identification of key alternatives for reprioritization of budget issues, and the examination of formal and informal alliances that contributed to the success of this alternative.

Budlender, Debbie, Rhonda Sharp & Kerri Allen

How to do a gender-sensitive budget analysis. Contemporary research and practice. Commonwealth Secretariat, 1999.

http://www.thecommonwealth.org/gender/

Budgeting. Explains what is a government budget, what are gender issues in government budgets and what is a gender-sensitive budget. Contains tools for a gender-sensitive analysis of budgets: gender-aware policy appraisal, gender-disaggregated beneficiary assessments, public expenditure incidence analysis, tax

incidence analysis, analysis of the impact of the budget on time use, medium term economic policy framework, and budget statement.

Byanyima, W. Karagwa
Women in political struggle in Uganda. In: Bystydzienski, J.M. (ed.): *Women transforming politics. Worldwide strategies for empowerment*. Bloomington: Indiana University Press, 1992.
Sign: alg/zw 1461 (VENA)   Uganda
Historical.

Byrne, Bridget & Julie Koch Laier
National machineries for women in development. Experiences, lessons and strategies for institutionalising gender in development policy and planning. Brighton: Bridge, 1996 (Report 36).
http://www.ids.ac.uk/bridge/reports_gend_inst.htm#report36
What are national governments doing to promote the status of women? Governments have created women's committees, divisions, and bureaux, but have these had any impact? This report reviews the experience of these so-called "national women's machineries" (NWM), drawing on cases from developing countries. The mandates, status and effectiveness of NWMs have been constrained by lack of commitment and funding from governments. In order to be more effective, NWMs must restructure themselves so that women's concerns are fully mainstreamed into the strategies and activities of both governments and NGOs.

*Callaway, Barbara J.
The role of women in Kano city politics. In: Coles, C. & B. Mack (eds.): *Hausa women in the twentieth century.* Wisconsin: The University of Wisconsin Press, 1991.
Sign: afr/pa 481 (VENA)   Nigeria
An overview of the city politics of Kano and the place of women in formal politics from 1960-1990. Women formed a women's wing, which was simply seen as an adjunct to the men's party. They were not politizised around their own issues, but focused on the right to vote and education.

Callaway, Barbara & Lucy Creevey
The heritage of Islam. Women, religion, and politics in West Africa. Boulder: Lynne Rienner Publishers Inc., 1994
Sign: afr/pa 581 (VENA)   Nigeria , Senegal
Contains a chapter about the political empowerment of women in Nigeria and Senegal.

*Canadian Urban Institute / ARA/KPMG LLP
Civil society and local governance in Jamaica. Canadian Urban Institute / ARA/KPMG LLP, 1999.   Jamaica
www.jamlogov.com/civil.society.report11.pdf
The paper outlines the structure for civil society involvement in local government decision-making in Jamaica. The paper proposes some opportunities and ideas for practical technical assistance that could be pursued to address some of the constraints and also ideas for enhancing civil society involvement in local governance. These are presented as a gender-sensitive strategy for increased public participation in good local governance.

CAPWIC

Asia-Pacific Women parliamentarians' conference on transformative leadership for good governance in the 21st century, 24 - 25 March 2000, Bangkok: CAPWIC, 2000.
http://www.capwip.org/resources/womparlconf2000/toc.htm

The conference dealt with the following theme's: transformative leadership in the 21st century, managing globalization to ensure a more equitable and sustainable path to national and regional development, and, women's role in transforming approaches to conflict resolution at the national and regional level. It concludes with common critical points for action drawn from the workshop outputs of the women members of parliament .

Center for Media Freedom and Responsibility

Understanding Women and Politics. A Guide for Media. Quezon City: Center for Media Freedom and Responsibility, 1998.

Provides media with a guide for understanding women and their role in politics. It discusses gender issues in Philippine politics and illustrates the current participation of women in the lawmaking body and in local government. It also presents the results of a survey on women's political participation like voting and rally. In discussing women in politics, it looks at parallel experiences in other Asian countries like Sri Lanka, India, Pakistan, Bangladesh, and Myanmar. It also provides a background on the efforts of NGOs, political parties, governments, the United Nations and other international groups in increasing women's political participation.

Centre for Analysis and Choice (Bangladesh).

Curriculum for leadership and campaign management skills development

Training manual. Provides women candidates with techniques and strategies for effective campaigning. Divided into eight modules, the curriculum seeks to enhance the opportunities of women to win elections. It probes on the possible reasons why women run for public office. Likewise, it informs women about the possible obstacles (the elements of time, money, political infrastructure, strengths and weaknesses in management) which face them in the political arena. It teaches how to analyse demographic and geographic data to be able to identify and address possible voters and their concerns. It provides strategies for an effective campaign structure, such as formulating an overall theme for a more organized campaign. It presents the specific components of the planning and organizing stages to be followed for a more effective managing of the volunteers. Furthermore, it discusses techniques important for resource mobilization and financial resource building. This module provides women strategies on how to raise funds for campaign. Likewise, it emphasizes the need for a plan on how the money is to be kept coming in throughout the campaign. This curriculum shows women how to develop formal and informal networks for an effective campaign and the importance of developing a good working relationship with the media. It provides tips on how candidates should conduct themselves during important situations (scheduled interview, panel discussions, television appearance).
See for a similar training manual on-line: UNIFEM Pacific.

Centre for Legislative Development (CLD)

Asia Pacific workshop on gender balance in political representation. Women in government - 50/50 by 2005. Get the balance right! Manila: CLD, 2001,
http://www.cld.org/ManilaConference.htm

The workshop was held in Manila Philippines from March 21-22, 2001. This report is an integrative summary of workshop sessions; it also highlights a number of strategies and issues, which emerged – either from presenters or from participants who commented from the floor – in the plenary sessions. It addresses the following concerns: a) what is gender balance and why it is needed, b) how women's participation in politics as citizens, candidates and legislators can transform politics,

and c) a range of strategies to attain gender balance. It also includes sub-regional action plans to attain gender balance.

Commonwealth Secretariat (Viviane Taylor)
Gender mainstreaming in development planning. A reference <u>manual</u> for governments and other stakeholders. London: Commonwealth Secretariat, 1999.
http://www.thecommonwealth.org/gender/htm/publications/gender_manage_pdfs.htm
This <u>manual</u> provides accessible <u>tools</u> and sector-specific <u>guidelines</u>. Tables; list of references; glossary of terms. Titles are available in two versions: the full text, or an abridged version under the title "A Quick Guide to..." (with a similar number of pages, but half the size).

Commonwealth Secretariat (Gita Sen)
Gender mainstreaming in finance. A reference <u>manual</u> for governments and other stakeholders. London: Commonwealth Secretariat, 1999.
http://www.thecommonwealth.org/gender/htm/publications/gender_manage_pdfs.htm
This <u>manual</u> provides accessible <u>tools</u> and sector-specific <u>guidelines</u>. Tables; list of references; glossary of terms. Titles are available in two versions: the full text, or an abridged version under the title "A Quick Guide to..." (with a similar number of pages, but half the size).

Commonwealth Secretariat
Gender mainstreaming in the public service. A reference <u>manual</u> for governments and other stakeholders. London: Commonwealth Secretariat, 1999.
http://www.thecommonwealth.org/gender/htm/publications/gender_manage_pdfs.htm
This <u>manual</u> provides accessible <u>tools</u> and sector-specific <u>guidelines</u>. Tables; list of references; glossary of terms. Titles are available in two versions: the full text, or an abridged version under the title "A Quick Guide to..." (with a similar number of pages, but half the size).

Commonwealth Secretariat
Gender management system handbook. London: Commonwealth Secretariat, 1999.
http://www.thecommonwealth.org/gender/htm/publications/gender_manage_pdfs.htm
This <u>manual</u> provides accessible <u>tools</u> and sector-specific <u>guidelines</u>. Tables; list of references; glossary of terms. Titles are available in two versions: the full text, or an abridged version under the title "A Quick Guide to..." (with a similar number of pages, but half the size). abridged version under the title "A Quick Guide to..." (with a similar number of pages, but half the size).

Commonwealth Secretariat
Gender-disaggregated beneficiary assessment of public service delivery and budgets priorities. London: Commonwealth Secretariat, 1999.
http://www.thecommonwealth.org/gender/htm/publications/gender_manage_pdfs.htm
<u>Budgeting.</u> A series of <u>tools</u> to collect and analyse the opinions of men and women on how far current forms of public service delivery meet their needs and how far current patterns of public expenditure accord with their priorities.

Convention on the Elimination of all forms of Discrimination Against Women (CEDAW)

> http://www.unhchr.ch/html/menu3/b/e1edaw.htm
> CEDAW text.

Convention on the Elimination of all forms of Discrimination Against Women (CEDAW)

> *Consideration of reports submitted by States parties under aricle 18 of the Convention on the Elimination of all forms of discrimination against women. Secons and third periodic reports of States Parties*. 1998   Burkina Faso
> http://www.un.org/womenwatch/daw/cedaw/22sess.htm
> Burkina Faso submits herewith its periodic reports on the implementation of the Convention on the Elimination of all forms of discrimination against women.

*Coopoo, Sikhander

> *Women and local government revenue*. 2000.   South Africa
> The paper gives an overall understanding of the different sources of municipal revenue in South Africa and analyses the current approach used by municipalities in generating revenue, the policy debates, and the impact that the different approaches have on women and men.

*Council of European Municipalities and Regions (CEMR)

> *A strategic action plan for governance and equality.* 2000.
> http://www.ccre.org/site.html CEMR⇑ Activities⇑ European network of women elected representatives of local and regional authorities.
> A strategic action plan presented at the workshop on 'Gender and equal opportunities', held on 16 June 2000 in Oulo.
> **Also available in French** (Conseil des Communes et Régions d'Europe).

*Council of European Municipalities and Regions (CEMR)

> *CEMR infos.*
> http://www.ccre.org/site.html CEMR⇑ Activities⇑ European network of women elected representatives of local and regional authorities.
> On line magazine, including the supplements 'Equal opportunities for women and men'.
> **Also available in French** (Conseil des Communes et Régions d'Europe).

*Cunanan-Angsioco, Elizabeth

> *Constituency-building and electoral advocacy with grassroots women in the Philippines.* The Asia Foundation*,* 1999.   Philippines
> http://www.asiafoundation.com/programs/prog-area-wome.html
> A Case Study written for the "Emerging Issues in Asia Seminar".
> This case study describes how the membership federation of the Democratic Socialist Women of the Philippines (DSWP) has used advocacy to organize and advance the interests of grassroots women within the political arena. The advocacy experiences in this story range from local level denouncements in cases of domestic violence to legislative reform to electoral organizing to establish a women's political party and field women candidates for the Party List Law in 1998.

*DENIVA

> Gender and governance. In*: DENIVA News.* Vol.5, no. 3/4, 1997.   Uganda
Some short articles about women in politics and gender and governance in Uganda.

*Dennis, Carolyne & Ernestina Peprah.

Community based organisations in local development in Ghana. Women's groups in Brong Ahafo. In: *African studies association of the UK biennial conference, University of Bristol, 9-11 September 1996.* London: African Studies Association of the UK (ASA), vol. 2, no. 56.

Sign: G 98-112 (KIT)   <u>Ghana</u>

This paper begins with an account of the place of decentralisation in the second phase of Structural Adjustment, followed by a discussion of the most relevant aspects of this process in Ghana. It analyses the relationship between women's associations at the district and community level. An indicative discussion of the implications of this experience for understanding the dynamics of local development and macro-polity follows.

Diagne, Sény.

Defending women's rights. Facts and challenges in Francophone Africa. In: Kerr, J.: *Ours by right. Women's rights as human rights*. London: Zed books, 1993.

Sign: alg/zw 1612

<u>Women's rights</u>. The author examines women's rights in Africa, past and present. Topics are the family law, the rights to health, the rights to work, and political rights. She also gives strategies to protect women's rights.

Dollar, David, Raymond Fisman & Roberta Gatti

Are women really the 'fairer' sex? Corruption and women in government. New York: World Bank, 1997 (Policy research report on gender and development, working paper series, no. 4).

http://www.worldbank.org/gender.prr/workingp.html

Numerous behavioral studies have found women to be more trust-worthy and public-spirited than men. These results suggest that women should be particularly effective in promoting honest government. Consistent with this hypothesis, we find that the greater the representation of women in parliament, the lower the level of corruption. We find this association in a large cross-section of countries; the result is robust to a wide range of specifications.

*Donk, Mirjam van.

Local government. A strategic site of struggle for gender equity. Agenda, no. 45.   <u>South Africa</u>

http://www.agenda.org.za/mirjam.htm

The author outlines why the local level of government needs to be recognised as a strategic and practical sphere for women's organisation and involvement. In order to secure the gains that are so critically needed to improve women's quality of life, women must take advantage of their potential to shape decisions as primary stakeholders in the new democratic process.

*Donk, Mirjam van (ed.)

Local government and gender. Towards engendering the White Paper. Seminar report & policy recommendations. Cape Town: Gender Advocacy Program (GAP), 1997.

Sign: G 98-154 (KIT)   <u>South Africa</u>

Policy options and recommendations concerning gender, the representation of women, the representation of women's interests, participatory governance, human resources development, local development and planning, and local government budgets.

Economic Commission for Africa (ECA-CEA)
International Conference on African women and economic development. ECA-CEA, 1998 (Economic Commission for Africa working document no. 2.2)

Summary notes and guide questions for working group discussions. Theme 2: Achieving good governance. The essential participation of women.

Elson, Diana
Gender budget initiative. London: Commonwealth Secretariat, 1999. Background papers.
http://www.thecommonwealth.org/gender/htm/publications/gender_manage_pdfs.htm
Budgeting Background papers about the conceptual framework, and integrating gender issues into national budgetary policies and procedures.

Equal Opportunities Commission (United Kingdom)
Mainstreaming gender equality in local government. A framework. 1997.
http://www.eoc.org.uk/html/mainstreaming.html
This document provides a framework and synthesis of a research report entitled Mainstreaming Gender Equality in Local Government. It involved case study research in a number of local authorities in Britain and in three other European Union (EU) member states: Ireland, Italy and Sweden. On the basis of this research, a framework has been developed to facilitate the process of mainstreaming gender equality in local government.. The framework examines: why local authorities should mainstream equal opportunities; how mainstreaming should be established as a corporate strategy; how mainstreaming should be developed as; how the mainstreaming strategy should be implemented; how the strategy should be monitored, evaluated and reviewed.

*Federation of Canadian Municipalities (FCM)
Gender and municipal development. Guidelines for promoting women's participation in partnerships program activities. Ottawa: FCM, 1996.
A tool to help municipal partners incorporate the FCM partnerships program's principles on gender equity, and to give more attention to gender issues in their cooperation activities. The guidelines deal with the reasons for the principles, the achievements, and objectives, indicators and steps to plan activities that will have a positive impact on women.

Fick, Glenda
Gender checklist for free and fair elections. Johannesburg: Electoral Institute of Southern Africa (EISA), 1999.
http://www.eisa.org.za/issues/gender2.htm
Checklist for free and fair elections for the State and authorities responsible for managing an election. Checklist for ensuring gender equality in free and fair elections: political rights, registration of voters, the right to vote, the right to stand for public office, voter education, the right to express political opinions, access to information, the right to campaign, secrecy of the ballot, and review of electoral procedures or decisions.

Foster, Annie
Development and women's political leadership, The missing link in sub-Saharan Africa. *The Fletcher Forum*, vol. 17, no. *2*, p. 101-116, 1993.
Sign: H1313 (VENA)
The author argues that one of the mayor causes of the failure of development efforts in Africa has been the widespread exclusion of women from these programs, and the marginalization of the role played by women in African economies. One of the principal means of rectifying this

gender imbalance is the incorporation of women into leadership positions in Africans governments and civil sectors. An examination of the current process by which many of African's one-party states are introducing a system of multi-party pluralism will serve to illuminate the prospects for women's participation.

Fox, Diana J.

Women's human rights in Africa. Beyond the debat over the universality or relativity of human rights. 1999.
http://web.africa.ufl.edu/asq/v2/v2i3a2.htm
Women's rights. The author argues that international human rights norms should become part of the legal culture of any given society, as universality and specificity are not mutually exclusive, either conceptually or practually.

*Francisco, Josefa

Women negotiating through local politics. A study of women candidates in the 1997 barangay elections in two metro Manila and three Cotabato communities. Manila: the Centre for Legislative Development,1999

Philippines.

Looks at how women fared in the 1997 village elections in the Philippines as far as carrying a women's agenda is concerned and how this affects women's transformational role in electoral politics and creation of women's vote.

Friedrich Ebert Foundation (FEF)
Women's landmarks in the democratisation process in Uganda. Kampala: FEF, 1995.

Uganda

Information about the Women's Caucus and the gender Information Centre, organisig gender dialogues between the delegates and others outside the Constituent Assembly.

*Gaspard, Françoise

Strategies for a better gender balance in political decision-making. Paris: CEMR, 1997.
http://ccre.org/site.html   CEMR⇑ Activities⇑ European network of women elected representatives of local and regional authorities.
Strategies used in Europe, to increase the number of women politicians.
Also available in French

Geisler, Gisela

Troubled sisterhood. Women and politics in Southern Africa. Case studies from Zambia, Zimbabwe and Botswana. *African Affairs*, vol. 94, no. 377, p. 545-578, 1995.
This article compares what the author calls « women's political (non) participation » in three Southern African countries (Zambia, Zimbabwe and Botswana) and focuses on the limitations women politicians experience in the men-dominated party politics and government. It also examines the nature and the reasons for divisions between women politicians and women movements' activists, as they deny each other's true representativeness of women voters. The case of Zimbabwe's Ministry for Women's Affairs demonstrates the influence of party politics in dealing with women's concerns. In Zambia and Botswana political participation of women increased with the introduction of multi-party systems and the formation of Women's Lobby Group in Zambia or Emang Basadi (Stand Up Women) in Botswana, coalitions of women's NGOs charged with co-ordinating non-partisan campaigns for greater political participation of women in government. But even with the increased number, argues the author, women ready to enter politics were 'intruding into a men's world' and unless they 'keep to the prescribed spaces and roles in the political women's corner, they are considered to be out of bounds'. (IPU)

*Gender and Development Research Institute / Friedrich Ebert Stiftung
> *Gender issues in local administration. Seminar proceedings, July 1993*, Bangkok: Gender and Development Research Institute / Friedrich Ebert Stiftung, 1993.

A record of the proceedings of the workshop the purpose of which was to provide a platform for women-leader activists, NGO representatives and researchers to exchange views and share experiences on improving women's participation in local government. The document presents discussions on how women elected representatives respond to needs of the female village residents, research findings of academicians and members of NGOs, strategies that have been adopted so far to increase women's participation in local administration, concluding with new directions for action.

*Gouws, Amanda
> The rise of the femocrat? *Agenda*, vol. 30, p. 31-43, 1996.
> Sign: T049 96/30 (VENA)   South Africa
> The institutionalization of gender could shape women's issues outside government and create a new kind of women, the 'femocrat', inside government. Signs of this at provincial level are evident, where new gender desks are taking different and disconcerting forms.
> Policy implementation by the national machinery for women can only be successful if policy decisions have the backing of political authority. There also need to be a clear articulation of what is needed and wanted

Hamadeh-Banerjee, Lina
> Budgets. The political bottom line. In: UNDP*: Women's political participation and good governance. 21st century challenges*. New York: UNDP, 2000.
> http://magnet.undp.org
> Budgeting. Short description of experiences with the gender budget, the analysis of all sectoral allocations of the government's budget from a gender perspective, from South Africa, Uganda, Jamaica India and Latin America.

Harris, Peter & Ben Reilly (eds.)
Democracy and deep-rooted conflict. Options for negotiators. Stockholm: International Institute for Democracy and Electoral Assistance, 1998.

                                      Uganda, South Africa

http://www.idea.int/publications/democracy_and_deep_rooted_conflict/ebook_chapter4_12.html

In this section is examined how national machinery for gender equality can be institutionalized by looking at how three countries, Uganda, Australia and South Africa, have addressed this issue. In the case study that follows we the implementation of one mechanism is discussed in greater detail, South Africa's Commission for Gender Equality.

*Hirschmann, David
> Women and political participation in Africa. Broadening the scope of research. *World development,* vol. 19, no. 12, p. 1679-1694, 1991.
> Sign: H285 (VENA)   Malawi.
> Using the example of Malawi, the author argues that research on women's political participation in Africa must extend itself beyond restricted Western definitions of politics and

a centralised focus on government and state and concentrate instead on the participation of women in informal settings: local meetings, women's organisations etc. (IPU)

*Hirschmann, David

Women, planning and policy in Malawi. Addis Ababa: UNECA & ATRCW, 1984. (Research series; ST/ECA/ATRCW/82/27).
Sign: afr/pa 299 (VENA)   <u>Malawi</u>
Planning. A brief introductory survey of women in Malawi, women's participation in planning and policy making at all levels, including the local level, an analysis of the gender policies of the different ministries, and recommendations.

 *Hirschmann, David

Women's participation in Malawi's local councils and district development committees. East Lansing: Michigan State University, 1985. (WID working papers, no. 98).
Sign: H1/98 (VENA)   <u>Malawi</u>
The paper deals with the participation of women in two types of decentralised agencies set up by the Malawi Government: Local Councils and District Development Committees. It examines the impediments that restrict women's access to these institutions and then limit the effectiveness of those few women who manage to enter the male dominated domain of formal local politics.

Ifeka, Caroline

The mystical and political powers of Queen mothers, kings and commoners in Nso', Cameroon. In: Ardener, S. (ed.): *Persons and powers of women in divers cultures. Essays in commemoration of Audrey I. Richards, Phyllis Kaberry and Barbara E. Ward.* New York: Berg, 1991.
Sign: alg/zw 1459 (VENA)   <u>Cameroon</u>
Historical.

Imam, Ayesha M.

Politics, Islam, and women in Kano, Northern Nigeria. In: Moghadam, V.M. (ed.): *Identity politics and women. Cultural reassertions and feminisms in international perspective.* Boulder: Westview Press, 1994.
Sign: alg/zw 1789 (VENA)   <u>Nigeria</u>
Historical.

Inglehart, Ronald & Pippa Norris
The developmental theory of the gender gap: Women's and men's voting behaviour in global perspective. In: *International political science review.* Vol. 21(4), 2000, p.441-463.
Studies carried out in many countries in previous decades found that women were more conservative than men and less likely to participate in politics. Here, it is examined whether this traditional gender gap persists today, or whether gender cleavages in the electorate have converged, and whether the phenomenon of the modern gender gap, with women more left wing, has become evident elsewhere. The article draws on evidence from the World Values Surveys in the early 1980s, and the early and mid-1990s carried out in over sixty countries around the world. This study establishes that gender differences in electoral behavior have been realigning, with women moving toward the left of men throughout advanced industrial societies (though not in postcommunist societies or developing countries) and explores the reasons for this development, including the role of structural and cultural factors. The conclusion considers the political implications of the findings. (IPU)

Inter-Church Coalition on Africa (ICCA)

"Engendering" human Women's rights. Making international human rights instruments real for women.
http://www.web.net/~iccaf/genderinfo/engenderinghr.htm

Women's rights. The document examines to what extent do human rights consider women, the history of the concept of human rights in general, the process of "engendering" human rights and the purpose of the Gender Working Group of ICCA.

Inter Parliamentary Union (IPU)

Men and women in politics. Democracy still in the making. A world comparative study. Geneva: IPU, 1995. (Reports and documents, no. 28).

Comparative study, based on information gathered from 115 national parliaments, with statistics and excerpts from observations and comments. Three key areas are dealt with: women in political parties (how they are incorporated and what mechanisms have been established to facilitate their access and enable them to participate), women in the electoral process (political and electoral training, nomination, and party support) and women in parliaments (how far the entry of women on the parliamentary scene produce a qualitative change in legislative work). (IPU)

Also available in French (Union Interparlementaire*).*

Inter Parliamentary Union (IPU)

Politics. Women's insight. Geneva: IPU, 2000 (Reports and documents, no. 36).

Based on a series of interviews with women politicians conducted by the Inter-Parliamentary Union during 1999 on the basis of a questionnaire, this study analyses the political experience of some 200 women from all over the world. It highlights women's specific contribution to the political process and the changes to which their presence on the political scene has led in the prevailing political culture, mores and environment, as well as in parties, parliaments and governments. It reports on their successes, their difficulties and their expectations. Statistics and records of personal experience enliven the text and sharpen its focus. (IPU)

Also available in French (Union Interparlementaire).

Inter Parliamentary Union (IPU)

Plan of action to correct present imbalances in the participation of men and women in political life. Geneva: IPU, 1994 (Reports and documents, no. 22).
http://www.ipu.org/wmn-e/planactn.htm

The Plan is divided into five main sections: Section A covers all that must precede political participation. i.e. conditions needed for women to participate actively in political life (cultural and religious values of civilisation, education, employment, health and participation in economic life); Section B concerns the legal basis for equality; Section C deals with participation in politics at the national level (promotion of women's political awareness, respect for the principle of equality in political parties, affirmative action measures, right to vote and eligibility for women, and sharing of political responsibilities by men and women); Section D covers the various aspects of women's participation in the Inter-Parliamentary Union's activities; and Section E concerns the mechanism for follow-up and assessment of the implementation of the Plan. (IPU)

Also available in French (Union Interparlementaire).

Inter Parliamentary Union (IPU)

Women in Politics, 1945-2000. An information kit. Geneva : IPU, 2000.

This paper has been prepared on the occasion of the" Beijing + 5" Session of the United Nations General Assembly (New York, 5-9 June 2000). It presents 6 data sheets: 1) Historical table; 2) A chronology of women Heads of State or Government: 1945-05.2000; 3) An overview of women in the executive and legislative branches: 1945-05.2000; 4) Progress and setbacks of women in the lower or single house of national parliaments between 01.07.1995

and 25.05.2000; 5) Distribution of seats between men and women in the European Parliament: 1976 - 2000; 6) A global analysis: what has worked for women in politics and what has not, 1975-1998.
Also available in French (Union Interparlementaire).

*International Union of Local Authorities (IULA)

Local Governments working for gender equality. Amsterdam: IULA, 2001.
A collection of cases.
Also available in French (Union Internationale des Villes et Pouvoirs Locaux). **and Spanish.**

*International Union of Local Authorities (IULA)

Promoting gender equity. Amsterdam: IULA, 2000.
http://www.iula-acb.org/english/lga/publications.htm
Contains the main issues for promoting gender equality, some illustrative cases, and common challenges and possible solutions.
Also available in French (Union Internationale des Villes et Pouvoirs Locaux). **and Spanish.**

*International Union of Local Authorities (IULA)

Women in local government. IULA policy paper. Amsterdam: IULA, 1998.
http://www.iula.org   ⇑Women in local government.
Description of the different barriers – structural and societal – to women's participation in local decision-making and strategies for change.
Also available in French (Union Internationale des Villes et Pouvoirs Locaux).

*International Union of Local Authorities (IULA)

Worldwide Declaration on Women in Local Government. Harare: IULA,1998.
http://www.iula.org   ⇑Women in local government.
On 25 November 1998, in Harare, Zimbabwe, the IULA Worldwide Declaration on Women in Local Government was endorsed by the IULA World Executive Committee and launched at a special meeting attended by some 100 local government representatives from around the world and by the local press. With declarations about the local government as a service provider and enabler of sound living conditions, and as an employer in a strategic position to influence local society.
Also available in French (Union Internationale des Villes et Pouvoirs Locaux).

*International Union of Local Authorities (IULA) / CELCADEL

Women and local democracy in Latin America. Notebook of the local government training and development centre. Quito: IULA / CELCADEL, 1994.
Sign: G 94-158 (KIT)
The different authors' focuses and analyses highlight the need to work toward increasing female citizen's participation in local communities, and the need for political and technical efforts to effectively overcome the obstacles to this participation.

Jacobson, Ruth

Women's political participation in Mozambique's democratic transition. *Gender and Development,* vol. 3, p. 29-35, 1995.
Sign: T011 95/3 (VENA)   Mozambique
Using as an example the civic education program organized on the occasion of October 1994 presidential and legislative elections in Mozambique, the author argues that although there was no formal exclusion of women from the electoral process - and women did participate in the voting process with obvious eagerness - there was also no particular attempt to emphasise the need for their inclusion. The whole electoral process and political socialisation took place

within the traditionally structured social order and established gender relations, leaving fundamental obstacles to women's full participation as voters and decision-makers intact. (IPU)

*Jain, Devaki

Panchayat Raj. Women changing governance. New York: UNDP, 1996 (Gender in development monograph series, no.5). <u>India</u>
http://www.undp.org/gender/resources/mono5.html

By 1994, many women had entered politics, as a result of this constitutional change. The percentages of women at various levels of political activity has shifted from 4-5 percent to 25-40 percent. But the difference is also qualitative, because these women are bringing their experience in governance of civic society into governance of the State. In this way, they are making the State sensitive to issues of poverty, inequality and gender injustice.

Jalal, Imrana

Law for Pacific women. A legal rights handbook. Suva: Women's Rights Movement.

<u>Training manual / women's rights</u>. This comprehensive handbook is the first full-length text on women and the law in the South Pacific. Incorporating real life case reports and stories, extracts from legislation, statistics and cartoons, it uses simple language to address all aspects of the law as it affects the rights of women.

Jaquette, Jane S.

Women and democracy: Latin America and Central and Eastern Europe. Baltimore and London: John Hopkins University Press, 1998.

The book offers a unique look at the political experiences of women in two regions of the world which have moved from authoritarian to democratic regimes: Latin America and Eastern and Central Europe. It provides an overview of women's movements in Argentina, Chile, Brazil, Peru, Poland, Czech and Slovakia, Hungary and Bulgaria and how these countries approach issues of democracy, political change, employment, citizenship and justice. The book notes that women in Latin America are more politicized and well-organized in their efforts to obtain rights, recognition and equity while women of former communist societies in Eastern and Central Europe prefer to seek more traditional women's roles and avoid the public arena. It further examines explanations for these differences and explores their implications for feminist politics and for the process of democratic consolidation.

*Kabuchu, Hope

Economic position, political participation and the rights of three generations of women in Uganda. The Hague: NOVIB, 1994.

Sign: afr/pa 609 (VENA) <u>Uganda</u>

Research to show, in a comparative manner, the perceptions of three generations of Ugandan women about their economic position, political participation and rights, and their perception of women and men from the North and how these people from the North could co-operate with Ugandan women.

Karam, Azza

Beijing +5. Women's political participation. Review of strategies and trends. New York: UNDP,1999.

http://magnet.undp.org/events/gender/india/Beij4.htm

Background Paper for the Meeting on Women and Political Participation: 21st Century Challenges, United Nations Development Programme, 24-26 March 1999, New Delhi, India.

Karam, Azza

Women in Parliament. Beyond numbers. Stockholm: IDEA, 1998.
http://www.idea.int/women/parl/toc.htm:
Contains articles about obstacles to women's participation in parliament, legislative recruitment and electoral systems, using of quotas, the difference women make in parliament, and case studies.

Karl, M.

Women and empowerment. Participation and decision making. London: Zed Books, 1995.
Sign: alg/zw 1892 (VENA)
This book focuses on how women are mobilising around the world to participate in the life of their communities and in society. It gives a history of women's participation, women in electoral politics and public life and strategies for increasing women's participation.

Klugman, Barbara

Women in politics under apartheid. A challenge to the New South Africa. In: Nelson, B.J. & N. Chowdhury (eds): *Women and politics worldwide*. New Haven: Yale University Press, 1994.
Sign: alg/zw 1793 (VENA)   South Africa
Abstract: see Nelson, Barbara J. & Najma Chowdbury.

*Lee, Mi-Kyung

Women in local politics. The Korean case. Seoul: Friedrich Ebert Stiftung, 1999.   Korea
http://www.fes.or.kr/Publications/pub/local%20autonomy.html
Paper presented at the regional workshop in Bangkok "Towards women's political empowerment in the new millennium - via laws, political parties and networking". It describes the political situation and the gender relations in Korea, the quota system, a success story, concluding with tasks for strengthened women's participation in local politics.

Leijenaar, Monique
Political autonomy of women and good governance. Discussion paper. DGIS, 1996.
The paper sketches the context of the project "Political Autonomy of women and good governance" and investigates the possibilities of how to strengthen the political participation of women in developing countries. After an analysis of the problem and an overview of explanations the situation in different countries is described by women and development specialists, attached to the Netherlands Embassies.

Leijenaar, Monique

Political participation of women and good governance in developing countries. The Hague: Women and Development Division of the Netherlands Ministry for Foreign Affairs, 1999.
Sign: alg/zw 2167 (VENA)   Burkina Faso
With an introduction on gender and good governance, barriers to women's political participation, and cases from Burkina Faso, Bolivia, Cambodia and Sudan. The study concludes with best practices for the implementation of a gender perspective in good governance.

*Lindeke, William A. & Winnie Wanzala

Regional elections in Namibia. Deepening democracy and gender inclusion. *Africa today*, vol. 41, no. 3, p. 5-14, 1994.

Sign: A 2212–41 (1994) 3 (KIT)   Namibia

The local authority elections of 1992 included efforts to deepen the democratic participation of women candidates. Their participation was facilitated by the adoption of the party list system, an affirmative action provision embodied in the Local Authorities Act and a broad definition of parties. Women constituted 39.5 % of elected local councillors, but only 3 % of the regional councillors. This article contains a discussion of the political system that helps women to get elected.

*Local Government Association

LGA gender equality strategy. Decisions and actions required.
http://www.lga.gov.uk/lga/executives/equalities/25%5f7%5f00/item8a.pdf

Gender strategy from the British association of local government, around the key areas employment, representation, community involvement, and access to services.

Lowe Morna, Colleen L.

Marching To Power. SADC women take the bull by the horns. In: Maurick, M. & B. Posthumus (ed.): *Women challenging society. Stories of women's empowerment in Southern Africa.* Amsterdam: Netherlands institute for Southern Africa [NiZA], 1999 (NiZA-cahier, no. 5).
Sign: afr/pa 692 (VENA)   South Africa

SADC Heads of State (Southern African Development Community) have been called upon to take urgent measures, including constitutional or legislated quotas where necessary, to honor their commitment to achieving a minimum of thirty percent women in decision making by 2005.

Machila, Margaret M.C. & E.J.M. Sikazwe

Women's participation in the electoral process. Zambia: National Women's Lobby Group, 1995.   Zambia

Provides techniques and communication strategies necessary for strengthening women's participation in decisionmaking through civic education. It discusses the basic concepts and importance of civic education in enhancing women's participation in the electoral process and governance. It also explains and describes the concepts of democracy, participation, and leadership. It emphasizes the significance of the act of voting and the role of communication especially in the electoral process.

Mama, Amina

Feminism or Femocracy? State Feminism and democratisation in Nigeria. *Africa Development / Afrique et Développement*, vol. 20, p. 37-58, 1995.
Sign: H1599 (VENA)   Nigeria

The author opposes two concepts: feminism, defined as being the popular struggle of African women for their liberation from various forms of oppression, and " femocracy ", described by the author as " an anti?democratic female power structure which claims to exist for the advancement of ordinary women, but is unable to do so because it is dominated by a small clique of women whose authority derives from their being married to powerful men, rather than from any actions or ideas of their own ". She questions whether " femocracy " can result in improvement of the status of ordinary women, can be democratised, and whether state structures act as vehicles for ordinary women's struggles or only serve the elite. (IPU)

Manandhar, Laxmi Keshari & Krishna B. Bhattachan (eds.)

Gender and democracy in Nepal. Katmandu: Central Department of Home Science-Women's Studies Program, Padma Kanya Multiple Campus.
                                        Nepal

This book, an outcome of a seminar, includes articles presented by various scholars on the legal, social, cultural, economic and democratic perspectives of gender issues.

The discussions proceed mostly from a theoretical perspective rather than from the experiences and experiments in Nepal.

Maphunye, K.J.

Gender politics in the bureaucracy? Botswana's experiences. Bellville: School of Government, University of the Western Cape, 1996 (Governance in Southern Africa, an occasional paper series).

Sign: H 2333 (1996) 4 (KIT)   Botswana

The article looks at the challenges facing the Division in the bureaucracy and its role in the implementation of policies that relate to women. It also aims to assess the Division's mandate in the bureaucracy in the light of current global efforts towards gender equality and women's empowerment. The discussion is based on the example of Botswana, with examples of other countries in Southern Africa and Britain, Canada and Australia.

Masquelier, Bertrand M.

Women's constitutional role in politics. The Ide of West-Cameroon. In: Barbier, J.-C. (ed.): *Femmes du Cameroun. Meres pacifiques, femmes rebelles.* Paris: Karthala, 1985.

Sign: afr/pa 217 (VENA)   Cameroon

The position of women among the Ide and their relation to politics, based on data referring to both the pre-colonial period (ca 1890) and the present. Deals with women in the public political arena in general and with individual women holding political offices.

*Mbilinyi, Marjorie

Women and the pursuit of local initiatives in Eastern and Southern Africa. In: Gooneratne, W. & M. Mbilinyi: *Reviving local self-reliance. People's responses to the economic crisis in Eastern and Southern Africa.* Nagoya: United nations Centre for Regional Development, 1992.

Sign: U94-317 (KIT)

The article contrast survival and resistance strategies of local 'grassroots' and 'educated' women, with the development strategies which were adopted at the top (by government and donor agencies).

Mehrotra, Aparna

Gender and legislation in Latin America and the Caribbean. UNDP Regional Bureau for Latin America and the Caribbean, 1998.

http://www.undp.org/rblac/gender/legislation/politicalpart.htm

One part of this on-line document deals with gender and political participation, and contains a table on gender and local participation in Latin America.

The chapter is divided into three parts.

Part I consists of three sections: Gender and democracy: a conceptual framework (a general discussion of the issue and presentation of relevant data; an examination of democratic theory from a gender perspective; specific analysis of gender and political participation in Latin America; consideration of the obstacles to gender-balanced political participation; a study of affirmative action and quota laws).

Section Two, existing legislation, addresses current law on gender and political participation, examining international, regional, and national laws that are either discriminatory against or helpful to the cause of balanced gender political participation. With recommendations.

Part II, Examples of Affirmative Action, expands upon the prior discussion of affirmative action as an instrument to redress imbalances in society at large. Finally Part III, Legislative Proposals, presents legislative models to redress gender imbalances in political participation.

Mertus, Julie, Nancy Flowers & Mallika Dutt
Local Action/Global Change. Learning About the Human Rights of Women and Girls. New York: UNIFEM / Centre for Women's Global Leadership, 1999.
Training manual / women's rights. This manual includes the whole spectrum of women's human rights in an ''interactive'' format by combining the development of rights awareness with issue-oriented activities that include discussions, role-play, story-telling and creative expression in art and music. It provides substantive information about human rights and shows how they are covered by international agreements.

Ministry of Foreign Affairs (DSI/VR)
Engendering the Political Process. International conference gender and good governance. Harare: Zimbabwe. 1998. The Hague: Netherlands Institute of International Relations 'Clingendael', 1999.
Report and evaluation of the conference, with life histories, enabling factors and best practices for engendering governance, and the Harare declaration.

Ministry of Foreign Affairs (DSI/VR).
Gender and good governance (draft). The Hague: Ministry of Foreign Affairs, 2000.
Description of gender and good governance, factors that influence women's role in good governance, best practices, and the present and future role of the Netherlands government.

*Montesdeoca, Ariel E.
Between governance and local governance with gender equity. A first approach towards a conceptualization and its practice. Tegucigalpa: SNV-Honduras, 2000.
This document explains the existing relation between the concepts of governance, local governance, citizen's participation and the achievement of gender equality. It calls attention to some challenges that has to be taken into account to make the local governance processes sustainable. It presents schematically some of the methodological elements for application of the gender focus on local level.

*Montesdeoca, Ariel E.
Local governance and gender equity. Reflections for comprehension of the approach. Tegucigalpa: SNV-Honduras, 2000.
Document supporting a discussion module of the introduction course for SNV Honi staff.

**Mozambican Women's movement for peace
Mozambican women in the leadership. SNV.   Mozambique
Project description, with a logical framework for promoting women candidates at the municipal elections, creating a pool of women leaders and the establishment of a platform on gender, peace and leadership.

Mtintso, Thenjiwe
From Prison Cell to Parliament. In: Brill, A.: *A rising public voice. Women in politics worldwide*. New York: The Feminist Press at the City University of New York, 1995.   South Africa
Member of the African National Congress (ANC) and the South African Communist Party, Thenjiwe Mtintso was elected to the South African Parliament in 1994. She discusses how ANC and her male colleagues in Parliament and Government deal with gender issues and gender relations among their ranks. (IPU)

*Mugisha, Maude

Gender and decentralisation. Promoting women's participation in local councils. Case Study: Lira District, Uganda. *FAO.*
http://www.fao.org/DOCREP/003/X6090E/X6090E00.HTM

<u>Uganda</u>

<u>Training manual</u>. A sensitisation programme aimed to create awareness at the community level on the need to support and enable women to effectively utilise the opportunities to participate in local level decision-making processes. The programme provided opportunities for women and men to discuss and examine the issue of women in leadership positions. The document includes the training modules used during the Lira District Programme.

Mukhopadhyay, M.

Gender equity and equality. The agenda for good governance. *Connections.* Vrouwenberaad ontwikkelingssamenwerking, 1996.

Sign: TO78 98/10 (VENA)

The article deals with gender issues and advocacy to put these issues on the agenda of international development institutions, national governments and political and civil society institutions.

Mukiibi, Benigna

Alliances for gender and politics. The Uganda Women's Caucus. In: UNDP. *Women's political participation and good governance. 21st century challenges*. New York, UNDP, 2000

http://magnet.undp.org   <u>Uganda</u>

A description of the Women's Caucus (the women of the Constituent Assembly), their training, initiatives and achievements.

*Nath, Kamla, Abha Chauhan & Smeeta Mishra

Women and grasroot politics assertion of the politically powerless. India: Center for Social Research, 1996.

Provides a historical background and analysis of the process of political empowerment of grassroots women and the socio-economic obstacles they face in asserting their political rights for representation in decision making bodies in India. It also describes the current electoral scenario and the financial constraints which inhibit proper functioning of the Panchayati Raj Institutions. The second part of the booklet describes the research study undertaken in the two districts of Uttar Pradesh and Haryana to understand and analyze the process of political empowerment of women at the grassroots level.

National Democratic Institute

Civic update. Issue VI. 1999

http://www.ndi.org   ⇑programs ⇑women's participation ⇑updates.

This edition of the newsletter focuses on NDI programs that work to increase women's participation in political life. Highlighted in this edition are programs in Malawi, Egypt, Azerbaijan and the east African regions. In addition insights from resident representatives in Nepal and Bosnia on how to encourage increased women's participation.

National Democratic Institute

Political party development. Issue VI. 1999

http://www.ndi.org   ⇑programs ⇑women's participation ⇑updates.

This edition of the newsletter focuses on NDI programs that work to increase women's participation in political life. Highlighted in this edition are past and present programs in Poland, Malawi, Nepal, Kenya and Argentina.

*National Democratic Institute (NDI) (Nepal)

    Women Representatives Training Program. Trainers <u>manual</u>. National Democratic Institute / Nepal   <u>Nepal</u>

<u>Training manual</u>. Handbook with 8 training modules for women representatives. Contains modules around; identifying community needs, working with women's groups, empowering the women's caucus, and project monitoring and management.

*Ndlela, Lidiwe & Deevy Holcomb

    Rural women and local government. The under-representation of women. In: Barberton, B., M. Blake & H. Kotzé: *Creating action space. The challenge of poverty and democracy in South Africa.* Capa Town: Idasa, 1998.

    Sign: N 99-350 (KIT)   <u>South Africa</u>

    The authors argue that women are most affected by the non-existence of basic services and social development in rural areas. Women's access to local government is also proprtionally restricted, exacerbating their plight.

Nelson, Barbara J. & Najma Chowdbury (eds.)

    Women and politics worldwide. New Haven: Yale University Press, 1994.

    Sign: alg/zw 1793 (VENA)

    The book analyses the complexities of women's political participation and activism on a cross-national scale and from a feminist perspective. It also surveys forty-three countries chosen for their representativity of a variety of political systems, levels of economic development and regions. The overall conclusion of the book comes as no surprise, state the editors: « in no country do women have political status, access, or influence equal to men's. The sweep of women's political subordination encompasses the great variety of cultures, economic arrangements, and regimes in which they live ». They add that « the ubiquity of women's secondary political status demonstrates how politics is intertwined with other aspects of life », be it politics, economics, culture, religion or law.

    Part I of the book defines concepts, elaborates on the patterns that emerged from the study and describes the methodology:

    1. Redefining Politics: patterns of women's political engagement from a global perspectiv; 2. Research Design and Practice: methodological issues in feminist comparative politics research; 3. Global Research on Women's Political Engagement: the history of the women and politics worldwide project; 4. Measuring Women's Status, Portraying Women's Lives: problems in collecting data on women's experiences.

    Part II contains 43 country profiles, all following a set format and providing: a description of the political history and institutions in the country, a summary of women's movements there, and an analysis of how women activists articulate political demands and what responses do they receive from their government or community. The following countries are (among others) included: <u>Ghana</u>, <u>Kenya</u>, <u>Nigeria</u>, and <u>South Africa</u>. (IPU)

Nzomo, Maria

    Engendering Democratisation in Kenya. A political perspective: In: Mukabi-Kabira, W, J. Adhiambo-Oduol & M. Nzomo (eds.)*: Democratic Change in Africa. Women's perspective*. Nairobi: Acts Press & African Centre for Technology Studies (ACTS), 1993   <u>Kenya</u>

    The article proposes short-term and long-term strategies to enhance the presence of women still very much under-represented in decision-making bodies. The article is part of a collection of papers prepared by a series of researchers from Kenya and presented at a seminar held by AAWORD on 31 January and 1 February 1992. Other topics included in the book: integration of women in mainstream development; gender and ideology; women and productive

resources; women and violence; information and communication and the health of women; women and education; and reproductive rights. (IPU)

Nzomo, Maria
Kenyan women in politics and public decision making. In: Mikell, G. (ed.): *African feminism .The politics of survival in sub-Saharan Africa.* Philadelphia: University of Pennsylvania Press, 1997.
Sign: AFR 1L 1997 (IIAV)   <u>Kenya</u>
The article examines Kenyan women's participation in parliamentary and party politics, both in women's organisations and the wider public arena before 1992 election and during the period that followed, characterised by a new politisation of women's mobilisation and the establishment of the National Commission on the Status of Women (NCSW). (IPU)

Nzomo, Maria & Kathleen Staudt
Man-made political machinery in Kenya. Political space for women? In: Nelson, B.J. & N. Chowdhury (eds): *Women and politics worldwide.* New Haven: Yale University Press, 1994.
Sign: alg/zw 1793 (VENA)   <u>Kenya</u>
Abstract: see Nelson, Barbara J. & Najma Chowdbury.

*Ofei-Aboagye,
Promoting the participation of women in local governance and development: the case of Ghana. Maastricht: ECDPM, 2000. (ECDPM Discussion Paper 18).   <u>Ghana</u>
http://www.oneworld.net/ecdpm/pubs/dp18_gb.htm
This paper describes initiatives in Ghana to promote the participation of women in local governance and the role of European support. The paper focuses on efforts to increase women's participation as councillors and as well as initiatives to enhance the involvement of women and women groups in decision-making, requiring accountability and accessing support from local governments. It also presents interventions promoted through local governments to reduce poverty and promote socio-economic development targeted at women and seeking to bridge gender gaps and the European support in these efforts. Beyond this general support, it also looks at the work of the Institute of Local Government Studies in this area and European involvement in this capacity-building and coordinating institution.

Ogunleye, Bisi.
Women, advocacy and lobbying. Akure: Country Women Association of Nigeria, 1995.   <u>Nigeria</u>
This booklet by Chief (Mrs) Bisi Ogunleye was written on request from the co-ordinating organisation of African women FERMENT as a kit to encourage more African women to start using their inherent advocacy and lobbying skills to forge new ways for their participation in decision-making process on issues that affect them. A chapter (pp. 7-9) is devoted to the participation of Nigerian women in decision-making. (IPU)

Okonjo, Kamene
Reversing the marginalization of the invisible and silent majority. Women in politics in Nigeria. In: Nelson, B.J. & N. Chowdhury (eds): *Women and politics worldwide*. New Haven: Yale University Press, 1994.
Sign: alg/zw 1793 (VENA)   <u>Nigeria</u>
Abstract: see Nelson, Barbara J. & Najma Chowdbury.

Okonjo, Kamene

Women and the evolution of a Ghanaian political synthesis. In: Nelson, B.J. & N. Chowdhury (eds): *Women and politics worldwide*. New Haven: Yale University Press, 1994.
Sign: alg/zw 1793 (VENA)   <u>Ghana</u>
Abstract: see Nelson, Barbara J. & Najma Chowdbury.

Okonjo, Kamene
Women's political participation in Nigeria. In: Steady, F.C. (ed): *The black woman cross-culturally*. Cambridge: Schenkman, 1981.
Sign: alg/zw 442 (VENA)   <u>Nigeria</u>
Description of an alternative conceptual <u>framework</u> to fit the reality of political activity in the traditional political system. With case studies from the Hausa, Yoruba and Edo, and Igbo.

Organisation for African Unity
Fifth African regional conference on women, 16-23 November 1994, Dakar, Senegal. Volume 2: Conference papers on priority issues. Part IV: Political Empowerment of Women. Dakar: UN ECA African Centre for Women, 1994.
The material in this volume is organised in three parts:
I. Women and the democratic process (comparative case studies, women in governance, politics and decision-making process)
II. Women's participation in decision making and governance: trends and strategies for advancement (global overview of women in public decision-making; status of women in governance and decision-making positions in <u>Kenya</u> and the United Republic of <u>Tanzania</u>; status of women in decision-making in other African countries; factors constraining women's access and advancement in top decision-making; strategies for women's advancement to key decision-making; recommendations)
III. National machineries and emerging women's institutions and organisations for the advancement of women in Africa. (IPU).

Parpart, J.L. & Kathleen A. Staudt (eds.)
Women and the state in Africa. Boulder: Lynne Rienner Publishers Inc., 1989.
Sign: afr/pa 523 (VENA)
Theoretical debates and case studies, from (among others): <u>Nigeria, Tanzania, Zambia and Zimbabwe.</u>

*Patterson, A.S.
The impact of Senegal's decentralization on women in local governance.
<u>www.apsa.com/opps/pattersongrant1.pdf</u>   <u>Senegal</u>
A research proposal.

*Pottie, David.
Women and local government. By the numbers. EISA, 2001.
<u>http://www.eisa.org.za/WEP/southafrica7.htm</u>   <u>South Africa</u>
Description of the position of women in South Africa's local electoral democracy.
With tables and commentary that provide a series of breakdowns of women's performance in the various council races and establish some of the basic patterns of women's representation.

Prinsloo, Jeanne
Cheer the beloved country? Some thoughts on gendered representations, nationalism and the media. *Agenda,* vol. 40, p. 45-53, 1999.
Sign: T049 99/40 (VENA)   <u>South Africa</u>

The author examines media constructions of citizenship and reveals a proposed gender ordering in which women are eerily absent from representation of nationhood.

Reyes, Socorro L.
Thoughts on women's political agenda. Quezon City: Congressional Research and Training Service (CRTS), 1991.
Focuses on feminism as a conceptual framework and proposes that women candidates develop a gender-based agenda. It maintains that increasing the number of elected women public officials per se is not what feminists should seek but the concretization of this political empowerment into responsive and workable policies that will rectify inequality and injustice against women in a traditional, patriarchal society.

Reyes, Socorro L.
Women's participation in politics. A conceptual framework. Quezon City: Congressional Research and Training Service (CRTS), 1994.
Argues that in broadening and deepening women's participation in politics, one has to look not only at the quantitative increase in elected women powerholders but its impact on the qualitative transformation of women's lives. More specifically, it suggests a framework which views politics in terms of how policy decisions affecting women are made and how women can influence the process. It also puts emphasis on evaluating the social outcomes of policy outputs in the attainment of policy goals through the development of short-term and long-term indicators of their impact.

Reyes, Socorro, Eleanor Conda, & Carol Bello.
Increasing women's political awareness and consciousness. A manual of exercises. Quezon City: The Center for Legislative Development,1997.

Philippines

Training manual. Shares various methods and creative techniques in order to raise women's political awareness and participation. It discusses the process and importance of revisioning politics to enhance women's contribution to the transformation of their lives by helping women identify and overcome barriers to their political participation. (Also in Tagalog version)

Reyes, Socorro l., Sheila S. Espine & Carol R. Bello
How to run and win in local elections. Quezon City: The Center for Legislative Development.
Seeks to train women with a feminist perspective and agenda to run and win elections. Divided into three sections, it provides techniques and strategies necessary for empowering women to participate in electoral politics. It helps provide an understanding of the current state of women in the Philippines and in the world and of the electoral situation and issues in the country as well. It probes on the possible reasons why women should enter politics and helps them develop a truly feminist political agenda. This guide also provides a checklist to help women evaluate themselves and their motivations for running. It describes the formation of a campaign staff necessary for a successful election campaign. It offers techniques on how to formulate a financial plan and pointers on how to develop a campaign theme. It presents important rules in projecting a positive image and in targeting voters to ensure victory. It provides a list of campaign strategies to contact voters and to create awareness about the candidate. It likewise presents guidelines in dealing with the media and in speechwriting and delivery. It emphasizes the importance of assessing campaign plans and operations to ensure success in the election.

*Robinson, Jenny
Act of omission. Gender and local government in the transition. *Agenda*, vol. 26, p. 7-18, 1995.
Sign: T049 95/26 (VENA)   South Africa

Low representation of women, inadequate investigation into adressing gender issues and overwhelming male local bureaucracies do not augur well for women in the transition period. The author suggests mobilisation to ensure women's representation and the inclusion of women's concerns at local level government.

Royal tropical Institute (KIT)
Training workshop on gender, citizenship and good governace. Amsterdam: KIT, 1998.
> Sign: G98-154 (KIT)

<u>Training.</u> Programme of the training. Modules: basic concepts, agenda setting, strategies, skills.

Rueschemeyer, Marilyn (Ed.)
Women in the Politics of Postcommunist Eastern Europe. 1998.
Updated and expanded to include new chapters on Russia, Croatia and Serbia, this is a path-breaking study of women's experiences in the transition societies of the "new" Europe. It focuses on what has happened to women during the various stages of transition from communism to a market economy and a multiparty political system in societies in which nationalism has increasing appeal and legitimacy or where the church has gained in power. The authors, social scientists who either live and work in the region or have undertaken extensive research there, seek to understand the relations of political institutions to these developments and the emerging conceptions of women's place in the new social and political order.

Schuler, M. (ed.)
> *Empowerment and the law. Strategies of third world women.* Washington: OEF International, 1986.
> Sign: alg/zw 1081 (VENA)
> <u>Women's rights</u>. The 50 case studies in this book describe how women worldwide are learning how to enforce the law or to challenge it in areas such as the state, law and development, custom, religion, ethnicity and law, and law and explotation. Contains a logical <u>framework</u> for legislation activities.

Schuler, M. & S. Kadirgamar-rajasingham (eds.)
> *Legal literacy. A tool for women's empowerment*. New York: UNIFEM, 1992.
> Sign: alg/zw 1494 (VENA)
> <u>Women's rights</u>. With experiences and strategies from Asia, Africa and Latin America, this book explores how legal literacy can empower women. It examines ways of promoting women's capacities to understand the law; to assert rights and to change limiting definitions of gender roles, status, and rights.

*Siddiqui, Kamal, (ed.).
> *Local government in South Asia: A comparative study*. Dhaka: University Press Limited, 1992.
The first book on local government in South Asia based on both primary and secondary sources in which the authors attempt to delineate the major trends of both urban and rural local governments in South Asian countries in a comparative <u>framework</u>. Two distinct trends of decentralization in South Asia are revealed: through strengthening local government bodies, and proliferation of NGOs and privatization of services. But various open and disguised controlling mechanisms of the centre continue to enter the scene, increasing corruption and widening the gap between the rich and poor.

Sheldon, Kathleen

To guarantee the implementation of women's emancipation as defined by the Frelimo party. The women's organization in Mozambique. East Lansing: Michigan State University, 1990. (WID Working Papers, no. 206).
Sign: H1/206 (VENA)   Mozambique
Women in Mozambique are represented in their government and within the ruling party Frelimo (1990) by an official women's organisation, the 'Organizaçâo da mulher Moçambicana' (OMM). In this paper OMM's history, policies and activities are discussed in order to gain some understanding of the possibilities and problems concerning female and feminist organising for power.

Southern African Research and Documentation Centre

Institutional mechanisms for the advancement of women. SARDC, 1996
http://www.africapolicy.org/docs96/sadc9609.htm   South Africa
Establishment of institutional machineries, to design, promote, monitor, advocate and mobilise support for policies to advance the status of women, was marked as one of the areas of concern to which governments committed themselves at the Fourth World Conference on Women held in Beijing, China, in 1995, as well as the African Platform for Action at the Dakar, conference in 1994. This paper contains a short description, recommendations and strategies for action.

Tamale, Sylvia

When hens begin to crow. Gender and parliamentary politics in contemporary Uganda. Boulder: Westview Press, 1998.   Uganda
Inspired by a 1989 affirmative action policy which guaranteed the election of a minimum of 39 women district representatives to the national legislature in Uganda, this study examines gender dynamics of women's participation in the legislative process, and situates the experiences of the politically active women in the context of socio-historical processes and structural contradictions that have shaped gender dynamics in Ugandan politics. Employing qualitative methods of research, this book addresses the question of how gender (as opposed to sex) affects women in politics and how this dynamic contributes to shaping the character of contemporary Ugandan politics. The research for the study was conducted between September 1995 and August 1996, and again between June 1997 and January 1998. (IPU)

Taylor, Viviane (ed.)

Cracks in the edifice. Critical African feminist perspectives on women and governance. SADEP/DAWN, 2000.
http://www.dawn.org.fj/publications/index.html
Report on the Africa regional research meeting on political restructuring and social transformation, Cape Town 29-30 November 1999.
Also available in French.

*Thomson, Sheila Sukunta

Thai women in local politics. Democracy in the making. Bangkok: Friedrich Ebert Stiftung and Gender and Development Research Institute, 1995.
                                                  Thailand
The author advocates women's participation in sub-district administration for three reasons: women bring a wealth of knowledge and experience in planning and problem-solving skills gained from their role as primary economic household managers; are generally incorruptible and accountable, and unless they are centrally involved in planning, women's specific concerns (from employment to reduction in violence) will not be addressed fully. Thai women face difficulties in political participation through social and structural barriers. Case studies of four outstanding women leaders provide a base for analysis of barriers and areas requiring further strengthening.

*Thomson, Sheila Sukonta
Making a difference. Women in local politics in Thailand. Thailand: GDRI / Friedrich Ebert Stiftung. 1997.   <u>Thailand</u>
Follow-up to the training of women in preparation for the 1995 Sub-district Administration Organization (SAO) elections which was written up in the book "Thai Women in Local Politics: Democracy in the Making". This study provides an overview of the political climate in Thailand in the year following the 1995 local elections in Thailand. It describes the successful women candidates who participated in the training program organized by the GDRI in 1995 and discusses the barriers that women candidates faced prior to the election and those encountered in their first year in office. It likewise describes the issues encountered by local female representatives who actively seek to promote positive changes, both for women and for community members as a whole.

*United Nations Economic and Social Commission for Asia and the Pacific (UNESCAP).
Asia-Pacific Summit of women mayors and councillors, 19-22 June 2001 Phitsanulok, Thailand. UNESCAP, 2001.
http://www.unescap.org/huset/women/summit/proceedings.htm
Documents of the summit.

United Nations Centre for Human Settlements (UNCHS)
Gendered habitat. Working with women and men in human settlements. A comprehensive policy paper and action plan. New York: UNCHS, 199?
http://www/unchs.org/unchs/english/women/contents.htm
The document highlights gender issues in the growth of towns and cities, and the major constraints which inhibit women from deriving benefit from and contributing to the development of human settlements. It traces the development of the UNCHS(Habitat) Programme and examines its objectives and activities in relation to capacity building and empowerment of women and women's organisations, and in relation to integrating gender into mainstream policy and programmes for human settlements development. It looks at the constraints and opportunities presented by the process of "mainstreaming" gender within UNCHS(Habitat), through tracing the experiences of particular programmes, projects and activities where this has been attempted. And finally the document outlines a comprehensive policy for UNCHS(Habitat), and identifies strategies for empowering women and enhancing women's participation in human settlements development, and for developing gender awareness and gender competence within the human settlements field in general, and within UNCHS(Habitat) in particular.

United Nations Centre for Human Settlements (UNCHS)
Our homes, our lives, ourselves. New York: UNCHS, 199?
http://www.unchs.org/unchs/english/women/women.htm
<u>Training manual</u>. A fun book to help young people get the issues right concerning women in human settlements development.

* United Nations Centre for Human Settlements (UNCHS) (Jo Beall)
Policy paper on women in urban governance. UNCHS. 2000.
www.unchs.org/govern/womgov.pdf
The document describes issues in urban governance that affect women, women in the decision-making process, existing commitments, gender and the norms of good urban governance, and policy issues.

*United Nations Development Fund for Women Pacific Office (UNIFEM)
Organising women for leadership roles. A Pacific woman's manual on running for municpal office. UNIFEM, 1999,
http://209.15.183.204/resources/publications/leadership/index.html

Training manual for local level governance. The manual contains two parts; the municipal system of governance (how it works, the kind of voting system, and citizen's groups or political parties), and, run for it (making the decision, getting set, campaigning to win).

United Nations Development Fund for Women Pacific Office (UNIFEM)
Pacific Women: Getting into Politics. Fiji as a best practice case study. UNIFEM, 1999.
http://209.15.183.204/resources/publications/politics/index.html
Best practices manual. Since its inception in 1995, the Women-in-Politics (WIP) movement in the Pacific has been enormously successful in raising women's awareness about politics and helping women realise their ambition to represent their people at all political levels.
Of all the best-practices outlined, one stands out head and shoulders above the others as integral to women's success: the Fiji Women's Caucus. The Caucus was formed by women interested in getting more women elected; it became the catalyst that gave women the support, training and confidence to run. Another essential aspect for running a successful campaign was political training. All candidates also received financial assistance from the Global Fund for Women to help with publicity material.
The manual gives a quick analysis of Fiji's 1999 election situation, then works through each section of the election campaign: choosing to run, pre-election strategies, the campaign, election week and post-campaign activities. It outlines the range of factors that the women felt influenced their campaign in a positive way.

United nations Development Fund for Women Pacific Office (UNIFEM)
Women and political empowerment manual. UNIFEM Pacific, 2000
http://www.unifempacific.com/resources/publications/pol_empower/
Training manual. This manual contains an abundance of skills to run for political office, be it at community or national level. It contains: Women and political empowerment, good governance, forms of governance (levels, election legislation & procedures., election cycle, pro-election strategies, campaigning for elections, government: national, local level, parliamentary processes and procedures.
See for a similar training manual for Asia: Centre for Analysis and Choice in (Bangladesh).

United Nation Development Programme (UNDP)
Women's political participation and good governance. 21st century challenges,
New York: UNDP, 2000.
http://magnet.undp.org
This publication draws on the experiences and expertise of ministers, members of parliament, government officials and members of national, grassroots civil society and the private sector, who participated in a UNDP-sponsored meeting on Women's Political Participation—21st Century Challenges (New Delhi, March 1999). It focuses on a number of issues including progress made in women's political participation since Beijing, the Indian experiment with constitutional amendments mandating the reservation of one third of local government-elected representation to women, and the wider connection between gender, poverty and governance. It also highlights the South African Women's Budget, Uganda's experience with new political alliances for gender and politics and explores the policy responses to gender-based violence.

United Nations - Economic Commission for Europe
National machineries for gender equality and the advancement of women in transition countries (Central and Eastern Europe and the CIS). Geneva, United Nations. Economic Commission for Europe, 2000.
This paper has been prepared for the regional preperatory meeting on the 2000 review of implementation of the Beijing Platform for action, Geneva, 19-21 January 2000. (IPU).

Urdang, Stephanie

Fighting two colonialisms. W*omen in Guinea-Bissau.* New York: Monthly Review Press. 1979.   Guinea-Bissau
Historical.

Urdang, Stephanie

The role of women in the revolution of Guinea-Bissau. In: Steady, F.C. (ed): *The black woman cross-culturally*. Cambridge: Schenkman, 1981.
Sign: alg/zw 442 (VENA)   Guinea-Bissau.
Historical.

*Vyasulu, Poornima & Vinod Vyasulu

Women in Panchayati Raj. Grassroots Democracy in India. Experience from Malgudi. New York: UNDP, 1999.   India
http://magnet.undp.org/events/gender/india/VYASULU3.htm
Background Paper for the Meeting on Women and Political Participation: 21st Century Challenges
United Nations Development Programme, 24-26 March 1999, New Delhi, India
India has passed laws that make it mandatory for local governments to include women. One third of the seats in local bodies—gram or village panchayats, municipalities, city corporations and district bodies—are "reserved" for women. This reservation of seats, in the 1993-94 elections, has brought in about 800,000 women into the political process in a single election. This paper presents the overall picture of women in panchayati raj institutions—PRIs. It then discusses some specific experiences of women in PRIs and identifies the barriers or impediments to the full participation of women in the political process.

***Watson, Joy

So what does gender planning mean to policy makers? *Agenda*, vol. 40, p. 32-37, 1999.
Sign: TO49 40/99 (VENA)   South Africa
The author reports on a study which attempted to asses the level of gender awareness among policy makers. To achieve gender equity, she argues, gender planning must have status as an analytical category with methodologies that are drawn from locally derived models.

Williams, Pat

State, women and democratisation in Africa. The Nigerian experience (1987-1993). *Africa Development / Afrique et Développement*t. vol. 22, p.141-183, 1997.   Nigeria
The author examines the position of women in the democratization process in African states which are perceived as steeped in patriarchy and in a patrilinear stance, a fact that makes the process of women's access to public office and political decision-making difficult. Using Nigeria as a case study to compare the practice in African states to current theories and recent trends elsewhere, the author tries to draw some conclusions on the possible outcomes if women are allowed to be democratically elected into the decision-making sectors. (IPU)

Women in governance in Africa

Africa Legal Aid Quarterly, vol. 6, p. 6-47, 1997.
Sign: D 3596-(1997) 6 (KIT)
With an overview, and interviews with Dr. Frene Ginwala (South Africa), Joy Phumaphi (Botswana), Zakhia Meghji (Tanzania), Janet B. Mukwaya (Uganda), Isatou Njie-Saidy (Gambia) and Dinah Dadzie (Ghana).

*Womensnet

Evaluation tools for local government elections. A gender perspective.

(Election Bulletin #1, 24 October 2000)
http://www2.womensnet.org.za/gov/show.cfm?gov_id=10
Evaluation <u>tools</u> referring to: gender in the electoral process, gender in vote, and gender in the party.

Won-hong, Kim (ed.)

Supportive measures of political parties for increasing women's participation in politics**.** *Women's Studies Forum*. Vol. 12 (1996) 49-64. <u>Korea</u>

Seeks to suggest to political parties in Korea measures and techniques for strengthening and encouraging women's participation in politics. It also discusses women's organization in the parties. It explains supportive policies of major political parties in Korea for women's participation in politics and also in advanced countries like USA, England, Germany and Sweden. It identifies measures for strengthening support of political parties for women's political participation and the conditions for gender-equality in political participation. These measures include the establishment of a supportive plan for women's political participation and the introduction of target ratios and quota system for women.

Worldbank

Gender and law initiatives in Francophone Sub-Saharan Africa. Gender and law workshop in Francophone Sub-Saharan Africa (March 1998). 1999.
http://www.worldbank.org/afr/findings/english/find148.htm

A workshop for the promotion of the societal status of women in Francophone Sub-Saharan Africa was organised in 1998 in Cotonou. The objectives were to provide for a; a) an exchange of views (between civil society and government agencies as well as between countries) on country-specific substance of law, law enforcement and legal literacy issues, as these relate to women's experience of discrimination; b0 a constructive comparison of the operational experiences of the participants in these areas of activity.
Also available in French; Banque Mondiale.

Worldbank

Women, legal reform and development in Sub-Saharan Africa. 1999.
http://www.worldbank.org/afr/findings/english/find20.htm

Legal constraints and strategies to overcome these. Contains a <u>framework</u> to analyse weaknesses in laws and legislative practices, with questions about the substantive rule of law issues, the administration of law issues, and strategic issues.
Also available in French; Banque Mondiale.

IV. WEB SITES, E-MAIL LISTS, TOOL KITS AND STATISTICS

WEB SITES

*GENDER & (*LOCAL) GOVERNANCE*
Marked with * are sites on local governance

The Commonwealth
http://www.thecommonwealth.org/gender

This homepage contains online a series of guides and manuals on Gender Mainstreaming System for governments and other stakeholders. It is primarily intended for use by governments at the national level, but may also be used by local governments and non-governmental organisations (NGOs). The Gender Management System Series consists of a series of publications presenting the concept and methodology of the Gender Management System, with sector-specific guidelines for mainstreaming gender in key government ministries and supporting materials/tools for gender mainstreaming. The website also contains documents on Gender Budgets.

***Council of European Municipalities and Regions (CEMR)**
http://www.ccre.org

Under 'activities' information about the European Network of Women, documents, resolutions, tables and statistics, and online the 'CEMR Strategic Action Plan for governance and equality', and the supplement on 'Equal opportunities for women and men' in the publication 'CEMR INFOS'.

Conseil des Communes et Régions d'Europe (CCRE)
Sous 'activités' information sur le réseau Européen des Élues Locales et Régionales, avec publications, résolutions, tableaux et chiffres, et online 'Action plan stratégique pour la gouvernance et l'égalité', et les pages sur 'L'égalité des chances entre les femmes et les hommes' publiés dans le 'CCRE INFOS'

Institut Africain pour la Démocratie (IAD) / UNIFEM
Le renforcement des capacités politiques des femmes pour une bonne gouvernance
http://www.fempol.org

Un système d'information connecté sur Internet pour suivre l'évolution de la situation du leadership féminin en Afrique et mesurer l'impact des activités sur la représentation qualitative des femmes en politique. Cette première phase préparatoire d'exécution de ces différents volets du programme sera suivi

d'une phase de réalisation avec la tenue dans plusieurs pays (Bénin, Burkina, Mali et Cameroun) d'activités nationales de formation et la mise en place d'un système d'information (création d'une page web) alimenté par banque de données.

*International Council for Local Environmental Initiatives (ICLEI)
http://www.iclei.org/iclei/unep.htm

The International Council for Local Environmental Initiatives (ICLEI) is an association of local governments, dedicated to the prevention and solution of local, regional, and global environmental problems through local action.
With a gender-environment link in construction.

International Institute for Democracy and Electoral Assistance (IDEA)
Women in parliament: beyond numbers.
http://www.idea.int/women

IDEA serves as a discussion forum and information depot for all aspects of women's involvement in politics. Further links, and online the book: 'Women in parliament: beyond numbers', from Azza Karam.

*International Union of Local Authorities (IULA)
Women in local government**.**
http://www.iula.org

The Task Force on Women in Local Government's key initiatives are explained (establishing a network, carrying out an on-going survey, and developing a database), events around Beijing+5. The 'Local government declaration on women's participation in local government' and the 'Policy paper on women and local government' are full-text presented.

Union Internationale des Villes et Pouvoirs Locaux
Avec online la 'Déclaration mondiale de IULA sur les femmes dans le gouvernement local' et le document d'orientation politique 'Les femmes dans le gouvernement local'

The International Women's Democracy Center
http://www.iwdc.org

Established to strengthen women's global leadership through training, education, networking and research in all facets of democracy with a particular focus on increasing the participation of women in policy, politics and decision-making.

Inter-Parliamentary Union (IPU)
Democracy through partnership between men and women in politics.
http://www.ipu.org/iss-e/women.htm

Site with a lot of information about women in politics, especially in national parliaments. It contains historical facts, statistics (world en regional averages and comparative data by country about women in parliament and government), debating subjects, studies and surveys, the follow-up to the Beijing conference, instruments of international law, useful links, and the work of IPU. On-line an bibliographic database 'women in politics' with abstracts and many keywords. Online also their Plan of Action.
Publications are available free of charge from the IPU Secretariat.

Union Interparlementaire.
La démocratie par le partenariat entre hommes et femmes.
http://www.ipu.org/iss-f/women.htm

Web site avec beaucoup d'information par rapport aux femmes dans les parlements. Avec des données historiques, des données statistiques (moyennes régionales et mondiale actuelles et données comparatives par pays sur les femmes en parlement et gouvernement), débat, études et enquêtes, suivi de la Conférence de Beijing, les instruments du droit internationaux, liens utiles, et le travail de la Union. Online un base de données bibliographiques 'les femmes en politique', avec des mots clé et des résumés. Online le Plan d'action de la Union.
Des publications peut être obtenue gratuitement auprès du Secrétariat de l'Union Interparlementaire.

National Democratic Institute for International Affairs (NDI)
NDI Programs to promote women's political participation
http://www.ndi.org/ndi/programs/women/women.htm

The NDI is a non profit organisation working to strengthen and expand democracy worldwide. The site gives an overview of their program activities, covering topics as: civic participation (Kenya, Mali), political leadership (Kenya), and governance skills (Central and Eastern Europe). Online their magazine "Issues" with information about women's political participation.

*REDMULHER
projeto "Governos locais, políticas para mulheres
http://www.redmujer.org.ar/cd/portugues/index_pt.html

Apresentação do projeto 'Governos locais, políticas para mulheres', define-se no marco do MERCOSUL (Argentina, Brasil, Paraguai e Uruguai, Chile. Conteúdos: conferências e convênios internacionais, sistematização de dados estatísticos, guia de formulação e aplicação de políticas municipais dirigidas ás mulheres (princípios básicos que orientam à formulação e aplicação de políticas municipais dirigidas às mulheres, identificação de materiais de capacitação para estas políticas, seus conteúdos e enfoques) e indicadores urbanos de gênero (em processo de elaboração). **Versión Español disponible.**

United Nations Development Project (UNDP)

The Management and Governance Network (MagNet)
http://magnet.undp.org

A Special Feature is dedicated to 'documents for the Beijing +5 conference' which are full-text available. In the 'Governance Link Directory' one finds a 'gender and governance' category which contains 150 links.

United Nations Development Fund for Women (UNIFEM)

Engendering governance and leadership
http://www.unifem.undp.org/gender.htm

With an overview of their programmes: Policy, planning and programming; Legislation and Constitutional reform; Leadership in decision making; Peace building and conflict resolution; and tools (resources, conferences and networking).

United Nations - WomenWatch

UN Internet gateway on the advancement and empowerment of women.
http://www.un.org/womenwatch/

Contains the Beijing documents, such as the full text, conventions, recommendations and country reports of the Committee on the Elimination of Discrimination against Women (CEDAW).
Text and statistics about women in government and parliament.

E-MAIL LISTS

POLICYWOMEN is a list for policy analysts, researchers, managers, administrators, social workers, and anyone else interested in such issues as women in management, the feminization of public service, how gender does and should shape the public agenda, and any other issues involving gender and public policy. To subscribe, send an email message to:
POLICYWOMEN@INAME.COM
In the SUBJECT line, write SUBSCRIBE. You need not say anything in the body of the message.

*ROYAL TROPICAL INSTITUTE (KIT) invites and welcomes a diversity of input from researchers, civil society groups and development professionals worldwide who are interested in the field of gender, development and change.
If you want to join the mailing list, send a message to:
gcg-join@listserv.kit.nl
With this text in the message body: join and your e-mail address

TOOLKITS

*ROYAL TROPICAL INSTITUTE (KIT)
> Gender, Citizenship and Good Governance
> http://gcg.kit.nl
>
> The programme is a framework to facilitate innovative gender and governance initiatives in South Asia (India, Bangladesh, Sri Lanka and Pakistan) and Southern Africa (South Africa, Zambia and Botswana). The central question is what constitutes good governance from a gender perspective. The general objective is to make gender equity and equality a core concern in the debate on and practice of good governance globally. The programme will achieve this using multiple strategic components, which includes generating best practice through action research projects covering a broad spectrum of topics related to gender and governance. The action research projects are carried out by the participants of the programme which constitute the partner organizations in the regions of South Asia and Southern Africa, supported by a global network of gender practitioners.
>
> The purpose of the web page is to enable the sharing of information and to develop global strategies to engender governance. The aim is to make the web page as participative as possible: it has an interactive news site where participants and other interested in the issues of gender, citizenship and good governance directly can put up news, as well as an online discussion group. The discussion group will function as the ongoing working space of the programme and aims to build a body of theoretical knowledge on the gender dimension of power.

UNCHS (Habitat)
> Best practices for human settlements
> http://www.bestpractices.org
>
> This searchable database contains over 1100 proven solutions from more than 120 countries to the common social, economic and environmental problems of an urbanising world. It demonstrates the practical ways in which communities, governments and the private sector are working together to improve governance, eradicate poverty, provide access to shelter, land and basic services, protect the environment and support economic development. Gender is one of the keywords.

More information about the Women and Habitat Programme (policy formulation and development, capacity building, applied research, development of training materials, networking):
http://www.bestpractices.org/html/habitat_women.html

VNG-IPU / NOVIB / Stichting Habitat Platform
Toolkit Citizens' participation in local governance.
In construction

Development and worldwide distribution of a toolkit composed of policy instruments aimed at promoting Citizens' participation in local government for the benefit of local authorities and civil society organisations.
The output of the project will be threefold:

- An inventory of policy instruments in the field of Citizen's participation in local governance in various parts of the world, collected by partners of VNG and NOVIB.
- The implementation of pilot projects in municipalities in various parts of the world to test the quality of the toolkit of policy instruments aimed at promoting Citizen's participation in local governance. In implementing these pilot projects existing municipal twinning relationships between Dutch municipalities and their partners will participate.
- A toolkit (with a user manual) composed of policy instruments aimed at citizens' participation in local governance. The toolkit will be distributed worldwide among local authorities, civil society organisations an other interested parties.

Gender is not explicitly taken into account, but this will change in the future.

STATISTICS

WOMENWATCH
Women in government
http://www.womenwatch/starists/index.html

Statistical database on women in the executive branch of governments.

INTER-PARLIAMENTARY UNION
Datebase online
http://www.ipu.org/parline-e/parlinesearch.asp

PARLINE database to view detailed results of parliamentary elections by country.
World and regional averages of Women representation in parliament (both houses).

Women representation in national parliaments (both houses) indicating the number of seats and averages.

CCRE

Municipal councils (Europe)
http://www.ccre.org/info/n2/p2an.html

Women and men in the municipal councils of European member countries.

V. KNOWLEDGE INSTITUIONS

KNOWLEDGE INSTITUTIONS & GENDER
Here follow a few knowledge institutions, which undertake specific activities in the area of gender[5].

INTERNATIONAL PROJECT UNIT (IPU) OF THE ASSOCIATION OF NETHERLANDS MUNICIPALITIES / VERENIGING NEDERLANDSE GEMEENTEN (VNG).

1. Address
International Project Unit
P.O.Box 30435
2500 GK Den Haag
tel. ++31 70 373 8401
fax ++31 70-373 8660
e-mail: ipu@vng.nl
website: www.sgbo.gemnet.nl

2. Objectives of the organisation
Much experience and expertise on LGP in developing and transitional countries is concentrated in the International Project Unit (IPU) of the Association of Netherlands Municipalities (VNG). The IPU was established in 1994 and currently employs about 30 experts. The IPU mission is two-fold: give professional support to Dutch municipalities in their efforts to improve the quality of their international activities in the field of Municipal International Co-operation (MIC), and strengthen local governments and local public institutions in developing countries, countries in transition, and regions emerging from protracted conflict. Its method is to make available its extensive reservoir of knowledge concerning international best practices and assist in their adaptation to local circumstances through municipal partnership or direct technical assistance.

3. Activities concerning gender and local government
Technical assistance:
Support of NBvP (Dutch organisation of rural women) in their exchange with women organisations in Benin around the theme local governance.
Training:
Municipal Management Training Programme (MMTP) Women in Local Governance.
The main objective of the MMTP is twofold:
- Strengthen the position of women who participate in the MMTP, for example by transferring knowledge in specific policy fields, exchanging experience on the

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[5] The list is far from complete, but will become more complete in the future.
The general descriptions of Dutch institutions is adopted from: Local Governance Processes in developing countries and countries in transition; an inventory of knowledge institutions in the Netherlands carried out by the International Project Unit of the Association of Netherlands Municipalities in collaboration with the Service and Mediation Bureau of SNV/Netherlands Development Organisation(2000).

functioning in a male environment, training in presentation and communication techniques, and discussion strategies to strengthen positions.

- Stimulate these women to share their experience and knowledge with other women in the environment. This objective is aimed at women in the Netherlands and participants in the MMTP.

The MMTP will contain of two parts: A central course of one week, together with the other interns, and two weeks consist of an internship in a Dutch host municipality. The participants will work out an assignment that focus on the elaboration of an awareness raising plan/strategy to involve women in the own municipality in local government or raise their attention and interests for local governance issues.
Participants (course 2000) all are female selected members from decision-making bodies at local/regional governmental level in Africa. The participants will come in groups of two from the same municipality / region and will stay together in the Dutch host municipality.

Publications / library / databases:
Publication: Gender in gemeentelijke internationale samenwerking.

Research: -

Other activities:
Pilot project gender.
This project, in which 3-5 Dutch municipalities will participate, intents to give recommendations about the mainstreaming of gender in international policy with partnership municipalities. The Dutch municipalities will give special attention to gender in the policy of their own municipality and in their international collaboration with their partner municipality. They will report and analyse their experiences, and an exchange of experiences between the Dutch municipalities will take place. After 3 years they will come with a final report with recommendations, which will be discussed in a national meeting with Dutch municipalities, represents of women's organisations and other internees.

There is a link between this activity and the MMTP: women from partner municipalities of the pilot project gender will participate in the MMTP Women in Local Governance.

INTERNATIONAL UNION OF LOCAL AUTHORITIES (IULA)

1. Address
International Union of Local Authorities (IULA)
Laan Copes van Cattenburch 60 A
P.O.Box 90646
2509 LP The Hague
tel. ++31 70 306 6066
fax ++31 70 350 0496
e-mail: iula@iula-hq.nl
website: www.iula.org

2. Objectives of the organisation

With the foundation of the International Union of Local Authorities (IULA) in 1913, a new era in international municipal relations began. Formal and regular contacts between associations of municipalities were initiated. IULA's mission is to promote and unite democratic local governments worldwide. The mission translates into four strategic objectives:

- Develop and maintain a strong democratic political organisation, managed according to high professional standards in a global setting
- be the worldwide advocate and voice of local government
- be the worldwide source of key information and intelligence regarding local government
- be the worldwide source of learning, exchange and capacity building programmes on democratic local government.

3. Activities concerning gender and local government

Technical assistance: -
Training: -
Publications / library / databases:
Women in Local Government Policy Paper.
IULA Worldwide Declaration on Women in Local Government.
Library / databases: -
Research: -
Other activities: -

ROYAL TROPICAL INSTITUTE / KONINKLIJK INSTITUUT VOOR DE TROPEN (KIT)

1. Address

Royal Tropical Institute (KIT)
P.O. Box 95001
1090 HA Amsterdam
tel. ++31 20 568 8306
fax ++31 20 568 8409
e-mail: gender@kit.nl

2. Objective of the organisation

The Royal Tropical Institute is an international institute with activities in the area of international co-operation and multi-cultural exchange. Training is the central point of the KIT's activities. The goal is to transfer knowledge and to invest in human capital and human resources. Internationally, KIT is engaged in consulting assignments, advisory services and project implementation. KIT experts support management processes and the development of methodologies in the fields of organisation and management, culture, health and agriculture. In the Netherlands, KIT familiarises the public with other cultures through exhibitions, theatre programmes, publications, library services and training.

The Women, Gender and Development (WGD) Programme focuses on the development of human resources through training at an international and regional level to integrate a gender perspective in development;
designing and implementing development projects with a gender perspective;
developing innovative action research projects that operationalise international policies for women's progress and give rise to new policy directions;
development of institutional collaboration with partner organisations to undertake training, programme and project development.

3. Activities concerning gender and local government
Technical assistance:
International expertise on gender and is available.
Training:
International course held in September each year in Amsterdam on "gender, citizenship and good governance". This course attracts men and women working in development from all over the world. Priority is given to those who have some previous experience in gender issues in development, governance, and human rights organisations. The brochure and application forms are available from KIT/WGD and on the KIT web page. Regional course on "gender, citizenship and good governance" in South Asia to address the context specific issues for the countries of the region. This course is open to those participants from the region who are specifically working on governance issues.
This training workshop has two broad aims. First, it aims at providing a gender analysis of the governance agenda and institutions. Second, it aims to familiarise participants with strategies to ensure that gender equity and equality is prioritised in the governance agenda.

The workshops offer participants:
▪ Theoretical and practical knowledge of gender, citizenship and governance and their interrelationship
- Information about and analysis of international instruments for achieving gender equality
▪ Strategic skills to ensure the prioritisation of gender equity in the governance agenda
▪ Opportunity to share relevant experience and materials among participants from different countries.
▪

Training methodology:
The workshop is based on participatory, experiential and reflexive learning methods. Supported by inputs from the training team, participants will use their own experiences and expertise, while challenging their own assumptions in the light of existing expertise in gender and development.
The course reader developed follows the daily programme, indicating the selected documentation and reading materials required related to the modules of the course.
Methods:
Different forms of learning will be used like plenary discussions, small group work, individual exercises, short lectures, case studies, role plays, audio-visuals etc.
Active participation:
Participants are expected to take active part in the learning process, stimulated through training support groups, who will critically reflect on the daily training

process, content and method; and a coordinating team, to coordinate weekly out of class activities. Throughout the workshop participants will be given the opportunity to exchange experiences.

In the course of the workshop participants will begin developing their own projects which will be presented on the last day of the workshop to a panel of gender and development experts from different institutions.
Follow up
As a follow-up to the training, KIT is always willing to provide support services to participants depending on the availability of funds and time.

Publications / library / databases:
Data bases on governance and specifically, gender and governance, are being developed at KIT. This can be accessed through the web site to be inaugurated by July 2000.

Research: -
Inter-regional action research programme on "gender, citizenship and good governance" in collaboration with 20 partner organisations in Southern Africa and South Asia to develop best practices in engendering governance / international networking via electronic networks to develop, exchange and disseminate learning on engendering governance.

The inter-regional project covering four countries in the Southern African region and four countries in South Asia with the specific aim of developing best practices on incorporating a gender perspective in all governance structures. The main actors in this process are civil society organisations, the efforts of which will be directed to articulating needs and interests, promoting women's political participation and impacting on local, regional and national government structures.

Specifically at the local government level the best practice initiative is focused on the following topics: improving women's representation in local elected bodies; enhancing women´s local representation skills to undertake local planning, monitoring and evaluation; making district plans work in the interest of the poor and especially women.

DUTCH HABITAT PLATFORM / STICHTING HABITAT PLATFORM

1. Address
Dutch Habitat Platform
P.O.Box 30435
2500 GK The Hague
The Netherlands
tel. ++31 70 373 8772
fax ++31 70 373 8311
e-mail: habitat.platform@vng-habitat.nl
website: www.habitatplatform.nl

2. Objectives of the organisation

Working towards sustainable human settlements in line with the UN Habitat Agenda (2nd World Habitat Conference 1996, Istanbul). Good governance and participation are important themes in the Habitat Agenda.

3. Activities concerning gender and local government
Technical assistance:
Training:
Publications / library / databases:
Brochure
Research: -
Other activities:
Women in Urban Governance - In the year 2000, 5 years after the Women's Governance in Beijing, the Habitat Platform pays special attention to the theme Women in Urban Governance. Among other activities the UN World Habitat Day 2000, 2nd October, will focus on this theme.

VI. IULA LOCAL GOVERNMENT DECLARATION ON WOMEN'S PARTICIPATION IN LOCAL GOVERNMENT

LA WORLDWIDE DECLARATION ON WOMEN IN LOCAL GOVERNMENT

Preamble

1. The World Executive Committee of the International Union of Local Authorities (IULA), the worldwide association of local governments, meeting in Zimbabwe, November 1998;

2. Recalling the Worldwide Declaration of Local Self-Government adopted at IULA's 31st World Congress in Toronto, 1993;

3. Recalling the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the United Nations Declaration on Women and Platform for Action adopted in Beijing in 1995, in particular the principle, recognised in Article 344 of the Beijing Platform for Action, that international organisations, such as IULA, have an important role to play in implementing the UN Platform for Action;

4. Recognising that the reasons as to why women are not represented equally in local government are multiple, and that women and men throughout the world live under different conditions and women do not have the same access to and control over economic and political resources as men;

5. Considering that local government, as an integral part of the national structure of governance, is the level of government closest to the citizens and therefore in the best position both to involve women in the making of decisions concerning their living conditions, and to make use of their knowledge and capabilities in the promotion of sustainable development;

6. Emphasising that the mission of IULA cannot be realised without the equal and systematic integration of women into democratic local decision making and that democracy cannot be realised without adequate representation, participation and inclusion of women in the local governance process;

WE, THE MEMBERS OF IULA, REPRESENTING LOCAL GOVERNMENTS WORLDWIDE, FIRMLY BELIEVE THAT:

7. Democratic local self-government has a critical role to play in securing social, economic and political justice for all citizens of every community in the world and that all members of society, women and men, must be included in the governance process;

8. Women and men as citizens have equal human rights, duties and opportunities, as well as the equal right to exercise them. The right to vote, to be eligible for election and to hold public office at all levels are human rights that apply equally to women and men;

9. The problems and challenges facing humanity are global but occur and have to be dealt with at the local level. Women have the equal right to freedom from poverty, discrimination, environmental degradation and insecurity. To fight these problems and to meet the challenges of sustainable human development, it is crucial that women be empowered and involved in local government as decision-makers, planners and managers;

10. Local government is in a unique position to contribute to the global struggle for gender equality and can have a great impact on the status of women and the status of gender equality around the world, in its capacities as the level of governance closest to the citizens, as a service provider and as an employer;

11. The systematic integration of women augments the democratic basis, the efficiency and the quality of the activities of local government. If local government is to meet the needs of both women and men, it must build on the experiences of both women and men, through an equal representation at all levels and in all fields of decision-making, covering the wide range of responsibilities of local governments;

12. In order to create sustainable, equal and democratic local governments, where women and men have equal access to decision-making, equal access to services and equal treatment in these services, the gender perspective must be mainstreamed into all areas of policy making and management in local goverment.

Local government as a service provider and enabler of sound living conditions

13. Women have the right to equal access to the services of local governments, as well as the right to be treated equally in these services and to be able to influence the initiation, development, management and monitoring of services. The provision of services such as education, welfare and other social services by local governments, should aim to see women and men as equally responsible for matters related both to the family and to public life, and avoid perpetuating stereotypes of women and men;

14. Women have the equal right to sound environmental living conditions, housing, water distribution and sanitation facilities, as well as to affordable public transportation. Women's needs and living conditions must be made visible and taken into account at all times in planning;

15. Women have the right to equal access to the territory and geographical space of local governments, ranging from the right to own land, to the right to move freely and without fear in public spaces and on public transport;

16. Local government has a role to play in ensuring the reproductive rights of women and the rights of women to freedom from domestic violence and other forms of physical, psychological and sexual violence and abuse;

Local government as an employer and in a strategic position to influence local society

17. Women have the equal right to employment in local government and equality in recruitment procedures. As employees in local government women and men have the right to equal pay, equal access to benefits, promotion and training, as well as the right to equal working conditions and treatment in the evaluation of their work;

18. Women's often heavy workload of paid and unpaid work is a barrier to their ability to take part in decision making. Local government has an important role to play in providing affordable, professional and safe care services for children, older people and people with disabilities, be that directly or in partnership with the private or the voluntary sectors, and in promoting the sharing of household tasks by women and men on an equal basis. Men have the equal right and responsibility to care for their children and relatives and should be encouraged to do so;

WE, THE MEMBERS OF IULA, REPRESENTING LOCAL GOVERNMENTS WORLDWIDE, COMMIT OURSELVES TO:

19. Ensuring that the conditions within our local governments and associations allow our beliefs as stated in this document to be realised;

20. Strengthening our efforts to make equal the number of women and men in decision-making bodies at all levels and in all policy areas, and our efforts to ensure women's qualitative participation in councils, committees and other groups related to decision-making in local government;

21. Applying the mainstreaming principle by integrating a gender perspective into all policies, programmes and service delivery activities in individual local governments and their representative associations at national, regional and international levels, and to developing methods for monitoring and measuring this mainstreaming work;

22. Looking for new ways to ensure that women are represented and actively participate by formal as well as informal means in the process of local governance;

23. Strengthening international and national cooperation between local governments, supported by national, regional and international associations of local governments, in order to further the exchange of experiences, as well as to devise and develop methods, policies and strategies that help offset barriers to women's participation in local decision-making;

24. Outlining, implementing and monitoring action plans for promoting equal opportunities in the municipal workplace, encompassing equal opportunities of recruitment, promotion, remuneration, as well as equal working conditions;

25. Working for changes of attitudes related to gender issues by awareness-raising in the education system and within the political and administrative structure of local governments;

26. Working actively with other actors of society, including national gender systems and organisations, the private sector, non-governmental organisations, professional groupings, women's groups, research institutes and trade unions in accomplishing the goals of this declaration;

WE CALL UPON NATIONAL GOVERNMENTS TO:

27. Acknowledge that local government has a critical role to play in creating sustainable democracies and gender equal societies, and therefore, to grant constitutional, legal and financial autonomy to local governments to enable them to meet their democratic responsibilities;

28. Support, encourage and create opportunities and resources for local governments to work for and promote gender equality;

29. Recognise national associations of local governments as important partners in the development, promotion and support of gender equality at the local level, and in the exchange of experiences at the international, national and local levels;

30. Work in partnership with local government associations and their members to implement the Beijing Platform for Action and the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW);

31. Guarantee and enforce the right of women to a legal capacity identical to that of men and to the same opportunities to exercise that capacity, by ensuring equality and non-discrimination before the law and in practice;

32. Guarantee and enforce the right of women to participate in the democratic system, by ensuring women the equal right to vote, to be eligible for election and to hold public office;

33. Develop and augment knowledge in the field of gender by ensuring that statistics collected on individuals are gender disaggregated and analysed with a gender perspective, and to make available resources for academic research with a gender perspective, that can be of use for the development of gender equality in local government;

WE CALL UPON THE INTERNATIONAL COMMUNITY TO:

34. Implement the Beijing Platform for Action, Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), and this declaration;

35. Recognise the local level as the level of governance closest to the citizens with a critical role to play in attaining the objectives of gender equality agreed upon by National Governments through the United Nations, and therefore;

36. Work with Local Government and its institutions at all levels to promote the equal participation of women and men in local decision-making in all its forms, formal and informal;

37. Support programmes initiated by local governments and their associations aimed at increasing the representation of women in local government and local positions of leadership.

Harare, November 1998