

APGFWN Model Procedure - Gender Quotas Implementation

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Purpose of this Procedure:

This Procedure outlines the practical steps APGF parties can take to promote gender quotas within their parties to promote Gender Equity and advance the participation of diverse women in political decision-making. This includes the implementation of gender quotas and the monitoring of progress on these quotas.

Context - why gender quotas?

Most parliaments worldwide fail to reflect the proportion of women in the electorate. This is despite trends in the work-force and a growing recognition of the need for the inclusion and empowerment of women in elected office, as well as diversified political decision-making and outcomes. Electoral gender quotas are widely considered to be a necessary and effective tool for 'fast-tracking' women's representation in parliaments. These are implemented in countries such as Nepal, Pakistan, and at local government in India.

Within political parties themselves, quotas are an equal opportunity measure that aim to promote the political participation and leadership of women. Quotas serve the purpose of repairing gender and power imbalances in parties to ensure that diverse women's issues are represented. Quotas are a tool for which women can be elected into political positions of party decision-making and as candidates.

Certain factors contribute to the effectiveness of quota systems:

- A commitment to women's political representation from key decision-makers;
- Political parties play a crucial role as gatekeepers in recruiting, nominating and pre-selecting candidates;
- Voluntary party quotas require rules concerning the order of candidates on party lists to ensure that women candidates have an equal opportunity to contest 'winnable' seats;
- Quota systems should be supported by appropriate mentoring and training programs to attract and support women candidates; and
- Gender-sensitive parliaments are necessary to 'remove the barriers to women's full participation and offer a positive example or model to society at large'.

Implementation of this Procedure:

Gender quotas for political candidacies:

1. Quotas must be implemented for the number of women that are selected to stand in elections (local, regional and national).
2. The party selection panel for candidates must be made up of at least 50% women.
3. Women must be prioritised to be candidates in seats where the likelihood of winning is higher. This avoids having token women as paper candidates.

The above quotas should be implemented over a 3-year period (2022-2025).

Gender quotas for party leadership & membership:

1. Election candidates are at least 50% women
2. Party executive roles are at least 50% women
3. Party membership is at least 50% women

Diversity and inclusion:

Parties must ensure that intersectionality centred in political participation, and respect the diversity of women of different ages, women with disabilities, queer women, indigenous women, and women of different religious and cultural backgrounds.

A diversity and inclusion policy for both men and women within the party ensures people from marginalised and/or underrepresented backgrounds (such as caste/class, rural, indigenous women and men and those of diverse ethnic backgrounds) included in Party decision-making.

APGFWN & APGF support:

Women for candidates and/or executive and committee roles are trained within the party and their women's network/group. APGFWN training programs can be used for assistance.

Monitoring of gender quotas implementation:

Monitoring the success of gender quotas implementation should be conducted by the APGF party annually. The APGFWN and/or APGF Policy Committee can assist with the ongoing monitoring.

The above quotas should be implemented over a 3-year period (2022-2025).

Additionally, APGF conducts a three year review of the APGF Gender Equity Road Map.

Review of this Procedure:

This Procedure should be reviewed by the APGF Policy Committee every 3 years against the APGF Gender Equity Roadmap/Toolkit.