

Political Party Developments

Political Party Building Team

Issue VI, March 1999

Welcome to the sixth edition of *Political Party Developments*! 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.

We hope you find this newsletter helpful and informative. We look forward to hearing your comments and ideas for future editions (please see Ivan's letter on page 9). Please send your comments to the Political Party Building team: Director Ivan Doherty (ivan@ndi.org) and Program Officer Cathy Westley (cathy@ndi.org). Thanks.

century and spreading outward, the women's movement guaranteed women political, social and economic equality in societies that traditionally confer more status and freedom to men. Many of these rights were legally secured by the year 1970. Complete political, economic and social equality with men, however, has not been achieved in any country to date.²

In many regions, such as the Middle East and Asia, women rarely achieve elected political office or access to political careers. By and large, it is difficult for women to achieve positions of political leadership through traditional routes. Women's groups and activists worldwide are, as a result, increasingly recognizing the benefits of greater communication and collaboration with each other.³

Supporting the increased participation of women in political processes is consistent with NDI's mandate to strengthen the inclusive and representative nature of democratic institutions worldwide. The Institute's political leadership programs for women work to inform and train future women leaders in such areas as campaign planning, message development, image enhancement,

media relations, fundraising and campaign management

In most countries where NDI conducts political leadership programs, women traditionally lack the skills and access necessary to run for political office. As aspiring political candidates, women also frequently lack the perception of themselves as electable. NDI program activities, as a result, usually involve promoting women's self-confidence and changing their attitudes toward political participation. Moreover, NDI programs seek to encourage women leaders to engage in elective politics so that they may pursue change from inside the democratic system. While encouraging activists to run as candidates for office, NDI helps women develop electoral legitimacy.

Because NDI trains political leaders who are among the first women in their country to seek elective office, political leadership programs work to maximize networks of support between prospective women candidates. NDI programs also provide advice to political parties in need of increasing their portion of the women's vote, membership of women and women candidates.



What Do We Mean by Women's Participation?

Around the globe, the women's rights movement—also known as feminist and women's liberation movements—has made some progress.

Comprising more than half of most electorates, women presently can vote in almost every country. Moreover, women hold public office in more than ninety percent of nations.¹

Arising in Europe in the late 18th

¹*The United Nations World's Women 1970-1990: Trends and Statistics*

²*Microsoft Encarta 1996 Encyclopedia*

³*The United Nations World's Women 1970-1990: Trends and Statistics*



What's Happening Around the Globe?

Poland: Fostering Greater Women's Political Participation

Eastern Europe, Poland—In November 1996, NDI-Poland implemented the Women's Project component of its political party development program. The objectives of the Women's Project were to boost women's participation in a society where women are under-represented and mistrusted in politics; develop women's political skills; and, increase parties' understanding of the importance of targeting women voters.

The first step in ensuring the success of the Women's Project entailed better understanding the overall political climate in Poland, as well as attitudes toward women's role in politics. NDI-Poland measured female perception of public attitudes toward women by questioning women who were actively engaged in the current party-building program. Resident staff discovered several hurdles that they would have to overcome, such as men's lack of understanding about the importance of women in politics.

Another problem that pervaded Polish society was the belief that women's issues were characteristically left wing. As a consequence, women from the center and right refused to

join what they believed to be "communist activities" for fear of being politically alienated within their parties. Moreover, with respect to parliamentary representation of political parties, the women's group in Parliament constituted women MPs from only a small number of parties—an inadequate representation of Poland's parties.

Once NDI resident staff identified these pitfalls and took them into consideration for the planning of women's program activities, resident staff were able to work toward changing preconceived notions on women's political participation. Being aware of the highly political nature of women's issues enabled NDI to create effective training programs. The training helped both men and women build more democratic mechanisms within their parties.

To kick-off the Women's Project, NDI organized multi-partisan conferences in Torun and Krakow, through which it publicized its in-country plans, and began to convince Polish parties of the importance of targeting women. At the conferences, trainers emphasized that targeting women could be a self-interested election strategy, that parties could win more seats if they secured the women's vote. Trainers also repeatedly underscored the basic message that parties strengthen themselves significantly by becoming more receptive to issues and policies attractive to women voters.

NDI's approach to these issues resonated with participants, who later exhibited enthusiasm in post-conference questionnaires. Judging by the responses, however, participants rejected any sort of "women's group" within parties, equating it with exclusionary and preferential treatment. NDI's resident

representative and staff therefore designed training programs that helped women within existing party structures. The introductory conferences provided the feedback necessary to structure future training sessions.


Building on the momentum generated by the conferences, NDI held a women's training "road show" in March 1997. NDI trainers focused on effective message development, speech-making, press relations, and radio and television skills-building. Consultations provided valuable, practical skills to women who eventually ran as candidates in the two rounds local elections that followed.

In July 1997, NDI conducted its largest training for women candidates in Poland. Participating in the training was a close, equitable representation of women from across the country and ideological spectrum. Consequently, NDI resident representative Andrew Young asserted that the greatest challenge was training at a level which suited the wide range of ideologies and differing regional problems. With that in mind, NDI designed training sessions that could benefit all participants. The training addressed topics such as how to target women voters and how to maximize voter contact through door-to-door canvassing. Some creative activities included running mock press conferences and critiquing one another's appearances on television; holding open-ended discussions with journalists about the type of information they wish to extract from politicians, and vice versa; and how to write and deliver public speeches.

Lastly, NDI held a three-day conference at the end of February 1998. Participating in the conference were forty-five women who had not previously worked with NDI, yet intended to run as candidates in the October 1998 elections. NDI trained these potential women candidates on topics ranging from media training to the role of a local councillor.

For more information on Poland's women project, please contact Rob Benjamin at rob@ndi.org ■

Women's Caucus Tour Sparks Participation Among Rural Women

 **Southern Africa, Malawi**—While many of the legal obstacles to women's full political participation in Malawi have been removed, other serious barriers remain. Women are less likely to receive information about politics, less likely to seek government office, and confront a male-dominated system when they do so. As part of its program to strengthen Malawi's democratic institutions, NDI has been working to increase the effective participation of women as voters, candidates and elected officials.

NDI was instrumental in helping establish a Women's Caucus in parliament, which has since become one of the most active legislative players. It has sponsored five bills that address inequalities toward women, three of which have become law. Women MPs from all political parties now meet regularly and have agreed on a common

A Positive Role Model

The demand for NDI training in Poland far outweighed the program resources available. In response, NDI helped launch the European Institute for Democracy (EID), a nonpartisan, nongovernmental organization established in Warsaw to support democratic transitions in Poland and surrounding Soviet bloc countries.



As part of its ambitious agenda, EID conducts intensive work with women, following on the model of NDI's Women's Project. EID is led by former NDI resident staff Dorota Mitrus and Marcin Ciok. Although both individuals were invaluable to NDI's political party program in Poland, Dorota distinguishes herself as the prototype for Polish women aspiring to enter the world of politics.

Dorota began her political involvement soon after she attended an NDI training session. Serving two years as a co-trainer with NDI's resident representative Andrew Young, Dorota recently became a full-fledged trainer in her own right, at only thirty-two years of age. Having developed and managed NDI-Poland's women's component, Dorota was able to gain hands-on experience in program design and implementation, skills which will prove useful when supporting women's issues.

Featured in the popular Polish fashion magazine *Twoj Styl*, Dorota answered questions about women's participation in Polish politics: "Politics is grammatically a feminine word in Polish (politika). Why is this not true in reality?"

"There isn't... much trust by people in Poland toward women who are just beginning their political careers... Women don't know how to 'sell' themselves and their beliefs. They are not pushing strong enough into the political world... The Women's Project that I was running, while working for the National Democratic Institute, was teaching women how to be successful politicians."

When asked if the political game is the same for men and women, Dorota offered the following advice: "Rules in politics are universal, but it does happen that women and men are not treated the same way... More often men look for mistakes [in women]. Men are convinced that women are easier to manipulate. They can be put into uncomfortable positions that nobody else wants to take. Then, if something goes wrong, voters will think it was because there was a woman in charge. Women in politics have to beware of these kinds of dangerous situations and be wise when planning their careers."

legislative agenda. In 1998, the Caucus received USAID funding to conduct meetings in Malawi's central, northern and southern regions to stimulate women's interest in actively participating in the political process. NDI helped the Caucus prepare for the meetings by providing information on public speaking, message development and media relations. Caucus members and USAID also asked NDI to help arrange the meeting tour.

During the tour, the female legislators described their roles as candidates and members of political parties, parliament and the Women's Caucus to more than one-hundred and twenty-five primarily rural women from districts throughout Malawi. Women

attending the meetings were nominated by district commissioners, traditional authorities, local NGOs, teachers, church leaders and others, based on leadership (or leadership potential) in their communities. The Caucus members also discussed how they became involved in politics, obstacles they have faced and overcome, and challenges that remain. Part of each meeting was devoted to addressing and devising a plan of action for the social, economic and women's issues of concern to attendees. Women from the regions actively participated in the discussions, asking questions and sharing their own experiences.

The meetings received a great deal of publicity, with newspapers and the national radio reporting on each session. After the meetings, many women completed application forms to serve as voter educators and/or monitors for presidential and parliamentary elections in May. NDI will pass these applications on to partner NGOs planning to conduct voter education and monitoring efforts

and urge them to include the women in their networks. NDI will also incorporate the participants into political party and civic education programs after the elections.

Interested in learning more about NDI-Malawi? Please contact Lhatoya Reed at latoyar@ndi.org.



Increasing the Political Voice and Power of Women

Asia, Nepal—Since 1994, NDI's program in Nepal has made considerable efforts to increase women's participation and clout in political processes. Programming in Nepal has included voter education, training for female local government candidates, and an extensive program to train women representatives in local government. Because of her extensive work on the Nepal program, the Citizen Participation team asked resident representative Maryam Montague to provide some suggestions on how to design and implement programs that increase women's political participation.

Considerations for effectively designing the program

Re: GOTV
 "In preparation for designing a women's program, it is really important to do your homework. Collect information about the existing status of women in various sectors (such as social, economic, political, *et cetera*). Conducting focus groups or informal surveys may be helpful in this regard. It is important to be aware of the relevant laws and rules that pertain to women's participation. It is also helpful to do a good assessment of similar programs conducted by other

- Among subjects taken up in recent years by the Inter-Parliamentary Union (IPU), the issues of most direct concern to women have been:**
- Partnership between men and women in politics
 - Women in national Parliaments
 - Women in political parties
 - Women's political and electoral training
 - Financing women's electoral campaigns
 - Women in the electoral process
 - Women's impact on the democratic process
 - Women's participation in political life
 - Women's contribution to development
 - Women in economic life and the working world
 - Women in the economic informal sector and their access to micro-credits
 - The role of women to ensure the protection of the environment in relation to development
 - Literacy and education for women
 - Violence against women
 - Women in armed conflicts
 - The health and well-being of the elderly, particularly women
 - The complementary nature of the rights of women and the rights of children
 - Human rights in general, and those of women and children in particular
 - Women as victims of poverty and as key actors in its eradication
 - The impact of the media on the status of women and the image of women politicians in the media

organizations or the government in country.”

Cultural/political considerations taken for Nepal programs

Civic-related

“There are a number of factors that we had to keep in mind when designing and conducting the women’s voter education program in Nepal. Like many developing countries, Nepal is a patriarchy. At the outset of the program, we learned that in some conservative areas women are largely restricted to the household arena, and in some instances are not ‘permitted’ to vote by their husbands. When women did vote, they often cast their ballots in a way mandated by their husbands or families. Because of a low level of awareness, many women are also not aware of the link between voting and social change. As a result, for the 1994 elections there was apathy among women voters, which led to a concern that women would not turn out to vote. We needed to consider all these issues when targeting women voters. It was for these reasons that we designed a program that combined education on women’s rights with information on techniques for women to get out the women’s vote.”

Re: Training local leaders

“Prior to the 1997 local government elections around which we designed our program, women’s representation in local government was less than 0.05%. Because of a quota system, thousands of women were ushered into local government office for the first time just recently. However, this influx of women was difficult for many men, including male local government leaders, to accept. Therefore, it was essential for the program to include the participation of male local government leaders, particularly in the decision-making that went into the program. To better arm the women representatives, we also

developed a training module on *Men and Women Working Together.*”

Recruiting women program participants

“In terms of getting women’s participation in our programs, we often directly invite women to participate. In other instances, we stipulate the number of women to be invited and we stick to this.”

Program activities most effective in involving women

Re: GOTV

“We conducted workshops at a local level that were easier for local women to attend. We also went to a women’s festival which thousands of women attend to pass out posters and materials, and talk about the importance of voting.”

Re: Training local leaders

“We conducted training once a week for an eight-week period in the villages where the target women live, which allowed them time to attend to their other household responsibilities. This was a better approach than a residential program, which would have made it more difficult for women to attend.”

Important considerations when training women

- ♀ Cultural (caste)/religious values.
- ♀ Ways to prevent male backlash.
- ♀ Methodology that takes into account a lower literacy level, such as role plays, games and visuals (drawings, etc.).
- ♀ Women (and men!) facilitators (if possible).
- ♀ Constant evaluations to make sure you are getting it right.

The role men can play in the program

- ♀ Consider viable ways to obtain male



support and participation.

♀ “[In Nepal] it was very important for NDI

to get the buy-in of male leaders. We consulted often with male leaders and they participated in our training program as resource persons.”

Suggestions when working with a civic group

- ♀ A good assessment of the background of the group;
- ♀ Ensuring the non-partisanship of the group, if need be;
- ♀ A good assessment of the reputation of the group among the people;
- ♀ Ensuring that the group holds enough manpower and resources.

If interested in obtaining training, evaluation, or informational materials produced by NDI-Nepal, please contact Sarah Lucey at sarahl@ndi.org ■

Advancing Women’s Political Empowerment and Leadership Development

East Africa, Kenya– Kenyan women comprise fifty-two percent of the population and sixty percent of the country’s registered voters but are represented in very limited numbers as elected officials. By 1992, women still represented only three percent of all parliamentarians and no women were nominated to any of the appointed seats in parliament. While many of the barriers limiting the extent of women’s political participation in Kenya are cultural and traditional, others are a function of political party organization, or of the lack of technical or other resources



for women seeking increased involvement in politics. Beginning in 1993 and culminating in fall 1998, NDI implemented a series of programs designed to support women's participation in the political process in Kenya.

In 1996, NDI-Kenya shifted from the national focus of early NDI work in Kenya to the grassroots level. Todd Dusenbery, Program Assistant for Central, East and West Africa, cites this as a significant turning point in the program because it became possible for a greater number of women to attend. Throughout the year, NDI conducted ten regional workshops in the attempt to provide women candidates and staff with the technical skills and substantive information necessary to compete seriously for political office. NDI also disseminated information on the importance of female participation in the political process.

In the 1997 elections, 349 women ran for office: a three-fold increase from the 1992 polls. This included forty-seven women running for parliament, 300 women running in local elections, and a female presidential candidate. More than half of the successful nominees participated in NDI programming. Charity Ngilu, the first Kenyan woman to stand as a major party's presidential candidate, became a symbol of hope for democratic reformers. "I am a product of NDI programs," she said at one election-related event. Though the results of the elections were disappointing—only four women were elected to parliament—they represented a landmark in the level of women's political participation in Kenya.

In addition, NDI held a seminar in Nairobi to reflect on the lessons of the election and to identify future training needs, and conducted two regional seminars. The former was held in

conjunction with NDI partner organizations League for Kenyan Women Voters (LKWV), Friends of Esther and Deborah (FREDA), and Gender Sensitive Initiatives (GSI). Charity Ngilu, who finished fifth out of fifteen presidential candidates, delivered the opening speech in which she singled out NDI as an NGO that plays a crucial role in encouraging women to participate in politics. She remarked that "NDI goes into the villages, brings women out of their kitchens and teaches them leadership skills." Charity also pointed out that two of the major obstacles to women's political participation are the high level of illiteracy among Kenyan women and lack of civic education in the country.

NDI-Kenya provided technical support and training to women who were elected to office, and to women candidates who were not successful in 1997 but who plan to run in future elections. NDI initiated "mentor-match" relationships between these two groups of women to place unsuccessful women candidates in advisory and support positions with women who had been elected. Todd concedes that the mentoring component did not progress, due primarily to a lack of funds. However, he highly recommends this technique as a way of keeping candidates who did not win their elections engaged in the political process.

In the final quarter of 1998, NDI sponsored the participation of seven Kenyan women in the East African Regional Women's Seminar in Dares Salaam, Tanzania. Representatives of women's NGOs in Kenya, Tanzania and Uganda promoted East African women's political participation and provided training on organizing advocacy campaigns, building coalitions and running political education programs. The conference created a forum for strengthening

linkages between East African women's NGOs and enhanced NDI's legitimacy with participants from other countries where NDI is not well-known.

NDI's presence in Kenya ended in November 1998 in the wake of the US Embassy bombings in Nairobi and Dar es Salaam, when the NED's priorities shifted toward security issues. Regarding future plans to promote female leadership in Kenya, the United Nations Development Program is currently reviewing an NDI proposal.

Want to know more about past NDI programming in Kenya? Contact Todd Dusenbery at Todd@ndi.org

Encouraging Women Political Leaders to Work Together

Latin America, Argentina—In 1994, NDI conducted a political party program to help Argentine elected women officials wield greater political power. In an e-mail interview Kate Kelsch, former senior program officer for citizen participation programs, takes a look back at the challenges and lessons learned when working on this project.



After the passing of the quota law, what—from your experience working on this program—would you say were the main impediments for women who attempted to assume political leadership roles?

"Gaining real power both within their political parties and their elected body. Often, women lacked the experience in obtaining positions of power once elected, or the know-how in developing and exerting power. In contrast, their fellow Congress

members or city council members were usually men who had been in the political arena for quite some time. It was also more likely these men with political experience to assist other newly elected men rather than women.

In addition, other obstacles were schedules and structures that seem to better accommodate men than women. For instance, meetings held after hours when women needed to go back home to take care of kids, and the absence of a women's restroom near the Senate chambers. Furthermore, women were assigned to committees that were more "traditional" women's areas, such as health and education—and rarely ever to committees such as budget.”

How did the NDI program work toward increasing women's political participation? What considerations did you take into mind?

“We thought that a way to confront these challenges was to **help the women learn from each other and others who had been able to gain and exert power.** We focused on strategies to gain leadership/power once in office. We looked at the skills and knowledge that women needed to obtain positions of power and then once elected.”

Some of the considerations:

- They ran on a list system and not a single vote system like in the US;
- Campaigns were run differently because of the list system;
- The quota law would mean that many more women would be running for office and getting elected; and,
- Because of the list system, elected officials voted (almost always) along party lines.”

that she was able to pull together women in different elected offices from different parties to work together”

-Kate Kelsch

What kind of program activities were the most effective in increasing women's awareness and participation in the political process? Any lessons learned?

“The most effective activities were those done at the local level in Mendoza. In terms of lessons learned, it was very difficult to get the Congresswomen to attend the events. Also, women at that level were very hesitant to say that they didn't know something. **You need to determine up front what the hook will be to get the Congresswomen there.**”

“In retrospect, I think that we needed to have done a lot more leg work to get the Congresswomen to buy into the concept. For instance, they would tell the women from the Argentine group that NDI was working with that they would come to the event . . . but when I met with some of the women after the event, they were upset that the money wasn't going directly to women in the political parties.

In reality, NDI wasn't in the country long enough to build the support for the event, and the women's group didn't have the credibility, at the time, to obtain the buy-in of women. Taking that into consideration, I was continually encouraging the women's group to develop a multi-partisan board, which I know also has its problems. They didn't like that approach but I still think that they needed to find a way to gain credibility with high ranking women.

As for the Mendoza training, it was wonderful. One Congresswoman from Mendoza was the organizer of the event, but she had credibility in her region with women from all of the parties. **The key to success was that she was able to pull together women in different elected offices from different parties to work together** to learn about coalition building, gaining leadership positions once elected, passing a bill, etc.”

What did you find to be the most effective way in recruiting women (i.e., word of mouth, radio, going to places/events where women usually convene)?

“The women's groups that we worked with did all the recruiting.”

What specific groups of women were targeted? Why?

“First, we targeted elected officials at the national level because the quota law was enacted to affect the national level only. Nonetheless, the law was having repercussions at all levels, so we decided to encourage participation of elected officials at all levels, and conducted the workshop in Mendoza.”

What training materials and methodologies did you find particularly effective in training women across party lines?

“I think one of the most effective things we did [in Mendoza] was using some semi-real case studies throughout the training. For instance, the objective was for participants to pass X bill by developing their own strategies to accomplish that. Small, multi-partisan groups worked on different case studies.”

What are the main challenges faced when working to increase women

“The key to success was

political power?

“I think that this is the key question. I have stated some of the issues above about women obtaining experience, and being marginalized from gaining power. In addition to the challenges, there was a lot of infighting among women and questions about if they should work together, and, if so, how. Who would be the “woman of women,” the one who leads the women? Should women help each other to become elected? Should women across party lines come together? When? Do women in office have a responsibility to help other women assume elected office? ...Tons of questions like these arose. Although, these questions weren't stated outright, it was clear that they existed, and that there was no consensus among elected women leaders.”

What role can a civic/women's group play to increase women's political access? Any suggestions when working in conjunction with a civic group in this respect?

“The women in Argentina have been very successful at disseminating information to women throughout the country—training and strategic planning information, articles, information on what women in other countries have done, connecting women in general, etc. I think that women's organizations can play an important role in this aspect. I also think that civic groups have a huge potential to bring women from a number of political parties together—through coalition building and cross party work—and provide skills building information and training.”

What did you find to be the most effective way in evaluating the program (e.g., interviews, surveys) and, why?

“Most important of all is to have some time available between the program activities and the actual evaluation. You need to do the traditional evaluation around the program, such as evaluation forms and conversations with the participants. However, to really see what resulted from the program, I think that you need to give it a few months, and touch base with at least some of the participants to identify what skills or information, which they learned during program, were applied.”

What are some general recommendations you would make when designing a program in which one of the goals is to increase and strengthen women's capacity to assume political leadership?

“These points are all obvious but surprisingly easily overlooked:

- ▶Work with a group that has the credibility to recruit participants for the program;
- ▶Decide early on what the hook is going to be for the participants to attend, especially if they are high level participants;
- ▶Develop a clear multi-party approach and support;
- ▶Include local women who have some success stories;
- ▶Use case studies that are relevant to the in-country context; and,
- ▶Consider using some non-US experience (if you bring internationals).”

For more information on past NDI program activities in Argentina, please contact Matt Dippell at matt@ndi.org■

New Delhi, India–

Over 400 participants from more than eighty countries attended the Global Conference on Building a Worldwide Movement for Democracy in New Delhi, India from february 14 - 17, 1999. The meeting concluded with the adoption of a resolution to establish a World Movement for Democracy. Participants in the meeting, which was sponsored jointly by the National Endowment for Democracy (NED), the Confederation of Indian Industry (CII), and the Centre for Policy Research (India), resolved to "strengthen democracy where it is weak, reform and invigorate democracy even where it is long-standing and bolster pro-democracy groups in countries that have not yet entered into a process of democratization."



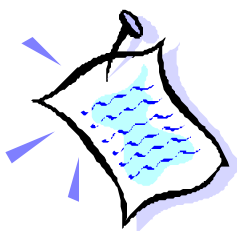
In addition to the plenary sessions, a total of nine topical workshops were organized and over eighty participants attended the NDI/IRI workshop, "Political Parties and Democracy: Reform and Renewal." The workshop discussed the challenges facing political parties, explored two case studies of political party development (Cuba and the Philippines) and discussed international party cooperation.

Further details, including the conference report and a list of attendees, are available from Ivan or Cathy.

Letter from Ivan Doherty, Director of Political Party Programs

Dear Colleagues,

Since it's been awhile since we put together an Update, I thought I would take this opportunity to let you know of a few past and future changes in the Political Party Team and its work. As most of you know, Cathy Westley joined the Political Party Team last fall as the new program officer working with me on political party programs worldwide. Aaron Azelton



has shifted his focus to concentrate on NDI's citizen's participation programs with Keith Jennings, although he remains a valued

resource for the party team.

Cathy comes to her new position with a background in Democratic party politics, serving as a Researcher at EMILY's List and assisting the Washington partner of Axelrod and Associates, a Democratic media consulting firm. Previously as a program assistant since 1996, she served as an initial point of contact for NDI's seven regional teams in providing assistance to programs in political party building, citizen participation, strengthening legislatures, election processes and women's political participation. She also helped Tom Melia in the development and evaluation of NDI programs throughout the world, and has conducted programs ranging from the assessment mission to Tanzania and Uganda to our ongoing political party work in Northern Ireland. For those of you who have not yet had a chance to work with Cathy, please welcome her aboard.

This is the last edition of *Political Party Developments* in its present form. We are planning on providing you with more frequent and shorter updates that will keep information circulating on program developments, lessons learned and new innovations and resources. We will continue to put together thematic papers, like this one on women's political participation, as issues warrant. Cathy and I look forward to working with you on making these efforts as useful and informative as possible. In addition, I would like to welcome our new representatives working abroad. Below, we have done our best to keep track of all of the changes over the last six months. If we have missed anyone, I apologize in advance! Thanks and all the best! – Ivan

NDI "Staff Working Abroad"

Michael Balagus is the new field representative in Bosnia-Herzegovina (Federation). Previously, Michael worked as a Communications and Public Affairs Consultant in Ottawa, where he planned and implemented campaigns for many local, provincial, national and international clients of the public sector and nongovernmental organizations. As an NDI volunteer, he provided campaign and communications training to individuals and groups in developing democracies such as Bosnia and Poland.

David Goode has joined NDI in Bosnia-Herzegovina (Rep. Srpska) to continue NDI's work with political parties. He worked as the Chief of Staff at the Office of the Mayor in Cambridge before he joined NDI, where he was responsible for



implementing all policy decisions of the Mayor. David has extensive experience in campaign management and electoral organizing.

Scott Kearin has joined NDI in Kyrgyzstan. His previous positions include Chief of Staff for Representative John LaFalce of New York, Legislative Counsel for Representative David Skaggs of Colorado, Executive Director for the Alaska Wilderness League and as administrative assistant for Representative Wayne Owens of Utah.

Dan Loewen was a communications consultant in Canada before coming to NDI-Morocco last fall. In that capacity, he directed national ad campaigns, advised on lobbying and recruitment, and wrote and designed promotional materials and membership newsletters. Prior to that, Dan served as Executive Director of the AIDS Committee of Ottawa and was a Parliamentary Assistant for the New Democrat caucus in the Canadian House of Commons. Dan also acted as Chairman of the editorial board for the *GO INFO* community newspaper while leading volunteers in all aspects of producing a monthly newsletter.

Stephanie Lynn has joined Paul Rowland in NDI-Serbia. During her work for the New Democrats in Canada she managed and organized several local campaigns. As the executive assistant of Joe MacPhall, Minister of Health, she managed issues, made positive working relationships with community groups and developed and implemented the outreach plan in his constituencies.

Kevin O'Driscoll joined NDI this winter in Indonesia. A native of Ireland, Kevin most recently served as National Secretary of IMPACT, the Irish Municipal Public and Civil Trade

Union. He acted as Government Program Manager and Special Adviser to the Minister of Arts, Culture and Gaeltacht and was a National Officer for the Local Government and Public Service Union. Kevin also performs as a guest lecturer for the Institute of Public Administration and the College of Industrial Relations. Since 1975, he has honed his political party expertise in a number of local, regional and national positions with the Irish Labour Party.

Peter Van Praagh joined the Azerbaijan team after working as a Political Consultant and Policy Adviser for the Progressive Conservative Party of Canada and as a Campaign Advisor on the National election campaign in Ontario. Peter comes to NDI from the Canadian Defense Committee, where he served as a legislative director.

NDI Staff Movements

⇒ Mary Cummins, from Macedonia to Romania

⇒ Lisa McLean, from Slovakia to Montenegro

⇒ Sarah Jenkins, from Bosnia-Herzegovina (Tuzla) to Croatia

⇒ David Nassar, from NDI-Washington to Yemen

⇒ Rick Stoddard, from Kyrgyzstan to Macedonia

Resources for Political Party Building Programs

▶ Set of seven volumes which document the RFC program from A to Z by Sarah Jenkins, outgoing Bosnia resident representative for the RFC program. These document the

administrative start up of the program, the training content for the year, and concrete outputs produced by RFCs with local party activists, such as pollwatching manuals and voter contact questionnaires. To learn more, please contact Dana Stinson (dstinson@ndi.org).

▶ <http://www.agora.stm.it/elections/partijen/main.htm>. Election and parliamentary information from around the world.

▶ [Http://www.ipu.org:80/wmn-e/Planactn.htm](http://www.ipu.org:80/wmn-e/Planactn.htm). "Plan of Action to Correct Present Imbalances in the Participation of Men and Women in Political Life," adopted by the Inter-parliamentary Council, the Plenary Policy-making Body of the Inter-parliamentary Union, at its 154th Session (Paris, 26 March 1994).

▶ [Http://www.ipu.org:80/wmn-e/classif.htm](http://www.ipu.org:80/wmn-e/classif.htm). Inter-Parliamentary Union data chart on the number and percentage of women in 179 national parliaments.

▶ [Http://www.ipu.org:80/wmn-e/world.htm](http://www.ipu.org:80/wmn-e/world.htm). Inter-Parliamentary Union data on world percentage of women in legislatures. Compares women's percentage in parliaments to that of men and also by region.

The above documents are also available in hard copy from Cathy (cathy@ndi.org).

Attachment

▶ **Political Party Building Programs Contact Information Sheet**

Please let Cathy know of you notice

any errors or recent changes.

This newsletter was produced by Sylvia Panfil and Allison Conti, and edited by Cathy Westley.



