SESSION D5: DO MORE/DO LESS

AIM

1. To discuss perceptions of progress being made on women's political participation within the organization
2. To identify particular aspects of organizational operations that need to be addressed in order to make more progress on women's political participation

Time: 30 mins

Materials: Flipchart paper and pens

Handout: NDI gender Assessment data (if available)

STEP-BY-STEP

1. Introduce the activity by presenting its learning aims. Emphasize that the starting point for the workshop is to take stock of progress being made on women's political participation and identify the barriers to such participation that remain.

2. Briefly clarify what is meant by "political participation" by asking participants to define this term. Answers should include the following aspects of participation:
   a. As elected representatives
   b. As decision-makers and leaders of political organizations
   c. As members of political organizations
   d. As officials of political organizations
   e. As staff and leaders of civil society organizations involved with election monitoring
   f. As voters

3. Depending on which kinds of organization participants are drawn from (political organizations or civil society organizations), explain that this discussion of women's political participation will focus on the roles relating to organizations (a, b, c, d) and those relating to civil society organizations (e, f).
   a. This discussion will focus on how women's political participation is manifested through political organizations, namely for women as (a) elected representatives; (b) decision-makers and leaders of political organizations; (c) members of political organizations; and (d) officials of political organizations

4. Ask participants to pair up, and take 5-7 minutes to discuss two questions:
   a. What is our organization doing to promote women's political participation, and what should it do more of?
      i. If participants need prompts, you can have them think about whether or not their party does any of the following:
         1. Does the party have any structures for supporting training and capacity building for women members or candidates like women's wings, mentoring programs, financial support, etc.?
         2. Does the party provide any institutional support to help balance womens' work and family obligations like childcare, transportation, etc.?
         3. Are there any rules or processes in the party that are particularly helpful for women, or that assist women to feel more confident/build their capacity?
   b. What is our organization doing to inhibit women's political participation, which it should do less of?
      i. If participants need prompts, you can have them think about whether or not their party does any of the following:
         1. Are there any rules or processes in the party that make it more difficult for women to perform well, or that discourage women's access to capacity-building or leadership opportunities?
         2. Does the party promote negative images of women politicians, or otherwise discourage women's participation?

5. Bring everyone back to the large group and ask for volunteers to share the highlights from their conversation. Write the answers up on flipchart, in two columns marked "Do more" and "Do less".

6. As participants share what they discussed, reflect back to them the commonalities and the differences between their answers to the two questions, using the questions below. Also, use any information you have from NDI gender assessments to help inform this discussion of progress being made on women's political participation:
    a. Which are the most common answers to the first question?
    b. What does this tell us the progress the organization is making on women's political participation and what it needs to do more of?
    c. What can we learn from NDI gender assessments of the organization and political situation that will help us to decide what the organization needs to do more of in order to promote women's political participation?
    d. Which are the most common answers to the second question?
    e. What does this tell us about the obstacles to women's political participation that remain and what the organization needs to do less of?
    f. What can we learn from NDI gender assessments of our organization and political situation that will help us to decide what the organization needs to do less of in order to promote women's political participation?

7. Based on the answers to these questions, highlight any issues of male behavior that are being identified by participants that relate to any progress being made on women's political participation and continuing obstacles to such participation. Let participants know that the rest of the workshop will be spent looking more closely at the work that can be done with men to sustain this progress and address these obstacles.

8. End the session by summarizing its main conclusions in terms of progress being made on women's political participation within the organization and particular aspects of organizational operations that need to be addressed in order to make more progress on women's political participation.