

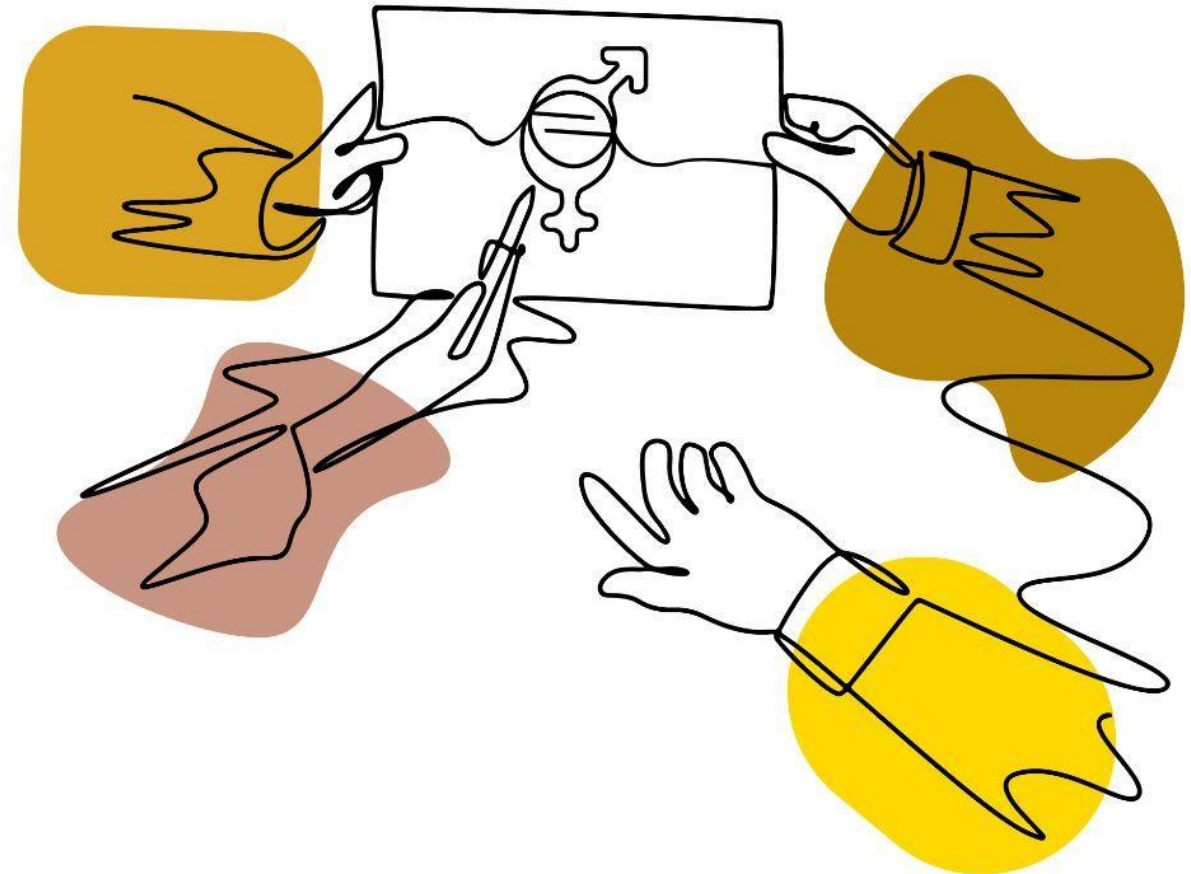


Caribbean Parliamentary Workshop

Making the Work of Parliaments Responsive to the Needs of Women and Men

December 4-6, 2024

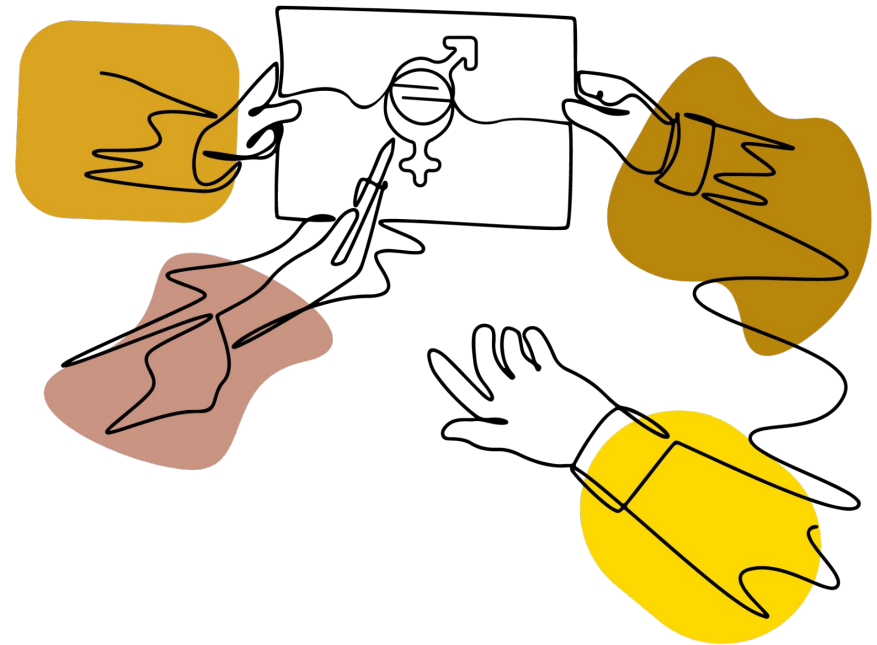
Port of Spain, Trinidad and Tobago





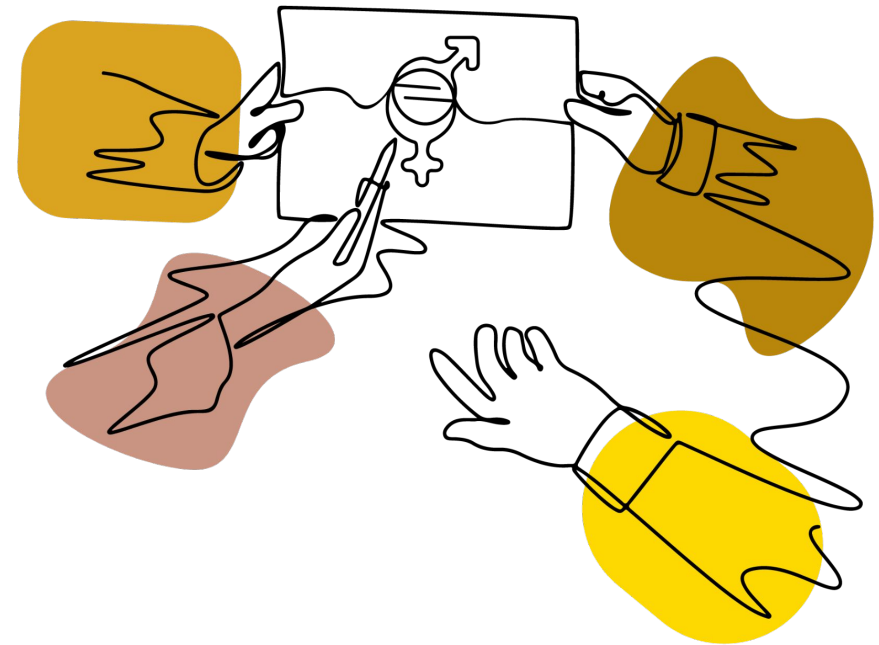
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Network: **ParlAmericas 2024**
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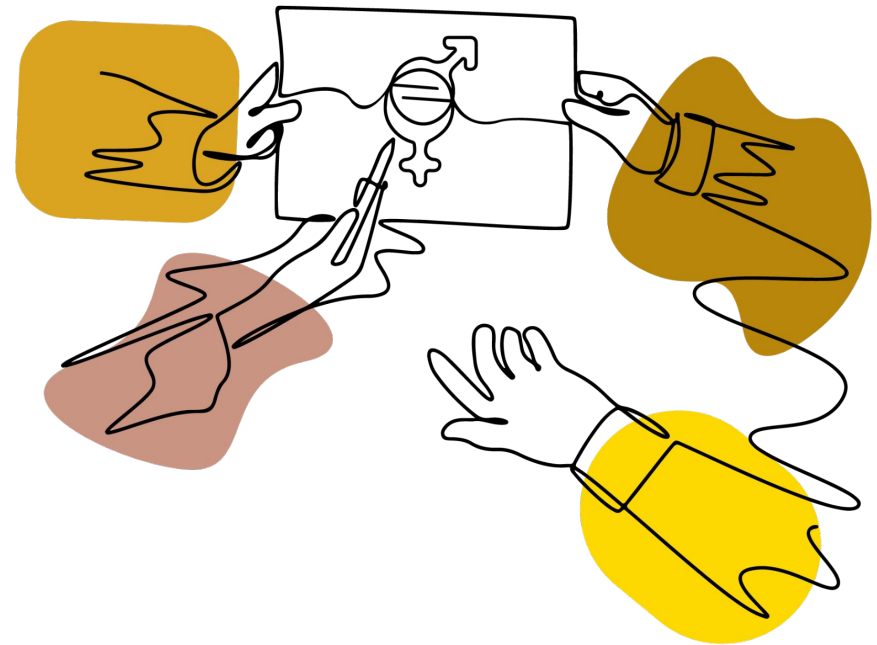
Spotlight Session: Mainstreaming Gender Equality in Parliamentary Work - Its Importance and the Value of a Gender Equality Protocol





Introduction to the Gender Equality Guide for Parliaments

Eilish Elliott, Deputy
Director – Program Management
and M&E, ParlAmericas

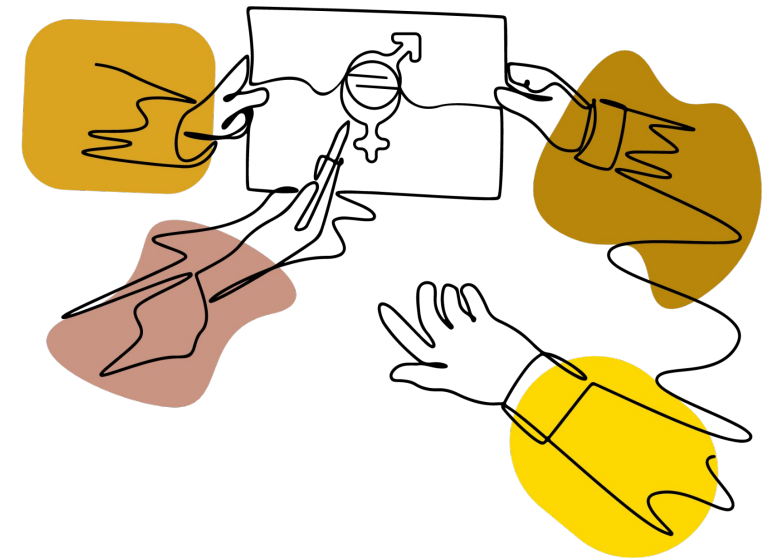




Moderator: Alisha Todd, Director General, ParlAmericas

Panellists:

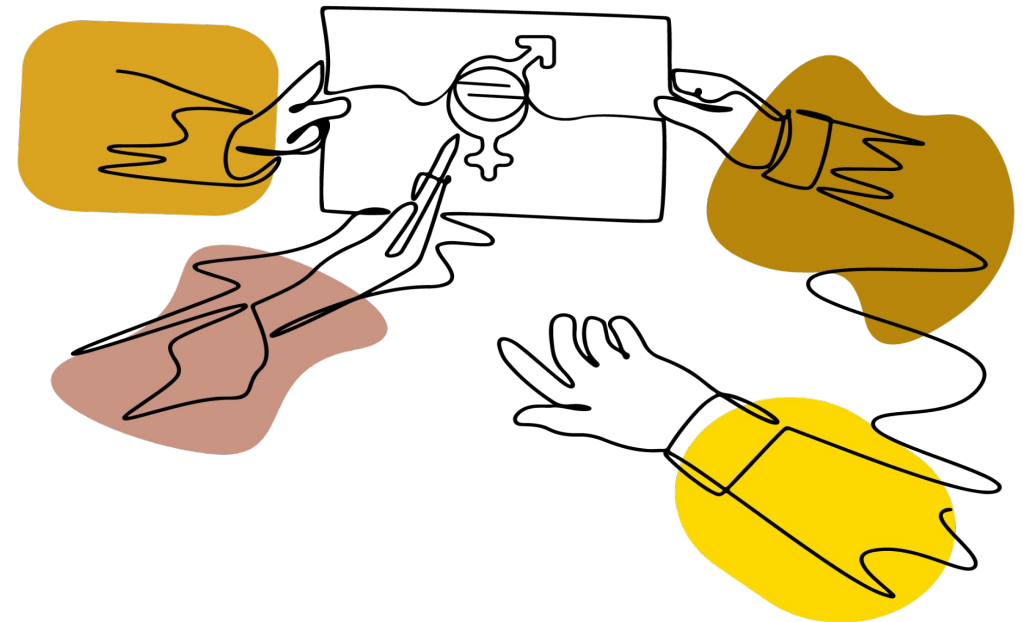
- The Hon. Justice **Peter Jamadar**, Caribbean Court of Justice
- **Bénite Dibateza**, Programmes Manager and Commonwealth Women Parliamentarians (CWP) Network Coordinator, Commonwealth Parliamentary Association
- **Monique Long**, Planning and Coordination Specialist, UN Women Caribbean





Mainstreaming Gender Equality in Parliamentary Work: Its **IMPORTANCE** and the **VALUE** of a Gender Equality Protocol

**Learning to Make and Re-make
our Own Clothing**
Peter Jamadar
LLB, LEC, Mdiv., DD, JCCJ



THE REPUBLIC OF TRINIDAD AND TOBAGO



JUSTICE THROUGH A GENDER LENS

Gender Equality Protocol for Judicial Officers



Launch: Tuesday **27 November 2018**, Port of Spain
(https://www.unodc.org/res/ji/import/codes_of_conduct/gppt_final_draft/gppt_final_draft.pdf)



Launched during the 16Days of Activism to End Gender-Based Violence.



“It is a truly historical moment in the evolution of Caribbean Judiciaries and an impactful movement in the development of greater access to justice and equality of treatment for all Caribbean People.”

Peter Jamadar, 27 November 2018, Launch GP, PoS, TT.

Why was it created?

“Not only does the gender system disempower women as a class ...

The justice system is not removed from these inequalities.

Both laws and the administration of justice can be implicated in maintaining gender inequality.

However, **the justice system** can be an engine for both *‘reproducing and destabilizing inequality’* .”



Prof Tracy Robinson
UWI, Mona Law

Theatres of Conflict

Hierarchies of Power: Rites of Domination

What is sometimes less well known, is how prevailing **Caribbean socio-cultural power dynamics and practices are re-enacted in courts and court systems** which then become **'Theatres of Conflict'**:

“Instead of being a space for the adjudication of justice,

Caribbean courtrooms have often been described by researchers as

a place for members of the judiciary and members of the public

to become the actors and audiences in spectacles of power,

i.e. who has power and who does not.”



(Mindie Lazarus-Black *The rite of domination : tales from Domestic Violence Court* (Centre for Gender and Development Studies, University of the West Indies 2002), and 'Securing Equality for All in the Administration of Justice', University of the West Indies, Mona 2019, p 73.)

Healing the Wounds of History

Caribbean Folklore: The **Douen** is the spirit of a young child who has died and **wanders** in the forest, **forever lost**, its **feet turned backwards**, its **head covered** with a large hat so that its **facelessness** is not seen.

The **wailing cries** of the Douen are said to be **bone-chilling and unsettling**.



**That We
May be
ONE**



Meeting Human Rights Responsibilities

Gender equality is about women's rights but it **is not only about women's rights.**

It treats with the right of every member of society to an equal share of the available resources and benefits of that society.



It is about the dignity of the human person

and the affirmations made on our behalf contained in the preamble to the 1976 Republican Constitution of Trinidad and Tobago.

In particular, it is about the equal and inalienable rights of all persons.

Consider the case of Mabel Penury French

- in *Re French*, (1905) 37 NBR 359 (SC).



French was born on 4 June 1881 in Portland Parish, New Brunswick, Canada. In 1902 she was admitted as a law student and in 1905 she graduated with a Bachelor of Civil Law degree from King's College Law School (the first woman in New Brunswick to receive that degree). **She requested the Council of the Barristers' Society of New Brunswick to recommend her for admission as a lawyer.**

The contention was the **meaning of the word 'persons'** in the Barristers' Society Act, 1903.

S13(1) authorized the Society to make rules for 'the **admission of persons** to the study of the law and the periods and conditions of study'.

The Council considered her request and passed a resolution **recommending her for admission as a lawyer, 'subject to the opinion of the court as to her sex being under existing laws a bar to her admission ...'**

What did the Courts do?

Held: Legally she was **not a person** and therefore, **not entitled to practise law!**

The courts considered the issue of whether a woman was eligible for admission as a lawyer. The contention was the **meaning of the word ‘persons’** in the **Barristers' Society Act 1903**.



In 1907 the Provincial Legislature passed "An Act to **Remove the Disability of Women** so far as Relates to the **Study and Practice of the Law**", she was admitted.

Five male judges heard the arguments and three wrote opinions, and in a unanimous decision, **French was refused admission to the Bar.**

Tuck CJ relied on ‘**the advanced thought of the age ...**’, to say that women **should not compete with men and that they should attend to ‘their own legitimate business.’**

He concluded that **the word ‘persons’ applied only to males** since ‘it was never in the contemplation of the legislature that a woman should be admitted an attorney of this court.’

(**French, 1905**, at 361 and 362.)

The Curious Case of *Alleyne*: Culture influencing interpretation

[2022] CCJ 2 (AJ) BB.

Sexual Offences Act, BB, S3.(1)

Any person who has sexual intercourse with **another person** without the consent of the **other person** and who knows that the **other person** does not consent to the intercourse or is reckless as to whether the **other person** consents to the intercourse is **guilty of the offence of rape** and is liable on conviction on indictment to imprisonment for life.

First and second tier courts:
S3(1) was **interpreted in a gender-biased way** by the so as to **exclude men from the charge of rape** by reason of anal penetration.



The CCJ decided that on a correct interpretation of S3(1) of the Sexual Offences Act, a man can be charged for the rape of another man.

Culture, including legal culture, can be resistant to change – even in the face of gender-neutral language.

This creates an even greater imperative for reform in the use of gender-neutral language in legislation.

The language of the law shapes society, even if it takes time to do so.

**Making
and
Re-making
the fabrics
of our own
living ...**



The Right to a Dignified Life



“The constitutional *grundnorm* of human dignity, linked to the right to life (in contexts of non-discrimination and equality), has led to the development of the right of all persons to a dignified existence, **a life of dignity.”**

(E. Elahie and P. Jamadar, 'The Right to Dignity', Guest Editorial, Daily Express Newspaper, 26 November 2024)

Why: Constitutional bases



Section 4 of the **TT 1976 Constitution** provides:

It is hereby recognised and declared that in Trinidad and Tobago **there have existed and shall continue to exist, without discrimination by reason of** race, origin, colour, religion or **sex**, the following fundamental human rights and freedoms, namely:

- (a) the right of the individual to life, liberty, security of the person and enjoyment of property and the right not to be deprived thereof except by due process of law;
- (b) **the right of the individual to equality before the law and the protection of the law.**

Why: International law



CEDAW

Trinidad and Tobago signed the **Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)** on the 27 June 1985 and ratified it without reservation on 12 January 1990.

Trinidad and Tobago is also a signatory to the **Inter-American Convention on the Prevention, Punishment, and Eradication of Violence Against Women (Convention of Belém do Pará).**

The convention was adopted in 1994 and establishes that women have the right to live free of violence. Trinidad and Tobago signed on the 11 March 1995 and ratified it on 1 April 1996.

What does it do?

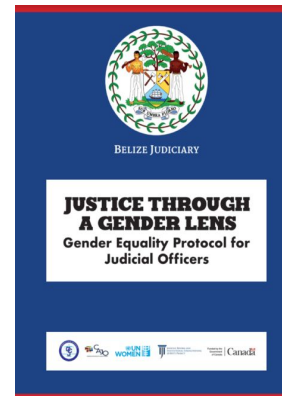
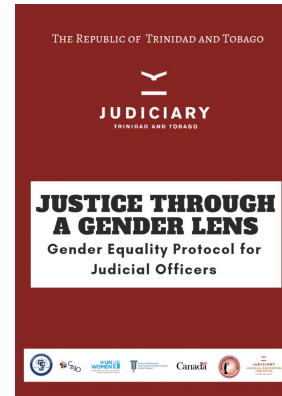
Aims and Objectives: Theoretical Underpinnings; Practical Applications

1. **Explain Gender and Gender Identities**, in a sociolegal-historical context. (As a fluid social construct: there was a time when persons identifying as male wore skirts and wigs; when persons identified as female could not vote and could not be raped by husbands while married.)
2. **Explain Equality** as substantive equality. (It requires equal treatment for equals, different treatment for those who are differently situated, and special treatment for groups whom, though they are considered equal from one perspective, from another perspective merit special treatment from the State.)
3. **Explain Non-discrimination.** (Prohibits laws that differentiate between people on the basis of their inherent personal characteristics and attributes.)
4. **Explain the Principle of State Obligation** (Duty of the Legislature and Judiciary to align with International Treaty obligations.)
5. **Explain the Positive Constitutional Duty on all State Arms and Agencies to protect and promote Human Rights** (Maya Leaders Alliance v AG, [2025] CCJ 15 (AJ) (BZ), “The right to protection of the law may, in appropriate cases, require the relevant organs of the State to take positive action in order to secure and ensure the enjoyment of basic constitutional rights.’; Francois v AG, LC 2001 HC 16, Lampkin v AG, TT HC, 16 May 2024.)
6. **Provide practical tools for Gender Sensitive Adjudication.** (Pluralistic models of legal argumentation, procedural fairness.)
7. **Focus on Areas for Special Attention.** (Procedural fairness, domestic violence, sexual offences, child custody and maintenance.)

How was it created?

The Protocol is a collaboration between:
the **Caribbean Court of Justice (CCJ)**;
the **Caribbean Association of Judicial Officers (CAJO)**;
the **JURIST Project**;
UN Women;
the **Judicial Education Institute of Trinidad and Tobago (JEITT)**;
the **Trinidad and Tobago Association of Women Judges (TTAWJ)**.

**Process Matters:
Collaboration,
Consultation,
Compromise.**



Genesis:

- 2015 CAJO Biennial Conference, Jamaica.
- Following a presentation by UN Women, Caribbean Chief Justices requested the development of a Gender Protocol for the region.

Development:

- UN Women, JURST Project and CAJO developed a generic Draft Gender Protocol for regional Judiciaries.
- Local jurisdictions were tasked with customizing the Draft to suit territorial needs.
- Trinidad and Tobago and Belize have promulgated Gender Protocols (Barbados and Guyana are still developing theirs).

Impact on work?

In Trinidad and Tobago, in a recent High Court judgment, the Court referenced the above-mentioned **international instruments**, examined the **prevalence** of domestic violence in Trinidad and Tobago, and interrogated the country's domestic violence **historical background**;

identifying these historical roots as contributors to the normalization of violence against women and the perpetuation of gendered imbalances within Caribbean societies.

The Court called for **more action by the State** and championed a **multifaceted approach** involving legal measures to protect and support victims, and to 'unravel the grip of domestic violence and safeguard the sanctity of our vulnerable in society.'



Samantha Isaacs,
victim of domestic violence,
gunned down and murdered in
2017.

Impact on work?

In OO v BK, the CCJ interpreted the relevant legislation in light of Barbados' **international obligations**, particularly under CEDAW and Belém do Pará.

The Court's judgment recognised that domestic violence disproportionately impacts women, and that domestic violence legislation must be interpreted expansively to provide meaningful protection.

The Court noted that the remnants of **patriarchal plantation structures continue to shape gender relations in the Caribbean**, making it imperative that courts address the underlying systemic inequalities that perpetuate violence against women.

The Court also pointed to the **necessity for specialised courts to deal with domestic and gender-based violence in a holistic manner**.

OO v BK ([2023] CCJ 10 (AJ) (BB), (2023 103 WIR 36)

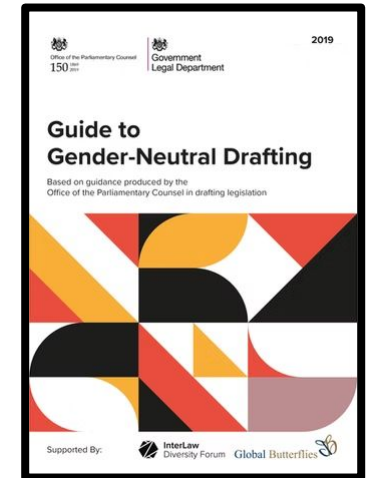
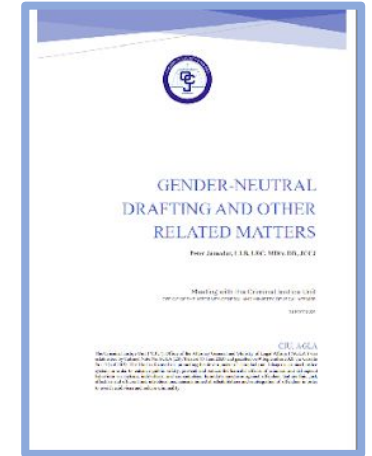


Some **specific suggestions** ...

acting IN and OUT of INTEGRITY

- **Language Matters:** Legal Language Really Matters
- **Respect, Regard, Treatment of:**
 - Parliamentary officers and staff
 - Public
- **Being IN Integrity, Acting OUT OF Integrity**

Gender-Neutral Drafting and Other Related Matters,
https://ccj.org/wp-content/uploads/2024/06/Jamadar_20240516.pdf;
UK Office of the Parliamentary Counsel Guide to Gender-Neutral Drafting,
<https://7a21077a.flowpaper.com/GuidetoGenderNeutralDrafting/#page=1>
Gender Sensitivity in Legislation
PowerPoint Presentation;
https://parlAmericas.org/uploads/documents/intersectionality_handout_EN.pdf



Impact: Implications of Integrity



Parliamentary Language Matters

First, a substantive constitutional reason:

Grounded in the principle of equality and based on the premise that inclusive gender-neutral language is required to overcome the invisibility created by the use of the generic masculine.

Second, a methodological argument:

One of the tools serving clarity, precision and unambiguity, and ultimately effectiveness of legislation is gender-neutral drafting.

Third, a cultural reason:

Legal language shapes culture.

Fourth, compliance with international undertakings:

Trinidad and Tobago signed CEDAW) on the 27 June 1985 and ratified it without reservation on 12 January 1990.



OFFICE OF THE
OMBUDSMAN
TRINIDAD AND TOBAGO



Constitution: S91(1) There shall be an **Ombudsman** for Trinidad and Tobago ... who shall not hold any other office of emolument whether in the public service or otherwise nor engage in any occupation for reward other than the duties of **his** office. (1976 Constitution, TT)



Constitution: S23(1)

A person is qualified to be nominated for election as **President** if, and is not so qualified unless, **he** is a citizen of Trinidad and Tobago of the age of thirty-five years or upwards who at the date of **his** nomination has been ordinarily resident in Trinidad and Tobago for ten years immediately preceding his nomination.
(1976 Constitution, TT)



A Way Forward?

PROCESS MATTERS: Collaboration, Consultation, Compromise

1. Engage relevant stakeholders
2. Develop a generic template
3. Customize for local needs and idiosyncrasies

AIMS AND OBJECTIVES: Theoretical Underpinnings + Practical Applications

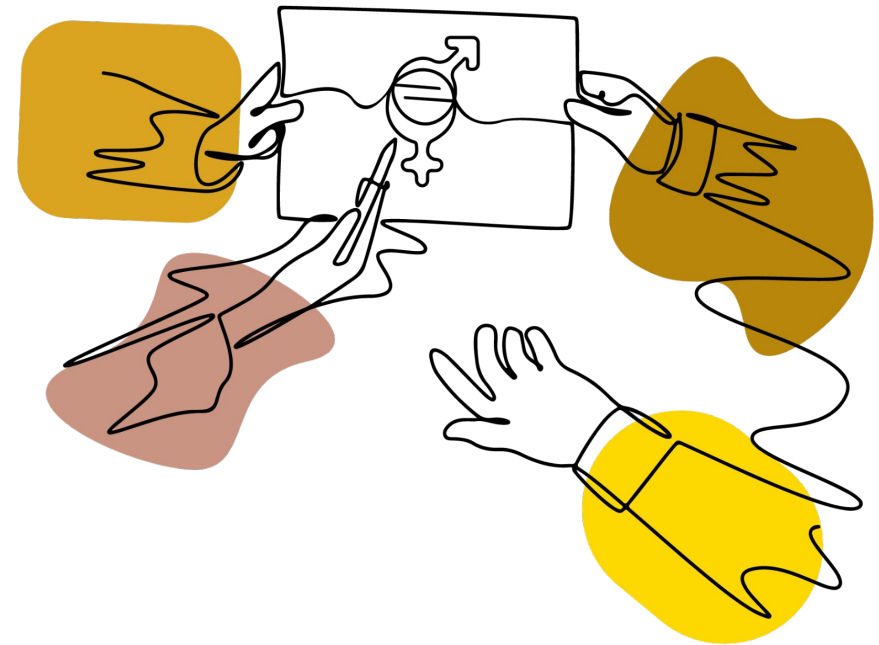
1. Explain Gender and Gender Identities
2. Explain Equality as substantive equality
3. Explain Non-discrimination
4. Explain the Principle of State Obligation
5. Explain the Positive Constitutional Duty on all State Arms and Agencies to protect and promote Human Rights
6. **PROVIDE PRACTICAL TOOLS/GUIDELINES FOR CONDUCTING GENDER SENSITIVE PARLIAMENTARY AFFAIRS**
7. **FOCUS ON SPECIFIC AREAS FOR SPECIAL ATTENTION**





Monique Long

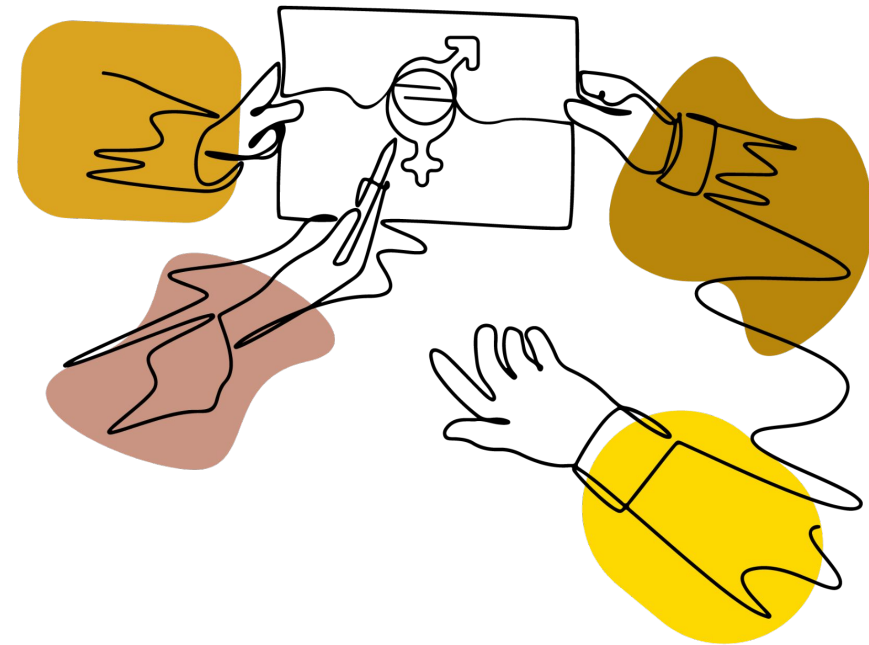
Planning and Coordination
Specialist, UN Women
Multi-Country Office for the
Caribbean





Bénite Dibateza

Programmes Manager and CWP
Network Coordinator,
Commonwealth Parliamentary
Association

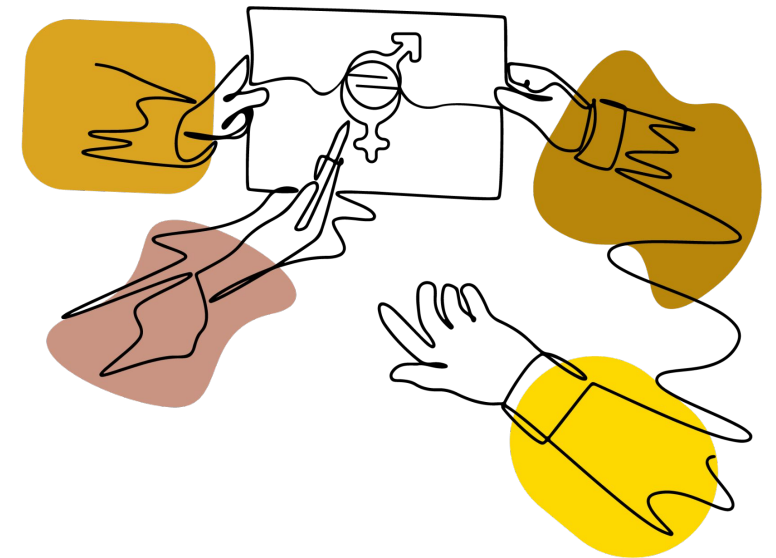




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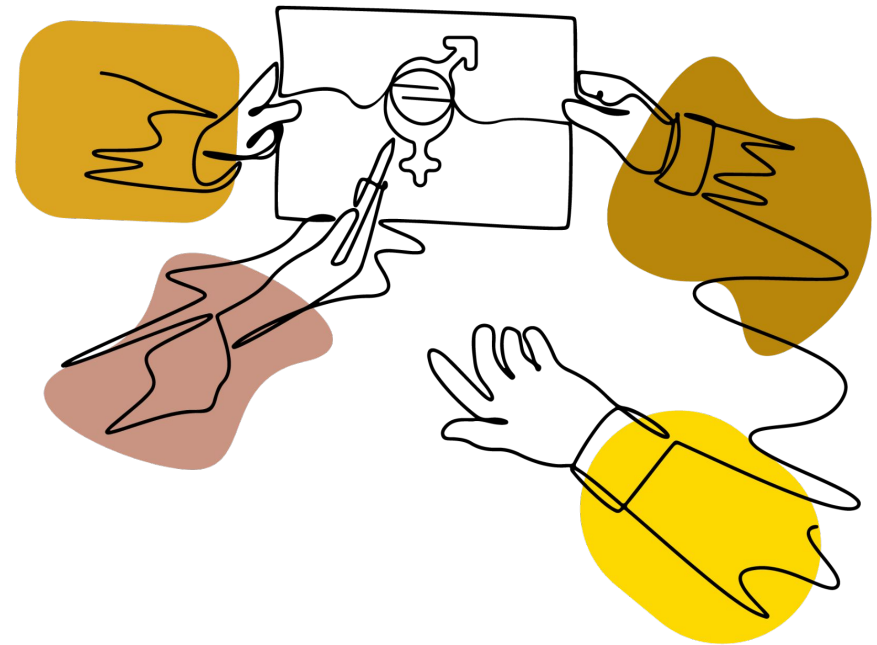
Panellists:

- The Hon. Justice **Peter Jamadar**, Caribbean Court of Justice
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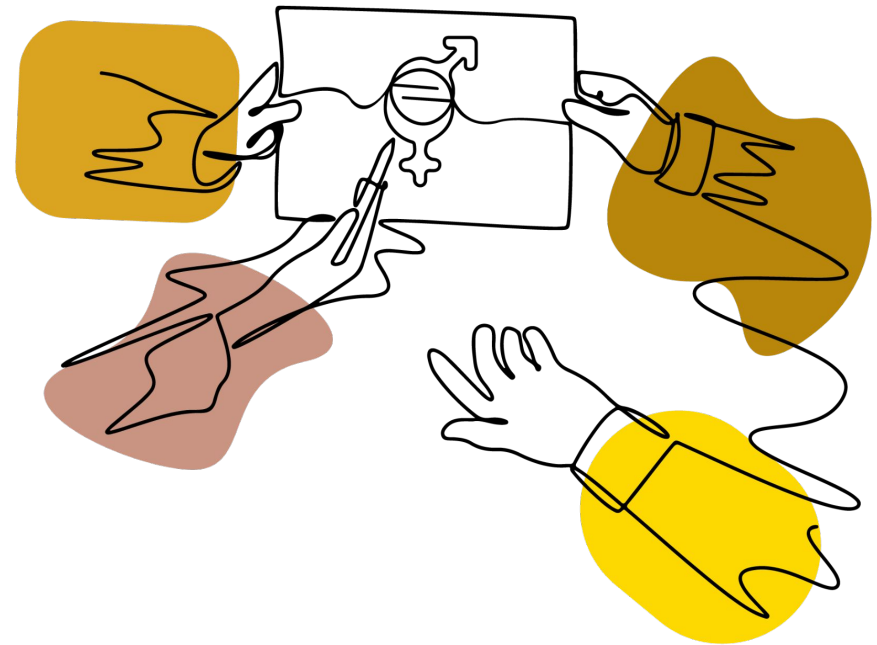
Coffee/ Tea Break





Panel

Parliamentary Oversight

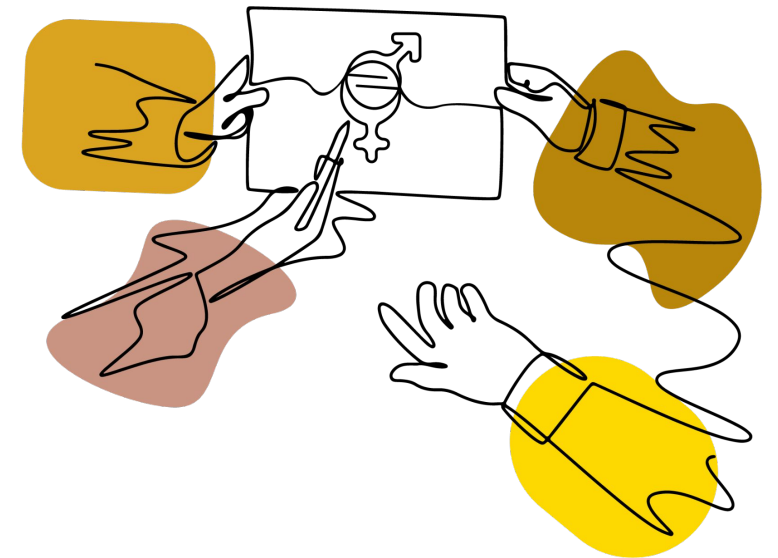




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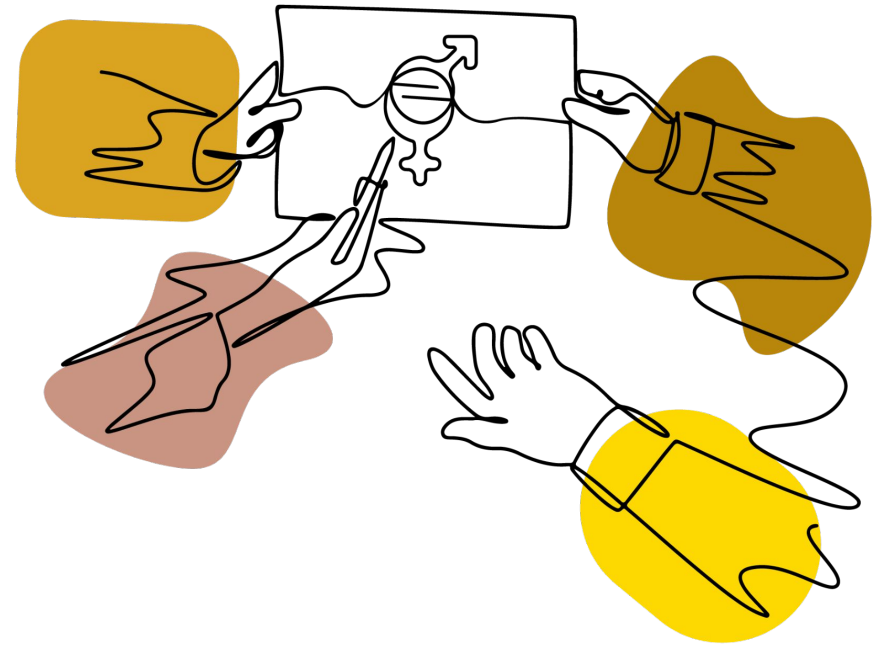
Panellists:

- The Honourable **Dr. Dessima Williams** (Grenada), President of the Senate
- **Terry Ince**, Founder and Convenor, CEDAW Committee of T&T



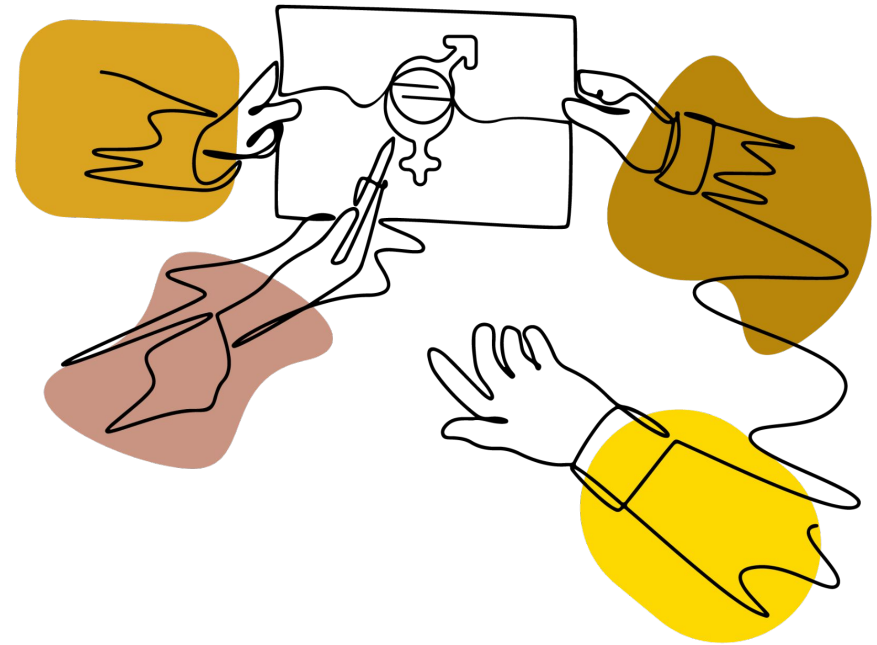


Official Photograph





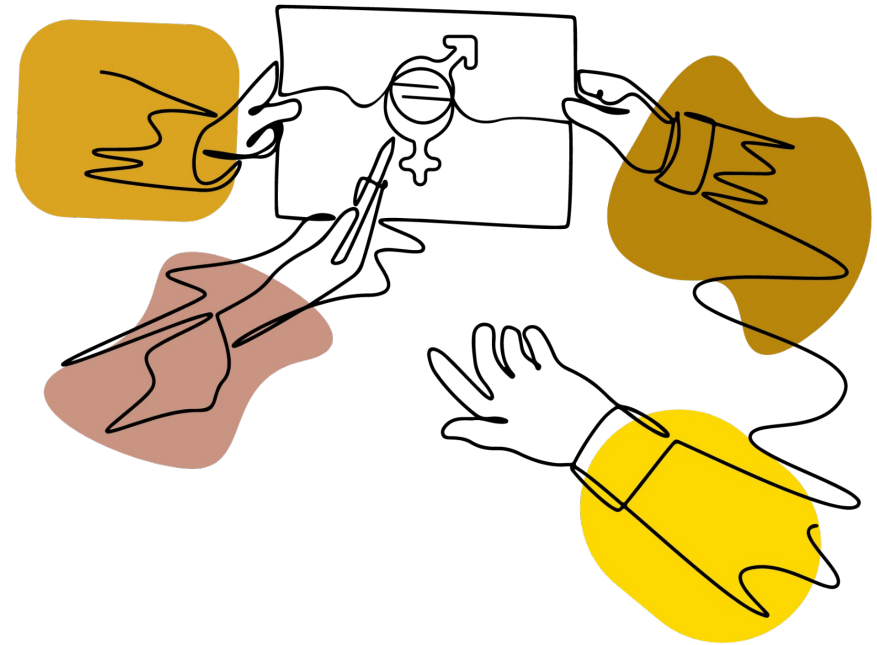
Lunch





Panel

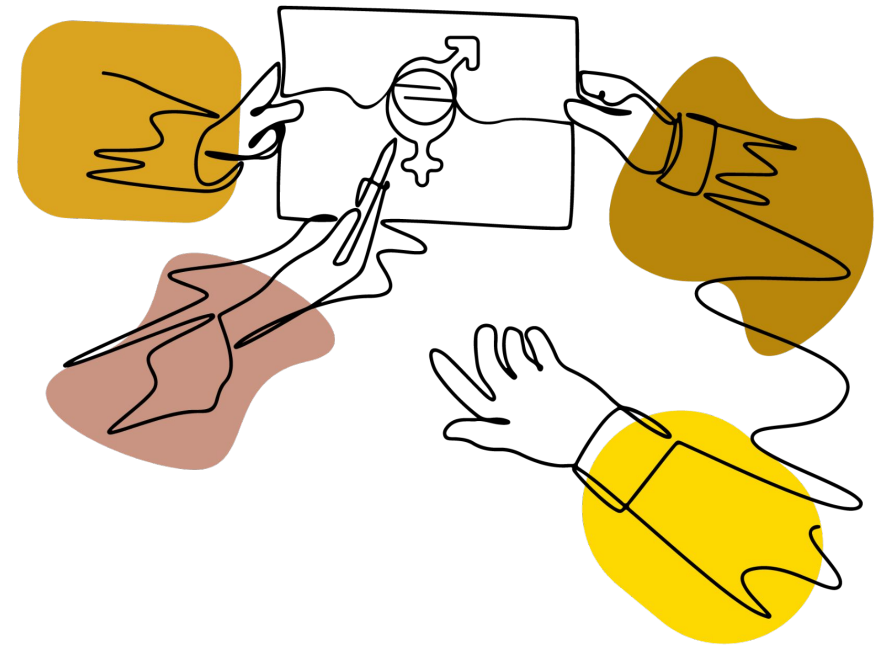
Parliament as a Workplace





Bénite Dibateza

Institutional Measures to Promote
Gender Equality:
Gender Sensitive Parliaments



What is a Gender Sensitive Parliament?

- A place that responds to the needs and interests of women in its structures, operations, methods, and work and is a workplace that removes barriers to women's full participation.
 - *Commonwealth Parliamentary Association*
- Institutions that are founded on gender equality, where women and men have an equal right to participate without discrimination.
 - *Inter-Parliamentary Union*

Features of a gender sensitive parliament

A Gender Sensitive Parliament:

Promotes and achieves equality of women and men across all its bodies and internal structures, and mainstreams gender equality throughout all its work, including the work of the parliamentary administration;

Is founded on gender equality, where women and men have an equal right to participate without discrimination or recrimination;

Fosters an internal culture that respects women's rights, promotes gender equality, and respects the needs and realities of MPs – men and women – to balance work and family responsibilities;

Responds to the needs and interests of both men and women in its structures, operations, methods, and work, and has no barriers – substantive, structural, or cultural to women's full participation;

Encourages political parties to take a proactive role in the promotion and achievement of gender equality;

Extends beyond elected members and equips parliamentary staff with the capacity and resources to promote gender equality, and actively encourages the recruitment and retention of women to senior positions, and

Offers a positive example or model to society at large.

Gender Sensitising Parliaments Guideline: Standards and a Checklist for Parliamentary Change

- **Four Dimensions of a Gender Sensitive Parliament**
 - 1) Equality of Participation within Parliament
 - 2) Parliamentary Infrastructure
 - 3) Parliamentary Culture
 - 4) Gender Equality/ Women's Substantive Representation

DIMENSION 1 - Equality of Participation within Parliament

- Women and men participate equally in politics, as candidates for elected office and as elected Members
- The ambition to, and the resources needed to participate in politics, are evenly distributed throughout society; gendered barriers to participation have been removed
- Political parties have put in place appropriate supply - and demand - side mechanisms to ensure the successful recruitment of women and men
- **Women politicians, like male politicians, reflect the wider make-up of society, in terms of other socio-economic, cultural or ethnic differences**
- **Mothers are equally as able as fathers to participate in politics**
- As Members of the Parliament, women and men are effective actors, fully engaged across the range of parliamentary activities, and as skilled in the workings and ways of the parliament

CONT.

DIMENSION 1 -Equality of Participation within Parliament

- Participation rates by sex, across the House's activities, are regularly collected and monitored
- Political leadership, whether party or parliamentary are shared
- **All committees have women and men members; Chairs are equally divided amongst the sexes; horizontal segregation is not a feature of committee membership or chairing**
- Women and men are regarded, and regard themselves, as politically authoritative; the 'good' parliamentarian is not imagined as taking one bodily form nor adopting one particular gendered style
- In addition to Members, parliamentary staff – clerks and others - reflect the major social characteristics of those the parliament represents. There is no evidence of horizontal or vertical segregation in occupations, or of gender pay gaps

DIMENSION 2 - Parliamentary Infrastructure

- **House procedures, practices, and norms are straightforward; old-fashioned terminology, opaque practices and behaviours, antiquated standing orders, and mystifying rituals and ceremonies, will have been removed where they 'get in the way' of parliament's work, create unnecessary hierarchies, or negatively affect the public's engagement and identification with parliament**
- Parliamentary rules (formal and informal) are accessible in minority languages and are disability sensitive
- There is certainty over the scheduling of parliamentary business; parliaments' sittings reflect 'core business hours'; parliamentary recesses match school holidays
- A range of women's parliamentary bodies are established – women's caucus, women's committees, Speaker's groups - are high profile, with sufficient formal powers and resources, coordinate with other committees, and are respected by other members, including, parliamentary and administrative leaders
- **The physical needs of all who work or come into the parliament are met; the buildings and furniture are fully accessible and safe**

CONT.

DIMENSION 2 - Parliamentary Infrastructure

- Parliamentarians are entitled to paid parental and caring leave; children are welcome and catered for; mothers' needs are met; parliamentarians on parental or caring leave are able to participate virtually or via proxies
- The business costs and expenses scheme support the needs of all Members (where appropriate, in both of their places of work, the constituency and in parliament)
- **The use of technology is maximised to widen participation and engagement; there is no technology gender gap'**
- Parliamentarians and staff are supported by bespoke mental and physical health services
- **Parliamentarians and staff work/life balance is good; parliamentary families are resilient**
- Security, engagement, external communications strategies are GSP

DIMENSION 3 - Parliamentary culture

- Parliament is recognised as a truly representative, transparent, accessible, accountable and effective institution.
- There is no longer a single image of who the parliamentarians, the senior clerk, or the 'important' parliamentary visitor is; members and staff look in their dress and in their manner like the societies they represent and work for
- **Professional conduct between Members, between Members and parliamentary staff, and with other visitors to parliament is of the highest standard; the Parliament's code of conduct is exhaustive; all Members undertake GSP and wider equalities training**
- **Unparliamentary behaviour explicitly includes sexism, sexual harassment, gendered bullying and violence against women (VAW-P)**
- **VAW-P is not tolerated within the institution or outside; sufficient resources are provided to protect women, Members, staff and visitors; there are independent complaints and grievances schemes, with strong sanctions for those who transgress; free from sexism and sexual harassment gendered bullying (and other discrimination based on additional social characteristics) a parliaments' performance is maximised**

CONT.

DIMENSION 3 - Parliamentary culture

- There is a strong sense of belonging and efficacy amongst all who work in or who attend the House; all would feel that they had a 'right' to be present in parliament
- Whether Member, staff or visitor, all are confident in their knowledge of the work of parliamentarians and of the institution as whole, recognise the enabling work of staff, and the democratic role the public play in parliament
- **The social spaces and public areas are open and attractive to women and men; meeting the needs of women Members, staff and visitors**
- **The artwork reflects the role that women have played in parliament and in society**

DIMENSION 4 - Gender Equality/ Women's Substantive Representation

- **There is an institutional commitment to a gender sensitive parliament; this is widely publicised and championed by parliamentary leaders, Members and staff**
- **Gendered analysis runs through all parliamentary work, including, but not limited to, legislation, policy, scrutiny and interest representation**
- Parliament accepts it has a critical role in holding the government to account for its gender (in)sensitivity; formal and regular processes for monitoring and reconsidering government's responses to GSP scrutiny are in place
- Parliament seeks gender equal outcomes; any gendered differentiated outcomes are not to women's disadvantage
- All committees have a remit that includes gender equality/sensitivity
- There is 'in House' gender expertise available to all Members, committees and staff, supplemented where necessary by additional external gender experts

CONT.

DIMENSION 4 - Gender Equality/ Women's Substantive Representation

- Any special/ad hoc committees or enquiries (or other such groups/bodies) are gender equal in composition and have gender equality/sensitive remits
- Substantive gender equality impact assessments and gender budgeting are normalised and routine
- Gendered analysis is intersectional; women's diverse experiences, perspectives, issues and interests are addressed as Members and staff undertake parliament's representation, scrutiny and legislative work
- Sex disaggregated data is produced automatically; wherever possible this is further disaggregated by other key social characteristics
- **Committee witnesses, including experts, are gender balanced and diverse, ensuring that parliamentarians and staff who support them receive a full range of perspectives. There is wide agreement throughout the institution that that better outcomes result from hearing diverse views**
- **There are formal, routine and substantial links between Members, parliamentary staff and women's civil society organisations**

How to become a Gender Sensitive Parliament?

- Recognise the detrimental role of gender privilege and disenfranchisement
- Must champion gender equality – the role of Gender Champions
- Undertake a gender sensitive self-assessment (audit)

A Seven- Step Field Guide to undertaking a Gender Sensitive Parliament Self-Assessment

- Concept of Institutionalisation
 - Where gender sensitive parliamentary reforms specific to a parliament are identified as well as the political and administrative actors responsible for implementing and maintaining GSP standards.
- Commonwealth Parliamentary Association
 - Successful institutionalisation involves **not only determining necessary reforms relevant to a particular parliament and its circumstances but in identifying the actors and means through which reforms are implemented, and GSP Standards maintained**. The responsibility to re-gender Parliaments can no longer be left as an additional burden for women Parliamentarians, nor to willing women and men Parliamentarians; it is for the Parliament as an institution, both political and administrative.

Step 1 - Understanding Gender Sensitivity

Identify:	Where gender insensitivities exist;
	How gender insensitivities manifest themselves;
	What changes need to be made to address gender insensitivities.
Determine:	How gender sensitive reforms can be implemented;
	How gender sensitive effects, over time, can be monitored, reviewed, and revised.
Confirm:	How the CPA Headquarters Secretariat, CWP Steering Committee, and regional and individual CWP Members and parliaments can support member the parliament's efforts to become gender sensitive.

Step 2: Embracing Gender Sensitive Parliament Principles

Identifying Supports for a GSP Review – Questions

Who in the parliament has the formal authority to agree to gender sensitive parliamentary work?

Who in the parliament has the power to set up this process on the administrative and political side?

Who has the power, authority, and the resources needed to sign off on the assessment?

Where are parliamentary decisions made to agree, support, and put resources to the review and report?

Is your parliament open to a GSP review?

Are there other formal and informal sources of support for a GSP review? Who are they?

Where can support for a GSP review within parliament be mobilised? For example, women's caucuses, committees, friendship groups, Speaker, Clerk, and other parliamentary networks.

Where can support for a GSP review outside parliament be mobilised? For example, women's organisations, media, and feminist academics

Step 3 - Preparing a Team and Strategy

Scope, Method, Team, & Timeline – Questions

Scope

Is your GSP review focusing on elected members and appointed members, or on elected members or appointed members only.

Is your GSP review looking at professional staff, and if so, which staff?

In bi-cameral systems, is your GSP review looking at both houses in the

Methods

Have you reviewed the Checklist to get an initial sense of your parliament's 'readiness' to undertake a GSP review?

Are you going to conduct interviews and/or surveys , and if so, who do you plan on interviewing and/or survey?

In terms of data analysis and write up, who is going to do this? Who has the resources and the capacity to collect, analyse, and write up the data, including interviews? How long do you think you will need for this?

Step 3 - Preparing a Team and Strategy (Cont.)

Scope, Method, Team, & Timeline – Questions

Self-assessment, Internal GSP Reviews or External GSP Review

Do you anticipate the GSP review to be led internally, for example, by parliamentary member(s) (cross-party) or staff?
Alternatively, do you anticipate the GSP review to be led externally, for example, by the CPA Headquarters Secretariat, academics, or women's or democratic organisations?

Timeline/Work Plan

When do you anticipate the GSP review to commence?

Are there reporting responsibilities? If so, what are they, and who will write the report?

Do you think the GSP review is going to take place whilst the house(s) is sitting or when it rises?

Do you anticipate the GSP review to begin at the beginning, middle, or end of the election cycle?

Step 4 - Performing Initial Diagnostics

4. Does your Parliament have any of the following 'gendered parliamentary bodies'?	Yes	No
A formal parliamentary Women's Caucus, in receipt of parliamentary resources		
A formal Women's Committee, in receipt of parliamentary resources		
An informal Parliamentary Women's Caucus, or Network, without parliamentary resources		
Formal, party-specific Women's Networks or organizations		
Informal, party specific Women's Networks or organizations		
Other - please write in:		
Comments:		

5. For each of the following bodies listed below, please indicate if they have a formal or an informal role in your Parliament's efforts to 'gender sensitize' the institution? You may select both informal and formal if relevant.	Formal	Informal	None
A formal parliamentary Women's Caucus			
A formal Women's Committee			
A formal Equalities Committee			
An informal Parliamentary Caucus or Women's network			
A formal, party specific Women's Networks or organization			
An informal, party specific Women's Networks or organization			
Other - please write in:			
Comments:			

6. If your Parliament has a formal Women's Committee, what are the roles within its official remit? Please select all that apply from the listed roles below:	Tick Box
Scrutinize the work (outputs) of Parliament, e.g., laws, scrutiny, representation	
Monitor and evaluate Parliament as a gender sensitive institution	
Hold to account the responsible Government Minister/Department dealing with women's issues/gender equality	
Other - please write in:	
Comments:	

7. Has your Parliament undertaken a 'gender sensitive review' of any of the following? If 'yes', please indicate the year in which the last (most recent) review was conducted.	Yes	If 'Yes', Date?	Not Applicable
Electoral law			
Standing Orders			
Parliamentary Behavioural Codes of Conduct			
Informal norms & conventions, e.g., the use of masculine language			

	Yes	If 'Yes', Date?	Not Applicable
Flexibility			
Sexual harassment and bullying (whether from MPs and/or fellow parliamentary workers)			
Violence against women in politics (whomever it is from, i.e., including the public and online)			
Whether rules and/or laws regarding Parliamentary privilege/immunity can be used by parliamentarians to protect a parliamentary accused of harassment or violence			
Human Resources Complaints			
Non-disclosure Agreements			
Existing Gender Equality Legislation			
Members' pay and expenses schemes			
Provision for Members childcare costs			
The Parliamentary gender pay gap for Members			
The Parliamentary gender pay gap for parliamentary staff			
The Parliamentary gender pay gap for Members' staff			
Parliamentary sitting hours (in relation to availability of childcare)			
Other - please write in:			
Comments:			

8. Please indicate below whether your Parliament formally collects data on the following characteristics of (a) Parliamentary Candidates and (b) Members (c) Parliamentary staff (e.g., Clerks/officials) and (d) Members' staff	Data collected for Parliamentary Candidates	Data collected for Members	Data Collected for Parliamentary Staff	Data published for Members' Staff
Gender				
Ethnicity				
Education				
Profession				
Motherhood				
Fatherhood				
Age				
Disability				
Sexual Orientation				
Gender Expression & Identity				
Other (e.g., military service, notable 'firsts' such as the first woman elected to the House of Commons & family ties in Parliament)				
None collected				
Comments:				

Step 5 - Preparing the Review (Collecting Interview and Survey Data)

Activities during Step 5 include those listed below:

Creating an online survey for past and present members and/or staff

Identifying members and/or staff to interview and survey regarding their work experiences

Interviewing/surveying past and current members and/or staff, including those with dependents

Observing/interviewing/surveying women's caucuses

Gathering and analysing descriptive diversity data

Identifying proceedings and committees to observe

Gender analyses of the Standing Orders, bills, legislation, and codes of conduct

Reviewing websites and virtual tours to assess gender history inclusion

Evaluating the gender and diversity inclusivity of artwork and other parliament spaces

Surveying groups who visit the parliament, and reviewing visitor feedback

Step 6 - Reporting of Findings

- Example Recommendations:
 - The Administration and Procedure Committee to propose a rule that requires the number of Chairs of Committee to reflect the numbers of women and men Members.
 - The Standing Committee on Administration and Procedure to adopt both a diversity and gender lens towards the Standing Orders of the Parliament at its upcoming review of the Standing Orders in 2022 and all future reviews of its Standing Orders.
 - The Assembly to engage a gender and inclusion expert to deliver an annual bullying and sexual harassment workshop(s) that is to be attended by both Members and mandatory for parliamentary staff.
 - The Parliamentary Support Branch of the Office of the Legislative Assembly to regularly gather, monitor, and produce sex and diversity disaggregated data on the diversity and gender balance of witnesses that appear before committees during inquiries.
 - The Office of the Legislative Assembly to establish links in the form of partnerships, knowledge exchange, collaboration with civil society organisations committed to promoting gender equality and focus on combatting gender discrimination

Table 5: Example of RAG Analysis

Dimension	Measure			
Equality of Participation	Diversity of MPs	Red	Dark Red	Dark Red
	Women's House Leadership Positions	Red	Dark Red	Dark Red
	Women's Participation	Dark Red	Yellow	Dark Red
Infrastructure	Standing Orders	Dark Red	Yellow	Dark Red
	Calendar & Sitting Hours	Red	Dark Red	Dark Red
	Equalities & Diversity Body (policy)	Dark Red	Dark Red	Green
	Equalities & Diversity Body (Institutional)	Red	Dark Red	Dark Red
	Parliamentary Buildings & Spaces	Dark Red	Yellow	Dark Red
	Child Care & Child Friendly Provisions	Dark Red	Yellow	Dark Red
	Maternity & Parental Leave	Red	Dark Red	Dark Red
Culture	House Commitment & Action Plan	Red	Dark Red	Dark Red
	Chamber Culture (e.g., PM's Question Period)	Red	Dark Red	Dark Red

Step 7 - Monitoring Progress

- There should be a permanent actor or body responsible for monitoring the implementation of GSP recommendations and for maintaining GSP reforms from one parliament to the next, and for ensuring GSP assessments be undertaken on a regular basis
- It is recommended that a GSP assessment be conducted every 3-5 years to track new gender sensitive data that may come with a change in government and that can reveal a more or a less gender sensitive institution.

Key Resources and Tools

- CPA Gender Sensitive Parliament Guidelines: Standards and A Checklist and for Parliamentary Change
- CPA Gender Sensitive Parliament Guidelines: A Seven-Step Field Guide
- IPU Plan of Action for Gender-sensitive Parliaments
- Organization for Security and Co-operation in Europe Participatory Gender Audits of Parliament – A Step By-Step Guidance Document
- European Institute for Gender Equality Gender-Sensitive Parliaments

Gender Sensitive Parliaments across the CPA

- CPA Gender Sensitive Parliament Self Assessments



AUSTRALIAN CAPITAL TERRITORY

**COMMONWEALTH PARLIAMENTARY ASSOCIATION
GENDER SENSITIVE PARLIAMENT
SELF-ASSESSMENT**

FINAL REPORT



THANK YOU

Bénite Dibateza

Programmes Manger and

Commonwealth Women Parliamentarians Network Coordinator

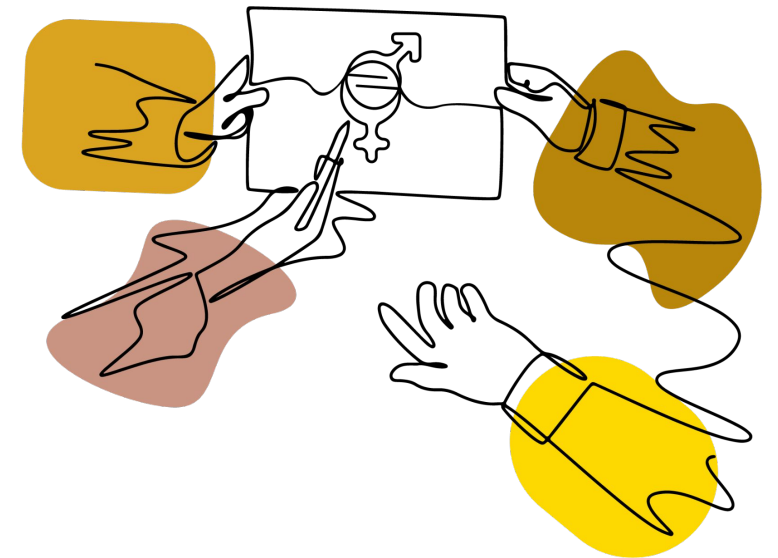
benite.dibateza@cpahq.org



Moderator: Bénite Dibateza, Programmes Manager and CWP Network Coordinator, CPA

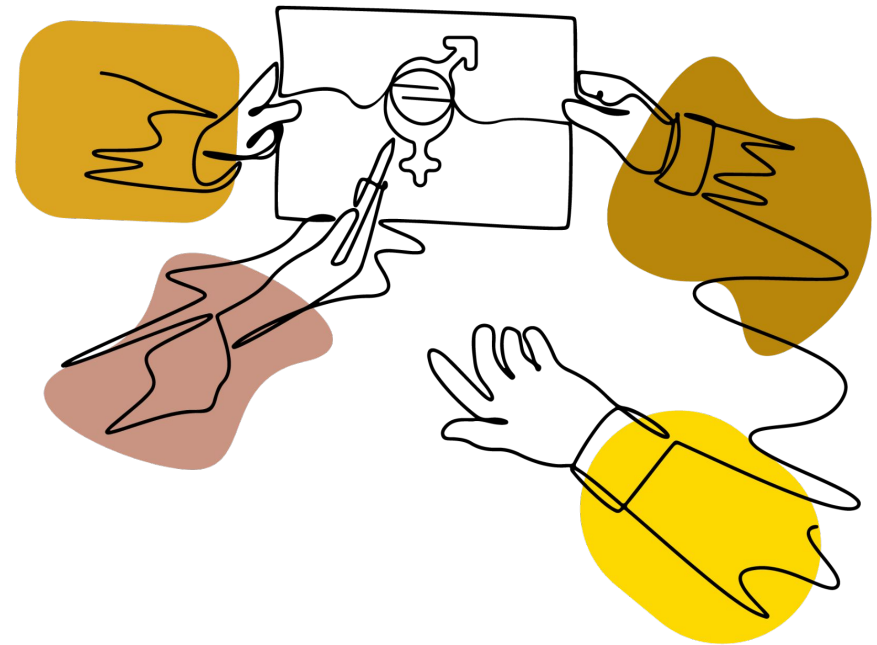
Panellist:

- The Honourable **Bridgid Annisette-George** (Trinidad and Tobago), Speaker of the House of Representatives and Vice-President of ParlAmericas





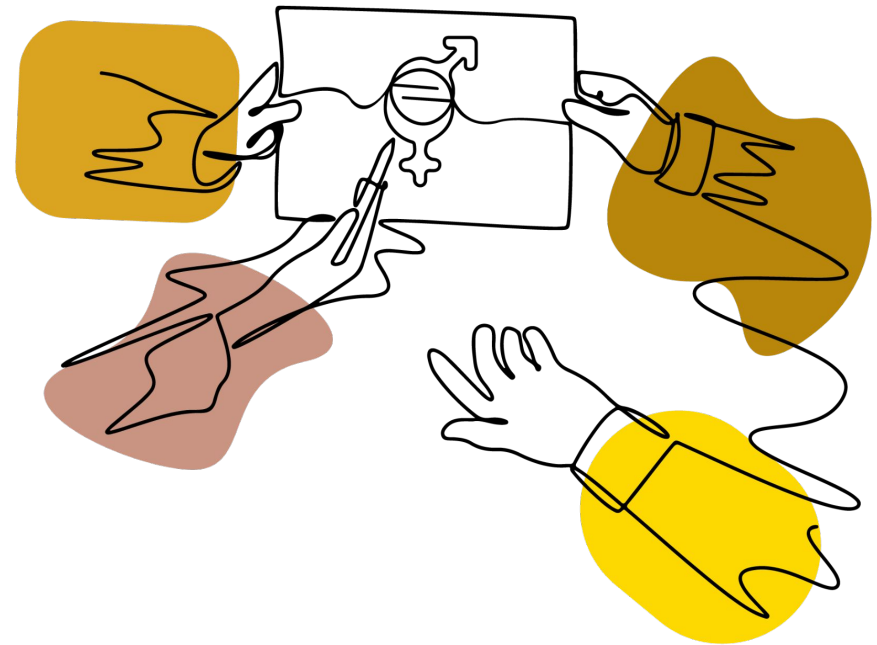
Coffee/ Tea Break





Panel

Parliamentary Representation and Constituency Engagement

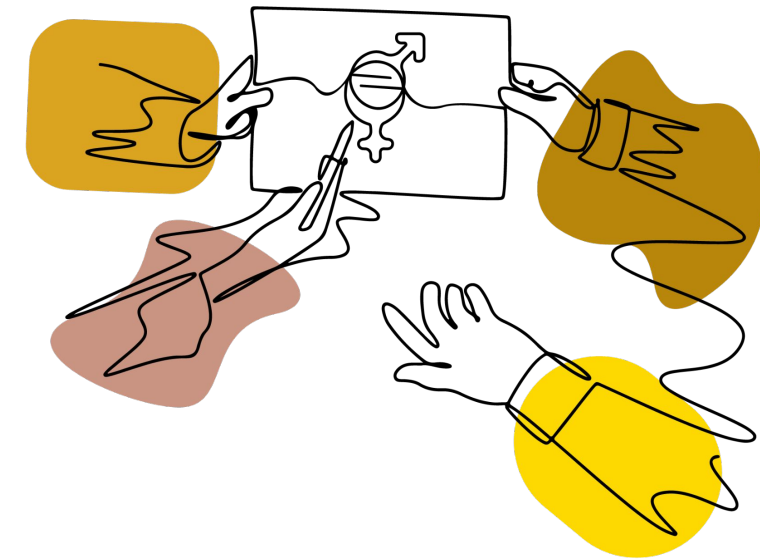




Moderator: Chantal La Roche, Clerk of the Senate (Ag.) of Trinidad and Tobago

Panellists:

- The Hon. **Pennelope Beckles-Robinson** (Trinidad and Tobago), Minister of Planning and Development and member of the WPTT caucus
- **Leah Thompson**, Chapter Liaison, CIWiL
- **Kevin Liverpool**, Executive Director, Fatherhood Resource Centre





**Thank you very much for your
participation!**