ASSEMBLÉE NATIONALE
Q U É B E C

## WOMEN'S PLACE IN POLITICS



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COMMITTEE STAFF<br>Vicky Boucher<br>Sarah-Émilie Duplain<br>Anne-Marie Larochelle<br>Stéphanie Pinault-Reid

For further information on the work of the Committee on Citizen Relations, please contact Committee Clerk Stéphanie Pinault-Reid.

Édifice Pamphile-Le May
1035, rue des Parlementaires, $3^{\mathrm{e}}$ étage
Québec (Québec) G1A 1A3

Phone: 418-643-2722
Toll-free: 1-866-337-8837

Email: crc@assnat.qc.ca

This document is available in the Parliamentary Proceedings section of the National Assembly website: www.assnat.qc.ca.

Legal Deposit - May 2018
Bibliothèque et Archives nationales du Québec
ISBN 978-2-550-82084-0 (Print)
ISBN 978-2-550-82085-7 (PDF)

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## A WORD FROM THE CHAIR AND VICE-CHAIR

We are pleased to present the Committee on Citizen Relations' report on women's place in politics. On March 22, 2016, the Committee's members unanimously adopted a self-initiated order to examine the issue of women's representation in the National Assembly of Québec. More than 75 years after obtaining the right to vote and to run in elections in Québec, women hold less than a third of the seats in Parliament, even though they account for half of the population.

Both men and women parliamentarians felt concerned by this issue. The Committee members wanted to gain a better understanding of the barriers to women's involvement and the specific obstacles they encounter in the process of gaining access to Parliament. Concretely, they wished to identify measures that would encourage and help Québec women take the leap into politics.

Therefore, for two years, the Committee studied the situation in Québec and around the world. It listened to individuals and groups at public hearings, and the public also expressed itself through an online consultation. During the process, the Committee members heard various opinions, which sometimes diverged, on the best ways to foster parity in Parliament. That diversity of opinions contributed to the members' reflection. We salute the work of the Members of the National Assembly who participated in the discussions and, through their ideas and arguments, injected insight into the debate. We also wish to thank the staff of the National Assembly for its support throughout the process.

We hope that the courses of action presented in this report will resonate with the bodies concerned, in particular with the Gouvernement du Québec and the National Assembly of Québec. We would like our observations and recommendations to contribute to better representation of women among candidates and office-holders.


Marc Picard Member for Chutes-de-la-Chaudière Committee Chair


Michel Matte Member for Portneuf Committee Vice-Chair

## INTRODUCTION

Women won the right to vote and became eligible to run for election in Québec in 1940. Since the first woman candidate stood for office in 1947 and the first elected woman crossed the threshold of the Parliament Building in 1961, the number of women in politics has gradually grown. However, women remain in the minority, both on the ballot and in the National Assembly.

Over the last 15 years or so, the proportion of women candidates in Québec general elections has rarely surpassed 30 percent. The proportion of women elected to the National Assembly has had a similar track record, and even dropped in 2007 and 2014.

Concerned about the stagnation, even regression, of the number of women candidates and women elected to Parliament, the parliamentarians wished to investigate this issue in order to contribute, in their way, to increasing women's presence in Québec politics.

## THE ORDER'S OBJ ECTIVES AND HOW THEY WERE MET

On March 22, 2016, the Committee on Citizen Relations unanimously adopted a self-initiated order on the issue of women's place in politics. The members focused their work on women's representation in the National Assembly. More specifically, the purpose was to gain a better understanding of the obstacles to women's involvement in Québec politics. The Committee was also seeking to identify the measures and changes that would encourage and help more women run for office and get elected.

## THE INFORMATION-GATHERING PROCESS

The Committee members began their work by examining the situation in Québec. They were presented with statistics on women's representation in municipal and provincial politics, and an exhaustive literature review identified the main stakes and issues related to the order.

The members next examined current practices and promising initiatives in other parliaments. This global review of good practices fueled their thought.

The parliamentarians observed that there were a number of potential avenues of action, which led them to want to sound out the solutions favoured by the groups and population of Québec.

## THE CONSULTATION PROCESS

In fall 2017, the Committee pursued two complementary approaches to gather information. The members invited groups of people to express their opinions during special consultations at the National Assembly. The population was also invited to submit briefs. At the same time, opinions and comments from the general public were gathered through an online consultation.

A single consultation document was prepared for use by the participants in both approaches. It contained a brief presentation of the situation in Québec and of the process for being elected to the National Assembly, and avenues for thought.

## The special consultations and briefs

The Committee invited witnesses from various backgrounds to share their observations and recommendations in special consultations. Ten groups and one individual accepted the invitation and participated in public hearings on December 6 and 7, 2017. The Committee also received 13 briefs (Appendix I).

## The online consultation

The parliamentarians wished to hear the citizens of Québec describe their concrete experiences. More specifically, they wanted to know about the obstacles respondents encountered at the different stages involved in getting elected to the National Assembly, and their opinions on various measures to encourage women to run.

The general population was invited to participate in an online consultation held from November 9 to December 31, 2017. The consultation was publicized on the National Assembly website and on social networks. In total, 507 people ( 445 women and 62 men) completed the entire questionnaire. The questions and detailed results of the online consultation are presented in Appendix II.

The observations, comments and suggestions expressed during the special consultations and in the briefs and online consultation informed the parliamentarians' thought. The Committee members would like to thank all those who participated in the process. ${ }^{1}$

[^0]
## SUMMARY OF THE COMMENTS RECEIVED

This section presents a summary of the comments received from the groups and individuals who participated in the special consultations. The content of the briefs and documents submitted to the Committee was also analyzed. In all, 14 separate testimonial accounts were received.

Highlights of the online consultation, including comments and the answers to the closed questions, were also taken into consideration.

The testimonies received in the course of the Committee's work have been broken down into five categories:

- the institutional and legal framework;
- the social, cultural and media framework;
- the party framework;
- the political and parliamentary framework; and
- research.

Each of these categories contains one or more sub-themes.

## THE INSTITUTIONAL AND LEGAL FRAMEWORK

Many laws and regulations apply throughout the process for getting elected to the National Assembly. The witnesses who were heard by the Committee considered that the criteria for eligibility and nomination are not obstacles to Québec women wishing to get involved in politics.

However, both men and women participants commented on two aspects of the institutional and legal framework:

- the electoral system and political financing; and
- legislative quotas.


## THE ELECTORAL SYSTEM AND POLITICAL FINANCING

Witnesses expressed their opinions on certain aspects of the Québec electoral system. Their points of view diverged regarding the voting system's effects on women's representation.

Some considered that political parties should reserve part of their public funding for achieving parity in politics. Measures proposed included contributing to a common fund supporting equality and carrying out more party activities specifically aimed at recruiting women candidates.

## Highlights of the online consultation

The online consultation did not address this issue.

## LEGISLATIVE QUOTAS

Opinions on this issue were divided. Some witnesses considered that the Election Act should require parties to run a minimum percentage of women candidates. Ten of the fourteen testimonies supported this position. Four recommended achieving a parity zone of $40-60$ percent of candidacies, while six set the target at 50 percent.

## Highlights of the online consultation

The data gathered did not indicate that the majority considered this issue a priority.

## THE SOCIAL, CULTURAL AND MEDIA FRAMEWORK

Generally, the various stages involved in getting elected to office are shaped by the social, cultural and media framework of Québec society. Education of children and youth, role models in family, social and media environments, and knowledge and skills development prospects can influence both women's and men's interest in politics.

The opinions received in the course of the Committee's work can be grouped around six themes:

- gendered socialization;
- citizenship education;
- leadership development and strengthening;
- positive recognition of political involvement;
- training and support for aspiring women candidates; and
- diversification of women candidates' profiles.


## GENDERED SOCIALIZATION

Gendered socialization refers to the differentiated manner in which girls and boys are raised, as, for example, when a child's gender is a factor in whether or not he or she receives approval for a given attitude or form of behaviour. Among other things, it has been observed that negative effects flow from gender-based stereotypes, social roles and different treatment by the media. Four of the eight testimonies that addressed this issue called for action as regards education, starting at the earliest age.

## Highlights of the online consultation

The data gathered did not indicate that the majority considered this issue a priority.

## CITIZENSHIP EDUCATION

One of the pillars of political socialization is knowledge and experience acquired through family, school and the media. Many witnesses mentioned the positive impact of citizenship education on young people. Educational activities and various forms of contact with politics are offered in school and through extracurricular activities.

## Highlights of the online consultation

The data gathered did not indicate that the majority considered this issue a priority.

## LEADERSHIP DEVELOPMENT AND STRENGTHENING

Many of those who testified or submitted briefs observed that involvement in politics often occurs along the path of a personal and professional history marked by gradual strengthening of leadership skills. In this respect, civic participation is encouraged in day-to-day life, at the local and regional levels. Youth organizations, community groups and women's networks are considered good places to develop decision-making skills and aptitudes. According to many, they are springboards for political involvement and offer promising pools of potential women candidates.

## Highlights of the online consultation

[Question 13] To stimulate women's interest or help develop their abilities with regard to politics in Québec:

- 51.3 percent of the respondents, that is, 52.4 percent of the women and 43.5 percent of the men, considered that gender parity in decision-making venues should be promoted.


## POSITIVE RECOGNITION OF POLITICAL INVOLVEMENT

The majority of the people who spoke during the hearings observed that parliamentarians' work is poorly understood. Even worse, it is often depreciated. Two of the ten testimonies addressing this issue suggested conducting awareness campaigns for the general public to promote and provide positive recognition of the roles and responsibilities of elected officials.

Moreover, it would be useful to communicate positive recognition for political involvement directly to women. The witnesses noted the positive effects of promotional campaigns aimed at women in the leadup to elections, such as that preceding the 2017 municipal elections. Such initiatives awaken women's interest and reveal that they feel competent.

## Highlights of the online consultation

[Question 13] To stimulate women's interest or help develop their abilities with regard to politics in Québec:

- 54.2 percent of the respondents, that is, 54.2 percent of the women and 54.8 percent of the men, considered that priority should be given to promoting women parliamentarians and their contribution to politics.
[Question 14] To encourage or help women to seek nomination in provincial elections in Québec:
- 51.7 percent of the respondents, that is, 52.8 percent of the women and 43.5 percent of the men, considered that priority should be given to promotional and recruitment campaigns targeting women in the lead-up to elections.


## TRAINING AND SUPPORT FOR ASPIRING WOMEN CANDIDATES

Eight of the ten testimonies addressing this issue stressed the importance of providing financial support to groups that equip and coach aspiring women candidates and elected women at all levels of decisionmaking and government. According to the witnesses, these organizations have developed expertise, networks and partnerships with proven results. However, some people were concerned about the accessibility of the training, particularly in outlying regions, and registration costs, which could be barriers to women's participation.

Generally, the participants in the hearings and the online consultation hoped to see the training for aspiring candidates further developed. They wanted there to be more mentoring, networking and introduction to political activities, including internships and political simulations.

## Highlights of the online consultation

The data gathered did not indicate that the majority considered this issue a priority.

## DIVERSIFICATION OF WOMEN CANDIDATES' PROFILES

Seven of the testimonies addressed this issue and recommended diversification of the sociodemographic profiles of elected officials. They stated that support had to be provided to make it easier for women from all walks of life to gain access to the political arena. In this regard, nearly 90 percent of the
online consultation respondents considered that targeted measures needed to be deployed to attract women with a wide range of profiles to take the leap into politics.

One of the suggestions was to initiate a discussion with Aboriginal partners, in particular women, on measures that could be taken to encourage their representation in Québec politics.

All the people heard by the Committee considered it necessary to increase the visibility and provide positive recognition of a diverse range of women role models in politics: different profiles, age groups, life histories, etc.

## Highlights of the online consultation

[Question 12] 89.9 percent of the respondents, that is, 92.4 percent of the women and 72.6 percent of the men, considered that targeted measures must be implemented to encourage women with diverse profiles to enter politics in Québec.

## THE PARTY FRAMEWORK

In Québec, almost all candidates are affiliated with a political party. Some 20 authorized parties are represented in general elections. People who wish to run under a party banner must have their candidacy officially approved by the party leader. Each political party is responsible for establishing its own rules and selection procedures for its candidates.

The observations gathered during the consultations essentially concern recruiting and selecting candidates.

## RECRUITMENT AND SELECTION OF CANDIDATES

The majority of the testimonies received, that is, 11 out of 14 , stressed the role of political parties in the candidate recruitment and selection process. It was pointed out that party leaders must make a clear commitment in favour of parity to guide their activist support bases in that direction.

The participating individuals and groups acknowledged that each party has its own particular features. Generally, they proposed that all parties draw up action plans appropriate to their situations with the goal of increasing the number of women running for and elected to office.

## Highlights of the online consultation

[Question 14] To encourage or help women to seek nomination in provincial elections in Québec:

- 54.2 percent of the respondents, that is, 56 percent of the women and 41.9 percent of the men, considered that priority should be given to providing support for women candidates seeking nomination.


## THE POLITICAL AND PARLIAMENTARY FRAMEWORK

Once elected, women sometimes struggle with various difficulties related to how Parliament is organized and functions. These obstacles can also discourage potential women candidates from entering politics.

The statements and opinions gathered in the course of the Committee's consultation process have been broken down into two categories:

- political culture and parliamentary work; and
- work-family-personal life balance.


## POLITICAL CULTURE AND PARLIAMENTARY WORK

The majority of the witnesses considered that today's political culture and parliamentary work are obstacles to women's involvement. The dynamics related to the tone of the debates, party discipline, parliamentarians' relationships with the media and social networks, and cases of sexism, incivility and harassment of elected women were among the negative aspects criticized. Many comments gathered through the online consultation are along these lines. It should be noted that 60.7 percent of the respondents considered that the National Assembly is not an environment that fosters gender equality.

## Highlights of the online consultation

[Question 15] To improve the situation for women elected to the National Assembly of Québec:

- 68.4 percent of the respondents, that is, 69 percent of the women and 64.5 percent of the men, considered that priority should be given to promoting a more respectful and inclusive parliamentary and political culture;
- 66.3 percent of the respondents, that is, 68.1 percent of the women and 53.2 percent of the men, considered that priority should be given to increasing the number of women who assume ministerial and parliamentary duties.


## WORK-FAMILY-PERSONAL LIFE BALANCE

The issue of work-family-personal life balance was mentioned by seven of the fourteen organizations and people who testified or submitted briefs. They observed that the way Parliament is organized is not well adapted to the reality facing parents today, or the one faced by people who must take care of those close to them (sick spouse, parents suffering from loss of autonomy, etc.). The majority stressed the idea that women and men are both equally concerned by this issue. Therefore, the responsibility and commitment of both genders should be valued and recognized, in all family situations.

Generally, the participants considered that it was about time that the National Assembly equipped itself with an action plan to facilitate work-family-personal life balance. They invited an examination of the practices and rules governing parliamentary life in order to adapt them to contemporary realities. One woman participant in the online consultation noted that the needs of political and administrative staff should also be taken into consideration. Participants also said that such a policy should be accompanied by targets and an implementation and monitoring process to guarantee its success.

## Highlights of the online consultation

[Question 15] To improve the situation for women elected to the National Assembly of Québec:

- 55.4 percent of the respondents, that is, 57.5 percent of the women and 40.3 percent of the men, considered that priority should be given to a policy or action plan on work-family-personal life balance at the National Assembly.


## RESEARCH

There is abundant literature from around the world on the issue of women's place in politics. However, there are very few empirical studies and recent data on the situation in Québec. This observation led many groups to stress the need to better document the issue of Québec women's access to participation and representation in politics. Such information would make it possible to have a more accurate picture of the situation and put appropriate measures in place.

## OBSERVATIONS, CONCLUSIONS AND RECOMMENDATIONS

The special and online consultations gave the members of the Committee on Citizen Relations a better understanding of the obstacles that get in the way of women's representation in Québec politics. The parliamentarians also acquainted themselves with the measures recommended by the participants to encourage women's involvement and increase the number of women running for and elected to office in the National Assembly.

The Committee members hope that concrete changes will occur in the short term. They also want to prepare the next generation, which will be involved in politics over the medium and long term.

The following recommendations stem from consensus-building reflection aimed at giving priority to potential solutions drawn from the testimonies and endorsed by at least 50 percent of the people who participated in the online consultation.

The Committee's recommendations are also broken down into three main areas that reflect the chief obstacles women face in the course of becoming involved in politics. "Appeal of politics" covers measures likely to enhance women's interest in getting involved, "representativeness" targets diversification of women candidate and office-holder profiles, and "support" places the accent on providing better assistance.

## APPEAL OF POLITICS

The parliamentarians consider that a taste for political involvement must be imparted to the next generations, through such activities as citizenship education and introduction to participation in civic life. They therefore invite the bodies that organize parliamentary simulations to invite as many girls as boys to participate in their activities.

1. The Committee on Citizen Relations recommends:

- THAT citizenship education courses be included in the school curriculum; and
- THAT secondary school, college and university diplomas recognize units or credits related to volunteer, civic participation and community service activities.

The parliamentarians observe that the general population, like the persons and groups heard in committee, is not well informed about the roles and work of elected officials. They believe that positive attention should be drawn more often to the good side and pleasures of political life. Moreover, women elected officials' presence and contributions should be given greater positive recognition to spur other women to take the leap into politics.

## 2. The Committee on Citizen Relations recommends:

- THAT campaigns targeting the general public be conducted to inform people and provide positive recognition of the roles and responsibilities of those elected to office; and
- THAT women in politics be more visible and given greater positive recognition.

The Committee received numerous testimonies concerning the general population's overall negative perception of the National Assembly's organization and functioning, including with respect to political and parliamentary culture. The members consider that a more in-depth study of this issue is required.

## 3. The Committee on Citizen Relations recommends:

- THAT political and parliamentary work be modernized to make it more attractive, in particular with respect to the National Assembly's organization and culture.


## REPRESENTATIVENESS

The Committee members believe that women must be offered opportunities to develop and strengthen their leadership skills.

## 4. The Committee on Citizen Relations recommends:

- THAT women's presence in governing bodies and decision-making venues be encouraged, in particular with the help of work-family balance policies and measures.

The Committee members wish to encourage diversification of the profiles of people who get involved in politics. However, they observe that at this time there are very few initiatives in this regard. They invite the government entities concerned to develop and implement measures encouraging a greater diversity of candidates and elected officials.

## 5. The Committee on Citizen Relations recommends:

- THAT there be increased visibility and positive recognition of a wide range of profiles of women in politics; and
- THAT a program or action plan fostering diversification of the profiles of people in politics be drawn up.


## SUPPORT

Québec can count on a large pool of competent women who have the potential and aptitudes required to be political representatives. Different groups coach and support those who are interested in that form of involvement. The parliamentarians note that these organizations help to increase the number of aspiring candidates. They therefore invite them to expand their services to meet the needs of different sectors of the public. The Committee members believe that parliamentarians would benefit from training developed for them.
6. The Committee on Citizen Relations recommends:

- THAT training and mentoring for aspiring candidates be made a priority, developed and adapted to the participants' different profiles, including parliamentarians.

The special features of parliamentary work complicate the work-family-personal life balance of those elected to office. The Committee members hope that the National Assembly will offer a work environment in sync with contemporary family realities. Accordingly, they invite the institution to adopt a family policy to help MNAs meet their personal commitments as parents and caregivers in particular.
7. The Committee on Citizen Relations recommends:

- THAT a policy and action plan be prepared for balancing work-family-personal life at the National Assembly and that parliamentarians' work environment be adapted.

Like many of those who contributed to the discussions, the Committee notes the lack of recent data on women's representation in Québec politics. The present order creates an opportunity to provide new information. The parliamentarians believe that it would be useful to develop knowledge and data on this issue and keep them up to date by, among other things, establishing a mechanism for long-term tracking of women's situation in Québec politics. Lastly, they believe it is relevant to assess the National Assembly's organization and functioning from the perspective of gender sensitivity.

## LIST OF RECOMMENDATIONS

## APPEAL OF POLITICS

## 1. The Committee on Citizen Relations recommends:

- THAT citizenship education courses be included in the school curriculum; and
- THAT secondary school, college and university diplomas recognize units or credits related to volunteer, civic participation and community service activities.


## 2. The Committee on Citizen Relations recommends:

- THAT campaigns targeting the general public be conducted to inform people and provide positive recognition of the roles and responsibilities of those elected to office; and
- THAT women in politics be more visible and given greater positive recognition.


## 3. The Committee on Citizen Relations recommends:

- THAT political and parliamentary work be modernized to make it more attractive, in particular with respect to the National Assembly's organization and culture.


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## 4. The Committee on Citizen Relations recommends:

- THAT women's presence in governing bodies and decision-making venues be encouraged, in particular with the help of work-family balance policies and measures.


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- THAT there be increased visibility and positive recognition of a wide range of profiles of women in politics; and
- THAT a program or action plan fostering diversification of the profiles of people in politics be drawn up.


## SUPPORT

## 6. The Committee on Citizen Relations recommends:

- THAT training and mentoring for aspiring women candidates be made a priority, developed and adapted to the participants' different profiles, including parliamentarians.


## 7. The Committee on Citizen Relations recommends:

- THAT a policy and action plan be prepared for balancing work-family-personal life at the National Assembly and that parliamentarians' work environment be adapted.


## APPENDIXI <br> GROUPS AND INDIVIDUALS WHO PARTICIPATED IN THE COMMITTEE'S WORK

Organizations and individuals heard
Organizations

Association féminine d'éducation et d'action sociale (006M)

Chaire Claire-Bonenfant sur la condition des femmes

Citoyenneté jeunesse (009M)
Comité des femmes de l'Amicale des anciens parlementaires du Québec (001M)

Conseil du statut de la femme (002M)
Québec's Chief Electoral Officer (007M)

Fédération québécoise des municipalités (010M)

Groupe Femmes, Politique et Démocratie (004M)

Réseau des tables régionales de groupes de femmes du Québec (005M)

Union des municipalités du Québec (011M)

Individuals

Pascale Navarro (008M)

Organizations and individuals that filed a brief but were not heard

Organizations

Equal Voice (CRC-088)
Individuals

Rosalie Readman (003M)

Mercédez Roberge (012M)

## APPENDIX II <br> RESULTS OF THE ONLINE CONSULTATION

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## INTRODUCTION

This document presents the results of the online consultation conducted by the Committee on Citizen Relations as part of a self-initiated order on women's place in politics. ${ }^{1}$ The Québec public was invited to participate in the consultation held from November 9 to December 31, 2017. In all, 507 persons completed the entire questionnaire.

## RESPONDENTS' PROFILE

NUMBER AND DISTRIBUTION OF RESPONDENTS BY SEX


|  | Women | Men | Total |  |
| :---: | :---: | :---: | :---: | :---: |
| Respondents | Number | 445 | 62 | 507 |
|  | $\%$ | 88.0 | 12.0 | 100.0 |

## NUMBER AND DISTRIBUTION OF RESPONDENTS BY LANGUAGE USED TO COMPLETE THE QUESTIONNAIRE



|  | French | English | Total |  |
| :---: | :---: | :---: | :---: | :---: |
| Respondents | Number | 489 | 18 | 507 |
|  | $\%$ | 96.0 | 4.0 | 100.0 |

[^1]|  |  | Under 18 | 18 to 29 | 30 to 39 | 40 to 49 | 50 to 59 | 60 and older | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Women | Number | 0 | 98 | 101 | 91 | 70 | 85 | 445 |
|  | \% | 0.0 | 22.0 | 22.7 | 20.4 | 15.7 | 19.1 | 100.0 |
| Men | Number | 1 | 18 | 14 | 10 | 8 | 11 | 62 |
|  | \% | 1.6 | 29.0 | 22.6 | 16.1 | 12.9 | 17.7 | 100.0 |

NUMBER OF RESPONDENTS BY REGION


## ASPIRING WOMEN CANDIDATES' PROFILE

The participants in the online consultation were invited to indicate whether they were considering running for office in an election (see Question 3).

Women respondents who chose the provincial electoral level are considered to be potential candidates for elections in Québec. In the analysis of the results, their answers have been included in the comparative benchmarks.

NUMBER AND DISTRIBUTION OF ASPIRING WOMEN CANDIDATES BY AGE GROUP

|  |  | Under 18 | 18 to 29 | 30 to 39 | 40 to 49 | 50 to 59 | 60 and older | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Aspiring women candidates | Number | 0 | 31 | 28 | 21 | 9 | 1 | 90 |
|  | \% | 0.0 | 34.4 | 31.1 | 23.3 | 10.0 | 1.1 | 100.0 |

## GRAPHIC PRESENTATION OF THE RESULTS

Below is an overview of the graphic presentation of the results of the online consultation.

For each question, the answers of the women are compared with those of the men. For instance, Example 1 shows that

- $20.7 \%$ of the 445 women answered "always";
- $30.6 \%$ of the 62 men answered "always".

EXAMPLE 1


For certain questions, the results have been presented by statement and according to the respondents' profile. For instance, Example 2 shows that

- $35.1 \%$ of all 507 respondents selected statement $X$;
- $29 \%$ of the 62 men selected statement $X$;
- $63.4 \%$ of the 101 women between 30 and 39 years old selected statement $X$;
- $41.1 \%$ of the 90 aspiring women candidates selected statement $X$.

EXAMPLE 2
RESULTS FOR STATEMENT $X$


## QUESTION 1

Indicate whether the following statements apply to you.
a) I'm interested in political news

b) I vote in elections or I will vote once I have the right to do so

c) I participate in political activities (meetings, conferences, collective action, etc.)

d) I am involved in a political party (member, activist, etc.)


## QUESTION 2

I have run for nomination or been a candidate in an election.
Check all applicable electoral levels.


QUESTION 2 - RESULTS BY ELECTORAL LEVEL AND PROFILE

Federal


Provincial


Municipal


## School board



Other decision-making venue


I have never sought nomination


## QUESTION 3

I plan to run for election in the short, medium or long term.
Check all applicable electoral levels.


QUESTION 3 - RESULTS BY ELECTORAL LEVEL AND PROFILE

## Federal



Provincial


Municipal


## School board



Other decision-making venue


I do not plan to run for election


## QUESTION 4

I currently hold an elected position or have done so in the past.
Check all applicable electoral levels.


QUESTION 4-RESULTS BY ELECTORAL LEVEL AND PROFILE

## Federal



Total
Distribution by sex


Women only
Distribution by age group


Aspiring women candidates |  |
| :---: |
|  |
|  |
|  |
| Aspiring candidates |

Provincial


Total
Distribution by sex


Women only
Distribution by age group


Aspiring women candidates


Municipal


## School board



I do not hold an elected position and have never done so


## QUESTION 5

In terms of your personal interest and motivation:
What deters you from or makes you hesitant about entering provincial politics in Québec?
Check all statements that apply to you.


## QUESTION 5 - RESULTS BY STATEMENT AND PROFILE

Statement 5.1 - Generally speaking, I'm not interested in politics


Statement 5.2 - I think it's more beneficial to get involved in another way or in areas other than Québec provincial politics


Statement 5.3-I don't identify with the existing parties


Statement 5.4-I am uncomfortable with certain political dynamics (party discipline, the tone of debate, relations with the media, etc.)


Statement 5.5 - I think the role of a parliamentarian involves too many constraints and annoyances


Statement 5.6 - Other


Total


Women only
Distribution by age group



Statement 5.7-None of the above. There are no obstacles in terms of my personal interest or motivation


## QUESTION 6

In terms of knowledge and abilities:
What would prevent you from or make you hesitant about entering provincial politics in Québec?
Check all statements that apply to you.


## QUESTION 6 - RESULTS BY STATEMENT AND PROFILE

Statement 6.1 - I don't know enough about Québec politics, parliamentary work or the workings of Québec's National Assembly


Statement 6.2 - I don't have enough experience or skills to become a Member of Québec's National Assembly


Statement 6.3 - I'm not sufficiently comfortable interacting with the media or speaking in public


Statement 6.4-My social and/or professional network is not sufficiently developed


Statement 6.5 - Other


Statement 6.6 - None of the above. There are no obstacles in terms of my knowledge or skills


## QUESTION 7

In terms of your personal situation and life context:
What would prevent you from or make you hesitant about entering provincial politics in Québec?
Check all statements that apply to you.


## QUESTION 7 - RESULTS BY STATEMENT AND PROFILE

Statement 7.1 - Parliamentary work is incompatible with my current situation or my objectives in terms of my career (job type, career path, salary)


Statement 7.2 - Parliamentary work is incompatible with my current situation or my objectives in terms of my family (family-work-personal life balance, support for family)


Statement 7.3 - Parliamentary work is incompatible with my current situation or my objectives in terms of my personal life (work load and pace, health, life plans)


Statement 7.4-I don't have support from my family (spouse, children, etc.)


Statement 7.5-I risk losing my job or not being able to reintegrate later on


Statement 7.6-Other


Total

Distribution by sex | $\square$ |  |
| :---: | :---: |
|  |  |
|  |  |
|  |  |
| 9.4 | 4.8 |
| Women | Men |

Women only
Distribution by age group



Statement 7.7-None of the above. There are no obstacles in terms of my personal situation or life context


## QUESTION 8

If you entered provincial politics in Québec:
What difficulties do you think you would encounter in seeking nomination?
Check all statements that apply to you.


## QUESTION 8 - RESULTS BY STATEMENT AND PROFILE

Statement 8.1 - Generally speaking, I don't know how to seek nomination for election in Québec (rules, procedures, etc.)


Statement 8.2 - I don't have the nerve to seek a political party nomination myself


Statement 8.3 - I don't have enough information or support to seek a political party nomination


Statement 8.4-The riding I wish to represent is occupied, and I don't want to seek nomination elsewhere


Statement 8.5 - Other


Statement 8.6 - None of the above. These would not be major difficulties for me


## QUESTION 9

If you entered provincial politics in Québec:
What difficulties do you think you would encounter during the election campaign?
Check all statements that apply to you.


## QUESTION 9 - RESULTS BY STATEMENT AND PROFILE

Statement 9.1 - Generally speaking, I don't know how an election campaign is run in Québec (rules, procedures, etc.)


Statement 9.2 - I don't have an activism network or enough support from a political party to run an election campaign


Statement 9.3 - I don't have enough financial support to run an election campaign


Statement 9.4-I am afraid of confrontation, the tone of debate, or the competitive aspect of election campaigns


Statement 9.5-I am afraid of negative media coverage


Statement 9.6-I am afraid of being subject to threats or intimidation, especially on social media


## Statement 9.7-Other



Statement 9.8 - None of the above. These would not be major difficulties for me


## QUESTION 10

Check your level of agreement with the following statement:
"The National Assembly of Québec provides an environment that fosters gender equality."


## QUESTION 10 - RESULTS BY RESPONSE CATEGORY AND PROFILE

Persons who "strongly agree" or "agree" with the statement "The National Assembly of Québec provides an environment that fosters gender equality."


Persons who "completely disagree" or "disagree" with the statement "The National Assembly of Québec provides an environment that fosters gender equality."


## QUESTION 11

What should be looked at to strengthen gender equality in the National Assembly of Québec? Check a maximum of three priorities.


## QUESTION 11 - RESULTS BY STATEMENT AND PROFILE

Statement 11.1 - The physical layout and organization of parliamentary work (calendar, schedule of sittings, etc.)


Statement 11.2 - Measures aimed at balancing family, work and personal life


Statement 11.3 - Political and parliamentary culture


Statement 11.4 - Discrimination and harassment


Statement 11.5 - The division of ministerial and parliamentary roles (committee chairs, makeup of working groups, etc.)


Statement 11.6 - Media coverage of parliamentarians


Statement 11.7 - Threats to and intimidation of parliamentarians, especially on social media


Statement 11.8 - Other


Statement 11.9 - None of the above. The environment at the National Assembly is sufficiently egalitarian


NOTE: Question 11b appeared only for persons who answered "Measures aimed at balancing family, work and personal life" to Question 11. The number of respondents was therefore lower.

n=356

| Total |  |
| :---: | :---: |
| Distribution by sex |  |
| Women | Men |
| $\mathrm{n}=318$ | $\mathrm{n}=38$ |


| Women only |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
| Distribution by age group |  |  |  |  |
| W18-29 | W30-39 | W40-49 | W50-59 | W60+ |
| $\mathrm{n}=74$ | $\mathrm{n}=81$ | $\mathrm{n}=65$ | $\mathrm{n}=44$ | $\mathrm{n}=54$ |

Aspiring women
candidates
Aspiring
$\mathrm{n}=64$

## QUESTION 11B

You say that family-work-life balance should be a priority for increasing gender equality at Québec's National Assembly.

What issues should be looked at to improve the family-work-life balance at the National Assembly? Check a maximum of three priorities.


## QUESTION 11B - RESULTS BY STATEMENT AND PROFILE

Statement 11b. 1 - Parental leave arrangements for parliamentarians (delegation of responsibility, compensation, etc.)


Statement 11b. 2 - The presence of newborns in the House and at parliamentary committee meetings


Statement 11b. 3 - Child care services or a family and breastfeeding room


Statement 11b. 4 - The parliamentary calendar, sitting and work meeting schedules


Statement 11b. 5 - Proxy voting in certain situations


Statement 11b. 6 - Resources offered to parliamentarians and their families (information, advice, etc.)


Statement 11b.7-Transportation arrangements for parliamentarians' children between their homes and the National Assembly


Statement 11b. 8 - An additional allowance for child care or home support


Statement 11b. 9 - Other


## QUESTION 12

Check your level of agreement with the following statements:
a) There are enough women candidates in provincial elections in Québec

b) There are enough women Members in the National Assembly of Québec

c) The representation of women in provincial politics in Québec must be treated as an important issue

d) Measures must be implemented to encourage women to enter provincial politics in Québec

e) Targeted measures must be implemented to encourage women with diverse profiles (Aboriginal women, ethnocultural minorities, sexual minorities, young women, etc.) to enter provincial politics in Québec


## QUESTION 13

Based on your own personal experience and observations, indicate the measures that would stimulate women's interest or help develop their abilities with regard to politics in Québec. Check a maximum of three priority measures.


QUESTION 13 - RESULTS BY STATEMENT AND PROFILE

Statement 13.1 - Fighting gender stereotypes


Statement 13.2 - Promoting women parliamentarians and their contribution to politics


Statement 13.3 - Developing civics activities or courses for youth


Statement 13.4 - Developing training and mentorship programs for aspiring candidates


Statement 13.5 - Developing networks, issue tables, and political socialization opportunities for aspiring candidates


Statement 13.6 - Promoting gender parity in decision-making venues (boardrooms, etc.)


Statement 13.7-Restructuring political parties


Statement 13.8 - Changing parliamentary working conditions (salary, schedule, workload, etc.)


Statement 13.9 - Other


Statement 13.10 - No measures should be taken


## QUESTION 14

Based on your own personal experience and observations, indicate the measures that would encourage or help women to seek nomination in provincial elections in Québec. Check a maximum of three priority measures.


## QUESTION 14 - RESULTS BY STATEMENT AND PROFILE

Statement 14.1 - Promotional and recruitment campaigns targeting women in the lead-up to elections


Statement 14.2 - Financing measures to support women candidates


Statement 14.3 - Dissemination of nomination meeting rules and procedures


Statement 14.4 - Support for women candidates seeking nomination


Statement 14.5 - The introduction of women candidate quotas for political parties


Statement 14.6 - Financial incentives for political parties who run female candidates


Statement 14.7-The fight against sexist bullying and violence, especially on social media


Statement 14.8 - Other


Statement 14.9 - No measures should be taken


## QUESTION 15

Based on your personal experience and observations, indicate the measures that would improve the situation for women elected to the National Assembly of Québec. Check a maximum of three priority measures.


## QUESTION 15 - RESULTS BY STATEMENT AND PROFILE

Statement 15.1 - A policy or action plan on gender equality at the National Assembly


Statement 15.2 - A policy or action plan on work-family-personal life balance at the National Assembly


Statement 15.3 - Promotion of a more respectful and inclusive parliamentary and political culture


Statement 15.4 - Development of a support network for women parliamentarians


Statement 15.5 - An increase in the number of women who assume ministerial and parliamentary duties (committee chairs, leader, whip, composition of working committees, etc.)


Statement 15.6 - The fight against sexist bullying and violence, especially on social media


## Statement 15.7-Other



Statement 15.8 - No measures should be taken


## APPENDIX III

## GLOBAL REVIEW OF GOOD PRACTICES

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## INTRODUCTION

On March 22, 2016, the Committee on Citizen Relations unanimously adopted a self-initiated order on women's place in politics. ${ }^{1}$

In order to better define the order, the Committee members requested that a summary be produced describing the main obstacles to women's active participation in politics. They also wanted information on best practices used in other parliaments comparable to the National Assembly for overcoming those obstacles.

This document describes measures regarding four spheres of action:

- the electoral system and political financing;
- women's interest in politics;
- political parties; and
- parliamentary work.


## A LOOK AT THE INTERNATIONAL SCENE

Each parliament has its own specific realities, in particular concerning its political structures (type of regime, rules of procedure, party system, etc.), representatives (number of parliamentarians, sociodemographic profile, etc.) and relationship with social, political and institutional cultures. The notion of "comparable parliament" therefore leaves much room for interpretation.

However, it is pertinent to choose the parliaments that are the top performers as regards women's representation. The Inter-Parliamentary Union (IPU) collects this information and updates it regularly. ${ }^{2}$

The following table shows the 20 countries with the highest percentage of women parliamentarians as of December 1, 2016. It also shows whether a special measure is in effect to encourage women's representation in parliament. Such measures are of three types: seats reserved for women, legislative quotas and voluntary measures adopted by one or more political parties.

1. The information and documents associated with the self-initiated order are available online: http://www.assnat.qc.ca/en/travaux-parlementaires/commissions/crc/mandats/Mandat-34995/index.html.
2. Inter-Parliamentary Union, Women in National Parliaments [online]: http://www.ipu.org/wmn-e/classif.htm (consulted on February 6, 2017).

THE 20 COUNTRIES WITH THE HIGHEST PERCENTAGE OF WOMEN PARLIAMENTARIANS AS OF DECEMBER 1, 2016

| Ramber of |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- |
| Rank |
| Country |

On February 1, 2017, 36 of the 124 Members serving in the Québec National Assembly, that is, 29 percent of the House, were women. That proportion corresponds to the 50th place in the world ranking for women's representation. For information purposes, the following graphs illustrate the changes in women's political representation in general and municipal elections in Québec since the 1980s.

## PROPORTION OF WOMEN ELECTED IN QUÉBEC <br> GENERAL ELECTIONS, 1981-2014



PROPORTION OF WOMEN ELECTED IN QUÉBEC MUNICIPAL ELECTIONS, 1980-2013


## GENDER-SENSITIVE PARLIAMENTS

The notion of "gender-sensitive parliament" is gaining ground on the international scene. According to the IPU, it refers to "a parliament that responds to the needs and interests of both men and women in its composition, structures, operations, methods and work". Such a parliament removes obstacles to women's representation and serves as a role model for society in general.

In 2011, the IPU published a global review of good practices regarding gender sensitivity and, in 2012, it unanimously adopted the Plan of Action for Gender-sensitive Parliaments at its 127th Assembly in Québec City.

The Plan has seven action areas:

1. Increase the number of women in parliament and achieve equality in participation.
2. Strengthen gender equality legislation and policy.
3. Mainstream gender equality throughout all parliamentary work.
4. Institute or improve gender-sensitive parliamentary infrastructure and culture.
5. Ensure that responsibility for gender equality is shared by all parliamentarians-men and women.
6. Encourage political parties to be champions of gender equality.
7. Enhance the gender sensitivity of, and gender equality among, parliamentary staff.

In late fall 2016, the IPU published a self-assessment tool designed to "help parliaments wishing to evaluate how gender-sensitive they are, assess their current practices and policies, identify possible areas for reform, plan for change, and establish mechanisms to monitor progress". ${ }^{3}$

The IPU's observations can provide relevant points of comparison on progress within Québec's political institutions with respect to women's representation. ${ }^{4}$

[^2]4. Wherever possible, the ideas presented on the following pages are accompanied by examples, most of which are taken from the IPU's various publications. A parliament's performance is specified only if it is between 1 and 50 in the global ranking. If a parliament's performance is not mentioned, then it ranks lower than Québec at this time.

## 1. MEASURES REGARDING THE ELECTORAL SYSTEM AND POLITICAL FINANCING

Women's representation in politics is studied by measuring various institutional factors, such as the political regime and system (parliamentary, presidential, etc.), state structure (unitary or federal) and parliamentary structure (unicameral or bicameral).

Many studies identify barriers resulting from the electoral and political financing systems. They also describe various measures in parliaments around the world for countering the negative effects that these factors have on women's representation.

The measures presented in this section concern

- the voting system;
- renewal of the House;
- nomination meetings;
- electoral and political financing;
- legislative quotas;
- coercive measures related to electoral representation targets; and
- incentives related to electoral representation targets.


### 1.1 THE VOTING SYSTEM

Québec has a first-past-the-post electoral system at the provincial and municipal levels. This type of system is often considered an obstacle to women's political representation. In contrast, a proportional representation system is said to be more favourable. However, there is no consensus on this in recent studies. ${ }^{5}$

### 1.1 THE VOTING SYSTEM

- Adopt a voting system likely to foster socio-demographic diversity among parliamentarians.


## Examples of measures

- According to a comparative study covering the years 1992-2010, proportional systems seem to be more advantageous to women, followed by mixed systems and majority systems. ${ }^{6}$
- (New Zealand—ranked 39th—31.4 percent W). The proportion of women Members increased following the establishment of a mixed voting system with a proportional component, but subsequently stabilized around 30 percent.
- (Victoria State, Australia). Fewer women were elected following the establishment of a proportional voting system for the Legislative Council (DGEQ, 2014, p. 52).


## Additional information

- (Québec). Québec's Chief Electoral Officer (Directeur général des élections du Québec or DGEQ) studied the impact of various factors, including the voting system, on women's representation in Québec politics, drawing the conclusion that it is not necessary to reform the voting system to significantly increase the percentage of women in the National Assembly (DGEQ, 2014, p. 85, French only).

[^3]
### 1.2 RENEWAL OF THE HOUSE

According to some studies, the low rate of parliamentarian renewal is an obstacle to increasing the percentage of women in political institutions. Men's overrepresentation persists because large numbers of them run again and win in each election. Some states have set rules in this respect in order to foster the renewal of political institutions.

In Québec, there is no limit on the number of consecutive terms that an individual can serve. In the last four general elections, 86 to 93 percent of parliamentarians sought re-election. On average, 70 percent of those women and men were successful.

### 1.2 RENEWAL OF THE HOUSE

- Limit the number of consecutive terms that parliamentarians can serve.


## Examples of measures

- (United States). Some states limit the number of consecutive political terms.


## Additional information

- Studies cast doubt on the positive effects of this type of measure on women's representation because it requires women, like men, to leave office after a set period.


## 1. 3 NOMINATION MEETINGS

It is reputedly difficult to persuade women to run for office, which means that their decision to run comes later in the game. In the meantime, nomination meetings take place across Québec and the number of available electoral divisions decreases. For example, an early nomination meeting was once held nearly a year before the general election. In such a context, the ambitions of people who later consider running may be compromised.

In Québec, there is no legislation on the timing of political parties' nomination meetings, which precede the official filing of the nomination with the Chief Electoral Officer. Moreover, frequently, no nomination meetings are held. This situation tends to favour people who already have a well-established network of supporters.

### 1.3 NOMINATION MEETINGS

- Make nomination meetings compulsory.
- Place limits on the period when nomination meetings can be held.
- Advertise the nomination meeting period in the media.


### 1.4 ELECTORAL AND POLITICAL FINANCING

There are many costs associated with political activity, at every stage of involvement. The issue of electoral and political financing is all the more crucial given that women's incomes are generally lower than men's. In such cases, financial constraints can become real obstacles.

The rules governing electoral and political financing can have an impact on whether some women will be able to get past the nomination stage, become candidates, run campaigns, be elected and shoulder their duties appropriately. Indeed, in some countries, political parties are required to make a financial contribution to the cause of women's participation in politics.

### 1.4 ELECTORAL AND POLITICAL FINANCING

- Perform an in-depth analysis of the effects of current electoral and political financing on women's participation in politics. For example:
o financing expenditures incurred for nomination meetings;
o financing political parties' candidacies;
o financing independent candidacies;
o financing and support measures for parties, at both the Québec and municipal levels; and
o financing and support measures for independent elected officials, at both the Québec and municipal levels.
- Require parties to make a financial contribution to the cause of women's participation in politics. For example:
o by reserving part of the public funding they receive for actions fostering women's participation in politics; and
o by reserving part of their annual budgets for actions fostering women's participation in politics.


## Examples of measures

- (Mexico—ranked 8th—42.4 percent W). Parties must allocate 3 percent of their annual budget to training, promotion and developing women's political skills (IPU, 2015, p. 14).
- (Italy—ranked 42nd-31.0 percent W, South Korea, Brazil). Parties must allocate 5-10 percent of the public funding they receive to actions fostering women's participation in politics (IPU, 2015, p. 14).

Additional information

- (Québec). In 2007, the DGEQ studied various financial incentives designed to increase the number of women and of people from ethnocultural communities in politics. ${ }^{7}$

7. DGEQ (2007), Les modalités d'un mode de scrutin mixte compensatoire (Québec: Directeur général des élections du Québec), pp. 147-204.

### 1.5 LEGISLATIVE QUOTAS

Legislative quotas are prescribed by law or enshrined in the Constitution. They take different forms around the world, from extremely flexible to highly restrictive. The gender quotas database ${ }^{8}$ covers over 50 countries that apply quotas in one form or another in their lower chambers.

There is no such measure in effect in Québec. However, this approach is proposed regularly to guarantee that at least some women are present in democratic institutions.

### 1.5 LEGISLATIVE QUOTAS

- Reserve a certain number of seats for women.
- Set a minimum percentage or number of women candidates for each political party.
- Set a maximum percentage or number of candidates of the same gender for each political party.
- Accompany these targets with coercive measures or incentives, or both.
- Set these targets in a permanent, temporary or progressive (changing over time) manner.


## Examples of measures

- (Rwanda-ranked 1st-63.8 percent W). The Chamber has 24 seats reserved for women, two seats reserved for youth and 53 open seats (IPU, 2014, p. 3).
- (Mexico—ranked 8th—42.4 percent W). Fifty percent of each political party's candidates for federal and state legislative elections must be women. Both titular and substitute members must be of the same gender. The National Electoral Institute reviews women's nominations to ensure that they are not confined to unwinnable electoral divisions (IPU, 2016b, p. 4).
- (Spain—ranked 16th-39.1 percent W). By law, neither gender can make up more than 60 percent of a list of candidates (IPU, 2016b, p. 7).
- (Tanzania—ranked 23 rd— 36.6 percent W). In the National Assembly, 30 percent of the seats are reserved for women (IPU, 2016b, p. 4).
- (Zimbabwe—ranked 38th—31.5 percent W). The new Constitution adopted in 2013 gave the National Assembly 60 additional seats reserved for women. This temporary measure applies to the 2013 and 2018 elections (IPU, 2014, p. 4).
- (Albania). The Electoral Code provides that parliamentarians resigning their seats and representing a party that has not complied with a quota of 30 percent of candidates of each gender must be replaced by candidates of the under-represented gender (IPU, 2014, p. 6).
- (Venezuela). Since 2015, a law requires that lists of titular and substitute candidates comply with a 50 percent quota, alternating between men and women (IPU, 2016b, p. 4).

[^4]
### 1.6 COERCIVE MEASURES RELATED TO ELECTORAL REPRESENTATION TARGETS

Some countries have set electoral representation targets and accompanied them with coercive measures.

### 1.6 COERCIVE MEASURES RELATED TO ELECTORAL REPRESENTATION TARGETS

- Adopt temporary or permanent coercive measures related to target numbers of running or elected candidates. For example:
o if a party does not attain a given target for women candidates, reduce the public financing it receives;
o if a party does not attain a given target for women candidates, reduce the promotional broadcast time it receives; and
o if a party does not attain a given target for women elected, reduce the public financing it receives.


## Examples of measures

- (Belgium—ranked 15th—39.3 percent W). Since 2002, a law requires parties to run an equal number of men and women candidates. If the first two spots on a list are occupied by people of the same gender, the list is rejected (IPU, 2011, p. 13).
- (Portugal—ranked 27 th— 34.8 percent $W$ ). If a party's list contains less than one third women, its public financing is reduced (IPU, 2011, p. 13).


### 1.7 INCENTIVES RELATED TO ELECTORAL REPRESENTATION TARGETS

Other countries have instead opted for incentives.

### 1.7 INCENTIVES RELATED TO ELECTORAL REPRESENTATION TARGETS

- Adopt temporary or permanent incentives related to target numbers of running or elected candidates. For example:
o if a party attains or surpasses a given target for women candidates, increase the public financing it receives;
o if a party attains or surpasses a given target for women candidates, increase the promotional broadcast time it receives;
o if a party attains or surpasses a given target for women elected, increase the public financing it receives.


## Examples of measures

- (Bolivia—ranked 2nd-53.1 percent W; Ethiopia-ranked 17th—38.8 percent $W$ and Bosnia-Herzegovina, Colombia, Georgia, Mali, Niger). Parties that run a certain number of women candidates receive greater public financing.


## 2. MEASURES REGARDING WOMEN'S INTEREST IN POLITICS

Today's Québec is considered an egalitarian society. Women have become involved in the public sphere. Their level of education is equivalent to men's, or even higher. At least theoretically, they have access to the same positions as men. Overtly expressed discrimination against women aspiring to power is increasingly rare.

Yet, persistent stereotypes and prejudices can create obstacles to women's involvement.
The measures presented in this section are designed to encourage women to get involved in politics. They mainly concern

- gender construction by society, culture and the media;
- political socialization opportunities;
- positive recognition of women's political involvement;
- training and support for current and potential women candidates; and
- protection from gender-based electoral and political violence.


### 2.1 GENDER CONSTRUCTION BY SOCIETY, CULTURE AND THE MEDIA

According to numerous studies, gender-based socialization is a major obstacle to equal representation of men and women. The dominant forms of education and modes of socialization predispose men, more than women, to aspire to power and to hold political office. Socialization is a complex process of identity construction. It is based in particular on the social values, norms and representations conveyed through family, school and the media.

Measures designed to counteract these effects are already being applied in Québec. They are championed by the Secrétariat à la condition féminine and the Conseil du statut de la femme, in particular.

### 2.1 GENDER CONSTRUCTION BY SOCIETY, CULTURE AND THE MEDIA

- Adopt legislation, regulations and policies to protect gender equality.
- Establish systems to mainstream the notion of gender into government budgets and monitoring mechanisms.
- Examine government legislation and policies prior to passage to identify their effects on gender equality (e.g. gender-based analysis).
- Offer pedagogical and intervention tools free of gendered stereotypes to people working with children and youth (in childcare centres, schools, recreational groups, etc.).
- Raise the media's awareness of their influence regarding gender-equal representation, including with respect to women's representation in politics.
o Give an actual or symbolic "best egalitarian media" award for press coverage during an election campaign.


## Examples of measures

- (Sweden—ranked 6th—43.6 percent W). Since 1988, the principle of equality is considered when government budgets are being prepared. Such budgets are accompanied by an appendix that breaks down the division of economic resources between the genders (IPU, 2011, p. 34).
- (South Africa—ranked 9th—42.0 percent W). From 1995 to 2000, a "Women's Budget Initiative" was prepared through a partnership between parliamentarians, non-governmental organizations and civil society groups. Government appropriations were analyzed from a gender perspective. The project came to an end owing to a lack of resources (IPU, 2011, p. 34).
- (Belgium—ranked 15th-39.3 percent W). Since 2007, a law requires that part of public funding be allocated to promoting gender equality. It also requires that the consequences of all new measures be evaluated. It obliges the federal government to set strategic gender equality goals in all areas under its jurisdiction, and to have actions assessed (IPU, 2011, p. 31).
- (Spain—ranked 16th—39.1 percent W). Since 2003, a law has dictated the procedure for assessing the gender impact of legislation. Budgets contain an assessment of their gender impacts (IPU, 2011, p. 36).


### 2.2 POLITICAL SOCIALIZATION OPPORTUNITIES

From childhood, citizenship education programs introduce young people to the mechanisms of democratic life.

In adulthood, political socialization opportunities can have a positive influence on women's involvement in a wide range of fields: culture, health, environment, media, local issues, Aboriginal communities, etc. In such environments, many women gain decision-making experience and develop their network of contacts. Their involvement can lead them to become active in representative bodies.

### 2.2 POLITICAL SOCIALIZATION OPPORTUNITIES

- Support initiatives designed to introduce children to democratic life:
o promote girls' participation; and
o encourage gender balance in class councils and youth parliaments.
- Encourage and support political socialization opportunities where young people are involved:
o encourage gender balance on boards of directors and in other decision-making bodies where young people are involved.
- Encourage and support political mentoring activities for girls and women.


### 2.3 POSITIVE RECOGNITION OF WOMEN'S POLITICAL INVOLVEMENT

Many initiatives aim to counteract the negative effects of gender-based socialization. They offer various successful role models for girls and women, in addition to showcasing their contributions to democratic life.

### 2.3 POSITIVE RECOGNITION OF WOMEN'S POLITICAL INVOLVEMENT

- Conduct an awareness campaign on the theme of women's involvement in politics.
- Celebrate women in politics and make them role models in communications materials and the media.
- Draw positive attention to women's concrete contributions to politics:
o give awards to individuals or groups that have provided exemplary support for or contributions to women's representation in politics; and
o give awards to women who have had outstanding political careers.


## Examples of measures

- (Québec). Since 2013, the Union des municipalités du Québec annually awards the Prix Francine-Ruest-Jutras, which recognizes women's excellence and leadership in municipal politics and local governance.


### 2.4 TRAINING AND SUPPORT FOR CURRENT AND POTENTIAL WOMEN CANDIDATES

Family responsibilities and lack of financial resources are regularly cited as barriers to women's political involvement. Moreover, involvement in politics requires many intangible resources, such as selfconfidence and public-speaking ability, which means it stems strongly from a feeling of political competency.

In Québec, training and support for current and potential women candidates are well developed. The $\underline{A}$ égalité pour décider financial assistance program aims to support projects designed to increase the number of women in decision-making positions and in local and regional halls of power. Over 435 projects have been funded since the program was created in 1999. ${ }^{9}$

Women's networks as well as issue tables are also working in this sphere in Québec. They establish forums for reflection and action on general and specific issues relating to women's place in politics, such as Aboriginal women's representation and women's presence in municipal politics.

### 2.4 TRAINING AND SUPPORT FOR CURRENT AND POTENTIAL WOMEN CANDIDATES

- Support and promote training, coaching and mentoring programs for aspiring women candidates.
o Ensure that the cost of access to these programs is not an obstacle to participation.
- Encourage and promote the networks, issue tables and other forums supporting the cause of women's participation in politics.
- Establish a permanent fund to support women wishing to engage in active political life.


## Examples of measures

- (Namibia—ranked 12th—41.3 percent W and Lesotho, Sierra Leone, India, Japan). Measures have been established to foster women's involvement at the local level to create a ripple effect expanding to the national level (IPU, 2011, p. 15).
- (United States, Australia). Fund-raising networks provide financial support for women wishing to be candidates. However, they are associated with political stances (EMILY's List).
- (United States). The Center for American Women and Politics specializes in developing and implementing training programs for women:
o Ready to Run (training program for women wishing to enter politics); and
o NEW Leadership (political socialization program for young women).
- (Québec). Several groups offer training programs and support for current and potential women candidates.

[^5]
### 2.5 PROTECTION FROM GENDER-BASED ELECTORAL AND POLITICAL VIOLENCE

According to the National Democratic Institute (NDI), a non-governmental organization, violence against women in politics has three distinguishing characteristics:

- it targets women because of their gender;
- in its very form it can be gendered or gender-based; and
- its impact is to discourage women, in particular from being or becoming active in politics. ${ }^{10}$

Ways that gender-based political violence is expressed include threats, verbal or written intimidation, hate speech, physical attacks, destruction of property and other forms of assault. These acts of violence have many consequences on their victims: stress, concern for personal safety and that of those close to them, hindrance of their ability to perform their duties appropriately, fear of expressing their opinion freely, and even questioning of their involvement in politics.

### 2.5 PROTECTION FROM GENDER-BASED ELECTORAL AND POLITICAL VIOLENCE

- Document the phenomenon of gender-based electoral and political violence.
- Set up mechanisms to protect against this type of violence.
- Encourage victims to denounce this type of violence.
- Condemn this type of violence publicly when it occurs.


## Examples of measures

- (Bolivia—ranked 2nd-53.1 percent W). Since 2012, there has been a law against gender-based harassment and violence in politics. It is designed to protect women from electoral and political violence perpetrated against them. The law imposes sanctions on those guilty of such acts. Since 2016, people with backgrounds of violence against women have been prohibited from running for political office (IPU, 2016b, p. 9).
- (Mexico—ranked 8th—42.4 percent W). Since 2013, electoral legislation and the law on violence against women have covered cases of violence against women in politics and in the electoral process (IPU, 2014, p. 6).
- (Kenya). A team of researchers studied political violence against women, its warning signs and solutions to it. During the 2013 elections, an incident report gathering tool made it possible to locate victims of violence and deliver rapid support (IPU, 2014, pp. 7-8).

[^6]
## 3. MEASURES REGARDING POLITICAL PARTIES

In recent years, the research community has been closely following political parties' role with respect to women's political representation. Indeed, parties are now considered indispensable in the candidate recruitment and selection process.

In Québec, this is especially true at the provincial level. Since the 1960s, all of the parliamentarians who have served in the National Assembly have been elected under a partisan banner. However, parties are less important in the municipal realm, where they are present only in large cities.

The measures presented in this section concern political parties seeking to favour women's involvement. They mainly concern

- voluntary targets for women candidates;
- recruiting and selecting candidates;
- support for women candidates during the nomination process and in elections; and
- internal equality policies and action plans.


### 3.1 VOLUNTARY TARGETS FOR WOMEN CANDIDATES

Political parties are free to establish their own operating rules, and can set goals with respect to women candidates. Among the 20 countries with the highest rates of women parliamentarians, the IPU identifies 13 in which at least one political party has established such voluntary targets.

### 3.1 VOLUNTARY TARGETS FOR WOMEN CANDIDATES

- Adopt temporary or permanent voluntary measures to increase the number of women among party candidates, such as
o reserving a certain number of seats for women candidates;
o reserving a certain proportion of seats for women in the pool of new candidates; and
o favouring women candidates in so-called "safe" electoral divisions.


## Examples of measures

- (Bolivia, Iceland, Nicaragua, Sweden, Mexico, South Africa, Finland, Namibia, Mozambique, Norway, Spain, Ethiopia, the Netherlands). In each of these 13 countries, which are among those with the highest rates of women's representation, at least one party has adopted voluntary targets for women candidates.
- (Sweden—ranked 6th—43.6 percent W). All parties have adopted special measures to increase the number of women in their internal structures (committees, internal boards, lists of candidates, etc.) (IPU, 2011, p. 81).
- (United Kingdom—ranked 49th—29.6 percent W). The Labour Party and the Liberal Democrats both have voluntary targets for women on lists of candidates: 50 percent and 40 percent, respectively (IPU, 2016, p. 7).
- (Australia—ranked 50th—28.7 percent W). The Australian Labour Party reserves 40 percent of the spots on its list of candidates for women, giving them a strong chance of being elected (IPU, 2014, p. 6).
- (Québec). The Québec solidaire party has adopted a voluntary target of 50 percent women on its list of candidates.


### 3.2 RECRUITING AND SELECTING CANDIDATES

According to various studies, a range of actions can favour the recruitment of women candidates.

### 3.2 RECRUITING AND SELECTING CANDIDATES

- Hold awareness-raising and information campaigns for women as elections approach.
- Hold information sessions targeting women activists who are considering becoming candidates.
- Ask women directly to become candidates.
- Broaden recruitment networks to encompass sectors where women are more numerous.
- Ensure that there are women on recruitment and selection committees.
- Invite selection committees to adopt more diverse acquired experience assessment criteria for women and men.


### 3.3 SUPPORT FOR WOMEN CANDIDATES DURING THE NOMINATION PROCESS AND IN ELECTIONS

Studies stress parties' essential role in providing their women candidates with support, both during the nomination process and in elections.

### 3.3 SUPPORT FOR WOMEN CANDIDATES DURING THE NOMINATION PROCESS AND IN ELECTIONS

- Identify the specific needs of women seeking nomination and the best ways of meeting them. For example:
o allocate a budget to support people who have more limited financial means so they can cover nomination expenses;
o help parents cover babysitting costs during the nomination process; and
o fund-raise for women candidates.
- Identify women candidates' specific needs during election campaigns and the best ways of meeting them. For example:
o hold training programs taking women candidates' specific needs into account;
o establish mentoring programs matching new women candidates with experienced people; and o create support networks for women seeking election or elected.


### 3.4 INTERNAL EQUALITY POLICIES AND ACTION PLANS

Finally, studies support the theory that an egalitarian party culture is necessary to guarantee lasting change in partisan organizations.

### 3.4 INTERNAL EQUALITY POLICIES AND ACTION PLANS

- Conduct an internal study to identify the party's strengths and weaknesses regarding gender equality. Identify the problems facing and real needs of the people concerned (paid staff, men and women activists, men and women candidates, etc.).
- Equip the party with a policy and strategic plan that set out its gender equality vision and goals. In particular, the policy could address the following:
o family-work balance for activists;
o forms of women's involvement in the party (discussion forums, duties within the party);
o committee composition and the process for appointment to decision-making positions; and
o the party's internal and external communications strategies.
- Assess the achievement of goals and perform follow-up through an appropriate monitoring mechanism.


## 4. MEASURES REGARDING PARLIAMENTARY WORK

When it comes to women's representation in politics, the spotlight generally swings to focus on the preelection process. The obstacles that women meet along the way to attaining elected office are well documented.

In much research, parliamentarians' equality is reduced to the socio-demographic composition of the House. From that perspective, balanced representation of both genders would suffice for the institution to be egalitarian. Other analyses go further. They reveal that parliaments are not gender-neutral. Be it on the structural, material or cultural level, parliaments can, even in spite of themselves, hinder women's full participation in politics.

The IPU stresses the crucial role played by parliamentary institutions with respect to equality. It documents the phenomenon and provides parliaments that so desire with tools to become "gendersensitive", in other words, to take both men's and women's needs and interests into account in their structures, operation, methods and actions.

The measures presented in this section are intended for the various parliamentarian stakeholders wishing to establish an egalitarian culture in their workplace. They concern

- equality policies and action plans;
- the fight against discrimination and harassment;
- mainstreaming gender and equality issues in parliamentary work;
- family-work balance;
- men's involvement in the equality cause;
- discussion and action forums for women parliamentarians;
- integrating women into parliament and their acquisition of political experience; and
- awareness-raising and training for parliamentary staff.


### 4.1 EQUALITY POLICIES AND ACTION PLANS

An essential step for any organization wishing to undertake gender equality actions is to assess the initial situation. A comprehensive review of how a parliament operates can clarify the strengths and weakness of the institution and open the way, if necessary, for reforms adapted to its situation.

### 4.1 EQUALITY POLICIES AND ACTION PLANS

- Conduct a study to clarify the Parliament's strengths and weaknesses regarding gender equality. Identify the real problems facing and needs of the people concerned (parliamentarians, political and administrative staff, etc.). The evaluation can be done
o by parliamentarians or parliamentary staff members, or both; or
o through an external audit.
- Equip the Parliament with a policy and strategic plan that clarify its gender equality vision and goals.
- Evaluate the achievement of goals and perform follow-up through an appropriate monitoring mechanism.


## Examples of measures

- The Inter-Parliamentary Union offers self-assessment tools for parliaments wishing to measure their gender sensitivity with a view to undertaking a reform process. This document is available online: http://www.ipu.org/pdf/publications/gender-toolkit-e.pdf.
- (Rwanda-ranked 1st-63.8 percent W). The Senate audited equality actions through interviews, document reviews and staff surveys. It developed an action plan taking into account the strengths and weaknesses that were revealed in the course of the audit (IPU, 2011, p. 54).
- (Sweden—ranked 6 th—43.6 percent W). In 2008, the Parliament equipped itself with a gender equality action plan that covers various aspects of parliamentary and administrative activity, and is reviewed and updated annually. The Secretary General is responsible for carrying it out (IPU, 2011, pp. 72-73 and 100).
- (Finland—ranked 11 th—41.5 percent W). In 2009, the Parliament adopted a gender equality action plan (IPU, 2011, p. 100).
- (Germany-ranked 24th-36.5 percent W). The German Parliament has a process for monitoring its gender equality program regularly. A committee of interdisciplinary experts analyzes the program's successes and flaws, and proposes improvements to rules and practices (IPU, 2011, p. 68).
- (Costa Rica-ranked 31st-33.3 percent W). The Legislative Assembly created a technical unit on gender equality and equity whose role is to promote, plan, coordinate and monitor gender mainstreaming in all legislative and administrative facets. It is under the responsibility of the Assembly's Executive Director (IPU, 2011, p. 55).


## Additional information

- (Québec). The National Assembly's Plan stratégique de l'administration is available online (French only): http://mww.assnat.qc.ca/fr/publications/fiche-plan-strategique.html.


### 4.2 THE FIGHT AGAINST DISCRIMINATION AND HARASSMENT

According to the IPU, nearly 60 percent of parliaments have no discrimination or harassment (in particular sexual) prevention policy applicable to parliamentary staff. In 2015, the National Assembly adopted the Policy on Preventing and Managing Situations Involving Harassment in the Workplace. It applies to parliamentarians and political and administrative staff. However, the actions it proposes can be enhanced by other measures.

### 4.2 THE FIGHT AGAINST DISCRIMINATION AND HARASSMENT

- Adopt a code of conduct or a code of ethics that
o refers expressly to the principle of gender equality; and
o expressly condemns all sexist speech and behaviour.
- Adopt a discrimination and harassment prevention policy that
o applies to parliamentarians and political and administrative staff;
o establishes a clear procedure for resolving problematic situations;
o specifies the sanctions to which offenders are liable; and
o ensures victims are protected and the complaint resolution process is independent.
- Hold awareness-raising activities for parliamentarians and political and administrative staff on the issues of discrimination and harassment.
- Evaluate, from the perspective of gender equality, the facilities and resources made available to parliamentarians and political and administrative staff.
- Perform a critical appraisal of the rituals, dress codes, time-honoured expressions, usual vocabulary, customs and other parliamentary rules from the perspective of gender equality.


## Examples of measures

- (Belgium—ranked 15th-39.3 percent W). The Senate has appointed external advisers on prevention and a trusted internal person. The two people in charge work collaboratively (IPU, 2011, p. 104).
- (Spain—ranked 16th—39.1 percent W). The Parliament's rules of procedure were revised to impose the use of male and female forms in plenary assembly and in committee, instead of only the masculine plural.
- (Israel). The Knesset has a resource person who monitors sexual harassment issues. That position is held by a woman who is also a deputy secretary general (IPU, 2011, p. 104).


## Additional information

- (France). In cases where the institutional procedures provide insufficient or ineffective protection for victims of harassment, other methods are used to denounce problematic situations. For example, Chair collaboratrice gathers anonymous accounts by parliamentary assistants who have been victims of sexism: https://chaircollaboratrice.com/.


### 4.3 MAINSTREAMING GENDER AND EQUALITY ISSUES IN PARLIAMENTARY WORK

According to the IPU, a parliament seeking to promote gender equality must develop specific mechanisms to mainstream gender issues in its work. There are a number of ways to do this.

### 4.3 MAINSTREAMING GENDER AND EQUALITY ISSUES IN PARLIAMENTARY WORK

- Institute a specialized parliamentary committee responsible for reviewing government policy, legislation and budgets from a gender equality perspective.
- Mainstream gender in a transversal manner in all parliamentary committees so that they address the impact of strategies, legislation and budgets on gender equality.
- Create a multi-party task force with a specific mandate concerning equality issues.
- Create a multi-party advisory group responsible for defining the Parliament's equality policy and program, and for monitoring their implementation.


## Examples of measures

- (Rwanda—ranked 1st-63.8 percent W). A specialized committee is responsible for gender issues. It collaborates regularly with the other committees to examine their bills from the perspective of gender equality (IPU, 2011, p. 46).
- (Bolivia—ranked 2nd-53.1 percent W). Gender issues are addressed by a committee that does research and coordinates the operational activities of commissions. (In Bolivia, committees are operational and investigative bodies that complement commissions.) (IPU, 2011, p. 42).
- (Sweden—ranked 6th—43.6 percent W). Each committee is responsible for dealing with gender issues within its area of responsibility. There is also a committee responsible for gender equality issues when they do not fall under the purview of any other committee (IPU, 2011, p. 45).
- (Mexico—ranked 8th—42.4 percent W). Gender and equality issues are addressed by specialized parliamentary committees (IPU, 2011, p. 43).
- (Belgium—ranked 15th—39.3 percent W). The House of Representatives and the Senate each have advisory committees on gender and equality issues that provide opinions on the work of parliamentary committees (IPU, 2011, p. 42).


### 4.4 FAMILY-WORK BALANCE

Family-work balance issues are increasingly a reality in parliaments. Although this is something that affects women more specifically, men feel they are concerned as well. Moreover, political and administrative staff members are just as concerned as parliamentarians.

Family-work balance issues most often come up in the context of parenting, but more and more people are also being called upon to care for aging parents. This means that family-work balance issues could affect a growing number of parliamentarians and staff members in coming years.

### 4.4 FAMILY-WORK BALANCE

- Conduct a study to identify the Parliament's strengths and weaknesses regarding family-work balance. Pinpoint problems and the real needs of the people concerned (parliamentarians, political and administrative staff, etc.).
- Equip the Parliament with a policy and strategic plan that clarify its vision and goals regarding family-work balance. Assess the achievement of goals and perform follow-up through an appropriate monitoring mechanism.
- Establish procedures to allow parliamentarians who become parents during their term in office (through pregnancy, birth, adoption) to
o be absent for a prolonged period (preventive withdrawal or parental leave);
o receive a financial indemnity; and
o be granted temporary accommodation measures to balance their new parental responsibilities and parliamentary work (pairing, proxy voting, newborn's presence in the House, etc.).
- Adopt parenting support measures for parliamentarians who have young children. For example:
o adapt sitting and work meeting schedules so that parliamentarians can be at home more often;
o allow young children unlimited travel between their home and the Parliament building free of charge; and
o allocate financial assistance to cover babysitting costs for young children.
- Make a drop-in childcare centre available to parliamentarians and staff that is adapted to the special schedule of parliamentary work.
- Make an appropriately equipped family and breastfeeding room available to parliamentarians and staff.
- Hold awareness-raising and training activities for parliamentarians and political and administrative staff on the issue of family-work balance.
- Establish information and support tools for parliamentarians and their families.


## Examples of measures

- (Denmark—ranked 19th—37.4 percent W). No voting is allowed after 7:00 p.m. on sitting days (IPU, 2011, p. 92).
- (Germany—ranked 24th—36.5 percent W). The Parliament offers parents a room equipped with childcare equipment (changing table, toys, crib, etc.) (IPU, 2011, p. 105).
- (Portugal—ranked 27th—34.8 percent W). Childcare subsidies are provided (IPU, 2011, p. 105).
- (Australia—ranked 50th-28.7 percent W). A woman who is breastfeeding at the time of a vote can ask her whip to vote by proxy on her behalf (IPU, 2011, p. 95).
- (Canada). In 2016, a committee was given the mandate to study measures to facilitate family-work balance.


### 4.5 MEN'S INVOLVEMENT IN THE EQUALITY CAUSE

The idea that men must contribute to and take part in gender equality actions to the same degree as women is becoming increasingly well established.

By getting actively involved, men can hone their sensitivity to and understanding of the issues affecting women or of equality-related issues. Such involvement also helps to convey the idea that achieving equality between men and women concerns all members of society, regardless of their gender.

### 4.5 MEN'S INVOLVEMENT IN THE EQUALITY CAUSE

- Organize gender and equality awareness programs and training specifically for men parliamentarians.
- Offer men tools to understand, support and participate in initiatives promoting gender equality.
- Adopt men-women partnership strategies, such as
o man-woman co-sponsoring of gender equality legislation; and
0 the inclusion of men in parliamentary activities and actions on gender and gender equality issues (International Women's Day, anti-violence against women actions, etc.).
- Encourage parity when appointing members
o to the parliamentary committee responsible for gender and gender equality issues;
o as the chair and vice-chair of that committee;
0 to all working committees with mandates concerning gender and gender equality; and
0 to all parliamentary delegations engaging in a study tour or activities addressing gender and gender equality.


## Examples of measures

- (Rwanda—ranked 1st—63.8 percent W). Women parliamentarians insisted on having their male counterparts work closely on the adoption of a law on prevention of, protection from and punishment for gender-based violence. The men's involvement encouraged parliamentarians, and all citizens, to see gender-based violence as a global social problem that concerns both genders (IPU, 2011, p. 62).
- (Namibia—ranked 12th—41.3 percent W; Timor-Leste—ranked 18th—38.5 percent W). Men parliamentarians who did not have great gender sensitivity were invited to participate in study tours and field visits concerning domestic and sexual violence. Those experiences enhanced their sensitivity to these problems and equipped them with better tools to intervene politically on the issue (IPU, 2011, pp. 64-65).


### 4.6 DISCUSSION AND ACTION FORUMS FOR WOMEN PARLIAMENTARIANS

Women parliamentarians may feel the need or necessity to meet among themselves on issues that concern them more specifically. The recognition, structure, objectives and actions of women's caucuses differ from one parliament to another.

At the National Assembly, the Cercle des femmes parlementaires was established in 2010. Its members are the women parliamentarians from all the parties represented in parliament.

### 4.6 DISCUSSION AND ACTION FORUMS FOR WOMEN PARLIAMENTARIANS

- Establish a women's caucus officially recognized by the Parliament.
- Equip the caucus with a strategic plan that clarifies its mission, vision and strategic objectives.
- Equip the caucus with sufficient financial, material and human resources.
- Consider mechanisms to integrate men into the caucus's activities.
- Forge ties with organizations and women parliamentarians in other parliaments:
o engage in study tours of other parliaments; and
o undertake joint projects with other parliaments on women's representation in politics.


## Examples of measures

- (Rwanda—ranked 1st—63.8 percent W). The Rwanda Women Parliamentary Forum (Forum des femmes rwandaises parlementaires or FFRP) is formally recognized by the Parliament and has an office. It brings together women from both chambers and all the parties. Its mission includes ensuring gender issues are taken into account in the Parliament, legislation and government action. It works closely with the Gender and Family and Promotion Committee and women's civil society networks (IPU, 2011, p. 46).
- (Bolivia—ranked 2nd—53.1 percent W). The Union of Parliamentary Women of Bolivia (UMPABOL) is a multiparty group recognized by the House of Representatives and the Senate. It addresses the demand for gender mainstreaming in legislative work (IPU, 2011, p. 47).
- (Sweden—ranked 6th—43.6 percent W). Since 1995, the Speaker's Reference Group on Gender Equality Issues has been bringing together women parliamentarians from all of the parties represented in the Parliament. It engages in various reflection activities and seminars on gender equality, and has frequent contact with its foreign counterparts (IPU, 2011, p. 54).
- (Namibia—ranked 12th—41.3 percent W). The women's caucus holds workshops to train women in leadership, speech writing and gender-sensitive budgeting (IPU, 2011, p. 52).
- (Peru). The women's caucus in Peru developed a five-year strategic plan that defines the caucus's mission, vision and strategic objectives. This led to the adoption of a legislative program on gender issue priorities (IPU, 2011, pp. 50-51).
- Men's participation in women's caucuses varies depending on the country. They may be full members, observers, supporters, etc.


### 4.7 INTEGRATING WOMEN INTO PARLIAMENT AND THEIR ACQUISITION OF POLITICAL <br> EXPERIENCE

Many studies stated that it was not sufficient for women to be elected to parliament; they must also attain positions of power and authority to the same extent as men.

Certain initiatives help women to acquaint themselves with the realities of political life rapidly after their election. The IPU also holds that it is important to encourage their development of leadership and political skills, in particular by entrusting them with parliamentary roles.

### 4.7 INTEGRATING WOMEN INTO PARLIAMENT AND THEIR ACQUISITION OF POLITICAL EXPERIENCE

- Establish mentoring programs pairing newly elected women parliamentarians with experienced parliamentarians.
- Offer training on topics in line with women parliamentarians' needs (e.g. how to present oneself before the media in political leadership situations).
- Distribute parliamentary responsibilities between men and women on an equal or proportional basis:
o chairs and vice-chairs of parliamentary committees; and
o House leader, whip, caucus chair, Office of the National Assembly, etc.
- Distribute seats between men and women on an equal or proportional basis in
o parliamentary committees;
o parliamentary delegations; and
o various working committees.


## Examples of measures

- (Rwanda—ranked 1st—63.8 percent W). The Constitution provides that women must hold a minimum of 30 percent of leadership positions. That proportion is met by the Parliament (IPU, 2011, p. 21).
- (Rwanda—ranked 1st—63.8 percent W). By convention, there is gender parity in committee responsibilities. When the chair is a man, the vice-chair is a woman, and vice versa (IPU, 2011, p. 21).
- (Mexico—ranked 8th—42.4 percent W). Legislation specifically states the importance of distributing Senate Bureau and commission leadership positions equitably (IPU, 2011, p. 18).
- (Denmark—ranked 19th—37.4 percent W). As much as possible, parliamentarians are assigned to committees according to their personal preferences (IPU, 2011, p. 24).
- (Burundi—ranked 25 th— 36.4 percent W). Parity is the unwritten rule in the Senate Bureau, and this also goes for committee chairs and vice-chairs (IPU, 2011, p. 21).
- (Switzerland—ranked 32 nd- 32.0 percent $W$ ). One party makes sure that there is at least one of its women representatives in every group, committee and delegation (IPU, 2011, p. 24).


### 4.8 AWARENESS-RAISING AND TRAINING FOR PARLIAMENTARY STAFF

Several hundred people in a parliament's administration and in the political parties support parliamentarians' work. They are in a good position to advise them on various subjects, including gender equality.

In the course of performing its global review, the IPU found that parliamentary (political and administrative) staff lacked tools and knowledge on this issue. The IPU stresses the importance of raising the awareness of and training staff members so that they will be responsible, to the same degree as parliamentarians, for achieving equality goals.

### 4.8 AWARENESS-RAISING AND TRAINING FOR PARLIAMENTARY STAFF

- Raise the awareness of parliamentary (political and administrative) staff about the issue of gender equality.
- Hold training workshops for political and administrative staff to equip them for doing gender-sensitive analysis (legislation, budgets, policies, etc.).
- Train library and research staff specializing in gender equality and gender-sensitive analysis.
- Appoint gender issue coordinators and specialist expert advisers.
- Establish support structures to guarantee parliamentarians are assisted by research staff specializing in gender and gender equality issues.


## Examples of measures

- (Mexico—ranked 8th—42.4 percent W). Since 2005, the Research Centre for Women's Advancement and Gender Equality (Centro de Estudios para el Adelanto de las Mujeres y la Equidad de Género or CEAMEG) has been assisting Congress. Its mission is to provide Members with technical support and gender equality analyses in an objective, impartial manner (IPU, 2011, p. 54).
- (Canada). Gender-sensitive analysis training was given to the Standing Committee on the Status of Women, the Library of Parliament staff and the Parliamentary Budget Office (IPU, 2011, p. 57).
- (South Korea). Newsletters on gender-sensitive analysis are distributed regularly to parliamentarians and parliamentary staff. A book on gender-sensitive legislation is distributed to all new parliamentarians, and to officials and jurists concerned (IPU, 2011, p. 58).


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Phone: 418-643-2722
Fax: 418-643-0248
commissions@assnat.qc.ca


[^0]:    1 The Journal des débats (Hansard) and the documents relating to the order are available online (some in French only): http://www.assnat.qc.ca/fr/travaux-parlementaires/commissions/crc/mandats/Mandat-34995/index.html.

[^1]:    1 The information and documents related to the self-initiated order are available online at http://www.assnat.qc.ca/en/travaux-parlementaires/commissions/crc/mandats/Mandat-34995/index.html.

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