

# Gender-sensitive Parliaments

## Domain 3 – Gender mainstreaming tools for parliamentary employees

This domain assesses the existence of gender mainstreaming structures and tools for parliamentary employees. Gender-sensitive parliaments mainstream gender in their administrative structures, processes and throughout their activities, in order to benefit all staff members and advance gender equality.

Gender mainstreaming tools for parliamentary employees include:

- Formal equal opportunities' policy for parliamentary employees;
- Equal pay policy;
- Gender training for management and parliamentary employees, with specific reference to gender impact assessment and gender budgeting procedures;
- Induction training for new parliamentary employees that includes a gender dimension.

Implementing gender mainstreaming tools supports the work on gender equality in practice and equips parliamentary employees with the capacity and resources to promote gender equality.