National Parliaments Questionnaire

AREA 1: Women and men have equal opportunities to ENTER the parliament

Domain 1 – Electoral system

Direct mention of gender equality in political representation in constitutional law

1. Does the constitutional law or an equivalent legal framework directly refer to gender equality in political representation?
□ Yes
□ No

Application of gender quotas to parliamentary elections

2. Are gender quotas applied to your electoral system?
□ Yes
□ No

Sanctions of non-conformity

2a. What sanctions (if any) are applied in case of non-compliance with the quota?
□ Legal sanctions (rejection of the list before the election)
□ Financial sanctions
□ No sanctions
Quota application method
Answer only 2b or 2c depending on the type of voting system applicable to elections for your parliament. In case that both proportional and plurality/majority systems apply to different groups of seats then answer the question relevant to the largest share of seats.

2b. If the voting system is proportional, how is the gender quota applied?
☐ Zipping (alternating female and male candidates throughout the lists)
☐ Requiring that the top two candidates are not of the same gender
☐ 40:60 ratio every five positions in the list
☐ At least 1 out of every group of 3 candidates must be a woman
☐ Other
☐ N/A

2c. If the voting system is plurality/majority, how is the gender quota applied?
☐ 50% women candidates
☐ 40:60 ratio of different gender candidates
☐ At least 30% women candidates
☐ Other
☐ N/A

Gender balance in candidates

3. Number of women and men candidates in the last parliamentary election?

<table>
<thead>
<tr>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
</table>

Financial resources

4. Is there a mechanism to allocate public funds to women candidates?
☐ Yes
☐ No

Gender balance in elected candidates

5. Number of women and men members of parliament?

<table>
<thead>
<tr>
<th>Women</th>
<th>Men</th>
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</thead>
</table>
Domain 2 - Political parties’/groups’ procedures

Gender balance in leading roles in political parties

6. **Number of women and men leading major political parties**

<table>
<thead>
<tr>
<th>Women</th>
<th>Men</th>
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</thead>
</table>

Major political parties are those parties with at least 5% of seats in parliament at the time of taking this assessment.

Gender mainstreaming in parties’ rules

7. **How many of the major parties explicitly reference gender equality in their internal rules?**

- ☐ All parties
- ☐ More than half
- ☐ Half of the parties
- ☐ Less than half
- ☐ None

8. **How many of the major parties have a women’s wing or committee?**

- ☐ All parties
- ☐ More than half
- ☐ Half of the parties
- ☐ Less than half
- ☐ None

9. **How many of the major parties have performed a gender equality assessment of their internal procedures within the past five years?**

- ☐ All parties
- ☐ More than half
- ☐ Half of the parties
- ☐ Less than half
- ☐ None

10. **How many of the major parties have internal rules that mention the importance of gender balance when assigning members and leaders to committees?**

- ☐ All parties
- ☐ More than half
- ☐ Half of the parties
- ☐ Less than half
- ☐ None
Domain 3 – Recruitment of parliamentary employees

Selection procedures

11. Is ensuring gender balanced representation a criterion in recruitment processes?
   ☐ For all parliamentary employees
   ☐ For certain positions
   ☐ No

12. Is gender-sensitive language used in selection interviews and/or test materials?
   ☐ Yes
   ☐ Partly
   ☐ No

For example, using gender-sensitive language means avoiding exclusionary terms and nouns that appear to refer only to men, for instance, ‘chairman’, or avoiding gender-specific pronouns to refer to people who may be either female or male (use ‘he/she’, ‘him/her’ or ‘they/them’ instead of ‘he/his’).

Composition of the selection board

13. Number of women and men in the last three recruitment selection boards?

   Women [ ]  Men [ ]

AREA 2: Women and men have equal opportunities to INFLUENCE the parliament’s working procedures

Domain 1 – Parliamentarians’ presence and capacity in parliament

Gender balance in parliamentary bureaus

14. The gender of Speaker
   ☐ Woman
   ☐ Man

   Item currently not scored.

15. Number of women and men members of the parliamentary bureau

   Women [ ]  Men [ ]
## Gender balance in leading roles

### 16. Parliamentary committees chaired by women and men

<table>
<thead>
<tr>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
</table>

### Balanced distribution of leading women and men across policy areas

#### 17. Chairs of committees in socio-cultural functions (health, education, social affairs, employment, family, culture, sports)

<table>
<thead>
<tr>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
</table>

Item currently not scored. In a gender sensitive parliament the proportions of women and men committee chairs will be similar across all 4 domains (Q17-Q20).

#### 18. Chairs of committees in basic functions (foreign and internal affairs, defence, justice)

<table>
<thead>
<tr>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
</table>

Item currently not scored. In a gender sensitive parliament the proportions of women and men committee chairs will be similar across all 4 domains (Q17-Q20).

#### 19. Chairs of committees in infrastructure (transport, communications, environment)

<table>
<thead>
<tr>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
</table>

Item currently not scored. In a gender sensitive parliament the proportions of women and men committee chairs will be similar across all 4 domains (Q17-Q20).

#### 20. Chairs of committees in economy (finance, trade, industry, agriculture)

<table>
<thead>
<tr>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
</table>

Item currently not scored. In a gender sensitive parliament the proportions of women and men committee chairs will be similar across all 4 domains (Q17-Q20).

## Procedures to assign members and leaders to committees

21. What gender balance measures are applied to the formal parliamentary procedure of assigning committee leaders?

- [ ] Gender quota – min. 40%
- [ ] Gender quota – min. 30%
- [ ] Equal opportunity rules
- [ ] None
22. What gender balance measures are applied to the formal parliamentary procedure of assigning parliamentary bureau members?
- Gender quota – min. 40%
- Gender quota – min. 30%
- Equal opportunity rules
- None

Gender equality training for MPs

23. Has training that includes a module on gender equality been delivered by the parliament – as an institution – to MPs in the current legislature?
- Yes
- No

Domain 2 – Structure and organisation

Code of conduct for MPs

24. Does the parliament have mechanisms to prevent discrimination based on gender, such as code of conduct or anti-harassment policies?
- Yes
- No

Code of conduct refers to the principles, values, standards, or rules of behaviour that guide the decisions, procedures and systems of an organisation in a way that contributes to the welfare of its members, and respects the rights of all constituents affected by its operations.

24a. Does the code include sanctions for non-complying behaviour?
- Yes
- No

Anti-discrimination policies for MPs and parliamentary employees

25. Does the parliament have a formal anti-discrimination policy?
- Yes
- No

25a. If yes, does it explicitly refer to discrimination based on gender?
- Yes
- No
Gender-sensitive parliaments tool: National Parliament

25b. Does the policy include sanctions for non-complying behaviour?
☐ Yes
☐ No

Anti-harassment policies for MPs and parliamentary employees

26. Is there an institutional policy in place against sexual harassment?
☐ Yes
☐ No

26a. If yes, does it include sanctions for sexual harassment?
☐ Yes
☐ No

26b. If yes, does the policy set in place a formal procedure for investigating sexual harassment complaints?
☐ Yes
☐ No

Gender-sensitive language in formal rules and standing orders

27. Are formal rules and standing orders written in a gender-sensitive language?
☐ Yes
☐ Partially
☐ No

For example, using gender-sensitive language means avoiding exclusionary terms and nouns that appear to refer only to men, for instance, ‘chairman’, or avoiding gender-specific pronouns to refer to people who may be either female or male (use ‘he/she’, ‘him/her’ or ‘they/them’ instead of ‘he/his’).

Family leave options for MPs

28. Which of the following family leave options are available for MPs?
☐ Maternity leave
☐ Paternity leave
☐ Parental leave
☐ Adoption leave
☐ Carers’ leave
☐ No family leave options available
Family leave refers to the right to leave for family reasons and may include: maternity leave, paternity leave, parental leave, adoption leave, carers’ leave.

a) Maternity leave: Leave from work for mothers in the period immediately preceding and following birth;

b) Paternity leave: Leave from work for fathers similar to maternity leave;

c) Parental leave: Leave after maternity/paternity leave which can be taken by either parent;

d) Adoption leave: Excused leave accorded to employees for attending legal proceedings leading to adoption and also, like maternity or paternity leave, for a period of time after an adoption of a child.

e) Carers’ Leave: Leave from work for workers in order to provide personal care to a relative, or to a person who lives in the same household as the worker and who is in need of significant care or support for a serious medical reason.

Procedures for substitution/proxy voting

29. Is there a procedure for substitution/proxy voting for MPs who are on family leave?
☐ Yes
☐ No

Family friendly working hours

30. Is there an official regulation of working hours?
☐ For parliamentary employees
☐ For MPs
☐ No

Financial provision for childcare

31. Are there any types of financial provisions to manage childcare?
☐ For parliamentary employees
☐ For MPs
☐ No
This question concerns provisions that exceed the legal minimum.

Domain 3 – Staff organisation and procedures

Gender balance amongst parliamentary employees

32. Number of women and men employed by the parliament

<table>
<thead>
<tr>
<th>Women</th>
<th>Men</th>
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</table>
Gender balance in managing roles

33. Number of women and men in managing roles

<table>
<thead>
<tr>
<th>Women</th>
<th>Men</th>
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</thead>
<tbody>
<tr>
<td></td>
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</table>

Departments or units led by women and men

34. Number of departments/units led by women and men

<table>
<thead>
<tr>
<th>Women</th>
<th>Men</th>
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</table>

Training programmes to improve capacities of parliamentary employees

35. Have there been any training/mentoring programmes to improve capacities of parliamentary employees in the last calendar year?

☐ Yes
☐ No

35a. Did the training programmes include a section dedicated to gender equality?

☐ One or more programme(s) are entirely dedicated to gender equality
☐ Gender equality is a dedicated part of one of more programmes
☐ Gender equality is not a dedicated part of any programme but nevertheless taken into account
☐ Not covered

36. Number of women and men who participated in the training programmes

<table>
<thead>
<tr>
<th>Women</th>
<th>Men</th>
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</table>

Salary gap between women and men parliamentary employees

37. Has the parliament conducted a study on the gender pay gap amongst its workforce within the last 5 years?

☐ Yes
☐ No

37a. If yes, were the results of the pay gap study made public?

☐ Yes
☐ No
Flexible work arrangements

38. Are there any formal rules on flexible work arrangements for parliamentary employees (e.g. part-time, tele-working)?
☐ Yes
☐ No

39. Which of the following family leave options are available to parliamentary employees?
☐ Maternity leave
☐ Paternity leave
☐ Parental leave
☐ Adoption leave
☐ Carers’ leave
☐ No family leave options available

Family leave refers to the right to leave for family reasons and may include: maternity leave, paternity leave, parental leave, adoption leave, carers’ leave.

a) Maternity leave: Leave from work for mothers in the period immediately preceding and following birth;
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e) Carers’ Leave: Leave from work for workers in order to provide personal care to a relative, or to a person who lives in the same household as the worker and who is in need of significant care or support for a serious medical reason.

AREA 3: Women’s interests and concerns have adequate SPACE on the parliamentary agenda

Domain 1 – Gender mainstreaming structures

Dedicated gender equality body

40. Is there a dedicated gender equality body in the parliamentary structures, for example a women’s caucus, cross-party network, or committee?
☐ Yes
☐ No
40a. How many parties that hold seats in the parliament have members in the gender equality body?
☐ All parties
☐ More than half
☐ Half of the parties
☐ Less than half
☐ None

Gender equality body’s resources

40b. Does the gender equality body have a dedicated budget for its activities?
☐ Yes
☐ No

Gender equality body’s contact with external stakeholders

40c. Can the gender equality body hold hearings or formally meet external stakeholders?
☐ Yes
☐ No

40d. Did the gender equality body hold hearings or meet external stakeholders in the last calendar year?
☐ Yes
☐ No

Gender equality body’s internal networking

40e. Did the gender equality body hold internal networking activities (meetings with the speaker, parliamentary groups, or committees) in the last calendar year?
☐ Yes
☐ No

Gender equality body’s functions

41. What formally defined functions does the gender equality body have?
☐ Informative (the body can collect information and/or investigate on specific cases)
☐ Advisory (the body can give opinions and suggestions on parliament’s work)
☐ Legislative (the body can elaborate, discuss and propose laws)
☐ Control (monitoring and oversight of law enactments)
☐ N/A
Domain 2 – Gender mainstreaming tools

Gender-oriented stakeholder consultation and involvement

42. Number of women and men consulted as experts by committees or other working groups in the last calendar year

<table>
<thead>
<tr>
<th>Women</th>
<th>Men</th>
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</thead>
</table>

43. Have external gender experts been consulted by committees or other working groups in the last calendar year?
☐ Yes
☐ No

Human resources for gender equality issues

44. Are parliamentary employees with gender equality expertise routinely consulted during legislative processes?
☐ Yes
☐ Partially
☐ No

Gender equality training (GET) for MPs

45. Has gender equality training (GET) ever been offered to MPs?
☐ Yes
☐ No

Further information on gender equality training is available on EIGE’s Gender Mainstreaming Platform.

46. Number of women and men MPs who attended the last gender equality training

<table>
<thead>
<tr>
<th>Women</th>
<th>Men</th>
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</thead>
</table>

Gender equality in parliament’s strategic plan

47. Does the parliament’s strategic plan explicitly mention gender equality?
☐ Yes
☐ No
Gender equality plan (GEP)

48. Does the parliament have a gender equality plan?
☐ Yes
☐ No

Gender budgeting in the national budget

49. Has the parliament implemented any form of gender budgeting in relation to the national budget?
☐ Yes
☐ No

Gender budgeting is a strategy to achieve equality between women and men by focusing on how public resources are collected and spent. The purpose of gender budgeting is threefold: to promote accountability and transparency in fiscal planning; to increase gender responsive participation in the budget process, for example by undertaking steps to involve women and men equally in budget preparation; and to advance gender equality and women’s rights.

Body in charge of gender budgeting

49a. Is there an internal body in charge of gender budgeting?
☐ Yes
☐ No

Gender budgeting in the internal budget

50. Has the parliament implemented any form of gender budgeting in relation to the internal budget?
☐ Yes
☐ No

Domain 3 – Gender mainstreaming tools for parliamentary employees

Formal gender equality policy

51. Is there a formal gender equality policy for parliamentary employees?
☐ Yes
☐ No
Gender-sensitive parliaments tool: National Parliament

Dedicated gender equality body

52. Is there a body within the parliament responsible for promoting gender equality among parliamentary employees?
☐ Yes
☐ No

Gender equality training (GET) for parliamentary employees

53. Has gender equality training (GET) been offered to parliamentary employees in the last calendar year?
☐ Yes
☐ No

54. Number of women and men parliamentary employees who attended the last gender equality training?

Women [ ] Men [ ]

Budget allocated to implement gender mainstreaming tools

55. Is there a budget allocated for implementing gender mainstreaming tools and positive actions in the current year?
☐ Yes
☐ No

AREA 4: The parliament produces gender-sensitive LEGISLATION

Domain 1 – Gender equality laws and policies

Gender equality laws

56. Are there any laws or legislative quotas in force to enhance gender equality in your country?
☐ Yes
☐ No

57. If the country has laws enhancing gender equality, what are the main policy areas addressed with these laws?
☐ Gender mainstreaming
☐ Gender-based violence
Gender-sensitive parliaments tool: National Parliament

☐ Work-life balance
☐ Women and the economy
☐ Women in decision making
☐ Gender and education, research, technology and innovation
☐ Gender and media
☐ N/A

Ratification of international documents

58. Has the country ratified the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)?
☐ Yes
☐ No

59. Is the country a party to the Beijing Declaration and Platform for Action (BPfA)?
☐ Yes
☐ No

59a. Has the country developed a national strategy for the implementation of the Beijing Platform for Action (BPfA)?
☐ Yes
☐ No

60. Has the country ratified the Convention on Preventing and Combatting Violence Against Women and Domestic Violence (Istanbul Convention)?
☐ Yes
☐ No

Gender Action Plan

61. Has the parliament officially promoted a gender action plan or a national programme for enhancing gender equality in the current legislature?
☐ Yes
☐ No

62. What are the main policy areas addressed in the gender action plan?
☐ Gender mainstreaming
☐ Gender-based violence
☐ Work-life balance
☐ Women and the economy
☐ Women in decision making
☐ Gender and education, research, technology and innovation
<table>
<thead>
<tr>
<th>Domain 2 – Gender mainstreaming in laws</th>
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</thead>
<tbody>
<tr>
<td><strong>Gender impact assessment in legislative work</strong></td>
</tr>
<tr>
<td><strong>63. Are there any rules stating that gender impact assessment should be part of the legislative process?</strong></td>
</tr>
<tr>
<td>☐ Yes</td>
</tr>
<tr>
<td>☐ No</td>
</tr>
<tr>
<td><strong>63a. Are there sanctions for non-compliance with gender impact assessment requirements?</strong></td>
</tr>
<tr>
<td>☐ Yes</td>
</tr>
<tr>
<td>☐ No</td>
</tr>
<tr>
<td><strong>Laws assessed for gender issues</strong></td>
</tr>
<tr>
<td><strong>64. In the current legislature, what proportion of enacted laws have been subject to a gender impact assessment?</strong></td>
</tr>
<tr>
<td>☐ All laws</td>
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<tr>
<td>☐ More than half</td>
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<tr>
<td>☐ Half of the laws</td>
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<tr>
<td>☐ Less than half</td>
</tr>
<tr>
<td>☐ None</td>
</tr>
<tr>
<td><strong>Supporting tools to mainstream gender in legislative work</strong></td>
</tr>
<tr>
<td><strong>65. Do MPs or their staff have access to dedicated tools/guidelines to conduct gender analysis and gender impact assessment?</strong></td>
</tr>
<tr>
<td>☐ Yes</td>
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<tr>
<td>☐ No</td>
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<tr>
<td><strong>Domain 3 – Oversight of Gender Equality</strong></td>
</tr>
<tr>
<td><strong>Dedicated structure for gender equality oversight</strong></td>
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<tr>
<td><strong>66. Is there a dedicated body that oversees gender equality in government action?</strong></td>
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<tr>
<td>☐ Yes</td>
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<tr>
<td>☐ No</td>
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</tbody>
</table>
Oversight function is a means for holding the executive bodies accountable for their actions, and for ensuring that they implement policies in accordance with the laws and budget passed by the parliament.

66a. Is there a budget for oversight of gender equality?
☐ Yes
☐ No

Monitoring of ratified documents

67. Which international conventions/agreements are regularly monitored by the parliament?
☐ CEDAW
☐ BPFA
☐ Istanbul Convention
☐ None

68. Does the parliament issue recommendations for the enactment of ratified conventions?
☐ Yes
☐ No

Monitoring of gender equality laws

69. If there are gender equality laws in force, does the parliament periodically monitor the implementation of these laws?
☐ Yes
☐ No

70. Does the parliament issue recommendations for the enactment of gender equality laws?
☐ Yes
☐ No

Gender-oriented stakeholder consultation for oversight function

71. In the last calendar year, has the parliament held consultations with gender-oriented stakeholders, in order to support its oversight of gender equality function?
☐ Yes
☐ No
AREA 5: The parliament complies with its SYMBOLIC function

Domain 1 – Symbolic meanings of physical spaces

Gender-sensitive organisation of spaces

72. Does the parliament have any childcare facilities, such as nursing or family rooms?
☐ Yes, for everyone
☐ No

73. Are there any official policies or efforts to enhance the gender-sensitivity of physical spaces?
☐ Yes
☐ No

Gender sensitivity refers to the aim of understanding and taking account of the societal and cultural factors involved in gender-based exclusion and discrimination in the most diverse spheres of public and private life. It focuses mainly on instances of structural disadvantage in the positions and roles of women.

74. Is security staff gender balanced?
☐ Yes
☐ No

Symbolic meanings of parliamentary spaces and decorations

75. Are there any rules or procedures to ensure gender balance when naming parliamentary spaces?
☐ Yes
☐ No

76. Are there any rules or procedures to obtain a gender-balanced representation of subjects in paintings, statues and other decorations?
☐ Yes
☐ No

77. Are there any rules or procedures to obtain a gender-balanced representation in artists whose work is presented at the parliament?
☐ Yes
☐ No
## Domain 2 – Gender equality in external communication and representation

### Gender equality initiatives for the public

**78. Have there been any initiatives dedicated to gender equality issues/women's rights in the last calendar year on the parliament’s premises?**

- ☐ Yes
- ☐ No

Such initiatives would include, for example, guided tours describing the history of women in the parliament; exhibitions dedicated to famous women in the country’s history, etc.

### Gender equality in online communication

**79. Does the parliament’s website have a section for citizens that addresses gender equality?**

- ☐ Yes
- ☐ No

### Gender-sensitive official communication

**80. Does the parliament have a specific policy on gender equality in official communication?**

- ☐ Yes
- ☐ No

For example, a communications strategy should make gender equality a visible part of an organisation’s external identity and self-portrayal. More information about communicating an institution’s commitment to gender equality can be found on [EIGE’s Institutional transformation toolkit](https://eige.europa.eu).

### Visibility of gender issues

**81. Is information about gender equality related initiatives of the parliament systematically disseminated to the public and civil society?**

- ☐ Yes
- ☐ No

### Gender balance in delegations

**82. Is there an official policy in place for gender balanced parliamentary delegations?**

- ☐ Yes
- ☐ No