

LIBERAL
INTERNATIONAL

GENDER EQUALITY REPORT

FINDINGS OF THE
2020 WOMEN IN
POLITICAL PARTIES INDEX



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ACKNOWLEDGEMENTS

This inaugural Liberal International Gender Equality Report compiles the result of the first ever LI Women in Political Parties Index. LI would not have been able to provide its membership with these results without the cooperation and hard work of many different people and organisations, and we are grateful.

Special thanks are owed to the LI member parties who completed the 2020 WIPP Index Survey, taking great care to provide us with accurate and detailed statistics of a range of different aspects of gender equality within their parties. Due to the confidentiality of the results they will not be named here, but without their efforts this publication would not have been possible.

We also want to recognise the important role of former LI Vice-President and Immediate Past Chair of the LI Human Rights Committee, Markus Löning, under whose leadership the Women in Political Parties project was initiated. LI is also deeply grateful to Tamara Dancheva, Former Head of LI Human Rights Programme, for leading the development of LI Women in Political Parties Index. Thirdly, we are grateful to the Friedrich Naumann Foundation (FNF, cooperating organisation) for financially contributing to the development of the LI Women in Political Party Index and funding the associated Inclusivity handbook's design and production.

Special recognition is also due to the National Democratic Institute in Washington, DC, and in particular Sandra Pepera, Director for Gender, Women and Democracy, and Ivan Doherty, Director of Political Party Programs, for hosting Tamara Dancheva on a three-month secondment programme which laid the ground for the development of LI's Women in Political Parties Index.

LI would also like to thank our Senior Human Rights Programme Officer Mikaela Hellman, who conducted the survey process, compiled the results, and wrote this report.

Finally, Liberal International gratefully acknowledges the financial support of Democraten 66 in funding this report's design and production, as well as its launch event at the fringes of the Liberal International Extraordinary Virtual Congress in October 2020.



PRESIDENT'S GREETING

Dear Liberal Colleagues and Friends,

I am incredibly proud to present to you the very first Liberal International Gender Equality Report.

As liberals, we know that the world cannot evolve in a prosperous and sustainable way while leaving half of its population behind. Failing to involve women in decision-making is not only detrimental to development, it is undemocratic and against the liberal principles of equality in rights and opportunities. This is why women's political participation is one of the priority areas of the LI Human Rights Committee, and why LI has long advocated for the advancement of women into positions of power across the world.

In every country, women are still experiencing inequality in different ways and intensities. The coronavirus pandemic has exacerbated these inequalities, with women being disproportionately affected by increased domestic violence, lack of access to health care, and schools being closed during lock-downs. Women are also over-represented in the economic sectors hit hardest by the pandemic, such as services and hospitality. As a female politician in Africa, and as the first non-European president of Liberal International, I recognise the daily challenges that my sisters both within and outside the political field face.

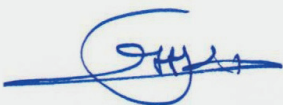
At the same time, this pandemic has provided the world with a demonstration of the power of female leadership. Female leaders from across the political spectrum, like Prime Minister Jacinda Arden of New Zealand, Chancellor Angela Merkel of Germany, and President Tsai Ing-Wen of Taiwan, have proven that we have begun to put the era of men behind us. Perceptions of female leadership are changing, and it is about time.

Despite this, many challenges remain. While the results in this report show that liberals are overall performing above average on female political participation, we still have much to do. Many of our parties have still never elected a female leader. Work remains to ensure that our party structures are equipped to record and follow up the threats and harassments we know that female candidates and politicians face. We must continue to actively acknowledge these challenges, and to train and educate our memberships as we strive to become more inclusive as political parties.

To achieve true gender equality, I sincerely believe that we need to work from the bottom up. By producing the results presented in this report, and continuing to do so yearly in the future, Liberal International wishes to assist our members in identifying where they can improve their own diversity to make their parties truly inclusive for women.

Equality is one of the fundamental liberal values, and Liberal International will continue to raise our voice and be a strong advocate for diversity and inclusivity.

Warm regards,



President of Liberal International



INTRODUCTION

When Liberal International, inspired by our former Human Rights Officer Tamara Dancheva, started to develop tools for gender inclusivity, we did it out of the conviction that it would be helpful and useful for our member parties - criteria we always look to fulfil when planning activities.

We were, and we remain, convinced that parties with representation of both men and women are more successful than parties with a bias only for men. It can be seen from the statistics emerging from this survey leading up to the WIPP Index and this report.

Throughout history, societies where women have been included have been more successful - it has even been said that when some countries started to exclude women, they went backwards. My point has always been - societies today cannot afford to neglect the talent of half their populations.

And dear friends, just have a look at the brave women of the opposition in Belarus - what would the democracy movement be without these utterly courageous persons. Our admiration for them is so deep and we stand with them.

Today, we act not only out of the conviction that our parties are more successful when inclusive - it is a necessity in our work to defend liberalism and reject extreme right politics. Time and again it has been demonstrated how "a ticket of antifeminism" is a way for these parties to try to recruit more support for their ideas. In combining misogyny and authoritarianism, a very toxic mix for liberal societies is created. This toxic mix must be countered, and one of the best ways to do it is to have inclusive organisations and political parties.

This report, the Index itself and the associated Inclusivity handbook (see the end of this report) are thus also tools to defend liberalism and make us more efficient as a political movement.

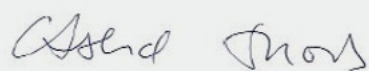
Looking at inclusion, the global liberals are not doing badly. This must be stressed. Look for instance at the fact that liberal parties have more female MPs than the global average, an average of 31.3% compared to the global average of 25%.

We should however do better - and we can.

This is just the start, but already now I want to thank all the respondents to the questionnaire which forms the basis of this report. We are grateful that you took the time, but we are also convinced that this process will help you find ways to be more inclusive as political parties.

I also want to thank our present Human Rights Officer Mikaela Hellman who has done the big work of analysing the responses, drawing the conclusions, and written this report. Thank you very much, dear Mikaela.

And to all of you liberals - join us on the journey to more inclusion of women, more successful parties, and thus more sustainable societies!



Chair of the Liberal International Human Rights Committee

WHAT IS THE WOMEN IN POLITICAL PARTIES INDEX?

Advocating for women in politics is a mission that Liberal International has been a part of for many years. In 2019, LI launched its Women in Political Parties Index (WIPP Index) and with this the global federation takes the next step: empowering member parties to deliver real change.

This tool gives all LI member parties the opportunity to measure the level of diversity and inclusivity within their party. The parties will then, with the help of the Inclusivity Handbook, have a chance to boost the inclusivity and diversity within their party structures through dedicated training sessions. The aim of Liberal International in launching this index, is to help LI members to identify where the challenges and opportunities lie within their political parties when it comes to welcoming more women into their ranks.

Initiating this work in early 2019, LI gathered representatives from our global membership at two expert forums, one at the fringes of the ALN General Assembly in Marrakech, Morocco, and one hosted by LI Vice President Abir al Sahlani and Centerpartiet in Stockholm, Sweden.

At the 202nd Executive Committee in London, UK, LI consultant Tamara Dancheva presented the index survey to the membership. Norwegian Minister for Equality Trine Skei Grande (Venstre, Norway) and Northern Irish Minister of Justice Naomi Long (Alliance Party, UK) gave the LI membership inspirational keynote speeches on their experiences of being treated differently as women in politics, and the crucial importance of addressing this issue for women all over the world.

During the autumn of 2019, the WIPP Index was tested by six LI member parties who gave the Secretariat feedback on the product. The parties testing the index are from Europe, Asia, and Africa. The testing parties D66 (Netherlands), Democratic Alliance (South Africa), and Centerpartiet (Sweden) also shared their feedback with the secretariat and the LI membership in a panel discussion at the 203rd Executive Committee in Fès, Morocco, in November 2019.

The survey was opened to the LI membership for the first time in March 2020, and all eligible parties were able to submit their results until June 2020. The result of this data collection is presented in this report.

In providing these results, Liberal International's objective is to assist our member parties in promoting greater participation of women in politics, which research shows benefits political parties, countries, and governments.

WHY IS INCLUSIVITY AND DIVERSITY IN A POLITICAL PARTY IMPORTANT?

Making the argument for meaningful inclusion of marginalised groups and women has historically been a sticking point for political parties in both the global north and the global south. This is because it marks a departure from the traditional, often male-dominated, power norms that characterise most political institutions and organisations. Of course, reasons for this vary from country to country, but the situation needs to change everywhere.

Quotas, reserved seats for female candidates, women's wings, and diversity boards within political parties' structures are meaningless if they do not achieve the end goal: giving women within the parties' ranks true power and influence. It is therefore imperative to look beyond the numbers and ask ourselves the ultimate question: how can we change society – as well as political cultures and organisations – so that diverse leaders become the norm rather than the exception?

While several factors influence the behaviour of political parties, internal culture remains a crucial factor in determining how a political party acts. It is therefore crucial that women permeate the internal political party culture to claim their rightful place at the decision-making table. At the same time, political parties can and do have increased electoral success when they become truly representative of their societies.

For example, in the parliamentary elections in Sweden in September 2018, 60 per cent of Centerpartiet's new voter base were women because the party ran on a feminist green agenda. In Malaysia, the People's Justice Party secured the election of its co-founder, Wan Azizah Wan Ismail, as the first female Deputy Prime Minister in the country's history while in Kenya, under the leadership of the Orange Democratic Movement, the Africa Liberal Network (ALN) adopted its ground-breaking Nairobi Declaration committing ALN member parties to work towards the full elimination and prevention of all forms of discrimination and violence against women and girls.



METHODOLOGY

The main goal of Liberal International's Women in Political Parties Index (LI WIPP Index) is to provide an evaluation tool for (liberal) political parties across the globe in the field of gender-based political party inclusivity. This index can be used to benchmark the current state of the party and to assess existing challenges as well as galvanise change in internal party structures and policies in order to make the political party in question an inclusive place for members representing all groups within a society.

At the heart of the index is a self-assessment survey, the results of which are presented in this report, which provides an opportunity to evaluate the state of inclusiveness in a political party. To do this, the survey covers a range of topics that are important for the work of every political party, such as parliamentary representation and parliamentary activities, intraparty decision-making mechanisms, codes of conduct for party members or officials, and intraparty training activities. This report will present the results of the inaugural Women in Political Parties survey.

Since electoral systems differ across the globe and can influence the way parties enter parliament and work within it, the survey accounts for differences which emerge depending on the type of parliamentary representation in majoritarian, proportional, and mixed election systems. The survey also accounts for lack of parliamentary representation.

Collection of the 2020 Results

The inaugural Liberal International Women in Political Parties Index was open to all LI member parties between 9 March and 9 June 2020. Each party eligible to participate received an access code for the survey, and for each completed party three different party representatives have filled in the survey individually.

Despite the survey being conducted at the height of the coronavirus pandemic, the response rate for WIPPI in 2020 was 22%. Although no data on specific countries or parties will be revealed in this report to ensure that individual parties' results cannot be traced, the responding parties are active in countries from four different continents.

The index survey is structured according to parliamentary electoral system, with slightly different questions being asked depending on the type of electoral system the party operates within. The survey covers four different options: proportional, majoritarian, mixed, and finally parties who do not have any parliamentary representation (regardless of electoral system). The responding parties in the 2020 WIPP Index cover all four of these electoral categories.

How is the WIPPI calculated?

A higher score in the self-assessment survey indicates a higher level of inclusiveness for a political party. To achieve an accurate result, the survey is designed to be completed by several members from a single party, to eliminate bias in the responses and ensure an accurate representation of the information.

However, different parties do not operate in the same social, economic, and political contexts, since these differ between countries, regions, and continents. It is therefore not always suitable to use a benchmarking tool which is blind to all these differences. Being active in an opposition political party in a country with strong democratic institutions, media freedoms, and rule of law is very different to being active in a country with a strong authoritarian leadership, fraudulent elections, captured media, and weak enforcement of the rule of law.

Furthermore, the inclusion of women within the ranks of a political party is much easier in a society where women have attained a higher level of equality with men, than in societies where women are yet to reach their full equality before the law.

To fully grasp these societal differences, the LI WIPP Index has been designed to account for these variables. For example, if a party in Pakistan has fewer women among its ranks and leadership than a party in Sweden, the difference between these two societal contexts is also considered. This may show that the Pakistani party is more inclusive than it may first seem.

The LI WIPP Index takes these societal contexts into account by incorporating the Society Inclusivity Index.

The Society Inclusivity Index (SII) is a composite index that includes three different pillars:

1. Democracy and Pluralism
2. Rule of Law
3. Society and Culture

The first pillar covers the level of democracy and media freedom within a society, based on four well-known indicators: the Freedom in the World Index (Freedom House), the V Dem version 8 Index (V Dem Institute), the Press Freedom Index (Reporters Without Borders), and the Freedom of the Press Index (Freedom House).

The second pillar covers the rule of law within a society based on the Corruption Perception Index (Transparency International), the Rule of Law and World Governance Indicators (World Bank), and the Judicial Independence, Global Competitiveness Report (World Economic Forum).

The third pillar evaluates the role women play in society, its economic situation, and the pertaining attitudes towards women and other disenfranchised groups. It is based on the Gender Inequality Index (Human Development Index, UNDP), the Group Grievances/Fragile State Index (Fund for Peace), GDP per capita in USD PPP (World Bank), and data from the Global Gender Gap Report (World Economic Forum).

The final weighted WIPP Index score is achieved when the party's self-assessment inclusiveness score is multiplied by the inverse value of their country's Society Inclusivity Index.

In the first instance, the number 1 is divided by the SII score of the country at hand ($1/\text{SSI Score}$). The number calculated in this manner is multiplied by the self-assessment survey results, which then gives the number of additional points, which are subsequently added to the survey results, and constitute the final WIPPI score. The WIPPI score therefore enables us to take into account not only the internal party mechanisms but also the wider environment in which a party operates thereby enabling us to compare political parties from different countries.

It is important to note that the LI WIPP Index provides much more than just an assessment of the current state of gender-based inclusivity in a political party. It can also assist a party in identifying its strongest and weakest starting points which in turn allows it to address only those internal areas which require the most attention.

Sub-indices of the results

The final score in the Index can be divided into several subcategories. The ratio of points a certain party would get should be divided with the maximum number of points, which would show the situation within the party in that respective area as a percentage. For example, if the UK Liberal Democrats get 6 out of 14 points in the Parliamentary Activities category, they score 42,9% ($6/14$). This way, parties get information regarding which segments of their work are the least and most inclusive, and also enables LI to create a set of tailor-made recommendations for each party as the index develops.

These sub-indices are:

- 1) Parliamentary representation – comparing inclusiveness in the parliamentary representation with other national parties.
- 2) Parliamentary activities – evaluating the inclusiveness in party parliamentary activities.
- 3) Intraparty mechanisms – evaluating internal intraparty dynamics and inclusiveness in decision making mechanisms such as the party board.
- 4) Codes of conduct – evaluating whether existing rules and regulations support inclusiveness within the party and how these codes of conduct are implemented in practice.
- 5) Education – evaluating the education strategy, resources, and inclusiveness in human resources capacity building within the party.



RESULTS OF THE 2020 WOMEN IN POLITICAL PARTIES INDEX

This section presents the findings of the inaugural WIPP Index. The results are presented by category, and for each category a number of interesting facts have been selected to demonstrate the results.

Please note that the results of individual parties are kept strictly confidential, and that the results are therefore presented at a generalised level with variations primarily being presented according to electoral system.

Parliamentary Representation

The questions concerning parliamentary representation unsurprisingly concern female participation within the party's parliamentary representation. This section asks the parties questions like how many of their MPs are women, and how many of these women have seats on important parliamentary bodies.

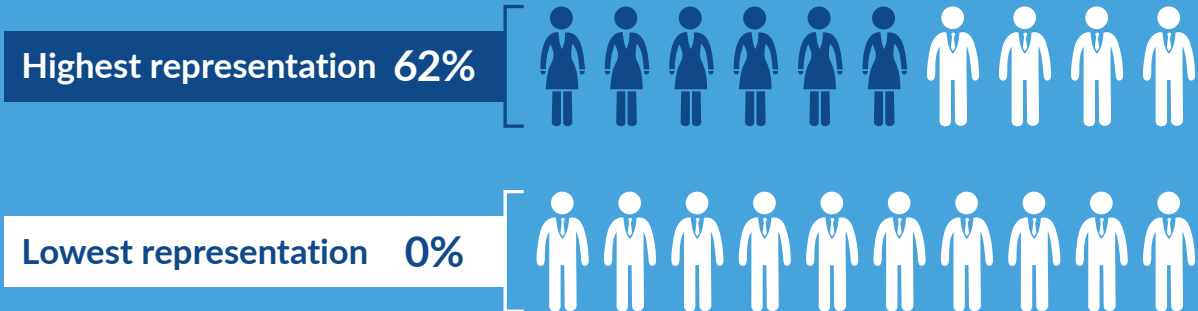
For parties who do not have parliamentary representation, this section of the survey asks how many of their candidates in the most recent election were female.

In general, this is the section of the survey where the responding parties had the weakest results out of the five sub-indices of the survey with an average result of 37.2%.

Percentage of female MPs

The percentage of female MPs in a country is an often used statistic to show the (lack of) political representation of women. According to the Inter-Parliamentary Union (IPU), women represent 50% or more of parliamentarians in only four countries in the world, with three of these four (Rwanda, Cuba, and the United Arab Emirates) being classified as authoritarian regimes by the Economist Intelligence Unit Democracy Index.

For the LI member parties participating in this inaugural survey collection, there is a wide range of female parliamentary representation. The party with the highest share of female MPs had 62% women in their parliamentary group, while the party with the lowest representation had no female MPs at all.



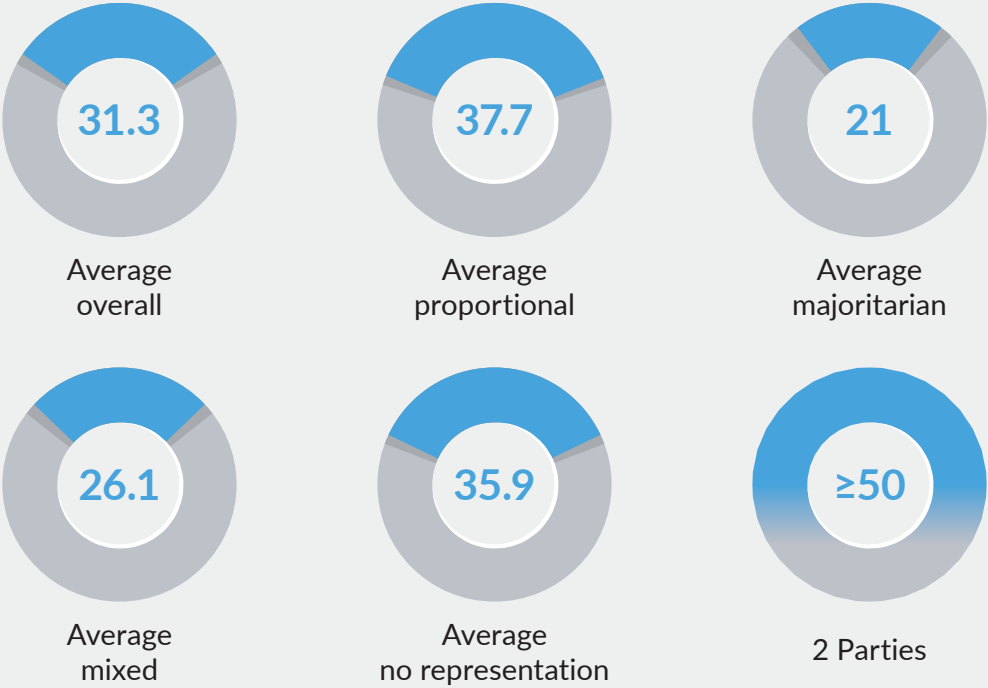
The average percentage of female MPs for the responding parties of the WIPP 2020 was 31.3%. This is significantly higher than the global average for female MPs in parliaments, which the IPU estimated in June 2020 to be 25%. This shows that despite this being the category of the Index with the lowest results, the liberal family is performing better than the global average. Two of the responding parties reported a share of female MPs which was 50% or higher.

Within these results, clear differences can be identified between the parliamentary systems. The by far highest average number of female MPs was found among the parties operating in proportional electoral systems, where the average was as high as 37.7%. It is worth noting that almost all of these parties are active in European countries.

The lowest average results was found among parties operating in countries with majoritarian systems, where only 21% of MPs on average were female. Unlike the average results of all responding parties, this is lower than the world average. It is however worth noting that most of these parties are active in Africa and Asia. For Asia, the IPU reports that the average percentage of female MPs is 20.2%, meaning that the liberal parties here are still above the regional average. For Sub-Saharan Africa and the MENA region, the averages are 24.7% and 16.6% respectively.

For parties operating in countries with mixed parliamentary systems, the average was slightly higher at 26.1% female MPs. These countries were also mostly located in Africa and Asia, showing an above average representation.

Finally, the parties participating in the survey who were without parliamentary representation were instead asked how many per cent of their parliamentary candidates were female in the most recent election. These parties reported a high average of 35.9%, but this does not give us data on whether these female candidates were selected for winnable seats or were placed high on the party's list. The parties without parliamentary representation operate in Europe, Africa, and South America.

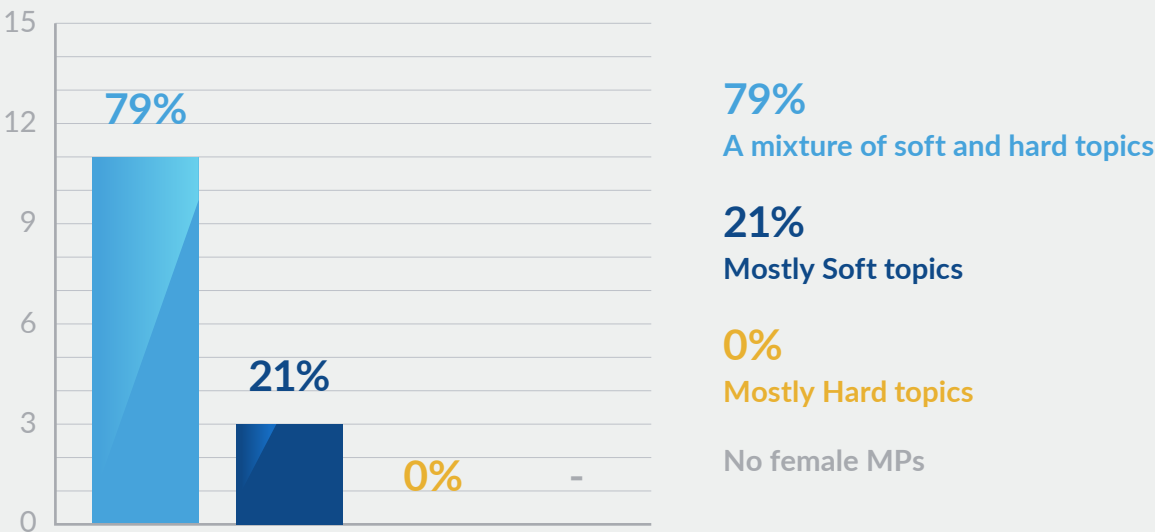


Parliamentary body representation

In addition to the numbers of female parliamentarians, the WIPP Index Survey also requests information on what types of parliamentary bodies these female MPs sit on, if any. This data aims to look deeper than just the numbers, to determine whether the women are given influential positions within the party's parliamentary work. Since the question concerns parliamentary work, the parties without parliamentary representation are not included in this section of the results.

For the parties with parliamentary representation, only one party reported that no female MPs have seats on formal parliamentary bodies, such as boards, caucuses, groups etc. The parties that did have female representation on such bodies were asked to specify which types of political issues these bodies deal with.

The parties were asked to specify whether their female MPs work with primarily so-called "soft" topics (such as education, culture, social protection and care, and family planning), "hard" topics (such as internal affairs and police, military and secret service, public finance, and economy) or a mixture of both types of topics.



The data shows that an overwhelming majority of the liberal parties included in this survey have female MPs working on a broad variety of issues, and that they are not confined to traditionally feminine issues such as education and culture when given influential positions. No party reports that their female representatives work mostly on "hard" issues.

It is also worth noting that this finding is the case for parties operating in all three types of parliamentary systems, although parties within majoritarian electoral systems are somewhat over-represented among the parties that have female MPs working on primarily "soft" topics.



Parliamentary Activities

Like the section on parliamentary body representation, the section dealing with parliamentary activities aims to dig deeper into the issue of representation within parliaments. This section deals with how many of the party's laws and/or motions as well as amendments were presented by female MPs. Like the previous section, this section excludes the responding parties without parliamentary representation, since they naturally do not perform such parliamentary activities. While the average for the WIPPI 2020 in this section was 42.7%, it is the category where parties reported it most difficult to answer the questions correctly due to lack of records.

Most parliaments not record data of how many motions and amendments are presented by a party's MPs during each year and whether they were presented by male or female MPs. Most parties do not keep such data on their MPs either, which makes the results of this section difficult to assess. This is also the section where the individual respondents from the same party differed most in their replies.

Indeed, half of the responding parties replied that they do not have enough data to answer these questions. For the parties who did reply, the inconsistencies between the individual respondents are large enough to make the results largely meaningless.

50%

Do not know

From this section, we can conclude that while many political parties do keep records of female representation and activity within the party bodies, such data is not recorded for parliamentary activities.

Intraparty Mechanisms

The section of questions devoted to intraparty mechanisms asked the respondents about for example how the party leadership is elected and whether mechanisms such as quotas are used for the party management, as well as whether the party has a women's wing. All responding parties were included in this section, where the average across the liberal family was found to be 46.4%.

Female Leadership

In addition to the number of female MPs representing the party, the issue of whether a party has had a female leader is an easily measurable and noticeable feature which is often raised when parties discuss their inclusivity. Having a female leader gives women, and young women in particular, within the party a role model to aspire to, and shows them that it is possible for a woman to rise to the very top of the organisation without hitting a glass ceiling.

For the parties in this survey, just under half of the responding parties (44%) have at some point in their party's history had at least one female leader. Half of these parties, or 22% of all responding parties, currently have a female leader.

56%

Never had a female leader

22%

Currently have a female leader

22%

Have had a female leader in the past

This means that 78% of the liberal parties participating in the 2020 WIPP Index currently have a male leader, and 56% of these parties have never had a female leader in their party's history (the length of which varies greatly between very young and very old parties).

While the parties in proportional systems and without parliamentary representation were split equally between the different categories, none of the responding parties operating in majoritarian or mixed electoral systems have ever had a female leader.

Management body quotas

Views on the necessity and effectiveness of gender quotas in the party's structure vary greatly within the international liberal family. While some liberal parties consider some sort of gender-based benchmarks crucial for the full acceptance and advancement of women in politics, others believe that women should be selected solely based on their competence and not because of pre-defined numerical objectives. Nevertheless, they are a common tool and quotas are often raised as a tool for increasing diversity, particularly in conservative societies.

In the WIPP Survey, the participating parties were asked whether their parties implement a gender quota specifically for their management bodies (the council, presidency, or similar). Only 17% of the parties who have responded to the survey indicated that they indeed have such a quota.



The 17% of parties who do have such a quota were also asked to specify which percentage this is set to, and most quotas fall into the range of 20-33%. All the parties who responded affirmatively to having such gender quotas operate in countries with majoritarian or mixed electoral systems, and the parties operate in Asian and African countries.

None of the European parties who responded to the survey have such quotas, nor do any parties operating in countries with proportional electoral systems.

We can conclude that although quotas have been found to be effective in certain socio-economic circumstances, they are not common among the parties in the 2020 WIPP Index.

Women's wings

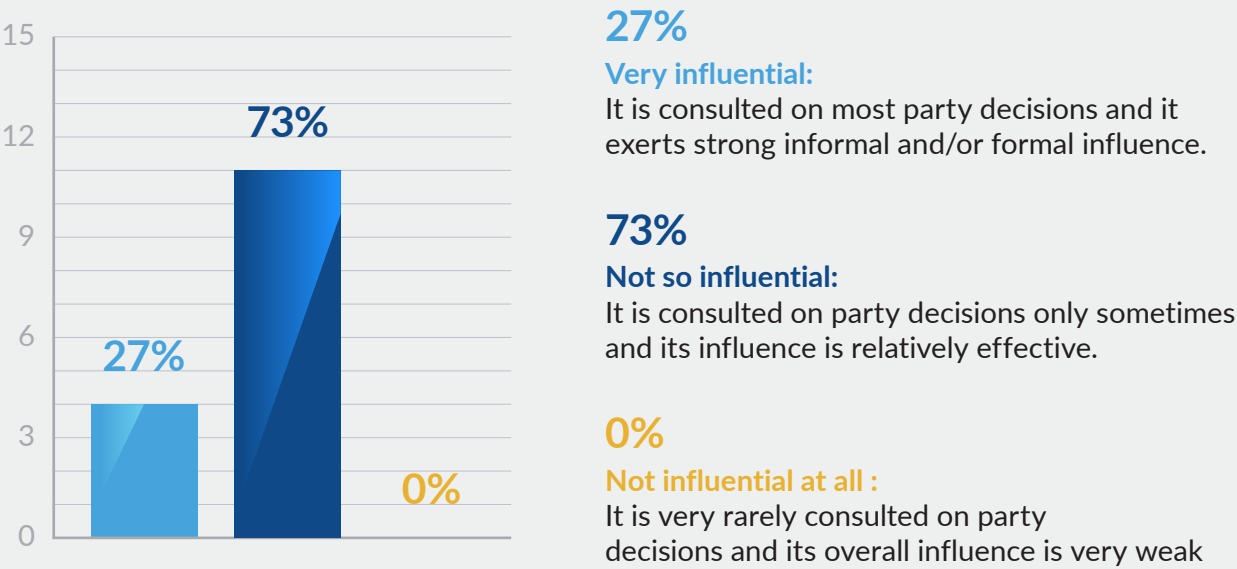
Another intraparty mechanism which has been found to impact positively on women's participation within a party is the presence and influence of a women's wing, women's association, women's group, or similar.

The WIPP Index survey asked two questions about these elements in the party's structure. First, respondents were asked whether such a body exists within their party or not. An overwhelming majority, 83%, responded that their party has such a body within its structures. There were no patterns along electoral system lines in these findings, but both the parties that do have such bodies and those without them came from a variety of electoral systems.



The second question asked on women’s wings was aimed at determining whether these bodies have a mainly symbolic role or whether they wield significant power within the party’s decision-making systems. This includes for example whether the body is consulted on most party decisions, and whether its influence within the party is strong through either formal or informal structures.

Parties that had answered positively that their party indeed has a women’s body, were asked to rank its influence from three options.



The vast majority of the responding parties, 73%, answered that the women’s wing was not so influential and was only consulted on party decisions sometimes. This suggests that while the party mechanism is in place and the bodies exist, steps can still be taken to ensure that the body also influences the direction of the party to increase the influence of female members and representatives.

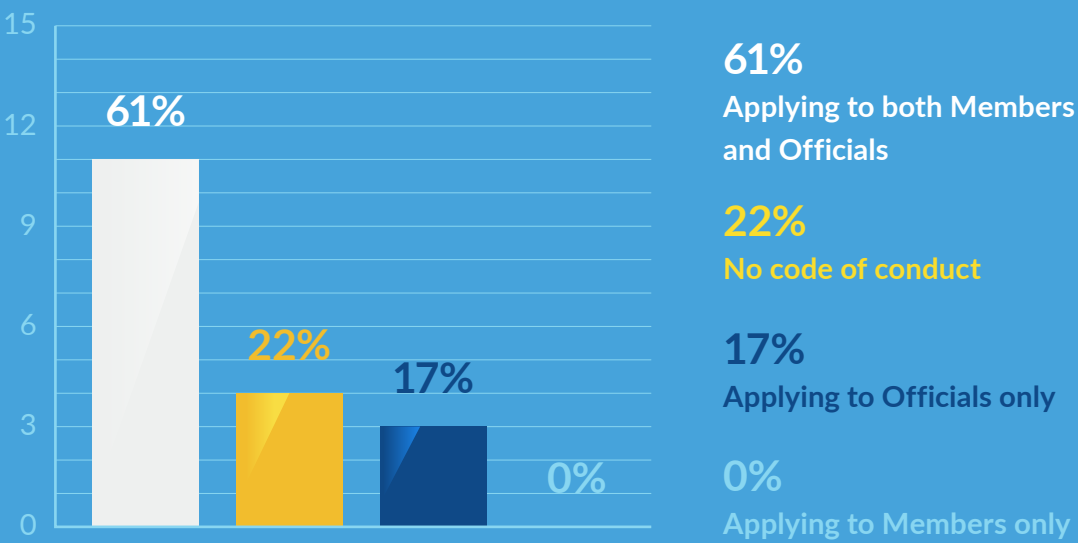


Codes of Conduct

Another important step in enforcing different non-discrimination strategies is the implementation of a formal code of conduct within the party's guiding documents. Such a code of conduct may outline how party officials and/or members should behave at party events and specify how many instances of discriminatory behaviour are handled in the party.

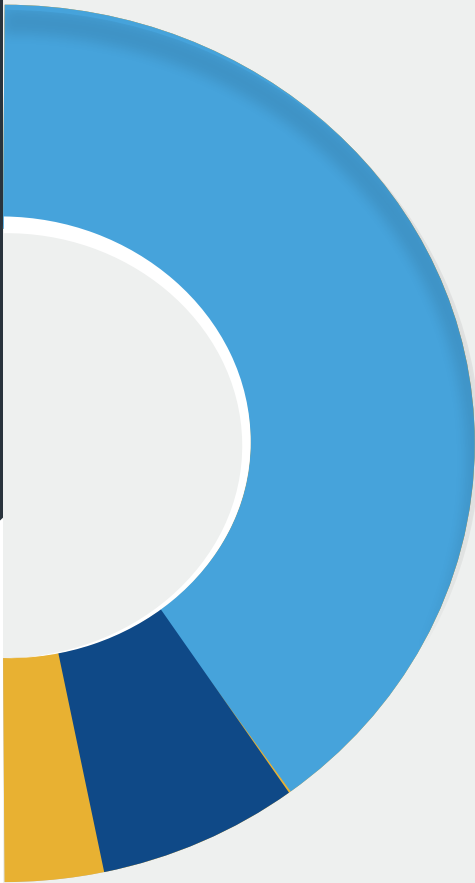
This was the sub-category where the responding parties of the 2020 WIPP Index in general had the highest results, with an average of 58.9%.

This section of the survey asked respondents whether their party has a code of conduct at all, how it is enforced, and whether this code of conduct includes non-discrimination clauses. First, the survey asked whether the party has an ethical code of conduct for behaviour at party events, and if it applies to party officials, party members, or both.



As can be seen above, 78% of the parties in the 2020 WIPP Index have an ethical code of conduct that applies to their officials and most often also to their members. This suggests that the parties are aware of the risk of inappropriate behaviour and have chosen to take action.

Of the parties that did not have such a code of conduct, half had no parliamentary representation and are therefore likely to be small or young parties. The other half of these parties operated in countries with proportional representation, in Europe and the Middle East.



When the parties who had indicated that they do have an ethical code of conduct were asked specifically whether this code contains a non-discrimination clause regarding gender, sexual, ethnic, racial, religious, or other minorities and vulnerable groups, the result was similarly positive.

93% of the parties that had an ethical code of conduct also had a non-discrimination clause that covered some or all these minorities.

79%

Yes, for all/almost all of these minorities

14%

Yes, for some of these minorities

4%

No

Enforcement

However, an ethical code of conduct regulating the behaviour of officials and members also requires enforcement if they are not to be reduced to mere formalities. All parties, including those who answered that they do not have an ethical code of conduct, were therefore asked whether their party has a party body which deals with party member transgressions, such as inappropriate behaviour of its members in public (for example a disciplinary committee, ethical board, etc).

While 61% of the responding parties replied that they do indeed have such a body, 39% do not. While this does not give us information about the number of cases such bodies deal with or whether they are effective enforcement mechanisms, this means that a significant number of liberal parties have not established such a body at all.



This means that while most (but not all) parties have taken steps to put in place ethical codes of conduct including non-discrimination clauses, many still have steps to take to ensure that these codes are effectively enforced among the membership.

Education

After codes of conduct, internal education and capacity building was the category within which the liberal parties completing the WIPP Survey scored the highest, with an average of 54.5%. There is a strong tradition in many liberal parties of capacity building, and many LI members regularly run highly sophisticated training programmes for their membership and candidates.

When asked whether their parties provide training exclusively for women, such as women's leadership programmes or female-only candidate training, 50% of respondents replied that their party indeed does do so.



The results were evenly split along electoral system lines, with parties operating in majoritarian systems representing a slight overweight among the parties that do not provide training. Similarly, there was a slight overweight for parties in proportional systems among the parties that do.

The parties were further asked whether the capacity building activities in the party are organised mostly on an ad hoc basis or whether the party has an annual capacity-building plan where trainings are run in a more formalised manner.



Of the parties responding to the WIPP Index, 61% of parties ran planned capacity-building activities to strengthen their members and/or candidates, suggesting these trainings form part of a developed strategy to increase the human resources within the party structures.

HANDBOOK OF BEST PRACTICE ON GENDER BASED POLITICAL PARTY INCLUSIVITY

Beyond the Numbers: Building Inclusive Political Parties for Success is the handbook on gender-based inclusivity launched in November 2019 at the 203rd Executive Committee meeting of Liberal International taking place in Fès, Morocco.

The handbook presents best practices gathered from the experience of the LI membership across a series of expert forums, where the participants gathered to discuss many of the issues raised in this report. It also draws heavily on academic sources to recommend tools and methods which have proven to effectively increase female political participation in different contexts. In this handbook, parties can find recommendations for future action.

Liberal International has presented these results and the associated handbook to assist its membership in assessing, evaluating, and increasing their gender-based inclusivity, and we recommend readers of this report to also refer to the handbook which is available on the Liberal International website.



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