

# Promoting Gender Equality in the Electoral Cycle

## Internal EMB Organization

- Assess needs through a gender mapping or assessment exercise
- Commit to gender equality by developing a gender policy and action plan
- Use the recruitment and promotion process to achieve gender balance at all levels
- Consider the appointment of gender focal points or a gender equality unit
- Institute process to collect sex-disaggregated data
- Include sex disaggregation in data analysis
- Provide training on all new procedures and in gender awareness for all staff

## Pre-election period

(the years between the post-election period and the announcement of the next election)

## Election period

(announcement to results)

## Post-election period

(after the election results)

### REGISTRATION

- Conduct a mapping of registration procedures
- Ensure provision of sex-disaggregated data
- Ensure need for proof of identity is not a barrier
- Consider need for flexibility in regulations for displaced peoples
- Consider need for taking registration to the people
- Consider need for women-only registration teams
- Include gender-sensitive actions in the role descriptions, checklists and training
- Deliver gender-sensitive outreach about registration as needed

### NOMINATION OF CANDIDATES & PARTIES

- Ensure the enforcement of nomination rules regarding number of women candidates
- Ensure enforcement of campaign finance rules regarding gender equality

### VOTER OUTREACH

- Plan gender-sensitive voter outreach programmes – message, audience and delivery method
- Deliver voter outreach programmes for women that give consideration to best delivery methods
- Work with media on gender-aware outreach and reporting
- Work with civil society organizations on gender-aware outreach

### PLANNING FOR ELECTION DAY

- Conduct a mapping of polling procedures
- Consider polling place location and provision of equipment
- Consider need for women-only polling stations or booths within the polling station and/or mobile polling stations
- Plan how to recruit women and men to work in polling places
- Conduct gender sensitivity training for polling staff
- Include gender sensitivity in role descriptions and checklists
- Ensure ballot paper and instructions made accessible for people who cannot read
- Consider need for flexibility in regulations for displaced peoples

### POLLING PLACE MANAGEMENT

- Ensure safety of polling station staff and voters by adopting appropriate measures
- Deliver priority in queue for pregnant women and mothers
- Organize women-only queues and/or polling stations or booths within the station (where appropriate)
- Deliver mobile polling stations (where needed)
- Consider arrangements for collecting sex-disaggregated data

### VOTER INFORMATION

- Deliver voter outreach about election day (planned and designed in pre-election period)
- Give consideration to best delivery methods

### ELECTION ASSESSMENT

- Include gender issues in the assessment of the past election
- Review operations manuals and outreach materials from a gender perspective
- Include sex disaggregation in data analysis

### RECOMMENDATIONS FOR REGULATORY FRAMEWORK

- Assess whether any regulations require revision, including to ensure enforcement (e.g., candidate quota)
- Assess whether any regulations or processes require review to produce sex-disaggregated data

### STRATEGIC AND ACTION PLAN

- Conduct a mapping of EMB policies and processes to identify any gender inequalities
- Set gender-related goals for registration and voting
- Set voter outreach policy and goals
- Include internal gender mainstreaming goals
- Consider appointment of gender focal points or a gender unit



## Inclusive Electoral Processes:

A Guide for Electoral Management Bodies on Promoting Gender Equality and Women's Participation



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United Nations Entity for Gender Equality  
and the Empowerment of Women