

# Intensive Training for Change-makers on Gender Audits and Gender Action Plans: Tools for Institutional Transformation of Political Parties

January-April 2024

## TRAINING HANDBOOK



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## About the Training

The extent of women's representation in national legislatures and in public and political life in general, in any given country, is determined by a wide range of factors. These include the general progress towards achieving equality of rights and opportunities among women and men in the public and private spheres, the design of political and electoral systems and the level of institutionalization of, and transparency in, political decision-making. Within this complex set of factors, however, political parties are referred to as the "gatekeepers of democracy" – and of women's political participation in particular. Political parties act as gatekeepers as a result of the unique and fundamental role they play in the democratic process. Parties represent the views and perspectives of citizens – both men and women – and channel these into appropriate public policy fora. They also serve as the channel through which women and men emerge as elected representatives or political decision makers.

Transforming political parties into organizations that will enable women's political participation and promote gender-responsive democratic governance is therefore of outmost importance throughout the OSCE region. Gender audits and gender action plans are practical tools that can be used and applied to facilitate a comprehensive, gradual and change-oriented transformation within political parties. In last 10 years, ODIHR has supported 43 political parties in 10 OSCE states from North Europe, South-East Europe, Eastern Europe and Central Asia, by conducting gender audits and developing party gender action plans. This Intensive Training for Change-Makers is inspired by our previous practical experience.

### **What do we target with the training?**

ODIHR's Intensive Training for Change-Makers aims to equip a selected group of experts with knowledge, skills, competences, tools and methods to better understand, critically assess and directly apply gender audits and gender action plans with and within political parties.

Based on the training, participants will be able to

- Understand barriers to women's political participation and gender equality in political life in general;
- Prepare, lead and facilitate the conduct of a gender audit of a political party, and;
- Support political parties in transforming identified conclusions from the gender audit into a multi-year and results-oriented gender action plan or roadmaps.

### **Who is the training for?**

ODIHR's Intensive Training for Change-Makers is targeting experts from 16 countries from all around Europe and Central Asia, working for international or national organisations, including political foundations, development agencies, umbrella multilateral bodies, women's rights NGOs and CSOs, which are supporting political parties in advancing women's political participation and gender equality in politics in general. By signing up to this training, the participants demonstrated a clear willingness and commitment to apply the new skills by implementing gender audits of political parties in the country of origin (and/or beyond that).

### **What is the training duration and format?**

ODIHR's Intensive Training for Change-Makers on Gender Audits and Gender Action Plans as Tools for Institutional Transformation of Political Parties is **implemented in three phases**:

- **First phase:** Self-paced learning by taking the [UN Women online courses](#) "I know Gender 1-2-3" and "I know Gender 5: Women's Leadership and Decision Making". The online courses can be taken for free. Duration: 4-5 hours. Not later than 31 January 2024;
- **Second phase:** Participation at the three-day, in-person training in Warsaw, implemented from 27-29 February 2024. As part of the in-person training, participants will, in a participatory and interactive manner, develop and simulate the implementation of a gender audit of a political party. Based on it, they will plan the development of a party-specific gender action plan/roadmap. See detailed agenda below;
- **Third phase:** Self-paced learning by taking the UN Women online course "An Introduction to CEDAW" and participation at one online consultation on the preparation of post-training gender audits. The online course can be taken for free. Duration: 5-6 hours. Not later than 30 April 2024;

After successful completion, all participants will be issued a **Certificate of Competence**.

### **Want to learn more?**

You want to know more about ODIHR's work on gender equality in politics? Check out our [two-pager factsheet](#). Learn more about this topic in ODIHR's [Handbook on Promoting Women's Participation in Political Parties](#). If interested in conducting a gender audit of a real or fictional political party, please explore our self-assessment [Gender Audit for political parties online tool](#). A full-pledged guidance document on how to do gender audits of political parties will be released in 2024 as part of ODIHR's upcoming Toolkit on gender equality and democratic governance.

## Practical Information and Contacts

### Phase 1: Before the in-person training

- Training participants are kindly invited to take the online learning on time and to inform the Training Lead after successfully completion of the two online courses.
- In case there should come up any urgencies that will prevent you from the further participating in the training, including at the in-person phase in Warsaw, please email us ASAP. In this case we might be able to replace your participation with other participants from the reserves list.

### Phase 2: In-person training in Warsaw

- Please plan with your arrival for 26 February so you are energized and we can kick off on 27 February. We would also appreciate your commitment to not plan any early departures on 29 February, but to stay until the end of the third training day.
- You can use [public transport](#) to get from and to the airport. Furthermore, Uber and FREENOW taxi apps work here and there is also regular [taxi at the airport](#).
- Payment with cards is possible almost everywhere so no real urgency or need to change money to local currency or to take cash.
- We leave it up to you to book your own accommodation. On pages like booking.com you will find a lot of hotels close to the ODIHR Office, some of them being very pricy but already in 20 minutes walking distance there are very affordable and nice hotels.
- The training will take place in the [Młodziejowski Palace](#), ODIHR's Office in the [Miodowa 10 street](#). You are kindly invited to use the main entrance. Please bring your ID or passport with you, as our security might ask for it.
- During the training, ODIHR will provide catering, including coffee, tea, soft drinks, fruits and pastry throughout all three days. Additionally, we will also provide diverse lunches, incl. vegetarian options and soups to warm up in case of cold weather.
- Warsaw is a fascinating city so you may want to check out some museums or galleries. Learn more on the official [Tourism web page](#) of the City of Warsaw. Very close to our office is also the [Maria Skłodowska Curie Museum](#), dedicated to the life of the first woman to win a Nobel Prize, the first person to win a Nobel Prize twice, and the only person to win a Nobel Prize in two scientific fields.

### Phase 3: After the in-person training

- Please do not forget to take the CEDAW online course. Once done, please e-mail the Training Lead, Saša Gavrić, to schedule the online consultation on the preparation of the post-training gender audits you will do.

### Any questions? Please contact the Training Lead

Saša Gavrić, ODIHR's Gender Officer, [sasa.gavric@odihr.pl](mailto:sasa.gavric@odihr.pl)

Office: +48 22 5200 717

## In-person Training Agenda

	Tuesday, 27 February 2024	Wednesday, 28 February 2024	Thursday, 29 February 2024
9:00-9:30	Welcoming coffee & Opening remarks <i>Yulia Netesova, ODIHR Chief of DGGU &amp; Saša Gavrić, ODIHR Gender Officer</i>	Recap from day one <i>Saša Gavrić, ODIHR Gender Officer</i>	Recap from day two <i>Saša Gavrić, ODIHR Gender Officer</i>
9:30-11:00	Training session I (group exercise): Making gender equality in politics a reality! A historic overview <i>Sara Haapalainen, ODIHR Gender Adviser</i>	Training session IV (input and group work): Preparing and kicking off a gender audit: Desk review, questionnaire, online survey <i>Saša Gavrić, ODIHR Gender Officer</i>	Training session VII (input and group work): Putting all puzzle pieces together: How to prepare a forward-looking audit report <i>Saša Gavrić, ODIHR Gender Officer</i>
11:00-11:30	Group picture Refreshments break & networking	Refreshments break & networking	Refreshments break & networking
11:30-12:30	Input I (online): Not all political parties are the same: Parties, party systems and party regulations trends in the OSCE space <i>Fernando Casal Bértoa, ODIHR International Consultant</i>	Input II: Violence against women in politics: What is it and what parties can do? <i>Sara Haapalainen, ODIHR Gender Adviser</i>	Input III: Two steps forward, one step back: Auditing political parties in Bosnia and Herzegovina <i>Adnan Kadribašić, ODIHR International Consultant</i>
12:30-13:30	Lunch	Lunch	Lunch
13:30-15:00	Training session II (input, group work/simulation): How to ensure commitment for change? Negotiating a gender audit <i>Ajla van Heel Merdanović, ODIHR International Consultant &amp; Yulia Netesova, ODIHR Chief of DGGU</i>	Training session V (input and group work): Rolling out the gender audit: Workshop, interviews and focus groups <i>Saša Gavrić, ODIHR Gender Officer</i>	Training session VIII (input and group work): What's next? Gender action plans and roadmaps for political parties <i>Adnan Kadribašić, ODIHR International Consultant</i>
15:00-15:30	Refreshments break & networking	Refreshments break & networking	Refreshments break & networking
15:30-17:00	Training session III (input and group work): What constitutes gender equality in a political party? Balanced representation, vision and policy, and organisational culture <i>Saša Gavrić, ODIHR Gender Officer</i>	Training session VI (simulation): Conducting a gender audit: Practicing interviews <i>Ajla van Heel Merdanović, ODIHR Int. Consultant, Yulia Netesova, ODIHR Chief of DGGU &amp; Adnan Kadribašić, ODIHR Int. Consultant</i>	Closing session & feedback round <i>Yulia Netesova, ODIHR Chief of DGGU &amp; Saša Gavrić, ODIHR Gender Officer</i>

## Training Team



**Role:** ODIHR Team Chief & Co-Trainer



**Role:** Training Lead & Co-Trainer



**Role:** Co-Trainer

**Yulia Netesova** is currently Chief of Democratic Governance and Gender Unit (DGGU) in OSCE/ODIHR where she is in charge of a diverse portfolio covering topics of democratic governance, including parliamentary and public integrity, as well as inclusivity of democratic institutions and processes with a focus on political participation of women, youth and persons with disabilities. Before posting to ODIHR, Yulia was Head of Human Dimension at the OSCE Programme Office in Bishkek, Kyrgyzstan, where her team's work on women political participation was awarded OSCE's Gender Award. Prior to OSCE, Dr Netesova worked in the EU rule of law mission in Kosovo\*, and spent a decade working in media affairs as an independent journalist focusing on foreign affairs. Yulia has a PhD in political science.

**Saša Gavrić** co-leads ODIHR's gender & politics portfolio, working on women's representation and gender-responsive governance, serving parliaments, parties, governmental bodies and NGOs all around Europe and Central Asia. Among others, he is 'gender auditing' parliaments, parties and NGOs. Before joining ODIHR, Saša led gender equality and democratic governance work in Kosovo\* and North Macedonia, and served as a consultant for UN agencies and other international organisations. His achievements were recognised with OSCE's Gender Champion Award. He is the founder and first director of the Sarajevo Open Centre, one of the leading human rights NGOs in Bosnia and Herzegovina. Saša is currently doing a gender & politics PhD at the Leipzig University. He has authored and edited more than 50 books, book chapters and academic articles.

**Sara Haapalainen** works as Gender Adviser at the Democratic Governance and Gender Unit at the OSCE/ODIHR, which supports 57 OSCE participating States in implementing the OSCE commitments to increase women's meaningful participation in political and public life and strengthening gender equality in democratic institutions and processes. Previously, she worked at the Council of Europe as Policy Adviser advising on inter-governmental work of the Gender Equality Division as well as managing several projects on gender equality and on the prevention of gender-based violence covering countries such as, Armenia, Georgia, Russia, Ukraine and Turkey. Sara has also formerly held various positions at the UN Women Finland, including leading the organization's advocacy and communications work as well as the coordination of a 'gender, peace and security' portfolio.



**Role:** Co-Trainer

**Ajla van Heel Merdanović** has worked for the past 15 years to advance inclusive governance and women's political participation, lastly serving as Chief of Governance and Gender Unit at OSCE/ODIHR. Currently, she works as a consultant supporting organisations around the globe to be more diverse, inclusive, and gender-sensitive. She trained parliaments, audited political parties, and empowered women and youth for politics, working from North Macedonia to Kyrgyzstan, Myanmar, Zambia, and Afghanistan. Ajla has also developed innovative knowledge tools, including visioning for ODIHR's Online Gender Audit for Political Parties. A Princeton University graduate, she is a recipient of prestigious awards for peace and women's rights, including from the British Royal Family and Rotary International.



**Role:** Co-Trainer

**Adnan Kadribašić** is a lawyer, feminist and international expert on gender equality with over 17 years of professional experience. He worked as a Legal Adviser for in the Agency for Gender Equality - the national gender equality mechanism in Bosnia and Herzegovina -, where he has led key national gender equality and anti-discrimination legislative and policy reforms. In the past, he was also part of the OSCE Mission to Bosnia and Herzegovina and served as a consultant on a number of human rights and gender equality projects funded by the UN WOMEN, Council of Europe, OSCE, USAID, UK Foreign & Commonwealth Office and the EU. He continuously works with political parties on gender audits, gender action plans and training for women in politics. He led research and authored a number of studies on gender equality in politics.



**Role:** Lecturer

**Fernando Casal Bértoa** is an Associate Professor in the School of Politics and International Relations at the University of Nottingham (United Kingdom). He is co-director of REPRESENT: Research Centre for the Study of Parties and Democracy and member of ODIHR's Core Group of Political Party Experts. His work on money in politics was awarded the 2017 AECPA (Spanish Political Science Association) Prize for the Best Article and the 2022 Routledge Area Studies Impact Award. His work on the topic of party funding regulation has been published in leading academic journals. Fernando is the author of *The Integrity of Political Finance Systems in Asia* (IDEA, 2019), and of *Political Finance Regulations in 13 African Countries, Post-legislative Scrutiny of Election Campaign Finance Legislation* (WFD, 2019, 2022). He is also the co-editor of *Money Rules: Parties, Oligarchs and Funding Regulation in Post-Soviet Countries* (Routledge, 2024) and *The Regulation of Post-communist Party Politics* (Routledge, 2018).



## Training Participants

Name and surname	Job title	Organisation	Based in
Laura Simonyan	Program Manager for Women's Empowerment	National Democratic Institute	Armenia
Antonella Candiago	Gender Equality and Disability Rights Officer	Inclusion Europe	Belgium
Annelies Coessens	Gender and Diversity Officer	The Council of European Municipalities and Regions	Belgium
Merima Ejubović	Project Manager	Friedrich-Ebert-Stiftung	Bosnia and Herzegovina
Edita Miftari	Governance and Leadership Coordinator	UN WOMEN	Bosnia and Herzegovina
Diana Soták Gregorová	Policy and Campaigns Officer/Gender Expert	Czech Women's Lobby	Czech Republic
Ana Magrakvelidze	Coordinator of Gender Equality programs/Project Manager	Eastern European Centre for Multiparty Democracy	Georgia
Natia Tsikvadze	Women's Increased Leadership for Democracy Project Analyst	UN WOMEN	Georgia
Sarah Robinson	Expert Gender and Politics	EAF Berlin - Diversity in Leadership	Germany
Akmaral Karlybayeva	Project Manager	Eurasia Foundation of Central Asia	Kazakhstan
Agnesa Fejzullahu	Senior Program Officer	National Democratic Institute	Kosovo*
Emilia Rusu	Project Officer, Women in Leadership and Governance	UN WOMEN	Moldova
Reem Judeh	Senior Programme and Knowledge Advisor	Netherlands Institute for Multiparty Democracy	Netherlands
Małgorzata Kopka-Piątek	Head of European and Migration Policy Programme	Institute of Public Affairs	Poland
Alice Pop	Resident Director	National Democratic Institute	Romania
Zorana Dimitrijević	Program Assistant	National Democratic Institute	Serbia
Rachel Eschenbacher	Political Participation and Governance Specialist	UN WOMEN Europe and Central Asia	Türkiye
Ülkem Önal Kara	Programme Analyst	UN WOMEN	Türkiye

Yuliia Matviienko	Political Parties Program Officer	National Democratic Institute	Ukraine
LaTasha Hill	Programme Manager, Political Party Programmes	Westminster Foundation for Democracy	United Kingdom
Maja McGill	Research Officer	Social Democratic and Labour Party Northern Ireland	United Kingdom
Bénite Dibateza	Programmes Manager	Commonwealth Parliamentary Association	United Kingdom
Minavar Rakhimova	Gender and Social Inclusion Specialist	USAID Legal Reform Program in Uzbekistan	Uzbekistan

**Agnesa Fejzullahu** has been working at the National Democratic Institute in Kosovo\* for three years, focusing on gender and inclusion programming. Her contributions extend to engaging with political parties and the Assembly, aiming to foster a progressive, inclusive, and well-functioning democracy by promoting equal political participation for women and other vulnerable communities. Prior to this, Agnesa gained experience in diplomacy, civil society organizations, and the private sector.

**Akmaral Karlybayeva**, Project Manager with over ten years of professional experience in non-governmental organizations, managing social projects and working with vulnerable citizens of Central Asia. Her projects focus on social protection, non-discrimination, gender equality, rural employment, disability inclusion, and capacity building of public organizations and initiative groups. Currently, she works at the Eurasia Foundation of Central Asia. She coordinates a programme on advancing the capacity of women-led organizations and initiatives in Kazakhstan, Kyrgyzstan, Tajikistan, and Uzbekistan. Akmaral studied Regional Studies and is currently doing a Master's degree on Development Administration and Planning at University College London.

**Alice Pop**, mother of a 12-years old boy. Country Director of NDI Romania, leads the Institute's office based in Bucharest. She graduated with a degree in journalism and gained experience in effective communication and strategic planning while acting as an NGO activist at different levels for over a decade. Pop has extensive experience working with political parties from Romania and throughout Europe. In addition, Pop has experience in campaigning in Hungary, North Macedonia, Romania, the U.K. and the U.S.

**Ana Magrakvelidze** is an expert on gender equality issues. As a secretary of Gender Equality Council at the Parliament of Georgia, she coordinated parliament's activities in the field of gender equality. She has contributed to work of UNDP, UN Women, Transparency International, NDI, USAID and others, provided research, trainings and expertise. Currently, Ana is Gender Equality Programs Manager of UN Women/EECMD joint project on women's political participation. She also serves as an expert/trainer on gender equality issues for various organizations, including the Parliament of Georgia and UNDP.

**Annelies Coessens** leads the gender and diversity portfolio at the Council of European Municipalities and Regions (CEMR), developing the work on gender equality and diversity in synergy with our member associations at the local and regional level. Before joining the CEMR, she worked at the European Commission and in various NGOs that focused on migration, health advocacy and women's political participation. Annelies studied political science, gender studies and diplomacy and recently completed her MSt in diplomatic studies at the University of Oxford.

**Antonella Candiago** is a passionate advocate for gender equality and disability rights. With experience in both civil society organizations and EU institutions, she worked in policy and advocacy roles. Antonella analyzes different gender-related issues, such as the political participation of women with disabilities, adopting an intersectional lens. Her commitment extends to volunteering for diversity and inclusion initiatives. Antonella holds a Master's in Transnational Crime and Justice from the United Nations University for Peace and continually expands her expertise through training, courses and publications.

**Bénite Dibateza** is the lead coordinator of the Commonwealth Parliamentary Association (CPA) Commonwealth Women Parliamentarians (CWP) Network, working to promote the representation and full and equal participation of women in parliaments across the Commonwealth. Bénite holds a BA Hons. in French and International Relations from Coventry University and a MA in International Studies and Diplomacy from SOAS University of London. Her research on policy learning as a parliamentary diplomacy activity to achieve gender equality for women parliamentarians engaged in CWP Network, CPA Anti-Harassment Policy Guidelines have been published by the CPA and referenced in parliamentary reports, academic articles and research.

**Diana Soták Gregorová** passionately advocates for gender equality and women's rights throughout the Czech Republic and Slovakia. She is the Policy and Campaigns Officer at the Czech Women's Lobby, uniting 37 Czech feminist organizations. As the vice-president and gender expert at NGO Without Sexism in Slovakia, she actively challenges sexism in media and the political sphere. With a background in sociology, she is also a member of the Czech Gender Expert Chamber. Diana resides in Prague.

**Edita Miftari** is a gender mainstreaming and programme management professional, currently holding the role of Programme Coordinator at UN Women in Bosnia and Herzegovina, leading the work on gender responsive governance, financing, and participation. Her extensive background includes working with organizations such as OSCE, U.S. State Department, Electoral Institute for Sustainable Democracy in Africa, GIZ, Council of Europe, Westminster Foundation for Democracy, Transparency International, and others. Edita holds an MA in Gender Studies from Central European University, a BA in Security Studies from Sarajevo University, and has spent an academic year as a Fulbright Visiting Researcher at Clark University.

**Emilia Rusu** serves as Programme Officer for the Women in Leadership and Governance Area at UN Women Moldova and provides programmatic support for effective programme management, contributing to its design and implementation. Collaborates with central and local authorities, Women MPs Caucus, women mayors and CSOs to advance gender equality, ensuring increased capacity for meaningful participation of women and girls, particularly those left behind, in public life and decision-making. Emilia previously worked in a Joint UN Women/UNDP program on Women in Politics and before joining UN Women, held various roles with other UN agencies, incl. UNFPA, UNODC, and UNDP.

**LaTasha Hill** is the Programme Manager of Political Party Programmes in the Multi-Party Office at Westminster Foundation for Democracy, where she oversees the delivery of international programmes in Africa and the Balkans. She has worked in the democracy sector since 2017 with U.S. partisan and nonpartisan organisations such as the Democratic National Committee and Everybody Votes Campaign. LaTasha has a law degree from the University of San Francisco and an MSc in Elections, Campaigns, and Democracy from Royal Holloway, University of London. In her free time, you can find LaTasha at the cinema, attending spoken word poetry events, and caring for her plants.

**Laura Simonyan** serves as a Program Manager for Women's Empowerment at the National Democratic Institute Armenia Office working with the Parliament, political parties, local communities to support women's participation, leadership and influence in politics. She engaged with over 70 women members of parliament as well as 200 women leaders in more than 60 communities of Armenia over the past five years establishing the first and largest network of politically engaged women in the country. She is a Chevening alum and a graduate of an MA Program in International Peace and Security at Kings' College London. Previously Laura worked in the Parliament.

**Maja McGill** works for a Member of the Legislative Assembly in Northern Ireland as a Research and Constituency Officer. This includes supporting the MLA in her role as Chair of the All Party Group on UNSCR 1325, Women, Peace and Security. She is also involved in the Social Democratic and Labour Party's newly established Diversity and Inclusion Working Group. Prior to this, Maja studied German and Politics at the University of Sheffield and completed an internship carrying out research and transcription for the Holocaust Memorial in Berlin.

**Małgorzata Kopka-Piątek** is head of the European and Migration Policy Programme and senior analyst at the Institute of Public Affairs. For many years in various functions in European and international policy projects. Researcher of women's social and political activism and feminist foreign policy. Co-founder and president of the FemGlobal. Women in International Politics Association.

**Merima Ejubović** works as a Programme Manager at the Friedrich Ebert Foundation Office in Bosnia and Herzegovina and is in charge of the gender equality and labour and social rights programmes. In the last 15 years, she has developed and implemented various empowerment, advocacy, research, capacity building and institutional transformation initiatives, supporting, among others, political parties, government agencies and the women's movement. Merima graduated German Language and Literature (BA) and International Relations and Diplomacy (MA) at the University of Sarajevo.

**Minavar Rakhimova** is Gender and Social Inclusion Manager at USAID's Legal Reform Program in Uzbekistan coordinating activities on promoting gender equality and preventing gender-based violence through supporting rule of law development, enhancing the capacity of the legal professionals and working with state bodies, representatives of Parliament, community specialists, NGOs, and academic society. Minavar is holder of master's degree and alumni of International Advanced Course on Human Rights Protection of Helsinki Foundation for Human Rights. She is co-author of first ever research on gender-based violence and workplace harassment in Uzbekistan, gender aspects of migration, Handbook on Gender Statistics, and others.

**Natia Tsikvadze**, Project Analyst at the UN Women Georgia Country Office, specializes in advancing and overseeing policy development activities in the domain of women's political participation. With over 10 years of experience working with government and international organizations, Natia has spearheaded several development initiatives that have sought to promote gender equality in Georgia, empower women politically and economically, and establish gender mainstreaming mechanisms such as performance-based budgeting, gender impact assessment, and gender-responsive budgeting. Currently, she leads the UN Women's project "Women's Increased Leadership for Democracy in Georgia", and aims to ensure that women and girls, in all their diversity, fully and equally participate in decision-making.

**Rachel Weston Eschenbacher** leads the portfolio on political participation and governance for UN Women Europe and Central Asia (ECA) Regional Office in Istanbul. She has worked in the field of gender equality and governance for over 18 years to advance opportunities for women to lead within democratic institutions. She is a former elected member of the Vermont House of Representatives where she championed the successful passage of legislation related to marriage equality, the national popular vote, human trafficking, green energy, climate change, women in the workforce, and the removal of reproductive toxins from consumer goods. She has completed a Master of Laws from the London School of Economics.

**Reem Judeh** has been working in international cooperation for over 20 years, supporting democracy and promoting social and gender equality in Europe, Central Asia, the Middle East and North Africa. Extensive work as a gender specialist and demonstrated expertise in policy evaluation. The themes in her work included women's political participation, access to justice, political violence against women, and UNSC 1325, Women, Peace, and Security, aside from robust knowledge in the areas of democracy education and good governance. Working currently as a Senior Programme and Knowledge Advisor at the Netherlands Institute for Multiparty Democracy.

**Sarah Robinson** (she/her) is the co-coordinator of a project called "Aktionsprogramm Kommune – Frauen in die Politik!" which works with 20 selected model regions across Germany to strengthen women's political participation at the municipal level. As Senior Expert Gender and Politics, she also explores new areas of cooperation at the international level at EAF Berlin: A Berlin-based non-profit working to empower marginalized and underrepresented groups within politics, academia, the private sector and society as a whole. Sarah's previous experience includes assisting a member of the German national parliament (Bundestag) and working for the European Institute for Gender Equality (EIGE) in Lithuania.

**Ülkem Önal-Kara** works as a Programme Analyst in the field of women's leadership and political participation at UN Women Türkiye. She has over 10 years of experience working on women's participation into decision making with a specific focus on gender mainstreaming in legislation, gender responsive planning and budgeting, capacity building of political stakeholders, and promoting gender responsive practices at private sector. She has worked with diverse groups including members of the Turkish Parliament, local councillors, aspirants/candidates, civil society and private sector representatives. She holds a Master's degree in Women's Studies.

**Yuliia Matviienko** serves as the Political Parties Program Officer at NDI Ukraine, providing assistance to political parties in their democratic and structural development, advancing women's political engagement, supporting partners in designing and implementing gender equality initiatives, and fostering inclusive governance and women's active participation in political spheres. Before assuming her role in NDI, Yuliia undertook a prestigious internship at the Secretariat of the Ukrainian Parliament Commissioner for Human Rights. She also served in a key role as an assistant to the women councillor of the Pereshchepyne City Council. Yuliia holds a Bachelor of Laws from Poltava Law Institute and a Master's degree from the National University of Kyiv-Mohyla Academy.

**Zorana Dimitrijević** coordinates the women's political participation program component at NDI Serbia. In this capacity, she collaborates closely with political parties and leaders to enhance their capacities in fostering meaningful participation of women in politics. Previously, Zorana served as the Gender Advisor for UN Women, supporting the Coordination Body for Gender Equality, the national mechanism for gender equality in Serbia. Additionally, she served as a consultant for UNICEF, focusing on the prevention of early marriages. Zorana holds Master's degrees in Nationalism Studies (Central European University) and Political Science (University of Graz).

*\*All references to Kosovo in this Training Handbook, whether to the territory, institutions or population, in this text should be understood in full compliance with United Nations Security Council Resolution 1244.*

## About ODIHR



The Organization for Security and Cooperation in Europe (OSCE) is an intergovernmental organization working for stability and democracy in its 57 participating States across North America, Europe and Central Asia. The OSCE's comprehensive concept of security includes three dimensions: political-military, economic-environmental and the human dimension.

Human rights are fundamental to the OSCE's comprehensive concept of security, and the OSCE Office for Democratic Institutions and Human Rights (ODIHR) is one of the world's principal regional human rights bodies. OSCE participating States have agreed that "commitments undertaken in the field of the human dimension of the OSCE are matters of direct and legitimate concern to all participating States and do not belong exclusively to the internal affairs of the state concerned" (Moscow, 1991). ODIHR is mandated to assist OSCE participating States to "ensure full respect for human rights and fundamental freedoms, to abide by the rule of law, to promote principles of democracy and ... to build, strengthen and protect democratic institutions, as well as promote tolerance throughout society." (Helsinki Document, 1992)

ODIHR was established in 1991 and is based in Warsaw, Poland. It employs nearly 150 staff from some 30 countries. ODIHR works in five broad areas: elections, democratization, human rights, tolerance and non-discrimination, and Roma and Sinti issues. More than 20 experts in the Democratization Department provide, inter alia, capacity building and advice on a broad range of human dimension commitments, including increasing the participation of women and young people in politics, strengthening parliaments and institutional mechanisms on the advancement of women, developing multiparty political landscapes, improving the integration of migrants and modernizing population registration systems. Upon request by national institutions or other state actors, ODIHR also delivers legislative opinions on (draft) legislation, which are publicly accessible via the website [legislationline.org](http://legislationline.org)

Learn more about ODIHR's work around gender equality in politics in [ODIHR's two-pager factsheet](#).

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