

# Efforts to Increase Women's Political Participation/Representation in Japan, South Africa, Ghana, and the Pacific Island States

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Strengthening Institutions and Participatory Decision-Making Processes

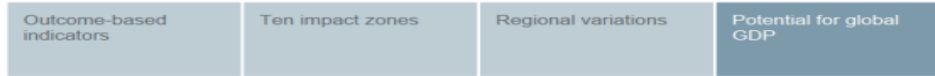
October 31, 2017



**“THE FASTEST WAY TO  
CHANGE SOCIETY IS TO  
MOBILIZE THE WOMEN  
OF THE WORLD.”**

- Charles Habib Malik

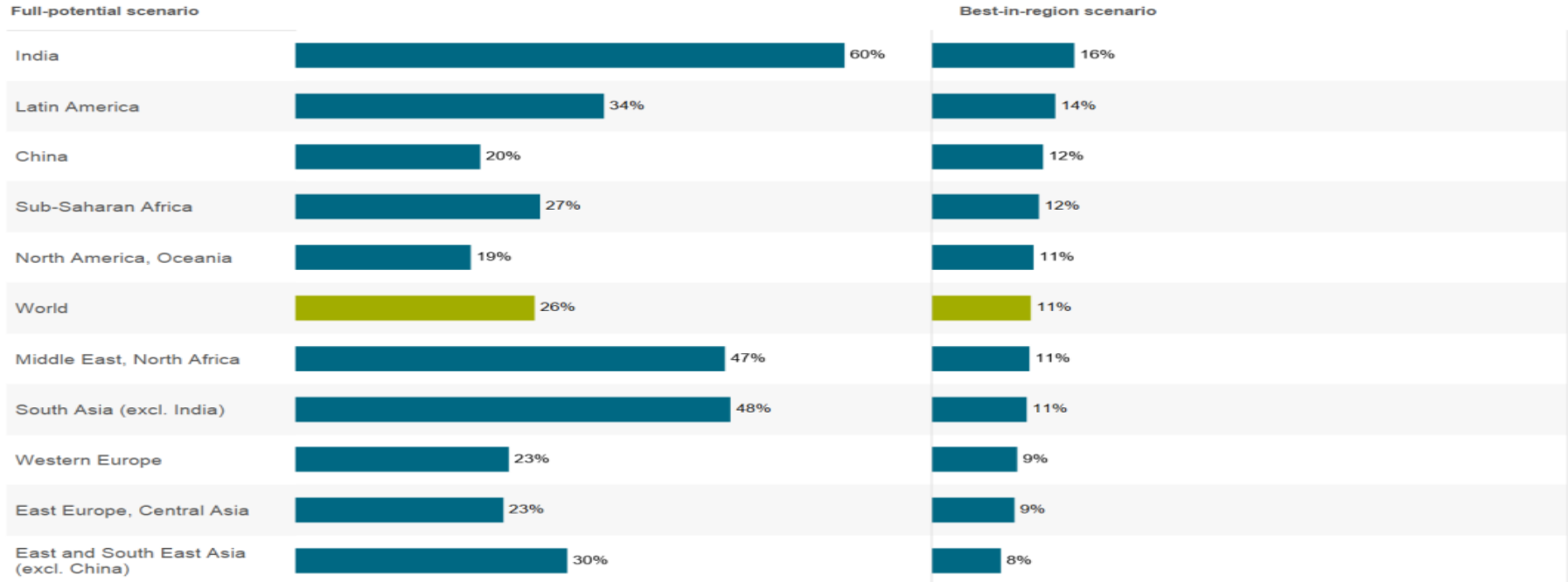
# How equality for women can drive global growth



**Closing the gender gap could add between \$12 trillion and \$28 trillion to global GDP in 2025.**

Our **full-potential scenario** assumes that women participate in the world of work to an identical extent as men. This is likely to be an aspiration for the long term given the complex and multi-faceted nature of gender inequality. The **best-in-region scenario** assumes that all countries match their regional neighbor with the fastest progress toward gender parity.

% increase in 2025 GDP above business-as-usual scenario



Sources: ILO; WEF; OECD Gender, Institutions and Development database; UN; World Bank Global Findex database; World Bank Women; Business and the law database; WHO; ITU; Intel; IPU; McKinsey Global Institute analysis. For a detailed list of sources, and more on this research, see *The power of parity: How advancing women's equality can add \$12 trillion to global growth*, by clicking on the image on the right.



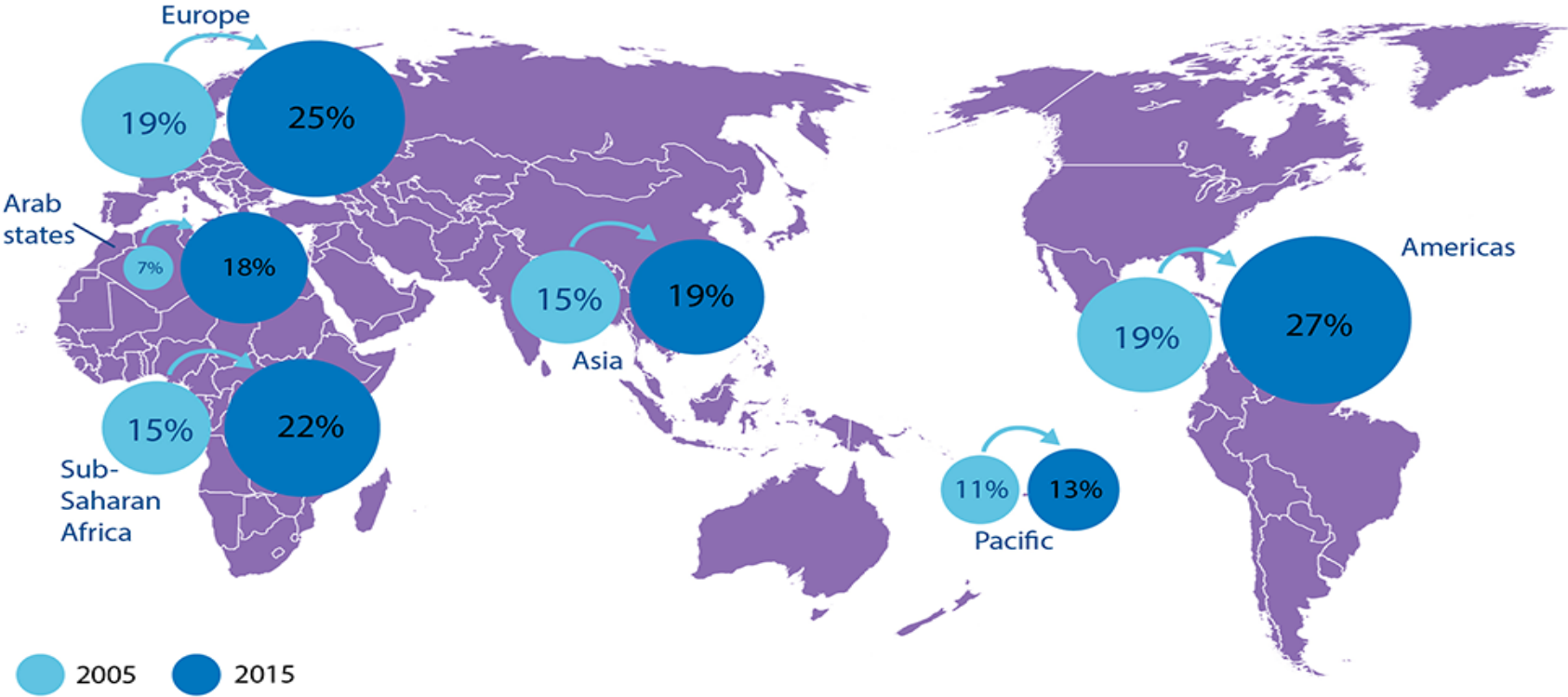
# Percentage of Women in National Parliaments

<b>Americas</b>	28.2%
<b>Europe</b> (including Nordic Countries)	27.5%
<b>Sub-Saharan Africa</b>	23.9%
<b>Asia</b>	19.7%
<b>Arab States</b>	18.2%
<b>Pacific</b>	14.6%
<b>Global</b>	23.6%

Source: Inter-Parliamentary Union database, <http://archive.ipu.org/wmn-e/world.htm>, data as of September 1, 2017

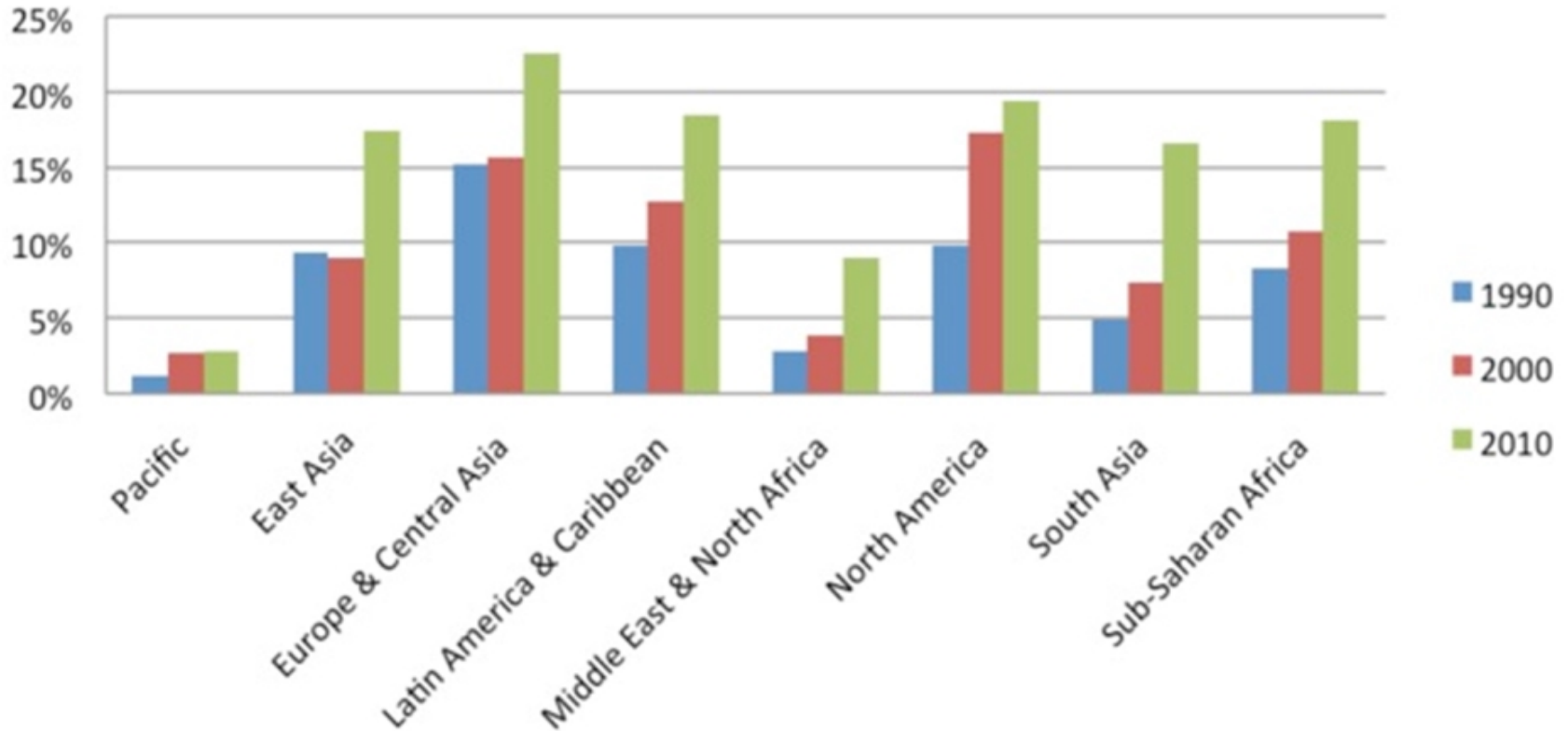
# PROPORTION OF WOMEN IN PARLIAMENTS: PROGRESS OVER THE LAST DECADE

(regional averages for 2005 and 2015)



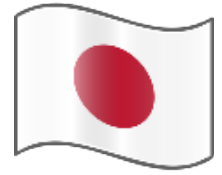
Source: Intl IDEA, <https://www.idea.int/news-media/media/proportion-women-parliaments-progress-over-last-decade>, March 8, 2015

## Proportion of women in parliament by region



Source: Jayasuriya, Burke, <http://devpolicy.org/want-a-strong-economy-electing-females-can-help20120529/>, May 29, 2012

# Japan



- 2001 Reform → GEB → 2003 “30% by 2020” goal (in both public and private sectors)
- Key Legislative Initiatives (2015-2017)
  - *Act on Promotion of Women’s Participation and Advancement in the Workplace; 4<sup>th</sup> Basic Plan for Gender Equality; Intensive Policy to Accelerate the Empowerment of Women*
- APEC Individual Action Plans (reporting since 2015)
- Central/National Government Efforts & Initiatives (Politics, Public & Private Sectors)
  - Quotas for female recruitment, female-specific training seminars , Interactive maps/tracking
  - Caucus to discuss voluntary quota systems in each political party; party funding/support
- Prefecture/Local Efforts & Initiatives
  - Kanagawa Network Movement (NET): 400 memb, 18 munic → 40 women in local politics
  - Ministry of Internal Affairs and Communications (MIC) created guidelines, trainings
  - “Yakatsu” Initiative – shift business day hours (41 prefectures, 16 counties, 114 cities adopted)<sup>6</sup>

# South Africa



- Ranks 10<sup>th</sup> in world- 41.5% vs. 2.7% in 1994 (41% ministers, 47% deputy ministers)
- 1996 Constitution/Bill of Rights with equality clause and protection for women's rights
- Key National Laws Enacted (1996-2000)
  - Choice on Termination of Pregnancy Act of 1996, the Domestic Violence Act of 1998, the Maintenance Act of 1998, the Recognition of Customary Marriages Act of 1998, and the Promotion of Equality and Prevention of Unfair Discrimination Act of 2000
- 2008 - S.A. Development Community Protocol on Gender and Development
  - 50% target (no legislated quota), but 50% quota for ANC as of 2009 (not yet achieved; up from 30% in 2002)
- Office on the Status of Women (OSW): national level policies
- National Commission on Gender Equality gender equality in society and government



# Ghana



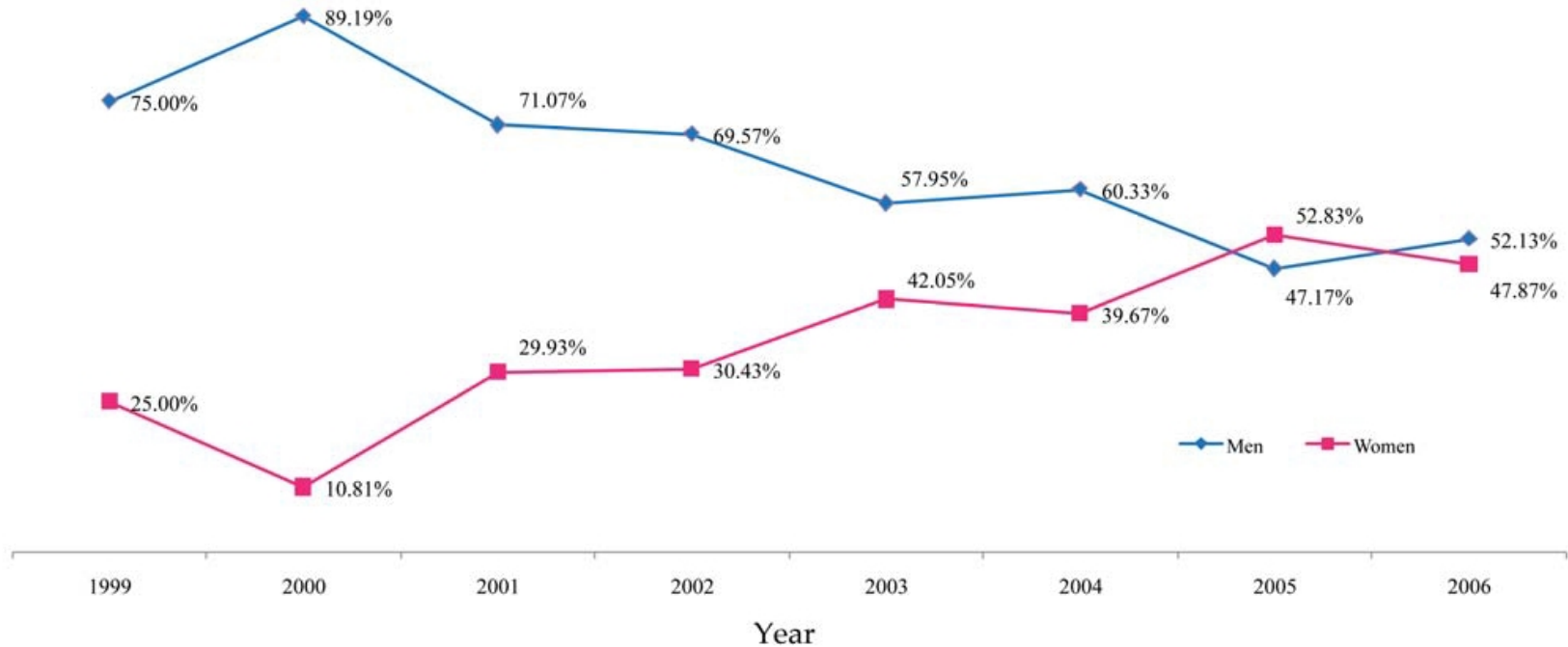
- Parliamentary seats won by women: 2008 - 8.3% (19/230); 2012 - 10.2% (28/275); 2016 elections- 12.7% (35/275)
- 150/185 countries in the Inter-Parliamentary Union ranking
- 1992 Constitution - protection of gender equality and prohibit gender discrimination
- Gender Studies and Human Rights Documentation Centre: 36 month project re: lack of women in politics → diagnosis of problems (5) / development of remedies (4)
- 2016 - Ministry of Gender, Children and Social Protection introduced Affirmative Action Bill (40% quota in public service & governance) and organized gender dialogues on “Promoting Gender Equality and Non Discrimination Through Affirmative Action”
- Women in Law and Development (WLD) action items: lobby, forums, 28 COWIGS, training programs (600 women over 5 years), decrease filing fee, non profit coord.

# Pacific Island States



- One of the lowest rates internationally of female members in Parliaments
- Revised Pacific Platform for Action on Advancement of Women and Gender Equality
- Law of Parity (France 2000) - French Polynesia (2001) and New Caledonia (2004)
- Quantitative Change
  - Percentage of women elected to Congress of New Caledonia and Assembly of French Polynesia increased from 17% to 46% and from 12% to 48%, respectively
- Qualitative Change
  - Parity and Speaking Rights

## Speaking Trends for the Members of the Assembly of French Polynesia



Source: S. Guyon, I. S. Rettig, Assessment of the application of the 'Parity Law' in New Caledonia, French Polynesia and Wallis and Futuna', 28.

# Best Practices/Takeaways

- Mentoring, Workshops, Training, Recruitment, Funding/Support (Govt, Party)
- Quota Systems
  - Legislated candidate quotas (e.g. Bolivia, Angola, Argentina, Nicaragua, Ecuador)
  - Reserved seats (e.g. Tanzania, Zimbabwe, Algeria, China)
  - Political party quotas (e.g. South Africa, Canada, France, Kenya, Nicaragua)
- Collaboration & Advocacy
- Reduce Violence Against Women
- Tracking/Reporting