

# Women's Representation in Institutional Frameworks for Elections

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# Outline

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So what about women's representation in EMBs?

International benchmarks

Representation of women in election management:  
policy making and technical implementation

Women in policy-making- National legislations

Women in technical – FMR gender policies





# International Benchmarks

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Article 9.2 of the AU Protocol: *States Parties shall ensure increased and effective representation and participation of women at all levels of decision-making.*

Article 7.2 of the ICLGR mandates its member states to reflect the principle of gender equality in the composition of EMBs

EMBs as key decision-making institutions on an important aspect of democracy.

The principle of gender equality should apply in the EMB's internal systems and processes as much as its outputs.



# Current status of women in EMBs

ICGLR Members	Males	Females	chairperson	Total	CEO	Address
Angola	N/A	N/A	N/A	N/A	N/A	<a href="http://www.cne.ao/">http://www.cne.ao/</a> (page under construction)
Burundi	4	3	Male	7	N/A	<a href="https://www.ceniburundi.bi/">https://www.ceniburundi.bi/</a>
Central African Republic	N/A	N/A	N/A	N/A	N/A	<a href="http://www.commissionelectoraleindependantederca.sitew.com/">http://www.commissionelectoraleindependantederca.sitew.com/</a> (page under construction)
Republic of Congo	N/A	N/A	N/A	N/A	N/A	N/A
Democratic Republic of Congo	8	2	Male	10	Male	<a href="https://www.ceni.cd/membres-bureau-pleniere">https://www.ceni.cd/membres-bureau-pleniere</a>
Kenya	3	0	Male	9 (6 vacancies)	Male	<a href="http://www.iebc.or.ke">www.iebc.or.ke</a>
Rwanda	2	2	Male	4	Male	<a href="http://www.nec.gov.rw/">http://www.nec.gov.rw/</a>
Sudan						
South Sudan	7	1	Male	8	Male	<a href="http://www.sudantribune.com/spip.php?mot1053">http://www.sudantribune.com/spip.php?mot1053</a> (2012)
Tanzania	4	2	Male	7 (one vacancy)	Male	<a href="http://www.nec.go.tz">www.nec.go.tz</a>
Uganda	4	3	Male	7	Male	<a href="http://www.ec.or.ug">www.ec.or.ug</a>
Zambia	6	3	Male	9	Male	<a href="https://elections.org.zm/">https://elections.org.zm/</a>
<b>Total</b>	<b>38</b>	<b>16</b>		<b>55</b>		

Country	Legal requirement for women
DRC	In the DRC, the 21 member IEC must ensure representatives from government, political opposition from the RDC and MLC and two other parties. From each of these stakeholders there must be ONE woman
Tanzania	The Chair and the Vice-Chair have to be judges of the High Court or the Court of Appeal of Tanzania. Either of the two has to come from the other side of the Union ie if the Chair is from the mainland then the vice-Chair has to come from Zanzibar, or vice versa (Constitution 1977, Article 74(1)-(3); Elections Act No 1 1985, 4(1)). No legal requirement for women.
Angola	The CNE is composed of eleven members, two nominated by the President, three by the ruling party and three by opposition parties in the National Assembly, a Justice of the Supreme Court, a representative of the Ministry of Territorial Administration and one elected by the National Council of Social Communication. The President of the CNE is elected unanimously from these members by the National Assembly. Members of the CNE may not be candidates for the Presidency or National Assembly of the Angola (Electoral Law 2004 A156). No legal requirement for women.
Central African Republic	The members designated by the entities should fulfill the criteria of competence, moral integrity and civic mindedness, while holders of elective office, members of government, members of the Transitional National Council and the National Dialogue Follow-Up Committee, heads of prefectures, judges and candidates for election are ineligible for membership of the CEI (Loi no 09.016 2009, Articles 15, 16). No legal requirement for women.
Zambia	A person qualifies for appointment as the Chairperson if that person has held, or is qualified to hold, the office of judge of a superior court. No legal requirement for women.

Sudan	<p>The NEC is composed of nine members, who are required to be "competent, non-partisan, impartial and representative personalities", appointed by the President in conformity with Appendix B1 of the Comprehensive Peace Agreement of 2005 (Interim Constitution 2005, Articles 141 (1), 58(2)(c)). Appendix B1 specifies that certain presidential appointments must be made with the consent of the 1st Vice President (in other words, the President of Southern Sudan, Comprehensive Peace Agreement of 2005, Article 2.3.5) and Article 2 of the Appendix includes the National Elections Commission members amongst these appointments. The National Elections Act (2008, 6(1)) requires that the members be ratified by "two thirds of the members of the National Assembly, taking into consideration inclusiveness of representation to include the representation of women and other civil society groups. The Chairperson and Deputy Chairperson are appointed by the President, with the consent of the First Vice President, from among the members and hold full-time posts (National Elections Act 2008, 6(4), (5)). Members of the Commission are required to take an oath of office as laid out in section 9 of the National Elections Act. <b>No legal requirement for women.</b></p>
Burundi	<p>The CNE must be composed of five independent people appointed by presidential decree after the members have been ratified by the National Assembly and the Senate with a 75% majority each (Constitution Post-Transition 2005, Article 90; Décret no 100/22 2009, Article 6). Members who resign or become incapacitated must be replaced within a month by the same procedures (Décret no 100/22 2009, Article 21). The CENI consists of a Chairperson, a Deputy chair and three members holding the portfolios of electoral operations, logistics and legal affairs, finances and administration and civic education and communication respectively (Décret no 100/22 2009, Article 5). <b>No legal requirement for women.</b></p>
Kenya	<p>The IEBC Act doesn't speak to women but article 232 of the constitution speaking on public service mandates equal opportunity for recruitment and training of men, women, ethnic groups and PLWDs</p>
Rwanda	<p>no requirement on women in the Act but the constitution is clear on overall approach</p>
South Sudan	
Uganda	<p>A chair vice chair and 5 commissioners <b>No legal requirement for women in the EMB</b> but there are wide provisions in the constitution</p>

# Moving beyond numbers: Gender policies

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Recruitment policies

Deliberate efforts at placing women at decision-making positions at the technical level

Insurance for women in the field

Equal pay and equal value for efforts

Trackable indices for gender issues within EMBs

- Checklist for gender mainstreaming
- Gender training
- Setting gender equality objectives and monitoring them

# Moving beyond the numbers

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Peer learning- a network of women election administrators

Assessment reports – dedicated EOM sections looking at women in election administration