

Time to Act: Strengthening Capacity for Gender Parity in Political Decision- Making in Cyprus

Capacity Building Workshop for NGOs and Women's Organizations

22-24 April 2016

Civil society can play a key role in mobilizing on a grass-roots level and forming alliances to effectively advocate for more democratic political processes. The aim of the workshop is to promote the engagement and mobilization of civil society to effectively advocate for gender parity in political decision-making at all levels through interactive and participatory training methods, as well as through the development of effective advocacy tools.

The [Mediterranean Institute of Gender Studies](#) (MIGS) in cooperation with the [National Democratic Institute](#) (NDI) is organizing a capacity building workshop for women's organizations and NGOs active in the promotion of women's participation in public and political life across Cyprus. The capacity building falls within the framework of the project: *"Time to ACT: Strengthening Capacity for Gender Parity in Political Decision- making in Cyprus"*, funded by the Global Women, Peace and Security Initiative (GWPS) of the U.S State Department.

The objectives of the Capacity Building are:

- Increased understanding of the importance of women in politics and decision-making for achieving gender equality;
- Increased understanding of the link between women's political leadership and positive changes to communities and countries;
- Build consensus on lessons learned from efforts to increase women's political participation in the past- what worked/what kept it from succeeding/what should be done differently in an effort to identify strategies for the future;
- Knowledge of strategies for a successful advocacy campaign to promote increased women in political leadership positions;
- Building core advocacy skills needed to achieve gender equality goals for women in political leadership;
- Setting a draft set of priorities to develop formal or informal coalition and advocacy and outreach plan.

*** Workshop Language: ENGLISH**

Profiles of trainers and facilitators

Caroline Hubbard, Senior Program Manager, Women's Political Participation

Caroline Hubbard is the program manager for women's political participation at the National Democratic Institute for International Affairs (NDI), where she works to support the aspirations of women around the world to be equal and active partners in shaping and leading democratic societies. Although Caroline works across all regions, she is particularly focused on Africa and the Middle East. NDI's creative and wide-ranging programs engage women in legislatures, political parties and civil society as leaders, activists and informed citizens. Prior to joining NDI, Caroline was a program manager for Vital Voices Global Partnership, where she executed international training programs aimed at empowering emerging women leaders, including projects in Central and Eastern Europe and Eurasia, the Middle East and North Africa, and Sub-Saharan Africa. Caroline has also worked to support women's rights and democracy in the US and around the world in the Office for Democracy and Global Affairs at the U.S. Department of State and at the American Association of University Women.

Angela Short, Senior Program Officer for the Middle East and North Africa

Angela Short is a Senior Program Officer for the Middle East and North Africa at the National Democratic Institute for International Affairs (NDI) based in Washington, DC. Since joining NDI in 2009, Angela has supported a breadth of programs throughout the MENA region, including: leadership development for youth activists across the Maghreb; women's political participation strengthening in Mauritania; political party and legislative capacity building in Tunisia; and citizen advocacy around the inclusion persons with disabilities in the West Bank. She also has experience with elections programming, contributing to a national voter education program in Mauritania in 2012, and international election observation missions in Algeria in 2013 and in Tunisia in 2011 and 2014. Prior to joining NDI, Angela worked at Management Systems International (MSI) in Washington, DC and for an Egyptian charity organization in Cairo. She holds a bachelor's degree in political science and Arabic from Georgetown University. She attended the American University in Cairo (AUC), and studied Arabic at the International Language Institute (ILI) in Cairo and the Arabic Language Institute in Fez (ALIF).

Sonja Lokar, Sociologist and feminist activist

Sonja Lokar is a sociologist, politician and feminist activist from Slovenia with expertise in political party development, social welfare state issues and gender issues. She was tasked to organize the transformation of the social democratic party (1986-1990) and served as secretary general of her party in 1990. Sonja was elected as a Member of Parliament from 1986-1992 and was founder and president of the women's forum of her party for ten years. She was also one of the initiators and Chair of the Stability Pact Gender Task force (1999-2009) and was executive director of the CEE Network of Gender Issues from 1998. She was elected in 2012 as President of the European Women's Lobby and has served as president of the Women's Lobby of Slovenia since 2015. As an active researcher and political analyst, she has published more than 300 articles in Slovene, Croat, English, French and German languages, and has co-authored several 'Women Can Do It' train the trainer manuals. She cooperates with various organizations (incl. OSCE, WB, NDI training programs and election observation missions).

WORKSHOP PROGRAMME

DAY I: 22 April 2016- Friday Venue: Chateau Status	
16:30 – 16:45	Introduction, Programme Goals and Objectives, Workshop Goals <i>Susana Pavlou, MIGS</i>
16:45 – 17:00	Get to know each other <i>Caroline Hubbard, NDI</i>
17:00 – 17:30	The Importance of women in decision-making for achieving gender equality and human rights <i>Sonja Lokar, Gender Equality Expert</i>
17:30 – 18:00	Trust Building Exercise <i>Angela Short, NDI</i>
18:00 – 20:00	Open Reception

Day II: Saturday, 23 April 2016 Venue: Chateau Status	
09:00 – 09:10	Introductions: Objectives of the day <i>Susana Pavlou, Director, MIGS</i>
09:10 – 10:30	Setting the Stage: Barriers and Opportunities for Women in Politics <i>Objective: Benefits for society of WPP and overview of the key barriers for women achieving equality in political decision-making and necessary conditions for increasing it.</i>
10:30 – 11:30	Lessons Learned: Breakout Exercise
11:30 – 11:45	Coffee Break
11:45 – 12:15	Lessons Learned: Reporting in plenary
12:15 – 13:00	Innovative Strategies for Civil Society to Increase Gender Equality and Women's Rights <i>Objective: Knowledge of strategies for successful advocacy campaign to promote increased women in political leadership positions-how to make big coalitions efficient; importance of</i>

	<i>combining international support and bottom up pressure; importance of the best timing; need for a common set of priorities and combined efforts.</i>
13:00 – 14:00	Lunch Break
14:00 – 15:00	Innovative Strategies for Civil Society to Increase Gender Equality and Women's Rights (continued)
15:00 – 16:30	Working with the Media to Promote Priorities <i>Objective: Importance of media for promoting policy priorities and strategies for engaging print, TV and social media effectively</i> Exercise: Create your media message
16:30 – 16:45	Wrap-up of first day

DAY III: Sunday, 24 April 2016	
Venue: Chateau Status	
09:00 – 09:30	Welcoming and Goals of the day and Reflection of Day 1
09:30 – 11:30	Engaging Key Allies for Your Agenda Session I: WHO - Stakeholder Mapping Session II: HOW - Strategies for Outreach <i>Objectives: Mapping key people to engage in order to create change; Identifying key steps for outreach to engage others in the coalition and as allies in the advocacy effort.</i>
11:30 – 11:45	Coffee Break
11:45 – 13:00	Let's talk about money: Fundraising for strategy implementation
13:00 – 14:00	Lunch
14:00 – 16:00	Setting a Strategic Advocacy Plan <i>Objectives: The second half of the final day would focus on identifying key steps, prioritizing and agreeing on them, setting a calendar with timing and resources (people/money/time) needed, building a coalition, setting a common agenda, engaging allies, and promoting their agenda across and within sectors.</i>
16:00 – 16:30	Closure: Conclusions and Evaluations