

A holistic, integrated capacity development strategy for mainstreaming gender in the legislative process should include not only the "what" or the topics to be learned but also the "how". The "how" is not necessarily the pedagogy or methods of teaching alone but will include the following: 1) a baseline study about the present capacity level of the target participants; 2) a clear results framework and time frame; 3) the indicators and the mechanism to be used in monitoring progress; and 4) the criteria and plan for evaluating results. Capacity development that is not well thought out or strategically conceived will end up as a series of seminar/workshops without clear results.

Equally important as the "what" and the "how" is the "who," both in terms of **who will be the target participants and who will implement the capacity development strategy in a systematic, sustained and institutionalized way.**

- (a) **There is absolutely no doubt that building the capacity of the players identified in this paper is necessary. This capacity development should involve participants from both government and civil society.**

From the **executive branch**: the Drafting and Legal Office, the sub-CAW within each ministry including the NWM; the Law and Human Rights Division of the Ministry of Justice; ministries currently focused on legal reform such as the Ministry of Industry of Lao PDR; for specific countries, the Council of Jurists or the Council of State; and specialized Commissions such as the Law Reform Commission of Thailand, and the National Commission to End Violence Against Women, etc.

From the **legislature**: the committee members responsible for gender verification and oversight such as Vietnam's PCSA; the relevant Secretariat staff such as those supporting the committee system and those in research; and the legislators' staff, especially those tasked with drafting bills and providing other technical support.

Local government officials from both the executive and legislative councils must be included in the capacity development programme as well. In the wake of extensive decentralization in most CEDAW-SEAP countries – particularly Thailand, Indonesia and the Philippines – legislation occurs mostly at the local level where patriarchal practices and norms pose barriers to gender equality and women's empowerment.

From **civil society**, those actively providing inputs for legislation during consultations and those monitoring the implementation of laws related to gender such as CEPEW in Vietnam, the JALA PRT in Indonesia, or the Gender and Development Association of Lao PDR should be included in capacity development efforts.

Research and training groups involved in legislation should also be included. In Timor-Leste, these are the Centre for Capacity Building and Information on Gender Equality, the National Directorate for Legal Advice and Legislation, and the Legal Training Center.

But a strong recommendation is to include political parties, particularly the leadership, in the capacity development program. To avoid partisanship, all political parties represented in Parliament should be included. Political parties are the principal actors