

Glossary

The following terms are used frequently in both the benchmarks and the compendium of indicators.

The benchmark on party candidates uses a simplified distinction between single-winner systems and list-based multiple-winner systems as defined below.

TERM	DEFINITION
Benchmark	A benchmark is an aspirational standard for an organisation's policies and practices.
Candidacy cycle	Candidacy cycle refers to the different steps that individuals have to take in order to be put forward as party candidates: application, selection, training, election, mandate tenure and end of mandate.
Data (diversity and equality)	In line with the most common practice of statistical offices throughout Europe, including Eurostat, diversity and equality data are based on the following criteria: <ul style="list-style-type: none"> • Citizenship • Citizenship of parents • Place of birth • Place of birth of parents
Diversity	In the framework of this project, diversity refers to people with a migrant background (see below).
Employment cycle	This term refers to the different employment phases from application to end of employment (also including recruitment, training, appraisal and promotion).
Equality	Equality refers to the equal treatment of persons irrespective of their (perceived or actual) race, ethnicity, religion, belief, nationality or national origin – in accordance with European and national legislation.
Geographical levels	The term 'geographical levels' refers to both the level of government (national, regional or local) and the level of the party office (national headquarters, regional office, local office). Benchmarks should be applied at all levels of government and at the different party office levels.
Indicator	An indicator is a qualitative or quantitative summary of a situation, action or process.
List-based multiple-winner systems	In list-based multiple-winner systems, parties draw up lists of candidates for election and seats are allocated to each party in proportion to the number of votes the party receives (proportional representation).
Migrant-owned businesses	A company is considered as a 'migrant-owned business' when 51 per cent or more of its stock is owned by individuals with a migrant background (see below).
People with a migrant background	On the basis of Eurostat's use of citizenship and place of birth as criteria for determining population stocks, the following categories of person are considered to have a 'migrant background': <ul style="list-style-type: none"> • All legally-residing nationals of countries outside of the European Union and their descendants (including those who are naturalised). • All EU nationals born outside the EU or with at least one parent born outside the EU.
Positive action	Positive action refers to the adoption of specific measures to prevent or compensate for disadvantages linked to race, ethnicity, religion, belief or nationality and national origin. It contrasts with 'positive discrimination' (or

	'affirmative action'), under which preferential treatment is given to someone because of his or her race, ethnicity, religion, beliefs or nationality and national origin.
Single-winner systems	Single-winner systems use electoral districts or constituencies that return one office-holder to a body with multiple members such as a local, regional or national legislature, e.g. 'first past the post' and run-off systems.
Surveys	Different types of survey exist. They differ in nature (for example questionnaires, interviews or focus groups), in method (carried out internally or outsourced to independent external consultants) and in timing (diagnostic, <i>ex ante</i> or <i>ex post</i>). The choice made is a function of cost, ambitions and stage of development.

User Guide

