

Mesdames et Messieurs, chers collègues,  
Bonjour à toutes et à tous.

Je suis vraiment ravie d'être parmi vous aujourd'hui pour vous parler d'un sujet qui nous tient tous à cœur : l'accueil des nouveaux parlementaires. C'est un moment toujours très particulier dans la vie d'un parlement, un mélange d'effervescence, de changements, de continuité aussi. Et nous le savons bien : la façon dont un parlement se prépare à accueillir ses nouveaux membres en dit long sur sa capacité à se renouveler, à transmettre son expérience et à renforcer la confiance dans l'institution. Ces moments de transition sont à la fois exaltants et exigeants. Ils demandent une réelle anticipation, une coordination fine entre les services, et une attention particulière aux femmes et aux hommes qui vont bientôt siéger. Car au-delà des aspects logistiques ou protocolaires, il s'agit avant tout de préparer l'institution elle-même à accueillir, à accompagner, et à transmettre. Accueillir de nouveaux parlementaires, c'est en quelque sorte accueillir une nouvelle énergie, de nouvelles perspectives, et parfois de nouvelles façons de faire vivre la démocratie.

C'est dans cet esprit que l'UIP et l'ASGP ont souhaité documenter et partager les bonnes pratiques observées dans les parlements du monde entier. Grâce à un travail collectif et comparatif, nous avons pu identifier les approches, les outils et les processus qui permettent à une institution parlementaire de traverser ces périodes de renouvellement avec méthode, efficacité, et surtout humanité.

It's a real pleasure for me to introduce to you today our new joint publication by the IPU and the ASGP, "Welcoming New Parliamentarians: Good Practices for Onboarding and Offboarding MPs." in a nutshell, it is a toolkit for parliaments to plan, prepare, and welcome new members.

Let me start by saying a few words about how we got there. This publication grew out of a simple but important question: How do parliaments prepare for the arrival, and departure, of their members? Back in 2021, we began by looking at this issue in one parliament, the National Assembly of Chad. The results generated strong interest from other parliaments. To the extent that the ASGP and the IPU decided to expand the research globally. In 2024, more than 70 parliamentary chambers responded to our questionnaire, a great level of engagement from every region of the world. The data was then analysed by a dedicated research team from the National Assembly of Botswana, then headed by its clerk, Barbara Dithapo. From there, we built what you see today: a comparative, short and practical toolkit that captures the diversity of practices from every region of the world.

Now, what purpose does this publication serve? At its heart, this toolkit aims to strengthen parliamentary institutions by helping them manage renewal and change in an organized and inclusive way. Onboarding isn't just about teaching new members where to sit or how to vote, it's about setting them up for success from day one, fostering relationships with staff, ensuring equitable access to resources, and building a shared institutional culture. Likewise, offboarding, something that is often forgotten, is about managing transitions with respect and preserving institutional memory. In short, this publication helps parliaments think strategically about both beginnings and endings.

Moving to its main features, the toolkit is structured in two main parts:

- The first lays the groundwork: it explains how to plan for onboarding and offboarding,. This means establish clear governance structures, involve all relevant departments, and engage external stakeholders such as electoral commissions and political parties.
- The second part brings the process to life: it looks at what actually happens when new MPs arrive, how to meet their immediate needs, introduce them to their legislative roles, and continuously improve onboarding programmes through feedback and evaluation.

Throughout the document, you'll find good practices drawn from dozens of parliaments, from Iceland to Botswana, from Canada to Malaysia, showing that there's no one-size-fits-all approach. Each parliament adapts according to its size, culture and resources.

Finally, I'd like to draw your attention to Annex 1 – the Checklist for Smooth Onboarding. This annex is, in my view, one of the most useful tools in the publication. It distils the entire process into a clear, three-phase checklist: planning, implementation, and evaluation, allowing any parliament to assess its readiness at a glance. It's designed to be flexible and adaptable: not a prescription, but a practical reference that can be tailored to each parliament's context. It covers everything from establishing a steering committee and securing resources before elections, to organizing welcome sessions and setting up monitoring systems afterwards. In other words, it's a hands-on guide to make sure no step is forgotten, because a well-prepared parliament is one that can welcome its members with confidence and help them serve effectively from day one.

To conclude, this toolkit is more than a publication: it's an invitation - An invitation for parliaments to look inward, to reflect, to compare, and to continuously improve their internal planning and coordination so that they can be fully ready to welcome new members when the time comes.

Thank you.