Resolution No. 6

IMPLEMENTING PARTS OF 14TH REGIONAL GENERAL COUNCIL RESOLUTION NO. 51: ENSURING MINIMUM 30% WOMEN’S PARTICIPATION IN ITUC-AP PROGRAMMES AT ALL LEVELS

The 15th ITUC-AP Regional General Council Meeting in Ulaanbaatar, Mongolia, 16 - 17 August 2017:

RECOGNISES increasing involvement and participation of women in trade union programmes at various levels, from 20% in 2014 to 30% in 2017, while peaking at 41% in 2015;

RECOGNISES FURTHER the significant improvement of participation rates at the national/affiliates level from just 18% in 2013 to 33% in 2017, peaking at 63%;

NOTES WITH CONCERN that while this trend is encouraging, it hides disparities between individual programmes, particularly at the regional level. In 2017 for example, women’s participation was only 9% - 27% in 6 out of 11 programmes;

NOTES the conclusions of the ITUC-AP Women’s Committee in its 13th and 17th meetings (October 2014, Manila; July 2017, Manila) as follows:

• there is a need to build the capacity and knowledge of women in other areas and to increase their participation in all programmes other than gender-related;
• monitor and assess not just the number of women attending programmes but also their ability to contribute to and influence the content and outcomes of discussions;
• ensure that gender perspectives are reflected in programme documents and in discussions;
• ITUC-AP and affiliates should consider other creative ways to increase women’s participation, especially if programmes are ITUC-AP funded; and
• ITUC-AP to develop a selection process of screening nominations for all (ITUC-AP) funded/supported programmes, both at the national and regional levels, to ensure women’s equitable participation.

REAFFIRMS its commitment to the continuing and full implementation of related resolutions in 20132 and 2016 which called for ensuring minimum 30% women’s participation in the ITUC-AP programmes at all levels;

CALLS ON AFFILIATES 1. To continue to support and implement the targets of the ITUC Count Us In! campaign;
2. To support the increased participation of women in ITUC-AP activities beyond gender equality-related programmes;

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1 Meeting the Targets of ITUC Count Us In! Campaign, December 2016, Kathmandu
2 Resolution No. 1, 2013 – Organising Women: ITUC Count Us In! Campaign
3. To extend after-training/programme support to women in the implementation of action plans; and

4. To continue to examine persistent barriers in women’s participation and representation in leadership and decision-making and develop strategies and programmes to build women’s capacities in this regard.

1. To implement a standard selection procedures/policy in all programmes with the following components:
   - Develop a standard registration form for all programmes;
   - Affiliates shall be required to nominate two candidates in ITUC AP programmes, at least one of whom must be a woman, and complete the registration form;
   - The nomination of affiliates with only one (1) candidate will be accepted but will not be financially supported, except when the nominee is a woman; and
   - ITUC-AP will make the final selection of participants, considering the 30% minimum requirement for women’s participation; and

2. To monitor follow-up action and report to the Regional General Council progress made in implementing this selection policy.