

# Procedure for the Implementation of the 40% Rule

## **Background:**

Women represent 50% of the world workforce, but they are still largely under-represented in decision-making structures in all walks of political, economic and institutional life. In May 2009, the UNI Management Committee invited the UNI World Executive Board to endorse the UNI World Women's Committee recommendation on the adoption of a rule that would aim at obtaining 40% women representation in all UNI decision-making structures.

In 2010, and as part of the Breaking Through strategy, this recommendation was adopted unanimously by the 3<sup>rd</sup> UNI World Congress in Nagasaki (see Annex 1).

For six years, UNI Global Union with its affiliated unions, UNI Score, as well as with all the UNI regions, sectors and interprofessional groups, have worked with dedication and tenacity to increase women's participation in all UNI decision-making bodies to achieve the 40% goal.

There has been a noteworthy change throughout UNI Global Union. We are considered a leader in this initiative and yet more progress needs to be made to ensure the 40% women's representation goal can be achieved.

To further implement this goal, a series of measures are suggested.

These measures are to be applicable to all UNI structures including the UNI Management Committee and World Executive Board, as well as all structures in the UNI Regional Organisations and Sectors. These suggestions apply to all delegations participating at UNI conferences and meetings.

With a continuation of the goodwill between UNI Global Union and affiliates, we will make a success of the measures that follow.

## **1. Implementing the rule in UNI decision-making bodies**

- 1.1 The UNI Secretary General and/or Deputy Secretary General will work with the members of the World Executive Board and Management Committee to implement this rule in all UNI decision-making structures, for both titular and substitute positions.

- 1.2 In the announcement of the elections to the World Executive Board, which takes place during the World Congress, the UNI General Secretary and Deputy General Secretary will make clear that the 40% rule should be respected.
- 1.3 The same applies to the Regional Executive Committees and Management Committees, where the respective Regional Secretariats and UNI Global Union will cooperate to achieve this goal.
- 1.4 Support from the UNI Head of Equal Opportunities in the application and interpretation of this procedure will be provided.

## **2. Implementing the rule in UNI Sectors and Groups**

- 2.1 UNI Heads of Department will work with their affiliated unions in their respective sector/group to achieve the 40% rule in their sector/group decision-making bodies.
- 2.2 UNI Heads of Department and affiliated unions will work together with UNI Score to develop plans and strategies that will provide women with better opportunities to achieve senior/leadership/decision-making positions within their sectors.
- 2.3 The 40% rule should be applicable to all positions in decision-making structures, for both titular and substitute positions.
- 2.4 In the announcement of vacant posts in decision-making bodies of any UNI sector/group, the Heads of Department will work with affiliated unions to ensure that the 40% rule is applied both globally and regionally.
- 2.5 If a situation arises in which there are an insufficient number of female candidates to comply with the 40% rule in the election of a sector/group committee, both the Head of Department and affiliated unions, in the spirit of the 40% rule, will make every effort to modify this imbalance as soon as possible.

Such efforts can include, but are not limited to: co-option of additional women members, training in leadership, participation in seminars and workshops, participation in decision-making processes within their own unions, participation in national/regional/international meetings, implementing equality policies and participation in activities like the UNI Mentoring Program.

- 2.6 Support from the UNI Head of Equal Opportunities in the application and interpretation of this procedure will be provided to assist those unions to bring about change in their own organisations.

## **3. Implementing the rule in all UNI statutory meetings and conferences, including the UNI World Congress**

### **3.1 UNI Women meeting or conference before a UNI statutory meeting**

- 3.1.1 During the past six years, UNI Global Union has seen a significant increase in women's participation at UNI statutory meetings when a women's meeting/conference takes place prior to the full conference. In each of the regions and at the UNI World Congress, this has become the practice. It is now suggested that this practice should apply to World Sector Conferences as well. This has already occurred in a number of sectors

### 3.2 Composition of the delegations for UNI meetings and Conferences

- 3.2.1 All affiliated unions who have registered to participate at any UNI statutory meeting and/or conference, whether it is global, regional or sectoral, will work to ensure that the composition of their delegation respects the 40% rule.
- 3.2.2 The 40% rule shall apply to both delegates and observers in affiliate delegations.
- 3.2.3 UNI Global Union and all its structures will clarify the objective and the secretariat will have to monitor the implementation of this rule when notifications of delegations are received.
- 3.2.4 In the event that an affiliate's delegation does not comply with this rule, the UNI Global Union secretariat will call upon the affiliated union concerned to modify the composition prior to the conference taking place. The aim is for a constructive dialogue to take place to ensure compliance.
- 3.2.5 Those delegations that cannot comply with the 40% rule will have to present a formal letter addressed to UNI Global Union to explain the reasons why they cannot fulfil this rule. This letter must also specify the measures that will be taken in the months following the meeting/conference so that at the next meeting/conference their delegation is in compliance with the rule.
- 3.2.6 UNI Global Union strongly urges all affiliated unions to make every effort to comply with this rule.
- 3.2.7 The Credentials Committee, in its report to the conference, will identify the unions that are not compliant with the 40% rule in the composition of their delegations.

### 3.3 Gender equality in the composition of the participating speakers and working panels

- 3.3.1 In the conduct of UNI Global Union meetings/conferences, it is important that there is a balanced participation of speakers and members of panels. The aim should be for an equal distribution of roles, whether as speakers or panel members.

## 4. **Implementing the 40% rule in UNI activities**

- 4.1 The aim is for the 40% rule to be mainstreamed across the breadth of UNI activities, from Congresses to workshops.
- 4.2 At all levels in UNI Global Union we will aim to include more women in UNI activities, including organizing drives, workshops, seminars and capacity and skill building activities.
- 4.3 UNI Score will work with UNI regions/sectors and/or affiliated unions carrying out the above mentioned activities, so that women are proportionally represented in these activities, according to the 40% rule.
- 4.4 Support from the UNI Head of Equal Opportunities in the application and interpretation of this procedure will be provided.

## Annex 1

### Resolution No. 2: **Breaking Through on the Representation of Women in UNI Global Union**

- 1 In order to achieve gender parity in UNI Global union, it is time to make a breakthrough in terms of the representation of women in its decision-making structures and meetings at global, regional and sectoral level;
- 2 UNI's aim is to obtain 40% representation of any one gender in all UNI decision-making structures, including the UNI Management Committee and World Executive Board, all structures in the UNI Regional Organisations and Sector Global Unions and all delegations to UNI conferences and meetings. The goal of 40% should be achieved over the period 2011-2014, after which an assessment should be carried out.
- 3 The 3<sup>rd</sup> UNI World Congress decides, until such times as this aim has been achieved:
  - a) That, as concerns the World Executive Board, the UNI Statutes will be modified to provide for one additional titular seat to be attributed to a woman for each area, as well as the addition of one titular women's seat to the reserved seats for UNI Graphical Global Union and one titular women's seat to the reserved seats for UNI MEI Global Union.
  - b) That the nominations for these additional women's seats on the World Executive Board should be made by representatives of the area/sector concerned in consultation with the representatives of this area/sector on the UNI Women's Committee.
  - c) UNI should establish and implement a nomination system with the intention of achieving better representation of women to be used for elections to the UNI governing bodies in all sectors and groups.
  - d) That each of the UNI Regional Organisations and Sector Global Unions is invited to take the necessary measures to reach the aim of 40% representation of any one gender in all its decision-making structures and meetings. That these provisions will be reviewed every four years, with additional seats and other pro-active measures being removed as and when 40% representation of any one gender has been achieved.
  - e) That all affiliated organizations are strongly encouraged to help in achieving this aim and to ensure that the composition of their delegations to UNI conferences and meetings is a true reflection of the ratio of their female/male membership.
  - f) The Congress appeal to all its member unions to take stock of the distribution between women and men in leading positions and to draw up action plans for the structuring of equality work in their organisations. The aim of changes proposed should be for the composition of the decision-making bodies of the union to reflect the gender composition of the membership. Unions should report back on the results of these efforts at the next World Congress. UNI should be mandated to coordinate the exchange of "best practice" in this respect among the member unions.
  - g) UNI allocate funding to promote equality work in UNI and its member unions.