

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;

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.

**CALLS ON
THE ITUC-AP**

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.