



UNION NETWORK INTERNATIONAL

UNI-AFRICA Women

RULES

1. Name and membership

- 1.1 The inter-professional group shall be known as UNI-Africa Women.
- 1.2 The members shall be the women members of the affiliates of UNI-Africa.

2. Objectives

- 2.1 UNI-Africa Women shall develop and implement the policies and determine priorities for women members and advise the Regional Executive Committee and Sectoral Steering Committees on women's and gender equality issues.
- 2.2 UNI-Africa Women shall further the objectives, as set out in the UNI and UNI-Africa Statutes, within its own sphere of competence and develop and carry out strategies for defending and promoting the interests of women workers.
- 2.3. UNI-Africa Women shall monitor progress towards establishing gender equality, within UNI-Africa structures and activities and outside, and support the adoption and implementation of improved regional and national legislation to protect and enhance the rights of women.
- 2.4. UNI-Africa Women shall assist in making sure that gender equality is being considered in all policy decisions and actions of UNI on regional and sectoral levels and that its application is respected.
- 2.5. UNI-Africa Women shall establish and maintain links with trade union women groups, in particular with ICFTU-AFRO, and other regional women's organisations or groups.

3. Activities

- 3.1 UNI-Africa Women shall maintain or establish links and undertake concerted actions with other regional organisations that may assist in protecting and/or promoting the interests of the working women.
- 3.2 UNI-Africa Women shall seek to build solidarity networks and to establish information and communication technology networks.
- 3.3 UNI-Africa Women shall arrange women's meetings as required at regional level in order to establish common policies and priorities for action to promote and co-ordinate their implementation.
- 3.4 UNI-Africa Women may set up working groups to assist in its work, in particular to study specific issues, with a member of the Women's Committee acting as chair.
- 3.5 UNI-Africa Women shall undertake education and research activities, collect and disseminate information at regional or sectoral level on issues of concern to the women members.
- 3.6 Women members of all affiliates of UNI-Africa shall have the right to participate in the activities of UNI-Africa Women.

4. UNI-Africa Women's Conferences, Committee and Meetings

- 4.1 Regional Women's Conferences shall normally take place every four years prior to the UNI-Africa Conference.
- 4.2 The UNI-Africa Women's Conference shall elect a UNI-Africa Women's Committee to manage women's activities between Regional Women's Conferences. The Committee shall meet as required, but not less than once a year.
- 4.3 Other regional meetings dealing with policy development or issues of particular concern to women may also be held.
- 4.4 Women members of all affiliates of UNI-Africa shall be entitled to participate in conferences and meetings convened under articles 4.1 and 4.3 of these rules.
- 4.5 Issues of general policy arising at the UNI-Africa Women's Conference shall be referred to the UNI-Africa Executive Committee.
- 4.6 The conclusions of Women's Conferences and meetings shall be referred to the UNI-Africa Executive Committee.
- 4.7 Annual reports on regional women's activities shall be submitted to the UNI-Africa Executive Committee.
- 4.8 The organisational costs of the UNI-Africa Women's Conferences and meetings shall be borne by UNI-Africa.

5. Representation at Conferences

5.1 The number of delegates and observers whom affiliates are entitled to send to UNI-Africa Women's Conferences shall be as follows:

Organisations with:

Up to 2,000 paid-up members	1 delegate
2,001 - 5,000 paid-up members	2 delegates
5,001 - 10,000 paid-up members	3 delegates
10,001 - 50,000 paid-up members	4 delegates

(and for each additional 50,000 members or fraction of not less than 10,000 thereof, one further delegate).

5.2 The travelling and subsistence expenses of delegates and observers attending conferences and meetings organised for women shall be the responsibility of affiliates concerned unless, in exceptional circumstances, the Regional Executive Committee decides otherwise.

6. Composition of the Committee

6.1 The UNI-Africa Women's Committee shall consist of 10 members with two substitutes each. It must be ensured that there is a fair geographical and sectoral balance among the members.

6.2 Substitute members shall attend and participate in meetings of the Committee only in the absence of the titular member. They shall receive all documents and agendas of meetings addressed to the titular members.

7. Elections

7.1 The UNI-Africa Women's Conference shall elect the members and their two substitutes of the UNI-Africa Women's Committee. They shall ensure that there is a fair geographical and sectoral balance among these positions.

7.2 The representatives attending the UNI-Africa Women's Conference shall elect the UNI-Africa Women's President and Vice-Presidents from among the members of the Women's Committee.

7.3 They shall elect one representative and two substitute members from among the UNI-Africa Women's Committee to be a full member of the World Executive Board.

7.4 They shall elect their representatives for the reserved seats in the UNI-Africa Executive Committee as well as two substitutes for each member from among the members of the Women's Committee.

7.5 They shall nominate the members and two substitutes each from Africa for the World Women's Committee from among the members of the UNI-Africa Women's Committee.

- 7.6 The term of office for the elected officers and committee members referred to in paragraphs 7.1, 7.2, 7.3, 7.4 and 7.5 and shall extend from the close of one (four-yearly) Women's Conference to the close of the next.
- 7.7 If a titular member's seat of the committees referred to in paragraphs 7.1, 7.3, 7.4 and 7.5 becomes vacant, the first substitute for the member concerned automatically becomes the titular member; when the seat for the first substitute falls vacant, the second substitute should fill it.

8. UNI-Africa Women's President

- 8.1 The UNI-Africa Women's President shall be a full member of the UNI-Africa Executive Committee.
- 8.2 The Women's President shall be entitled to attend all meetings convened by UNI-Africa Women.
- 8.3 The UNI-Africa Women's President shall conduct Regional Women's Conferences and Meetings in accordance with these rules and the general principles of the Standing Orders for the Regional Conference.
- 8.4 In the absence of the Women's President one of the Vice-Presidents, as determined by the UNI-Africa Women's Committee, shall preside with the same duties and authority as the Women's President.
- 8.5 Should the office of the UNI-Africa Women's President become vacant between UNI-Africa Women's Conferences, the Regional Women's Committee shall fill the resulting vacancy from amongst the Vice-Presidents.

Adopted by the UNI-Africa Women's Conference on 14 October 2003 in Johannesburg.

Or. English