



Recommendations of the Arab Trade Union Women Network To the Founding Congress of the Arab Trade Union Confederation

The Arab Trade Union Women Network met in Amman, Jordan, on the 27th and 28th of September 2014 on the sidelines of the Founding Congress of the Arab Trade Union Confederation, and after discussing various issues relating to the status of women in general and Arab trade union women in particular, as the trade union organizations spearhead the struggle to entrench gender equality as a main human right at all political, economic and social levels, in view of their belief in the importance of the participation of trade union women in all decisions, policies and programs of Arab trade union federations, as the only means to protect them from the discrimination and marginalization they are faced with today, and in spite of the effort exerted by some Arab trade union organizations to offer equal opportunities to their women, they do not rise to the aspirations and ambitions of Arab women trade unionists.

Based on all this, the Arab Trade Union Women Network demands adopting the gender approach in all policies and strategies proposed to the ATUC, by:

- Respecting and activating a quota of no less than 30% in the various organizational structures of the ATUC, according to the constitution of the ITUC;
- Amending the constitutions and bylaws of Arab trade union organizations according to the ATUC constitution and the ITUC constitution;
- Allocating 30% of the ATUC resources for women's programs;
- Allocating a space in the ATUC media to cover women's activities and their contribution to all trade union work programs;
- Mandatory respect for the gender approach in the representation of women within the delegations representing the ATUC at the international level;
- Inviting the ATUC to draft a policy to advocate with affiliates to structure women's committees and approve a quota system in all positions of responsibility;
- Engaging women in all negotiation and dialogue delegations and as delegates representing the ATUC in national and international conferences and meetings;

- Drafting and implementing programs that should build the capacity of Arab women trade unionists and train women to assume leadership positions;
- Including the contribution of Arab trade union women in the mail/email bulletins and newsletters issued by the ATUC;
- Creating programs and policies to recruit and build the capacity of young women to give them the opportunity to highlight their special potential and capacity and invest in their skills to advance Arab women;
- Creating an Arab observatory to collect statistical data on working Arab women and the violations of their rights, and conducting studies on their status in the labor market; and
- Adopting a gender approach in managing and running the Arab trade union federations.