



RESOLUTION

The **IndustriALL World Women's Conference** noted the political agreement reached at IndustriALL's 2012 Founding Congress, where IndustriALL committed to improving women's representation. Currently a third of IndustriALL's Executive Committee is made up of women, that is, 20 members out of 60.

At the regional conferences in Latin America, Asia-Pacific and Sub-Saharan Africa that took place in 2014 the proposal was approved to increase to 40 per cent the quota for participation and representation of women in IndustriALL leadership.

Conference supports 40 per cent representation of women which should be embedded in the Statutes of IndustriALL and the target of equal representation of women throughout all levels of IndustriALL decision-making bodies including Congress, Executive Committee, Finance Committee, Internal Auditors, elected Officers (President and Vice-Presidents; General Secretary and Assistant General Secretaries) and the Sector leadership. Here it is not just a question of mere figures, but of transforming structures. If the trade union movement is to be transformed, then women need to be encouraged to join unions, and this will be more likely if the structures reflect the members that should be attracted. Women need to feel they can make a difference by participating.

Conference mandates the women's committee to define strategies to be implemented up to the IndustriALL Congress in 2016 in Brazil, with the aim of increasing women's representation in the IndustriALL leadership so women can provide quality leadership in all areas of power, from IndustriALL down through its areas of representation. IndustriALL needs to develop a culture of equality between men and women in trade unions by integrating women in democratic processes and especially in decision-making.

Therefore, the Women's Conference calls on the IndustriALL Executive Committee and Statutes Working Group to explore all possibilities to achieve the 40 per cent objective.

Furthermore, IndustriALL will continue to organize campaigns and other actions to defend women's rights, to combat violence against women and to guarantee the right to maternity protection.

In addition to the quota IndustriALL will construct a plan of action backed by the necessary resources with the aim of implementing a programme for women's political capacity building in all continents so that women can act politically and effectively in all processes of representation and areas of negotiation.

Gender policies must not be considered to be an add on, but rather they must be owned by trade unions. It is not only important for women to be members but also leaders of the organization. This must finally be reality and no longer just an aspiration.

This Conference endorses the urgent establishment of a task force reflective of different sectors and regions. The task force will develop concrete proposals for the implementation of the measures contained in this resolution for consideration by the Statutes Working Party and the Executive. The initial proposal will be considered in December 2015 and further developed and discussed throughout the life of the Statutes Working Party.