



International Domestic Workers Network (IDWN)

Founding Congress

Montevideo, Uruguay, 26th-28th October 2013

Item 3: Election Procedure at the Founding Congress¹

The Election Committee will supervise the elections of the Executive Committee and the Office Bearers (President, Vice-President and General Secretary) according to the procedure below. In the proposed constitution the current Steering Committee becomes the Executive Committee; the Chairperson becomes the President and the International Coordinator becomes the General Secretary.

1. Executive Committee

- The Executive Committee shall be composed of one representative from each of six regions: Africa, Asia/Pacific, Latin America, Caribbean, Europe, North America plus the General Secretary (ex-officio).
- Each Region shall be entitled to elect an alternate member who will perform the duties of the Executive Committee member when s/he is unable to do so.
- From nominations received in advance by the stipulated closing date and authenticated by the Election Committee, each Region will elect its Executive Committee Member and an alternate member from amongst such nominees. No further nominees will be accepted at Congress or at the pre-Congress meetings.
- The delegates will attempt to reach consensus on their Executive Committee member and alternate in their respective Regional pre – Congress meetings
- If there is no consensus the decision will be taken by majority vote by accredited regional delegates (50%+1) in the Regional meetings
- Should there be no majority in the Regional meeting, then it will be put to Congress for a consensus decision or by majority vote (50%+1)
- The Executive Committee members recommended by the Regions will be elected by the Congress through a procedure to be decided upon by the Election Committee.

¹ This procedure, as well as the criteria and terms of reference for the Election Committee below, apply to the Founding Congress only. Once the IDWF is launched the Executive Committee will be responsible for adopting procedures in line with the Constitution

2. President and Vice-President

- Following the election of the Executive Committee in Congress, the Election Committee will call for nominations for President from amongst the Executive Committee members. Each nominee will require a seconder. If there is no seconder then the nomination falls away.
- Nominees will be given an opportunity to present themselves to Congress and their views on the future of the new federation.
- If there is more than one nominee then an election by secret ballot will take place, supervised by the Election Committee.
- The person with the most votes will be declared President.
- This process will be followed in electing the Vice-President, who should not come from the same region as the President

3. General Secretary

- Congress shall elect the General Secretary from amongst the nominees received in advance of Congress by the deadline date, and authenticated by the Election Committee. No further nominations will be accepted at Congress.
- If there is more than one nominee then election by secret ballot will take place, supervised by the Election Committee
- The person with the most votes will be declared General Secretary.

B. Roles and Criteria

The Roles and Functions of the IDWN Executive Committee

1. All Executive Committee members wear “two hats” – governing and supporting the organization so it can best accomplish its governing role. This includes establishing the organizational direction, ensuring legal compliance and fiscal health, and supporting and supervising the General Secretary.
2. To uphold the IDWF principles and objective by ensuring that the IDWF acts according to its objectives and other stipulations of the IDWN constitution;
3. To promote IDWF activities, in particularly in her/his region
4. The supporting role includes fundraising, actively promoting and representing the IDWN, supporting the staff with areas of expertise and developing the Executive Committee’s capacity.
5. They will represent the entire membership, in particularly those in her/his Region, in considering vital strategic support and decisions.

Criteria for the Executive Committee members

1. They are committed and have a strong sense of mission to advance domestic workers rights and protections through building strong domestic workers organizations at all levels;

2. They possess knowledge of the domestic work sector and in particular experiences in organizing domestic workers, developing and maintaining a base of domestic workers and waging campaigns and actions to improve conditions of domestic workers;
3. They need to have sufficient knowledge of domestic workers and their organizations in their respective regions that they are representing;
4. They are willing and have the capacities to communicate whenever necessary, through various means, such as internet and telephone;
5. They are preferably either domestic workers or have worked as domestic workers in the past.

Criteria for the General Secretary

1. Same as the points 1 & 2 of the **Criteria of the Executive Committee members**;
2. Good knowledge of the labour and trade union movement, in particular the domestic workers movement at all levels: national, regional and global;
3. Strong interpersonal and communication skills;
4. Strong management skills to lead and support the team of coordinators, financial control, and overall implementation of decisions of the Executive Committee;
5. Good knowledge of donor/funding organizations and proven records of fundraising, project writing and reporting and overall management;
6. Good skills in alliance building and developing partnerships with trade unions (ITUC and other GUFs), other civil society organizations, in particular those of women, human rights and informal workers;
7. At least 5 years responsible leadership experience.