

**POLICY AND INTERNAL RESOLUTIONS ADOPTED BY  
THE 30<sup>TH</sup> IFUW CONFERENCE  
MEXICO CITY, 5-9 AUGUST 2010**



**STATUS OF WOMEN, EQUALITY AND WORK**

**1. WORK-LIFE BALANCE FOR WOMEN BETWEEN PROFESSIONAL CAREERS AND FAMILY RESPONSIBILITIES**

The 30<sup>th</sup> IFUW Conference resolves that National Federations and Associations (NFAs):

- 1. urge their governments to ratify ILO Convention 156 on Workers with Family Responsibilities (1981);**
- 2. urge their governments and the private sector to introduce more flexible labour market policies and practices to provide better employment opportunities and career development for women;**
- 3. urge their governments to provide high quality, affordable state funded nursery and childcare placements to allow women to continue in their professional life after starting a family;**
- 4. encourage co-operation with other women's and men's organizations to promote a more equal society with men taking their equal share of family responsibilities and care;**
- 5. encourage all generations to give each other mutual support; and**
- 6. encourage young women beginning professional careers to make full use of mentors and mutual support networks.**

**PLAN OF ACTION**

1. IFUW leaders should gather information on models of good practice in parental leave and in the provision of caring facilities that have proved successful in achieving a positive work-life balance for women in work who also have caring responsibilities. (Nordic countries provide a good example.)
2. IFUW leaders should encourage NFAs to share best practice models with each other for the purpose of advocacy.

## EDUCATION

### 2. NUMERACY AND WOMEN

The 30th IFUW Conference resolves that:

1. **National Federations and Associations (NFAs) urge their respective governments to encourage the promotion of numeracy, particularly among girls and women;**
2. **NFAs advocate for research to improve the delivery of numeracy training within their countries and seek to assist where appropriate; and**
3. **IFUW use its standing committees and its consultative status with appropriate United Nations' bodies to implement this resolution.**

#### PLAN OF ACTION

1. NFAs should urge their respective governments to focus on numeracy as well as literacy and to publish regularly information and statistics about achievements at regional and national levels, including gender analysis of data.
2. Members of NFAs may consider assisting in gathering information about the provision and take-up of primary and remedial training, especially among women and girls - "remedial" meaning any possibility of catching up at a later stage where basics have been missed (for whatever reason) in primary education – including adult education classes or extra courses offered in secondary schools, or after school clubs.
3. NFAs may consider assessing the data collected about the adequacy of the provision and where there are gaps may consider assisting in the setting up of extra training either professionally through the education system or on a voluntary basis. In some circumstances, this may mean running workshops or courses themselves.
4. IFUW leaders should use committees and information technology to suggest ways for NFAs to implement this resolution.
5. IFUW representatives to the United Nations should present this resolution at appropriate meetings with relevant commissions.

### 3. FINANCIAL LITERACY

The 30th IFUW Conference resolves that:

1. **IFUW recognize "financial literacy" as an essential life-skill that includes amongst its critical components:**
  - (a) **financial knowledge and understanding,**
  - (b) **financial skills and competence,**
  - (c) **financial decision-making responsibility,**
  - (d) **understanding of credit and money management,**
  - (e) **understanding of taxes, pensions, benefits and savings,**
  - (f) **understanding of the legal and financial implications of one's civil status.**
2. **IFUW and its National Federations and Associations (NFAs) strongly support the immediate development and implementation, with public consultation, of national strategies for financial literacy.**

3. **IFUW and its NFAs urge their respective governments to allocate resources to the promotion and implementation of financial literacy programs to be delivered to all adults, especially to women of all ages and all circumstances, by government agencies, employers and not-for-profit community organizations.**

#### **PLAN OF ACTION**

1. NFAs should call on their respective governments, with public consultations, to develop and implement immediately a national strategy for financial literacy.
2. NFAs should call on their respective governments to allocate resources for promoting and implementing financial literacy programs.
3. NFAs should urge their respective governments to ensure that financial literacy programs are delivered to all adults, especially to women of all ages and all circumstances.
4. IFUW representatives to the United Nations should present this resolution at appropriate meetings with relevant commissions.
5. IFUW members should keep each other informed, via the IFUW networks, on the progress of their national governments in achieving the goals of this resolution.

### **HUMAN RIGHTS**

#### **4. ABUSE OF FEMALE MIGRANTS**

The 30th IFUW Conference resolves that:

1. **National Federations and Associations (NFAs) urge their respective governments to review migration legislation in defense of human rights and, due to the increasing numbers of migrant women, specifically introduce legislation to protect women from discrimination, abuse and exploitation;**
2. **NFAs urge their respective governments to ratify and implement existing international conventions and instruments on the subject of migration;**
3. **IFUW use its social networks to discuss the issue and introduce further actions that will help to draw attention to the plight of migrant women; and**
4. **IFUW use its consultative status to urge the International Organization for Migration (IOM), the International Labour Organization (ILO), the Human Rights Council (HRC) and the Economic and Social Council (ECOSOC) to urge Member States to eradicate all forms of discrimination, including racism, xenophobia, related intolerance, and abuse of women and child migrants.**

#### **PLAN OF ACTION**

1. NFAs should urge their respective governments to ratify and/or implement international conventions, and introduce national legislation, education and practices to eradicate all forms of abuse of migrant women.
2. Members of NFAs should urge their respective governments to ensure gender equality in the conditions and terms of employment for all women workers, regardless of their migration status.
3. Members of NFAs should urge governments to inform local authorities about international conventions and instruments and oblige them to enforce existing national and local legislation concerning migrants, specifically women and children.

4. IFUW leaders should use committees and information technology to suggest ways for NFAs to implement this resolution.
5. IFUW representatives to the United Nations should present this resolution at every opportunity.

## **5. HUMAN TRAFFICKING VIOLATES HUMAN RIGHTS**

The 30th IFUW Conference resolves that:

- 1. National Federations and Associations (NFAs) educate their members about the issue of trafficking as it relates to their countries, including addressing the primary causes that contribute to the practice;**
- 2. NFAs urge their respective governments to ensure that they have not only signed, but have also ratified the United Nations Protocol to Prevent, Suppress and Punish Trafficking in Persons (2003); if their countries have done so, NFAs monitor the status of their government's implementation of the Protocol and take appropriate action where needed; and**
- 3. IFUW use its standing committees, its consultative status with ECOSOC, its website and member networks to advocate for measures that would reduce the incidence of trafficking.**

### **PLAN OF ACTION**

1. Status of Women Committee and Resolutions Committee should develop a list of websites and a bibliography for NFAs to educate themselves and their communities about human trafficking issues and laws that exist in their countries.
2. NFAs should identify existing national laws and policies that support the UN Protocol Against Trafficking in Persons; to the extent possible, evaluate the effectiveness of these laws at the national level; and propose better methods of implementation when necessary.
3. NFAs should work at the community level to identify which agencies and organizations are responsible for enforcing human anti-trafficking laws in their countries; determine how serious the problem is at the community level; partner with other NGOs involved in human anti-trafficking efforts, including rehabilitation of victims; and publicize the issue through the local media and public forums, such as parents and education groups.
4. IFUW representatives to the United Nations should present this resolution at appropriate meetings with relevant bodies, especially the International Labour Organization (ILO).

## **POPULATION AND HEALTH**

### **6. BIOETHICS AND WOMEN**

The 30th IFUW Conference resolves that:

- 1. National Federations and Associations (NFAs) initiate and/or contribute to the ongoing debate on bioethics, keeping in mind that scientific progress should be for the benefit of individuals and should respect human rights, in accordance with the principles set out in the UNESCO Universal Declaration on Bioethics and Human Rights (2006).**
- 2. NFAs urge their governments to raise awareness of the specific importance for women of the issues covered by the Declaration, for example respect for human vulnerability, personal integrity, equality, justice and equity, social responsibility and health.**

## PLAN OF ACTION

1. NFAs should raise awareness of their members on issues relating to bioethics and their implications for women's health and human rights.
2. NFAs should play a monitoring role with regard to the issue of bioethics and human rights in their countries.
3. NFA members should seek to educate themselves on issues of bioethics at all levels and participate in appropriate partnerships and networks concerning bioethical issues.
4. NFAs should urge their respective governments to establish National Ethics Committees that use as their mandate Article 19 of the UNESCO Universal Declaration on Bioethics and Human Rights (2006).
5. NFAs should urge their respective governments to participate in the implementation of the recommendations being drawn up by UNESCO and other institutions in this field.

## ENVIRONMENT

### 7. ADDRESSING CLIMATE CHANGE – GREENHOUSE GAS

The 30th IFUW Conference resolves that:

1. **IFUW and its National Federations and Associations (NFAs) urge their respective governments to act immediately to create national climate action plans that would:**
  - (a) **set strong short-term targets for reduction of greenhouse gas emissions;**
  - (b) **reaffirm their commitments to implement signed international agreements on climate change, ratify the successors to such agreements, and work to achieve international reductions in greenhouse gas emissions; and**
  - (c) **provide ongoing support for research and education concerning all aspects of climate change.**

## PLAN OF ACTION

1. NFAs should urge their respective governments to act immediately to create a comprehensive national climate action plan that includes the targets and mechanisms included in this resolution, and to include women in the planning, decision-making, implementation and follow-up processes.
2. NFAs should monitor the progress of their respective governments and hold them to account in implementing and achieving the national climate action plan.
3. NFAs should urge their respective governments to provide support for research and education on climate change, including its impact on women.
4. IFUW representatives to the United Nations should present this resolution at appropriate meetings with relevant commissions.
5. NFAs should be encouraged to set up study and action groups within their own countries on the effects of climate change.
6. IFUW members of the Environment and Development Network should keep each other informed on the climate change issues specific to their countries and on the progress of their national governments in achieving the goals of this resolution.

# PEACE

## 8. CLUSTER MUNITIONS

The 30th IFUW Conference resolves that:

**IFUW and its National Federations and Associations (NFAs) urge their respective governments to ratify and take concrete action to implement the Convention on Cluster Munitions (Dublin Convention).**

### PLAN OF ACTION

1. NFAs should urge their respective governments to ratify the Convention on Cluster Munitions (2008).
2. NFAs should urge their respective governments to implement the agreements of the Convention, including stopping the manufacture and use of cluster munitions, destroying any stockpiles of such weapons, and providing programmes to rehabilitate survivors and those affected by these weapons.
3. IFUW and NFAs should educate their members and encourage the implementation of this Convention as part of an overall strategy in seeking peaceful societies, free of such destructive weapons and respectful of human rights.

## 9. PEACEKEEPING

The 30th IFUW Conference resolves that:

1. **IFUW re-affirm Resolution 2007/N°8 calling for IFUW, through its representatives at the United Nations, to argue that increased training in sensitivity to gender issues and women's and children's rights be given to all UN peacekeeping personnel; and consequently**
2. **IFUW urge that the implementation of UN Security Council Resolution (SCR) 1325 be strictly enforced, particularly with regard to giving women an enhanced role in peacekeeping contingents; and**
3. **IFUW through its representatives at the United Nations, urge the implementation of UNSCRs 1820, 1882, 1888 and 1889.**

### PLAN OF ACTION

1. NFAs should monitor progress at national level on the implementation of UNSCR 1325, 1820, 1882, 1888 and 1889.
2. NFAs should encourage the creation and updating of databases of qualified women for decision-making posts related to peace processes.
3. NFAs should encourage their respective governments to develop national action plans with timetables and benchmarks for actual progress, to ensure the implementation of these resolutions.

## INTERNAL RESOLUTIONS

### 10. INCORPORATION OF THE SPANISH LANGUAGE

The 30th IFUW Conference resolves that:

**IFUW use Spanish as much as possible as one of the languages in which it communicates and IFUW encourage Spanish-speaking countries to join and to participate in the activities of IFUW.**

#### PLAN OF ACTION

NFAs whose native language is Spanish should be encouraged to use electronic means to provide accurate translations for their members.

### 11. RESOLUTION ON DUES

The 30th IFUW Conference resolves that:

**the rate of annual dues to IFUW payable in 2011, 2012 and 2013 remain unchanged at 18 Swiss francs per capita and that the formula for capitation fees approved by Council be based on this rate, in accordance with the provisions of By-law 33.**

### 12. PLACE AND DATES OF THE 31ST IFUW CONFERENCE

The 30th IFUW Conference resolves:

**to delegate to the Board of Officers the duty of deciding the time and place of the 31st Conference.**

### 13. HALTING LOSS OF MEMBERSHIP

The 30th IFUW Conference resolves that:

**From this Conference to the next Conference in 2013, Article II 6 (2) a case of “circumstances beyond control” will be interpreted to include arrears of dues accumulated in the period 2008 to 2010 by National Federations and Associations (NFAs) in countries with a Gross National Income (GNI) in the categories defined by the World Bank as “low income” and “lower middle income”. This interpretation will not be applicable to the period 2011 to 2013, as the new dues formula will apply.**