

Election procedure to be followed at the First IAWP Elective Congress

Approved at Acting Working Committee, January 2024

1. A credentials list of delegates will be compiled at the outset of the conference. These will be the delegates who will be entitled to vote, in accordance with Clause 7.1.10 of the IAWP Constitution.
2. The person(s) conducting the election, an Independent Electoral Commission (IEC), will receive a copy of the credentials list when they arrive to conduct the elections.
3. Objections to any of the nominations on grounds of perceived contravention of the IAWP constitution must be lodged in writing with the IEC, stating the reason(s) for the objection and specifying the constitutional Clauses allegedly breached.
4. Prior to the commencement of voting by congress delegates, there will be an agenda item for plenary consideration of any resolutions for the withdrawal of any nominations, after which no further withdrawals will be considered.
5. The elections will be conducted in plenary. Prior to the commencement of voting by congress delegates, the IEC shall announce their rulings in respect of any objections lodged with them as per point 4 above.
6. As per Clause 7.4.3., elections will occur by secret ballot at Congress. Empty ballot forms will be prepared in advance by the person(s) conducting the elections. The votes will be counted in plenary, and the results will be announced in plenary immediately thereafter.
7. The following three (3) positions are to be elected: 1) President, 2) Vice-President, and 3) Treasurer, in accordance with Clauses 7.3.1, 7.3.2, and 7.3.3 of the IAWP constitution, respectively.
8. Two (2) or more of the Office Bearers elected must be women, non-binary, or trans workers, as per Clause 7.4.4 of the Constitution.
9. In compliance with the Nominations Procedure, each candidate should be nominated and seconded by two (2) different organisations. It is the responsibility of nominating organisations to notify the IEC of such seconders. If there are no two seconders, the nomination falls away.
10. As nominations are made by affiliate organisations in advance, with a mandate from their members who are not able to attend the congress, only nominations received in advance can be considered. Nominations of individuals who are not present (*in absentia*, as the Constitution states) are permissible in terms of Clause 7.4.7, provided the candidate accepts her/his nomination for the position in writing and the means of

verification/justification of their absence (medical certificate, migration issues, others).

11. If only one candidate is nominated for any position, (s)he shall be considered duly elected.
12. The President should be elected first, followed by the Vice-President, and then Treasurer (in that order).
13. The procedure to be followed shall be:
 - i. the position of **President** shall be voted freely without regard to the candidate's gender;
 - ii. if the person voted to be President is a man, then all male nominations for the position of **Vice-President** and **Treasurer** will be automatically disqualified as both of the remaining Office Bearers will then have to be a woman, non- binary or trans worker
 - iii. if the person voted to be **President** is a woman, non- binary or trans worker the **Vice-President** shall be voted freely without regard to the candidates' gender
 - iv. then, if the **Vice-President** is a man the **Treasurer** must be a woman, non- binary or trans worker
 - v. any nomination for **Vice-President** coming from the same organisation or the same region as the elected **President** shall also be disqualified in accordance with Clause 7.4.5 of the IAWP constitution; the same due process needs to be followed for the **Treasurer** position.
 - vi. In order not to leave any position vacant regarding gender, if the gender quota is not met by nominees, then the woman, non- binary or trans members of the Executive Council, coming from the regions that have not been elected, should be considered nominees, to ensure the fulfilment of the gender quota. One of their first tasks in office of the Executive Council will be to consult and make a decision about how to fill any vacancy which has unexpectedly arisen.
 - vii. in order not to leave any position vacant regarding regional balance, if for one of the Office Bearers positions the regional balance is not met by the nominees, then nominees from any region will be considered.
14. For each position, the number of votes received by each candidate shall be read out and the successful candidate announced.
15. The elected office bearers shall be awarded with a IAWP certificate signifying their positions in the Council. The IEC shall append his/her signatures on the certificate.