

APPROVED

by the Presidium of the Council of
the Federation of Trade Unions of
Kyrgyzstan on "___" ____2024 No.

**Regulation on the Council for Women's Issues and Gender Policy of the Federation of
Trade Unions of Kyrgyzstan**

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5. General Provisions

1.1. The Council for Women's Issues and Gender Policy of the Federation of Trade Unions of Kyrgyzstan (hereinafter referred to as "Women's Council FTUK") is established to strengthen the role and influence of Women's Council FTUK in protecting socio-economic rights and interests of women employed at enterprises, organizations, and institutions of the republic, regardless of their form of ownership.

1.2. The Women's Council FTUK operates based on the Constitution of the Kyrgyz Republic, laws and other regulatory legal acts of the Kyrgyz Republic, the United Nations Convention on the Elimination of All Forms of Discrimination against Women, the Charter of the Federation of Trade Unions of Kyrgyzstan, resolutions of the Congress, Council, and Presidium of the Federation of Trade Unions of Kyrgyzstan, as well as this Regulation.

1.3. This Regulation of the Women's Council FTUK is approved by the Presidium of the Council of the Federation of Trade Unions of Kyrgyzstan.

1.4. The Women's Council FTUK carries out its activities on a voluntary, equal, self-governing, transparent, and lawful basis. It is free to define its internal structure, objectives, forms, and methods of work and is accountable to the Council of the Federation of Trade Unions of Kyrgyzstan.

1.6. Sectoral and territorial trade union councils establish committees for women's affairs. Regulations governing their activities are approved by relevant trade union bodies.

2. Main Objectives of the Women's Council FTUK

2.1. The main objectives of the Women's Council FTUK include:

- Enhancing motivation for trade union membership and actively involving women in trade union activism;
- Creating conditions to realize women's intellectual potential, including students from lyceums, colleges, and universities;
- Facilitating the creation of conditions enabling women to balance family responsibilities with professional activities and occupy a respectable place in family and public life.

3. Tasks and Rights of the Women's Council FTUK

Tasks:

- 3.1. Proposing improvements to collective agreements and obligations aimed at enhancing women's working conditions, providing benefits and preferences, and monitoring their implementation.
- 3.2. Working towards establishing hygiene facilities for women in enterprises, organizations, and institutions.
- 3.3. Monitoring the enforcement of laws protecting women's interests and offering free legal consultations regarding social guarantees.
- 3.4. Promoting women's health protection, safe working conditions, and preventing negative health impacts.
- 3.5. Assisting women in employment, occupational choices, workplace safety, and obtaining higher-paying and more responsible positions.
- 3.6. Ensuring protection of legal rights and socio-economic interests of women, especially entrepreneurs in small businesses and private enterprises.
- 3.7. Actively engaging in efforts to increase women's legal awareness and literacy.
- 3.8. Enhancing socio-economic and legal protection for socially vulnerable women, including those from low-income, large families, widows, and disabled women; assisting in social rehabilitation for women released from incarceration.
- 3.9. Supporting young women engaged in entrepreneurial, creative, and scientific activities.
- 3.10. Engaging with employers to emphasize the need for women's health improvement through spa treatments for continued productivity.
- 3.11. Conducting extensive awareness campaigns jointly with authorized bodies to prevent negative social phenomena (drug abuse, crime, alcoholism, prostitution, suicide, human trafficking) among women and ensuring a healthy family environment.
- 3.12. Assisting in creating conditions to strengthen women's roles in society and their active participation in public life.
- 3.13. Promoting national and spiritual values, enhancing cultural, educational, and spiritual levels among women, and advocating a healthy lifestyle among female students in lyceums, colleges, and universities.
- 3.14. Timely reviewing and analyzing women's correspondence, applications, and complaints within its competence.

Mechanisms for accomplishing tasks:

- Monitoring protection of women's socio-economic and legal interests at workplaces, ensuring fulfillment of collective agreements;
- Including representatives of Women's Council FTUK in working groups assisting regional trade union organizations and analyzing their activities;
- Providing recommendations to the Council of FTUK based on analysis;

- Developing methodological recommendations for women's councils of member organizations;
- Organizing training seminars jointly with member organizations and authorized bodies;
- Monitoring relevant presidential decrees and cabinet resolutions affecting women's interests and proposing their implementation;
- Exchanging information and organizing joint activities with governmental and non-governmental organizations involved in women's rights protection;
- Studying and sharing experiences, and cooperating internationally in the protection of women's rights.

Rights:

3.16. Receiving information from trade union bodies regarding women's socio-economic rights and presenting them to the FTUK Council.

3.17. Making decisions and issuing recommendations to address deficiencies identified in trade union activities.

3.18. Inviting leaders of trade union bodies to Women's Council meetings as necessary.

3.19. Proposing to the Chairman of FTUK the involvement of responsible FTUK staff for addressing women's issues on-site.

3.20. Suggesting the inclusion of Women's Council FTUK members in expert committees evaluating collective agreements.

3.21. Studying and analyzing the activities of Women's Councils in FTUK member organizations and recommending improvements when necessary.

4. Working Procedure of Women's Council FTUK

4.1. Sectoral organizations nominate candidates for Women's Council FTUK membership by official letter accompanied by:

- Decision (minutes) of candidate nomination;
- Candidate's personal information (Appendix 1).

4.2. Chairperson candidates for Women's Council FTUK are nominated from FTUK member organizations. The candidate with the majority votes in the presence of at least 2/3 of Women's Council FTUK members is elected Chairperson; the next highest-ranking candidate is elected Deputy Chairperson.

4.3. Meetings are convened by the Chairperson, Deputy Chairperson, or 2/3 of Council members.

4.4. The Chairperson and Deputy Chairperson serve a 3-year term, confirmed at FTUK Council meetings. Re-election to these positions for more than two consecutive terms is prohibited. Early elections occur within two months in case of early termination or a vote of no confidence.

4.5. Meetings occur as necessary, at least twice a year, initiated by leadership or 2/3 of members. Meeting minutes are kept by an elected secretary and signed by the Chairperson and Secretary.

4.6. Decisions are made by open voting, valid if at least 2/3 of members participate, and adopted by a majority vote.

4.7. The Council operates according to plans approved and adjusted during Council meetings in consultation with the FTUK Chairperson.

4.8. Funding sources include own funds, sponsorships, grants, and donations.