

## Skiptireglur NFS innan alþjóðasamtaka og stofnana „útdráttur“

NFS samanstendur af 14 aðildarsamtökum á Norðurlöndunum fimm, auk tveggja aðildarsamtaka frá sjálfstjórnarsvæðunum á Norðurlöndum. Aðild að NFS krefst aðildar að Alþjóðasambandi verkalýðsfélaga (ITUC), ráðgjafarnefnd OECD (TUAC) og Evrópusambandi verkalýðsfélaga (ETUC). Aðildarsamtök frá sjálfstjórnarsvæðunum á Norðurlöndum eru undanþegin þessari kröfu. Á alþjóðavettvangi, aðallega innan ILO, ITUC, PERC, TUAC og ETUC, skal NFS vera vettvangur fyrir samstarf aðildarsamtakanna og samræma starf þeirra og framlag þegar það umboð er gefið. Samstarf í NFS er sá vettvangur sem aðildarsamtökin koma sér saman um Norræna fulltrúa í alþjóðlegum samtökum og stofnunum. (Sjá nánar „NFS Principer för internationell representation - Beslutad och fastställd av NFS styrelse 2017-04-25 Reykjavik.pdf“)

### Meginreglur:

1. Gætt skal jafnræðis milli aðildarsamtaka NFS í hverju landi að teknu tilliti til vægis þeirra í hverju landi. ( *T.d. skuli það ætíð vera fjölmennustu samtökin sem taka sæti í stjórn ILO.*)
2. Gætt skal að jafnræðis milli Norðurlandanna og reynt að sjá til þess að sem flest lönd eigi sæti í sem flestum stjórnnum á sama tíma.
3. Hæfni þess að taka hlutverkið að sér og til þess að gæta hagsmuna Norðurlandanna. Kanna þarf áður en tilnefnt hver geta viðkomandi samtaka er til þess að standa undir verkefninu og til þess að viðkomandi fulltrúi geti tekið fullan þátt í fundum.
4. Ekkert land haldi sæti í meira en 2 kjörtímabil en heimilt er að víkja frá því við sérstakar aðstæður og ef verkefnið krefst þess.
5. Gætt skal að jafnræði kynjanna.
6. Segi sameiginlegur fulltrúi Norðurlandanna af sér fyrir lok kjörtímabils geta viðkomandi samtök að jafnaði tilnefnt í hans stað út kjörtímabilið.
7. Fulltrúar skulu skila NFS skýrslu um fundi og önnur störf sín.

## NFS principles for Nordic (NFS) representation in international organizations

(adopted by the NFS Board on 25 April 2017)

### Starting points

This document describes the starting points and principles for the process of appointing joint Nordic candidates to international bodies. The nomination of Nordic candidates should be done in a clear, transparent and fair manner based on trust.

A starting point for the NFS organizations' coordination for representation in international bodies is **to jointly strengthen their overall Nordic position and influence internationally**. The NFS family is often seen as a whole by others in international trade union work, which can strengthen Nordic influence. This requires a good internal arrangement for coordination and joint action where the starting points and principles are understandable and jointly accepted.

Another starting point is anchoring in these principles combined with the necessary **flexibility**. A fixed rotation scheme is difficult to combine with few long term assignments and it binds organizations and individuals far into the future.

The third starting point for coordination is **a strategic focus with clear goals** for what the

organizations jointly want to achieve with the representation. This is a prerequisite for strengthening the Nordic positions and influence. As a joint representative, you represent everyone in the NFS family. This is crucial if all member organizations are to have influence and insight into the process and the identification of joint Nordic candidates.

A fourth approach is to **seek consensus on decisions**, in the light of the NFS Statutes, so that the candidate has a common mandate and clear backing.

## **Arenas and missions**

The NFS consists of 14 member organizations in the five Nordic countries, as well as two member organizations from the autonomous areas in the Nordic region. Membership of the NFS also requires membership of the International Trade Union Confederation (ITUC), the Trade Union Advisory Committee (TUAC) to the OECD and the European Trade Union Confederation (ETUC). NFS member organizations from the autonomous regions in the Nordic countries are exempt from this requirement.

Within international organizations, preferably ILO, ITUC, PERC, TUAC, and ETUC, the NFS shall be the arena for the member organizations' cooperation and coordinate their work and input when that mandate is given. Cooperation in the NFS is the platform where the member organizations agree on Nordic representation in international bodies.

### **ILO**

Nomination of a Nordic representative/candidate for the ILO Governing Body. The election period is three years. The normal practice within the NFS is that the mandate is held for two periods, i.e. for six years. The Board may, in special circumstances, extend the mandate for a further period, see "Length of mandate" on page 3.

*NOTE! The nomination must be made in accordance with the ILO's statutes, which means that it must refer to the most representative organization from the Nordic country in question. The current order of rotation between countries is: Denmark, Iceland, Finland, Sweden and Norway.*

### **ITUC - World Trade Union**

Nomination of Nordic candidates for the Executive Bureau, General Council, Women's Committee and Youth Committee. Elections take place at the Congress, which is held every four years. The time and place shall be decided and communicated by the Board at least one year before the Congress is held. Nominations must be sent to the Secretary-General at least three months before the Congress.

### **IFS-PERC - (Pan-European Regional Council)**

Nomination of Nordic candidates for the positions of President and Vice President elected by the General Assembly, which is held at least every four years at the invitation of the Executive Committee. Nominations may also be made for the Women's and Youth Committees, whose representatives are elected by separate meetings for each structure.

### **UFCW**

Nomination of a Nordic representative for one of the vice-chair positions in the TUAC Executive Committee and a member of the Administrative Committee. The term of office for the vice-chair position is four years. There is no fixed term of office for the Administrative Committee in the TUAC Statutes. At the last NFS decision on nominations (NFS Board 2016-05-11) it was decided to set the term of office for the Administrative Committee to four years.

*NOTE! According to an agreement between TUAC and the NFS from the mid-1990s, the prerequisite for appointing a Nordic representative as vice-president is that the Nordic organizations commit to nominate a woman based on the need for a more equal composition of TUAC's leadership.*

### **ETUC - European Trade Union**

Nomination of Nordic candidates for the Steering Committee, the Women's Committee and its Bureau, and the Youth Committee and its Bureau. In addition, there is a coordination committee for interregional trade union councils in border areas (IRTUC). The President, General Secretary and other elected officers are formally elected at Congress, which is held every four years at the invitation of the Executive Board. Other elections are made or determined as a matter of principle by the Executive Board.

*Common to all the organizations and arenas above is also the need to consider nominations and coordinated Nordic action for positions other than those for which Nordic candidates are nominated before congresses and other decision-making meetings. This may include, for example, chair and vice-chair positions as well as secretary general and management positions.*

## **Principles and practices**

Many considerations must be weighed up when nominating joint candidates for international assignments. Balance between the different types of member organizations in the NFS, balance between the five countries, time perspective, gender perspective, competence and resources, and rotation shall be considered. In order to achieve the best possible joint representation and at the same time an internally fair Nordic distribution, the following principles shall be the starting point.

### **Balance between organizations**

A balance between the member organizations should be sought so that the different types of organizations, i.e., the LO organizations and the civil servant and academic organizations, are simultaneously represented in the same or different organizations. These two blocks create a balance in NFS cooperation based on the current size and number of members represented. Account should be taken of the fact that the organizational structure varies between the Nordic countries.

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### **Balance between countries**

A balance between the five Nordic countries should be sought so that as many countries as possible are represented simultaneously in different organizations. A balance between countries and organizations in the NFS should be sought in a long-term perspective.

### **Skills and resources**

Competence and qualifications for the assignment must be included in the overall assessment. In addition to insight and knowledge in the relevant area, the willingness and ability to safeguard common Nordic interests is an important part of the assignment. Before nominating a candidate, it is also important to identify the resources and skills needed from your own organization to carry out the task. Another prerequisite is that the candidate who is nominated and subsequently elected can, as far as possible, prioritize their own participation in meetings and activities for the assignment.

### **Duration of the mandate**

Normally, no organization should hold an international post for more than two terms. In exceptional circumstances, the Board may decide to make an exception to this principle. Holding a post for more than one term of office provides the opportunity to build up expertise and develop a network of contacts with greater opportunities to exert influence. At the same time, this should be weighed against the principle that all countries should be represented at the same time and that over time all organizations should have the opportunity to have joint representation.

### **Gender equality**

Equal representation is an obvious starting point for joint representation. The Nordic Region will be a good example when it comes to ensuring equal representation.

### **Outgoing during the term of office**

If a joint Nordic representative resigns during the mandate period, the organization from which the representative comes will normally nominate a new candidate for the remaining mandate period. The proposal shall be prepared and handled according to the order of these principles for decision by the NFS Board.

### **Reporting and information in the NFS**

The work on all missions held through joint coordination must be reported back within the NFS family. This gives the member organizations information on current developments and also a basis for shaping positions and policies linked to each arena and mission.

## **The appointment process**

The Bureau has a coordinating role in ensuring that the principles and guidelines set out in this document are applied on the basis of an open and transparent process. Everyone's participation and influence must be ensured. The issue of coordination and designation is a standing agenda item at Bureau meetings.

### **List of mandates and representations**

A list of joint Nordic representation internationally is published on the NFS website. It includes both current representation and a historical list of organizations and individuals who have been joint representatives.

- **Time limits**

The NFS list of current assignments and terms of office is updated with information on when and in which bodies the designation/election of nominees takes place. The Secretariat provides a timetable for when decisions on nominations should be made and a projected timeline based on when the process should start.

- **Nomination procedure**  
In good time before the nomination deadline, information is sent to the member organizations about the current assignment and timetable, as well as information about the person(s) currently holding the assignment. If elections other than those with joint Nordic representation are to be handled, for example at congresses in the relevant organizations, this is also done as far as possible according to this procedure. If this is to work as intended, it must also be reported to the NFS Secretariat as soon as it becomes known that such processes have been initiated.
- **Roles and functions**  
Nominations are sent to the Presidium, which is tasked with preparing the issue and providing further information prior to handling and decision-making by the President's meeting and the Board. The Secretariat has the function of coordinating and administering handling and information according to these principles.
- **Decision-making process**  
Handling and discussion of the choice of nominee takes place primarily at chairman's meetings. If this cannot be carried out in a satisfactory manner, the Presidium has a mandate to propose a candidate, provided that all member organizations are consulted and given the opportunity to give their views. A formal decision on the nomination is taken by the NFS Board.

**NFS principles for appointing Nordic trade union candidates to working groups in international contexts.**

In addition to these principles and guidelines, there are also separately adopted principles for how Nordic trade union candidates for working groups in international contexts are appointed, also adopted by the NFS board. They primarily take account of commissions, committees and working groups at European level, primarily within the ETUC, but the ITUC is also identified. They are used to a greater extent than these principles for the nomination of staff representatives to ad hoc working groups.