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Arab NGO Network for Development
شبكة المنظمات العربية غير الحكومية للتنمية

ANND STAFF UNION

Based on its commitments and practices consistent with the principles of human rights and participation, ANND recognizes its employees' right to a union and is committed to respecting this right.

Union work in ANND is organized according to the following regulations:

1. All those who fall under ANND's employment shall be considered members of the Union:
 - a) Permanent contracted employees throughout the life of the contract.
 - b) Permanent consultants and part-time workers whose contracts are for one year or more and who provide continuous consultations to ANND, unless they express their unwillingness to join the Union.
 - c) Temporary consultants and contractors on specific jobs shall not be considered members of the Union, regardless of the type of contract.
2. Officers in charge of ANND's administrative divisions shall not have the right to join the Union and are only allowed to vote on the members of the committee.
3. ANND's Executive Director is considered a staff member in their relation with the Coordination Office. To avoid conflict of interest and being in charge of the Executive Office and its staff, the Executive Director shall not have the right to join the Union committee representing the workers and may not attend Staff Union meetings. However, in case of a dispute or rights violation in the Executive Director's relationship with the Coordination Office, they shall have the right to communicate with the Union and participate in meetings to discuss the matter. They shall also have the right to solidarity and support as per current rules and rights.
4. In the current situation and given the small number of workers in ANND, all staff members shall elect a representative Union Committee composed of 3 members for one year, renewable twice at most. The committee shall represent the workers in their relationship with the Executive Director and Coordination Office.
5. The three-member Union Committee shall be composed of workers mentioned in Paragraph 1 of Article 1, except those covered under Paragraph 2. It shall include at least one member of the Administrative and Financial Support Section and the Programs and Consultants. Both genders shall be represented in the Union Committee.
6. The Union Committee shall meet at least once every three months and according to need.
7. The Union Committee shall address the Executive Director and Coordination Office in matters related to workers' rights whenever there is a need. It shall provide a report to ANND's General Assembly summarizing the situation of workers in the period between two General Assemblies.
8. The Union Committee shall elect a chair for one year, renewable.
9. The Chair of the Union Committee (or their representative in case of absence) shall be allowed to participate as a workers' representative during the General Assembly and annual Coordination Office meeting, as a representative of ANND staff.
10. The Union Committee shall participate in monitoring commitment to the Code of Conduct and Protection Policy, according to the latter's mechanisms.