

I **CONSTITUTION
HOMENET INTERNATIONAL
FEBRUARY 24, 2021**



 **HomeNet**
INTERNATIONAL

www.homenetinternational.org





HomeNet International Constitution

1. PREAMBLE

We the members of **HOMENET INTERNATIONAL** are committed to build the unity and solidarity of home-based workers, especially women home-based workers and their organizations. Our vision is for greater visibility and recognition of home-based workers and for a strong, united, and representative voice on global platforms where home-based workers effectively engage and challenge those, such as governments and employers, who have power over their working lives.

1.1 Home-based Workers: Home-based workers are workers who produce goods or services for the market either from their own homes, or adjacent grounds/premises, or a common place near their homes, provided the premises are not those of the employer. They could be either self-employed own account workers or sub-contracted workers (including piece rate workers) or both.

1.2 Key Principles:

We are guided by the following key principles:

- a. Home-based work must be recognized as work, and home-based workers must enjoy the same rights as other workers.
- b. Home-based workers (HBWs) are entitled to decent working and living conditions as stated by the International Labour Organization (ILO) in its various conventions and recommendations, including ILO Convention 177, Recommendation 184, and Recommendation 204, which must be enshrined in national laws and/or policies.
- c. Diversity and flexibility across regions will have to be factored in, reflecting the differences in the organizational forms, culture, level of government recognition, organizational development, and political situation, etc., of home-based workers.





- d. Non-discrimination on the basis of class, gender, race, ethnicity, religion, and/or sexual orientation and all other forms of discrimination is a key guiding principle.
- e. However, it is recognized that globally at least 57% of home-based workers are women, so gender equality and women empowerment are a priority, and the leadership of HNI will reflect this reality.
- f. Collective and accountable leadership of home-based workers will be a key principle.
- g. Global initiatives will be defined by grass roots realities rather than being top-down. “No global without local” will be the principle.
- h. Solidarity with other workers in formal and informal employment, including employees, sub-contracted workers (including piece-rate workers) and the self-employed, and other allies will be a guiding principle.
- i. Some home-based workers are in-country migrants and some home-based workers are cross-country migrants. HNI seeks to promote the full rights and participation of all such migrant home-based workers.

2. NAME

HomeNet International (HNI) is an international network of membership-based organizations, federations, networks, or alliances of home-based workers from different countries.

3. OBJECTIVES

The objectives of HomeNet International are:

- 3.1 To raise the visibility and gain recognition of home-based workers as workers globally.





- 3.2 To build and provide solidarity among home-based workers around common issues at the global level.
- 3.3 To provide a representative voice on global platforms.
- 3.4 To work with regional organizations where they exist to:
 - a. support the strengthening of democratic and accountable country-based home based workers' organizations that protect home-based workers' rights everywhere.
 - b. promote the collective and accountable leadership of women within home-based workers' organizations.
 - c. support affiliates to develop effective mechanisms to improve the livelihoods and working conditions of home-based workers.
- 3.5 Where regional organizations are not yet established to:
 - a. support establishing such regional organizations.
 - b. support affiliates to develop effective mechanisms to improve the livelihoods and working conditions of home-based workers.
- 3.6. To use the power of a global voice to influence governments and employers at global, regional, national, and local levels.
- 3.7. To work towards ratification and implementation of ILO Convention 177 and policies for home-based workers, including implementation of ILO Recommendations 184 and 204.
- 3.8. To work in partnership with our membership-based organization allies, especially informal workers' organizations/networks, trade unions, and





cooperatives and with supportive groups and allies that are non-membership-based organizations when appropriate, recognizing their role and contribution.

3.9. To mobilize and share funds/resources in pursuit of the above objectives.

4. METHODS/ACTIVITIES

Some illustrative but not exhaustive methods and activities are:

- 4.1 Organize and/or support campaigns of relevance to home-based workers including those to ratify ILO Convention 177 and to implement its provisions.
- 4.2 Represent home-based workers at international forums.
- 4.3 Facilitate the strengthening of existing regional networks/organizations and support the formation of new regional networks/organizations where none exist.
- 4.4 Provide education and training activities and opportunities for affiliates.
- 4.5 Support regional networks/organizations as key providers of education and support the organizational development of affiliates.
- 4.6 Engage in and promote research on home-based work, and sex-disaggregated data collection/statistics and contribution of home-based workers, including on global supply chains.
- 4.7 Share experiences/good practices and disseminate advances in home-based workers' organizing, campaign victories, bargaining models, legal and social protections, marketing, and other activities of home-based workers' organizations that contribute to improving the working and living conditions of home-based workers.
- 4.8 Take the lead and work together on common global campaigns/issues and challenges in order to bring change for members.





- 4.9 Build global alliances with trade unions, cooperatives, and supportive organizations in other sectors, in particular with those of migrant workers, women, and workers in the informal economy.

5. AFFILIATES

- 5.1 Eligible organizations, federations, associations, networks, or alliances of home based workers in all countries that work at local or national levels may affiliate to HomeNet International and have full representational rights subject to meeting the requirements of 5.2 (a) to (c) and 5.3 (a) to (h) below.

- 5.2 Eligible organizations are country-based:

- a. Democratic, accountable membership-based organizations of home-based workers including trade unions, cooperatives, associations, self-help groups, and home-based worker producer-owned companies, *or*
- b. Democratic, accountable membership-based federations, networks, or alliances of home-based workers, *or*
- c. Multi-sector membership-based organizations of which home-based workers are a part, provided that the affiliation to HomeNet International is based only on the number of home-based workers in the affiliate and that representation in HomeNet International is from the HBW section only.

- 5.3 All of the above potential membership-based organization affiliates (5.2 a to c above) will be required to also meet the following criteria:

- a. Either be registered as a membership-based organization of home-based workers or function as such and fulfill the conditions of (b) to (h) below.
- b. Work at local and/or national/country level.
- c. Have a written constitution/rules.





- d. Have evidence of a governing body elected by the home-based worker members.
- e. Have regular financial reports.
- f. Be independent of political and/or religious bodies as well as employers.
- g. Have a minimum number of fifty(50) HBW members or the minimum number specified by the regional bodies to which they are affiliated, whichever is more.
- h. Become a member of the relevant regional network/organization where it exists.

5.4 Process of Affiliation: Organizations wishing to affiliate to HomeNet International should complete the prescribed Application Form, attach the required documents, and submit them to the regional network/organization concerned. The regional network/organization will forward the same with its comments/recommendations to the Executive Committee, which will have the power to approve or reject an application.

5.5 Resignation of Affiliate: An affiliate wishing to resign must give one month's notice in writing to the Executive Committee, whereupon its affiliation will terminate.

5.6 Suspension and Termination of Affiliation: The Executive Committee will have the right to suspend and the Congress to expel an affiliated organization for acting against the Constitution and/or interests of HomeNet International and/or no longer meeting the criteria for affiliation. Prior to any decision, a hearing will be given to the organization. The Executive Committee will determine the procedure for such hearing.

6. AFFILIATION FEES

6.1 Affiliates will pay a joining fee on affiliating to HomeNet International and an annual affiliation fee preferably in the first quarter of the following year based on





the size of the membership, using the categories outlined in clause 8.3 (b). The annual fee thereafter will be payable preferably in the first quarter of every year.

- 6.2 The Executive Committee will determine the affiliation fee after consultation with affiliates, to be endorsed by the next Congress.
- 6.3 If an organization is more than one year in arrears with payment of its fees without the permission of the Executive Committee, it will lose its rights and privileges in HomeNet International. Should an organization be more than two years in arrears, it will be considered to have withdrawn its affiliation.

7. ORGANIZATIONAL STRUCTURES

HomeNet International will consist of the following structures:

- a. The Congress
- b. The Executive Committee
- c. The Secretariat (International Coordinator and staff)

8. THE CONGRESS

- 8.1 **Frequency of Holding Congress:** The Congress is the highest decision-making body of HomeNet International and will be held at least every four years. Extraordinary Congresses can be convened by decision of the Executive Committee or on petition from a majority of affiliates, taking into consideration the financial implications.
- 8.2 **The Executive Committee:** The Executive Committee will decide on the date, meeting place, agenda, and procedures of the Congress, taking into account recommendations of affiliates, and it will notify affiliates in writing of the convening of the Congress at least four months in advance.





8.3 Composition of Congress: Congress will be composed of:

- a. The Executive Committee, including the President, Vice President, Treasurer, and International Coordinator (ex-officio) as detailed in Clause 9.2. (a) to (c).
- b. Delegates from affiliates, based on size of membership. Delegates will be entitled to speak and vote. The number of delegates will be determined as under:
 - i) Affiliates with 50-500 members, entitled to one delegate.
 - ii) Affiliates with 501-1000 members, entitled to two delegates.
 - iii) Affiliates with above 1000 members, entitled to three delegates.
- c. The five electoral regions, being Africa, Eastern Europe/Central Asia, Latin America, South Asia, and South East Asia, will be represented. Regional Coordinators (or a representative from a region where no coordinator is yet in place) will be entitled to participate in the Congress to represent the views of the region. They will have speaking but no voting rights.
- d. Staff members may attend Congress as decided upon by the Executive Committee and will have speaking rights only.
- e. Non membership-based organizations working with home-based workers and other allies may be invited by the Executive Committee to participate as observers.

8.4 Eligibility of Delegates: Only affiliates who are up to date with their affiliation fees will be entitled to full representational rights at Congress, and delegation size will be based on the number of members for whom affiliation fees have been paid in the previous year.

8.5 Credential Committee: The Executive Committee will appoint a Credential Committee, which will approve or reject credentials of the delegates.





- 8.6 **Election Committee:** The Executive Committee will appoint an Election Committee, which will supervise the election of Executive Committee members.
- 8.7 **Quorum:** The quorum for the Congress will be 40% of the total delegates who have completed all requirements for representation. If within 24 hours of the time fixed for the Congress, a quorum is not present, the Congress will stand adjourned to such a place and time as the Executive Committee will decide.
- 8.8 **Functions of the Congress:** The functions of the Congress will include:
- a. Considering and approving reports from the Secretariat and President.
 - b. Considering and approving financial reports.
 - c. Holding an election of the Executive Committee, including the Office Bearers, which consist of a President, a Vice President, a Treasurer, and an International Coordinator. The Executive Committee and Office Bearers must be composed of at least 75% women.
 - d. Adopting and making amendments to the Constitution.
 - e. Making decisions on policies and resolutions submitted by affiliates or the Executive Committee.
 - f. Considering other issues as approved by the Executive Committee.
- 8.9 **Decision Making:** Decisions will be taken by consensus or, if there is no consensus, by majority vote (50%+1 of those eligible to vote) apart from constitutional amendments that require the approval of 75% of eligible voting delegates.
- 8.10 **Elections:** Delegates present in the Congress, as approved by the Credentials Committee, are entitled to vote. Organizations, which for important reasons, are unable to send representatives to Congress will have the right to entrust their





votes to other organizations represented at the Congress by submitting the authorization for such representation in writing to the Credentials Committee. Elections will be conducted according to Clause 9.3 of the Constitution and in line with any further supplementary election procedures adopted by the Executive Committee

9. THE EXECUTIVE COMMITTEE

9.1 Governance of HomeNet International: Governance of HomeNet International will be vested in the Executive Committee, with a view to implementing the decisions of the Congress.

9.2 Composition of the Executive Committee: The Executive Committee will be composed of the following:

- a. Two representatives from each of the five electoral regions, agreed upon by affiliates from the regions, from among the affiliates of that region and endorsed by Congress, which number includes the elected Office Bearers: President, Vice President, and Treasurer.
- b. Preferably both, but at least one representative from each electoral region must be a woman.
- c. The International Coordinator (ex-officio).
- d. Regional Coordinators (or a representative from a region where no coordinator is yet in place) will be entitled to participate in the Executive Committee to represent the views of the region. They will have speaking rights only.

9.3 Election of the Executive Committee

a. Executive Committee Members from Regions:

- (i) Prior to Congress, the HomeNet International affiliates in each electoral region will agree upon their two Executive Committee members, who





must come from two different countries, in accordance with a procedure decided upon by the Executive Committee.

- (ii) The Election Committee, appointed by the Executive Committee, will scrutinize the nominations to ensure they are in order.
- (iii) The Executive Committee members recommended by the regions will be endorsed by the Congress through a procedure to be decided upon by the Election Committee subject to 9.3 (c) below.
- (iv) If there is no consensus prior to Congress on regional nominees, the decision will be taken by majority vote by accredited regional delegates (50%+1) during the Congress. Should there be no majority amongst such delegates, then it will be put to Congress for a consensus decision or by majority vote (50%+1).

b. Office Bearers:

- (i) Prior to Congress, the Executive Committee will call for nominations for the position of International Coordinator (s/he can be from outside an affiliate), which should be submitted in writing on the prescribed form to the President, together with a personal description and motivation.
- (ii) After Congress has endorsed Executive Committee members, nominations for the positions of President, Vice President, and Treasurer from within the 10 elected Executive Committee members will be submitted in writing on the prescribed form to the Election Committee.
- (iii) The three office bearers (President, Vice President, Treasurer) must come from three different regions.





(iv) The Election Committee, appointed by the Executive Committee, will scrutinize the nominations to ensure they are in order and agree on a procedure for the conduct of the elections subject to 9.3 (c) below.

c. Election Procedure: Should there be more than one candidate for any position, elections will be by secret ballot of all voting delegates in the Congress (including authorized proxy votes) and will be conducted by the Election Committee.

9.4 Term of the Executive Committee: The term of the Executive Committee members will be for a period of four years. They can be re-elected for only one more four-year term.

9.5 Resignation of Executive Committee Member: Should an Executive Committee member retire/resign or be recalled for any reason, the Executive Committee will appoint a replacement from amongst members of affiliates in the same region as the existing member, taking into account the views of affiliates in that region.

9.6 Meetings of the Executive Committee: Meetings of the Executive Committee will take place at least twice a year, either electronically or in person. In addition, the Office Bearers (President, Vice President, and Treasurer) and the International Coordinator will meet at least twice more every year.

9.7 Calendar for Meetings: In consultation with the Office Bearers, the International Coordinator will notify members of the Executive Committee in writing of the meeting and its agenda at least two weeks prior to the date of the meeting.

9.8 Quorum: The quorum for meetings will be 40%+1 of Executive Committee members.

9.9 Duties and Powers of the Executive Committee: Executive Committee will have the following duties and powers:

a. Uphold the Constitution and promote the objectives of HomeNet International.





- b. Monitor and facilitate the implementation of resolutions, strategic plans, and policies adopted by Congress.
- c. Ensure the proper functioning of the staff and Secretariat.
- d. Approve financial reports and budgets.
- e. Agree on affiliation fees and changes thereto.
- f. Consider proposals submitted by affiliates and decide on urgent problems and issues that concern HomeNet International.
- g. Organize Congresses.
- h. Delegate tasks to staff members and sub-committees.
- i. Agree on affiliations and the suspension of affiliates.
- j. Adopt rules and operational procedures for the smooth functioning of HomeNet International.
- k. In case of emergency or substantial changes in circumstances, the Executive Committee may propose an amendment to the Constitution to be circulated electronically to affiliates for a decision, which will require 75% of those affiliates who respond to agree to the changes and which will be endorsed by the next Congress.

9.10 **Decision Making:** Decisions will be taken by consensus or, if there is no consensus, by majority vote (50%+1).

10. OFFICE BEARERS

10.1 The President:





The Congress will elect the President in accordance with Clause 9.3 (b) and (c) above, from amongst the 10 elected Executive Committee members for one four-year term of office that can be renewed only once by election, for another four years. Should s/he retire/resign/be recalled from HomeNet International presidency for any reason, the Executive Committee will designate the Vice President to succeed the President.

The President will:

- a. Chair the Congress and meetings of the Executive Committee and relevant sub-committees.
- b. Represent HomeNet International at meetings, congresses of affiliates, regional organizations, and organizations outside of HomeNet International.
- c. Carry out duties decided by the Congress and Executive Committee.

10.2 **The Vice President:**

Congress will elect the Vice President in accordance with Clause 9.3 (b) and (c) above, from amongst the 10 elected Executive Committee members for one four-year term of office that can be renewed only once by election for another four years. In the absence of the President, or as delegated by her/him, the Vice President will perform the duties of the President. Should s/he retire/resign/ be recalled for any reason, the Executive Committee will appoint another Vice President from amongst the Executive Committee.

10.3 **The Treasurer:**

Congress will elect the Treasurer in accordance with Clause 9.3 (b) and (c) above from amongst the 10 elected Executive Committee members for one four-year term of office that can be renewed only once by election for another four years. The Treasurer in collaboration with the International Coordinator will:





- a. Present six monthly and one annual financial report and proposed budget to the Executive Committee.
- b. Ensure maintenance of accounts and records.
- c. Oversee the audit of the accounts of HomeNet International.

10.4 **Removal from Office of Office-Bearers:**

The President, Vice President, and Treasurer will vacate office in any of the following circumstances:

- a. On resignation, suspension, or expulsion from membership of HomeNet International or any of its affiliates, or on suspension or expulsion from office for misconduct on a two-thirds majority of the Executive Committee.
- b. On absencing her/himself without the permission of the Executive Committee from three consecutive meetings of the Executive Committee.
- c. Such decisions will be endorsed by the next Congress or by an Extraordinary Congress convened in terms of 8.1. above.

10.5 **The International Coordinator:**

For the first term of office, the International Coordinator will be appointed by the Interim International Working Group and endorsed by the Congress. Thereafter, Congress will elect the International Coordinator for one four-year term of office that can be renewed only once by election for another four years. S/he will be a paid member of staff. S/he will be an ex-officio member of all HomeNet International committees. The International Coordinator will be accountable to the Executive Committee and will work closely with the Office Bearers to implement the decisions and plans of Congress. S/he will be responsible for:





- a. The management of the Secretariat and for the prompt completion of its work in accordance with the resolutions and directives of the Executive Committee and Congresses.
- b. The preparation for and convening of meetings of HomeNet International in consultation with the Executive Committee.
- c. The recording and circulating of minutes of Congresses and Executive Committee meetings and ensuring effective communication with affiliates.
- d. The maintenance of a competent office and such other assistance as may be required, subject to the availability of finance.
- e. The financial management of HomeNet International together with the Treasurer, including presenting an annual financial report and a proposed budget to the Executive Committee and maintaining books and records for audit purposes.
- f. The International Coordinator may serve as representative of HomeNet International at meetings and congresses of its affiliates and of other organizations.

11. REGIONAL NETWORKS/ORGANIZATIONS

- 11.1 Regional networks/organizations are made up of home-based workers' organizations in each of the five electoral regions: Africa, Eastern Europe/Central Asia, Latin America, South Asia, and South East Asia.
- 11.2 Irrespective of their legal or formal status, they are entitled to representation as non-voting participants in HomeNet International organizational structures.





- 11.3 They will be encouraged to evolve or be strengthened into membership-based, democratic, and legal bodies and to adopt policies and procedures that align closely with those of HomeNet International.
- 11.4 Should any changes or additions to the existing five electoral regions be requested, the HomeNet International Executive Committee will agree on which regional organizations are eligible for participation in HomeNet International structures. This will be endorsed by Congress after ensuring the organizations conform to the following criteria:
- a. Their voting affiliates are membership-based organizations of home-based workers.
 - b. They have leadership and governing bodies elected by their home-based worker membership-based organizations affiliates.

11.5 Role of Regional Networks/Organizations:

Regional networks/organizations will:

- a. Be responsible for organizing the nomination of the Executive Committee members from amongst affiliates of HomeNet International in the region, subject to a process decided by the HomeNet International Executive Committee.
- b. Facilitate communication, liaison, and solidarity efforts between affiliates of HomeNet International in the region, across regions, and globally.
- c. Support affiliates in the region with organizational strengthening through advice, education, and capacity-building activities.
- d. Promote HomeNet International and assist affiliates to implement Congress and Executive Committee decisions and agreed-on activities.





- e. Participate as non-voting representatives in HomeNet International Congress, Executive Committee meetings, and other activities as decided by the Executive Committee, and report on regional activities and region-wide perspectives.

12. DUTIES OF AFFILIATES

12.1 Relationship between HomeNet International and Affiliates: HomeNet International will respect and value the autonomy of its affiliates (and of the regional organizations). However, affiliates will be expected to carry out and implement the decisions and policies of HomeNet International as agreed by the Congress or Executive Committee.

12.2 Duties of Affiliates: An organization affiliated to HomeNet International will:

- a. Keep the Secretariat informed of its elections and any changes to its office bearers and membership and of new contact details as of December 31 each year.
- b. Provide information required to the best of its ability.
- c. Publish in its newsletter, on its web site, and in other media information about the activities of HomeNet International and send copies or links to the Secretariat.
- d. Send copies of its annual report to the Secretariat.
- e. Pay affiliation fees regularly in terms of Clause 6 above.
- f. Participate in Congresses and other HomeNet International activities.
- g. Support the development of a spirit and practice of solidarity by contributing/sharing resources such as skills, materials, and finances for joint global activities.





13. FUNDS

- 13.1 The funds of the organization will be derived from membership fees, grants and donations from funding organizations, and all other money received from various sources. Funds will be employed solely towards the fulfillment of the objectives of HomeNet International as specified in Clause 3 above, and such other lawful purposes as decided upon by the Executive Committee and/or the Congress.
- 13.2 A bank account will be opened in the name of HomeNet International in a bank approved by the Executive Committee. The Executive Committee will determine three signatories to the account. All funds will be deposited in the said account.
- 13.3 Disbursements from the account will be made in accordance with the guidelines set by the Executive Committee. All payments will require authorization by at least two signatories.
- 13.4 A financial report will be prepared and submitted to the Executive Committee every 6 months for approval. An audited statement will be prepared annually and submitted to the Executive Committee for approval.
- 13.5 The fiscal year of HomeNet International will be from April 1st to March 31st of each year.

14. INTERPRETATION OF AND AMENDMENTS TO THE CONSTITUTION

- 14.1 **Interpretation of the Constitution:** The responsibility for the interpretation of the clauses of this Constitution will be vested in the Congress. In between Congresses, the Executive Committee will be empowered to propose an interpretation of the Constitution, to be circulated electronically to affiliates for a decision, which will require 75% of those affiliates who respond to agree to the interpretation, and which will be endorsed by the next Congress
- 14.2 **Amendment to the Constitution:** The Congress may repeal, amend, or add to the provisions of this Constitution with approval of 75% of voting delegates





provided that at least 45 days' notice of any proposed alteration will have first been given to affiliate organizations.

15. POWER TO MAKE RULES

In order to further the objectives of HomeNet International and operationalize the same, the Executive Committee will have the power to form sub-committees and make rules, within the framework of the constitution.

16. DISSOLUTION OF HOMENET INTERNATIONAL

16.1 In the event of the dissolution of HomeNet International being decided by Congress, any financial obligations must be fulfilled. The Congress will decide on the manner of disposal of funds and assets of HomeNet International.

16.2 A resolution for dissolution requires approval from at least 75% of voting delegates.

This Constitution of HomeNet International was adopted by affiliates at the launch of HomeNet International at the Virtual Congress on 24th February 2021.

