



**CEC SPECIAL REPORT**  
**Introduction of Reserved Seats**  
**For Equality Strands on the**  
**Central Executive Council**  
**and**  
**Regional Councils**  
**2017**



### **C3 Covering motions:**

- 38 REPRESENTATION OF GMB YOUNG MEMBERS Wales & South West Region
- 39 RETIRED MEMBERS' ASSOCIATION (RMA) London Region
- 312 CENTRAL EXECUTIVE COUNCIL ELECTIONS AND EQUALITY National Equality Conference

### **REPRESENTATION OF EQUALITY STRANDS ON THE CEC**

The Trade Union movement maintains a proud tradition of representative democracy.

Congress believes that in order to best represent its members we must always seek to ensure that our structures are accountable, representative, and orientated to their needs.

This Conference notes that the Central Executive Council (CEC) has reservations for some equality groups notably women and black members and has agreed to two young members observing CEC meetings.

Due to the finite nature of being a Young Member (coupled with the existing structures) there is no real likelihood of a Young Member being elected to the CEC. This oversight in our democratic structures robs the GMB of the voice and representation of its Young Members in one of its most valuable forums.

This Conference believes that now is the time to review the inclusion of reservations for the equality areas to ensure that all equality strands recognised by the GMB through the National Equality Forum (NEF) are represented on the CEC.

Therefore, this Conference:-

- Resolves to establish a working group which will include members of the GMB Young Members Network to look at the democratic representation of Young Members within the GMB and to assess the feasibility of Young Member observer positions becoming full members of the CEC and assess RMA Representation on the CEC in its own right and not as an Observer
- Instructs the working group in question to work with National Equality Forum, the SMT, CEC, other regions/national forums for equality as well as the women's task force to agree proposals and rule amendments and deliver their report with recommendations to the next GMB Congress 2017.

(Carried)

### **BACKGROUND**

In accordance with Composite 3 carried with a qualification by Congress 2016 an Equality Action Group was formed with members from the Central Executive Council (June Minnery, Kathy Abubakir, Colin Gunter, David Hope), the National Equality Forum (Farzana Jumma, Brian Shaw), the Young Members Network (Craig Dawson), the Senior Management Team (John Phillips, Joe Morgan), the General Secretary (Tim Roache), the National Equality & Inclusion Officer (Kamaljeet Jandu), the National Legal Officer (Barry Smith) and the Executive Officer (Steve Short).

In the interim period between Congress 2016 and the next Central Executive Council (CEC) elections to be held in 2019 the CEC agreed to introduce, in addition to the existing Young Member observer seats, additional CEC observer seats for an LGBT member of the National Equality Forum and a Disabled member of the National Equality Forum. These observer positions took effect from the December 2016 CEC meeting.

The EAG was formed to progress Composite 3 and to make recommendations to the CEC.

The Equality Action Group (EAG) met on 13 December 2016 to discuss proposals for introducing reserved seats onto the CEC. The EAG was chaired by June Minnery, CEC member, GMB Scotland.

The EAG produced a consultation document which was circulated to the Senior Management Team, Regional Committees, Regional Equality Forums, the National Equality Forum, the Young Members Network, and the Central Executive Council.

Following the consultation period the EAG met on 28 March 2017 to consider comments and feedback. This EAG meeting was chaired by David Hope, CEC member, North West & Irish Region.

The EAG's recommendations were endorsed by the CEC in April 2017, to be proposed to Congress 2017.

Congress 2007 endorsed the CEC Special Report 'Progressing Equality Issues in the GMB' which established the current structure of six equality strands – Gender, Race, Youth, LGBT, Disabled and Migrant Worker.

In accordance with the 2007 Special Report the CEC's recommendations reflect these structures. The underlying purpose is to reflect the diversity of GMB members and potential members in representative positions at all levels of the lay member structure and therefore improve our ability to organise and represent members and potential members.

However, as determined by the CEC at their October 2016 meeting no migrant worker CEC observer position would be created as it was felt that migrant worker members do not necessarily identify as migrant workers and are represented by other strands, therefore the CEC do not think it necessary to create migrant worker reserved seats on Regional Councils or the CEC. This will be reviewed as our work on migrant workers evolves and develops. Equally the CEC do not think it necessary to create retired members reserved seats on the CEC, as this group is not an under-represented group on the CEC, nor is it one of the six GMB defined equality strands.

GMB rules require members of the CEC to be Regional Council members in order to be eligible for election to the CEC. Therefore additional reserved seats first need to be established in rule and elections held in order to ensure a pool of potential qualifying nominees for elections on to all reserved seats on the CEC at the next elections in 2019. These Regional Council elections for newly created reserved seats would replicate existing arrangements for existing reserved seats on Regional Councils in line with rule 20.2 for the election of black and minority ethnic members to Regional Councils.

**Rule 20      Reserved seats on regional councils**

2      Two representatives will be elected to seats on regional councils reserved for black and minority ethnic members of the regional equality forum. Only black and minority ethnic members of the regional equality forum will be eligible to be nominated for election under this clause. One of the two seats under this clause will be reserved for women, and only black and minority ethnic women members of the regional equality forum will be eligible to be nominated for election to that seat.

Because Regional Council membership is a prerequisite for CEC candidates, and because new Regional Councils with four year terms of office have just been elected in April 2017, the CEC noted that the first CEC election where changes could be implemented would be in 2023. The CEC considered that such a long delay was not within the spirit and intention of Composite 3. Therefore in order to bring forward changes for the next cycle of CEC elections in 2019 the CEC would propose an interim round of Regional Council elections (see below):

**PROPOSALS**

The CEC should set the GMB's agenda, and equality strands must be part of this process. In order to be part of this process they should be elected members of the CEC with full voting rights, rather than observer positions as they currently are.

The CEC recommends to Congress:

**1.      Regional Council reserved seats**

While preserving the existing equality strand reserved seats on Regional Councils, additional equality strand reserved seats should be established.

To ensure that members elected to reserved equality strand seats on Regional Councils are active members any new seats for equality strand members should be elected from amongst the members of Regional Equality Forums, in line with current elections held under rule 20.2.

To replicate the arrangements for existing BME reserved seats elections to Regional Councils the CEC proposes the introduction of the following equality strand reserved seats, for election onto Regional Councils:

Young Members - two reserved seats (one open seat and one women's reserved seat).

Disabled Members - two reserved seats (one open seat and one women's reserved seat).

LGBT Members - two reserved seats (one open seat and one women's reserved seat).

As with existing reserved seats nominations will only be made by Branches, from the list of Regional Equality Forum members, and branch votes will determine who is elected to these new Regional Council reserved seats.

Regions will conduct Regional Council elections to the newly created reserved seats only, following Congress 2017 and after the necessary rule changes comes into effect on 1 July 2017. Members of Regional Equality Forums elected to these new reserved seats must be eligible for and belong to the particular equality strand and would hold office until the end of the Regional Council term of office of 15 April 2021. For the term commencing on 15 April 2021 all Regional Council seats would be elected for the full four year term of office.

## **2. Central Executive Council reserved seats**

While preserving the existing reserved seats on the Central Executive Council, additional nationally elected equality strand reserved seats should be established as follows:

Young Members - two reserved seats (one open seat and one women's reserved seat).

Disabled Members - two reserved seats (one open seat and one women's reserved seat).

LGBT Members - two reserved seats (one open seat and one women's reserved seat).

As with existing CEC elections nominations will only be made by Branches from the list of Regional Council members, and as with the current national Race Reserved Seats national one member one vote elections of all GMB members will determine who is elected to these new CEC reserved seats.

CEC elections to be held in 2019 would elect members of Regional Councils to the newly created national reserved strand seats for Young Members, LGBT members, and Disabled members. Members of Regional Councils elected to these new national reserved seats must be eligible for and belong to the particular equality strand. In the meantime the current observer positions for Young members, LGBT member and Disabled member would continue until the CEC elected in 2019 takes up office at the December 2019 CEC Meeting.

## **3. Impact on existing structures**

The introduction of additional equality strand seats would:

Add 6 elected seats to a Regional Council

Add 6 elected seats to the Central Executive Council (however, as strand observer places would cease at the end of the current term of office of the CEC the overall number of CEC attendees would increase by 2) – see Appendix 1, 2 and the diagram at Appendix 3.

## **FOLLOWING CONGRESS 2017**

Subject to Congress adopting the CEC Special Report the EAG will meet to discuss and agree nomination forms and personal details forms for new equality strand seats for the 2019 CEC elections.

## **RULE AMENDMENTS**

In order to enact the CEC recommendations into the GMB rulebook the CEC recommends that Congress adopts the following rule amendments:

### **CECRA8**

#### Rule 10.4

Line 9 delete "and"

Line 10 Insert after "race reserved seat,"

"and at least one representative elected to either a young members reserved seat or to a disabled reserve seat or to a lesbian, gay, bisexual and transgender reserved seat,"

Clause to read:

4 To carry out any part of its business, the Central Executive Council can appoint committees. It may give any of these committees as much responsibility to carry out its business as it feels necessary. In carrying out this business, the committee will act on behalf of the Central Executive Council, and must keep to the relevant conditions of these rules as if it were the Central Executive Council. The committees will make decisions on behalf of the Central Executive Council, who, except where it says otherwise, must give its approval. The committees will be made up of at least one member of each section, at least one woman elected to a women's reserved seat, at least one representative elected to a race reserved seat, and at least one representative elected to either a young members reserved seat or to a disabled reserve seat or to a lesbian, gay, bisexual and transgender reserved seat, and will always be made up of representatives from each region. The representatives will be appointed in whatever way the Central Executive Council feels is necessary. The committees will meet at the times and places decided by the Central Executive Council.

### **CECRA9**

#### Rule 11.3

Insert new clauses:

3b Two members will be elected to national young members reserved seats of the Central Executive Council. One of the two seats under this clause will be reserved for women.

3c Two members will be elected to national disabled members reserved seats of the Central Executive Council. One of the two seats under this clause will be reserved for women.

3d Two members will be elected to national lesbian, gay, bisexual and transgender reserved seats of the Central Executive Council. One of the two seats under this clause will be reserved for women.

### **CECRA10**

#### Rule 11.4

Line 5, insert new sentence after "reserved seat."

"Only members under 30 years of age on the first Tuesday of December in the year they are elected (or on the date of election if elected in a by-election) will be eligible to be nominated for election to a young members reserved seat."

Clause to read:

4 No member will be eligible to be nominated for election to a section seat unless they are a member of that section. Only women will be eligible to be nominated for election to a women's reserved seat. Only members of a relevant racial group will be eligible to be nominated for election to a race reserved seat. Only members under 30 years of age on the first Tuesday of December in the year they are elected (or on the date of election if elected in a by-election) will be eligible to be nominated for election to a young members reserved seat. Members must be members of the region in which they are nominated. No-one can be nominated for election in more than one group. All candidates must have the relevant qualifications set out in rule 18.

### **CECRA11**

#### Rule 11.5

Line 1 delete "people", insert "members"

Line 2 delete "and", insert ", "

Line 2 after "race reserved seats" add

", the young members reserved seats, the disabled reserved seats and the lesbian, gay, bisexual and transgender reserved seats"

Clause to read:

5 Each branch in a region may nominate members for general seats, the women's reserved seat, the race reserved seats, the young members reserved seats, the disabled reserved seats and the lesbian, gay, bisexual and transgender reserved seats. In line with rule 35.21 (Composite branches), only branches having members in a section can make nominations for that section seat. Only branches in Ireland can make nominations for the general seat under clause 2c, and these branches will not be entitled to make nominations for any other general seat. If a branch is

entitled to nominate a candidate for election to any seat, it cannot nominate more than one candidate for election to that seat.

## **CECRA12**

### Rule 11.6

Line 6, Insert after "race reserved seats"

“, national young members reserved seats, national disabled reserved seats and national lesbian, gay, bisexual and transgender reserved seats”

Clause to read:

6 Each member in a region will have one vote for each of the seats to be filled from that region. However, only members who live in Ireland will be entitled to vote to elect the general representative under clause 2c, and these members will not be entitled to vote for any other general representative. Each member of the union will also have one vote for each of the national race reserved seats, national young members reserved seats, national disabled reserved seats and national lesbian, gay, bisexual and transgender reserved seats.

## **CECRA13**

### Rule 11.8

Line 6 add “,or may define qualifying criteria for other reserved seats elected under clauses 3, 3a, 3b, 3c and 3d of this rule”

Clause to read:

8 Elections under this rule will be organised and held in line with by-laws issued by the Central Executive Council. These by-laws may say whether failing to keep to any by-law will disqualify a candidate from being elected. By-laws may define the racial group or groups (referred to here as ‘a relevant racial group’) whose members are eligible to be nominated for election to one or more of the national race reserved seats, or may define qualifying criteria for other reserved seats elected under clauses 3, 3a, 3b, 3c and 3d of this rule. The Central Executive Council can amend or withdraw any by-law, as long as doing so would affect only the future conduct of current or future elections.

## **CECRA14**

### Rule 19.4

Line 3 after “one member” add “for each seat elected under this rule and rule 20”

Line 3 after “more than one” add “for each seat elected under this rule and rule 20”

At end of clause 4 add "Only members under 30 years of age on 15 April in the year they are elected (or on the date of election if elected in a by-election) will be eligible to be nominated for election to a young members reserved seat."

Clause to read:

4 Members of the regional council will be elected every four years from nominations sent in by the branches in the region. Branches will only be entitled to nominate one member for each seat elected under this rule and rule 20, and will not have more than one representative for each seat elected under this rule and rule 20. Members who are nominated for election as section delegates must be members of the appropriate section and can only be nominated by a branch of their section. However, these nominations can be made by the appropriate section members of a composite branch in line with rule 35.21. Members who are nominated must have the necessary qualifications as set out in rule 18. Only members under 30 years of age on 15 April in the year they are elected (or on the date of election if elected in a by-election) will be eligible to be nominated for election to a young members reserved seat."

## **CECRA15**

### Rule 20

Re-number clause 2 as 2a

Insert new clauses:

2b Two representatives will be elected to seats on regional councils reserved for young members of the regional equality forum. Only young members of the regional equality forum will be eligible to be nominated for election under this clause. One of the two seats under this clause will be reserved for women, and only young women members of the regional equality forum will be eligible to be nominated for election to that seat.

2c Two representatives will be elected to seats on regional councils reserved for disabled members of the regional equality forum. Only disabled members of the regional equality forum will be eligible to be nominated for election under this clause. One of the two seats under this clause will be reserved for women, and only disabled women members of the regional equality forum will be eligible to be nominated for election to that seat.

2d Two representatives will be elected to seats on regional councils reserved for lesbian, gay, bisexual and transgender members of the regional equality forum. Only lesbian, gay, bisexual and transgender members of the regional equality forum will be eligible to be nominated for election under this clause. One of the two seats under this clause will be reserved for women, and only lesbian, bisexual and

transgender women members of the regional equality forum will be eligible to be nominated for election to that seat.

## **CECRA16**

### Rule 20.4

Line 2 delete "and"

Line 3, after "clause 2", add ", one member to be elected under clause 2a, one member to be elected under clause 2b, one member to be elected under clause 2c, and one member to be elected under clause 2d"

Line 5 add "and/"

Delete Line 6 replace with "representatives elected to seats under clause 2"

Clause to read:

4 As well as its nomination under rule 19.4, each branch in a region will be entitled to nominate one member to be elected under clause 1, one member to be elected under clause 2a, one member to be elected under clause 2b, one member to be elected under clause 2c and one member to be elected under clause 2d. A branch that has:

- a representative elected under rule 19;
- a representative elected to a seat under clause 1; and/or
- representatives elected to seats under clause 2

will not be taken to have more than one representative on the regional council under rule 19.4. Elections to reserved seats will be held in line with rule 19.

## **Appendix 1**

### Current Breakdown of Membership of the CEC (62 members including observers):

#### Regional Seats

13 x General Seats

28 x Section Seats

9 x Women's Reserved Seats

#### National Seats

5 x Race Reserved Seats

General Secretary & Treasurer

#### Observers

2 x Ex-Unity Observers, as agreed by the CEC

2 x Young Member Observers, elected by the annual Young Members' Summit

1 x LGBT Observer, selected from the members of the National Equality Forum

1 x Disabled Observer, selected from the members of National Equality Forum

## **Appendix 2**

### Proposed Breakdown of Membership of the CEC (64 members including observers):

#### Regional Seats

13 x General Seats

28 x Section Seats

9 x Women's Reserved Seats

#### National Seats

5 x Race Reserved Seats

2 x Young Members Reserved Seats

2 x Disabled Members Reserved Seats

2 x LGBT Members Reserved Seats

General Secretary & Treasurer

#### Observers

2 x Ex-Unity Observers, as agreed by the CEC

