

Resolution 33: StreetNet International Coordinator succession

This Sixth International Congress of StreetNet:

NOTING

1. the current International Coordinator has remained in StreetNet on a voluntary basis beyond her retirement age in terms of the StreetNet Working Conditions, due to the lack of financial and human resources available in StreetNet in 2015 and 2016 ;
2. the current Organiser/Educator has remained in StreetNet on a shorter working contract beyond his retirement age in terms of the StreetNet Working Conditions, due to the lack of financial and human resources available in StreetNet in 2015 and 2016 ;
3. as a result, core funds were raised which allowed for the employment of a team of young organisers and two essential administration staff during 2017 and 2018 ;
4. with the agreement of the International Council meeting in January 2017, the International Coordinator has been training Oksana Abboud to take over the responsibilities of Coordinator, and accordingly Oksana has been employed on full-time basis since July 2017 in order to carry out her new responsibilities in practice as part of her training on the job, while continuing her work as an Organiser also responsible for media and publicity;
5. that StreetNet's partners, including current donors, are already working directly with our Trainee Coordinator and Financial Administrator ;
6. that the International Coordinator believes that the Trainee Coordinator (Oksana Abboud) is now ready to move into the position of International Coordinator and the Financial Administrator (Annelene Shahbaz) is ready to move into the position of Financial & Admin Manager, and they are ready to run the operational management of StreetNet International together with the staff team of organisers and office caretaker, Mduduzi Phenyane ;

HEREBY RESOLVES that this transition should now come to completion on 31 May 2019, after the 2019 meeting of the International Council in Lomé on 29/30 May, in terms of which ;

1. the International Council will engage Oksana Abboud as StreetNet International Coordinator and Annelene Shahbaz as Financial & Admin Manager as from 1 June 2019 ;
2. the resignation of the current International Coordinator will be accepted as at 31 May 2019, after which she will remain available to the organisation on an advisory basis as a Senior Advisor as per the attached Terms of Reference ;
3. the resignation of the current Organiser/Educator will be accepted as at 31 May 2019, after which he will remain available to the organisation on an advisory basis as an Education Advisor as per the attached Terms of Reference.

PROPOSED: UGSEIN Niger

SECONDED: AFFE Uruguay, FENSTACHS Angola, FENTRAVIG Guatemala, KENASVIT Kenya, FNOTNA Mexico

SENIOR ADVISOR: TERMS of REFERENCE

In anticipation of the departure of the founding International Coordinator after the Sixth StreetNet International Congress and appointment of a new International Coordinator, the founding Coordinator agrees to remain available to support the work of StreetNet International as a Senior Advisor, upon request, on the following agreed terms:

Period of operation:

It is recommended that the handover from the founding International Coordinator to the new International Coordinator should take place on the 1st June 2019, after the Sixth StreetNet International Congress in Kyrgyzstan from 9 – 12 April and the following International Council meeting in Lomé, Togo on 29/30 May.

Advice / assistance upon request:

The Senior Advisor will not oversee the running of the organisation – this will be entirely taken over by the new International Coordinator. The Senior Advisor will react to written requests for specified types of assistance. She shall at all times endeavour to propose strategies and solutions intended to be implemented by the leadership structures and staff of StreetNet independently of herself.

Tasks:

1. Strategic advice – the implementation of which will be dependent on the International Coordinator, International Congress or International Council.
2. Human resource management advice – the implementation of which will be dependent on the International Coordinator and/or staff representatives.
3. Assisting StreetNet as consultant/advisor in negotiations processes with staff, including training the Human Resources Sub-Committee if so requested.
4. Conducting leadership training or staff training if so requested.
5. Attending meetings of the International Congress, International Council or ExCo, or any other structures of StreetNet including staff meetings, upon written request.
6. Advising StreetNet structures on interpretation of the StreetNet Constitution and/or other policies of StreetNet, if requested.
7. Assisting the International Coordinator and the organizers to better understand the affiliates they are responsible for, as well as the political and organisational dynamics in their countries.
8. Advising any person in StreetNet who asks for advice.
9. Being a signatory of StreetNet accounts in accordance with Clause 11.1(d) of the StreetNet constitution, if so appointed by the International Council.
10. Being a second person responsible for the administrative function of the release of normal payments made in accordance with StreetNet's Financial Regulations, due to her proximity to StreetNet's administration in Durban.
11. Assisting StreetNet in building links and solidarity between street vendors and other sectors of workers in the informal economy.
12. Advising StreetNet in developing educational materials/modules, upon written request by International Coordinator or International Council.

13. Sharing feedback with regard to StreetNet International which may be imparted to her by any third party, in a transparent manner *via* the relevant responsible person or structure.
14. Any other task duly negotiated with any person in StreetNet which is approved by the International Council or ExCo, or the International Coordinator in accordance with her constitutional responsibilities (Clause 9.9).

The Senior Advisor will NOT undertake fundraising tasks for StreetNet International. Nor will she make any public statements in the name of StreetNet, nor present herself publicly as a representative of StreetNet.

Terms and Conditions:

The abovementioned tasks and advisory service will be undertaken on voluntary basis, according to time availability and negotiated arrangements.

Accountability:

The Senior Advisor will report to the StreetNet International Council in writing on monthly basis on assistance provided to the organisation during the course of the previous month. At all times, the Senior Advisor should channel her work in support of the appropriate constitutional structure or responsible leadership or staff member(s).

Suggestions and proposals

It is inevitable that the Senior Advisor will have ideas about how StreetNet could do certain things, and may want to present proposals for dealing with certain challenges and problems. Such proposals should be presented to the International Coordinator and/or International Council for consideration and/or adoption. At all times, the Senior Advisor should channel her suggestions via the appropriate constitutional structure or responsible leadership or staff member(s).

Any problems which may arise should be raised directly with the International Co-ordinator or International Council. The International Co-ordinator will be responsible for overseeing the processes of engagement with the Senior Advisor.

EDUCATOR – ADVISOR : Terms of Reference

In anticipation of the departure of the organizer/educator after the congress, the organizer/educator has agreed to assist the work of the education as an advisor in order to support the StreetNet Workers Education Committee.

Period of operation :

The task of the Educator – Advisor should take place on the 1st June 2019, after the Sixth StreetNet International congress in Kyrgyzstan from 9-12 April and the International Council meeting in Lomé, Togo on 29/ 30 May 2019

Advice Assistance upon request

The Educator-Advisor should work particularly with the Worker Education Committee concerning training materials and training about collective bargaining set up by StreetNet.

Tasks :

1. Assisting/Advising the StreetNet's workers' Education Committee to design and implement StreetNet's education programme.
2. Advising Workers' Education Committee on identified gaps and/or innovative approaches in StreetNet Workers' education strategy.
3. Advising StreetNet in developing educational materials modules, upon written request by International Coordinator or International Council.
4. Identifying the training materials of each affiliate and set up a data-base in collaboration with the Worker Education Committee.
5. Bringing a strand of Education work around how to build cooperatives as one of the main activities of the Social Solidarity Economy.
6. Advising the affiliates regarding the use of ICC manuals on organising in informal economy.
7. Participating in the workers' Education Committee's meetings.
8. Implementing leadership training or staff training/mentorship suggested by the International Coordinator.
9. Advising the Education Committee to identify the activists from the StreetNet affiliates who are trained in effective participatory education methods and build an International network of Educators of Informal Economy Workers.

Terms and conditions

The above mentioned tasks will be undertaken on voluntary basis, according to time availability and negotiated arrangements.

Accountability

The Educator Advisor will report to the International Coordinator and the workers Education Committee in writing on quarterly basis on his activities in the course of the previous quarter.

Suggestions and proposals

The Education Committee can ask the Educator Advisor to suggest an education strategy if necessary.