

1.5

Education & Employment / Education Support Employees:

Draft Resolution on Education Support Employees

Proposed by: Executive Board
Original language: English

The 6th Education International (EI) World Congress meeting in Cape Town, South Africa, from 22nd to 26th July 2011:

- A. Recalls** that Education International is the voice of the education sector worldwide, representing nearly 30 million teachers and education personnel from early childhood education to university;
- B. Affirms** the importance of promoting and protecting the rights and freedoms of all teaching and education employees;
- C. Recognises** that education support employees include, a broad range of different categories of personnel with different status;
- D. Notes** that this growing body of professional, administrative, technical and general staff supports the teaching and research function in cooperation with teachers and academic staff.
- E. Affirms that Education Support employees:**
1. are vital for fulfilling properly the mission of education and they must be able to assert their rightful place in the education community and in the union debates on the global, national and institutional challenges all education sectors are facing;
 2. play a key role in the quality of student experiences and contribute to the quality of learning outcomes;
 3. share many of the challenges and collective bargaining issues of teachers and academic staff, but also face distinct problems including a lack of respect and recognition, and poor pay and working conditions;
 4. should be guaranteed equal treatment, and employment of minority groups should be actively encouraged;
 5. should enjoy the same status, rights and conditions as other education employees with similar academic and technical qualifications and experience.
 6. best contribute to the health education and safety of students when they are part of a single unified workforce that works directly for the education institutions
- F. Notes with concern:**
7. the growing use and exploitation of education support employees who are employed on a casual, part-time and/or limited-term basis without continuing security of employment;
 8. the threat to the labour rights, professional rights and, where applicable, academic freedom of education support employees;

56 9. the absence of fair and equitable remuneration and benefits for many education support
57 employees and

58

59 10. violations of fundamental human and labour rights of many education support employees,
60 including their right to organize and bargain collectively.

61 11. The increasing trend of privatising school-support services affecting the quality of education

62

63 **G. Calls on governments and public authorities to:**

64

65 12. Recognize the key role education support employees play in the provision of quality
66 education and to ensure that educational institutions are provided with quality support
67 services;

68

69 13. Guarantee the labor and professional rights of all education support employees and to
70 improve their employment and working conditions and provide access to career paths.

71

72 **H. Mandates the Executive Board to:**

73

74 14. Work with other GUF and the appropriate international bodies, especially the ILO to promote
75 the conditions of work and the rights of education support employees, including their right
76 to organize and bargain collectively;

77

78 15. Develop appropriate ways and means to collect data and information and to identify good
79 employment practices in relation to education support employees;

80

81 16. Encourage member organisations to advocate for the improvement of education support
82 employees salaries, working conditions and access to career paths;

83

84 17. Promote the unionization of education support employees and the elimination of the
85 political, structural and legal barriers to unionization where they exist.