

2.3.1.

Human and Trade Union Rights and Equality / Trade Union Rights:

Draft Resolution on Recruitment and Organising

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:

Considering that

1. EI was founded on the fundamental principle that organised teachers and education employees could improve the status and the welfare of teachers and education employees;
2. Millions of educators, contract teachers and support staff have yet to achieve the benefits of union representation and collective bargaining;
3. The fragmentation of the trade union movement at national level, whether it occurs because of internal conflicts or external political or religious interference, severely inhibits the effective promotion and protection of educators' collective interests;
4. EI has been a strong voice for the fundamental rights and dignity of each and every individual and history demonstrates that independent and inclusive unions and the right to bargain collectively are essential to perpetuating those values in democratic society.

Recommends that

5. EI reinvigorate a culture of organizing that will encompass every region and affiliate in a coordinated effort to increase membership for a stronger voice and extend to more education employees the benefits of unionism.

Recommends that member organisations

6. Engage in a vigorous campaign of trade union organising in concert with EI's coordinated effort to increase membership and extend the benefits of unionism to all teachers and education personnel, including contract employees, substitute teachers, community teachers, non teaching staff, student teachers and retired personnel;
7. Make special efforts to target their recruitment efforts towards a wide spectrum of education personnel including young workers, women, rural educators and representatives of minority and migrant groups.

The Executive Board to

8. Encourage all member organisations to engage in strategic and targeted organising campaigns that involve leaders and members in activities that grow and strengthen inclusive unions;
9. Develop a campaign for member use, including a range of materials to help recruitment efforts in the form of online, written and audiovisual material;

- 55 10. Encourage member organisations to systematically include aspects of recruitment and organising
56 in union development training programmes aimed at enabling members to become activists and
57 activists to become leaders;
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- 59 11. Advocate for the inclusion in teacher education programmes, of information and courses about
60 labour and trade union rights
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- 62 12. Campaign for union rights for categories of education personnel currently excluded from
63 employment rights, social benefits and fundamental trade union rights:
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- 65 • By running an EI public campaign addressing the systemic barriers imposed by governments
66 restricting the trade union rights of teachers and education workers;
 - 67 • By conducting and releasing a global survey on union rights in the education sector as a
68 contribution to the ILO Global Report on Freedom of Association (C87 and C98) in 2012;
 - 69 • By collaborating with other Global Union Federations and ITUC in a Unionisation Campaign.
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- 71 **13.** Support members' organising strategies:
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- 73 • By establishing a network of union organisers;
 - 74 • By identifying, collecting and publicizing strategies and best practices within national
75 organisations and other public services unions;
 - 76 • ;
 - 77 • By encouraging cooperation between member organisations at national and international
78 levels, within and amongst regions.
 - 79 • By researching and promoting innovative organising strategies, including the use of social
80 media
 - 81 • By focusing concerted research attention on assessing the new challenges presented by the
82 private education operators in order to identify best practices for organising in this new
83 management context
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- 85 14. To continue to systematically encourage education unions to advocate and work together
86 towards unity at national level.