**Minutes from the Pan-European Conference/ETUCE General Assembly/**

**Warsaw, 21-22 November 2009**

The EI Pan-European Conference, including the ETUCE General Assembly, held its third triennial meeting in the Hotel Novotel in Warsaw, 23-25 November 2009.

**1. Introduction and Welcome:**

**The President Ronnie SMITH** opened the conference and welcomed delegates, extending a special welcome to new members. He also acknowledged the loss of colleagues who played an important part in the teacher trade union movement at national and international level – Steve SINOTT of NUT (UK), Kroum Kroumov of PODRKEPA (Bulgaria) and Antal Arok, Hungary of SEH, Hungary. He referred to EI Pan-European Structure’s and ETUCE’s engagement in all sectors of education and mentioned the recent important development in terms of the adoption of the EU Treaty of Lisbon. He also mentioned the bigger context of the global financial and economic crisis, and its impact particularly on Eastern Europe. He referred to the day of national strike by Irish member organisations, which was to take place on the following day and wished them every success. He reminded delegates that an essential theme of this conference is advocacy for investment in public education in order to guarantee equality of access to quality education as a fundamental human right. Ronnie Smith warned delegates that the Conference/General Assembly will feel the effects of the crisis directly in terms of decreasing representation and falling dues and stressed that the Conference/General Assembly needs structures which will enable the Conference/ General Assembly to work with efficiency and effectiveness.

The President then informed the Conference/General Assembly of the persons who would act as tellers, these being:

* Avril HALL CALLAGHAN, UTU, UK
* Busk HANSEN, DLF, Denmark
* Florient LASCROUX, SNES-FSU, France
* Stefan PFAFF, GEW, Germany
* Harald SKULBER, UEN, Norway
* Ann-Christin LARSSON, Lärarförbundet, Sweden
* Mariló REINA PÉREZ, FECCOO, Spain
* Darren NORTHCOTT, NASUWT, UK
* Hélène HEMET, UNSA-Education, France

Finally the President also referred to the voting procedure in the case of a roll call vote, by explaining the use of the voting booklet given to each member organisation.

**2. Adoption of Conference Agenda and Rules of Debate: Part 1**

The President then presented the *Pan-European Conference/ETUCE General Assembly Rules of Debate* as well as the Agenda. A number of delegates asked to take the floor on the adoption of the agenda.

Of these, the following spoke against keeping Item 10 on the Agenda (asked for it to be withdrawn) :

* Roger FERARI, SNES-FSU, France
* Stig ANDERSN, DLF, Denmark
* Henning PEDERSON, BUPL, Denmark
* Jan HJORT, UED (LVU&DTL), Denmark
* Piroska GALLÓ, SEH, Hungary
* Joelle CASA, FLC-CGL, Italy
* Gheorghe ISVORANU, FSI “Spiru Haret”, Romania
* Fiorello Michele MACRO, UIL Scuola, Italy
* Maria Lucia DALPINO, CISL-Scuola, Italy
* Ryszard MOSAKOWSKI, NSZZ/KSN “Solidarnośc”, Poland
* Branimir STRUKLELJ, ESTUS, Slovenia
* Jens VRAA-JENSEN, DM, Denmark
* John BENCINI, MUT, Malta

The following spoke in favour of keeping Item 10 on the Agenda :

* Paul BENNETT, UCU, UK
* Jerry BARTLETT, NASUWT, UK
* José CAMPOS TRUJILLO, FECCOO, Spain

Other interventions were also made by:

* Ulrich THÖNE, GEW, Germany
* Manana GHURCHUMALIDZE, ESTFUG, Georgia
* Walter DRESSCHER, AOB, Netherlands

The President then moved towards *a vote to change the draft agenda by deleting Item 10 from the agenda*, with Lärarförbundet requesting a roll call vote. Lärarförbundet request for a roll call vote was supported by UEN, Norway; VBE, Germany; EIS, Scotland; UTU, UK; NUT, UK; and NASUWT, UK; FECCOO, Spain. The President reminded the Assembly that in order to take a roll call vote, it must be ensured that Credentials are in order. He therefore proposed to deal with appointment of the Credentials Committee and provide an opportunity for them to do their work before moving to the roll call vote (Roll Call Vote No.1).

**3. Report on Credentials Committee**

The Credentials committee appointed by the Pan-European Executive Committee/ETUCE Executive Board consisted of:

Walter Dresscher, AOb, Netherlands

Helen Connor, EIS, UK

Ichay Chlomo, ITU, Israel

**Walter Dresscher, chair of the Credentials Committee**, presented the report from the Committee which had verified the payments of all member organisations of the Pan-European Structure. The Committee received several questions from colleagues about the list established and available in the delegate’s folders. The Committee decided that no further changes should be made and that the voting machine should be programmed accordingly.

**4. Appointment of Elections Committee and Election of EI Pan-European/ETUCE President**

Proposal for members of the Elections Committee:

Lillemor Darinder, NLS, Iceland

Daire Keogh, IFUT, Ireland

Branimir Strukelj, ESTUS, Slovenia

Gabriella Giorgetti, FLC-CGIL, Italy

Kraft Knut, BLBS, Germany

The Conference appointed the suggested Elections Committee to organise and run the elections at the Conference/General Assembly, with Anne Hock as technical consultant.

**The chair of the elections committee, Lillemor Darinder**, thanked the Conference for the confidence expressed in the Committee and promised that the committee will try to make the elections as clear and swift as possible. In the event that the proposed draft by-laws are adopted some changes would be necessary to the elections procedures. However, as far as the position of President was concerned, the conditions were the same in both cases. The nominations were accepted in writing by member organisations by 23 October. At that time only one person was nominated - Ronnie Smith from EIS, Scotland. This nomination also fulfilled the requirement of representing an EU/EFTA country.

*With only one candidate, the Elections Committee thereby declared Ronnie SMITH elected as President.*

Ms. Darinder presented the procedure for further elections to take place, for 6 Vice President Positions and country seats. The deadline for nominations was set to 2pm the same day. She concluded by informing the Conference/Assembly that Kostifakis Themistoklis from OLME, Greece has withdrawn his candidacy for a Vice President position. Unions which were not present were allowed to give their votes to other unions via Proxy letter. The Conference/General Assembly had received proxies from four member organisations:

Belgium: ACOD to COC

Serbia: NTTU to TUS

Serbia: SSS to TUS

France: FEP-CFDT to SGEN-CFDT

**5. Opening address by Fred van Leeuwen, EI General Secretary on behalf of Susan Hopgood, Education International acting President**

**EI General Secretary Fred van Leeuwen** addressed the participants on behalf of both Susan Hopgood who was unfortunately unable to attend the Conference and Education International. Mr Leeuwen first reminded the conference that education was facing very serious issues today: governments across Europe were moving towards crisis exit strategies in attempts to withdraw public funding. The other side of the coin was about to appear: slashing of budgets leaving jobs and quality education at risk. 2010 will be a hard year for the public sector, according to Mr Leeuwen, and today the fight for public investment in education and in people should be strengthened. He underlined the task of trade unions to make Governments understand that investment in education and in strong and vital public services will help develop and make our economies less vulnerable. So far, fourteen countries have turned to IMF and other EU extended loan facilities. But there is an important price to pay for the arrangements with IMF: cuts in salaries and closing of schools. Such agreements were done in Armenia, Belarus, Bosnia, Romania, Serbia, Ukraine and Hungary and they have many unacceptable consequences. Mr Leeuwen informed the conference that a few weeks before the Conference a meeting was arranged with the head of IMF Mr Strauss-Kahn where the need to create social conditionality for the IMF interventions had been stressed. Mr Leeuwen called on the trade union leaders in Europe to seek to influence development by requesting representation when their national trade unions’ Confederations were consulted on financial packages. It was important that a strong case for education was made as a key way out of the crisis.

It was time to raise skills, Mr Leeuwen continued, to convince and reassure everyone that investment in primary and secondary education was investment in the next generation, that ECE development and investment would pay off and enable women to return to the work force, and to argue the need for renewed public investment in Higher Education. Teacher unions should stand united and reject attempts to introduce performance ratings in education. Governments have to rethink fundamentally the new global economy - to build it on the education skills and the capacities of people. Although the communiqué put out by the G20 summit on investing in education is crucial for a sustainable recovery, it will not be enough unless good intentions translate into real and coherent actions at national and EU levels.

Mr Leeuwen continued by stressing the role of EI World to advocate these views in front of international institutions but also to support its Regional offices, including EI member unions in EU and EFTA countries, to determine their course of action at the EU, as well as at national level. What had been accomplished in Europe was benefitting the whole world as the EI European membership was a main pillar of EI. Our strength is our unity, Mr Leeuwen stressed. Whatever is decided about the future structure the most precious thing which teacher unions have – unity – has to be preserved and nobody should be left out. Unity will help us to deal with the crisis in the education sector and to defend ourselves from attacks such as the one on EGITIM-SEN members in Turkey.

Mr Leeuwen made reference to the anonymous letter received by the delegates in the Conference accusing EI and himself of fiscal abuse. He underlined that a former employee of EI is suspected as the author of the e-mail and that it is important that we protect ourselves from any kind of cyber-bullying.

Quality education for everybody is the major challenge for EI and for all its member organisations at national level. To focus on action was the best strategy teacher unions could have, concluded Mr Leeuwen.

**6. Adoption of the Conference agenda: Part 2**

Following the roll-call vote No.1 on the deletion of item 10 of the agenda of the Conference, the results were the following: for: 889, against: 2157 and abstention: 15. The agenda of the Conference was approved as proposed.

**7. “Beyond the Global Crisis – Building the future in Europe through public investment in education” by Professor Roger Dale**

**Professor Roger Dale** presented his reflections on a number of issues linked to education and public investment in education in times of economic crisis. In his presentation professor Dale rejected the tempting conclusion that world leaders had turned to Keynesian solutions to the global recession.

‘Indeed, today one may witness a general consensus on the need for investment in education as a crucial element of the response to the recession. However, although economic neo-liberalism is totally discredited, its political counterpart – New Public Management (NPM) – continues to frame state structures and policy processes. States are still part of neoliberal market logic, where they are restoring the conditions of the market through massive subsidies, including in education as a sector with a special mention for its multiplier effect. However, there are also many negative externalities from the influence of NPM on education - it is still too tempting a target to resist for Governments to cut salaries for education workers and education is defined by and its achievements judged by tests scores.

‘NPM assumptions, political and administrative forms still live on in international organisations and national governments and continue to shape educational governance, including ways to invest further in education. While today the case for investment in education is made almost exclusively on economic and human capital investment grounds, there is a clear need for an educational rationale if investment is to be sustainable and does not disappear as soon as the immediate crisis disappears.’

Professor Dale concluded by stressing that the scope for efficiency increases in the delivery of education services, as there are increasing demands for performance, knowledge, adaptability and decline of old types of security. ‘As the size of young cohorts diminishes, spending in education will come under close scrutiny in the search for budgetary savings and efficiency. There is a clear need for investment in social as well as technological innovation in and through education,’ Professor Dale said. ‘This implies news ways of doing things rather than new things to do. Investment in teacher development and educational improvement are an alternative to investment in ‘market-based’ approaches.’ However, Professor Dale stressed, above all, there is a need for education to achieve progress towards equity, particularly because, in times of recession, the personal, social and financial costs of continuing inequalities are certain to grow and to become even less tolerable and excusable.

**8. Urgent resolution: KTOS – Cyprus Turkish Teachers Trade Union**

**Sener Elcil Hassan, President of KTOS, Cyprus** presented an urgent resolution in relation to a recent strike and mass protests organised by the Turkish Cypriots Unions against a new law imposed by the administrators of Northern Cyprus and the Turkish Government. The new law aims to decrease union and social rights, among others collective bargaining and trade union actions. In addition, the peaceful demonstrations have been dispersed with coercive police force and violence.

*The resolution was adopted by the Conference/General Assembly by acclaim.*

***9. Welcome Address, Michał Boni, Member of the Polish Council of Ministers and Chief Advisor to the Polish Prime Minister***

**Sławomir Broniartz, ZNP, Poland** read out a letter on behalf of Michał Boni in which Mr Boni expressed his pleasure that the Conference/General Assembly chose Warsaw as the venue for its meeting and in which he also referred to a number of key challenges in education, not least quality education and access to education for all. In his letter, Michał Boni stressed that high quality education is the universal key for pro-development policies. He ended by wishing all delegates a good conference.

***10. Resolution 1 proposed by PEC on the Economic Crisis and Education***

**Vice-President Paul Bennett, UCU, UK** moved Resolution 1 on The Economic Crisis and Privatisation in the name of the Pan-European Committee, which resolution was seconded by **Vice-President Galina MERKULOVA, ESEUR, Russia**.The President (Ronnie SMITH) noted that there were significant errors of translation in the French version of Resolution Number 1, which he said will be revised to match the English version. The following delegates then took the floor to discuss the impact of the economic crisis:

* François CHAINTRON, FNEC.FP-FO, France
* Corinne MAFFRE VIALLE, SNUipp-FSU, France
* Frédérique Rolet, SNES-FSU, France
* José CAMPOS TRUJILLO, FECCOO, Spain

**Vice-President Paul Bennett, UCU, UK** then took the floor as the mover of the resolution and ensured the delegates who had taken the floor that their points would be included in the final resolution.

*Upon a vote by show of cards, Resolution 1 was carried by a very large majority, with only 1 abstention.*

***11. Resolution 2 proposed by OLME on Trade Union response to the economic crisis***

**Themistoklis KOTSIFAKIS, OLME, Greece** movedResolution 2a *Trade Union Response to the Economic* Crisis, which resolution was seconded by **Branimir STRUKLELJ, ESTUS, Slovenia**. **Martin Romer, General Secretary, ETUCE** then took the floor to stress the importance of cooperation with other public service unions, as education was not the only sector suffering from the crisis.

*Upon a vote by show of cards, Resolution 2 was carried nem con.*

***12. Report of the 2006 Conference/General Assembly***

The Conference/General Assembly adopted the *Report of EI -European Conference / ETUCE General Assembly, Luxembourg, 4-6 December 2006*

***13. Report on restructuring of the European Region***

**The President Ronnie Smith** outlined the main points in his report on the restructuring of the European region, which he said contained a summary of the steps taken since the last Conference/General Assembly in an attempt to reach an agreement on this matter. In particular he stressed that the process was a lengthy, open and inclusive one which provided opportunities for every member organisation to make its views known. With regard to the final phase of this exercise, he mentioned that the Bureau met on 18 September 2009 to review the submissions received in the consultation process and a number of amendments were made on this basis, which included a recognition of the need for clearer autonomy of the organisation in dealing with EU matters, the need for greater input by the Committee in appointing the chief officer of the European Region, a clarification of the role of the political leadership of the organisation and also an assurance regarding the human resources that would be available to the European structure in the case of change. He said that the Bureau decided to put these proposed by-laws in front of the Committee at its meeting on 12-13 October, which however refused to present the proposals to the Conference/General Assembly with 18 votes against, 13 votes in favour and 1 abstention, and with 16 committee members unable to be present at the meeting. He then explained that 27 member organisations decided that they wanted to bring the proposals to the Conference/General Assembly via resolution number 3. He explained that this reflected the procedure undertaken at the Conference/General Assembly in Luxembourg in 2003, when the current by-laws were adopted. He explained that any change in the by-laws needed a two-thirds majority vote. He then explained that the procedure for presentation of the by-laws to the Conference/General Assembly in the name of the 27 organisations could not provide for amendments to be submitted in advance of the Conference/General Assembly and that it would be very difficult to deal with multiple amendments emerging from the floor of this Conference/General Assembly, especially taking into account the importance of having coherent by-laws.

**Jean-Marie Maillard, SNES-FSU, France** took the floor on the issue of the President’s report on the restricting of the European region, outlining his experience in relation to his participation in the review committee set up for this purpose. He opined that the whole process was a search for consensus, but not on all issues came up during the consultation, as some were ignored.

***14. Resolutions on proposed new By-Laws***

The President explained that four resolutions had been received which referred to the by-laws:

* Resolution 3, proposed by 27 organisations (for which one other organisation expressed its wish to be involved but this was communicated after 23 October deadline). The President explained that Resolution 3 proposed the deletion of all current existing by-laws and replacement of these with a new set of by-laws as set out in an appendix to the resolution, which were the same set of bylaws prepared by the Bureau, as explained in agenda item 9.
* Resolution 4, proposed by the same 27 organisations proposing Resolution 3. The President explained that Resolution 4 was only relevant if Resolution 3 was approved, and, therefore it would only be debated if Resolution 3 was adopted. He explained that otherwise, Resolution 4 would automatically fall.
* Resolution 5 proposed by SNES-FSU, France, referring to the procedure adopted and requesting a maintenance of the *status quo*.
* Resolution 6 proposed by DLF, Denmark proposing a procedure in relation to amendments to by-laws.

The President explained that the Bureau, in making its preparations for this Conference/General Assembly, established a small advisory group of 3 Vice-Presidents on the way in which resolutions should be dealt with. He said that he decided to accept the advice of the group and would, therefore, take Resolutions 1 and 2 first. As regards Resolutions 4, 5 and 6, he explained that the advice received from the advisory group was to the effect that, although the current by-laws do not give any guidance as to the sequence in which such types of resolutions should be taken, by-law 11f of the EI World Constitution and By-Laws provided as follows:

*If there is more than one resolution on the same matter, the Chair shall determine the order in which these resolutions or amendments shall be voted upon by the Congress, starting with the text farthest from the status quo. In the event that a majority vote is carried in favour of a resolution or an amendment to a resolution, which renders the alternative(s) redundant, the latter(s) shall not be put to a vote.*

The President explained the he intended to follow the principles of that by-law, and thus planned to begin the debate with Resolution 3 as the resolution farthest from the *status quo*. He explained that:

* If Resolution 3 was adopted, then he would take Resolution 4 and Resolutions 5 and 6 would fall;
* If Resolution 3 was not adopted, Resolution 4 would fall and he would then proceed to debate Resolutions 5 and 6.

**Jörgen Lindholm, Lärarförbundet, Sweden** then moved Resolution 3. He explained that the resolution was supported by a large number of organisations and proposed to delete and replace the current By-Laws with a new set of ETUCE By-Laws proposed in an annex. Based on the mandate given to a working group by the 2006 Conference/General Assembly, the new By-Laws have successfully been drafted within a very democratic process of consultations with member organisations taking place in 2008 and 9. The new By-Laws included valuable contributions and amendments from the majority of ETUCE member organisations and represented a groundbreaking compromise. Mr Lindholm stressed that the process of drafting the new By-Laws was the more democratic process in the history of ETUCE and EI. The ETUCE Bureau has requested that the new By-Laws were presented to the Conference/General Assembly, but the Executive Committee decided not to do so. For this reason Lärarförbundet decided to take the responsibility to present the By-Laws, as many organisations had declared their support for the resolution. Mr Lindholm stressed that Lärarförbundet supported the unity of teacher trade unions and that it was important to further improve the work of ETUCE at EU level as well as its links to ETUC.

**Jerry Bartlett, NASWUT, UK** seconding Resolution 3 underlined that a vote against resolution 3 will mean that the status quo is kept for 3 more years at least. This would according to him prevent the teacher trade union movement in Europe reaching the level of effectiveness needed and prevent it maximising its strength particularly in times of financial and economic crisis. An organisational friction existed between EIE and ETUCE and no change would be a lost opportunity to gain global solidarity and support and to build unity between the teacher trade unions not just throughout Europe.

A number of delegates asked to take the floor. Of these, the following spoke in favour of Resolution 3:

* Paul Bennet, UCU, UK
* François Chaintron, FNEC.FP-FO, France
* Sören Holm, Lärarförbundet, Sweden
* Agnès Breda, UNSA, France
* Avril Hall-Callaghan, UTU, UK
* Helen Connor, EIS, UK
* Walter Dresscher, AOb, Netherlands
* José Campos, FECCOO, Spain
* John Carr, INTO, UK
* Mary Bousted, ATL, UK
* Haldis Holst, UEN, Norway
* Alistair Hunter, UCU, UK
* Sue Rogers, NASUWT, UK
* Christine Blower, NUT, UK

The following spoke against Resolution 3:

* Jean-Luc Villeneuve, SGEN-CFDT, France
* Branimir Strukelj, ESTUS, Slovenia
* Anders Christiansen, DLF, Denmark
* Roger Ferrari, SNES-FSU, France
* Aline Lacullee, FERC-CGT, France
* Slawomir Broniarz, ZNP, Poland
* Ryszard Mosakowski, KSN Solidarnosc, Poland
* Allan Baumann, BUPL, Denmark

Other interventions were also made by:

* Ulrich Thöne, GEW, Germany supported Resolution 3 calling on the President to take point-by-point decisions on the different sections included in the by-laws.
* Stig Andersen, DLF, Denmark called on the delegates to find a compromise on the new By-Laws. However, he underlined that the way the new By-Laws were presented, as a package, did not allow for compromises to be made.

**Jörgen Lindholm, Lärarförbundet, Sweden** in a response to the comments made, explained that the Preamble of the new By-Laws treated on the autonomy of the new ETUCE General Secretary. He further explained that within the new ETUCE, it was intended to combine the role of a Regional body and EU industry federation. He also clarified the By-Laws regarding the method of appointment of the new Regional Director. The selection would be done by the Committee/Board and only one candidate presented for appointment by the EI General Secretary.

The President Ronnie Smith called for a roll-call vote (No.2) on Resolution 3. Following the counting of the votes related to Roll Call Vote No.2 by the tellers, the President informed that Conference/General Assembly that in order to determine whether or not Resolution 3 was carried, there was need for an interpretation of the current by-laws, which provided (by-law5 (l)):

*The Conference shall have the authority to amend these Statutes by a two thirds majority vote.*

The president explained that the current by-laws are silent on what constitutes a two-thirds majority vote - whether two-thirds of the total votes cast for and against, or also including abstentions. He explained that there were different traditions and practices in different countries and in different member organisations, and upon consulting the EI World Constitution and By-Laws, there was no clear guidance as these referred to ‘votes cast’ (by-law 30). He explained that however the interpretation of this would determine the outcome of Roll Call Vote No.2 on Resolution 3. He then asked the Conference/ General Assembly to fulfil its function in determining how this unclear by-law is to be applied. The President put two alternatives to the Conference/General Assembly:

1. To interpret the relevant by-law as referring to only votes For and Against;
2. To interpret the relevant by-law as referring to all types of votes- For, Against and Abstentions.

A number of delegates then took the floor on this issue.

Of these, the following spoke in favour of the first alternative (an interpretation referring to only votes For and Against)

* Christine BLOWER, NUT, UK – who also asked for a Roll Call Vote on the two alternatives during her intervention.

The following spoke in favour of the second alternative (an interpretation referring to all types of votes – For, Against and Abstentions)

* John BENCINI, MUT, Malta
* Gheorghe ISVORANU, FSI “Spiru Haret”, Romania
* Gábor KERPEN, PDSZ, Hungary
* Razvan BOBULESCU, Alma Mater, Romania
* Jerry BARTLETT, NASUWT, UK
* Allan BAUMANN, BUPL, Denmark
* Hans Ole FROSTHOLM, DLF, Denmark

Other interventions were also made by the following, who asserted that the rules should have been made clear before Roll Call Vote No.2 on Resolution 3 vote was taken, and not after, and that prior to the vote it seemed that all types of votes (For, Against and Abstentions) would be counted:

* Jean-Marie MAILLARD, SNES-FSU, France
* Piroska GALLÓ, SEH, Hungary
* Roger FERRARI, SNES-FSU, France
* Ana GASPAR, FENPROF, Portugal
* Udu Berkmann, VBE, Germany
* Aline LACULEE, FERC-CGT, France – who also proposed for the Assembly not to vote on this issue during her intervention
* Albert RITZENTHALER, SGEN-CFDT
* Branimir STRUKELJ, ESTUS, Slovenia

Other interventions were also made by the following:

* John Carr, INTO, Ireland – who asked for an interpretation by the President on the issue and a new vote on Resolution 3 after the new interpretation be given by the President.
* Samuel RORHRACH, SER, Switzerland – who complained on the lack of the content discussion on the by-laws.
* Agnes BREDA, UNSA Education, France – who asked for a vote on the two alternatives as proposed by the President.
* Daire KEOGH, IFUT, Ireland – who asked for a new vote on Resolution 3.

The President then called a vote to proceed as follows: for the Conference/General Assembly to first determine how the relevant by-law was to be applied (thus whether a two-thirds majority vote should only take into consideration votes For and Against or whether it should also include abstentions) and to then proceed to re-taking the vote on Resolution 3.

Upon a vote by show of cards, the proposal of the President was rejected by a majority.

The President then proceeded to a vote on the meaning of the by-law 5(l), which states that ‘The Conference shall have the authority to amend these Statutes by a two thirds majority vote’. After a vote by show of cards on the interpretation of the 2/3rd majority vote and whether it includes all the votes cast, including abstention, a clear majority of delegates voted in favour of counting all votes cast (for, against, abstention) in the calculation of the 2/3rd majority.

The results on the roll-call vote on Resolution 3 were therefore as follows:

For: 2002

Against: 884

Abstention: 201

Total number of votes cast: 3087

Percentage of those in favour: 64.85%

Although Resolution 3 was adopted by a simple majority it did not achieve the necessary majority of 2/3rd (66.6%) for adoption of the proposed new by-laws. In consequence, Resolution 4 fell. Resolutions 5 and 6 were withdrawn.

***15. EIE/ETUCE Joint Triennial Activity Report***

**Charlie Lennon, EI Deputy General Secretary** explained that the joint ETUCE/EIE report has been sent to member organisations before the conference for their consideration and presented in an extensive way the hard work reflected in what had been achieved by EIE during the last 3 years. **Martin Rømer, ETUCE General Secretary** stated that the report presented the vast number of issues ETUCE had been dealing with during the last 3 years. He thanked the national unions for supporting ETUCE by providing their expertise when needed by the Secretariat. ETUCE was dealing with the new EU concept of education and this required a more coherent response from the teacher unions’ side. ETUCE today held an increasing representation in various EU bodies and working groups and was being consulted regularly and increasingly. Mr Rømer expressed his hope that this influence would continue at a stronger pace, as the Sectoral Social Dialogue Committee was to be established in 2010. He took the opportunity to also thank all Unions for their participation and support in the process of the establishment of the Social Dialogue Committee as well as the ETUCE Secretariat. He concluded by saying that in the new 3-year period cooperation with and between unions would meet high standards of integration and coordination, as closer cooperation was absolutely crucial.

***16. Report on membership and the payment of dues***

**Charlie Lennon, EI Deputy General Secretary**, presented the report on membership, listing the organisations which had achieved EI/ETUCE membership on the one hand, and the organisations which had withdrawn their membership or been excluded from EI/ETUCE during the last three years. He also added that the list of dues’ paid was the same one as that used by the Credentials Committee to calculate the number of votes to which each organisation was entitled to during elections.

***17. Financial reports 2007-2009***

**a. EIE**

**Charlie Lennon, EI Deputy General Secretary**, presented the EI Pan-European financial report. He explained that figures could not be finalised before the end of 2009 but a deficit of around 20 000 Euros was expected and would be taken into account in the budget for 2010.

**b. ETUCE**

**Walter Dresscher, ETUCE treasurer**, explained the ETUCE financial statements from 2007 to 2009, as prepared by the external auditors. He noted an increase in the dues in 2006 and 2007 but also a decreasing membership, as well as some economising in staff costs of the organisation due to an internal reorganisation of the secretariat. A deficit of 17 000 Euros was expected for the end of 2009.

**c. ETUCE internal auditors’ reports**

**Sue Rogers, ETUCE internal auditor, NASUWT, UK**, presented the financial reports from 2007 and 2008. For both years, ETUCE accounts were considered to be in an overall good state. She also pointed that in 2008 the auditors work had been eased significantly with the arrival of Roger Jonckeer as ETUCE bookkeeper. She also pointed out that the establishment of the ETUCE-CSEE Foundation, which is a formal EU requirement to access funds, is now finalised and works with great clarity and effectiveness. She also underlined that dues payments of EI to ETUCE are crucial for their functioning.

**d. Appointment of ETUCE internal auditors**

Sue Rogers, NASUWT, UK and Frank Kuypers, OCNV, NL have resigned from their internal auditors’ position and were thanked for their hard work during the last 6 years period. Brian Cookson, NASUWT, UK and Rudy Van Renterghem, COC, Belgium were appointed as new ETUCE internal auditors.

**e. Adoption of financial reports**

The Conference/General Assembly subsequently adopted the EIE and ETUCE financial reports.

***18. EIE-ETUCE Activity Programmes 2010-2012***

**Martin Rømer, ETUCE General Secretary** presented the proposed EIE-ETUCE activity programme for the period 2010-2012. He explained that the drafting of the common EIE ETUCE programme was a difficult exercise as the discussions on the by-laws were still ongoing. The two different columns in the programme represent on the left side the general European issues and on the right side the more specific EU issues to be dealt with at EU level. Mr Rømer however stressed that this division does not mean that EU specific issues are not of interest to countries outside the EU. He also mentioned the light blue section in the table which represented the common activities to be dealt with under the same umbrella. Mr Romer also pointed out the ambition of the joint programme to cover all Europe and to coordinate EIE and ETUCE activities as much as possible. He emphasised that the discussions on the structures did not put a question on whether it was reasonable or not to work together and that there was now a huge responsibility to be able to combine administrative, financial and political responsibilities in order to show that everybody in Europe was respected.

Mr Rømer concluded that we are on the way to see an “education policy” in Europe and that teacher trade unions have to give a comprehensive response to what kind of education and what kind of values and quality in education they want for the 21st century.

The following remarks regarding the joint action programme were raised by delegates:

* Call for European teacher movement to support the recent student demonstrations in Europe, particularly in Germany and Austria, against the current changes operated in the framework of Bologna and called for a Bologna Process that assured a better management and quality of Higher Education in Europe for both students and teachers (Germany)
* Call to integrate a global perspective in the action programme (Norway)
* Call to analyse the Lisbon strategy and its consequences on education, in particular the entrepreneurship education (France)
* Values to be supported in all phases in education need to be rethought, as well as the organisation of education in Europe to fit the 21st century requirements (UK)
* Call for a better inclusion of VET issues in the work of ETUCE and EIE (France)
* Academic freedom to be supported in ETUCE and EIE actions and reflected in the work programme (UK)
* Call for ECE teachers to be defended as all the rest of the education professionals and practitioners (France)
* Question on the role of the European Social Dialogue Committee and national Governments (Ireland)
* Remark on the national implementation of Bologna which is working successfully in Spain and the different options national Governments adopt in the modernisation of Higher Education in Europe (Spain)

Martin Rømer, in response to the comments raised by the delegates confirmed that there were different approaches at national level on what the Bologna Process was and was not. Very often national decisions on the reform of Higher Education were argued because of Bologna but have nothing to do with the process itself. Trade union movement had to be vigilant about this issue, Mr Rømer said. He also confirmed that there was a larger focus on VET education issues in the work of ETUCE and EIE in the last 1-2 years and this trend was to be continued. He also confirmed that a global approach had to be included in all activities in Europe, as the teacher trade union movement had a global view on how education should be organised and what values it should promote. Mr Rømer underlined that ECE would continue to be an issue of high priority on the work in Europe and explained that a message had been passed to the Commission already on the need for an assessment of skills of ECE professionals. Regarding the European Social Dialogue process, Mr Rømer concluded that problems with national governments still existed in some countries, such as in Ireland, but work towards finding solutions to these issues was currently on-going.

The joint Action Programme was adopted by the Conference/General Assembly.

***19. Election of EI Pan-European/ETUCE Vice-Presidents***

Lillemor Darinder presented the results of the Conference/General Assembly’s election of the six EI Pan-European/ETUCE Vice-Presidents:

Organisations entitled to vote: 104

Ballot papers cast: 99

Uncollected ballot papers: 5

Spoilt ballot papers: 0

Valid ballot papers: 99

The number of votes was as follows:

Paul Bennett, UCU, UK: 2947

Odile Cordelier, SNES, France: 2784

Kounka Damianova, SEB, Bulgaria: 1950

Jörgen Lindholm, Lärarförbundet, Sweden: 3020

Manana Ghurchumalidze, ESTFUG, Georgia: 2098

Galina Merkoulova, ESEUR, Russia: 2916

Ulrich Thöne, GEW, Germany: 2603

The Election Committee declared the following elected as EI Pan-European/ETUCE Vice-Presidents:

Paul Bennet

Odile Cordelier

Jörgen Lindholm

Manana Ghurchumalidze (EIE)

Galina Merkoulova (EIE)

Ulrich Thöne

***20. International Day for the Elimination of Violence against Women***

An extraordinary session (Exception to the Programme) was held on 25th November 2009, on the occasion of the International Day for Elimination of Violence against Women. **Haldis HOLST, UEN Norway and EI Vice-President for Europe** gave a presentation on behalf of the EI Status of Women Committee on the continuing and pervasive problem of violence against women and strategies to combat it in their unions and beyond. She showed grim statistics regarding the depth and breadth of violence against women in all countries, and across all social and economic backgrounds. For example, she reported that one in three women are likely to be beaten, coerced into sex, or otherwise abused in their lifetime. One in five women will become a victim of rape or attempted rape. An estimated 5,000 women a year are murdered by family members in the name of honour. She said that EI and its member organisations have a job to do in the name of solidarity with women, which women are among the majority of EI and unions’ own membership, in the schools and in everyone’s communities. She urged fellow trade unionists to inform their members, launch campaigns, join national alliances, participate in demonstrations, and produce information and teaching materials.

**Slavomir BRONIARZ, ZNP, Poland** and **Begoña SUAREZ, STES, Spain** also gave presentations on the specific initiatives being taken by their respective unions to address gender equality issues.

The President thanked the three speakers for their presentations and said that he was confident that the sentiments expressed were shared and endorsed by the General Assembly.

***21. Budget(s) 2010 – 2012***

There were no comments from the Conference/General Assembly on the proposed EI Europe/ETUCE budgets for 2010-2012, which were dealt together with the proposed Activity Programmes 2010-2012 under item 15 of the Agenda.

*The President declared agenda item 16 completed.*

***22. Supplementary Membership Dues 2010- 2012***

**i. EI Europe (Organizations in Non-EU/EFTA) countries and**

**ii. ETUCE (Organizations in EU/EFTA countries)**

There was no alternative proposal from the Conference/General Assembly to change the rate of supplementary dues from the manner described in the paper distributed with the Conference/General Assembly documents.

***23. Report on arrangements for EI 6th World Congress, 2011***

**Charlie Lennon, EI Deputy General Secretary** explained that the next EI World Congress would take place at the Cape Town International Convention Centre in July 2011, and that there would be an EI Executive Board meeting at the beginning of December 2009 to finalise the theme for the Congress. He said that preliminary timelines had been issued at this stage, and the first notice from the point of view of member organisations would be an advert to nominate candidates for the awards in January 2010. He also explained that by the time of the EI Executive Board meeting in December 2009, the first version of the Congress website would be up and running, with information only. The congress website would then become interactive between August and September 2010, for registration. He said that an invitation would also be sent to members to apply for assistance in June/July 2010. He indicated that the website for the mentioned convention centre is [www.cticc.co.za](http://www.cticc.co.za) and that the hotel booking arrangements for designated hotels within easy walking distance of the conference centre would be issued in mid-2010.

***24. Other resolutions***

1. **Resolution 7 on the establishment of a task force on Early Childhood Education**

Resolution 7 was proposed by BUPL, Denmark and seconded by UEN, Norway. It requested the creation of a task force on ECE, aimed at advising the ETUCE on EU matters linked to ECE. Within the strong focus on lifelong learning during the last years, we have witnessed a growing interest in ECE within the LLL perspective. ECE is an issue dealt with in both a social (childcare facilities and reconciliation of work-private life) and educational perspective. The variety of ECE facilities offered in the different European countries translates into a great variety of working conditions and statutes for ECE professionals. A response to that situation is needed from a professional perspective as well as Trade Union perspective. There is a need to take further steps and create a European ECE task force partly financed by unions willing to participate.

*Upon a vote by show of cards, the resolution was adopted by the Conference/General Assembly.*

1. **Resolution 8 on education for integration as an instrument in the fight against poverty**

Resolution 8 was presented by FETE-UGT, Spain and seconded by FECCOO, Spain. In a time of severe economic crisis, those economically least favoured were going to suffer the worst. Within the context of social integration, public education was a key instrument to overcome these difficulties and to fight poverty. In order to reach the ambitious objectives of education, those working in the sector should be well qualified and paid. One may also notice that 2010 has been declared as the European Year of combating and eliminating poverty.

*Upon a vote by show of cards, the resolution (see appendix) was adopted by the Conference/General Assembly.*

1. **Resolution 9 on VET education**

Resolution 9 was proposed by UCU, UK and seconded by GOD, Austria. VET education was organized under a wide variety of systems across Europe, across a wide age-range and at all learning levels. It was a sector of key importance to European economies and societies. The sector required continual renewal to meet the ever changing economic and social challenges. It is therefore essential that teacher union’s work towards raising the profile of VET, protect it from privatisation and cherry-picking of profitable courses. Teachers in VET demand their professional status and career opportunities raised and their right to renewal of professional skills respected. The importance of high quality initial professional training for LLL had also been underlined. The current emphasis the EU was putting on VET education had to be monitored carefully, as there was a widespread trend to see VET merely as training for jobs, useful to the economy.

*Upon a vote by show of cards, the resolution was adopted by the Conference/General Assembly.*

1. **Urgent resolution Trade Union Rights in Turkey: Free 31 Imprisoned Colleagues of KEST and Egitim Sen!**

Proposed by NASUWT UK, GEW Germany, SNES-FSU France and DLF Denmark, this urgent resolution was moved by **Jerry BARTLETT, NASUWT, UK**. Jerry Bartlett explained the background to the resolution, in particular the fact that the four unions proposing the resolution had made up the EI international observers group of the trial of 31 workers of KESK (the Turkish Trade union) and Egitim Sen, out of which 27 prosecuted were teachers. He also referred extensively to the hardship the imprisoned colleagues had been through since their arrest, the influence EI had been able to make on the proceeding of their trial as well as the continued help that such colleagues required, even though they had been released from prison, as they were expected back in court in March 2010. **Odile Cordelier, SNES-FSU, France** seconded this resolution, drawing on some of the personal experiences of the Turkish colleagues who had been imprisoned. No delegates asked to speak on this issue.

*The Resolution was carried nem con.*

1. **Other Issues**

The President informed the Conference/General Assembly that submissions were received from two member organisations hoping to be able to submit resolutions of urgency. However these submissions were received after the set deadline. The President expressed his wish that the Conference/General Assembly express its support to the member organizations making such requests, these being LIZDA, Latvia and ESTFUG, Georgia:

* **Ilze Trapenciere, LIZDA, Latvia** explained the grave economic situation in Latvia and the serious negative consequences that this brought about with respect to public education and research. She asked for support for LIZDA’s campaigns against further budget cuts to education and research and LIZDA’s request to secure education and research funding. In particular, she asked for support for LIZDA’s day of action planned for 1 December 2009.

*The President expressed the Conference/General Assembly’s wish to support Latvia and wished them every success.*

* The President explained how **ESTFUG, Georgia** had expressed concern about the kidnapping of four Georgian school children, who had been taken to the capital of South Ossetia, with only the international red cross being allowed access to such children.

*The President expressed the Conference/General Assembly’s agreement that there could never be any justification for such action and request that the children should be released.*

***25. Election of members of the EI Pan-European Committee/ETUCE Executive Board***

Lillemore Darinder, NLS, Finland announced the results of the election of members of the Pan-European Regional Committee/ETUCE Executive Board country seats.

Organisations entitled to vote: 104

Cotes Cast: 96

Uncollected envelopes: 8

Spoilt Votes: 1

Valid Votes: 99

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Albania | SPASH | KRUJA | Bajram | No contest |
| Armenia | CPCST | HARUTYUNYAN | Karlen | No contest  |
| Austria | GOD | SKALA | Helmut | No contest |
| Azerbaijan | Vacant |  |  |  |
| Belarus | SBPES | BOIKA | Aleaksandr | No contest |
| Belgium | COC | VAN RENTERGHEM | Rudy | No contest |
| Bosnia-Herzegovina | Vacant |  |  |  |
| Bulgaria | Vacant |  |  |  |
| Croatia | TUWPSEC | STRUGAR  | Božena  | With 2457 votes |
| Cyprus | KTOEOS | SENER | Hassan | With 2232 votes |
| Czech Republic | CMOS | DOBSIK | Frantisek | No contest |
| Denmark | DLF | ANDERSEN | Stig | No contest |
| Estonia | EEPU | PARKEL | Vaike | No contest |
| Finland | OAJ | MELTO | Marjatta | No contest |
| France | UNSA Education | ESCURE | Laurent | No contest |
| Georgia | Vacant |  |  |  |
| Germany | VBE | FRANKE-ZÖLLMER | Gitta | With 2264 votes |
| Greece | DOE | MANTAS | Komninos | No contest |
| Hungary | PDSZ | KERPEN | Gabor | With 1917 votes |
| Iceland | Vacant |  |  |  |
| Ireland | INTO | CARR | John | No contest |
| Israel | ITU | WASSERMAN  | Joseph | No contest |
| Italy | CISL Scuola | DAL PINO | Maria Lucia | No contest |
| Latvia | LIZDA | TRAPENCIERE  | Ilze | No contest |
| Lithuania | LMPS | VOLOSKEVIČIENĖ | Juratė | No contest |
| Luxembourg | Vacant |  |  |  |
| Macedonia | Vacant |  |  |  |
| Malta | MUT | BENCINI  | John | No contest |
| Moldova | ESTU | IVANOV | Dumitru | No contest |
| Montenegro | Vacant |  |  |  |
| The Netherlands | AOb | DRESSCHER | Walter | No contest |
| Norway | UEN | LIED | Ragnhield | No contest |
| Poland | SKOiW NSZZ Solidarnosc | KONCZYK | Monika | With 1783 votes |
| Portugal | FNE | BRAGANÇA | Maria Arminda | No contest |
| Romania | ALMA MATER | BOBULESCU | Razvan | No contest |
| Russia | Vacant |  |  |  |
| Serbia | TUS | PAVLOVIC  | Branislav | No contest |
| Slovakia | OZPSaV | GAŠPERAN  | Ján | No contest |
| Slovenia | ESTUS | STRUKELJ  | Branimir | No contest |
| Spain | FETE-UGT | LOPEZ CORTIÑAS | Carlos | No contest |
| Sweden | LR | JANSSON | Bo | No contest |
| Switzerland | SER | ROGERE-PIGNOLET | Béatrice | No contest |
| Tajikistan | Vacant |  |  |  |
| Turkey | Vacant |  |  |  |
| Ukraine | STESU | SACHKOV | Leonid | No contest |
| United Kingdom | NASUWT | NORTHCOTT | Darren | No contest |
| United Kingdom | ATL | JOHNSON | Martin | No contest |
| United Kingdom | NUT | BLOWER | Christine | No contest |

The President extended his congratulations to those who were successful and and commiserations to those who were unsuccessful respectively and thanked the Elections Committee for concluding its work. As Lillemor DARINDER was due to retire, he thanked her especially for her professional work, saying that she would be very-much missed and auguring a long and fulfilling retirement. Lillemor DARINDER in turn thanked the President and the Conference/General Assembly.

***26. Closing of the EI Pan-European Conference/ETUCE General Assembly***

The President expressed his gratitude to all staff involved in organizing the Conference/General Assembly, the interpreters, the Credentials Committee, the Elections Committee and the member organisations. He acknowledged the work of the members who served on the Pan-European Committee and the Bureau in the past triennium and who would not be taking up this work again. Finally he thanked ZNP for their assistance in making the arrangements for the Conference/General Assembly and for the wonderful hospitality provided by them on the previous day.