
*Education for Social Change:
Popular, not Populist*

Mon 2 Dec – Wed 4 Dec 2019

Holiday Inn Hotel, Cnr Strand and Loop Streets,
Cape Town City Centre, South Africa

**IFWEA 23rd General Conference Minute: Final
draft**



**24TH GENERAL
CONFERENCE**
EDUCATION FOR
EMPOWERMENT



1. Opening of the General conference

The President of IFWEA, Susan Schurman opened the conference¹ and welcomed all the delegates to the 23rd General Conference and to Cape Town, South Africa.

A video greeting from ITUC Vice President Karl Petter Thorwaldsson, who could not be present, was screened.

The General Secretary of IFWEA, Sahra Ryklief, introduced Myrtle Witbooi, the President of the IDWF and GS of SADSAWU, to the conference. Myrtle welcomed the conference attendees and wished IFWEA well for the rest of the conference².

The president thanked Myrtle for her speech.

2. Conference Proceedings Monday 2 December. 09h00 – 10h30:

2.1 Election of Resolution Committee and Standing Orders:

The president introduced Trenton Elsley as the chair, Juan Carlos Vargas and Linnea Wennberg as members.

The conference unanimously adopted the selection of the committee.

2.2 Election of Credentials and Election Committee:

The President introduced Michael Hands as the chair, Namrata Bali and Niklas Skeppar as members.

The conference unanimously adopted the selection of the committee.

2.3 Adoption of General Conference Agenda & Conference Standing Orders:

The President introduced the agenda of the conference and briefly went through the programme. She referred the conference to the standing orders, which was shared online with other 23rd GC documentation.

The President informed the conference that any emergency motions/resolutions should be submitted before Wednesday (4 December 2019) at 9:30am with no more than 100 words.

The conference unanimously adopted the Agenda and Standing Orders.

¹ For a summary of Sue Schurman's opening, see <http://www.ifwea.org/2019/12/02/ifwea-23rd-general-conference-2019-day-one-2-december-2019-cape-town>

² Ibid for a summary of Myrtle Witbooi's speech.

3. Conference Proceedings Tuesday 3 December. 11h00 – 12h30 Reports and Discussions:

3.1 Minutes of 22nd GC 2015 (Annexure 1)

The minutes of the previous GC held on Saturday 5 December – Monday 7 December 2015 at the Hotel Jose Antonio in Lima, Peru, were unanimously adopted by the conference.

3.2 Report of Credentials Committee

Michael Hands delivered the report prepared by the Committee. In order to make the General Conference quorate, the conference needed at least 25% of the total members present, and there were 77% present. He declared the 23rd GC quorate. No contestations and disputes have been put forward to the Credential Committee.

3.3 Report of the General Secretary (Annexure 2)

The General Secretary presented her 2016 – 2019 report to the conference and focused on the organizational aspects of IFWEA. She informed participants that IFWEA is 72 years old and the purpose of IFWEA has stayed the same since inception. IFWEA has convened a representative conference of its affiliates, its highest decision-making body, 23 times.

In her report, she emphasized that in the past four-year term a solid foundation was built for IFWEA to function as an organization which involves its members in its work. IFWEA has met its targeted audience and reach set for the period under review. Resources were shared, membership and income have stabilized over the past four years and the task ahead is to look at how IFWEA can expand its global presence and reach.

Thanks to the Youth Globalization Awareness Programme (YGAP), IFWEA has a cadre of over 170 young leaders spread across 28 different countries who understand the importance of internationalism. Also over the past four years, IFWEA has improved and expanded the network of African Labour Educators.

During the next phase IFWEA wants to expand its activities to achieve greater global reach, especially in Latin America and Asia.

The report was unanimously adopted by the conference.

3.4 Financial Report 2016 – 2019

Michael Hands presented the financial report for 2016 - 2019. (Annexure 3) Michael reported that since the Secretariat of IFWEA has been based in South Africa, all audits have been unqualified. Michael reported that IFWEA's finances has been very stable for the past four years, and that the main sources of income are Affiliation Fees, YGAP Fees and OPC Funding.

The financial report was unanimously adopted by the conference.

Monica Widman Lundmark delivered a brief report as the Internal Auditor of IFWEA. Monica referred to the recommendations set at the 2015 General Conference in Lima and reported that the recommendations have been met. She reported that IFWEA is small, but focused, efficient and committed.

Her recommendations for the future are as follows:

- Work on a strategy on increasing membership and attracting new members;
- To remain globally relevant by connecting people using the OLA Platform and/or Geneva School;
- The contribution from OPC is essential to continue, and if any changes should occur within the political leadership within Sweden, IFWEA's range of activities would be at risk;
- IFWEA is a fine example of Good Governance, which has been beneficial to IFWEA organisationally.

The internal auditor's report was unanimously adopted by the conference.

4. Conference Proceedings: Wednesday 4 December. 09h30 – 17h30.

IFWEA Strategic Plan and Programme 2020 – 2024 (Annexure 4)

The General Secretary presented the Draft Strategic Plan to the conference. She informed the conference that the strategic plan is a theory of action for the next four years, and is underpinned by certain accepted assumptions drawn from the past. The strategic plan is not a detailed operational plan.

After subjecting it to review, IFWEA's vision and mission remains relevant for the four years ahead and will not change. So too are the methods and resources developed over the past four years. The Secretariat will continue to focus on providing educational and methodological support to affiliates in order to build and develop strategic partnerships with affiliates, NGO's, trade unions and MBOs.

Programme activities will aim to improve communication and cooperation between trade unions, MBOs and community based organizations, through collaboration with affiliates to build and connect with regional and global networks especially in the Africa, Latin America and Asian Region. In the next four years, IFWEA will attempt to measure how many affiliates and their partners have opened up pathways and/or contributed to policy reform.

IFWEA will focus on certain subject themes. These being:

- Gender Equality
- Social and Workplace Protections
- Climate Change
- The Future of Work
- Building Inclusive Societies

IFWEA will keep the development of its pedagogy as central, continuing to improve the online education and curriculum design support from the Secretariat to affiliates, trade unions and MBOs. This will be done through the continuous development and application of the Foundation Skills for Social Change Programme; the online platforms; and the methodology of working through study circles, workshops, conferences and the YGAP Programme.

In consultation with partner organization the ABF, the Secretariat has submitted a five year application 2020 – 2024 to the Olof Palme Center. This application projects a programmatic expansion phase for IFWEA, and is informed by two objectives:

1. Advancing trade union policies on protections, regulations and livelihoods in informal and vulnerable forms of work;
2. Developing methodologies and tools for workers' education and social communication in the globalised era of digitalisation.

The Secretariat will encourage and support the following activities:

- Expanding educational opportunities for grassroots union leaders;
- Expanding IFWEA's global knowledge network of educators;
- Expanding the Youth Globalisation Awareness Programme;
- Providing online resources in as many languages as is possible and available online;
- Improving awareness and skills on popular education methods;
- Improving affiliate and labour organisations' knowledge and access to online learning methodologies;
- Curriculum development design and sharing.

The Secretariat's methods and ethos will focus on:

- Transparent, open and participative governance;
- Expansion of regional and global activities;
- Replenished Executive Committee members;
- Cognisance of gender power relations;
- Raising the skills and profile of women leaders;
- Promoting values of equality and justice;
- Deploying dialogue, inclusive participation and non-violent approaches;
- Emphasising IFWEA affiliates and partner's common aim to promote and advance education;
- Strengthening of relationships.

The General Secretary requested that the conference breaks up into groups to discuss the following questions:

1. What do you think will work about the strategic plan?
2. What do you think is NOT relevant to your work?
3. Do you think your organization can benefit / contribute?

Following discussions, the following recommendations were noted:

- The plan is easy to understand and evaluate but is very dependent on its member organisations. It is important for IFWEA to support and follow its members to ensure that the values, methods and ethos are maintained.
- It was suggested that an additional objective be added which states that IFWEA should improve its global voice and presence in the ITUC and ILO.
- The plan is inclusive and relevant. It is important that the education ensures that information is received by vulnerable workers' groups.
- Alliances should be built to become stronger and to monitor the laws within our own countries.
- The term illegal immigrants should be changed to un-registered immigrants.
- The Secretariat should create a common space / forum online for grassroots educators to share weaknesses, successes, and inspire each other.
- The Online Labour Academy (OLA) is very important for Cambodia and Nepal. Two years ago, HKCTU tried using OLA and they would like to renew their efforts to use it in the future.
- UALE would like to connect IFWEA to the broader Labour Education community in the United States by introducing IFWEA at their next conference for their members to learn about the work of IFWEA.

The General Secretary thanked the conference for the suggestions and promised that the new Executive Committee will ensure the execution of the suggestions.

The strategic plan was unanimously adopted by the conference.

5. Budget and Affiliation Fees 2020-2024 (Annexure 5)

Michael Hands presented the preliminary budget for 2020 – 2023. The budget is premised on the amounts in the application submitted to OPC, which is in its second stage. This stage has not yet been approved. If the application is approved, IFWEA's finances will be stable for the next four years. A question was posed to the GS about what would occur if the amount requested was reduced. The GS responded that the budget would be revised, and as the bulk of the increase was located in programme activities, these are what would be reduced to accommodate a smaller grant than applied for. A final five year budget forecast based on the agreed grant amount and the final operational budget for 2020 will be submitted to both the donor, and the new EC for approval by February 2020.

The preliminary budget was unanimously adopted by the conference.

6. Report from the Resolutions Committee

The president declared the closure of submissions for emergency resolutions and Trenton Elsley, the chair of the resolution committee, explained the voting procedure to the conference and presented the resolutions.

Resolution 1: Resolution to amend the Constitution (Annexure 6)

The GS explained that the motion is needed to reduce the time frame for submission of motions to the General Conference as the use of internet is now prevalent. The resolution was unanimously adopted by the conference.

Resolution 2: Rotation of Individual Auditor (Annexure 7)

The resolution is required for IFWEA to be compliant with SA good governance practices, and was unanimously adopted by the conference.

Resolution 3: Emergency Resolution (Annexure 8)

The resolution, expressing solidarity with:

Trade union federation ASI and its struggle to defend freedom of association in Venezuela;

The Student's Action Committee of Pakistan in its struggle to repeal the ban on students' unions;

The Hong Kong Confederation of Trade Unions for fighting for workers' rights to freedom of expression, assembly, and strike;

The efforts of Bolivian workers and their organizations to engage in processes of social dialogue as they seek to re-establish social and political stability in Bolivia.

The resolution was unanimously adopted.

7. Elections of Executive Committee (Annexure 9)

The President asked all the outgoing Executive Members to step down while she called on Michael Hands, the chair of the Election committee to conduct the selection proceedings.

Michael Hands requested that the conference applauds the outgoing members for the outstanding work done over the last four years. The conference decided to vote as a slate instead of individually.

The electoral slate of 13 nominations were unanimously approved by the conference as follows:

Surname	Name	Position	Organisation	Country
Adshead	Maura	Executive Member	ENGAGE	Ireland
Bali	Namrata	Vice President	IASEW	India
Elsley	Trenton	Executive Member	LRS	South Africa
Jacobsen	John - Meinert	Executive Member	AOF	Denmark
Larco	Giovanna	Vice President	PLADES	Peru
Larsen-Jensen	Claus	Executive Member	SOLIDAR	Brussels
Mahmood	Khalid	Executive Member	LEF	Pakistan
Malaya	Wisborn	Executive Member	ZCEIA	Zimbabwe
Pettersson	Helen	Vice President	ABF	Sweden
Ryklief	Sahra	General Secretary	IFWEA	South Africa
Schurman	Susan	President	RUTGERS	USA
Vannuchi	Maira	Executive Member	Streetnet	Brazil
Widman - Lundmark	Monica	Internal Auditor	ABF	Sweden

8. Vote of Thanks

The General Secretary delivered the vote of thanks to the following people:

- The conference attendees, leaders and decision makers of our affiliates and partner organisations;
- The Olof Palme Centre, for providing support to have an expanded contingent of African worker educators and union leaders present;
- The IFWEA conference team;
- The keynote Speakers, Myrtle Witbooi, President of the IDWF and Mavis Koogotsitse, Executive Secretary of SATUCC;
- Kalle Thorwaldsson, for connecting this conference to past history and providing promises to assist in expanding IFWEA's global collaboration in the future. She committed IFWEA to take up this promise of a strategy meeting to improve co-operation with the ITUC in 2020;
- The Labour Studies and Employment Relations colleagues from Rutgers University of NJ, USA - Adrienne Eaton; Sue Schurman; Carla Katz, Michael Merrill; Marilyn Seiderman and Cheri Davis for their presentations and

workshops;

- The Engage Comrades from the University of Limerick, Ireland – Sarah Jay and Maura Adshead;
- The presenters at the conference workshops, the panel on worker education for the future, the storytellers, the SADSAWU choir and Jasen Mphepho of PATSIME education trust;
- The internal auditor Monica Widman-Lundmark;
- IFWEA accountant Michael Hands;
- The credentials and resolution committees;
- The outgoing EC members, Alana Dave, Juan Carlos Vargas, Conny Reuter and Katri Soder;
- The Holiday Inn staff for their excellent service in making the conference a success.

9. Close of Conference

The President thanked the conference for re-electing her for a fourth term. She also thanked the outgoing Executive Members for their contribution and the new incoming executive members for stepping forward.

SIGNED:
PRESIDENT

DATE:

SIGNED:
GENERAL SECRETARY

DATE: