

## ETUCE EVENT – YOUR TURN! TEACHERS FOR TRADE UNION RENEWAL

9/10 MAY 2019 - BRUSSELS

### 1. CONTEXT

UCU: c.110,000 members across tertiary education (colleges, universities, prison education, adult education).

- Shifting political economy
- Change in the composition of the workforce (casualisation, new roles)
- Activist base and political organisation
- Need to build capacity for effective collective bargaining

### 2. ACTION

*Transforming UCU: a development programme for workplace leaders*

- Comprises two (2-day) residential modules, project work, and the ability to access high-level advice and mentoring
- Blends theory and practice using academic research, practitioner input and case studies
- Focuses on leadership and strategic engagement rather than skills development
- Challenges participants and encourages critical reflection

Content includes:

- Mobilisation theory (under what circumstances will people join a trade union and work collectively/take part in its activities)
- Strategic choice frameworks
- Political and economic environment analysis
- Leadership in a trade union context
- Power mapping
- Critique of the 'organising model' (is it organising?)
- Consensus mobilisation
- Frontier of control/expanding our bargaining agenda
- Linking mobilisation theory/building workers' power and use of the 'process of production' to find points of leverage (timing) during the negotiating process = collective bargaining

### 3. RESULTS

#### Outputs to date

- 6 cohorts

	Total	HE	FE	Adult	Prison	Male	Female	BME	Disability declared
Percentage of total	100%	65%	33%	1%	1%	50%	50%	14%	10%

- Projects – all have involved increasing workplace organisation, many have resulted in collective claims and negotiations

#### Outcomes

- Programme is gaining a positive reputation – perhaps increasing acceptance of the need for change?
- Unlearning custom and practice/cultural change is hard
- Are we developing a cadre of workplace leaders willing to engage in critical reflection/is it sustainable? Too early to tell

### 4. NEXT STEPS

- Use critical mass as core for specific events focussed on contemporary collective bargaining agenda
- Use previous participants as case studies
- Review activist training programme
- Increase the capacity to take elements of the workplace leaders approach directly to branches who have a particular issue

### 5. SUMMARY

- Organising is often taught in a mechanistic/politically passive manner
- Reintroduction of transfer of power from elites to workers a key component
- A small step towards the reintroduction of political education into the union
- Not abstract – learning from history, application of evidence base to our contemporary reality
- Focus on traditional trade union methods – most importantly, collective bargaining.

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