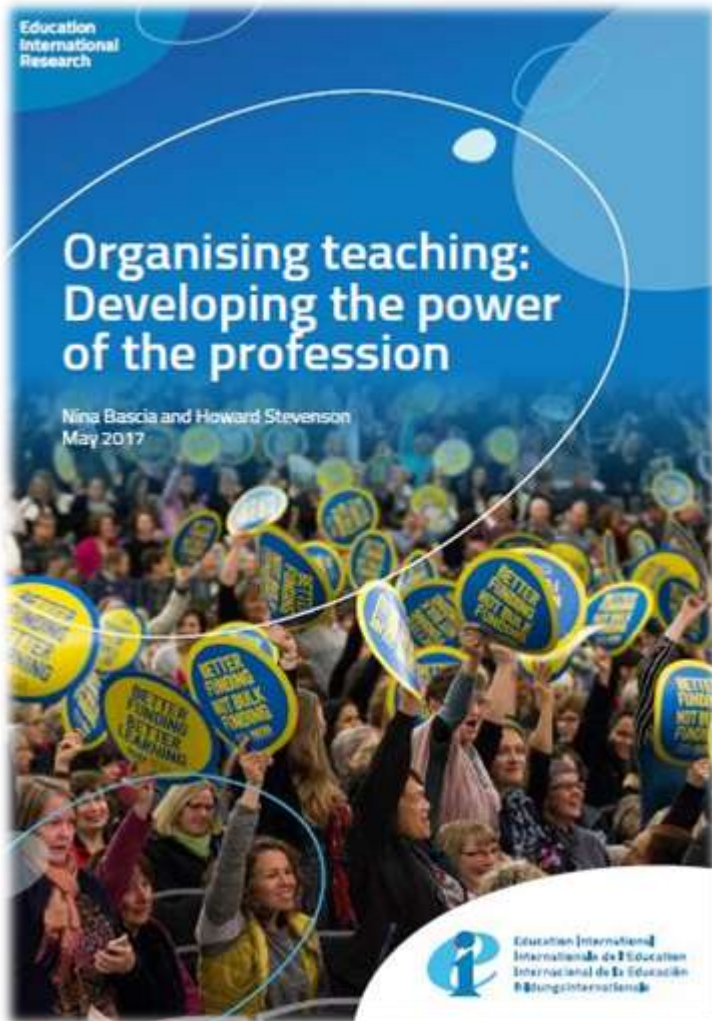


# YOUR TURN! TEACHERS FOR TRADE UNION RENEWAL

Howard Stevenson  
University of Nottingham  
9<sup>th</sup> May, Brussels

- Challenges facing education workers and their unions
- Trade union responses
- Five dimensions of union organising:  
framing our debates



- Chile (Colegio de profesores)
- Kenya (KNUT)
- New Zealand (NZEI and PPTA)
- Scotland (EIS)
- Poland (ZNP)
- Turkey (Egitim-Sen)
- USA (NEA and AFT)

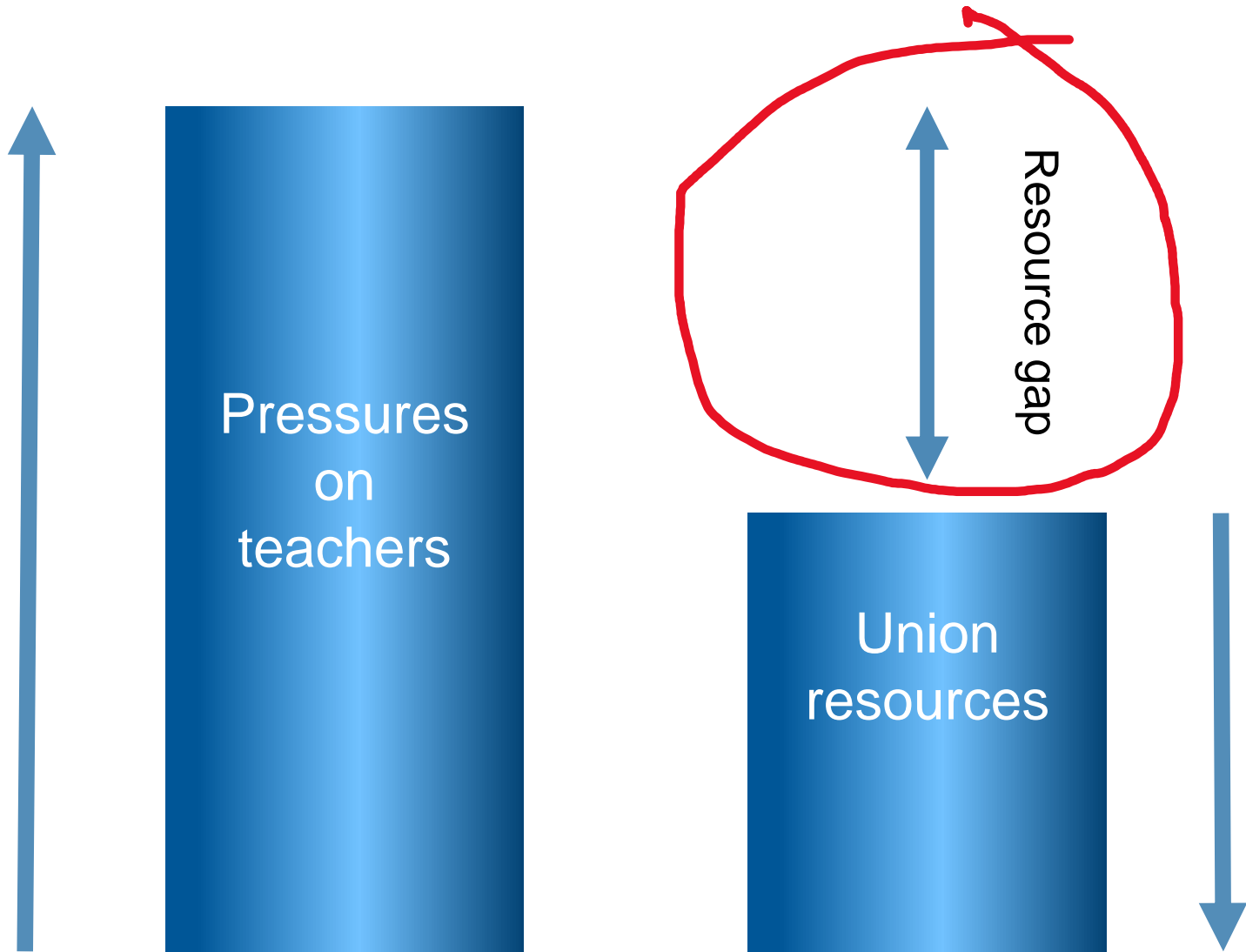
- **Work intensification**
  - Working longer and harder
- **De-professionalisation**
  - Loss of control/professional judgement
- **Closing down of public and democratic spaces**
  - Attacks on collective bargaining, trade unions rights, growth of managerialism
- **Privatisation**
  - Fragmentation, competition
- **Wider societal challenges**
  - *(Teachers don't join a union instinctively in the way my generation did – General Secretary).*

‘Young people aren’t interested in politics . . . .’





# The case for union renewal



- Decreasing membership
- Decreasing member participation in union democracy – meeting attendance, union elections
- Decreasing member participation in union events and actions
- Shrinking and ageing activist base

- *Rapprochement*
  - go with the grain of education policy reforms:  
work to get the best within the system
- Resistance
  - challenge policy reforms: the union does not  
change
- Renewal
  - challenge policy reforms: change the union



Organising . . .

. . . building the **capacity** of union members to act **collectively** to bring about **change**

- Organise at the workplace: build at the base
- Organise around work: every issue a union issue
- Organise everyone: connect the workforce
- Organise beyond the union: build alliances
- Organise around ideas: transformation through education

## Organise at the workplace: build member engagement

I regularly attend local association meetings

I currently am a school union representative

I have participated in union-provided CPD

I share union-related content on social media

I follow the union on social media

I have attended at least one local association meeting

I know who my local association secretary is

I contribute to decision making through my union

The union is essential to me achieving my professional goals

I feel included when the union develops policies

The union gives support to make me a more effective and successful teacher

The union has an influence on workload management in my school

I keep up-to-date with union issues

The union makes me feel like I can make a difference

The union assists me in getting the working conditions I need to be able to do my job properly

The union has an influence on my work conditions

I know who to speak to if I have a problem that the union can help with

The union makes a difference for me

The union advocates for adequate teaching and learning resources to carry out my job

The union gives me the opportunity to raise issues of professional concern to me

I vote in union elections

I consider union issues when I vote in local/national elections

The union helps me keep up to date with education issues

Union policy is relevant to me

I am interested in the work that the union does

The union exists for teachers like me

# Member engagement and connection: what makes the difference?

I regularly attend local association meetings  
I currently am a school union representative  
I have participated in union-provided CPD  
I share union-related content on social media  
I follow the union on social media

I have attended at least one local association meeting  
I know who my local association secretary is  
I contribute to decision making through my union

The union is essential to me achieving my professional goals

I feel included when the union develops policies

The union gives support to make me a more effective and successful teacher

The union has an influence on workload management in my school

I keep up-to-date with union issues

The union makes me feel like I can make a difference

The union assists me in getting the working conditions I need to be able to do my job properly

The union has an influence on my work conditions

I know who to speak to if I have a problem that the union can help with

The union makes a difference for me

The union advocates for adequate teaching and learning resources to carry out my job

The union gives me the opportunity to raise issues of professional concern to me

I vote in union elections

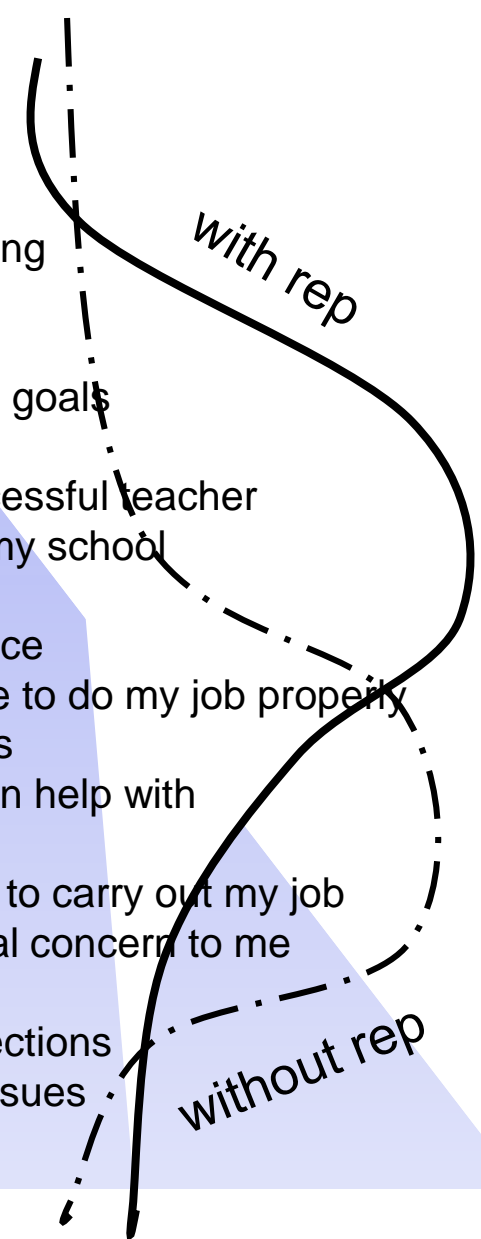
I consider union issues when I vote in local/national elections

The union helps me keep up to date with education issues

Union policy is relevant to me

I am interested in the work that the union does

The union exists for teachers like me



*We realised we needed to take the  
union into the staff room . . .*



KNUT union official

*‘The main battles that we have had since I have been here have all been about what people would call professional issues – but they have all been fought industrially, in the sense of using industrial and organising and campaigning tactics. You can’t separate the two. National standards, is a professional issue – it is about how you assess kids, but the way we fought that campaign was out on the streets using industrial methods’*

NZEI Senior official



- Survey statement:

*‘The union exists for teachers like me’*

- Interview comment:

*‘The union does not look like me’*

*Branch meeting format is antiquated. Very difficult for new younger members to break into. Same people all the time. Branch meetings go on for way too long!!!!*



# Organise beyond the union: build alliances



**MEA**  
Michigan Education Association

**aft** A Union of Professionals  
AFT Michigan  
ALCOA

**VALUE  
STUDENTS**

**RESPECT  
EDUCATORS**

**FUND OUR  
SCHOOLS**

**#REDFORED**



**MANIFESTO  
PER LA SCUOLA**  
A 70 anni dalla Costituzione  
a 50 anni dall'esperienza  
di Barbiana **LA SCUOLA  
È APERTA A TUTTI E A TUTTE**

**5** Πέμπτη  
Οκτωβρίου 2017

**ΠΑΓΚΟΣΜΙΑ ΗΜΕΡΑ ΕΚΠΑΙΔΕΥΤΙΚΟΥ**

**ΟΧΙ** στις  
**ΑΝΤΙΕΚΠΑΙΔΕΥΤΙΚΕΣ  
ΚΥΒΕΡΝΗΤΙΚΕΣ ΠΟΛΙΤΙΚΕΣ  
ΠΟΥ ΔΙΑΛΥΟΥΝ ΤΟ ΔΗΜΟΣΙΟ ΣΧΟΛΕΙΟ**

**ΜΟΝΙΜΟΙ ΑΠΟΡΡΙΣΤΟΙ ΕΚΠΑΙΔΕΥΤΙΚΩΝ**

- ✓ ΔΙΧΡΟΝΗ - ΥΠΟΧΡΕΩΤΙΚΗ ΠΡΟΣΧΟΛΙΚΗ ΑΓΩΓΗ - ΕΚΠΑΙΔΕΥΣΗ
- ✓ ΑΝΑΒΑΘΜΙΣΗ ΤΗΣ ΕΙΔΙΚΗΣ ΑΓΩΓΗΣ & ΕΚΠΑΙΔΕΥΣΗΣ
- ✓ ΣΤΗΡΙΞΗ ΤΗΣ ΤΕΧΝΙΚΗΣ-ΕΠΑΓΓΕΛΜΑΤΙΚΗΣ ΕΚΠΑΙΔΕΥΣΗΣ
- ✓ ΝΑΙ ΣΤΗ ΜΟΡΦΩΤΙΚΗ ΑΥΤΟΝΟΜΙΑ ΤΟΥ ΛΥΚΕΙΟΥ
- ✓ ΙΔΙΑ ΔΙΚΑΙΩΜΑΤΑ ΜΟΝΙΜΩΝ & ΑΝΑΠΛΗΡΩΤΩΝ

 ΔΙΔΑΣΚΑΛΙΚΗ ΟΜΟΣΠΟΝΔΙΑ  
ΕΛΛΑΔΑΣ

 **ΟΛΜΕ**  
ΟΜΟΣΠΟΝΔΙΑ ΛΕΙΤΟΥΡΓΩΝ  
ΜΕΣΗΣ ΕΚΠΑΙΔΕΥΣΗΣ

**ΣΥΓΚΕΝΤΡΩΣΗ ΣΤΑ ΠΡΟΠΥΛΑΙΑ**  
στις 6.00 μ.μ. & ΠΟΡΕΙΑ ΠΡΟΣ ΤΗ ΒΟΥΛΗ





# Union renewal in action

