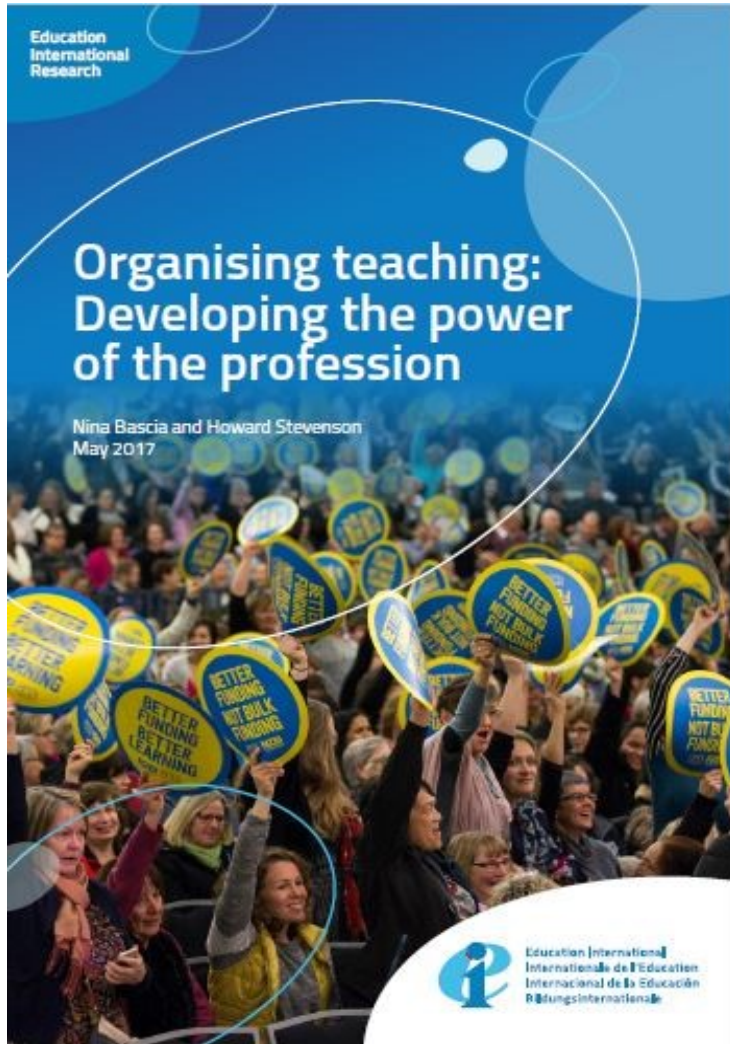




Education work, workers and unions: Contemplating future possibilities

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13th February 2020
Utrecht, NL



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

- Trade unions – organisations of workers who act collectively to bring about change
- Power
 - Who has it?
 - How is it exercised?
 - What power do we have? Where?
 - How can we 'grow' power? And for what *purpose*?

- Full employment
- A 'social wage' [ie welfare state]
- Free collective bargaining

- Privatisation
- De-regulation
- Tax cuts (and impact on government spending)
- Retreat from universal welfare provision
- Abandonment of goal of full employment
- Marginalising of trade unions

‘Like an epidemic that spreads and infects education systems like a virus’ (Sahlberg, 2012)

- Increased standardisation
- Narrow curricula
 - ‘core knowledge’ / ‘back to basics’
- High stakes accountability
- The adoption of corporate management practices

- Membership
- Density (% of workforce)
- Bargaining coverage
- Dramatic differences between private and public sector membership

- Post-industrialism (technology)
- Globalisation
- Growth of ‘platform capitalism’ (Uber, AirBnB)
- Transition from class based to consumer based identities
 - [Fordism -> post-Fordism]
- Decline of ‘institutional support’ (Ghent reforms, anti-trade union legislation) [and growth of alternatives model – soft/hard HR]
- Heterogenous workforce – diversity, inter-generational differences
- Strategic mistakes by trade unions

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



1. Commitment to ‘organising’
 - building at the base
2. Strengthen labour-management partnerships
 - Social dialogue
3. Political action
 - legislation

4. Social movement unionism

- alliances, community coalitions

5. Restructuring

- internal re-organisation, mergers/amalgamations

6. International unionism

- links with other unions internationally dealing with same employer

- A 'convergence' around organising strategies
- Organising is not, of itself, sufficient
- Organising and 'institutional support' are not disconnected, but reinforcing
- Political action and coalition building are increasingly part of the repertoire of trade union strategy



Union renewal . . .

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

- 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!!!!

The state:

Human capital
(‘international
competitiveness’)
‘Citizenship’

What does the
worker look like?

What does the
union look like?

The market:

Direct provision
Indirect provision (supply)
Focus on technology

What does the
work look like?



The future is already here . . .



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Teacher



Parent



Student



School Leader





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allkindsofunusual, 10/23/2017

Fun and effective

I'm a first year teacher in a special education 5th grade class and the behavior system I was using just wasn't cutting it. It wasn't effective for me to cross the classroom and stop my lessons to give my students reinforcements. Now I keep class dojo connected to the smart board at all times. The tap their naps in the morning to clock in for attendance. I give them points and demerits that I designed according to my needs which play a positive or negative sound. If a student earns three points in one day I give them a ticket to the classroom store. If the class gets more then 30 points I give them a class reward. The students see where the stand when it comes to their individual behavior and can see the effect they have on the group. The records they keep make report cards a breeze when it comes to marking students behavior. Parents stay connected and send messages through the app. This is all just the features of the website! The app offers added bonuses when used in tandem. The toolkit is a lifesaver with so many amazing things that it would take all day to describe them. This app is worth it a thousand times over!



Serapheenie, 10/18/2018

Honest app review

This app is amazing !!!!!!! When I am at home or at work and my daughter is at school and I am curious about how her day is going, all I have to do is open this app and look up her report for the day. Her teachers will mark her for either being really good, neutral, or disruptive, which allows me to know how my child's school day is going. They do this throughout the entire day. The teachers will also post pictures of the class and what they are doing throughout the day which is always fun to see. This app also gives me the ability to communicate directly with her teacher, without having to send an email. Not only does it allow me to communicate with her teacher, it also gives me the ability to message anybody that is working with my child in the school. Whether it be a counselor, the nurse, the principal, anyone that works in the school, I am able to communicate with. This app was a complete game changer for me. My daughter is developmentally delayed and this app has literally given me so much peace of mind I don't know what I would do without it. This has taken away so much stress that I have about wondering how my child is doing at school during the day and I'm very grateful for this app. I think it should be made available to every single school in the whole world. THANKS DOJO!!!!

More on Class Dojo [here](#)

Class Dojo – [a critique](#)



Union renewal in action

