

IFWEA IVA FIAET

**IFWEA 21st General
Conference**

Final Minute

Draft 1

28th Nov-1st Dec 2011

Cape Town

South Africa

Day 1

IFWEA GENERAL CONFERENCE: 28 NOVEMBER 2011 – 18:00 TO 20:00

The 21st IFWEA General Conference opened its proceedings on the evening of the 28th November 2011 at the Strand Towers Hotel in Cape Town, South Africa.

Delegates were welcomed by IFWEA President Sue Schurman (SS) who noted that during the past four years, in working with IFWEA member organisations, the task for the Executive Committee has been to build a more flexible organisation. She indicated that while membership fees were very important, the IFWEA required more than that (although this was as important, and Ms. Schurman thanked and complimented those organisations who had paid up their affiliation fees). The organisation required members to help to acquire donors, to develop and participate in projects and to demonstrate the IFWEA's contribution to the global workers' movement. She noted that in the days of the conference to follow the Executive Committee(EC) is proposing a smaller committee so that it can be more adaptive and flexible within the projected budgets of IFWEA.

The President made a special acknowledgement of three member organisations without whom, IFWEA would not have successfully navigated the past three years. She thanked SOLIDAR and its General Secretary, Conny Reuter for their partnership and efforts. Secondly to the ABF and Karl-Petter Thorwaldsson who have been generous in time and resources. Finally SS thanked her Rutgers colleagues who also supported the work of IFWEA.

The President introduced Tony Ehrenreich (TE) the Congress of South African Trade Union's (COSATU) Regional Secretary in the Western Cape region. TE extended a welcome all IFWEA conference delegates to the Cape Town. He asked that delegates enjoy the famed South African hospitality and natural beauty. He noted that events such as this provided an opportunity to extend and build solidarity across borders and regions. That as delegates flew over Cape Town, despite the beauty, they must have noticed the desperate legacy of Apartheid. That Apartheid was the system that plunged many South Africans into abject poverty while lifting others into the highest quality of life.

As he welcomed delegates he noted that so many progressives have contributed to the agenda to take South Africa to greater heights after 1994. They did so by extending solidarity through their movements and trade unions. Yet South Africa's post-1994 agenda, with its promise of change has not materialised fully. Very soon after liberation South Africa was confronted with the worst features of neo-liberalism and very soon people became the spectators of change. The IMF and World Bank were defining the change. The dream of liberation was deferred. But not only were South Africans disappointed with the introduction of neo-liberalism, but those that stood by us in the dark days were disappointed. We had lost a chance to make a profound change.

As he welcomed delegates he asked them to remember that our stories are the same. The stories of inequality and poverty, of desires for change and prosperity. There is a systemic disadvantage of children of working families to the opportunities of children of wealthy families. What we can't measure in SA or the world is the loss of hope. The trajectory of capitalism will not respond to the challenges of working families and working people. The interest of the few is all that defines the reality in our world. The decline of growth in the US as a result of its economic woes has affected us all. As we see the economic declines of Greece, Ireland and Spain we know there will be more difficulties across the world. We see that capitalism

will not respond to the difficulties. We must liberate our people from the enslavement of capitalism, we must define a new agenda. While we see challenges to this system, it seeks to reform capitalism and not change it for the better. We want to make sure that a new system is built that puts the sense of Ubuntu as the cornerstone of a just society. We must put the interest of people before profits. We need a plan that inspires people, calls them to action, to build a society that ensure the trajectory of social justice recreates the way we live and work.

Where will our champions come from if not from the organisations and people who care about the working class? It is in this context that Erenreich welcomed delegates on behalf of COSATU, NACTU (National Congress of Trade Unions) and FEDUSA (Federation of Unions of South Africa) and many of the independent unions to come to South Africa to help build a revolutionary consciousness amongst people. A new course that builds a path to new ways of working and organising society to benefit all and not the few elites.

He implored delegates to help define a new kind of politics – the politics now just perpetuates the crises where the elites take control of society in unequal ways. We must make sure that the new arc of development is bent towards greater social justice. These are struggles that exist everywhere working families live.

And so the workers in SA and across the world that you engage with, will look to you to help carve a new path. And where else can that leadership come from but from the best and brightest of our labour movements - you represented here. We know we must act locally in a way which is part of an international plan which shares a common sense of idealism.

We warmly welcome you and look towards you to help shape the agenda for change. Thank you and good luck in your conference.

SS thanked TE for his inspiring input and said that it sets the conference on its tasks over the next few days in the best possible manner.

Formal Conference proceedings

The President noted that the evenings' proceedings requires a conference vote on some items before moving along to standing orders. She asked for the patience of conference delegates and she required that each member organisation select an individual to cast a vote. EC members have a vote and the vote of their organisations. The people selected to vote will be allowed to raise their hands. In the morning session the standing orders and the rules for the meeting will be presented to the conference. She also asked that after delegates have selected the voting delegates, those delegates sign-in at the registration table on the morning of the 29th November to collect their official voting card.

Introduction of Memorandum and Articles of Association IFWEA – 2009.

Since delegates last met in India in 2007 (20th IFWEA General Conference), the organisation has relocated the secretariat from Manchester in Great Britain to Cape Town, South Africa. This required dissolving the UK corporation and creating the South African corporation. Ms. Schurman paused to make an additional announcement that this move would not have been possible had it not been for the generosity of the Labour Research Services(LRS) in South Africa, Saliem Patel its Director and the LRS staff. Moving a company form one country to another with very different rules has required a great deal of change – a

good lawyer, a good accountant and a wonderful General Secretary (GS). The move was completed in 2009 and the EC adopted a new Memorandum and Articles of Association which was approved in South Africa. The IFWEA has been operating on the executive resolution up to now. Delegates to the conference are required to vote on and approve the document. It has been on the website for some months. There are hard copies available but the second day of conference, the first item of business is to vote on the South African incorporation of IFWEA.

Adoption of General Conference Agenda

The second order of business is to adopt the general conference agenda.

SS called for delegates to show if they are in favour of the agenda. The agenda was formally adopted by all delegates, unanimously, by a show of hands.

Election of Committees

The President then called upon delegates to vote on the three conference committees. She noted that these committees will be the governing committees of the conference. The Standing Orders committee will prepare the rules by which conference will address the motions and resolutions of. The Credentials Committee will determine who is a bona fide member and has voting rights. The third committee is the Resolutions Committee who will approve any emergency resolutions which are submitted. Sue reminded delegates that regular resolutions were to be submitted 4 months ago – the period was extended but is now closed. Delegates were informed that they had until the following morning noon to submit emergency resolutions to the committee.

The EC has proposed the members of each of the committee

Standing Orders Committee

- Paula Borges (ISET, Portugal)
- Khalid Mahmood (LEF, Pakistan)
- Karl-Petter Thorwaldsson (ABF, Sweden)

The house unanimously elected the proposed candidates to the Standing Orders committee

Credentials Committee

Annika Nilsson (ABF, Sweden)

Rey Rasing (LEARN, Philippines)

Hasan Barghouthi (DWRS, Palestine)

The house unanimously elected the proposed candidates to the Credentials Committee.

Resolutions Committee

- Connie Reuter (SOLIDAR, Belgium)
- Juan-Carlos Vargas (PLADES, Peru)
- Ragma Refaat (CWS, Egypt)

This house unanimously elected the proposed candidates to the Resolutions Committee.

SS introduced the GS, Sahra Ryklief(SR). She noted that SR had served IFWEA under challenging circumstances. The conference welcomed and acknowledged her.

Cultural event

Sue Schurman again welcomed all delegates and handed proceedings over to the Communications Co-ordinator, Helga Jansen-Daugbjerg (HJD) for introduction of cultural event.

The cultural event for the opening of the 21st IFWEA General Conference was delivered by South African cultural activist and musician, Blaq Pearl.

Adjournment of General Conference

The President declared the conference adjourned until 9am 29th November 2011.

Day 2

IFWEA GENERAL CONFERENCE: 29 NOVEMBER 2011 – 09:00 TO 17:00

ATTENDANCE REGISTER: Annexure

9H00 – 9H15: GENERAL CONFERENCE RESUMES

Introducing Conference Process

The President reconvened the proceedings with a warm welcome. After reflecting on some highlights of the previous day, she drew attention to the challenges that faced the organisation at the previous Conference in 2007. Today IFWEA is stronger and more resilient. She proceeded to introduce the Executive Committee that gave strategic leadership to strengthen the organisation.

In line with the provisions of the constitution, the President confirmed that voting cards were duly issued to eligible delegations and thereafter assigned Helga Jansen-Daugbjerg and Merle Brown as vote tellers.

An explanation of Conference proceedings

The General Secretary referred delegates to the conference file distributed to all and drew attention to the conference agenda and programme and explained the approach to business requirements, daily focus activities through workshops, plenary debates and the formulation of action plans that would be tabled for adoption in the formal conference proceedings. These action plans will guide the incoming Executive and Secretariat for the next four-year term of office. Conference concludes on 1 December with motions and elections.

Business proceedings for the day will stand adjourned with the tabling of motions at 10:00 when the workshop on mobilising responses to climate change will commence.

The General Secretary appealed to all delegates not to hold back on their thoughts and criticisms which will not be received offensively.

She thanked Workers' World Media Productions for film coverage of the event and the interns for putting together a programme of social activities.

Housekeeping arrangements

Helga explained the availability of three computers for delegates to access websites linked to conference content and encouraged full utilisation. She also drew attention to meal and soft drink provisions as detailed in the documentation.

09H15 – 10H00: TABLING OF SPECIAL MOTIONS AND CLOSING MOTIONS TO THE GENERAL CONFERENCE

The President reported that two motions were submitted:

Motion 1 – Priorities for IFWEA 2012 – 2015

Political education, policy intervention, education programmes;
Capacity-building, membership services, regional development; and
Finance, affiliation fees, secretariat, staffing **(please refer to Annexure A)**

Motion 2 – OSHE motion on reduction of membership fees arrears. **(Please refer to Annexure A)**

The President announced that emergency resolutions could be submitted by 12:00 on the day (29 November) to the Resolutions Committee.

Report of Standing Orders Committee

The President introduced the Standing Orders Committee and called upon the Chairperson, Paula Borges, to address Conference. Paula referred to the Standing Orders, per [Annexure B](#), distributed to all. She read and explained the general procedures, motion procedures and voting procedures. The rules will accordingly guide participation and engagement; and also specify procedures in the event of disagreement.

By show of voting cards, the Standing Orders were adopted unanimously *nem con*.

Reports of Credentials Committee

The President introduced the Chairperson of the Credentials Committee, Rey Reising, and called on him to address the Conference on voting entitlement in terms of the Constitution. Rey tabled the Credentials Committee Report, [Annexure C](#). Forty of the sixty affiliates are present and entitled to vote. Thirteen (voting) Executive Members are in attendance. Fifty-three votes are thus permitted.

By show of voting cards, the Constitution was adopted unanimously *nem con*.

Adoption of the Constitution

The President outlined the constitutional process that accompanied the establishment of the IFWEA's South African office from Manchester. Prior to Conference, the Executive Committee adopted the amended Constitution. Until then, a temporary constitution was in place since 2009. The full text of the Constitution was placed on IFWEA's website.

By show of voting cards, the Constitution was adopted unanimously *nem con*.

Minutes of GC 2007

The President referred to the Minutes of the General Conference of 2007 which were forwarded electronically in advance to all members by email and called for adoption. By show of voting cards, the minutes were adopted unanimously *nem con*.

Matters Arising

There were no matters arising from the minutes.

Adjournment of General Conference

The President tabled a motion to adjourn the proceedings to Thursday 1 December 2011 at 13h00. The motion was moved by Karl-Petter Thorwaldsson and seconded by Sahra Ryklief. With no counter motion, the Conference stood adjourned as decided.

The President appealed to all delegates to participate fully in workshop discussions. Delegates participated in the IFWEA, ITUC facilitated workshop on **Mobilising Responses to Climate Change**.

Please refer to [Annexure D](#) Workshop report entitled Mobilising Responses to Climate Change.

Day 3

IFWEA GENERAL CONFERENCE: 30 NOVEMBER 2011 – 09:00 TO 17:00

General Conference Opening/ Cultural Event Day 3

With music from the cultural artists playing, the conference opened with the Welcome by noting that IFWEA General Secretary Sahra Ryklief would be discussing some housekeeping items in the programme, and reminded the conference of the invitation to the cultural singing competition the next morning before start of programme. The formal cultural event with singer poets commenced with Mama Brown, Anela and Naleena. Thanks and a salute went out to the artists and the co-ordinator handed over to the General Secretary (GS).

The GS welcomed the participants and introduced the upcoming session looking at what IFWEA is doing to help build trade unions. IFWEA's Online Academy would be introduced by Helga Jansen-Daugbjerg. A second presentation would be delivered by the Service's (LRS) Saliem Patel and Michelle Taal who would give an overview of the online resources being built for member's use in the next term.

The GS explained that the IFWEA members' response was being solicited by the Secretariat, an important opportunity every 4 years, along with the discussions. The request was made for members to fill in the questionnaires and surveys, so that the voices feed directly into the Secretariat's work plans. The Secretary spent some minutes explaining various questionnaires and surveys and stressed the importance of the members input for work developments impacting the members' organisations, solidarity support organisations and donors. She thanked the members for their co-operation.

The General Secretary explained housekeeping processes related to travel, finance reimbursements and registration.

Plenary presentation: Building Democratic Trade Unions to face 21st Century Challenges

The IFWEA Online Academy (IOA)

Presented by: IFWEA General Secretary Sahra Ryklief

The Secretary proceeded to introduce the upcoming session on IOA project. The IOA is aimed at members whose main business it is to build democratic trade unions using education and research services. Trade unions need more, but this project with core education and research partners, has a goal. She highlighted the benefits of being an IFWEA member which is to discuss work, exchange information and experience, get solidarity from equals globally. She explained that the design of the project's main focus is to address a difficulty within IFWEA for many years, which is to sustain systematic dialogue in the years between the 4 year face to face conference.

There is the hit and miss communication of bilateral email relationship development around country projects. The IOA's aim is to make dialogue between members systematic and participatory on a daily basis.

The Secretary explained the components of the IOA:

- » the project aims to build an information hub with sufficient information on work IFWEA affiliates are doing, also to facilitate discussion, exchange and feedback commentary on that work;

- » an important requirement of the project relates to the question of the language of exchange. IFWEA currently uses English, Spanish, Arabic but not all materials are in all these languages. There is currently no funding to translate it all, but there is a willingness. English being spoken by the majority of the IFWEA members, most of the hub information would be in English but members will dialogue in whatever language they are comfortable with;

- » the startup in the next 3 years is to populate the information hub with work under the theme "Building Democratic Trade Unions" where specific IFWEA affiliates and solidarity organisations have been approached

to submit their work to be used in the information hub. The criteria is that the work has to be robust in content, has been applied in different countries and regions and can withstand peer commentary;

» the strategy is that this work also builds results in partnerships between Global Network partners and projects, IFWEA affiliates, and their partner trade unions' work which;

» this work is translated into a generic course, and a database of resources is developed and available online.

Background to the IOA Project

The GS referred to the survey earlier 2011 of IFWEA members asked to rate the importance of 25 key 21st century global trade union education course topics based on 1) would the course build the capacity of educators in affiliate's organisations 2) would the trade union beneficiaries participants value the course.

» Other questions in the survey covered methodology of courses done, and the numbers of students reached. The survey was sent out through IFWEA E-Bulletin and 40% of members responded rating that the top most important and popular topics in with number 1) information and communication for collective bargaining, 2) economic concepts for collective bargaining, 3) wage information for collective bargaining 4) building democratic trade unions for the 21st century, 5) mainstreaming in collective bargaining 6) building women friendly trade unions.

» IFWEA affiliates who do these courses were approached by the General Secretary to write course curriculums for these 6 topics. South African organisations were approached to design basic curricula on these topics and develop a set of 6 questions so there can be comment on the substance of the course outline, and the pedagogy applicable. The course content should be resilient enough and be equivalent to be no more than 20 hours of learning time that could be taught as 3 day workshop, individual full online course, study group with tutor, or hybrid with tutor and individual online engagement. The Secretariat investigated what platform would allow the online access of the courses where there could be commentary on the courses by educators, and educators could apply courses through variety of methodology in different parts of the world.

» The GS reported that 10 IFWEA affiliates were strategically picked from Latin America, Africa, Asia, Europe and America came together and did initial comment on curriculum before the conference and now the draft curriculum has been uploaded to the IFWEA website. The GS requested that the conference go to the website, and give input on the course design. Based on your input the course topics will be designed and ready to be applied by IFWEA members in 2012, testing the methodologies of the most popular basic courses currently done by IFWEA affiliates.

» Two more courses may be developed next year if funding is successful. The GS noted that this is Phase 1.

» Phase 2 is that the Secretariat approached IFWEA affiliates who are advanced in developing online resource development for trade unions, like **PLANA** and Labour Research Service to adapt their databases for IFWEA use, especially the action research. They have build user friendly databases for trade union partners in low literacy environments. The databases that have evidence to track their own performance, or companies' databases that can be used by negotiators in collective bargaining. The GS noted that donors have been approached to fund globalising databases with selected trade unions through action research.

The GS recommended that members fill in the questionnaire on course topics on the IFWEA website, and to comment on the course curriculum as well, as well as commenting on the databases to be presented in the conference session by later by LRS. The introduction concluded with the GS handing over to Helga Jansen IFWEA Communication Co-ordinator to continue the session explaining IFWEA's Communications Platform to improve dialogue between affiliates and develop the Online Academy.

The IFWEA Communication Platform presented by Helga Jansen-Daugbjerg

Jansen reported on the communication tools of IFWEA, outlining its strategic vision and implementation, and the key elements: the email network, the website www.ifwea.org, IFWEA E-Bulletin, the Online Platform, and the Facebook group "IFWEA" currently being main tools used by IFWEA, and in 2012 is the launch of the online academy with its labour education courses.

Jansen expressed excitement at the development of communication tools in the last 4 years from the 2007 mandate communication to build the online community of affiliate members engaging on education and solidarity campaigns. The tools are simple and ants input from members on what works or not will determine which tools get used.

Jansen highlighted the differences in access between IFWEA affiliates who have advanced Internet access and technology like iPhones versus other affiliates with basic computers shared between many people but motivates that the set of IFWEA communication tools can be used by all members, despite the high or low levels of access and emphasised the potential for growth.

The conference was taken through a visual presentation of the IFWEA website which has been worked on by the Swedish interns the last period of 5 months:

- » two key spaces on the website include the 1) public space which profiles, updates, campaigns, stories, news and resources like a guide to starting to your own website 2) private space for IFWEA members to give notice, meet and have online discussions and upload materials,
- » members are invited to join the Facebook group for a more social space,
- » and to join the Online Academy

The recommendation from the Communications Co-ordinator is for IFWEA members to engage and use the communication tools and feed back. The GS instructed the session to end due to time.

Building Democratic Trade Unions to face 21st Century Challenges:

Collective Bargaining Information Online Resources: – Information for Collective Bargaining

Presented by Saliem Patel (LRS)

Patel greeted and saluted "Amandla" to the conference. He spoke about the difficulties of finding information for collective bargaining (for example on inflation) but not information on collective bargaining that has happened like previous agreements. LRS designs databases to have a system of information accessible for collective bargaining currently in different levels of progress

- » examples: The AGREED database for contains trade unions' uploaded collective bargaining agreements. Other trade unions would be able to find expertise and materials like terms of agreement on HIV&AIDS for example. Database resources are developed with LRS' trade union members of different size, affiliation and across sectors but the applicability is wider. Patel highlights the collective bargaining is complicated and just one of the many activities that unions have to do which LRS develops resources and courses for trade unionists to learn how to use data.
- » AWARD is the wage rate database with information from wage agreements looking at variables like wages, hours, leave, medical aid, pension, allowances and more recently gender equity, health and safety and HIV&AIDS.
- » Key points on how the online databases serve as a resource to trade union negotiators:

- This data allows the tracking and assessment of trade union wage agreements annually by company and sector, it is a practical tool for unions, especially on a national country level as they have access to empirical data on wages. Patel highlights that these databases need to be innovated to address “Facing Flexibility” as is the conference theme, and explore how it can be used in the informal economy where there are no agreements.
- LRS is in partnership with Wage Indicators an online tool website mywage another tool innovative tool for informal wage tracking, you input wages and it generates income averages on a country level of about 40 countries
- These databases allow for the capturing of information and generating of trends, and the trend data must be used by trade unions to formulate strategies and demands whether on company or bargaining council level; assess achievements; allows focus on non-wage issues.
- For example with information from LRS can show that the average minimum wage in South Africa is R47 less in real terms than 5 years ago. In the informal economy LRS can show domestic workers have gained R67 in average minimum wage since 5 years ago, but the gap between this wage and the average minimum wage is big and this data can be used to formulate strategy, demands, and influence policy.
- The database information is used by global unions organising Shoprite workers. Shoprite is a grocery chain store present in 17 African countries. In Tanzania the union won a 50% wage increase using wage data to bargain.
- Patel concludes the discussion by saying that the the sharing of database information helps to build solidarity in a practical way between countries on the continent and introduces Michelle Taal who will continue the session presenting on another LRS online resource, the companies' database.

Building Democratic Trade Unions to face 21st Century Challenges: Companies' Database – an online tool for unions

Presented by Michelle Taal (LRS)

The information for the companies database comes mostly from their Annual Reports and the input database generates tables and charts. The database includes all details on company performance and includes directors' fees and executive pay look at the directors individually and the board of directors, the non-executive group. You can get reports on the performance of companies in sectors, across countries. Trade unions' shopstewards are trained to use database. The database includes directors' fees and executive pay look at the directors individually and the board of directors, the non-executive group. All the information is tracked annually. The database for example would generate reports on certain sectors like retail or mining. Or you could choose checking on all companies in a certain country.

Patel thanked Michelle and encourage the conference members to use the companies' database. He then handed over the session to IFWEA GS who concluded by giving a general overview and stated that these databases, in terms of looking at flexibility, look only at standardised jobs in standardised sectors. Wage rate databases were started by LRS' 20 years ago when none existed and black unions starting negotiating, making the wage standards and building the basis of sectoral and company information in AWARD.

Concluding the session, IFWEA aims in 2012 is to use AWARD to track domestic worker's wages globally as has been done in South Africa, pending funding. In South Africa statistics from abroad influence what the labour market pays its unskilled and semi-skilled labour as there is no agency in South Africa collecting information. MyWage allow you to input your wage online and find out what people in other countries earn doing the same work. Databases at very little cost can assist us to assist trade unions who are helping workers in precarious forms of work. African trade unions are benefitting from the IFWEA affiliates who are developing the databases even though literacy and education application is low. The data is essential for bargaining with aggressive employers in Africa.

IFWEA is tasked to customise databases through Online Academy to assist trade unions face flexibility and start re-regulating and share with national partners creating global resources.

This session was concluded at 10h30. It was followed by the conference workshop entitled **Strategies and forms of organising member-based organisations in the Informal Economy**. This workshop was developed and facilitated by the SEWA Learning Academy and Namrata Bali from SEWA. Please refer to **Annexure E** entitled Organising The Informal Economy.

Day 4

IFWEA GENERAL CONFERENCE: 1st December 2011 – 13:00 TO 15h45

The president opened this session explaining the agenda for the remainder of the conference, and allowed the director of the Solidarity Centre, Shawna Bader-Blau to address the conference.

The next session dealt with the tabling of business reports.

1. Internal Auditors report

Annika Nilsson, the IFWEA Internal Auditor tabled her report to the conference. She noted that she had followed the work of IFWEA and the EC both from minutes and attended two meetings. She had also read the final report which includes the report from the external auditor. The reports are without errors or mistakes. She acknowledged that it has not been as easy task to move the organisation from the UK to SA and felt that the GS has done a good job. She reported that IFWEA has a stable economy, and a surplus. She concluded by saying that delegates must understand the hard work involved in managing an international organisation and felt safe that the GS and EC for the next period will continue this work.

2. Financial report 2008-2011

This report was delivered by IFWEA accountant, Michael Hands (MH). He gave an overview of the IFWEA finances with particular explanation of the process of moving IFWEA UK to SA from the 1st March 2009. From the 1st March 2009 IFWEA has been administered in SA. The year 2008, which was the last year of IFWEA UK was a strong year largely because of DFID funding and a surplus of \$68 000 was recorded. The year 2009 was a transition year in terms of funding, a number of bad debts in affiliation fees meant a drop in the surplus. Michael was pleased to report that since 2009 the situation was saved somewhat. In 2009 we saw a bad debt provision come through coupled with a loss. But we are expecting a recovery in the current year. The forecast of 2011 excludes the conference cost, however a surplus for 2011 is expected and MH congratulated the EC. The reserve line in the report anticipates IFWEA will be \$70 000 solvent. Michael congratulated the EC, the GS, and the organisation for pulling through the period of transition and wished them well for the coming year.

Sue called for the acceptance of the report. A motion was not required and the EC had accepted the report. Sue asked for acceptance from the conference by a show of the official green voting cards.

The report was unanimously adopted by the conference. Please refer to **Annexure F**

3. Budget report 2008-2011

Michael Hands took the conference through the detailed Income statement and monthly financial reports (please refer to financials Annexure D). This year IFWEA is fortunate to receive OPIC funding and this is reflected in the Income Statement. Every month has a balance sheet which is recorded in local currency and US dollars. The report on affiliation fee payments, including arrears is broken down and recorded on a monthly basis. Michael thanked funders for their support (Global Network, LRS, OPIC, ABF, ITF, and RLF).

Michael also went through the details of arrears and noted the difficulty in recovering arrears. The total arrears as at 31st October 2011 denotes 58 affiliates with arrears totalling \$156 000. MH did note that many affiliates did pay arrears particularly leading up, and at the conference. The report also summarised those affiliates in arrears between one and three years or more.

Financial forecast

Michael also took the conference through the financial forecast 2012. An important element is the Online Academy for 2012 which will have a positive impact on operating expenses. The OPIC funding is hoped to generate 60 000 Euros. Included in the forecast are additional staff members but much is dependent on securing the funding and the success of the Online Academy.

Sahra noted that it is not the OA which will add to operating costs but the YGAP programme. This is the 60 000 Euros. Michael reported that the impact of the forecast anticipates a steady growth in reserves. Reserves going forward is &180 000 at the end of 2014. The idea is to manage cash flow to cover most the annual budget. This will ensure that the reserve accumulates.

Sue asked for questions on the financial report. There were no questions. The three resolutions on the budget were dealt with later in the agenda. Sue noted that one affiliate has proposed a change in the affiliate fees to \$100 dollars. The EC has put forward a counter motion. She advised that the conference would decide on this item when the issue of adopting the budget comes up during the next session. Voting was then postponed to then.

4. Report of the General Secretary

The General Secretary's report was delivered by Sahra Ryklief. She noted that while it is a long report she would focus on key elements. Please refer to **Annexure G** for a full version.

EC decisions

The report deals with EC decision and Sahra noted that it is important for delegates to understand what the EC process of decision-making is on a yearly basis. Members of the IFWEA should be aware of EC decisions and not expect the EC to deal with difficult decisions. She qualified this statement by saying that she wanted delegates to be aware of the precarious nature of IFWEA's situation. This context however is not binding forever but can help to manage this over the next four year. This has led members here after 64 years to be doing the same things founding members set up to do – which is to exchange educational materials, methods and ideas, to represent the interest of workers education on an international level, to develop workers education organisations in countries where they are weak or don't exist. She congratulated IFWEA members for being here 64 years later.

Membership

Because organisations choose to not pay fees but instead spend on more important budget items IFWEA is losing members, particularly in Category 1 and 2. In the period under review we are also gaining members but they are in other categories, not in categories which have been lost.

The realities of this are that we can prove that we cannot support the secretariat through affiliation fees. In my report I look at what this means because we do have to take action to stabilise this organisation and halt the trend of financial attrition. We can look at how we get additional income for the secretariat. What we can't deal with is the attrition of members, just being silent and not pay.

We have an EC of 27 people and they all require full refund for attendance at EC meetings. Sahra thanked a number of orgs for subsidising the EC meetings (SOLIDAR, LRS, ABF and Rutgers). We have to manage EC from fees and raise funds for programme work.

So we have put a resolution to this conference to minimise the size of the EC.

Regional Report

Regional matters will be dealt with in the regional reports to be delivered later. However there are regional matter specific dealing with the Arab region and the Europe WA region.

Secretariat

This section of the report explains what the GS has done over the past four years. In order to pay the GS salary she has entered into service agreements with Rutgers which allows her to do work for Rutgers and the IFWEA. This has been illuminating in terms of how to pay the GS as she provides a service which benefits the contractor and members of the IFWEA. This could be a good way to fund the secretariat given that currently the IFWEA cannot fund the secretariat. If IFWEA could fund the secretariat through membership fees that would be the best case scenario. However the GS noted that she is not recommending that the current situation should be a permanent solution because a member organisation should at all times fund its key leader from its own fees. That is the best way to control the work of that leader. Hopefully those who do currently control the work of the GS have the interest of the IFWEA at heart

Programme Work

The GS gave a detailed analysis of the IFWEA's programme work, IFWEA Communication, International Conferences and programme work which brings together members in strategic work. The only weakness has been international conferences which would have taken GS away from programme work.

Communication

We have tried with minimal resources to give this maximum attention. IFWEA is aided in this by Optinet in Finland, facilitated by TSL. We will continue to use the internet as a resource to facilitate communications. This is not the best way, but besides the environmental issue, it is not economically viable. We must use the internet more effectively. We will encourage affiliates to do so in the future by using our website and FB page.

Review of old projects and discussion on new projects

The GS appealed for members to engage with and give comments on the Online Academy courses.

Youth Globalisation Awareness Programme.(YGAP) and Online Academy Incubator

The YGAP is a political project aimed at crafting solidarity for the 21st century. The benefits to members in general will be enormous and to the secretariat is that it provides core income for the secretariat. The

secretariat will develop theoretical training and exposure over a two week period to a group of youth numbering 40. The delegates pay a course fee which then goes to the secretariat. What this means is that the GS will craft courses on the World of Work and what the IFWEA members are doing so that it is useful to youth. We will place these learners in IFWEA affiliates and receive exposure on the work of IFWEA. This course will connect the youth with new leadership of labour in 4 regions.

The Online Academy Incubator is an initiative to assist IFWEA affiliates in their research work. We want to ensure that the online library grows with the work of affiliates and our research associates and partners. Our Online Academy can become a source of new ideas crafted on an annual basis.

Between these major programmes - the development of training, online tools, YGAP - we feel that we have the beginnings of an action plan for the IFWEA for the next four years. If we succeed in these initiatives we can prove that global solidarity is still a reality. We are drafting a realistic and modest plan that can be actioned in 2012-2014.

Sahra then invited the regional co-ordinators to deliver their reports. To read the reports in full please refer to the Annexures dealing with regional reports.

5. Regional Reports

The following are edited extracts from region reports tabled by IFWEA regional co-ordinators.

Africa: Presented by Mike Chungu.

We have done some work as a collective in Africa in terms of organising the informal economy. Most of the affiliates in Africa and West Africa have been participant in the Global Network and we are happy that we are focusing on domestic work and social protection. We have some challenges the amount of project work is low and we hope we can tackle that. We are also not well co-ordinated nor do we promote an African identity fully. The region must look at a strategy on how co-ordination can be improved.

Asia: Presented by Rey Rasing.

A. Regional Activities

The resources and opportunities offered by the Global Network project were utilized to forward the thrusts and goals of IFWEA in the region. The IFWEA Asia Pacific continue to strengthen its network and coordination through:

1. exchange/study visits;
2. research and case studies;
3. education seminars;
4. sharing of education materials;
5. sharing a global advocacy on Decent Work best exemplified by the Domestic Work Campaign for an ILO Convention;
6. regional meetings;
7. formed new alliances with trade unions and labor ngo's;

B. recruitment of new affitiates.

The abovementioned activities contributed to the visibility and continuance of the activities of IFWEA and its affiliates in the region. Unfortunately, these activities were limited to IFWEA affiliates covered only under the said project. It is therefore important to develop other national and regional activities to cater to those affiliates not involved in the current activities.

Arab region: Presented by Hasan Barghouthi

These are the activities which have been delivered in Stormy Region, for sure not an Arab Spring as what most of the Media outlets are advertising for, but it's a new season; the season of questions and no one can claim that he got the answers. Maybe some people wonder why it's not a spring?! I will start the answer with Iraq; what kind of government and what a dream the NATO fulfilled for the Iraqi people?! Iraq is now divided among itself. The same will happen in Libya and this is the plan for in Syria. On the same time, France, Britain, and American are putting pressure on the Military council to stop Mubarak trial, in addition to the dialogue with the Islamic Brotherhood in Egypt, along with the complete silence about what is happening in Jordan, Yemen, Bahrain and Palestine. During the year covered by this report, the main topic which was partners action on the national and regional level is Social protection (namely the role of CSOs in advocating for the right to Social protection, in raising awareness among target groups about their right to Social protection, in organising target groups so that they are able to claim their rights and access some Social protection schemes).

The following activities have been delivered in cooperation between the IFWEA/AC and the Global Network:

- (1) The publication of a comparative Study on Social protection in the Arab Countries;
- (2) 3 National Workshops;
- (3) I- Research Report;
- (4) 2 Case Studies;
- (5) The participation in national, regional, international lobbying, advocacy and networking moments. On the other hand on this report some of the activities won't be included since we couldn't receive the reports on time.

Latin America: Presented by Juan-Carlos Vargas

We have faced last years a reduction of Latina America memberships and a reduction of activities clearly linked with IFWEA issues: workers' education. IFWEA have lost visibility in LA and with that the interest of possible members to explore affiliation, and most important, to found in IFWEA a useful and powerful allied to face the new challenges that face workers and their organisation around the world. We are in the border of new age and the entire world that we have known are changing. Workers in Europe, in Arab countries need our solidarity and help. But the world crisis will touch to LA without doubts.

The south-south exchange between organisations in the south has been incredible in terms of our work. We have visited Asia and Africa. Our comrades in LA developed contacts in Brazil and have built links. We now have a good base on which to move. It is clear from the message of the GS and EC that we are at the start of a new age for IFWEA. In this current political framework the workers education profile has lost ground.

During 2008-2010 actions were more linked with projects funded by Global Network initiative. GN LA has involved, in case of LA, members and not members of IFWEA. Funds let us to develop many actions:

- Researches and study cases about labour conditions of women migrants in LA.
- Media reports about decent work in key industries and sectors in LA I
- Research about real situation of social protection in LA,
- Support DW campaign at regional and local level
- Develop a more knowledge about vulnerable workers

- Develop links with ITUC branch and sub-regional union platforms.
- Develop a pilot e-learning educational platform and programme to IE organisations
- Promote inter institutional exchanges.

Europe: Presented by Conny Reuter

I am talking about the development of the partnership between SOLIDAR and IFWEA. The bad news is everything is fine, and good news is everything is out of control. The crisis of the EU is not only a financial crises but a social crises. It is the madness of the Reagan and Thatcher years. They are dead but their ideas are alive. The new way must be about social cohesion and progression.

In the EU we have the neglect of social dialogue and industrial relations,. So what is at stake? It is the defence of the idea that Europe is open for workers. This is undermined by weakening labour movement and social movement.

Everything comes from the stock exchange. For SOLIDAR we have a responsibility and to begin to focus on membership based organisation. We are perhaps a NGO member-ship organisation. We have about 10 million people that is represented by our member organisation. So what is at stake – anything to do with social policy, of organising,. But first we have to do education and mobilisation. Our task is not to educate entrepreneurs but workers.

6. IFWEA Action Plan 2012 – 2015

Action plan recommendations were tabled by delegating flowing from the conference workshops held over the four days of the conference.

Mobilising Responses for Climate Change

This report was delivered by Brother Tilak from Class Nepal.

Recommendations as follows:

- Training-the-trainers programme for affiliates on the issue of climate and incorporating Climate Change issues in programme work.
- Developing and dissemination of materials on climate change issues and the work of IFWEA affiliates
- Developing new materials for worker education programmes
- Ensuring that issues of Climate Change is incorporated into the OA courses
- Networking with organisations working on Climate Change on a regional, national and international level.

Strategies and forms of organising member-based organisations in the Informal Economy.

This report was delivered by workshop facilitator Namrata Bali.

Action plan Recommendations

- Organising – how do we organise informal sector workers; understanding strategies to new trade unions, understanding new techniques and methods for organising the informal sector.
- Linking work in the informal sector to the IFWEA programmes - We have to find ways to link the informal sector work to IFWEA programmes in the coming four years. We hear about YGAP, OA and Global Network. How do we fit the informal sector inside these three programmes? While the issue of access to technology is a challenge In terms of the OA we have stories and case studies which we can contribute to OA.
- Youth Globalisation Awareness Programme (YGAP) – another way for us to share the practical and concrete strategies which have worked or not worked in the Informal Sector.
- Global Network – Domestic work was important for SEWA last year. We want to take it forward and an action plan where we can all contribute.
- Exchange programmes – Participants have indicated that face-to-face learnings was a necessary educational experience.
- Social security – education and tools for advocacy in social security struggles.

Fair Trade – strategies to facing flexibility

This report was tabled by Karl-Petter from ABF.

There are 3 major elements on which we require education in the context of our conference theme ‘facing flexibility’.

- Firstly – education about the purpose for organising, we need to have agreement with each other.
- Secondly – In the west the social benefits is important to prevent people from going into poverty. But we started that in the 1850s, but even then solidarity existed. We must have education about solidarity amongst the poor and those in the informal economy. As it was in Europe 100 years ago.
- Thirdly – more fair trade and how we can build instruments so that profits don’t only go to Europe but to the producer, to the countries where its growing. We earn more money in Sweden from oil, but we don’t have oil. We are the third largest exporter of oil in the world while not being a producer.

Sahra thanked all for the valuable input from the workshops. Before the lunch break Sahra made a special request that delegates contribute towards a special donation to the hotel staff for taking care of the IFWEA conference during the period. She also asked delegates to fill out the conference evaluation forms and hand it to conference staff.

7. Conference plenary: Motions and resolution

The chair handed over to the chair of the Resolutions Committee, Conny Reuter who chaired this session. His task was to explain the procedure for voting and tabling of resolutions and motions. He introduced this session by acknowledging that this was a very consensual meeting and therefore a positive sign of the meeting.

He went through the order of the motions and procedure for the voting.

a. Resolution 1: Priorities for IFWEA 2012-2015

Moved: Executive Committee

This motion has been proposed by the EC. This motion No has been presented in time and accepted in terms of the standing orders. Conny read the resolution to the conference and asked for questions and comments on this motion. The President asked if any delegates wish to speak on priorities for the organisation. No comments or questions forthcoming. The chair noted that the motion has been endorsed.

The motion is adopted unanimously.

b. Resolution 2: Resolution for disaffiliation

Moved: Secretariat and EC

Motion No. 2 will not be dealt as the second motion as it contradicts the resolution on disaffiliation. The motion on disaffiliation is presented by the secretariat and signed by the GS and two Vice Presidents, Juan Carlos and Karl-Petter. It has been adopted by EC at its executive meeting of the 28th Nov 2011. Conny read the resolution on disaffiliations. This resolution is correct as it has followed procedure.

The President clarified this motion by saying that if conference adopts the motion it will implement disaffiliation procedures and also proposes an associate membership of \$100. This will allow access to IFWEA information and services but not voting rights. Chair asked for comments and questions. None was forthcoming from the floor.

Resolution is adopted by the house unanimously.

c. Resolution 3: Emergency Resolution on affiliation fees

Moved: Secretariat and EC

Chair asks for questions or comments. The resolution is presented by the GS and seconded by Juan Carlos and Karl-Petter. Conny Reuter read the resolution to conference. This resolution maintains the affiliation fees for 2012. The President asked for comments or questions. None was forthcoming.

The resolution was adopted by conference unanimously.

d. Resolution 4: Resolution on OSHE

The resolution cannot be taken in consideration and in contradiction by that which has been decided. Conny proposes that this motion is not considered. The President proposed that OSHE can join as an associate member. The resolution committee proposes that this motion is not considered. The President

adds that this affiliate be advised that they join as an associate member and that IFWEA will continue to work with them. No comments or questions forthcoming.

e. Resolution 5: Emergency resolution on Hungary

This resolution is proposed by Conny Reuter, supported Karl Petta and Rey Rasing. It is about the situation in Hungary and the big changes concerning the trade union movement. Passing this resolution would be a good political sign of solidarity. Conny read the motion. The President asks for comment. None was forthcoming.

The house adopts the motion unanimously and it will be communicated swiftly to the Hungarian comrades.

**f. Emergency resolution on Middle-East and North Africa
Moved: EC.**

It was a decision by the EC to present this emergency resolution signed by the GS and two VPs. Conny Reuter read this resolution.

This resolution was passed unanimously. The President noted that this is an historical moment in IFWEA as the organisation have had resolutions on Palestine since 1996. This is the first time we have passed it. She congratulated the organisation on taking this step.

Conny concluded this session by thanking delegates for the voting session. He then gave some important information for the next session regarding the candidates up for election to the IFWEA EC - 13 candidates, 5 women, 8 men, 5 candidates from Europe, 2 from Asia, 1 from LA, 3 from Africa, 1 from the Middle-East and 1 from the US.

Election of leadership – Nominations to Executive Committee

The President asked the leadership to step down while she called on the chair of the Standing Orders Committee. The rules say that no-one standing can preside. Paula Borges chaired the meeting from this point.

Paula greeted delegates and noted that it has been an honour and pleasure to serve. She reported that no-one has asked for a secret ballot. This would happen if we had more than one candidate per post. But as we don't this is a sign of democracy. It means the leadership we have is leading us on the right path.

Nominations:

- President – Sue Schurman
- General Secretary – Sahra Ryklief
- Vice-Presidents (4 positions) - Namrata Bali, Karl-Petter Thorwaldsson, Juan-Carlos Vargas , Hasan Barghouti

- Executive Members (5 positions) - There were 5 positions for members of the EC - Saliem Patel (LRS), Kari Antilla (TSL), Alana Dave (ITUC), Rey Rasing (LEARN) and Conny Reuter (SOLIDAR). Charles Chivuru decide to withdraw his nomination.
- Internal Auditor – Annika Nilsson was nominated to this position.

President

Paula asked the conference to express their opinion by electing president of IFWEA Sue Schurman by acclamation. Conference delegates voted in favour of installing Sue Schurman as President of IFWEA. The house says YES. Sue Schurman is installed in the position of president of IFWEA by acclamation.

General Secretary

There was only a single nomination to the position of General Secretary, Sahra Ryklief. Paula asked the conference to install Sahra Ryklief to the position of General Secretary. She was elected by acclamation.

Vice-President (4 positions)

There were four positions of Vice-Presidents. Namrata Bali (SEWA), Juan-Carlos Vargas (PLADES), Karl-Petter Thorwaldsson (ABF) and Hasan Barghouti (DWRS) were nominated, and elected by acclamation.

Executive Committee Members

There were 5 members nominated to these positions. Saliem Patel (LRS), Kari Antilla (TSL), Alana Dave (ITUC), Rey Rasing (LEARN) and Conny Reuter (SOLIDAR) were nominated and elected by acclamation.

Internal Auditor

For the position of internal auditor Annika Nilsson is nominated and elected by acclamation.

Paula handed the chair back to the newly elected president, Sue Schurman. Sue acknowledged that the newly elected leadership is honoured to be elected and for the confidence the IFWEA has in them. We believe that the programme of work and priorities that have been set forth by the GS is sound and solid. We believe the financial status will prosper with your help.

Closing address by IFWEA President

In the closing address the President reminded delegates of the theme of the conference which is Facing Flexibility in the context of priorities for IFWEA. She reminded delegates that the forces of global capitalism are relentless. The neo-liberal economic policies that have their birthplace in the US have now invaded every country in this room and many who are not here. She underscored the notion of relentless.

And even when delegates met in 2007 we were still puzzled by what this all means. In the past 4 years we have learnt what globalisation means. We now understand what the South African colleagues have taught us – it means the absolute pressure to deregulate all those policies that we have struggled for, and that many others have struggled for, that gave us social protection and a decent wage that gave us the formal economy and jobs. The only things that made it formal were the regulation of capital through collective bargaining. When we hear deregulation it is the destruction of a good job and decent work. Together with our allies our task is to re-regulate capital. We now know that no country is safe – if you have a formal

economy it will not last the next four years. We must start the action now. This is invading everywhere. Trade unions in the north thought they were safe – this was false.

The north-south solidarity is essential now. In IFWEA our task is to understand the process of deregulation. It pushes formal workers into the informal economy. We have proposed a programme of education that is the start. We have asked you to use the Trade Union Vow and tell us what this means in your country.

As educators in the labour movement this is our task. The EC is dedicated to the task of developing programmes and look forward to working with you over the next four years.

Thank you very much. Please refer to **Annexure H** for a complete transcript.

Vote of thanks delivered by Sahra

Sahra thanked the members of the out-going executive. They were asked to step up to the podium and receive a small gift – a symbol of solidarity. Out-going EC members are:

- Paula Borges
- Khalid Mahmood
- Amina Majdoub
- Ragma Refaat
- Mike Chungu (not present)
- Mike Bradley (not present, GFTU UK)
- Karoly Georgy (not present due to his federation going through difficult times. The GS promised to convey the thanks of the house)

Sahra also thanked the incoming EC. The credit for progress goes to the EC, some who have agreed to stand again. Sahra acknowledge that she and the IFWEA President went through a protracted period of negotiation to get them to stand again. She asked that they accept a gift of a necklace of red beads as a symbol of unity for the task ahead.

Not present in during this final period of the conference was Alana Dave who was attending the Cop 17 Climate Change meeting in Durban, South Africa and Saliem Patel who was attending a Global Network meeting.

Sahra thanked the following people:

- The delegates for attending the conference and for making it an interesting and vibrant experience. She also thanked them for filling in the evaluation forms and telling the secretariat what the weaknesses of the conferences were.
- The RLF for allowing the African affiliates to attend by sponsoring the travel and accommodation.
- The SEWA for subsidising some costs and for the wonderful workshop facilitated along with Home-net.
- The ITF for assisting with the Climate Change workshop and orientating us in this content.
- ABF and all other conference delegates for paying the solidarity fee allowing IFWEA to subsidise Category 4 affiliates
- The LRS for the Gala dinner.

- WWMP for allowing IFWEA to have their film producers to film the proceedings.
- The TSL for organising the interns Sonia and Elisa who have been valuable in conference preparations.
- Agnes and Sara (Swedish interns) for having the energy and enthusiasm and initiative to participate in the longest internship. They worked very hard and without them the conference would not have happened.
- Jeanette Isaacman – manager of the interns and manager of the OA. If it wasn't for her attention to details and holding things together we would not be here today.
- Helga – for rooting out the best cultural activist, for designing the cultural, for designing our communications so we kept our membership informed.
- Translators – Mira for Arab translations, Daniela and Bruno (Spanish translations)
- Streetnet,
- Sound co-ordinator – Alex Bozas

The GS handed over to the President who additionally thanked her colleagues at the Rutgers School of Management and Labour Relations.

The closing cultural items was delivered by IFWEA conference delegates, Thandabantu, Pramvata, Fatima, Nadia and Sikula Sonke Choir.

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Annex A

IFWEA 21st General Conference

Motion to 2011 General Conference : Priorities for IFWEA 2012 – 2015.

A. Political education, policy intervention, education programmes

This Conference Notes:

1. The challenges posed by the developments, intensified by the global financial and economic crisis, leading to anti-social policies which result in increasing vulnerability of workers and their families and therefore the elevation of the need for education and knowledge of working people to higher levels.
2. The initiative developed in partnership with IFWEA member Rutgers School of Management and Labour Relations (SMLR) and the Swedish LO and Labour Party Academies to facilitate an academic exchange to build global solidarity and expertise on globalisation and methods and modes of organising the 21st Century worker;
3. The continued partnership with SOLIDAR with the aim of realizing decent work and decent lives for all through the Global Network project, towards the advancement of human, social and economic rights by improving the capacity of labour movements and civil society through mutual learning, common action and developing political, social and economic alternatives;
4. The initiative developed with the support of the Olof Palme International Centre to create an International Online Academy for Labour Educators, and the strong evidence of demand and support for such an initiative from IFWEA member workers' education organisations;
5. The initiative developed in partnership with the ABF Sweden, AOF Norway and TSL Finland to start a Youth Globalisation awareness programme which will build the awareness of young working people in the labour movement of the Nordic countries of global links and inequalities and prepare them to think and act globally in solidarity with the struggles in the south, through exposing them to examples of organisational responses to inequalities and changes in the world of work from these regions;
6. The progress achieved by IFWEA in developing education resources for member based organisations organising workers in precarious forms of work;
7. The progress achieved in building an African Labour Media Network, led by Workers' World Media Productions;

This Conference Resolves:

1. That the Secretariat continues to assist member organisations in initiating global bi-lateral partnerships and sharing of resources.
2. To support Global Network national, regional and global aims, objectives and projects at IFWEA events, whilst engaging Global Network members who are not members of IFWEA to join the IFWEA and actively participate in activities.
3. To develop a coherent educational package, called the IFWEA International Online Academy for Labour Educators, to be built around the 'organising in the global economy' programme, for presentation and participation via the internet. It should be based broadly on 21st century challenges to labour and alternatives to corporate globalisation. It should include a range of issues, addressed in diverse educational forms including research, equipping trade unions and worker

education NGOs with key resources and tools for policy development and for executing their education programmes.

4. To build a long term north/south programme of workers' education to support youth awareness on the linkages and inequalities of globalisation, called the Youth Globalisation Awareness Programme, which incorporates online and face to face learning and internships.
5. To continue to give support to the idea of the development of an International Labour Media Network.

B. Capacity-building, membership services, regional development

This Conference Notes

6. The variety and diversity of needs of IFWEA affiliates, and the strengths and weaknesses of IFWEA as a whole in a fast changing world, where proper, applicable and realisable responses must be found.
7. The decision of European affiliates to dissolve Euro-WEA, and the failure to realise a viable regional network serving the differing interests and needs of the European affiliates. It further notes the proposal to integrate European members into SOLIDAR as a solution which accommodates the expectations of European affiliates, as SOLIDAR has the necessary political and administrative structures and capacity required for a to sustain a vibrant European regional organisation.
8. The closing down of the IFWEA Arab regional office in Jordan, and the constitutional impossibility of having two International Federations of Workers Education Associations existing simultaneously.
9. The range of regional educational exchanges in Africa, Arab Speaking countries, Asia-Pacific and Latin America made possible through the Global Network project.

This Conference Resolves

10. That IFWEA European members consider joint membership of IFWEA for global solidarity and exchanges and SOLIDAR for European activities.
11. That the Arab speaking affiliates of IFWEA re-launch their region as the Arab Federation of Workers' Education Associations, with the DWRC as the co-ordinating organisation.
12. That the IFWEA Secretariat continues to work with SOLIDAR as mutual partners and members to raise funds for the Global Network Project for Global and Regional activities.

C. Finance, affiliation fees, secretariat, staffing

This Conference Notes

13. The continued disaffiliation of category A members, so that only the Nordic members are currently paid up members remaining in this category,
14. The increasing number of affiliates, across all categories, in arrears with payments of affiliation fees; leading to less than half of expected income from fees being raised annually for the past four years;
15. The costs of the current Executive Committee, which exceeds affiliate fee income if convened twice per annum;
16. The conclusion of valuable but short-term support from Rutgers University through a service contract with the Secretariat which subsidised salary and administrative costs of the Secretariat from 2009 – 2011;
17. The continued failure to raise an annual budget through affiliation fee income and core expenditure to support a full-time General Secretary and administrative support;

18. The support of the Labour Research Service in providing an office, administrative and payroll services to the IFWEA Secretariat;

This Conference Resolves

19. To review the realistic capacity of Secretariat activities for 2012 based on availability of financial resources; and to task the incoming Executive Committee to perform this function on an annual basis to ensure that salaries and activities do not exceed budgetary limits.
20. To review the affiliation fee.
21. To reduce the number of people on the Executive Committee to half the current number (not including the President and General Secretary) while insuring a balanced continental (regional) representation and considering the diversity of affiliates.

Proposed by the Executive Committee, with the exception of Karoly Gyorgy, who abstains.

IFWEA 21st General Conference

Motion to 2011 General Conference :

Motion on OSHE membership fees

Noting:

That OSHE requested the IFWEA Secretariat to allow us of paying the arrear membership fee at the rate of \$ 100/per year, due to financial problem at our organisation. That the annual membership fee of \$431/per-year [Category 4 affiliates] is very much high and not affordable for member organizations from the least develop country such as OSHE, Bangladesh. That for this reason, OSHE could not able to pay the pending membership fees to the IFWEA so far.

This conference resolves:

To approve \$ 100/per year as a minimum affiliation fee per year for the case of Category 4 affiliates.

PROPOSED BY OSHE BANGLADESH, SUPPORTED BY STREETNET

Annex B

Standing Orders as delivered to the 21st IFWEA General Conference

1. A delegate or member of the Executive Committee shall speak only once in a debate, unless otherwise agreed by the Conference. The representative of a Conference Committee presenting a report or a mover of a resolution (not concerning a motion of procedure) shall have the right of reply at the close of debate on an item.
 - 1.1. A delegate or member of the Executive Board is allowed to speak for a maximum of three minutes except when using the right to reply where he/she shouldn't use more than one minute.
 - 1.2. In the interests of completing particular items of business, the Chair, with the permission of the Conference, may reduce the length of time for which speakers are permitted to speak to two minutes or less.
 - 1.3. The debate on a question before the Conference may be interrupted at any time by a point of order or by a motion of procedure. The Chair shall give an immediate ruling in response to a point of order.
 - 1.4. A motion challenging the ruling of the Chair shall be put immediately to a vote.
 - 1.5. A motion of procedure shall be required in order:
 - (i) to adjourn the sitting;
 - (ii) to adjourn the debate;
 - (iii) to close the debate and/or vote on the item under discussion;
 - 1.6. The above or any other motion of procedure shall be put immediately to a vote, except that the delegation submitting the resolution under discussion, may exercise its right of reply
2. A request to speak shall be made by show of hands. A delegate who is invited by the Chair to speak may yield the right to speak to another member of the delegate's own organization. The Chair shall call upon speakers in the order in which they signify their desire to speak.
3. At any time during the course of a debate the Chair may call a speaker to order if the remarks of the speaker are not relevant to the subject under discussion or if the speaker exceeds the allotted time.
4. The General Secretary shall have the right to speak on any subject.

Resolutions and Motions

5. Resolutions/motion), which have been submitted to the Conference by member organisations or by the Executive Committee in accordance with the prescribed procedures, must be proposed and seconded by accredited delegates or by members of the Executive Committee to the Conference in order to place them for debate before the Conference.
 - 5.1. Emergency motions or resolutions developing within the four (4) months preceding the Opening of the General Conference may be submitted by the Secretariat or by Full

Member Organizations until 12.00 pm of the second day of The General Conference (Tuesday). They may not exceed 100 words.

6. In presenting the resolution for debate the proposer must indicate which accredited delegate is seconding the resolution. It is not necessary for the seconding delegate to approach the rostrum or to speak.
7. The proposer must speak to the resolution when it has been placed before the Conference.
8. If the seconding delegate wishes to speak the delegate may defer speaking until later in the debate but must submit a 'request to speak'.
9. Amendments to the resolution, which have been submitted to the Conference by member organizations or by the Executive Committee in accordance with the prescribed procedures, must also be proposed and seconded by accredited delegates or by members of the Executive Committee to place them before the Conference.
10. In presenting the amendment for debate the proposer must indicate which accredited delegate is seconding the amendment. It is not necessary for the seconding delegate to approach the rostrum or to speak.
11. The proposer must speak to the amendment when it has been placed before the Conference.
12. If the seconding delegate wishes to speak the delegate may defer speaking until later in the debate but must submit a 'request to speak'.
13. Amendments to a resolution must be taken immediately after the proposer and seconder (if the seconder chooses to speak at the beginning of the debate) of the resolution have spoken. If the seconder decides to speak later in the debate, amendments must be taken when the proposer has finished speaking.
14. Each amendment must be disposed of before the next one is taken.
15. Each delegate may speak only once on any resolution or amendment to it which is placed before the meeting except the proposer of the resolution who may speak once on the resolution and once on any amendment to it. The proposer may also reply to the debate on the resolution before it is voted upon.
16. The proposer of a resolution may speak for a maximum of three minutes in proposing the resolution.
17. After the proposer of the resolution or amendment and the seconder, if the seconder chooses to speak immediately after the proposer, have spoken, the Chair will select speakers for and against the resolution or amendment, in turn. If during the course of the debate there are no further requests to speak against the resolution or amendment, the Chair may put immediately the resolution or amendment to a vote.

Voting Procedure

18. Voting on resolutions or other propositions put for decision to the Conference by the Chair is normally by show of Voting Cards.
19. The Chair determines the outcome of the vote.

20. Tellers will be appointed by the Chair on the first day of the Conference. In the event of a close vote or by Delegates request the Chair may call on the Tellers to give advice on the outcome. To assist them in providing the advice to the Chair, the Chair may ask the Tellers to count the votes.
- 20.1. The Tellers are appointed by the Chair with the approval of Conference at the beginning of the first day.
 - 20.2. The purpose of the Tellers is to assist the Chair in determining the outcome of votes.
 - 20.3. They may do that at the Chair's request, by standing at the front of the Plenary Room and making a visual assessment of the outcome of a vote or by actually counting the votes in the room.
 - 20.4. Tellers are required to be present in the Conference Centre throughout the Conference proceedings. Each Teller is allocated to an area of the Plenary Room for purposes of counting votes.
21. In order to declare their votes delegates will be asked by the Chair in the following sequence, to indicate by holding up the voting card, whether they are *In favour of/For* the proposition, or *Not in favour of/Against* the proposition, or wish *to abstain* in the vote.
22. In accordance to article 16.2.1. each member of the Executive Board shall have one (1) vote
23. Each Full Member organization shall have one (1) vote. Only the named representative of each Full Member shall be entitled to cast their vote. Proxy voting shall not be permitted. The representatives of associated members, observers and guests are not entitled to vote.
24. Voting shall be on a show of hands. Resolutions and elections shall be by secret ballot on the request of delegates from at least ten (10) percent of the delegates present and entitled to vote, or if the Chair so decides.
25. Unless a secret ballot be so demanded a declaration from the Chair that a resolution has on a show of cards been carried or lost and an entry to that effect in the minutes of the proceedings shall be conclusive evidence of the fact that without proof of the number or proportion of the votes recorded in favour or against such resolution
26. If a secret ballot is duly demanded it shall be taken in such a manner as the Chair directs, provided that each member shall have one (1) vote, and the result of the ballot shall be deemed to be the resolution of the meeting at which the ballot was demanded. The demand for secret ballot may be withdrawn and not recorded.
27. The demand for a secret ballot shall not prevent the continuance of a meeting for the transaction of any other business than the question upon which a ballot has been demanded.

Annex C

**IFWEA 21st General Conference
Report from Credentials Committee
28th November 2011**

Total number of affiliates	60
Total number of affiliates present	40
Total number of voting affiliates	40
Number of attending (voting) Executive Members	13

There are 53 voting delegates.

Organizations Entitled to Vote

<u>A-D</u>	<u>H-R</u>	<u>S-W</u>
AIN	HKLTU	SEF
AMDDH	ICWC	SEWA
AODSF	UALE	SOLIDAR
AOF – Norway	ISD	Streetnet
AOF – Denmark	ISET	SCAZ
	Ishmael Nedzine	SUNY
CDG	ITF	
CENAC	LARRI	
CLASS – Nepal	LEARN	TSL
CTUWS	LEF	<u>UGT – Portugal</u>
	LRS	<u>UWC</u>
DITSELA	LTUTC	<u>WWMP</u>
DWRL	LWM	
	People Rights Center	
	PLADES	
	PWWSD	
	Rutgers	

Annexure D

WORKSHOP RECORD, 29 NOVEMBER 2011 MOBILISING RESPONSES TO CLIMATE CHANGE: ISSUES AND APPROACHES FOR POPULAR EDUCATION

The General Secretary welcomed the Sikhula Sonke choir. Sikhula Sonke is an independent trade union of farm workers and is committed to women leadership with 85% of their leadership being women. Their welcoming song and invited interaction.

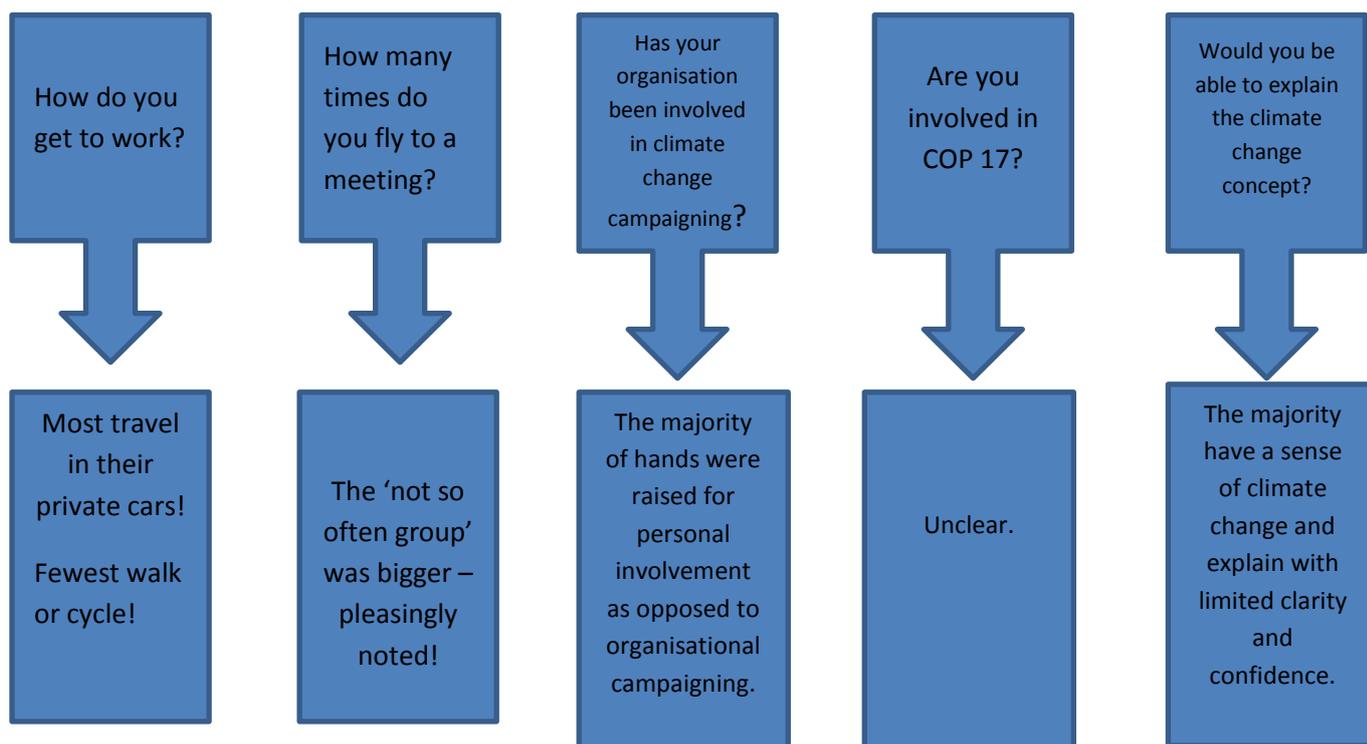
Introductory remarks

Facilitator, Alana Dane ITF (GLOBAL TRANSPORT UNION) together with co-facilitators Ally and Sandra welcomed all to the Climate Change Workshop. The workshop offers an opportunity to focus on climate change as a direct link to policy and education while COP17 is underway. Although it is anticipated that legally binding agreements that would limit emissions, there are indications Durban will fail to make the desired change. Projections are bleak for farms and agriculture and will be particularly hard-hitting against Africa that relies on agriculture. From the recent international energy agency report, emissions levels continue to rise with last year recording the highest level. We have five years to avoid dangerous climate change. It is therefore hoped that the workshop will approach discussions with that urgency, bearing in mind the climate is not separate from the economic and financial crisis. Our struggles are also interlinked.

The workshop aims to promote understanding and seeks to reach agreement on proposals for IFWEA's action plans on climate change; and to build a climate change network of affiliates. The programme will include introductory activities, a speaker & discussion panel focusing on science and impact, input on the link to the work of educators and through small discussion groups to delve into the kind of education that can be developed for IFWEA proposals.

Invention for language clarity was encouraged and participants were urged to complete the pre-workshop self-assessment form progressively.

Activities

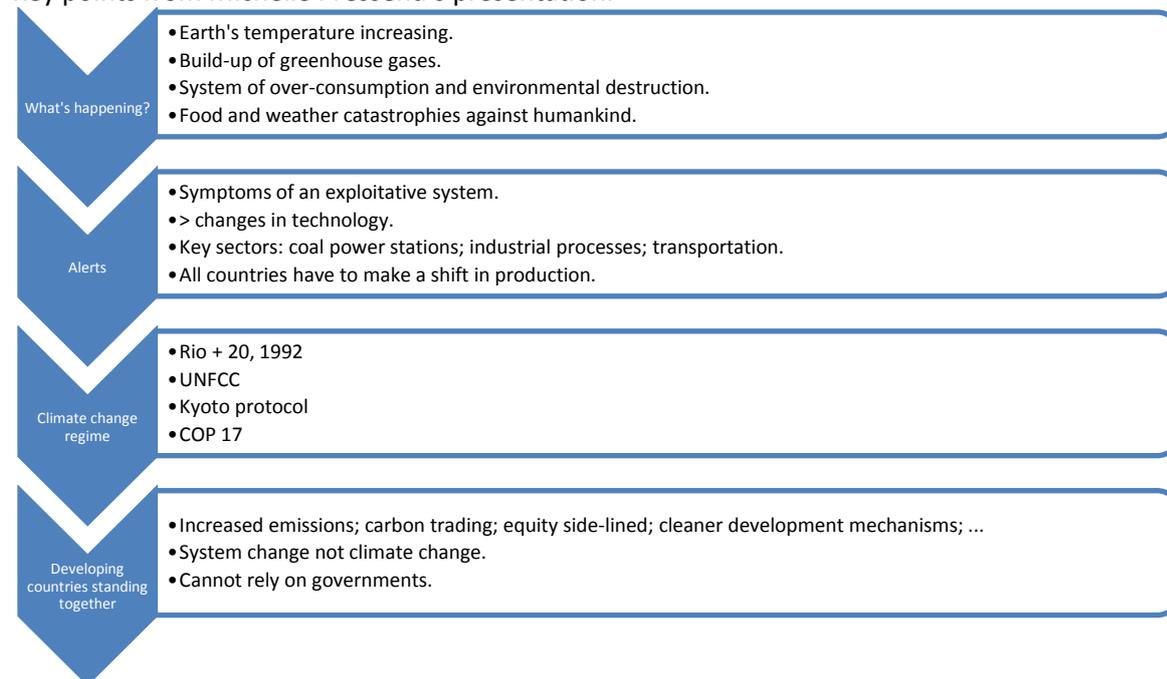


Some points from discussion:

- ↗ Globally, 13.1% of greenhouse gas emissions come from transport.
- ↗ Good public transport will make a difference and create jobs.
- ↗ Some illustrations of involvements in climate change campaigns:
 - Focus on workers and youth to highlight root causes and political economy; the need for unity.
 - India, majority of members is farmers – first campaign for a programme for nursery and plantation; feminising of forests. Second campaign – to promote the use of organic fertiliser; going back to big farmers using pesticides. Third campaign – for recycling and supporting paper pickers
 - Promoting the concept of a ‘just transition’.
 - Sweden, study circles on climate change. Interesting to notice that activists are mainly younger. There is a need to connect older and younger activists as well as old and newer NGOs.
 - Nepal, in 2008, one person plant one tree. Link issues to collective bargaining.
 - South Africa (Sikhula Sonke), starting to strategize.
 - Palestine, the occupation is the priority. Part of youth organisation selects a topic each year. Last year the topic was ‘water shortage’ to raise awareness.
 - Finland, open seminars focusing on what climate change is; how to fight it; save energy; create jobs; responsibilities of politicians.

Panel discussion

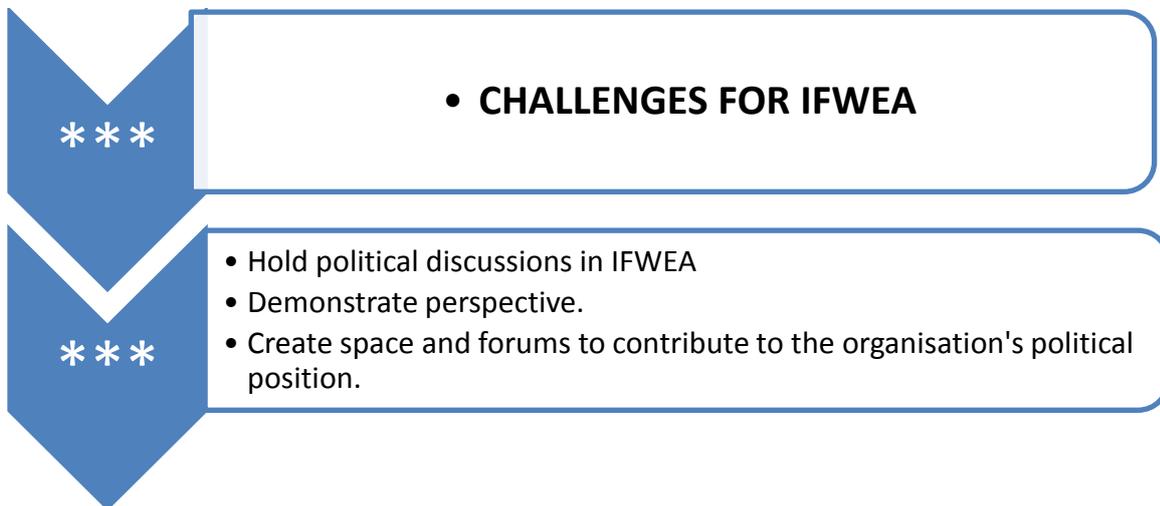
Key points from Michelle Pressend’s presentation:



Discussion points on education

- When you try to educate, each will say ‘will what I do make a difference?’ How do you deal with that?
- How do you shift the Bush attitude of ‘the world cannot teach America’?
- The challenge is for trade union education to get into government agreement. We need to be able to mitigate government’s decisions for decent work. Worker education has to have clear purpose; create a decent work agenda and identify linkages in all aspects of decent work.

- Synchronise challenges globally and locally; continue pressure for change; enhance the impact of globalisation; link impact and demand for public ownership. Trade union education has to be a campaign that leads to action.
- IFWEA's network has to be able to mobilise.
- Is it possible for TU to campaign against countries not ratifying?
- The language and logic of human rights framework offers a way to think and act differently.
- Education needs a focus: the basic link to living conditions has to be made; the environmental and labour connection has to be made. We must not look for one answer.
- The campaign has to have different levels – it must talk to the grassroots; it must talk to multi-nationals; and it must talk to development. The mind-set of privilege has to change. Representation of the poor is at the centre – the poor are not just consumers.
- Civil society has to be actively involved. The US is the greatest polluters; they hold negotiations at ransom by threatening funding. We have an opportunity to make strategic linkages with social struggles.

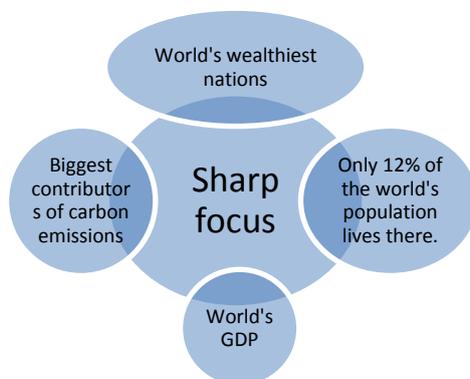


Education strategy: Case study

Education strategy is alongside political strategy. Education is concrete.

[Need to refer to audio record.]

Highlights from a group activity



From worker education and climate change slides

Some challenges to link climate change to creating jobs

- ↗ Demonstrate the impact of climate change for workers; promote an understanding of mitigation, and adaptation and strategies with the direct involvement of workers.
- ↗ Bring the impact to the centre of workers' focus. It will increase familiarity with climate change.
- ↗ It helps to have an expert to explain climate change in specific sectors; it supports a creative response to look to create jobs to impact on climate change.
- ↗ Be mindful of the education spiral –
 - Knowledge and experience
 - Patterns
 - Adding new information and theory
 - Skills and strategies
 - Apply what we learnt in the world.
- ↗ Education has to lead to action; one workshop will not take you there.
- ↗ Be generous with knowledge and experience.
- ↗ Identify changes, use photos, expose patterns, and keep information and theory updated.
- ↗ Presentation can be done creatively. There are lots of wonderful games that can be accessed.
- ↗ Group work works.
- ↗ Skills, strategies and application.
- ↗ Share education resources.

Critical points to formulating an approach from an experience in the transport sector

- ↗ Unions requested education because they are clear of their need. They feel lost on the issue and would easier leave it to government or doubt their ability to influence.
- ↗ The challenge is to make it relevant in their lives: take the big issue and break it down.
- ↗ Relevance is understood when consciousness is raised. It grounds the ability to influence.
- ↗ When the connection is made that the same system that they are used to fighting is their confidence is raised and their political understanding is deepened.
- ↗ In the end, it is more than raising awareness; it becomes action; a desire to change a system.

Learnings/tips:

- ↗ Develop appropriate education materials.
- ↗ Have experienced trainers and be sure to develop their skills on climate change.
- ↗ Methodologies – include case studies.
- ↗ Integrate slots or sessions into decision-making bodies.
- ↗ Explore blog, internet and online resources.
- ↗ Link understandings – for example, emissions and health and safety.
- ↗ It is an exciting opportunity for trade unions and civil society to assert their political will, take action and show how workplaces transform through collective bargaining. “Our education should begin with that vision.”

Developing a curriculum on climate change: Group discussions

Discussion topics:

- ↗ Target groups
- ↗ Key issues to be covered.
- ↗ Methodologies
- ↗ Support from IFWEA

Discussion groups were designed by seating and their feedback consolidated by topic below:

1. Who would the target audience be for educational activities you would run on climate change?

GROUP 1

TARGET GROUPS

- Workers
- Unions shop stewards leadership at various levels
- Community residents at all ages
- Govt representatives

<ul style="list-style-type: none"> • Religious leaders and any other institutional leaders.
<p>GROUP 2</p> <ul style="list-style-type: none"> • Trade unionists • Informal sector workers • Activists • Youth • Women's groups • Independent/ind workers
<p>GROUP 3</p> <p>Consumer power – need to change through industry (battery instead of gas); go step by step with politicians;</p> <ul style="list-style-type: none"> • Private – tools on how to change – very practical; link to reducing cost through environmental friendly ways – lectures, seminars. • Workplace - health & safety link; use points to enhance. • Use political power – 2hrs per hour Stockholm to oslo – promote train as investment; every day 4 trucks from Italy each day to deliver water. <p>Study groups to shift to practical meaning.</p> <ul style="list-style-type: none"> • Transportation • Attitude – NIMBY (not in my backyard) • Lectures and seminars – high success rate; • Study circles - • On-line academy – investment by IFWEA can help smaller countries and include translated materials.
<p>GROUP 4</p> <p>Farm leadership → working group → trainers.</p>
<p>GROUP 5</p> <ul style="list-style-type: none"> • Poster explaining causes, how to address, • Listed names and countries of group • Women in informal economy (SEWA working/union members/students home based women workers, who are poor, small scale farmers, (home net) school college (street net)

2. Identify what for you would be the key issues and topics that would need to be covered.

<p>GROUP 1</p> <p>ISSUES & TOPICS</p> <ul style="list-style-type: none"> • Climate change: what it is , what its effects are; what we can do as individuals; what public policies should be; short and long term goals. • Environmental management – at work places and in communities. • Focus on children • The human rights to a healthy environment and degradation, animal care etc. • Links between economic crisis and climate changes both in cause and effect.
<p>GROUP 2</p> <p>Basic information like global warming Carbon emissions Carbon trading Impact on people's lives (food security jobs) Responses to climate change</p>

<p>Political economy behind global warming Gender impact</p>
<p>GROUP 3 Divided into three areas.</p> <ul style="list-style-type: none"> • How to change individually? How should I heat my home? How can I reduce my cost and be more environmentally friendly? • Link with health and safety. To have a driving force within every workplace. • Use political power – every hour planes between Oslo and Stockholm, but need high speed train. (like to Gothenburg). There is now political power for investment in trains.
<p>GROUP 4</p> <ul style="list-style-type: none"> • Content and style must match the farm. Education must trust that when workers understand they will act. It must not instruct action, but trust that workers will act in their own way. Educational material must show how to say things in an educational way. • International cultural education, to link across the supply change.
<p>GROUP 5 Introduction of disasters, introduction ecological system, impact of climate change, into and def with pictorials, linkage of poverty What are the impacts Solutions: tree plantation, awareness and motivation, responsibility to reduce climate change.</p>

3. Methodologies – Identify what for you would be the key issues and topics that need to be covered.

<p>GROUP 1</p> <ul style="list-style-type: none"> • Training – education • Use questionnaires – ask questions to learn what they know • Meet people here they are • Combine action to discussion
<p>GROUP 2</p> <ul style="list-style-type: none"> • Participatory learning • Publications & media • Virtual program education • Arts and culture • Social dialogue • Training conferences, workshops • Research and case studies
<p>GROUP 3 See section 1.</p>
<p>GROUP 4 Need to link to work on the farm, as otherwise it is seen as a foreign issue. It needs to be in a language appropriate to the workers (not English). Design education material that fits the farm. It must be appropriate and then can train trainers.</p>

GROUP 5

Develop the climate change info pack to various target groups, in-service training for existing employees in the workplaces, class rooms types, participatory education, performance school curriculum

4. What support does IFWEA need to provide for these educational activities to take place?

GROUP 1

- Financial support from affiliates to IFWEA
- Provide resource support (material, update)
- Help to disseminate materials
- Networking via websites/emails/documentaries

GROUP 2

Training of trainers; people to disseminate information; materials; toolkits; manuals; disseminate research; share experiences; social networking.

GROUP 3

Invest in online knowledge on environmental questions. This would help smaller organisations. If we invest in good study circle materials and translate them to languages. And if we can have your materials too. An online academy.

GROUP 4

IFWEA to spread the news on what people are doing.

GROUP 5

Information pack, workplace training,

Concluding comments: Sandra

Some input was country specific. There are lots of similarities across the groups at a general level. The media was omitted as a target group. We need to think about what role we want people to play after they have been educated by us. How do we want workers organisations to be involved in climate change issues? Is it just to make their issue popular and raise awareness? If we want they to play a direct role is resistance, then we must provide them with materials, so that they have the facts on climate change. What are the alternatives?? How can they lobby? Make it direct and applicable to them, and explain how we can stop climate change happening. Basic information on climate change is needed, but it must be more than this – to take action. The education materials must be orientated to that.

Summary for input to Conference: Alana

From group reports, common proposals:

1. Strong proposal for training of trainers programme from all groups
2. Developing and disseminating education material – through IFWEA, collect from existing – and develop new material to fill gaps.
3. Idea of on-line academy – cost efficient way to build training trainer approach and develop material.
4. Build network to continue exchange and develop our ideas. The on-line academy would provide a way to do this.

ADDITION:

If member organisations try to develop the idea of green workplaces ourselves, we will set the example from our own offices.

INPUT TO CONFERENCE:

It was agreed that a delegate from Nepal report recommendations to Conference on behalf of workshop participants.

Annexure E

IFWEA 21st General Conference

Day 2

30th November 2011

Strategies and forms of organising member-based organisations in the Informal Economy workshop

presented by

Namrata Bali and the SEWA Academy Learning Hub.

- The workshop started with Bali greeting the conference as SEWA does on their radio in India "Namaste, Salaam, Good Afternoon"
- The conference is given a glimpse of the Informal Sector Scenario as SEWA and IFWEA members dramatise the life of workers in the informal economy, while Bali narrates. A women street vendor selling vegetable and fruits struggles to find a space to sell, walking all day long, being harassed by a policeman. A women rag picker walks up to 12km from dusk to dawn, but the municipality does not recognise her as a worker. The homebased workers a sewer, a tailor, a recycler are making products using their own place and materials. They work on piece-work or on contract. They sell their finished product to a contractor . They do not belong to a collective or trade union. The contractor is not happy with the women worker's quality of product, and deducts money from wages, and harasses the worker. Another women worker walks trying to sell a shawl she has made, and finds a buyer after half a day. The domestic worker has no wages because the boss has given her a place to stay but she is a slave to the never-ending duties in the house. The workers are organised themselves after attending a workshop and are happy to be in solidarity with each other, shouting "No More We are Organised" "Fight The Police"
- Bali instructs conference members to fill in the "Workshop C. Strategies and forms of Organising in the Informal Economy" and to fill in "Workshop C Evaluation Form" after the Workshop
- IFWEA Deputy President Karl-PetterThorwaldsson introduces himself and the struggle in the IFWEA executive committee on the Strategies for Facing Flexibility but there 3 major strategies in our countries. Tomorrow we workshop strategy 1) In Europe there is education and collective bargaining shown in the Swedish example of WOW where members promise to stick to bargaining agreement wages and unemployment benefits prevent poverty, and strategy 2) The Fair

Trade organisation where in Europe consumers pay 20% more for coffee and doubles income for coffee growers for example. Sikhula Sonke will share their experience with Fair Trade at that workshop. He is proud to introduce SEWA one of the best organisations in IFWEA from whom a lot has been learnt. They are working for 40 years growing every year with 1.4 million members and helping other countries. HomeNet South Asia, Cambodia, and Thailand will share their experience later in the session and welcomed Namrata Bali. Bali says thank you and notes that SEWA will also contribute tomorrow and share the experience of Fair Trade:

Key points of "Strategies and forms of organising member-based organisations in the Informal Economy" (please refer to presentation)

- » the debate on definition of "What Is The Informal Economy" means there are different kinds of workers, kinds of work contracts, business, enterprises and employment. SEWA defines it based on their experiences, and chose self employed as the most positive term,
- » Bali went on to describe the different segments of informal work in the economy, most of the segments described show very little worker rights and protection, not recognised and not represented, unskilled and uneducated,
- » the status of the informal economy is growing globally and is overlooked: SubSaharan Africa 72% , Asia 65%, Latin America 51% and India 94% are some examples. The informal economy contributes to 64% of the GDP in India. SEWA organises women workers who make up 96% of the informal economy,
- » Bali described SEWA as member based organisation registered as a trade unions, with challenges both natural and man made
- » Bali discussed different types of organising structures of workers in the informal economy of workers and how it is: 1) it is difficult to form organisations in the informal economy, 2) it is difficult to sustain and foster organisational growth 3) difficulty in having visibility, recognition and representation;
- » The position of women workers is crucial for empowerment of self and as a worker, with multiple trades with no incomes. The members of SEWA belong to different castes and are different religions and sects, and are not used to decision-making, solidarity is crucial;
- » Bali described examples of the reality of rural poor illiterate women workers is not easy, but the benefits of organising has such impact and that it change the conditions of workers, there is gender wage gap
- » Bali states empowerment is a continuing process – slow with huge injections of resources
- » Bali highlighted their 5 crucial elements in organising based on their experiences: initial and constant contact, work and area service, education classes, analyse the working conditions, and selection of group leaders and organisers from the community. »Constraints in organising: poverty and illiteracy, cultural barriers, social pressure from families and community, discrimination and violence, abuse by higher authorities and castes , Bali notes

that trade unions are becoming more involved in organising informal workers only to a small degree.

» SEWA's first co-operative was a bank, started by women still going 40 years later SEWA has 104 different co-operatives, each members is share-holders . Each one had to have its own constitution and by-laws and go through a battle to get established like the video, childcare etc.

» SEWA is organised into the Women's Bank – the women are shareholders , the trade union membership who pay annual subscriptions and Co-operative Federation which include marketing collectives, rural savings and credit schemes for example.

- Bali introduced a documentary done by the SEWA Co-operative and Masters Communications Student called Film "Organising In SEWA" which the conference watched

Workshop: Strategies and forms of organising member-based organisations in the Informal Economy Question and Discussion Plenary Session

» *A question was asked from the floor as to how SEWA teaches workers to self-organise?* Bali explained that SEWA does worker education that sector specific through trade committees based on needs. In the co-operatives there is a higher level of management where members are also trained through the SEWA Academy Learning Hub. SEWA starts with functional literacy programmes, organising meetings, leadership programmes, gathering data/surveying by community workers for policy action, to management training programmes.

» *Have SEWA models ave been upscaled and taken elsewhere was the next question raised ?* Bali explained that SEWA is in 9 states of India so wherever the need goes we will help but the local leadership must take over. In India language does not make it easy to expand beyond Hindu speaking states, but that does not stop the education. Bali reports that other organisations in those states have been taking courses at the SEWA Academy Learning Hub for a couple of years. There are strategies for upscale fostering international links and SARC countries. SEWA is involved in campaigns, student internships and collaborative courses which fosters relationships and the understanding the Informal economy is not a South-South issue, its impacting in the North and South. Bali notes that many trade unions will have to change their strategies now as it becomes clearer how big the Informal Economy is.

» *There was a question from the floor to clarify a SEWA co-operative members versus a trade union member.* Bali explained that SEWA members are all trade union members first and then associate themselves with co-operatives of their choice who have their own constitution and goals. SEWA is structured like any other trade union. Bali explains SEWA's organismic is a Banyan tree. The philosophy is if the trunk is well rooted, it gives out branches and the branches become roots of new trees if it finds firm ground.

» *Does SEWA have international links and independencies?* Bali explained the many international and national networks, associations, affiliations, women specific forum. Bali related the struggle of getting registered and get recognition

to ITUC because of informal worker status despite fulfilling criteria of membership.

» *What is the legal structure to guarantee social and health rights of SEWA members?* Bali responded by explaining that SEWA as a trade union, SEWA co-operatives and the SEWA Bank are all governed by the laws of India which they observe. Neither the state or private companies provide social services so co-operatives provide their own health services like midwife co-operatives.

» *In the USA organizations who work with low wage workers do not want to ask workers in informal economy to pay dues, can SEWA advise?* Bali reports that SEWA has membership training programmes which deals with dues because it is a problem as many workers can only pay seasonal dues and auditing of the trade union is difficult. However the annual fees are very small but SEWA has the advantage is having many members. SEWA's education involves getting more people involved and they see the benefit of services like leaders in the union helping to get water and sanitation services, electrification services makes a member wants to pay. Bali says SEWA realised early on that just focussing on worker organising was not going to work and started integrating services. Bali also suggested when a worker wins a legal case they need to contribute to that service, and if workers give more you can start a Solidarity fund.

- *A question was posed around how SEWA deals with the caste* and Bali responded by explaining the the women is treated as a worker which promotes solidarity and empowerment.

Annexure F

IFWEA CONFERENCE - 2011

Finance report

Overview of history

IFWEA's summary income statement and balance sheet for the three years extract from the audited financial statements and ten months to 31 October 2011 is reflected on Annexure A.

You will recall that IFWEA South Africa (SA) officially took over IFWEA UK's operations from 1 March 2009. The 2009 results therefore include two months of IFWEA UK and the first ten months activities of IFWEA SA. IFWEA's audited financial reports have all been unqualified and are available on IFWEA's website.

2008 recorded a solid \$68K surplus after total income of a record \$296k. Half of this income was the DFID grant.

IFWEA SA has had to reposition itself financially following a slow start in 2009, particularly with declining affiliation fee income, part write off of inherited arrear affiliation fees and part replacing the DFID grant with research services provided to Rutgers University. Despite the initial setback of the \$39k loss in 2009, I am pleased to report that both 2010 and the forecast for 2011 indicate a positive and sustainable financial trend. This positive trend is expected to continue into the years 2012 to 2014 as reflected in the three year forecast reported on later.

Finance Resolution 1: IFWEA's financial report for the three years and ten months ending 31 October 2011 is adopted by its members.

Current year's financial report

The same Annexure A reflects the current ten month period financial results to 31 Oct '11 and forecast results to 31 Dec '11. A more detailed income statement version of these amounts is outlined in Annexure B.

A typical monthly management report is included as Annexure C.

The conference activity makes the last two months of 2011 show significant increase in both income and expenditure. Approximately \$30k of the surplus of \$58k reflected at 31 Oct '11 is committed to the global conference, hence the final surplus expected for 2011 to be in the region of \$22k.

IFWEA is grateful to all the funders of the conference and its activities, including: OPIC, ITF, SEWA, RLF, Global Network and LRS.

Perhaps the most disappointing aspect of the finance report is the long list of affiliates who are in arrears with their annual fees. The details of these affiliates are outlined in Annexure D. There are 58 affiliates with arrears totalling \$156k as at 31 October 2011. Thirteen affiliates with more than three years of arrears total \$54k and 29 affiliates with more than two years of arrears total \$123k.

Finance Resolution 2: All members with arrear affiliation fees of more than two / three years are disaffiliated.

Annexure G

GENERAL SECRETARY'S REPORT

IFWEA 21STGENERAL CONFERENCE

28TH NOVEMBER – 1STDECEMBER 2011

STRAND TOWER HOTEL

CAPE TOWN, SOUTH AFRICA

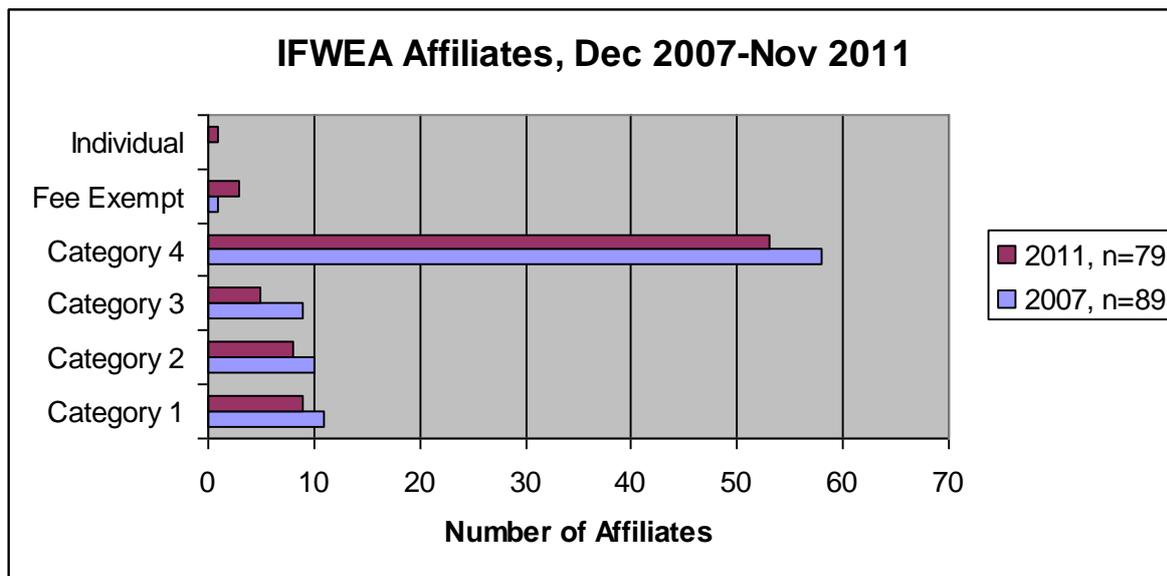
I wish to extend a warm welcome to the IFWEA President; Vice Presidents; Elected Members of the Executive Committee; Delegates of Member Organisations and Valued Guests to this, the 21st IFWEA General Conference.

The stated purpose at the founding of IFWEA in 1947 was to constitute an international organisation to build solidarity between workers education organisations by enabling its members to:

- exchange educational information, materials, methods and ideas;
- study questions of importance to adult education;
- represent the interests of workers' education on an international level;
- encourage and support new movements in workers' education and last, but by no means least,
- assist in the development of workers' education organisations in countries where they do not exist.

This year IFWEA is 64 years old. Despite difficulties, and there are many, we should all congratulate ourselves that we are here, together, discussing how we have, in the recent past, and will continue to, in the immediate future, implement our founding aims and objectives. IFWEA is unique in that it is a member-based organisation of worker education associations. Many of our member organizations are key education providers for labour movements and communities all over the globe, from Iceland to Peru to Pakistan. Let me therefore start with an analysis of membership over the period under review, viz. 2008 – 2012.

MEMBERSHIP



At December 2007, IFWEA had 89 affiliates as follows:

Category 1 11

Category 2 10

Category 3 9

Category 4 58

Fee Exempt: 1 (SOLIDAR)

At November 2011, IFWEA has 78Affiliates as follows:

Category 1 9

Category 2 8

Category 3 5

Category 4 53

Fee Exempt: 3 (SOLIDAR; Rutgers and LRS)

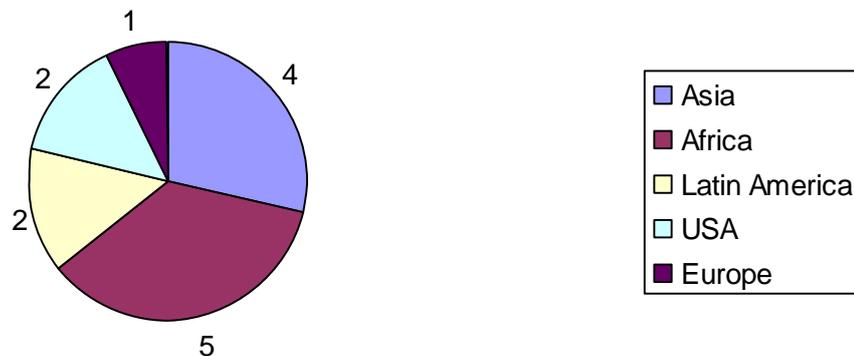
Individual: 1

29 Affiliates Defaulting for over Two Years of Arrears, 2007-2011



The IFWEA EC terminated the membership of 33 affiliates in the past four years. Eight organisations requested disaffiliation from the IFWEA. The most common reason given was lack of financial resources, the second, change of organisational priorities and focus. Of these, one was a category 1 affiliate; three were category 2; one was category 3 and three were category 4. Seven were European organisations and one from Israel. The remainder had their affiliation terminated for failure to pay membership fees for three years and over. Three of these have since re-affiliated.

Affiliations 2007-2011 (n=14)



Fourteen organisations and one individual applied for affiliation during the period under review. Of these, one organisation is a category one affiliate. The rest are all category four. Four are from Asia; five from Africa; two from Latin America; two from the USA and one from Europe.

There were two requests for change in category status, and three for temporary fees reduction, one of which has since applied for a permanent fee reduction.

Currently, there are 29 affiliates defaulting for over two years arrears (2009 – 2011), of which five are category one (almost half of the remaining ten category one affiliates); one is category 2 and 23 are category four.

Thus, despite the fact that more organisations joined the IFWEA than left it during the period under review, the membership base and more importantly, the core revenue from membership of IFWEA is shrinking due to defaults in payment of affiliation fees. Less than 50% of all affiliates pay their affiliate fees per annum. This means that the decline of a self-generating resource base, highlighted in the previous two General Conferences in Albufeira, Portugal and Ahmedabad, India, continues regardless of changes of leadership, indicating a more objective basis for this trend.

Having been on the IFWEA Executive Committee since 1995, I have been part of many discussions about this shrinking resource base over the past 16 years. In the past four Secretarial terms, from Oslo to Manchester to Cape Town, we have given serious attention to this problem. A range of explanations have been put forward, most of which have been explored in some depth.

Reason One: the Category One and Two affiliation fees are too high, organisations can no longer afford them. Towards this end, fees have not been increased in any of the categories since 2007, and costs have been cut through maintaining a minimalist Secretariat with part-time, short-term contract Secretariat staff and a part-time General Secretary.

The highest affiliation fee is \$4 299, which is unlikely to bankrupt any first world organisation and the second \$2 577 – the price of an international airline ticket. Even before the freeze of inflation increases, these are not exorbitant membership fees.

Yet there are only six fee paying category one affiliates left in the IFWEA; eight category two affiliates left, and 5 category three. Of these category two and three affiliates, one has disaffiliated; two are defaulting and one has recently applied for a change to category four.

The lowest fee, which most affiliates should pay, is \$431. This is the cost of one domestic airline ticket. Yet most of the defaulting affiliates are category 4 affiliates. There are 29 category 4 affiliates with three years of arrears, taking the current year into account, out of a total of 51.

Reason Two: IFWEA is not fulfilling its potential and is no longer visible or relevant to its members. With minimal resources and maximum effort, we have improved visibility and relevance in the past few years. We have certainly greater communication with members than we have had in several years. I will go into the details of this “turn-around” strategy further in this report. Yet the trend of defaulting payment continues.

Reason Three: Global Solidarity in Worker Education Circles no longer exists in any meaningful way. IFWEA, therefore has no strong reason to exist in our current reality. It is up to us, at this the 21st General Conference of IFWEA, to soberly reflect whether this is indeed the case. I trust that this report and the reports of the regional co-ordinators will prompt our reflection and deliberations, so that we can come up with a resounding denial of this assertion, and an achievable plan to prove it incorrect.

With insufficient core income, the Secretariat has been heavily reliant on start –up resource provision from a few key affiliates. IFWEA cannot continue leaning too heavily on the generosity of a

handful of member organisations. It will wear out this generosity, as it has done in the past. Neither can the Secretariat continue without sufficient resources to pay its General Secretary. With its affiliate fees it can afford accounting; communication and administration costs. But, I can now state conclusively that IFWEA cannot afford a General Secretary from its affiliate fees. It has not been able to do this for the past 8 years, despite the efforts of two General Secretaries.

The unfortunate reality is that a member organisation must have both a strategic programmatic orientation which adds value to its members AND an independent, member service fee or endowment resource base for its core costs. Anything less will not survive the future. If it does not add value, it does not have sufficient reason to exist. If its members cannot sustain its core costs, it does not have sufficient resources to exist. Given that we cannot fund the General Secretary's costs from affiliate fees, we must find an alternative means of doing so from within our member base. I will return to this later.

It is essential that decisive action is taken at this General Conference to HALT this attrition and STABILISE affiliate fee income for the future. We can deal with a limited proportion of the total budget being covered by affiliate fees and having to raise income through other means, but we can no longer deal with the continuous defaulting of members, it is not only demoralising, it raises financial doubts about the overall viability of the organisation as a company. My view is that we are better with fewer, committed members. As an act of solidarity, we can make whichever services our members are able to afford available to former affiliates whenever possible, through the internet.

THE EXECUTIVE COMMITTEE

Since the General Conference in Ahmedabad, India in 2007, five Executive Committee (EC) meetings and one sub-committee meeting have been held.¹ These five meetings have been essential for providing direction and oversight to the Secretariat over the period under review.

However, although very necessary, EC meetings have proven to be the largest expenditure item of the Secretariat, next to the General Conference, of course. Excluding the General Secretary, there are 17 EC members. IFWEA pays the full attendance costs of ten of these members, as well as the General Secretary and any secretarial staff. An average 2 – 3 day EC meeting costs between \$25 000– \$30 000, with air travel being the major cost.

As the average income for the Secretariat from affiliation fees, minus bad debt provision for defaulters amounted to approximately \$50 000 pa, two EC meetings consumes the entire core budget. We have therefore been unable to honour our commitment taken at the 2007 General Conference to have two EC meetings a year. We have, however, made maximum mileage with the meetings we have convened, and subsidized costs through attaching the meetings to other events to which selected EC members contributed. Once again, key affiliates have provided additional funds or subsidies to IFWEA to ensure that the full EC can be convened, notably SOLIDAR; ABF Sweden; LRS; TSL and Rutgers.

To reduce the pressure on the budget, the sub-committee of the EC which met in Cape Town in February 2011 to plan for the General Conference made the following recommendations to the EC and through the EC to the General Conference:

- 1. Due to the high costs of meeting, the size of elected EC members should be to reduce the number of EC members whose attendance needs to be paid for by IFWEA to half the current number.*
- 2. The meeting also developed guidelines for the criteria for the election of EC members. These were that anyone standing for elections for the Executive Committee should be:*
 - Coming from an organisation that has been a fully paid up member for 5 years;*
 - Coming from an organisation that is able and willing to contribute to IFWEA programmatic activities;*
 - Coming from an organisation that is willing to make additional contributions towards nominee being able to travel and uphold their governance responsibilities.*

¹ All EC minutes and a consolidated summary of EC decisions are available on the affiliate pages of the IFWEA website.

REGIONAL MATTERS

At the first EC meeting after the Ahmedabad GC, the executive re-affirmed the importance of regional co-ordination and liaison in IFWEA, acknowledging that regional contacts and co-ordination are the essential building blocks for membership communication and growth.

The regional co-ordinators of Africa; Latin America; Asia and the Arab Countries will each present their reports to the GC later in this session. This report will concentrate on those regional issues which the Secretariat and EC had to intervene in.

Euro-WEA

The 2007 General conference resolved that EURO-WEA, the European region of IFWEA had not functioned since 2004, and that it should be replaced with a network. This network had as its key objectives to:

- a) *Promote activity in the framework of life-long learning, culture, as well as other areas of priority to the EU;*
- b) *to increase tolerance and understanding between people and groups of people; to promote quality jobs, social security and good health; and a globalised perspective,*
- c) *gather in the Network educational and cultural and other organisations, closely related to the labour movement, working in Europe,*
- d) *promote co-operation, contacts, exchange of experiences, and to initiate joints projects between the member organisations of the Network,*
- e) *and develop regional and international solidarity.*

At the first meeting of this network in March 2008, it was resolved to dissolve Euro-WEA formally, as the organisation was unable to meet the responsibilities outlined in its constitution. After several meetings and consultations with European affiliates, the network decided that it had insufficient resources to become a regional actor of any standing, and that the objectives above could best be achieved through IFWEA European members holding joint membership of both IFWEA, for international solidarity, and SOLIDAR, for regional co-operation, joint projects and solidarity. SOLIDAR already has a partnership with the other IFWEA regions through the Global Network. The substance of this decision was tabled and agreed to at the EC of September 2010, and are contained in the appropriate clauses of the EC motion to this conference.

Arab Region

During the term of the previous General Secretary, the International Federation of Workers' Education Associations – Arab Region, was launched in Jordan. In 2008, due to a dispute amongst key organisations in the region that was resolved by the EC and a lack of resources, the Jordan office was closed. As there were constitutional issues related to having two international federations in existence, the June 2008 EC decided to revert regional co-ordination back to the DWRC.

THE IFWEA SECRETARIAT

Historically, IFWEA has always been dependent on one of its member organisations for the maintenance of its Secretariat and salary of its General Secretary. At various times financial and human support had been generously made available to allow the Secretariat to function from London, Vienna, Tel Aviv and Oslo. The host organisation carried the full cost of the Secretariat and put forward the General Secretary from its ranks to be elected at the General Conference.

With the wisdom of hindsight, it is now clear that the 2003 decision at the 19th General Conference in Albufeirato have an independent Secretariat was not in any way based on a solid projection that the organisation had resources to maintain a Secretariat, but rather on the sad reality that there was no longer any member organisation willing and with the level of resources available to offer to host the Secretariat.

The consequence of this was that the Manchester based Independent Secretariat hit a cash flow crisis within one year of constitution, and by the third year the previous General Secretary was forced to retrench the administrator and take up full-time employment himself. In 2007 the 20th General Conference at Ahmedabad, India acknowledged that affiliate income was insufficient to maintain a full-time General Secretary and thus a free-standing Secretariat.

The decision to move the Secretariat to Cape Town was based on a short-term financial plan which consisted of the following:

- *The General Secretary agreed to work for the IFWEA for 75% of her time, and to raise 25% of her salary through consulting work;*
- *The Labour Research Service (LRS), agreed to host the Secretariat on a cost recovery basis for the first term (2008 – 2011), which meant that the General Secretary had access to an office on the LRS premises without paying rent and could remain on its payroll and receive administrative support, on condition that these costs (salary; equipment; outside services and any additional Secretarial staff expenditure) were raised by the IFWEA;*
- *The IFWEA President, Sue Schurman raised start-up support for the General Secretary's salary through a two-year service provision contract with the School of Management and Labour Relations.*

As part of this contract the IFWEA secretariat committed the General Secretary to:

- *Develop links and global reach and academic exchanges with the SMLR faculty through access to the IFWEA network;*
- *Seek out and develop research opportunities for the faculty;*
- *Develop and teach an online course "Social movements, social change and work" on the faculty's undergraduate programme;*
- *Organise two conferences in co-operation with the faculty.*

The contract with Rutgers and the closure of the Manchester office took some time to be realised. The Rutgers contract was concluded in August 2008. So for the first 9 months of 2008, the General Secretary remained fully employed as Director of the LRS, maintaining minimal services to affiliates and in the main providing oversight to the project manager Crystal Dicks to complete the two

projects inherited from the Manchester Secretariat and participating in the steering committee of the Global Network project.

The advantage of this delay was that it allowed the Rutgers contract to be extended over 3,5 years, so the service contract actually prevails until the end of 2012, and has been hugely instrumental in subsidising the General Secretary's salary. However, the services under this contract have all been provided and the contract is de facto concluded with this General Conference. As it was a once-off contribution, it cannot be replaced.

The Secretariat has also taken on small service contracts for research and materials development, in order to support a part-time assistant to the General Secretary. IFWEA is indebted to affiliates SOLIDAR; LRS; LEARN; PLADES; DWRC for entering into these contracts with the Secretariat.

The inability of IFWEA to support a full-time General Secretary with accompanying administrative, travel and office costs remains the critical weakness of our organisation. Raising project funds is not the answer, as these resources all go to the development of the project beneficiaries through the outputs of the project, not in supporting the Secretariat. Any project funds coming to the Secretariat are merely instrumental, to cover time and resources spent in execution of activities in pursuance of project objectives. It is difficult to find a donor in today's project funding reality, who would agree that supporting the Secretariat is an objective in and of itself. Because IFWEA is a member organisations, the Secretariat, and all organisational building costs, are generally regarded as the responsibility of the members. As we convene today, there is as yet no firm commitment of income for 2012 to 2015 to cover a 75% General Secretary's salary, let alone extra staff.

Affiliate fees, as we have seen earlier in the report, although essential for supporting costs and overheads, are not able to cover a part-time General Secretary, nor staff.

Fees for the provision of certain unique services by the Secretariat are a better option, as we can set this fee at a "market related" level for the provision of the service and there is total discretion over how these fees can be used by the Secretariat. The downside, of course, is that the actual services that cover the salary of the GS and any other secretariat staff have to be provided, which leaves much less time for general services to all IFWEA members.

The best case scenario is when these services performed for certain clients/beneficiaries also have add value on a general level to IFWEA services to members overall. This means, that service income earned through providing programme support to IFWEA members, is the best form on income for the secretariat.

PROGRAMME WORK

Traditionally, the main activities of the Secretariat have been:

- Responses to requests for assistance, support and queries from members.
- Representing IFWEA on an international level.
- Member communication which in recent years has been through website and the occasional e-bulletin.
- International General Conferences, bringing affiliates together to discuss relevant topics affecting labour and exchange perspectives; methodologies, resources and experiences.
- Projects, bringing several affiliates who share common interests or strategies together to provide educational support to their beneficiaries.

Responses to requests

The Secretariat provides an on-going response to requests for membership; written support for struggles of affiliates; circulation of information and/or posting details on the various IFWEA communication facilities. Hopefully, as the utilisation of the ASOCION platform grows, members will begin making these postings themselves, and we will present a more participative, and therefore more vibrant, face to the global labour and education communities. This is already being done by some member organisations on the IFWEA Facebook site, but with ASOCION and the IFWEA International Online Academy, which I will elaborate about in greater detail below, we can take it to a whole different level of member interaction.

Representing IFWEA in an International Level

The IFWEA General Secretary is invited to affiliate conferences, the ITUC and ILO conferences. IFWEA has NGO status at UNESCO and the ILO, and is also invited to the SOLIDAR AGA, education and international committee meetings.

Most of these invitations require that the secretariat covers costs for travel and accommodation. If all these offers were taken up, there would be massive travel expenditure, very little activity taking place in the Secretariat, and precious few services delivered on contracts. In general, the EC takes the General Secretary's annual work-plan into account and discusses which forums are strategic for the GS, President and Vice Presidents to attend on an annual basis.

In the period under review, preference was given to the GS attending events of members, specifically firstly, those member organisations which could assist in developing revenue for IFWEA programme work, and secondly, those member organisations which requested the GS to address their conferences/seminars. The GS travel for member liaison; service delivery on contracts; donor liaison and project activities for the period under review was as follows:

2008

- Two visits to the Manchester office in the UK to oversee project activities; transfer Secretariat and wrap up affairs.
- Visit to Rutgers University, New Jersey, USA to meet SMLR faculty.

- Two visits to Brussels to attend IFWEA European Network meeting; Global Network Steering Committee meeting; SOLIDAR AGA; meet with ITUC Education Secretary and IFWEA EC meeting.
- Address to the 10th Anniversary celebration of LaRRI, Namibia.
- Project meeting of the Informal Economy Education and Organisational Development in Lusaka.

2009

- Attend Congress of the UGT Portugal in Lisbon and deliver greetings from the Secretariat @ Congress. Also visited ISET in Oporto to discuss joint work.
- Three visits to Brussels for Global Network Steering Committee meetings and SOLIDAR AGA. Also met with former GS AslakLeesland to take over negotiations with International Institute of Social History in Amsterdam for online hosting of IFWEA archives since 1983.
- Visit to Hong Kong with IFWEA President to attend Asian GN regional seminar and IFWEA Asia regional meeting.
- Presentation to LEARN Forum on Trade Union Unification and Current Trends in Workers' Education in Manila.
- Address to the 10th Anniversary of Workers' World Media Productions.
- Address at the 90th anniversary seminar of the TSL in Helsinki Finland, also meetings with OPTINET to discuss ASOCION.
- Meetings with potential grant partners SASK in Helsinki, RLF in Berlin and SLA in Switzerland to introduce IFWEA and discuss future project plans.
- Meetings with Rutgers faculty members; IFWEA/RUTGERS/ABF Conference on Global Strategies for Workers' Education and IFWEA EC meeting in New Jersey, USA.

2010

- Address at UALE Conference with President and Vice president KP Thorwaldsson.
- Visit to Brussels to attend GN co-ordinating committee and SOLIDAR AGA.
- Visit to Swedish ABF and LO and donor agency OPIC.
- Visit to USA for GN global seminar and co-ordinating meeting and Rutgers faculty consultations.

2011

- Three visits for Helsinki Global Network co-ordinating meeting and to attend meetings with TSL and SASK and OPTINET.
- Visit to ABF Sweden; AOF Norway and AOF Denmark to discuss programme work for 2012.

Internet Communication

We have invested considerable time and resources of the secretariat on member communication, giving it high priority in the past three years. In 2008, we reviewed member details and revised the member and e-bulletin mailing list. By early 2009, we had developed a new IFWEA website and began regular circulation of a revamped, monthly e-bulletin. In 2010, we experimented with Facebook and a blog and conducted a survey of the use of communications technology of Global Network partner organisations. We found that survey respondents considered their websites very important to their organisation's functioning, but suffered certain predictable impediments to the effective uses of internet communications technology, viz. overall costs, lack of time, lack of resources and lack of training.

To enable cheaper and greater flexibility of communication between members and with the secretariat, we entered into a partnership with OPTINET, a IT company in Finland to begin using their inter-active platform, ASOCION, at no cost, in return for services rendered through assisting them to set up and populate the database Associations in Africa. We will showcase both ASOCION and Associations in Africa at this General Conference, and try to convince members of their ease of use and advantages to improving our inter-member communication. We would like to thank Finnish affiliate the TSL for facilitating this valuable collaboration with OPTINET, and hope that members will make use of the online facility in the future.

International Conferences

Aside from this 21st General Conference of IFWEA, the Secretariat also convened two smaller conferences:

- February 2009, Cape Town, entitled *BEYOND THE RHETORIC: MEASURING PROGRESS IN TRADE UNION STRATEGIC DEVELOPMENT THROUGH USING INDICATORS*. The aim of the conference was to discuss, compare and develop monitoring systems to aid trade union strategic and organisational capacity and performance.
- October 2009, New Jersey, entitled *WORKERS' EDUCATION AS A GLOBAL CHALLENGE*. The aim of the conference was to initiate an exchange between the Rutgers SMLR faculty and key IFWEA affiliates who have contributed to building a body or research and education resources in their regions.

Both these conferences above were convened with minimal resources. The February conference was project based. The limitation of project based funds for IFWEA conferences is that only direct project service partners and representatives of their trade union beneficiaries are paid for. The secretariat did, however, issue an invitation to all IFWEA affiliates to attend, but as this attendance was at their own costs, very few did.

IFWEA General Conference

The 20th General conference in Ahmedabad, the first General Conference completely unsubsidised by any member organisation, came in on budget, but completely depleted IFWEA's core income, leaving the Cape Town secretariat to start the new term with a balance of 2000 British Pounds in the bank. This was no surprise, as a similar situation prevailed after the 19th General Conference in Albufeira.

It has been quite a feat of long term planning(beginning early 2010) and collaboration to ensure that this 21st General Conference does not do the same. Due by no small means to sterling collaboration with the ABF Sweden; the ITF; SEWA; SOLIDAR and the LRS with the Secretariat, we are able to hold this conference with its accompanying workshops and to subsidise attendance by category four affiliates without depleting our (still very small) reserves, built up over the past three years.

Attendance of the African delegates to this General Conference is supported by the Rosa Luxemburg Foundation, but we were not able to find other regional actors to solicit full support for attendance of affiliates from other regions.

Projects

Informal Economy Education and Organisational Development <http://www.ifwea.org/educational-resources/online-library/>

In 2008 the Cape Town Secretariat inherited two projects granted to the IFWEA UK office from DFID. Both were Informal Economy projects which were completed in 2008.

The first, called Informal Economy Workers' Rights Education had as its aim to build support among British trade unions and their members for the effective democratic organisation and representation of informal economy workers in developing countries and within the United Kingdom (UK).

The aim of the second project was to eradicate decent work deficits in the informal economy in southern and east Africa. Partners were Informal Economy Associations from seven countries in south and East Africa. This project was co-ordinated by IFWEA affiliate WEA Zambia.

The resources developed by these two projects were a DVD resource pack for worker educators on organising workers in the informal economy; and a handbook for informal economy organisers. The Secretariat has disseminated these resources widely and improved the IFWEA resource base on the theme. Over the past two years we have regularly added educational resources on informal economy organisation to the IFWEA online library.

The Informal Economy projects were inherited through the UK office and could not be renewed. It was primarily aimed at building informal economy organisations in Africa, and promoting education about the Informal Economy to trade unions in the UK. The strength of these projects lay in the outputs, which have proven to be useful to IFWEA affiliates working in the area of informal economy education, and the international image of the IFWEA as a key resource provider for education about and for the informal economy. The main weakness of these projects was that they involved very few IFWEA affiliates – most project partners were non-affiliates. Thus the main worker education outreach projects of the IFWEA Secretariat from 2005 to 2009, employing a project manager in Manchester for three years and a project co-ordinator in Zambia for five years, did not serve to build community of members within IFWEA in any meaningful way.

We have to avoid this in the future and should ensure that any IFWEA projects do, at all times, firstly add value to the work of as many of our members as is possible, and through them, resources to the beneficiaries they serve. Secondly, and of great importance, IFWEA projects should serve to build community and partnerships between IFWEA members.

The Global Network (www.theglobalnetwork.net)

Established in 2001 by SOLIDAR and IFWEA in order to unite organisations concerned about the effects of globalisation on working people's lives, the Global Network does exactly this. The GN is an alliance of labour movement organisations responding to the new challenges of globalisation within the framework of the Decent Work Agenda.

The Global Network brings organisations together to improve the capacity of civil society activists to engage in dialogue with key decision makers at the national, regional and international levels. This is achieved through regional and global seminars, workshops, the publication of research and educational material for trade unions, worker organisations and NGOs, and regional and global lobbying initiatives.

The Global Network currently operates in 36 countries across Africa, Asia, Europe, Latin America and Middle East. The recent outputs of the network will be featured in the special event on Tuesday evening, and regional activities are covered in the regional reports.

The Global Network has proven to be a resilient project which supports activities amongst participating affiliates in 4 regions towards global campaigns for decent work and builds a resource base for trade union partners to utilise and draw upon. The project is co-ordinated by SOLIDAR, which raises EU funding for developing resources for global campaign and advocacy projects, and involves selected IFWEA affiliates on a regional level. Current funding for the project ends in 2012. This General conference will be followed by a project meeting of the Global Network Steering Committee, which will discuss the strategic direction, potential partners and beneficiaries of a GN proposal for SOLIDAR to submit to the EC for 2013 - 2016.

The TSL Finland has assisted the regional co-ordination and activities of the Global Network through supporting a proposal from IFWEA regional co-ordinators to SASK, the Trade Union Solidarity Support Organisation of Finland. At the request of TSL and SASK, the IFWEA Secretariat will co-ordinate the Finnish project application together with the TSL henceforth.

New Project : The IFWEA International Online Academy

Even though the Global Network has successfully involved several IFWEA affiliates in joint work, there are many IFWEA member organisations that are not and have never been involved in IFWEA project activity. In the past fifteen years IFWEA has experienced an exponential growth of members from the LDCs, which now far outnumber the European and North American affiliates. Starting from a very low resource base, these organisations need far more support from the IFWEA secretariat than can be provided with the \$431 they pay per annum in membership fees. In addition, these organisations have faced a steady lessening of funds and resources for workers' education from international solidarity sources, due to economic and political problems being experienced by solidarity support organisations and labour donors in Europe and North America .

The IFWEA organisations in developing countries are the primary and often only institutes representing the philosophy and values of liberal adult education which underpin the workers education model that IFWEA propogates. In their respective countries they represent the best resource base for education for change, viz. education for social and democratic improvement and economic justice. Also, with the steady weakening of financial resources at their disposal, they are continuously searching for less expensive and more sustainable methods of providing workers' education. IFWEA members in developing countries have set themselves the task of building an educated leadership in the labour movements and working communities they service from a very low resource base. In order to do so they need two major interventions to improve their delivery of services:

1. They need access to high quality education materials for grassroots members of trade unions and worker communities, with minimal resources.
2. They need to generate skilled and educated staff who can deliver education, and to participate in a community of worker educators.

These are the problems IFWEA seeks to address with the formation of an International Online Academy for Labour Educators, supplying course material for labour educators to utilise in their education activities.

Why an Online Academy?

Traditionally, worker education associations have brought people together to form face-to-face learning communities through discussion seminars, short courses and study circles. The same methodology has been implemented on local, national, regional and international level, often at considerable cost. In recent years these learning events have become less economically viable, as travel and accommodation costs escalate and education resources were reduced. The IFWEA International Study Circle projects in the late 1990's sought to develop an inexpensive way of fostering international exchange and solidarity. Unfortunately, these activities were not sustained or further developed.

There have been many advances to internet technology since the launch of the IFWEA International Study Circle project in the late 1990's, the most significant of which are inter-active platforms for e-learning. Many IFWEA affiliates, most notably those in Latin America, have implemented national and regional e-learning programmes for grassroots union members. The larger IFWEA members such as the Nordic Worker Education Associations and Rutgers University New Jersey, are at the forefront of initiating accredited and non-credit online exchanges and courses.

Recent technologies now offer new methodologies for social communication and adult education, which assist in compensating for the lack of financial and material resources NGOs in developing countries experience. Online education is labour intensive to design, but cheap to disseminate widely and very effective in forming online learning communities.

The only risk is that the topics of courses selected for the Online Academy in the 2012 - 2014 project and course content designed by the IFWEA secretariat do not meet the actual needs of IFWEA member organisations. For this reason it is essential that key IFWEA organisations be involved in the planning and design of the courses and that the final decision on courses be made at this General Conference.

The IFWEA International Online Academy will lead to improved education resources and capacities of democratic workers' education organisations for the development of international collaboration and best practice in educational design and delivery. In order for this to happen it is essential that as many IFWEA member organisations utilise the IFWEA International Online Academy for Labour Educators to execute their education provision to the trade unions and working communities they serve, as well as encouraging young staff members and volunteers in their organisations to engage with each other through the academy and the IFWEA inter-active website.

In 2011, the General Secretary has developed three year proposals (2012 – 2014) to the Olof Palme International Centre to develop online courses and to SASK to develop databases for the online Academy. These resources are intended to be in either English; Spanish or Arabic and will be available to all IFWEA affiliates to modify and translate and apply.

I invite any affiliate who is interested in participating to fill in the questionnaire on the IFWEA website, if they have not done so already.

New Project: The Youth Globalisation Awareness Programme (YGAP)

The aim of this project is to build the awareness of young working people in the labour and social democratic movements of Europe and North America of global links and inequalities. It also intends to teach them to think and act globally in solidarity with the struggles in the south, and to see the similarity between people of the north and south, through exposing them to examples of organisational responses to inequalities and changes in the world of work from these regions.

The world's resources are very unevenly divided. Inequality is everywhere, but it is only when viewed on a global level that its scale and extent is fully appreciated. The programme intends to leave an indelible message on participants of the difference between the price and the cost of commodities produced for the global market. It will sensitise learners to the scale of decline or jobless growth in economies of the LDCs, demonstrating how **work** has changed, leaving vast numbers of people without any prospect of every holding down a wage-based "job".

Last but by no means least, the programme conveys a message of hope and future action, showing the young learners what people who are gravely affected by these global links and inequalities are doing to positively improve their circumstances, through highlighting and/or forging global solidarity initiatives which are needed to shape North/ South relationships in the labour and democratic movements to deal with these 21st century challenges.

The current reality is that in the global labour movement we do not know all the answers to the big organisational challenges confronting us. What we do know is:

- that workers in the north need to understand and appreciate the realities in the south which drive non-wage economies; illegal migration; low union densities and weak political influence;
- that work has changed in the north as well, and that we all have a great deal to learn from each other's struggles and initiatives globally, which means face-to-face exposure to experiences on a global level;
- that we need to find ways to re-connect the global and sectoral divides between labour, social, community and political organisations for them to combat socio-economic inequalities and undemocratic state practices and policies in a unified manner.

The project activities will consist of:

An annual two week course on Globalisation, work and democratic organisation developed and hosted by the IFWEA Secretariat in Cape Town, South Africa. Over ten intensive days of work learners get a deeper understanding of the organization possibilities relating to the world wide labour movement's challenges of the 21st century, viz.

- how work has changed;
- what this means for the struggle for democratic and specifically labour rights;
- what are national, regional and global responses to the challenges of organising workers in precarious forms of employment and/or new forms of work.

Student Internships at selected IFWEA affiliates aimed at exposing learners to different worker organisations.

This project is designed to raise sufficient income through course fees and co-ordination costs for internships to cover 75% of the General Secretary's salary and 50% of an administrator's salary, beginning in 2012. To do this IFWEA requires 30 – 40 course participants per annum at a service charge of Eu 2 000/\$2 700 per student and 4 – 8 student interns at EU 1 000/\$1 350 per intern (EU 500 for co-ordination; Eu 500 for placement at host organization).

The Secretariat plans to pilot this YGAP project with Nordic partners in 2012. At present, this is the ONLY plan to raise sufficient income for the General Secretary's salary. Hopefully, we will conclude a firm agreement for one pilot year, and build on this and other project development for future work.

New Project: Online Academy Incubator: research and educator resource provision and exchanges

Over the past two years IFWEA has begun building an online library and research resource base on its website of articles, papers and investigating methods, models, modes and activities of member based organizations representing atypical/precarious forms of work in the 21st Century.

The IFWEA Online Academy's "Incubator" will make research and educational resources available online about new initiatives where workers in precarious forms of work are building sustainable organizations to obtain work security; income and food security (through co-operatives, micro finance and initiating service institutions) and social security (incorporating health care, child care, and shelter). The General Secretary has submitted a three year project application to the Rosa Luxemburg foundation to build a resource base of African initiatives. The Global Network Research and education resources will also contribute to the Incubator. The General Secretary will be happy to advise IFWEA members from other regions to develop proposals and source funds for similar regional databases.

The Secretariat also provided assistance to Rutgers SMLR to develop a global literature review on trade unions organizing precarious forms of work for the Solidarity Centre's Informal Economy Conference; and to explore an academic exchange with Swedish labour education institutions.

Future Projects: Let's work together to develop them.

The IFWEA Secretariat is eager to assist IFWEA affiliates to raise funds for project work drawing on other IFWEA affiliates for joint work and development. One such project is the African labour media project of Worker's World Media Productions.

In order to raise funds for donor projects, an organisation has to have "Unique Selling Points", which are in clear demand. IFWEA's USPs are that we:

- Can roll out global programmes across 5 regions;
- Can provide research; analysis and commentary across 5 regions;
- Have in-house education and material development expertise;

- Have members with direct beneficiaries across organised labour/communities/social movement activist groups;
- Have experience in national and cross regional face-to face and online education;
- Have many affiliates eager to participate.

I invite any affiliate who would like to initiate or participate in an IFWEA project should fill in the **questionnaire on the IFWEA website.**

In conclusion, these new projects and services, if successfully supported by donors and members, will serve to build a real community of practice amongst IFWEA members. The Online Academy will add value to the day to day services IFWEA member organisations provide to their trade union beneficiaries in their countries and regions, increase the skills and resources of their in-house staff and build commonalities and exchanges between IFWEA members.

The Youth Globalisation Awareness Programme brings the much needed revenue to fund salaries in the secretariat, whilst providing education; exposure and exchanges between member organisations.

If we succeed in these initiatives, we can categorically refute any claim that global solidarity in worker education circles no longer exists. We will prove that despite the difficulties we face we are ready and able create our ownrealisable, practical and effective plan for global solidarity, based on modest but concrete advantages for all.

ACTION PLAN 2012 – 2015

I wish to conclude by detailing three key elements of an IFWEA action plan which can facilitate our journey in the period 2012-2015.

1. The trend of diminishing resources is halted. All defaulting affiliates are disaffiliated and IFWEA retains a smaller but committed membership of approximately 40 affiliates in good standing and eager to contribute a little extra in the future.
2. Reduce costs by having a smaller Executive Committee that meets twice per annum.
3. Involve as many of the IFWEA membership in at least one IFWEA if not multiple project activities, whether the Global Network; the worker educator exchanges through the IFWEA website and Online Academy; researcher exchange through the Online Academy Incubator; or youth exchanges through YGAP.

Thank you and I wish you all well during our conference deliberations.

Written by IFWEA General Secretary

Sahra Ryklief

Cape Town

November 2011

Annexure H

Closing address by IFWEA President (TRANSCRIBED VERSION)

I am quite sure that I speak for the entire new Executive that we are honoured, to be re-elected and by your confidence in us. We believe that the programme of work and priorities as set forth by the General Secretary is sound and solid. We believe that the financial status of the organisation will prosper over the next four years with your help. I want to restate very briefly what I said to you on the opening evening of this conference. I reminded you then that the theme of the conference is 'facing flexibility'. That we organised the conference around this theme in the workshops and the priorities of IFWEA over the next four years. I will remind that the forces of global capitalism are relentless. I will say to you again that the Neo-liberal policies that have their birthplace in my country and in Great Britain have now invaded every country in this room and many who are not here. I want to underscore the notion of relentless.

Even when we met in Ahmedabad in 2007 we were still puzzled as worker organisations by what this all means. In the past four years we have learned what globalisation really means. We now understand, as some of our colleagues in South Africa have taught us, that what it means is the absolute pressure to deregulate all over the world, all those policies that we have struggled and that our parents have struggled for and our grand-parents have struggled for. Policies that gave us social protection, that gave us a decent wage, that gave us what we now understand is the formal economy, the standard job. Now we know that the only things that made it formal, was our efforts in the trade union movements to regulate capital through collective bargaining or through the legislative frameworks in our countries. So when we hear the term deregulation this is really about the destruction of everything that we have thought about as a good job. So our task, together with our trade union colleagues, our political parties, our allies, is very simple - it's a dirty word in my country - our task is to re-regulate capital. We now know that no country is safe. That if you have a formal economy left, you will not have a formal economy left four years from now when we meet if we do not start our action now.

We now know that many in our trade unions have been slow to grasp that this is invading everywhere. Our trade union movements in the North thought they were safe if they stayed in their own countries and focused on their own countries. We now know this is false. We now know that the kind of north, south, east, west, global effort that we make here in the IFWEA is essential to all trade unions around the globe.

We, members of the IFWEA, are the worker educators of the world. Our task is to help workers and their unions to understand this process which initially tries to destroy regulation in the formal economy pushing formal workers into the informal economy and pushes informal workers into even more precarious and sometimes illegal activity. That is our challenge. We have proposed a programme of education that is a beginning. We have asked you to think about what the Trade Union Vow means in your country. How can we use this? How can we help workers understand what it means to join a union? The most fundamental thing that we mean is that I will not work for less than you will in our efforts. I will not be part of driving the wage floor down till we are all destitute. This is what our task is.

We are the educators of the labour movement, we are the educators of workers trying to build the labour movement and we, your new Executive, together with you are dedicated to that task. We will do it, we will help you develop programme. We look forward to working with you in the next four years. Thank you very much.