



IFWEA

International Federation of
Workers' Education Associations

23rd General Conference 2019

EDUCATION FOR SOCIAL CHANGE: POPULAR, NOT POPULIST

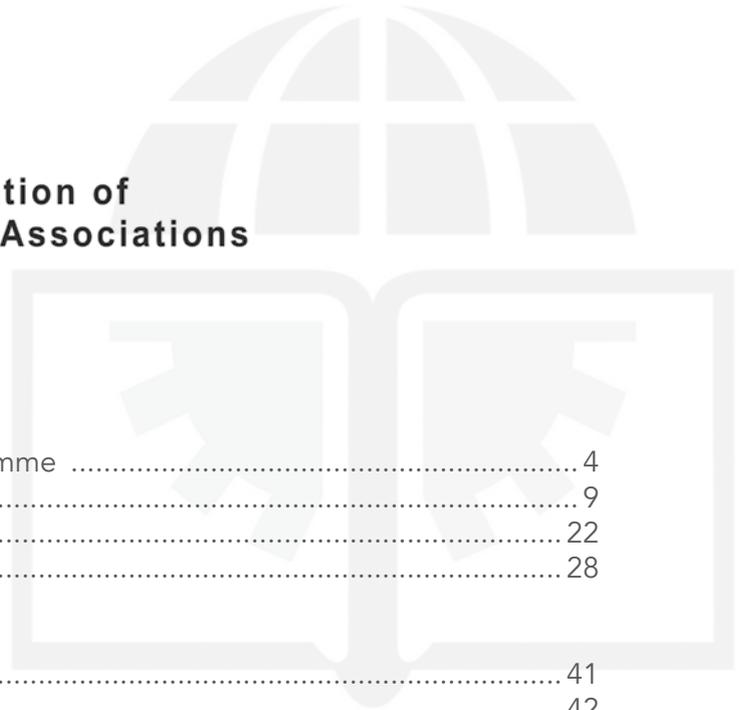
CAPE TOWN, SOUTH AFRICA
2-4 DECEMBER 2019





IFWEA

International Federation of
Workers' Education Associations



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CONFERENCE PROGRAMME

General Conference delegates arrive during Sunday 1st December 2019
CONFERENCE & WORKSHOP REGISTRATION 5 – 6 PM
OPENING EVENT 6 – 7PM South African Domestic Service and Allied Workers' Union Choir "1000 Miles" - a theatre production from Jasen Mphepo, Director of PATSIME EDUTAINMENT, Zimbabwe
COMPLIMENTARY DINNER FOR DELEGATES AT HOTEL 7PM

Monday 2 December 2019: GENERAL CONFERENCE

09h00 – 09h15	Opening of General Conference: Sue Schurman, IFWEA President Video Greeting from Karl Petter Thorwaldsson, ITUC Vice President Welcome: Myrtle Witbooi, President of the IDWF and GS of SADSAWU
09h15 – 09h45	Formal Conference Proceedings <ul style="list-style-type: none"> • Election of Credentials and Election Committee • Election of Resolutions Committee • Adoption of General Conference Agenda and conference standing orders Adjournment of General Conference Conference adjourns to enable all delegates to participate in the workshops. The formal proceedings of the General Conference are resumed on Tuesday 3rd December 2019.
09h45 - 10h30	
10h30 – 11h00	TEA
11h00 – 12h30	WORKSHOP ONE: Storytelling for labour educators Facilitated by Carla Katz.
12h30 – 13h30	LUNCH
13h30 – 17h30	WORKSHOP TWO: Drivers’ for hire research agenda setting workshop Professors Adrienne Eaton and Susan J. Schurman.
OR	
14h00– 17h30	Cape Town Social Activist Tour
DELEGATES EXPLORE THE CITY AND SEE TO THEIR OWN DINNER	

Tuesday 3 December 2019

09h00 - 09h15	Countering xenophobic attacks in South Africa: A Southern African approach. Mavis Koogotsitse, Executive Secretary, SATUCC
09h15 – 10h30 Plenary	Revitalising Worker Education: Taking from the past, educating for the future. Examples from our affiliates. Moderator: Saliem Patel. <ul style="list-style-type: none"> • TSL – 100 years of workers' education by Kirsi Maki • Rutgers Center for Innovation in Worker Organisation: The "Will Empower" Programme by Sheri Davis • The Geneva School of the ABF Norden by John Meinert • ZICEA – Study Circles for Informal Traders by Wisborn Malaya
10h30 – 11h00	TEA
11h00 – 12h30	Formal General Conference proceedings resume: Report of Credentials Committee Adoption of Minutes of GC 2015 GS report 2016 - 2019 Financial report 2016 - 2019 Internal auditor's report 2016 - 2019
12h30 – 14h00	LUNCH (Displays of IFWEA programme work for period under review)
14h00 – 15h30	WORKSHOP THREE: Towards an IFWEA theory of change: group learning as education for empowerment. Dr Maura Adshead and Dr Sarah Jay, University of Limerick.
15h30 – 16h00	TEA
16h00 – 17h30	WORKSHOP FOUR: Towards an IFWEA theory of Change: from individual to group learning to collective action and learning from experience. Professor Susan J. Schurman.
19h00 – 21h00	DINNER AT THE STARDUST THEATRE-DINING RESTAURANT

Wed 4 December 2019	
08h30 – 09h00	Story tellers
09h00 – 09h30	Formal conference proceedings resume: Closure of emergency motions to conference.
09h30 – 10h30	WORKSHOP FIVE: Economic myths and realities for labour activists. Dr Michael Merrill
10h30 – 11h00	TEA
11h00 – 12h30	Economic myths and realities workshop continues
12h30 – 13h30	LUNCH
13h30 – 15h00	Formal conference proceedings resume: <ul style="list-style-type: none"> • IFWEA Strategic Plan and Programme 2020 – 2023 discussed and adopted • Budget and Affiliation Fees 2020 - 2023 discussed and adopted
15h00 – 15h30	TEA
15h30 – 16h30	Report from the Resolutions Committee Motions Tabled, Debated and Adopted
16h30 – 17h30	Election of Executive Committee Closing Speeches: President and General Secretary Votes of Thanks Close of conference
19h00	DELEGATES EXPLORE THE CITY AND SEE TO THEIR OWN DINNER

CONFERENCE CONTRIBUTORS



ADRIENNE EATON

Dr Adrienne Eaton is the Dean of the Rutgers School of Management and Labor Relations. Dean Eaton is the incoming President of the Labor and Employment Relations Association and was recently appointed as a member of New Jersey Governor Murphy's Task Force on the Future of Work. She is a member of the editorial board for Labor Studies Journal and past Editor-in-Chief of the Labor and Employment Relations Association, a position she held from 2002-

2009. She served as a member of New Jersey Public Employment Relations Commission from January 2010 to June 2011. She is also a past President of the Rutgers AAUP-AFT, the union of faculty and graduate student employees at Rutgers. The Labor and Employment Relations Association (LERA) named her a LERA Fellow in 2017 in recognition of her research on union and worker participation in management decision-making; neutrality and card check agreements in union organizing; and other key labor issues.

Dean Eaton remains research active in a number of areas of focus. She is continuing her research on labor-management partnerships particularly in health care. She has published numerous journal articles and book chapters on this topic and in 2009 she published, along with co-authors Tom Kochan, Paul Adler and Robert McKersie, the book, *Healing Together: The Kaiser Permanente Labor-Management Partnership*. Her research on the unionization of graduate student employees has been cited in National Labor Relations Board cases and published in Industrial and Labor Relations Review. She is currently extending this research stream to students at private sector universities. Her most recent edited book, *Informal Workers and Collection Action: A Global Perspective*, was published in 2017 and co-edited with Susan Schurman and Martha Chen. Finally, her ground-breaking research concerning the negotiation, effectiveness and outcomes of neutrality and card check agreements has been published in Industrial and Labor Relations Review, Perspectives on Work, in a book chapter, and in technical reports and cited in congressional floor debates.

WORKSHOP TWO: THE FUTURE OF WORK AND COLLECTIVE ACTION: DRIVERS FOR HIRE.

This workshop is convened in partnership with IFWEA affiliates Rutgers Labor Studies and Employment Relations and the International Transport Federation. The workshop will bring together labour researchers, trade union negotiators and worker educators. Participants will workshop the viability of a collaborative global research and education project which explores the types of organisational structures and the modes of collective action required to generate progressive outcomes for workers who drive passengers for hire (taxi and minibus drivers).



CARLA KATZ

Carla A. Katz, Esq. is an Assistant Teaching Professor at Rutgers School of Management and Labor Relations (SMLR) in the Department of Labor Studies and Employment Relations, where she teaches labor studies and labor and employment law. She is an attorney with the law firm of Cohen Placitella and Roth PC in Red Bank, New Jersey. Carla served as President of Local 1034 of the Communications Workers of America from 1999 until 2008, representing 16,000 public and private sector workers in the state of New Jersey and is currently Chapter President of the faculty union AAUP-AFT at Rutgers.

Carla is also a storyteller and comic who performs widely in New York including in *The Liar Show*, *the Fat Black Pussycat*, *Story Collider*, *Generation Women* and *NYC's Secrets and Lies at Caveat*, at the Kraine Theatre, at *Moth StorySlams*, and in a variety of shows at the Magnet Theatre and The Tank. She also produces a storytelling show called *On the Waterfront* in Hoboken, NJ. Her new solo show, *Angelina*, debuted at SOLCOM 19 Comedy Festival at the People's Improv Theatre just last week. This is Carla's second SOLCOM festival as her show *Body Parts* was featured in SOLOCOM 2017. More at carlakatz.com

WORKSHOP ONE: STORYTELLING FOR LABOUR EDUCATORS

Stories are a wonderful way to amplify the voices of our communities. In this workshop, we will take personal experiences from your life and create stories that are universal and identifiable. We will talk about the essential elements of telling a narrative story, how to take a crowd by surprise and make them care, how to be real and truthful on stage, and how to discover and communicate the meaning behind your experience. The workshop will include verbal and written exercises, examples of performances from some of the finest storytellers, and various techniques and approaches to prepare yourself for the performance of your story. You are welcome to bring in a story you would like to workshop or discover a new five-minute story to work on that you can tell during the conference.



JASEN MPHEPO

Jasen Mphepo is from Zimbabwe and is the founder and director of Patsime Edutainment Trust. He works with theatre, humour and satire as tools for changing society and has performed both on and off the TV screen. He is passionate about youth involvement in social change through educational theatre.

A THOUSAND MILES

A Thousand Miles is a tale of tales which takes the audience through a journey of inspiring and intriguing stories. The solo show is performed by the award-winning actor, director and producer Jasen Mphepo. The play questions and provokes debate surrounding life's challenges and successes.



JOHN MEINHERT JACOBSEN

John Meinhert Jacobsen has been the Secretary General of AOF in Denmark since 2006. AOF is the workers' education organisation in Denmark. Part of the purpose of the AOF is to work for International Solidarity. As such, he has been actively involved in the ABF Norden, where he chairs the Nordic countries' overall efforts towards workers' educational needs.

John serves as the President of the Nordic Folk High School in Geneva, and through the Ministry of Justice, is the person who represents the Danes in press ethical issues and cases. This is because AOF is part of a public information concept, which means that AOF also has a democratic responsibility in its purpose.

PANELLIST: REVITALISING WORKER EDUCATION: DRAWING FROM THE PAST, EDUCATING FOR THE FUTURE

John will speak on the Geneva School of the ABF Norden, which prepares young trade unionists from the Nordic countries for full participation in the International Labour Conference of the ILO.



KIRSI MÄKI

Kirsi Mäki currently serves WEA Finland as educational director, and is responsible for educational programmes on organising, political training and campaigning. She also works with European Trade Union Institute ETUI as Eurotrainer.

Kirsi has been active in the field of education for 15 years. Prior to joining Workers Educational Association WEA Finland (Työväen Sivistysliitto TSL) in 2017, she worked as researcher and lecturer in political history and gender history at the University of Helsinki.

PANELLIST: REVITALISING WORKER EDUCATION: DRAWING FROM THE PAST, EDUCATING FOR THE FUTURE

The TSL was formed 100 years ago. Kirsi will introduce and present a short video of their centennial jubilee reflections and celebrations.





MAURA ADSHEAD

Dr Maura Adshead is Associate Professor of Politics and Public Administration in the University of Limerick and one of Ireland's leading academics in the field of politics and public policy. She is a former president of the Political Studies Association of Ireland and a regular political commentator on Irish TV, radio, newspapers and online journals in Ireland and internationally.

Alongside this public engagement, she is also a strong advocate for community engagement, using her position to drive an engaged research agenda in Ireland concerning both engaged research praxis and policies. At national level, her work with the Irish Universities Association (IUA) and Campus Engage has led to the 2017 report, Engaged Research. This report, which itself is the outcome of a highly engaged and collaborative national consultation process, presents a nationally agreed trans-disciplinary framework for best practice engaged research. At local level, in the University of Limerick, she was instrumental in the design and establishment of UL Engage – a cross-faculty unit designed to support all forms of engaged scholarship. She is currently coordinating the University of Limerick's participation in the UNESCO sponsored Knowledge for Change (K4C) global consortium – an international network of universities committed to working with communities for positive social change. Maura has designed and delivered training workshops for academic staff, students and community organisations (funded by the Irish Research Council, Enterprise Ireland and Science Foundation Ireland) on: engaged research; engaged pedagogies and community-university partnership building; as well as workshops for communities interested in, or in the process of, collaborating with the university.

WORKSHOP THREE: TOWARDS AN IFWEA THEORY OF CHANGE: GROUP LEARNING AS EDUCATION FOR EMPOWERMENT

One of the greatest contemporary threats to our capacity to build a social and economic framework that promotes and protects social justice is increasing political disillusion and disengagement. The rights of the most vulnerable are only upheld by the constant vigilance of empowered citizens willing to speak on their behalf. In the face of increasing political cynicism, apathy and isolation, this workshop examines the ways that community educators can work to develop the political understanding and agency – for the preservation, protection and promotion of equality and human rights – via mainstream political mobilisation and collective action. Using insights from social psychology, we look at the ways that community educators can promote active citizenship for social justice by developing empowered collective identity. We examine the methods and tools that enable people to learn and grow as confident citizens who feel they have the means and a responsibility to make a difference, in their own lives and the lives of others.



MAVIS KOOGOTSITSE

Mavis Anna Koogotsitse is the Executive Secretary of Southern Africa Trade Union Coordination Council (SATUCC). She is the first female and first Motswana to hold the position of Executive Secretary in a historically predominantly male led organisation since its inception in 1983. Blending a formal background in labour relations, economic policy and development, Ms Koogotsitse is an alumnus of Wayne State University in Detroit Michigan and the Global Labour University from University of the Witwatersrand in Johannesburg, South Africa. Mavis has a wealth of experience and has contributed immensely in advocating for human and trade union rights, and gender equality not only in Botswana, but in the Africa region and globally.

OPENING SPEAKER : TUESDAY 3 DECEMBER 2019

In 2008 and 2015 and earlier this year (2019), the world was horrified by the savage scenes of xenophobic violence towards black African immigrants in South Africa. Mavis will speak on a SATUCC response to countering xenophobic attacks in South Africa.



MICHAEL MERRILL

Dr Michael Merrill is from the United States of America and is an experienced labour educator and historian. He is currently the Director of the Labor Education and Research Now (LEARN) and Professor of Professional Practice at Labor Studies and Employment Relations (LSER) at the Rutgers School of Management and Labor Relations.

WORKSHOP FIVE: ECONOMIC MYTHS AND REALITIES FOR LABOUR ACTIVISTS

This workshop is a participatory introduction to Activist Economics, an online course in IFWEA's Foundation Skills for Social Change certificate programme. This introductory workshop explores contrasts between orthodox economics and a more socially-conscious political economy. It also provides tools and perspectives to strengthen arguments for a more democratic economy.



MYRTLE WITBOOI

Myrtle Witbooi is a South African labour activist, who has been involved in organising domestic workers for several decades. She is the General Secretary of the South African Domestic Service and Allied Workers Union (SADSAWU). She is also the founding president of the International Domestic Workers Federation (IDWF), a membership-based global organisation of household and domestic workers. Labour scholars have noted IDWF is the “first international labour federation run by women for work dominated by women”.

OPENING WELCOME SPEECH: MONDAY 2 DECEMBER 2019



SARAH JAY

Dr Sarah Jay is a social psychologist interested in social identities, intergroup relations and identity processes. She has a passion to promote social justice and to use social psychology as a vehicle to critically examine and expose banal and taken for granted systems that advantage the politically powerful while excluding those with less power. Sarah holds an International Research Fellowship under the CAROLINE scheme funded by the Irish Research Council (IRC) and the Marie Skłodowska-Curie Actions Co-Fund. This Fellowship is the outcome of an earlier IRC (New Foundations) funded project to develop international networks of expertise in active citizenship and political understanding. The current project is based on a

partnership between the Department of Politics and Public Administration, University of Limerick, Ireland and IFWEA. Sarah is currently based in Community House on secondment with IFWEA for 18 months conducting mixed methods research, using surveys and focus group interviews, to explore the aims and evaluate the outcomes of courses that are run by IFWEA, its affiliates and partners.

WORKSHOP THREE: TOWARDS AN IFWEA THEORY OF CHANGE: GROUP LEARNING AS EDUCATION FOR EMPOWERMENT

One of the greatest contemporary threats to our capacity to build a social and economic framework that promotes and protects social justice is increasing political disillusion and disengagement. The rights of the most vulnerable are only upheld by the constant vigilance of empowered citizens willing to speak on their behalf. In the face of increasing political cynicism, apathy and isolation, this workshop examines the ways that community educators can work to develop the political understanding and agency – for the preservation, protection and promotion of equality and human rights – via mainstream political mobilisation and collective action. Using insights from social psychology, we look at the ways that community educators can promote active citizenship for social justice by developing empowered collective identity. We examine the methods and tools that enable people learn and grow as confident citizens who feel they have the means and a responsibility to make a difference, in their own lives and the lives of others.



SHERI DAVIS

Dr Sheri Davis co-directs the WILL Empower (Women Innovating Labor Leadership) programme and is the Senior Programme Director with the Center for Innovation in Worker Organization (CIWO) in the Rutgers School of Management and Labor Relations. As Co-director for WILL Empower, Davis hosts two Cohorts of Learning and Mentoring, one for women emerging leaders as well as one for women in executive leadership roles. An interdisciplinary scholar-activist, Davis completed her doctorate in American Studies in the Graduate Institute of the Liberal Arts at Emory University. She also holds a M.A. in Women's Studies from The Ohio State University and B.A. in Psychology and Political Science from Spelman College.

Davis also worked as a Union Representative for university workers as well as a Grievance and Arbitrations Coordinator with SEIU District 82, Justice for Janitors Campaign. She successfully led collective bargaining campaigns at George Washington University and Howard University while serving as a Steering Committee member for DC Jobs with Justice. Her entry point into the labor movement was working as an intern in the Field Mobilization division of the National AFL-CIO on the Global Justice Campaign. Prior to working in labor, Davis interned in East London with Masimanyane Women's Support Centre, an international organization to end violence against women. She currently serves on the planning committee for the UALE Northeast Summer School for Women in Unions and Worker Organisations. She has been a member of the Crunk Feminist Collective since 2009 and currently serves as a board member of the National Black Worker Centre Project.

PANELLIST: REVITALISING WORKER EDUCATION: DRAWING FROM THE PAST, EDUCATING FOR THE FUTURE

Sheri Davis will speak on the WILL Empower (Women Innovating Labor Leadership) programme.



SUSAN J SCHURMAN

Dr Susan J. Schurman is Distinguished Professor of Labor Studies and Employment Relations and former Dean of the Rutgers School of Management and Labor Relations. From 1997 to 2007 she served as the founding president of the National Labor College. She received her B.A. and M.A. degrees from Michigan State University and a Ph.D. from the University of Michigan where she served as Director of the Labor Studies Centre and Research Investigator in the School of Public Health. She is a past President of the United Association for Labor Education and has served as President of the International Federation of Workers' Education Associations (IFWEA) since December 2007. She is also a former board member of the Labor and Employment Research Association. Her research and teaching focus on workers' rights, collective representation and quality of life.

WORKSHOP TWO: DRIVERS FOR HIRE

This workshop is convened in partnership with IFWEA affiliates Rutgers Labor Studies and Employment Relations and the International Transport Federation. The workshop will bring together labour researchers, trade union negotiators and worker educators. Participants will workshop the viability of a collaborative global research and education project which explores the types of organisational structures and the modes of collective action required to generate progressive outcomes for workers who drive passengers for hire (taxi and minibus drivers).

WORKSHOP FOUR: TOWARDS AN IFWEA THEORY OF CHANGE: FROM INDIVIDUAL TO GROUP LEARNING TO COLLECTIVE ACTION AND LEARNING FROM EXPERIENCE

How do organisations and social movements learn from their experience? Not especially well much of the time. Only individuals have the biological capacity to learn from experience. Organisations and other forms of collective

action must rely on structures that distribute power, and communication channels that permit individuals and groups to experiment, innovate, learn, and translate these into organisational practices and policies that enable effective and sustainable collective action. This workshop will present a framework for effective collective learning that supports collective action.



WISBORN MALAYA

As Secretary General of the Zimbabwe Chamber of Informal Economy Associations (ZCIEA) since 2004, Wisborn oversees all operations, managing the activities and programmes of the organisation inclusive of membership recruitment, education, empowerment and organisational growth. He also leads ZCIEA members' representation and advocacy, and promotes the interest of the organisation. He has travelled to a number of countries advocating and representing the interests of informal economy workers.

Wisborn is a graduate of the Global Labour University (GLU) University of Witwatersrand's 2013 Engage programme. He also holds a global labour studies certificate from Penn State University (USA) 2015. He has completed multiple ILO and labour movement training programmes and courses with certificates in worker education on decent work, and the global change. In 2018 he headed a team which worked with some ZCIEA leadership to develop an online study circle course on the eradication of violence and harassment in the world of work.

PANELLIST: REVITALISING WORKER EDUCATION: DRAWING FROM THE PAST, EDUCATING FOR THE FUTURE

Wisborn will speak on the ZICEA Study Circles for Informal Traders programme.

CONFERENCE ATTENDEES

	Surname	First name	Organisation	Country
1	Adams	Abduraghmaan	DITSELA	South Africa
2	Adshead	Maura	ENGAGE	Ireland
3	Akuupa	Michael Uusiku	LARRI	Namibia
4	Bali	Namrata	IASEW	India
5	Bellman	Mary	UALE	USA
6	Benjamin	Nina	LRS	South Africa
7	Bhengu	Sithembiso	Chris Hani Institute	South Africa
8	Bhudi Santoso	Iwan	FSPMI	Indonesia
9	Buhkari	Shahzad	DRIVERS W/S Action Consulting	Pakistan
10	Chiwota	Elijah	IndustriALL Global Union	South Africa
11	Cooper	Linda	DITSELA	South Africa
12	Cupido	Simone	Tshisimani Centre for Activist Education	South Africa
13	Davis-Faulkner	Sheri	RUTGERS	USA
14	Dirdal	Marthe	Aof Norway	Norway
15	Dodson	Lynne	ESC	USA
16	Eaton	Adrienne	RUTGERS	USA
17	Ebrahim	Shariefa	IFWEA	South Africa

	Surname	First name	Organisation	Country
18	Elsley	Trenton	LRS	South Africa
19	Filane	Sisipho	IFWEA Study Circles	South Africa
20	Forman	Erik	DRIVERS W/S	USA
21	Gandiwa Magaya	Fiona	ZCTU	Zimbabwe
22	Hansson	Madelene	Sunderby folkhögskola	Sweden
23	Hartman	Grischelda	DITSELA	South Africa
24	Helminen	Sari	TSL	Finland
25	Hintsa	Zelda Ann	Bridgetown theatre company	South Africa
26	Ho	Stanley Wai-hong	HKCTU	Hong Kong
27	Holtzman	Zelda	Tshisimani Centre for Activist Education	South Africa
28	Howes	Ali	ITF	UK
29	Jacobsen	John Meinert	AOF Denmark	Denmark
30	Jansen-Daugbjerg	Helga	Independent	South Africa
31	Jay	Sarah	University of Limerick	Ireland
32	Johansen	Tove	Aof Norway	Norway
33	Johansson	Krister	Sunderby folkhögskola	Sweden
34	Johnson	Christopher Keith	Solidarity Centre	South Africa
35	Johnston	Hannah	DRIVERS W/S	Canada

	Surname	First name	Organisation	Country
36	Katz	Carla	RUTGERS	USA
37	Kharazmi Holmer	Hanna	ABF	Sweden
38	Koogotsitse	Mavis	SATUCC	Botswana
39	Langit	Nina Tatiana	LEARN	Philippines
40	Lantz	Ewa	ABF	Sweden
41	Larco	Giovanna	PLADES	Peru
42	Larsen-Jensen	Claus	SOLIDAR	Denmark
43	Leppänen	Milla	IFWEA Intern	Finland
44	Lorgat	Aisha	Chris Hani Institute	South Africa
45	Macothoza	Aviwe	IFWEA Study Circles	South Africa
46	Mahmood	Khalid	LEF	Pakistan
47	Mäki	Kirsi	TSL	Finland
48	Malabela	Musawenkosi	Chris Hani Institute	South Africa
49	Malaya	Wisborn	ZCIEA	Zimbabwe
50	Matshe	Thoko	OPIC	South Africa
51	Merrill	Michael	RUTGERS	USA
52	Meyer	Gwendolyn	Gwen Photography	South Africa
53	Mofokeng	Crecentia	BWI	South Africa

	Surname	First name	Organisation	Country
54	Montero Colque	Arnaldo Forty	CENAC - Bolivia	Bolivia
55	Mphepo	Jasen	Patsime Trust	Zimbabwe
56	Mthethwa	George	LRS	South Africa
57	Muchichwa	Nyasha	LEDRIZ	Zimbabwe
58	Mulliken	Doug	Translator	South Africa
59	Mwanika	John Mark	DRIVERS W/S	Uganda
60	Nilsson	Mikael	The Nordic Geneva School	Sweden
61	Palosaari	Airi	TSL	Finland
62	Patel	Saliem	IFWEA	South Africa
63	Periyasamy	Muthulingam	ISD	Sri Lanka
64	Pettersson	Helén	ABF	Sweden
65	Prinsloo	Renaldi	IFWEA	South Africa
66	Pudasaini	Parshuram	CLASS Nepal	Nepal
67	Raatikainen	Lyyli	TSL	Finland
68	Ryklief	Sahra	IFWEA	South Africa
69	Schulz	Bastian	FES TUCC	South Africa
70	Schurman	Sue	RUTGERS	USA
71	Skeppar	Niklas	ABF	Sweden

	Surname	First name	Organisation	Country
72	Sneiderman	Marilyn	RUTGERS	USA
73	Svennebye	Gro	Aof Norway	Norway
74	Timotheus	Andre	NEHAWU	South Africa
75	Tuominen	Esa	TSL	Finland
76	Vannuchi	Maira	StreetNet	Brazil
77	Vargas	Juan Carlos	PLADES	Peru
78	Vorn	Pao	IDEA Cambodia	Cambodia
79	Vorng	Nimol	Solidarity Centre	Cambodia
80	Walker	Jeff	FWEA	New Zealand
81	Wennberg	Linnéa	ABF	Sweden
82	Widman Lundmark	Monica	ABF	Sweden
83	Woodcock	Jamie	DRIVERS W/S	UK
84	Xulu-Gama	Nomkhosi	Chris Hani Institute	South Africa

EXECUTIVE COMMITTEE NOMINEES



SUSAN J SCHURMAN

Position In IFWEA: President

Organisation: RUTGERS SMLR

Country: USA

STATEMENT OF INTENT

I deeply believe in IFWEA's mission and am immensely proud of the work we have done over the past decade. It has been my great honour to serve as President along with the remarkable leaders who serve on the Executive Committee. The work of our member organisations around the world is a continuing inspiration. IFWEA is truly on the front lines of the struggle for democracy and justice for working people. I would like to serve another term with the goal of consolidating the progress we have made and contributing to the sustainability of IFWEA going forward.



SAHRA RYKLIEF

Position In IFWEA: General Secretary

Organisation: IFWEA

Country: South Africa

STATEMENT OF INTENT

I joined the IFWEA Executive Committee in 1996 and was elected General Secretary of IFWEA at the 20th General Conference (GC) held in Ahmadabad, India in 2007. I stood again for elections in 2011 at the 21st GC and again at the 22nd GC in 2015.

I am standing again because I feel my work is not yet done. Since first being elected in 2007, I have been privileged to work with a highly dedicated group of people on the IFWEA Executive Committee, who have provided the motivation and encouragement required to acquire sufficient resources and build a small but dynamic Secretariat and a solid programmatic platform for IFWEA.

With my fellow staff members in the Secretariat, my regard for the organisations who make up the membership of IFWEA has grown exponentially as our programme work has expanded. I am continuously inspired by the resilience, dedication of service, comradeship and respect of IFWEA members for one another and for the worker associations and trade unions they support and build. Together we will make the change which is required. I believe this implicitly.

Now that we have an active membership and are crafting a responsive, participatory global programme for the next four years, I would like to dedicate myself to seek out and bring in a new layer of global leadership into IFWEA to secure our place in the future global labour movement. I commit to spend the next term, my last, securing IFWEA's sustainability and my own succession as General Secretary.



HELEN PETERSSON

Position In IFWEA: Vice President

Organisation: ABF Sweden

Country: Sweden

STATEMENT OF INTENT

I have been a member of the IFWEA Executive Committee and have served as Vice President since 2012. ABF Sweden have a long history of international commitment, and IFWEA is a very important organisation for us.

I would like to serve as a candidate to be able to continue, and be a part of, all the important work that IFWEA does now and will do in the future. With the networks that ABF has, I think we can continue to build popular education in the world together.



NAMRATA BALI

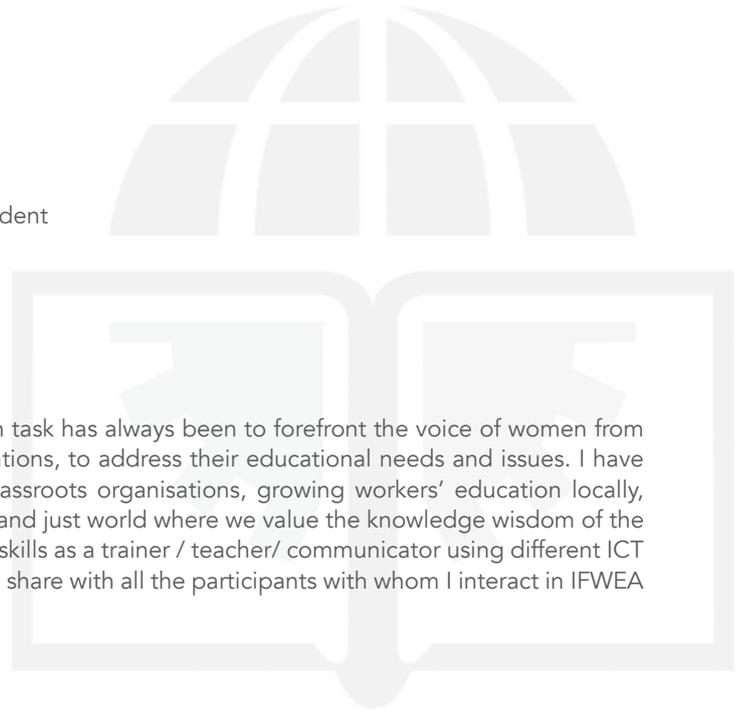
Position In IFWEA: Vice President

Organisation: IASEW

Country: India

STATEMENT OF INTENT

As a representative of SEWA / IASEW to IFWEA my main task has always been to forefront the voice of women from the informal economy and their member-based organisations, to address their educational needs and issues. I have in my position tried to build the capacities of these grassroots organisations, growing workers' education locally, regionally, nationally and internationally. I strive for a fair and just world where we value the knowledge wisdom of the illiterate. I have strong communication and interpersonal skills as a trainer / teacher/ communicator using different ICT tools, and a passion for continued learning which I in turn share with all the participants with whom I interact in IFWEA and SEWA.





GIOVANNA LARCO

Position In IFWEA: Vice President

Organisation: PLADES

Country: Peru

STATEMENT OF INTENT

PLADES has been a member of IFWEA for many years and has contributed to the design and implementation of online training programmes for workers.

In this period, using the educational experience of PLADES and staff, we would like to promote the incorporation into IFWEA of other organisations dedicated to the training of workers in Latin America, to support the exchange of experiences and the development of regional programmes for training workers and workers.



CLAUS LARSEN – JANSEN

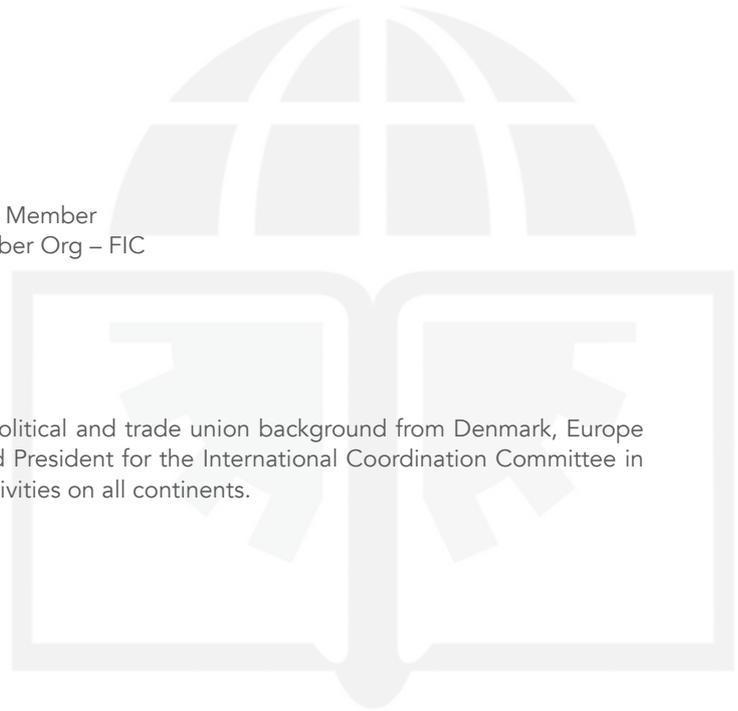
Position In IFWEA: Executive Member

Organisation: SOLIDAR member Org – FIC

Country: Denmark

STATEMENT OF INTENT

I can contribute to the work of IFWEA because of my political and trade union background from Denmark, Europe and internationally, and as SOLIDAR Board Member and President for the International Coordination Committee in SOLIDAR for all member organisations' development activities on all continents.





JOHN MEINERT JACOBSEN

Position In IFWEA: Executive Member

Organisation: AOF Denmark

Country: Denmark

STATEMENT OF INTENT

A primary goal of AOF Denmark is to work for international affairs concerning workers' rights and enlighten the Danish population with an international perspective on these matters.

I therefore seek nomination, because I would like to contribute to further strengthening of IFWEA in general and in particular make sure that IFWEA continues to be relevant and represented in the European region.



KHALID MAHMOOD

Position In IFWEA: Executive Member

Organisation: LEF

Country: Pakistan

STATEMENT OF INTENT

Asia has become the factory of the world as most of the production of consumer items is happening on the Asian continent. As a labour educator and activist, I want to play my

role in developing understanding among the labour organisations and trade unions of Asia to work together for securing the rights of labourers. This cannot be done without engaging with other labour educators in the global south and in developed countries in the global north. I want to serve as an Executive Committee member of IFWEA to bring together many other organisations in Asia close to IFWEA, and make IFWEA's presence in Asia more visible.

The workers' education agenda also needs to cater to the demands of labour in the global supply chain. I will bring my experience of working directly with workers in this sector into IFWEA, and will work together with other affiliates to look into ways of developing education tools which can bring more knowledge and courage to workers at grassroots level in the global supply chain.



MAIRA VANNUCHI

Position In IFWEA: Executive Member

Organisation: Street Net

Country: Brazil

STATEMENT OF INTENT

We as an organisation believe that Street Net international can play a very important role in the building of IFWEA, because of what we have been establishing in informal economy work educational methodology. Street Net has developed a very innovative and powerful course on negotiation skills that systematises the best practices we have seen in our field. Using strategic thinking and organising methods informed by a democratic and participative conception of educating, it has been presenting successful results.

This new methodology should be of interest to the international trade union movement, especially the more traditional elements which may find this a useful approach to engage with the future of work. As a grassroots organisation that uses popular education with informal economy workers, we have much to exchange with and learn from other trade union organisations and their popular educators. Last but not least, we would want to continue the exchange by our fellow Street Net educator Sibailly, recently retired.



MAURA ADSHEAD

Position In IFWEA: Executive Member

Organisation: ENGAGE

Country: Ireland

STATEMENT OF INTENT

I am already involved in IFWEA educational activities

1. Educating for Empowerment (mentoring the post-doctoral scholar in the Educating for Empowerment project, delivering associated workshops and training, as well as participating in reflective partnership in the Study Circle),
2. Developing graduate and undergraduate curriculum in Engaged Research with IFWEA affiliates.

In Limerick I am involved in several cognate educational activities

1. I direct a community co-designed diploma programme for adult learners in under-served communities, which is intended to draw university resources to locally initiated community development projects and activities.
2. In collaboration with local youth services, I convene joint university-community workshops on active citizenship and political mobilisation.
3. I am course director for a new MA programme on Community Research, designed in collaboration with community partners to provide real-life training, in real community projects.
4. I am the coordinator for an Ireland/ UNESCO 'Knowledge 4 Change' project designed to train academic staff and community practitioners in community based research. This project is a national pilot for re-oriented Irish universities to effective community engagement, that is, mindful engagement that is reciprocal, respectful and goal oriented.

I think that I could use my position on the IFWEA Executive Committee to draw useful connections and strategic collaborations between all of this work – for project work, educational programmes, research and funding.



TRENTON ELSLEY

Position In IFWEA: Executive Member

Organisation: LRS

Country: South Africa

STATEMENT OF INTENT

I believe that education in a variety of forms is key to the continuous renewal of the trade union movement and that IFWEA and its affiliates are important role players in the realisation of that vision. I take great inspiration from working with workers' organisations and workers themselves, and I find regional, continental and international work especially profound. I bring fifteen years of dedication to research and education for workers to IFWEA. I bring an interest in the application of modern technologies to worker education, organising and representation. I would be an active and constructive member of the executive. I also have a wonderful sense of humour.



WISBORN MALAYA

Position In IFWEA: Executive Member

Organisation: ZCIEA

Country: Zimbabwe

STATEMENT OF INTENT

Education is one of our key pillars as an organisation reaching out to informal economy workers in Zimbabwe and across the globe. I have seen and understood the concept of IFWEA in its quest to provide education to all the workers in the world through a simple and cheap platform of online education. My desire to be part of the Executive Committee for this important institute is to add value to decisions of the board, in particular on innovative ways to transfer critical workers' education to vulnerable workers in the informal economy across the globe.

This will include women, youth and People with Disabilities. Rural community strategic planning is equally part of my passion. Above all I believe in making history, and I feel transforming people's lives educationally is one of the best history-making processes I would ever want to be a part of.



MONICA WIDMAN – LUNDMARK

Position In IFWEA: Internal Auditor

Organisation: ABF Sweden

Country: Sweden

STATEMENT OF INTENT

ABF Sweden has a long history of working with global solidarity and the rights of workers, and on that matter the partnership with IFWEA is highly valued.

As a member of the board for IFWEA I hope to be able to contribute to strengthening the many good outcomes of the partnership between ABF and IFWEA, and also to ensure that IFWEA is being represented at the Nordic and European level.

IFWEA 23RD GENERAL CONFERENCE 2019 MOTIONS RESOLUTION for the adoption of the 2020 – 2024 strategic plan

THIS CONFERENCE NOTES:

The purpose of IFWEA as stated in our Memorandum of Incorporation, to promote and advance the education of the public with respect to the democratic labour movement; and to promote the carrying out of free and voluntary educational work, according to the principles of solidarity and cooperation, justice and equality, and democracy and freedom.

THIS CONFERENCE RESOLVES:

To adopt the 2020 – 2024 Strategic Plan as presented at this conference, with the aim of global co-operation between worker educators so as to advance the frontiers of knowledge, education methodology and practises of democratic worker organisations promoting freedom, justice and equality for all.

IFWEA 23RD GENERAL CONFERENCE 2019 MOTIONS RESOLUTION for an amendment to the constitution of the IFWEA

As decided by the Executive Committee dated Tues 11 June 2019, held at the TSL office, 6th floor, Siltasaarenkatu 18 -20 A, Helsinki, Finland

THIS CONFERENCE NOTES:

The circulation of information and communication electronically has made postal communication virtually obsolete. Lengthy timeframes suiting postal communication are no longer required.

The current timeframes for the submission of motions and nominations to the IFWEA General Conference should be shortened to accommodate this change.

THIS CONFERENCE RESOLVES THAT:

1. Sahra Ryklief, in her capacity as General Secretary of International Federation of Workers' Education Association (2009) NPC ["the company"] should hereby certify that on Wednesday 4 December 2019 , a duly convened and quorate general conference of the full members of the company was held.

2. A majority of 75% resolved to change Clauses 23.4 and 23.5 in the current Memorandum of Incorporation of the INTERNATIONAL FEDERATION OF WORKERS' EDUCATION ASSOCIATION (2009) NPC, Registration number 2009/024657/08, to read as follows:
 - 23.4 Full Members, the Executive Committee and the General Secretary may submit motions and nominations to the General Conference. These must be made in writing and reach the General Secretary at least two (2) months before the opening of the General Conference, and the General Secretary must circulate these to the Full Members at least one (1) month before the opening of the General Conference.
 - 23.5 Emergency motions addressing situations developing within the one (1) month preceding the opening of the General Conference may be submitted by the Secretariat until midday on the second day of the General Conference. They may not exceed one hundred (100) words.

3. Any IFWEA director is authorised to complete any further documentation on behalf of IFWEA to implement the above resolutions.

IFWEA 23RD GENERAL CONFERENCE 2019 MOTIONS INTERNATIONAL FEDERATION OF WORKERS' EDUCATION ASSOCIATION (2009) NPC (IFWEA)

Registration number 2009/024657/08

MOTION FOR ROTATION OF INDIVIDUAL AUDITOR

In terms of the Section 92 (1) of the Companies Act no. 71 of 2008 (South Africa):

"The same individual may not serve as the auditor or designated auditor of a company for more than five consecutive years."

IFWEA's outgoing audit partner, Arno Nel, has served as the auditor for five years and in line with the Companies Act and good governance procedure has agreed to step down as IFWEA's auditor.

The nominee to serve as IFWEA's independent auditor is Carel Steenkamp.

Both Arno Nel and Carel Steenkamp are partners at the independent audit firm C2M Chartered Accountants Inc. (www.c2mca.co.za) and are registered auditors with Independent Regulatory Body for Auditors (IRBA) and South African Institute of Chartered Accountants (SAICA).

THIS CONFERENCE RESOLVES THAT:

1. Carel Steenkamp of C2M Chartered Accountants Inc. is elected to serve as IFWEA's independent auditor with effect from the financial year end 31 December 2019.
2. Any one IFWEA director is authorised to complete any further documentation on behalf of IFWEA to implement the above resolution.

IFWEA CONFERENCE TEAM



SUSAN J SCHURMAN
President



SAHRA RYKLIEF
General Secretary



MONICA WIDMAN – LUNDMARK
IFWEA Internal Auditor



SHARIEFA EBRAHIM
IFWEA Conference Co-ordinator
& Secretariat Staff
Tel: 083 360 6047



SALIEM PATEL
IFWEA Secretariat Staff
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HELGA JANSEN-DAUGBJERG

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DOUG MULLIKEN

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MICHAEL HANDS

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JESSE ADAMS

IT & Tech Support
Tel: 073 123 8585



STEPHEN CAVENEV

IT & Tech Support
Tel: 073 123 8585

INTERNATIONAL FEDERATION OF WORKERS' EDUCATION ASSOCIATION (IFWEA) POLICY ON MUTUAL RESPECT¹

At the IFWEA, we are committed to creating and maintaining an environment based on equality, dignity and mutual respect.

We promote behaviour that fosters dignity and self-esteem, that is positive for individuals and the wider working environment. When we convene meetings/workshops/study circles/seminars or conferences, we do not make unfair distinctions on the basis of age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, nationality, race, religion or beliefs, sexual orientation, parental and caring responsibilities.

IFWEA's Policy on Mutual Respect is set out below, including accompanying guidance and the procedure for making, and responding to, complaints under this policy. This policy defines and prohibits various behaviours – in particular, harassment, bullying and victimisation. It expects pro-active contribution to the creation of a culture of mutual respect in which everyone is treated equally and with dignity. The policy applies to everyone at IFWEA (including affiliates and the delegates of trade unions and organisations they work with, who have a relationship with IFWEA).

WHAT WE ASK OF YOU

As an organisation, individual, or group with a relationship to IFWEA, you are expected to uphold our policy. It applies in IFWEA's Secretariat workplace, IFWEA conferences, meetings and education activities, and social events linked to IFWEA wherever they may take place in the world.

1. We thank the ITF for sharing their policy with us and acknowledge its contribution to this document.

THE IFWEA POLICY

- Treat everybody equally with respect and dignity regardless of their status or role.
- Ensure that your behaviour is positive and does not cause offence.
- Respect the wide and diverse background of IFWEA affiliates and the trade unions and organisations they work with, inclusive of all linked to IFWEA activities.
- Report behaviour which breaches the policy whether you are directly affected by it or are a witness or third party to it.

Examples of behaviour that is against the ethos of the IFWEA policy and which could create an intimidating, hostile, degrading, humiliating or offensive environment. This is not an exhaustive list.

- Jokes, banter, gossip, name calling or mimicry which could be taken as offensive;
- Offensive, abusive or patronising language, insults and gestures;
- Deliberate exclusion of an individual;
- Misuse of power, position or authority;
- Unwanted physical contact;
- Physical attack or assault;
- Inappropriate remarks or propositions;
- Intrusive questions or comments;
- Unwelcome gifts;
- Intrusion by pestering or stalking;
- The display of pictures or images which could be considered offensive;
- Threats or intimidation.

The focus of this behaviour could be anything (for example, age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, nationality, race, religion or beliefs, sexual orientation, parental and caring responsibilities). In other cases, the behaviour may have no connection with any of the grounds listed above.

If the recipient (an individual or a group of people) feels their dignity has been violated then the behaviour is against the ethos of the IFWEA policy. Do not forget that what you consider to be acceptable might not be to others. Alternatively, appreciate that the behaviour may not be personally targeted at you, or at an individual or group, but instead may form part of an agreed, specific working environment or culture.

Behaviour which is against the ethos of the IFWEA policy could happen face-to-face. It could also be by telephone or through electronic communications including email or social media.

DEALING WITH BREACHES OF THE IFWEA POLICY ON MUTUAL RESPECT

If you are treated in a way which you consider to be in breach of the IFWEA policy, or you have witnessed or been told about behaviour which is of concern, report the incident to the appointed IFWEA contact person if you are at an IFWEA meeting or activity. You should be told at the start of the event who this person is.

IFWEA commits to investigating reports of incidents which are considered to be in breach of the IFWEA policy on mutual respect. After any investigation parties involved will be told about the outcome and next appropriate steps.

For example, if the complaint is against an IFWEA employee, the IFWEA's internal disciplinary rules may be invoked. If the complaint involves a representative or an employee of an affiliate, the case will be taken up with the affiliate to ensure that they are aware of the facts and are able to take any action which they deem appropriate in the circumstances. Any other situation involving visitors not coming from affiliates will be dealt with directly by as is deemed appropriate.

At IFWEA we work to uphold labour's values of dignity, respect and solidarity for workers around the world. We believe those same values should be upheld within IFWEA.

Adopted at the IFWEA Executive Committee Meeting, Helsinki, Finland.

11 June 2019

**INTERNATIONAL FEDERATION OF WORKERS' EDUCATION ASSOCIATIONS
INTERNATIONALER VERBAND FÜR ARBEITERBILDUNG
FÉDÉRATION INTERNATIONALE DES ASSOCIATIONS POUR L'ÉDUCATION DES TRAVAILLEURS
FEDERACIÓN INTERNACIONAL DE ASOCIACIONES PARA LA EDUCACIÓN DE LOS TRABAJADORES**

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REGISTRATION NUMBER: 200902465708



IFWEA

**International Federation of
Workers' Education Associations**