

IFWEA STRATPLAN 2016 – 2019

As Amended at staff planning Workshop 6 April 2016¹

Casa Labia, Muizenberg, Cape Town

PURPOSE OF IFWEA AS STATED IN ITS CONSTITUTION

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.

Vision of IFWEA as adopted at 22nd General Conference:

A world where all working people have access to lifelong learning opportunities which enable them to claim and exercise their inalienable democratic rights, responsibilities and freedoms as global citizens.

Aim of Strategic Plan:

To Build a Global Knowledge Community which facilitates 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.

<u>PROGRAMME</u>	<u>INDICATORS:</u>	<u>BASELINES:</u>	<u>OUTPUTS:</u>
<u>OBJECTIVE 1:</u> <i>Strengthen IFWEA organisationally and increase networking and</i>	1.1 Greater Sharing of knowledge, co-operation and resources across 25 countries and 50 NGO's.	1.1 Existing information on IFWEA affiliates are only contained on their own websites and	1.1.1 Regular meeting of governing bodies, viz. GC and EC. 1.1.2 Regular meetings, communication and liaison

¹ For discussion and adoption at Executive Committee meeting 29 – 30 May 2016.

<p>collaboration of member organisations.</p>		<p>publications for their national membership. Member to member sharing on information is weak and the secretariat had insufficient resources available to achieve this.</p>	<p>between affiliates partnering in activities and programmes.</p> <p>1.1.3 Leadership visits to targeted organisations to increase number of affiliates and improve extent and quality of affiliate contributions and participation.</p> <p>1.1.4 Maintenance and development of online communication channels, Online E-Bulletin, IFWEA Social Media ; IFWEA website & OLA education Platform to build Global IFWEA identity.</p>
	<p>1.2 Revised and expanded Youth Globalisation Awareness Programme which leads to Improved solidarity education/actions/partnerships between 150 young leaders and educators in 30 labour organisations.</p>	<p>1.2 IFWEA's YGAP and internship programme currently exposes worker educators, trade union and political leaders from the north to the changing social realities of labour market</p>	<p>1.2.1 YGAP Internships at Secretariat and exchange programs between IFWEA affiliates</p> <p>1.2.2 Annual YGAP Nordic school in Cape Town.</p> <p>1.2.3 Develop online educational aids and resources which improve union participation and recruitment to YGAP Nordic</p>

		restructuring. Improved ability to create partnerships and solidarity education and actions is to be developed.	School. 1.2.4 YGAP extended to a second annual Foundation Skills Leadership School to improve international perspectives and online and participatory educative capacity of Young Practitioners in IFWEA Affiliates and or the beneficiary organisations. 1.2.5 Focus on solidarity education in home countries of YGAP participants after YGAP annual schools.
	1.3 A participative and democratic education intervention that promotes women’s leadership in worker and membership based organisations involving 200 grassroots women leaders.	1.3 There is no network which allows women activists to inform and be informed of campaigns and allow them to gain support within their organisations for each other.	1.3.1 Promote online education and resources of innovative models of women leadership development for organisational building & Campaigning. 1.3.2 Facilitate Online and face to face dialogue of study circle tutors developing women's leadership.
PROGRAMME	<u>INDICATORS:</u> 2.1 Grassroots leaders in 100 Trade	<u>BASELINES:</u> 2.1 While many trade unions	<u>OUTPUTS</u> 2.1.1 Design and implement OLA course for

<p>OBJECTIVE 2:</p> <p><i>Improve the educational and research capacity and services of our affiliates on the main challenges faced by the labour movement in order to assist them in their role of strengthening democratic worker organisations in their countries and regions.</i></p>	<p>Unions and/or member orgs, develops awareness of their rights and an action orientation towards organising for regulations and protections.</p>	<p>and CBO's align themselves with policies for socio-economic equality, they lack knowledge on campaigning and building grassroots activism.</p>	<p>trade union study circle facilitators on organisational development skills.</p> <p>2.1.2 Design and implement OLA course for trade union study circle facilitators on advancing social protections for workers in precarious forms of work.</p> <p>2.1.3 Conduct 40 study circles over 4 years on organisational development skills for worker organisations.</p> <p>2.1.4 Develop education material on global economic trends and patterns of work informalised in the labour market and the socio economic consequences for workers.</p> <p>2.1.5 Develop online educational aids and resources which improve union recruitment and representation capacity in relation to improving social protection and regulation for informalised work</p>
	<p>2.2 100 Study Circle facilitators develop the pedagogy and online methodology skills to provide education and research</p>	<p>2.2 Experience and practice of participatory and democratic education using online learning</p>	<p>2.2.1 Development of online courses using the IFWEA Online Labour Academy on advancing democratic political representation for marginalised</p>

	for labour and social rights.	study circles methods is low within organisations.	communities with IFWEA network of partners. 2.2.2 Study circle facilitators are mentored to integrate democratic ideals and practises into their work with learners.
	2.3 100 Grassroots women activists understand their role in promoting gender equity and best practice in their organisations.	2.3 While many Trade unions and CBO's commit themselves to gender equity, their organisational agenda is mostly determined by gender neutral trade union political, or collective bargaining priorities	2.3.1 Study circle Facilitators are trained to integrate gender equity into their curriculum development and education activities including the addressing sexuality, health and reproductive rights. 2.3.2. Education, mentoring and technical support for online tutors and learners to enable them to communicate with each other and share curriculum and pedagogy approaches when dealing with issues of gender equity emerging from course implementation
PROGRAMME OBJECTIVE 3: <i>Build a knowledge community within the global labour movement</i>	<u>INDICATORS:</u> 3.1 Online Body of knowledge for innovative organisational strategies is developed and made available to 40 worker	<u>BASELINES:</u> 3.1 Existing published literature on trade unions and workers in informal types of work,	<u>OUTPUTS</u> 3.1.1 An IFWEA network of educators and researchers develops participatory research online tool for impact analysis of workers education on the following topics:

<p><i>which enables worker organisations to face the challenges of flexibility and to improve capacity to represent, organise and advance the conditions of workers in precarious forms of work.</i></p>	<p>education NGO's and 160 Trade Unions.</p> <p>3.2 100 trade union leaders recognize the complexity of the organizational challenges in building a progressive labour movement in the 21st century.</p>	<p>while improving in scope, is still very sparse and in multiple locations.</p> <p>3.2 The nature of work and employment is undergoing permanent change and, hence, the role of trade unions as vehicles for representing workers' interests must adapt.</p>	<p>3.1.1.1 Building democratic trade unions for informalised workers;</p> <p>3.1.1.2 Advancing democratic political participation for marginalised and excluded communities.</p> <p>3.1.2 Online Resource Hub which contains research and education source materials for free utilisation by worker educators.</p> <p>3.2.1 A modular Foundations Skills for Social Change Certificate Course which improves union recruitment and representation capacity is developed on OLA for utilisation by IFWEA affiliates and their beneficiaries.</p> <p>3.2.2 Tutors are trained to implement foundation Skills courses and to facilitate study circles on the topics with Grassroots leadership</p> <p>3.2.3 Initiate dialogue with strategic partners on vision and purpose of a Global Workers College with key stakeholders.</p> <p>3.2.4 GS to contribute towards curriculum</p>
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			development of Trade Union Leadership training, including the Africa Labor Leadership Initiative of the AFL-CIO in 2016, and feed relevant elements into the Foundation Skills for social Change Course .
<p>PROGRAMME</p> <p><u>OBJECTIVE 4:</u></p> <p><i>Identify, agree and practice a common set of values and ethics which informs IFWEA pedagogy and delivery of workers education.</i></p>	<p><u>INDICATORS:</u></p> <p>4.1 Worker organisation and collective identity is strengthened through improved awareness of global solidarity values, inclusive and participative practices, goal setting and organisational analysis in 40 NGO and 40 Trade Unions or co-operatives over 4 yrs. across 15 countries</p>	<p><u>BASELINES:</u>4.1 The existing differences between national, regional and global labour organisations and between trade union, community and online communication providers have formed a barrier against a common sense of purpose for worker education</p>	<p><u>OUTPUTS</u></p> <p>4.1.1 OLA course is developed on the ethics of the methodology for study circle facilitators and rolled out every year</p> <p>4.1.2 One e-bulletin issue per annum highlights solidarity education and activities and profiles of Champions of Worker Education</p> <p>4.1.3 Integrate ethics of solidarity support and actions into all IFWEA YGAP & Foundation Skills OLA Courses</p> <p>4.1.4 Education and publicity around purpose and aim of IFWEA is integrated into all IFWEA programme activities.</p> <p>4.1.5 23rd GC: run a competition among</p>

			IFWEA members to design a slogan for IFWEA defining our common purpose of Workers' Education.
	4.2 Grassroots Tutors form an education association in Africa for the development of study circles and lifelong learning	4.2 No association exists to support development and exchange of pedagogy in Africa	<p>4.2.1 Initiate dialogue on vision and purpose of a Study Circle Association in Southern Africa.</p> <p>4.2.2 Develop steering group which will engage grassroots study circle facilitators on viability of a Study Circle Association.</p> <p>4.2.3 Facilitate exchanges with ABF and other Study Circle Associations.</p> <p>4.2.4 Launch membership based study circle association in Africa in 2019 at 23rd Global Conference.</p>