

THE GAMBIA TEACHERS UNION



(GTU)

MID-TERM REVIEW
DELEGATES CONGRESS

Draft Constitutional Amendments

21ST SEPTEMBER 2017
Paradise Suites Hotel

1. Be it resolved that Article X (Delegates) be amended to include:

Delegates to National Delegates Congresses shall be proportionally determined in terms of number of schools and teachers by region and sanctioned by the National Executive Committee. At least one-third of each cohort of regional delegates must be women.

Mid Term Review Delegates shall comprise entire Regional Executive Committee members from each REC. The NEC, in consultation with the GTUSWC shall institute measures in ensuring the proper representation of women, the differently-abled persons and young people to the Congresses.

All Category U/A/I schools shall be represented at the Regional Delegates Congresses by their respective School Representatives. In the event there is none at the time of congress, the REC shall ensure that the concerned school is represented by proxy subject to approval by the Congress Task Team. Category B/II and Basic Cycle and Combined Upper and Senior Secondary schools whose number of teachers is within the category "B" or "II" schools shall send two delegates – a male and female, including the SR to the RDC. Category C/III schools shall send three delegates one of whom must be a female and including the SR. Young persons must be considered.

Members of the Board of Directors of the GTUCCU and the SWC shall attend all such congresses in their respective regions of posting and shall have the right to participate in the discussions and vote. No NEC, Board or SWC member with a national portfolio shall vie for any positions on the REC at the same time.

2. Be it resolved that Article XI Paragraph 11.1 (Composition of the National Executive Committee) be amended as:

"The National Executive Committee (NEC) shall be composed of 22 members including the Immediate Past President who shall sit on the NEC for 1 year. The President, the Vice Presidents, National Treasurer and three Members shall be elected at the National Delegates Congress (NDC) or Mid Term Review Delegates Congress (MTRDC), whichever applies. NEC shall determine the occupants of the portfolio of First and Second Vice Presidents at its First Meeting.

The Regional Chairpersons shall be elected at their respective Regional Delegates Congresses (RDCs) while the Chairman of the GTUCCU, at the GTUCCU Annual Delegates Meetings (ADM). ALBASH and the Conferences of the UBS and SSS shall elect their Chairpersons at their respective Congresses or Conferences".

The membership of the National Executive Committee shall consist the following:-

- a. The President*
- b. Two (2) Vice Presidents, one of whom must be female*
- c. National Treasurer*
- d. Seven (7) Regional Chairpersons elected at Regional Delegates Congresses (RDCs)*
- e. Three (3) Committee Members, at least two of them must be female including a youth*
- f. The Chairman of the GTUCCU Board of Directors, elected at the GTUCCU ADM*
- g. The Chairperson of the Conference of Principals of Upper Basic Schools (COPUBS)*
- h. Chairperson of the Conference of Principals of Senior Secondary Schools (GamCop SSS)*
- i. The Chairperson of the Association of Lower Basic School Heads (ALBASH);*
- j. The Immediate Past President who shall serve for one year after his/her retirement*
- k. The General Secretary as Ex-officio Member*
- l. The General Manager of the GTUCCU*
- m. The Deputy General Secretary, who shall serve as Secretary to the Committee*

3. Be it resolved that **Paragraph 11.2 (NEC Sub Committees)** be amended as:

"There shall be established the following specialized statutory sub-committees within the National Executive Committee. The President shall nominate a 5 to 7- member Committee for (a) to (d) in consultation with the two Vice Presidents and the General Secretary. One or two ordinary members shall be co-opted with relevant expertise in the respective sub-committees subject to NEC approval:

- a. International, Legal and Political Affairs – to be chaired by the President*
- b. Education, Professional Development, Planning and Research – To be chaired by a Vice President;*
- c. Conditions of Services and Labour Relations – to be chaired by the General Secretary*
- d. Finance and Projects – to be chaired by the National Treasurer;*
- e. Status of Women’s Committee - to be chaired by the Female Vice President*
- f. Council of Elders Advisory Committee - to be chaired a former Senior GTU Official*
- g. Any relevant ad hoc committee as may be deemed necessary by NEC*

4. Be it resolved that **Article XII, Paragraph 12.1 (The Secretariat)** be amended as:

"The Secretariat of the GTU shall consist of staff as may be prescribed from time to time by the GTU NEC and approved by MTR/NDC. It shall be headed by the General Secretary (appointed) and shall have units/departments ***and Regional Offices*** to support its operations".

5. Be it resolved that **Article XIII, Paragraph 13.6 (NEC Secretary)** be amended and replaced by **Deputy General Secretary** who shall serve as Secretary to NEC. She or he shall take and read minutes of meetings and assist the General Secretary, National Treasurer and the Presidency in writing reports. S/he may execute other (political) functions as may be assigned by the President and or other sub-committee Chairpersons.

6. Be it resolved that **Article XIV (Organs of GTU)** be amended to include:

c. The Association of Lower Basic School Heads (ALBASH)

d. The Conference of Principals of Upper Basic Schools (COPUBS)

e. The Conference of Principals of Senior Secondary Schools (GamCop SSS)

7. Be it resolved that **Article XIV**, be amended as:

COMPOSITION OF THE STATUS OF WOMEN'S COMMITTEE

"The Status of Women's Committee (SWC) shall remain a statutory committee of NEC and composed of 17 members. The General Secretary or his/her deputy, the President, a female representative of the GTUCCU – nominated by the Board, a co-opted male person including young persons and the Desk Officer of the GTUSWC shall be members of the Executive Committee". The Regional Chairpersons shall be elected at their respective Regional Delegates Congresses (RDCs) while the Chairperson shall be elected at the National Delegates Congress".

The membership of the SWC shall consist the following:-

a. The Female Vice President who shall be the Chairperson

b. Vice Chairperson

c. Seven (7) Regional Chairpersons elected at Regional Delegates Congresses

d. Three (3) Committee Members, at least two must be male including a youth

e. The General Secretary and his/her Deputy

f. The President

g. Desk Officer

h. A representative of the GTUCCU, to be nominated by the Board

The Vice Chairperson and the three (3) members shall be elected at the Caucus.

8. COUNCIL OF ELDERS ADVISORY COMMITTEE

The Council of Elders shall provide advice to the leadership through the President for the service and care of the members and the organisation, the conduct of the business of the NEC and the administration of GTU policies. The Committee shall compose of 3 to 5 members to be nominated by the NEC and subject to the approval of Congress. The Committee members shall be drawn from former GTU officials/leaders within the ranks of: President/Chairpersons, Vice Presidents/Chairpersons, Treasurers of the NEC and Organs, General Secretary and Manager, Deputy GS and Assistant GM and any other member with a relevant experience as may be deemed necessary by the NEC.

COMPOSITION OF THE COMMITTEE

- i. Chairman*
- ii. Vice Chairman*
- iii. Secretary who shall be the General Secretary or his/her Deputy and*
- iv. 2 Members (optional)*

9. Be it resolved that **Article XIV, Paragraph 14.1.4** be amended as:

"It shall report to the NEC and to the Women's Caucus during the National Delegates Congress on its activities and operations.

10. Be it resolved that **Article XIV, Paragraph 14.1.5** be amended as:

"The GTUSWC shall remain an organ of the GTU but it shall have its own Policies for its operations in conformity with the spirit of the GTU Constitution and attendant documents and programmes"

11. Be it resolved that **Article XIV, Paragraph 14.1.6** be regarded obsolete and be **deleted**, which reads *"The Chairperson shall have a sitting and voting right on the NEC".* This is implicit!

12. Be it resolved that **Article XIV, Paragraph 14.2 (GTUCCU)** be amended to include:

"the Leadership shall be mandated to initiate a scheme that will enable members of GTU to access affordable microfinance".

13. Be it resolved that **Article XIV, Paragraph 14.2.1** be amended to read:

"to assist members mobilize their meager resources by saving, in order to help themselves and their colleagues through loans and other services".

14. Be it resolve that **Article XIV** be expanded to include:

"to improve their members' living conditions through the philosophy of "people helping people".

15. Be it resolve that **Article XIV** be expanded in include **Paragraph 14.3 (ALBASH)**

The Association of Lower Basic School Heads (ALBASH) shall engage in promoting the dignity and welfare of Head Teachers within the Lower Basic Cadre. It shall:

14.3.1 Initiate programs geared towards supporting Head Teachers to upgrade their managerial and professional skills for improved performance in Schools;

14.3.2 Inculcate the spirit of networking and sharing of experiences in a bid to enhancing and exchanging good practices, unity and cooperation for stability and maximizing education service delivery;

14.3.3 Support the course of the GTU and its affiliates in the spirit of solidarity and genuine partnership

16. Be it resolve that **Article XIV** be expanded to include **Paragraph 14.4 (COPUBS and GamCops SSS)**

The Conference of Principals of Upper Basic Schools (COPUBS) and Senior Secondary Schools (GamCops SSS) shall resolutely, and in conjunction with the GTU, engage in the protection and promotion of the rights, privileges, prestige, and honor and welfare of principals, their respective teaching and ancillary staff and their schools as a whole at all times. The Conferences shall:

14.4.1 Engage in the development of the managerial, professional and academic capacities of schools principals and their staff in terms of training;

14.4.2 Commit resources and time in collaboration with associated bodies and interest groups in promoting and protecting the welfare of their members and member schools, and in raising educational standards;

14.4.3 Initiate programmes geared towards enhancing peace building, resolving conflict and managing crisis involving their members and member schools;

14.4.4 Engage in supporting needy students, and staff from other categories of schools

17. Be it resolve that **Article XV (Affiliation)** be amended to read:

*"The GTU shall be affiliated to **Education International (EI), International Trade Union Congress (ITUC), Organisation of Trade Unions of West Africa (OTUWA) and any other** organizations with similar objectives that NEC deems necessary both nationally and internationally. Wherever applicable, it shall pay affiliation fees and be paid similarly as may be determined by the NEC"*

The GTU shall invite/accept affiliation of organized workers' groups, social groups and business associations needing representation, protection, job security and improved conditions of service by serving as a Trade Union Center, or Bureau to accommodate other Trade unions, interest groups or Trade Union Centers.