



1 Resolution

2

3 **Ensuring Transparency and Accountability in ETUCE's**

4 **Financial Management**

5

6 Submitted for Adoption by NASUWT (UK) to the ETUCE Conference, the Regional Conference of
7 Education International, adopted on 26-27 November 2024

8

9 **This Conference notes:**

10

11 1. The significant budget deficit of €108,228 incurred by ETUCE in 2023, despite the
12 utilisation of all reserves, as revealed by the external audit conducted by Ernst & Young.

13 2. The findings of the I-Force Audit Report, which identified systemic failures in financial
14 monitoring, budget revisions and oversight.

15 3. The pressing need for ETUCE to implement measures to ensure that financial processes
16 are transparent and accountable to member organisations.

17

18 **This Conference believes:**

19

20 1. That transparency and accountability are core principles that must guide ETUCE's financial
21 management and that member organisations must have full confidence in the governance
22 of their dues and resources.

23 2. That the lack of financial oversight and monitoring that contributed to the 2023 deficit
24 was avoidable.

25 3. That immediate steps must be taken to implement rigorous financial monitoring
26 processes, ensure the separation of project funding from main income and expenditure,
27 and enhance accountability to all member organisations.

28

29 **This Conference resolves:**

30

31 1. To mandate the immediate institution of a regular and transparent financial monitoring
32 process for ETUCE, with clear, quarterly reporting of expenditure and budget performance
33 to the Bureau and member organisations.

34 2. To require that all budget reports and audits be made available to member organisations
35 in a timely manner, ensuring full visibility of ETUCE's financial health.

36 3. To request that ETUCE adopts EI protocols for financial oversight, as a model for improved
37 financial governance, including direct reporting from the Finance Officer to the Bureau in
38 accordance with the responsibilities of the European Director and Treasurer according to
39 the ETUCE by-laws.

40 4. To call for the provision of financial training for all staff involved in ETUCE's budget
41 processes to ensure they are fully equipped to manage finances in a transparent and
42 accountable manner.

43 5. To recommend that ETUCE undertakes an independent review of staffing costs and
44 meeting expenses, exploring synergies with EI operations, and reducing costs through
45 increased use of online platforms for meetings and events, while not underestimating the
46 importance of in person meetings to build trust, commitment and connectedness
47 between member organisations and in conducting in-depth debates.

48 6. To require ETUCE to implement a policy of separating project funding from the general
49 budget to ensure full transparency over project-related income and staff costs.

50 7. To request that ETUCE member organisations be regularly updated on financial matters,
51 with the option to request additional information or clarification as required.

52 8. To ensure that any deficits in future are addressed promptly with clear accountability for
53 addressing overspending and budget discrepancies, and to encourage ETUCE to seek
54 external funding partnerships to diversify income streams.

55 9. That Education International (EI) be asked to support the review process of ETUCE's
56 financial procedures and protocols led by the ETUCE Committee, with expertise and
57 recommendations for long-term sustainability.

58 10. That EI be asked to consider the feasibility of staff cost-sharing between EI and ETUCE to
59 alleviate financial pressure on member organisations' dues.