

The Fijian Teachers Association

斐濟教師協會 フィジー教師協会

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The Fijian Teachers Association (FTA) was set up in 1934 with the original purpose of organizing and looking after the welfare and interests of indigenous Fijian teachers. It was one of the very first trade unions in the country at the time when unionized labour was still at a very embryonic stage. The FTA started with 20 or so members and now 69 years later in 2007, there are about 4,500 altogether.

Interestingly, there are two teachers' trade unions in Fiji. The FTA represents indigenous Fijian teachers and the Fiji Teachers Union (FTU) is for Indo-Fijians and other ethnic groups. This ethnic division represents the wider division within the Fiji society at large. The British colonial state, which ruled Fiji from 1874 to 1970, encouraged and facilitated ethnic differentiation in politics and other aspects of life such as workers' organizations. It was only in the 1990s that the FTU and FTA came together to form a loose confederation, while still maintaining their own autonomy and identity.

The FTA structure ensures that it is representative of all levels of the teaching

斐濟教師協會 (FTA) 設立於1934年，旨在組織並照顧斐濟原住民老師的福利與利益。FTA是斐濟最早設立同業工會之一，當時，工會化勞動力尚處萌芽階段，FTA創始會員約20人，到2007年已成立69年，總共有約4,500名成員。

有趣的是，斐濟有兩個教師同業工會，FTA代表斐濟原住民教師，而斐濟教師聯盟 (FTU) 代表印度系斐濟人及其他民族。這樣的族屬區分大致說明了斐濟社會現況。在1874年至1970年期間統治斐濟的英國殖民政府鼓勵並促成政治上及其它生活面向（如勞動者組織）的民族區隔。FTA和FTU只有在1990年代曾組成鬆散的聯盟，同時又維持本身的自管和地位。

FTA的結構確保該組織代表各級教師。該協會的日常營運交由執行委員會來處理，

profession. The everyday running of the association is carried out by the Executive Board which consists of the President; two Vice-Presidents (one for Administration and Finance and one for Professional matters); a General Secretary; an Assistant General Secretary; a Treasurer; a Publicity Officer; an Administration Officer and an Industrial Relations Officer. The general meeting which takes place annually consists of representatives from 84 different FTA branches from all over Fiji.

The FTA is affiliated to the International Council of Free Trade Unions, South Pacific and Oceanic Council of Trade Unions and the Fiji Islands Trade Union Council (FICTU). These affiliations allow FTA to link up with other organizations within and outside the country and to pursue its professional and other interests at different levels and at different fronts. Over the years the FTA has been one of the strongest voices in FICTU.

FTA has three major categories of service to its members. The first refers to the professional development of education generally to ensure that children get the best education for their future and for the future of the country. The second is to provide representation for teachers when dealing with their employers, principally the government and school

委員會成員包括一位理事長、兩位副理事長（一位負責行政和財務，一位負責專業事務）、一位秘書長、一位副秘書長、一位會計、一位公關幹事、一位行政幹事和一位產業關係幹事。每年舉辦的聯合大會由FTA在全斐濟的84個分部派代表參加。

FTA隸屬國際自由同業工會協會、南太平洋暨大洋洲同業工會協會和斐濟群島同業工會協會（FICTU）。這些會員籍讓FTA得以與斐濟國內外其它組織串連，並在不同層級和不同面向追求其專業及其它利益。這幾年來，FTA一直是FICTU中發聲最有力的成員之一。

FTA為會員提供三大類服務：第一類是一般性的教育專業發展，以確保孩子們獲得對孩子未來及國家未來而言最好的教育；第二類是在教師與雇主（主要是政府和學校委員會這些管理階層）交涉時代表教師出面，包括協商出更高薪資和更

committee management. This involves negotiating for better pay and working conditions, fighting for teachers' grievances and providing solidarity with teachers involved in trade disputes with school committees. The third deals with teachers' welfare. FTA provides a range of medical and financial benefits for members.

Over the years the teachers' unions have won major concessions relating to salary rise and improvement of other working conditions. In 2006 FTA together with FTU won a long battle with the government to have all teachers become civil servants to make sure that they have job security.

The members of the FTA are guided by a whole range of policies dealing with professional code of ethics, teacher-pupil relationship, teacher-employer relationship, teacher-colleague relationship, teacher and professional growth, teacher-parents and school management relationship, and teacher-professional organization relationship. FTA monitors its teachers to make sure that they adhere to the policies. Often FTA would support the disciplinary action against a particular teacher if the teacher breaks some of the more serious aspects of the code of ethics.

佳工作條件、為教師打抱不平以及團結與學校委員會發生職業糾紛的教師；第三類是處理教師福利，FTA提供會員多項醫療和財務津貼。

近年來，斐濟的教師工會在有關加薪和改善其它工作條件的協商上贏得了重大讓步。在2006年，FTA偕FTU贏得一場與政府的長期戰爭，讓所有教師成為公務員，以確保教師擁有工作保障。

FTA的成員要遵循一整套有關專業道德規範、師生關係、教師與僱主關係、教師與同仁關係、教師與專業成長、教師與家長及學校管理關係、教師與專業組織關係的政策。FTA會監管其成員，以確保成員遵守這些政策。若有教師違反了道德規範中某些較重大面向，FTA通常會贊同對該教師採取懲戒措施。