



Promoting Public Sector Education in an Age of Austerity

ETUCE – European Region of Education International

Work Programme 2013-2016

Submitted for adoption by the ETUCE Committee to the ETUCE Conference, the Regional Conference of Education International, meeting in Budapest on 26-28 November 2012, adopted on 27 November 2012

The implementation of the programme will be coordinated with the EI programme activities and follow the 5 priorities established at the EI 6th World Congress

ECONOMY: CRISIS, PRIVATISATION, INFLUENCE OF BUSINESS

(the principles of work on the Crisis in this specific section is to be understood as guiding principles for downwards sections as well)

- Denounce and fight the ideological driven policies of austerity as a means to get out of the economic and financial crisis by campaigning together with Member Organisations.
- Promote and advocate for alternative and more inclusive solutions to the Economic and Financial Crisis within EI and together with ETUC.
- Participate in the ETUC activities together with sister organisations to ensure a platform for Public Services within ETUC to combat the Crisis.
- Set the focus on the teaching profession in times of austerity, documenting the degradation of the profession and the need for professional support, continuous development and for distributed leadership.
- Influence the education policy of the European Commission to take into account the impact of the crisis on education and on teachers.
- Actively support member organisations on their request.
- Introduce as an overarching theme into all activities the developments of the economic and financial crisis in cooperation with other social partners and relevant organisations, taking care to incorporate the global aspects
- With a view to explore viable alternatives, continue to analyse European Union and Euro-zone economic policies from a teacher union perspective
- With a view to take influence on the policy development, monitor and analyse the work of EU institutions and developments in relation to the European treaties, the EU budget, privatisation trends and related issues. Monitor and document the consequences of the European Semester on education.



Promoting Public Sector Education in an Age of Austerity

- Persevere working on campaigns which include the European financial transaction tax, reforms in corporate governance and accountability, and other areas as part of alternative solutions to the Crisis within EI and together with ETUC / ETUI and relevant partners
- Facilitate contacts between Member Organisations in the internal project *Crisis LINK*, thus creating an opportunity for the Member Organisations to exchange information about the impact of the crisis in the different countries with the aim for Member Organisations to use this information in the national debate and to seek support in the solidarity and cooperation of the between Member Organisations.
- Pursue lobbying the European Parliament for a strong platform within the Parliament in support of the Public Education Sector.
- Keep account of and document the increasing privatisation and public-private partnership.
- Continue planning actions globally within EI and with ETUC on the Economic Crisis and its impact taking care to adapt them to the developments and to frequently adjust these.

Meetings, projects and studies / surveys:

- Connect to , support development of the EI global work on the economic crisis . Combine the EI World Action Day 2013 and the related activities with specific European actions.
- Integrate research on the consequences of the crisis in coop with the EI Research Institute, ETUI and Member Organisations.
- Establish a special meeting on the Economic Crisis for those Member Organisations in countries most affected by the Crisis
- Continue monitoring the impact of the economic crisis on the education sector in Europe by repeatedly carrying out the Mini- Surveys on relevant issues and promote the conclusions of the results.
- Apply to the Commission for a joint ETUCE/EFEE project on the Teaching Profession in the Economic Crisis, including a scientific action-survey and a conference in 2013 with the EU Commission, the European Governments and Social Partners
- Apply to the Commission for a joint ETUCE /EFEE seminar in relation to the EU Business Platform and invite progressive big European Businesses to a seminar on the Teaching Profession in times of Austerity.
- Seek support from the European Social and Economic Committee to influence the EU policies on the Teaching Profession and encourage them to initiate a Conference in coop with ETUCE.
- Invite the European Education Ministers to a Summit (Conference) on how the Economic and Financial Crisis affects Education in 2013.
- Constantly gather documentation: statistics, law change and change of teacher's provisions, Member Organisations activities –including the effects and consequences in None-EU Countries - and distribute this information.



Promoting Public Sector Education in an Age of Austerity

EDUCATION POLICIES

GENERAL EDUCATION AND QUALITY IN EDUCATION / EU 2020 PROCESS

- Continue to participate in the implementation process of the EU 2020 and Education and Training 2020 flagship initiatives.
- Optimise the influence on the EU education policy at the national levels.
- Follow-up and advocate the implementation of positive achievements of the EU policy on education in third countries and keep in touch with the relevant EU institutions and agencies on its implementation (e.g. ETF).
- Study and seek influence on the set-up of new indicators and benchmarks and their implementation.
- Monitor EU initiatives on linking education and employment, skills and jobs, learning and job forecasting and on youth employment.
- Participate in setting up and monitoring the implementation of EU policy on all prioritised areas of education, for instance learning mobility, teaching languages, entrepreneurship education, maths and science education, education for sustainable development, etc.
- Continue the active membership in the Open Method of Coordination Working Groups of the European Commission with a view to seek opportunities to get involved in further thematic working groups of the European Commission.
- Advocate the provision of quality education and monitor the set-up of quality assurance mechanisms at European and national levels; keep in touch with the relevant EU institutions and agencies on its implementation (e.g. CEDEFOP).
- Follow-up and seek influence on the adoption and implementation of the Council conclusions on literacy to be adopted by the Cypriot Presidency.
- Seek further opportunities to be represented in EU events, conferences, temporary and permanent working groups and expert groups on education policy.
- Carry forward and seek new opportunities for cooperation with other unions and professional organisations working on education, such as the EFEE; ETUC, EPSU, ESU, ATEE, etc.

Meetings, projects and studies / surveys:

- Continue to publish Circulars with special information on the Education and Training 2020 process to Member Organisations.
- Continue meetings with the ETUCE Education Advisory Panel to monitor the EU initiatives on education.

EARLY CHILDHOOD EDUCATION



Promoting Public Sector Education in an Age of Austerity

- Examine the work of DG Education and Culture of the European Commission on Early Childhood Education teachers.
- Pro-actively continue representation in and seek influence on the set-up of EU policies in this field via the *Open Method of Coordination Working Group on Early Childhood Education*.
- Pursue representation in and seek influence on the set-up of EU policies in this field via the *Stakeholders Group on Early School Leaving and Early Childhood Education* of the European Commission.
- In this regard, seek further opportunities for active representation in EU events, conferences, temporary and permanent working groups and expert groups in this field.
- Carry forward and strive for cooperation with other unions and professional organisations working in this education area.
- Follow-up and watch over the implementation of the ETUCE Policy Paper on Early Childhood Education.

Meetings, projects and studies / surveys:

- Report on the implementation of the ETUCE Policy Paper on Early Childhood Education.

EARLY SCHOOL LEAVING

- Monitor the EU policy on Early School Leaving and the implementation of benchmarks of the EU 2020 flagship initiative on early school leaving.
- Seek influence on the set-up of EU policies in this field via the *Open Method of Coordination Working Group on Early School Leaving and* continue the active membership in this group.
- Seek influence the set-up of EU policies in this field via the *Stakeholders Group on Early School Leaving and Early Childhood Education* of the European Commission *and* continue the active membership in this group.
- Look for further opportunities to be represented in EU events, conferences, temporary and permanent working groups and experts' groups in this field.
- Advance and seek further cooperation with other unions and professional organisations working in this education area.

Meetings, projects and studies / surveys:

- Continue carrying out the project on the use of ICT in education to prevent early school leaving



Promoting Public Sector Education in an Age of Austerity

VOCATIONAL EDUCATION AND TRAINING

- Closely follow up on the development of the Copenhagen Process and the implementation of the Bruges Communiqué in all European countries.
- Examine in detail and follow up on the policy recommendations and studies published by CEDEFOP.
- Monitor the implementation of referencing national systems via the EQF, EQAVET, ECVET and ECTS.
- Continue the active membership in and seek influence on the set-up of EU policies in this field via the *Open Method of Coordination Working Group on Professional Development of VET Trainers*.
- Engage in further opportunities for active representation in EU events, conferences, temporary and permanent working groups and experts' groups on this field.
- Analyse and inform the Member Organisations about the quality assurance mechanisms in VET and the adoption of the European Quality Assurance Reference Framework (EQARF).
- Monitor in detail and influence the adoption and implementation of *Council Recommendations on Validation of Non-formal and Informal Learning* to be adopted by the Cypriot Presidency.
- Engage actively in following up on the EU policy on skills upgrading and skill forecasting.
- Cooperate further with the ETUC on the active representation in CEDEFOP meetings, in the Advisory Committee on Vocational Training (ACVT) and in the Advisory Committee on EQF.
- Pursue and seek active cooperation with other unions and professional organisations working on this education area.
- Continue organising events/seminars for teachers, trainers and VET-experts on VET.
- Monitor in detail and follow up on the implementation of the ETUCE Policy Paper on VET.

Meetings, projects and studies / surveys:

- Report on the implementation of the ETUCE Policy Paper on VET.
- Seek opportunities for a project on VET teachers

SCHOOL LEADERSHIP

- With a view to contribute to the development of the EU policy on school leadership, closely follow-up on this policy issue.
- Further extend the active participation in the *European Policy Network on School Leadership (EPNoSL)*.
- Seek further opportunities to contribute in EU events, conferences, temporary and permanent working groups and experts' groups on this field.



Promoting Public Sector Education in an Age of Austerity

- Extend and engage in new cooperation with other unions, professional organisations and agencies working on this education area, eg. with ESHA; EFEE; OECD.
- With a view to ascertain the application of the recommendations, closely follow up on the implementation of the ETUCE Policy Paper on School Leadership.

Meetings, projects and studies / surveys:

- Report on the implementation of the ETUCE Policy Paper on School Leadership.
- Organise European meetings on school leadership in conjunction with the EI global conference on school leadership.

HIGHER EDUCATION AND RESEARCH

- Pay special attention to internationalisation and modernisation of higher education, mobility, gender equality, university ranking, etc. when monitoring the implementation of the European Higher Education Area with a view to influence EU policies on higher education and research in the EU2020 process
- Further engage in the Bologna Process as active member of the Bologna Follow-Up Group with the aim to influence the process.
- Advocate for the improvement of quality in higher education and research with the help of a supportive environment.
- Continue the existing cooperation and seek new ways of cooperation with other unions, professional organisations and agencies working on this education area, e.g. with the E4 group.
- Exert influence in this policy field as a member of the European Quality Assurance Register for Higher Education (EQAR) and the Association and European Quality Assurance Forum (EQAF).
- Seek opportunities to become a member of the E4 group.
- Bring ETUCE's influence to bear on the adoption of the EU research policy initiatives, the implementation of the European Research Area Framework, and the adoption of the Horizon 2020 initiative.
- Monitor the work of the European Institute of Technology.
- To map out possibilities to organise researchers, engage further in the meetings of the ETUC Working Group on Organising Researchers.
- Aiming to enhance influence on the set-up of EU policies in this field, continue to actively participate in the *Open Method of Coordination Working Group on Modernisation of Universities*.



Promoting Public Sector Education in an Age of Austerity

- Seek further opportunities to contribute in EU events, conferences, temporary and permanent working groups and experts' groups on this field.

Meetings, projects and studies / surveys:

- Continue meetings and coordinate actions with HERSC.
- Organise an event in cooperation with the Bologna Follow-Up Group in 2014.
- Make a report/study for the next, 2015 Bologna Ministerial Meeting, (Yerevan, Armenia)
- Present a policy paper on Doctoral Studies/Early Stage Researchers in the next IHERSC conference in 2014

LIFELONG LEARNING

- With a view to influence the EU-policies on lifelong learning, monitor the development in this policy area and as concerns the development in formal, informal and non-formal learning.
- Take monitoring measures on the implementation of teaching key competences to bring ETUCE's influence to bear in future initiatives of the EU to renew the key competences.
- Wake over the adoption and implementation of *Erasmus For All* programme initiative, the new *Lifelong Learning Programme*, to be adopted in 2013.
- Carry on to monitor the implementation of National Qualifications Frameworks (NQF)
- Continue the ETUCE's active representation at the *European Commission Lifelong Learning (future Erasmus For All) Programme Committee to exert influence on the future design of the programme*
- Looking to prepare the appropriate steps for action, monitor the implementation of the *European Agenda for Adult Learning (2012-2014)*.
- Exert influence on the set-up of EU policies in this field through the *Open Method of Coordination Working Group on Quality Assurance in Adult Learning*.
- As a member of the *Open Method of Coordination Working Group on Financing Adult Learning* seek influence on the set-up of EU policies in this field.
- Seek further opportunities to contribute in EU events, conferences, temporary and permanent working groups and experts' groups on this field.
- Further continue participation in the Lifelong Learning Working Group of ETUC
- Extend and explore new cooperation with other unions, professional organisations and agencies working on this education area, e.g. with ETUC, EUCIS-LLL



Promoting Public Sector Education in an Age of Austerity

Meetings, projects and studies / surveys:

NEW TECHNOLOGIES AND DISTANCE LEARNING

- As active members of the *Open Method of Coordination Working Group on ICT and Education* seek influence on the set-up of EU policies on this field
- Carry out the project on using ICT in education to prevent early school leaving (ELFE-ESL)
- Monitor and follow-up on how the ELFE recommendations are implemented at national level by member organisations.
- Explore and monitor EU initiatives linked to enhancing the potential of ICT as a lifelong learning enabler.
- With a view to prepare appropriate steps for action, continue to monitor the developments of the Digital Agenda
- Continue investigating, monitoring and informing on research on how skills and competences are supported by ICT.
- Explore opportunities for cooperation and mutual learning with national Teacher Education Institutions on how teachers are prepared for using ICT in their teaching.
- Continue ETUCE's active membership in various stakeholders' and European Commission fora and groups on ICT education, digital competences, etc.

Meetings, projects and studies / surveys:

- Explore funding opportunities for a new ELFE project based on the outcome of the ELFE-ESL project.

TRADE AND EDUCATION

- Examine the effects of the new treaty in relation to developments in GATS.
- Aiming to prepare appropriate steps of action, review the developments in EU policy as regards the Modernisation of the Treatment of Public Services in the EU Trade Agreements
- Monitor and seek influence, where necessary, on the developments in EU trade agreements and their influence on the education sector as regards countries such as Canada, US, Colombia, India, China etc.
- Continue to follow up on the related meetings in DG Trade



Promoting Public Sector Education in an Age of Austerity

Meetings, projects and studies / surveys:

TEACHERS' EDUCATION, QUALIFICATION & MOBILITY

- Aiming to advocate for the improvement of initial education, induction phase and professional development of teachers, review the respective EU policies
- Continue to influence the future Rethinking Skills policy package of the European Commission to take into consideration the negative effect of the crisis on teaching profession and teacher education.
- Assess the EU policies on teacher educators with the aim to prepare appropriate action measures.
- Continue examining and influencing the revision of the *Directive on Recognition of Professional Qualifications* to ensure free movement of teachers in the EU.
- Continue the active membership in and exert influence on the set-up of EU policies in this field via the *Open Method of Coordination Working Group on Professional Development of Teachers*.
- As an active member of the *Open Method of Coordination Working Group on Professional Development of Trainers* seek influence on the set-up of EU policies in this field by.
- Explore further opportunities to be represented in EU events, conferences, temporary and permanent working groups and experts' groups on this field.
- Continue and seek new ways of cooperation with other unions, professional organisations and agencies working on this education area, e.g. with ATEE
- Bring teacher education into the Sectoral Social Dialogue.

Meetings, projects and studies / surveys:

- Explore new funding opportunities for a project on teacher education and the teaching profession



Promoting Public Sector Education in an Age of Austerity

WORKING CONDITIONS, SOCIAL PROTECTION, HEALTH AND SAFETY

- Monitor the developments regarding the EU legislation on:
 - Working Time
 - Parental leave
 - Portability of supplementary pensions
 - Equal opportunities for men and woman
 - Reconciliation family/work life
- Discuss the issues of psychosocial hazards such as stress, violence and harassment with the EFEE within the Sectoral Social Dialogue Committee as scheduled in the agreed Work Programme for 2012-2013
- Follow up on the revised Action Plan on Work-Related Stress from the project Teachers' Work-related stress implementing the ETUCE Action Plan.
- Expand the partnership with the European Agency on Occupational Health and Safety within the campaign on Healthy Workplaces and future campaigns on Work Together for Risk Prevention.
- Propose to the European Commission that Eurydice/Eurostat undertakes a special survey on teachers' working conditions and that they develop status indicators.
- Follow up on the revised ETUCE Action Plan on Preventing and Tackling Violence in Schools by promoting the prevention of third-party violence
- Investigate and report on the concrete relations between career development and performance related pay systems in EU. Prepare ETUCE policy position.
- Continue ETUCE's active representation in the ETUC working groups.

Meetings, projects and studies / surveys:

- Seek funding possibilities for a project on healthy and safe working places, (EU project)
- Continue Joint EI/ETUCE research survey on teachers' pay (with ETUI).
- Set up working group to investigate and to prepare ETUCE position on teachers' pensions / pension systems within the EU.
- Undertake a survey on Social Protection provisions and member organisations' supplementary activities / arrangements (e.g. insurance arrangements) for teachers in the EU, in cooperation with member organisations
- Undertake postponed seminar on Teachers' Pay.
- Continue updating regularly the education OSH website (www.edu-osh.eu)



Promoting Public Sector Education in an Age of Austerity

HUMAN AND TRADE UNION RIGHTS ISSUES

- Continue promoting human rights, and trade union rights for sustainable societies in Europe
- Assist member organisations in relation to negotiations / conflicts with governments / employers on request of the member organisations.
- Continue monitoring and informing the member organisations on the developments concerning European citizenship via the Active European Citizenship group

Meetings, projects and studies / surveys:

- Inform on activities within the European Year of European Citizens (2013)

EQUAL OPPORTUNITIES

- Continue monitoring and lobbying the European Commission on EU Inclusion policies (Roma, migrants, socio-economically disadvantaged and vulnerable groups, etc.) and seek influence in its work following the example of the Mapping Study on Trade Union anti-discrimination practices.
- Closely review future developments regarding the Strategy for equality between women and men 2010-2015
- Regularly report to the member organisations on the future developments in relation to the Council Directive on implementing the principle of equal treatment and the implementation of the Beijing Platform for Action.
- With a view to keep the member organisations up-to-date, regularly revise the future developments in relation to the Directive on anti-discrimination outside employment as well as on the Directives on maternity and parental leave and the proposal for paternity leave.
- Closely follow up and inform the ETUCE member organisations on the developments at EU level on education opportunities for migrant, socio-economically disadvantaged, vulnerable and ethnic minority children.
- Undertake active steps to further promote the implementation of the ETUCE Action Plan on anti-discrimination.
- Promote concrete measures to continue the implementation of the ETUCE Action Plan on gender equality and research into the field of reconciliation of work, private and family life.
- Continue the cooperation with ETUC on gender equality issues and European social dialogue developments in this field (women in unions, equal pay, and violence against women).
- Continue the active membership in the Fundamental Rights Platform of the EU Fundamental Rights Agency.
- Strengthen the co-operation with the European Institute for Gender Equality with a view to enhance opportunities for further action.



Promoting Public Sector Education in an Age of Austerity

Meetings, projects and studies / surveys:

- Explore opportunities for new project applications to accompany the implementation of the ETUCE Action Plan on Gender Equality
- Continue exploring new funding opportunities for developing a new project on non-discriminatory quality education for Roma children, including a seminar on EU and minorities.
- Exchange experiences with other EI Regions on issues concerning equal opportunities

SOCIAL DIALOGUE

- Assent with EFEE to a joint document (Agreement, Recommendation, Declaration...) on the basis of the agreed Work Programme 2012/2013
- Implement the EU Social Dialogue on the basis of the agreed Work Programme 2012/2013
- Develop the Sectoral Social Dialogue Committee for Education work programme for the following years
- Support the ETUCE member organisations to coordinate nationally with a view to appoint one delegate for the ESSDE (new EU member states)
- Continue the national lobbying to improve the employers' representation at national and EU level
- Support EFEE for the improvement of its Higher Education representation
- Use the political benefit of the EU Sectoral Social Dialogue Committee for Education to strengthen social dialogue in countries outside the EU/EFTA.
- Continue representation in tripartite dialogue meetings together with the ETUC.

Meetings, projects and studies / surveys:

- Carry out the new ETUCE/EFEE project on "The development of the teaching profession in times of the economic crisis as a key task for social partners in education. Finding joint strategies to tighten the links between education and the labour market.
- Apply for a joint ETUCE/EFEE project on one of the 3 ESSDE Work Programme themes (Quality, Demography, E&T 2020).
- Successfully complete the project: Recruitment & Retention.: "Recruitment and retention in the education sector, a matter of social dialogue"
- Successfully complete the project: " Self-evaluation of schools & teachers as instruments for identifying future professional needs"
- Successfully complete the project: "Professional autonomy, accountability and efficient leadership"
- Undertake High-level Social Dialogue seminars for member organisations in EU 15 and EU 12



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COUNCIL OF EUROPE

- Ensure the appropriate representation in the new structure of the Conference of INGOs and its relevant committees and working groups.
- Continue the active cooperation with the Council of Europe in the Bologna Process.
- Closely monitor the work of the Committee of Ministers, the Parliamentary Assembly and the Congress of Local and Regional Authorities
- Actively contribute and participate in the Council of Europe programmes and events when relevant.

Meetings, projects and studies / surveys:

EUROPEAN PROJECTS

- Carry on developing projects to support the ETUCE action programme when applicable and convenient, in relation to possible EU funding.
- Monitor and continue to provide information to member organisations concerning the generation of programmes for 2007-2013 and after.
- Provide information to member organisations on the extended national possibilities for education projects funded by the European Social Fund (ESF), advising models of cooperation with national ministries.
- Provide information to strengthen ties between member organisations and National Programme Agencies.

GOVERNANCE, ADMINISTRATION AND INFORMATION

- Continue offering Information Sessions for study delegations
- Continue to publish and update:
 - Newsletter
 - Circulars on Education & Training 2010/20
 - ETUCE Reports
 - ETUCE Factsheets
 - ETUCE Website
 - Teachers' Occupational Health and Safety Website
 - eLearning Website