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EUROPEAN TRADE UNION COMMITTEE FOR EDUCATION
COMITE SYNDICAL EUROPEEN DE L'EDUCATION

REPORT

ETUCE SURVEY

The continued impact of
the crisis on teachers in
Europe



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Table of Contents

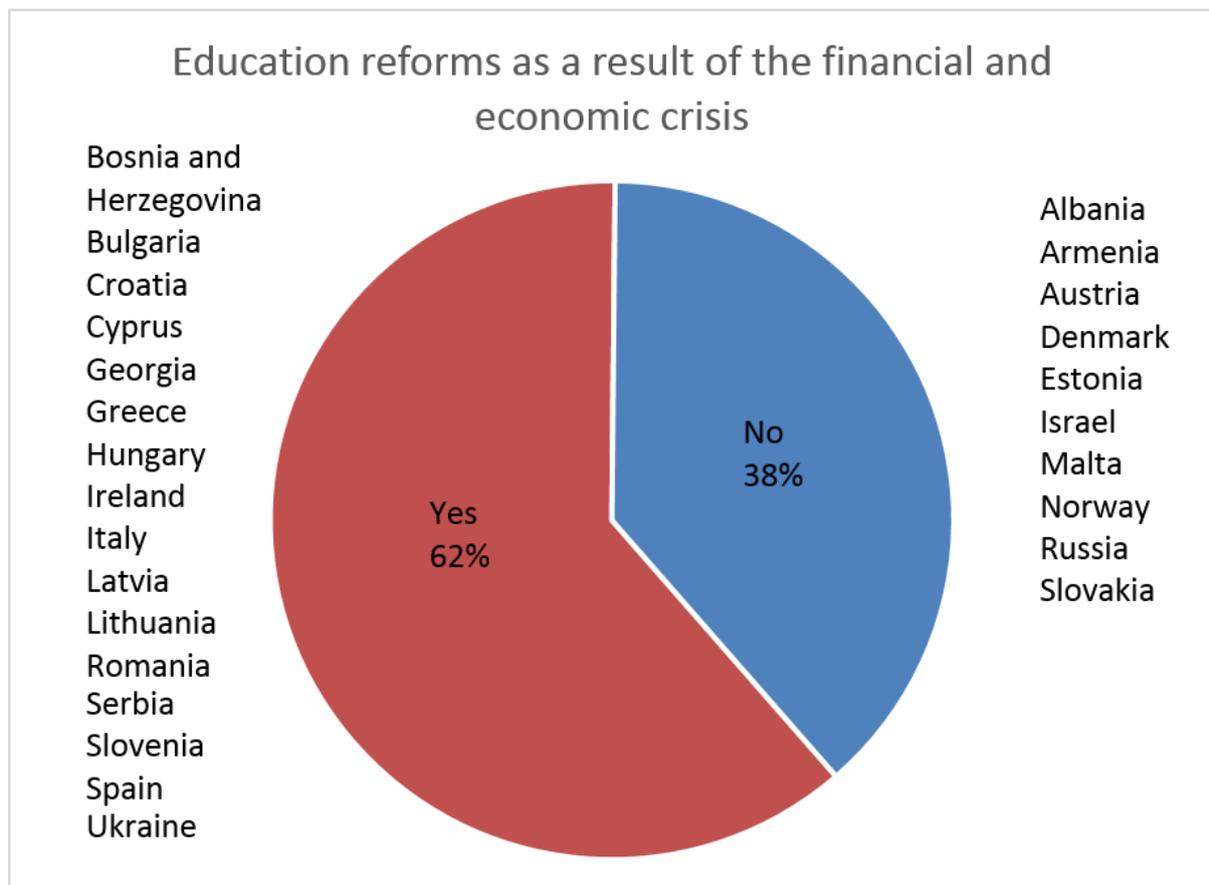
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|---|----|
| Table of Contents | 4 |
| 1. Education reforms as a result of the financial and economic crisis | 6 |
| 2. Cuts in public budgets | 7 |
| 3. Cuts in education budgets | 7 |
| 4. Increasing privatisation and/or public – private partnerships | 8 |
| 5. Cuts in teachers' salaries | 9 |
| 6. Freezing teachers' salaries | 9 |
| 7. Cuts in pensions for teachers who are already retired | 10 |
| 8. Cuts in pensions for teachers who are not yet retired | 10 |
| 9. Cuts in other teacher allowances | 11 |
| 10. Increased teaching lessons | 11 |
| 11. Increased working hours | 12 |
| 12. Dismissal of teachers | 12 |
| 13. Merger of Schools | 13 |
| 14. Closure of Schools | 14 |
| 15. Has the number of enrolment in initial teacher education institutions/faculties decreased since January 2011? | 14 |
| 16. Has the curriculum of initial teacher education been shortened/narrowed since January 2011? | 15 |
| 17. Has a tuition fee been introduced for initial education of teachers since January 2011? | 15 |
| 18. Have you experienced privatisation of teacher education institutions/faculties since January 2011? | 16 |
| 19. Have state subsidies been cut for initial teacher education institutions/faculties since January 2011? | 17 |
| 20. Have the working hours of teacher educators increased since January 2011? | 17 |
| 21. Has the class size of initial teacher education institutions increased since January 2011? | 18 |
| 22. Have you experienced since January 2011 that schools fill in vacancies of teachers' jobs with unqualified teachers/teacher trainees | 19 |
| 23. Conclusion: | 20 |
| 24. ANNEX 1 | 21 |

The results of this survey are based on information provided by ETUCE member organisations which responded to the online questionnaire. Not all teacher trade unions from the given countries participated, therefore, the figures are a reflection of the input received by ETUCE. In case of divergence of opinion on the data, the respondent organisation should be consulted. The full list of organisations that participated in the survey is published in Annex 1.

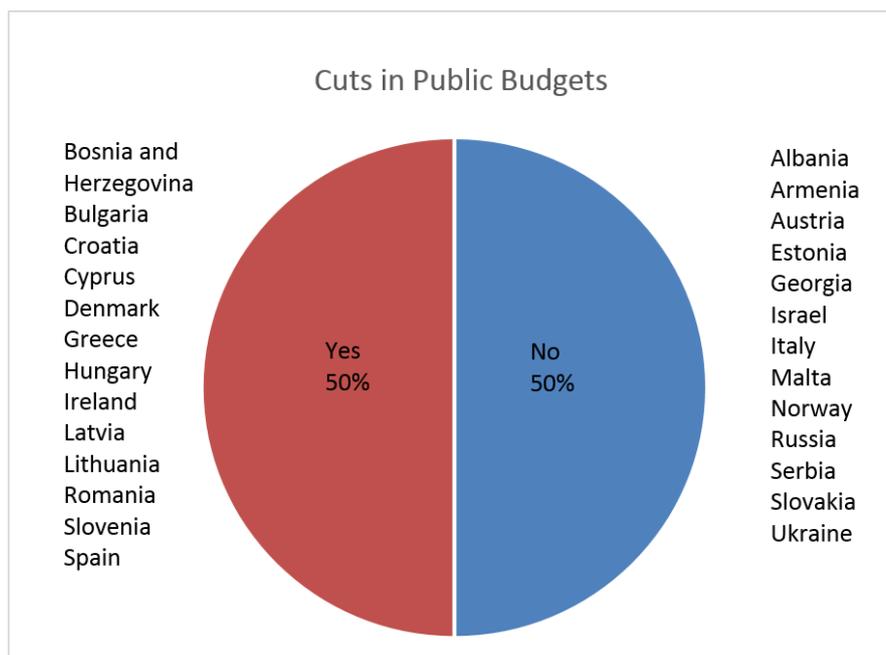
A total of 30 teacher trade unions from 26 countries participated in the survey from May to July 2013. Questions in the questionnaire related to the period from January 2011 to May 2013.

1. Education reforms as a result of the financial and economic crisis

Any economic and financial constraints in the sector of education since January 2011 which also affect teachers and/or other education employees, or any education reforms since January 2011 which reduced education budgets and negatively affected teachers and/or other education employees:

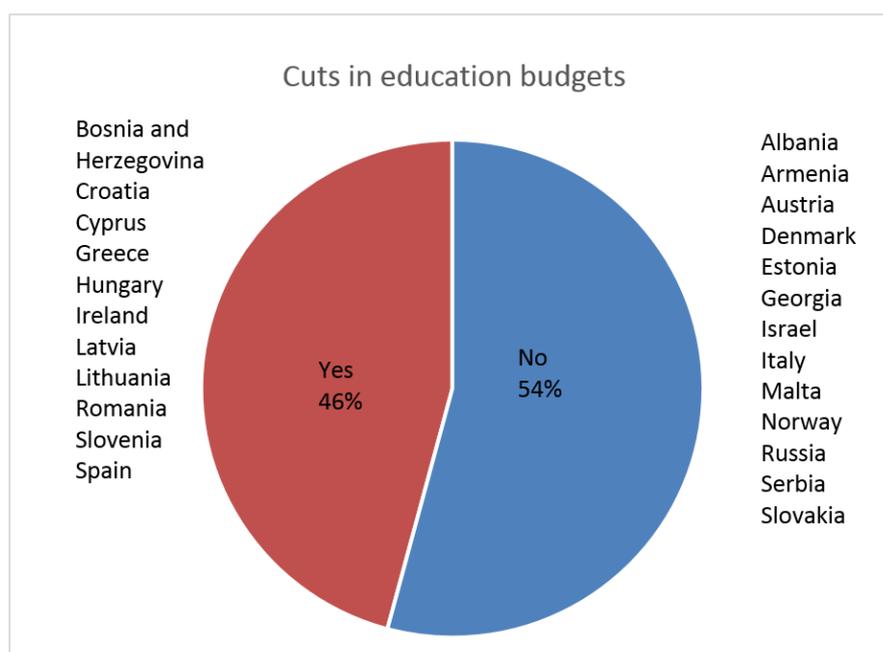


2. Cuts in public budgets



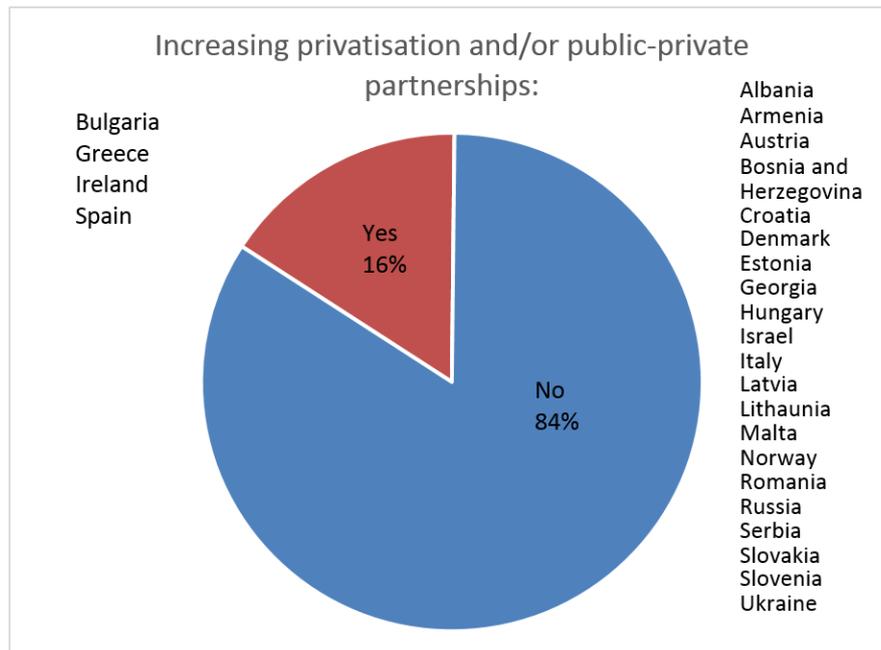
Cuts in public budgets have impacted teachers in diverse regions of Europe. However, these have ranged from 3 to 30 per cent annually. FDSZ, the Hungarian member organisation, states that cuts of up to 30 per cent were implemented. There were cuts of up to 10 per cent in Slovenia and over 20 per cent in Ireland in overall terms. While Romania experienced cuts of 30 per cent, in Ireland, the cuts were 3 – 5 per cent annually. According to OLME, cuts in public budgets of 19.8 per cent were introduced since January 2011.

3. Cuts in education budgets



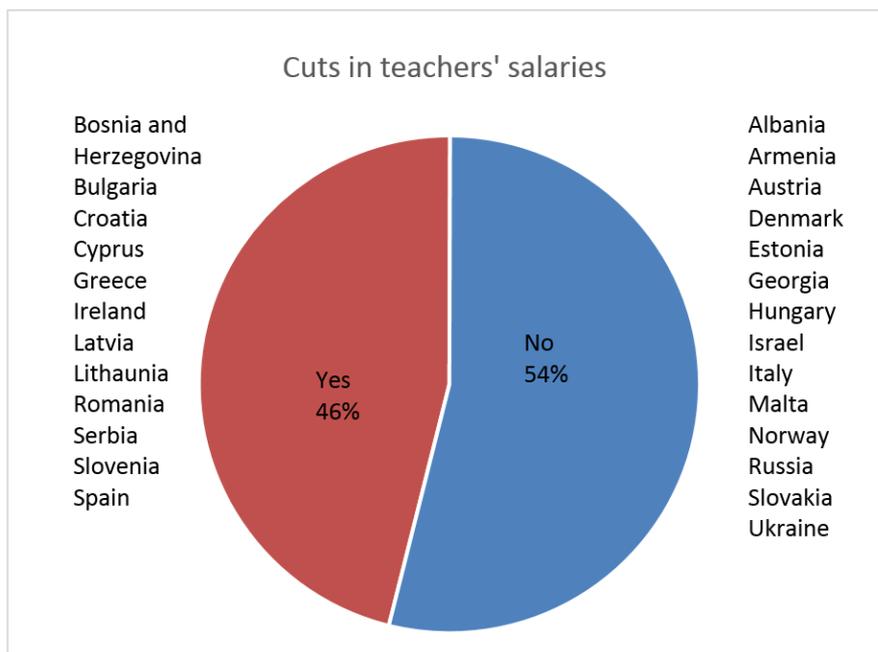
The majority of unions which responded to this survey have not experienced cuts in education budgets. Croatia reports 3.4 per cent, Hungary 30 per cent. In Ireland there has been a 7 per cent annual cut in core and operational budgets in higher education. In secondary education/vocational education and training, a decrease each year in operational budgets of 3 - 5 per cent has been implemented. On the other hand, Latvia experienced a cut in the education budget of 55 per cent, followed by a small annual decrease since then.

4. Increasing privatisation and/or public – private partnerships



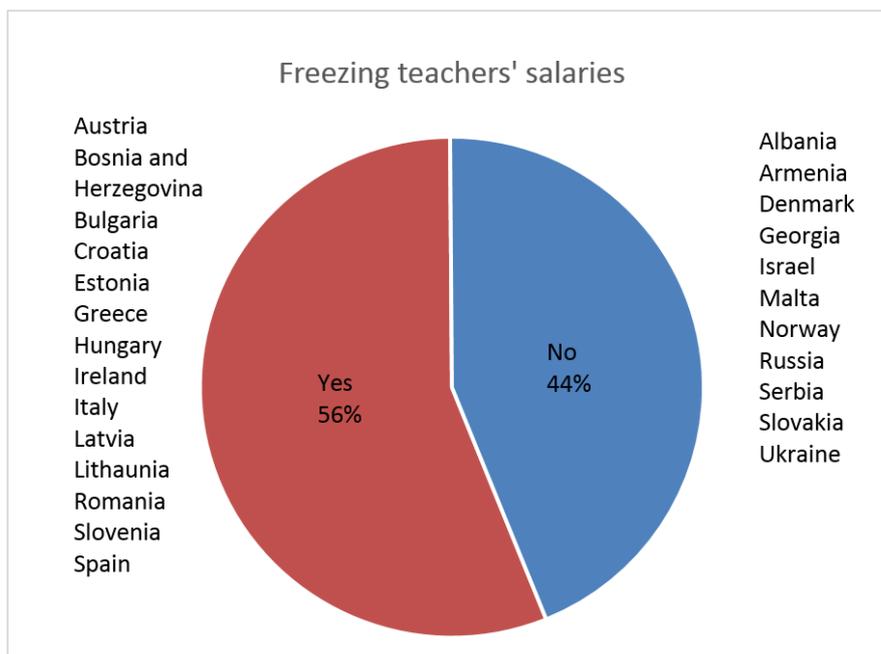
The surprising result of this question shows that most respondents have not experienced an increase in privatization. ETUCE approached unions to describe privatization of services since January 2011. In Bulgaria, for instance, the privatisation is implemented step by step, especially in the state and municipal school and other educational establishment. Attempts are made to receive funding from additional activities, new taxes in the kindergartens, and from the parents, who are asked to fund renovation of schools. In Greece, there has been an increase in public-private partnerships for the construction of schools. Private companies are also used for teacher training, a number of educational programmes as well as their evaluation. In higher education in Ireland, there is a growing reliance on tendering by private agencies/ companies to deliver services including programmes of study especially those with a labour market focus and part-time in nature. This, however, is not generally an issue at second level education. In Slovenia, there were attempts by the former government to dedicate funding to private faculties, an open effort to encourage private education. In Spain, since January 2011, there has been a privatization of activities of special teachers, lunch and commodities services, bus and school transport, counseling services as well as medical services.

5. Cuts in teachers' salaries



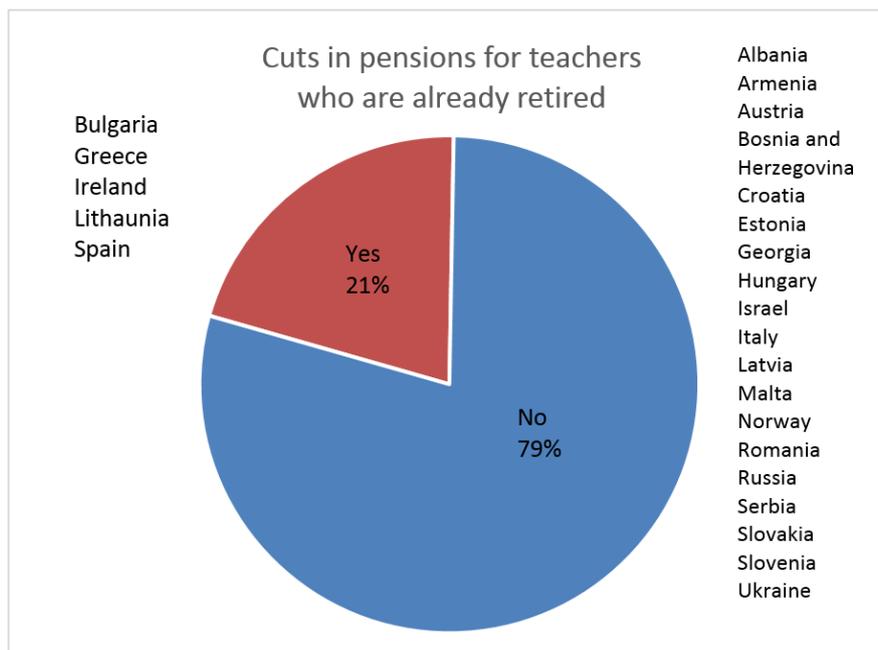
Most respondents did not experience cuts in teachers' salaries. Cuts have nevertheless been implemented in a large number of countries. These have ranged from 3 – 25 per cent, according to data provided in this survey.

6. Freezing teachers' salaries

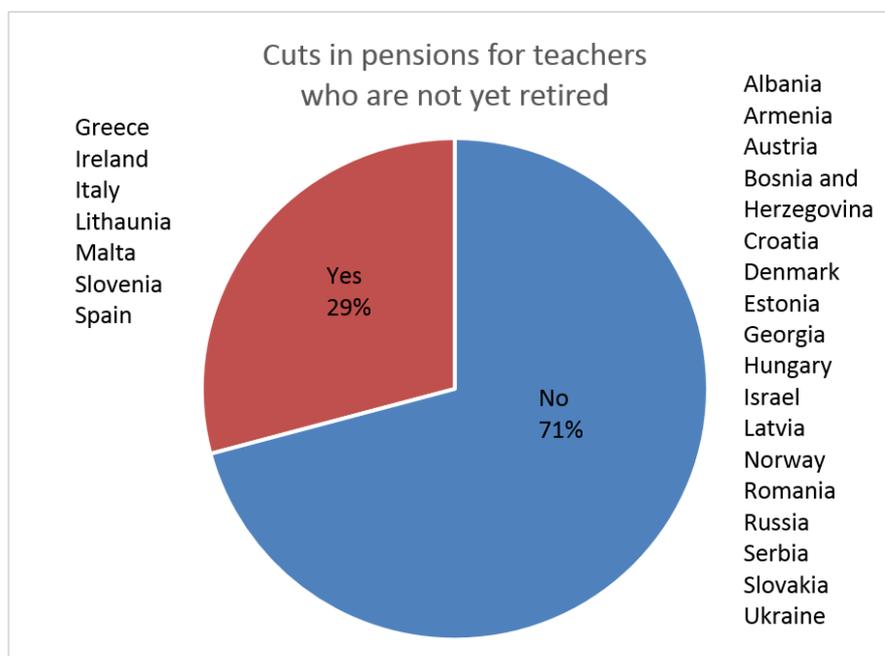


Since 2009, the financial and economic crisis and the subsequent sovereign debt crisis have led to the freezing of teachers' salaries in the majority of European countries as opposed to cuts, which occurred in 46 per cent of responding countries.

7. Cuts in pensions for teachers who are already retired

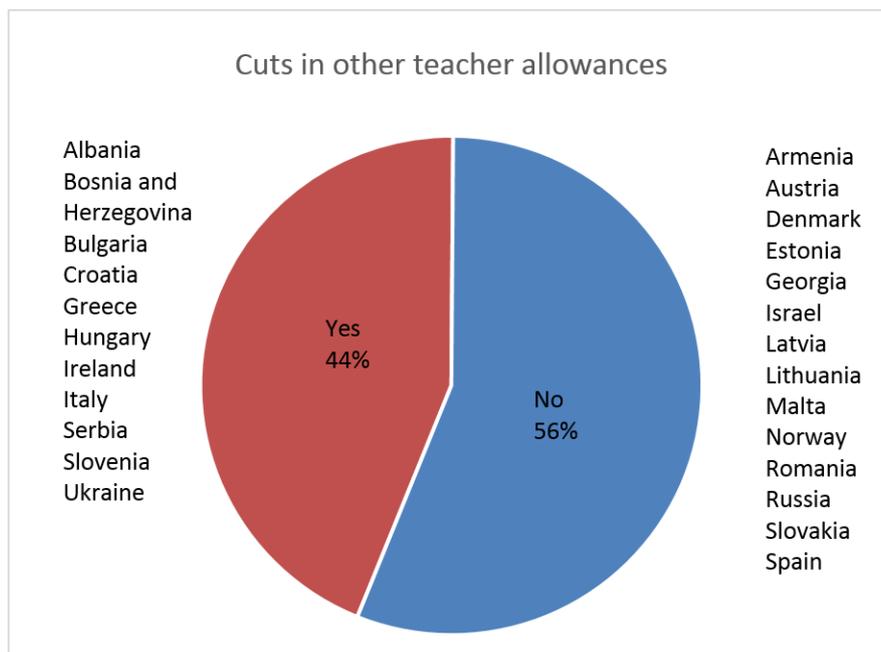


8. Cuts in pensions for teachers who are not yet retired



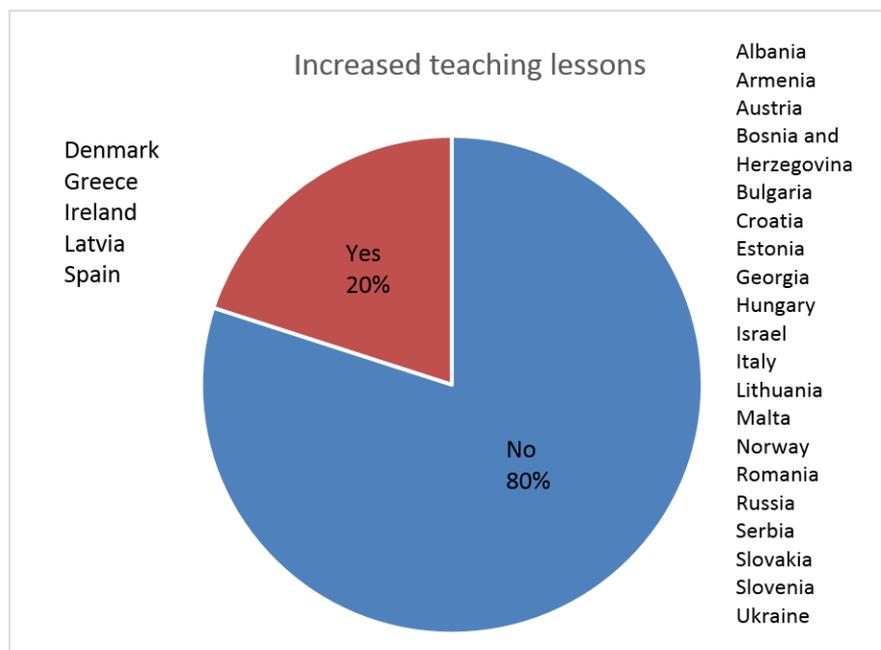
Comparison between cuts in pensions of teachers who are or are not yet retired reveals a worrying policy trend which can discourage young people from entering the profession and has impact on recruitment and retention of teachers.

9. Cuts in other teacher allowances



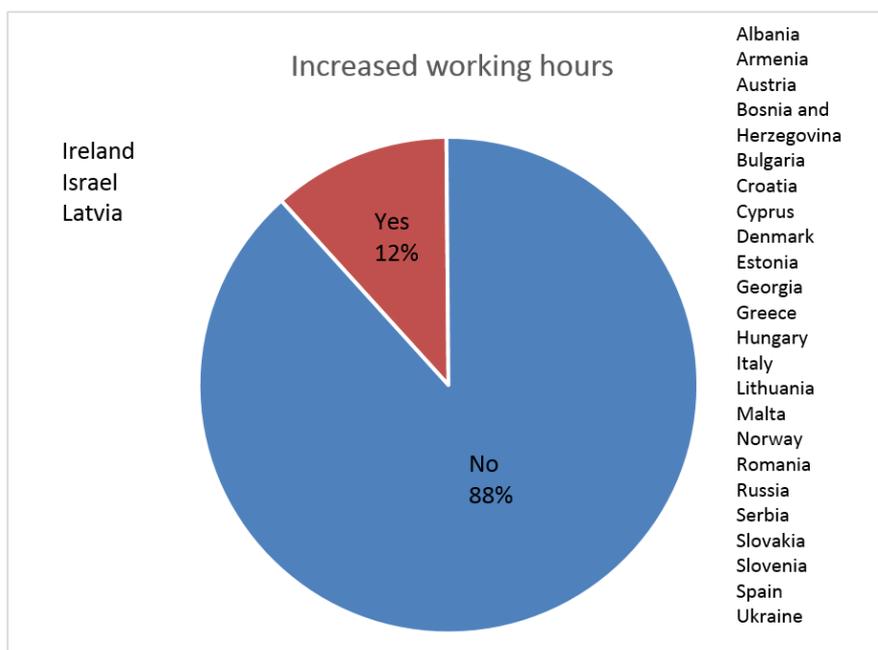
In some countries, living allowance is frozen, while daily allowances and other benefits have been cut or lowered. Cuts generally concern transportation costs, meals' reimbursement, sick-leave remuneration, etc. Christmas bonuses have also been suspended. All of these act as a further deterrent from entering the teaching profession.

10. Increased teaching lessons



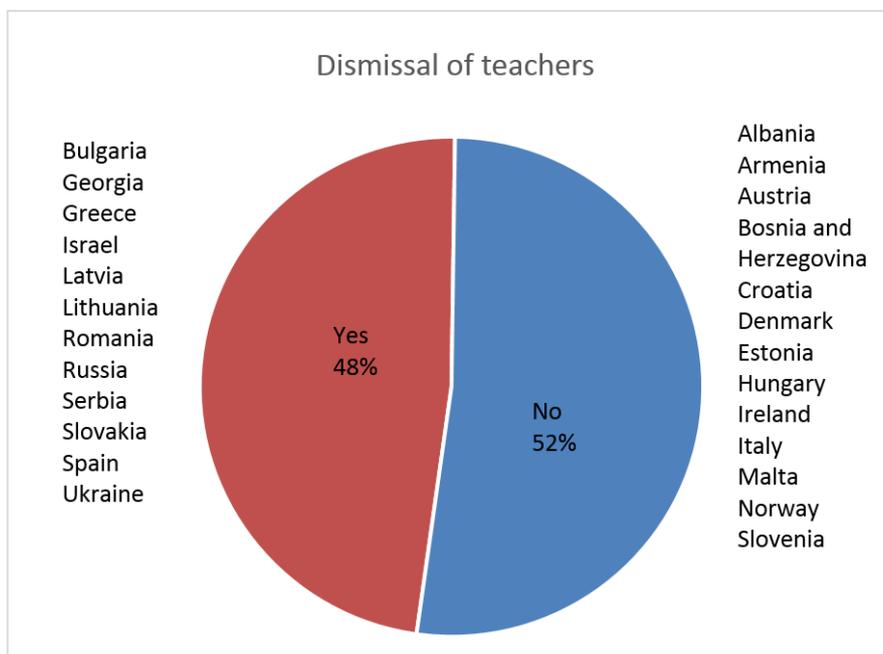
Overall, there has not been an increase in teaching lessons since January 2011. In cases of increase, it concerned up to two hours per week.

11. Increased working hours

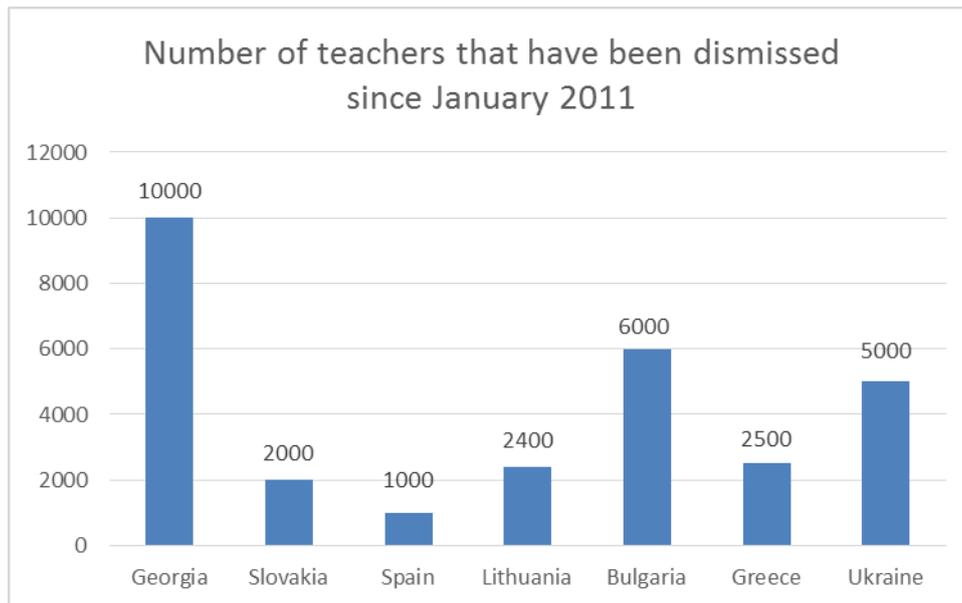


According to available data, teachers' working hours have not increased substantially since January 2011.

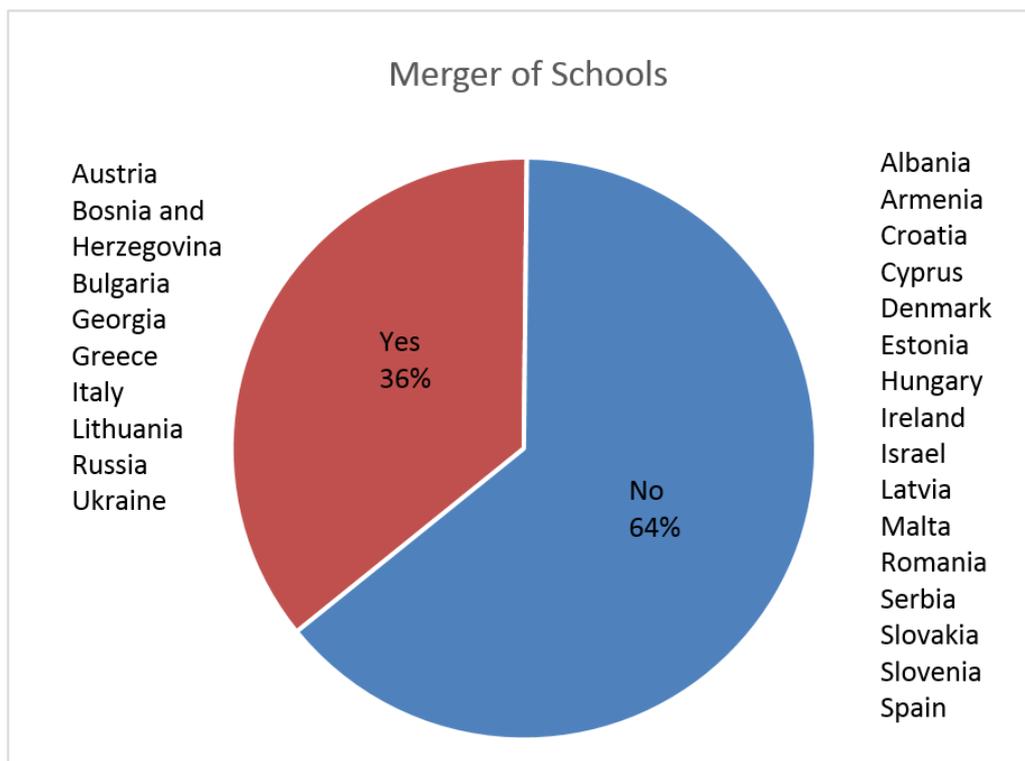
12. Dismissal of teachers



Teachers have been dismissed in a diverse representation of countries. There is, at the same time, a large divergence in the numbers of teachers who have lost their job since January 2011:

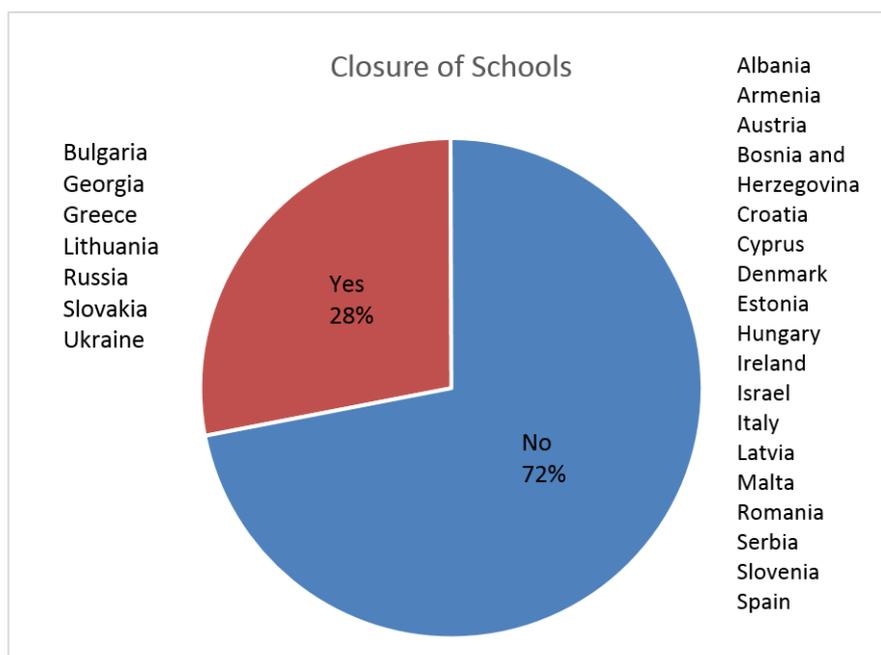


13. Merger of Schools



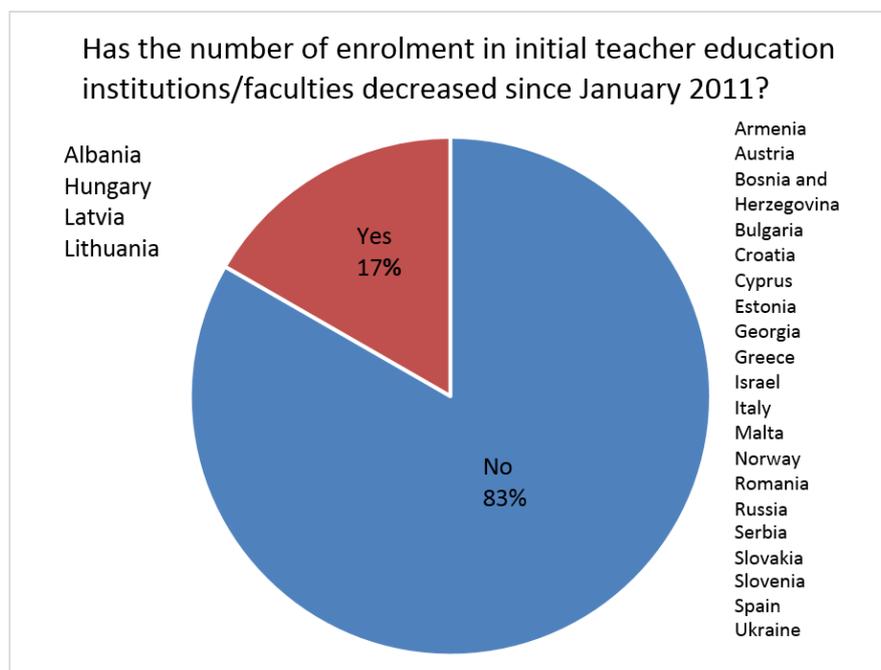
Data made available to ETUCE shows that the reduction in the number of schools was up to 50 per cent in some sectors, as reported by OLME (474 schools merged into 237).

14. Closure of Schools



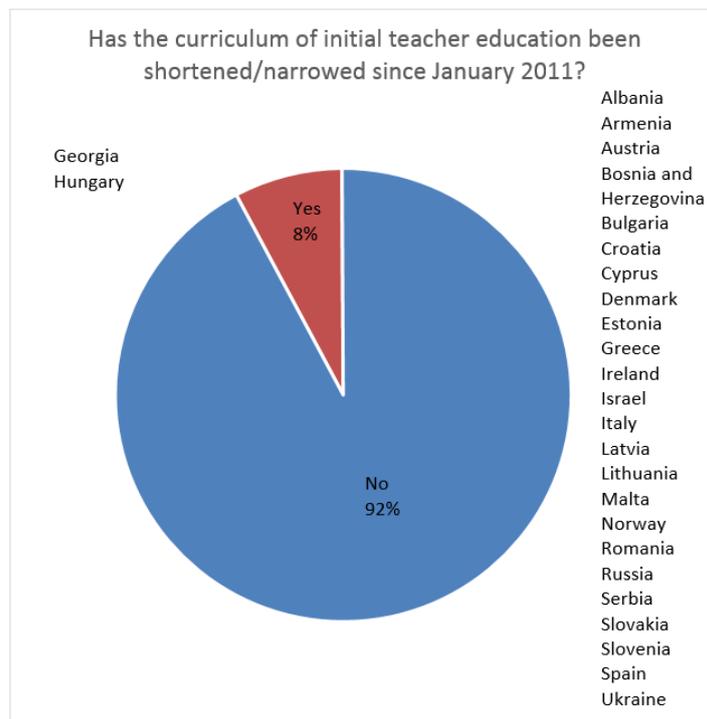
Slightly more than a quarter of respondents reported school closures in their countries while the number of merged schools is much higher and reveal the significant impact that the crisis has had on the operation of schools and school facilities.

15. Has the number of enrolment in initial teacher education institutions/faculties decreased since January 2011?



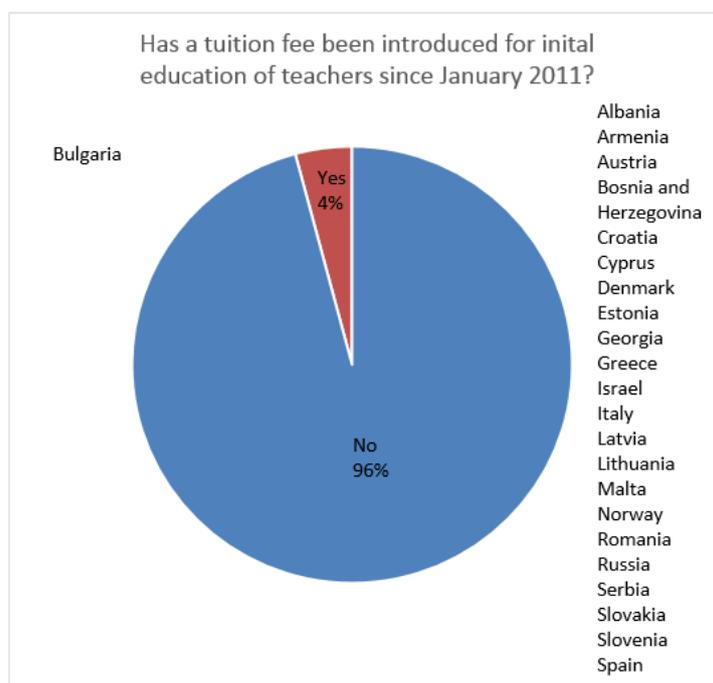
This chart shows that the crisis has not severely hampered the operation of teacher education institutions, although some countries report falling enrolment.

16. Has the curriculum of initial teacher education been shortened/narrowed since January 2011?



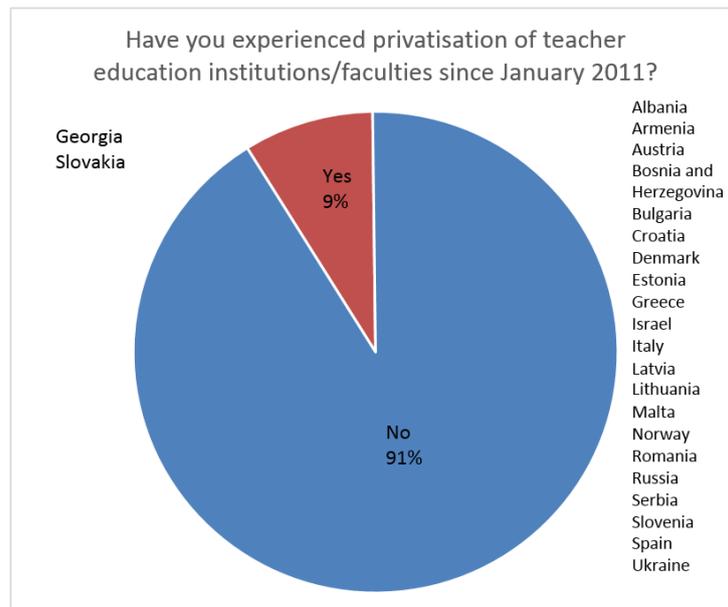
Overall, the crisis has not had a significant impact on curricula in initial teacher education institutions.

17. Has a tuition fee been introduced for initial education of teachers since January 2011?



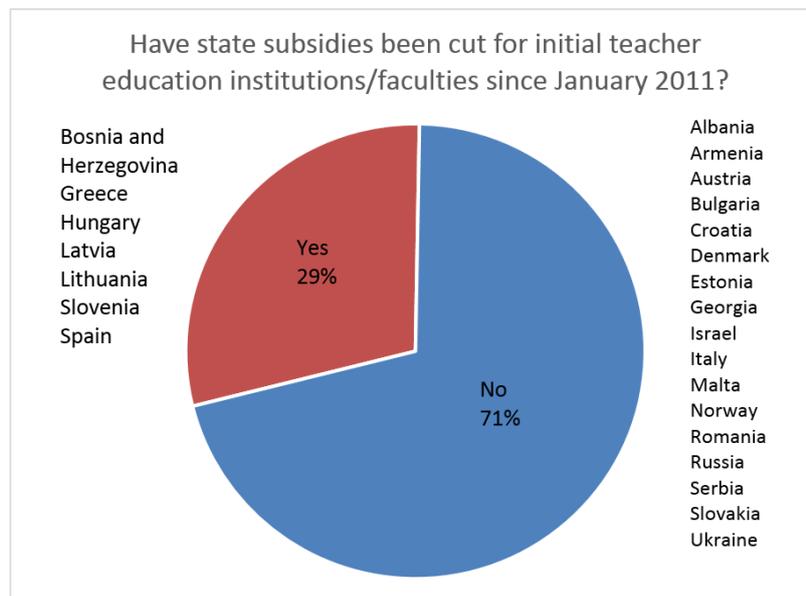
As a result of the crisis and lack of public funding, most governments have not resorted to measures introducing tuition fees for future teachers. The measure, however, has been introduced in Bulgaria.

18. Have you experienced privatisation of teacher education institutions/faculties since January 2011?



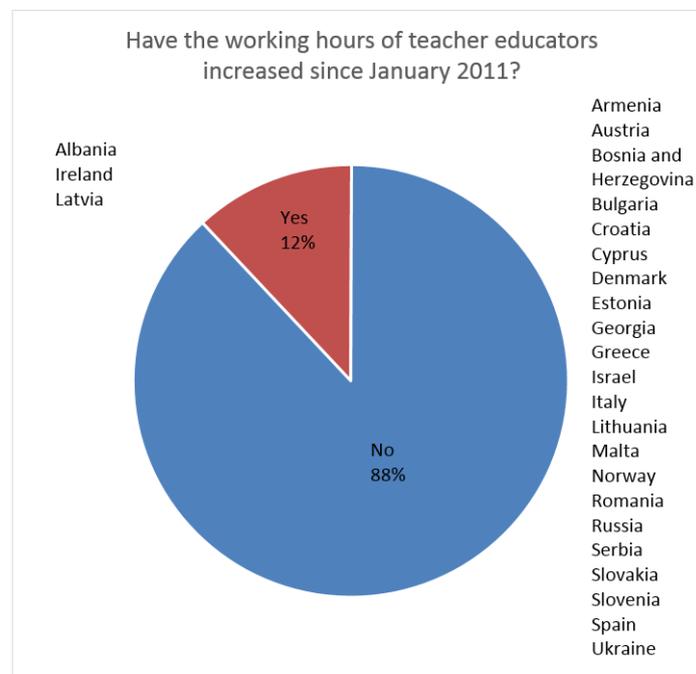
While increasing privatisation or public-private partnerships are a major concern in 16 per cent of participating countries, actual privatisation of teacher education institutions or their faculties occurred only in two countries. However, public-private partnerships in initial teacher education institutions or faculties have occurred in Georgia and Spain since January 2011.

19. Have state subsidies been cut for initial teacher education institutions/faculties since January 2011?



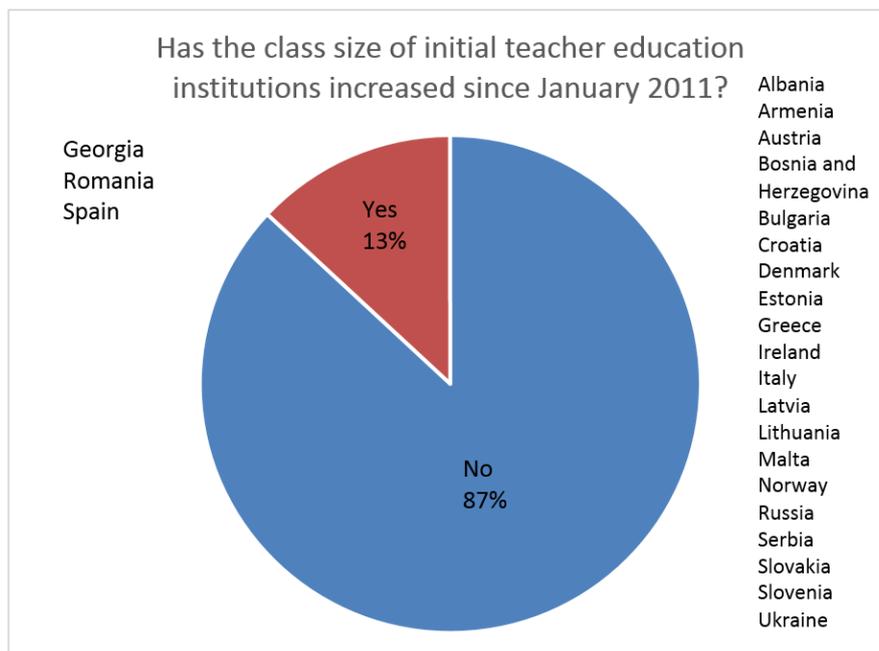
Since 2011, national governments have slashed funding for teacher education in the form of subsidies. 7 out of 24 participating countries have experienced these cuts.

20. Have the working hours of teacher educators increased since January 2011?



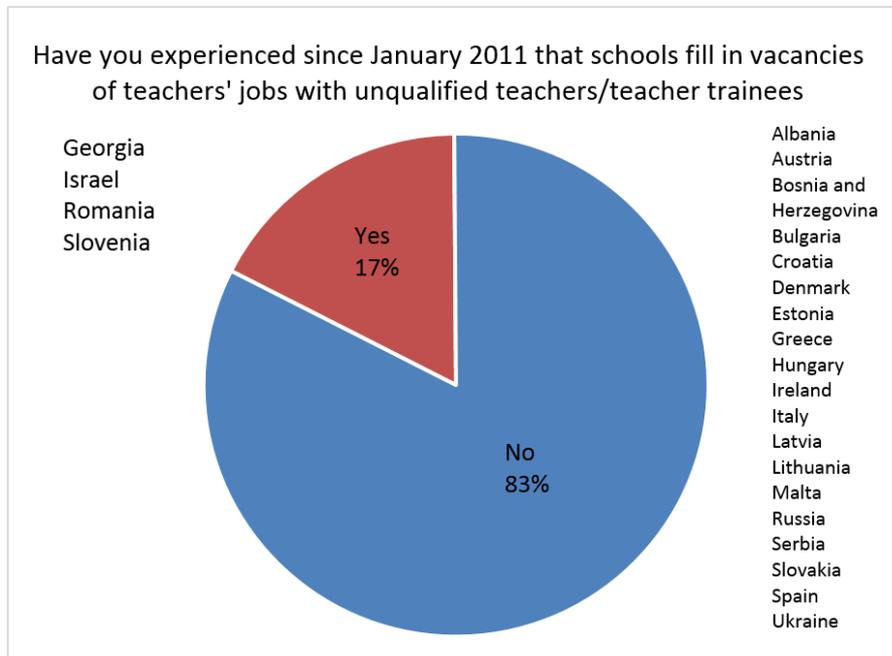
Teacher educators have not experienced significant increase in working hours according to the data provided.

21. Has the class size of initial teacher education institutions increased since January 2011?



A number of countries have experienced larger class sizes since January 2011, however, the increase occurred only in three responding countries.

22. Have you experienced since January 2011 that schools fill in vacancies of teachers' jobs with unqualified teachers/teacher trainees



The majority of countries, 19 countries out of 23, have not reported that teachers are replaced with unqualified staff.

23. Conclusion:

The financial and economic crisis, as well as the sovereign debt crisis, have caused considerable strain in public budgets. Governments across Europe have jeopardized the future of their countries by cutting education funding. Perhaps surprisingly, however, the majority of respondents to this survey have not experienced cuts in education budgets. 46 per cent of respondents did, and this number is extremely worrying. Governments have also cut teachers' salaries and dismissed them. Although mergers of schools and their closures are significant, the survey shows that this has not been the case in the majority of countries which participated in the survey. This survey reveals, however, that there has been a strong push across Europe for reforms in the education sector.

Up to 62 per cent of organisations which responded to the survey reported education reforms as a result of the financial and economic crisis, while cuts in education budgets occurred in less than half of responding countries. There has been an increase in privatisation and/or public – private partnerships in roughly one out of six participating countries. The result of this question shows that most respondents have not experienced an increase in privatization.

Teachers' salaries have been cut in less than half of the participating countries, but have been frozen in 14 out of 25 countries. While cuts in pensions for teachers who are already retired occurred in five countries, pensions have been cut for not-yet retired teachers in seven countries. Cuts in other teacher allowances occurred in less than half of the responding countries. Less than a fifth of countries have seen an increase in teaching lessons or in working hours.

Teachers have been dismissed in every second country while schools merged in roughly one out of three countries. Slightly more than a quarter of organisations reported school closures in their countries. The number of enrolment in initial teacher education institutions/faculties did not significantly decrease, and neither has their curriculum been narrowed since January 2011. Tuition fee has been introduced for initial education of teachers only in one out of 23 countries and teacher education institutions/faculties have been privatized in two of them.

National governments have slashed funding for teacher education in the form of subsidies. 7 out of 24 participating countries have experienced these cuts. Working hours of teacher educators increased in one out of eight countries, and so did their class size. The majority of countries, 19 countries out of 23, have not reported that teachers are replaced with unqualified staff.

Since January 2011 – according to the data provided by 30 teacher trade unions from 26 countries – the crisis has revealed a strong impact on education reforms and the freezing of teachers' salaries with more than half of the countries reporting this trend. Cuts in public budgets, cuts in education budgets as well as teachers' salaries and other allowances, dismissal of teachers and mergers of schools were among issues reported by roughly every second country represented in the survey.

24. ANNEX 1

List of participating countries and organisations:

| Country | Abbreviation |
|------------------------|-----------------|
| Albania | FSASH and SPASH |
| Armenia | CRSTESA |
| Armenia | CPCST |
| Austria | GOD-Lehrer |
| Bosnia and Herzegovina | ITUPE FBIH |
| Bulgaria | SEB |
| Croatia | IURHEEC |
| Cyprus | DAU-SEN |
| Cyprus | OLTEK |
| Denmark | GL |
| Estonia | EEPU |
| Georgia | ESFTUG |
| Greece | OLME |
| Hungary | FDSZ |
| Ireland | IFUT |
| Ireland | TUI |
| Israel | ASSTI |
| Italy | UIL Scuola |
| Latvia | LIZDA |
| Lithuania | FLESTU |
| Malta | MUT |
| Norway | NAR |
| Romania | Alma Mater |
| Russia | ESEUR |
| Serbia | TUS |
| Slovakia | OZPSAV |
| Slovenia | ESTUS |
| Spain | CCOO |
| Ukraine | STESU |



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