



European Sectorial Social Dialogue in Education

Working Group n°2: Demographic challenges

Minutes from the 3rd meeting, 20 September 2011, Brussels

Chair: Camilla Vendelboe Hagensen

Presentation of the WG report (ETUCE and EFEE secretariats)

The chair welcomes the participants and briefly summarizes the work done by the WG until now.

David Poissonneau explains the agenda of the day finishing by stating that the objective for the day is to approve the draft report to present to the plenary in October.

The content of the draft report is briefly stated. It is noted that only subjects where EFEE and ETUCE found common ground are included in the draft report.

Open discussion on the report

The chair opens the floor for comments. It is stressed from EFEE's side that it is important to focus our efforts on what is important.

The definition of teacher shortage between members is discussed. One ETUCE members explains how the recruitment norm is more fixed-term contracts than permanent contract, another makes a remark on the lack of planning within recruitment and retention of teachers which has resulted in a serious shortage which is solved by hiring non-educated teachers which makes the link with the WG on quality obvious. One member explains that the problem lies in too many old teachers due to a lack in possibility of changing profession and low pensions, another makes a remark on how the change in the structure of funding at university level has increased the level of teachers but with no overall assessment of within which areas teachers are needed. One member stated that there will always be uncertainty in long-term workforce planning. It is noted that the definition on shortage of teachers will always be different depending on the country and on who is evoking the statement, whether it be a trade union or an employer.

National practices of recruitment and retention in the education sector

Rosella Benedetti from UIL in Italy gave a short presentation on how the recruitment process of teachers works in Italy (see annex). She started by stressing that her presentation was not an example of good practice, but should rather be seen as a way of sharing information within the WG.

There is no policy of retention of teachers in Italy, many are precarious workers, it is not normal to have a permanent contract before the age of 40. Teachers retire as soon as possible. The working conditions could be improved, e.g. there are physical disabled pupils in normal classes which makes the teaching situation very complex for the teacher. However the fact that teachers can occupy a liberal profession next to their teaching profession is a good thing.

This led to an exchange of information on teacher salaries and pension systems in the member states.

Presentation of the joint project "Recruitment and retention in the education Sector, a matter of social dialogue" – Content and Calendar

The outline of the joint project (EFEE and ETUCE) on recruitment and retention in the education sector was presented. The project is supported by the European Commission under the budget line to support Social Dialogue and will start in the end of September where the advisory committee will meet for the first time. The project lasts throughout one year.

The objectives are the following:

- **Examine the current situation** regarding recruitment and retention in the education sector and existing national policies in the field;
- **Develop a joint approach** from a European perspective among the social partners on recruitment and retention in the education sector;
- **Create synergy** between the education sector and other sectors at the EU level. This means sharing experiences on recruitment and retention between sectors by e.g. inviting representatives from other sectors to come with their input.

The objectives will be met through the following **activities**:

- **A study** made by the advisory committee, comprising a questionnaire sent to EFEE and ETUCE members, a review of current literature in the field and four case studies representing the diversity within the European Union;
- **2 regional seminars**, each one will cover a specific region. The seminars will gather EFEE and ETUCE members as well as experts and academic consultants on recruitment and retention;
- **A final report** made on the basis of the study and the regional seminars;
- **A follow up conference**.

It is also clarified that the project is a **joint project** between EFEE and ETUCE. The chair invites all members to come with input to the next advisory meeting.

Finalisation of the report/conclusions

The EFEE proposes to continue the WG 2 process under the joint project on recruitment and retention in order to avoid a double process. The proposal is accepted.

Subsequently, it is decided to change the wording of the last sentence in the draft report, so that the sentence now reads (changed words are highlighted):

*The WG members propose that the WG continues its work in 2011/2012 **through** the ETUCE/EFEE project **to** deliver an output for action at the ESSDE plenary 2012 based on the work done **for** the WG **in** the ETUCE/EFEE project.*

To finish the day's meeting, the minutes from the 2nd WG meeting were adopted.

Annexes

- Presentation on Italy recruitment system

Participants 20/09/2011

| Workers | Country | Name | First name | Organisation |
|----------------|----------------|---------------|-------------------|---------------------|
| 1 | DE | Schaad | Ilse | GEW |
| 2 | DK | Ørskov Madsen | Gordon | DLF |
| 3 | IT | Benedetti | Rosella | UIL |
| 4 | LT | Babrauskiene | Tatjana | FLESTUS |
| 5 | NO | Skulberg | Harald | UEN |
| 6 | EU | Heiser | Claude | CESI |
| 7 | EU | Poissonneau | David | ETUCE |
| 8 | EU | Bech Lindgren | Cecilie | ETUCE |

| Employers | Country | Name | First name | Organisation |
|------------------|----------------|--------------------|-------------------|-----------------------|
| 1 | BE | Cherifi | Ghezala | Ministry of Education |
| 2 | DK | Vendelboe Hagensen | Camilla | KL |
| 3 | FI | Yli-Suomu | Riikka-Maria | KT |
| 4 | NO | Smit | Malin | HSH |
| 5 | UK | Simmonds | David | LGA |
| 6 | EU | Cooper | Stephen | EFEE |
| 7 | EU | Haasova | Ingrid | EFEE |