



Report from the Working group 2, Demographic challenges to the ESSDE

(Adopted by the WG on 20 September 2011)

Background

Working Group 2 on demographic challenges was established 11 June 2010 by the ESSDE plenary. The WG were assigned to work for one year as from the first of September 2010 and come back to the ESSDE Plenary Committee with a proposal of action. Two meetings have been held so far and the last meeting is to be held on 20 September 2011.

During the first WG meeting on 8 November 2010 the social partners decided to focus on the recruitment and retention of teachers. The main question to answer is *“How to attract more qualified teachers, male and female, in the education sector and prevent teachers to drop out of the sector”?*

At the second WG meeting on 21 March 2010 the social partners discussed the national responses to a questionnaire and identified the core challenges regarding the recruitment and retention of teachers.

Challenges

The WG members report of a lack of teachers in certain subjects such as Mathematic; It; Natural Science and Technical Science. A number of countries are also experiencing an overall shortage of teachers. These trends are likely to intensify in the years to come as large cohorts of teachers are retiring. Moreover the WG members reports of lack of male teachers and teachers with minority background. Alongside these common challenges there is a wide range of specific national challenges regarding the recruitment and retention of teachers.

The WG members have identified a number of factors keeping students from entering the teaching profession, amongst others: the low status of the teacher profession and difficulties in the transition from teachers' education to employment. Furthermore the WG members have identified a number of reasons for teachers leaving the profession, amongst others: lack of career opportunities; low salaries; and bad working conditions. In addressing the challenges regarding the recruitment and retention of teachers it is important that these factors are taken into considerations.

It is the WG members' common view that more in depth work is needed regarding the scope of the challenges and the possible tools for tackling them.

Possible outcome for the WG

During the WG's second meeting, representatives from the Hospital sector presented a recent outcome from the social dialogue committee for Hospitals: a European framework of action for recruitment and retention in the Hospital sector. The WG members found the presentation very informative and have estimated that the European social dialogue committee for education will need to take the time to build on its own sectoral specificities before engaging in a process delivering a comparable outcome.

Actions

The ETUCE and the EFEE have applied for a project on recruitment and retention of teachers under the European Commission's budget heading "Social Dialogue and Industrial Relations". 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 and in the ETUCE/EFEE project.