



ACTIVITY REPORT 2020-2024

FOREWORD



Welcome, colleagues, to this new style Activity Report which seeks to capture and reflect some of the key workstreams of ETUCE across the 2020-2024 mandate, a mandate born in the shadow of Covid which created challenges for all of us involved in Education, but challenges which we faced. An abiding truth which emerged from that period was recognition of the critical importance of education to our societal well-being, with teachers and educators at the heart of its delivery.

Notwithstanding that truth, however, in the post covid period ETUCE and its member organisations have had to mobilise to defend education in the face of austerity cuts, a growing crisis in teacher recruitment and retention, and a rising tide of right-wing threats to democracy. That fight continues.

As we reflect on this activity report, let us renew our commitment to defend and advance the interests of our members, to promote the mission of public education, and to fight for a more equitable and socially just future for all.

Larry Flanagan

Larry Flanagan, ETUCE President

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2020-2024 in NUMB3RS


#MakeTeachingAttractive!

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2020-2024 in NUMB3RS

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28  **Statutory Meetings**

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Campaign #MakeTeachingAttractive!

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MAKE TEACHING ATTRACTIVE!



10 Key Demands

ETUCE's 127 member organisations have set out 10 key demands to challenge education policy makers ensure publicly funded education systems are well staffed to provide quality public education for all!

European Week of Teachers

2-6 October 2023

Sustain safe and secure working conditions!



Support effective career start to ensure retention!



Ensure social dialogue!



Ensure workload control and a work-life balance!



Promote professional autonomy!



Deliver decent competitive salaries!



Create democratic school cultures!



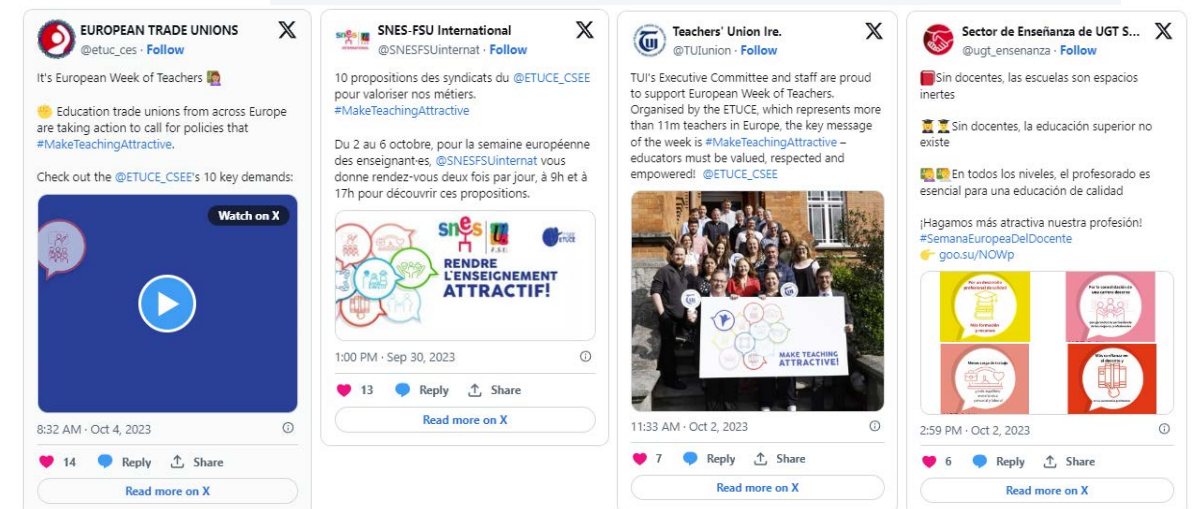
Value, respect and empower the teaching profession!



Ensure quality professional development!



Embed equality and diversity!



European Demonstration

13 December 2023

200 education trade union **delegates** from **across Europe** gathered in Brussels to stop return to austerity



2020-2024 Statutory Meetings

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ETUCE Committee

8 Meetings



CEE Round Table

2 Meetings



Status of Women Committee

8 Meetings



HERSC

8 Meetings



ETUCE Special Conference

Liège 2022



ETUCE Bureau

24 Meetings



Education Advisory Panel

8 Meetings



Standing Committee for Equality

4 Meetings

Projects



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- **ETUCE Position on the new EU Economic Governance** (March 2024)
- **ETUCE Position on the Spring Package 2023 of the European Semester** (June 2023)
- **ETUCE Position on the EU economic governance review** (February 2023)
- **ETUCE Position on the Final Report "Quality Investment in Education and Training"** (December 2022)
- **ETUCE Position on the Spring Package 2022 of the European Semester** (July 2022)



Trade & Education



ETUCE Memo on the EU-UK Partnership



Representation in the Canadian and European Union (EU) Domestic Advisory Groups (DAG)



Representation on the ETUC Committee on Trade



Regular monitoring and reporting to member organisations on digital trade, EU strategic autonomy, trade and sustainability



- **Joint Statement - Canadian and European Union (EU) Domestic Advisory Groups (DAGs) (2024)**



14 Meetings

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General Education & Quality in Education



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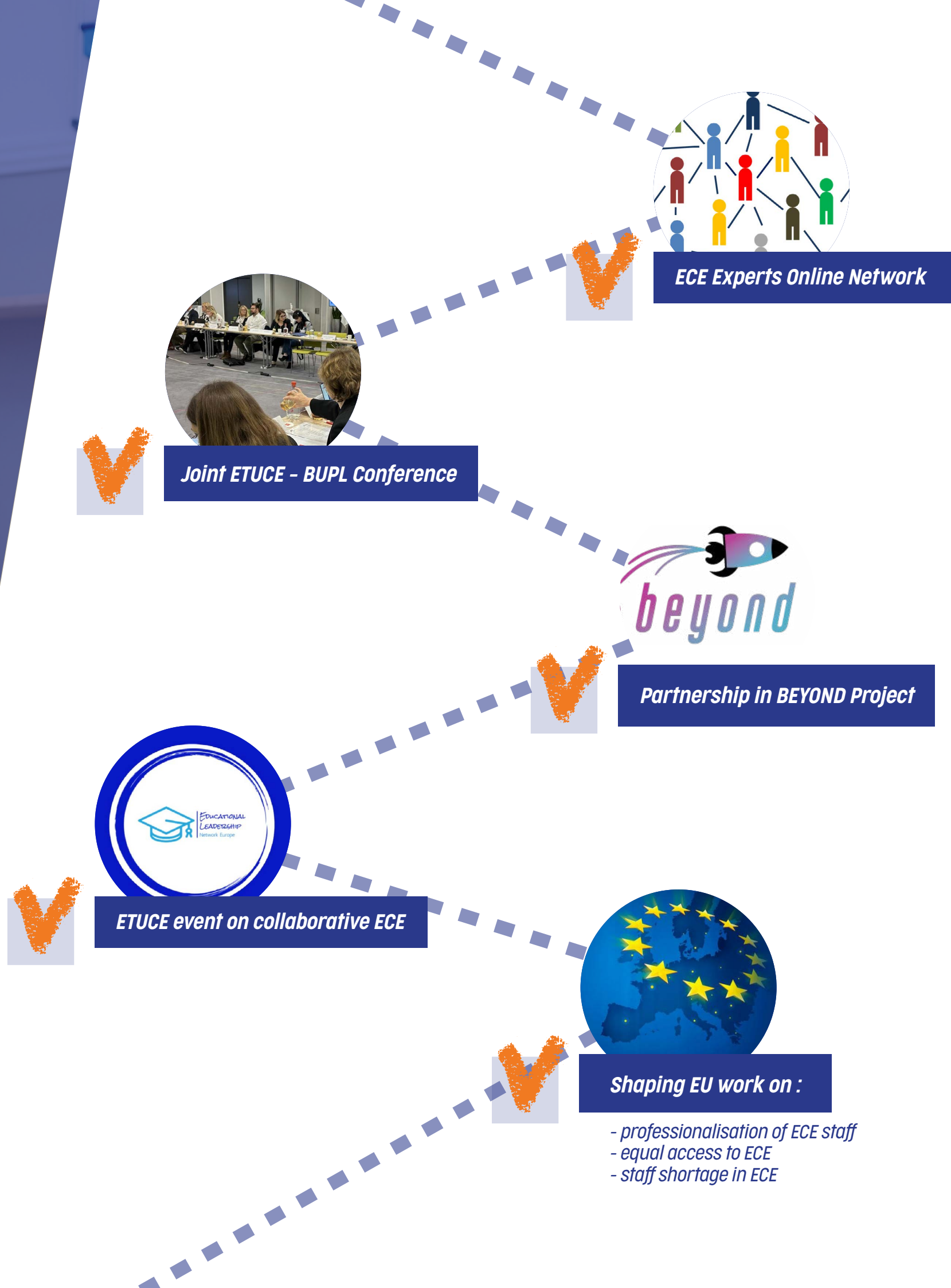


- ETUCE position on "A new framework for the Implementation of the European Education Area 2021-2030" (June 2021)
- ETUCE position on the role of education in the Conference on the Future of Europe (November 2022)
- ETUCE position on enhancing the mobility of teachers and trainers (November 2022)
- ETUCE Position on "European initiative on individual learning accounts to empower all individuals to participate in training" (June 2021)
- ETUCE Position on the "Pathways to School Success" - Fight against early school leaving and underachievement (November 2021)
- ETUCE Position on The impact of micro-credentials on teachers and higher education (June 2021)
- ETUCE position on qualification (March 2024)
- ETUCE views on European Education Area - interim evaluation
- ETUCE views on European Quality Assurance and Recognition System
- ETUCE views on Learning opportunities (learning mobility) abroad in Europe for everyone
- ETUCE views on A New European Innovation Agenda
- ETUCE views on Pathways to school success - tackling underachievement in basic skills and early leaving from education and training
- ETUCE replied to Erasmus+ 2021-27 interim evaluation & Erasmus+ 2014-20 final evaluation
- ETUCE replied to Lifelong learning and career management - evaluation of Europass since 2018



Early Childhood Education

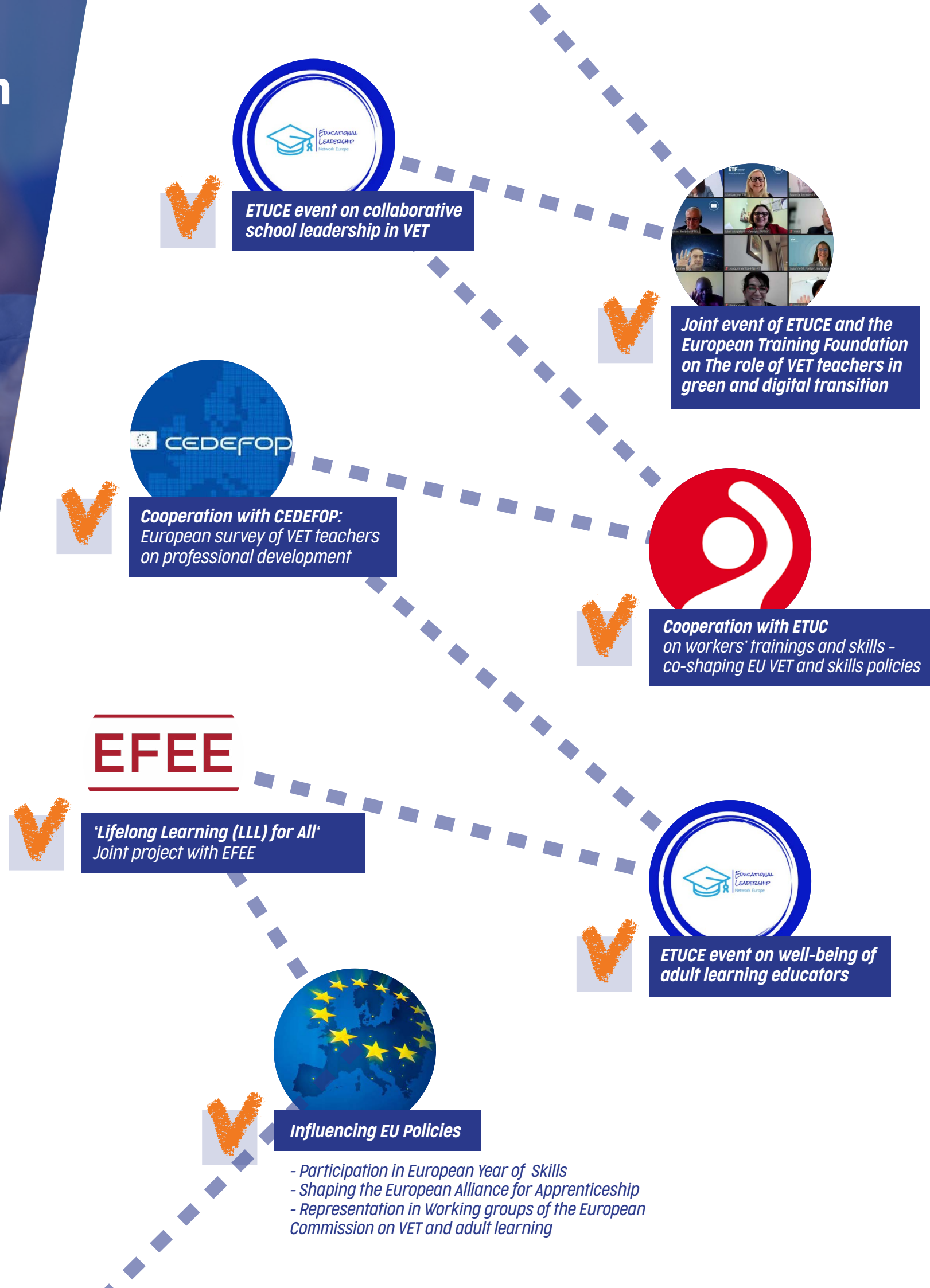
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■ ETUCE Position on improving access to and quality of early childhood education within the European Care Strategy (November 2022)



Vocational Education & Training



- Joint ETUC - ETUCE Position on Micro-credentials in VET and tertiary education (2020)
- EFEE-ETUCE joint policy recommendations on quality and inclusive VET (2019-2021)



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School Leadership



Co-leading European Education Policy Network consortium on collaborative school leadership (2019-2023)

- 3 conferences
- 20 meetings
- 13 research papers
- 3 policy recommendations



Co-leading ELNE: Education Leadership Network Europe consortium on collaborative school leadership (2023-27)

- 4 webinar co-organised with employers, parents, school heads on attractiveness of the teaching profession;
- 4 ETUCE webinars on collaborate school leadership with the role of teachers in decision making in
 - >>> early childhood education
 - >>> vocational education and training
 - >>> higher education
 - >>> adult learning
- 3 yearly events: kick-off event, webinar week, conference



- New roles and competences for teachers and school leaders in the digital age Highlights Report 2021
- Teachers and school leaders towards a sustainable whole school approach for quality and inclusive education Highlights Report 2022



34 Webinars and Meetings

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Higher Education & Research

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4 European Sectoral Social Dialogue for Education Working Groups

Shaping the EU policy work

- 8 Higher Education and Research Standing Committee meetings
- Shaping policy via 7 public consultations and stakeholders' events on: European Higher Education Area; European Research Area; European University Alliances ; Joint European Degree; European Quality Assurance; Career framework for higher education ; Career framework for researchers;
- Representation in European Commission's Working Group on higher education (Karin Amossa, SULF)
- ETUCE webinar within ELNE project on collaborative governance in higher education

eqar,
European Quality
Register for Hir



Involvement in the work of the European Quality Assurance Registry (EQAR)



Shaping the Bologna Process

- Participation in 8 Bologna Follow-Up Group plenary meetings
- Regular cooperation meetings of the ETUCE representatives in BFUG Groups
- Collaboration in partner projects: quality assurance (DEQAR-CONNECT and QA-FIT), micro-credentials (MICROBOL) ; teaching and learning (LOTUS)
- Shaping the Bologna Process' Ministerial Communique and Global Policy statement
- Call To Ministers Of The Bologna Process (February 2024) and national calls
- Representation in 10 working groups and sub-groups:



Alessandro Arienzo
FLC CGIL, Italy

Qualifications
Framework

Lisbon
Recognition
Convention



Andreas Keller
GEW, Germany

Monitoring the
Implementation of the
Bologna Process



Rob Copeland
UCU, United Kingdom

Fundamental
Values



Karin Amossa
SULF, Sweden

Quality
Assurance



Annette Dolan
TUI, Ireland

Social
Dimension



Jorunn Dahl
NAR, Norway

Learning and
Teaching



Hanna Tanskanen
OAJ, Finland

Global Policy
Dialogue



Petri Mantysaari
FUUR, Finland

Enhancing
Knowledge
Sharing



Agnes Roman
ETUCE

Synergies Between
the European Higher
Education Area and the
European Research Area



- ETUCE Position on the Fair working condition of researchers is key for the European Research Area (November 2021)
- ETUCE Position on the European Universities Initiative and European Degrees (November 2021)
- ETUCE Position on The impact of micro-credentials on teachers and higher education (June 2021)
- ETUCE's reply to public consultation in European University Strategy
- ETUCE's reply to public consultation on Attractive and sustainable careers in higher education
- ETUCE's reply to public consultation on Joint European degree
- ETUCE views on A New European Innovation Agenda
- ETUCE reply to consultation on Building bridges for effective European higher education cooperation
- ETUCE reply to public consultation on Micro-credentials - broadening learning opportunities for lifelong learning and employability



35 Meetings and Events

Digitalisation in the Education Sector

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- ETUCE Resolution on Artificial Intelligence in the education sector (July 2021)
- ETUCE position on the EU Regulation on Artificial Intelligence - AI Act (June 2021)
- ETUCE position on blended learning for high-quality and inclusive primary and secondary education (November 2021)
- Joint ETUCE/EFEE Statement on Opportunities and challenges of digitalisation for the education sector (December 2021)
- ETUCE position on Ethical guidelines on Artificial Intelligence and data usage in education (June 2022)
- ETUCE Position on the impact of ChatGPT and other generative Artificial Intelligence on the teaching profession (March 2023)
- ETUCE Contribution on Virtual worlds (metaverses) - a vision for openness, safety and respect (May 2023)
- ETUCE Statement on enabling factors for digital education and improving the provision of digital skills (November 2022)



16 Meetings

Education & Environment



Practical guidelines for trade unions on addressing environmental issues and sustainable environmental development in the education sector

>>> Project

EFEE

EFEE-ETUCE Joint Recommendations 'European Social Partners in Education Promoting Environmental Sustainability in School Learning, Teaching and Management'

>>> Project



Cooperation with ETUC on the topic of just transition and Representation in the ETUC Just Transition Committee



ETUCE Webinar "Education trade unions: How to build union's strategy on environmental sustainability?"



Promoting member organisations' good practices

- A tri-unions' journey: Green Education for Primary School Teachers
- Raising awareness of the impact of climate change on education - Spotlight on UK unions
- Teachers and education support personnel in Portugal take action to protect the planet - Spotlight on FNE's inspiring work on education for sustainability



- ETUCE Resolution 'For a sustainable future of Europe: the role of education trade unions in Europe in addressing education and environment for social change' (2021)
- Practical guidelines for trade unions on addressing environmental issues and sustainable environmental development in the education sector (November 2022)
- EFEE-ETUCE Joint Recommendations 'European Social Partners in Education Promoting Environmental Sustainability in School Learning, Teaching and Management' (December 2023)



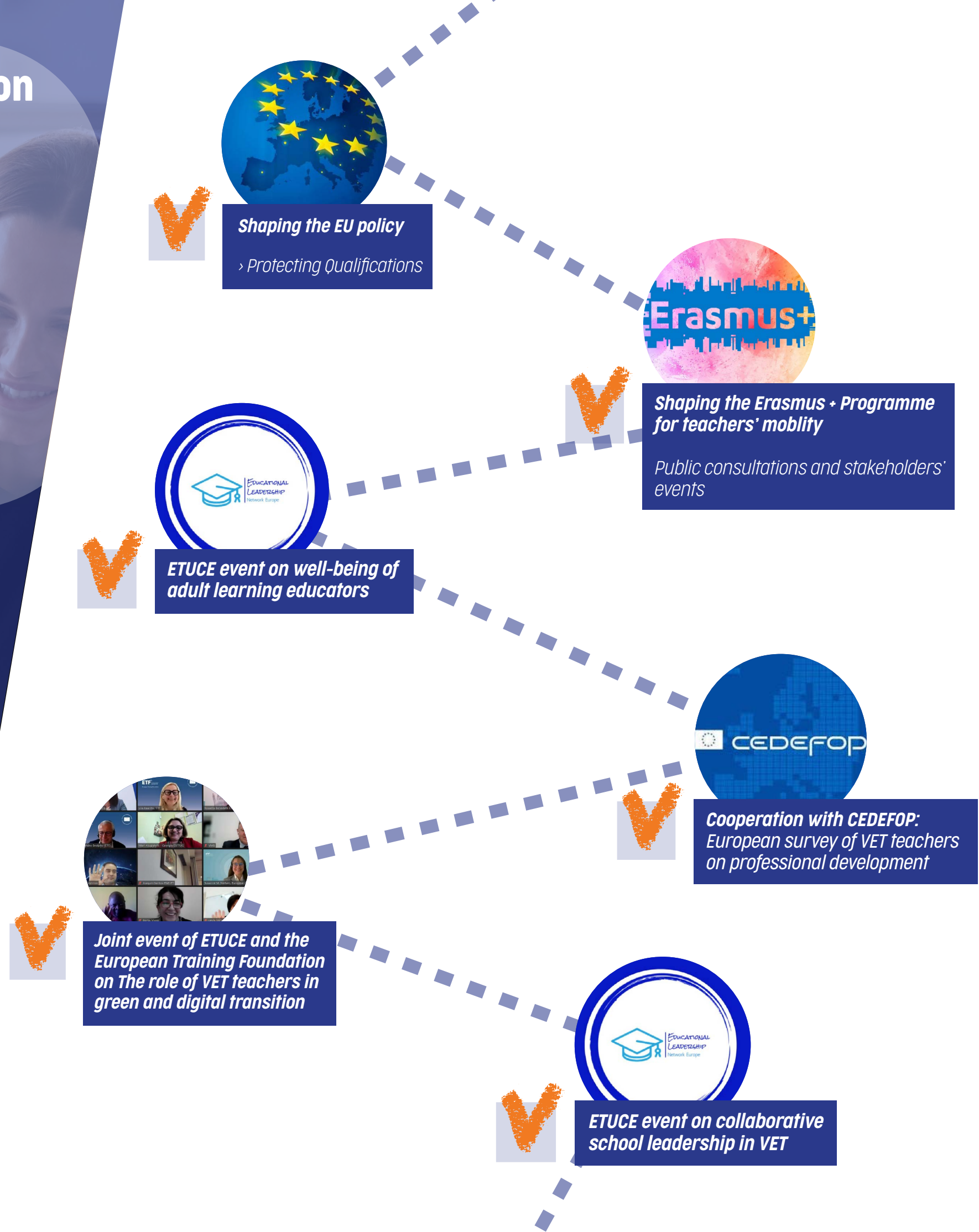
11 Meetings

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Teacher's Education



- **ETUCE position on enhancing the mobility of teachers and trainers** (November 2022)
- **ETUCE Position on “European initiative on individual learning accounts to empower all individuals to participate in training”** (June 2021)
- **Position on Recognition of Teachers' Qualifications in the European Union in light of teacher shortages** (March 2024)



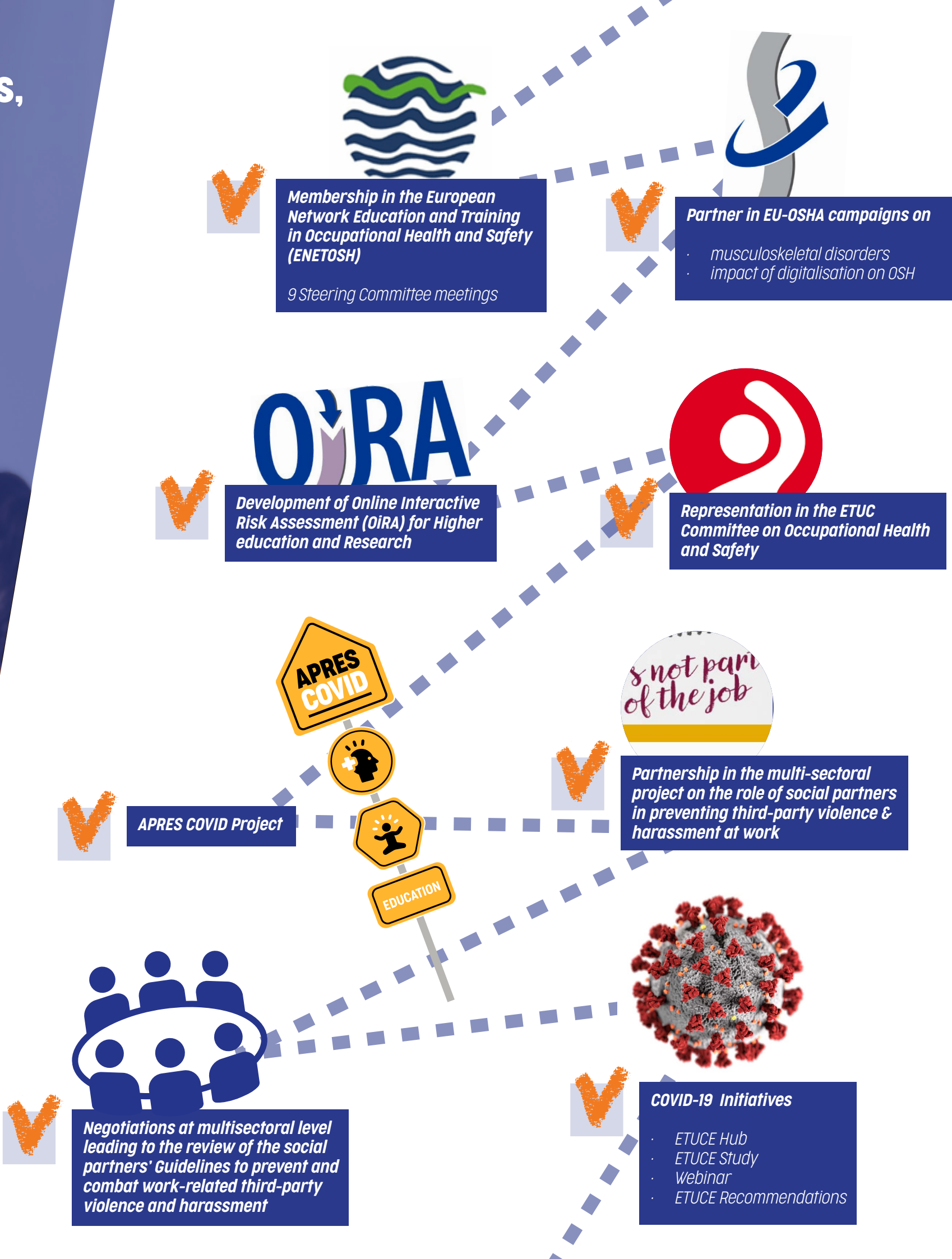
5 Meetings and Events

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Working Conditions, Social Protection, Health & Safety

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- **ETUCE Statement on the EU Strategic Framework on Health and Safety at work for 2021-2027** (November 2021)
- **Joint Statement on Promoting the Implementation of OiRA tools in Education Institutions by the European Sectoral Social Partners in Education** (December 2021)
- **ETUCE recommendations to address the Long COVID-19 syndrome in the education sector** (November 2022)
- **ETUCE Position on asbestos screening, monitoring, and registering** (February 2023)
- **ETUCE Position on a European comprehensive approach to Mental Health** (February 2023)



29 Meetings and events

Solidarity



56 Solidarity Letters

sent to ETUCE member organisations or to national governments, authorities and employer organisations



Continuous Support Online

- Articles published on the website to support and give visibility to protest actions and negotiations happening in the European region*
- Continuous support expressed on the ETUCE social media accounts to national education trade unions*



War in Ukraine

2022 ETUCE Solidarity missions to Poland, Romania and Moldova



Refugees from Ukraine

2023 ETUCE Solidarity Mission to the Baltic States

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Human & Trade Union Rights Issues & Democracy

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- ETUCE Statement on the Council Declaration on mainstreaming the fight against antisemitism across policy areas (February 2021)



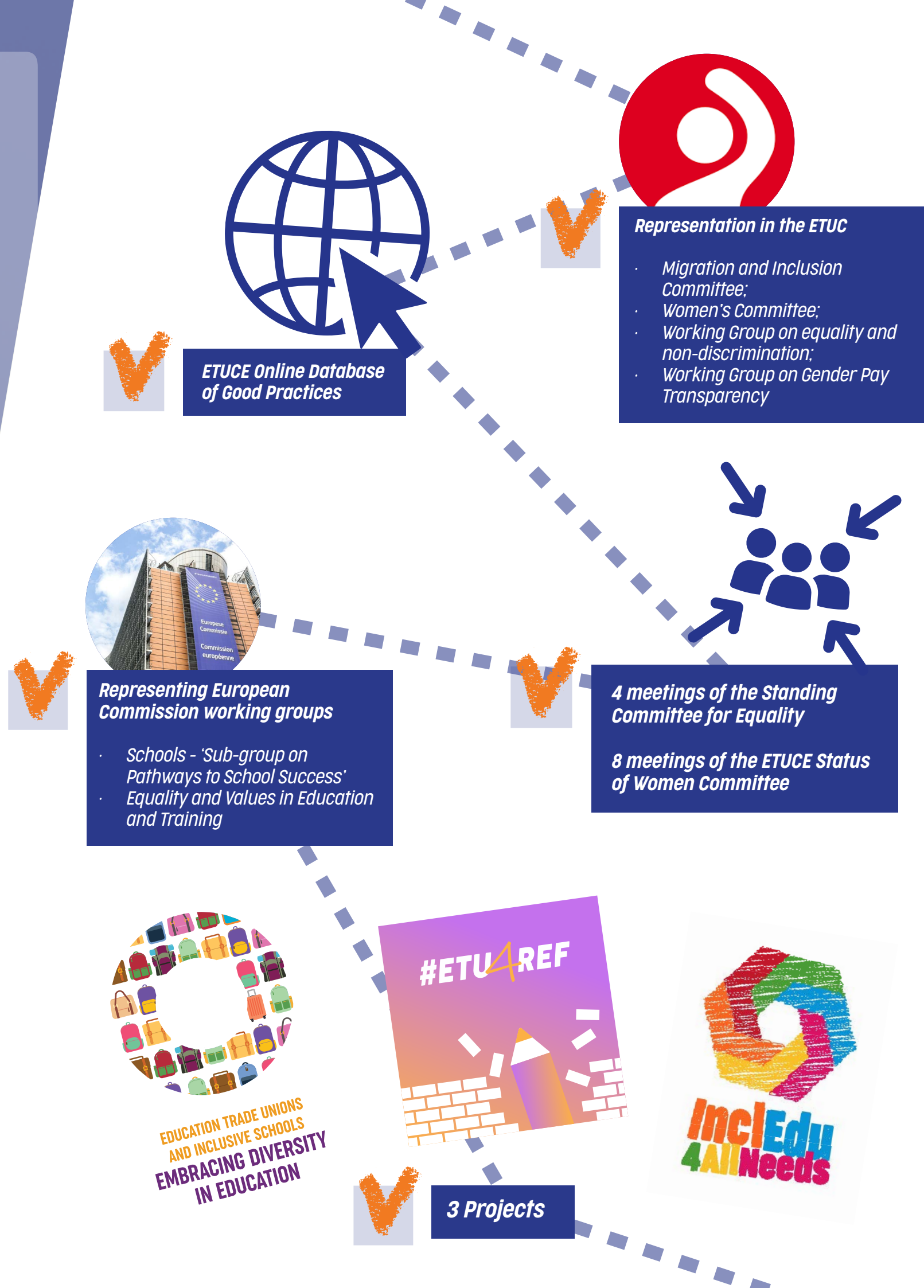
7 Meetings

Equality, Diversity & Inclusion

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- Peace Resolution on Ukraine (2022)
- Recommendation on The Role of Education Trade Unions in Ensuring Equality and Inclusion in Education in Times of Emergency (2021)
- Joint ETUCE/EFEE Statement On Enhancing And Promoting Gender Equality In And Through Education (March 2022)
- Joint EI-ETUCE statement on Ukraine's refugee crisis - Ukraine: protecting the rights and dignity of all refugees (March 2022)
- Statement by EU sectoral social partners to mark International Day for the Elimination of Violence against Women on 25 November 2021
- ETUCE Position on the "Pathways to School Success" - Fight against early school leaving and underachievement (November 2021)
- ETUCE Statement on the European Strategy for the Rights of Persons with disabilities (June 2021)
- ETUCE Statement on the Turkey's withdrawal from the Istanbul Convention on preventing and combating violence against women and domestic violence (March 2021)
- European Trade Union Federations and ETUC Joint Statement on the International Day Against Homophobia, Biphobia and Transphobia (2024)



23 Meetings

Social Dialogue

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- Framework of Actions on the Attractiveness of the Teaching Profession (2023)
- Joint Recommendations on Promoting environmental sustainability in school learning, teaching and management (2023)
- EFEE-ETUCE Joint Policy Recommendations on Promoting Quality of Academic Teaching and Management Project (2021-2022)
- Joint Statement of ETUCE and EFEE on the organisation of the European Sectoral Social Dialogue in Education and on post-Val Duchesse Summit (2024)
- ETUCE-EFEE Declaration on the European Parliament Elections (2024)
- Joint Statement on Promoting the Implementation of OIRA tools in Education Institutions by the European Sectoral Social Partners in Education (2021)
- EFEE-ETUCE Joint Policy Recommendations on Lifelong Learning for All: Social Partners in Education promoting quality and inclusive VET to enhance lifelong learning for all (2019-2021)
- Joint ETUCE/EFEE Statement on opportunities and challenges of digitalisation for the education sector (2021)



11 ESSDE Meetings

Trade Union Renewal & Young Members



2 training sessions in cooperation with the European Trade Union Institute (ETUI)

>>> 2021
>>> 2023



3 projects supporting trade union renewal

>>> Your Turn
>>> Your Turn 2
>>> Getting Stronger Together



2 meetings of the Advisory Network on Trade Union Renewal



1 ETUCE-FES Webinar on Trade Union Renewal & Young members

1 ETUCE workshop on the needs of young teachers, organised with the support of FES



- Getting Stronger Together: Trade Union Renewal in Education (2024)
- ETUCE Action Plan on Organising and Renewal (2021)
- Research Report: "Teachers for Trade Union Renewal" (2020)
- Handbook for critical reflection (2020)
- Workshop methodology (2020)



9 Meetings and Workshops

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