

5. okt
Pasaules
Skolotāju
Diena 2015



Education International
Internationale de l'Éducation
Internacional de la Educación

Latvia: Trade union activities on social dialogue to empower teachers for quality education

ETUCE CEE Round Table Bucharest, 19 -21 October 2015
Edgars Grigorjevs, Vice President of LIZDA



To empower teachers...



« Teachers should be empowered through the provision of **decent working conditions**, well-resourced, safe and healthy working environments, trust, professional autonomy and **academic freedom** »

« **Governments should redouble efforts** to engage in **dialogue** with teachers and their organizations and devise concrete policy measures and strategies to provide appropriate incentives, **including competitive remuneration and clear career paths** to teach in schools located in challenging environments and retain them in the profession »

/ Joint Message on the occasion of the World Teachers' Day by UNESCO, ILO, UNICEF, UNDP, Education International, 05.10.2015 /

World Teachers' Day campaign by Latvian Trade Union of Education and Science Employees (LIZDA)



- Representative **survey** on teachers' motivation (opinions of deputies, teachers, school administration)
- **Competition** for school heads "Teacher friendly school"
- Politicians became a "**shadow**" of a teacher
- **Competition** in social networks for students "What have I learned from my teacher?"
- Four regional panel **discussions** with politicians "Let's talk about it"
- **Publicity:** press releases, radio jingle, poster (1,5 thousands of copies), magazine special edition (10 thousands of copies), official greetings etc.

Teacher friendly school

Competition for education employers – school heads



- Trade union **recognized status** «*Teacher friendly school*» ↑ (signboard) granted to 27 schools: **9 schools** (2015), 9 schools (2014), 9 schools (2013)
- In the contest participated 78 educational institutions: **23 schools** (2015), 26 schools (2014), 29 schools (2013)
- **30 criteria** for evaluation of the work environment



The aim of LIZDA contest

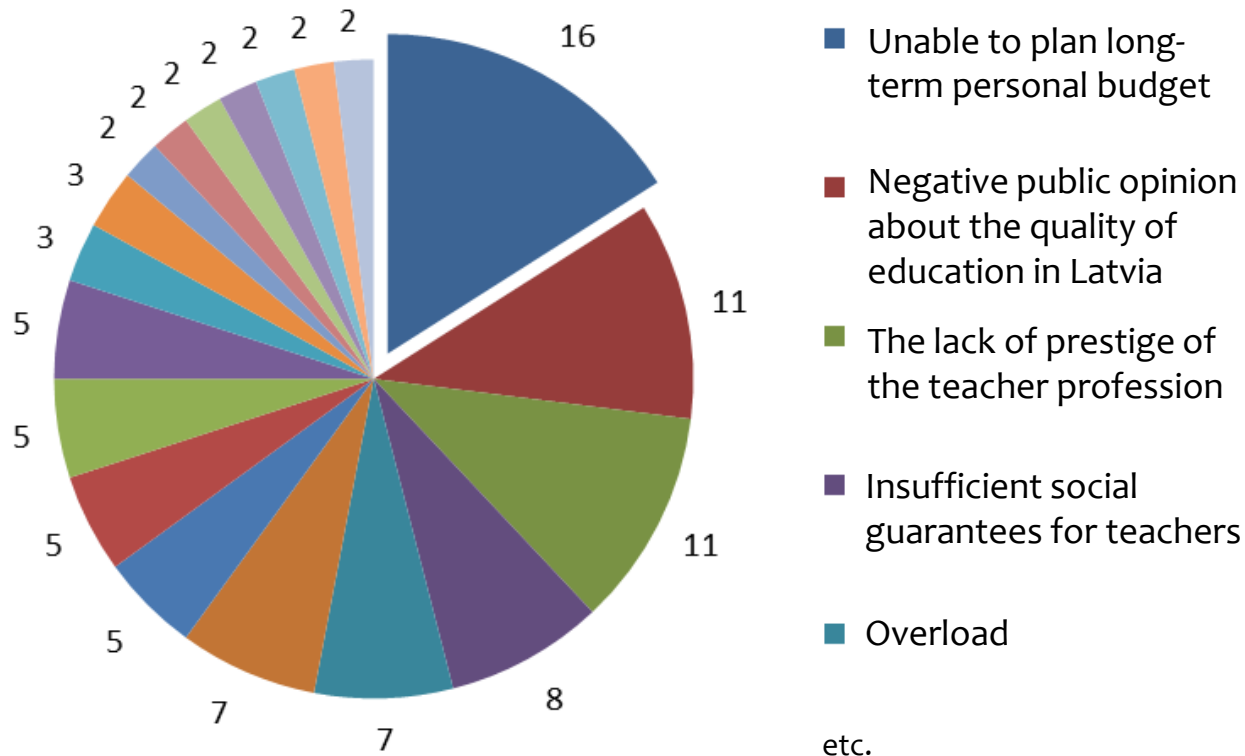
To **enhance employers greater understanding** on decent working conditions for teachers and **improve the working environment** in order to ensure the quality of teachers professional activities and to meet society's needs for quality education

Few criteria

- Social security and collective agreement
- Work organization
- Infrastructure of educational institution
- Promoting job quality and personal growth opportunities
- Occupational safety and health
- Microclimate and human relations
- Employer reputation
- Remuneration and other motivators...



The main factors that reduce teachers' motivation In Latvia, %



LIZDA survey on teachers' motivation, 09.2015 (N=1633 / 1372 teachers 261 school heads)

Recognition of teachers work in Latvia

Teachers: “Have YOU received favorable assessment and recognition of your efforts?”, %

School heads: “Does TEACHERS from your collective have received recognition for their work?”, %

Recognition from:	Yes, always		Partly, sometimes		No, never	
	Teachers	School heads	Teachers	School heads	Teachers	School heads
School heads	23	29	11	5	1	1
Colleagues	24	16	11	11	1	0
Students	16	11	14	12	1	1
Parents of students	12	7	15	14	2	2
Local government	9	12	11	11	9	2
Society	2	3	13	13	9	8
Trade Union (LIZDA)	10	13	10	9	10	8
National politicians	0	1	3	7	27	35
Ministry of Education	3	5	7	10	19	15
State Education Quality Service	1	3	5	7	22	29
%	100	100	100	100	100	100

LIZDA survey on teachers' motivation, 09.2015 (N=1633 / 1372 teachers 261 school heads)

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www.bit.ly/PoliticiansSchoolDay

**In Latvia on World's Teachers Day
politicians become a "shadow" of a teacher...**



▶ ⏮ 🔊 0:01 / 6:40



Politicians "School Day"



LIZDAarodbiedriba



*Empowering teachers,
building sustainable societies*

Thank you for attention!

"School is a second home for children"
[@H_AbuMeri](#) [#unite4edu](#) [youtu.be](#)
[/wwORxEPaeEE](#)

"Teachers are the ones who takes the
biggest care of our next generations"

"Very often MP's are drafting education
laws without seeing the reality in our
schools" [@lolita_cigane](#) [#unite4edu](#)

"For politicians is important to provide opportunities for teachers to
encourage motivation to be creative" [@KM_kultura](#) Melbārde
[#unite4edu](#)



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