

## 2015 CEE Round Table

Bucharest 19-21 October

# ETUCE Report on the State of funding in education Teachers' working conditions Social dialogue and trade union rights in Central and Eastern European countries



# The Survey

**Timeline:** April – June 2015

## **Aim:**

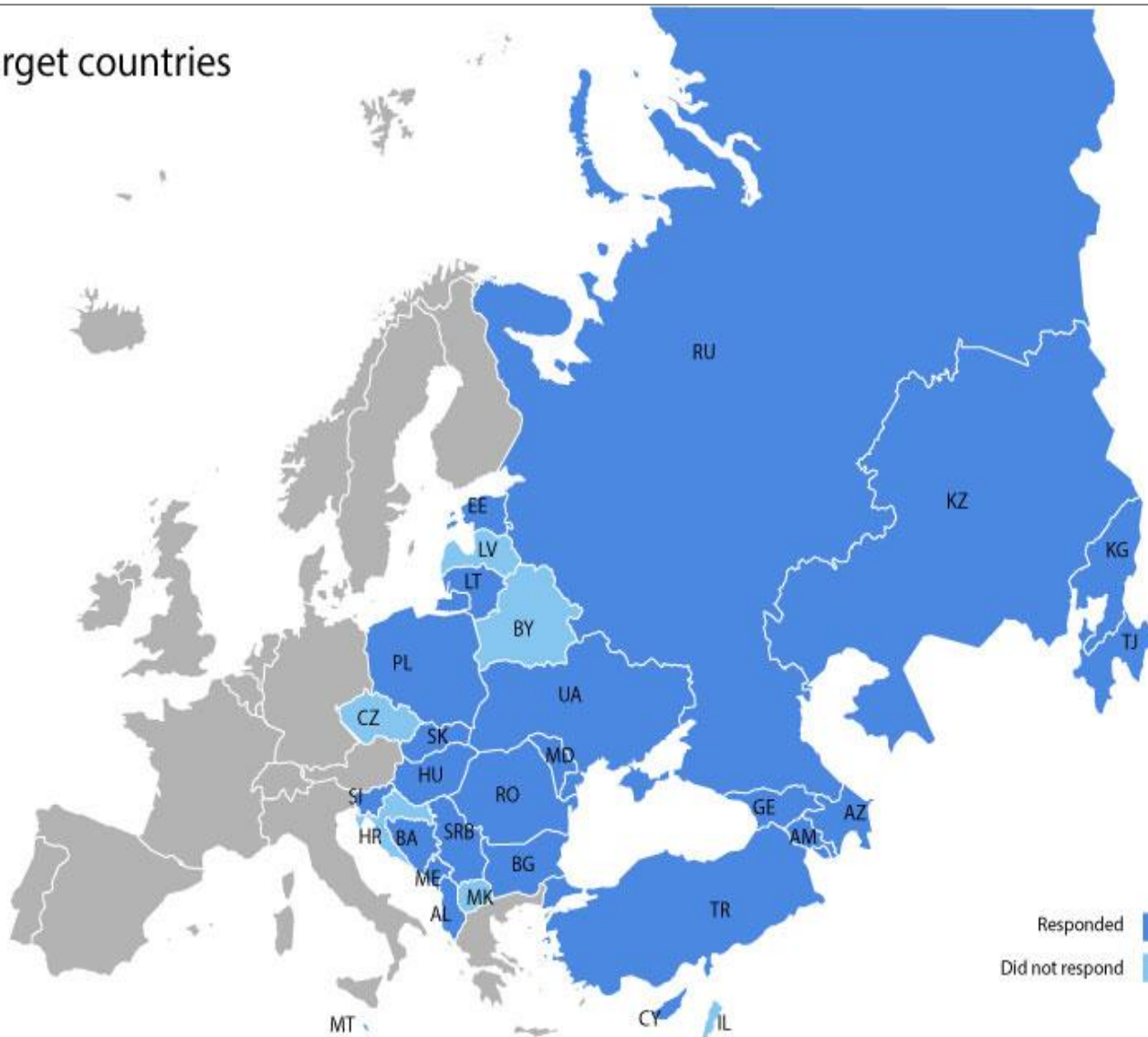
- > Measuring national developments;
- > Providing information for developing regional analysis;
- > Raising the awareness on pressing educational issues such as privatisation of education and training institutions and services.

## **Topics addressed and structure:**

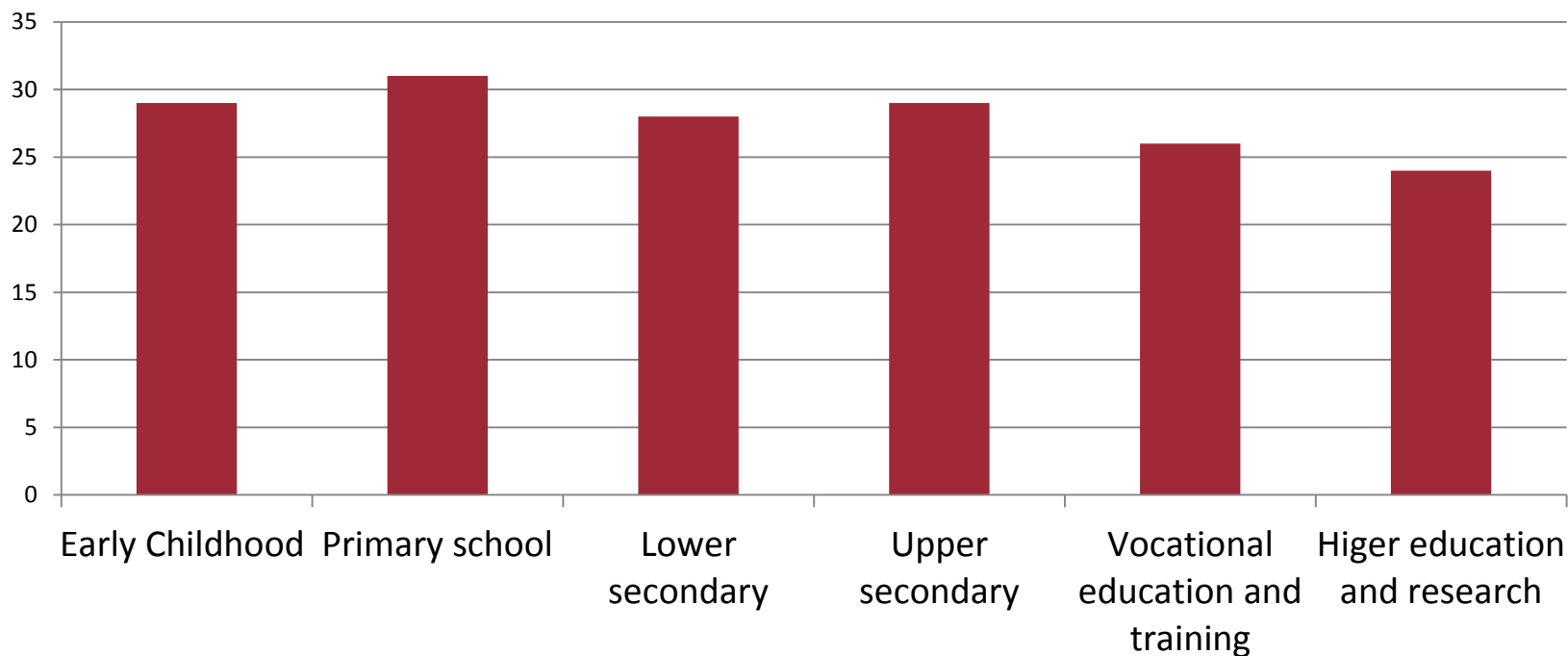
- > Funding of education
- > Trade union actions: Organising education workers
- > Social dialogue and collective bargaining
- > ETUCE/CEENET and trade union activity



# Survey target countries



# Education sectors represented



# Main findings:

**1. Funding of education**

**2. Teachers' working conditions and trade union action**

**3. Social dialogue and collective bargaining**

**4. Priorities for further action in CEE**

# 1. Funding of education

Public investment in education

Reforms of national education systems

Privatisation according to funding model

Privatisation according to education sectors

Global corporations/consultancies

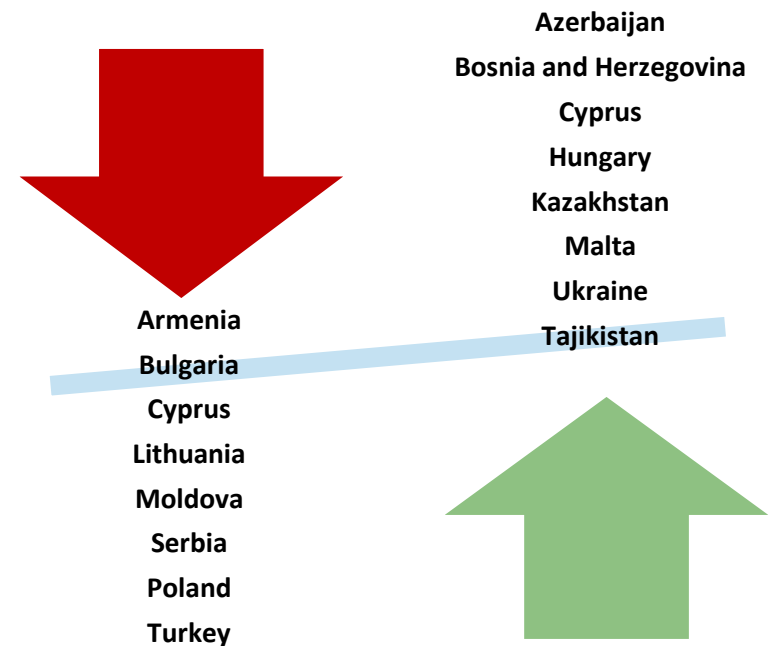
# 1. Funding of education

## Public investment in education

### Main trends since 2008

- > Due to the economic crisis and budget constraints, the **share of GDP invested in education** (public expenditure) **was reduced** in many countries;
- > In 2008, as **GDP falls down**, investment in education went down also in real terms
- > Recently, in correspondence with a – still fragile – economic recovery, funding of education has **slightly increased in several** countries

*According to your experience, the percentage of **GDP dedicated to education** over the last two years has:*



**Remained Stable:** Albania - Estonia - Georgia - Montenegro - Romania – Slovak Republic - Slovenia - Kyrgyzstan - Russian Federation

# 1. Funding of education

## Reforms of national education systems

### Main findings:

- > Over the last 2 years, reforms of **national education systems** occurred in almost every CEE country
- > Education reforms were carried with a remarkable rate of **social partners' consultation/participation**.
- > When reforms occurred, they **had an influence on privatisation increase**.

*Where reforms of national education systems occurred, have the social partners been involved in the decision making process?*

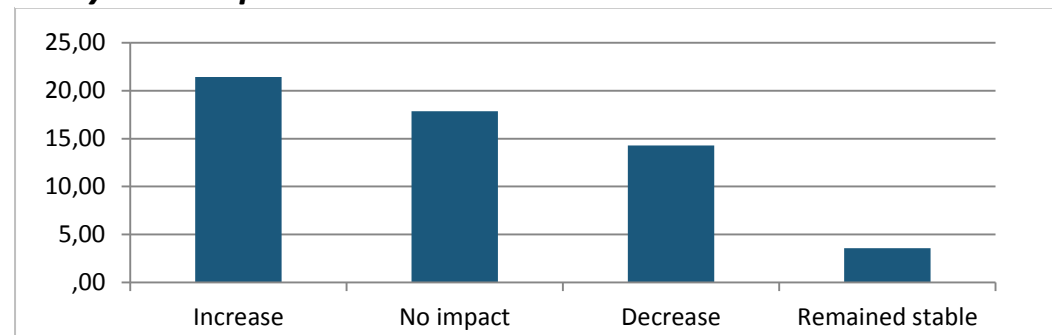


**71% YES**



**18% NO**

*Where reforms of national education systems occurred, did they lead to privatisation:*

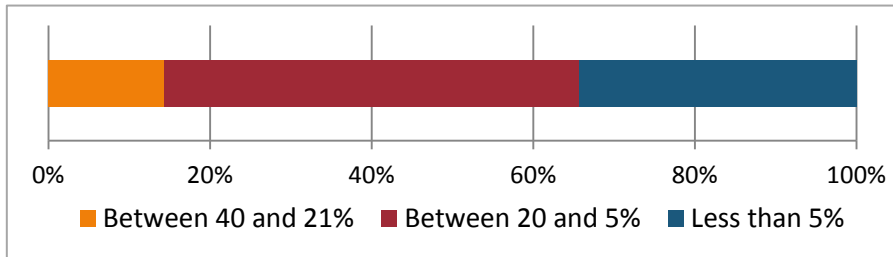




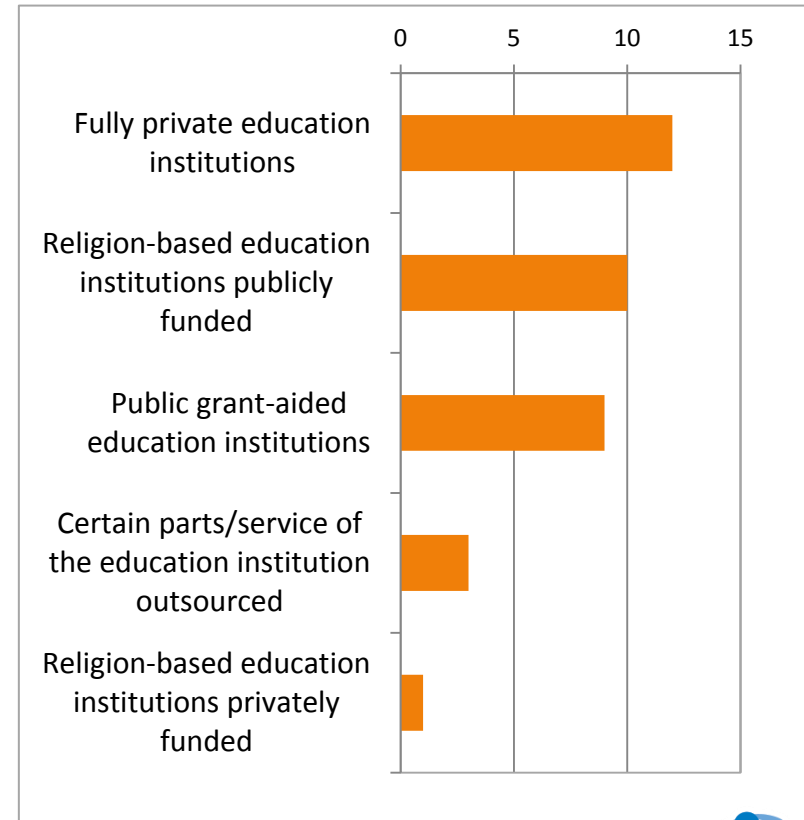
# 1. Funding of education

## Trends in Privatisation

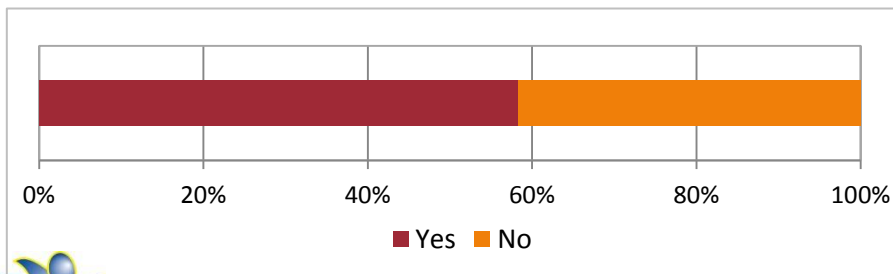
*What percentage of the total number of education institutions is private?*



*What kind of privatisation have you experienced the most?*

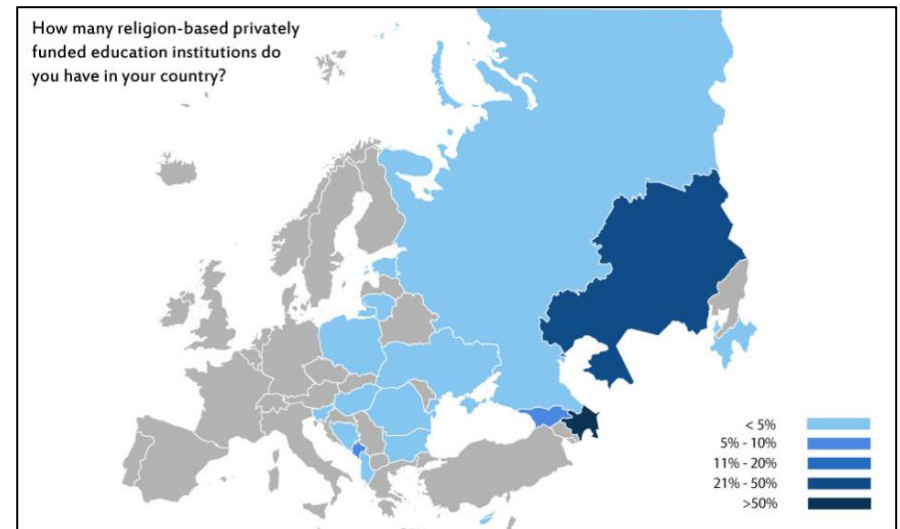
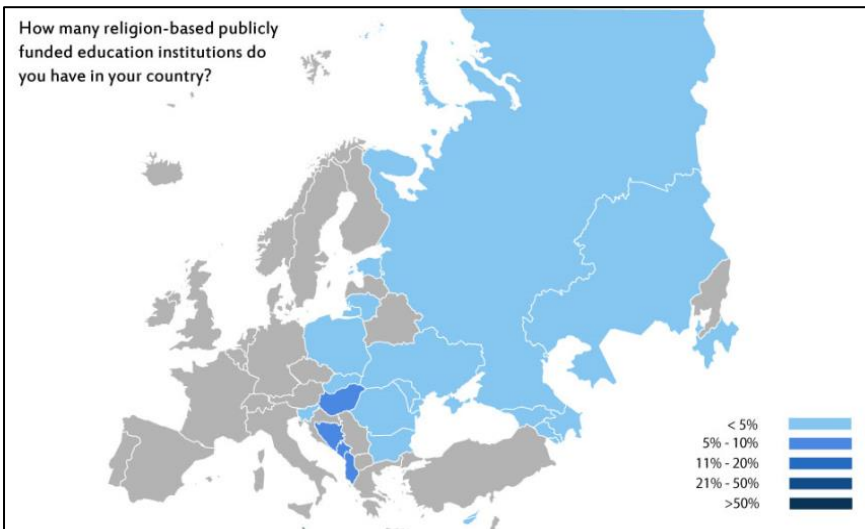
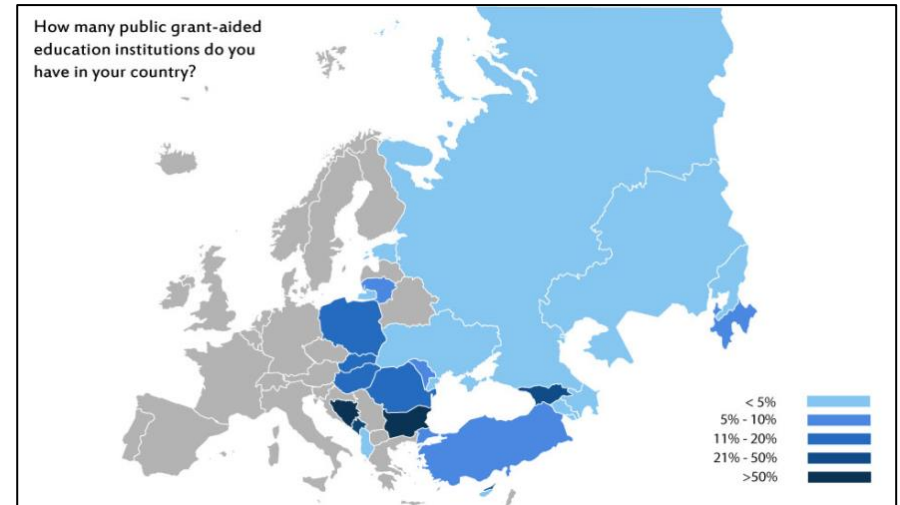
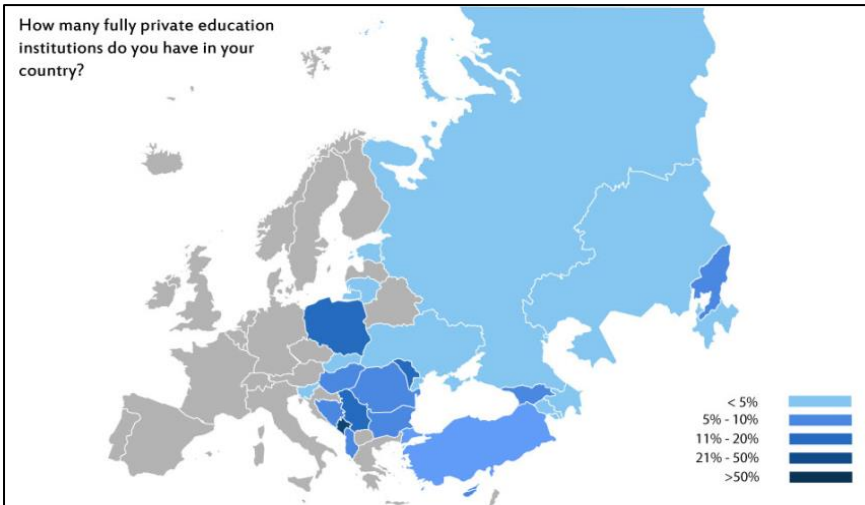


*Have you experienced increasing privatisation in education in your country?*



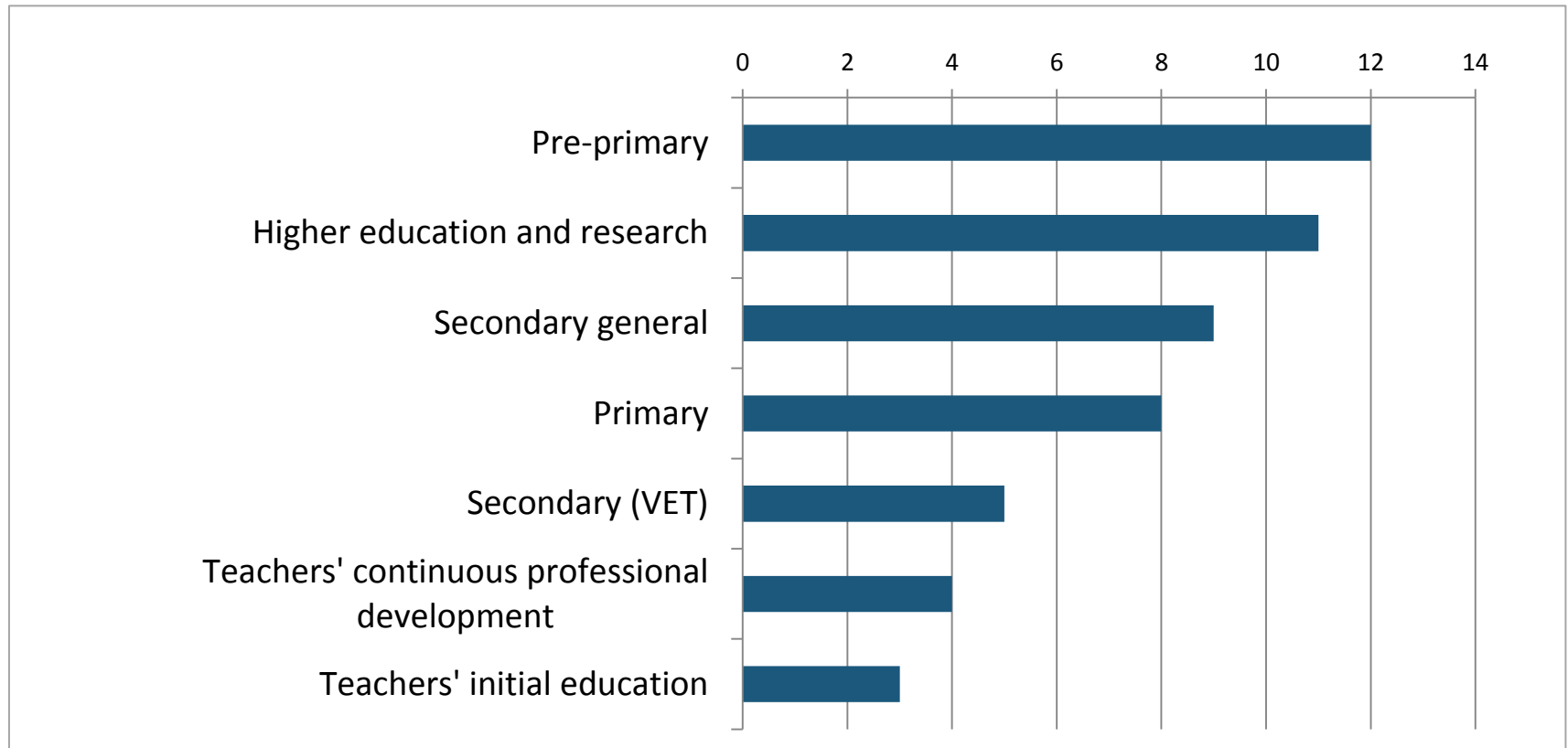
# 1. Funding of education

## Privatisation according to funding model



# 1. Funding of education

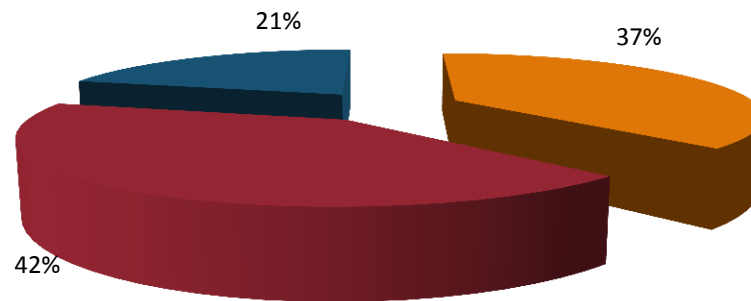
## Privatisation according to education sectors



# 1. Funding of education

## Global corporations/consultancies

- *Is there any global corporation/consultancies influencing education policy, delivery of education products and or schooling in your country?*



■ Yes ■ No ■ Don't know

## 2. Teachers' working conditions and trade union action

Education workers in private education institutions

Teaching profession

Salaries

Employment contracts

Working time

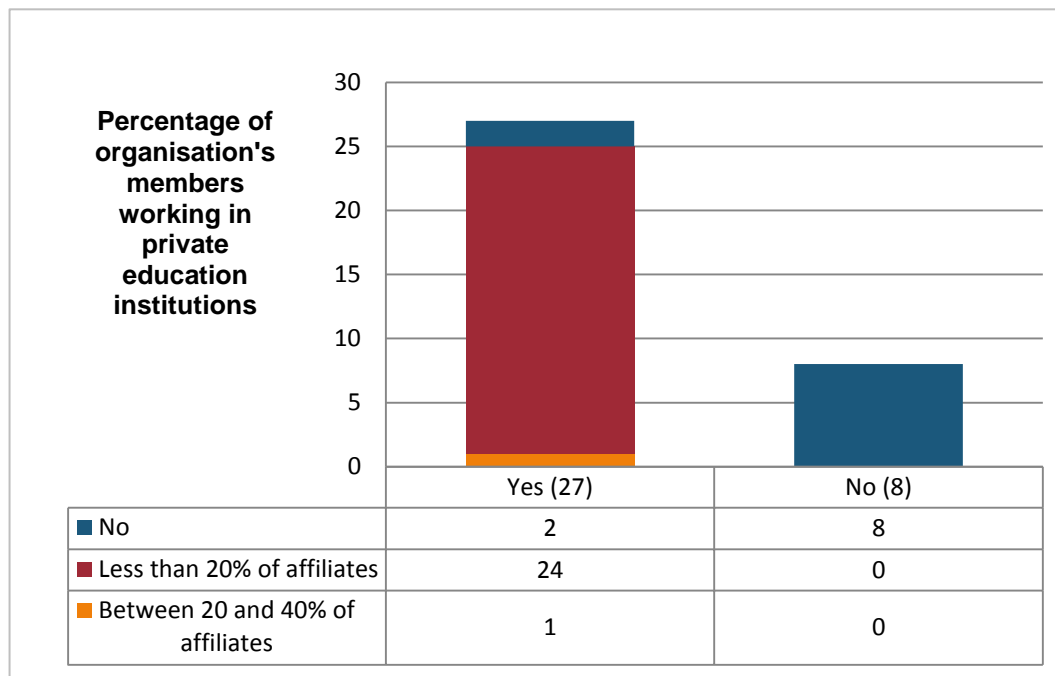
## 2. Teachers' working conditions and trade union action

### Education workers in private education institutions

*Organisation of education workers in private education institutions according to union's Statutes or Constitution*

#### Main findings:

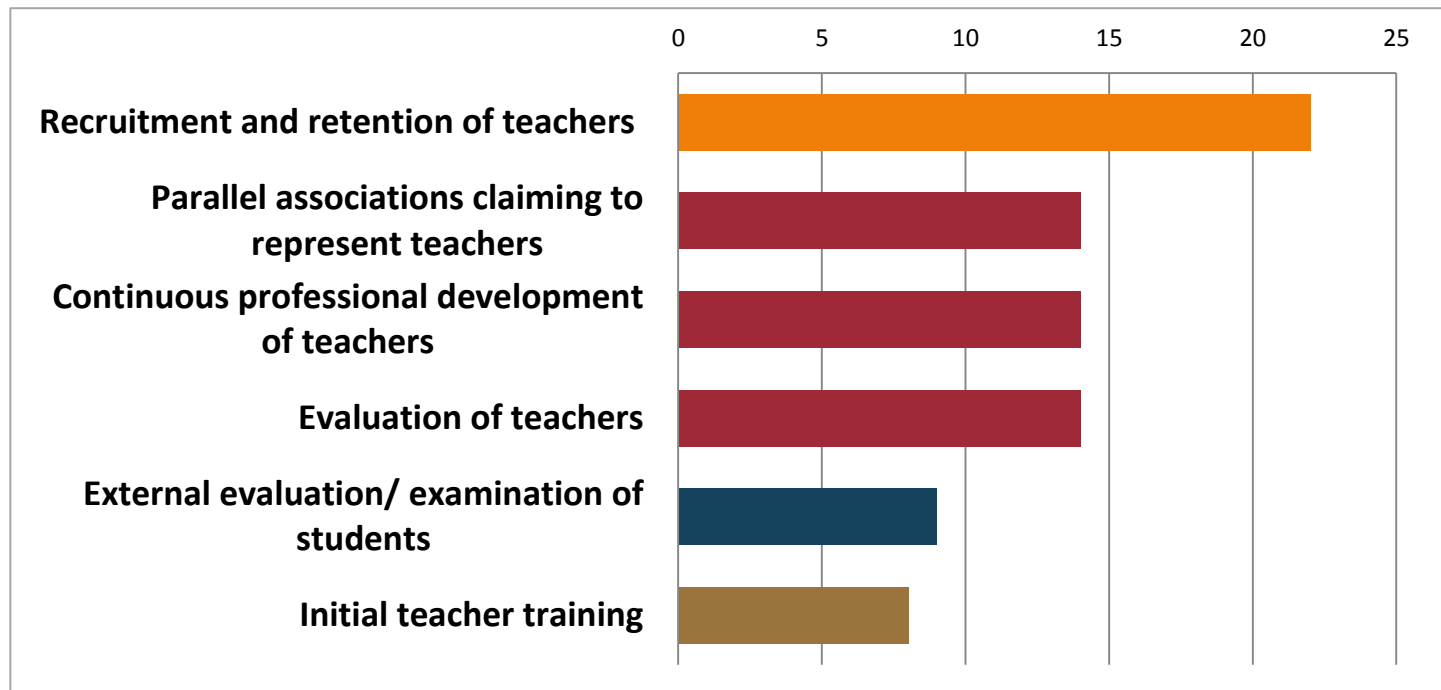
- > Almost everywhere in CEE teacher unions **have the possibility to organise education workers in private education institutions**; except in BiH, BG, CY, EE, and TK;
- > However, **the rate of representation by affiliates working in private education institutions is very low**



## 2. Teachers' working conditions and trade union action

# Teaching profession

*Main challenges in the representation of the teaching profession for teacher unions in CEE countries over the last 2 years:*



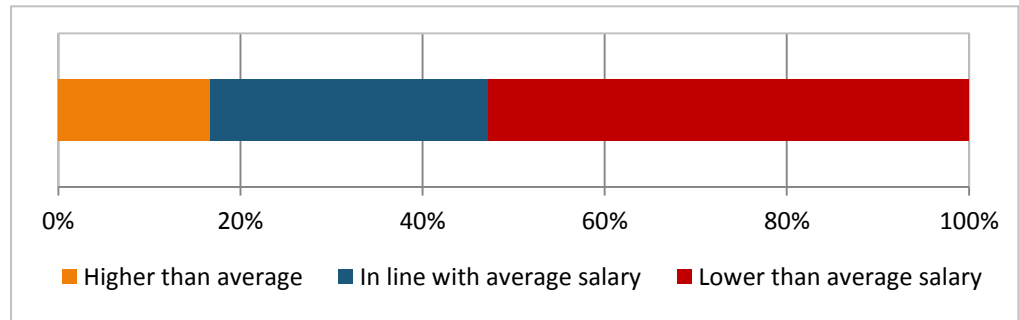
## 2. Teachers' working conditions and trade union action

### Salaries

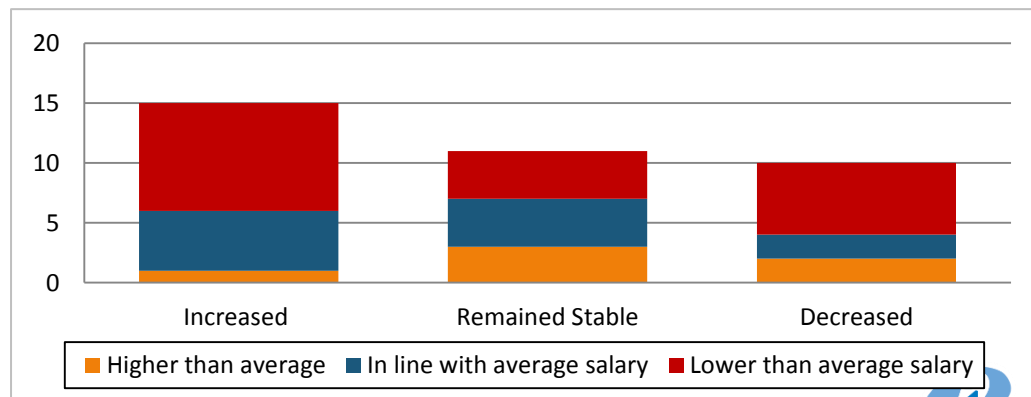
*Compared to the average salary of an employee in your country, teachers' salaries/remunerations are:*

#### Main findings:

- > Over half of the unions **esteem that teacher salaries are lower in comparison to the average salary of an employee in their respective country;**
- > However, **after years of cuts and freezes in salaries, they are starting to increase again** according to one third of respondents.



*Trends in teachers' salaries over the last 2 years:*





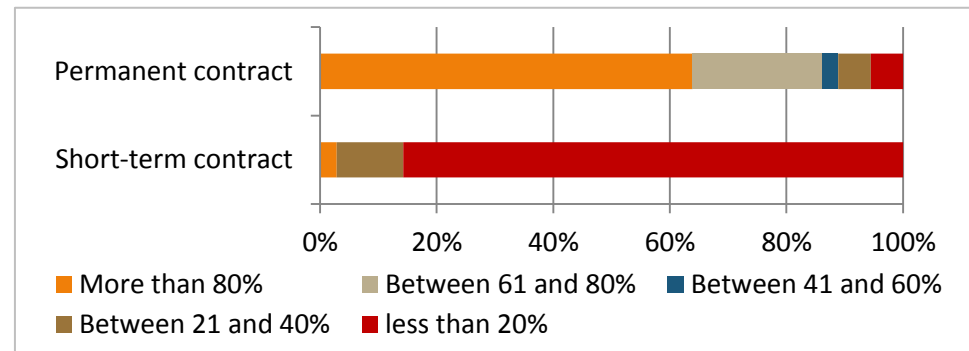
## 2. Teachers' working conditions and trade union action

### Employment contracts

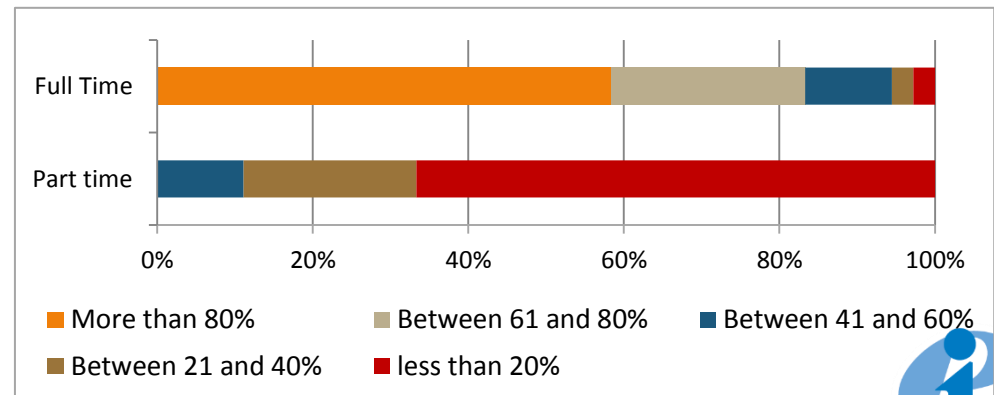
#### Main findings:

- > Across all the countries surveyed, **short-term contracts for teachers are a reality**, although they are present at a low rate.
- > On average, **between 65 and 85%** of teachers are employed with **permanent contract**.
- > Between **35 and 15%** are employed with **short-term contracts** across the region.

*Which percentage of teachers is employed with permanent/short term contract?*



*Which percentage of teachers is employed with full-time/part-time contract?*



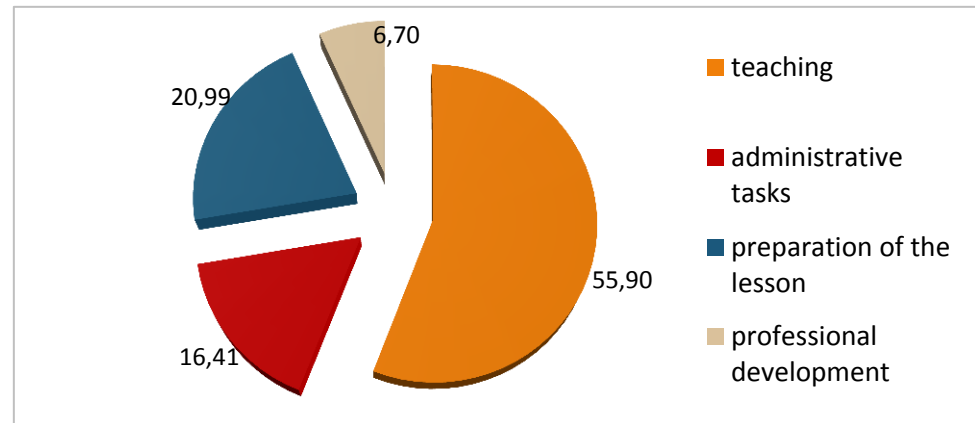
## 2. Teachers' working conditions and trade union action

### Working time

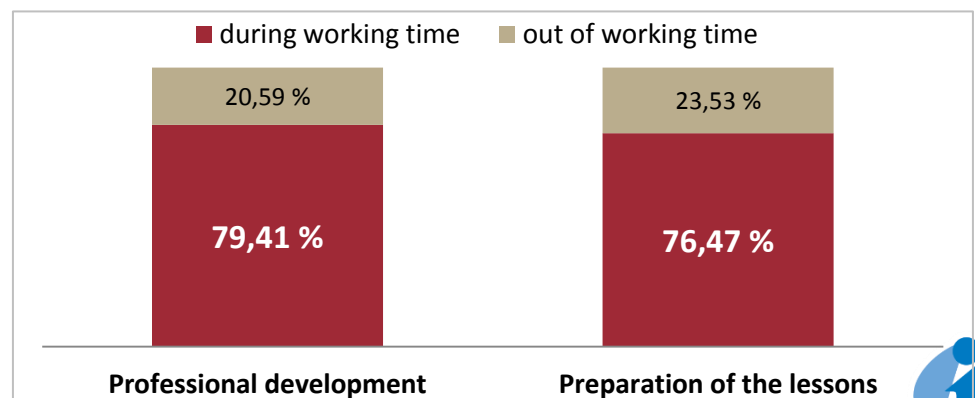
#### Main findings:

- > On average, teachers dedicate the **60% of their working time to teaching**; 21% to the preparation of the lesson, **16% to accomplish administrative tasks** and only **7% to their professional development**.
- > One fifth of the time needed to prepare the lesson and for **professional development is taken from teachers' private time** (outside working hours).

*What percentage of teachers' working time is dedicated to:*



#### *Time distribution of teachers' working tasks*



### 3. Social dialogue and collective bargaining

**Social dialogue**

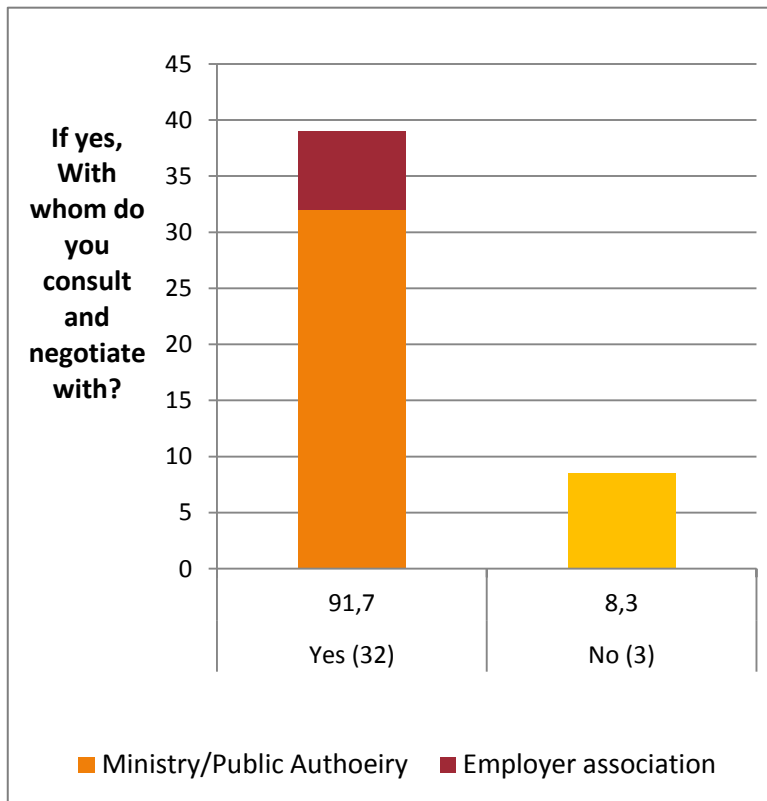
**Collective bargaining**

**Further challenges related to social dialogue**

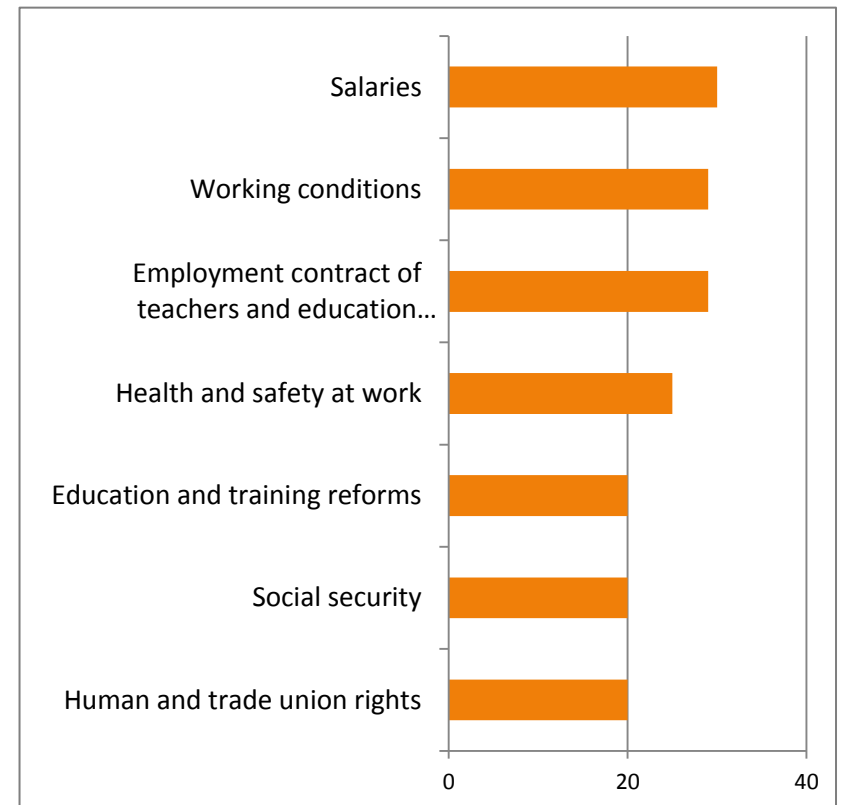
# 3. Social dialogue and collective bargaining

## Social Dialogue

*Is there any form of structured and institutionalised social dialogue at national level in your country?*



*What topics does social dialogue include?*



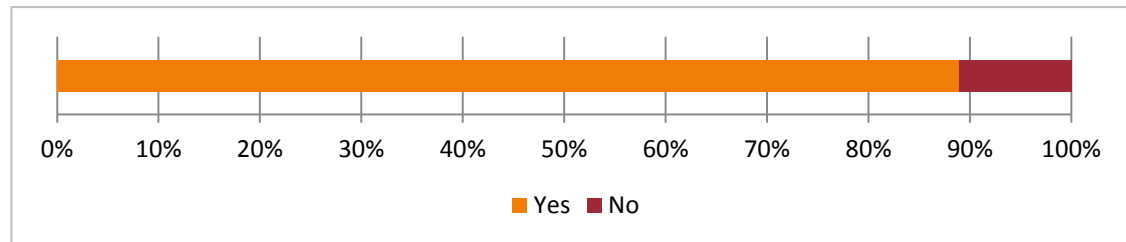
## 3. Social dialogue and collective bargaining

# Collective bargaining

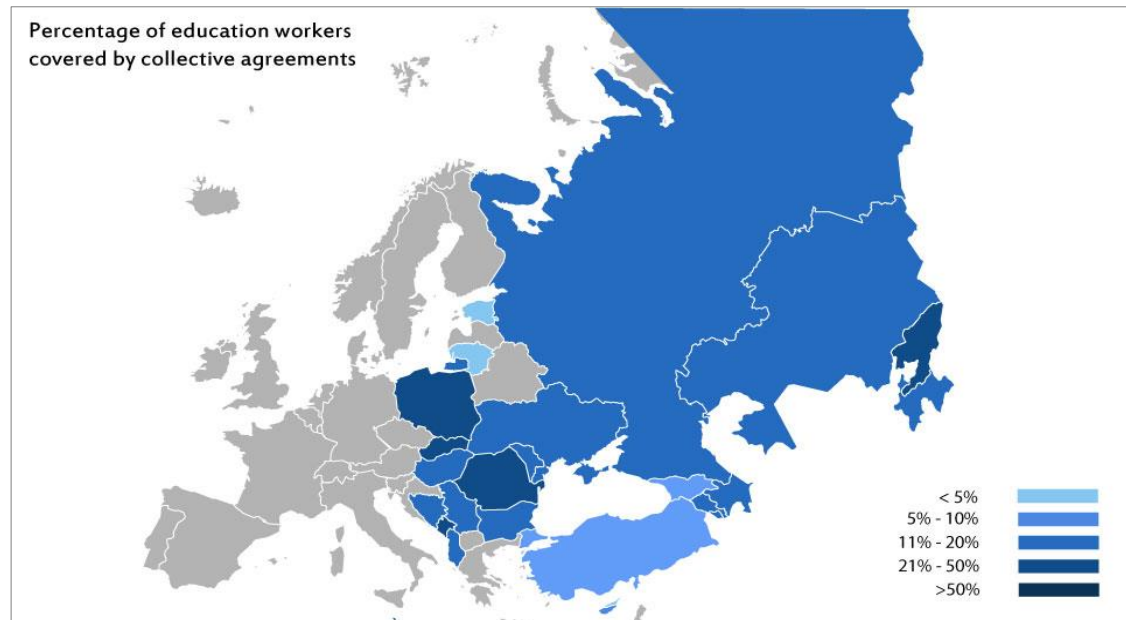
### Main findings:

- > **90%** of respondent unions **negotiate collective agreements**, mainly at national, local and regional level.
- > The **rate of education workers covered by collective agreements is high** across the region (more than 60%) except in Turkey, Estonia and Lithuania (less than 40%).

*Does your trade union negotiate collective agreements?*



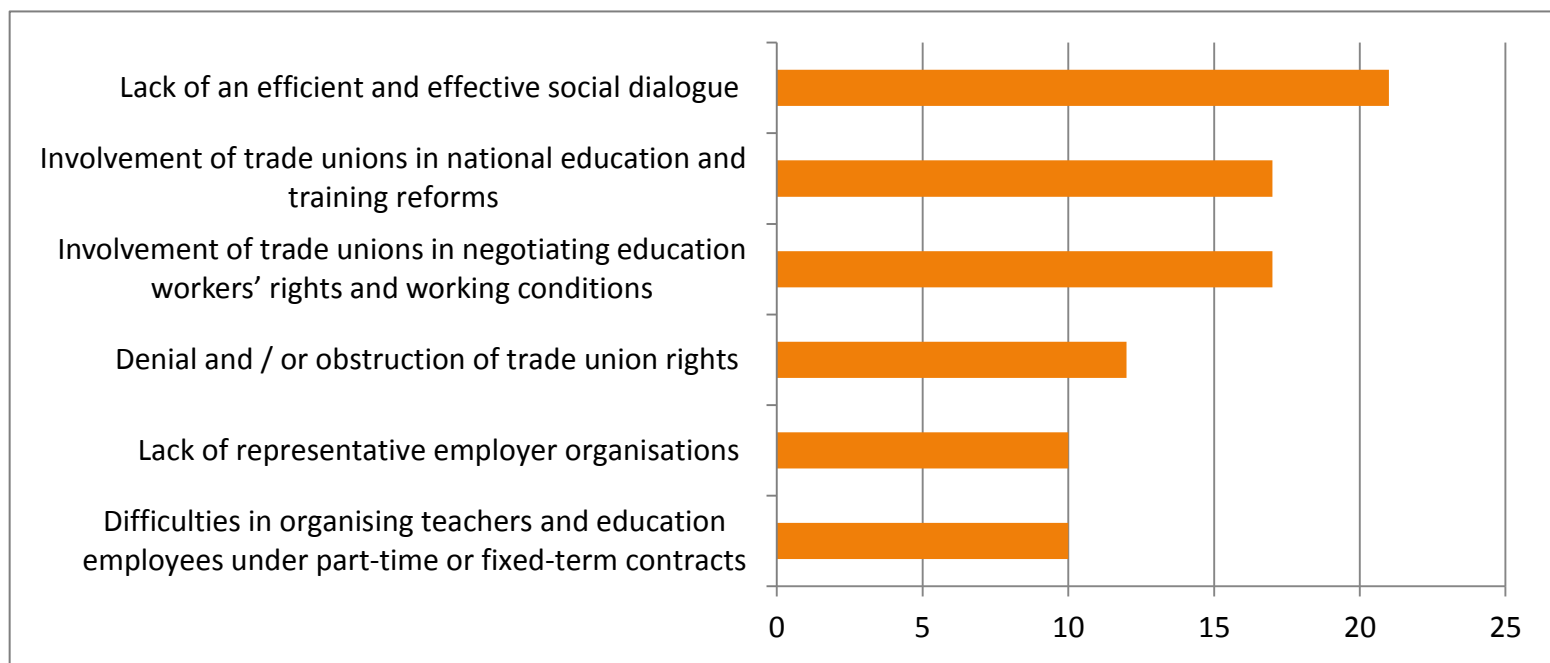
Percentage of education workers covered by collective agreements



### 3. Social dialogue and collective bargaining

## Further challenges related to social dialogue

*Challenges related to social dialogue currently faced by teacher unions in CEE countries*



## 4. Priorities for further action in CEE

Current and future priorities

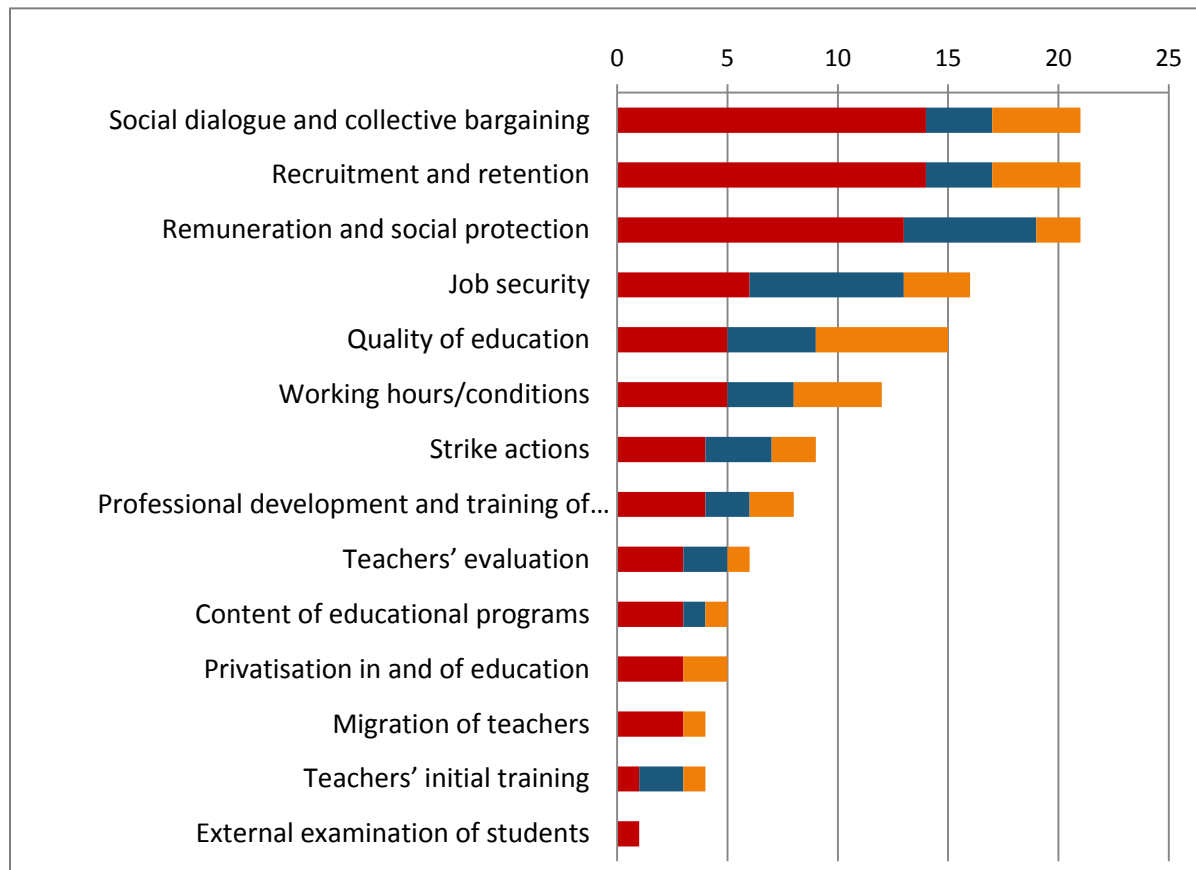
CEENET Tools



## 4. Priorities for further action in CEE

### Current and future priorities

*What topics do you expect to be challenging / important for your trade union over the next two years ?*

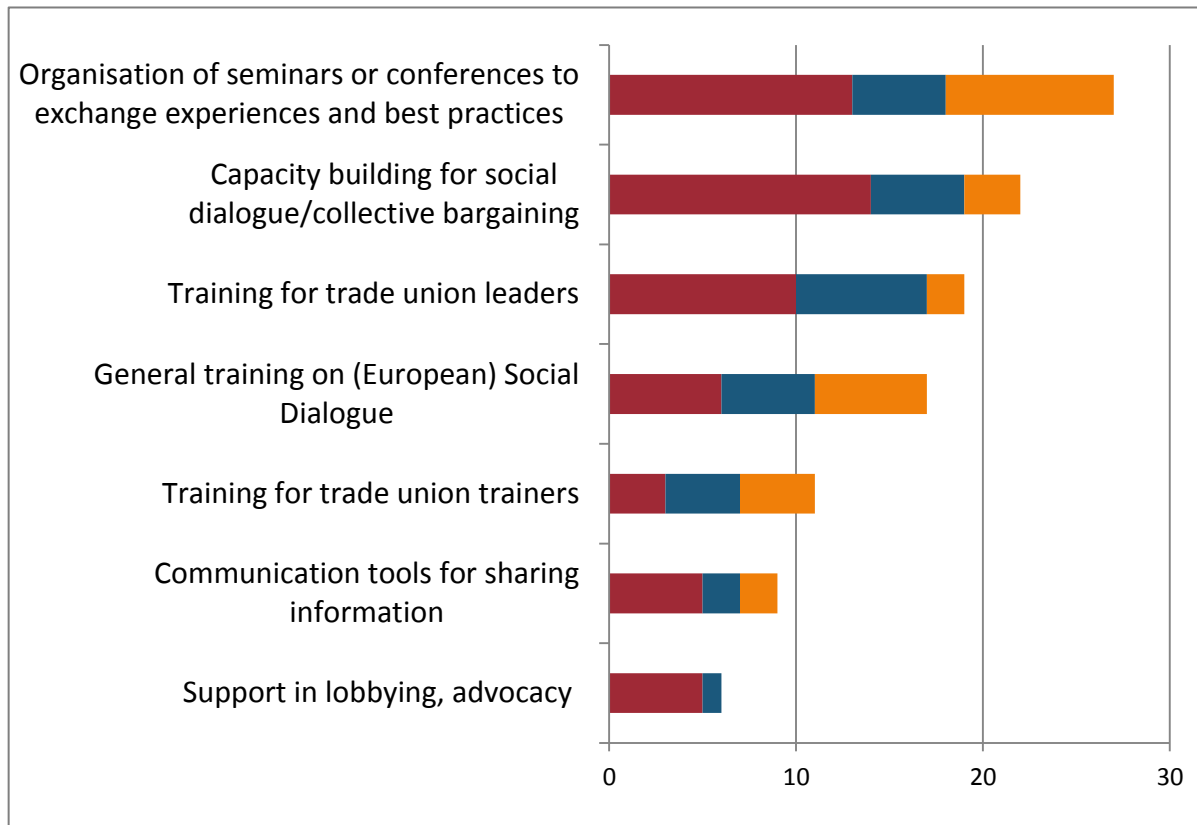




## 4. Priorities for further action in CEE

# CEENET Tools – What to do?

*What activities within the CEENET do you expect to support your own over the next two years?*



Thank you

[Paola.cammilli@csee-etuice.org](mailto:Paola.cammilli@csee-etuice.org)

