



ETUCE CONFERENCE

STRENGTHENING THE CAPACITY OF EDUCATION TRADE UNIONS TO REPRESENT
TEACHERS' PROFESSIONAL NEEDS IN SOCIAL DIALOGUE

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#ETUCETeachProfNeeds



EESTI HARIDUSTÖÖTAJATE LIIT
ESTONIAN EDUCATION PERSONNEL UNION

THE ESTONIAN CASE: Teachers' professional needs and EEPU's current challenges

Final Conference of the ETUCE project “Education Trade Unions for the Teaching Profession. Strengthening the capacity of education trade unions to represent teachers’ professional needs in social dialogue”

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Estonian Educational Personnel Union



Overview

Estonian Educational Personnel Union a.k.a. EEPU:

- 17 member organisations
- Approx. 6000 members
- Represent teachers from ECE, GE, VET and hobby education
- Partners on national level
 - The Ministry of Education and Science
 - The Association of Estonian Cities and Rural Municipalities





Social dialogue in Estonia

- Main areas more traditional – salaries, working conditions, legislation
- Centralized model
- Legislative obligation - annual minimum wage negotiations
 - in 2019 GE 1250€, ECE 90% GE teachers' salaries – 1125€ (ECE with Masters' degree equal to GE teachers' salary)
 - no mandate for the representatives of local municipalities
- The Good Will Agreement – not a CA!
- SD as a form of information exchange and consultation
- We file opinions and suggestions
- We are a member in different working groups



Image of the teaching profession

- Reputation and teacher shortage!
- New curriculum for teacher training
- Working group
 - To mitigate the lack of teachers
 - TU representative included
- Annual Teacher of the Year Gala
 - to highlight the importance of educators
- Annual salary increase



Initial and continuous teacher training



Initial teacher training

The trade union does not provide initial education, early career support or continuous professional development to teachers

- programs are based on professional standards
- Master's degree + professional qualification standard
 - 3 awarding bodies
- 5 national universities (University of Tartu, Tallinn University)
- No competition in teacher studies
- OSKA's survey report - lack of subject teachers and support personnel
 - 2020 forecast
- High rate of leaving in first years of work
 - Better balanced theoretical and practical initial training



Early career support

- National induction programme
 - Based on the National Teacher Training Development Plan
 - For novice and experienced teachers
 - Provided by the universities' competence centers
- TU work
 - „A School in Support of a Fresh Teacher“
 - Acknowledgement of schools that accept and implement 10 principals
 - 57 educational institutions!
 - Mentor=trade union representative
 - Summer course for teacher students and teachers who have worked in schools up to 3 years
 - 100 people reached!
 - support network!



Continuous professional development

- Systematic activity for teachers and principals
- Professional obligation
- Centrally ordered, implementing national education priorities, state funded
 - free of charge!
- Trainings take place during school holidays
- Duties and responsibilities determined at every level
- Several professional standard levels
 - higher salary not guaranteed!
- TU work – no accredited professional training!
 - Trade union reps - 300
 - New trade union reps - 50
 - Trainings in member organizations – 500 + 500



Conclusion

Overall – we are lucky and grateful for education-oriented government **BUT...**

- TU not competent in representing teacher's professional needs
 - limited resources
- Narrow spectrum of TU work.
 - Focus more on:
 - The image of the profession
 - Teacher students - quality and compliant education
 - Young teachers
 - CPD
 - Health and safety
 - Training the union reps
- No national agreements
 - GE, ECE, VET
 - Weak employers' organization
 - need of better legislation
- Weak local TU organisations
 - Low membership/high average age
 - Low attractiveness of trade unionism
 - Most chairmen work on social basis
 - EEPU's structure to match with the national administrative reform



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Thank you!

