



# ESSDE Capacity Building III Final Conference

Sofia, 13-14 June 2018

Background Document & Programme



EUROPEAN TRADE UNION COMMITTEE FOR EDUCATION  
COMITE SYNDICAL EUROPEEN DE L'ÉDUCATION





This project is supported by the European Commission, DG Employment, Social Affairs and Inclusion

European Sectoral Social Partners in Education striving for sustainable influence on European education policy building through successful social dialogue.

**ESSDE Capacity Building III - Final Conference**

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# Programme

Interpretation: EN, FR, DE, IT, BG, RU

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## WEDNESDAY, 13 June 2018

- 09:00 – 10:00 *Registration*
- 10:00 – 10:10 **Opening**  
Christine Blower, President, ETUCE  
Michael Moriarty, President, EFEE
- 10:10 – 10:30 **Words of Welcome**  
Yanka Takeva phd, President SEB, ESSDE Delegate for Bulgaria  
Julian Petrov, President, SEP, Bulgaria  
Denitsa Satcheva, Deputy Minister of Education of Bulgaria
- 10:30 – 11:00 **Mainstreaming the principles of the European Pillar of Social Rights in the European Semester: What is the role of the social partners?**  
Marina Kirova & Cvetan Kyulanov, European Semester Officers, European Commission, Representation in Bulgaria
- 11:00 – 11:20 **Discussion, questions and answers**
- 11:20 – 11:40 *Coffee Break*
- 11:40 – 12:00 **The evolution of industrial relations in the education sector in Europe**  
Peter Kerckhofs, Research officer Industrial Relations, Eurofound
- 12:00 – 12:30 **The outcomes of the ESSDE Capacity building III project: How to adapt the European social dialogue to the national needs and priorities? What can European social partners do to improve their outcomes?**  
Tina Weber, External Project Consultant, ICF
- 12:30 – 14:00 *Lunch*

14:00 – 14:40

**Lessons taken from social partners round tables in project countries on the role of collective bargaining and social dialogue in:**

**Promoting decent work places and enhancing occupational health and safety in the teaching profession**

*Trade union and employer representatives from Ireland*

Mike Jennings, IFUT

Michael Moriarty, ETBI

**Promoting equity and equality in inclusive education systems**

*Trade union and employer representatives from the Netherlands*

Tamar van Gelder, AOb

Hein Van Asseldonk, VO-Raad

**Making the teaching profession more attractive by addressing challenges of recruitment and retention in the education sector**

*Trade union and employer representatives from Malta*

Carmen Dimech, MUT

Peter Paul Carabott, Ministry for Education and Employment

**Supporting teachers, trainers and school leaders by improving initial and continuous professional development**

*Trade union representative from Portugal*

Joaquim Santos, FNE

14:40 – 16:10

**Parallel workshops: How to build sustainable influence on education policy by developing and implementing effective social dialogue joint outcomes aimed at:**

**Workshop I**

Promoting decent work places and enhancing occupational health and safety in the teaching profession

**Workshop II**

Promoting equity and equality in education and the integration of migrants

**Workshop III**

Supporting teachers, trainers and school leaders and making the teaching profession more attractive, particularly through investment in strong initial and continuous professional development

16:10 – 16:30

*Coffee Break*

16:30 – 17:00 **Report from the Working Groups**  
ETUCE and EFEE members

17:00 – 17:15 **Wrap up Session**  
  
Susan Flocken, European Director, ETUCE  
Michael Moriarty, President, EFEE

## THURSDAY, 14 JUNE 2018

09:00 – 9:40 **Leaving nobody behind: towards convergence in the European Education Area 2025. How can European social partners contribute to European education policy-making through enhanced cooperation?**

Krasimir Valchev, President of the Education Council of the EU, Minister of Education and Science of Bulgaria

09:40 – 10:20 **Evidence from case studies: the role of social dialogue in education policy and reform in:**

*Trade union representative from Denmark*  
Jan Bauditz, DLF

*Trade union representative from Italy*  
Rossella Benedetti, UIL Scuola

*Trade union and employer representatives from Finland*  
Heikki Holopainen, AFIEE  
Pekka Pankkonen, OAJ

10:20 – 10:40 **Plenary discussion: The role of the European education social partners in improving the perception of the teaching profession: Can we reach a meaningful outcome?**

Open plenary debate on the possible joint outcome of the ESSDE Capacity Building III ETUCE/EFEE project

10:40 – 11:00 **Closing session**  
  
Christine Blower, President, ETUCE  
Sarah Kik, Assistant General Secretary, EFEE

12:00 – 14:00 Lunch

# The Project

This project aimed to continue on the two previous ETUCE and EFEE projects focusing on social dialogue capacity building. The projects demonstrate the education social partners' will to work sustainably on the improvement of their social dialogue and towards stronger and more effective results at European level, which could better serve the member organisations at national level. While the two previous ESSDE capacity building projects focused on EU Member States and EU-Candidate countries with a more recent social dialogue tradition, or where social dialogue was weakened due to the economic crisis, this project moved to the next stage and included countries which did not need to focus on capacity building due to their long and solid social dialogue tradition. Instead, the process of strengthening the links between national and European social dialogue was addressed. Rather than restricting the agenda on the functioning of social dialogue, national participants selected topics from the current ESSDE Work Programme and can now feed the ESSDE with the results of their debates.

The Advisory Group consisting of representatives from Denmark (DLF), Finland (OAJ), Ireland (IFUT), Italy (UIL Scuola), Luxembourg (SNE), Malta (MUT), Netherlands (AOB), Portugal (FNE), ETUCE and EFEE has led the project and organised all activities. To date, European and national social partners' Round Table meetings conducted in Dublin, Porto, Utrecht, Rome, Malta and Luxembourg brought together national social partners with ESSDE delegates, related stakeholders and external experts at national and at European level, to discuss topics from the ESSDE Work Programme with relevance to the national contexts. By addressing the implementation of selected ESSDE Work Programme topics at all levels, this project is intended to further develop the capacity for a meaningful and effective European education social dialogue.

# Objectives of the Conference

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- To present the outcomes of the project. The project expert's report is the occasion for education trade unions to debate on what the future of the European Sectoral Social Dialogue in Education (ESSDE) will look like and how to contribute to the European education policy building;
- To strengthen and enhance the knowledge and involvement of education trade unions in the ESSDE;
- To concentrate on further strategies aimed on the continuous improvement of the social dialogue processes and the permanent enhancement of the social partners' capabilities to apply a culture of co-operation and debate as the necessary prerequisite for an effective national and European social dialogue;
- To foster the emergence of a culture of trust and co-operation between all ESSDE delegates and to integrate member organisations from EU candidate countries at an early stage;
- To identify, explore and share good practice examples in terms of objectives, strategies and lessons learnt from the project activities and to strengthen the links between the European level and the national level social dialogue;
- To generate fruitful debates between ETUCE and EFEE member organisations and all relevant stakeholders on the key challenges and possible solutions regarding joint priorities laid out in the ESSDE Work Programme 2018-2019;
- To give EFEE and ETUCE member organisations the opportunity to interact with the European social partners and gain a deeper mutual understanding of national issues across Europe and the role of the social partners in promoting quality education.



# Speakers



**CHRISTINE BLOWER**  
President, ETUCE

Christine was elected as President of the ETUCE in 2012, and re-elected in 2016. Christine is currently the International Secretary of the National Education Union in the United Kingdom. Prior to that, she was General Secretary of the National Union of Teachers until she retired in 2016. She was Head of Modern Languages. Christine changed the direction of her career in 1990 and began working with children at risk of care or custody. In total, Christine taught for 33 years up to her election as Deputy General Secretary.



**MICHAEL MORIARTY**  
President, EFEE

Michael has recently retired from posts as General Secretary of Education and Training Boards Ireland (ETBI) and from the National Skills Council in Ireland to concentrate on other related activities. He is a member of the Executive of Kildare Chamber and former President of Carlow Chamber of Commerce. Previously Michael was the chief executive of a radio station in Ireland and a school principal. He is a former authority member of the Broadcasting Authority of Ireland and the National Training Authority (FAS).



**SUSAN FLOCKEN**  
European Director, ETUCE

Susan Flocken has been working for the European Trade Union Committee for Education (ETUCE) since 2009. ETUCE stands up for teachers' rights, trade union and human rights based on meaningful social dialogue and is an advocator for publicly funded education and access to quality education for all. She engages in ETUCE policy advocacy work with government representatives as well as with European and international institutions across a range of areas: equality, social inclusion; digitalisation; economic governance, promotion of social dialogue and teachers' working conditions.



**SARAH KIK**

Assistant General Secretary, EFEE

As Assistant General Secretary, Sarah Kik is involved in all core activities of the European Federation of Education Employers. Sarah organises input to European Sectoral Social Dialogue in Education activities, manages European projects and events in the field of education, social affairs and employment, and contributes to policy analysis.



**KRASIMIR VALCHEV**

President of the Education Council of the EU, Minister of Education and Science of Bulgaria, Minister of Education and Science of Bulgaria

Krassimir Valchev has a Master's degree in Public Finance. He has graduated from the University of Economics in Varna. Krassimir Valchev has an extensive experience in the field of financing of education, as well as in evaluation and monitoring of the implementation of the European pre-accession programs. In 2002, he started his career at the Ministry of Finance. From September 2009 until February 2017, he was Secretary General at the Ministry of Education and Science. He was appointed as Minister of Education and Science on May 4, 2017



**DENITSA SACHEVA**

Deputy Minister of Education and Science of Bulgaria

Denitsa Sacheva began her career at the Ministry of Labor and Social Policy. In 1999, she took the position of Head of the International Cooperation, European integration and Projects Directorate at the National Health Insurance Fund. In the period from 1999 until 2001 she was Head of the Cabinet of the Minister of Health, in charge of the relations with international institutions. She served as Deputy Minister of Labor and Social Policy from 2016 to April 2017. She has a master's degree in public relations, a master's degree in health management and a bachelor's degree in social pedagogy.



### **PHD YANKA TAKEVA**

President, SEB, Bulgaria

Yanka Takeva graduated from the Pedagogical Faculty of the Sofia University in Blagoevgrad. She was a vice-president of the Bulgarian Union of Teachers (SEB) at the Confederation of Independent Trade Unions in Bulgaria (CITUB) from 1990 until 1994. Since 1994 until present she is President of SEB. Since 1994 she is also a member of the Executive Committee of CITUB. Mrs. Takeva is a member of the National Council for Equal Treatment of Women and Men at the Council of Ministers and the Economic and Social Council in Bulgaria.



### **PHD JULIAN IVANOV PETROV**

President, SEP, Bulgaria

Julian Petrov has 21 years of teaching experience and 5 years of experience as school headmaster. He has been a members of SEP Bulgaria for 28 years in total. Currently, he is the president of SEP Bulgaria. He has a Master of Science in Music, Aesthetics and Informatics. On top of this, he holds a PhD in Pedagogical Sciences, direction of Management of Education. He is also a Lecturer at Plovdiv University "Theory and Management of Education" and had authored hundreds of publications in the field of education.



### **DR. TINA WEBER**

External Project Consultant, ICF

Tina Weber has 20 years of experience in employment and social policy and leads the company's work on employment relations and social dialogue. She regularly provides research and consultancy advice to European institutional clients and social partner organisations on employment law, sectoral legislation, employment policy, and sectoral trends. She has also supported the drafting and dissemination of a multisectoral agreement on third-party violence in the workplace. Dr. Weber has a Ph.D. from Edinburgh University and a B.A. from the University of Kent, UK.



**PETER KERCKHOFS**

Research officer, Eurofound

Peter Kerckhofs is a research officer in the Working Life unit at Eurofound and is responsible for representativeness studies. He is currently building a European Social Partner Database and developing representativeness studies into a tool for capacity building. He also works on industrial relations projects related to European Works Councils and European Sectoral Social Dialogue. Before joining Eurofound, he worked as a researcher for ETUI and UCL, as a political secretary for EMCEF and was scientific coordinator of the PhD School of the social sciences faculty of KU Leuven.



**MARINA KIROVA/CVETAN KYULANOV**

European Semester Officer, European Commission Representation in Bulgaria



**MIKE JENNINGS**

ETUCE Bureau member, IFUT, Ireland

Mike Jennings was appointed as General Secretary of the Irish Federation of University Teachers (IFUT) in 2007, a post from which he retired in September 2017. Throughout his time as General Secretary of IFUT Mike consistently advocated for national and international co-operation on all issues affecting education in Europe. Mike was involved from the very beginning in the efforts to create a Sectoral Social Dialogue process for Education. In Ireland IFUT is the leading union representing Academic and Research staff in Higher Education.



**TAMAR VAN GELDER**

General Secretary, AOb, the Netherlands

Tamar van Gelder is the General Secretary for the Algemene Onderwijsbond (AOb) and a member of the board responsible for secondary VET education. The AOb negotiates collective agreements together with the other education trade unions and the employers organisations. She is the spokesperson for all trade unions at the negotiating table. Previously, Tamar was a training manager at the ROC in Amsterdam. Besides this, she was also a co-founder and project coordinator at the OCO in Amsterdam.



### **HEIN VAN ASSELDONK**

Vice-President, VO-raad, the Netherlands

Hein van Asseldonk is Vice-President of the Dutch Council for Secondary Education since 2014. He is also treasurer in the board of VOION where unions, the VO-raad and other professionals aim for healthy professionals and a healthy setting in education. Van Asseldonk started his career in education as a math teacher and first pursued a career within his school, then became a board member in the area of The Hague. Now as Vice-President, together with the President, he leads the National Council for Secondary Education



### **CARMEN DIMECH**

MUT General Secretary, Malta

Carmen Dimech is currently the General Secretary of the Malta Union of Teachers. She was part of the Union's Council for over 18 years. She represented the MUT on the Council for the Teaching Profession and has been recently nominated by the Minister for Education on the National Board for Compulsory Education. Carmen Dimech has taught in the Church School Sector for thirty eight years, the last nine years of which in the role of Head of Department of Guidance and PSCD. She also was a member of several boards of the University of Malta related to curriculum development.



### **PETER PAUL CARABOTT**

Director of the Education Resources Directorate, Ministry for Education and Employment in Malta

Peter Paul is responsible for ensuring that all state educational institutions in Malta have the required number of educators for the provision of quality education to all students. His department is also responsible for the induction and mentoring of newly employed educators and support to educators encountering difficulties. Peter Paul Carabott has graduated as a teacher of Chemistry and also holds a Post Graduate Diploma in Education Administration and Management. Apart from experience as a teacher, he has over 20 years' experience in school classification and time-tabling together with experience in programming.



**JOAQUIM SANTOS**

National Secretariat, FNE, Portugal

He is a teacher in secondary and higher education and a member of the North Zone Teachers' Union (SPZN), the largest union of the National Federation of Education (FNE). This federation gathers ten unions: seven of teachers and three of education support personnel. He is also a member of the National Secretariat of both FNE and UGT-PT (national trade union confederation). He represents Portugal in the Committee of the European Sectoral Social Dialogue in Education (ESSDE) and he represents his country in the Working Group on Education, Training and Labour Market Policy of the Trade Union Advisory Committee (TUAC) to the OCDE.



**JAN BAUDITZ**

Education policy advisor, DLF, Denmark

Jan Bauditz is education policy advisor in the Danish Union of Teachers. He has amassed more than 20 years' experience with the Danish education policy process and has been involved in the social dialogue and in numerous reforms and projects over the years.



**ROSSELLA BENDENETTI**

Chair of the ETUCE Standing Committee for Equality, UIL Scuola, Italy

Rossella is an upper secondary school teacher, teaching adults in second chance courses and was previously a primary school teacher. She is a UIL Scuola executive board member, responsible for International relations. At International level she is a member of ETUCE Executive Committee, Chair of ETUCE Standing Committee for Equality and as such member ex officio of ETUCE Bureau. She also represents ETUCE in two ET2020 Thematic working groups. On behalf of UIL Scuola I have participated to several ETUCE projects on social dialogue, gender equality and professional issues

**PEKKA PANKKONEN**

Chief negotiator, OAJ, Finland

Pekka Pankkonen has been the chief of negotiations of the Trade Union of Education in Finland (OAJ) for the last six years. He has over 20 years of experiences as a school teacher in several levels of education, including primary, secondary upper secondary and VET. Next to his teaching job he was a shop steward for 20 years of which 10 years during his teaching career and 10 years while working for OAJ. He has a longstanding career of 15 years at OAJ, for the last 6 years he has worked as Chief of negotiations.

**HEIKKI HOLOPAINEN**

Industrial Policy Advisor, AFIEE, Finland

Heikki Holopainen is a senior adviser of higher education and research policy issues in Association of Finnish Independent Education Employers (AFIEE). AFIEE has over 320 member organizations, including all the Finnish universities. Prior to his position in AFIEE Holopainen was the manager of EU affairs of the Finnish research councils, Academy of Finland. Holopainen has worked with higher education and research policy issues for over 15 years and has a long experience in EU policy field in these areas.



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