



attractiveness
of the Teaching Profession



1st Capacity Building Seminar

Bucharest 30-31 May 2022

REPORT



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Concept

The first sub-regional capacity building seminar to be held in the implementation phase of the EU-funded project “Towards a Framework of Action on the Attractiveness of the Teaching Profession through effective Social Dialogue in Education” aims to provide a specific forum for the European Social Partners in Education to:

- enhance their knowledge and awareness on **EU governance, policies and priorities on social dialogue and the future of education**,
- address specific **social dialogue capacity building** opportunities and needs,
- discuss and seek a common understanding of the elements directly and indirectly linked to the **attractiveness of the teaching profession**, as outlined in the ETUCE/EFEE “[Declaration Towards a Framework of Action on the Teaching Profession](#)” (2018) and in the current [ESSDE Work Programme](#), as well as new elements emerged during the kick-off fact-finding seminar in October 2021.

The sub-regional seminar in Bucharest will directly support the **capacity building of the European Social Partners in Education**, involving employers and workers in Education in countries from the Central and Eastern European (CEE) region, where national industrial relations and institutions could be further reinforced. The ESSDE delegates will thus have the opportunity to get together and increase their mutual knowledge by learning from each other, and improving their shared understanding of the main elements, challenges and measures needed to raise the attractiveness of the teaching profession across Europe.

The sub-regional seminar in Bucharest will involve social partners in Education from Romania, Montenegro, Slovenia, Croatia, Bulgaria, Serbia, North Macedonia, Albania, Bosnia Herzegovina, along with specific participants from EU Countries with a longer-established Social Dialogue in Education.



Participants will be able to discuss among them in different panels, roundtables, working breakout groups and open debates. The seminar will also be enriched by the updates provided by the research expert of the project ("Policies and priorities on social dialogue and the future of education"). The main topics to be addressed will cover the different models of **national governance in Education**, the tools and conditions to increase the **effective motivation of students and teachers**, and the importance to **anticipate the future challenges in Education**. Other sessions will also be devoted to the **learning resources and strategies to innovate the teaching profession**, and the increasing role of **inclusion of students with a migrant background**, in particular relating to the war in the Ukraine and the ETUCE-EFEE "[Joint Practical Guidelines on how to promote effective integration of migrant and refugee learners in the education and socio-economic environment of the host countries through joint social partner initiatives at national, regional and local level](#)" (2019).

All debates will see the equal participation of employers and workers in Education in the CEE region, the involvement of researchers and experts, EU and national policymakers, relevant EU and national social stakeholders.

Taking place in person, the seminar will make possible to bring together the European Social Partners in Education in the framework of the "new normal" after the pandemic: a key context for affirming the **crucial importance of fair investment in the attractiveness of the teaching profession**, as stated in the ETUCE-EFEE "[Joint Statement on the impact of the COVID-19 crisis on sustainable education systems at times of crisis and beyond](#)" (2020).

Building on the results of the kick-off fact-finding opening seminar in October 2021, this seminar will serve to define an **initial outline of the policy outcomes** and to assess a **collective analysis of the effective capacity building outcomes of this experience**.

The action will be further developed during the second sub-regional seminar in Riga (14-15 September 2022) and at the next Advisory Group meeting that will launch the final phase of the project towards the Closing Conference to be held in Warsaw (December 2022). This Conference will take place before the Plenary meeting of the European Sectoral Social Dialogue in Education (ESSDE), which will be the first moment of analysis of the project results by the ESSDE Committee.



Speakers and Experts



Susan Flocken
European Director, ETUCE

Susan Flocken is the European Director of the European Trade Union Committee for Education (ETUCE) and has been working for the organisation in Brussels since 2009. Promoting a quality teaching profession, ETUCE stands 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. Promoting inclusion, equality and diversity in education is a priority for ETUCE..



Daniel Wisniewski
General Secretary, EFEE

Daniel Wisniewski is the General Secretary of the European Federation of Education Employers (EFEE). His work focuses on supervision over advocacy activities in European institutions and the supervision over the Secretariat in Brussels and on-going projects in the European region. He is also co-founder and president of YouthProActiv a global network that promotes personal and professional development and entrepreneurship among young people through education and policy.



Sorin Mihai Cîmpeanu
Minister of Education, Republic of Romania

Sorin Mihai Cîmpeanu is the Minister of Education in Romania from December 2020. In office also from December 2014 to November 2015, he faced the impact of the COVID-19 pandemic in the Education system in his Country and the implementation of the Recovery and Resilience Facilities. Rector (2012-2016) of the Universitatea de Științe Agronomice și Medicină Veterinară, his background of studies is deeply rooted in the land reclamation and the environmental engineering.



Howard Stevenson
University of Nottingham

Howard Stevenson is Professor of Educational Leadership and Policy Studies at the University of Nottingham, UK. He entered university work in 2002, prior to that he worked in secondary schools for 15 years. His research interests focus on education policy, the study of teachers' work and the role of education unions. In recent years he has undertaken research work for Education International, ETUCE and the European Commission. In addition to his academic work, Professor Stevenson has extensive experience as a union activist being a past branch President in both school sector and higher education sector unions. He is currently writing a book on the educational ideas of Antonio Gramsci.



Ligia Deca

Presidential Adviser - Department of Education and Research

Ligia Deca holds a PhD in political science, awarded by the University of Luxembourg in 2016. She coordinated the Coalition for Clean Universities in 2008, within the framework of an Academic Society of Romania (SAR) project. She was the president of the European Students Union between 2008 and 2010. She was head of the Bologna Secretariat, and an expert with the Executive Agency for Financing Higher Education and Research (UEFISCDI), as well as a lecturer on formation and educational inclusion at the West University of Timișoara. She is a member of the jury for the European Award for Excellence in Teaching in the Social Sciences and Humanities granted by the Central European University (CEU). In 2014 she was selected as a member of the Science in Education Expert Group - SEEG, convened by the European Commission. Ligia Deca was appointed State Adviser in June 2015 and in December 2019 she was appointed Presidential Adviser.



Anca Nedelcu

Vice-Dean, Faculty of Pedagogy and Education Science, University of Bucharest

Anca Nedelcu is Professor of Educational Sciences at the University of Bucharest. She is part of the coordination team of the Master's Degree Program "Innovative learning strategies". Her fields of professional and research interest concern the issues of equity and diversity and reflexivity in education, educational management, and the influence of old and new media in education. She attended specialisation courses at the University of Amsterdam, and she is an accredited educational trainer and consultant through the "Advanced Training of Trainers in Europe" program run by the Council of Europe and the European Commission. She has coordinated numerous research and development projects, working in collaboration with institutions such as World Bank, UNICEF, UNESCO, Network for Education Policy Centre, Open Society Institute, Ministry of Education, Education Center 2000+, National Agency for Roma.



Paul Lungeanu

PhD Candidate, University of Bucharest

Paul Lungeanu is a trainer in the Master in Innovation and Coaching in Education at the University of Bucharest, works in the NGO environment carrying out activities with children, teachers and parents in the field of education for safety and prevention of the phenomenon of bullying. As training manager in the Asociația EDIT, he conducted an internship in a kindergarten in Denmark with an outdoor program and is currently capitalizing on this experience in Romania by facilitating courses on this topic for teachers and education lovers.

Mara Roman

Deputy Head of the European Commission Representation in Romania

Report

On 30 and 31 May 2022 in Bucharest, Romania, ETUCE and EFEE held the first sub-regional Social Dialogue Capacity Building Seminar on their joint social partner project *"Towards a Framework of Action on the Attractiveness of the Teaching Profession through effective Social Dialogue in Education"*. Hosted by the Romanian union FSLI (Federation of Free Trade Unions in Education), the seminar specifically aimed at sharing current research in the light of ongoing and future challenges for the European educational system, while also feeding into the work of the European Sectoral Social Dialogue Committee.

In 2018 ETUCE and EFEE adopted a Joint Declaration on the importance and value of the teaching profession, within quality education institutions that are inclusive, learner-centered, and sustainable. This seminar took stock of this declaration and further enhanced the contribution of the education social partners at all levels for an attractive teaching profession, by promoting and improving social dialogue structures and capacities to rise to the challenges facing the future of education.

The participants, coming from 15 European countries, were welcomed by representatives of the **Ministry of Education of Romania, the Romanian Presidency, FSLI, and Eduform Romania**. **Howard Stevenson, professor of Educational Leadership and Policy Studies at the University of Nottingham (UK)**, reminded how the low attractiveness of the teaching profession can be explained by demographic factors, public investment commitments, and national education policy priorities. Most notably, he stressed the role played by the lack of fundings and the administrative burden that teachers must carry as major reasons to reject or drop out of the position. He, however, cited school leadership and high-quality teaching as motivational reasons for teachers to pursue their careers.

Anca Nedelcu (PhD, University of Bucharest), together with speakers from employer and union organizations exchanged tools to increase the motivation of teachers and the attractiveness of the profession. Among these, improved working conditions, higher salaries and access to trainings, and mentorship programmes were of the highest importance: A round table with school leaders, unions, and student representatives then discussed the features of the 'future teachers' profile' and highlighted several ongoing challenges within the profession, such as the importance of maintaining a sustainable environment both for students and teaching staff.

The working breakout groups chaired by **Daniel Wisniewski (General Secretary, EFEE)** stressed the lack of work time to provide qualitative education due to administrative burden and bad working conditions. Participants focused on the specific professional features of teachers and the need to reinforce teaching skills, digital literacy, and public investment for professional development. Psychosocial risks and stress experienced by teachers were also addressed. ETUCE and EFEE insisted on the necessity to ensure effective Social Dialogue at both national and European level to achieve better working conditions

This debate continued on the second day, when participants focused on learning resources and strategies to innovate in the face of future challenges. Among topics of conversation, stress management, psychological support and initiation to digital tools were mentioned as useful strategies for teachers and education employees to foster innovative and inclusive teaching methods. The final panel relayed the attractiveness of the profession through the role of school leaders and teachers' work for the integration of migrants in the EU. **Luminata Costache (UNICEF, RO)** recalled that schools were among the first entry points for migrants into a new society, which meant that teachers had to adapt their



teaching methods. She notably mentioned the UNICEF 'Blue Dots Hubs', which ensure access to a minimum package of services for children with a migrant background.

Susan Flocken (European Director, ETUCE) closed the seminar and stressed the importance of strengthening the social dialogue in education to produce a joint ETUCE-EFEE framework of action at European level.

The next sub-regional seminar of this project will take place in Riga on 14-15 September 2022. Learn about the project [here](#).

