

Successful ELFE  
Conference  
Page 2

Social Dialogue  
Seminars  
Page 3

Split Social Ministers  
Council on Working  
Time Directive  
Page 4

New Project:  
TRACE  
Page 4

European Seminar for  
Bologna Promoters  
Page 5

PISA 2003 Report  
Page 6

Bologna Process  
Page 6

ETUCE Executive  
Board  
Page 8

European Year of  
Citizenship through  
Education  
Page 8

New publications  
Page 10

## Join the hearing on *Europe Needs Teachers*



The ETUCE campaign “Europe Needs Teachers” is organising a hearing on 17 January in Brussels on teacher education. Commissioner Jan Figel and some of the very best experts in the field, e.g. Arlette Delhaxhe, Eurydice, and Paulo Santiago, OECD, will contribute to an interesting and first-class hearing.

[See the programme](#)

To register, please send an e-mail or fax to ETUCE Secretariat.

## Split Council on Working Time

The Employment and Social Policy Council met on 6 December in order to reach political agreement on the vexed revision of the Working Time Directive. The Council did not approve the complete revision but the Member States agreed on important parts concerning “on-call duty” and “the compensatory recuperative period”

[>>> Read more](#)

## At the end of 2004...

The ETUCE Secretariat wishes to thank all organisations and representatives for your excellent work in 2004. We are also grateful for your cooperation, help and great support. We wish you all the very best for the new year ahead and hope for the success of your work. As in previous years, the secretariat will not be sending any greetings cards; a donation to Amnesty International will be made instead.

Martin Rømer  
General Secretary

## Calendar

17 January:  
ETUCE Hearing on  
“Europe Needs  
Teachers”

21 - 22 February:  
Teacher Education  
Round Table

6 - 8 March:  
Social Dialogue –  
training seminar on  
working conditions

March:  
2 days launching of  
Conference: ROMA  
Project (to be  
confirmed)

27 April:  
ETUCE Quality in  
Education Panel

28 April:  
EI / ETUCE Bureau

6 June:  
ETUCE Networks  
Meeting

13 June:  
EI / ETUCE Bureau

13 – 14 June: EI Pan-  
European Committee /  
ETUCE Executive  
Board

ETUCE Secretariat  
will be closed between  
22 December 2004  
and 3 January  
2005 (both dates  
included)

## **Successful ELFE Conference: integrating ICT in education**

*The first ELFE (European eLearning Forum for Education) Conference, "Launching ELFE", took place in Brussels on 22-23 November.*



More than 100 participants from ETUCE member organisations, university professors and school teachers from UK, Denmark, Portugal, Germany and Norway contributed to create an interesting debate and made this Conference a great success.

ETUCE General Secretary, Martin Rømer, presented the ELFE project as another ETUCE contribution to the Lisbon process. Within the framework of this process, Maruja Gutiérrez-Díaz, Head of Unit Multimedia for Education, Training and Culture, from the DG Education, highlighted the aspiration of the EU to make their education systems the most advanced and dynamic in the world.

Hans Laugesen, project coordinator, presented the ELFE website ([www.elfe-eu.net](http://www.elfe-eu.net)) and ELFE objectives. ELFE intends to analyse the use of ICT in some European education systems, their pedagogical benefits/disadvantages towards students and their impact on the teacher's role. Its final aim is to create a wide debate on how the European teacher organisations should, on the one hand, take into consideration the social effects of the use of ICT in schools and, on the other hand, participate in the development of the European policy regarding the use of ICT in schools.

The Conference had the opportunity to learn from several European experts in the field, who gave their views and opinions on different topics that are involved with ICT in education.

ELFE will still run for one more year. The phase consisting of sharing experiences by schools from the participating countries starts from January 2005. After this the focus will be on the political debate and conclusions which will help teacher unions to have a clearer political vision on the use of ICT in education, the impact on teachers' role and the contribution of ETUCE to the European Policy on the use of ICT in education.

For more information log on to [www.elfe.eu.net](http://www.elfe.eu.net)

## **Social Dialogue Seminars: Focus on social partners' growing role at national and European level**

*At the two ETUCE Social Dialogue Seminars held in November, the role of trade unions in the Lisbon process and their important part in Social Dialogue were discussed. With just a few months to the Mid-Term Review of the Lisbon Strategy, it's crucial to put pressure on governments to include social partners in follow-up strategies and actions at national level.*

### **Negotiation systems and the content of Social Dialogue**

At the ETUCO/ETUCE seminar "How to engage effectively in Social Dialogue" held in Slovenia on November 14 -15, teachers' trade union representatives described the good practice and problems of Social Dialogue in the Western countries. Two main issues - negotiations systems and the content of Social Dialogue - were debated in working groups as a follow-up to contributions from Jean-Claude Le Douaron (ETUCO) and Martin Rømer.

It was stressed that it is of great importance for Eastern European and candidate countries that ETUCE continue its work on passing on information regarding Social Dialogue as well as facilitating contacts and exchanging good practice between teachers' trade unions.

### **European Commission: Social Partners can influence the forthcoming national reports**

At the training seminar "Social dialogue in Education" held in Brussels on 29 - 30 November, Luce Pépin and Anders Hingel from the Commission emphasised that social partners at national level have a great opportunity to influence the national reports within the next three months.

In the Commission's guidelines to Member States, it asks governments to report how they have included views from stakeholders within the last two years. The reports should also report on national follow up strategies and actions which are of great importance for ETUCE member organisations.

*For that reason, ETUCE calls on all member organisations to contact their governments and ministers to discuss and influence the national reports before March 2005.*

[Visit the website for the seminar: "How to engage effectively in Social Dialogue"](#)

A report from the training seminar "Social dialogue in Education" will be available on the ETUCE website during December ([www.csee-etuce.org](http://www.csee-etuce.org))

## **Split Social Ministers Council on the Working Time Directive**

*The Employment and Social Policy Council met on 6 December in order to reach political agreement on the vexed revision of the Working Time Directive. The Council was divided on the so-called "opt out clause" which offers the option of deviating from the maximum working week of 48 hours in individual cases, and the Council did not approve the complete revision. Nevertheless, the Member States agreed on important parts concerning "on-call duty" and "the compensatory recuperative period".*

### **On-call duty does not count as work**

The Ministers of Employment and Social Affairs agreed that on-call duty will no longer completely count as working hours just as the compensatory recuperative period can be delayed until seven days after the on-call duty. ETUCE regrets these agreements and finds them in clear contradiction to the fundamental objectives of the directive.

### **Directive brings longer and more stressful working hours**

The Working Time Directive takes no account of either workers' health and safety or a balanced family life. ETUCE is not opposed to greater flexibility, but will not accept longer and more anti-social working time. The European Parliament is expected to make a recommendation on revising the Directive in early 2005. ETUCE will follow the further developments in both the Parliament and in the Council very closely and provide member organisations with continuous updates.

## **New Project: Trade Unions Anticipating Change in Europe**

*A large-scale project named TRACE (Trade Unions Anticipating Change in Europe) has just been launched and will run for two years. TRACE is an ETUCE / ETUCO project aiming to improve capacity within European trade unions to respond to situations of economic and industrial change. Two of ETUCE's networks, "Higher Education & Research Network" and "Working Conditions Network", take part in the project.*

The main key action of ETUCE is to consider and discuss the impact of major changes in the field of education in Europe and thereby enhance teachers' unions' capability to adapt and respond to those changes. A main objective of the TRACE project is to develop active networking between trade union officers and representatives in the education and research sector.

### **New working conditions and recruitment**

ETUCE's Working Conditions Network will deal with the impact of the private sector's working methods and the increased tendency towards performance related pay and management in schools and colleges. The Network will consider the potential consequences of devolved

bargaining and the replacement of the collegiate system of governance by business orientated boards (as seen e.g. in the United Kingdom, Netherlands, Sweden and Germany).

The network will cooperate with local education authorities, head teachers and principals and representatives from the public sector employers' organisation to assure a broad debate on the societal changes' impact on working conditions and recruitment in the field of education.

### **New trends in the structure of higher education**

The Higher Education & Research Network will gather, share and analyse information on new trends in the structure of higher education stemming from the Bologna Process. By doing so, it will be capable of elaborating common views and joint trade union policies in the light of the increasing internationalisation of higher education and research.

### **Networking, seminars, studies and final report**

TRACE is a comprehensive project including several actions, such as networking activities, transnational seminars, face to face activities and a concluding report, all aiming to enhance trades unions' capacity to respond to the decisions derived from and imposed by the new and challenging circumstances.

### **First European Seminar for Bologna promoters**

*On 18 – 19 November, the Commission held a seminar for 200 Bologna promoters selected by their National Authorities aiming to promote a strategy to implement and strengthen Bologna reforms in the 40 countries participating.*

### **National Teams of Bologna Promoters**

Senior Academics, Rectors, Deans, International Relations Officers and Student representatives who have successfully introduced the Bologna Reforms in their institutions participated in the seminar. They will act as advisers to colleagues in their own countries and occasionally abroad.

### **11 institutions awarded with ECTS Label**

At the seminar, the Commission awarded the first ECTS (European Credit Transfer and Accumulation System) Label to 11 institutions which have introduced ECTS in all degree programmes. These institutions will receive EU funding to extend the use of ECTS to Lifelong Learning.

[See the list of the 11 label-holding institutions](#)

## **ETUCE calls for a more nuanced debate on PISA 2003 report**

*The long-awaited OECD report: "Learning for Tomorrow's World: First results from PISA 2003" was released on December 7. ETUCE regrets that the press and National governments are focussing only on the ranking of countries without regard to cultural and national differences such as school systems, pedagogical methods and testing traditions.*

### **Valuable and useful information**

ETUCE is in favour of the PISA report as it contains valuable information that can raise important issues for discussion. The basis of the report is that it rightly recognises that the success of countries' education system lies in ensuring that all young people should achieve their full potential. A more nuanced approach to the PISA report is sought because the undifferentiated ranking of countries does not provide a clear picture of each country's developments. ETUCE believes that the report provides very useful but complex information that demands in-depth study and discussion.

ETUCE has observed that the report has an enormous impact on national debates on schools and teachers and it has become a high-stakes issue for all political parties. Unfortunately, a narrow-minded view on the results of the report might prevent decisions on long-term reforms and instead encourage short-term actions not benefiting the education system or working conditions for teachers in the long run.

### **Advanced in the tables but worse in reality**

Regrettably, the tables in the report do not reflect the individual country's progress or regression. Furthermore, it is important to be aware of the lack of balance between the national school systems' way of dealing with the PISA report. While pupils in some countries particularly are trained in PISA tests, pupils from other countries are not familiar with tests at all, which causes different standards of comparison.

The report is both powerful and influential. ETUCE will analyse it further and it will be a topic on the agenda of the next ETUCE Quality in Education meeting.

Read the OECD report: ["Learning for Tomorrow's World: First results from PISA 2003"](#)

## **Bologna Process: Where are we?**

*In order to put an end to the exclusion of academic staff and their representative organisations from formal inclusion in the Bologna process, ETUCE and the Pan-European Structure have undertaken a series of measures during the past few months to obtain recognition for ETUCE and its inclusion as an observer in the Bologna follow-up group.*

A letter was sent to Ms. Reding, to the Irish Prime Minister and President of the European Union, and to Ms. Maria van der Hoeven, the Dutch Minister of Education.

On 30<sup>th</sup> August an ETUCE delegation met with Ms. Clemet, the Norwegian Minister of Education, who will take over the Bergen Ministerial Conference for evaluation of the Bologna Process in May 2005. This meeting was very positive and encouraging. Ms. Clemet clearly stated that she favoured the formal involvement of the academics' representative organisations and expressed her support. She committed herself to arguing in favour of our representation in the follow-up group at the European level in contact with the other Ministers of Education.

Affiliated organisations have been asked to be part of this advocacy work by taking action with their national authorities responsible for implementing the Process so that they support our requests in favour of ETUCE's involvement, and material was sent to help them support this advocacy process.

A formal application file was prepared and addressed to the BFUG Secretariat for examination at a meeting in December. We do not know the outcomes of this meeting and what recommendations will be addressed by the group to the Bergen Conference. We hope however that this time our efforts will be recompensed.

In order to strengthen our commitment and to prepare and develop the contribution of the National and European Organisations of Higher Education Teachers and, acting on the basis of the recommendations of the Higher Education and Research Standing Committee, it was decided:

- To prepare a European Teachers Trade Union review based on a survey carried out with the national unions in the different "Bologna signatory countries".
- To organize a Conference which will take place in Brussels on 11-12 February 2005, where the outcomes of this survey supplemented with other relevant documents will be presented.

The principals outcomes anticipated are:

- An improved understanding of the issues in the Bologna Process
- A higher profile for the representative organisations of academic staff within the Bologna Process
- An evaluation of the involvement of academics and their representative organisations
- An improved collaboration with students and institutions
- An improved exchange of information between national teacher organisations

The outcomes of this Conference and of the survey will form our final contribution to the Bergen Ministerial Conference in May 2005.

### **Snapshots from the Committee/ Executive Board meeting**

The Pan-European Committee / ETUCE Executive Board met with a heavy agenda in Brussels the 6 December.

- A report was given on the present situation concerning the ETUCE application to be an official partner in the Bologna Process. Also approved a suggestion from the secretariat to establish a small working group on teacher education and the Bologna Process
- A full presentation of the ETUCE EU-Projects for 2005 was given and can be found on the website.
- A paper "ETUCE work in Progress" was presented and discussed. Of special concern is the proposed Directive on Services in EU, which at present includes education, social and health services. The secretariat will send information to member organisations and ask for urgent action.
- The so called Wim Kok Report was discussed as it distracts attention from education as such to focus more on the economic measures. The report can be found on the website.
- ETUCE will pay more attention to Vocational Education and Training (VET) in 2005. Major changes are to take place and be presented to a conference in Maastricht. ETUCE will attend. ETUCE has been very sceptical about a proposed European Framework for Qualifications, which has now been decided. ETUCE will follow these developments very close and will also seek EU funds for VET-activities in 2005.
- The board approve the setting up of a small working group amongst CEE member organisations. The group will be integrated in the ETUCE Social Dialogue projects for 2005 and will focus on teachers' working time.
- At the ETUCE Council meeting in Amsterdam several recommendations were made concerning the work on indicators in education. It was decided to let the ETUCE Quality in Education Panel look further into how this work can be continued.
- Finally, a calendar with the 2005 meetings was approved together with the ETUCE budget for 2005. The budget includes a small increase in dues to ETUCE already agreed by the last General Assembly in Luxembourg from 0.26 € to 0.27 € per member.

## **2005: the European Year of Citizenship through Education**

*The launching conference of the European year is taking place on 13 and 14 December, in Sofia. The conclusions of the conference will be brought to the attention of the Third Council of Europe Summit of Heads of state and government, which will take place in Warsaw on 16-17 May 2005.*

The goal of this 2005 European year organised by the Council of Europe is to demonstrate how crucial education, both formal and non-formal, in a life long learning perspective, is to the development of active citizenship in a democratic society.

Citizenship through education covers education in human rights, civics, peace and cultural pluralism. All these themes and activities are part of the daily experiences and activities of teachers and education staff on the one hand, and trade union organisations in Europe working together within ETUCE and EI on the other. In the field, in schools and at the regional and national levels, teachers undertake actions aimed at supporting the fundamental and universal values to which they feel attached, and reinforcing and fostering democracy.

However, their efforts are not highlighted and shown as much as they should be ! It is essential that 2005 be put to good account by teacher and education staff trade unions through the demonstration of what is being done and by promoting effective means to fight discrimination and to learn to live together.

As from the start of the conference in Sofia, the Council of Europe will provide education professionals with an EDC briefcase. It will also expand the exchange network.

The Council of Europe's INGOs – among which our trade union organisations that recently achieved the participatory status – need to pursue their efforts to demonstrate the fact that they are key actors in the development and the progress of our societies.

## **New Publications**

- OECD:

[Learning for Tomorrow's World: First results from PISA 2003](#)

- Eurydice:

[A Close-up on the Evaluation of Schools](#)