



**European Trade Union
Committee for Education**

ETUCE Committee

Overview and strategy

28-29 April 2026



Education International - Europe



Overall direction

Congress

Good working environment

Yes, but workload is high. Overstretched, even with prioritization. Leave due to various reasons leaves a big gap. Hard to fill. Work standstill. Shift to campaigns, organizing, activating members takes a lot of time to do and coordinate. Will we manage? New colleague Eva Fumagallo Macia (Project Assistant)

Operationally and financially sound

Good, reserves built up. But needed for next years. Is budget fit for purpose?

More strategic and prioritisation

More focus, priorities, but lack of time to take it to the next level, create coherence, links, etc.

More alignment with EI

Next steps synergies on OHSA. Policy: create alignment between priority themes: Public/profession, AI, democracy. Alignment with different international orgs: Council of Europe, OECD, UNESCO

More organising focus and culture change members

Starting. Good work Your Turn 2, Go Public sub-regional meetings. But now creating coherence and deepen work will require manpower and member engagement. AI expert group and network testing case. Democracy expert group low response. We need this. But do we really want this? Next step: facilitate member led EU-Projects.

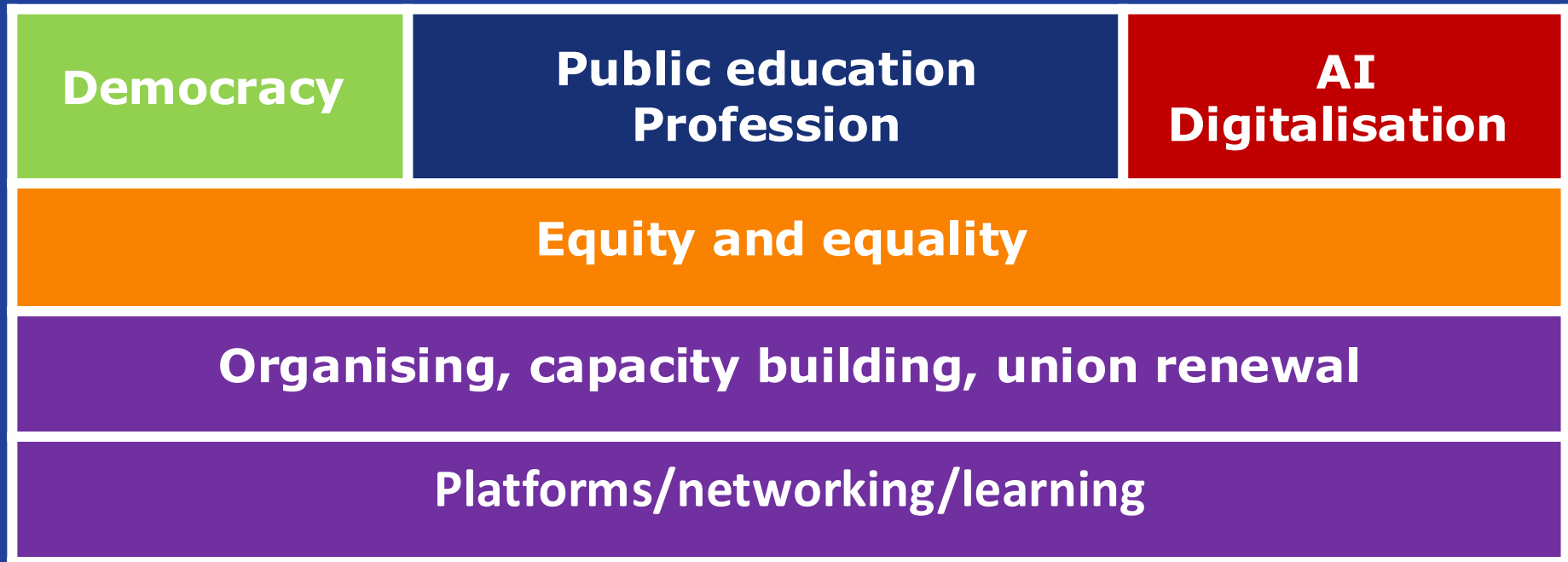
More coherence between policy and projects

Yes. But relates to organizing and culture change. Good outcomes in projects. Next steps is implementation, actionable and

Bridge gap between EU-technocracy and national work

Starting, prioritization. Language. Strategic. But also here this is a bi-directional work that relates to topics mentioned above. We would like to do more trainings, active thematic member groups. Self-organization members.

Strategic Priorities



Social Dialogue (Santiago Consensus)

3 priority areas	Democracy	Public education & Profession	AI-Digitalisation
Practice, curricula, pedagogy	<ul style="list-style-type: none"> - Citizenship/democracy education - Disinformation 	<ul style="list-style-type: none"> - Student-teacher relationship/wellbeing core public education. - Broad, holistic education - How to ensure that all students acquire basic skills a a high level. - Evidence informed profession (Practice and Research) 	<ul style="list-style-type: none"> - AI/Digital Literacy Students
Profession	<ul style="list-style-type: none"> - Academic Freedom and professional autonomy - Radicalisation (big impact on teacher retention) 	<ul style="list-style-type: none"> - Teaching standards and qualifications - Teacher education - Teacher professional development - Professional autonomy and collective school leadership - Professional networks (Europe, national, school) 	<ul style="list-style-type: none"> - AI/Digital Literacy teachers - AI/Digital Teacher Education - AI/Digital Professional Development
Worker and system	<ul style="list-style-type: none"> - Democratic schools/institutions, social dialogue 	<ul style="list-style-type: none"> - Education system design (also resilience) - Investment in education - Working conditions - Salaries - Career and mobility 	<ul style="list-style-type: none"> - Regulation - Collective bargaining
Core values in all policies, activities	Equity, inclusion and equality		
Capacity Building	Organising, capacity building, union renewal		
Infrastructure	Platforms/networking/learning		

Europe Political Context

Geopolitical realignment, war in Europe, **authoritarian shift** globally and in Europe. The **EU is entering a new era** shaped by anti-democratic political forces, aggressive corporate lobbying, and growing U.S. pressure.

Language used now **competitiveness, resilience, security, autonomy**
New Commission: competitiveness, simplification = **deregulation**. Lobby **business dominant**. Other unions and NGO's increasingly sidelined, procedures not followed.

Digital deregulation. The **Digital Omnibus** is a **big (existential?) threat to public education, schools, the profession and workers** and members need to treat this as a national priority

Cordon sanitaire far-right is crumbling. On the Green Omnibus the EPP sided with the far-right. Commission now has option to pursue right/far-right alliance. Also on other policies, including, digital deregulation.



Completely new and unprecedented political situation in Brussels. Nationally and globally we can't afford to 'lose' Brussels

EFEE

European Education Employers



- **EEA/Union of Skills**
- **ERA**
- **Teachers Agenda**



- **Democracy/citizen ship education**
- **AI**
- **Ministerial conf. December Montenegro**

etuce



4,9
Million
Members



120
Member
Organisations



48
Countries

**Officially recognized
representing the teaching
profession**



375 Member Organisations



33 Million Teachers and Education Employees



- **TUAC**
- **PISA/TALIS**
- **International Summit Teaching Profession (ISTP)**



- **Update 1966/1997 recommendations teaching profession**
- **Conventions**
- **International Labour Conference**



- **59 Recommendations Teaching Professions**
- **Santiago Consensus Teaching Prof**
- **SDG4**
- **Teacher Task Force**



Global coordination group



- **TUAC**
- **PISA/TALIS**
- **International Summit Teaching Profession (ISTP)**



- **Update 1966/1997 recommendations teaching profession**
- **Conventions**
- **International Labour Conference**



- **59 Recommendations Teaching Professions**
- **Santiago Consensus Teaching Prof**
- **SDG4**
- **Teacher Task Force**



Education International
Internationale de l'Éducation
Internacional de la Educación

Go Public, AI, Democracy

TUAC (OECD)
PISA/TALIS (OECD)
ISTP (OECD)

Recommendations (UNESCO)

GPE
EWC

Teachers Agenda (EU)
Union of Skills

White Paper (CoE)
Resolutions Ministerial (CoE)








- **Union of Skills**
- **Teachers Agenda**
- **Schools Alliance**
- **AI-digital**



- **Democracy/citizenship education**
- **AI**
- **Ministerial conf. December Montenegro**



	Public/Profession	Democracy	AI-Digitalisation
	Union of Skills EU Teachers Agenda Schools Alliance Basic Skills	Democracy Shield Democratic Citizenship Union Rights	AI Literacy Digital Literacy Digital Omnibus
	White Paper Ministerial Meeting Podgorica	Academic Freedom Resolution	AI Literacy
	TUAC PISA ISTP		AI Literacy
	1966/1997	1966/1997 Academic Freedom	Future of Work
	1966/1997	1966/1997 International Labour Conference	1966/1997

International Summit Teaching Profession



ISTP26

European lobby and campaigning

Advocacy Members

- **European Council**
 - **National Government**
 - **National Ministry education**
 - **European liasons min ed. from your country**
- **National Parliament**
- **European Parliament**
- **National Stakeholders**
- **Press**
- **members?**

Conditions for success

- **Member engagement**
- **Community engagement**
- **Political engagement**

Research

Policy

Advocacy

Better Policies

Members

Advocacy ETUCE

Commission

- **Civil servants DG EAC, EMPL, Etc**
- **Political (Minzatu)**
- **European Parliament**
- **Stakeholders**
- **Press**
- **Campaign / social media**

etuce

EU Teachers Agenda

Europe Education Policies

General education: national competence

VET and Higher Education (ERA): mixed competence, big EU influence

But, for **general education** the '**soft power**' is immense:

European Education Area (EEA) Commission - Council direction where policies are created, circulated.

Erasmus+ and Horizon programmes aligned with EU priorities

'Basic Skills' good example: literacy, mathematics, science, digital, citizenship. Basis for national reforms.

It's **happening whether we like it or not**. (Education Council isn't going anywhere, Commission is ambitious, programmes are being rolled out.) **Big impact on candidate and partner countries**. Alignment and cooperation through the European Training Foundation. **Big impact globally**.

Increasingly closer working relationship EU-OECD-UNESCO



Not a **strategic priority**

Contrast **defence, energy?**

Draghi?

Make it a **chefsache**

Advocacy

- No access to high level decision makers
- Several interventions. Public Summits, etc.
- Superficial consultation. No changes.
- **Tripartite Summit**, ETUC delegation. Strong intervention. Opened the door.
- Meeting with **Head of Cabinet Alina Ujupan** + staff. Apologies. Frank discussion
- Internal discussion direction, **consultations should have started January**.
- But also means there is an opening influencing 'Education Package' -> Teachers Agenda



The screenshot shows the ETUCE website header with the logo and navigation menu (News, Topics, Projects). Below the header is a large banner image of a group of people holding a banner that says "WE MAKE INVESTMENT & MA". Below the banner are two buttons: "Articles" and "Opinion Pieces". The main article title is "ETUCE at the Tripartite Social Summit: calling for strategic investment in education". The article text states: "ETUCE European Director **Jelmer Evers** took part today in the *Tripartite Social Summit* in Brussels as part of the ETUC delegation, joining EU leaders, employers' organisations and trade unions to discuss "Investment for a vibrant European economy and quality jobs".



Teachers Agenda



**MAKE TEACHING
ATTRACTIVE!**



**Ensure
social dialogue!**



**Value, respect
and empower
the teaching
profession!**



**Promote
professional
autonomy!**



**Create
democratic
school cultures!**



**Support effective
career start
to ensure
retention!**



**Ensure quality
professional
development!**



**Embed
equality and
diversity!**



**Sustain
safe and secure
working
conditions!**



**Ensure
workload control
and a work-life
balance!**



**Deliver
decent
competitive
salaries!**



WORLD SUMMIT
on **TEACHERS**

Santiago de Chile 2025

Santiago Consensus

Adopted 29 August 2025

Student-teacher relationship

“We also call on UNESCO and Member States to recognize the teacher-student relationship as common heritage of humanity and a beacon of relationality in a context of increasing digital transformation, which must serve humanity and should not undermine the essential role of socialisation and human interaction in education.”

Social dialogue all aspects, all levels

“Establish permanent, inclusive and transparent mechanisms for **social dialogue between governments and democratically elected representatives of teachers, including trade unions**, in order to promote a genuine participatory and constructive decision-making process **at all stages of policy making and implementation that have an impact on the teaching profession** and the achievement of SDG4.”



Which means

Ensuring **structural social dialogue** on education at **European and national levels**, including consultations aiming not only at providing the opinion but **also co-designing and implementation of education policies** with the EU institutions, national education ministries and education employers.

In Brussels we can help strengthen social dialogue and trust



EU Teachers Agenda

Ensuring **professional autonomy** and **academic freedom**

Delivering **decent salaries** and **sustainable working conditions**.

Providing **high quality initial education** and **continuous professional development**:

Respecting **qualification standards** and **professional recognition**

Invest in education systems and the **profession – 6% GDP, 20% government spending**

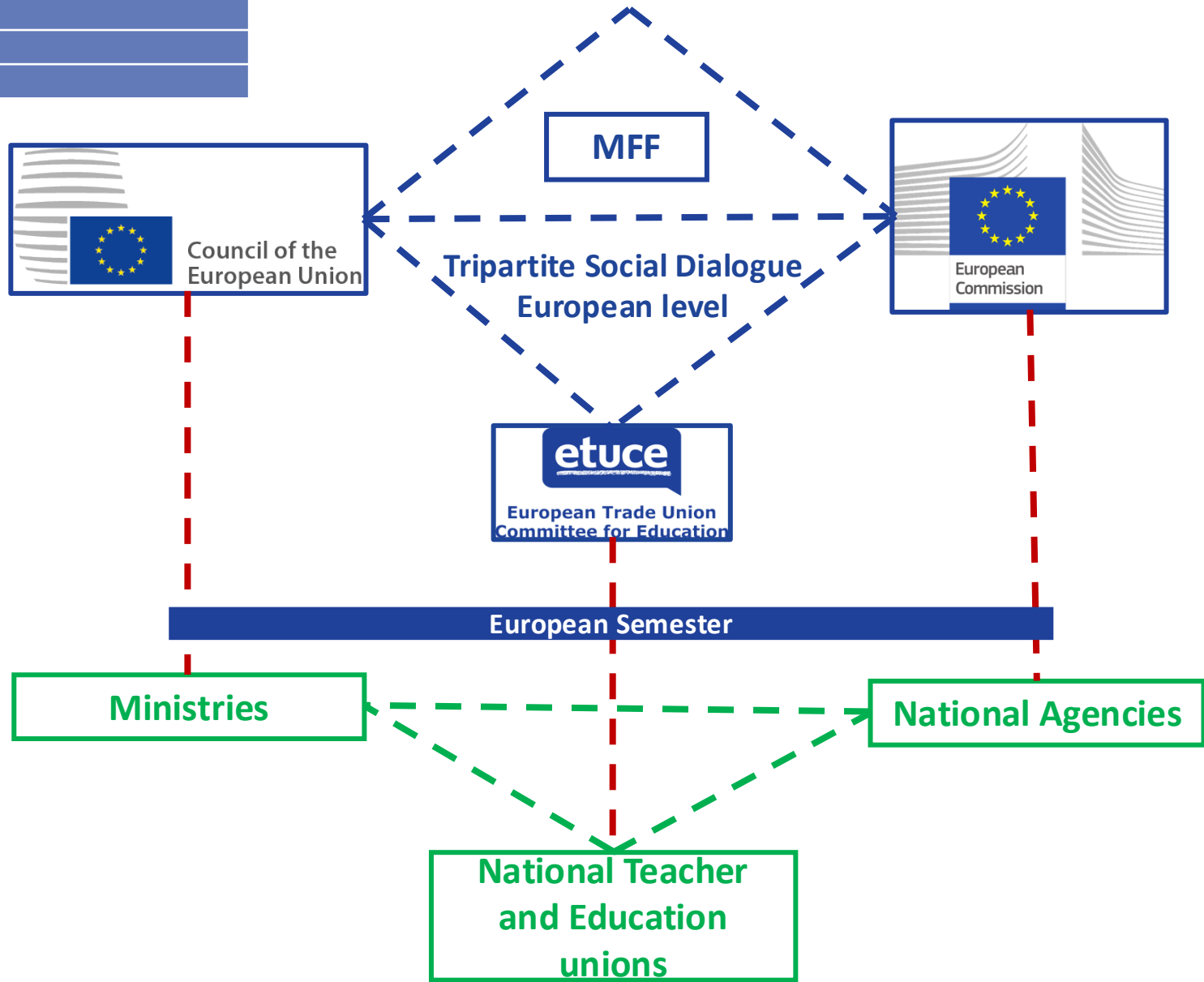
Real **social dialogue** in teacher and education policy making and implementation at **all levels**

Through trust and social dialogue

TRUST
theTEACHERS

etuce

- European Education Area/Union of Skills
- EU Teachers Agenda
- High Level Skills Board
- Skills Observatory
- Basic Skills
- Evidence Informed
- Schools Alliance



- Erasmus+
- Horizon
- E-Twinning
- Schoolsnet
- EASNIE



EU Teachers Agenda: Budget and monitoring

- Reform **European budget rules (3%)**, similar for **defence spending**. Education and teachers are a strategic investment in the future
- Establish an **Education Scoreboard**, including teacher indicators and linked to the **European Semester**
- **European Semester with education unions**

EU Teachers Agenda: make policies with teachers

Establish permanent and structural social dialogue structure with the profession

- Establish permanent **representation for the profession** in policy forums (**Council of ministers**, **working groups**, **agencies**)
- Establish a **European Summit on the Teaching Profession (ESTP)** modeled after the EI/OECD International Summit on the Teaching Profession (ISTP) to promote social dialogue in education. See <https://istp2025.is/> and <https://istp2026.ee/> as examples. **Coalition of the Willing**
- Include **ETUCE in the governance of relevant programmes** and **agencies** at European (and national level if relevant) eg: Erasmus+, SchoolsNet, E-Twinning, to be established Schools Alliance
- **Co-design** the **Education Summits with the profession** and other stakeholders.

Create coherence, focus and impact

- Establishment of a **High-level Advisory Body on the Teaching Profession** at the EU level with ETUCE playing the central role as the representative voice of the teaching profession.
- Policies on teachers must include **both DGEAC and DG EMPL** structurally and working together. Work on the attractiveness of the teaching profession needs both a coherent and holistic approach including **professional (educational)** and **industrial (working conditions)** perspectives and policies as a whole.

EU Teachers Agenda: examples Implement with teachers

- Establish a coherent and structural social dialogue structure with the profession for **co-designing curriculum and teacher standards frameworks at the European level**.
Currently not in place (example: AI ethics for teachers, AI Literacy Framework, citizenship education, basic skills)
- On EU - Erasmus+, Horizon – programmes and grants related to teachers, include an **indicator that national teacher unions** need to be involved.
- Allocate **a portion of EU (Erasmus+, Horizon) programmes for national representative teacher organisations and ETUCE** for structural long-term capacity building to elevate the profession accross Europe.
- Establish an **ETUCE lead European Teacher Institute, modelled after ETUI** for research, professional development and capacity building at the European level.

EU Teachers Agenda: External relations. Teacher and education policies. Santiago Consensus.

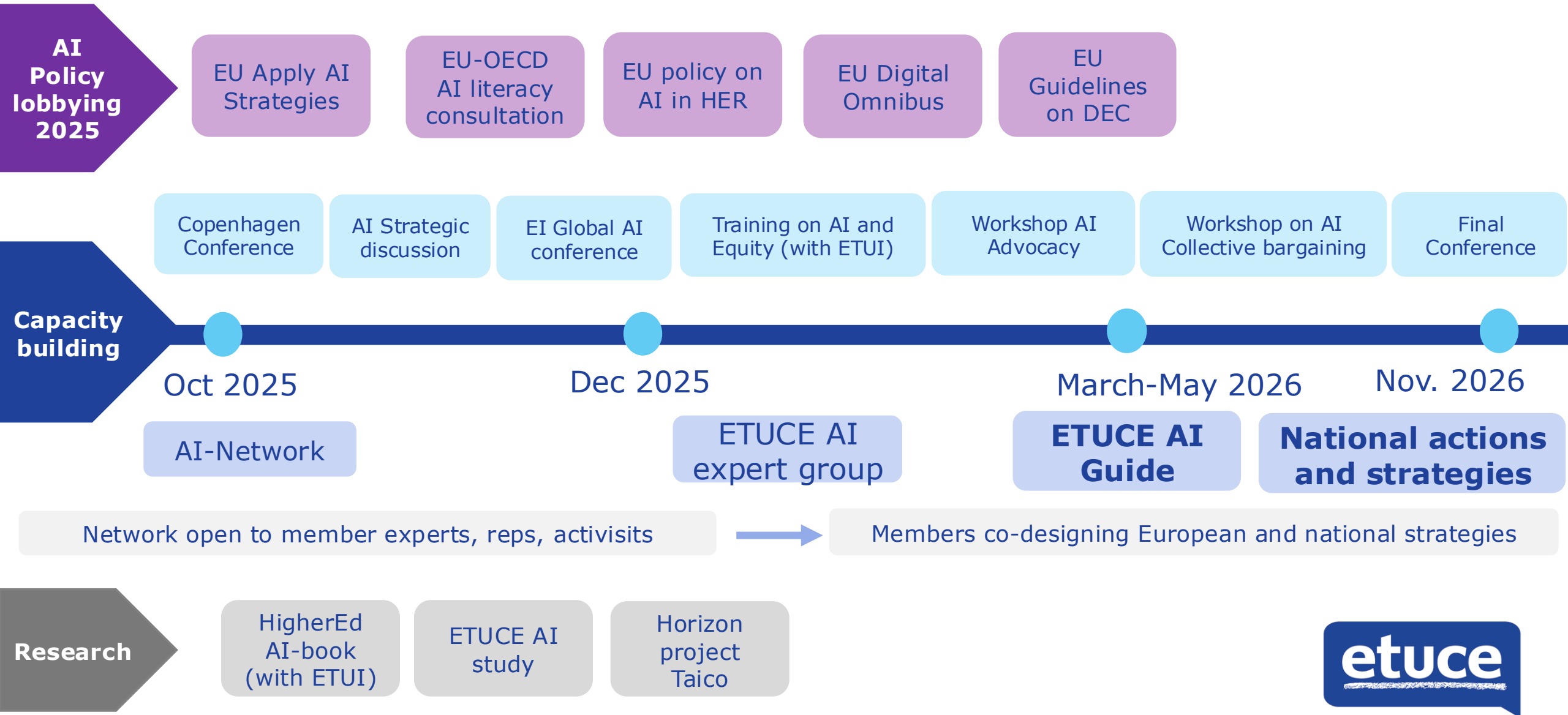
- **European Training Foundation** (ETF) Candidate and partner countries.
- **Global Gateway Partnerships**: African Union
- **Global Partnership for Education (GPE)** replenishment and policy
- **Greenland**. summit in Nuuk 8-9 June. The Commission funds a large part of the education budget, and our colleagues from Greenland don't feel that they can really influence education and teacher policies.
- **China**. Education and geopolitics.

First win

High Level Skills Board

Digitalisation & Artificial Intelligence

ETUCE AI work in the Operational Plan 2025-26





Joint ETUI-ETUCE book launch

Governing Artificial intelligence in the Higher Education Sector

Sociotechnical perspectives, regulatory challenges and working conditions

4 March 2026, 17:15 - 18:45, Brussels



European Trade Union Committee for Education



Digital Omnibus

Education best way in

- Protect children, alliance parents
- Social Media
- Mobile
- Covid



Defending Europe's Digital Sovereignty and Democratic Values Against Deregulation Pressures



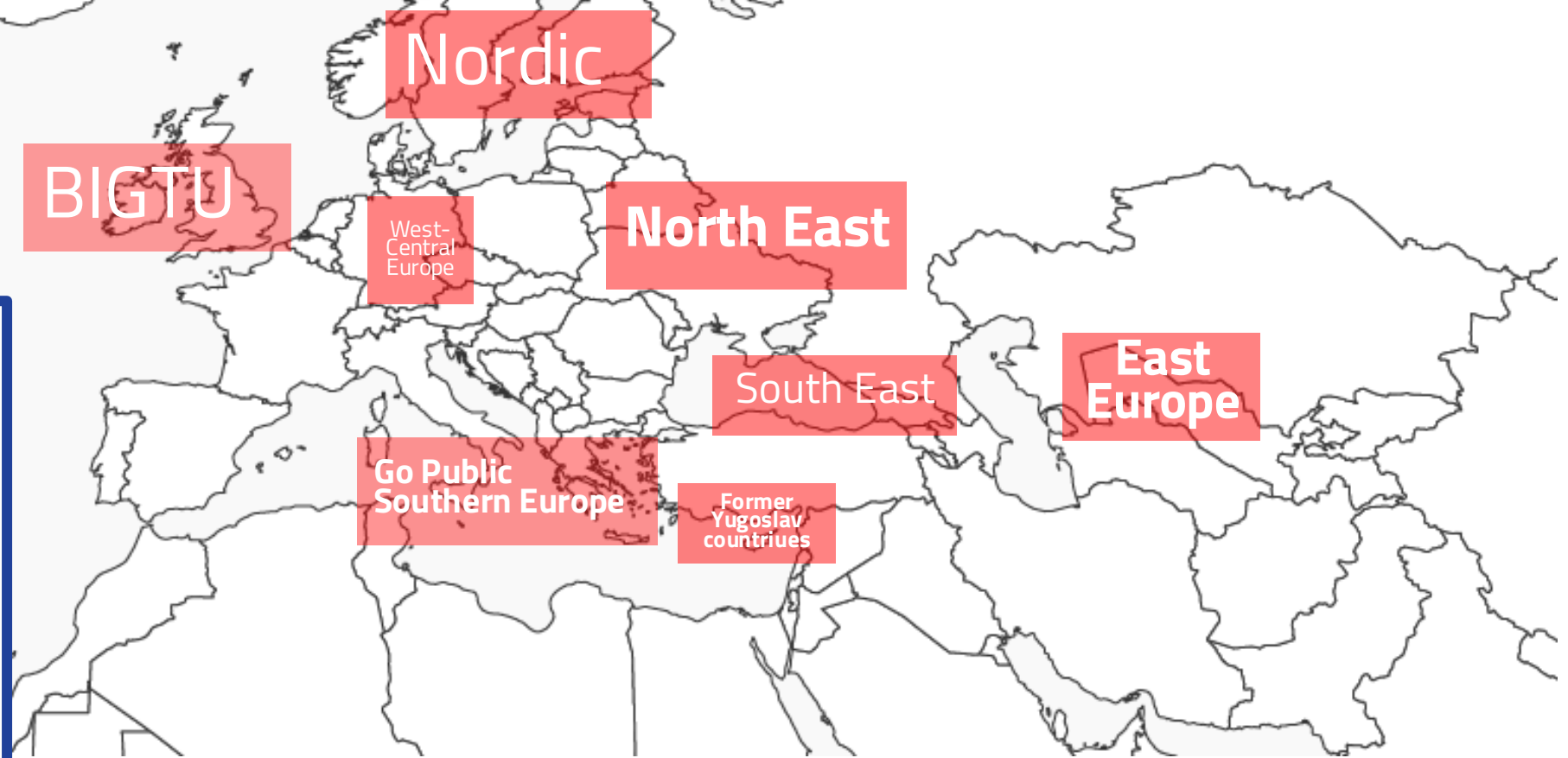
EU Teachers Agenda Digital Omnibus



Brussels focused, adapt to your own needs



Sub-regional organisation, GO Public Framework



East Europe

South Europe

South East?

?

European lobby and campaigning

Advocacy Members

- **European Council**
 - **National Government**
 - **National Ministry education**
 - **European liasons min ed. from your country**
- **National Parliament**
- **European Parliament**
- **National Stakeholders**
- **Press**
- **members?**

Conditions for success

- **Member engagement**
- **Community engagement**
- **Political engagement**

Research

Policy

Advocacy

Better Policies

Members

Advocacy ETUCE

Commission

- **Civil servants DG EAC, EMPL, Etc**
- **Political (Minzatu)**
- **European Parliament**
- **Stakeholders**
- **Press**
- **Campaign / social media**

etuce

Today



Alina Ujupan

Head of Cabinet Vice President Minzatu

- Discussing upcoming EU Teachers Agenda and upcoming Teachers Agenda
- We need to be forward looking and we can be critical
- Key question. **What can EU do?** How can we strengthen each other? Overlap?
- National perspective needs to be put into EU context. Actionable
- Is the Commission willing to really work with us and treat us as a profession? ETUCE EU Teachers Agenda.

Questions Council of Europe

- Does the Committee agree with the prioritisation laid out in the policy initiative table?
- Taking into account the 2024 resolution ‘Uniting against separation and hate – Advocating for inclusion and equity’ and the discussion at ETUCE’s Congress on history education. Do we include history education as part of ETUCE’s priority with regards to our democracy work with the CoE?
- What is the Committee’s view on a binding instrument on Academic Freedom? (Will also be discussed in HERSC)
- What is the Committee’s view on a Council of Europe Student Rights Charter? ? (Will also be discussed in HERSC)

Dues + Budget discussion

Dues + Budget discussion

Overview 2025				Declared minus paid	
Declared membership	Expected dues	Paid membership	Dues Paid	Membership	Dues paid
4,850,551	€1,838,780	2,827,985	€1,406,587.05	-1,979,566	€-436,075.05

Dues + Budget discussion

	ETUCE	Industrial	EPSU	UNI	EFFAT	EFBWW	ETWF	Eurocop	EFJ
Paid Membership	2,800,000	7,100,000	6,856,558	7,000,000	1,122,125	1,641,974	2,500,000	215,000	295,000
Base rate 100%	0.55	0.8	0.52	0.62	1.56	1.22	1.1	1.66	2.13
10%		0.08	0.05	0.06		0.12	0.11		
25%		0.2	0.13	0.16		0.31	0.28		0.41
50%		0.4	0.26	0.31		0.61	0.55		0.86
75%		0.6	0.39	0.47		0.92	0.55		1.43
110%		0.88							
CEE/SEE fixed rate					0.58				
Reference non-EU country dues	0.03-0,04	0.2	0.13	0.16	0.58	0.31	0.28		0.41

Dues + Budget

Variables

Data and transparency

- **Overall membership** (nationally validated)
- Membership **per sector** (which can affect salaries and dues)
- MO's **yearly budget**
- Which **individual members are counted** in membership reported by MO's?
 - Workers?
 - Students?
 - Retired?
- Dues **paid by individual members** to MO's **per month/year**.
 - Monthly/yearly average union fee individual education employee.
 - Differentiated dues for different groups (teachers, leadership, ESP, researchers) and different sectors. lower wage, lower fee for example
- **Contributions to (con)federations** and other ETUFs, if applicable.
- **Other variables** and insights that might be needed
 - GDP, GNI
 - Purchasing power
 - (diverse) salaries in the education sector
 - Wider societal-economic indicators. Other ETUFs are exploring this as well

Dues + Budget Possible actions

1. Change in dues structure and higher dues
2. Increase Member Organisations (MOs)
3. A better ratio and more transparency on declared and paid membership.
4. Additional targeted funding for priority areas. EPSU and UNI have an organizing fund to pay for regional organizing centers for example.

Dues + Budget

Questions and decisions

1. What are your initial thoughts and conclusions looking at the overview of the state of ETUCE's dues structure and the data provided?
2. What are your initial thoughts and conclusions looking at the comparison with other ETUF's
3. What are your initial thoughts and conclusions and possible follow-up regarding the four possible directions to increase ETUCE financial capacity
4. Does the Committee approve conducting a survey to all ETUCE members?
5. Does the Committee agree that the CDTF-UIL proposal should be rejected and that all ETUCE members should convince their national confederations to reject this proposal?

Advocacy and Campaigns

ETUCE Campaigns

Public group ☆ Not following 6 members

Home Create Page details Preview Analytics Published on 4/2/2026 Share Edit

Conversations Documents Notebook Pages Campaign Tracker Form ... Site contents Recycle bin Edit

TRUST
the TEACHERS

Campaign. Share. Amplify!

Find all material for ETUCE campaigns in one place and share your union's wins with colleagues across Europe.

etuce European Trade Union Committee for Education

ETUCE's Teachers Agenda

Campaign Tracker
Share your campaign initiatives

Fill the form

Campaign Toolkits

Campaign Tracker Form - EU Teachers Agenda

+ Add new item Edit in grid view Share Copy link All Items

ID ↓	Country	Union	Date	First name	Last name
3	Azerbaijan	COC	10/12/2026	Ahmad test	test
2	Albania	ACOD	10/03/2026	Ina2	Ina2
1	Belgium	ACVOD-CSCSP	rrrt	zertzert	zretqszert

STOP the Omnibus

Campaign Tracker
Share your campaign initiatives

Fill the form

Campaign Toolkits

Campaign Tracker Form - EU Teachers Agenda

+ Add new item Edit in grid view Share Copy link All Items

ID ↓	Country	Union	Date	First name	Last name
3	Azerbaijan	COC	10/12/2026	Ahmad test	test
2	Albania	ACOD	10/03/2026	Ina2	Ina2
1	Belgium	ACVOD-CSCSP	rrrt	zertzert	zretqszert



Campaign Tracker Form EU Teachers Agenda

* Required

1. Country *

Select your answer

2. Union *

Select your answer

3. Date *

(m/d)

Enter your answer

4. First name *

Enter your answer

5. Last name *

Enter your answer

6. Email address *

TRUST
theTEACHERS

European Parliament from your country

European National Representative / education liaison in Brussels

European Commission

Other

8. Political Party *

Use this option for both the national and European level. National political parties are linked to the European parties.

European People's Party (EPP)

Socialists & Democrats (S&D)

The Left

Greens

Renew Europe

European Conservatives and Reformists (ECR)

Patriots for Europe

Europe of Sovereign Nations

9. Activity *

Pick "General" if it is not linked to a European milestone listed below

Select your answer

10. Description *

Enter your answer

11. Links *

Enter your answer

12. Attachments *

[Click here to upload files](#)

I confirm I have uploaded the copy of applicant's passport

13. Support for ETUCE position

Against ☆☆☆☆ Very supportive

etuce ETUCE Campaigns

Public group ☆ Not following 6 m

Home

Create Promote Page details Preview Analytics

Published on 3/31/2026 Share

Conversations

Documents

Notebook

Pages

Campaign Tracker Form ...

Site contents

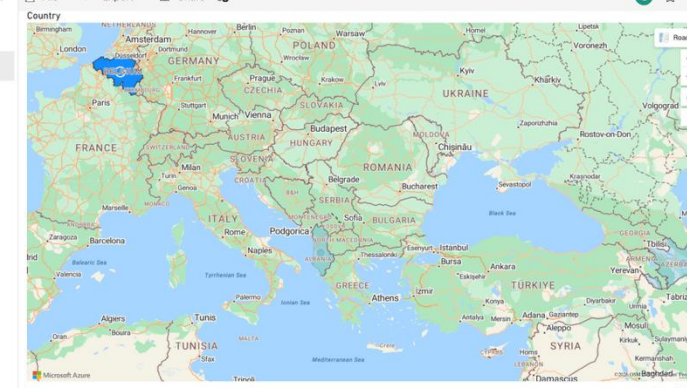
Recycle bin

Edit

Pages

Page 2

Page 1



etuce

European lobby and campaigning

Advocacy Members

- **European Council**
 - **National Government**
 - **National Ministry education**
 - **European liasons min ed. from your country**
- **National Parliament**
- **European Parliament**
- **National Stakeholders**
- **Press**
- **members?**

Conditions for success

- **Member engagement**
- **Community engagement**
- **Political engagement**

Research

Policy

Advocacy

Better Policies

Members

Advocacy ETUCE

Commission

- **Civil servants DG EAC, EMPL, Etc**
- **Political (Minzatu)**
- **European Parliament**
- **Stakeholders**
- **Press**
- **Campaign / social media**

etuce

European politics

New mandate and budget commission

- MFF area of concern
- EEA, Union of Skills
 - Basic Skills Initiative
 - Schools Alliance
 - EU Teachers Agenda
- ERA and Bologna Process
- Digital deregulation
- All about 'competitiveness'

Lobby and partners

- EC (DG EAC, DG EMPL), EP
- European Training Foundation (Candidate + partner), EU Schools network, EUIPO, etc,
- Council of Europe – Ministerial Conference December
- Civil society
- Countries → our members

Social Dialogue

- EFEE, Employers not representative
- Directive on Telework and right to disconnect. What's next?
- New partners -> ministries, EUA

Defending Europe's Digital Sovereignty, democracy and public education

ETUCE rejects US calls to dismantle EU digital rules: DSA, DMA, AI Act

etuce European Trade Union Committee for Education

ETUC and ETUI

- EU Mandate and MFF
- Social pillar
- Focus on public services and education
- Far right
- Union Renewal

Members

- Experts and networks
- Bridge the gap, organizing, capacity building, handbook not enough. Training, peer-learning
- Members need to be more active and visible national gov, and national EP



Europe Political Context

Geopolitical realignment, war in Europe, **authoritarian shift** globally and in Europe. The **EU is entering a new era** shaped by anti-democratic political forces, aggressive corporate lobbying, and growing U.S. pressure.

Language used now **competitiveness, resilience, security, autonomy**
New Commission: competitiveness, simplification = **deregulation**. Lobby **business dominant**. Other unions and NGO's increasingly sidelined, procedures not followed.

Digital deregulation. The **Digital Omnibus** is a **big (existential?) threat to public education, schools, the profession and workers** and members need to treat this as a national priority

Cordon sanitaire far-right is crumbling. On the Green Omnibus the EPP sided with the far-right. Commission now has option to pursue right/far-right alliance. Also on other policies, including, digital deregulation.



Completely new and unprecedented political situation in Brussels. Nationally and globally we can't afford to 'lose' Brussels

Europe Education Policies

General education: national competence

VET and Higher Education (ERA): mixed competence, big EU influence

But, for **general education** the '**soft power**' is immense:

European Education Area (EEA) Commission - Council direction where policies are created, circulated.

Erasmus+ and Horizon programmes aligned with EU priorities

'Basic Skills' good example: literacy, mathematics, science, digital, citizenship. Basis for national reforms.

It's **happening whether we like it or not**. (Education Council isn't going anywhere, Commission is ambitious, programmes are being rolled out.) **Big impact on candidate and partner countries**. Alignment and cooperation through the European Training Foundation. **Big impact globally**.

Increasingly closer working relationship EU-OECD-UNESCO



Europe Education Policies

Education framed all about **competitiveness** and the **labour market** (and wider context of deregulation/simplification, businesses).

Big business and **Big Tech** influence greater than ever before. Not aligned with public education.

Union of Skills as replacement of EEA? What will happen to the EEA? What is it exactly? Proposals **Union of Skills**: eg. Skills board with CEO's (now off the table)

Education Summits with businesses and Big Tech as primary stakeholders. "Every business should adopt a primary school"

Erasmus+ and **Horizon** programmes in service of economy and labour market. In practice opened up to businesses

Influential programmes: **Digitalisation, Democracy Shield, Preparedness**. Curriculum, teaching standards. Can schools and the profession cope with this policy tsunami?

EU Teachers and Trainers Agenda key focus