



Mainstreaming OSH into education, safe and healthy schools from the perspective of teacher unions

Susan Flocken
ETUCE Policy Assistant in charge of Health and Safety



European Trade Union Committee for Education

- European trade union industry federation for education within European Trade Union Confederation (ETUC)
- Represent 110 teacher unions in the EU/EFTA
- All levels of education (primary, secondary, VET and higher education), approx. 5.5 million teachers
- Autonomous organisation within the Education International Pan-European Structure
- European Social Partner in education at EU level
- Member of the Education and Training Coordination Group of the European Commission
- Member of several Clusters within the Education and Training 2010 Programme



ETUCE Main Health & Safety Objectives

- Support teachers to strive for appropriate, healthy and safe working conditions, concerning e.g. workplace, working time, workload, social protection
 - ➔ healthy and safe learning environment
- Achieve high quality education in Europe

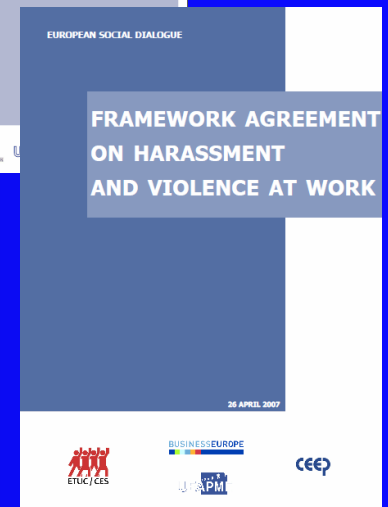
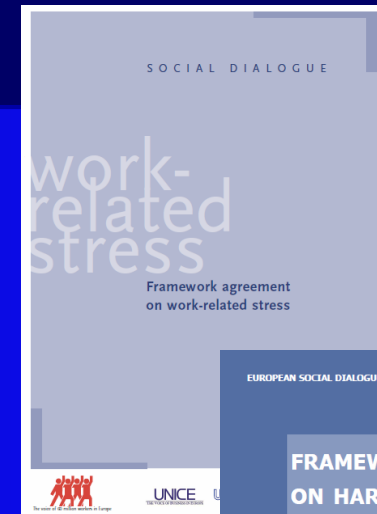


ETUCE Focus on Health & Safety

Council Directive 89/391/EEC
of 12 June 1989 on the introduction
of measures to encourage
improvements in the safety and
health of workers at work

European Autonomous Framework
Agreement on **Work-Related Stress** 2004
signed by ETUC, CEEP & UNICE-UEAPME

European Autonomous Framework
Agreement on **Violence and Harassment** 2007
signed by ETUC, CEEP, Businessseurope & UEAPME





ETUCE Projects on Work-Related Stress

11/2006 – 09/2007: Improving expertise on teachers' work-related stress and assisting ETUCE member organisations in implementing the ETUC UNICE/UEAPME CEEP autonomous framework agreement on work related stress

11/2008 – 10/2009: Teachers' work-related stress: Implementing the ETUCE Action Plan and the European Autonomous Agreement on Work-Related Stress





ETUCE Projects on Violence in schools

09/2007 – 07/2008: Trade Unions concerned for Education: Violence in schools “Preventing and tackling violence in schools”



09/2009 – 10/2010: Teacher trade unions concerned about Violence at school – Cyber-harassment



ETUCE Projects on Health and Safety Issues: Aims

- Raise awareness on the topic
- Improve expertise concerning WRS/Violence in schools
- Exchange information and best practices on teachers' work-related stress/violence in schools
- Support teacher unions in the establishment of risk assessment systems on WRS in schools
- Support the inclusion of psychosocial hazards (focus on WRS) in collective agreements in the education sector



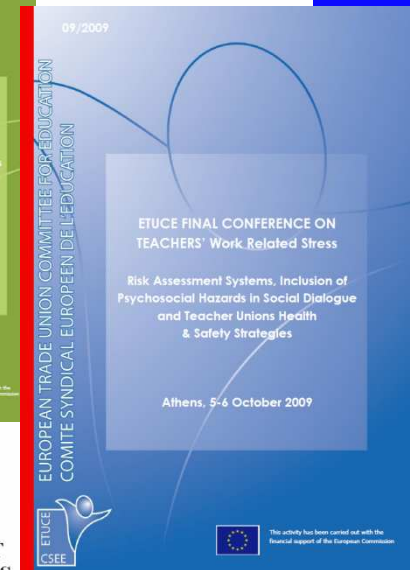
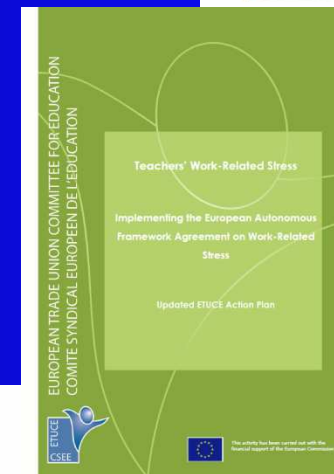
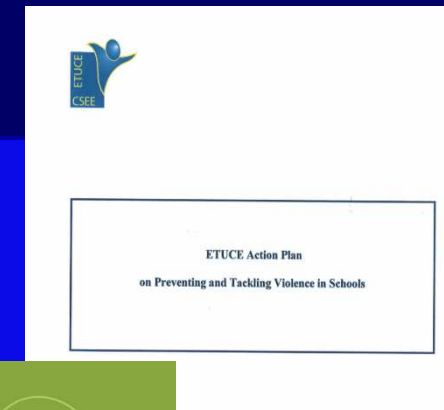
ETUCE projects: Methods

- Project steering groups with teacher union experts
- Surveys on the issue among all ETUCE member organisations in the EU/EFTA and in the EU candidate countries
- Occupational Health and Safety website:
www.edu-osh.eu



ETUCE projects : Results

- ETUCE implementation guide on the Autonomous Framework Agreement on work-related stress
- ETUCE Action Plans on WRS/ Violence in schools
- Project Implementation Report



An ETUCE implementation guide for teacher trade unions



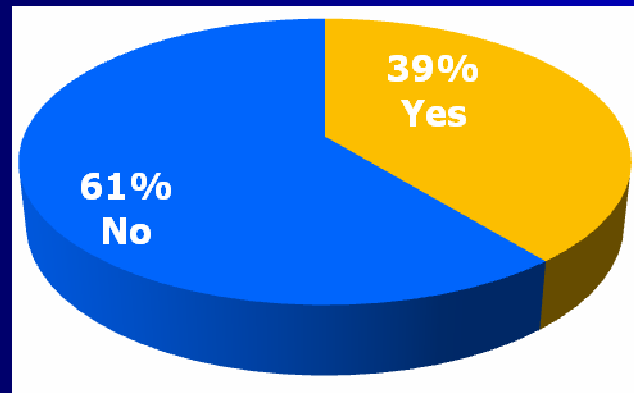
Some Results in Numbers: H&S Representatives

- Training for School Head Teachers on WRS
 - 65% non existent
 - 35% yes, but on an irregular basis
- Training for H&S Representatives at school level, organised
 - 61% by the teacher union
 - 39% by the employers
 - 35% by H&S authorities
 - 26% by others (private organisations, consultancies, etc.)

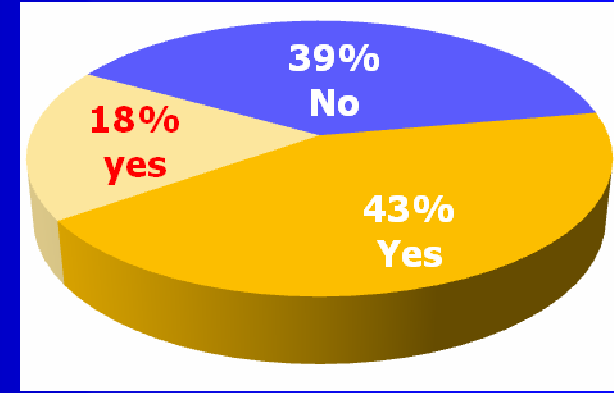


Some Results in Numbers: H&S Representatives

- H&S Representatives dealing with Teachers' WRS in school



- Training for H&S Representatives on WRS
61% yes, but only



→ 18% receive training and deal with WRS in school



Some Results in Numbers: H&S Representatives

Difficulties in Implementing Measures on WRS

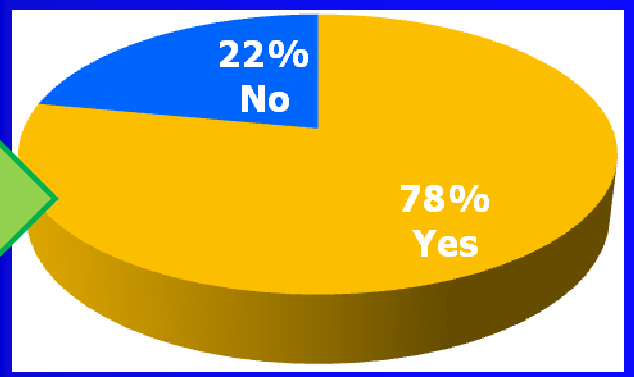
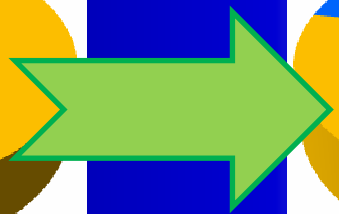
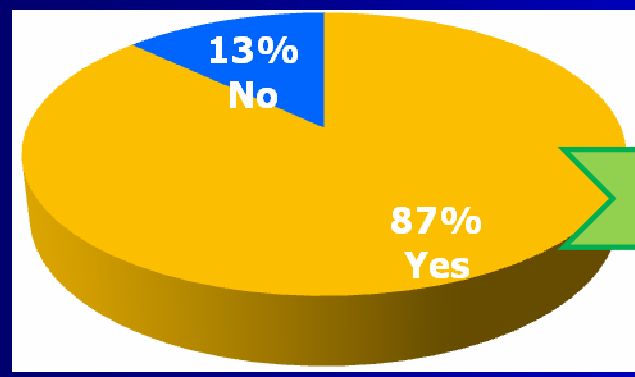
- National governments do not accept to include WRS in labour legislation
- In some member states WRS is not considered an issue in education
- Lack of financial support by the government to perform H&S tasks
- Lack of time and difficulty to transform knowledge into action



Some results in numbers: H&S Representatives

- Dealing with H&S in the Teacher Union
 - 57% one person
 - 9% Unit
 - 39% H&S working group
 - 13% No representative dealing with H&S

- Unions working on Teachers' WRS out of 87%:





ETUCE Good practice examples

Finish Teacher Union, OAJ

National target for 2010

Sustainable Development Action Programme
cooperation by teachers, school staff, students and
school management

1. Concrete action plan with targets, means of implementation, timetables, resources & responsibilities
2. Sustainability criteria & self-evaluation for continuous improvement
3. Checklist to understand and evaluate social sustainability and occupational H&S in school



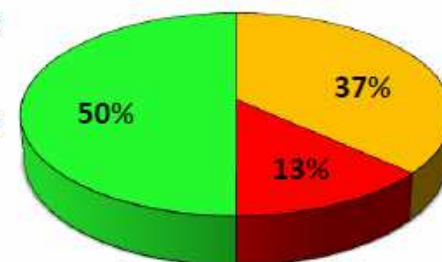
Some results in numbers: violence and harassment in education

Is cyber-harassment being dealt within the social dialogue system of the education sector in your country?



Is there training for Health & Safety representatives on violence and harassment?

- Yes, and cyber harassment is included
- Yes, but cyber harassment is not included
- No

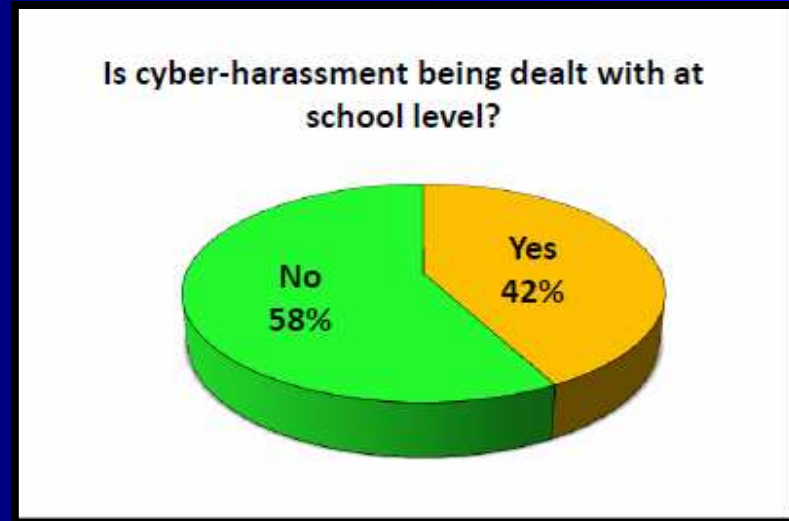


Violence and harassment in many countries is dealt with primarily in legislation – not through agreements or social dialogue.



ETUCE Good practice examples

Cyber-harassment at school level



- School codes of behaviour and charter on dignity at the workplace – Ireland
- Preventing students from collecting digital data during school hours – Malta and CZ
- Anti-cyber-harassment guidance for the whole school community – United Kingdom



THANK YOU FOR YOUR ATTENTION.

http://etuce.homestead.com/etuce_en.html

www.edu-osh.eu