

# EFEE

# The European Federation of Education Employers

## Meeting future challenges together

The European Federation of Employers in Education (EFEE) is a dynamic European organisation created in February 2009 to **represent the interests of employers** in the strategic and highly diverse education sector.

**EFEE represents employers at all levels of education across 18 European countries and is recognised** by the European Commission as the social partner organisation for employers in the education sector. Accordingly we are regularly consulted by the Commission on education, social and employment policy issues. We take part in the European social dialogue with trade unions representing staff in education, and can make agreements with them at European level.

We are now a rapidly expanding network representing education employers across Europe from **all levels of education**, from pre-school, to primary and secondary school, vocational/ further education, higher education and research and adult education, including different national organisations (education councils, associations of colleges & universities, ministries, local and regional authorities).

**Our mission is** to improve the quality of teaching and school management through European cooperation and dialogue.

## Our work includes

Furthering **social dialogue** between employers and trade unions and the European institutions

Representing the interests of our members at **European level**

**Influencing European policy**

Expanding our member **network** and advancing stakeholder **partnerships**

Participating in European thematic working groups

Exchanging information and best practices

Developing strategic policy **research**

**‘Meeting  
future  
challenges  
together’**

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# The importance of developing a strong sectoral voice

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The education sector comprises 14.7 million workers and educates 93 million pupils and students across the 27 member states of the European Union. It is the **largest employment sector in the labour market** and is of unparalleled strategic importance in terms of generating growth and prosperity.

Therefore, creating a solid and far-reaching network of stakeholders genuinely committed to dialogue with Europe is a crucial step in ensuring international cooperation.

## The benefits of EFEE membership

EFEE represents employers from the education sector as a whole and, in conjunction with our partner organisations the trade unions for education ETUCE, EPSU and CESI we are **recognised European social partners** by the European Commission. Together, we form the **European Sectoral Social Dialogue Committee in Education (ESSDE)** focussing on labour and employment issues in the education sector.

We bring a strong voice to the **European Social Dialogue** process and have gained significant recognition by the European Commission within this framework. We thus play a role in **policy-making at European level** and respond constructively to a wide range of social partner consultations.

EFEE and its members are also represented at high level European conferences and seminars to which European social partners are invited. Thanks to the strong foundations of EFEE, we can **act as a portal** to other networks, international projects and funding. We want our members to get ahead and we aim to help stimulate an **exchange of knowledge and best practices** among member countries.

## Creating strategic partnerships

We have also developed a strong relationship with the **European Centre for Employers and Enterprises Providing Public Services (CEEP)**. Our relationship with CEEP means that we are able to further promote EFEE interests at European level in close partnership with a recognised cross-sector social partner. Together other sectoral organisations like ourselves, we are actively involved with CEEP in the **European Public Services Employers Forum**.

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# Why get involved?

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EFEE currently consists of 28 employers' organisations from 18 EU/EFTA countries and is always eager to welcome **new members** and develop new partnership opportunities.

Although education policy is under the main responsibility of each Member State (at national or at local or regional level), EFEE recognises that the institutions of the European Union have developed several education initiatives, policies and programmes during the last decade: Erasmus/ Comenius programme, Life Long Learning policies, the European Qualifications Framework, programmes on quality in education and the European Skills and Competences and Occupations system for example.

Moreover, the European and international education context has a direct influence on labour market and employment issues like teacher mobility and working conditions. EFEE considers it therefore very **important to take active part in that process**, to influence this EU policy in such a way that our national organisations wish. Knowing the European decision-process and being part of it **empowers our members**.

Our aim as employers' organisation is thus to work together with trade unions and European institutions to identify challenges in the education sector, develop common solutions and make them work across Europe.

**'Labour, market and employment issues'**

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# Communicating with Europe

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## What does Europe mean for employers in education?

Understanding the European context is part of the rationale behind EFEE. Knowledge means power and influence.

As European institutions have partial responsibility for regulation in the area of labour market, social affairs and employment issues, their **decision-making process** can directly affect employers in the education sector. The European Commission can make proposals in the area of working time, safety in the workplace, mobility, maternity leave and a broad range of related issues.

As a partner in the social dialogue consultation process EFEE is officially consulted by the European Commission before they send a proposal to the European Parliament.

Creating a **knowledge-based economy** will become one of the driving forces behind Europe in the next decade. Related to this, there is a growing trend for increased European initiatives in the area of education. It is important that EFEE becomes an integral part of this process now, in order to help build a prosperous future together.

## Looking to the future

**Education, training and resources** are at the core of a future strategy for Europe that will be based on developing a strong education system and synergies between member states. These factors combined will ensure that knowledge becomes an engine for sustainable growth, allowing us to collectively move out of the global financial downturn towards greater opportunities and social cohesion.

This future strategy for education and training in Europe is based on **two key European Commission documents**:

*The Europe 2020 Strategy*, which aims to further develop growth and job creation by focusing on key policy areas including education. We closely follow the flagship initiatives 'Youth on the move' & 'Agenda for new skills for new jobs' and the forthcoming EC policies and funding possibilities.

*The Education and Training 2020 (ET 2020)*, which is a **strategic framework** adopted in May 2009. The strategy targets all levels of education and training and includes four main objectives:

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Making lifelong learning and mobility a reality

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Improving the quality and efficiency of education and training

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Promoting equity, social cohesion and active citizenship

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Enhancing creativity, innovation and entrepreneurship.

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# Our Activities

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EFEE contributes to the **improvement of education across all member states of the European Union** by focusing on six main activities:

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Consultation by  
the European Commission

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Social Dialogue with the unions

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Participation in European  
Thematic Working Groups of  
the European Commission  
(DG Education and Culture in  
particular)

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European projects for our members:  
exchanging ideas & experiences

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Research

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Consultancy & Advice

Since 2010 EFEE has been running a series of targeted **working groups** in collaboration with the trade unions in education. They give every member of EFEE the opportunity to become involved in detailed discussion.

We focus on 3 key themes:

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Quality in Education

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Demographic challenges  
(recruitment & selection,  
gender, active aging, diversity)

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Higher Education & Research

EFEE is also running an independent working group focusing on **Leadership and Good Governance in schools** and we are participating in different EC Thematic Working Groups (like on Teacher Professional Development).

**‘Improving  
education  
across**

**all member  
states of  
the EU’**

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# Contact us

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