

// GEW LEHRKRÄFTEARBEITSZEITKONFERENZ SEPTEMBER 2023 //

**FLC CGIL - International webinar  
6th October 2023 -  
ETUCE campaign  
#MakeTeachingAttractive**

**Situation in Germany**

**Gesa Bruno-Latocha, GEW – German Education Union**

# Who we are

- **Gewerkschaft Erziehung und Wissenschaft**  
= „Union of Education and Science“
- All education levels from early childhood to universities
- 280.000 members
- member of DGB (Deutscher Gewerkschaftsbund)
- member of etuce
- biggest education union in Germany
- 16 autonomous state branches (Landesverbände) in the 16 federal states in Germany
  - education is organized on federal state level, not on the national level

# National Campaigning on Education

Gewerkschaft  
Erziehung und Wissenschaft



- „**JA13**“ – GEW campaign since 2013! Aims at rising the wages of primary school teachers to the level of secondary schools  
→ *successful in 13 out of 16 federal states!*
- <https://www.gew.de/ja13>
- „**BildungswendeJETZT!**“ (i.e. „*education turnaround NOW*“)
  - broad alliance of 180 civil society organisations
  - demonstrations in 29 cities across Germany on 23. September 2023
  - Claim: „**100 Billion € Investment in Education**“
- <http://bildungswende-jetzt.de/>
- Online petition: „We need more teachers NOW“
- Handing over 130.000 signatures to the president of „Kultusministerkonferenz“ (*conference of the 16 federal education ministers*) on 12. October
- <https://www.gew.de/lehrkraeftemangel/petition-personalnot-bekaempfen>

# Estimated gap between teacher demand and teacher supply

- **School teachers**

- between **24.000** (state ministries) and **63.000** (GEW) to keep status quo
- At least **87.000** including pedagogical improvements (smaller classes, inclusion etc.)
- 8,6 % of actual teachers without proper teacher training
- <https://www.gew.de/15-punkte-gegen-lehrkraeftemangel>
- Newest GEW-projection: [https://www.gew-hessen.de/fileadmin/user\\_upload/1\\_themen/bildungsfinanzierung/2309\\_A4\\_lehrkraeftebedarfsberechnung.pdf](https://www.gew-hessen.de/fileadmin/user_upload/1_themen/bildungsfinanzierung/2309_A4_lehrkraeftebedarfsberechnung.pdf)

- **Pre-school teachers:**

- **100.000** needed to keep status quo
- **300.000** including pedagogical improvements (smaller classes, all-day schools etc.)

# Empirical studies on teachers' working time and workload

- Scientifically robust studies show high rates of overtime
  - Data collection over a whole school year including school holidays
  - Capturing all teachers' tasks and duties
  - Standardized measurement of mental load and health risks
- 2017/18 (Lower Saxony), 2020 (Frankfurt), 2021 (digitalization), 2022 (Saxony), 2023/24 (Berlin)
- *In English:*  
slides on the empirical study on digitalization and workload:  
<https://kooperationsstelle.uni-goettingen.de/dokumentation/tagung-work2021-work-beyond-crisis>

## Judgement of the European Court of Justice (Grand Chamber) 14 May 2019

- “Consequently, in order to ensure the effectiveness of those rights provided for in Directive 2003/88 and of the fundamental right enshrined in Article 31(2) of the Charter, the Member States must require employers to set up an objective, reliable and accessible system enabling the duration of time worked each day by each worker to be measured.” (no.60)
- This ruling also applies to teachers!
- German teachers’ employers refuse to accept this fact!
- <https://curia.europa.eu/juris/document/document.jsf?jsessionid=95BED4EB68E692725A9D4FC13C830264?text=&docid=214043&pageIndex=0&doclang=EN&mode=req&dir=&occ=first&part=1&cid=7965679>

# Right to strike for civil servant teachers: ECHR – lawsuit

- In Germany **civil servants are not allowed to strike** –  
irrespective of their specific duties  
→ also comprises teachers in a civil servant status  
(= 80% of all school teachers)
- Many trials after several teachers' strikes in 2009 - 2015
- GEW supported the appeal of four members against the ruling of the German Constitutional Court in 2018
- Oral proceedings in the European Court on Human Rights (ECHR) in Strasbourg on March 1<sup>st</sup> 2023
- **Now we are waiting for the (written or oral) pronouncement of the judgement!**