



# ZWIĄZEK NAUCZYCIELSTWA POLSKIEGO

ROK ZAŁOŻENIA 1905

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## ZARZĄD GŁÓWNY

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Warsaw, 29 October 2024

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Dear Colleagues,

The Polish Teachers' Union (ZNP) fully supports the demands for wage increases above inflation and stabilisation of the salaries of the 250,000 thousand educational workers employed on annual contracts.

The Polish Teachers' Union appeals to the Italian government, including the Italian Ministry of Education, to initiate dialogue with the FLC CGIL to resolve these issues urgently.

At the same time, ZNP draws attention to the unprecedented scale of the crisis of the teaching profession worldwide. There is a shortage of hundreds of thousands of teachers in European countries; given that almost 40 per cent of European teachers are aged 50 or over, and only 6 per cent are under 30, the problem is set to get worse.

Studies and reports cite the declining attractiveness of the teaching profession due to low salaries as reasons for the teacher shortage. The teachers' salaries are compared to the earnings of workers who have a similar level of education and qualifications but work in other professions, and this outcome is not satisfactory for teachers. On top of this, these salaries are deteriorating due to inflation and the lack of systemic regulation to maintain their real value.

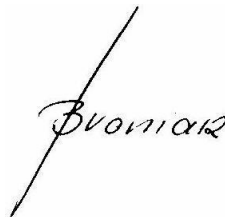
Due to the structure of the education systems, the opportunity for career advancement in education is quite limited, limiting the possibility of career-related earnings growth.

At the same time, societies are expecting more and more from teachers. There is an increase in administrative tasks and tasks related to the diversity of student groups, the individualisation of the teaching process and the adaptation to the expectations of students with special needs. Also, preparation for the changing labour market means that schools, and therefore teachers, have to react quickly to changes in civilisation, constantly train and improve their qualifications.

Quality education depends on teachers and their well-being. Unfortunately, there is a decreasing sense of social insecurity among teachers due to the lack of permanent employment. This is detrimental to the motivation to stay in the profession and results in less than one in five teachers believing that teachers' work is not valued by society.

The Polish Teachers' Union wishes that your strike will open the eyes of those in power to the problems of education and teachers and that they will understand the harm of maintaining a situation where a quarter of teachers have no security of permanent employment. We wish you success!

With friendship and solidarity,

A handwritten signature in black ink, appearing to read 'Broniarz', is written over a diagonal line that extends from the top left towards the bottom right.

Sławomir Broniarz  
President of ZNP

### **Polish Teachers' Union/ Polish Teachers' Union**

The ZNP's history dates back to 1905, i.e. the period of the Partitions of Poland when a group of country teachers under Russian occupation laid the foundations for the institution defending the Polish language, teachers' rights and promoting quality education. The ZNP is Poland's oldest and biggest teachers' trade union. We are a uniform, voluntary, independent and self-governing organisation of teaching and education staff employed in primary, secondary, higher education and science. We represent about 200 thousand teachers and education workers. The ZNP is affiliated with the European Trade Union Committee for Education (ETUCE) and with Education International (EI).