



Joint report from the Social Partners in the Education sector on the Implementation of the Multi-Sectoral Guidelines to Tackle Third-Party Violence and Harassment Related to Work

This report was adopted by the Social Dialogue Committee of the Education sector at its plenary meeting on 12 November 2013.

Whereas the [Multi-Sectoral Guidelines to Tackle Third-Party Violence and Harassment Related to Work](#), agreed and committed to in 2010 by the European Social Partners from the education, local governments, hospital, private security and commerce sectors, represented by ETUCE, EFEE, EPSU, CEMR, UNI-EUROPA, HOSPEEM, COESS and EUROCOMMERCE, stipulate in point **(IV) Implementation and follow-up, Stage 3 - Monitoring and follow-up**, that the signatory social partners will give a progress report in 2012 to their respective sectoral social dialogue committees and entrust the European Social Dialogue Committees of the respective sectors to prepare a joint report, ETUCE and EFEE wish to provide the European Sectoral Social Dialogue Committee for Education with the joint report on the progress made in implementing the multi-sectoral guidelines in the education sector.

In 2011/2012 ETUCE and EFEE carried out a project on ***Social Partners in education concerned about Violence in Schools: How to Prevent and Mitigate Third-Party Violence and Harassment in Schools***. Promoting joint action of ETUCE and EFEE against third-party violence and harassment in education, this initiative contributed to the EU employment and social policy objectives as stipulated in the [Europe 2020 Strategy](#) with its [flagship initiatives for smart, sustainable and inclusive growth](#) and in the [Renewed Social Agenda](#)¹.

The project also aimed to continue supporting national education stakeholders in implementing the social partners' action plans in this area, the European Framework Agreement on Harassment and Violence at Work and notably the [Directive 89/391/EEC](#) on the introduction of measures to encourage improvements in the safety and health of workers in the workplace in line with the EU's health and safety strategy.

With this initiative, the social partners in education aimed to further raise awareness on the issue of third-party violence and harassment in the education sector at school level and to further promote the multi-sectoral guidelines to tackle third-party violence and harassment related to work amongst the social partners in the education sector at national, regional and local level in Europe. ETUCE and

¹ It furthermore supported the European Commission Communications COM(2002)341, COM (2004)557 and SEC(2010)964.



EFEE explored to what extent third-party violence and harassment are addressed in the education sector in Europe, delineated the action of teacher unions and education employers on measures preventing third-party violence and harassment to support the work on this issue. For this purpose, two regional seminars took place on 26 April 2012 in Warsaw and on 7 June 2012 in Brussels, where the outcome of the three case studies to education institutions in Spain, Sweden and Poland were presented².

At the Closing Conference on 22-23 October 2012 in Brussels, the participants discussed the *draft practical implementation guide for the education sector on the Multi-Sectoral Guidelines to Tackle Third-Party Violence and Harassment related to Work*. The final document is to be presented for adoption to the European Sectoral Social Dialogue Committee for Education in 2013.

Next to giving a definition of third-party violence and harassment for the education sector, the implementation guide³ provides schools, social partners in education and other stakeholders in education with concrete and practical recommendations of good practices on preventing and reducing third-party violence and harassment in schools and to support them in implementing the Multi-Sectoral Guidelines to Tackle Third-Party Violence and Harassment Related to Work. It seeks to assist them in developing and setting up practical steps to increase the awareness on third-party violence and harassment in schools. Most importantly, the guide should be seen as a preventative tool to eliminate and mitigate occurring acts of violence and harassment by third parties as well as to remove the structures that help third-party violence and harassment grow.

The implementation guide does not provide an 'off-the-shelf' solution; instead the guide should be understood as a supporting tool on how to deal with the issue and should be assessed and adjusted to the national conditions concerning third-party violence and harassment of teacher and education employees, specifically taking into account the circumstances of each individual working place.

The guide lists six steps to take in preventing and mitigating third-party violence and harassment in schools:

Step 1 Taking Stock – Start by understanding the situation

Step 2 Cooperation – Establishing appropriate and well-directed measures

Step 3 Promoting good practices

Step 4 Reporting incidents – knowing how and where to ask for assistance

Step 5 Initial and Continuous Training

Step 6 Monitoring and Follow-up

The implementation guide is based on the results of the project activities to which representatives of both, the European Trade Union Committee for Education (ETUCE) and the European Federation of Education Employers (EFEE) actively contributed. Appreciating the different cultural and country contexts, the social partners confirm their mutual interest to reach the shared goal where schools, which are the working environment for teachers and other school staff and the learning environment for young people, are safe and secure to ensure the best possible setting for teaching and learning.

² Reports on these activities are available at: http://teachersosh.homestead.com/3rd-Party_Violence/thirdpartyviolencedescription.html

³ See annex.



With a view to bring about a sustainable change that has a lasting impact on the school environment, actions determining and strengthening the fundamental values in school (e.g. mutual respect, democratic citizenship) should start at an early age and involve all stakeholders in education, social partners, school leaders, teachers, students and parents alike. For this, continuous public investment in education is needed at all levels to ensure high quality education, including the prevention of third-party violence and harassment, as prerequisite for healthy and safe schools.

The purpose of the implementation guide is to support the creation of an atmosphere where children can learn and teachers, education employees and employer representatives can perform their job in a positive, healthy and safe setting. The document reflects the work of the social partners in education on the prevention and reduction of third-party violence and harassment in education on which further joint actions at European, national, regional and local level may be developed.

This joint report from the social partners in education will, together with the reports from the other sectors involved in the multi-sectoral initiative on the prevention of third-party violence and harassment, contribute to the multi-sectoral final joint evaluation which is to take place in 2013 in accordance with the Multi-Sectoral Guidelines to Tackle Third-Party Violence and Harassment Related to Work.

Annex:

Implementation Guide for the Education Sector of the Multi-Sectoral Guidelines to Tackle Third-Party Violence and Harassment Related to Work

