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To: Mr. Pavel Filip
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Brussels, 23 March 2017

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Subject: ETUCE supports its member organisation ESTUFM in Moldova in its fight for education personnel's decent salaries

Dear Prime Minister,
Dear Speaker,

The European Trade Union Committee for Education (ETUCE) is the European Region of Education International (EI), the global federation of teacher unions representing more than thirty-two million education employees in about four hundred organisations in one hundred and seventy countries and territories, across the globe.

With this letter, ETUCE reconfirms its solidarity and support with its member organisation, the Education and Science Trade Union Federation of Moldova (ESTUFM), who is demonstrating in front of the Government buildings and the Parliament of the Republic of Moldova on 23 and 24 March 2017.

ESTUFM is concerned that after two months of negotiations on increasing salaries of auxiliary teaching and non-teaching staff, the government officials suggested to increase the salaries of the latter by only 100 Lei (MDL) (4,8 EUR). In January 2017, ESTUFM informed ETUCE that the minimum wage in the country is currently 1863 Lei (MDL) (86,50 EUR). Auxiliary teaching and non-teaching staff's salary is 1000 Lei (MDL) (46,50 EUR) in Moldova. The ratio of average salary in the education sector to average salary in the national economy is of 79.6%, while the official teacher's salary constitutes only 57% of the average wage in the national economy.

Knowing this and welcoming your commitment to maintaining dialogue and mutual cooperation with education social partners, ETUCE calls on you to make meaningful proposals and take the necessary steps towards ensuring both decent working conditions

and the recruitment and retention of education personnel in Moldova. The negation results need to be serious in order to confront the problems of lack of attractiveness for the teaching profession, the drift of qualified teachers towards financially more rewarding professions in the private industry and the brain drain that the country is witnessing. Thereby, it is important to guarantee that reforms and measures in education are focused on improving the image and prestige of the teaching profession and on tackling the serious shortage of qualified education personnel faced by the education institutions in Moldova. This can be made possible through, among others, guaranteeing decent salaries and working conditions and more public funding on the continuous professional development of education personnel in Moldova.

Furthermore, as a State Party of the International Covenant on Economic, Social and Cultural Rights, the Republic of Moldova is legally bound by its provisions, in particular, by sub-paragraph (a) (2) of article 7 whereas [...] *“The States Parties to the present Covenant recognise the right of everyone to the enjoyment of just and favourable conditions of work which ensure, in particular: (a) Remuneration which provides all workers, as a minimum, with: (ii) A decent living for themselves and their families in accordance with the provisions of the present Covenant”* [...].

It is apparent that, negative implications of the austerity measures adopted by governments in response to the economic and financial crisis remain in many European countries, nevertheless, governments should recognise [...] *“that it is their moral imperative to seek an exit from the crisis for the sake of future generations, and to advance strong sustainable growth and employment initiatives – which necessitate increased investment in education – to boost the European economy”* [...]. By these means, governments should consider education is an ultimate tool to fighting illiteracy and as its consequence poverty that impede the crisis recovery process.

To this end, ETUCE stands unreservedly with its member organisation in their mutual fight for decent salaries in the education sector. ETUCE is confident that you continue meaningful negotiations with ESTUFM in order to find a constructive solution that is beneficial both for education personnel and students in Moldova; to find an agreement that is worthy of the true commitment of the government and the union to quality education for all

ETUCE continues closely monitoring the situation and supporting its member organisation.

Yours sincerely,



Susan Flocken
European Director