

Independent Union of Research and Higher Education Employees of Croatia
Florijana Andrašeca 18C
10000 Zagreb
CROATIA

Zagreb, 1. December 2025.

Mr. Ruslan Stefanchuk
Chair of the Verkhovna Rada of Ukraine
mailto: email address of TUESWU

Subject: Urgent Appeal to Withdraw Amendments Restricting Teachers' Rights

Dear Mr. Stefanchuk,

On behalf of the Independent Union of Research and Higher Education Employees of Croatia, we express deep concern regarding the proposed amendments included in the Committee on Education, Science and Innovation's conclusion to the Draft Law "On the State Budget for 2026."

These amendments would violate Ukraine's Constitution, decisions of the Constitutional Court, and international obligations under ILO Conventions 87, 98, and 151, as well as commitments to UNESCO and the Council of Europe. They also disregard the principles of social dialogue and partnership with the Trade Union of Education and Science Workers of Ukraine (TUESWU).

If adopted, these changes will severely damage the resilience of Ukraine's education system during wartime, harm millions of students, and jeopardize post-war recovery.

We respectfully urge you to withdraw the proposed amendments and

- Prevent an increase in weekly workload for teachers
- Prevent the dismissal of employees and their transfer to fixed-term contracts
- Comply with the provisions of the Law on Education, which stipulates that the minimum salary for educators should be three times the minimum wage
- Engage in meaningful negotiation with TUESWU which represents one million teachers

Education is a cornerstone of Ukraine's future. Protecting teachers' rights is essential to safeguarding quality education and national recovery.

We stand in solidarity with TUESWU and call on the Parliament to uphold democratic principles and social justice.

Sincerely,



Prof. Predrag Marković, PhD.
President of the Grand Council
Independent Union of Research and Higher Education Employees of Croatia
predrag@nsz.hr