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Answer given by Mr Micallef
on behalf of the European Commission
(6.11.2025)

The Commission is aware that teacher shortages have become a major concern across the EU, placing additional strain on the existing workforce. Shortages are closely connected to the broader challenge of the low attractiveness of the teaching profession. The Union of Skills¹ announced an EU Teachers and Trainers Agenda in 2026, to help Member States tackle teacher shortages, improving teachers' working conditions, and improving career prospects. Also, approximately 1 billion EUR is foreseen under European Social Fund Plus to support the education and training systems in Greece.

The Commission recalls that Directive 1999/70² requires Member States to adopt effective measures to prevent abuse of successive fixed-term employment contracts but leaves Member States a certain margin of discretion as to how they achieve this objective. The Treaties do not confer to the EU competence to adopt binding guidelines on how to prevent abuse of such contracts in the Greek school system.

Since 2019, following a decade of no hirings in education, Greece proceeded with permanent appointments of teachers to address staff shortages in schools and phase out the extensive use of substitute teachers. However, existing public data does not allow to assess whether all needs are covered. A reduction of school students is projected for the coming years. Reliable data as well as systematic monitoring of the teaching force would be necessary to understand the changing demand for qualified teachers.

¹ COM(2025) 90 final.

² Council Directive 1999/70/EC of 28 June 1999 concerning the framework agreement on fixed-term work concluded by ETUC, UNICE and CEEP (OJ L 175, 10.7.1999, p. 43) - <https://eur-lex.europa.eu/eli/dir/1999/70/oj/eng>.