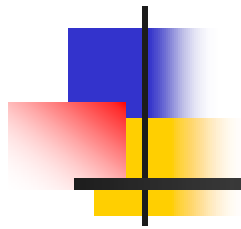


# PARTNERSHIPS TO PROMOTE TEACHERS' TRAINING AND STATUS



*Elie Jouen*

*Deputy General Secretary*

*Education International*

**Oslo, 13-14 November 2005**



## *EFA' success requiers a massive recrutement of new teachers*

---

- This massive recrutement of new teachers has to be realized in a very difficult economical and financial context.
- Effects of rationalisation of available ressources and adjustment policies did have a limited impact.
- EFA shall be only realized through a new policy of recrutement of 25 to 30 millions of new teachers



# *Adjustment policies have reached their limits*

---

- Some reminders
  - *Teacher training schools (Ecoles normales) closed down*
  - *Double vacation class-rooms*
  - *Reduction of teacher salaries*
  - *Anticipated retirement after 30 years of service*
  - *Recrutement para-professionnel teachers*



## *Adjustment policies have brought some progress*

---

- General increase of the access rate to EFA
- Improvement of girls' access
- But the main objective of access for all to education by 2015 remains far away
- Important to have access to accurate data. The work done by UNESCO must be underlined



# *Qualitative outcomes of the adjustment policies*

---

- In most cases, education quality level delivering has gone down:
  - Very limited duration of teacher training or not existing at all;
  - Teacher demotivation
  - Poor education environnement (educative material, inappropriate scholl buildings) not facilitating learning
- Important to have a fair appreciation of the qualitative consequences of the adjustment policies: the last year Unesco monitoring report on « *Quality education* » has already brought some answers



## *Is there still some room with structural adjustment policies ?*

---

- In most cases global salary teacher cost reached +/- 90% of the national education budget.
- Recrutement of para-professionnal teachers is a financial possible alternative, but pedagogicaly and politicaly dangerous
- 1st conclusion: *EFA shall not be realized by 2015 by only continuing financial adjustment policies*



# *A massive recruitment of new teachers is necessary to realize EFA by 2015*

---

- From 25 to 30 millions of new teachers at the world level with very high financial consequences. EFA will cost a lot or will not be implemented.
- The Fast Track initiative has some difficulties to become a reality.
- Very political strategic choice to make by countries in an international difficult financial environment
- 2nd conclusion: *National and international consensus have to be reached with the support of all actors.*



## *Which teachers for tomorrow?*

---

- Actual situation: civil servant teachers in decreasing number and para-professional teachers in increasing number.
- Unions opposition to a massive recruitment of para-professional teachers, without status, without social garanty and without decent salaries
- Working closely with the WB and ADEA to correct the most unacceptable situations (see November 2005 Bamako conference)



## *The Bamako conference*

---

- *These new teachers, who have had to be recruited by countries with limited resources and huge educational provision needs, have helped make significant progress towards education for all;*
- - *But the disparities, especially in pay, created between different categories of teachers bring social risks, too high a level of staff mobility, inequities, and frustration;*
  - *More needs to be done about training for these teachers to address questions about the process by which they gained their qualifications and performance standards.*



## *The Bamako conference (2)*

---

- Ensure that the level - lower secondary matriculation certificate or above - as well as the conditions of recruitment and test-based selection, guarantee the standards required for a primary teacher post.
- Provide at least 6 months' initial training followed by a professional development plan including in-service training and various forms of educational support targeted on in-service needs.
- Offer a permanent contract including career planning, promotion opportunities, social protection guarantees, rights, duties and disciplinary provisions in line with prevailing legislation.



## *The Bamako conference (3)*

---

- Work out an equilibrium salary which both guarantees a decent standard of living and is compatible with the country's resources and the obligation of equity, and hence education for all.
- Find an accommodation between the different categories of teachers by standardizing recruitment, initial training and in-service training, so as to progressively narrow the gaps while providing exemptions that allow for current short-term constraints.



## ***Teacher' unions wish to contribute to reach EFA goals***

---

- Continue to lobby public opinions and political decision makers: we have established the Global Campaign for Education (GCE) for this purpose
- Wish to follow-up the Bamako recommandations and to extend this program to the African English speaking countries and even in some Asian and Latin American countries
- As workers, teachers are taking care of their conditions of live and of their working conditions, but they are also pedagogues and the education systems performances are also quite important for them.