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DepED MEMORANDUM
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REPORT OF THE NINTH SESSION OF THE JOINT ILO-UNESCO COMMITTEE
OF EXPERTS ON THE APPLICATION OF THE RECOMMENDATIONS
CONCERNING TEACHING PERSONNEL (CEART)

To: Undersecretaries
Assistant Secretaries
Bureau Directors
Regional Directors
Schools Division/City Superintendents

1. The Report of the Ninth Session summarizes the analysis of major issues affecting the current status of teaching personnel worldwide at all levels of education by the Joint ILO/UNESCO Committee of Experts on the Application of the Recommendations Concerning Teaching Personnel (CEART), referred to in this report as the Joint Committee or CEART. Major findings and recommendations on substantive issues are excerpted from the full report.
2. The Joint Committee is composed of 12 independent experts – six appointed by the ILO and six appointed by UNESCO – and it meets every three years to monitor and promote the application of the two international standards specific to teachers: the ILO/UNESCO Recommendation Concerning the Status of Teachers, 1966, and the UNESCO Recommendation Concerning Recommendations to the Governing Body of the ILO and to the Executive Board of UNESCO, and through them to governments, employers' and workers' organizations of their member States, on how to improve the condition of the teaching profession within their respective mandates, using the two Recommendations as guidelines.
3. The Joint Committee's Ninth Session focused on the major themes of concern to teaching and education viewed through the prism of the two Recommendations on teachers:
 - a. teacher education, initial and continual professional development;

Observation: All countries reported concerns about the need for teachers to have the appropriate knowledge and skills to meet the new needs of school and society ... as a result of increasing globalization and the use of information and communication technologies.

Recommendation: Support member States in reviewing teacher education curriculum, (for) the development of reflective, innovative and creative teachers, able to respond to changing school needs and ... changing environments.

- b. employment relationships, especially the growth in unqualified contractual teachers.

Observation: ... many governments in developing countries have responded to shortages of teachers by adopting short-term, finance-driven measures relying heavily on increasing class sizes or engaging unqualified or poorly qualified teachers on a short-term contractual basis. The recruitment of such unqualified personnel as teachers ... has now become a more persistent and widespread practice.

Recommendation: The Joint Committee strongly recommends that **member States of the ILO and UNESCO** re-examine their funding and contractual policies in ... the recruitment of teachers ... examine and implement means by which long-term initial training, professional development and support policies and material benefits can be upgraded where appropriate ... to establish unified teaching services of desirable and consistent quality ... which properly reflect the nature of the professional task.

- c. teacher salaries, including performance or merit pay.

Observation: ... in a significant number of countries, teacher salaries are simply not comparable with those paid in other occupations of equivalent professional or even lower occupational level; female academics are underrepresented, especially at the highest levels. They thus tend to be denied access to higher level salaries.

Recommendation: review teachers' salaries in relation to those paid to other professionals having comparable qualifications and levels of responsibility, and in relation to GDP per capita and take steps ... to ensure that salaries paid to teachers are reasonably comparable.

- d. effective teaching and learning conditions.

Observation: Lack of formal and appropriate professional preparation, especially ... occupational training for teachers in technical and vocational education, restricts career advancement as well as undermines their working conditions.

Recommendation: ... **governments** (should) place a high priority on teacher preparation programmes to ensure that all pupils benefit from the instruction of qualified teachers, and

in effective teaching and learning conditions, at all levels of schooling.

- e. social dialogue in education and academic freedom, employment relationships, freedom of association and staff participation in decision-making in higher education.

Observation:

- commercialization and privatization of higher education services;
- decentralization; and
- decreasing continuity of employment, tenure and job stability of teachers.


Recommendation: ...UNESCO and the ILO organize joint, regional workshops, seminars and symposia ... on the status of higher education teaching personnel ... to promote and implement the provisions of the 1997 Recommendation, particularly ... academic freedom; ... **governments of member states, university administrations and teacher organizations** ... engage in dialogue ... to enhance the principles of democracy, freedom, social responsibility, accountability, and transparency.

4. The Joint Committee paid special attention to transversal issues cutting across these themes: the implications of Education for All (EFA), worldwide teachers' shortages and growing international migration of teachers; the impact of HIV/AIDS on teachers and educational systems; and gender issues.

5. In line with its mandate to monitor problems identified in the application of the 1966 and 1997 Recommendations, the Joint Committee also considered a series of allegations from teachers' organizations concerning non-observance of the Recommendations' provisions and made recommendations to the Governing Body of the ILO and the Executive Board of UNESCO to help find solutions in member States.

6. Full text of the Report is contained in an ILO publication that can be obtained through major booksellers or ILO local officers in many countries, or direct from ILO Publications, International Labour Office, CH-1211 Geneva 22, Switzerland, or by email: pubdroit@ilo.org.

7. Wide dissemination of this Memorandum is desired.


VILMA L. LABRADOR
Undersecretary

Reference: None

Allotment: 1- -(D.O. 50-97)

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