

SAFEGUARDING THE TEACHING PROFESSION AND THE CONDITIONS FOR WORK.

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DEFINITIONS

Safeguarding

A measure taken to protect someone or something or to prevent something undesirable or a precautionary measure warding off impending danger or damage or injury etc. Free Dictionary

CONTINUE

Teaching Profession

Eric Hoyle and Peter John in their article, *Professional Knowledge and Professional Practice*, published in 1995 list as general characteristics of a profession the possession and use of expert or specialist knowledge, the exercise of autonomous thought and judgment, and responsibility to clients (e.g., students, parents) and wider society through a voluntary commitment to a set of principles.

CONTINUE

Conditions of Work

Working conditions refers to the working environment and all existing circumstances affecting labor in the workplace, including job hours, physical aspects, legal rights and responsibilities.

USLegal.com

1. The International Legal Framework on the Right to Education and the Teaching Profession must be Implemented.

- The 1960 UNESCO Convention against Discrimination in Education is the first legally binding instrument covering extensively the right to education.
- The ILO-UNESCO Recommendation concerning the Status of Teachers (1966) and the UNESCO Recommendation concerning the Status of Higher-Education Teaching Personnel (1997).

2. Use Strick Monitoring Systems to Oversee the Implementation of International Standards on the Teaching Profession.

- Establish taskforce regionally like the ILO/UNESCO Committee of Experts on the Application of the Recommendations concerning Teaching Personnel (CEART).

3. Recruitment & Retention of Teachers

- Look at measures to train and upskill teachers in specific subjects like mathematics and science. We may also consider introducing a national teacher vacancy website.

4. Role of technology/ digital transformation needed locally.

- The discussion about technology focuses on job creation and not destruction. There is need for reskill teachers to meet the digitalized needs of the Education Sector.

5. Role of the Trade Unions/Professional organizations in the process

- remote learning and its role in addressing teachers, which causes teachers to burn out. Discussions on whether a blended model/approach can help to fill some of the gaps must take place among partners.
- teacher compensation globally, whether it is competitive. This would address the problem of teacher retention in the Caribbean and what needs to be done.

CONTINUES

- teachers current conditions of service. Are teachers comfortable? Should there be minimum standards?
- should some of the minimum standards be- Provision of Resources, class size, mentoring, coaching, CPD etc.
- should Education Regulations be reviewed? Like the Education Act in Guyana.

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