

RESOLUTION 2.3

QUALITY TERMS AND CONDITIONS OF EMPLOYMENT

Proposed by the Executive Board

Original language: English

The 7th Education International (EI) World Congress meeting in Ottawa, Canada, from 22nd to 26th July 2015:

1. **Recognizing** that providing quality education remains a challenge for national governments;
2. **Regretting** that Education for All (EFA) was not achieved, despite improvements in access, due to a lack of political will to challenge the impediments to the participation of some children and, especially girls, in education in some countries and the lack of political commitment generally to providing the necessary funding for training and employment of qualified teachers and the provision of the necessary infrastructure;
3. **Denouncing** the fact that the global preoccupation with measuring education outcomes is not supporting the provision of quality education and that it fails to take the context in which education occurs into account;
4. **Expressing** concern with the deterioration in salaries and conditions of employment for education personnel generally, *particularly in comparison to professionals with comparable skill sets*, and the impact of commercialisation and privatisation on the employment conditions of teachers and education support personnel;
5. **Insisting** that teaching be an attractive high-status career choice, and must be sufficiently attractive, in terms of salaries, career advancement, healthcare and pension benefits, and conditions of employment, to encourage and retain high calibre entrants into the profession;
6. **Acknowledging** that qualified teacher shortages are a fundamental problem to achieving quality education for all;
7. **Reiterating** the view that qualified teacher shortages cannot be addressed unless governments and the international community take decisive steps to improve teachers' status and terms and conditions of employment;
8. **Instructs** the Executive Board to:
 - a. Build members' capacity to address human resources management issues, develop proposals and engage in social dialogue with governments and employers to improve the status of teachers and education support personnel;
 - b. Develop a policy brief on Employment in Education, through a consultative process with member organisations, for presentation to the next EI World Congress.
 - c. Create a digital open network for member organisations to discuss and share good practices and tools to which members can refer when engaging in negotiation with employers;