



## **FOR INFORMATION**

### SECOND ITEM ON THE AGENDA

### **Effect to be given to the recommendations of sectoral and technical meetings**

#### **Inter-regional Consultative Workshop on an ILO Human Resource Toolkit of Good Practices for the Teaching Profession (Geneva, 2–4 November 2009)**

1. In accordance with decisions of the Governing Body concerning sectoral activities in 2008–09<sup>1</sup> and the procedures for approval of symposia, seminars, workshops and similar meetings<sup>2</sup> the Office organized an Inter-regional Consultative Workshop on an ILO Human Resource Toolkit of Good Practices for the Teaching Profession. The workshop took place at ILO headquarters in Geneva from 2 to 4 November 2009.
2. The workshop constituted a relatively new kind of sectoral meeting. Consultative in nature, it was designed to provide advice to the Office without taking decisions. It involved specialists from various regions. Human resources planners and decision-makers from government ministries concerned with education, private sector school employers, employer organization specialists in the education sector, and leading officials of national teachers' unions and international teachers' organizations, were invited to review and offer suggestions to strengthen a new ILO tool on human resource policies and practices concerning teachers prior to its completion, distribution and use in member States.
3. The workshop was attended by human resources experts of ministries of education, or the equivalent public sector education employer, from Brazil, Canada, Malaysia and Senegal, by experts of private sector employers from Kenya, Mexico, New Zealand and Switzerland, and by experts representing workers from teachers' organizations in Belgium, Brazil, Ireland, Malaysia and Morocco. Representatives from Education International, the International Organization of Employers and the International Trade Union Confederation also participated.

<sup>1</sup> Dec-GB.300/16, para. 30(b).

<sup>2</sup> GB.306/Inf.2, II/29.



4. The workshop reviewed draft modules prepared by international specialists in consultation with the Office, based on a detailed outline designed to incorporate relevant international standards on teachers,<sup>3</sup> international labour standards, conclusions of previous sectoral meetings on education, ILO experience and principles concerning human resource development policies, and good practices on teacher policies from a wide range of member States. The workshop took place in a constructive atmosphere, reaching consensus on most of the often sensitive points concerning human resources development policies in education. Workshop participants advised the Office on improvements to be made in draft modules concerning employment and careers, professional roles and responsibilities, work environment, social security, social dialogue and industrial relations. The workshop also advised the Office on strengthening points related to modules still to be completed concerning teacher recruitment, teacher education and professional development and teacher salaries and incentives. Moreover, initial proposals were made on formats for electronic and printed versions of the modules and their distribution and promotion to the tripartite constituents and other stakeholders in member States.
5. Following the workshop, a meeting of the Advisory Body for the Education and Research grouping further advised the Office on languages, production formats, distribution and promotion means, and a training package based on a comprehensive strategy to promote effective distribution and use of the toolkit once completed.
6. Based on the advice of the workshop and the Advisory Body meeting, the Office has begun work to revise the modules and complete additional ones to send to workshop participants for their further advice in the first half of 2010. In parallel, arrangements have been made to translate the final text into French and Spanish and to implement recommendations on toolkit production, distribution and training, due account being taken of the available regular budget resources, as well as possible cooperation with constituents and others to complement Office resources.

Geneva, 15 January 2010.

*Submitted for information.*

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<sup>3</sup> The ILO/UNESCO Recommendation concerning the Status of Teachers, 1966 and the UNESCO Recommendation concerning the Status of Higher-Education Teaching Personnel, 1997.