



EI Africa Committee Meeting

20 - 22 March 2023,
Holiday Inn Sandton, Johannesburg, South Africa

Resolution on Regular Payment of Teacher Salaries

The Education International Africa Regional Committee (EIARC), meeting from 20 to 22 March 2023 at Holiday Inn Sandton, in Johannesburg, South Africa;

1. Concerned about the frequent reports from member organisations concerning irregular payment of the salaries of teachers and Education Support Personnel, particularly in conflict affected countries;
2. Recalling that decent salaries ensure the attraction, retention, and motivation of teachers and education support personnel;
3. Further recalling the [ILO Decent Work Agenda](#) that promotes productive employment and decent work as key elements to achieving a fair globalisation and poverty reduction;
4. Reaffirming that the basic salaries of teachers and education support personnel must be high enough to ensure them a decent level of living, which prevents them from having a second job to complement their salary;
5. Cognisant of African Governments' commitment to implement Sustainable Development Goal 4.c to substantially increase the supply of qualified teachers by 2030 and 8.5 to achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value by 2030;
6. Concerned that low pay levels for public sector workers—especially teachers—are a constant source of industrial disharmony, leading to protests and strikes in many Sub-Saharan African countries;
7. Cognisant that officially a teacher in [South Sudan](#) should earn between \$40 and \$260, but in reality, teachers in public schools earn between \$5 and \$22 per month, making the profession the subject of ridicule;
8. Worried by reports on teachers in South Sudan changing careers or experiencing family disintegration as a result of not being paid adequate salaries on time;
9. Recalling the vital role of teachers in enlightening and inspiring the next generation of leaders, and that they work in very poor conditions which do not help them to fulfil this mission well;
10. Considering reports on irregular payment of salaries to teachers and education support personnel in many States of Nigeria, the Democratic Republic of Congo, South Sudan, Lebanon and Yemen;
11. Recalling the [EI World Congress Resolution on the Status of Teachers](#), which highlighted that the low salary of teachers and education support personnel in most

countries, the non-payment of salaries for prolonged periods of time in some countries, and the hiring of teachers on fixed-term contracts, create situations of low esteem, demoralisation, and even precariousness, all of which have a negative impact on teachers and education support personnel's work as well as their dignity;

The Education International Africa Regional Committee (EIARC) wishes to remind African governments that:

12. It is essential to maintain and reinforce the recruitment of teaching personnel on the basis of permanent employment in tenured positions possessing official status;
13. It is of crucial importance to grant the teaching profession a high status not just for the sake of the quality of education, but also for the progress of society as a whole;
14. Failure to retain experienced teachers in the profession leads to a decline in student performance; and that,
15. It is paramount that teachers and education support personnel have a salary comparable with other professions requiring the same level of qualifications and responsibility, making it possible for them to live with dignity on the salary from their work, and not to be forced to take on a second or third job.

The Education International Africa Regional Committee, therefore,

16. Calls on African Governments to ensure that basic salaries are high enough to guarantee teachers and education support personnel a decent level of living, which prevents them from having a second job to complement their salary;
17. Urges education authorities, governments in Africa and intergovernmental organisations to ensure that the salaries of teachers and education support personnel are fair and paid regularly;
18. Calls on African governments to ensure domestication and full implementation of the ILO/UNESCO Recommendation concerning the Status of Teachers (1966), the UNESCO Recommendation concerning the Status of Higher Education Teaching Personnel (1997), as well as the ILO Policy Guidelines for the promotion of decent work for early childhood education personnel (2014); and,
19. Urges the African Union to co-operate with the Joint ILO/UNESCO Committee of Experts on the Application of the Recommendations concerning Teaching Personnel (CEART) and ensure that their provisions are widely disseminated and fully implemented by its member states.
20. Calls upon Education Cannot Wait (ECW) and the Global Partnership for Education (GPE) to launch a 'Teachers in Emergencies Fund' to be used to pay teachers' salaries in times of emergency.