

RECOMMENDATION No. 16

concerning

THE SALARIES OF SECONDARY SCHOOL TEACHERS
(1939)

The International Conference on Public Education,

Convened at Geneva by the International Bureau of Education and being assembled on the 17th of July at its eighth session, adopts on the nineteenth of July, nineteen hundred and thirty-nine, the following recommendation:

The Conference,

Bearing in mind that on secondary schools fall, in a large measure, the responsibility of preparing the elite of the nation, and that for this reason they are of capital importance;

That, consequently, the material prospects of teachers should be such as to attract to the teaching profession young men and women of culture and intelligence;

Submits to the Ministries of Public Instruction in the various countries the following recommendation:

1) Whatever may be the legal position of secondary teachers, whether officials of the State, the provinces, or the municipalities, the conditions of work should be such that, having given the necessary evidence of character, qualifications and competence, the teacher should be assured of employment for a sufficient length of time and should not be liable to be dismissed except for serious misdemeanour and after judicial enquiry;

2) Secondary school teachers should be assured not only of stable employment, but also that they will not be transferred from one district to another except for promotion, or at their own request, or for administrative needs, in which case they will be suitably compensated, or, finally, as a serious disciplinary measure;

3) Taking into account the financial position of the country, secondary school teachers should receive a salary corresponding to the importance of their function, sufficient to place them in a position of equality with officials or employees of a corresponding social level;

4) In principle, and except in special circumstances, the basic salary of any one category of secondary teachers should show no marked differences within a country;

5) In principle and where there is equality of work, it seems desirable that there should be no difference between the salaries of men and of women teachers in secondary schools, and that special allowances should be granted to teachers with family responsibilities;

6) Salary increments, whether based on seniority, years of service, results of competition, importance of the district, grade or type of school, studies undertaken, subjects taught, or the result of selection, should be sufficiently frequent to ensure that the maximum shall be reached before retirement and be the basis for pensions;

7) In principle, it is desirable that the commencing salary should not present too great a contrast with the maximum;

8) Probationary teachers should receive salaries sufficient to enable them to live comfortably while awaiting confirmation of their status;

9) It is legitimate that headmasters and headmistresses of secondary schools, by reason of their position and the greater difficulty of their task, should receive higher salaries than their assistants, or supplementary salaries;

10) Supplementary salaries or special allowances for residence, high cost of living, etc., might be allowed to secondary teachers in large towns or in regions or districts where conditions of living are exceptional;

11) In any case, secondary school teachers should have the right to the allowances and advantages enjoyed by officials of the same category (special advantages for their children's studies, removal expenses, travel facilities, etc.);

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12) Secondary school teachers might be permitted, in addition to their ordinary professional work, to undertake and accept payment for certain related activities. For example, they might legitimately give private lessons, abuse in this matter being avoided by regulations. They should not be allowed to take part in occupations inconsistent with their profession;

13) The number of hours of teaching per week should be such that secondary school teachers should have sufficient time not only for the proper preparation of their lessons, but also for reading, intellectual activity, and the relaxation necessary to those engaged in education;

14) Secondary school teachers should be assured of a sufficient pension representing a good percentage of salary and, if need be, of a pension for their widows and orphaned children;

15) Secondary school teachers should be entitled to leave of absence with pay, in respect of illness or maternity, and to lengthy periods of absence in special cases, and to an annuity in case of permanent infirmity;

16) Except for serious fault on his part, the secondary school teacher ought to be insured against the consequences of accidents which may happen to his pupils, whether in class or in the course of exercises or scholastic excursions. It is therefore desirable that in every country the legal responsibility for such accidents should rest upon the employing authority, which, however, should reserve the right of recovery from the teacher in the case of grave fault on his part;

17) It is desirable that the competent authorities should satisfy themselves that teachers employed in private schools enjoy adequate material conditions comparable, at least in a certain measure, to those of teachers in public schools.