



**MEETING OF TEACHING/PUBLIC SERVICE COMMISSIONS
AND TEACHERS ORGANIZATIONS OF
ASIAN COMMONWEALTH COUNTRIES**
Held at the Rizqun International Hotel, Bandar Seri Begawan,
Brunei Darussalam
Hosted by the Ministry of Education of Brunei Darussalam

November 11 - 14, 2007

Officials of the Ministries of Education, Teaching and Public Service Commissions and Teachers' Organizations of Asian Commonwealth member countries meeting here in Bandar Seri Begawan, Brunei Darussalam, from November 11 - 14, 2007 identified common issues in relation to the quality and status of teachers in Asia, and explored the role of the Ministries and Commissions in ensuring that positive practices govern the terms and conditions under which teachers undertake their professional role. In this respect our meeting specifically:

- Shared concerns about the quality of education in the context of mobility, recruitment, retention, migration and protection of teachers in Asian countries
- Discussed good practices in human resource management which should be utilised in heightening morale and increasing retention in the teaching profession

- Addressed issues relating to the transferability of Teacher Qualifications and Professional Registration in Asian countries
- Expanded our knowledge about the Commonwealth Teacher Recruitment Protocol (CTRP) and how it may be implemented in the regional context.

In light of our deliberations over these three days, we recommend that:

1. Government and teacher organizations in each country meet to consider the implementation of the Commonwealth Teacher Recruitment Protocol (CTRP)
2. Action be taken by teachers' organizations to promote the CTRP within their international/regional organizations. Each individual teachers' organization takes action to inform their members about the Protocol locally.
3. Key regional and international organization such as the South East Asian Ministers of Education Organization (SEAMEO), Association of South East Asian Nations (ASEAN) and South Asian Association for Regional Co-operation (SAARC) be called upon to endorse the CTRP as a model of good practice.
4. Education International and the Commonwealth Teachers Group draft a distribution/implementation strategy in relation to their responsibilities within the CTRP.

5. The Commonwealth Secretariat be requested to propose a model implementation strategy based on the CTRP, that governments may reflect upon in any review of their recruitment, retention and teacher supply policies, that should result in employment of trained qualified teachers in schools.
6. Given the importance of orientation and induction for new and recruited teachers, special efforts be undertaken by Ministries of Education and Teaching/Public Service Commissions to ensure that such programmes are provided and that they include cultural adjustment programmes where relevant.
7. The Commonwealth Secretariat urges Ministries of Education to consider specific actions in relation to teacher organizations, which could be undertaken to enhance the teaching profession in relation to salary, working conditions and access to continuous professional development to ensure quality education.
8. Member countries be encouraged to enhance capacity to train teachers so as to gradually eliminate the utilisation of unqualified and untrained teachers
9. Recognition of teacher qualifications involving comparability of qualifications should be advanced by Ministries of Education.
10. Member countries work towards the establishment of national Teachers' Councils with a view to forming an

Asian Council of Teachers with the purpose of elevating the status of teachers which will ensure the recognition of teaching as a profession in the region.

11. Exchange of good practices, policies, and programmes among Asian member countries, such as through visits and attachments, be promoted and encouraged.

We close by thanking Permanent Secretary Dato Paduka Haji Sheikh Adnan bin Sheikh Mohamad and officials of the Ministry of Education, Brunei Darussalam for their wonderful hosting of this meeting.

Motion proposed by Maldives, seconded by Pakistan

Agreed this 14th Day of November 2007

Bangladesh

Brunei Darussalam

India

Malaysia

Maldives

Pakistan

Singapore

Sri Lanka

Observers:

Education International

Commonwealth Teachers Group