

TEACHER SUPPLY AND TRAINING

POLICY IMPLICATIONS OF THE HUMAN RESOURCE SURVEY

First Phase: Semi-Urban Villages

A Human Resource Survey conducted in 2763 semi-urban villages in the 20 districts of Balochistan suggests the following actions to ease constraints on enrollment. The order of the activities is based on the assumption that teachers are a more important resource than government facilities.

1. To increase enrollments as quickly as possible with available candidates

Sanction additional male and female teachers and assign them as appropriate to:

- Villages where no primary education opportunities exist but parents want to start education and are willing to provide interim facilities
- Villages which will accept mixed enrollments in primary schools, thereby increasing girls' enrollments
- Villages which will accept a male teacher for primary girls, thereby increasing girls' enrollments
- Villages which will use existing facilities in double shifts to increase student enrollments

2. To increase enrollments where teacher distribution is a problem and/or female teachers are not available

- Convert boys' schools to mixed schools where parents accept the idea of coeducation for primary girls
- Set up bussing programs between areas (usually urban) where teachers are available and villages where teachers needed
- Use appropriate males to teach females where parents accept the idea of males teaching primary students
- Recruit middle pass candidates where matrices not available

3. To increase enrollments where facilities are the limiting factor

Utilizing existing facilities

- Ask villages to provide a temporary facility (the government provides the teacher)
- Make use of mosques or other community structures (the government provides the teacher)

- Convert boys' schools to mixed schools where villagers accept this idea (the government provides extra teachers)
- Create shifts to utilize crowded schools (the government provides extra teachers for the second shift)

Constructing new facilities.

To increase enrollments quickly, construct new schools in:

- Villages where parents want primary education but it has not yet started and parents are willing to contribute resources
- Villages where girls are already attending boys' schools but many parents do not approve of coeducation

DO NOT construct schools in:

- Villages where crowding may be eased but enrollments will not increase

4. Short and long term actions to increase the supply and improve the distribution of teachers for girls. Short term activities improve the situation now and long-term activities improve the situation in the future.

Short-term (see policy papers on each of the following):

- Sanction additional teachers
- Bussing
- Coeducation
- Male teachers for girls
- Reducing qualifications where required to middle pass
- Temporary facilities

Long-term:

- Providing more middle and secondary programs for girls
- Upgrading primary schools where enrollments are high
- Utilizing AIOU certification programs

- Locating opportunities where girls will use them (per the survey)