

K - CAREERS

Careers; occupations; training; vocational guidance and counselling

1. Title of Project

Overall project:
REVALUATION AND RESTRUCTURING
OF THE SALARIES OF TEACHERS IN
FIJI

Specific project:
JOB EVALUATION OF TEACHING IN FIJI

Institution

New Zealand Educational Institute,
Wellington, New Zealand.

Name of Person and Designation

A.I. Charles, Past President of the
NZEI

Main Aims of Project

- (1) To advise the teacher organisations in Fiji on steps and procedures related to the project.
- (2) To assist with the job evaluation exercise.
- (3) To assess the results and reports on the job evaluation.

Description

During 1972 the Fiji Government agreed to have the teaching service evaluated for the possible review of salaries relative to other Fijian civil service occupations.

Both the Fijian and New Zealand Governments agreed to the request of the Fijian Teachers Association and the Fijian Teachers Union to appoint Mr. A.I. Charles, the then President of NZEI, as Overseas Adviser to the working party because of his extensive experience of working party studies and salary negotiations in New Zealand.

The working party, which consisted of Mr. H. Curtis (O & M expert from England), Mr. F. Moffett (Under Secretary for Education), Mr. J. Bolatoku (FTA), Mr. R. Prasad (FTU) and Mr. A.I. Charles (NZEI) agreed to evaluate the teaching service by determining the duties and responsibilities attached to posts within the service and to grade the various posts:

- (a) in relation to other posts within the teaching service;
- (b) in relation to posts within the civil service.

The procedures agreed upon were based largely on a British Institute of Management publication "Job Evaluation" which, as it

was not orientated towards the needs of the teaching service, required Mr. Charles and the teachers' representatives to constantly highlight the human values, the complexities and the intangibles involved in the teaching situation.

The final report which was published in November 1972 provided good evidence that teachers' salaries should be improved and acknowledged clearly the need for better conditions for primary teachers and in particular rural primary teachers.

Finally, it should be stated that this international involvement has forged valuable links between the teachers of Fiji and New Zealand and engendered a better understanding of the difficulties experienced by peoples of different countries and their aspirations for the future.

Date of Commencement - May, 1972 - June, 1972 (Full time), June, 1972 - December, 1972 (By correspondence)

Source of Finance

NZEI, Fijian Government.

Date of Publication - November, 1972

2. Title of Project

PRODUCTION OF MATERIALS FOR THE
DEVELOPMENT OF "LOGICAL" SKILLS

Institution

Educational Research Unit, University of
Papua New Guinea.

Name of Person and Designation

Dr. J. Jones, Lecturer

Main Aim of Project

To identify "skills and abilities" objectives which are common to a range of secondary curricula; and the production of materials for the fostering of these.

Description

An inter-disciplinary working party is engaged in producing materials aimed at the development of specific skills in secondary school pupils. The materials will be largely in the form of games, and 'fun' to use. In this way it is hoped to build in a self-motivating element. Materials will be piloted in a cross-section of schools during 1974.

K - Careers

Date of Commencement - August, 1973

Expected Date of Completion - February, 1975 (first phase)

Source of Finance

Department of Education (Government).

Method of Publication

Reports to the Director of Education:
E.R.U. Reports.

3. Title of Project

EMPLOYERS' VIEWS OF DESIRABLE
ATTRIBUTES IN STUDENTS

Institution

Educational Research Unit, University of
Papua New Guinea.

Names of Persons and Designations

Dr. J. Jones, Lecturer

Miss A. Jones, Research Assistant

Main Aims of Project

To investigate the attributes which
employers would most like to see in
students leaving the educational system
at the various levels. Further, to investi-
gate the extent to which the educational
system has these aims.

Description

A pilot project, based on two centres of
population will be carried out to design
an appropriate form of enquiry. It is
envisaged that both circulated questionnaire
and individual interview methods will be
used.

Date of Commencement - September, 1973

Date of Completion - August, 1974

Source of Finance

University of Papua New Guinea.

Method of Publication

E.R.U. Reports

4. Title of Project

A STUDY ON THE SALARY STRUCTURE
OF AND INCENTIVES FOR THE
AGRICULTURAL GRADUATES OF
BANGLADESH

Institution

Institute of Education and Research,
University of Dacca, Bangladesh.

Names of Persons

Dr. M. Selim

Dr. M. Haque

Main Aims of Project

To identify and determine the salary
structure of agricultural graduates of
Bangladesh. To identify the material and
psychological incentives for the agricultural
graduates in order to measure their job
satisfaction.

Description

It is a survey study concerning agricultural
graduate employees of Bangladesh in order
to identify the problems of agriculture in
Bangladesh in relation to agricultural
education.

Date of Commencement - 1972

Date of Completion - January, 1973

Source of Finance

Government of Bangladesh.

Method of Publication

Mimeographed Research Report.

Title of Project

COMPARISON OF THE EFFECTIVENESS
OF TEACHING BASED ON MULTIDISCI-
PLINARY APPROACH OF CONTENT
ORGANISATION OF THE SOCIAL
SCIENCES - KNOWN AS THE EXPERI-
MENTAL FACTOR - WITH THE TEACHING
OF CONTENT ORGANISED IN THE
TRADITIONAL WAY

Institution

Institute of Education and Research,
University of Dacca, Bangladesh.

See F 10

Title of Project

A STUDY OF EDUCATION SYSTEM AND
MANPOWER IN HARYANA

Institution

Institute of Applied Manpower Research,
New Delhi, India.

See A 7

Title of Project

WOMEN IN LABOUR FORCE AND THEIR
EDUCATIONAL COMPOSITION

Institution

Institute of Applied Manpower Research,
New Delhi, India.

See A 5

Title of Project

THE ATTITUDES OF PROSPECTIVE
SECONDARY SCHOOL/PRIMARY
SCHOOL MATHEMATICS TEACHERS
TOWARDS MATHEMATICS

Institution

Bureau of Educational Research,
University of Nairobi, Kenya.

See E 10

5. Title of Project

CHOICE OF SCIENTIFIC CAREERS

Institution

Department of Education, University of
Ibadan, Nigeria.

Names of Persons and Designations

Dr. E.A. Yoloye, Reader in Education
Dr. C.M. Bakare, Lecturer
Dr. J.O. Abiri, Lecturer

Main Aim of Project

To identify reasons for choice or non-
choice of scientific careers among
Nigerian youths.

Description

A questionnaire requesting information on
career preferences of University students,
Sixth Form students and employed adults
between the ages of 18 and 28 was
administered to a country-wide sample.
The data will be confronted with environ-
mental influences such as policy state-
ments and public opinion.

Date of Commencement - August, 1970

Date of Completion - October, 1972

Source of Finance - UNESCO

6. Title of Project

AN INVESTIGATION OF CERTAIN
ENVIRONMENTAL AND PSYCHOLOGICAL
FACTORS INVOLVED IN THE VOCA-
TIONAL CHOICE AND SCIENTIFIC
INTERESTS OF A SELECTED GROUP
OF SECONDARY SCHOOL PUPILS IN
CEYLON

Institution

University of London, Institute of
Education, United Kingdom.

Name of Person and Designation

Dr. S. Muthulingham, Senior Lecturer in
Education

Main Aim of Project

The study attempts to assess the environ-
mental and psychological factors related
to the choice of vocations and scientific
interest of Secondary Schools pupils in
Sri Lanka.

Description

The study has been worked out with a
sample consisting of 1030 pupils from 18
schools in different parts of Sri Lanka.
Environmental, Economic, Educational,
Occupational factors etc. have been
studied for the purpose. Questionnaire
technique was adopted.

Date of Commencement - 1969

Date of Completion - December, 1971

Source of Finance

University of Sri Lanka.

Method and Date of Publication

Questionnaire method and other relevant
procedures have been adopted for this
study. Propose to publish in 1974.

7. Title of Project

THE RELATIONS BETWEEN EDUCATION
AND UNEMPLOYMENT IN NORTHERN
GHANA

Institution

Centre of West African Studies, University
of Birmingham, United Kingdom.

Name of Person and Designation

K. Blakemore, Ph.D. Student

Main Aim of Project

The expansion of formal schooling (primary
and middle) in Ghana in the 1960's has been
followed by declining enrolment in all
regions. The main object of this research
is to discover the extent to which this
resistance to education is a re-assertion of
traditional attitudes towards education,
especially in northern Ghana and/or
whether it is associated with disillusionment
with the educational race caused by the
unemployment of school leavers.

K - Careers

Description

Middle school leavers accordingly provided a major focus of this study: their aspirations of work and further education, and attitudes towards life in their home communities were thought to be significant influences upon the value of schooling in an African (and particularly a rural) social context. Older members of the communities selected for study were also interviewed. From a combination of evidence from school leaver and household surveys it has been possible to build up a picture of small-scale social groups' (e.g. Muslims as opposed to Christians, "rich" and "poor" farmers, large and small families) acceptance or rejection of formal education. Comparative generalizations based on the empirical findings in the three communities (Ko-Nandom, Upper Region; Savelugu/Pong-Tamale, Northern Region; Kpetoe, Volta Region) have then been made, particularly with reference to the limitations of formal education as an innovator of social change.

Date of Commencement - October, 1971

Date of Completion - October, 1974

Source of Finance

1971-1973 on SSRC studentship

Title of Project

KENYA SECONDARY SCHOOL LEAVERS
AND THE LABOUR MARKET

Institution

Department of International Economic
Studies, University of Glasgow, Scotland,
United Kingdom.

See M 4

8. Title of Project

A MODEL FOR GUIDANCE AND
COUNSELLING SERVICES FOR THE
UNIVERSITY OF BENIN, NIGERIA

Institution

Department of Education, University
College, Cardiff, United Kingdom.

Name of Person

R. Momoh

Description

The study consists of a survey of current guidance and counselling practices in the United Kingdom and Nigerian Universities, an analysis of these, together with an analysis of student and staff needs and expectancies. On the basis of these it is intended to construct a model suitable for adoption at the University of Benin, Nigeria.

Expected Date of Completion - June, 1975
