**The Status of Migrant Teachers in South Africa**

Dr James Keevy (South African Qualifications Authority) Dr. Whitfield Green, (Department of Higher Education and Training) and Dr. Sadhana Manik, (University of KwaZulu-Natal)

### Implications for policy, research, practice

- In 2010 the state (South Africa) employed 1633 teachers from other countries (excludes private schools).
- This is 0.5% of the workforce and majority are on contract.
- Most are from Zimbabwe, followed by Ghana and Nigeria.
- Employed in Gauteng, Eastern Cape, KwaZulu-Natal & Limpopo

**Gaining legal entry into the South African teaching Profession**  
(Cost estimate for documentation: R2 440-R2 910)

- long, expensive and time-consuming with convoluted procedures to follow, process vulnerable to corruption by lawyers
- **Access to teaching and achieving career success**
  - many migrant teachers take menial and low-skilled, low-paid jobs in order to meet their qualification accreditation requirements and daily survival needs.

**Significant Finding and its Policy Recommendation**

- South Africa must better manage the availability, treatment and utilisation of migrant teachers or else they will migrate elsewhere. SACE (2010: 03) acknowledges that qualified migrant teachers are a source of teacher supply in South Africa.
- propose a joint teacher migration forum with a view to informing policy and practice and ensuring that the rights of these teachers are protected as outlined in the Commonwealth Teacher Recruitment Protocol. Previously, there have been calls for the 'African Union to adapt the CTRP into a working instrument' (Omelowa 2011: 21).
- The forum should also create opportunities for migrant teachers to discuss their needs and experiences in South Africa.

Of the 112 countries indicating that they would have a shortfall of teachers when reporting teacher data for 2009 to UNESCO, more than 55% can be found in sub-Saharan Africa, indicating severe deficiencies in teacher supply (UNESCO Institute for Statistics 2011).