

Profile of Teachers in Public

Secondary
Schools

1999-2000



NIHERST

NATIONAL INSTITUTE
OF HIGHER EDUCATION
RESEARCH, SCIENCE AND TECHNOLOGY

INCORPORATED BY ACT OF PARLIAMENT ACT NO 20 OF 1984

FOREWORD

The establishment and maintenance of an educational system in which the provision of quality education to all students is a major goal depends, to a considerable degree, on informed decision-making based on reliable data in the most critical areas of the system. The teacher factor is a significant variable in the teaching/learning process and it is as a result of this significance that the Government of Trinidad and Tobago in the Medium Term Policy Framework 2001-2003 made the strengthening of teacher education a fundamental social sector policy priority.

It is against this backdrop that the National Institute of Higher Education, Research, Science and Technology (NIHERST) undertook a comprehensive review of the teacher stock in the public secondary schools in the country with an emphasis on a number of key variables. While the results can have an impact on short term planning and decision-making with respect to teacher education, it is hoped that studies such as this one would become an integral element of the ongoing quality thrust in education in the country and the wider region.

NIHERST wishes to acknowledge the co-operation of the Central Statistical Office and the Ministry of Education which provided the data and documentation (Appendices I and II) used in this report.

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INTRODUCTION

Education is of paramount importance because it provides the foundation for the enhancement of the human resource capability of a country. Secondary education is the precursor to further education and, therefore, holds the key to sustaining human resource development. Teachers at this level have the essential role of nurturing and developing the minds of the future generation of leaders, professionals, technicians and society in general.

This report focuses on teachers at government and government assisted secondary schools. The statistics compiled in this publication represent the academic year, 1999-2000, and cover the following demographic and social indicators: age, gender, job classification, academic qualifications, professional training, subject area and type of school.

For the reference period covered (1999-2000) in this report there were 101 public secondary schools in Trinidad and Tobago with a total of 5213 teachers. The distribution of schools was as follows:

Type of School	Number
Government	21
Government Assisted Secondary	30
Junior Secondary	21
Senior Secondary	3
Senior Secondary Comprehensive	12
Composite	10
Secondary Comprehensive	4
Total	101

In accordance with the compilation of national statistics, the data on age were tabulated by five-year groups to facilitate comparison. However, in reviewing the data, a ten-year age group was utilised.

This report is based on a job classification of secondary school teachers which existed up to December 1998. However, in October 2000, a Memorandum of Agreement between the Chief Personnel Officer and the Trinidad and Tobago Unified Teachers' Association was issued, indicating a change in the classification of offices in the teaching service – see Appendix I.

EXECUTIVE SUMMARY

The survey of the secondary school teacher corps during the 1999-2000 academic year is a snapshot of public secondary school teachers in Trinidad and Tobago. It reflects the increasing understanding of the importance of systematic information and data gathering in the establishment of a culture of quality in education. It also highlights the continuing importance of the role of the teacher as a key element in the teaching/learning process, as well as the many factors that have to be taken into consideration to ensure a heightened level of teacher professionalism. The survey covers the various categories of teachers in the public secondary school sector and focuses on a number of critical variables which should be of interest to all stakeholders concerned with improving the quality of education in the country.

The study covered 5,213 teachers in 101 government and government assisted secondary schools in which 41% was male and 59% female with the average age of all teachers being 41; the average age of males was 43 while that of females was 40.

Having a constant and adequate supply of properly trained teachers is important for maintaining educational quality. Therefore, it should be noted that teachers in the 40-59 age group accounted for 56% of all teachers, with those in the 50-59 age group accounting for 20%. In view of the fact that teachers can attain retirement age in the teaching service as early as 50, the age factor is one that requires close attention.

In most developed societies, secondary school teachers are required to reach an academic level that is equivalent to a university degree and to have a commensurate level of professional training. Sixty-three percent (63%) of the 5,213 teachers surveyed had a university degree, 22% had a diploma or a certificate and 14% had A' and O'Levels. Less than half of all secondary school teachers (46%) had professional training. Of this 46%, only 19% or 989 teachers were professionally trained with a university degree/diploma and 27% or 1,430 teachers possessed the teacher's diploma.

However, seventy eight percent (78%) of the teachers with university degrees was classified as Teachers-II, the highest category. Only forty three percent (43%) of the teachers with university degrees classified as Teachers-II had professional training; twenty nine percent (29%) had a university degree/diploma in education and fourteen percent (14%) a teacher's diploma.

Twenty two percent (22%) of those with a university degree was not classified as Teachers-II. In light of the fact that the attainment of Teacher II status was not dependent on the possession of professional training, it would be necessary to have a comprehensive knowledge of the characteristics of this group in the context of efforts to facilitate teacher professional development.

Half of the secondary school teachers (50% or 2,581 teachers) was classified as Teacher II, 12% as Teacher I, 6% as Special Teacher III and 5% in each of the Technical/Vocational Teacher II and Assistant Teacher III categories.

The largest proportion of trained teachers (91%) mainly with a teacher's diploma was observed in the Teacher I category. The Teacher's diploma programme is offered by the Teachers' Colleges and because a substantial number of teachers was trained through this route, a strong case can be made for upgrading the academic and professional components of beginning teacher programmes to Bachelor's degree level in order to rapidly increase the number of trained teachers with Bachelor's degrees in the system.

Of the 2,581 teachers classified as Teacher II, females out-numbered males by almost 2 to 1, 65% to 35%. However, of the 892 males in the Teacher II category, thirty nine percent (39%) was trained compared to forty five percent (45%) of the females. At the Teacher II level where possession of a university degree is a key requirement, notwithstanding the almost 2 to 1 female/male ratio, the percentage of female Teachers-II with professional training was not much greater than the percentage of male Teachers-II with professional training. In this category, females were just as likely to teach without professional training as

their male counterparts. Half (50%) of all teachers was engaged in the teaching of what can be considered the "core" subjects – Mathematics and Computer Science (11%), Natural Science (14%), Social Science (12%) and English and English Literature (13%).

Although these subjects are considered "core" areas in the curriculum, only twenty percent (20%) of the teachers in Mathematics and Computer Science was professionally trained with a university degree/diploma. Twenty five percent (25%) and thirty percent (30%) of the teachers in Natural Science, English and English Literature respectively had professional training.

The larger proportion of Junior Secondary School teachers (54%) did not possess a university degree. This implies that the majority of junior secondary students did not have access to teachers that had attained the Bachelor's level degree. Overall the distribution of teachers by Type of Secondary School and Training (Table 17) shows that students in all types of secondary schools need to have access to better professionally prepared teachers.

The study addressed the status of secondary education as it existed in the academic year 1999/2000. The need for additional teachers resulting from the construction of new secondary schools was not considered in this report. However, the review provides useful insights into an important aspect of secondary education in Trinidad and Tobago and highlights the need for a systematic and continuous approach to information and data gathering which is a major prerequisite for quality education in all contexts.

CLASSIFICATION OF OFFICES IN THE TEACHING SERVICE

Classification up to December 31, 1998	Classification from January 1, 1999
<p><i>Assistant Teacher II</i> An untrained primary school teacher with five (5) or more G.C.E. 'O' Levels. Mathematics, English Language and one (1) science subject should be included among the five (5) subjects. The acceptable grades are grade A to C. Five (5) or more C.X.C. subjects which should include Mathematics, English Language and one (1) science subject are also accepted. The grades at C.X.C. are General – Grade 1 and 2 and Basic Grade 1 only.</p> <p><i>Assistant Teacher III</i> An untrained teacher with a least two (2) G.C.E. 'A' Levels (Grades A to E) or its equivalent.</p>	<p><i>Assistant Teacher</i> A teacher who has five (5) G.C.E. O'Level or C.X.C. subjects (General Proficiency Level Grade I or II) including English Language, Mathematics and a Science subject; minimum of two (2) G.C.E. A'Level passes in area of speciality; In-service training in the techniques of teaching.</p>
<p><i>Teacher I</i> A graduate from a Teachers' Training College. However, the teacher should have his Elective subject at 'A' Levels. In cases where the Elective subject is not an 'A' Level subject the Ministry of Education conducts an In-service training course which is supervised by the Curriculum Officers for these teachers.</p>	<p><i>Teacher I</i> A teacher who has five (5) G.C.E. O'Level or C.X.C. subjects (General Proficiency Level Grade I or II) including English Language and Mathematics and a Science subject; certificate in teaching as evidenced by the possession of a Teacher's Diploma with an elective in subject area taught or in-service/specialised training in the subject area taught.</p>
<p><i>Special Teacher I (50% degree)</i> <i>Special Teacher II (50% degree)</i> <i>Special Teacher III (75% degree)</i></p>	<p><i>Teacher II</i> A special teacher who has a 50 or 75% Degree which includes at least 50% of the courses relevant to the subject area taught ; in-service training at secondary level.</p>
<p><i>Teacher II</i> A degree from a recognised University.</p>	<p><i>Teacher III</i> Possesses a Bachelor's Degree in area of subject speciality from a recognised University; Certification in teaching as evidenced by the possession of a diploma in Education or equivalent.</p>
<p><i>Technical/Vocational Teacher I</i> Experience in industry as a craftsman and possession of the full National Craft Certificate or any equivalent combination of experience and training.</p>	<p><i>Technical/Vocational Teacher I</i> Possesses three (3) G.C.E. O'Level or C.X.C. subjects (General Proficiency Level Grade I or II) including English Language and Mathematics; National Craftsman Certificate (including completion of all options or levels relevant to subject area(s) taught) or equivalent; In-service/basic training in techniques of teaching and five (5) years pre-qualification or two (2) years post-qualification experience in relevant occupational field.</p>

<p><i>Technical/Vocational Teacher II</i> Possession of a National Technician's Certificate or equivalent qualification.</p>	<p><i>Technical/Vocational Teacher II</i> Possesses five (5) G.C.E. O'Level or C.X.C. subjects (General Proficiency Level Grade I or II) including English Language and Mathematics; National Technician's Diploma or equivalent; In-service/basic training in techniques of teaching and a minimum of five (5) years pre-qualification or two (2) years post-qualification experience in relevant occupational field (formerly designated Teacher I Home Economics, Agricultural Science, Industrial Art).</p>
<p><i>Technical/Vocational Teacher III</i> Considerable experience as a craftsman in industry, and in teaching and possession of the full National Craft Certificate plus a recognised teacher's diploma or certificate or an equivalent combination of experience and training.</p>	<p><i>Technical/Vocational Teacher III</i> Possesses three (3) G.C.E. O'Level or C.X.C. subjects (General Proficiency Level Grade I or II) including English Language and Mathematics; National Craftsman Certificate (including completion of all options or levels relevant to subject area (s) taught or equivalent; certification in teaching as evidenced by the possession of a Technical Teacher's Diploma or equivalent and has five (5) years pre-qualification or two (2) years post qualification plus two (2) years teaching experience in the relevant occupational field.</p>
<p><i>Technical/Vocational Teacher IV</i> Possession of a Higher National Certificate or Higher National Diploma Or A degree in Engineering Or Experience in industry or in teaching, and possession of the National Technician's Certificate plus a recognised teacher's diploma or certificate or any equivalent combination of experience and training.</p>	<p><i>Technical/Vocational Teacher IV</i> Possesses five (5) G.C.E. O'Level or C.X.C. subjects (General Proficiency Level Grade I or II) including English Language and Mathematics, National Technician's Diploma or equivalent, certification in Teaching as evidenced by the possession of a Technical Teacher's Diploma or equivalent and has five (5) years pre-qualification or two (2) years post qualification plus two (2) years teaching experience in the relevant occupational area.</p>

Sources: Ministry of Education Annual Statistical Return (1999/2000) – Secondary School.
Memorandum of Agreement between The Chief Personnel Officer and Trinidad and Tobago Unified Teachers' Association, October 2000.

APPENDIX II

EXPLANATORY NOTES

Teacher

A person directly engaged in instructing a group of pupils/students. Heads of educational institutions, supervisory and other personnel are counted as teachers only when they have regular teaching functions.

Trained Teacher

A teacher who has acquired professional training at an approved Teachers' Training College. Evidence of this may take the form of a Teacher's Diploma (e.g. The Trained Teachers' Certificate issued by the Ministry of Education) or a University Degree, such as the Bachelor of Education which combines both professional and academic training, or the Diploma in Education (in-Service Training offered at the University of the West Indies).

Untrained Teacher

A teacher who does not hold the Trained Teachers' Certificate or the Diploma of Education or the Bachelor of Education Degree.

TYPES OF SECONDARY SCHOOLS

Government Secondary School and Government Assisted Secondary School

The grammar type 5 and 7 year secondary schools which concentrate on traditional academic subjects. After five (5) years, students write the Cambridge G.C.E. O'Level and C.X.C examinations. Some of the successful candidates later pursue the Cambridge A'Level examination after two additional years of schooling.

Junior Secondary School

Provides a first cycle (3 years) of general secondary education for the 11 plus to 14 plus age group.

Senior Secondary School and Senior Secondary Comprehensive School

Provide second cycle secondary education for children in the 15 to 16 or 18 plus age groups. The curriculum of these schools includes both traditional academic and technical/vocational subjects. The duration of the programme at this level is two (2) years but some schools offer two (2) additional years (Form VI) for students pursuing the Cambridge A'Level examination.

Composite School

Provides five (5) years of secondary education as the traditional secondary school but offers in addition a choice of courses in academic and technical/vocational subjects.

Source : Ministry of Education Statistics on Public Education 1992-1993, March 1997.

Table 1: Distribution of Teachers by Age and Gender

Age (yrs.)	No. of Teachers			
	Total	Male	Female	Not stated
	(1)	(2)	(3)	(4)
All Ages	5213	2123	3088	2
<20	7	3	4	0
20-24	282	61	221	0
25-29	540	151	389	0
30-34	677	256	420	1
35-39	711	311	400	0
40-44	850	351	499	0
45-49	996	432	564	0
50-54	701	344	357	0
55-59	361	188	173	0
Not stated	88	26	61	1

Chart 1: Distribution of Teachers by Gender

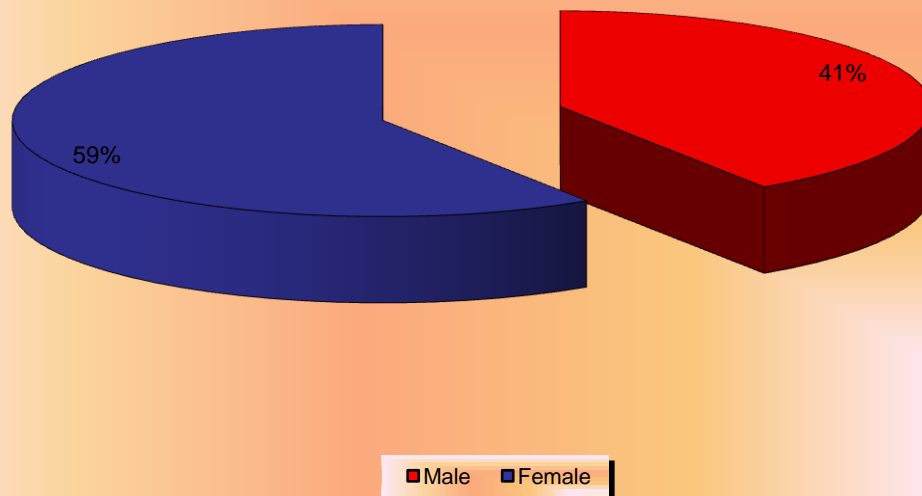
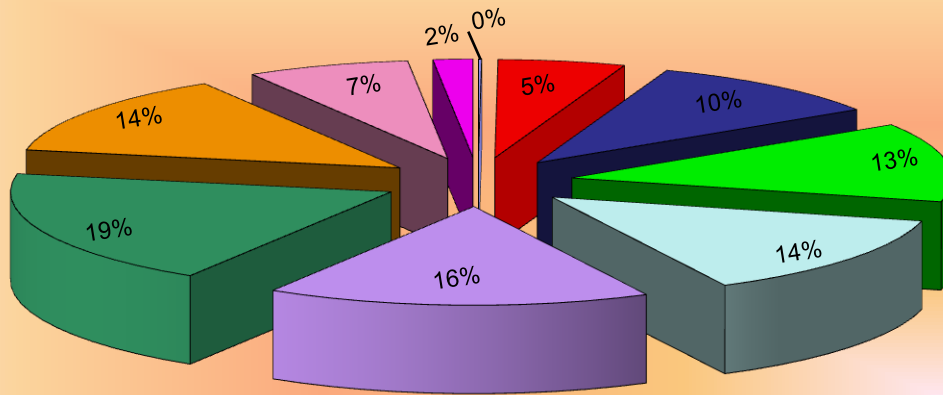


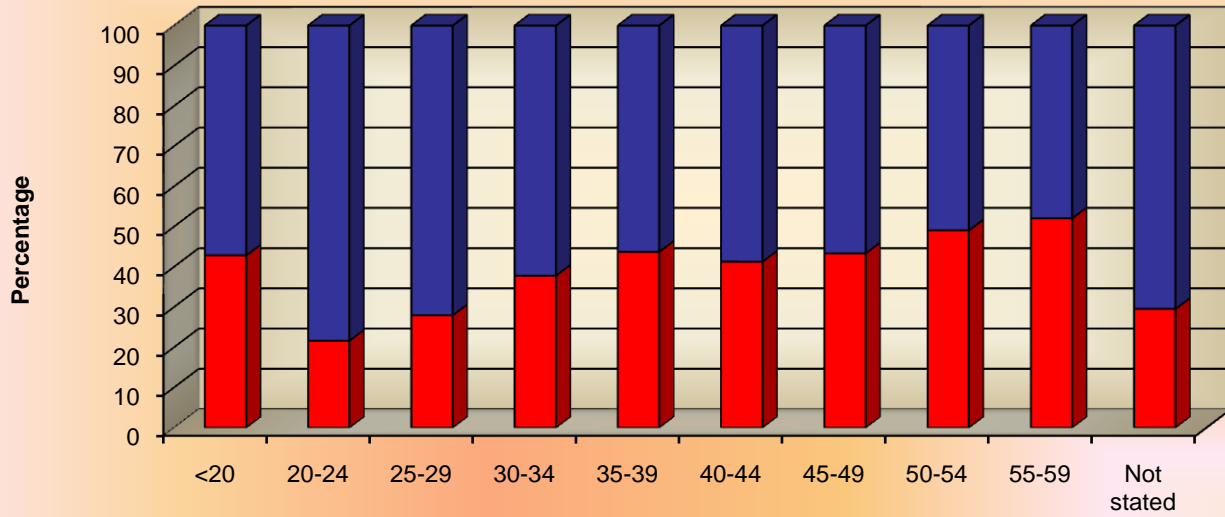
Table 1 shows the distribution of teachers in secondary schools by age and gender for the academic year 1999/2000. Of the total teacher population (5213), 41% was male while 59% was female (Chart 1), representing a ratio of 1 male to 1.4 female.

Chart 2: Distribution of Teachers by Age



■ <20
 ■ 20-24
 ■ 25-29
 ■ 30-34
 ■ 35-39
 ■ 40-44
 ■ 45-49
 ■ 50-54
 ■ 55-59
 ■ Not stated

Chart 3: Distribution of Teachers by Age and Gender



■ Male
 ■ Female

In terms of age distribution, the largest percentage of teachers (36%) was seen in the combined age group of 40-49 years, followed by 27% in the 30-39 age category. Further review of the data showed that 20% of the teacher population fell in the 50-59 age group and 15% in the 20-29 age group (Chart 2). Whereas the distribution of teachers by gender was relatively similar in the 50-59 age group, females out-numbered males in the other age cohorts. In the 20-29 age group, the female to male teacher ratio was almost 3:1. The average age of all teachers was 41 years; that of males was 43 years compared with 40 years for females.

Table 2: Distribution of Teachers by Highest Level of Qualification and Gender

Highest Level of Qualification	No. of Teachers			
	Total	Male	Female	Not stated
All Qualifications	(1) 5213	(2) 2123	(3) 3088	(4) 2
University Degree	3295	1187	2108	0
Diploma/ Certificate	1125	595	529	1
A'Level	460	190	270	0
O'Level	264	124	140	0
Not Stated	69	27	41	1

Chart 4: Distribution of Teachers by Qualification

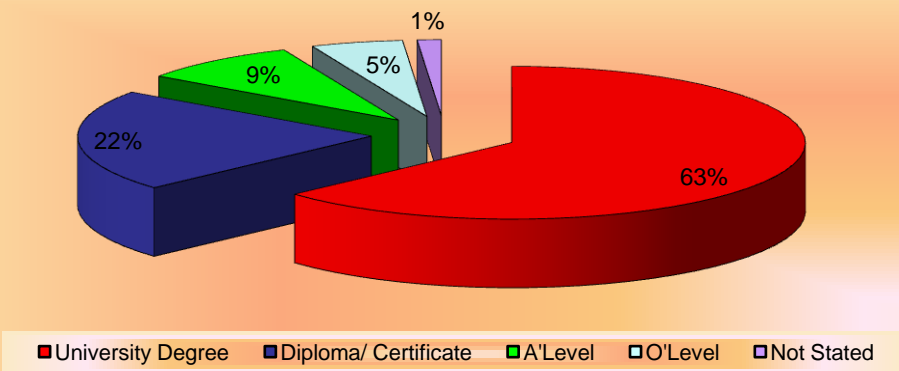
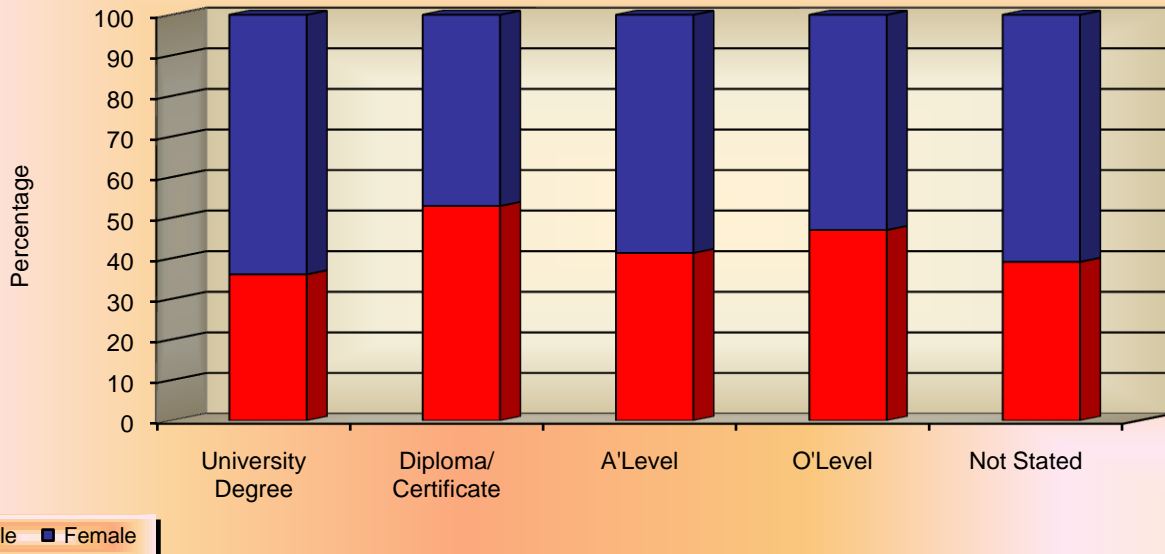


Chart 5: Distribution of Teachers by Qualification and Gender



A significant percentage (63%) of secondary school teachers reported a university degree as their highest level of qualification while 22% possessed either a diploma or certificate (Chart 4). Of the teachers with university degrees, 36% was male compared with 64% female. However, with a diploma/certificate, a distribution of 53% male to 47% female was observed (Chart 5).

**Table 3: Distribution of Teachers by Age and Highest Level of Qualification
All Teachers**

Age (yrs.)	Highest Level of Qualification					
	All Teachers	University Degree	Diploma/Certificate	A'Level	O'Level	Not Stated
	(1)	(2)	(3)	(4)	(5)	(6)
All Ages	5213	3295	1125	460	264	69
<20	7	0	1	6	0	0
20-24	282	124	32	110	10	6
25-29	540	370	75	85	6	4
30-34	677	486	124	45	17	5
35-39	711	466	184	36	20	5
40-44	850	544	214	53	32	7
45-49	996	595	258	58	71	14
50-54	701	438	149	44	67	3
55-59	361	226	74	17	41	3
Not Stated	88	46	14	6	0	22

Chart 6: Distribution of Teachers by Age and Qualification

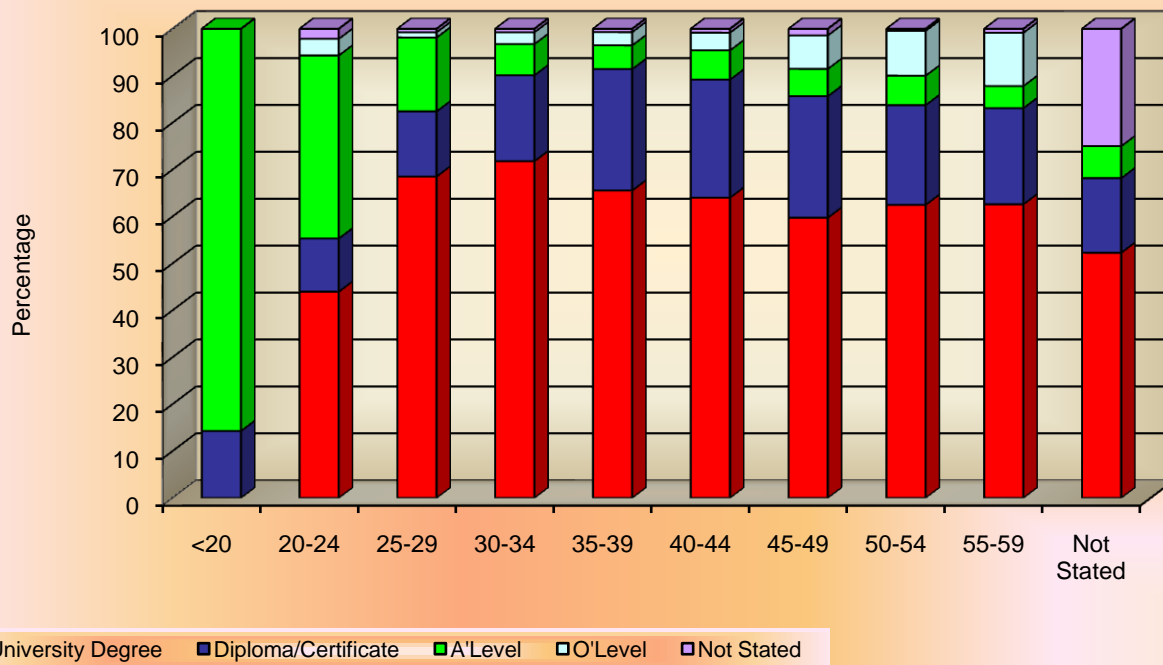


Chart 6 shows that the majority of secondary school teachers within each age group had a university degree compared with other levels of qualification in the academic year 1999/2000. In the age groups, 25-29 to 55-59, the proportion of teachers with university degrees ranged between 60 and 72%. Approximately one quarter of the teachers in each of the age groups, 35-39 to 45-49, possessed a diploma/certificate as the highest level of qualification.

**Table 3a: Distribution of Teachers by Age and Highest Level of Qualification
Males**

Age (yrs.)	Highest Level of Qualification					
	All Males	University Degree	Diploma/Certificate	A'Level	O'Level	Not stated
	(1)	(2)	(3)	(4)	(5)	(6)
All Ages	2123	1187	595	190	124	27
<20	3	0	1	2	0	0
20-24	61	18	10	29	2	2
25-29	151	82	31	34	2	2
30-34	256	165	63	18	7	3
35-39	311	167	110	21	10	3
40-44	351	191	109	31	17	3
45-49	432	223	144	27	31	7
50-54	344	213	80	16	34	1
55-59	188	115	42	8	21	2
Not stated	26	13	5	4	0	4

Chart 7: Distribution of Teachers by Age - Males

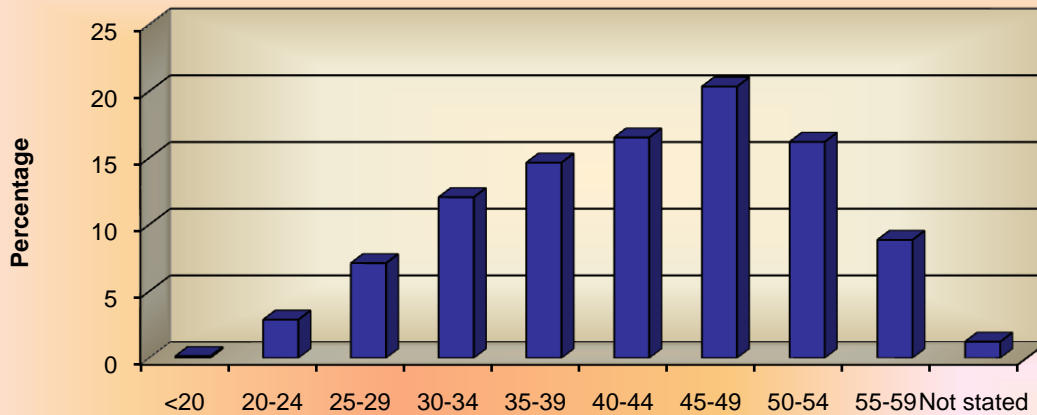
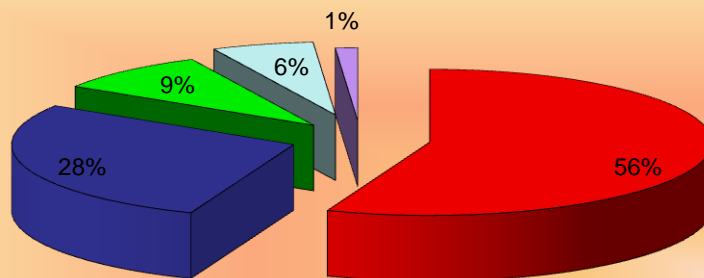


Chart 8: Distribution of Teachers by Qualification - Males



■ University Degree
 ■ Diploma/ Certificate
 ■ A'Level
 ■ O'Level
 ■ Not stated

The majority of male teachers (37%) was in the 40-49 age group, followed by 27% in the 30-39 age category. Male teachers in the 20-29 age group were least represented at a mere 10%, as shown in Chart 7 which also depicts a skewed distribution of male teachers by age. Of the 2123 male teachers, 56% had a university degree followed by 28% with a diploma/certificate (Chart 8).

**Table 3b: Distribution of Teachers by Age and Qualification
Females**

Age (yrs.)	Highest Level of Qualification					
	All Females	University Degree	Diploma/Certificate	A'Level	O'Level	Not stated
	(1)	(2)	(3)	(4)	(5)	(6)
All Ages	3088	2108	529	270	140	41
<20	4	0	0	4	0	0
20-24	221	106	22	81	8	4
25-29	389	288	44	51	4	2
30-34	420	321	60	27	10	2
35-39	400	299	74	15	10	2
40-44	499	353	105	22	15	4
45-49	564	372	114	31	40	7
50-54	357	225	69	28	33	2
55-59	173	111	32	9	20	1
Not stated	61	33	9	2	0	17

Chart 9: Distribution of Teachers by Age - Females

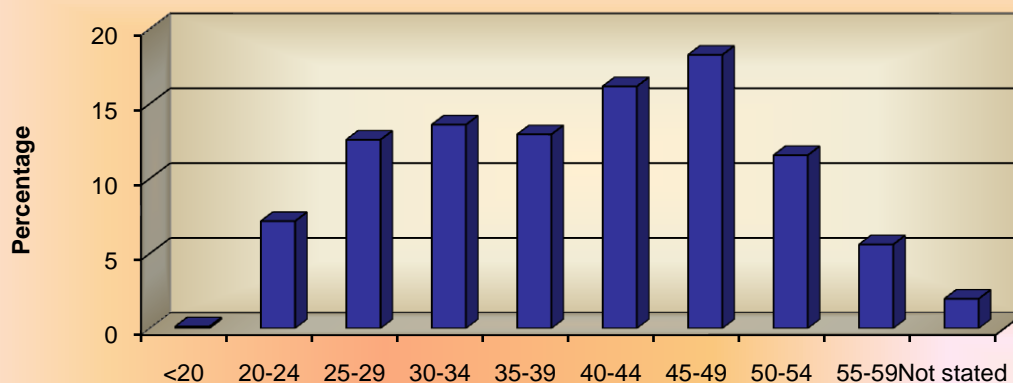
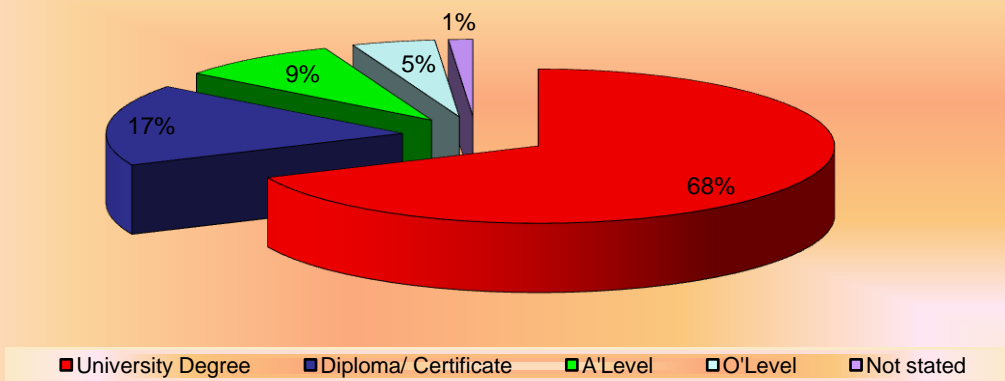


Chart 10: Distribution of Teachers by Qualification - Females

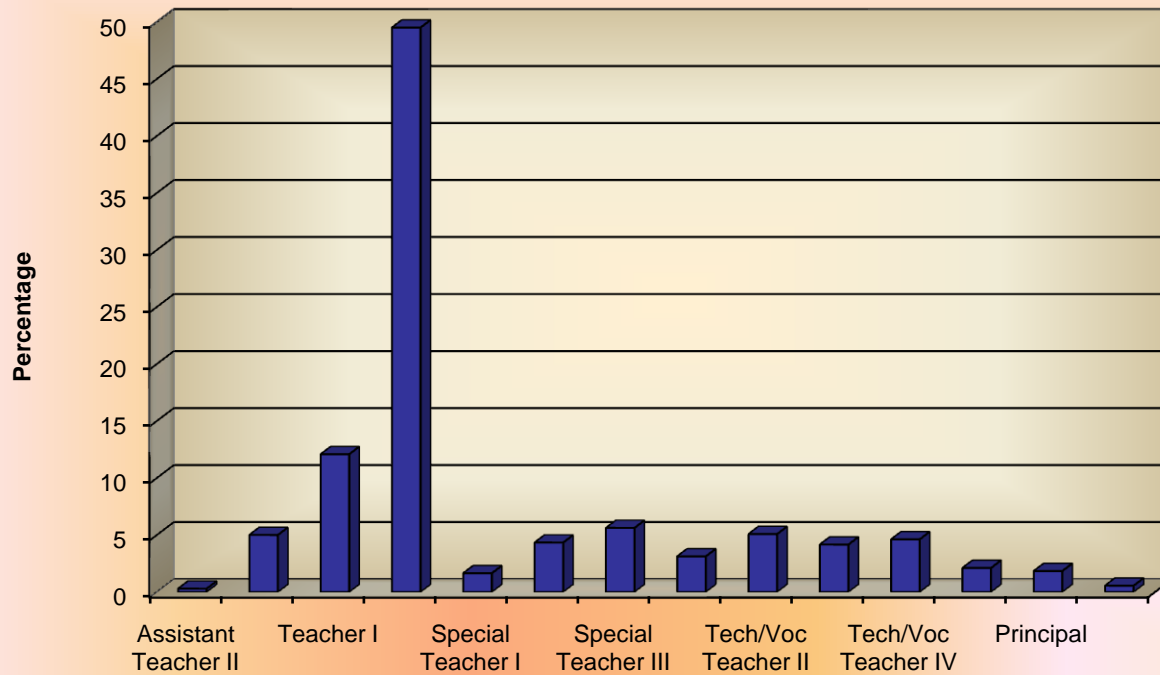


Similar to their male counterparts, the majority of secondary school female teachers (34%) was between 40-49 years, followed by 27% in the 30-39 age category. However, unlike male teachers, 20% or one fifth of the female teacher population was seen in the 20-29 age group (Chart 9). Of the 3088 female teachers, a substantial proportion (68%) held a university degree and 17% possessed a diploma/certificate (Chart 10).

Table 4: Distribution of Teachers by Classification and Gender

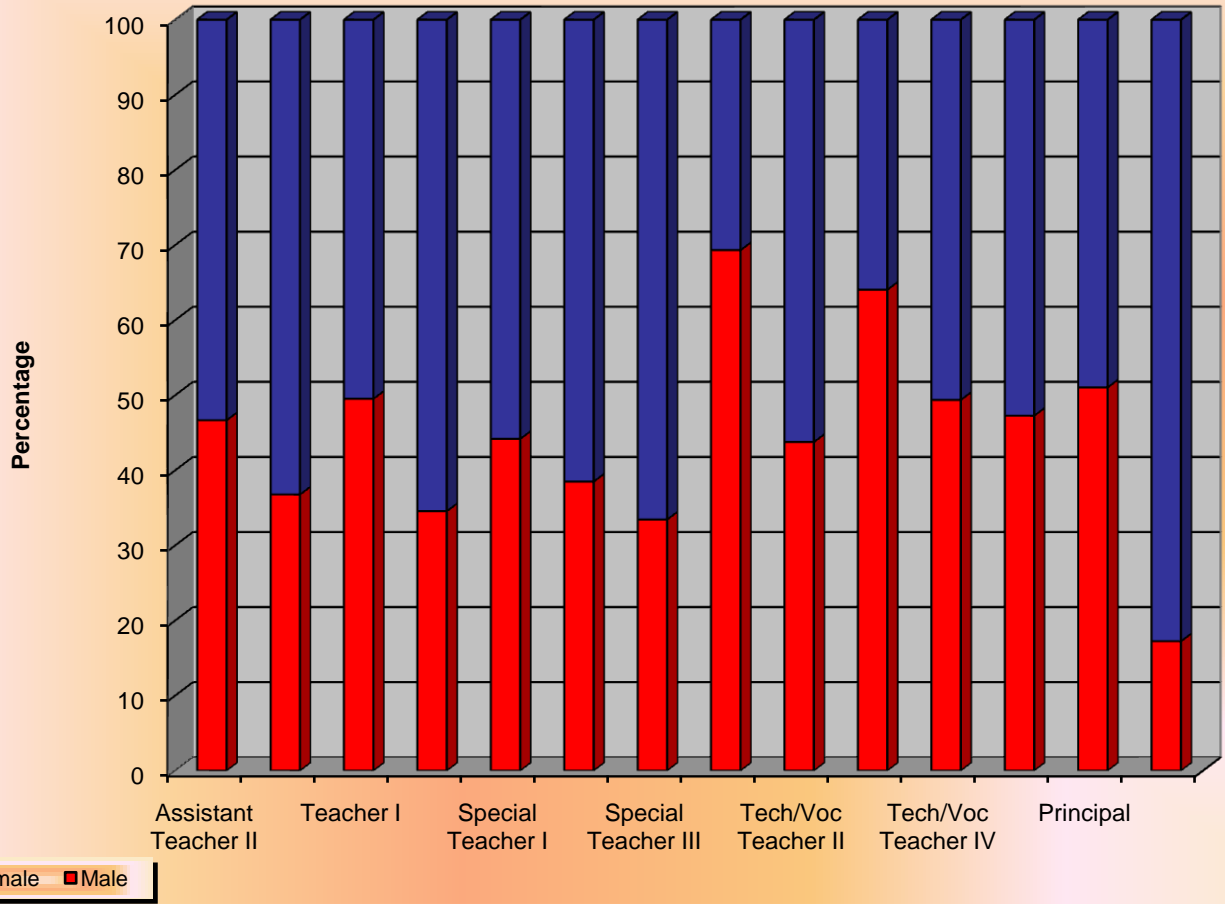
Classification	No. of Teachers			
	Total	Male	Female	Not stated
	(1)	(2)	(3)	(4)
All Classifications	5213	2123	3088	2
Assistant Teacher II	15	7	8	0
Assistant Teacher III	261	96	165	0
Teacher I	630	312	318	0
Teacher II	2581	892	1689	0
Special Teacher I	86	38	48	0
Special Teacher II	226	87	139	0
Special Teacher III	293	98	195	0
Tech/Voc Teacher I	163	113	50	0
Tech/Voc Teacher II	265	116	149	0
Tech/Voc Teacher III	217	139	78	0
Tech/Voc Teacher IV	241	119	122	0
Vice Principal	110	52	58	0
Principal	96	49	47	0
Not Stated	29	5	22	2

Chart 11: Distribution of Teachers by Classification



A review of the secondary school teacher population showed that approximately 50% (2581 teachers) was classified as Teacher II (Chart 11) of which 35% was male and 65% female (Chart 12). Teacher I comprised the next category (12%) with a similar gender distribution. Six percent (6% or 293 teachers) was classified as Special Teacher III of which 33% was male and 67% female. Five percent (5% or 265 teachers) was observed in the Technical/Vocation Teacher II category of which 44% was male and 56% female. The Assistant Teacher III category also accounted for 5% of all teachers (Chart 11) with 37% male and 63% female (Chart 12).

Chart 12: Distribution of Teachers by Classification and Gender



**Table 5: Distribution of Teachers by Classification and Age
All Teachers**

Classification	Age (yrs.)										
	All Ages	<20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	Not Stated
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
All Classifications	5213	7	282	540	677	711	850	996	701	361	88
Assistant Teacher II	15	0	1	3	3	2	3	2	1	0	0
Assistant Teacher III	261	6	122	85	17	15	4	0	5	2	5
Teacher I	630	0	2	13	76	54	109	157	139	76	4
Teacher II	2581	0	77	273	410	399	458	467	322	135	40
Special Teacher I	86	0	14	14	9	7	15	16	7	3	1
Special Teacher II	226	0	13	23	19	33	31	52	30	24	1
Special Teacher III	293	0	21	56	40	39	38	44	33	17	5
Tech/Voc Teacher I	163	0	2	7	24	47	36	33	8	4	2
Tech/Voc Teacher II	266	1	28	60	61	57	29	16	10	2	2
Tech/Voc Teacher III	217	0	0	4	6	18	40	86	45	15	3
Tech/Voc Teacher IV	241	0	2	1	11	36	69	68	35	16	3
Vice Principal	110	0	0	0	0	2	17	34	35	22	0
Principal	96	0	0	0	0	1	0	21	29	45	0
Not Stated	28	0	0	1	1	1	1	0	2	0	22

**Table 5a: Percentage Distribution of Teachers by Classification and Age
All Teachers**

Classification	Age (yrs.)										
	All Ages	<20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	Not Stated
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
All Classifications	100	0.1	5.4	10.4	13.0	13.6	16.3	19.1	13.4	6.9	1.7
Assistant Teacher II	100	0.0	6.7	20.0	20.0	13.3	20.0	13.3	6.7	0.0	0.0
Assistant Teacher III	100	2.3	46.7	32.6	6.5	5.7	1.5	0.0	1.9	0.8	1.9
Teacher I	100	0.0	0.3	2.1	12.1	8.6	17.3	24.9	22.1	12.1	0.6
Teacher II	100	0.0	3.0	10.6	15.9	15.5	17.7	18.1	12.5	5.2	1.5
Special Teacher I	100	0.0	16.3	16.3	10.5	8.1	17.4	18.6	8.1	3.5	1.2
Special Teacher II	100	0.0	5.8	10.2	8.4	14.6	13.7	23.0	13.3	10.6	0.4
Special Teacher III	100	0.0	7.2	19.1	13.7	13.3	13.0	15.0	11.3	5.8	1.7
Tech/Voc Teacher I	100	0.0	1.2	4.3	14.7	28.8	22.1	20.2	4.9	2.5	1.2
Tech/Voc Teacher II	100	0.4	10.5	22.6	22.9	21.4	10.9	6.0	3.8	0.8	0.8
Tech/Voc Teacher III	100	0.0	0.0	1.8	2.8	8.3	18.4	39.6	20.7	6.9	1.4
Tech/Voc Teacher IV	100	0.0	0.8	0.4	4.6	14.9	28.6	28.2	14.5	6.6	1.2
Vice Principal	100	0.0	0.0	0.0	0.0	1.8	15.5	30.9	31.8	20.0	0.0
Principal	100	0.0	0.0	0.0	0.0	1.0	0.0	21.9	30.2	46.9	0.0
Not Stated	100	0.0	0.0	3.6	3.6	3.6	3.6	0.0	7.1	0.0	78.6

Table 5a shows that generally, the majority of secondary school teachers within each classification was in the 40-49 age group. However, in the Assistant Teacher III category, 79% of the teachers was in the 20-29 age group; and in each of the Technical/Vocational Teacher I and II classification, approximately 44% of the teachers was in the 30-39 age group. Seventy seven percent (77%) of all Principals was aged between 50-59 years compared with 52% of Vice Principals.

**Table 5b: Distribution of Teachers by Classification and Age
Males**

Classification	Age (yrs.)										
	All Ages	<20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	Not Stated
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
All Classifications	2123	3	61	151	256	311	351	432	344	188	26
Assistant Teacher II	7	0	0	1	1	1	1	2	1	0	0
Assistant Teacher III	96	2	31	30	11	10	4	0	3	2	3
Teacher I	312	0	1	9	34	26	53	78	63	44	4
Teacher II	892	0	12	63	138	136	156	165	146	67	9
Special Teacher I	38	0	3	3	5	3	7	7	6	3	1
Special Teacher II	87	0	2	7	4	19	18	16	14	7	0
Special Teacher III	98	0	1	8	12	17	10	21	21	7	1
Tech/Voc Teacher I	113	0	2	7	17	34	22	23	5	2	1
Tech/Voc Teacher II	116	1	8	22	27	27	16	9	6	0	0
Tech/Voc Teacher III	139	0	0	1	3	14	28	56	27	8	2
Tech/Voc Teacher IV	119	0	1	0	4	20	29	35	19	10	1
Vice Principal	52	0	0	0	0	2	7	14	17	12	0
Principal	49	0	0	0	0	1	0	6	16	26	0
Not Stated	5	0	0	0	0	1	0	0	0	0	4

**Table 5c: Percentage Distribution of Teachers by Classification and Age
Males**

Classification	Age (yrs.)										
	All Ages	<20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	Not Stated
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
All Classifications	100	0.1	2.9	7.1	12.1	14.6	16.5	20.3	16.2	8.9	1.2
Assistant Teacher II	100	0.0	0.0	14.3	14.3	14.3	14.3	28.6	14.3	0.0	0.0
Assistant Teacher III	100	2.1	32.3	31.3	11.5	10.4	4.2	0.0	3.1	2.1	3.1
Teacher I	100	0.0	0.3	2.9	10.9	8.3	17.0	25.0	20.2	14.1	1.3
Teacher II	100	0.0	1.3	7.1	15.5	15.2	17.5	18.5	16.4	7.5	1.0
Special Teacher I	100	0.0	7.9	7.9	13.2	7.9	18.4	18.4	15.8	7.9	2.6
Special Teacher II	100	0.0	2.3	8.0	4.6	21.8	20.7	18.4	16.1	8.0	0.0
Special Teacher III	100	0.0	1.0	8.2	12.2	17.3	10.2	21.4	21.4	7.1	1.0
Tech/Voc Teacher I	100	0.0	1.8	6.2	15.0	30.1	19.5	20.4	4.4	1.8	0.9
Tech/Voc Teacher II	100	0.9	6.9	19.0	23.3	23.3	13.8	7.8	5.2	0.0	0.0
Tech/Voc Teacher III	100	0.0	0.0	0.7	2.2	10.1	20.1	40.3	19.4	5.8	1.4
Tech/Voc Teacher IV	100	0.0	0.8	0.0	3.4	16.8	24.4	29.4	16.0	8.4	0.8
Vice Principal	100	0.0	0.0	0.0	0.0	3.8	13.5	26.9	32.7	23.1	0.0
Principal	100	0.0	0.0	0.0	0.0	2.0	0.0	12.2	32.7	53.1	0.0
Not Stated	100	0.0	0.0	0.0	0.0	20.0	0.0	0.0	0.0	0.0	80.0

The distribution of the male teacher population shows that the majority of teachers by classification was in the 40-49 age group. However, sixty three percent (63%) of the Assistant Teachers-III was seen in the 20-29 age group while 46% of the Technical/Vocational Teachers-II and 45% of the Technical/Vocation Teachers-I were between 30-39 years. Most male Principals (53%) were between 55 - 59 years of age.

**Table 5d: Distribution of Teachers by Classification and Age
Females**

Classification	Age (yrs.)										
	All Ages	<20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	Not Stated
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
All Classifications	3088	4	221	389	420	400	499	564	357	173	61
Assistant Teacher II	8	0	1	2	2	1	2	0	0	0	0
Assistant Teacher III	165	4	91	55	6	5	0	0	2	0	2
Teacher I	318	0	1	4	42	28	56	79	76	32	0
Teacher II	1689	0	65	210	272	263	302	302	176	68	31
Special Teacher I	48	0	11	11	4	4	8	9	1	0	0
Special Teacher II	139	0	11	16	15	14	13	36	16	17	1
Special Teacher III	195	0	20	48	28	22	28	23	12	10	4
Tech/Voc Teacher I	50	0	0	0	7	13	14	10	3	2	1
Tech/Voc Teacher II	149	0	20	38	33	30	13	7	4	2	2
Tech/Voc Teacher III	78	0	0	3	3	4	12	30	18	7	1
Tech/Voc Teacher IV	122	0	1	1	7	16	40	33	16	6	2
Vice Principal	58	0	0	0	0	0	10	20	18	10	0
Principal	47	0	0	0	0	0	0	15	13	19	0
Not Stated	22	0	0	1	1	0	1	0	2	0	17

**Table 5e: Percentage Distribution of Teachers by Classification and Age
Females**

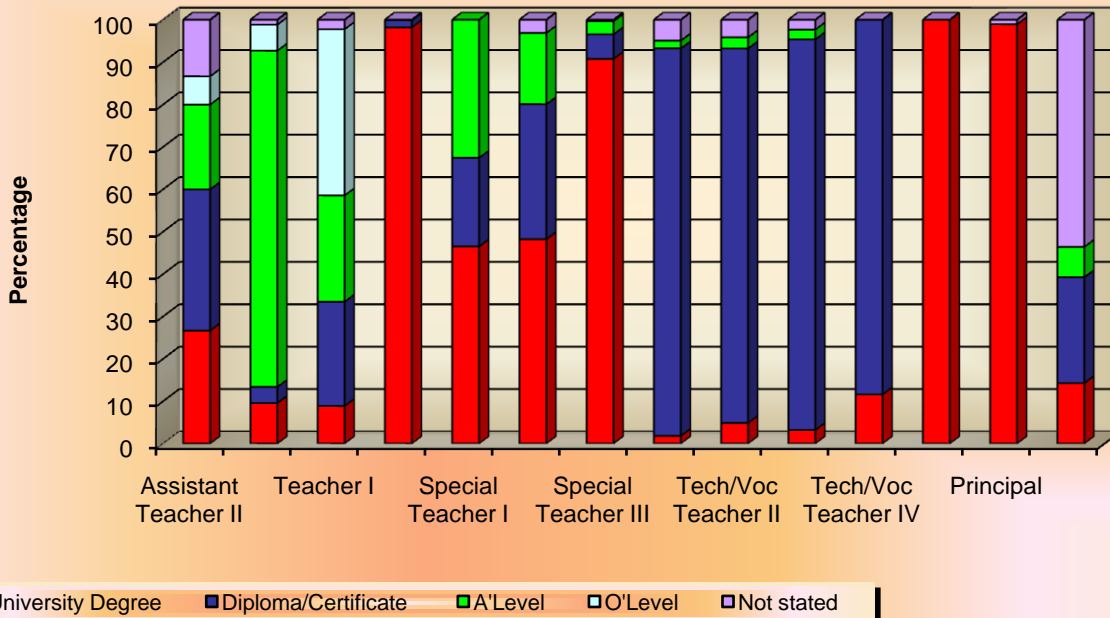
Classification	Age (yrs.)										
	All Ages	<20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	Not Stated
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
All Classifications	100	0.1	7.2	12.6	13.6	13.0	16.2	18.3	11.6	5.6	2.0
Assistant Teacher II	100	0.0	12.5	25.0	25.0	12.5	25.0	0.0	0.0	0.0	0.0
Assistant Teacher III	100	2.4	55.2	33.3	3.6	3.0	0.0	0.0	1.2	0.0	1.2
Teacher I	100	0.0	0.3	1.3	13.2	8.8	17.6	24.8	23.9	10.1	0.0
Teacher II	100	0.0	3.8	12.4	16.1	15.6	17.9	17.9	10.4	4.0	1.8
Special Teacher I	100	0.0	22.9	22.9	8.3	8.3	16.7	18.8	2.1	0.0	0.0
Special Teacher II	100	0.0	7.9	11.5	10.8	10.1	9.4	25.9	11.5	12.2	0.7
Special Teacher III	100	0.0	10.3	24.6	14.4	11.3	14.4	11.8	6.2	5.1	2.1
Tech/Voc Teacher I	100	0.0	0.0	0.0	14.0	26.0	28.0	20.0	6.0	4.0	2.0
Tech/Voc Teacher II	100	0.0	13.4	25.5	22.1	20.1	8.7	4.7	2.7	1.3	1.3
Tech/Voc Teacher III	100	0.0	0.0	3.8	3.8	5.1	15.4	38.5	23.1	9.0	1.3
Tech/Voc Teacher IV	100	0.0	0.8	0.8	5.7	13.1	32.8	27.0	13.1	4.9	1.6
Vice Principal	100	0.0	0.0	0.0	0.0	0.0	17.2	34.5	31.0	17.2	0.0
Principal	100	0.0	0.0	0.0	0.0	0.0	0.0	31.9	27.7	40.4	0.0
Not Stated	100	0.0	0.0	4.5	4.5	0.0	4.5	0.0	9.1	0.0	77.3

An analysis of the female teachers by classification indicated that the majority, as their male counterparts, was in the 40-49 age group; more than 40% in the case of Teacher I, Technical/Vocational Teacher I, II and IV and Vice Principal. Eighty eight percent (88%) of the Assistant Teachers-III and 46% of Special Teachers-I were in the 20-29 age group. Forty two percent (42%) of the Technical/Vocational Teachers-II and 40% of the Technical/Vocational Teachers-I were between 30-39 years of age. The modal age group of the female Principals (68%) was 50-59 years.

**Table 6: Distribution of Teachers by Classification and Highest Level of Qualification
All Teachers**

Classification	Highest Level of Qualification					
	All Teachers	University Degree	Diploma/	A'Level	O'Level	Not stated
	(1)	(2)	(3)	(4)	(5)	(6)
All Classifications	5213	3295	1124	460	264	70
Assistant Teacher II	15	4	5	3	1	2
Assistant Teacher III	261	25	10	207	16	3
Teacher I	630	56	155	158	247	14
Teacher II	2581	2535	43	0	0	3
Special Teacher I	86	40	18	28	0	0
Special Teacher II	226	109	72	38	0	7
Special Teacher III	293	266	17	9	0	1
Tech/Voc Teacher I	163	3	149	3	0	8
Tech/Voc Teacher II	266	13	235	7	0	11
Tech/Voc Teacher III	217	7	200	5	0	5
Tech/Voc Teacher IV	241	28	213	0	0	0
Vice Principal	110	110	0	0	0	0
Principal	96	95	0	0	0	1
Not Stated	28	4	7	2	0	15

Chart 13: Distribution of Teachers by Classification and Qualification



Consistent with qualification requirement, almost all secondary school teachers classified as Teacher II (98%), held university degrees (Chart 13). However, a substantial proportion of Special Teachers, especially Special Teachers-III with 91%, had obtained university degrees. Approximately, 9% of the Teachers-I and Assistant Teachers-III were also university graduates. Twelve percent (12%) of the Technical/Vocational Teachers-IV had university degrees but the majority of all Technical/Vocational Teachers possessed diplomas/certificates. Secondary education, O'Level and A'Level, was predominantly the highest level of qualification attained by Assistant Teachers-III (85%) and Teachers-I (64%).

Table 6a: Distribution of Teachers by Classification and Highest Level of Qualification Males

Classification	Highest Level of Qualification					
	All Males	University Degree	Diploma/Certificate	A'Level	O'Level	Not stated
	(1)	(2)	(3)	(4)	(5)	(6)
All Classifications	2123	1187	595	190	124	27
Assistant Teacher II	7	2	3	0	1	1
Assistant Teacher III	96	10	6	75	4	1
Teacher I	312	31	79	76	119	7
Teacher II	892	879	12	0	0	1
Special Teacher I	38	15	12	11	0	0
Special Teacher II	87	43	26	16	0	2
Special Teacher III	98	88	7	3	0	0
Tech/Voc Teacher I	113	2	104	1	0	6
Tech/Voc Teacher II	116	4	104	4	0	4
Tech/Voc Teacher III	139	1	131	4	0	3
Tech/Voc Teacher IV	119	10	109	0	0	0
Vice Principal	52	52	0	0	0	0
Principal	49	48	0	0	0	1
Not Stated	5	2	2	0	0	1

Chart 14: Distribution of Teachers by Classification and Qualification - Males

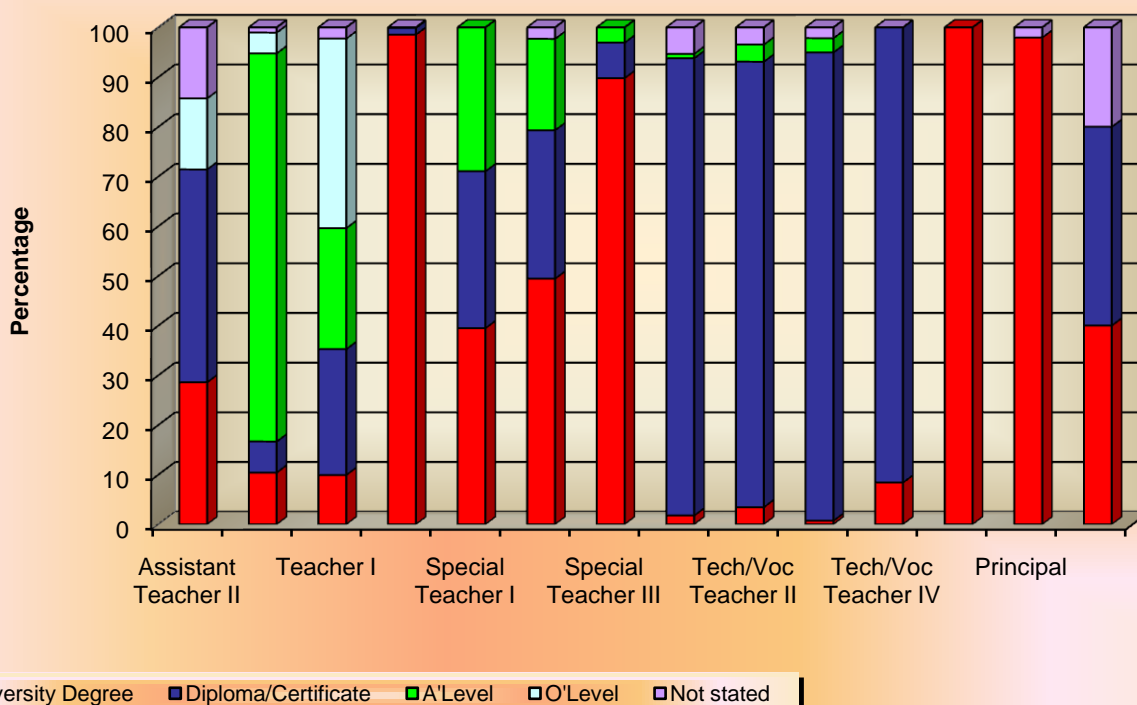
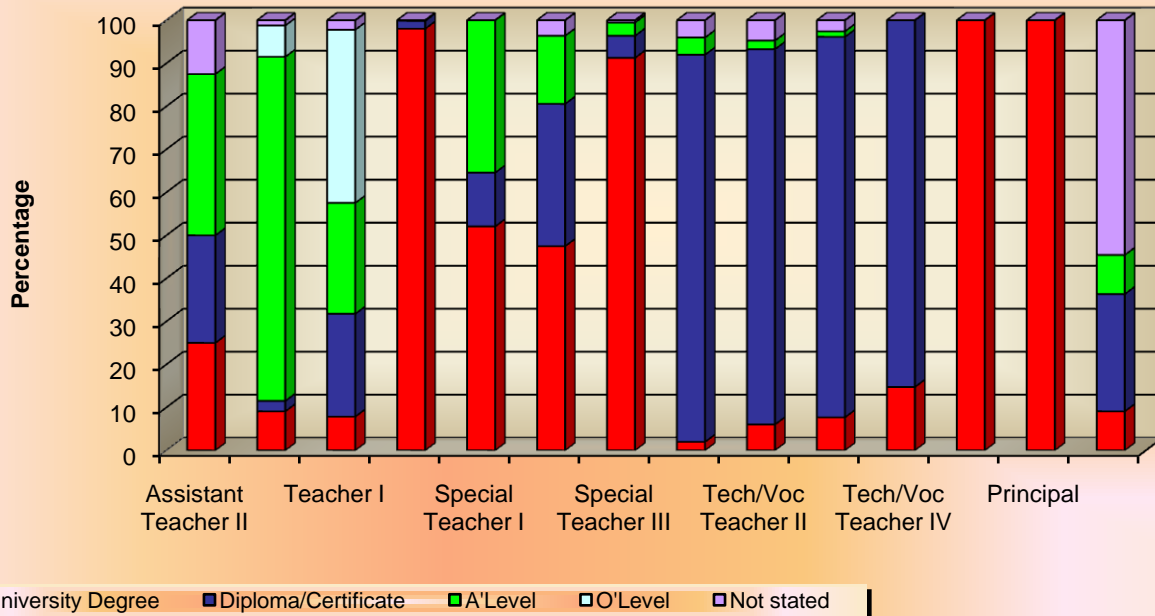


Chart 14 shows that almost all the male teachers classified as Teacher II and 90% in the Special Teacher III category were holders of university degrees. Approximately, 10% of the Assistant Teachers-III and Teachers-I also graduated with university degrees. The majority of Assistant Teachers-III (82%) and Teachers-I (63%) held secondary level qualification. Over 90% of the male Technical/Vocational Teachers had obtained diplomas/certificates.

Table 6b: Distribution of Teachers by Classification and Highest Level of Qualification Females

Classification	Highest Level of Qualification					
	All Females	University Degree	Diploma/Certificate	A'Level	O'Level	Not stated
	(1)	(2)	(3)	(4)	(5)	(6)
All Classifications	3088	2108	529	270	140	41
Assistant Teacher II	8	2	2	3	0	1
Assistant Teacher III	165	15	4	132	12	2
Teacher I	318	25	76	82	128	7
Teacher II	1689	1656	31	0	0	2
Special Teacher I	48	25	6	17	0	0
Special Teacher II	139	66	46	22	0	5
Special Teacher III	195	178	10	6	0	1
Tech/Voc Teacher I	50	1	45	2	0	2
Tech/Voc Teacher II	149	9	130	3	0	7
Tech/Voc Teacher III	78	6	69	1	0	2
Tech/Voc Teacher IV	122	18	104	0	0	0
Vice Principal	58	58	0	0	0	0
Principal	47	47	0	0	0	0
Not Stated	22	2	6	2	0	12

Chart 15: Distribution of Teachers by Classification and Qualification - Females



As their male counterparts, most females in the Teacher II category (98%) had obtained university degrees. A similar level of educational attainment was reported by 91% of Special Teachers-III, approximately 50% of the Special Teachers-I and III, 15% of the Technical/Vocation Teachers-IV, 9% of the Assistant Teachers-III and 8% Teacher I. In addition, a substantial percentage (87%) of Technical/Vocational Teachers possessed diplomas/certificates while 87% of the Assistant Teachers-III and 66% of the Teachers-I reported a secondary level qualification.

Table 7: Distribution of Teachers by Professional Training and Gender

Professional Training	No. of Teachers			
	Total	Male	Female	Not stated
All Training	(1) 5213	(2) 2123	(3) 3088	(4) 2
University Degree/Diploma	989	316	673	0
Teachers' Diploma	1430	660	770	0
None	2777	1142	1633	2
Not stated	17	5	12	0

Chart 16: Distribution of Teachers by Professional Training

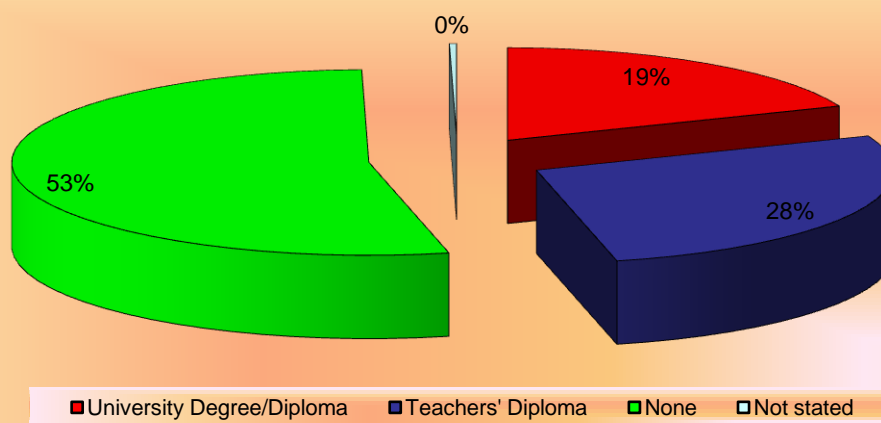
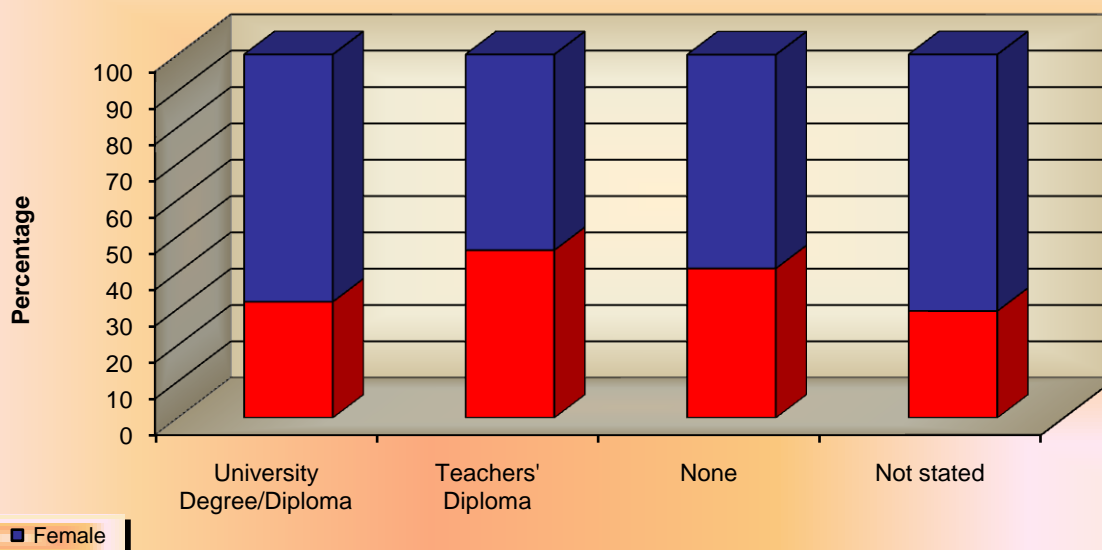


Chart 17: Distribution of Teachers by Professional Training and Gender



The data on professional training revealed that 46% of the secondary school teachers was trained; 27% possessed the teacher's diploma and 19% had obtained a university degree/diploma. Over half of the teachers (54%), therefore, had no professional training. By gender, a similar percentage of male (54%) and female teachers (53%) was untrained.

**Table 8: Distribution of Teachers by Age and Professional Training
All Teachers**

Age (yrs.)	Professional Training				
	All Teachers (1)	University Degree/Diploma (2)	Teachers' Diploma (3)	None (4)	Not stated (5)
All Ages	5213	989	1430	2777	17
<20	7	0	0	7	0
20-24	282	4	9	268	1
25-29	540	32	43	464	1
30-34	677	108	146	423	0
35-39	711	145	157	405	4
40-44	850	181	258	409	2
45-49	996	223	364	408	1
50-54	701	186	294	219	2
55-59	361	105	150	105	1
Not stated	88	5	9	69	5

Chart 18: Distribution of Teachers by Age and Professional Training

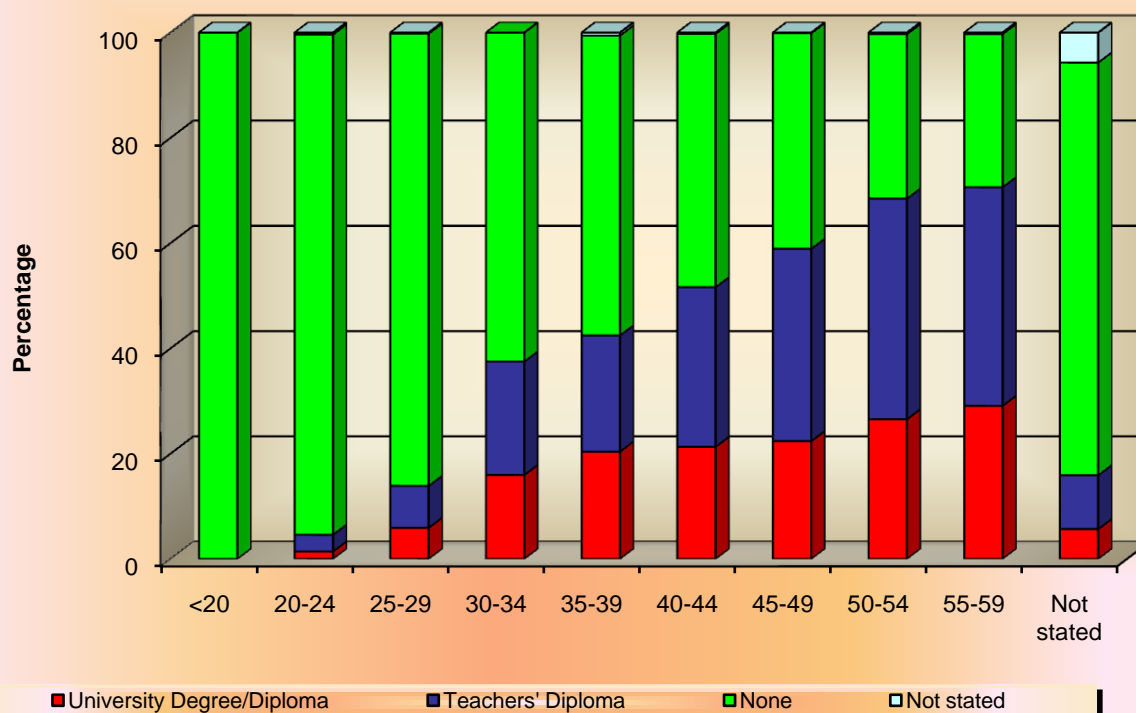
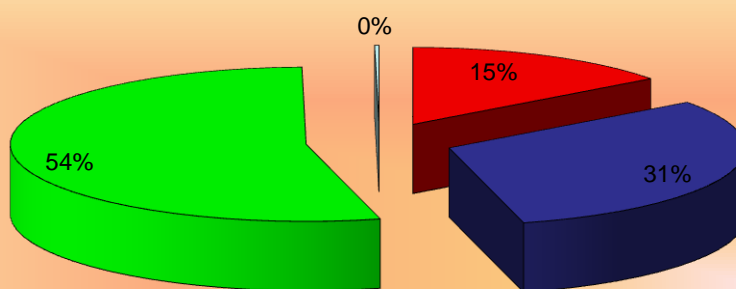


Chart 18 shows that 89% of secondary school teachers in the 20-29 age group was untrained. This was followed by 60% in the 30-39 age category. The largest percentage of professionally trained teachers both at the university level (27%) and at the teachers' diploma level (42%) was in the 50-59 age category. A negligible 4% of teachers in the 20-29 age group was trained at the tertiary level.

Table 8a: Distribution of Teachers by Age and Professional Training Males

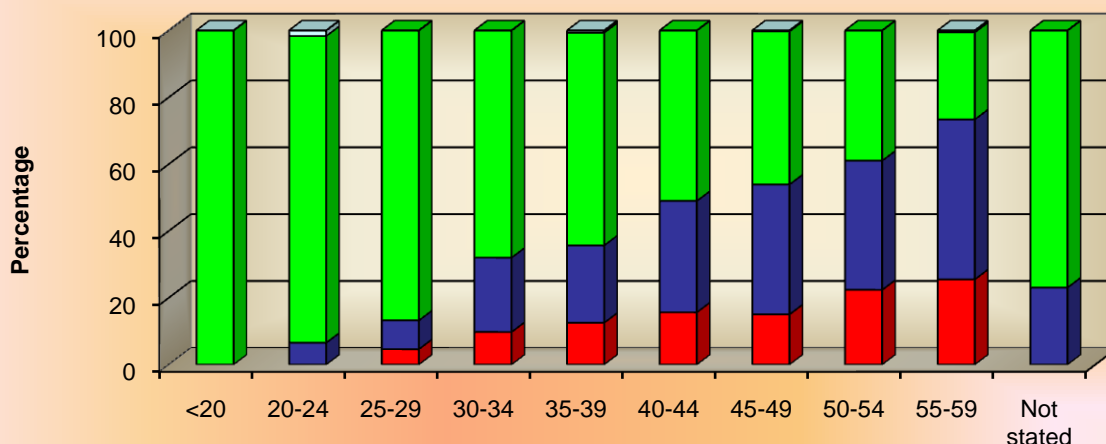
Age (yrs.)	Professional Training				
	All Males (1)	University Degree/Diploma (2)	Teachers' Diploma (3)	None (4)	Not stated (5)
All Ages	2123	316	660	1142	5
<20	3	0	0	3	0
20-24	61	0	4	56	1
25-29	151	7	13	131	0
30-34	256	25	57	174	0
35-39	311	39	72	198	2
40-44	351	55	117	179	0
45-49	432	65	168	198	1
50-54	344	77	133	134	0
55-59	188	48	90	49	1
Not stated	26	0	6	20	0

Chart 19: Distribution of Teachers by Professional Training - Males



■ University Degree/Diploma ■ Teachers' Diploma ■ None ■ Not stated

Chart 20: Distribution of Teachers by Age and Professional Training - Males



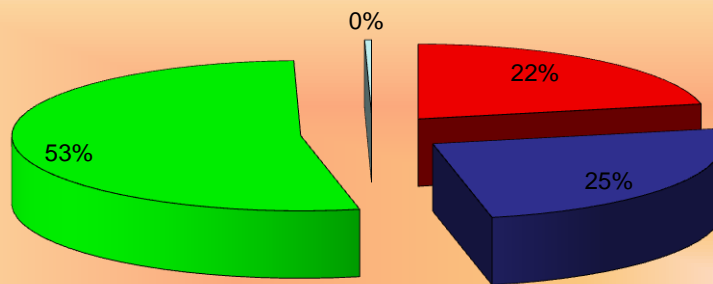
■ University Degree/Diploma ■ Teachers' Diploma ■ None ■ Not stated

Overall, 54% of the male teachers in secondary schools was untrained. Only 15% had professional training at the tertiary level while 31% possessed a teacher's diploma (Chart 19). Training among male teachers ranged from 11% in the age group 20-29 to 65% of teachers aged 50-59 years.

Table 8b: Distribution of Teachers by Age and Professional Training Females

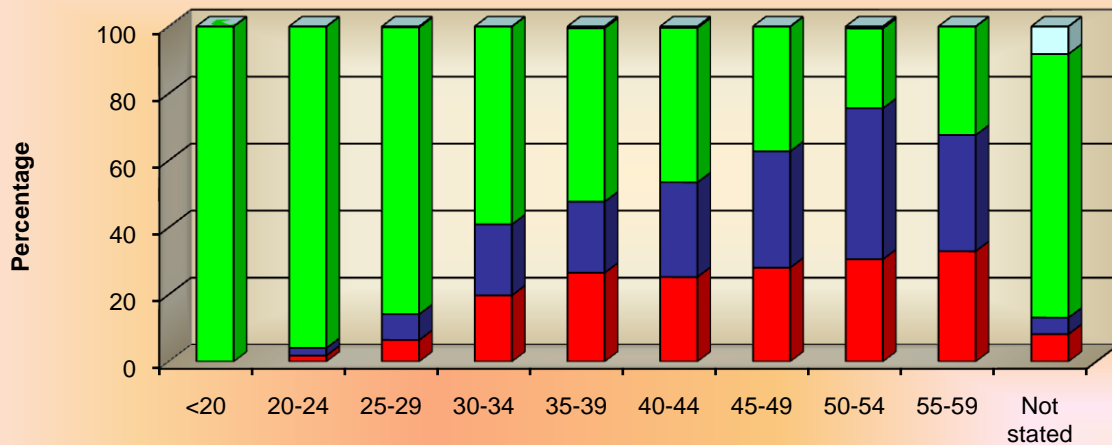
Age (yrs.)	Professional Training				
	All Females	University Degree/Diploma	Teachers' Diploma	None	Not stated
	(1)	(2)	(3)	(4)	(5)
All Ages	3088	673	770	1633	12
<20	4	0	0	4	0
20-24	221	4	5	212	0
25-29	389	25	30	333	1
30-34	420	83	89	248	0
35-39	400	106	85	207	2
40-44	499	126	141	230	2
45-49	564	158	196	210	0
50-54	357	109	161	85	2
55-59	173	57	60	56	0
Not stated	61	5	3	48	5

Chart 21: Distribution of Teachers by Professional Training - Females



■ University Degree/Diploma ■ Teachers' Diploma ■ None ■ Not stated

Chart 22: Distribution of Teachers by Age and Professional Training - Females



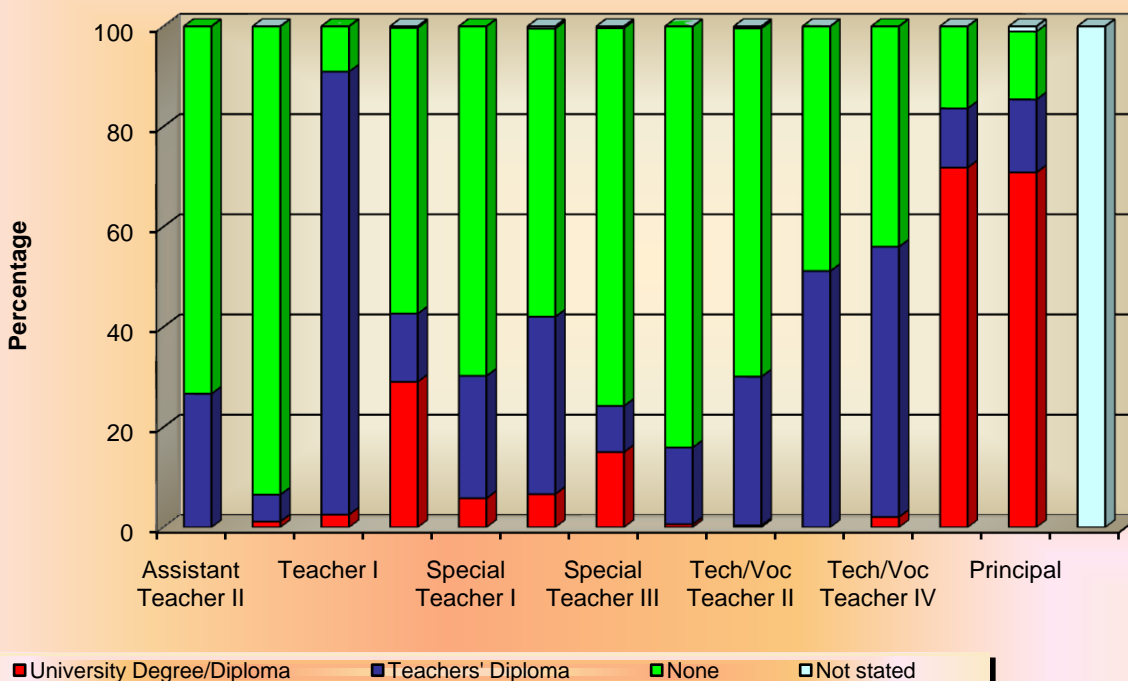
■ University Degree/Diploma ■ Teachers' Diploma ■ None ■ Not stated

Although there were more female teachers than males, the percentage of untrained teachers by gender was similar (53% females and 54% males). The distribution of trained female teachers ranged from 10% of teachers between 20-29 years of age to 73% in the 50-59 age category.

**Table 9: Distribution of Teachers by Classification and Professional Training
All Teachers**

Classification	Professional Training				
	All Teachers (1)	University Degree/Diploma (2)	Teachers' Diploma (3)	None (4)	Not stated (5)
All Classifications	5213	987	1426	2760	40
Assistant Teacher II	15	0	4	11	0
Assistant Teacher III	261	3	14	244	0
Teacher I	630	16	557	57	0
Teacher II	2581	750	351	1472	8
Special Teacher I	86	5	21	60	0
Special Teacher II	226	15	80	130	1
Special Teacher III	293	44	27	221	1
Tech/Voc Teacher I	163	1	25	137	0
Tech/Voc Teacher II	266	1	79	185	1
Tech/Voc Teacher III	217	0	111	106	0
Tech/Voc Teacher IV	241	5	130	106	0
Vice Principal	110	79	13	18	0
Principal	96	68	14	13	1
Not Stated	28	0	0	0	28

Chart 23: Distribution of Teachers by Classification and Professional Training

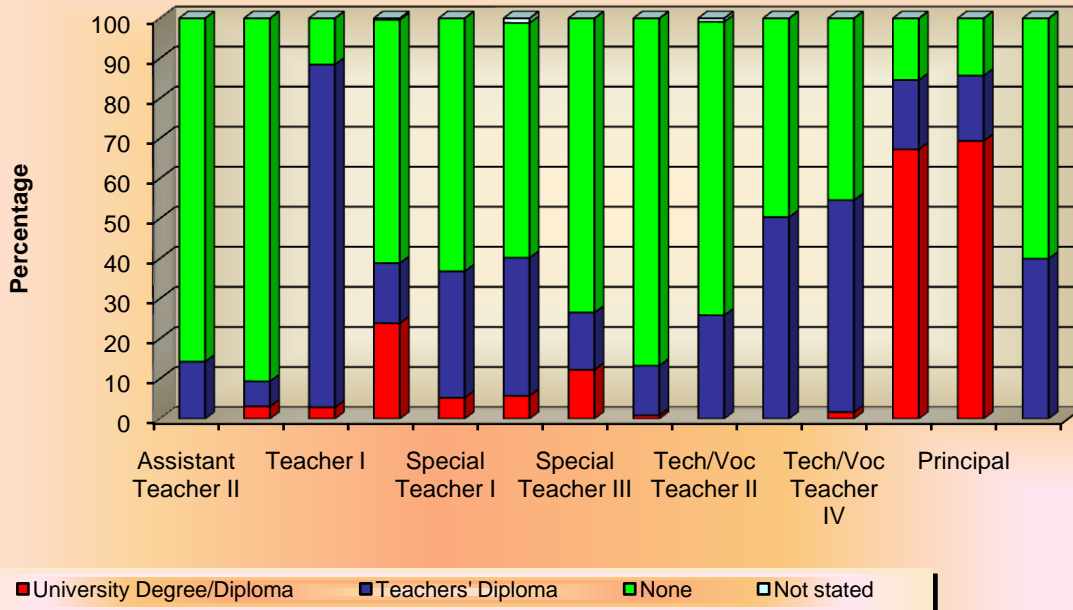


While Teacher II comprised 50% of all secondary school teachers, less than half of this category of teachers (43%) was professionally trained, 29% with a university degree/diploma and 14% with a teacher's diploma (Chart 23). However, teacher training was observed among 91% of the Teachers-I, 51% of the Technical/Vocational Teachers-III and 56% of the Technical/Vocational Teachers-IV, mainly at the level of the teachers' diploma.

Table 9a: Distribution of Teachers by Classification and Professional Training Males

Classification	Professional Training				
	All Males (1)	University Degree/Diploma (2)	Teachers' Diploma (3)	None (4)	Not stated (5)
All Classifications	2123	316	660	1142	5
Assistant Teacher II	7	0	1	6	0
Assistant Teacher III	96	3	6	87	0
Teacher I	312	9	267	36	0
Teacher II	892	213	134	542	3
Special Teacher I	38	2	12	24	0
Special Teacher II	87	5	30	51	1
Special Teacher III	98	12	14	72	0
Tech/Voc Teacher I	113	1	14	98	0
Tech/Voc Teacher II	116	0	30	85	1
Tech/Voc Teacher III	139	0	70	69	0
Tech/Voc Teacher IV	119	2	63	54	0
Vice Principal	52	35	9	8	0
Principal	49	34	8	7	0
Not Stated	5	0	2	3	0

Chart 24: Distribution of Teachers by Classification and Professional Training - Males

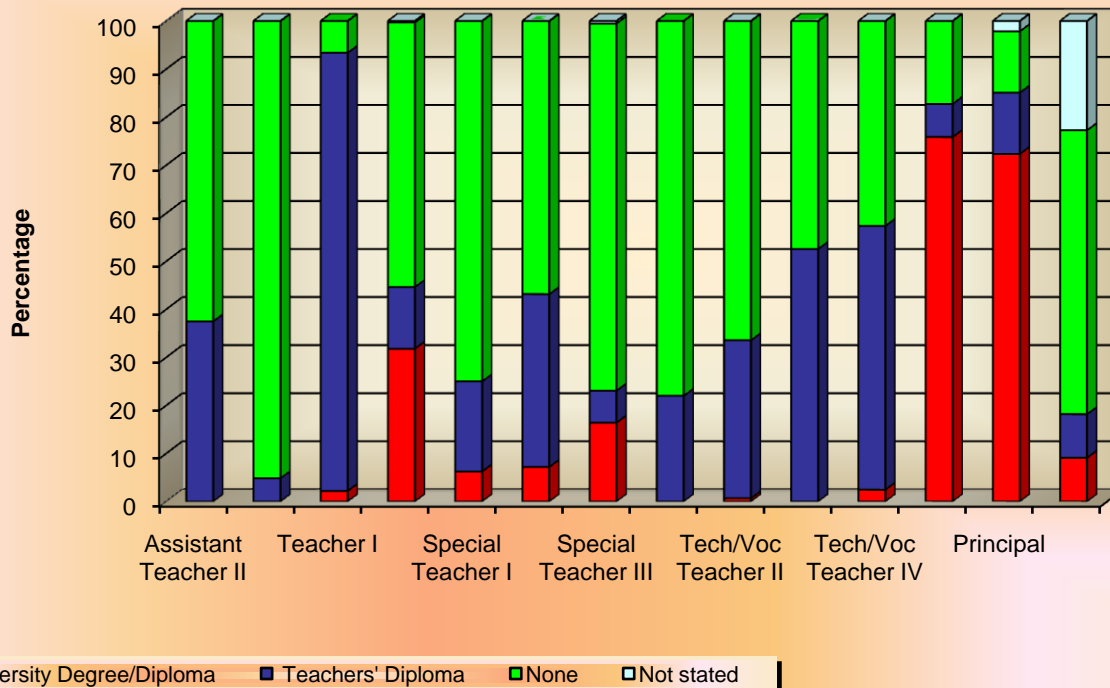


Of 892 males in the Teacher II category, 39% was trained; 24% possessed a university degree/diploma and 15% a teacher's diploma. In the Teacher I classification, eighty eight percent (88%) of the trained teachers was mainly in possession of a teacher's diploma, likewise 55% in the Technical/Vocational Teacher IV and 50% in the Technical/Vocational Teacher III category.

Table 9b: Distribution of Teachers by Classification and Professional Training Females

Classification	Professional Training				
	All Females	University Degree/Diploma	Teachers' Diploma	None	Not stated
	(1)	(2)	(3)	(4)	(5)
All Classifications	3088	673	770	1633	12
Assistant Teacher II	8	0	3	5	0
Assistant Teacher III	165	0	8	157	0
Teacher I	318	7	290	21	0
Teacher II	1689	537	217	930	5
Special Teacher I	48	3	9	36	0
Special Teacher II	139	10	50	79	0
Special Teacher III	195	32	13	149	1
Tech/Voc Teacher I	50	0	11	39	0
Tech/Voc Teacher II	149	1	49	99	0
Tech/Voc Teacher III	78	0	41	37	0
Tech/Voc Teacher IV	122	3	67	52	0
Vice Principal	58	44	4	10	0
Principal	47	34	6	6	1
Not Stated	22	2	2	13	5

Chart 25: Distribution of Teachers by Classification and Professional Training - Females



Forty five percent (45%) of the females classified as Teacher II was trained, 32% with a university degree/diploma and 13% with a teacher's diploma. In the Teacher I category, the majority (91%) held a teacher's diploma as in the case of 53% and 55% of the teachers classified as Technical/Vocational Teacher III and IV respectively.

**Table 10: Distribution of Teachers by Subject and Gender
All Teachers**

Subject	No. of Teachers			
	Total	Male	Female	Not stated
	(1)	(2)	(3)	(4)
All Subjects	5213	2123	3088	2
Maths, Computer Science	579	299	280	0
Natural Science ¹	745	321	424	0
Social Science ²	644	265	379	0
English, Literature	696	124	572	0
History	305	114	191	0
Geography	149	56	93	0
Languages	442	84	358	0
Agricultural Science	179	107	72	0
Engineering ³	245	207	38	0
Home Economics	289	20	268	1
Art and Craft	206	78	128	0
Other*	633	410	223	0
Not Stated	101	38	62	1

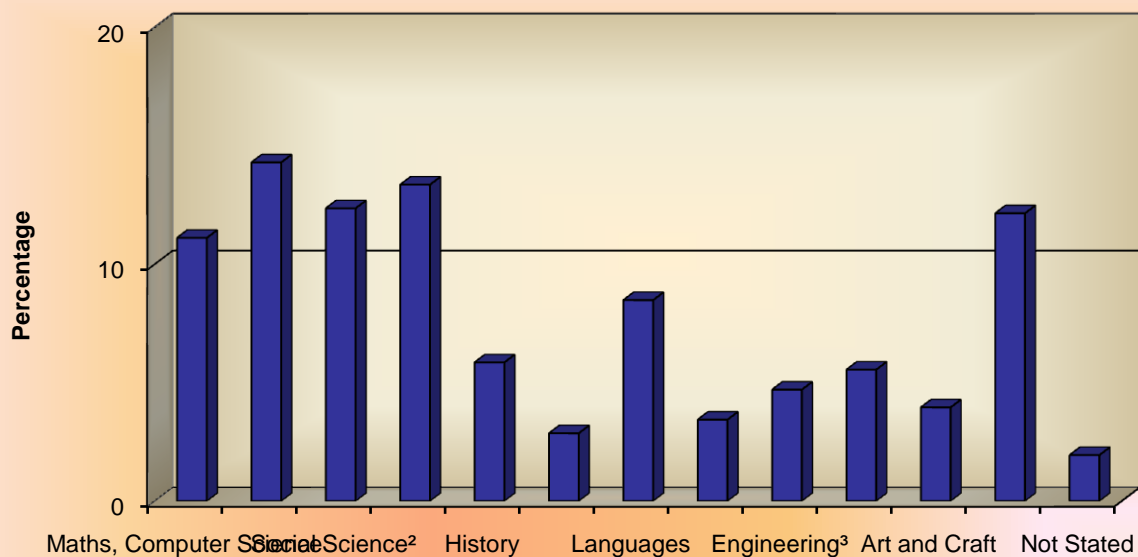
¹Biology, Chemistry, Physics, Zoology, Botany

²Accounts, Economics, Sociology, Theology

³Building and Electrical Technology, Electricity/Electronics, Mechanical Engineering

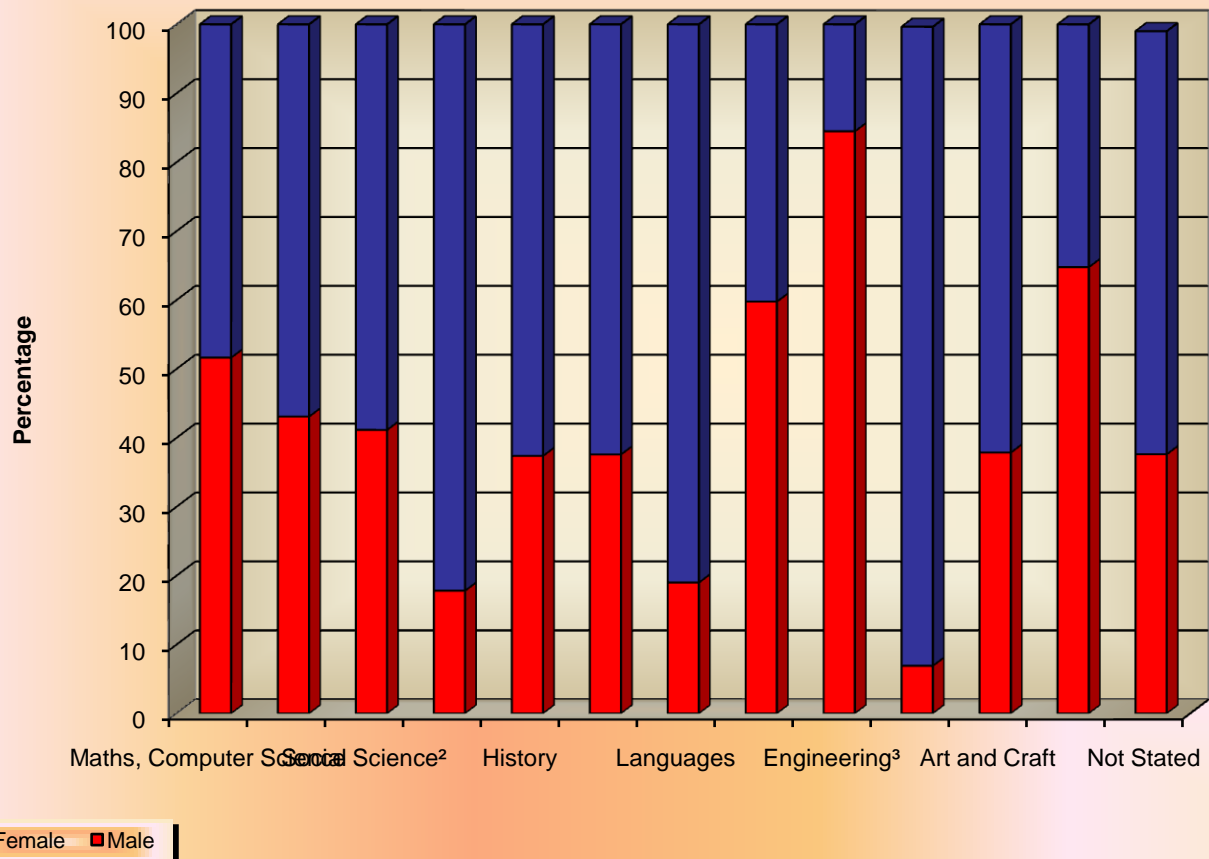
*Physical Education, Music, Special Education, Woodwork, Typing, Shorthand

Chart 26: Distribution of Teachers by Subject



Of the total 5213 secondary school teachers, half (50%) was involved in the teaching of the "core" subjects including: Maths and Computer Science (11%), Natural Science (14%), Social Science (12%) and English and Literature (13%).

Chart 27: Distribution of Teachers by Subject and Gender



¹Biology, Chemistry, Physics, Zoology, Botany

²Accounts, Economics, Sociology, Theology

³Building and Electrical Technology, Electricity/Electronics, Mechanical Engineering

*Physical Education, Music, Special Education, Woodwork, Typing, Shorthand

While the distribution of male (52%) and female (48%) teachers in Maths and Computer Science was similar, a relatively larger female teacher presence was reported in Natural Science (57%), Social Science (59%), English and Literature (82%) and Languages (81%). However, male teachers out-numbered their female counterparts in the traditional 'gender based' subjects of Agricultural Science (60% males to 40% females) and Engineering (84% males to 16% females).

**Table 11: Distribution of Teachers by Subject and Age
All Teachers**

Subject	Age (yrs.)										
	All Ages	<20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	Not Stated
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
All Subjects	5213	7	282	540	677	711	850	996	701	361	88
Maths, Computer Science	579	2	59	69	69	67	81	92	90	40	10
Natural Science ¹	745	1	42	112	143	104	100	122	84	31	6
Social Science ²	644	1	15	54	90	99	113	117	81	64	10
English, Literature	696	2	36	108	98	65	115	122	89	50	11
History	305	0	3	26	41	50	52	61	44	20	8
Geography	149	1	18	19	10	12	30	25	17	16	1
Languages	442	0	55	52	36	50	50	84	80	32	3
Agricultural Science	179	0	5	15	25	39	32	39	16	5	3
Engineering ³	245	0	6	18	40	53	50	41	25	11	1
Home Economics	289	0	17	25	26	36	51	67	41	21	5
Art and Craft	206	0	14	13	23	27	36	41	29	22	1
Other*	633	0	7	19	62	99	128	166	97	41	14
Not Stated	101	0	5	10	14	10	12	19	8	8	15

**Table 11a: Percentage Distribution of Teachers by Subject and Age
All Teachers**

Subject	Age (yrs.)										
	All Ages	<20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	Not Stated
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
All Subjects	100	0.1	5.4	10.4	13.0	13.6	16.3	19.1	13.4	6.9	1.7
Maths, Computer Science	100	0.3	10.2	11.9	11.9	11.6	14.0	15.9	15.5	6.9	1.7
Natural Science ¹	100	0.1	5.6	15.0	19.2	14.0	13.4	16.4	11.3	4.2	0.8
Social Science ²	100	0.2	2.3	8.4	14.0	15.4	17.5	18.2	12.6	9.9	1.6
English, Literature	100	0.3	5.2	15.5	14.1	9.3	16.5	17.5	12.8	7.2	1.6
History	100	0.0	1.0	8.5	13.4	16.4	17.0	20.0	14.4	6.6	2.6
Geography	100	0.7	12.1	12.8	6.7	8.1	20.1	16.8	11.4	10.7	0.7
Languages	100	0.0	12.4	11.8	8.1	11.3	11.3	19.0	18.1	7.2	0.7
Agricultural Science	100	0.0	2.8	8.4	14.0	21.8	17.9	21.8	8.9	2.8	1.7
Engineering ³	100	0.0	2.4	7.3	16.3	21.6	20.4	16.7	10.2	4.5	0.4
Home Economics	100	0.0	5.9	8.7	9.0	12.5	17.6	23.2	14.2	7.3	1.7
Art and Craft	100	0.0	6.8	6.3	11.2	13.1	17.5	19.9	14.1	10.7	0.5
Other*	100	0.0	1.1	3.0	9.8	15.6	20.2	26.2	15.3	6.5	2.2
Not Stated	100	0.0	5.0	9.9	13.9	9.9	11.9	18.8	7.9	7.9	14.9

¹Biology, Chemistry, Physics, Zoology, Botany

²Accounts, Economics, Sociology, Theology

³Building and Electrical Technology, Electricity/Electronics, Mechanical Engineering

*Physical Education, Music, Special Education, Woodwork, Typing, Shorthand

Table 11a shows that the majority of teachers in each subject area fell in the 40-49 age group. However, a larger percentage of Engineering (38%) and Natural Science (33%) teachers was between 30-39 years of age.

**Table 11b: Distribution of Teachers by Subject and Age
Males**

Subject	Age (yrs.)										
	All Ages	<20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	Not Stated
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
All Subjects	2123	3	61	151	256	311	351	432	344	188	26
Maths, Computer Science	299	1	26	31	36	40	42	48	47	25	3
Natural Science ¹	321	1	5	39	50	54	45	57	49	19	2
Social Science ²	265	1	2	12	36	39	42	49	41	38	5
English, Literature	124		5	10	18	8	22	18	27	14	2
History	114	0	0	5	12	13	21	28	22	11	2
Geography	56	0	5	4	4	2	12	11	11	7	0
Languages	84	0	2	10	4	3	5	20	26	14	0
Agricultural Science	107	0	3	5	12	20	17	29	16	4	1
Engineering ³	207	0	5	13	29	43	42	39	25	11	0
Home Economics	20	0	0	2	2	2	4	3	3	3	1
Art and Craft	78	0	2	3	7	10	15	19	9	13	0
Other*	410	0	5	14	40	70	79	104	63	26	9
Not Stated	38	0	1	3	6	7	5	7	5	3	1

**Table 11c: Percentage Distribution of Teachers by Subject and Age
Males**

Subject	Age (yrs.)										
	All Ages	<20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	Not Stated
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
All Subjects	100	0.1	2.9	7.1	12.1	14.6	16.5	20.3	16.2	8.9	1.2
Maths, Computer Science	100	0.3	8.7	10.4	12.0	13.4	14.0	16.1	15.7	8.4	1.0
Natural Science ¹	100	0.3	1.6	12.1	15.6	16.8	14.0	17.8	15.3	5.9	0.6
Social Science ²	100	0.4	0.8	4.5	13.6	14.7	15.8	18.5	15.5	14.3	1.9
English, Literature	100	0.0	4.0	8.1	14.5	6.5	17.7	14.5	21.8	11.3	1.6
History	100	0.0	0.0	4.4	10.5	11.4	18.4	24.6	19.3	9.6	1.8
Geography	100	0.0	8.9	7.1	7.1	3.6	21.4	19.6	19.6	12.5	0.0
Languages	100	0.0	2.4	11.9	4.8	3.6	6.0	23.8	31.0	16.7	0.0
Agricultural Science	100	0.0	2.8	4.7	11.2	18.7	15.9	27.1	15.0	3.7	0.9
Engineering ³	100	0.0	2.4	6.3	14.0	20.8	20.3	18.8	12.1	5.3	0.0
Home Economics	100	0.0	0.0	10.0	10.0	10.0	20.0	15.0	15.0	15.0	5.0
Art and Craft	100	0.0	2.6	3.8	9.0	12.8	19.2	24.4	11.5	16.7	0.0
Other*	100	0.0	1.2	3.4	9.8	17.1	19.3	25.4	15.4	6.3	2.2
Not Stated	100	0.0	2.6	7.9	15.8	18.4	13.2	18.4	13.2	7.9	2.6

¹Biology, Chemistry, Physics, Zoology, Botany

²Accounts, Economics, Sociology, Theology

³Building and Electrical Technology, Electricity/Electronics, Mechanical Engineering

*Physical Education, Music, Special Education, Woodwork, Typing, Shorthand

The modal age group of the male teachers in most of the subject areas was 40-49 years. However, the largest percentage of male teachers in Languages (48%) and English and Literature (33%) was seen in the 50-59 age category.

**Table 11d: Distribution of Teachers by Subject and Age
Females**

Subject	Age (yrs.)										
	All Ages	<20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	Not Stated
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
All Subjects	3088	4	221	389	420	400	499	564	357	173	61
Maths, Computer Science	280	1	33	38	33	27	39	44	43	15	7
Natural Science ¹	424	0	37	73	93	50	55	65	35	12	4
Social Science ²	379	0	13	42	54	60	71	68	40	26	5
English, Literature	572	2	31	98	80	57	93	104	62	36	9
History	191	0	3	21	29	37	31	33	22	9	6
Geography	93	1	13	15	6	10	18	14	6	9	1
Languages	358	0	53	42	32	47	45	64	54	18	3
Agricultural Science	72	0	2	10	13	19	15	10	0	1	2
Engineering ³	38	0	1	5	11	10	8	2	0	0	1
Home Economics	268	0	17	23	23	34	47	64	38	18	4
Art and Craft	128	0	12	10	16	17	21	22	20	9	1
Other*	223	0	2	5	22	29	49	62	34	15	5
Not Stated	62	0	4	7	8	3	7	12	3	5	13

**Table 11e: Percentage Distribution of Teachers by Subject and Age
Females**

Subject	Age (yrs.)										
	All Ages	<20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	Not Stated
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
All Subjects	100	0.1	7.2	12.6	13.6	13.0	16.2	18.3	11.6	5.6	2.0
Maths, Computer Science	100	0.4	11.8	13.6	11.8	9.6	13.9	15.7	15.4	5.4	2.5
Natural Science ¹	100	0.0	8.7	17.2	21.9	11.8	13.0	15.3	8.3	2.8	0.9
Social Science ²	100	0.0	3.4	11.1	14.2	15.8	18.7	17.9	10.6	6.9	1.3
English, Literature	100	0.3	5.4	17.1	14.0	10.0	16.3	18.2	10.8	6.3	1.6
History	100	0.0	1.6	11.0	15.2	19.4	16.2	17.3	11.5	4.7	3.1
Geography	100	1.1	14.0	16.1	6.5	10.8	19.4	15.1	6.5	9.7	1.1
Languages	100	0.0	14.8	11.7	8.9	13.1	12.6	17.9	15.1	5.0	0.8
Agricultural Science	100	0.0	2.8	13.9	18.1	26.4	20.8	13.9	0.0	1.4	2.8
Engineering ³	100	0.0	2.6	13.2	28.9	26.3	21.1	5.3	0.0	0.0	2.6
Home Economics	100	0.0	6.3	8.6	8.6	12.7	17.5	23.9	14.2	6.7	1.5
Art and Craft	100	0.0	9.4	7.8	12.5	13.3	16.4	17.2	15.6	7.0	0.8
Other*	100	0.0	0.9	2.2	9.9	13.0	22.0	27.8	15.2	6.7	2.2
Not Stated	100	0.0	6.5	11.3	12.9	4.8	11.3	19.4	4.8	8.1	21.0

¹Biology, Chemistry, Physics, Zoology, Botany

²Accounts, Economics, Sociology, Theology

³Building and Electrical Technology, Electricity/Electronics, Mechanical Engineering

*Physical Education, Music, Special Education, Woodwork, Typing, Shorthand

The distribution of female teachers by subject as shown in Table 11c, indicates that most teachers were between 40-49 years of age. However, in the 30-39 age category, a relatively large percentage of teachers was also observed in Natural Science (34%), History (35%), Agricultural Science (45%) and Engineering (55%).

**Table 12: Distribution of Teachers by Subject and Highest Level of Qualification
All Teachers**

Subject	Highest Level of Qualification					
	All Teachers	University Degree	Diploma/Certificate	A'Level	O'Level	Not stated
	(1)	(2)	(3)	(4)	(5)	(6)
All Subjects	5213	3295	1124	460	264	70
Maths, Computer Science	579	380	31	134	32	2
Natural Science ¹	745	672	21	38	13	1
Social Science ²	644	510	93	24	15	2
English, Literature	696	605	25	49	13	4
History	305	292	4	8	1	0
Geography	149	101	4	42	0	2
Languages	442	378	10	40	14	0
Agricultural Science	179	115	49	7	7	1
Engineering ³	245	20	207	3	11	4
Home Economics	289	29	222	18	15	5
Art and Craft	206	68	59	47	31	1
Other*	633	86	388	42	101	16
Not Stated	101	39	11	8	11	32

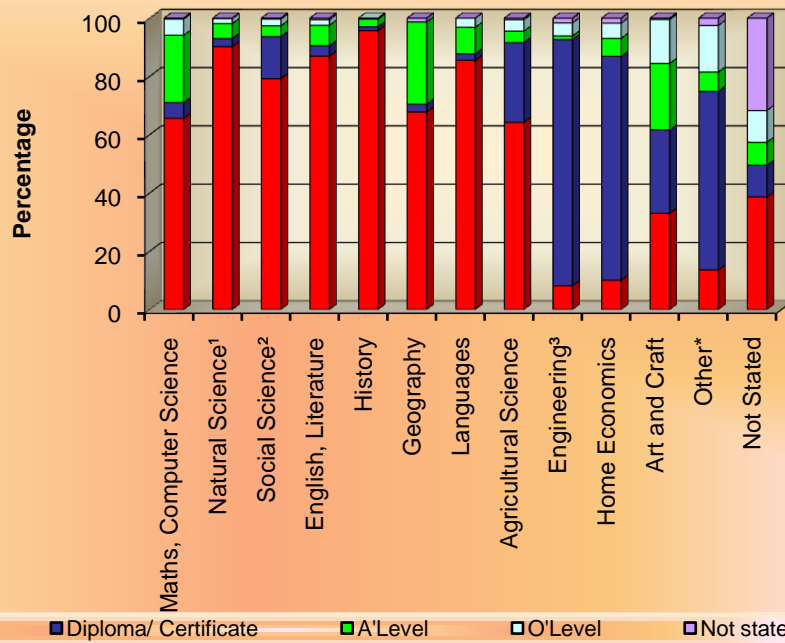
¹Biology, Chemistry, Physics, Zoology, Botany

²Accounts, Economics, Sociology, Theology

³Building and Electrical Technology, Electricity/Electronics, Mechanical Engineering

*Physical Education, Music, Special Education, Woodwork, Typing, Shorthand

Chart 28: Distribution of Teachers by Subject and Qualification



The largest proportion of secondary school teachers with university degrees by subject area ranged from 64% in Agricultural Science to 96% in History, as shown in Chart 28. Only 8% of the teachers in Engineering possessed a university degree while 84% held a diploma/certificate.

Table 13: Distribution of Teachers by Subject and Professional Training

Subject	Professional Training				
	All Teachers	University Degree/Diploma	Teachers' Diploma	None	Not stated
	(1)	(2)	(3)	(4)	(5)
All Subjects	5213	989	1430	2777	17
Maths, Computer Science	579	113	141	324	1
Natural Science ¹	745	184	91	468	2
Social Science ²	644	122	160	358	4
English, Literature	696	217	129	349	1
History	305	92	67	145	1
Geography	149	41	23	85	0
Languages	442	134	60	248	0
Agricultural Science	179	26	62	91	0
Engineering ³	245	1	99	145	0
Home Economics	289	12	155	122	0
Art and Craft	206	19	104	83	0
Other*	633	23	317	292	1
Not Stated	101	5	22	67	7

¹Biology, Chemistry, Physics, Zoology, Botany

²Accounts, Economics, Sociology, Theology

³Building and Electrical Technology, Electricity/Electronics, Mechanical Engineering

*Physical Education, Music, Special Education, Woodwork, Typing, Shorthand

Chart 29: Distribution of Teachers by Subject and Professional Training

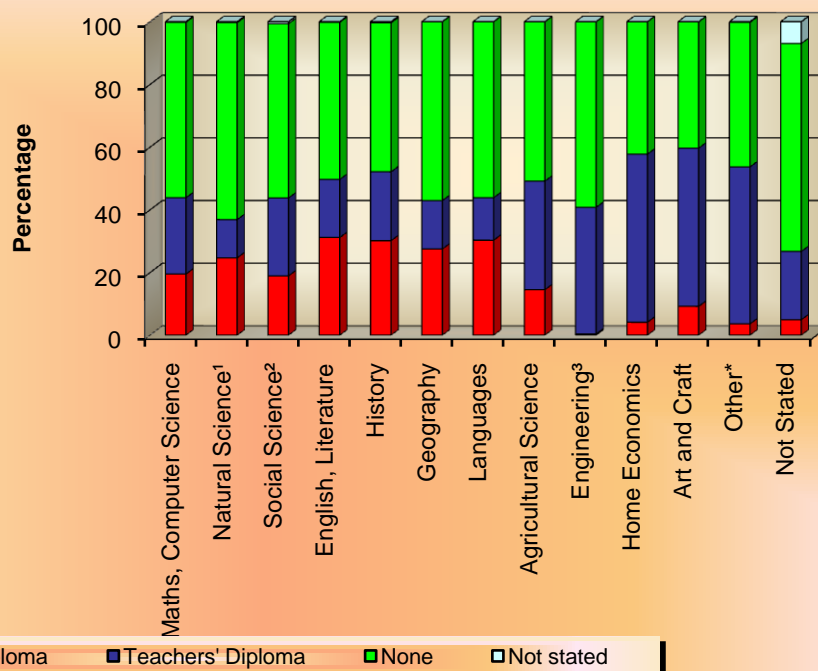


Chart 29 indicates a significant percentage of untrained teachers in every subject area. Professional training at university degree/diploma level was attained by only 20% of the teachers in Maths and Computer Science and by 25% and 31% of the teachers in Natural Science and English and Literature respectively.

**Table 14: Distribution of Teachers by Type of Secondary School and Gender
All Teachers**

Type of School	No. of Teachers			
	Total	Male	Female	Not stated
	(1)	(2)	(3)	(4)
All Schools	5213	2123	3088	2
Government Secondary	987	372	614	1
Government Assisted Secondary	1075	353	722	0
Junior Secondary	1176	485	690	1
Senior Secondary	99	43	56	0
Senior Secondary Comprehensive	979	458	521	0
Composite	424	185	239	0
Secondary Comprehensive	473	227	246	0

Chart 30: Distribution of Teachers by Type of Secondary School and Gender

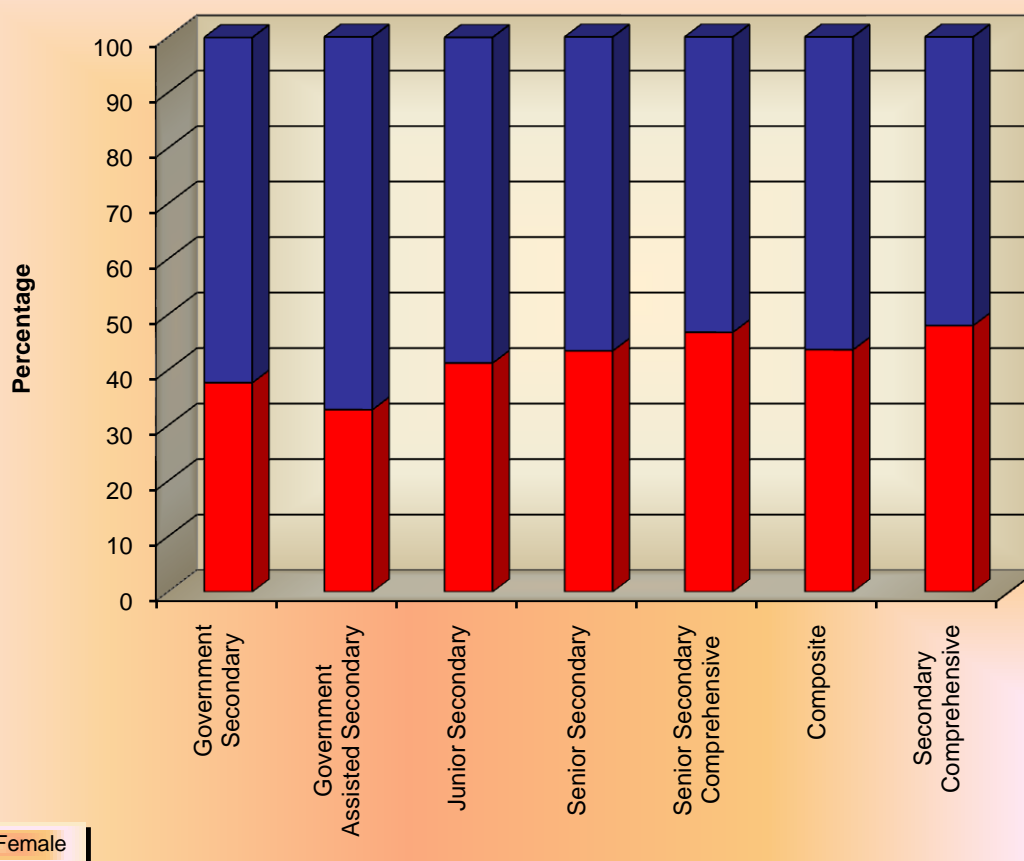


Chart 30 shows the distribution of teachers by type of secondary school and gender. Generally, female teachers out-numbered males in each school type by a ratio, ranging from 1.1:1 in the senior secondary comprehensive and secondary comprehensive to 2:1 in the government assisted secondary schools. The female to male teacher ratio was 1.4:1 in junior secondary and 1.6:1 in government secondary schools.

**Table 15: Distribution of Teachers by Type of Secondary School and Age
All Teachers**

Type of School	Age (yrs.)										
	All Ages	<20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	Not Stated
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
All Schools	5213	7	282	540	677	711	850	996	701	361	88
Government Secondary	987	0	55	94	146	133	168	181	129	75	6
Government Assisted Secondary	1075	2	65	163	157	158	154	157	121	79	19
Junior Secondary	1176	2	73	97	156	155	182	199	198	99	15
Senior Secondary	99	0	13	24	14	13	6	21	7	1	0
Senior Secondary Comprehensive	979	1	29	58	83	140	184	244	142	64	34
Composite	424	2	32	64	70	54	62	81	38	12	9
Secondary Comprehensive	473	0	15	40	51	58	94	113	66	31	5

**Table 15a: Percentage Distribution of Teachers by Type of Secondary School and Age
All Teachers**

Type of School	Age (yrs.)										
	All Ages	<20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	Not Stated
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
All Schools	100	0.1	5.4	10.4	13.0	13.6	16.3	19.1	13.4	6.9	1.7
Government Secondary	100	0.0	5.6	9.5	14.8	13.5	17.0	18.3	13.1	7.6	0.6
Government Assisted Secondary	100	0.2	6.0	15.2	14.6	14.7	14.3	14.6	11.3	7.3	1.8
Junior Secondary	100	0.2	6.2	8.2	13.3	13.2	15.5	16.9	16.8	8.4	1.3
Senior Secondary	100	0.0	13.1	24.2	14.1	13.1	6.1	21.2	7.1	1.0	0.0
Senior Secondary Comprehensive	100	0.1	3.0	5.9	8.5	14.3	18.8	24.9	14.5	6.5	3.5
Composite	100	0.5	7.5	15.1	16.5	12.7	14.6	19.1	9.0	2.8	2.1
Secondary Comprehensive	100	0.0	3.2	8.5	10.8	12.3	19.9	23.9	14.0	6.6	1.1

Table 15a illustrates that most of the teachers at the various types of secondary schools was within the 40-49 age group. However, in the government assisted secondary schools, 29% of the teachers was between 30-39 years of age and in the senior secondary schools 37% of the teachers was in the 20-29 age group and 27% in the 30-39 age cohort.

Table 15b: Distribution of Teachers by Type of Secondary School and Age Males

Type of School	Age (yrs.)										
	All Ages	<20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	Not Stated
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
All Schools	2123	3	61	151	256	311	351	432	344	188	26
Government Secondary	372	0	10	38	54	46	75	62	55	31	1
Government Assisted Secondary	353	2	15	39	50	55	51	51	50	36	4
Junior Secondary	485	0	19	26	61	73	73	83	88	55	7
Senior Secondary	43	0	4	6	7	5	2	13	6	0	0
Senior Secondary Comprehensive	458	1	4	17	41	67	82	115	82	38	11
Composite	185	0	6	20	26	28	30	41	25	7	2
Secondary Comprehensive	227	0	3	5	17	37	38	67	38	21	1

Table 15c: Percentage Distribution of Teachers by Type of Secondary School and Age Males

Type of School	Age (yrs.)										
	All Ages	<20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	Not Stated
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
All Schools	100	0.1	2.9	7.1	12.1	14.6	16.5	20.3	16.2	8.9	1.2
Government Secondary	100	0.0	2.7	10.2	14.5	12.4	20.2	16.7	14.8	8.3	0.3
Government Assisted Secondary	100	0.6	4.2	11.0	14.2	15.6	14.4	14.4	14.2	10.2	1.1
Junior Secondary	100	0.0	3.9	5.4	12.6	15.1	15.1	17.1	18.1	11.3	1.4
Senior Secondary	100	0.0	9.3	14.0	16.3	11.6	4.7	30.2	14.0	0.0	0.0
Senior Secondary Comprehensive	100	0.2	0.9	3.7	9.0	14.6	17.9	25.1	17.9	8.3	2.4
Composite	100	0.0	3.2	10.8	14.1	15.1	16.2	22.2	13.5	3.8	1.1
Secondary Comprehensive	100	0.0	1.3	2.2	7.5	16.3	16.7	29.5	16.7	9.3	0.4

Table 15c shows the percentage distribution of male teachers by type of secondary school and age. The largest percentage of male teachers in the various secondary schools fell into the 40-49 age category.

Table 15d: Distribution of Teachers by Type of Secondary School and Age Females

Type of School	Age (yrs.)										
	All Ages	<20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	Not Stated
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
All Schools	3088	4	221	389	420	400	499	564	357	173	61
Government Secondary	614	0	45	56	92	87	93	119	74	44	4
Government Assisted Secondary	722	0	50	124	107	103	103	106	71	43	15
Junior Secondary	690	2	54	71	94	82	109	116	110	44	8
Senior Secondary	56	0	9	18	7	8	4	8	1	1	0
Senior Secondary Comprehensive	521	0	25	41	42	73	102	129	60	26	23
Composite	239	2	26	44	44	26	32	40	13	5	7
Secondary Comprehensive	246	0	12	35	34	21	56	46	28	10	4

Table 15e: Percentage Distribution of Teachers by Type of Secondary School and Age Females

Type of School	Age (yrs.)										
	All Ages	<20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	Not Stated
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
All Schools	100	0.1	7.2	12.6	13.6	13.0	16.2	18.3	11.6	5.6	2.0
Government Secondary	100	0.0	7.3	9.1	15.0	14.2	15.1	19.4	12.1	7.2	0.7
Government Assisted Secondary	100	0.0	6.9	17.2	14.8	14.3	14.3	14.7	9.8	6.0	2.1
Junior Secondary	100	0.3	7.8	10.3	13.6	11.9	15.8	16.8	15.9	6.4	1.2
Senior Secondary	100	0.0	16.1	32.1	12.5	14.3	7.1	14.3	1.8	1.8	0.0
Senior Secondary Comprehensive	100	0.0	4.8	7.9	8.1	14.0	19.6	24.8	11.5	5.0	4.4
Composite	100	0.8	10.9	18.4	18.4	10.9	13.4	16.7	5.4	2.1	2.9
Secondary Comprehensive	100	0.0	4.9	14.2	13.8	8.5	22.8	18.7	11.4	4.1	1.6

Table 15e illustrates that similar to the males, the majority of the female teachers was in the 40-49 age group except in the government assisted secondary schools where 29% of the female teachers was between 30-39 years of age. In the senior secondary schools 48% of the teachers was between 20-29 years and in the composite schools 29% was in the 20-29 and 30-39 age groups.

**Table 16: Distribution of Teachers by Type of Secondary School and Highest Level of Qualification
All Teachers**

Type of School	Highest Level of Qualification					
	All Teachers	University Degree	Diploma/ Certificate	A'Level	O'Level	Not stated
	(1)	(2)	(3)	(4)	(5)	(6)
All Schools	5213	3295	1125	460	264	69
Government Secondary	987	695	168	75	44	5
Government Assisted Secondary	1075	928	66	69	7	5
Junior Secondary	1176	538	264	190	178	6
Senior Secondary	99	57	30	12	0	0
Senior Secondary Comprehensive	979	573	319	45	6	36
Composite	424	225	115	47	22	15
Secondary Comprehensive	473	279	163	22	7	2

Chart 31: Distribution of Teachers by Type of Secondary School and Qualification

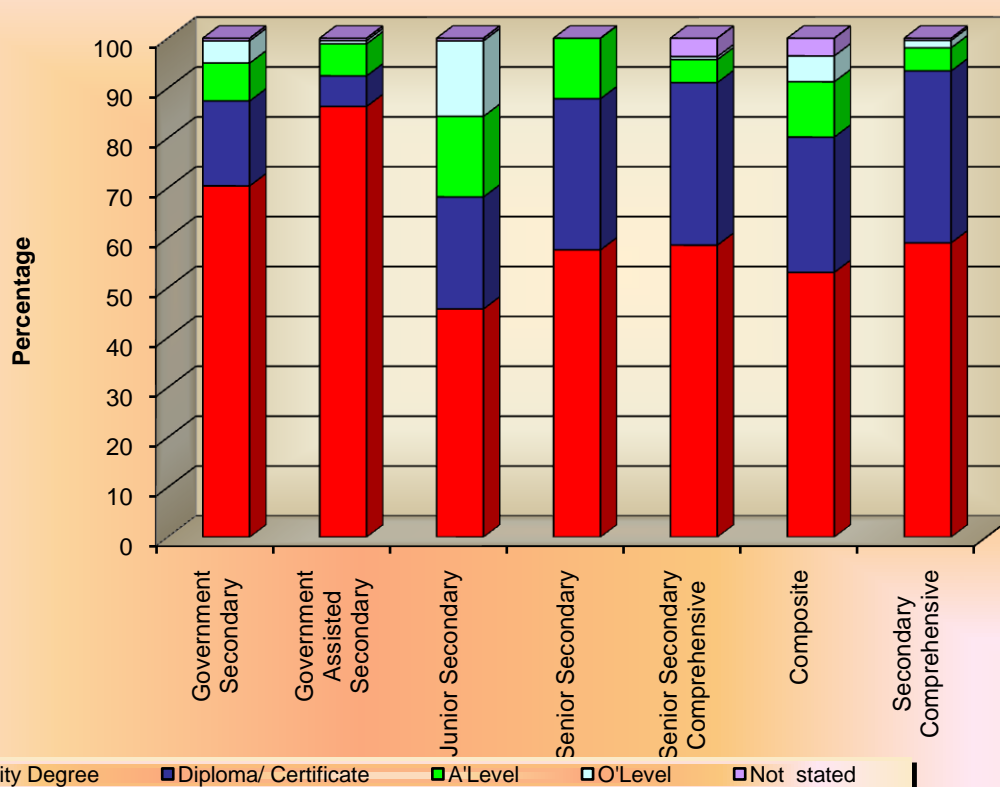
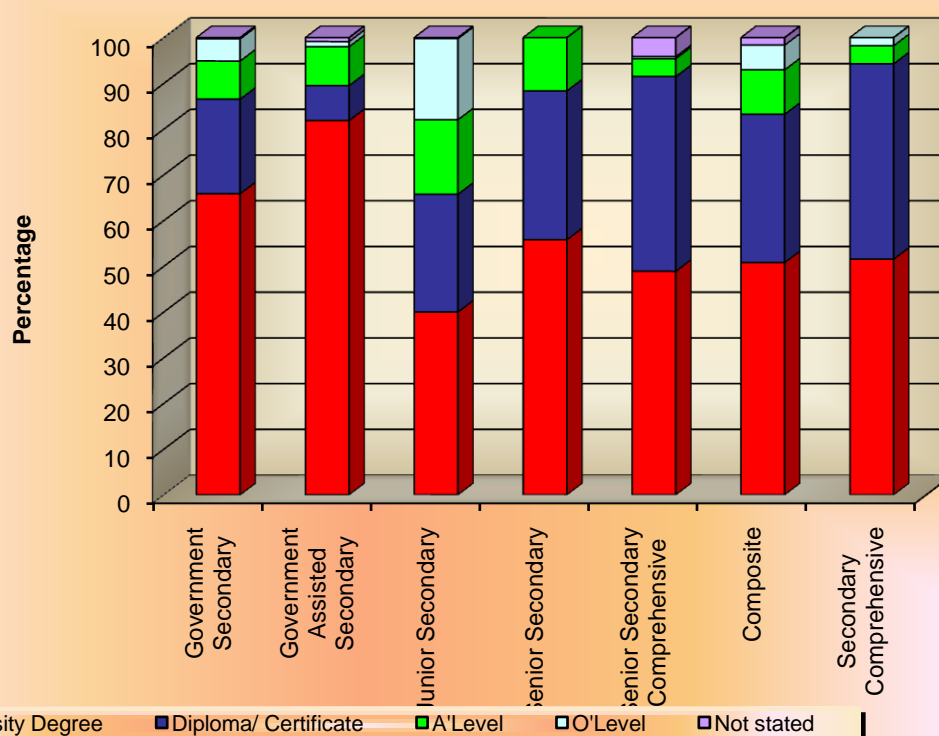


Table 16 shows that the largest percentage of teachers with university degrees (86%) was in the government assisted secondary schools followed by the government schools with 70%. In the remaining types of school, between 50-60% of the teachers held university degrees, except for the junior secondary schools with 46% of university graduates.

Table 16a: Distribution of Teachers by Type of Secondary School and Highest Level of Qualification Males

Type of School	Highest Level of Qualification					
	All Males	University Degree	Diploma/Certificate	A'Level	O'Level	Not stated
	(1)	(2)	(3)	(4)	(5)	(6)
All Schools	2123	1187	595	190	124	27
Government Secondary	372	245	77	31	18	1
Government Assisted Secondary	353	289	27	30	4	3
Junior Secondary	485	194	125	79	86	1
Senior Secondary	43	24	14	5	0	0
Senior Secondary Comprehensive	458	224	195	18	2	19
Composite	185	94	60	18	10	3
Secondary Comprehensive	227	117	97	9	4	0

Chart 32: Distribution of Teachers by Type of Secondary School and Qualification - Males

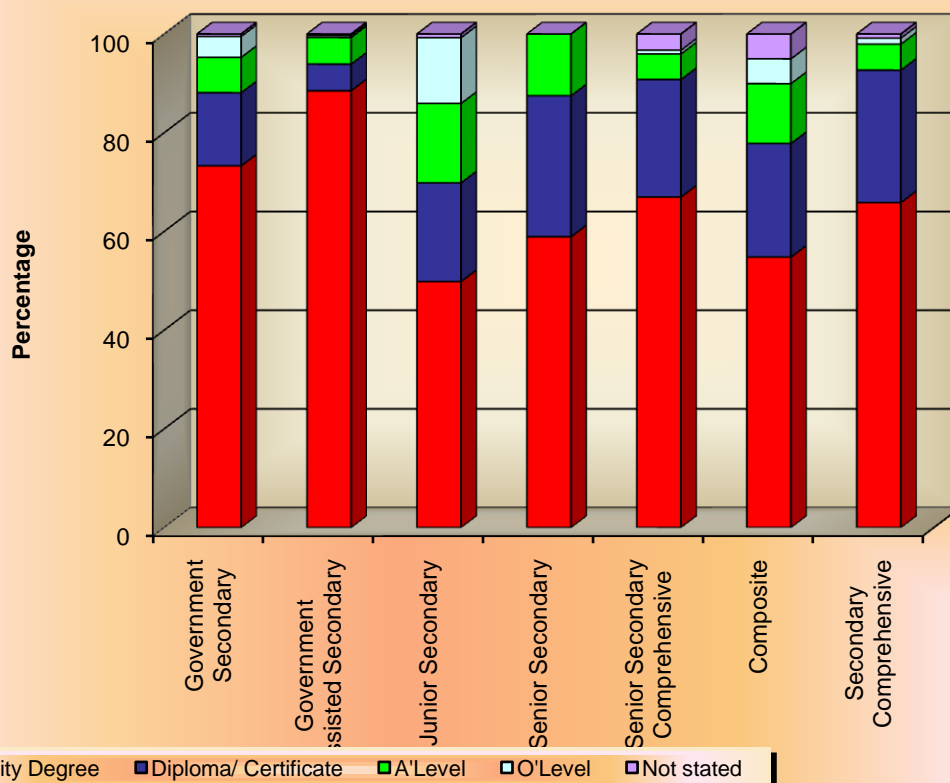


By type of school, the largest percentage of male teachers with university degrees was reported in the government assisted schools (82%) and government secondary schools (66%), as shown in Chart 32.

Table 16b: Distribution of Teachers by Type of Secondary School and Highest Level of Qualification Females

Type of School	Highest Level of Qualification					
	All Females	University Degree	Diploma/Certificate	A'Level	O'Level	Not stated
	(1)	(2)	(3)	(4)	(5)	(6)
All Schools	3088	2108	529	270	140	41
Government Secondary	614	450	91	44	26	3
Government Assisted Secondary	722	639	39	39	3	2
Junior Secondary	690	344	138	111	92	5
Senior Secondary	56	33	16	7	0	0
Senior Secondary Comprehensive	521	349	124	27	4	17
Composite	239	131	55	29	12	12
Secondary Comprehensive	246	162	66	13	3	2

Chart 33: Distribution of Teachers by Type of Secondary School and Qualification - Females

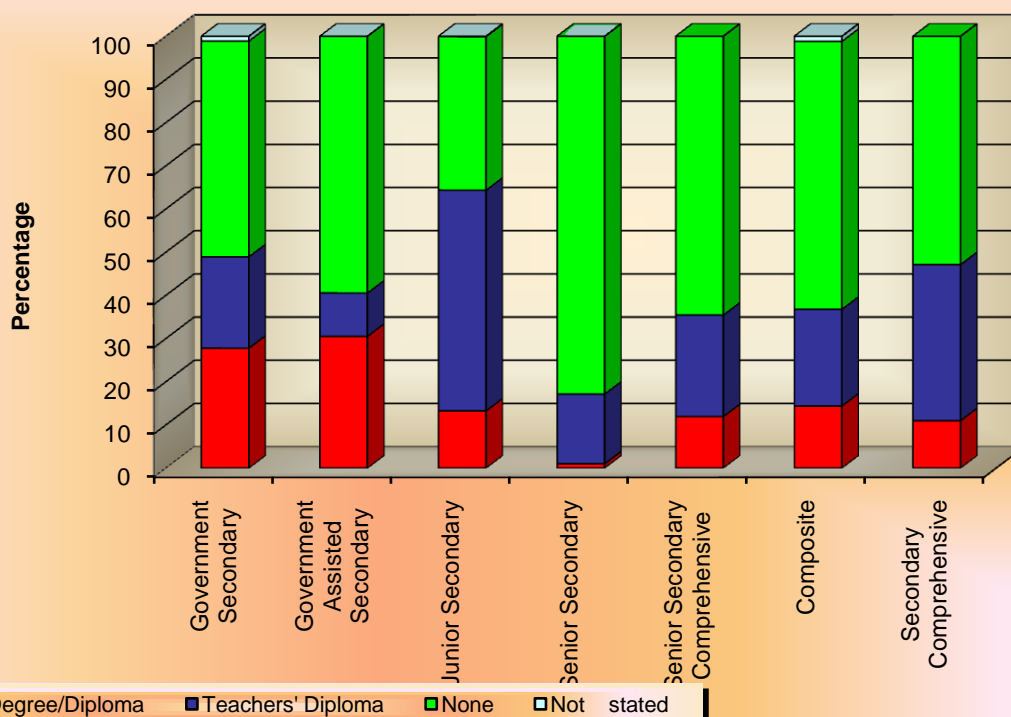


Similar to their male counterparts, Chart 33 shows a large proportion of female teachers with university degrees in the government assisted secondary schools (88%), followed by government secondary schools with 73%. Half of the female teachers (50.0%) in the junior secondary schools possessed a university degree while 20% held a diploma/certificate as their highest level of qualification.

**Table 17: Distribution of Teachers by Type of Secondary School and Professional Training
All Teachers**

Type of School	Professional Training				
	All Teachers (1)	University Degree/Diploma (2)	Teachers' Diploma (3)	None (4)	Not stated (5)
All Schools	5213	989	1430	2777	17
Government Secondary	987	274	209	493	11
Government Assisted Secondary	1075	328	108	639	0
Junior Secondary	1176	156	601	418	1
Senior Secondary	99	1	16	82	0
Senior Secondary Comprehensive	979	117	230	632	0
Composite	424	61	95	263	5
Secondary Comprehensive	473	52	171	250	0

Chart 34: Distribution of Teachers by Type of Secondary School and Professional Training

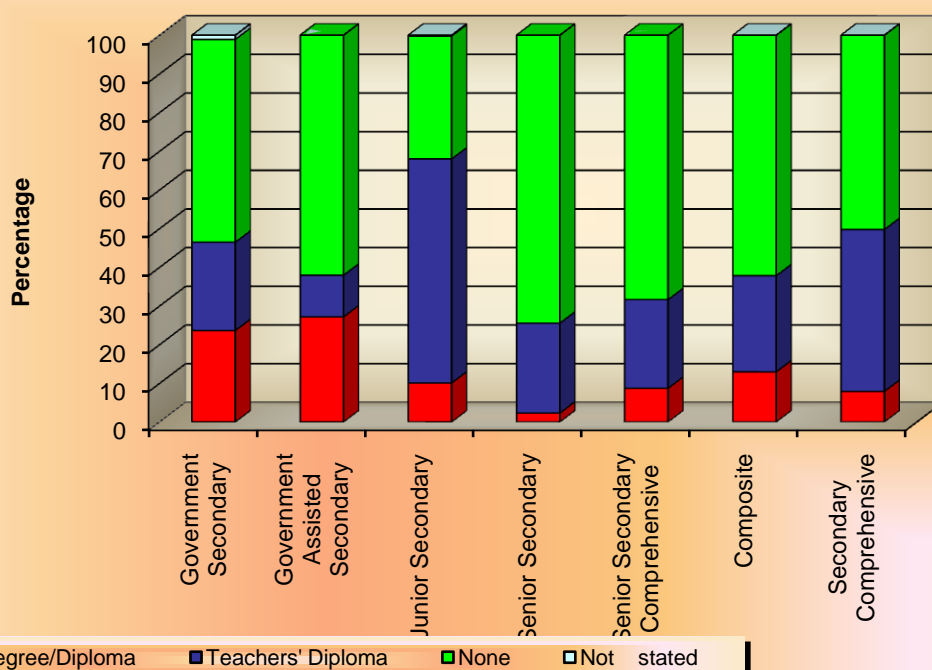


In terms of professional training, 31% of the teachers in government assisted secondary schools and 28% in government secondary schools attained a university degree/diploma. In the junior secondary and secondary comprehensive schools, 51% and 36% of teachers respectively possessed a teacher's diploma.

Table 17a: Distribution of Teachers by Type of Secondary School and Professional Training Males

Type of School	Professional Training				
	All Males	University Degree/Diploma	Teachers' Diploma	None	Not stated
	(1)	(2)	(3)	(4)	(5)
All Schools	2123	316	660	1142	5
Government Secondary	372	88	85	195	4
Government Assisted Secondary	353	96	38	219	0
Junior Secondary	485	49	281	154	1
Senior Secondary	43	1	10	32	0
Senior Secondary Comprehensive	458	40	105	313	0
Composite	185	24	46	115	0
Secondary Comprehensive	227	18	95	114	0

Chart 35: Distribution of Teachers by Type of Secondary School and Professional Training - Males

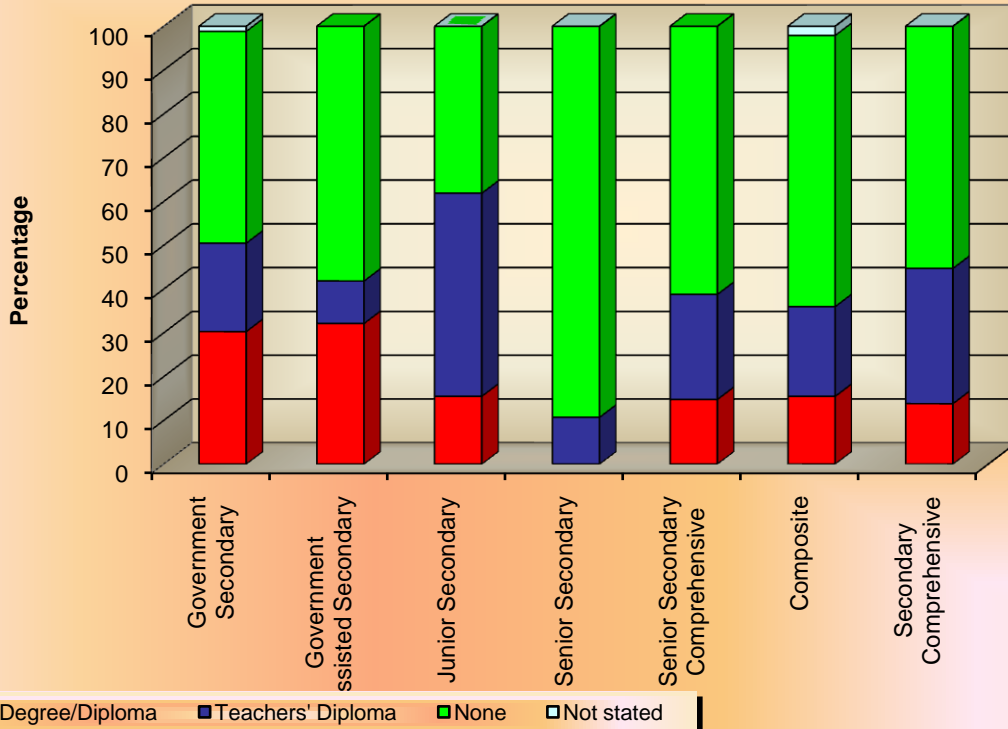


Compared with Chart 34, Chart 35 depicts a similar trend, showing that of the male teachers in government assisted secondary schools and government secondary schools, 27% and 24% respectively were trained at the university degree/diploma level. Fifty eight percent (58%) of male teachers in the junior secondary schools had obtained a teacher's diploma.

Table 17b: Distribution of Teachers by Type of Secondary School and Professional Training Females

Type of School	Professional Training				
	All Females	University Degree/Diploma	Teachers' Diploma	None	Not stated
	(1)	(2)	(3)	(4)	(5)
All Schools	3088	673	770	1633	12
Government Secondary	614	186	124	297	7
Government Assisted Secondary	722	232	70	420	0
Junior Secondary	690	107	320	263	0
Senior Secondary	56	0	6	50	0
Senior Secondary Comprehensive	521	77	125	319	0
Composite	239	37	49	148	5
Secondary Comprehensive	246	34	76	136	0

Chart 36: Distribution of Teachers by Type of Secondary School and Professional Training - Females



In terms of the female distribution of teachers by type of secondary school and professional training, Chart 36 illustrates yet a similar pattern to Chart 34, where most of the trained teachers at the university degree/diploma level was recorded in government assisted secondary schools (32%) and government secondary schools (30%).

Table 18: Distribution of Teachers by Type of Secondary School and Classification
All Teachers

Classification	Type of School							
	All Schools	Government Secondary	Government Assisted Secondary	Junior Secondary	Senior Secondary	Senior Secondary Comprehensive	Composite	Secondary Comprehensive
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
All Classifications	5213	987	1075	1176	99	979	424	473
Assistant Teacher II	15	1	2	2	0	4	2	4
Assistant Teacher III	261	46	39	83	14	29	32	18
Teacher I	630	87	53	376	3	33	45	33
Teacher II	2581	549	699	356	53	509	177	238
Special Teacher I	86	18	14	34	3	8	4	5
Special Teacher II	226	48	37	73	2	33	19	14
Special Teacher III	293	60	139	42	1	27	14	10
Tech/Voc Teacher I	163	18	6	15	4	58	28	34
Tech/Voc Teacher II	266	56	10	79	11	53	42	15
Tech/Voc Teacher III	217	14	1	7	1	126	21	47
Tech/Voc Teacher IV	241	45	16	45	4	72	17	42
Vice Principal	110	21	27	38	2	9	8	5
Principal	96	21	30	20	1	11	8	5
Not Stated	28	3	2	6	0	7	7	3

Table 18a: Percentage Distribution of Teachers by Type of Secondary School and Classification
All Teachers

(row percentage of Table 18)

Classification	Type of School							
	All Schools	Government Secondary	Government Assisted Secondary	Junior Secondary	Senior Secondary	Senior Secondary Comprehensive	Composite	Secondary Comprehensive
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
All Classifications	100	18.9	20.6	22.6	1.9	18.8	8.1	9.1
Assistant Teacher II	100	6.7	13.3	13.3	0.0	26.7	13.3	26.7
Assistant Teacher III	100	17.6	14.9	31.8	5.4	11.1	12.3	6.9
Teacher I	100	13.8	8.4	59.7	0.5	5.2	7.1	5.2
Teacher II	100	21.3	27.1	13.8	2.1	19.7	6.9	9.2
Special Teacher I	100	20.9	16.3	39.5	3.5	9.3	4.7	5.8
Special Teacher II	100	21.2	16.4	32.3	0.9	14.6	8.4	6.2
Special Teacher III	100	20.5	47.4	14.3	0.3	9.2	4.8	3.4
Tech/Voc Teacher I	100	11.0	3.7	9.2	2.5	35.6	17.2	20.9
Tech/Voc Teacher II	100	21.1	3.8	29.7	4.1	19.9	15.8	5.6
Tech/Voc Teacher III	100	6.5	0.5	3.2	0.5	58.1	9.7	21.7
Tech/Voc Teacher IV	100	18.7	6.6	18.7	1.7	29.9	7.1	17.4
Vice Principal	100	19.1	24.5	34.5	1.8	8.2	7.3	4.5
Principal	100	21.9	31.3	20.8	1.0	11.5	8.3	5.2
Not Stated	100	10.7	7.1	21.4	0.0	25.0	25.0	10.7

By classification, Table 18a shows that 27% of the 2581 Teachers-II was in the government assisted secondary schools, 21% in the government secondary and 20% in the senior secondary comprehensive schools. The majority of Teachers-I (60%) was in the junior secondary schools. The distribution of Special Teacher III showed 47% and 21% in government assisted and government secondary schools respectively. Further review of the data indicates that 30% of the Technical/Vocational Teachers-II was in the junior secondary schools and 30% of the Technical/Vocational Teachers-IV was in the senior secondary comprehensive schools.

Table 18b: Percentage Distribution of Teachers by Type of Secondary School and Classification
All Teachers
 (column percentage of Table 18)

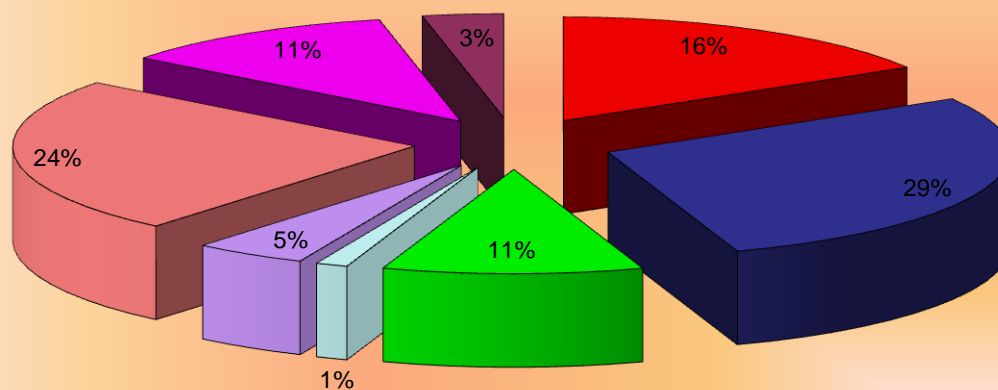
Classification	Type of School							
	All Schools	Government Secondary	Government Assisted Secondary	Junior Secondary	Senior Secondary	Senior Secondary Comprehensive	Composite	Secondary Comprehensive
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
All Classifications	100	100	100	100	100	100	100	100
Assistant Teacher II	0.3	0.1	0.2	0.2	0.0	0.4	0.5	0.8
Assistant Teacher III	5.0	4.7	3.6	7.1	14.1	3.0	7.5	3.8
Teacher I	12.1	8.8	4.9	32.0	3.0	3.4	10.6	7.0
Teacher II	49.5	55.6	65.0	30.3	53.5	52.0	41.7	50.3
Special Teacher I	1.6	1.8	1.3	2.9	3.0	0.8	0.9	1.1
Special Teacher II	4.3	4.9	3.4	6.2	2.0	3.4	4.5	3.0
Special Teacher III	5.6	6.1	12.9	3.6	1.0	2.8	3.3	2.1
Tech/Voc Teacher I	3.1	1.8	0.6	1.3	4.0	5.9	6.6	7.2
Tech/Voc Teacher II	5.1	5.7	0.9	6.7	11.1	5.4	9.9	3.2
Tech/Voc Teacher III	4.2	1.4	0.1	0.6	1.0	12.9	5.0	9.9
Tech/Voc Teacher IV	4.6	4.6	1.5	3.8	4.0	7.4	4.0	8.9
Vice Principal	2.1	2.1	2.5	3.2	2.0	0.9	1.9	1.1
Principal	1.8	2.1	2.8	1.7	1.0	1.1	1.9	1.1
Not Stated	0.5	0.3	0.2	0.5	0.0	0.7	1.7	0.6

Table 18b reveals that the largest percentage of teachers in each type of secondary school, ranging from 42% in the composite schools to 65% in the government assisted schools, was in the Teacher II classification except in the junior secondary schools where the distribution of Teacher I (32%) was similar to that of Teacher II (30%).

**Table 19: Distribution of Teachers by Type of Secondary School and Education District
All Teachers**

Type of School	Education District								
	All Districts	St. George East	St. George West	Caroni	Nariva/ Mayaro	St. Andrew/ St. David	Victoria	St. Patrick	Tobago
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
All Schools	5213	854	1482	545	67	237	1270	588	170
Government Secondary	987	176	448	45	0	73	152	52	41
Government Assisted Secondary	1075	172	362	70	0	10	334	90	37
Junior Secondary	1176	122	345	193	32	65	241	178	0
Senior Secondary	99	0	0	0	35	0	0	64	0
Senior Secondary Comprehensive	979	280	88	202	0	0	319	90	0
Composite	424	18	46	35	0	89	92	114	30
Secondary Comprehensive	473	86	193	0	0	0	132	0	62

Chart 37: Distribution of Teachers by Education District



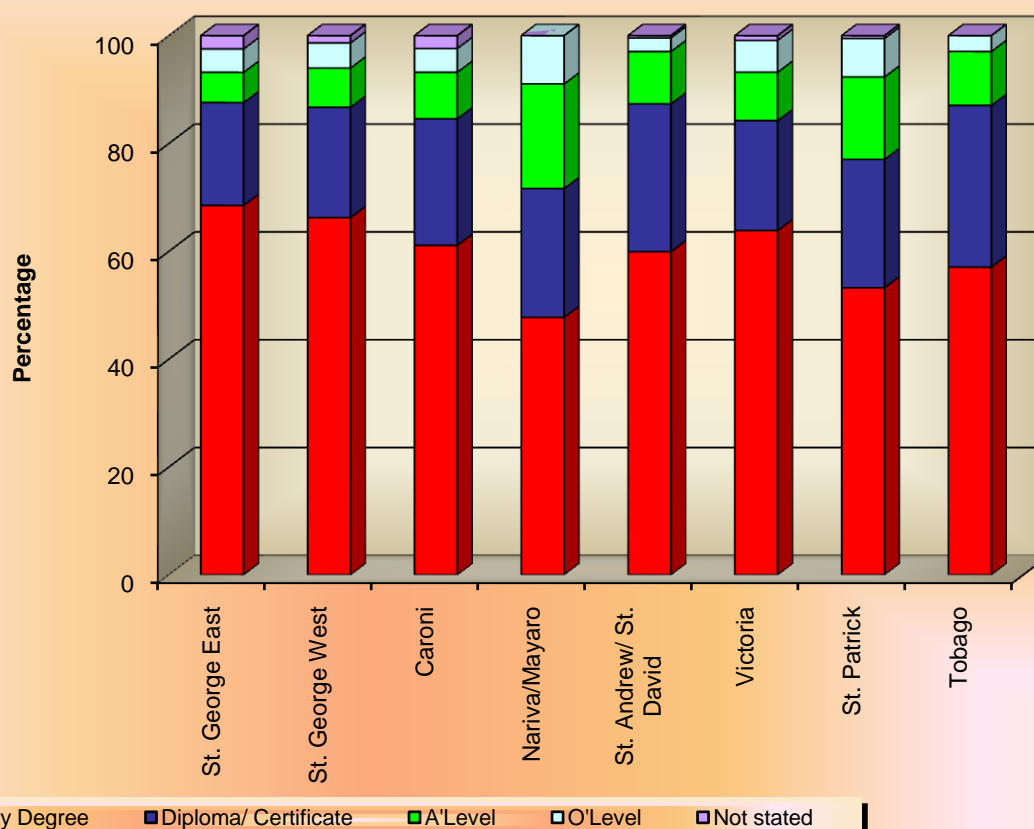
■ St. George East ■ St. George West ■ Caroni ■ Nariva/ Mayaro ■ St. Andrew/ St. David ■ Victoria ■ St. Patrick ■ Tobago

Chart 37 illustrates that the majority of teachers was located at secondary schools in St. George (East and West) (45%) and Victoria (25%).

**Table 20: Distribution of Teachers by Education District and Highest Level of Qualification
All Teachers**

Education District	Highest Level of Qualification					
	All Teachers	University Degree	Diploma/ Certificate	A'Level	O'Level	Not stated
	(1)	(2)	(3)	(4)	(5)	(6)
All Districts	5213	3295	1125	460	264	69
St. George East	854	585	163	48	37	21
St. George West	1482	982	303	108	69	20
Caroni	545	333	128	47	24	13
Nariva/Mayaro	67	32	16	13	6	0
St. Andrew/ St. David	237	142	65	23	6	1
Victoria	1270	811	259	114	75	11
St. Patrick	588	313	140	90	42	3
Tobago	170	97	51	17	5	0

Chart 38: Distribution of Teachers by Education District and Qualification

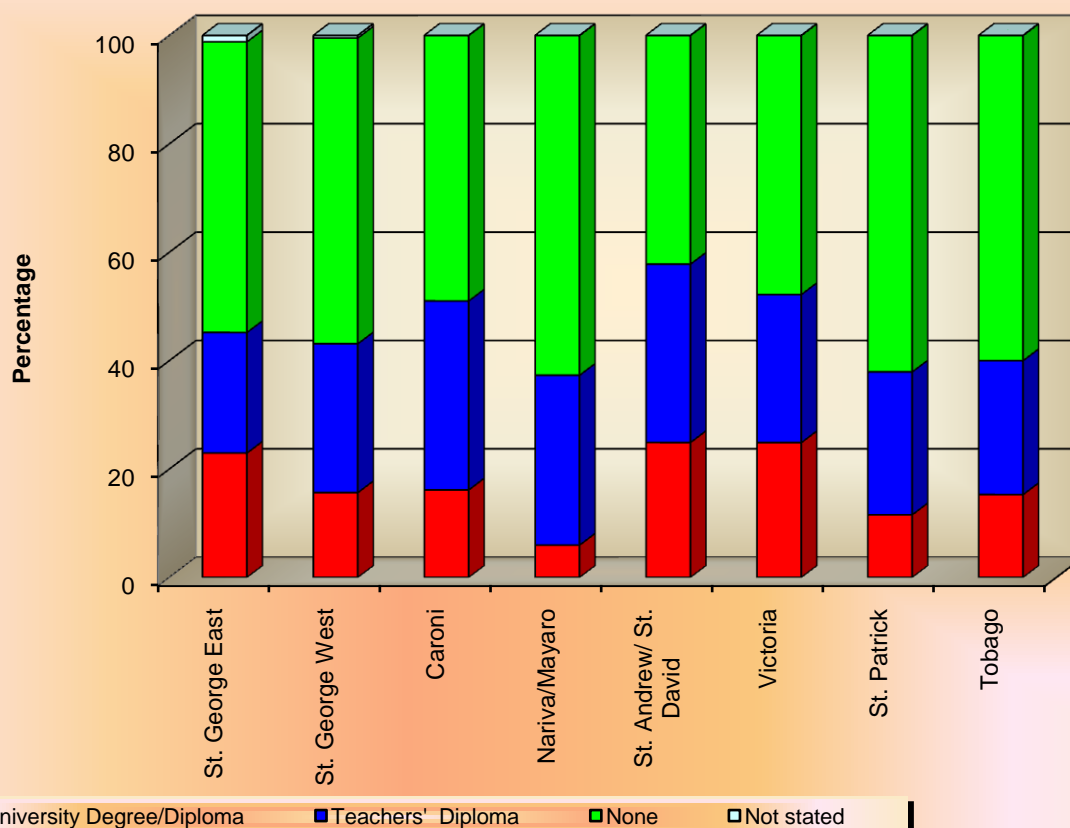


A review of the distribution of secondary school teachers by education district and highest level of qualification revealed a relatively larger proportion of teachers with university degrees in St. George East (69%), St. George West (66%) and Victoria (64%) compared with other districts as shown in Chart 38.

**Table 21: Distribution of Teachers by Education District and Professional Training
All Teachers**

Education Districts	Professional Training				
	All Teachers	University Degree/Diploma	Teachers' Diploma	None	Not stated
	(1)	(2)	(3)	(4)	(5)
All Districts	5213	989	1430	2777	17
St. George East	854	196	190	458	10
St. George West	1482	232	407	836	7
Caroni	545	88	190	267	0
Nariva/Mayaro	67	4	21	42	0
St. Andrew/ St. David	237	59	78	100	0
Victoria	1270	316	347	607	0
St. Patrick	588	68	155	365	0
Tobago	170	26	42	102	0

Chart 39: Distribution of Teachers by Education District and Professional Training



By education district, the relatively largest proportion of trained secondary school teachers was seen in St. Andrew/ St. David (58%), Victoria (52%) and Caroni (51%). In St. George East and West, 45% and 43% of the teachers respectively had obtained professional training.