

Appendixes

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Table A1.1: Annual growth rates in school-age population 2005-2015 and 2015-2020

	Anticipated annual growth in school-age population				Average annual growth in primary enrolments between 2000 and 2006
	2005-2015		2015-2020		
	Number of children	Rate of growth	Number of children	Rate of growth	
Algeria	20 319	0.5%	52 707	1.3%	-104 874
Angola	60 220	2.8%	63 480	2.5%	NA
Benin	41 312	2.6%	39 329	2.1%	60 376
Botswana	-307	-0.1%	2 563	0.8%	-738
Burkina Faso	69 418	2.6%	70 882	2.2%	97 856
Burundi	49 701	3.3%	92 660	4.7%	114 848
Cameroon	47 481	1.6%	8 028	0.2%	68 658
Cape Verde	1 206	1.5%	647	0.7%	-2 094
Central African Republic	8 412	1.2%	9 047	1.1%	-7 715
Chad	56 653	2.9%	53 808	2.2%	69 542
Comoros	2 596	1.9%	852	0.5%	2 249
Congo	13 297	2.1%	4 073	0.6%	23 218
Côte d'Ivoire	30 897	1.0%	29 147	0.9%	11 467
Democratic Rep. of Congo	426 672	3.6%	467 971	3.1%	NA
Djibouti	363	0.3%	605	0.5%	2 211
Egypt	108 230	1.1%	61 414	0.6%	355 307
Equatorial Guinea	1 547	2.2%	1 935	2.3%	-667
Eritrea	26 414	3.8%	17 477	2.0%	13 114
Ethiopia	335 707	1.8%	362 258	1.7%	795 642
Gabon	378	0.2%	1 158	0.6%	8 392
Gambia, The	6 072	2.2%	3 542	1.1%	5 999
Ghana	37 196	1.0%	21 119	0.6%	147 962
Guinea	36 530	2.3%	37 855	2.0%	80 883
Guinea-Bissau	10 555	3.4%	12 435	3.1%	NA
Kenya	206 746	3.2%	137 626	1.7%	299 465
Lesotho	-390	-0.1%	-581	-0.2%	1 970
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	Anticipated annual growth in school-age population				Average annual growth in primary enrolments between 2000 and 2006
	2005-2015		2015-2020		
	Number of children	Rate of growth	Number of children	Rate of growth	
Liberia	30 737	4.3%	28 157	3.0%	12 180
Libyan Arab Jamahiriya	15 770	2.1%	5 086	0.6%	-2 150
Madagascar	53 052	1.8%	44 457	1.4%	278 281
Malawi	76 338	2.2%	68 085	1.7%	-19 734
Mali	63 494	2.8%	83 691	3.0%	96 524
Mauritania	9 195	1.8%	3 825	0.7%	21 059
Mauritius	-980	-0.8%	-254	-0.2%	-2 540
Morocco	-8 903	-0.2%	31 454	0.9%	20 566
Mozambique	102 228	2.4%	21 613	0.4%	268 592
Namibia	-3 626	-1.0%	3 772	1.1%	1 014
Niger	97 167	3.7%	108 532	3.2%	94 113
Nigeria	449 268	1.8%	305 792	1.1%	777 243
Rwanda	45 439	2.8%	69 811	3.4%	108 884
Sao Tome and Principe	294	1.2%	53	0.2%	600
Senegal	40 698	2.0%	22 930	1.0%	62 749
Sierra Leone	23 509	2.4%	24 271	2.1%	127 983
Somalia	53 469	3.1%	38 049	1.8%	NA
South Africa	8 552	0.1%	-38 043	-0.5%	10 242
Sudan	65 690	1.1%	45 548	0.7%	119 577
Swaziland	-1 005	-0.5%	981	0.5%	2 383
Togo	23 479	2.1%	14 407	1.1%	21 354
Tunisia	-4 262	-0.4%	3 741	0.4%	-47 898
Uganda	215 072	3.1%	271 397	3.1%	160 942
United Rep. of Tanzania	235 564	2.9%	108 799	1.1%	733 825
Zambia	41 900	1.7%	30 890	1.1%	217 813
Zimbabwe	-10 981	-0.5%	16 810	0.7%	-744

Source: Population projections from the United Nations Population Division, 2006 revision; school data from UIS and different CSRs

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Table A1.2: Assumptions underlying existing models of projected teacher needs

	UIS 2006	Colclough & Lewin, 1993	Mehrotra & Buckland, 1998	Brossard & Gacougnolle, 2001	Bruns, Mingat & Rakotomalala, 2003	Unesco-Breda, 2005
Coverage	Global	97 countries	Global	Global	47 countries	52 African countries
Base year	2004	1990	1994	1998	2000	2003
General target	NER=100%	GER=100%	NER=100% and GER=100%	NER=100%	PCR=100%	PCR=100%
Repetition	10% or 0.5* specific country rate	0.25* specific country rate	No assumption	Implicit assumption based on past trends	Current if <10%, otherwise 10%	Current if <10%, otherwise 10%
Pupil-teacher ratio (PTE)	Current if $\leq 40:1$, otherwise 40:1	0,85* initial PTE for 2000	Current, 40:1 and 30:1	Current, 0.9* initial PTE for 2015	40:1	Current if <40:1 otherwise 40:1
Private education	Included	Reach 10% by 2000	Included	Included	10%	Current if 0% or >10%, otherwise 10%
Population data source	UNPD estimation [†] , 2004 revision	World Bank estimation	Does not take population growth into account	UNPD estimation [†] , 1998 revision	World Bank estimation	UNPD estimation [†] , 2002 revision
Attrition	5/6, 5/8	National rate	No assumption	No assumption	No assumption	No assumption

Source: UNESCO-UIS (2006)

† UNPD: United Nations Population Division



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Table A1.3: Annual needs for new teachers

Country	Annual needs for new teachers						
	Total needs between 2008 and UPE	Average 2008-2010		Average 2011-2015		Average 2016-2020	
		Overall	Public	Overall	Public	Overall	Public
Burkina Faso	79 719	5 165	4 450	5 955	5 173	6 890	6 044
Burundi	47 787	2 658	2 400	2 566	2 268	5 397	4 840
Cameroon	62 652	4 536	3 465	5 115	3 964	4 694	3 746
Central African Republic	18 019	1 313	1 097	993	830	1 823	1 545
Chad	43 405	2 591	1 793	2 831	2 042	4 295	3 192
Comoros	3 308	319	273	281	241	189	162
Côte d'Ivoire	82 479	6 371	5 323	5 961	5 037	6 712	5 727
Eritrea	23 911	1 593	1 424	1 925	1 719	1 902	1 699
Ethiopia	363 774	19 164	16 627	24 693	21 348	36 563	31 579
Guinea-Bissau	8 720	437	346	600	481	882	719
Madagascar	46 436	3 214	2 680	3 025	2 596	4 333	3 703
Malawi	31 701	3 000	2 558	2 270	1 891	2 270	1 891
Mali	55 256	3 712	2 158	3 494	2 157	5 330	3 402
Mauritania	10 559	552	449	779	636	1 002	815
Mozambique	106 300	5 928	5 485	7 301	6 735	10 402	9 587
Niger	85 685	5 697	5 436	6 577	6 247	7 141	6 745
Rwanda	31 891	1 530	1 395	2 224	2 045	3 236	2 978
Senegal	46 968	3 377	2 860	3 574	3 030	3 793	3 218
Sudan	195 376	15 752	11 814	15 620	11 280	14 004	9 597
Uganda	191 993	8 130	7 314	11 736	10 590	21 785	19 727
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Country	Annual needs for new teachers						
	Total needs between 2008 and UPE	Average 2008-2010		Average 2011-2015		Average 2016-2020	
		Overall	Public	Overall	Public	Overall	Public
Benin	26 819	2 793	2 363	3 688	3 156		
Cape Verde	1 369	175	175	169	169		
Congo	9 287	1 155	682	1 165	783		
Gambia, The	4 858	637	577	589	524		
Ghana	50 097	6 299	4 713	6 240	4 669		
Guinea	28 473	3 137	2 421	3 813	3 019		
Lesotho	4 866	639	629	590	580		
Morocco	37 328	3 484	2 742	5 375	4 374		
Namibia	5 186	589	574	684	666		
Nigeria	335 126	39 480	NA	43 337	NA		
Sao Tome and Principe	237	30	30	29	29		
Swaziland	3 228	367	367	425	425		
Togo	15 530	1 997	1 071	1 908	1 050		
United Rep. of Tanzania	140 573	13 877	12 571	19 788	18 086		
Zambia	49 788	5 504	5 063	6 655	6 150		
Algeria	11 941	3 980	3 980				
Botswana	2 152	717	595				
Egypt	41 711	13 904	11 921				
Kenya	49 816	16 605	NA				
Mauritius	455	152	112				
Tunisia	2 765	922	709				

Source: Authors' calculation based on UIS and national data

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Table A1.4: Teaching force

Country	Year	Current value		2010		2015		2020	
		Overall	Public	Overall	Public	Overall	Public	Overall	Public
Burkina Faso	2006	30 723	26 092	46 259	39 509	67 713	58 245	90 671	78 552
Burundi	2006	25 363	24 704	34 264	32 682	41 743	38 966	61 335	56 315
Cameroon	2006	67 081	48 320	73 456	53 631	85 307	63 359	93 193	70 433
Central African Republic	2008	6 000	5 040	7 397	6 238	11 542	9 857	18 040	15 695
Chad	2005	19 989	12 569	30 453	19 826	39 493	26 654	54 208	37 979
Comoros	2005	3 050	2 615	4 003	3 432	4 753	4 075	4 968	4 259
Côte d'Ivoire	2007	51 900	42 662	65 085	53 750	82 079	68 317	100 042	83 928
Eritrea	2006	7 711	6 918	12 072	10 811	19 398	17 348	25 616	22 901
Ethiopia	2006	200 885	185 275	267 890	243 202	347 112	310 060	470 853	415 474
Guinea-Bissau	2006	5 479	4 109	5 905	4 495	7 917	6 142	10 965	8 671
Madagascar	2006	76 831	57 024	83 817	63 307	86 175	66 556	94 420	74 607
Malawi	2007	42 330	40 612	46 025	43 235	47 998	43 977	73 176	66 213
Mali	2006	28 964	15 341	39 655	21 685	50 536	28 805	68 584	40 819
Mauritania	2006	11 252	9 738	12 025	10 299	14 010	11 855	16 752	14 021
Mozambique	2006	61 932	59 761	67 474	64 274	82 462	77 564	106 838	99 610
Niger	2006	28 163	27 059	47 072	45 093	71 350	68 097	94 992	90 324
Rwanda	2004	28 254	27 633	32 951	31 688	38 795	36 865	48 574	45 696
Senegal	2006	37 767	31 932	46 915	39 685	57 111	48 339	66 899	56 658
Sudan	2005	113 094	91 385	167 561	131 614	217 107	165 848	252 456	187 644
Uganda	2005	139 641	124 086	156 403	139 352	186 317	166 636	257 921	231 827
								>

Country	Year	Current value		2010		2015		2020	
		Overall	Public	Overall	Public	Overall	Public	Overall	Public
Benin	2006	31 103	25 099	38 227	31 245	50 292	41 778		
Cape Verde	2005	3 190	3 190	3 413	3 413	3 723	3 723		
Congo	2006	11 260	5 272	13 691	6 910	16 891	9 446		
Gambia, The	2004	4 956	4 668	7 633	7 082	9 332	8 551		
Ghana	2005	89 278	66 802	106 678	79 821	121 009	90 545		
Guinea	2006	28 296	20 485	35 846	26 487	48 808	37 023		
Lesotho	2006	10 513	10 457	10 264	10 187	10 132	10 029		
Morocco	2006	146 298	131 625	142 721	126 916	147 929	129 630		
Namibia	2006	13 059	12 815	12 479	12 231	12 199	11 937		
Nigeria	2004	579 802	NA	674 980	NA	783 853	NA		
Sao Tome and Principe	2006	1 009	1 009	963	963	965	965		
Swaziland	2005	6 741	6 741	6 489	6 489	6 649	6 649		
Togo	2006	28 003	14 001	33 543	17 035	37 766	19 565		
United Rep. of Tanzania	2007	156 664	153 286	181 038	174 216	244 693	230 991		
Zambia	2006	52 323	48 770	58 170	53 976	72 523	67 187		
Algeria	2005	171 471	171 471	159 832	159 832				
Botswana	2004	12 717	11 733	12 273	10 998				
Egypt	2007	368 785	335 779	377 220	341 308				
Kenya	2005	153 678	NA	199 647	NA				
Mauritius	2006	5 598	4 137	5 542	4 096				
Tunisia	2005	59 252	58 342	53 302	51 548				

Source: Authors' calculation based on UIS and national data

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Summary

The spectacular progress in enrolments in Africa since the early 2000's was made possible by an unprecedented growth in teacher numbers. The massive recruitment of teachers resulted from the higher priority granted to education, and more particularly to basic education, both at national and international levels, but also from the implementation of aggressive national policies, focused on controlling salary costs. These policies, often introduced as a matter of urgency to face up to the challenges of Education For All, are now frequently questioned.

This publication, while recognising that controlling salary costs is inevitable, strives to demonstrate that other aspects, such as training, management or the professional development of teachers must also obligatorily be taken into account in developing new teacher policies that will enable the countries successfully achieve the EFA goals.



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