



Халықаралық құқық / International law / Международное право

IRSTI 10.01.79

Scientific article

<https://doi.org/10.32523/2616-6844-2024-149-4-205-215>

**Analysis of the implementation of the recommendations of international organizations on the status of teachers in the Republic of Kazakhstan**

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**Abstract:** The topic of this article is devoted to the study of specialized Kazakh and foreign legal acts, and norms related to the regulation of the status of university teachers. The legal issues of the status of teachers in the system of higher education are becoming relevant worldwide, in all states, including the Republic of Kazakhstan. In this regard, the Republic of Kazakhstan systematically raises the issue of the need to improve the status of teachers of higher education, which affects the quality of higher education. The relevance of the topic is also highlighted by the 1998 World Declaration on Higher Education for the Twenty-First Century. This article presents an analysis of the legislative acts of the Republic of Kazakhstan that regulate the status of teachers of higher education institutions. In addition, the article proposes a new draft of the Kazakh law: "On the status, powers and encouragement of the teacher of higher education institution", in order to improve the status of the country's teaching staff. Features, structure of the status of teachers in the system of higher education are studied in the context of Kazakhstan law and public international law. The recommendations of international organizations in the issue of raising the status of teaching staff have been studied. In addition, some international documents dealing with the status of teachers were analyzed.

**Keywords:** teacher, higher education institution, system of higher education, status of teachers, advanced training of teachers, professionalism of teachers, elements of teachers' status.

## Introduction

In the Republic of Kazakhstan, teachers hold a significant and influential position within society. Their role extends beyond simply imparting knowledge; it also involves shaping the values of future generations. University professors play a key role in building the intellectual and moral potential of the country. They have special education and professional skills that allow them to successfully carry out the educational process. It is important to note that the status of teachers of universities in Kazakhstan should gradually increase, which will contribute to improving the quality of higher education in the country and strengthen the role of teachers in society.

After all, higher education serves as a means to achieve a large-scale goal - improving the living conditions of individuals and the socio-economic development of society [1].

The teacher also plays an important role in the formation of professional and moral ethics of students, transferring not only knowledge but also values that will help them in their future professional activities. Professionalism and honesty of the teacher affect the formation of ethical standards among students, which is an equally important aspect of the quality of higher education.

In addition, the teacher must be able to inspire and motivate their students, creating a supportive and stimulating learning environment. His list of abilities includes supporting dialog with each student, understanding their needs and helping them to develop and achieve their goals. It is important that the teacher is available to students not only in the classroom, but also outside the learning process to help them with learning problems and issues.

## Methods

In this study, scientific methods of system analysis and synthesis are applied. In addition, the formal-legal method, the method of interpretation and concretization were used. This article examines the specialized provisions outlined in Kazakhstan's Legal Policy Concept for 2030, the Law of the Republic of Kazakhstan "On Education", and UNESCO's Recommendations on the status of teachers of higher education institutions.

## Discussion

The teacher is a key factor in successful education, and its impact on the quality of education and development of university students is invaluable. The teacher must be tolerant, respectful and empathetic in order to build a trusting relationship with the students and promote their development as independent individuals. Listening to and understanding students, supporting their aspirations, and helping them overcome challenges are essential to their success and self-confidence. Thus, the teachers of universities have a huge responsibility for the training and development of spiritual and moral qualities of students.

Despite such a significant role of university teachers, the Law of the Republic of Kazakhstan "On Education" (July 27, 2007) [2], the Law of the Republic of Kazakhstan "On the Status of

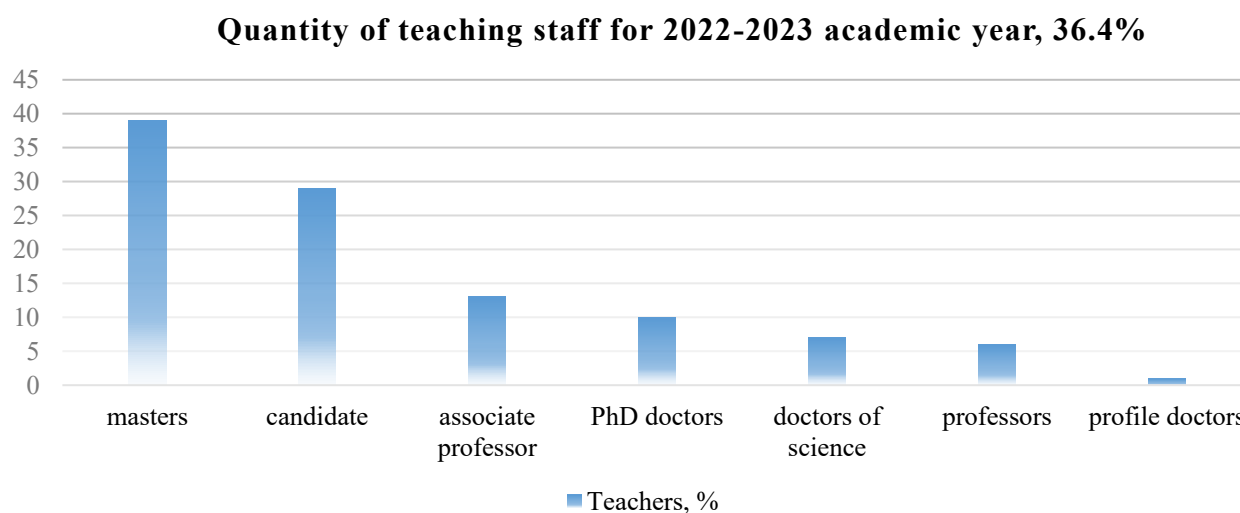
Teachers" (December 29, 2019) [3] lacks an interpretation of the definition of "teacher". The latter law defines the term "educator". However, it does not apply to higher education.

However, it is obvious that the international and national system of higher education needs highly qualified teachers who meet the modern trends of the studied system. Thus, according to the UN Sustainable Development Goal 4, the issue of shortage of these personnel is [4]. At the international level, the goal of preventing a shortage of professional educators by 2030 is set, reflected in the United Nations Sustainable Development Goals 4.

The Concept of Legal Policy of the Republic of Kazakhstan until 2030 [5], along with the Concept for the Development of Higher Education and Science in Kazakhstan for 2023-2029 [6], highlights a critical shortage of qualified and skilled university faculty.

According to the Bureau of National Statistics of Kazakhstan, the total number of university teachers for the 2022-2023 academic year was reported to be 36,400 [7].

Histogram 1



Turning to the definition of the concept of "status", meaning from the Latin language position or condition, it should be noted that we consider the status of university teachers in society and in higher education. At the same time, the structure of the status of teachers of higher schools consists of legal, professional, social and moral elements.

The Constitution of the Republic of Kazakhstan (30 August 1995), the Law of the Republic of Kazakhstan "On Education" (27 July 2007), the Labor Code (23 November 2015) and other normative legal acts regulate the legal status of teachers of higher education, enshrining their rights, obligations and responsibilities.

I would like to note that the legal status of teachers of higher education is subject to reform, which is influenced by academic and scientific degrees, publication activity, participation in scientific research. Accordingly, the improvement of professional skills of university teachers leads to the transformation of the legal status.

In this context, it is important to highlight that the Law of the Republic of Kazakhstan "On Education" (July 27, 2007) [2] guarantees the right of university teachers to take creative leave for conducting research, while retaining their work experience.

Thus, this year the Majilismen at the next meeting of the Chamber approved the draft law, according to which scientists working in higher schools will be able to use the creative leave, which will retain their wages [8]. This may be due to the expansion of the boundaries of sabbatical for further productive professional activities of teachers of educational institutions of the country, contributing to the quality of higher education. Thus, every teacher of the university of our country can use the right to receive a creative leave.

The impact of the professional factor on the status of university teachers is obvious. This is reflected in the regular updating of the knowledge and skills required in their activities.

After all, the teacher must be a professional in his business, have deep knowledge in their field, have experience and be ready for constant self-improvement. They should be skilled in modern teaching methods, capable of using various approaches to engage students, and able to tailor their lessons to meet the unique needs of each individual learner.

In this regard, it should be noted that according to the order of the Minister of Science and Higher Education of the Republic of Kazakhstan dated January 5, 2024 No. 4 "On approval of the qualification requirements for educational activities of organizations providing higher and (or) postgraduate education and the list of documents confirming compliance with them" [9] established appropriate rules aimed at passing by teachers of higher schools of advanced training courses in the subjects they read.

In addition, the World Declaration on Higher Education for the 21st Century: Approaches and Practical Measures (5-9 October 1998) [10] also emphasizes the importance of teacher training as an element of higher education.

Concept of development of higher education and science in the Republic of Kazakhstan for 2023-2029 [6] has established a norm on enhancing the professional development of university teachers.

It is obvious that the teacher must be an innovator and constantly introduce new teaching methods and technologies to ensure effective and modern training of students. He must monitor the development of his industry and update his knowledge to keep abreast of the latest trends and achievements. For example, teachers of universities in the direction of training "Law" should constantly monitor changes and additions in national legislation for their correct and timely clarification, which will ensure the receipt of relevant and useful knowledge by students within the "legal field".

It should also be noted that a report prepared by the International Labor Organization Office for Eastern Europe and Central Asia (Geneva, 2011) highlights the importance of continuing education by teachers. Implementation of this program depends not only on the financial component, but also on creation of all necessary conditions for teachers' training [11].

The next element of teacher status is the social one, which defines the social guarantees in modern society, such as wages and other social guarantees.

Minister of Higher Education and Science S. Nurbek at the reporting meeting with the President of the Republic of Kazakhstan K. Zh. Tokayev reported on the increase in salaries of university teachers, which proves the "factor of progress" of the status of a university teacher [12].

In addition, it should be emphasized that in December 2023, within the framework of the Cooperation Agreement between the Ministry of Science and Higher Education of the Republic

of Kazakhstan and JSC "Otbasy Bank", a loan program for young scientists (up to 40 years) of low-wage universities was launched. It should be noted that young scientists who work in universities under the jurisdiction of the Ministry of Science and Higher Education of the Republic of Kazakhstan have the right to participate in this program.

The moral dimension is the final component that defines the status of university professors in the country. As key figures in the development of students, they are instrumental in shaping their personalities and fostering essential skills such as critical thinking, analytical reasoning, communication, and self-discipline. Professors are not just educators imparting knowledge; they also serve as mentors, guiding students through their academic and personal growth. Their authority and experience helps students gain confidence in themselves and their abilities. For example, it is important for law students to be able to confidently "behave" as one of the participants in the legal process, not be afraid to speak to the public, to defend their point of view, etc. Therefore, the moral and ethical qualities of the university teacher in the educational process are very important, which by its example makes the right adjustments to the behavior of students.

In this regard, it is necessary to pay attention to the order of the Minister of Education and Science of the Republic of Kazakhstan No. 190 of May 11, 2020 "On some issues of pedagogical ethics", which establishes a ban on the use of status positions for self-serving and other personal purposes by university teachers [13].

Thus, the influence of the teacher in ensuring the quality of higher education is undeniable. Professionalism, experience, knowledge and ethics of the teacher play a decisive role in the successful training of students and their further development as specialists.

Rationalization of the elements described, constituting the status of the faculty, contributes to the improvement of their status positions.

It is worth noting the UNESCO recommendation on the status of teachers in higher education institutions (1997) [14]. This recommendation presents practical proposals to improve the status of all faculty, to provide academic freedom, and to strengthen their rights without discrimination.

Increasing accountability and performance evaluation results in faculty being subjected to increasingly intrusive bureaucratic control and oversight [15].

In addition, the document adopted by the General Conference of UNESCO defines the concept of "teacher". This means persons who work within the walls of higher education and carry out one of the following activities:

- Teaching,
- scientific,
- research.

However, in addition to the activities described, it is not uncommon for teachers to perform "paper" work. Although non-standard employment is found in all sectors of education, it is especially common among employees of the institute of higher education [16].

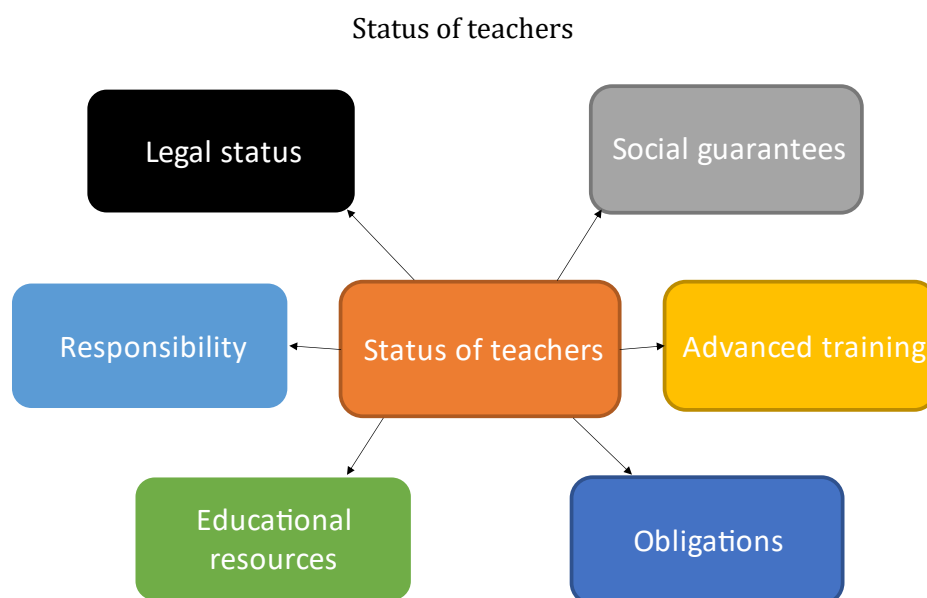
It is obvious that the status of university teachers affects the acquisition of new knowledge and values among students. At the same time, the professionalism and honesty of university teachers contribute to the formation of ethical standards among students.

In addition, it should be emphasized that the World Program for Human Rights Education (New York and Geneva, UN 2012) refers to the role of teachers in providing and disseminating knowledge, ideas about human rights, in the performance not only of professional duties, but also in the performance of their function as a model to be emulated. The recognition and observance of the professional status of teaching personnel is therefore of particular importance [17].

We believe that the improvement of the status of teachers is possible with the development and adoption of a new Kazakh law "On the status, powers and encouragement of a teacher of a higher educational institution." Such support will help the country's teachers to gain real access to high achievements in the studied system, efficiency in professional activities and dynamic development of the prestige of their status.

This law will ensure and consolidate the following elements for the country's teachers, as reflected in infographic 1.

Infographic 1



It will be rightly said that the place and role of the teacher in higher education has not lost its sharpness. Thanks to the modern unique mechanisms of modernization of the institute of higher education, detailed approaches to the study and study of the status of teachers are necessary.

## Conclusion

Increasing the role of teachers in the Republic of Kazakhstan is of great importance for the development of higher education in the country. Teachers play a key role in the formation of knowledge, skills and values of students, as well as in the training of qualified specialists for various fields of activity. It was therefore important to provide teachers with appropriate working conditions, to improve their skills and to encourage professional development. Only thanks to the efforts of experienced and talented teachers higher education in the Republic of

Kazakhstan will be able to rise to a new level and meet modern requirements and challenges of the time.

Thus, in order to improve the status of teachers and the prestige of this profession, it is necessary to systematically improve the material and technical base, working conditions, wage increases, as well as to ensure access to library resources, information networks, international and national databases.

The role of the teacher in ensuring and improving the quality of higher education is a huge element of fruitful higher education. The university teacher plays an important role in the formation of knowledge, skills and competencies of students, as well as in the development of their professional qualities. The quality of higher education teaching has a direct impact on students' level of training and, therefore, on their future careers.

The democratic and mass system of higher education, which is undergoing transformation, in the context of modern trends of socio-economic and political and legal development, is of increasing importance, with the teacher playing a key role.

Данное исследование было осуществлено при финансовой поддержке Комитета по науке Министерства науки и высшего образования Республики Казахстан (ИРН АР 19680224)

Бұл зерттеу Қазақстан Республикасының ғылым және жоғары білім министрлігі Ғылым комитетінің қаржылай көмегімен жүргізілді (АР 19680224)

This research was funded by the Science committee of the Ministry of Science and Higher Education of the Republic of Kazakhstan (Grant No. AP 19680224)

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### **Қазақстан Республикасындағы оқытушы кадрлардың мәртебесі туралы халықаралық ұйымдардың ұсынымдарын іске асыруды талдау**

**Андатпа:** Осы мақаланың тақырыбы мамандандырылған қазақстандық және шетелдік құқықтық актілерді және жоғары оқу орындары оқытушыларының мәртебесін реттеуге қатысты нормаларды зерттеуге арналған. Жоғары білім беру жүйесіндегі оқытушылар мәртебесінің құқықтық мәселелері бүкіл әлемде, барлық мемлекеттерде, оның ішінде Қазақстан Республикасында өзекті болып отыр. Осыған байланысты Қазақстан Республикасы Жоғары білім беру сапасын қамтамасыз етуге ықпал ететін жоғары оқу орындары оқытушыларының мәртебесін арттыру қажеттілігі туралы мәселені жүйелі түрде қояды. Сондай-ақ, тақырыптың өзектілігі 1998 жылғы ХХІ ғасырға арналған жоғары білім туралы Дүниежүзілік Декларациямен атап өтіледі. Жоғары оқу орындары оқытушыларының мәртебесін реттейтін қазақстандық заңнамалық актілерге талдау жасалды. Сонымен қатар, мақалада еліміздің профессорлық-оқытушылық құрамының мәртебесін арттыру мақсатында "жоғары оқу орны оқытушысының мәртебесі, өкілеттігі және көтермелеуі туралы" Қазақстандық заңның жаңа жобасы ұсынылды. Жоғары білім беру жүйесіндегі оқытушылар мәртебесінің ерекшеліктері, құрылымы қазақстандық құқық және халықаралық жария құқық контекстінде зерттелді. Оқытушы кадрлардың мәртебесін көтеру мәселесінде халықаралық ұйымдардың ұсыныстары зерттелді. Сонымен қатар, оқытушылардың мәртебесін қарастыратын кейбір халықаралық құжаттар талданды.

**Түйін сөздер:** оқытушы, жоғары оқу орны, жоғары білім беру жүйесі, оқытушылардың мәртебесі, оқытушылардың біліктілігін арттыру, оқытушылардың кәсібилігі, оқытушылар мәртебесінің элементтері.

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### **Анализ реализации рекомендаций международных организаций о статусе преподавательских кадров в Республике Казахстан**

**Аннотация:** Тема данной статьи посвящена исследованию специализированных казахстанских и зарубежных правовых актов, и норм, имеющих отношение к регулированию статуса преподавателей вузов. Правовые вопросы статуса преподавателей в системе высшего образования, становятся актуальными во всем мире, во всех государствах, в том числе в Республике Казахстан. В этой связи Республика Казахстан систематически ставит вопрос о необходимости повышения статуса преподавателей высших учебных заведений, влияющий на обеспечение

качества высшего образования. Также актуальность темы подчеркивается Всемирной декларацией о высшем образовании для XXI века 1998 года. Дан анализ казахстанских законодательных актов, которые регулируют статус преподавателей высших учебных заведений. Помимо этого в статье предложен новый проект казахстанского закона: «О статусе, полномочиях и поощрении преподавателя высшего учебного заведения», в целях повышения статуса профессорско-преподавательского состава страны. Особенности, структура статуса преподавателей в системе высшего образования исследованы в контексте казахстанского права и международного публичного права. Исследованы рекомендации международных организаций в вопросе повышения статуса преподавательских кадров. Кроме того, проанализированы некоторые международные документы, рассматривающие статус преподавателей.

**Ключевые слова:** преподаватель, высшее учебное заведение, система высшего образования, статус преподавателей, повышение квалификации преподавателей, профессионализм преподавателей, элементы статуса преподавателей.

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