



# GLOBAL TEACHER SHORTAGE

Education is one of the best investments societies can make to build a more sustainable and prosperous future. Realizing the right to education helps to eradicate poverty and makes individuals and communities more resilient in the face of issues, natural disasters and climate change.

Nevertheless, progress towards achieving Sustainable Development Goal 4 (“Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all”) is seriously off track. The education crisis we are witnessing today was exacerbated by the COVID-19 pandemic, with continuing devastating effects being felt by learners to this day.



In 2019, more than half of children and young people in school were not meeting minimum proficiency standards in reading and numeracy.

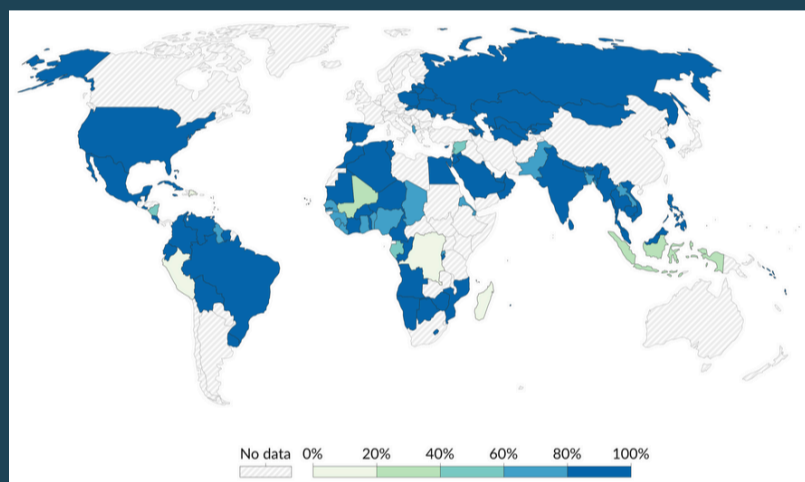


In 2021, 244 million children and youth were out of school.



Nearly two thirds of the world’s non-literate adults are women, and girls are more likely than boys to remain excluded from primary and lower secondary education.

## SHARE OF TEACHERS IN PRIMARY EDUCATION WHO ARE TRAINED



Teachers play a key role in shaping the future, unlocking every learner’s potential, and achieving the Sustainable Development Goal 4 of inclusive and equitable quality education. Approaching 2030, a major issue looms large: The world is facing a significant teacher shortage.

Teacher shortages are a global issue, prevalent not only in developing nations but also in high-income regions like Europe and North America.

Despite well-resourced education systems, these regions struggle to recruit and retain qualified educators, posing significant challenges to educational quality and equity.

## ATTRITION RATES AMONG PRIMARY TEACHERS



Notably, attrition rates among primary teachers almost doubled from 4.62 per cent globally in 2015 to 9.06 in 2022, with teachers often leaving the profession within their initial five years.

## The High-Level Panel on the Teaching Profession: A United Nations commitment

The recommendations of the High-Level Panel underline the importance of teachers and offer a clear direction:

- > **Enabling teaching environments:** Teachers require supportive environments to do their job effectively. This is underpinned by adequate resources, trust, respect and societal recognition.
- > **Tailored policies:** Countries should follow comprehensive, holistic, national education policies crafted in consultation with teachers and their unions. A road map for hiring, training and supporting teachers is crucial.
- > **Safeguarding rights and freedoms:** We need to uphold teachers' rights in line with international standards, ensuring that freedom of expression, freedom of association and academic freedom are guaranteed. A protected teacher is an empowered teacher.
- > **Flexible learning paths:** We should encourage cooperative learning pathways, moving away from rigid, narrow assessment metrics. A one-size-fits-all approach doesn't cut it—education should cater to diverse needs.
- > **Equity, diversity and inclusion:** We need to foster a diverse teaching workforce, providing pathways, protection and training for marginalized and vulnerable groups.
- > **Support in crisis zones:** We must ensure tangible support for teachers in crisis-affected regions with clear policies, professional development opportunities and hazard pay provisions.

**Together, we can build a world where every child has the opportunity to learn and thrive, and where teachers are appreciated as the foundation of a brighter future.**

