



World Teachers' Day 2023
The teachers we need for the education we want:
The global imperative to reverse the teacher shortage



**Recognize teachers as both workers and duty-bearers.
Protect and support teachers' rights, well-being, and dignity.
Elevate the status of the teaching profession.**

The celebrations for World Teachers' Day 2023 highlight the theme *“The Teachers We Need for the Education We Want: The Global Imperative to Reverse the Teacher Shortage”*. It is a call, especially to governments, for a comprehensive reflection on the declining appeal and status of the teaching profession and to identify and institute concrete measures capable of reversing the teacher shortage.

In the Philippines, the teacher-student ratio is greater than that of Brunei, Malaysia, and Singapore, with more than 20 students per teacher (Asian Development Bank Institute Working Paper Series No. 1300, January 2022). According to the Department of Education, the ideal ratio for the DepEd is 30 students per teacher but the ratio that we have is 1:40, the teacher shortage is at 86,000. Other independent studies pegged it at 147,000. Statistics from the Philippine Overseas Employment Administration (POEA) show that from 2013 to 2017, an average of 1,500 teachers left annually to work abroad.

The lack of enough teachers isn't just about numbers. Teachers are the backbone of the education system. The shortage of qualified, motivated educators threatens our ability to provide inclusive, equitable, quality education for all, hindering the achievement of vital educational goals, including the Sustainable Development Goal 4.

As we acknowledge this critical issue, we must commit to a course of action that addresses the teacher shortage head-on and elevate the status of the teaching profession. Governments, institutions, and stakeholders must prioritize education in budgets and policies. Adequate education financing is essential to attract, hire, train, and retain teachers.



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We must recognize teachers as both workers and duty-bearers. Teachers are workers first, and as workers, they have rights and needs that must be addressed to ensure their well-being. Addressing these is essential to enable teachers to fulfill their roles as duty-bearers responsible for providing quality education to all learners.

- Fully and correctly implement the provisions of RA 4670 or the Magna Carta for Public School Teachers and create a Magna Carta of Private School Teachers.
- Ensure that teachers receive competitive salaries that reflect their dedication and expertise and benefits including hazard pay and hardship allowance.
- Improve the quality of teacher education and training aligned with the provisions of RA 11713 or the Excellence in Teacher Education Act.
- Address issues like class size and excessive workload; necessary resources including teaching materials, and technology; administrative support; and other support services like mental health and stress management resources to help teachers cope with the demands of their profession.
- Provide incentives such as scholarships and financial support and invest in teacher training programs and targeted recruitment efforts to attract new talent to the teaching profession.
- Institute policy reforms that prioritize the teaching profession, simplify certification and licensure process and requirements, and create favorable working conditions.

Protecting and supporting teachers' rights, well-being, and dignity not only benefit teachers individually but has far-reaching implications for the quality of education they can provide.

**Thank you to all teachers for your unwavering dedication and commitment.
A Meaningful World Teachers' Day! #####**