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— UNESCO CHAIR —  
**Global Health  
& Education**

What do we know about the health and well-being of education personnel worldwide?

*There is no well-being without well-doing!*

# Five ideas to share

1. Professions that are particularly exposed to social and environmental change.

2. Where are the 69 million missing education professionals?

3. What contributes to the health and well-being of education professionals?



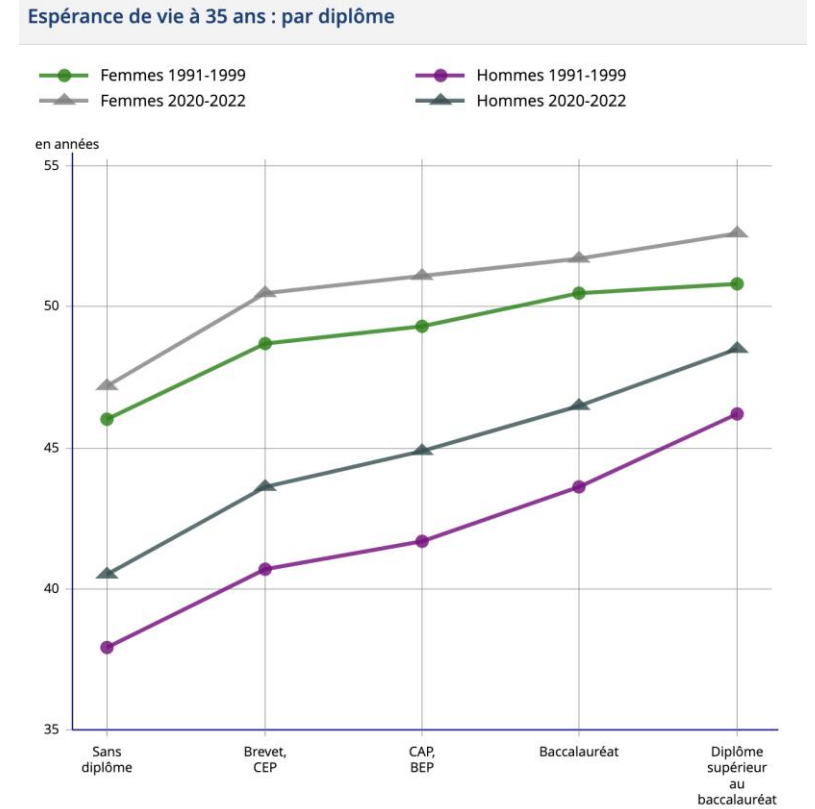
4. There is no well-being without well-doing!

5. Taking action for the health and well-being of education professionals: an investment!



# Professions particularly exposed to social and environmental change

- Teachers have higher-than-average qualifications and a good life expectancy.
- However, fewer than one in two personnel 'agree' or 'strongly agree' with the statement 'on the whole, I am satisfied with my job'.



INSEE 2022



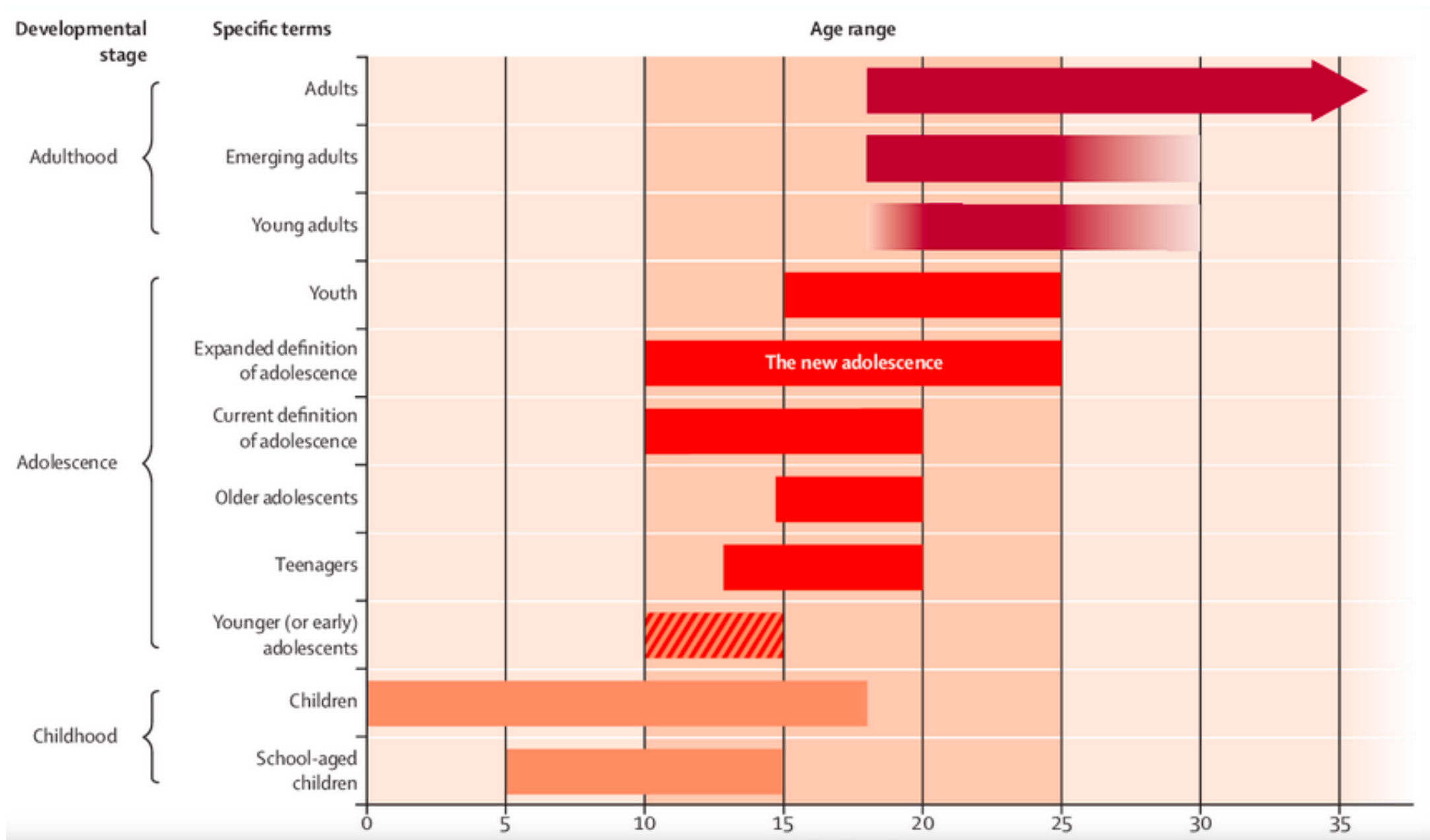


# Professions particularly exposed to social and environmental change

- A worrying state of psychological health (anxiety, depression, despair, burn out, etc.)
- Exposure to violence (physical or moral / online)
  - A difficult personal/professional life balance
    - Voice disorders



I-BEST 2023, Tsai et al. 2023





# Professions particularly exposed to social and environmental change

## Global mega-trends

- Ecological transition
- Technological transition
- Demographic transition
- Epidemiological transition
- Urbanisation
- Nutritional transition
- Globalisation of commercial interests
- Conflicts and wars
- ...



Klein 2022





# Professions particularly exposed to social and environmental change

- Major social developments
- Education policies
- Human resources management
- Plant management
- Recruitment, training and support

Health and well-being of education professionals

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# Where are the 69 million missing education professionals?

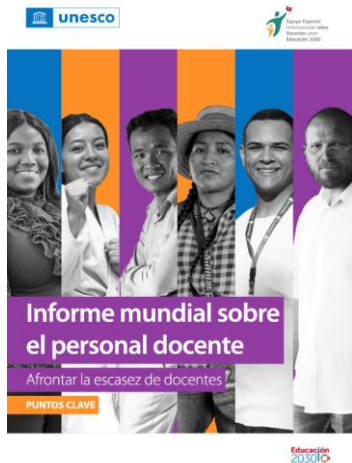
- The total number of teachers rose from 62 million to 94 million between 2000 and 2019
- 69 million teachers needed to achieve universal primary and secondary education by 2030
- A challenge in terms of attractiveness: 13% of teachers in primary schools are under 30, compared with 11% and 8% respectively in secondary schools.
- A retention challenge: between 2015 and 2022, attrition rates among primary school teachers doubled from 4.6% to 9%.
- A challenge in the second half of the career: as they get older, professionals become more experienced but face difficulties due to the changes associated with advancing age.

OECD 2017, UNESCO 2020, Tsai et al. 2022

# Where are the 69 million missing education professionals?

## The well-being of teachers is essential to promote retention

Poor working conditions, combined with excessive workloads and feelings of isolation, can lead to dissatisfaction, burnout and attrition. In five English-speaking OECD countries, a clear correlation has been established between both objective and subjective working conditions - primarily workload - and well-being.



UNESCO 2023



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# Determinants of the health of education professionals



# Determinants of the health of education professionals



Living and working conditions are at the heart of what determines health, while the health care system accounts for less than 20% of health determinants.



# Taking action for the health of education professionals

**An environment and working conditions conducive to health and well-being**

**Capacity building initiatives**

**Access to prevention and health care services**



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There is no well-being without well-doing!

Millefeuille



Mayonnaise



The challenge of coherence, working conditions and professional identity

# Taking action for the health of education professionals

## An environment and working conditions conducive to health and well-being

Table 2. Proportion of primary schools with access to basic facilities, 2019 or most recent year available

Regions	Basic handwashing facilities (%)	Access to basic drinking water (%)	Access to electricity (%)	Access to computers for pedagogical purposes (%)	Access to Internet for pedagogical purposes (%)
World	66	78	73	48	40
Sub-Saharan Africa	37	44	31	...	...
North Africa and Western Asia	93	87	88	85	80
Central Asia	93	95	100	96	70
Southern Asia	51	84	55	20	11
Eastern Asia	96	97	97	95	95
South-eastern Asia	73	67	85	53	66
Latin America and the Caribbean	...	...	89	61	43
Oceania	95	87	92	75	62
Europe and Northern America	97	97	100	...	...
Low income	43	49	32	...	...
Lower middle income	53	78	55	27	16
Upper middle income	81	79	94	67	62
High income	95	96	98	...	...

- Workload and resources
- School management
- The school environment
- The school climate
- Access to prevention services



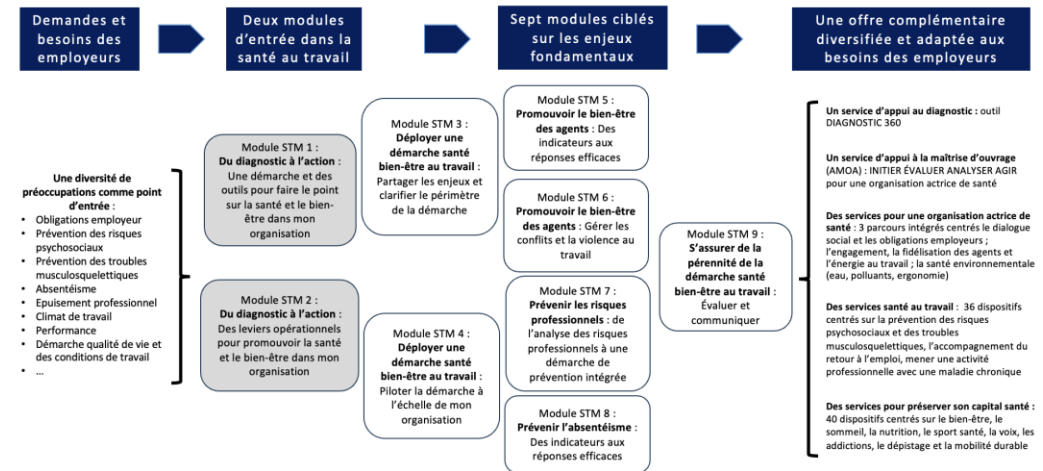
A school-wide approach to health promotion

UNESCO, 2020

# Taking action for the health of education professionals

## Capacity building initiatives

- Training and support services
- Voice, ergonomics, occupational health, conflict management, well-being, physical activity...



Lehr et al. 2016 Mañas Mañas, et al. 2011; Roeser, et al. 2012



# Taking action for the health of education professionals

## Access to prevention and health care services

- Occupational medicine
- Occupational health services: prevention of psychosocial risks and musculoskeletal disorders, support in returning to work, working with a chronic illness, etc.



MGEN 2024

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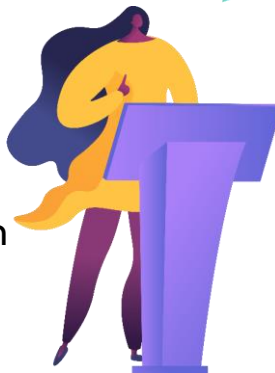
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# The health and well-being of education professionals: an investment!

There is a negative association between :

- symptoms of teacher burnout
- stress

and **students' academic results.**



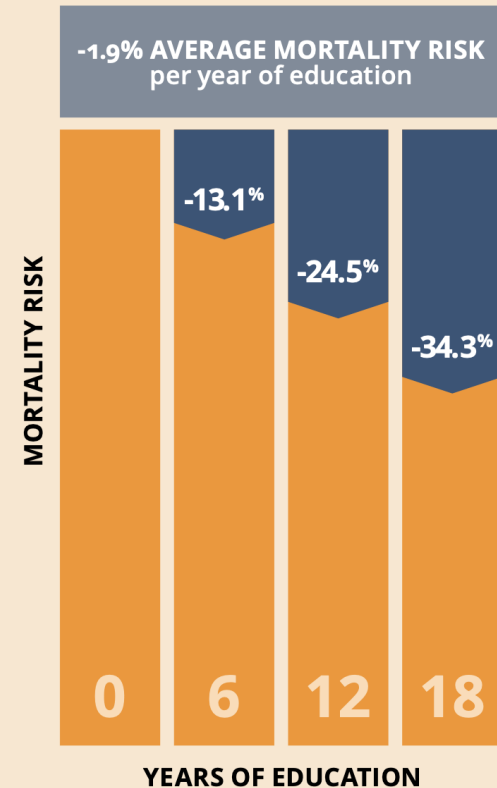
Herman et al. 2018, Klusmann et al. 2021

# The health and well-being of education professionals: an investment!

- Education is one of the main determinants of health.
- A complete education reduces the risk of mortality by 34% compared with no education at all!

## Each year of education reduces all-cause mortality risk

Compared to 0 years of education, completing 6 years of education (roughly primary school level in most areas) was associated with a 13.1% reduction in all-cause mortality risk when controlling for age, sex, and marital status. This value increased to 24.5% after 12 years and 34.3% after 18 years of education. This translates to an average 1.9% reduction per year of education across the 18 years.



The Lancet Public Health, 2024



# You think education is expensive? Try ignorance!

According to UNESCO-OECD-Commonwealth's Price of Inaction report, children leaving school early has a major impact on the wellbeing of societies as well as economies. However, if governments were to ensure that every child stayed in school and achieved basic skills, the world's GDP could increase by more than US\$6.5 trillion annually.

One of the keys to ensuring children stay in school and learn is hiring qualified, motivated and diverse teachers who engage all students equally, and can unlock their potential.

UNESCO, 2024





# Cost-effectiveness and return on investment of a prevention programme

- The introduction of the programme for the prevention of musculoskeletal disorders and illnesses (PAMAL) offered to pre-school education personnel has led to a **reduction in musculoskeletal disorders among personnel and a reduction in absenteeism.**
- In addition to the benefits in terms of human resources (productivity, working conditions, attractiveness, etc.), the **return on investment for the employer is positive:** €1 invested in training saves €3.14 in direct costs.

MNT 2022



## Cost-effectiveness and return on investment of health promotion programmes in schools

The return on investment, thanks to the avoidance of direct healthcare costs associated with the treatment and management of chronic diseases, would be 824% for comprehensive programmes, 465% for multi-component interventions and 484% for interventions aimed at modifying the physical education curriculum.

 A school-wide approach to health promotion

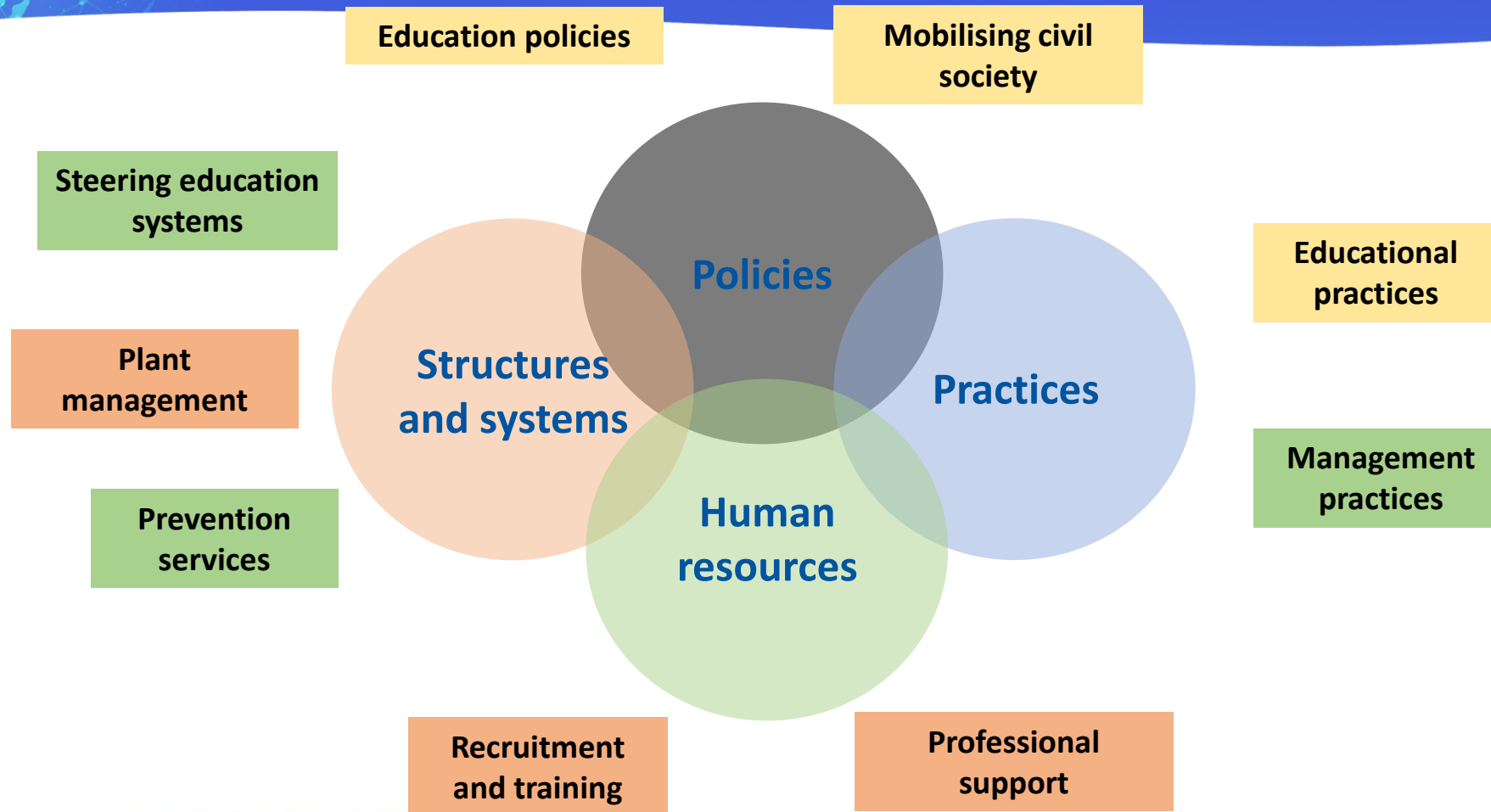
*Ekwaru et al. 2021*


# The health and well-being of education professionals: an investment!





# Health, well-being and working conditions





# Nothing about teachers without teachers!

*“Teachers are central to nurturing every country’s greatest resource: the minds of its people. Yet today, we face a dramatic shortage of teachers worldwide, and millions of teachers who lack the support, skills and continuing training they need to meet the demands of rapidly changing education systems.”*

*António Guterres*

*"If I want to succeed in guiding someone towards a specific goal, I have to look for them where they are and start there, right there. Anyone who doesn't know how to do that is deceiving himself when he thinks he can help others."*

*Søren Kierkegaard*



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