SEAMEO CENTRES POLICY RESEARCH NETWORK (CPRN) SUMMIT 2025

Building Bridges to a Sustainable Future: Inclusive Collaboration and Innovation in Education, Science, and Culture

Motivated Teachers in Southeast Asia: Factors Influencing Motivation to Stay in the Teaching Profession

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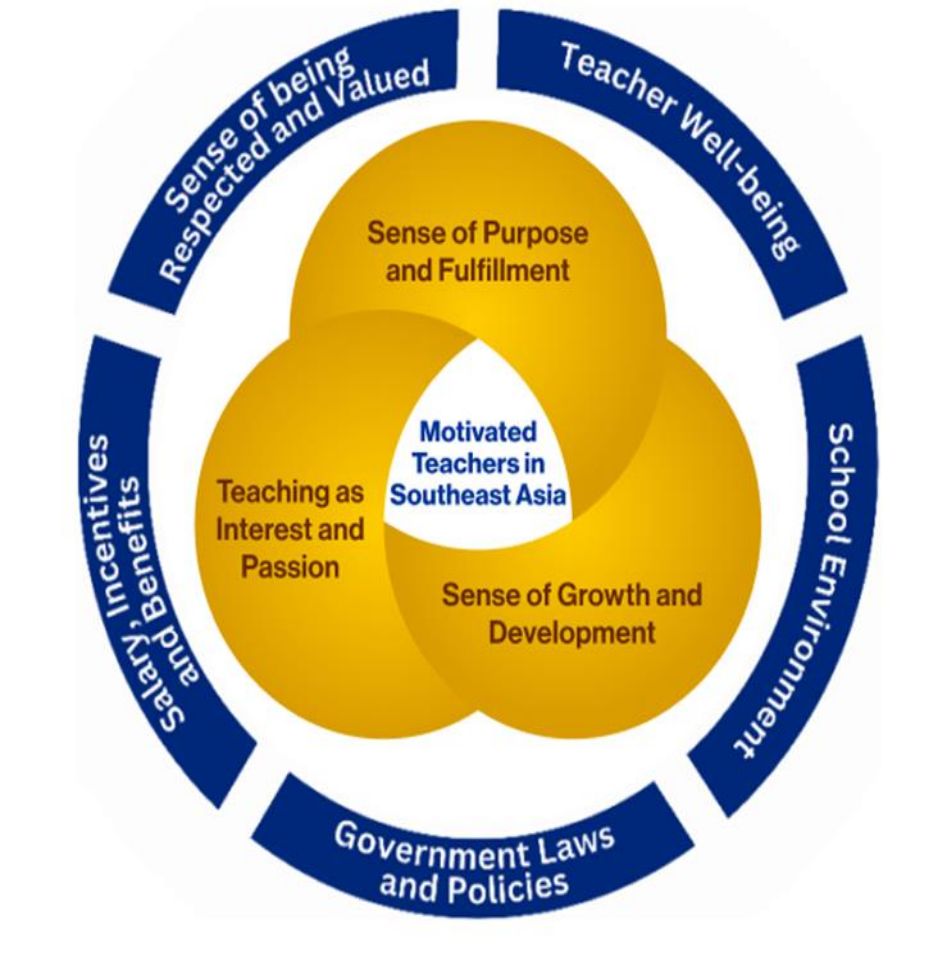
Southeast Asian Framework for Motivation of Teachers in Staying in the Profession



Sense of purpose and fulfillment	Teaching as interest and passion	Sense of growth and development
• Impact on students • Societal/national development	• Teaching as an aspiration from childhood • Love for teaching • Love for the subject matter • Love for children • Alignment with the belief system	• Strive to be better at teaching • Having opportunities for professional development • Facing challenges

Policy Recommendation

Promote core factors that make teachers stay in teaching	Address the contributing factors that make teachers stay in teaching	Address the contributing factors that make teachers stay in teaching
1. Implement training programs on value formation and soft skills strengthening 2. Harness interest and passion for teaching 3. Foster career growth and development. Recognize and reward teachers who pursue lifelong learning. Allow teachers to choose professional development programs and implement an equitable distribution of professional development opportunities	1. Strengthen value and respect for teachers. Provide recognition and rewards for teachers. Increase awareness of programs that celebrate teachers. 2. Improve teacher well-being. Foster work-life balance with lessened administrative duties and a manageable teacher-student ratio. Prioritize the deployment of teachers in their hometowns to promote a sense of belongingness and purpose.	3. Reinforce a supportive school environment 4. Enhance salary, incentives, and benefits. Increase the status and prestige of the teaching profession by adjusting salaries and benefits in comparison with other professions. 5. Implement responsive government laws and policies. Consult teachers in developing and implementing curricular reforms and educational policies.