



Education
and Solidarity
Network

fondation
d'entreprise
pour la santé publique

International Barometer of Education Staff

International report | I-BEST 2023



Authors

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The International Barometer of Education Staff (I-BEST) is a biennial survey conducted from 2021 by the Education and Solidarity Network and the Foundation for Public Health. I-BEST could not be done without the support of Education International and the UNESCO Chair “Global Health and Education”, the relay and support of local partners, and the active participation of education personnel. Thanks to all.

About the Education and Solidarity Network (ESN)



Education
and Solidarity
Network

The Education and Solidarity Network is an international association founded in 2009 with the conviction that education and health are interdependent and at the heart of all human development. The Network builds bridges between education, health and social protection actors, in order to work towards the well-being of the educational communities around the world.

For more information: www.educationsolidarite.org

About the Foundation for Public Health (FESP)



Founded in 2002 in France, the Foundation for Public Health aims to identify ways of promoting the health of populations. As a multidisciplinary team, it carries out scientific studies and research in 5 main research areas: health behaviors, occupational health, environmental health, healthcare trajectories and social protection.

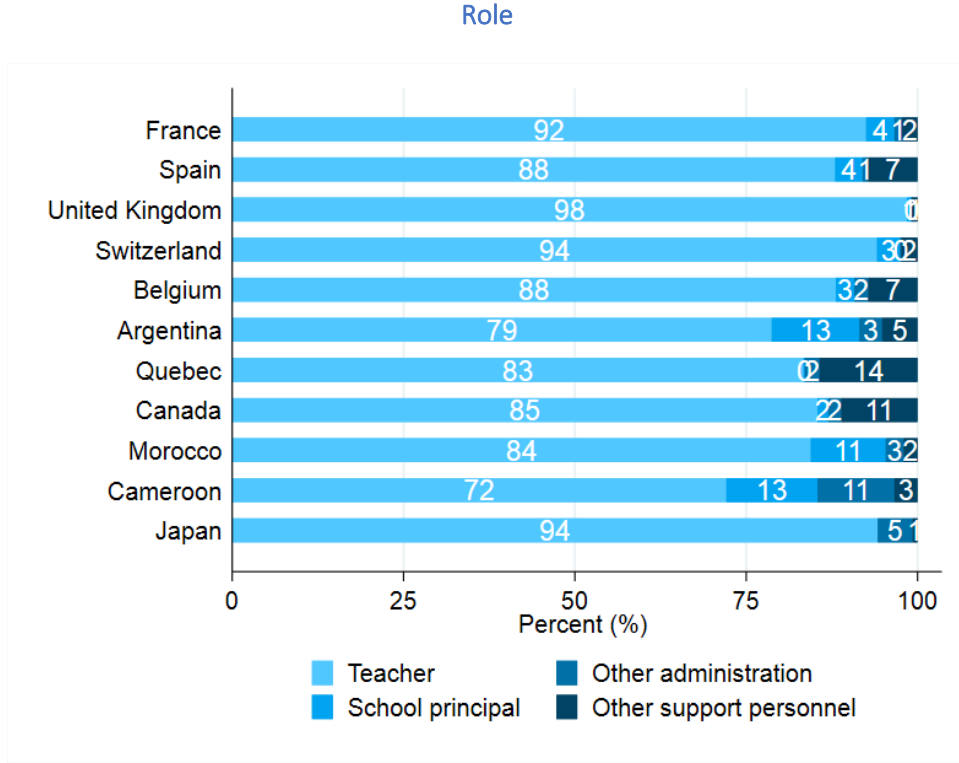
Introduction

- Survey dissemination date: February-June 2023
- Dissemination channel: online questionnaire
- The order of the countries/territories is determined by the sample size of the continent to which it belongs, then its own size (descending order)

All statistics presented in the report are weighted to account for certain key factors. This adjustment limits response bias and increases the representativeness of the results.

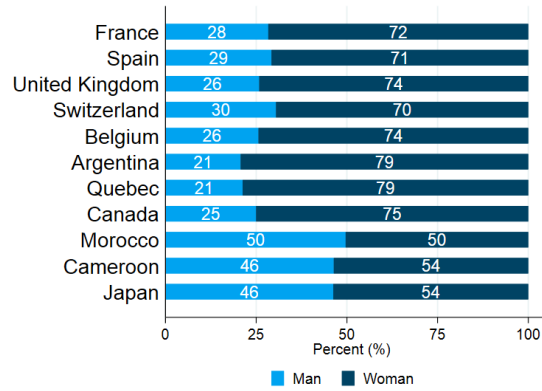
		DISSEMINATION AGENCY	PERIOD	PARTICIPANTS	ADJUSTMENT
EUROPE	FRANCE	UNSA-Education Relayed by: Sgen-CFDT	March-June	10,562	By weighting procedure taking into account the gender, the age group (<30, 30-49, ≥50) and the level of education (preschool+primary, secondary). Source: OECD, 2020
	SPAIN	FECCOO	February-June	3,049	By weighting procedure taking into account the gender, the age group (<30, 30-49, ≥50) and the level of education (preschool+primary, secondary). Source: OECD, 2020
	UNITED KINGDOM	NASUWT	May-June	2,572	By weighting procedure taking into account the gender, the age group (<30, 30-49, ≥50) and the level of education (preschool+primary, secondary). Source: OECD, 2020
	SWITZERLAND	SPV, SPG	March-June	1,690	By weighting procedure taking into account the gender, the age group (<30, 30-49, ≥50) and the level of education (preschool+primary, secondary). Source: OECD, 2020
	BELGIUM	CSGP, SEL-SETCa	March-June	1,059	By weighting procedure taking into account the gender, the age group (<30, 30-49, ≥50) and the level of education (preschool+primary, secondary). Source: OECD, 2020
AMERICA	ARGENTINA	CTERA	April-June	2,277	By weighting procedure taking into account the gender and the level of education (preschool, primary, middle, highschool). Source: UNESCO, 2008
	QUÉBEC	CSQ	March-June	2,124	By weighting procedure taking into account the gender and the level of education (preschool, primary, secondary). Source: gouv.qc.ca , 2020
	CANADA	CTF/FCE	March-June	910	By weighting procedure taking into account the gender, the age group (<30, 30-49, ≥50) and the level of education (preschool+primary, secondary). Source: OECD, 2020
AFRICA	MOROCCO	FDT-SNE	March-June	875	By weighting procedure taking into account the gender and the level of education (preschool + primary, middle, highschool). Source: UNESCO, 2020
	CAMEROON	CTIMA	February-June	602	By weighting procedure taking into account the gender and the level of education (Preschool, Primary, Secondary). Source: Carte scolaire, Ministère de l'Éducation de Base et Ministère des Enseignements Secondaires, 2020/2021
ASIA	JAPAN	JTU	February-June	561	By weighting procedure taking into account the gender, the age group (<30, 30-49, ≥50) and the level of education (preschool+primary, secondary). Source: OECD, 2020
	TOTAL			26,281	

I. Sociodemographic and professional profile of education staff participating in the survey

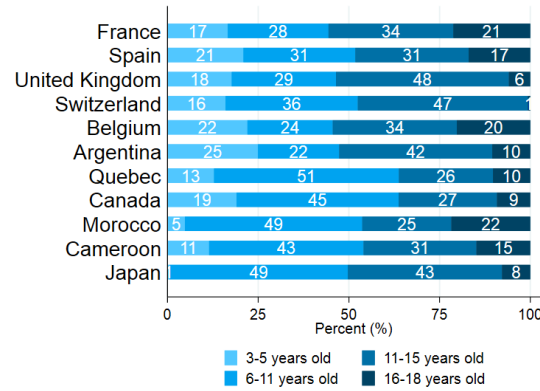


Source: I-BEST 2023, ESN/FESP. Field: education personnel

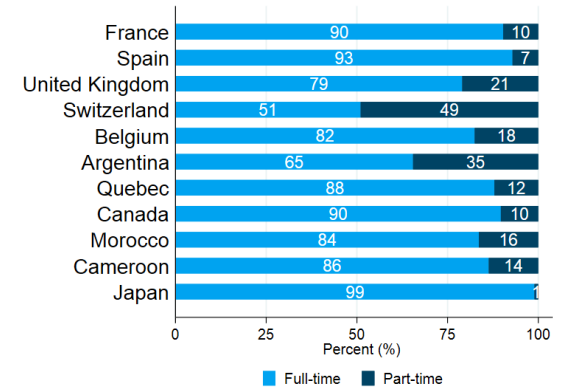
Gender



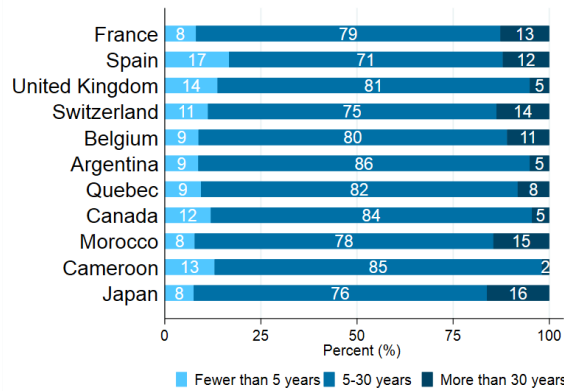
Age of pupils



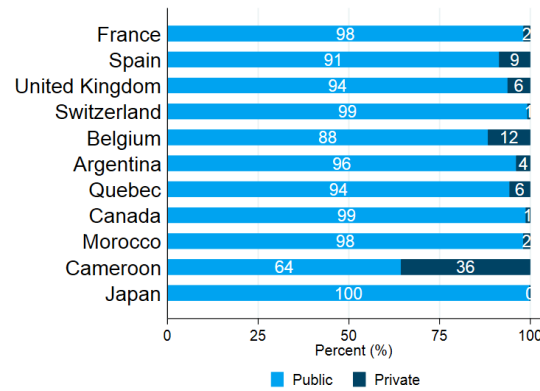
Full-time / Part-time



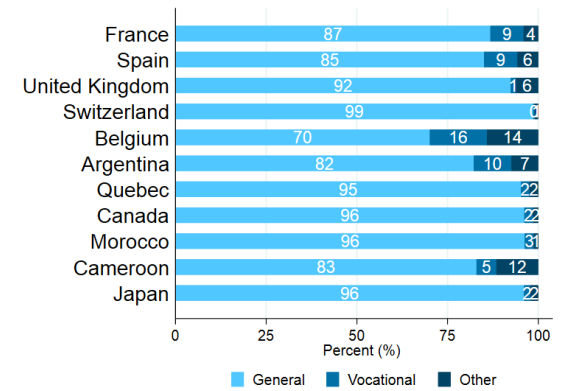
Seniority



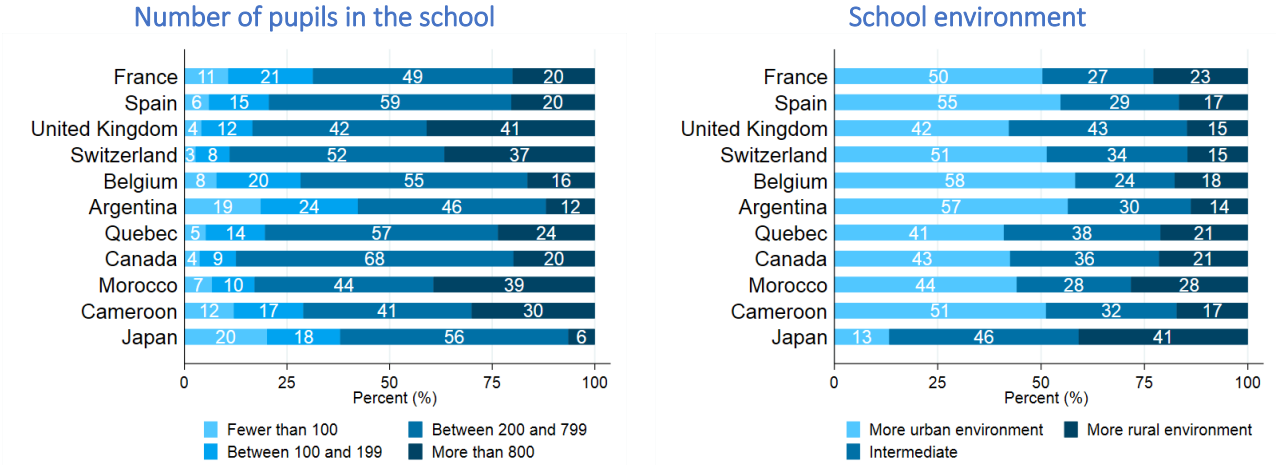
School sector



School type



Source: I-BEST 2023, ESN/FESP. Field: education personnel



Source: I-BEST 2023, ESN/FESP. Field: education personnel

II. Working conditions and environment

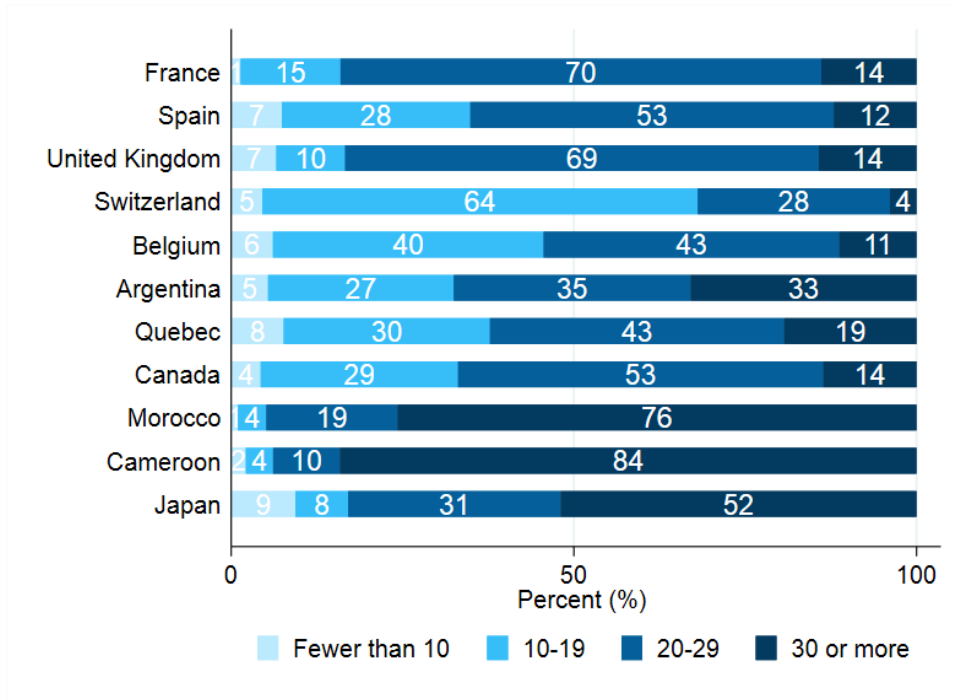
II.1. Organizational and motivational factors

Number of actual hours worked per week

Territory	Age of pupils			
	3-11 years old		11-18 years old	
	Mean*	Standard-deviation	Mean*	Standard-deviation
France	42.7	(6.8)	39.0	(8.9)
Spain	41.3	(10.1)	42.8	(10.4)
United Kingdom	48.8	(9.2)	47.6	(8.7)
Switzerland	44.3	(9.0)	42.7	(8.1)
Belgium	39.4	(9.0)	38.3	(9.1)
Argentina	34.6	(14.6)	38.4	(13.4)
Quebec	42.6	(7.4)	41.8	(7.5)
Canada	47.4	(9.6)	48.5	(9.5)
Morocco	31.8	(7.6)	27.8	(10.0)
Cameroon	35.8	(11.2)	28.9	(13.4)
Japan	49.9	(12.9)	51.9	(12.1)

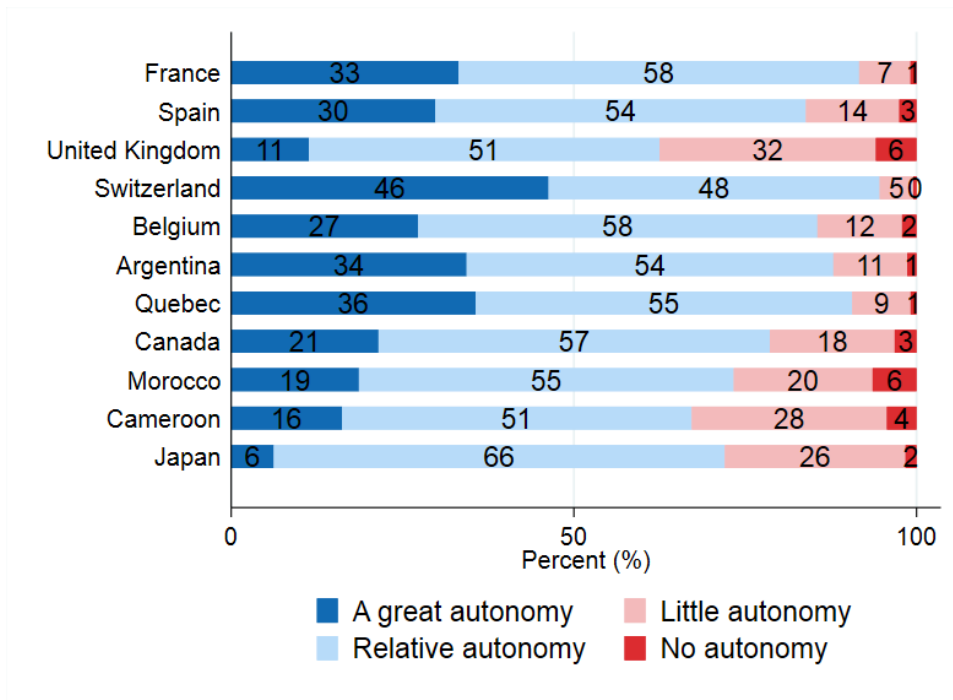
*Calculated among full-time professionals
 Source: I-BEST 2023, ESN/FESP. Field: education personnel

Average number of pupils in classes taught



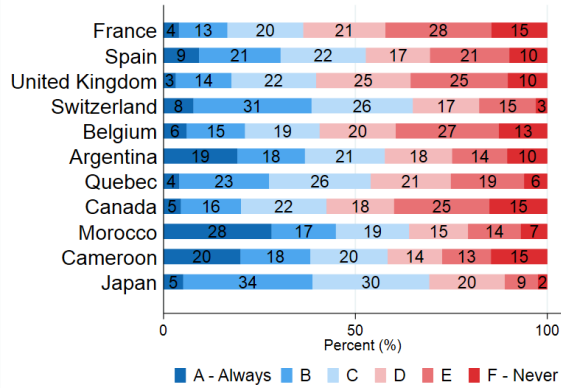
Source: I-BEST 2023, ESN/FESP. Field: education personnel

How much autonomy do you have in your work?

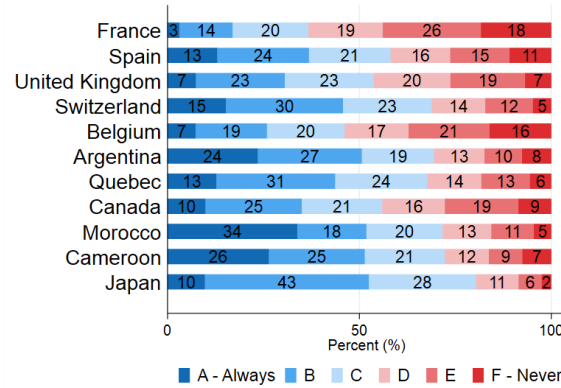


Source: I-BEST 2023, ESN/FESP. Field: education personnel

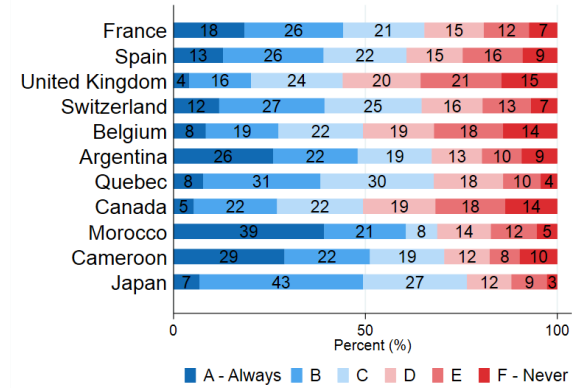
At work, are you informed in advance about important decisions?



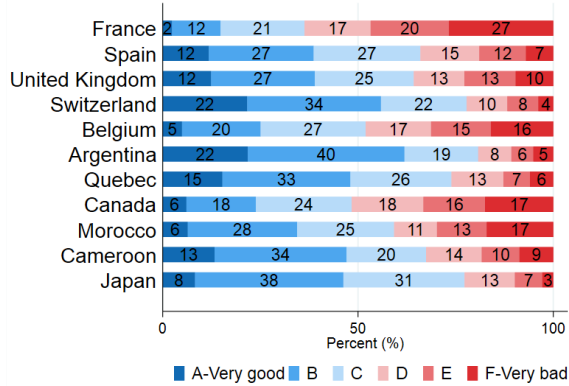
Is your work recognized / valued by the school administration and/or superiors?



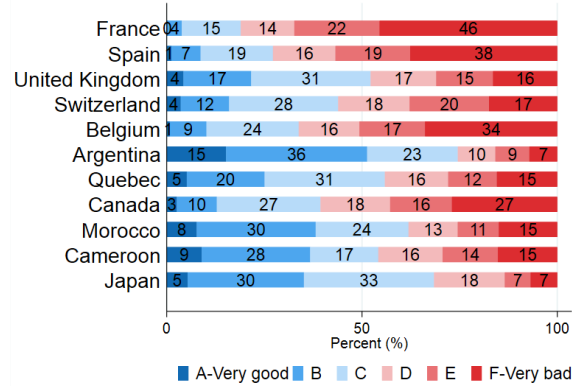
In your school, do you make important decisions as a team?



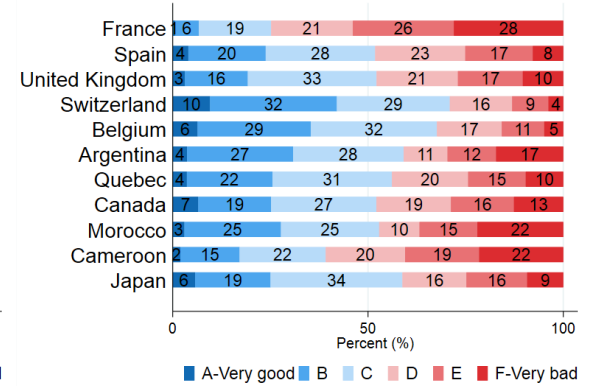
Evaluation of the opportunities of training



Evaluation of the opportunities of promotion



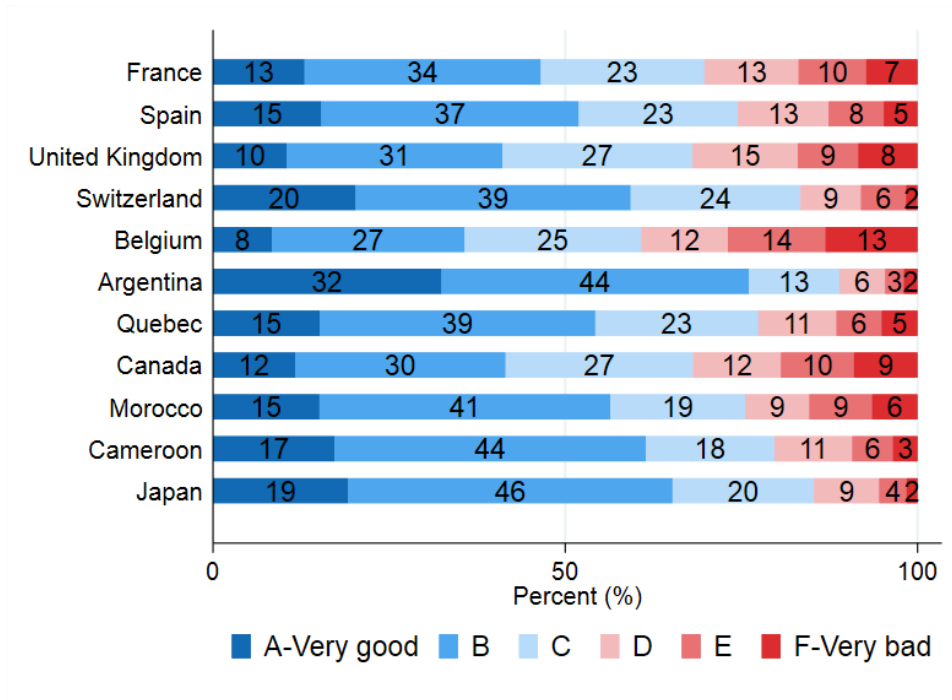
Evaluation of salary



Source: I-BEST 2023, ESN/FESP. Field: education personnel

II.2. School environment and social relationships at work

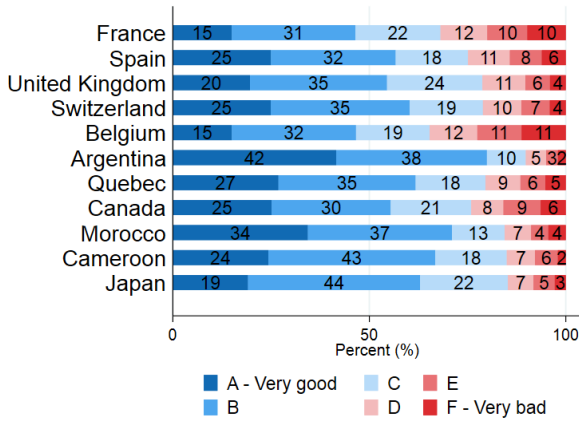
School climate



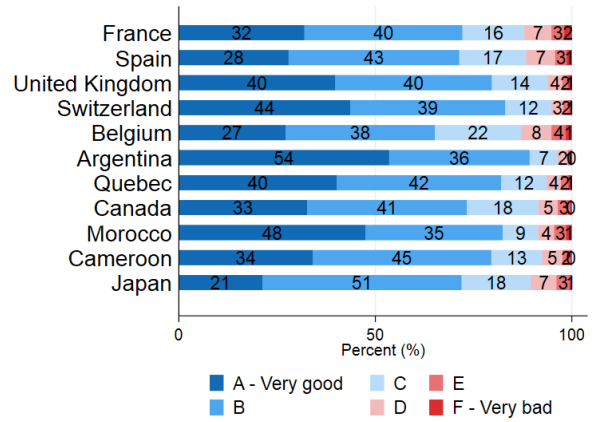
Source: I-BEST 2023, ESN/FESP. Field: education personnel

How do you currently rate the quality of your relationship with the following stakeholders?

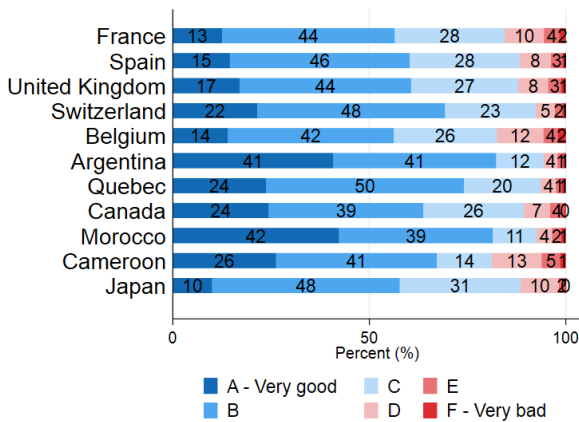
School administration



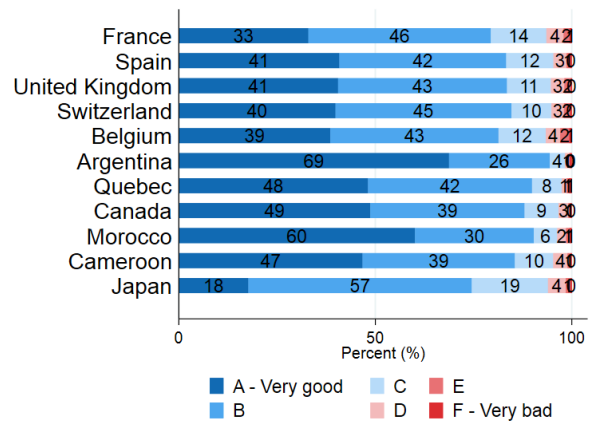
Colleagues



Parents



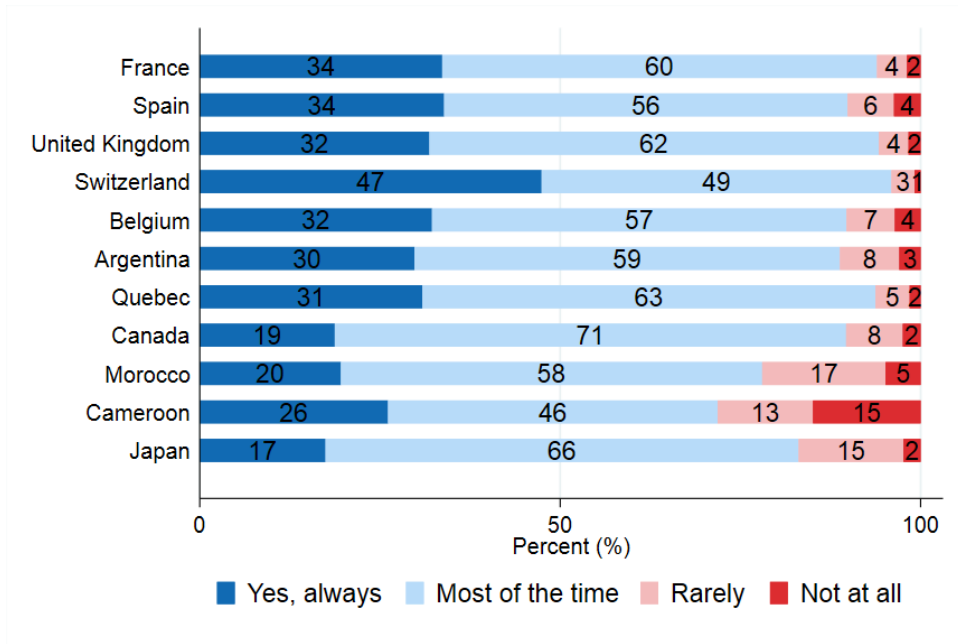
Pupils



Source: I-BEST 2023, ESN/FESP. Field: education personnel

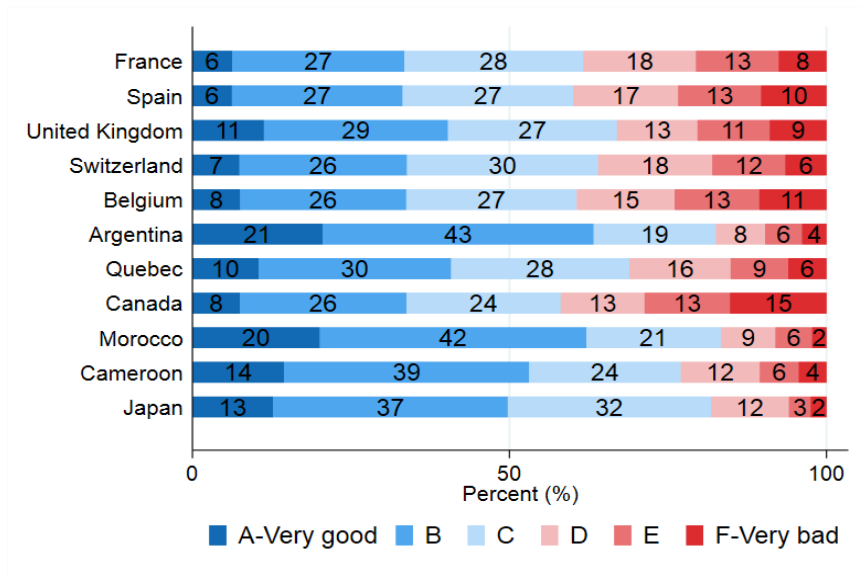
II.3. Violence and security at work

Do you feel safe at your workplace?



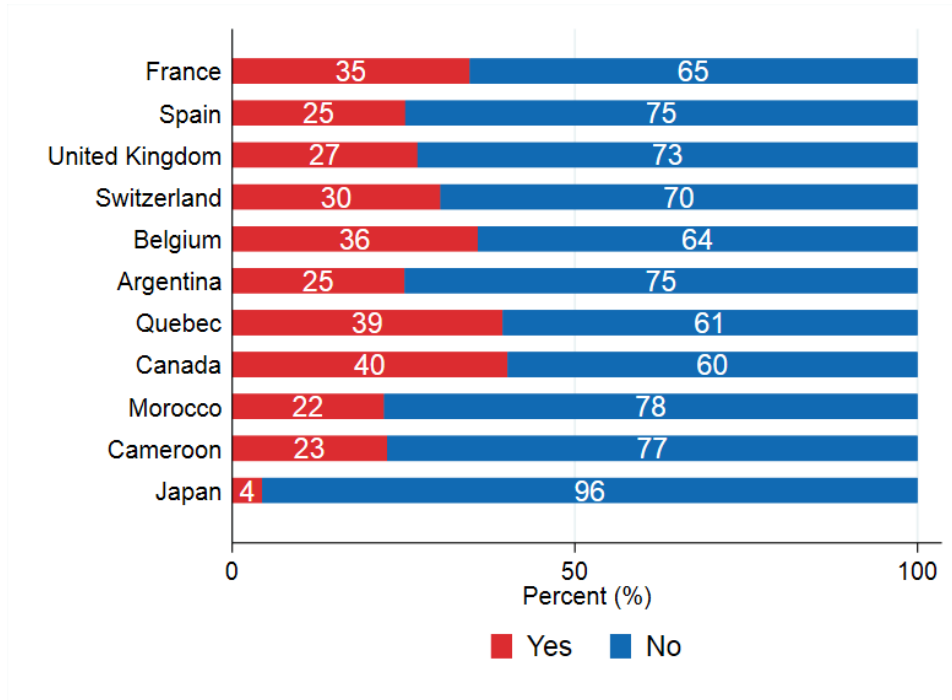
Source: I-BEST 2023, ESN/FESP. Field: education personnel

Level of discipline of pupils



Source: I-BEST 2023, ESN/FESP. Field: education personnel

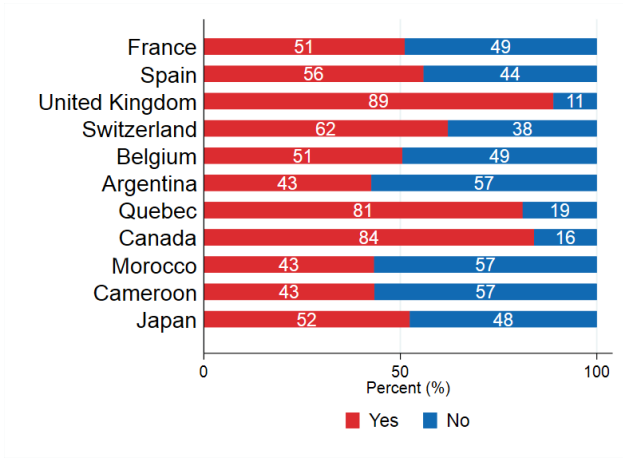
Have you been the victim of workplace violence in the past 12 months?



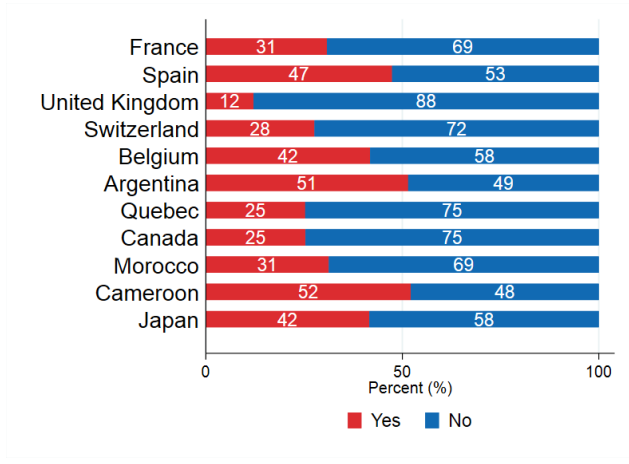
Source: I-BEST 2023, ESN/FESP. Field: education personnel

Who were the perpetrators of the violence?*

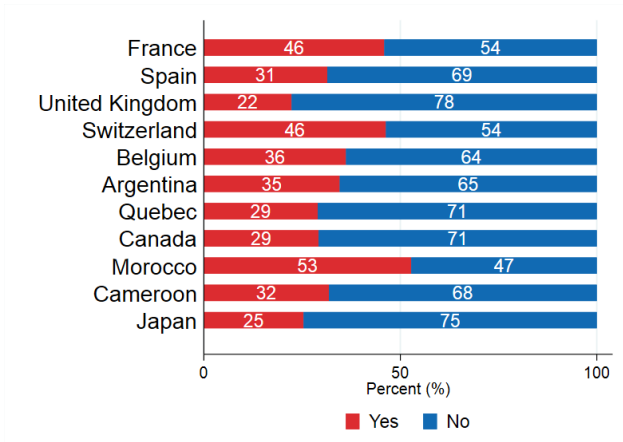
Perpetrator(s) of the violence = pupil(s)



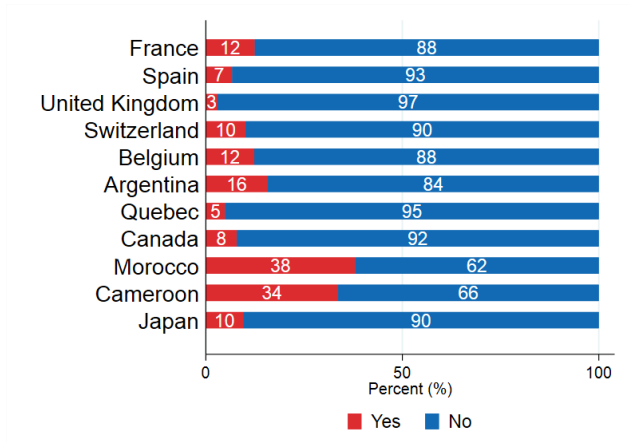
Perpetrator(s) of the violence = member(s) of the school staff



Perpetrator(s) of the violence = parent(s)

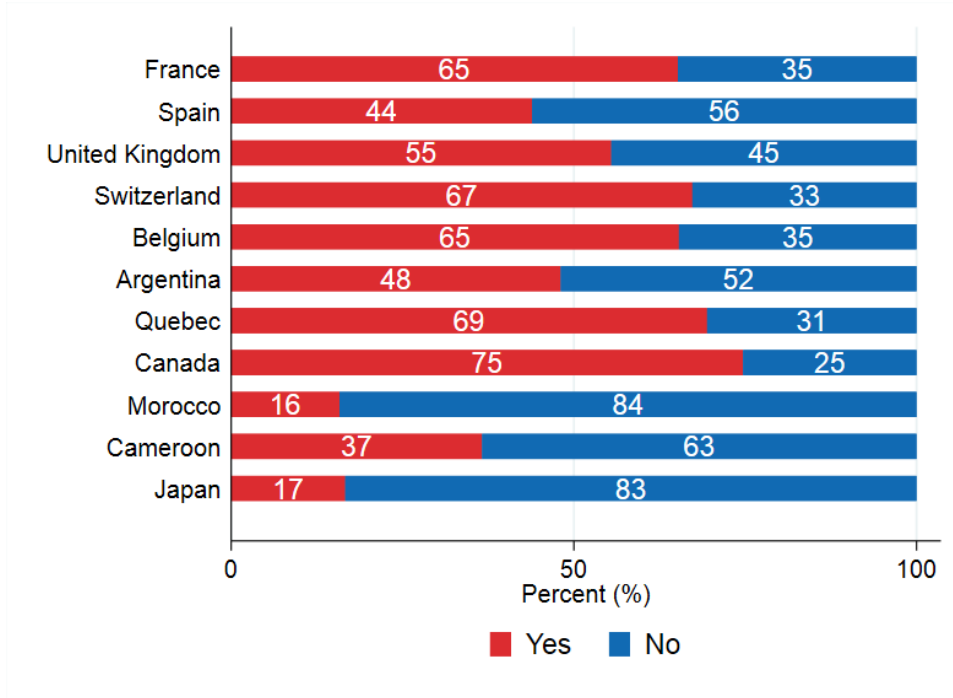


Perpetrator(s) of the violence = person(s) external to the school



*Proportions calculated within the sample of respondents having been the victim of at least one act of violence in the last 12 months
Source: I-BEST 2023, ESN/FESP. Field: education personnel

At work, have you witnessed violence in the past 12 months?

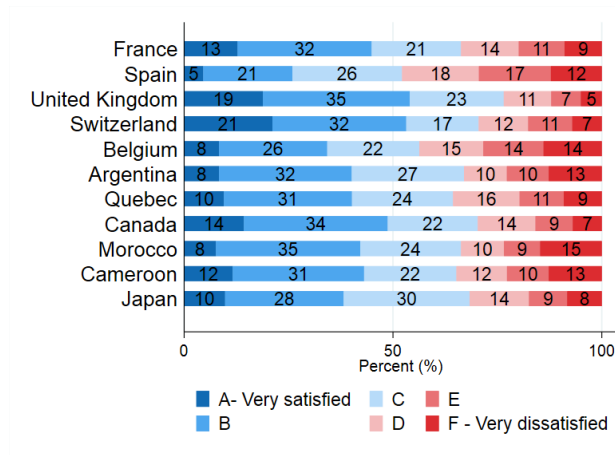


Source: I-BEST 2023, ESN/FESP. Field: education personnel

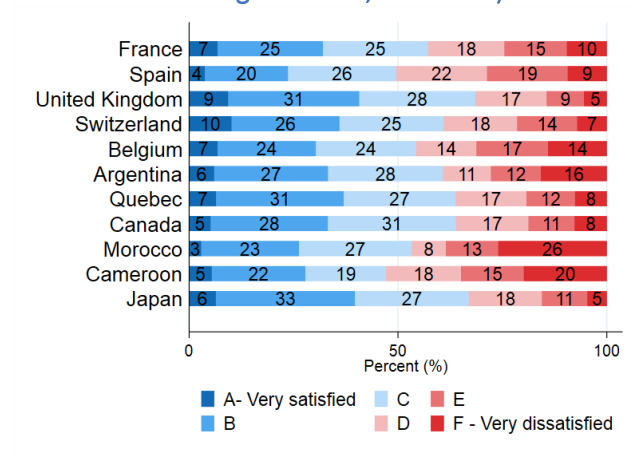
II.4. Physical environment

Are you satisfied with the following aspects of your school?

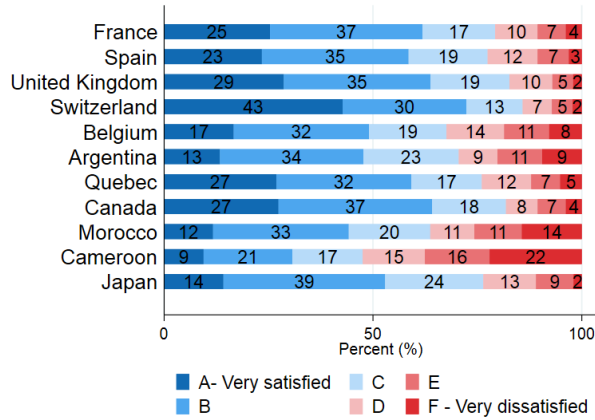
Satisfaction: facilities



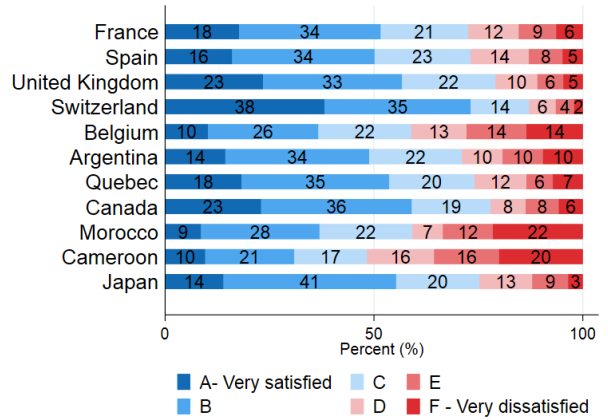
Satisfaction: material conditions (workspaces, teaching materials, Internet...)



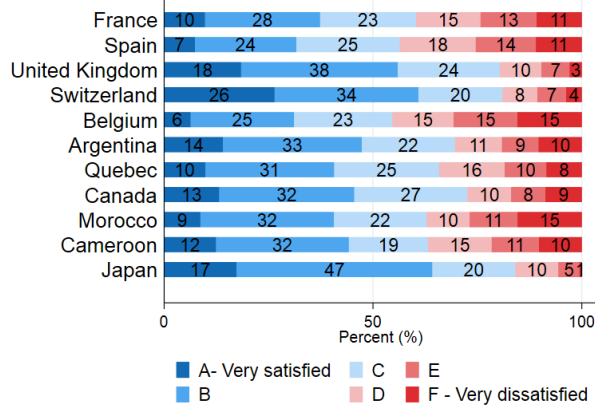
Satisfaction: amenities (electricity, drinking water...)



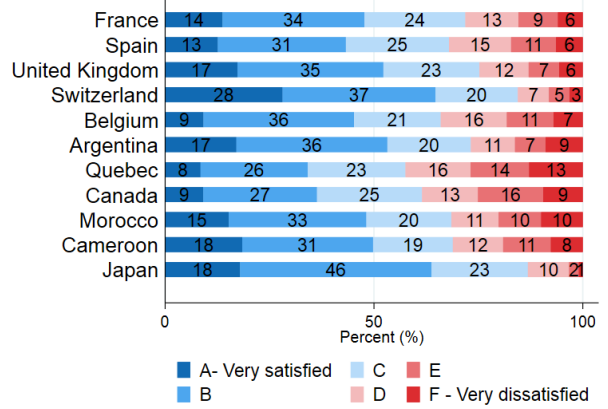
Satisfaction: sanitation (toilets, sewage, waste management...)



Satisfaction: sound level outside the buildings



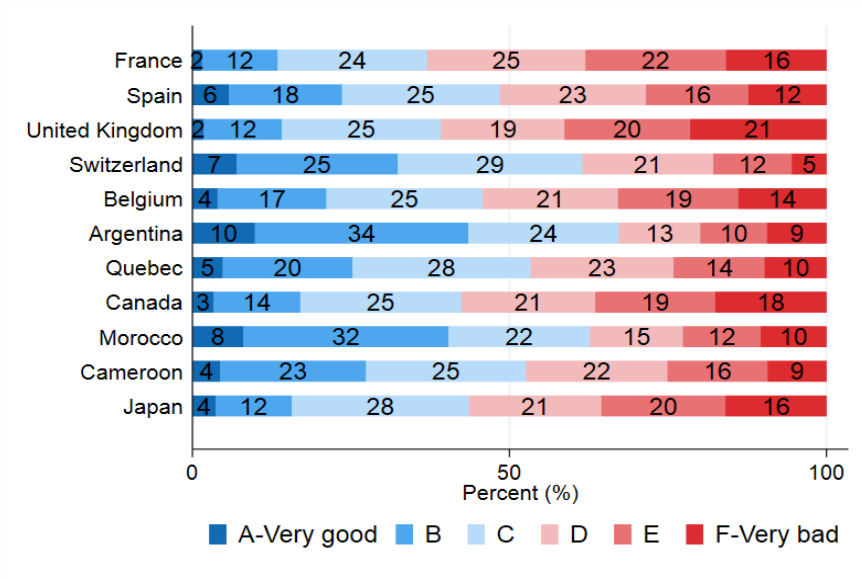
Satisfaction: air quality outside the buildings



Source: I-BEST 2023, ESN/FESP. Field: education personnel

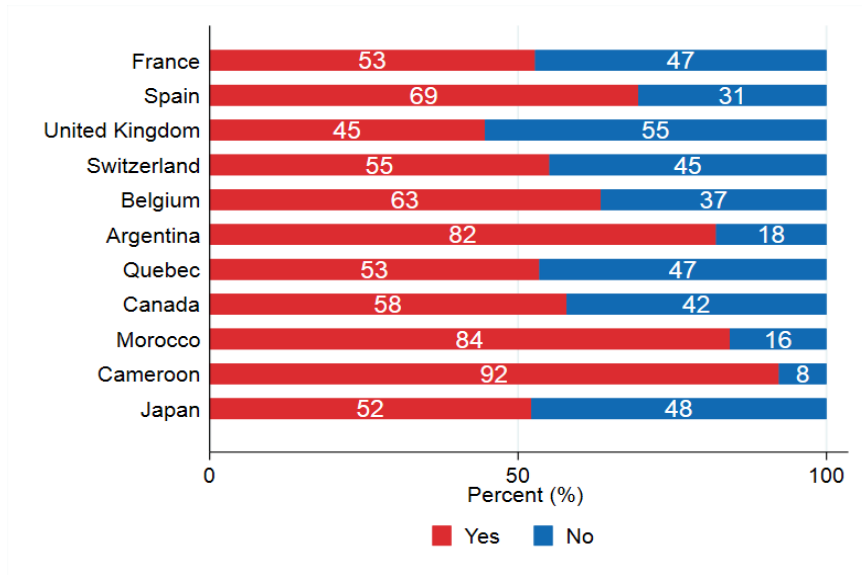
II.5. Work/life

Work/life balance



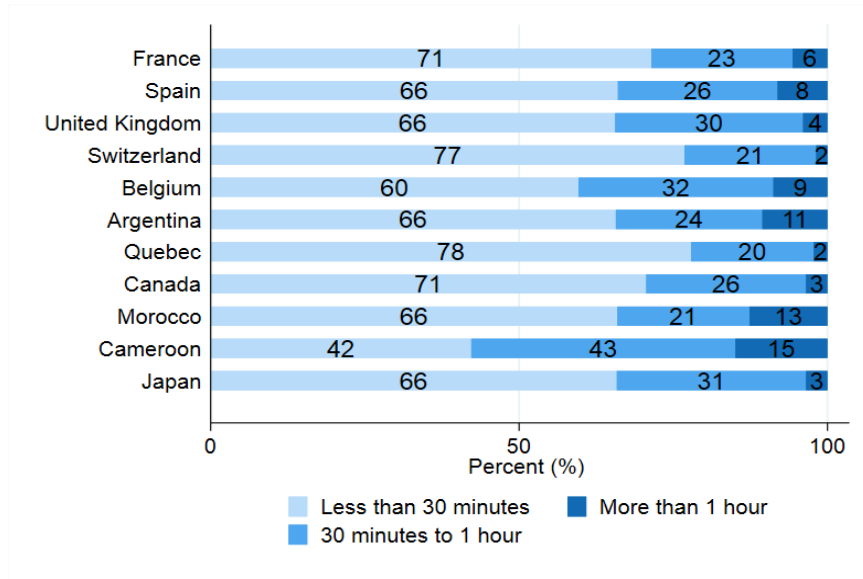
Source: I-BEST 2023, ESN/FESP. Field: education personnel

Provides regular help/support to a family member or friend



Source: I-BEST 2023, ESN/FESP. Field: education personnel

Usual travel time from home to work



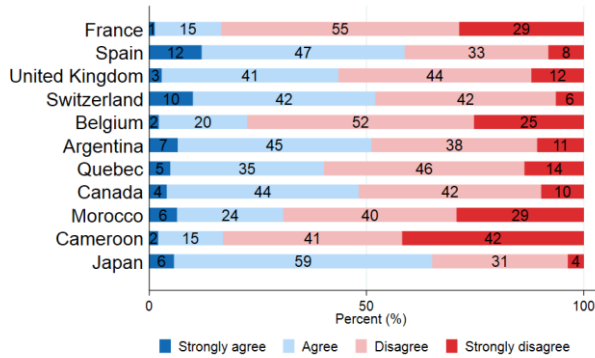
Source: I-BEST 2023, ESN/FESP. Field: education personnel

III. Health and well-being of education staff

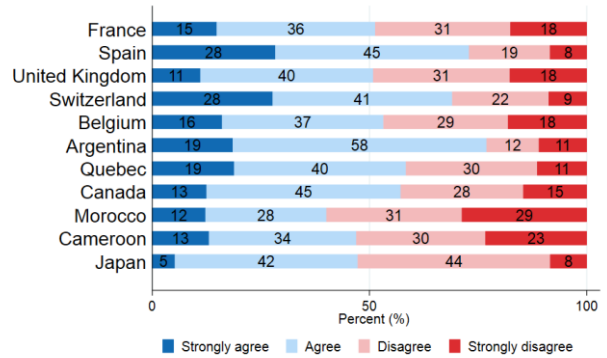
III.1. Indicators in the work context

To what extent do you agree or disagree with the following statements?

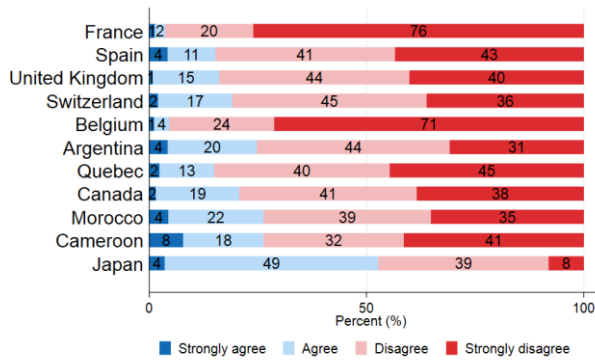
The advantages of my job far outweigh the disadvantages



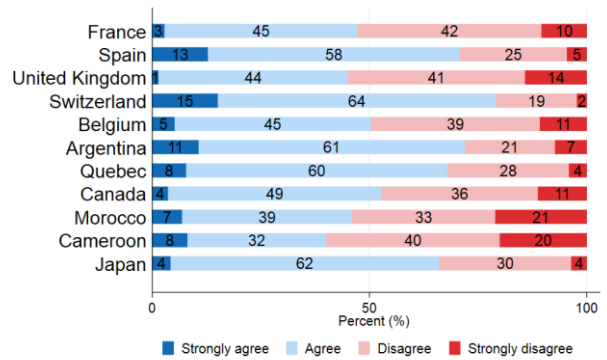
If I had to do it again, I would choose my profession again



I have the impression that my profession is valued by society

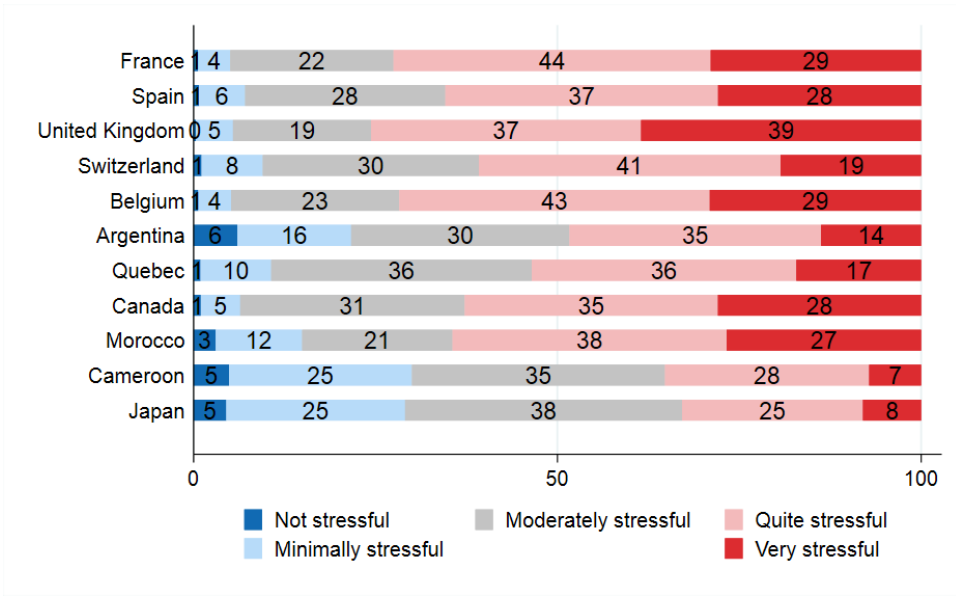


Overall, I am satisfied with my job



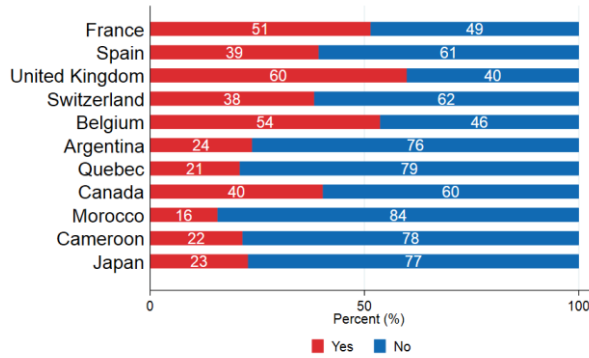
Source: I-BEST 2023, ESN/FESP. Field: education personnel

How stressful has your job been since the start of the school year?

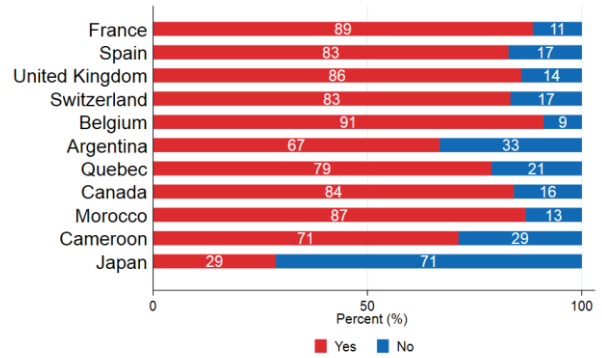


Source: I-BEST 2023, ESN/FESP. Field: education personnel

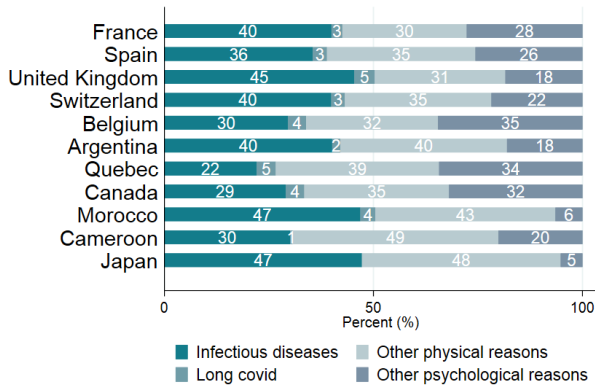
Had sick leave (last 12 months)



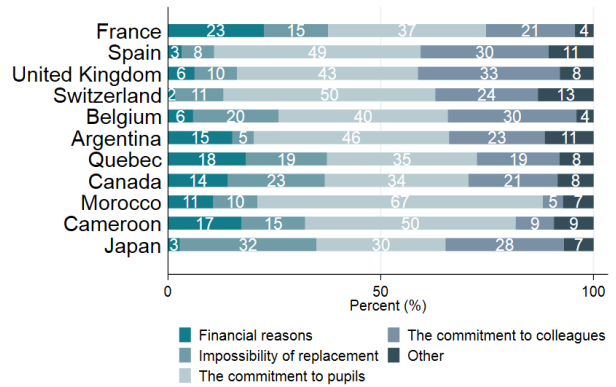
Worked while sick (last 12 months)



If yes, for what reason(s)?

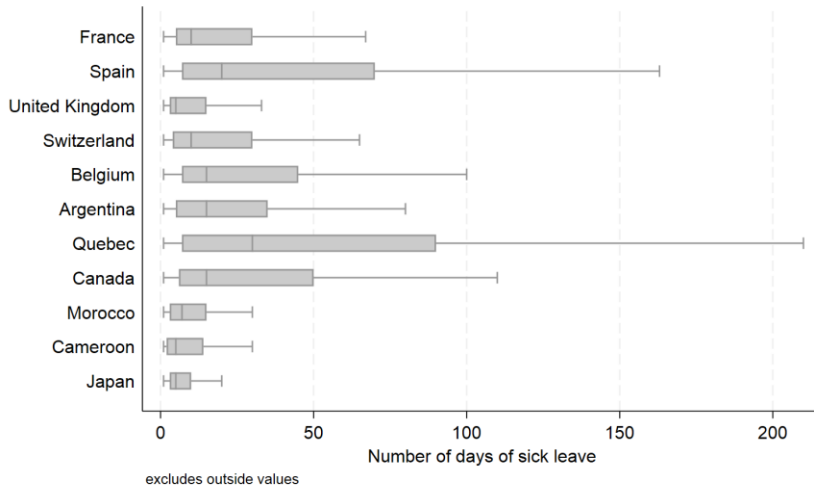


If yes, for what reason(s)?



Source: I-BEST 2023, ESN/FESP. Field: education personnel

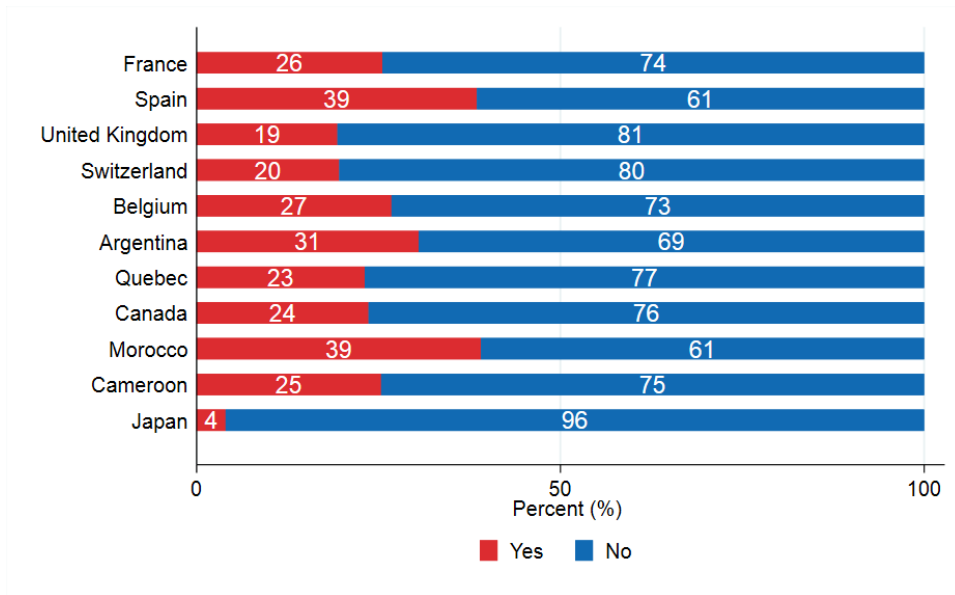
Number of days of sick leave*



Territory	Median
France	10
Spain	20
United Kingdom	5
Switzerland	10
Belgium	15
Argentina	14
Quebec	30
Canada	15
Morocco	6
Cameroon	6
Japan	5

*Among staff who have been on sick leave
 Source: I-BEST 2023, ESN/FESP. Field: education personnel

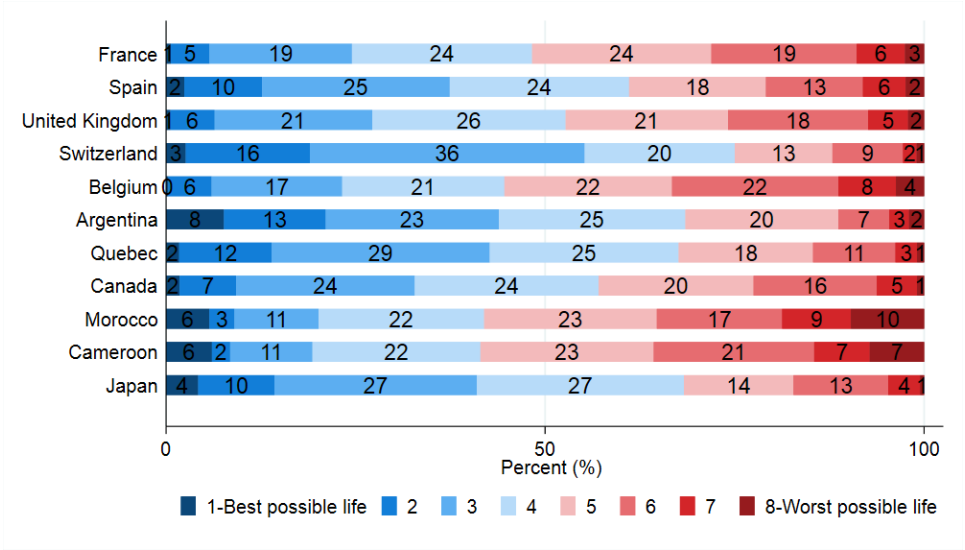
In the last 12 months, have you been unable to work because of a voice disorder?



Source: I-BEST 2023, ESN/FESP. Field: education personnel

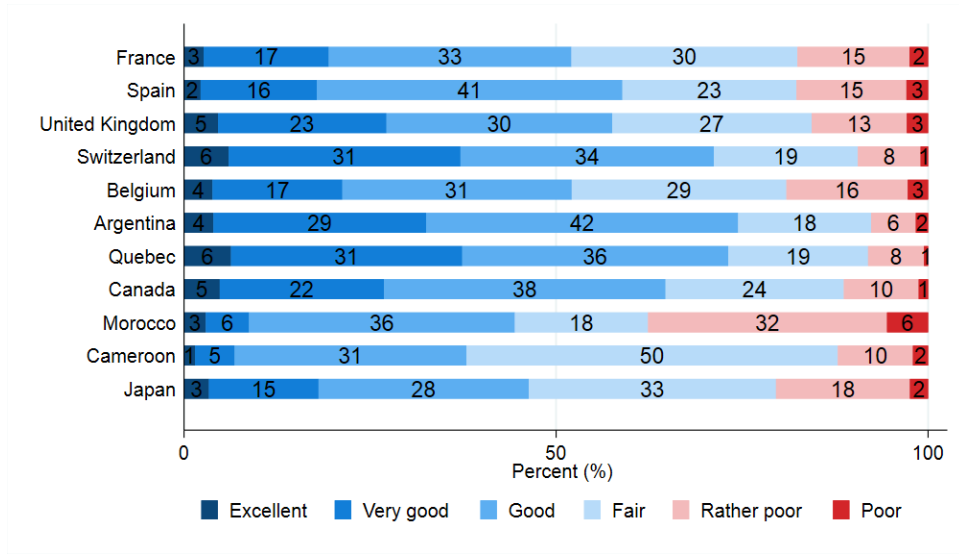
III.2. Overall indicators

Quality of life: where do you currently place yourself on the ladder?



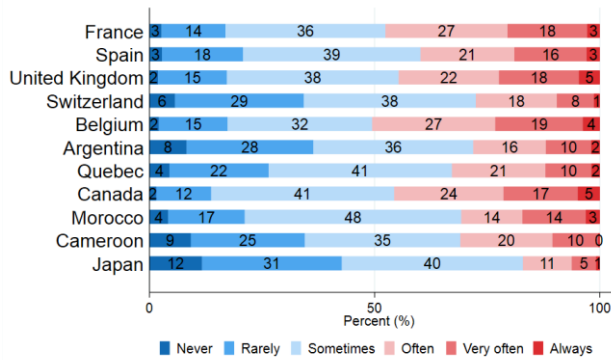
Source: I-BEST 2023, ESN/FESP. Field: education personnel

How do you rate your health?

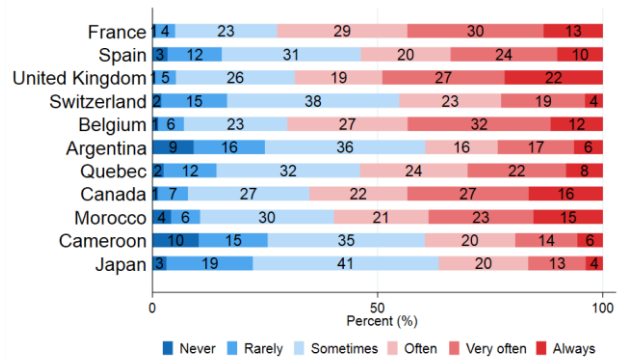


Source: I-BEST 2023, ESN/FESP. Field: education personnel

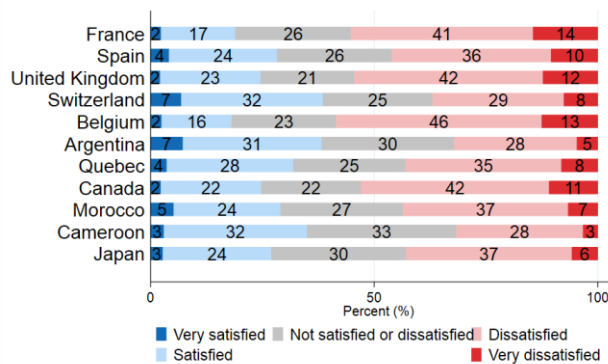
Frequency of negative feelings (anxiety, depression, hopelessness...)



Feeling of imbalance (time/energy) in professional/private life

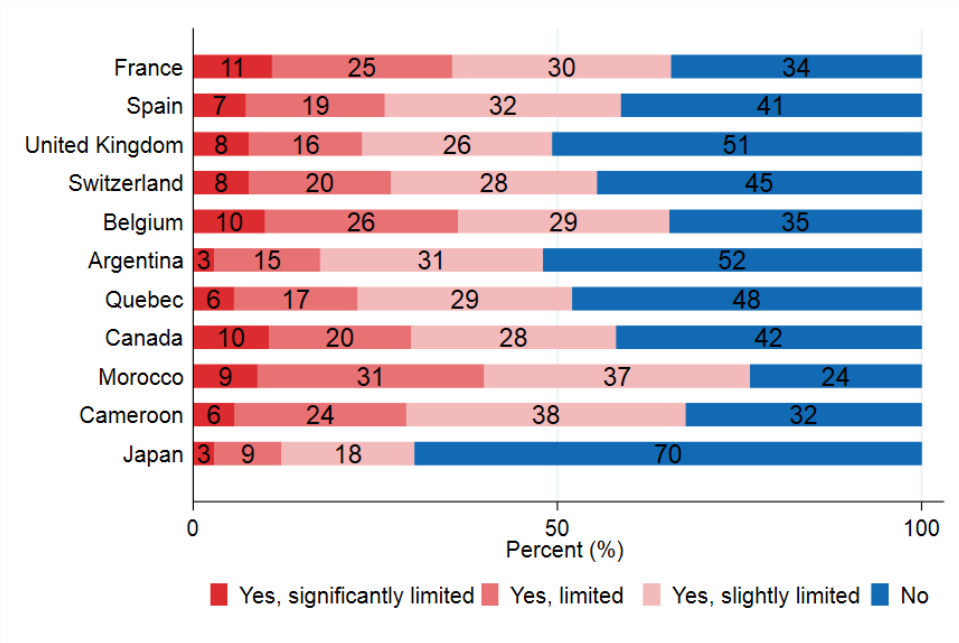


Satisfaction with sleep



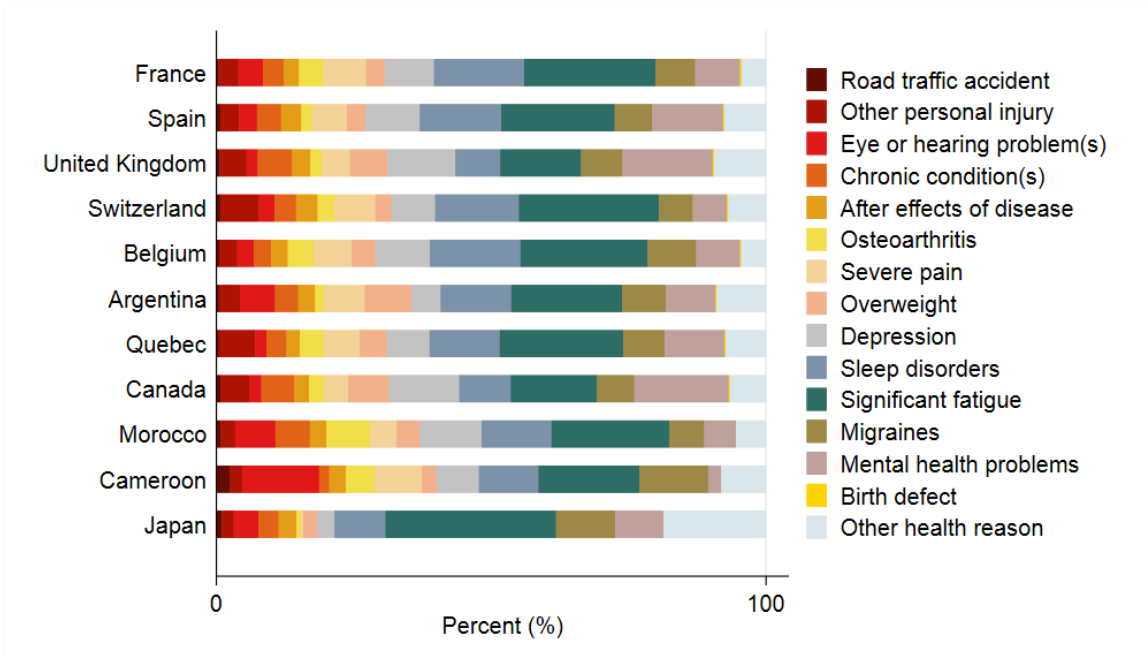
Source: I-BEST 2023, ESN/FESP. Field: education personnel

Limitation in daily activities because of a health problem (past 6 months)



Source: I-BEST 2023, ESN/FESP. Field: education personnel

If yes, for what reason(s)?

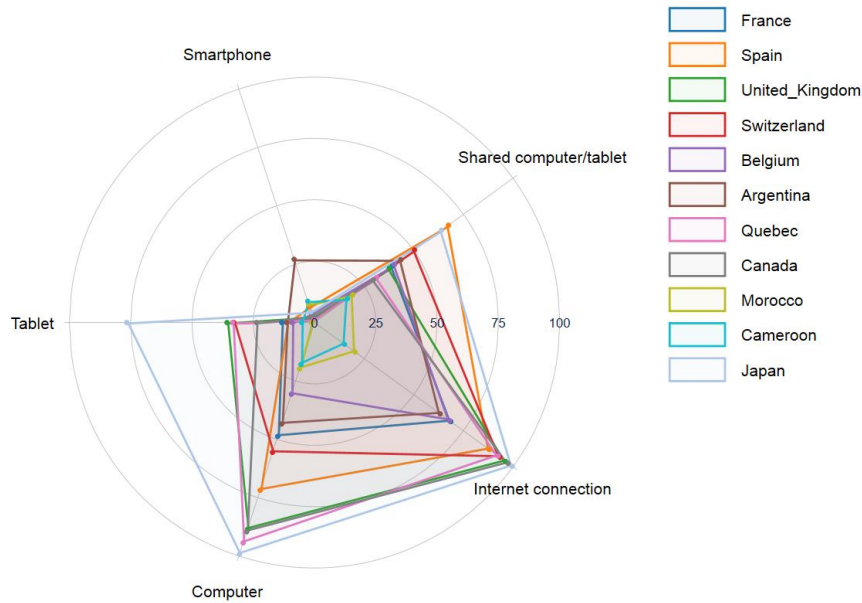


Source: I-BEST 2023, ESN/FESP. Field: education personnel

IV. Use of digital tools

IV.1 Equipment and frequency of use

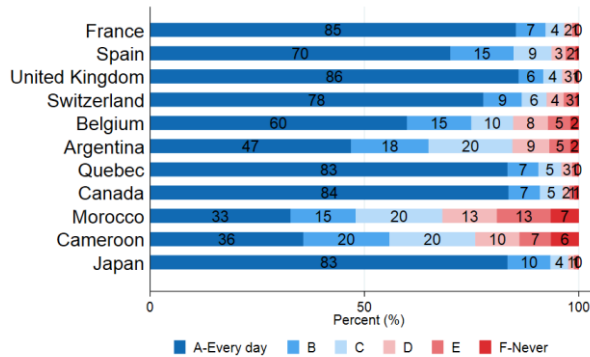
As a professional, are you equipped with the following equipment?



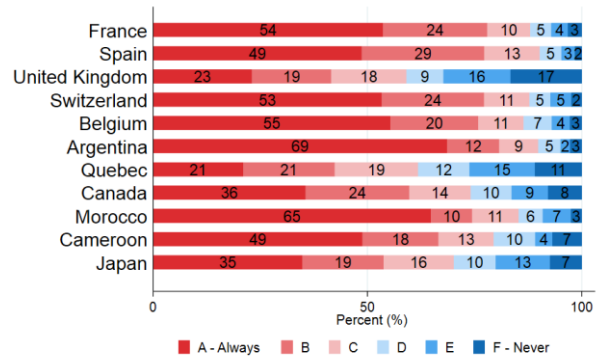
Source: I-BEST 2023, ESN/FESP. Field: education personnel

As part of your professional activities...

Frequency of use of digital tools in the context of professional activity



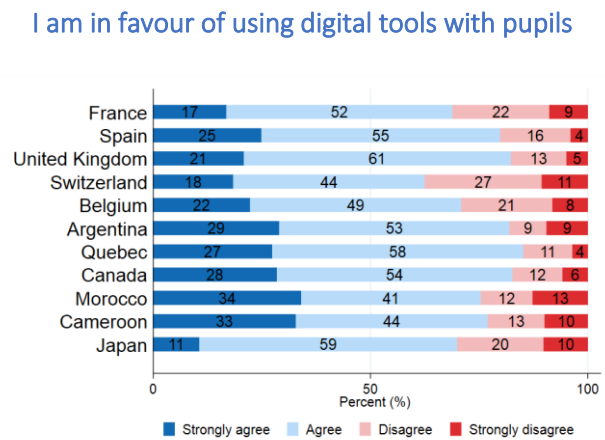
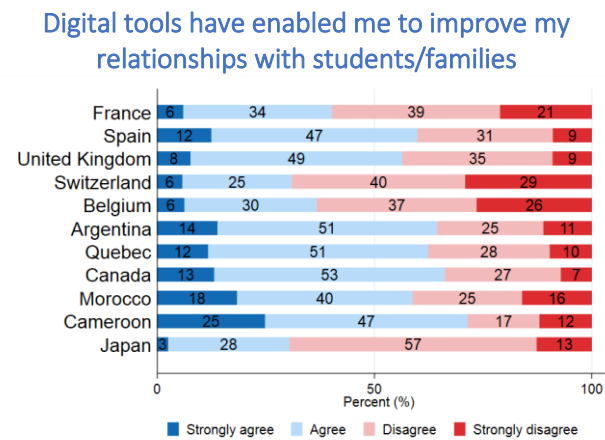
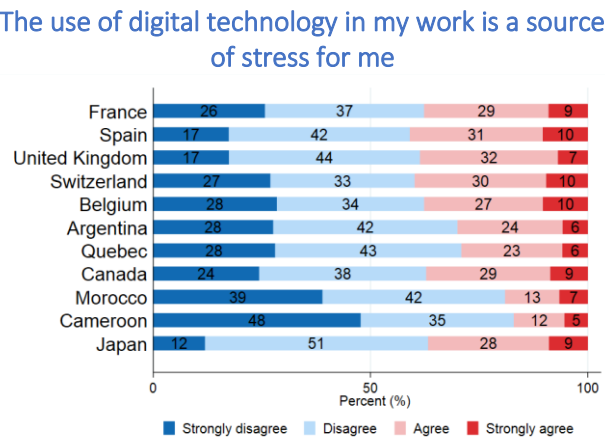
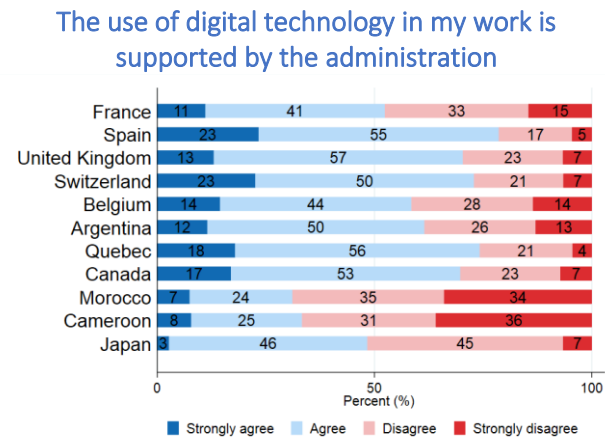
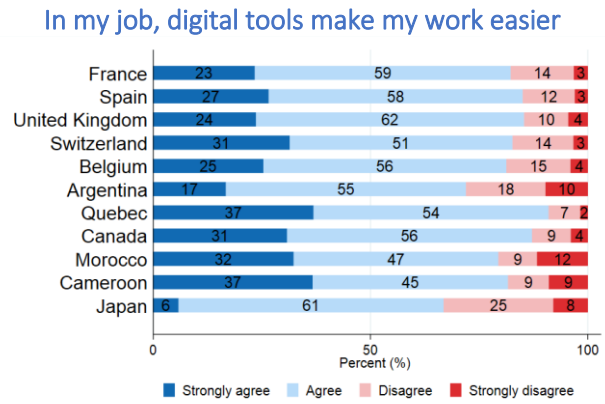
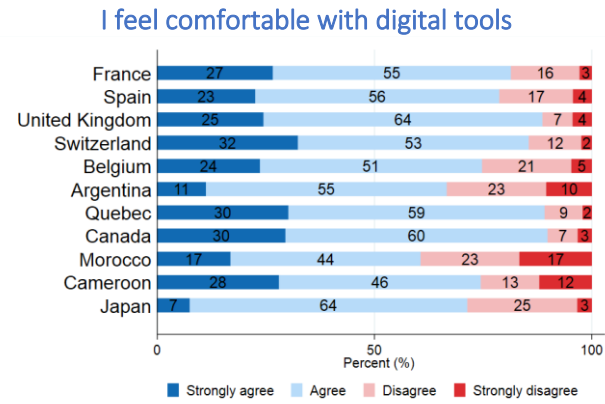
Frequency of use of personal digital equipment for professional activities



Source: I-BEST 2023, ESN/FESP. Field: education personnel

IV.2 Adherence and attitude towards digital tools and technologies

To what extent do you agree with the following statements?

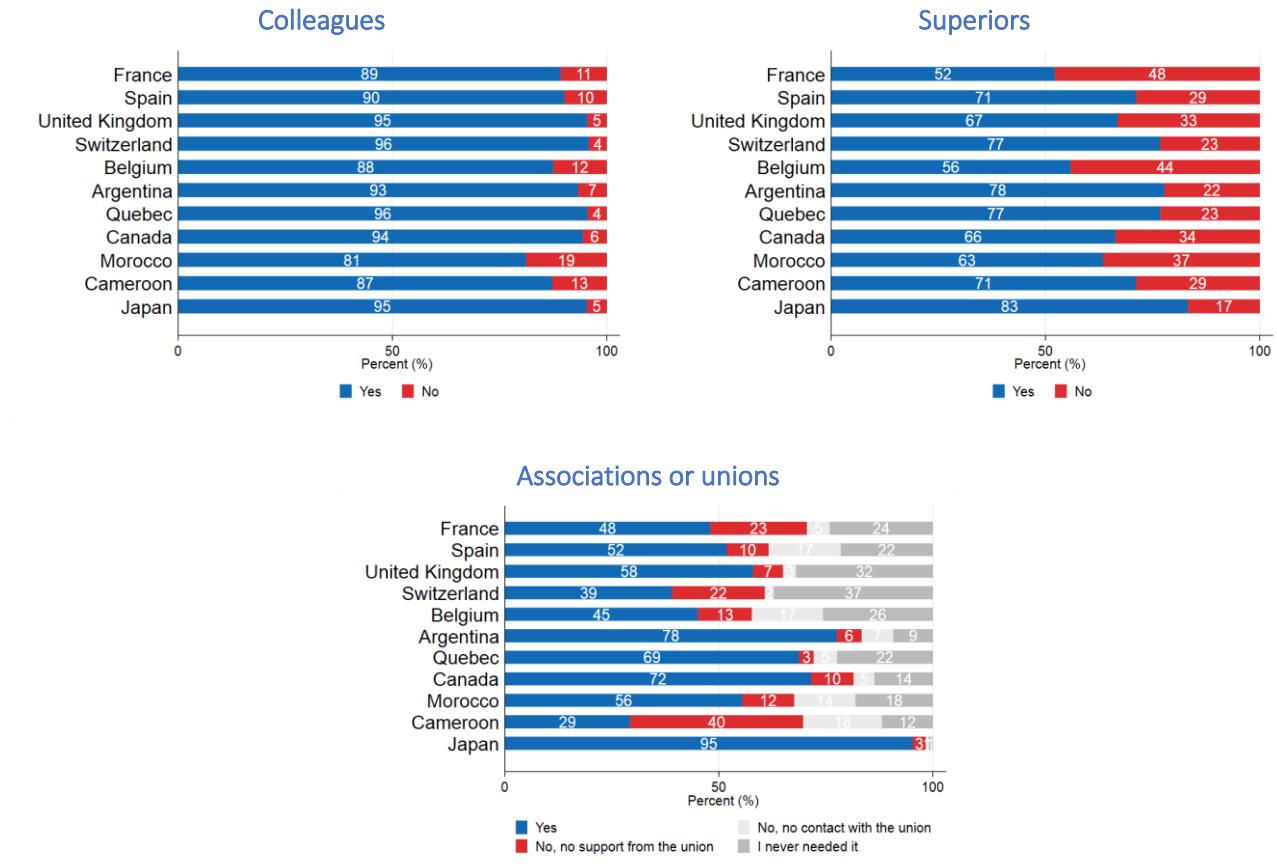


Source: I-BEST 2023, ESN/FESP. Field: education personnel

V. Needs identified by education personnel

V.1. Support at work

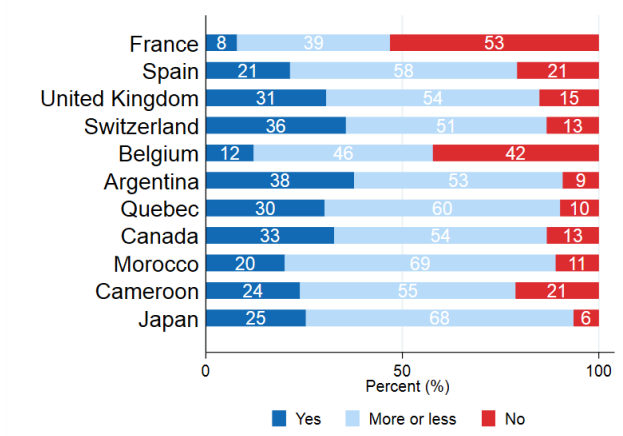
If needed, in your school do you get support from the following stakeholders



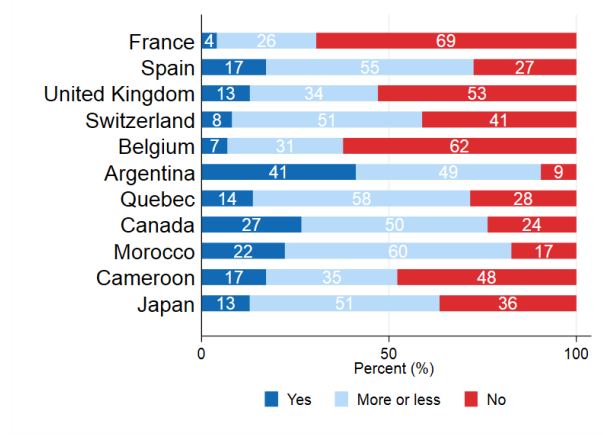
Source: I-BEST 2023, ESN/FESP. Field: education personnel

V.2. Health-related information

In general, do you feel that you are well informed about health issues?



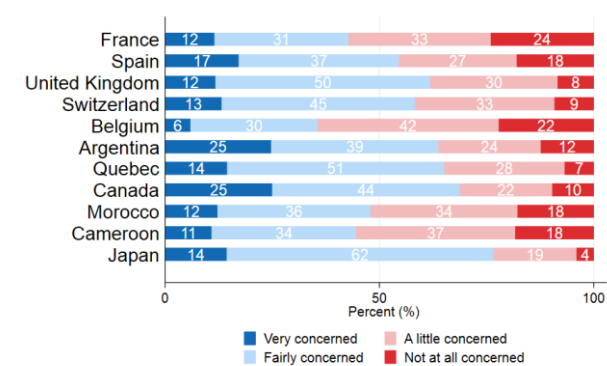
Do you know your rights regarding occupational health?



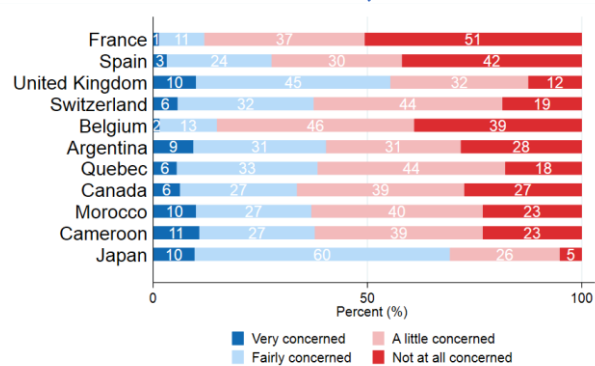
Source: I-BEST 2023, ESN/FESP. Field: education personnel

To what extent are these persons concerned about staff health and well-being?

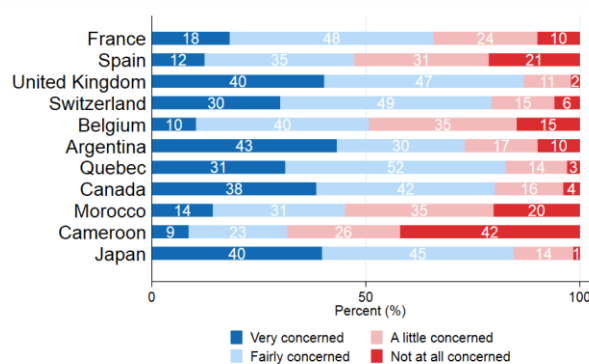
School administration



The hierarchy

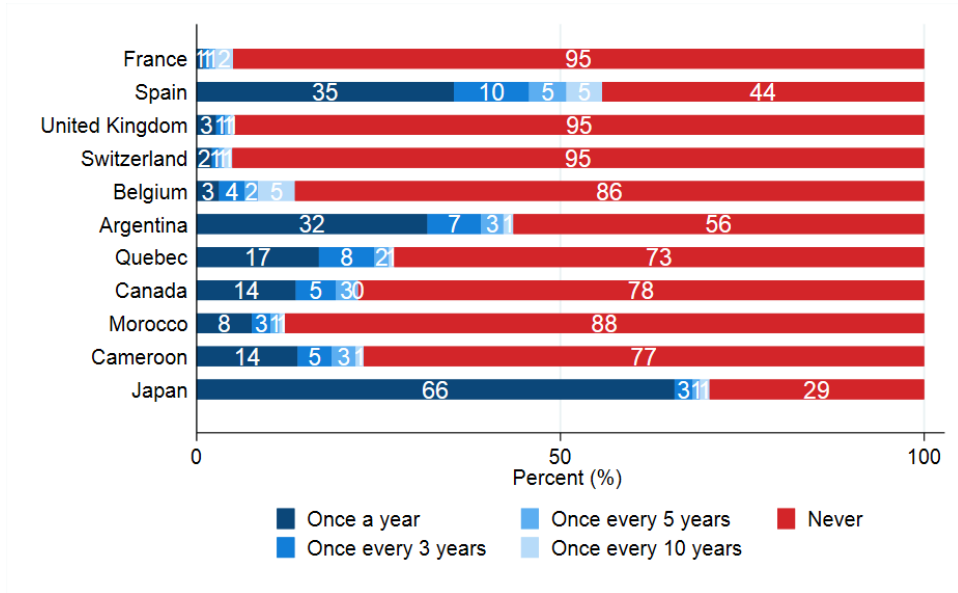


The unions



Source: I-BEST 2023, ESN/FESP. Field: education personnel

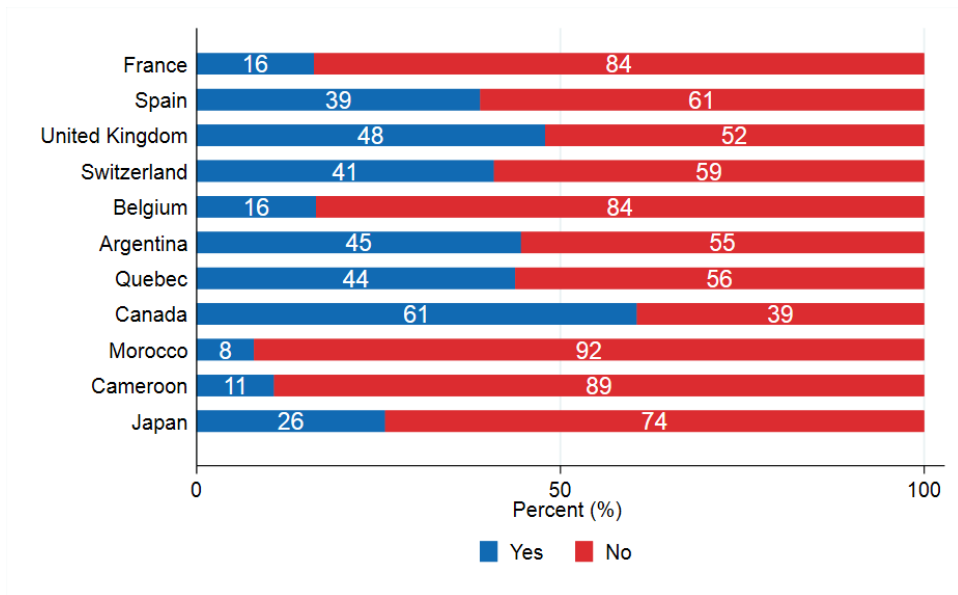
Frequency of occupational medical appointments



Source: I-BEST 2023, ESN/FESP. Field: education personnel

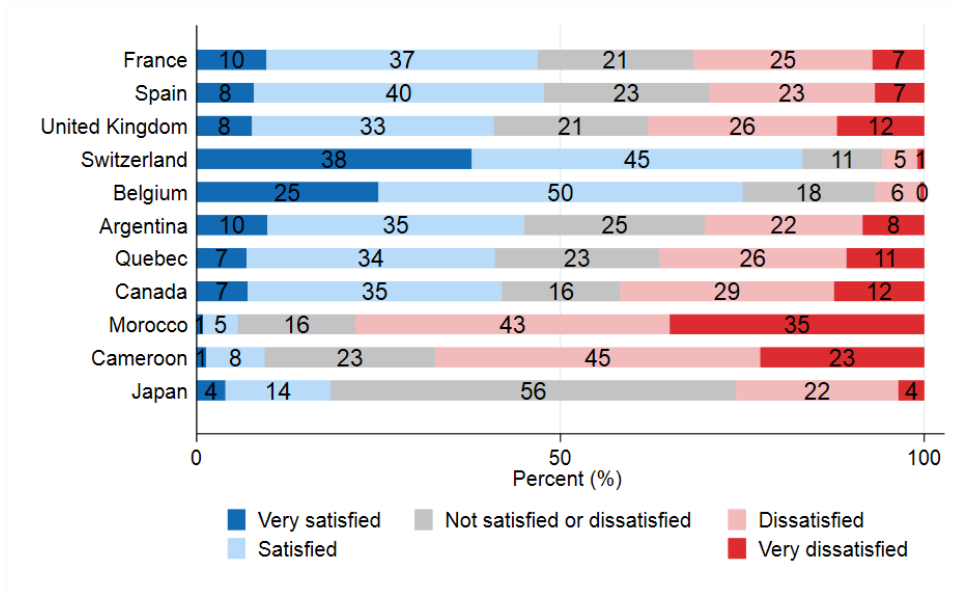
V.3. Social protection

Do you have access to training and/or prevention resources on health/well-being?



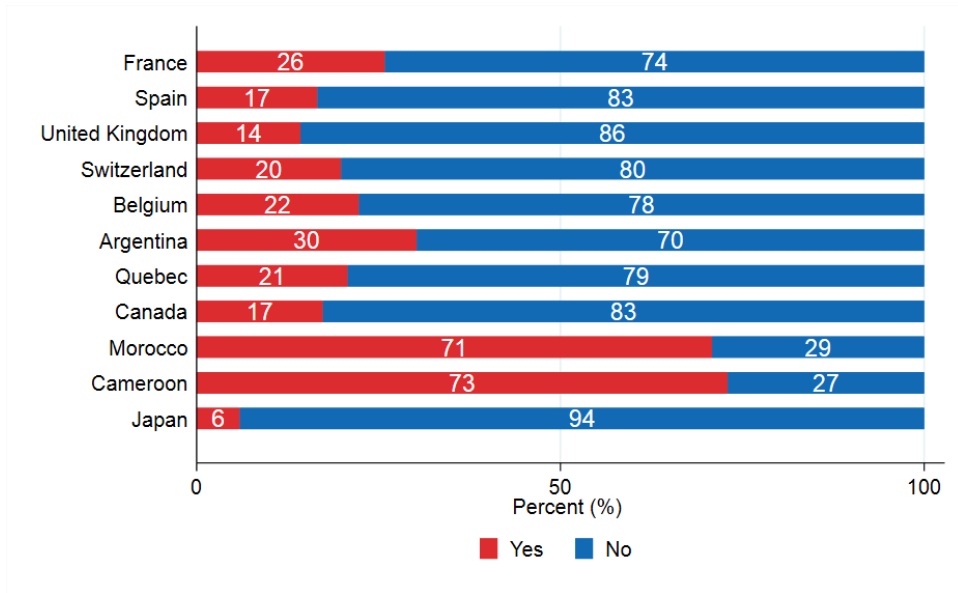
Source: I-BEST 2023, ESN/FESP. Field: education personnel

Are you satisfied with your access to healthcare in your country?



Source: I-BEST 2023, ESN/FESP. Field: education personnel

In the past year, did you forget some healthcare because of financial problems?



Source: I-BEST 2023, ESN/FESP. Field: education personnel

VI. Evolution 2021/2023: overview for teachers in France, Quebec and Belgium

In order to evaluate changes over two years in the working conditions, health and well-being of teachers*, around twenty key indicators were selected and the difference between 2023 and 2021 was calculated for the teacher population* in 3 territories that participated in both I-BEST 2021 and I-BEST 2023: France, Québec and Belgium**.

The figures from the independent samples of the two editions were adjusted using the same national target structure.

	DISSEMINATION		TEACHER FREQUENCY		ADJUSTMENT IN 2021 AND 2023
	2021	2023	2021	2023	
FRANCE	UNSA-Education, SEUNSA, EN3S, Adosen, L'ESPER, Essentiel, Chaire UNESCO Education & Santé	UNSA-Education Sgen-CFDT	3,646	9,595	Weighted by gender, age group (<30, 30-49, ≥50) and education level (primary, secondary). Source: OECD, 2020
QUEBEC	CSQ, APEQ	CSQ	2,349	1,751	Weighted by gender and level of education (pre-school, primary, secondary). Source: gouv.qc.ca, 2020
BELGIUM	CGSP-Enseignement, SLFP-Enseignement, Appel, Latitude Jeunes, Chaire UNESCO Education & Santé	CSGP, SEL-SETCa	1,268	937	Weighted by gender, age group (<30, 30-49, ≥50) and education level (primary, secondary). Source: OECD, 2020

The percentage changes between 2021 and 2023 in the indicators are calculated as simple differences. They were considered 'significant' if they exceeded 3.5 percentage points in absolute terms, in which case the colour code was applied: red for a significant deterioration, blue for a significant improvement.

*In 2021, only teachers were surveyed; for this specific analysis of indicator trends, other education staff were excluded from the 2023 sample.

**Morocco also participated in the 2021 and 2023 editions, but the sample sizes were 302 and 875 participants respectively, with significant differences in the structure of key characteristics that make trends difficult to interpret and are therefore not presented here.

	France		Quebec		Belgium	
	2023	Evolution	2023	Evolution	2023	Evolution
Satisfaction with quality of life (scale 1-4 out of 8)	47%	1%	66%	-2%	41%	-10%
Satisfaction with general health (excellent <-> fair)	82%	-0%	91%	-2%	81%	-4%
Depressive symptoms (negative feelings often/very often/always)	47%	-4%	35%	-0%	51%	5%
Sleep satisfaction (very satisfied/satisfied)	18%	1%	30%	-2%	18%	-2%
Stress at work (quite / very stressful)	72%	-9%	55%	-14%	74%	6%
Safety at work (always/most of the time)	94%	2%	93%	-2%	89%	1%
Victim of violence at work (in the last 12 months)	34%	3%	41%	14%	36%	10%
Satisfaction with relationship with the school administration (level 1-3 out of 6)	68%	-3%	78%	-3%	64%	0%
Satisfaction with relationship with colleagues (level 1-3 out of 6)	88%	1%	93%	-1%	87%	4%
Satisfaction with relationship with parents (level 1-3 out of 6)	85%	2%	93%	0%	83%	2%
Satisfaction with relationship with students (level 1-3 out of 6)	94%	-1%	97%	-1%	94%	-1%
Recognition/valuation by society (agree/strongly agree)	3%	0%	11%	2%	4%	1%
Advantages >> disadvantages (agree/strongly agree)	15%	4%	36%	3%	19%	-5%
Career satisfaction (agree/strongly agree)	46%	-2%	66%	-5%	49%	-13%
If I had to do it again, I would choose my profession again (Agree/strongly agree)	50%	10%	58%	4%	50%	-8%
Work/life balance (level 1-3 out of 6)	37%	7%	49%	-2%	44%	1%
Recognition/valuation by the school administration/superiors (level 1-3 out of 6)	34%	3%	67%	-5%	46%	-2%
Satisfaction with training opportunities (level 1-3 out of 6)	31%	14%	74%	5%	52%	11%
Satisfaction with career development opportunities (level 1-3 out of 6)	17%	11%	55%	2%	35%	11%
Satisfaction with salary (level 1-3 out of 6)	24%	11%	55%	6%	67%	16%
Satisfaction with information flow (level 1-3 out of 6)	38%	9%	55%	-3%	42%	1%
Satisfaction with teamwork (level 1-3 out of 6)	68%	0%	68%	-7%	49%	-1%
Commuting time (less than 30 minutes)	75%	-2%	78%	0%	60%	-5%
Frequency of occupational health visits (at least every 5 years)	2%	1%	28%	-3%	7%	-1%
%Primary school teacher	58%	-0%	66%	-1%	62%	7%
%Part time	9%	0%	11%	-0%	18%	5%
%Union member	40%	-2%	97%	0%	79%	-5%
%Woman	68%	0%	73%	-1%	70%	3%

Source: I-BEST 2021 and 2023, ESN/FESP. Field: teachers, France, Quebec and Belgium