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Network

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# International Barometer of Education Staff

Report | Japan | I-BEST 2023





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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.

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## 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](http://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

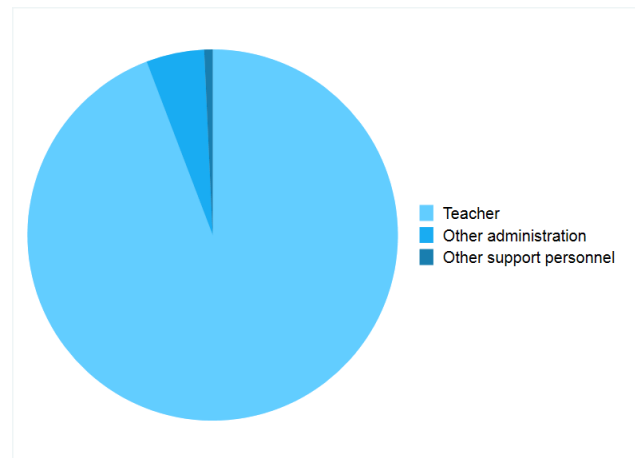
- Survey dissemination date: February-June 2023
- Dissemination channel: online questionnaire relayed by JTU
- Number of participants: 561 education staff
- Adjustment: by weighting procedure considering the gender, the age group (<30, 30-49, ≥50) and the level of education (preschool+primary, secondary). Source: OECD, 2020

All statistics presented in the report are weighted

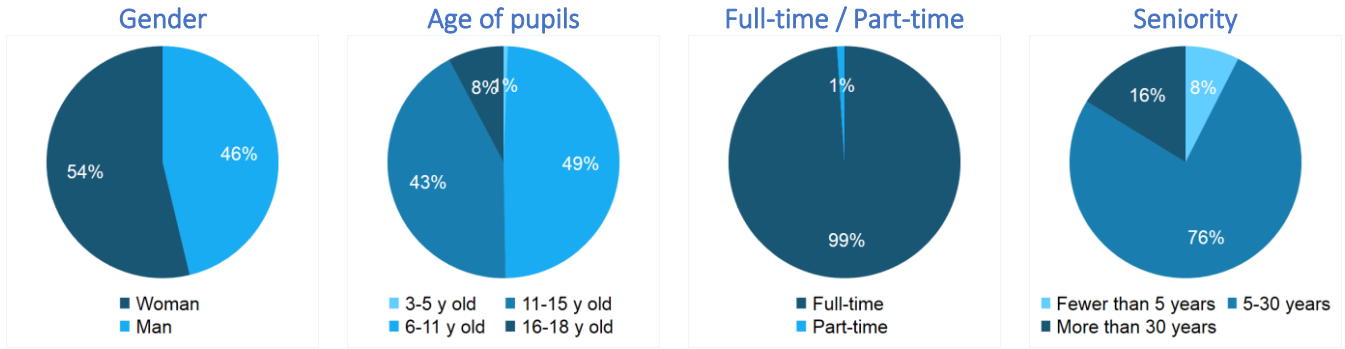
## I. Sociodemographic and professional profile of education staff participating in the survey

### Role

	N	%
Role		
Teacher	532	94%
Other administration	26	5%
Other support personnel	3	1%

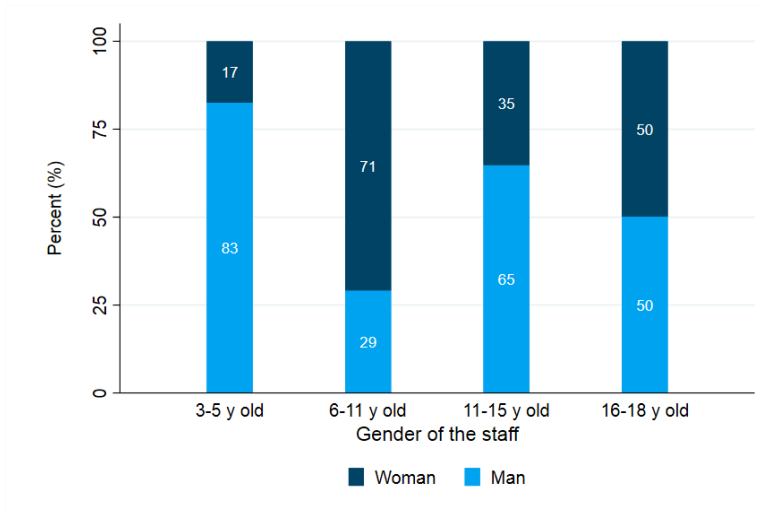


Source: I-BEST 2023, ESN/FESP. Field: education personnel, Japan

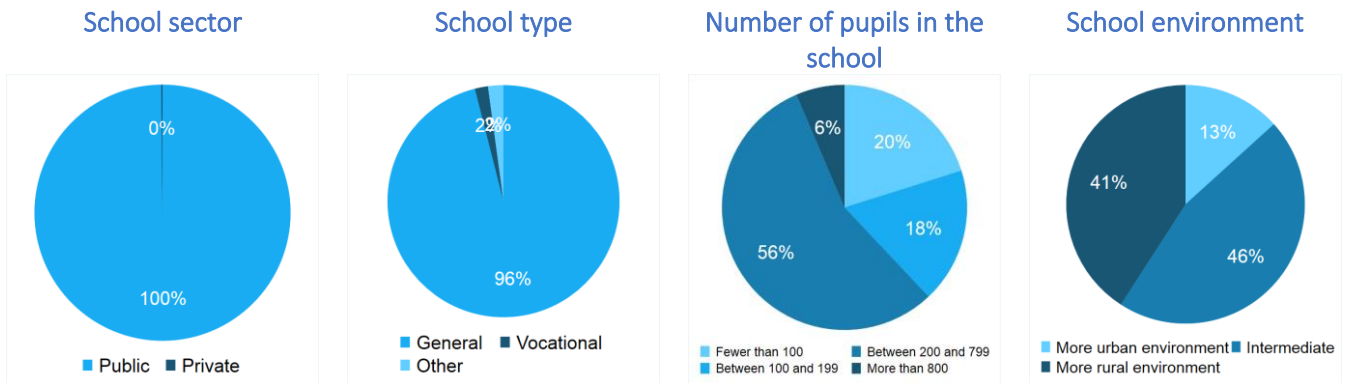


Source: I-BEST 2023, ESN/FESP. Field: education personnel, Japan

### Age of pupils



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



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

## II. Working conditions and environment

### II.1. Organizational and motivational factors

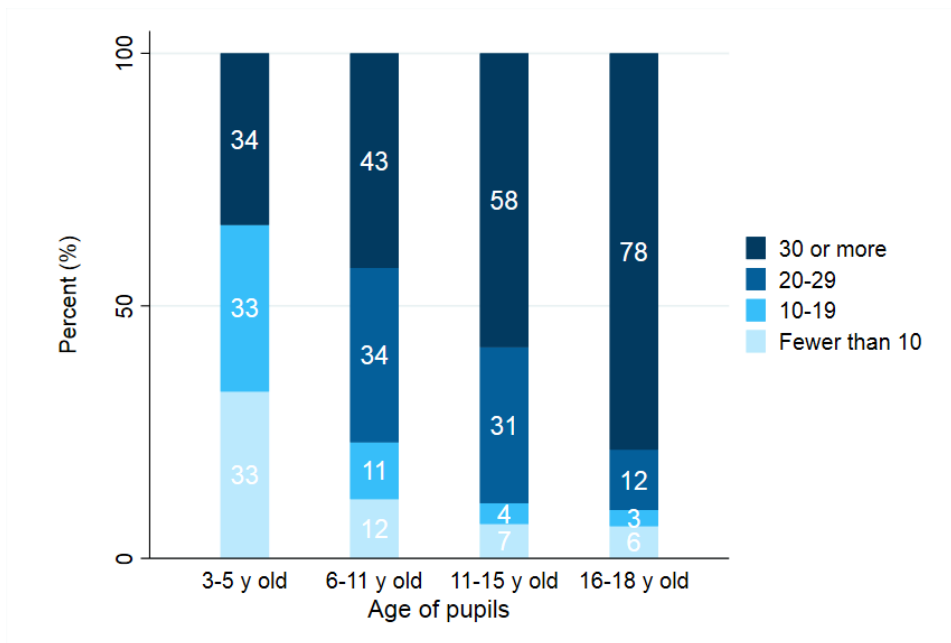
#### Number of actual hours worked per week

	Mean* (in hours)	Standard deviation (in hours)
Age of pupils		
3-5 y old	44	19
6-11 y old	50	13
11-15 y old	52	12
16-18 y old	49	14
Total	51	13

\*Calculated among full-time professionals

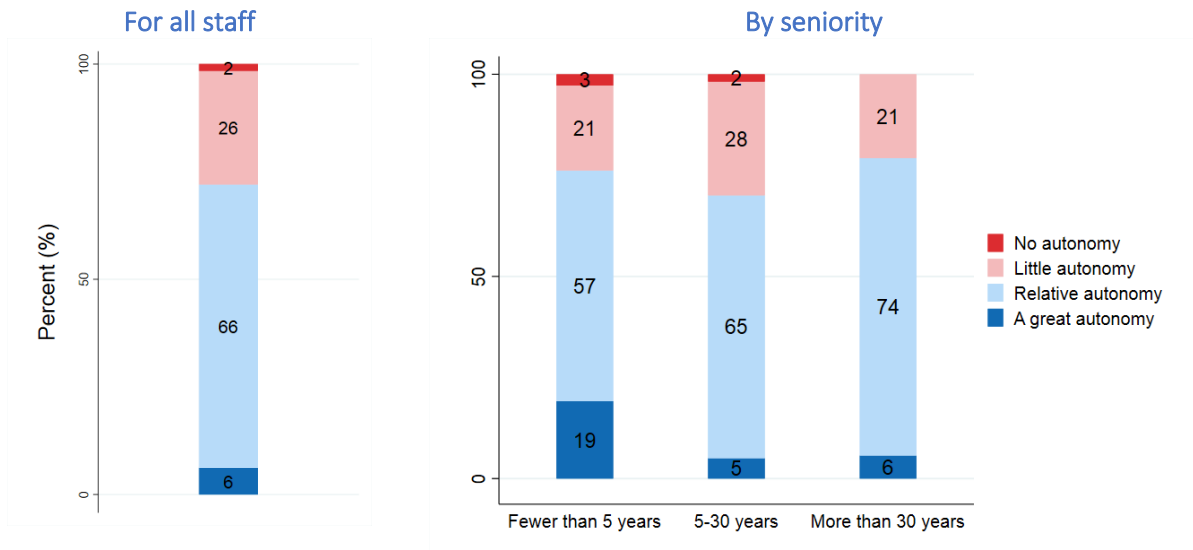
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Japan

#### Average number of pupils in classes taught



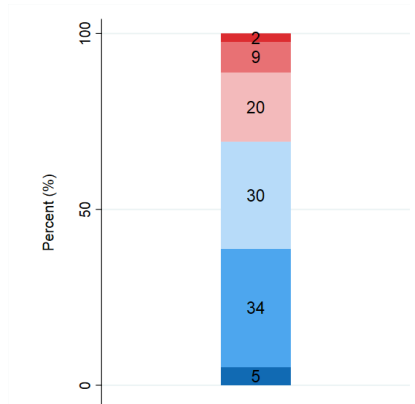
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Japan

### How much autonomy do you have in your work?

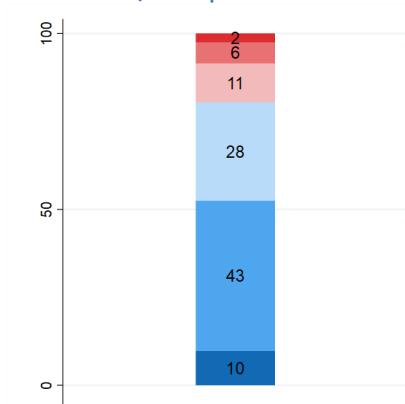


Source: I-BEST 2023, ESN/FESP. Field: education personnel, Japan

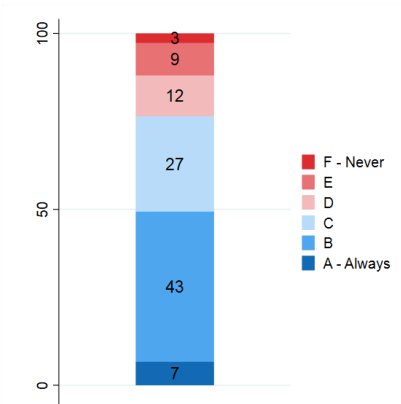
### At work, are you informed in advance about important decisions?



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

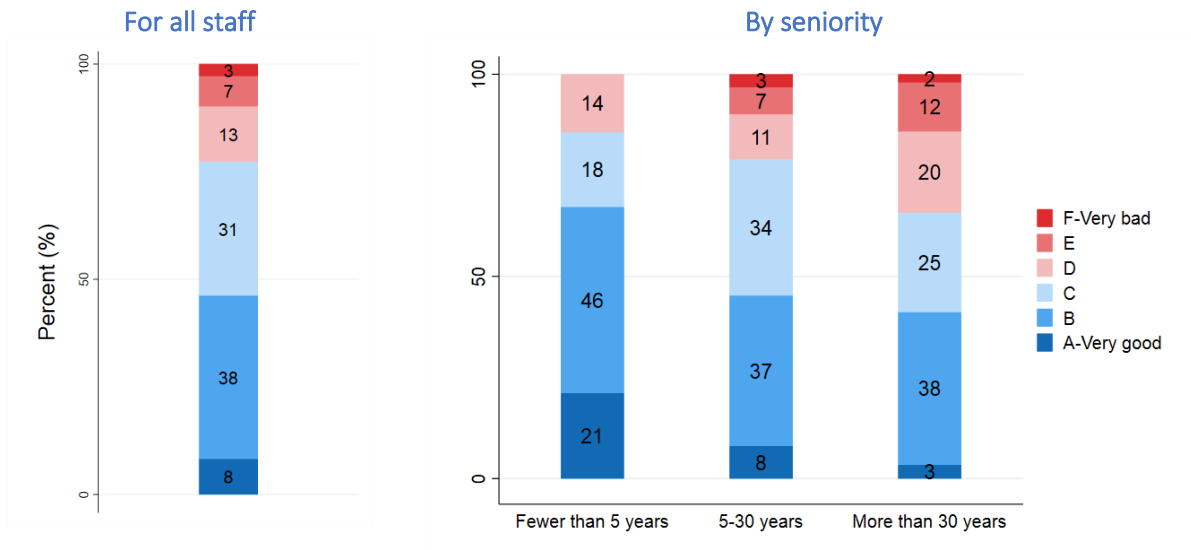


### In your school, do you make important decisions as a team?



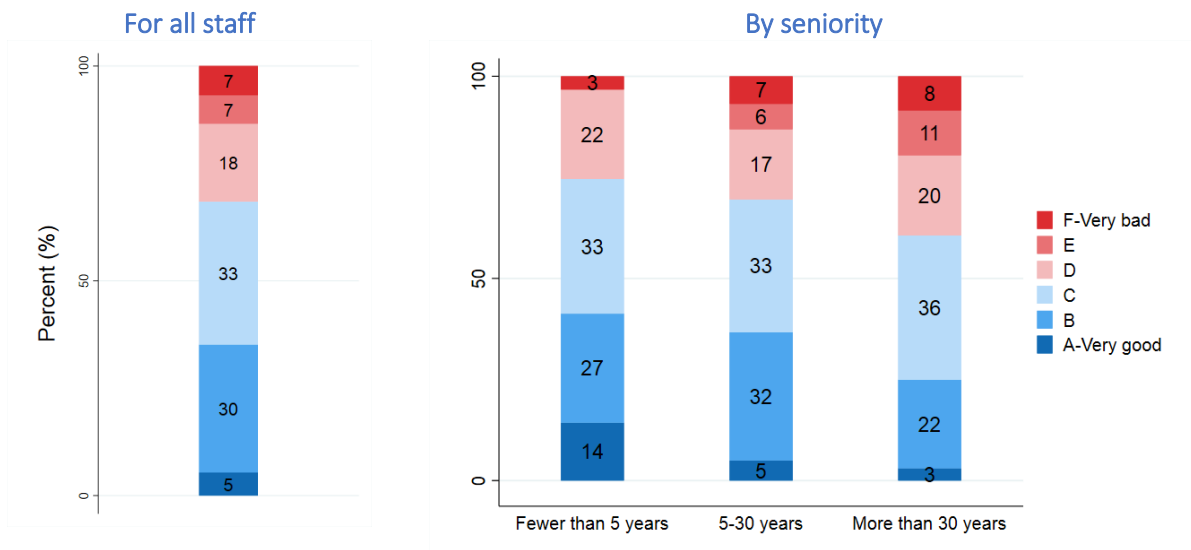
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Japan

### Evaluation of the opportunities of training



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

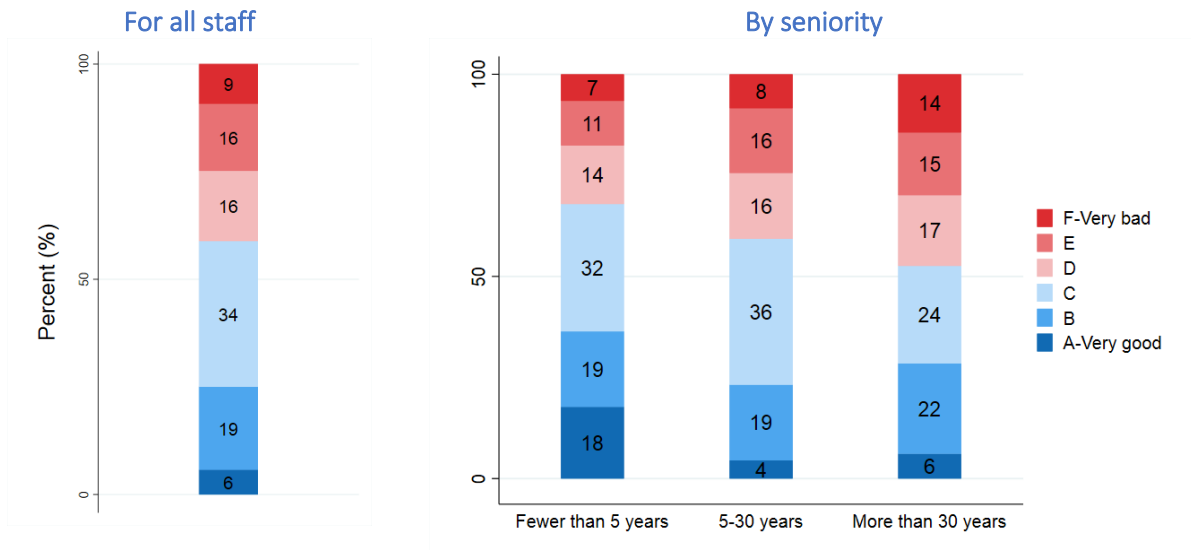
### Evaluation of the opportunities of promotion



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



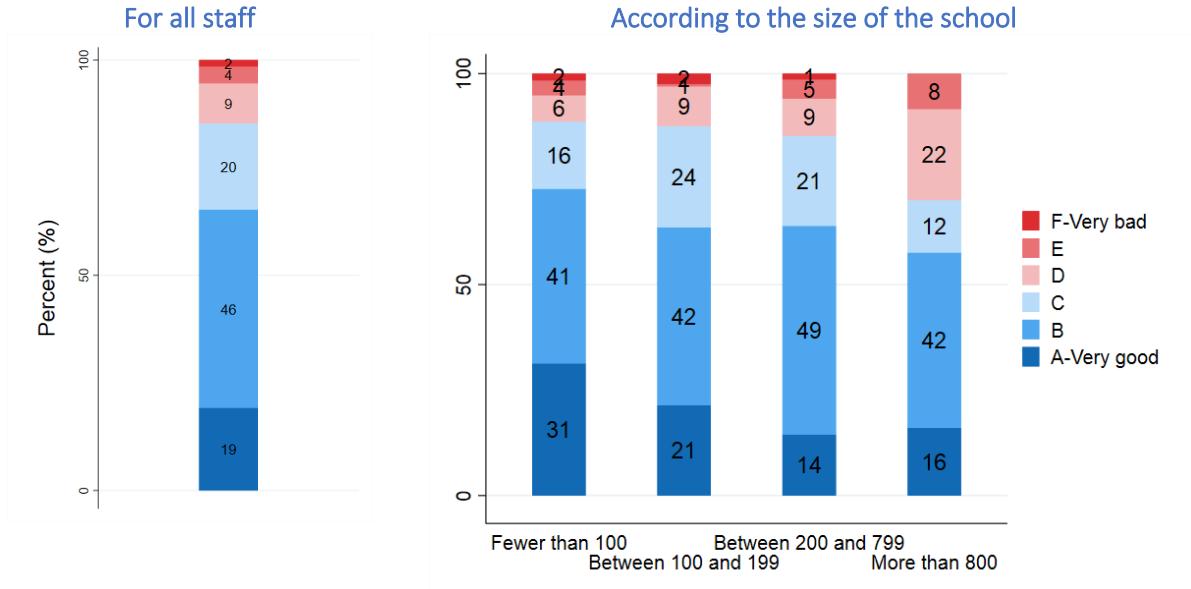
## Evaluation of salary



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

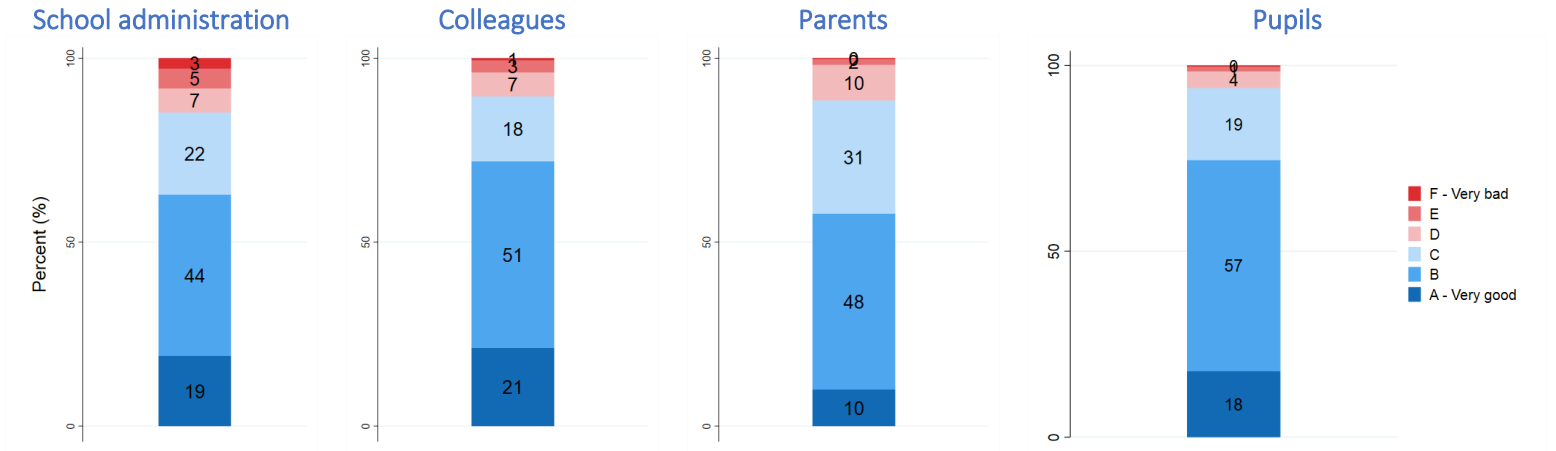
## II.2. School environment and social relationships at work

### School climate



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

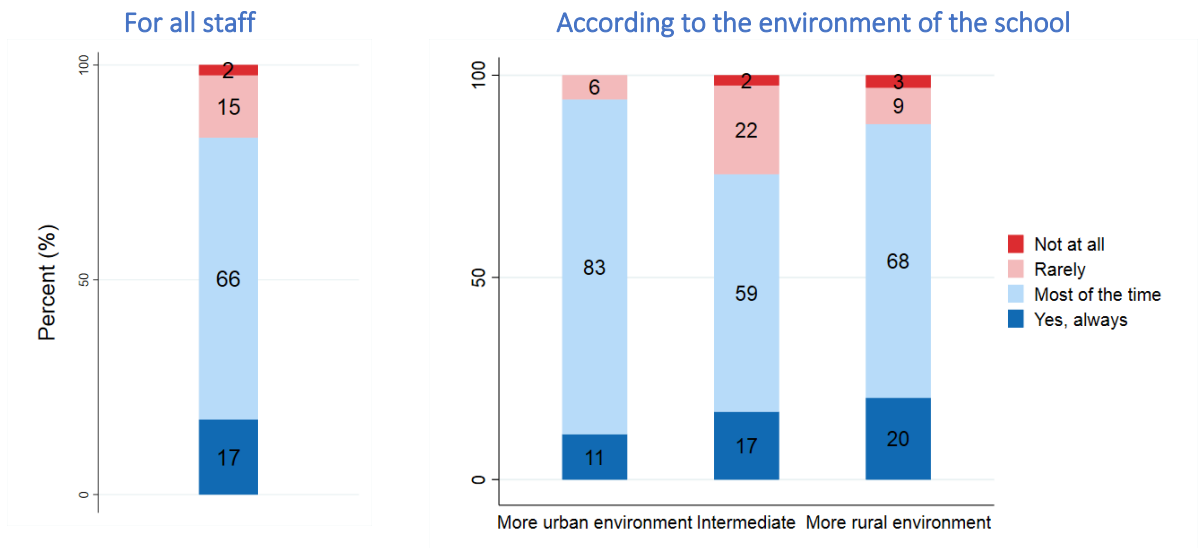
### How do you currently rate the quality of your relationship with the following stakeholders?



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

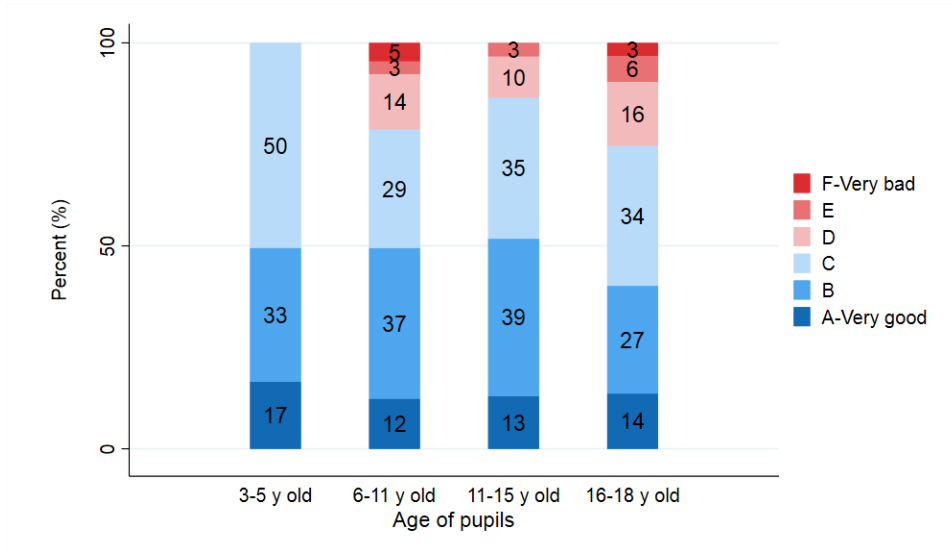
## II.3. Violence and security at work

### Do you feel safe at your workplace?



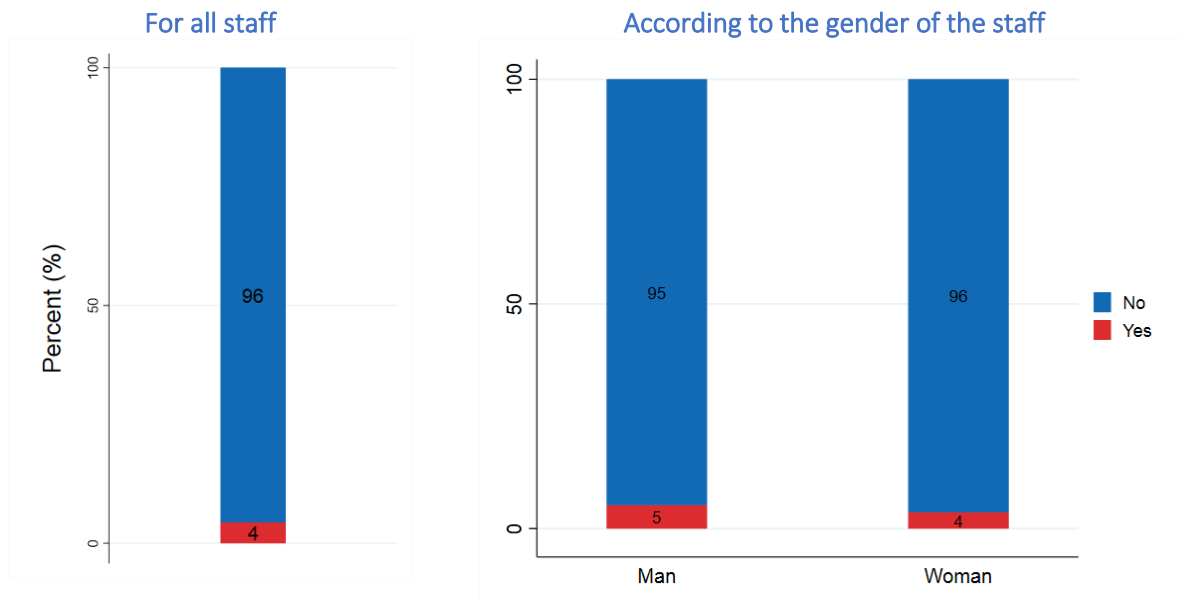
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Japan

### Level of discipline of pupils



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

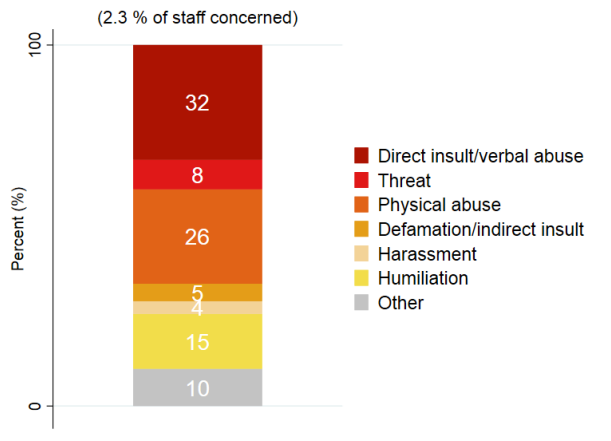
### Have you been the victim of workplace violence in the past 12 months?



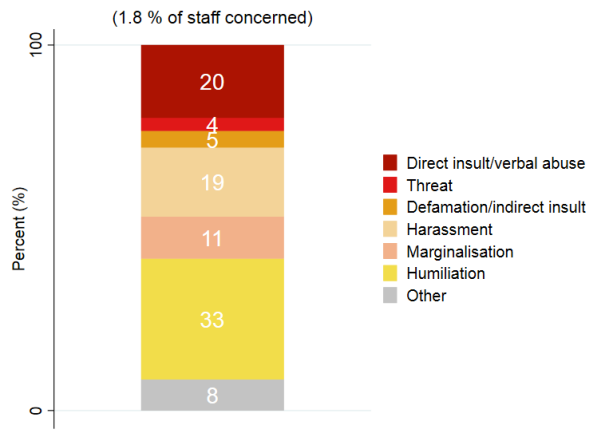
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Japan

## Types of suffered violences according to stakeholders

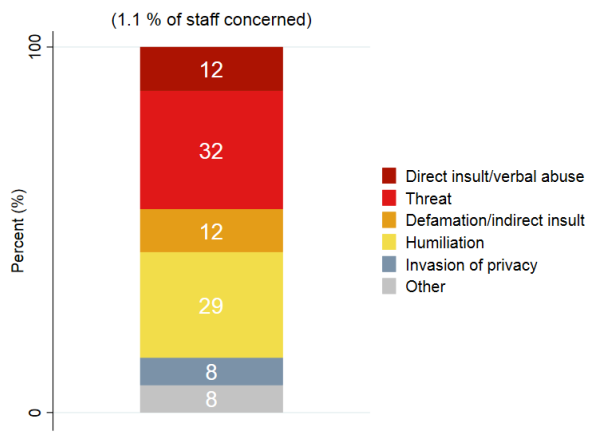
### Pupils



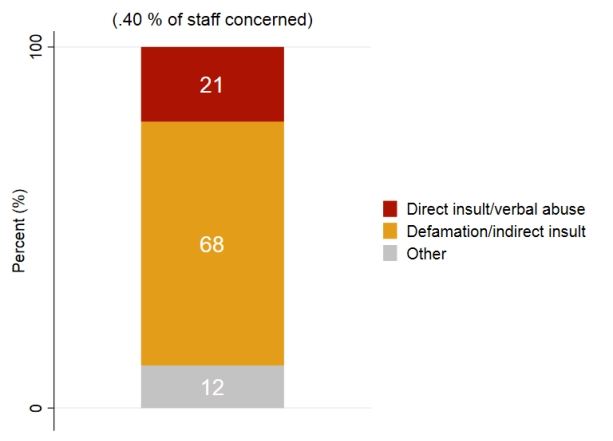
### Members of the school staff



### Parents

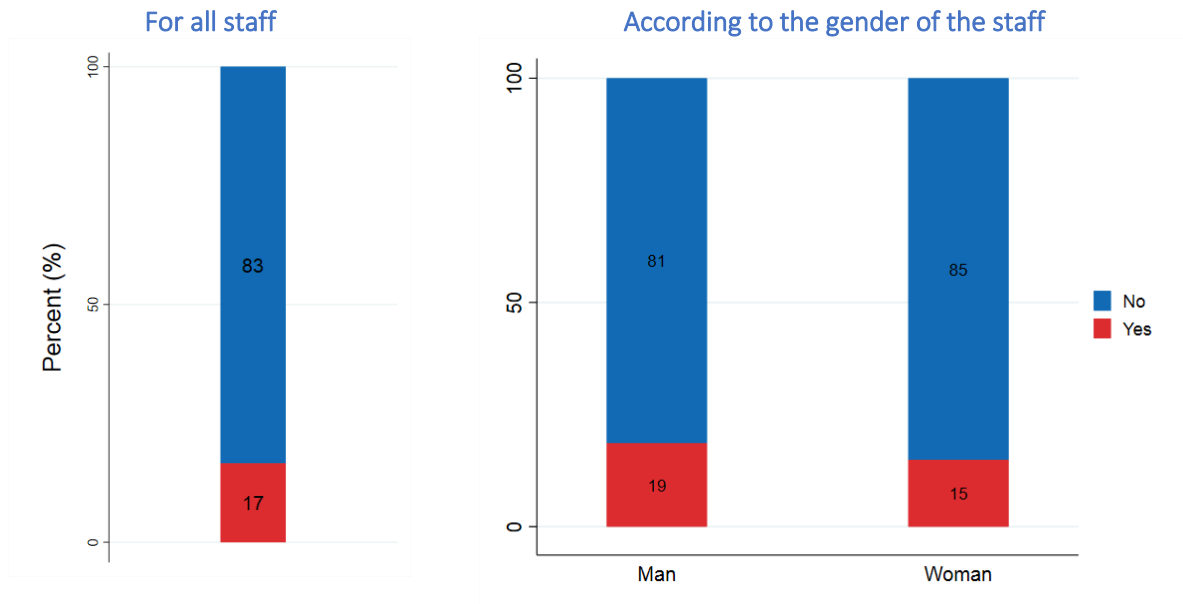


### Persons external to the school



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

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



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

## II.4. Physical environment

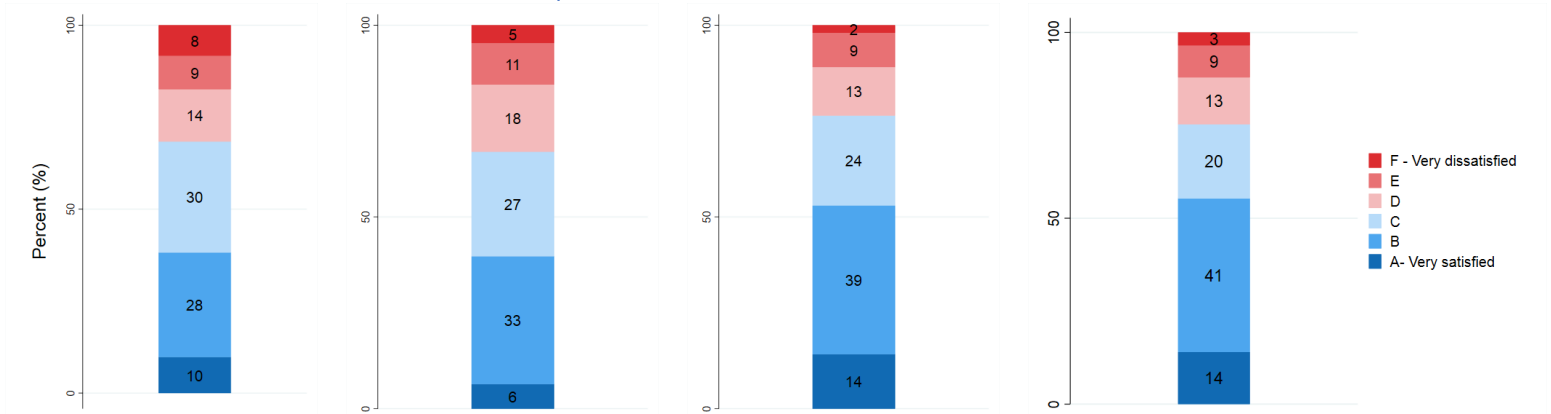
### Are you satisfied with the following aspects of your school?

#### Satisfaction: facilities

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

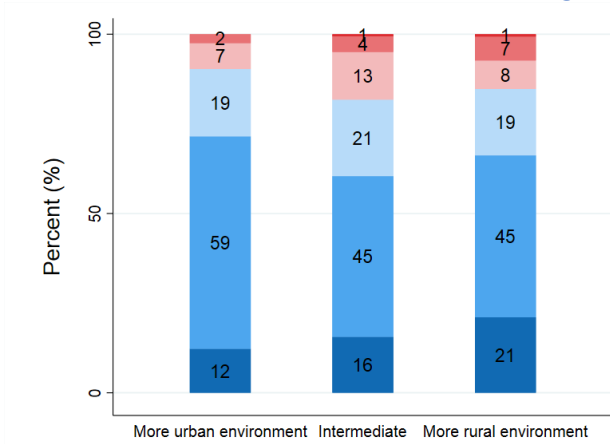
#### Satisfaction: amenities (electricity, drinking water...)

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

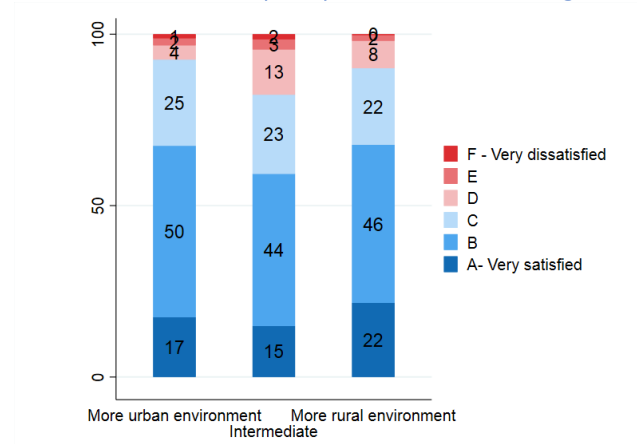


Source: I-BEST 2023, ESN/FESP. Field: education personnel, Japan

### Satisfaction: sound level outside the buildings



### Satisfaction: air quality outside the buildings

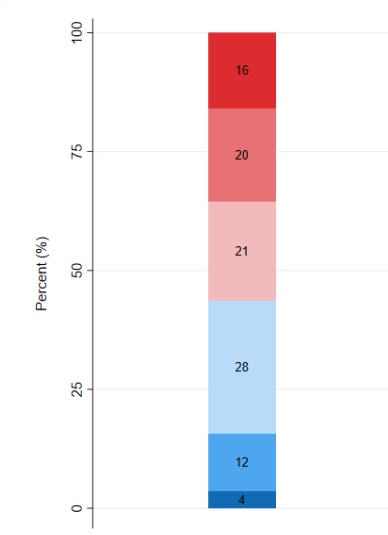


Source: I-BEST 2023, ESN/FESP. Field: education personnel, Japan

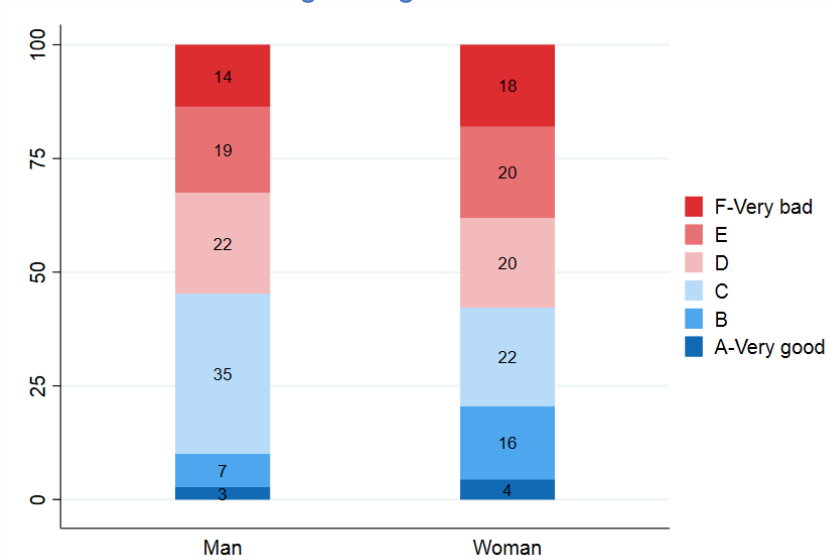
## II.5. Work/life

### Work/life balance

#### For all staff

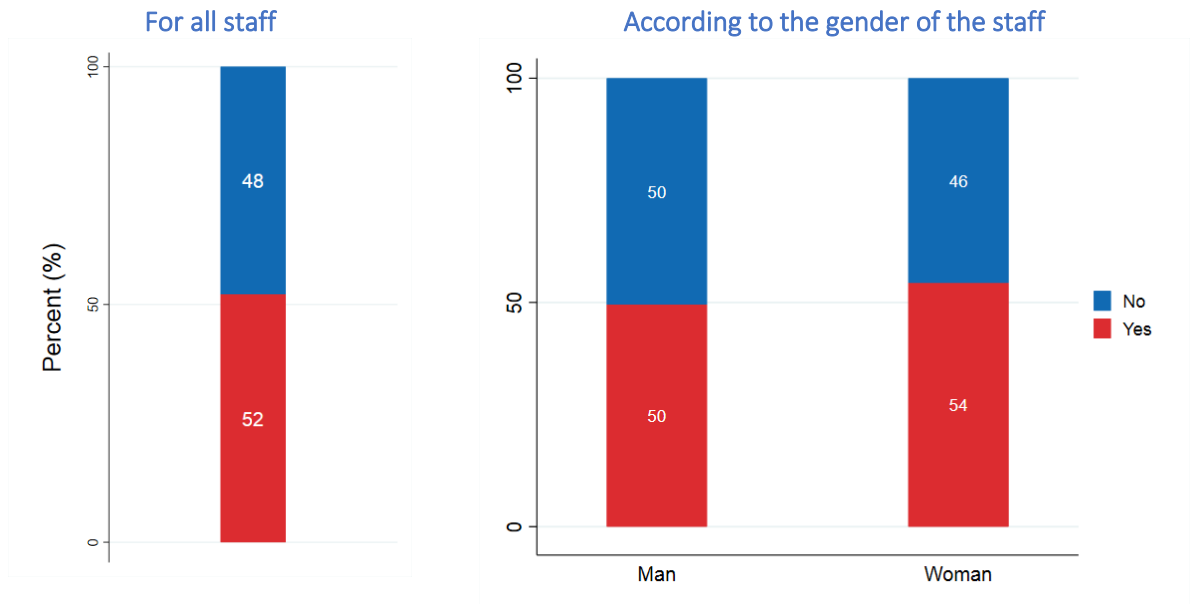


#### According to the gender of the staff



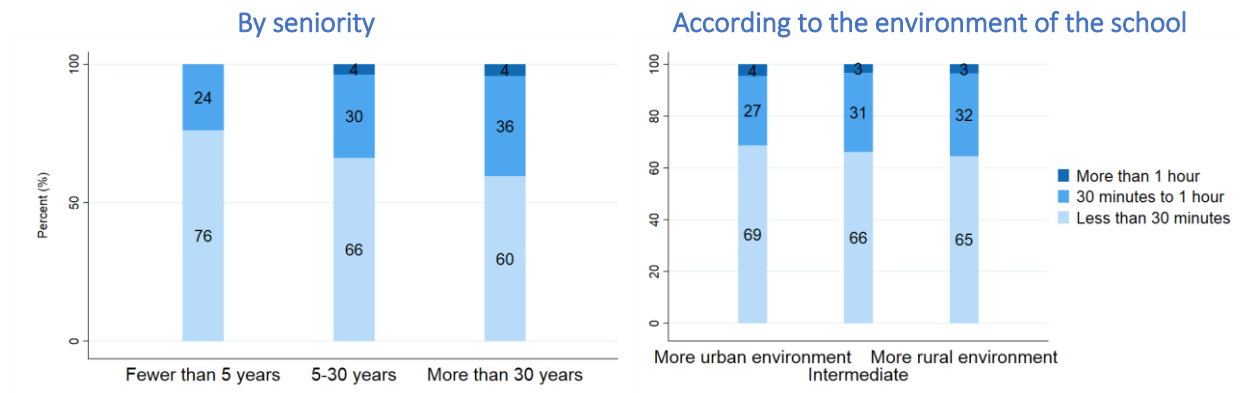
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Japan

Provides regular help/support to a family member or friend



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

Usual travel time from home to work



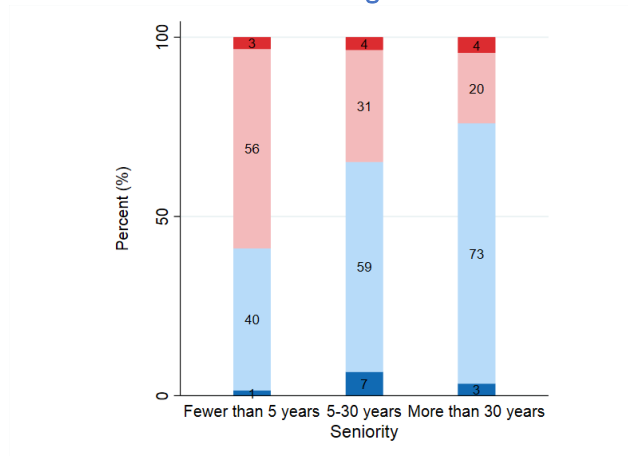
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Japan

### III. Health and well-being of education staff

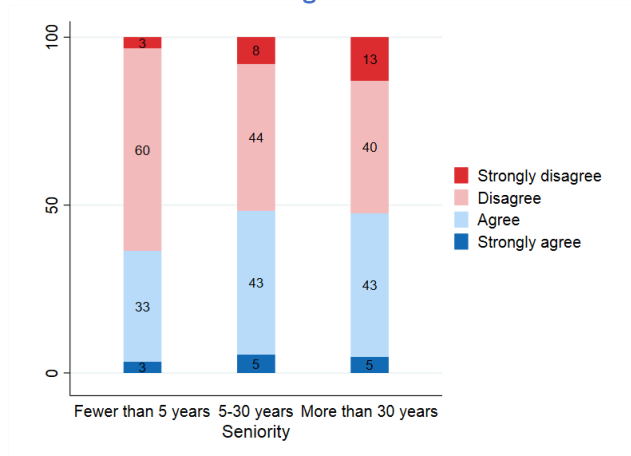
#### III.1. Indicators in the work context

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

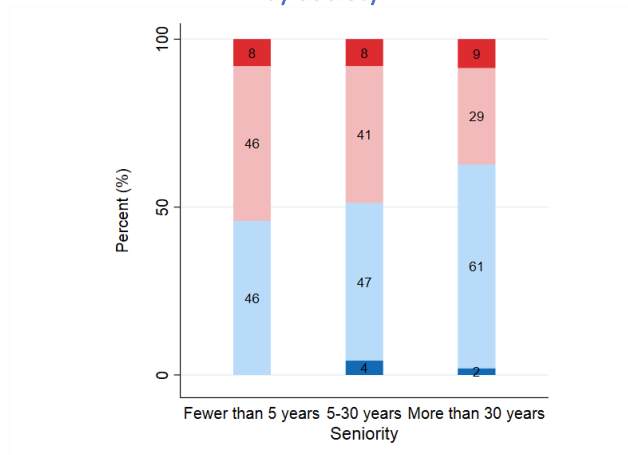
The advantages of my job far outweigh the disadvantages



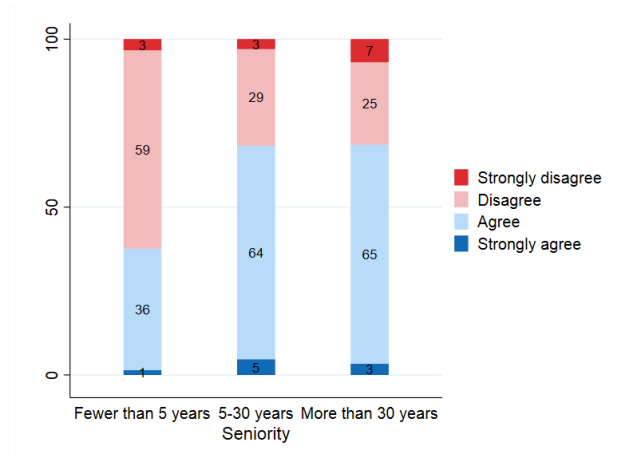
If I had to do it again, I would choose my profession again



I have the impression that my profession is valued by society



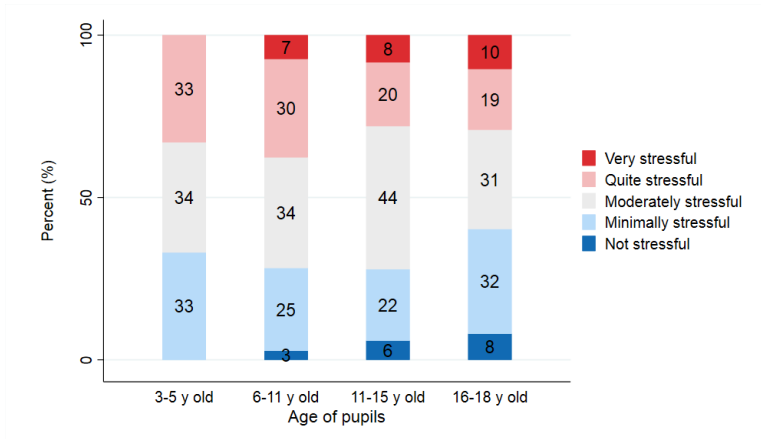
Overall, I am satisfied with my job



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

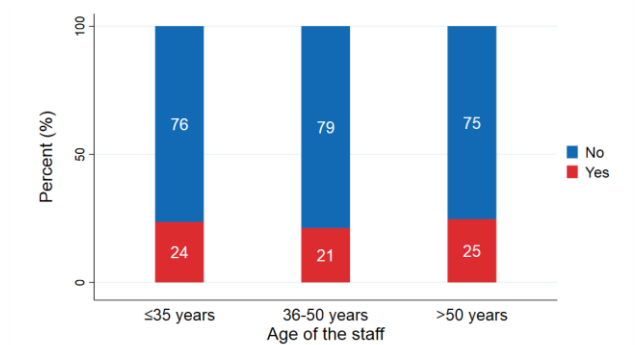


### How stressful has your job been since the start of the school year?

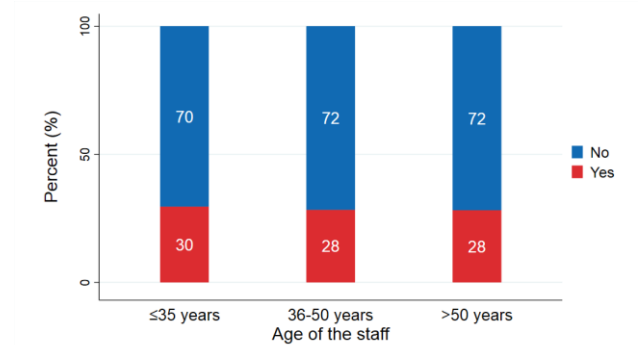


Source: I-BEST 2023, ESN/FESP. Field: education personnel, Japan

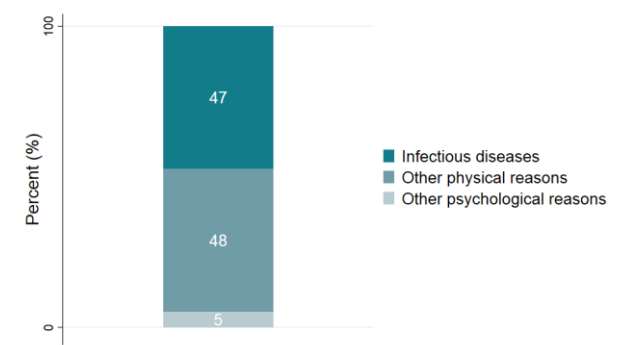
#### Had sick leave (last 12 months)



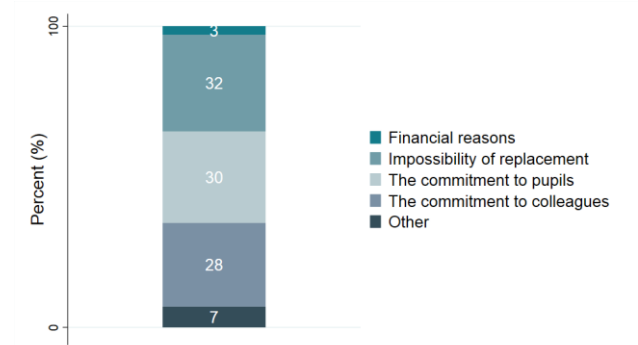
#### Worked while sick (last 12 months)



#### If yes, for what reason(s)?



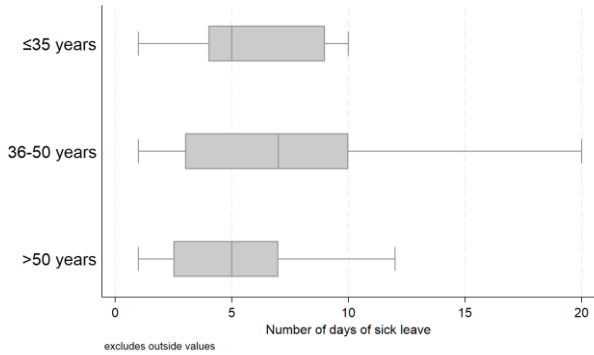
#### If yes, for what reason(s)?



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

## Number of days of sick leave\*

According to the age of the staff

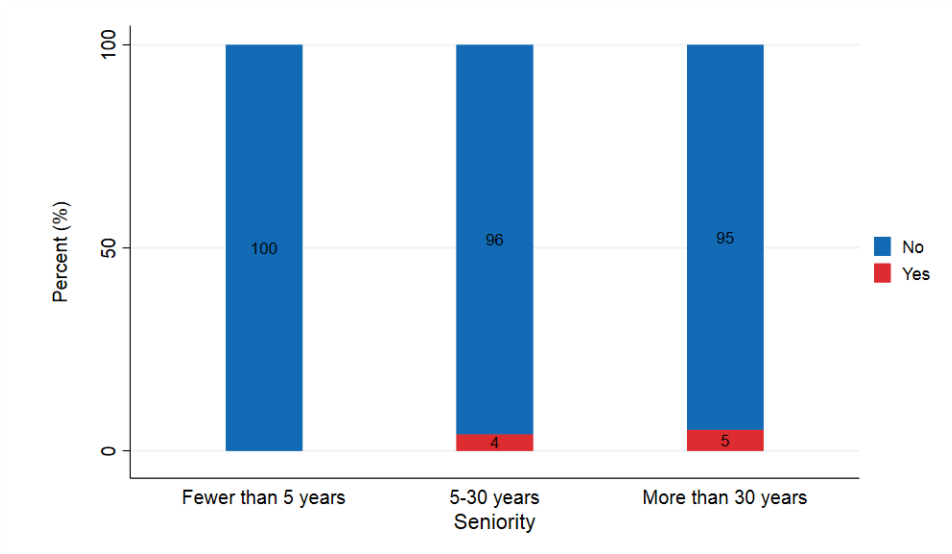


	Age of staff			Total
	≤35 years	36-50 years	>50 years	
1st quartile	5	3	3	4
Median	7	7	5	5
3rd quartile	9	10	7	10

\*Among staff who have been on sick leave

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

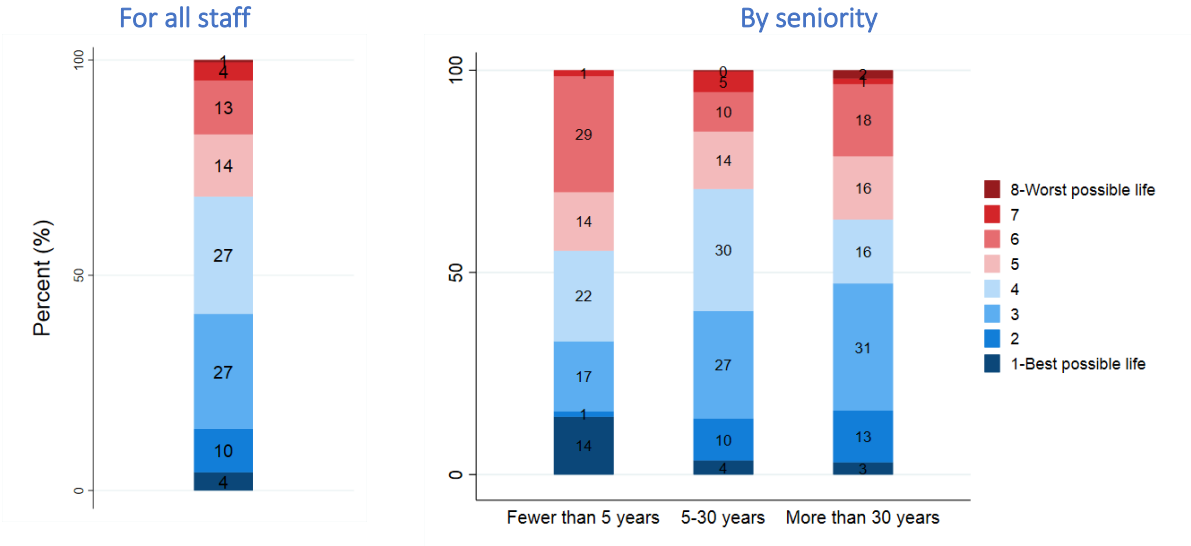
## In the last 12 months, have you been unable to work because of a voice disorder?



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

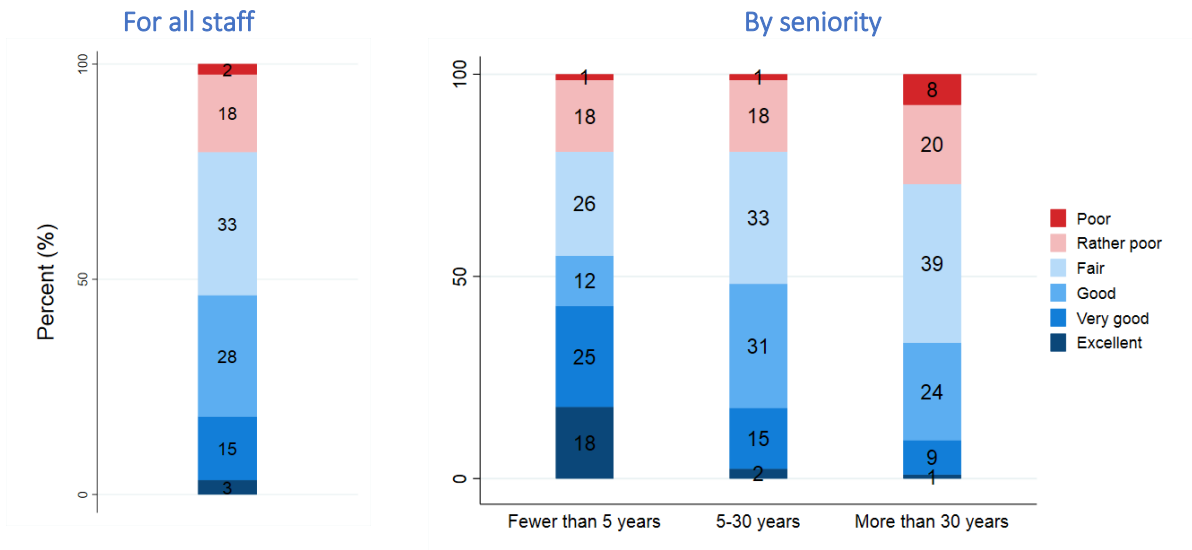
### III.2. Overall indicators

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



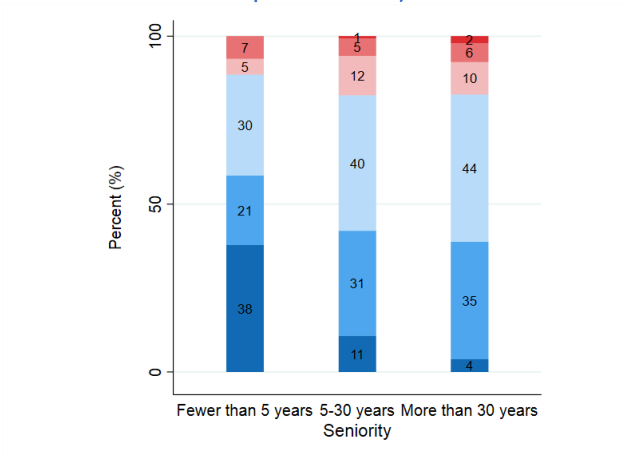
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Japan

### How do you rate your health?

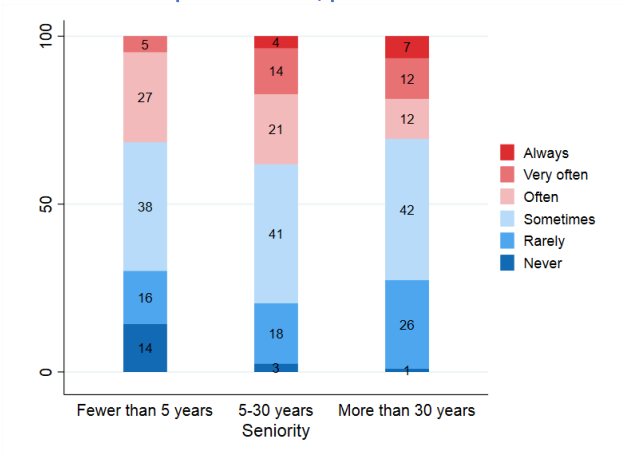


Source: I-BEST 2023, ESN/FESP. Field: education personnel, Japan

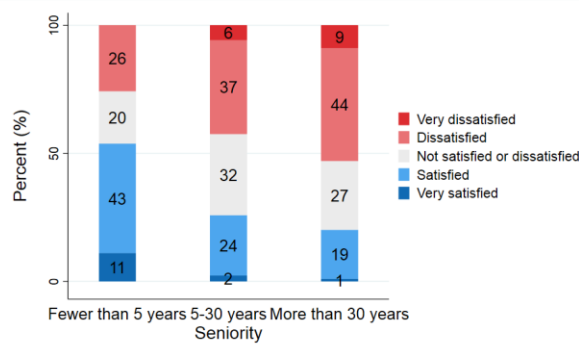
### Frequency of negative feelings (anxiety, depression, hopelessness...)



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

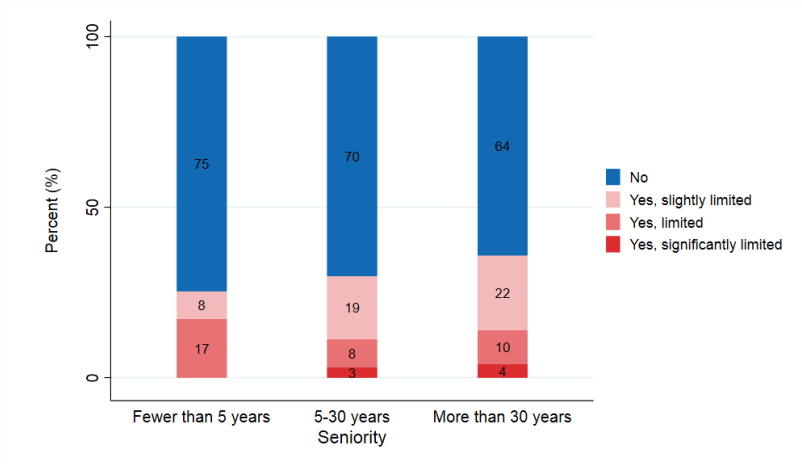


### Satisfaction with sleep



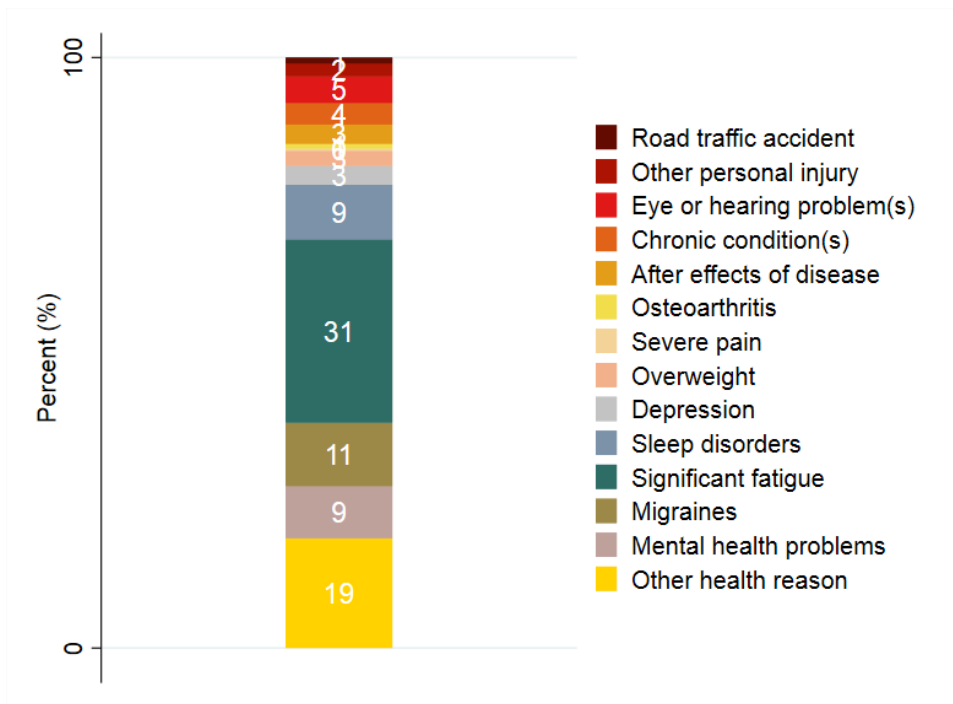
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Japan

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



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

### If yes, for what reason(s)?

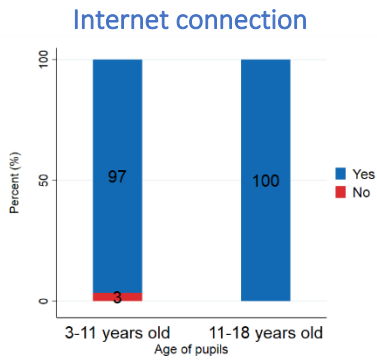
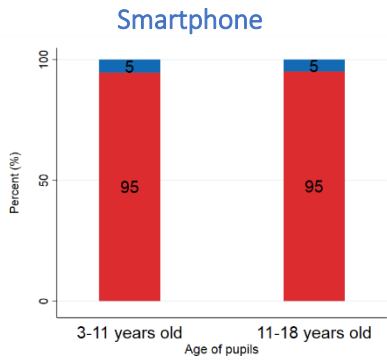
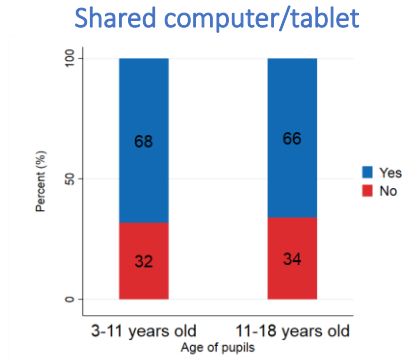
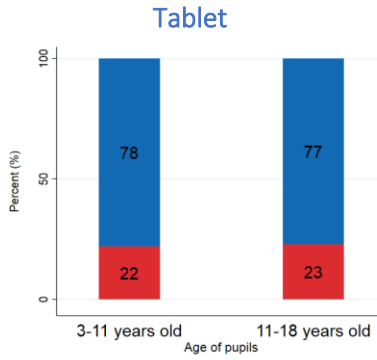
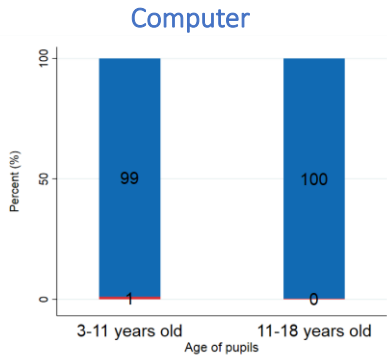


Source: I-BEST 2023, ESN/FESP. Field: education personnel, Japan

## IV. Use of digital tools

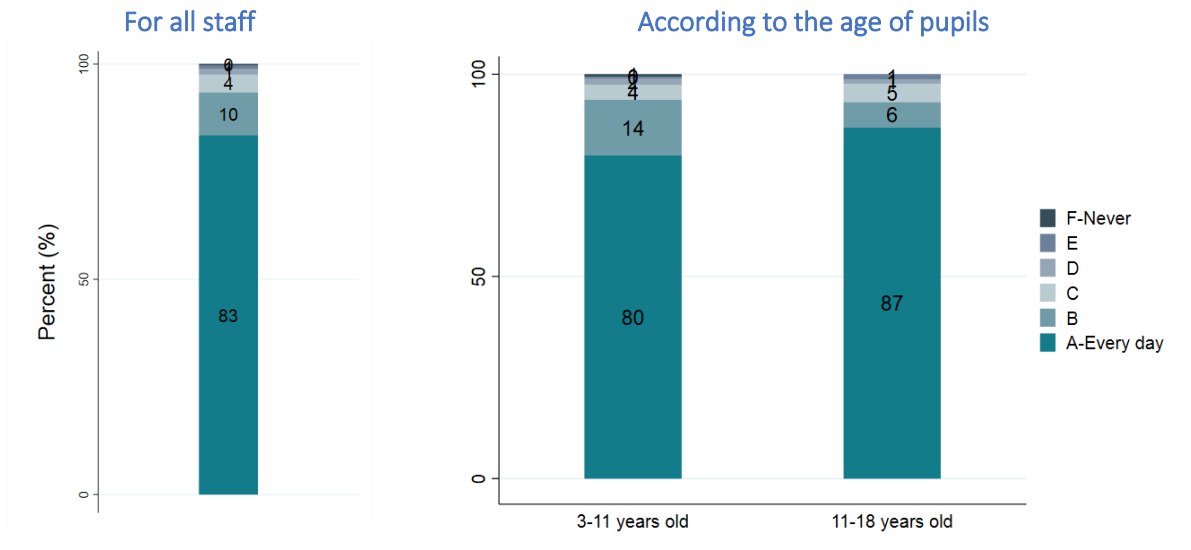
### IV.1 Equipment and frequency of use

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



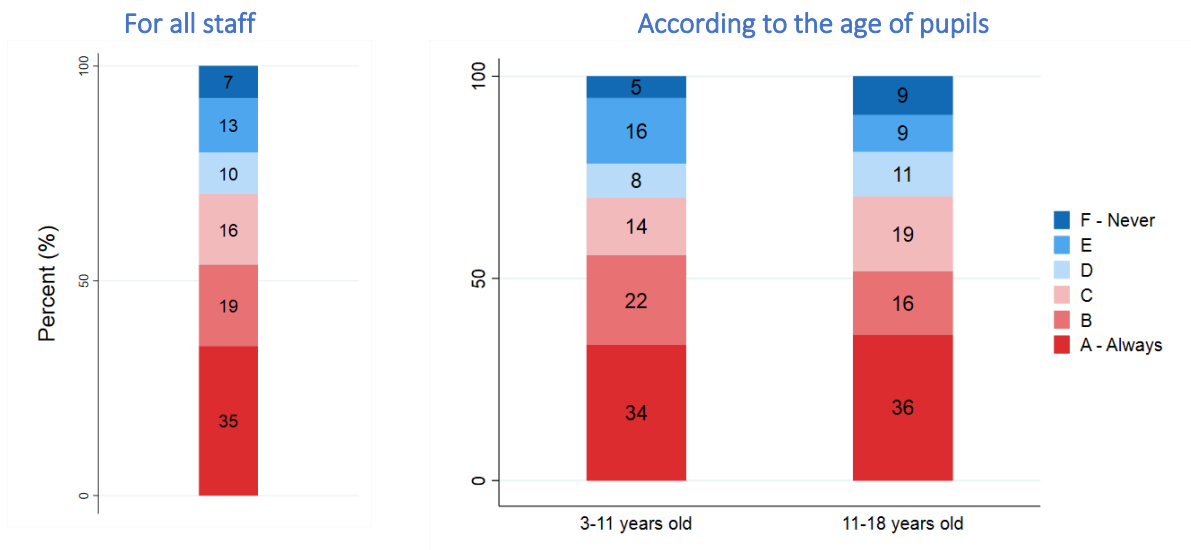
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Japan

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



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

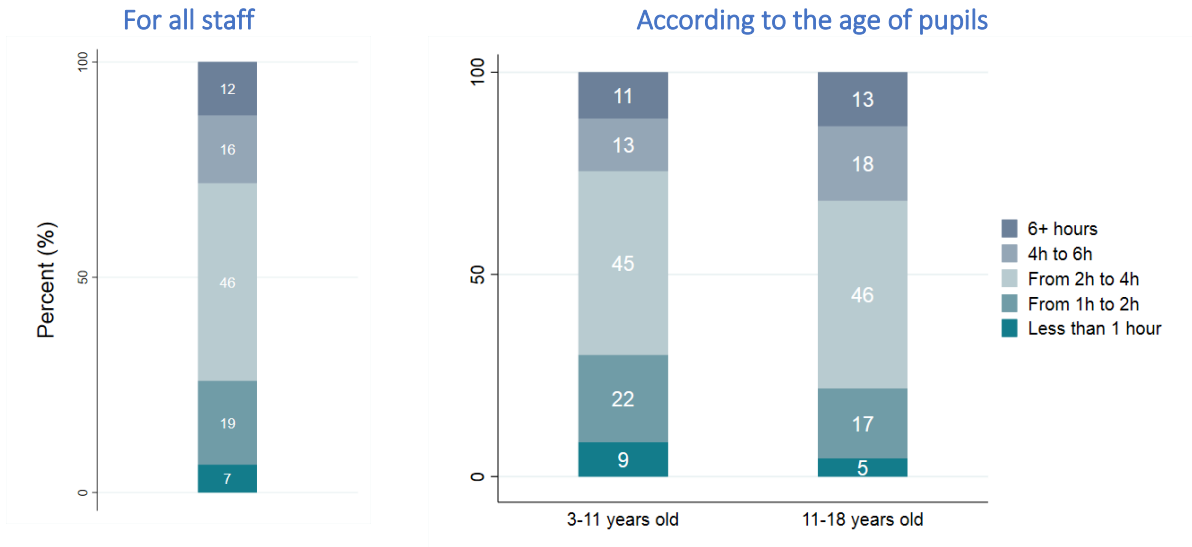
### Frequency of use of personal digital equipment for professional activities



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

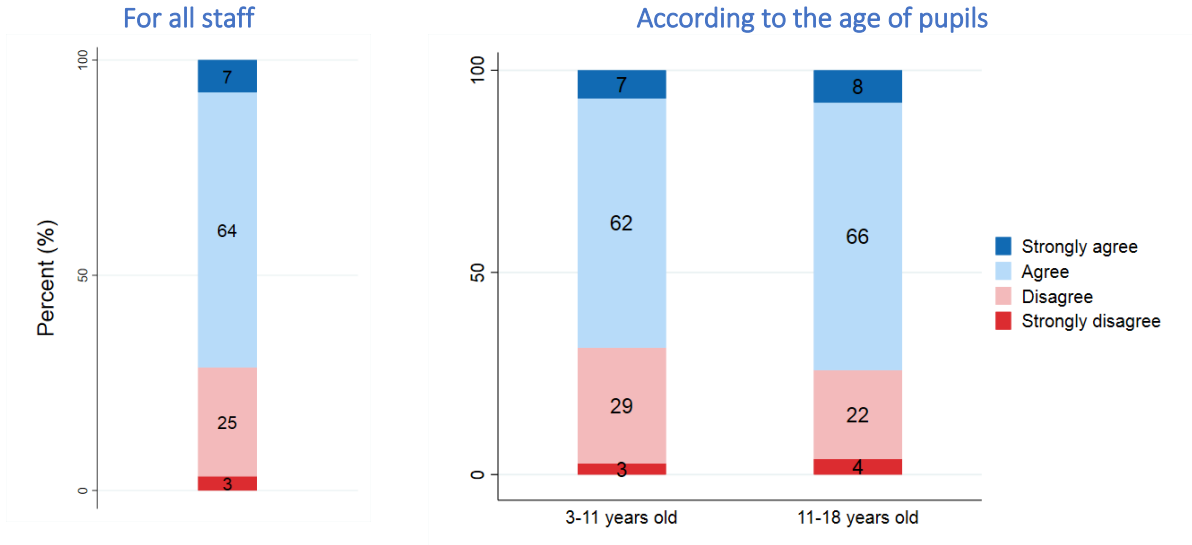
## IV.2 Adherence and attitude towards digital tools and technologies

### Average daily time of work spent on digital tools



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

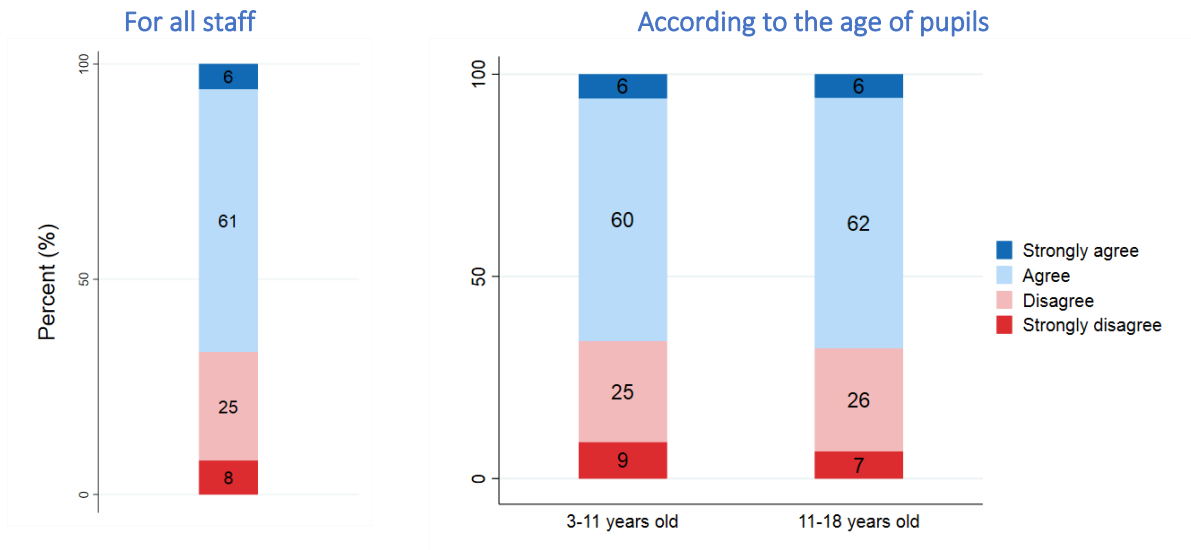
### I feel comfortable with digital tools



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

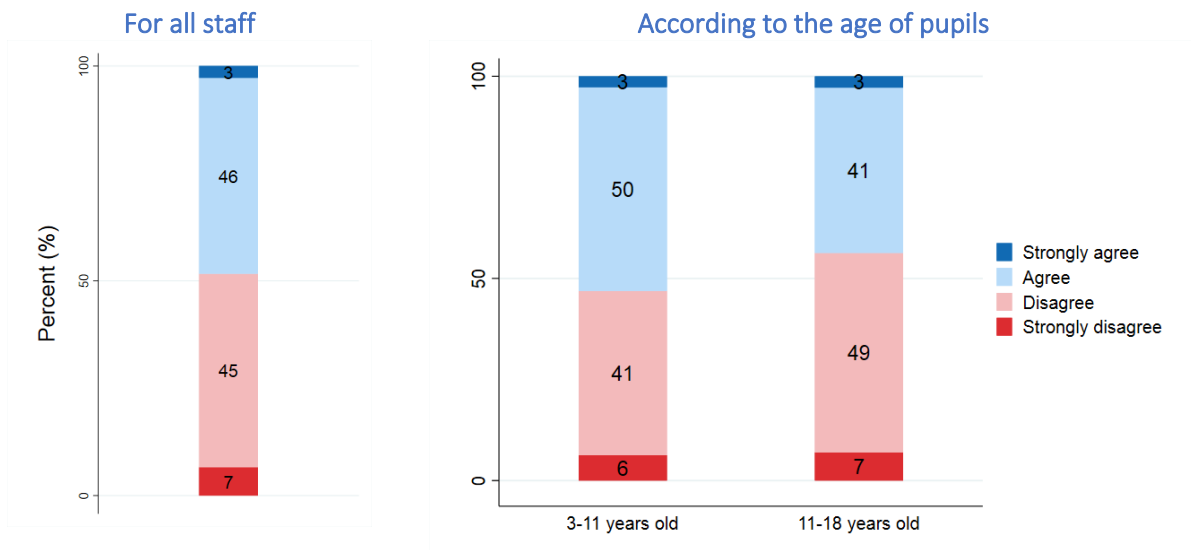


### In my job, digital tools make my work easier



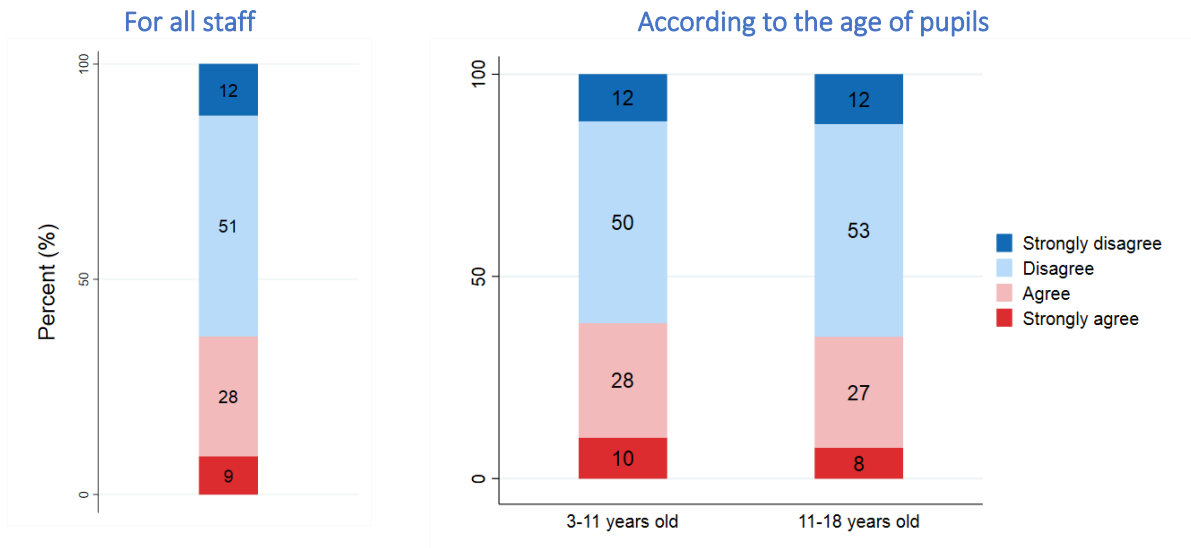
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Japan

### The use of digital technology in my work is supported by the administration



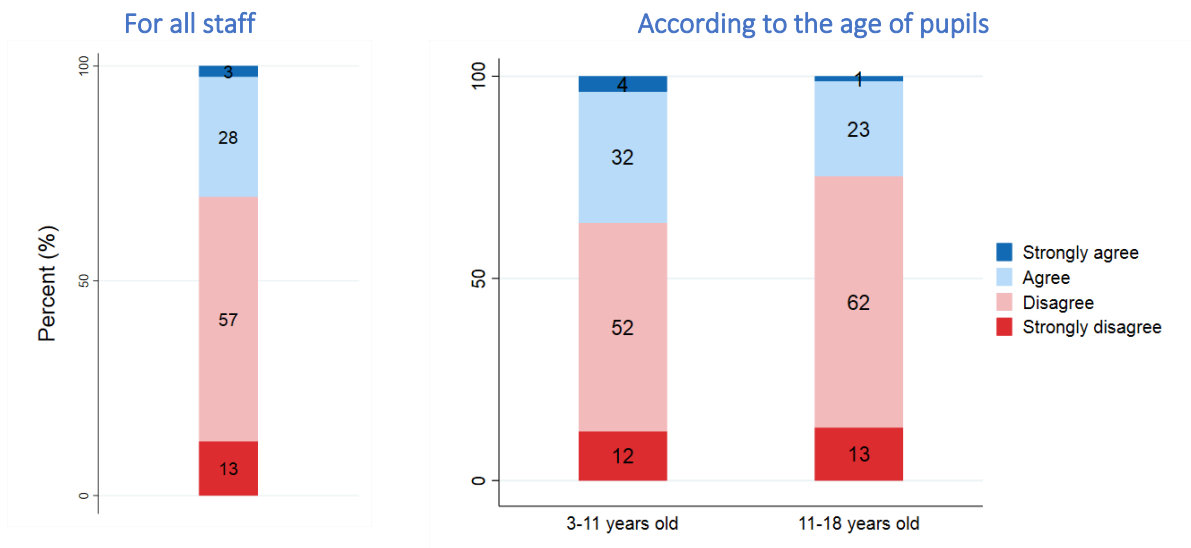
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Japan

### The use of digital technology in my work is a source of stress for me



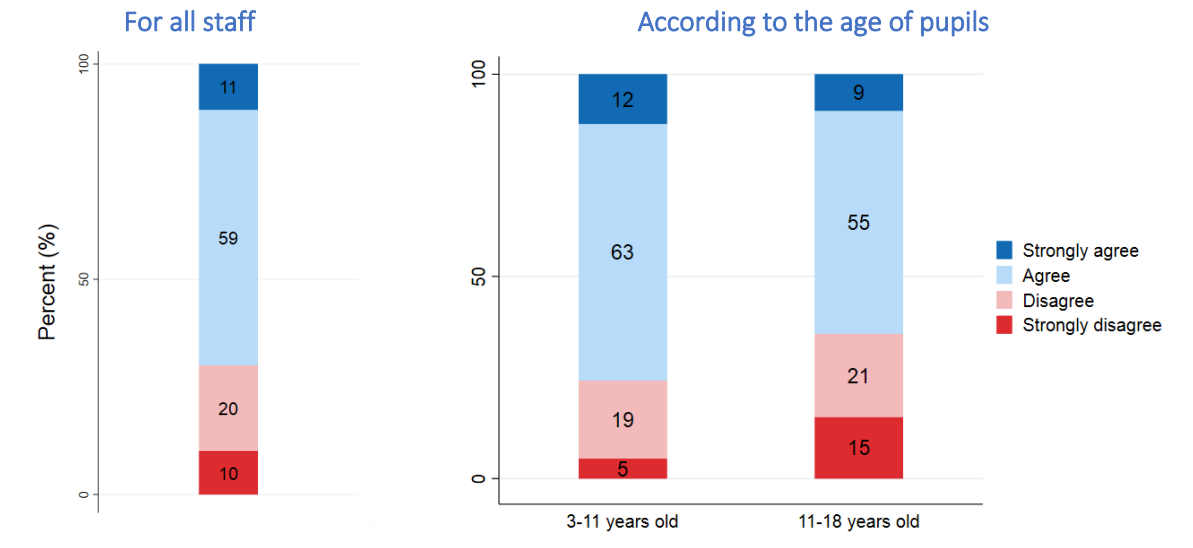
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Japan

### Digital tools have enabled me to improve my relationships with students/families



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

## I am in favour of using digital tools with pupils

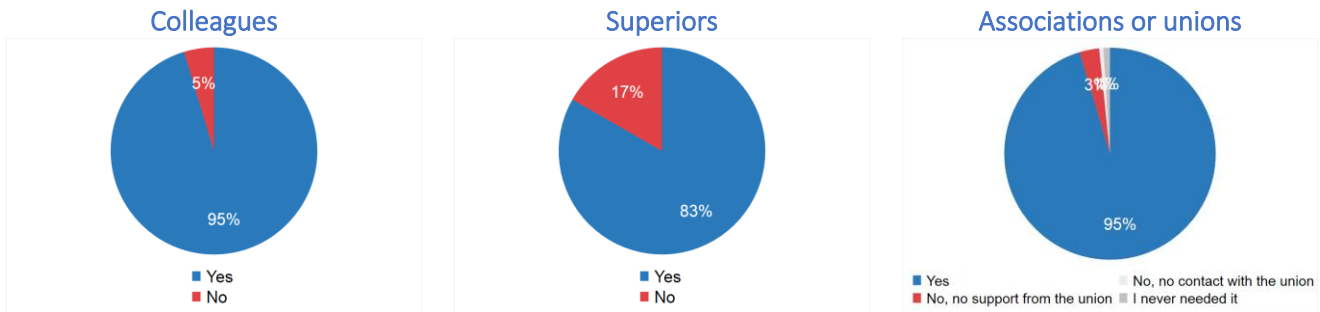


Source: I-BEST 2023, ESN/FESP. Field: education personnel, Japan

## V. Needs identified by education personnel

### V.1. Support at work

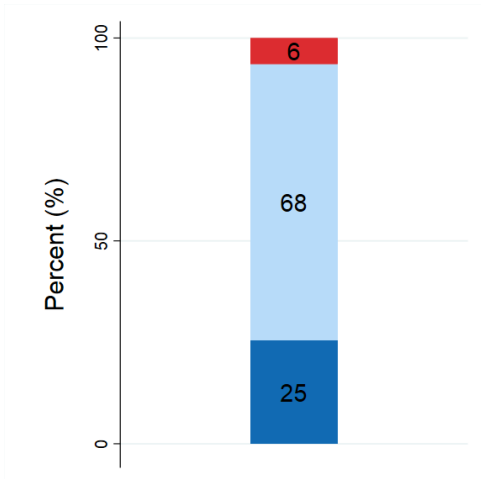
If needed, in your school do you get support from the following stakeholders



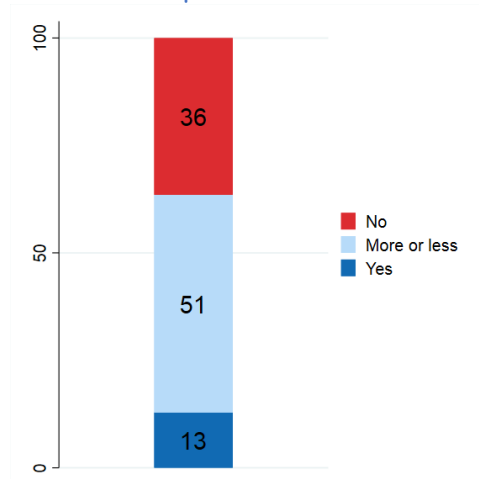
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Japan

## V.2. Health-related information

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



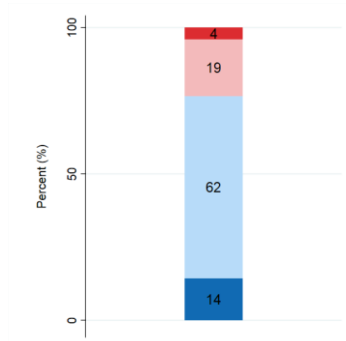
Do you know your rights regarding occupational health?



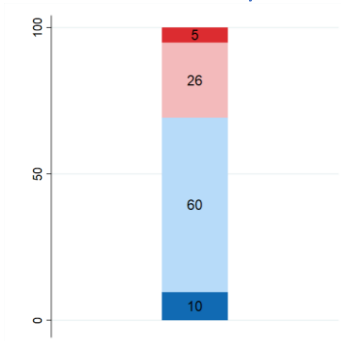
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Japan

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

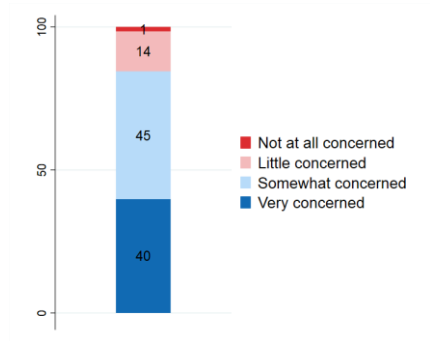
School administration



The hierarchy

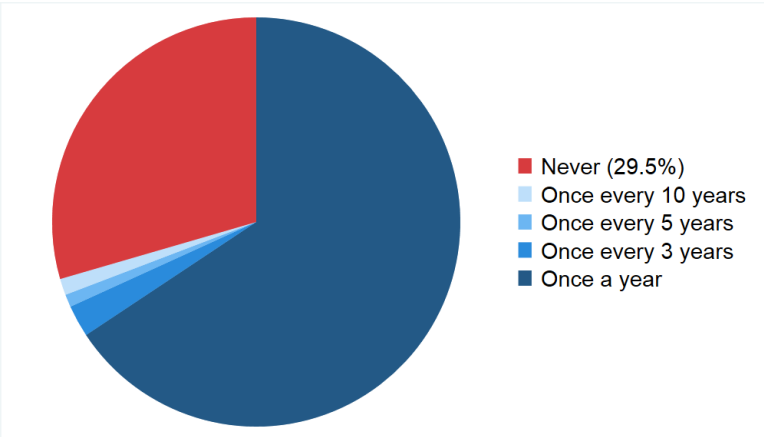


The unions



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

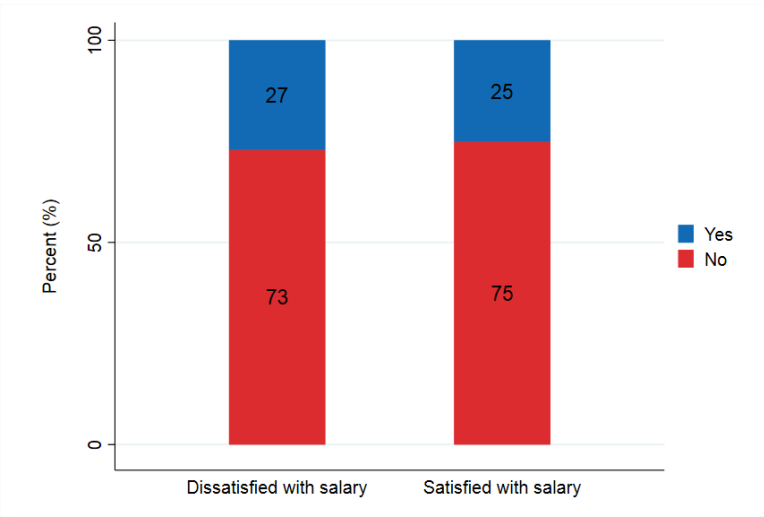
### Frequency of occupational medical appointments



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

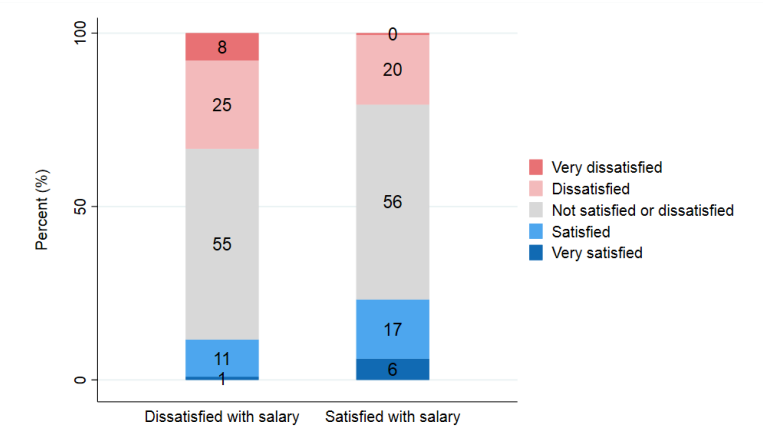
### V.3. Social protection

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



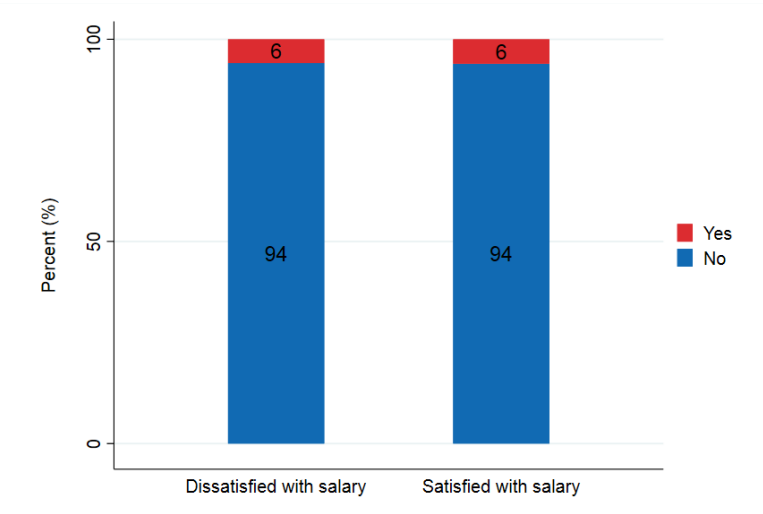
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Japan

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



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

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



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

## Appendix: Response distribution, question by question for all staff

	N	%
Age of pupils		
3-5 y old	6	1%
6-11 y old	339	49%
11-15 y old	181	43%
16-18 y old	35	8%
Role		
Teacher	532	94%
Other administration	26	5%
Other support personnel	3	1%
Quality of life: where do you currently place yourself on the ladder?		
1-Best possible life	20	4%
2	62	10%
3	162	27%
4	140	27%
5	82	14%
6	67	13%
7	25	4%
8-Worst possible life	3	0%
How do you rate your health?		
Excellent	17	3%
Very good	81	15%
Good	145	28%
Fair	202	33%
Rather poor	97	18%
Poor	19	2%
Limitation in daily activities because of a health problem (past 6 months)		
Yes, significantly limited	17	3%
Yes, limited	49	9%
Yes, slightly limited	114	18%
No	381	70%
Frequency of negative feelings (anxiety, depression, hopelessness...)		
Never	64	12%
Rarely	193	31%
Sometimes	197	40%
Often	72	11%
Very often	29	5%
Always	6	1%
Feeling of imbalance (time/energy) in professional/private life		
Never	16	3%
Rarely	108	19%
Sometimes	210	41%
Often	131	20%
Very often	72	13%
Always	24	4%

Satisfaction with sleep		
Very dissatisfied	42	6%
Dissatisfied	215	37%
Not satisfied or dissatisfied	184	30%
Satisfied	106	24%
Very satisfied	14	3%
The advantages of my job far outweigh the disadvantages		
Strongly disagree	21	4%
Disagree	168	31%
Agree	339	59%
Strongly agree	33	6%
If I had to do it again, I would choose my profession again		
Strongly disagree	51	8%
Disagree	204	44%
Agree	272	42%
Strongly agree	34	5%
I have the impression that my profession is valued by society		
Strongly disagree	43	8%
Disagree	197	39%
Agree	300	49%
Strongly agree	21	4%
Overall, I am satisfied with my job		
Strongly disagree	21	4%
Disagree	156	30%
Agree	358	62%
Strongly agree	26	4%
How stressful has your job been since the start of the school year?		
Very stressful	53	8%
Quite stressful	157	25%
Moderately stressful	194	38%
Minimally stressful	135	25%
Not stressful	22	5%
Evaluation of the opportunities of training		
A-Very good	38	8%
B	193	38%
C	193	31%
D	77	13%
E	44	7%
F-Very bad	16	3%
Evaluation of the opportunities of promotion		
A-Very good	21	5%
B	147	30%
C	219	33%
D	101	18%
E	40	7%
F-Very bad	33	7%
Evaluation of salary		
A-Very good	22	6%



B	120	19%
C	181	34%
D	103	16%
E	86	16%
F-Very bad	49	9%
Work/life balance		
A-Very good	13	4%
B	67	12%
C	148	28%
D	110	21%
E	127	20%
F-Very bad	96	16%
Satisfaction with commuting		
A- Very satisfied	183	31%
B	181	31%
C	103	22%
D	54	9%
E	27	4%
F - Very dissatisfied	13	2%
Usual travel time from home to work		
Less than 30 minutes	370	66%
30 minutes to 1 hour	165	31%
More than 1 hour	26	3%
Average number of pupils in classes taught		
Fewer than 10	50	9%
10-19	49	8%
20-29	159	31%
30 or more	303	52%
Do you feel safe at your workplace?		
Yes, always	97	17%
Most of the time	392	66%
Rarely	60	15%
Not at all	12	2%
Satisfaction: facilities		
A- Very satisfied	47	10%
B	163	28%
C	155	30%
D	83	14%
E	67	9%
F - Very dissatisfied	46	8%
Satisfaction: material conditions (workspaces, teaching materials, Internet...)		
A- Very satisfied	34	6%
B	168	33%
C	171	27%
D	99	18%
E	62	11%
F - Very dissatisfied	27	5%
Satisfaction: amenities (electricity, drinking water...)		

A- Very satisfied	75	14%
B	200	39%
C	142	24%
D	81	13%
E	50	9%
F - Very dissatisfied	13	2%
Satisfaction: sanitation (toilets, sewage, waste management...)		
A- Very satisfied	76	14%
B	201	41%
C	133	20%
D	70	13%
E	56	9%
F - Very dissatisfied	25	3%
Satisfaction: sound level inside the buildings		
A- Very satisfied	93	17%
B	235	47%
C	139	20%
D	62	10%
E	26	5%
F - Very dissatisfied	6	0%
Satisfaction: sound level outside the buildings		
A- Very satisfied	115	21%
B	242	43%
C	136	26%
D	53	9%
E	11	2%
F - Very dissatisfied	4	0%
Satisfaction: air quality inside the buildings		
A- Very satisfied	98	18%
B	246	46%
C	140	23%
D	55	10%
E	15	2%
F - Very dissatisfied	7	1%
Satisfaction: air quality outside the buildings		
A- Very satisfied	148	27%
B	248	47%
C	118	19%
D	36	6%
E	7	1%
F - Very dissatisfied	4	0%
Computer		
Yes	557	99%
No	4	1%
Tablet		
Yes	430	78%
No	131	22%
Shared computer/tablet		

Yes	359	67%
No	202	33%
Smartphone		
Yes	26	5%
No	535	95%
Internet connection		
Yes	559	98%
No	2	2%
If yes: the connection's speed quality is:		
A-Excellent	58	11%
B	204	32%
C	177	30%
D	73	19%
E	29	5%
F-Very bad	18	3%
Frequency of use of personal digital equipment for professional activities		
A - Always	172	35%
B	110	19%
C	99	16%
D	50	10%
E	83	13%
F - Never	47	7%
Frequency of use of digital tools in the context of professional activity		
A-Every day	472	83%
B	50	10%
C	22	4%
D	9	1%
E	5	1%
F-Never	3	0%
Average daily time of work spent on digital tools		
Less than 1 hour	25	7%
From 1h to 2h	113	19%
From 2h to 4h	251	46%
4h to 6h	99	16%
6+ hours	73	12%
I feel comfortable with digital tools		
Strongly disagree	20	3%
Disagree	145	25%
Agree	343	64%
Strongly agree	53	7%
In my job, digital tools make my work easier		
Strongly disagree	36	8%
Disagree	147	25%
Agree	335	61%
Strongly agree	43	6%
The use of digital technology in my work is supported by the administration		
Strongly disagree	37	7%
Disagree	215	45%

Agree	291	46%
Strongly agree	18	3%
The use of digital technology in my work is a source of stress for me		
Strongly disagree	80	12%
Disagree	271	51%
Agree	171	28%
Strongly agree	39	9%
Digital tools have enabled me to improve my relationships with students/families		
Strongly disagree	79	13%
Disagree	300	57%
Agree	171	28%
Strongly agree	11	3%
I am in favour of using digital tools with pupils		
Strongly disagree	28	10%
Disagree	107	20%
Agree	369	59%
Strongly agree	57	11%
At work, are you informed in advance about important decisions?		
A - Always	33	5%
B	200	34%
C	182	30%
D	88	20%
E	47	9%
F - Never	11	2%
Is your work recognised / valued by the school administration and/or superiors?		
A - Always	59	10%
B	244	43%
C	157	28%
D	58	11%
E	30	6%
F - Never	13	2%
In your school, do you make important decisions as a team?		
A - Always	40	7%
B	237	43%
C	163	27%
D	64	12%
E	44	9%
F - Never	13	3%
How much autonomy do you have in your work?		
No autonomy	8	2%
Little autonomy	121	26%
Relative autonomy	392	66%
A great autonomy	40	6%
School climate		
A-Very good	110	19%
B	253	46%
C	118	20%
D	51	9%

E	23	4%
F-Very bad	6	2%
Quality of the relationship with the school administration		
A - Very good	117	19%
B	242	44%
C	118	22%
D	38	7%
E	32	5%
F - Very bad	14	3%
Quality of the relationship with the colleagues		
A - Very good	122	21%
B	280	51%
C	107	18%
D	33	7%
E	16	3%
F - Very bad	3	0%
Quality of the relationship with parents		
A - Very good	58	10%
B	250	48%
C	186	31%
D	52	10%
E	14	2%
F - Very bad	1	0%
Quality of the relationship with pupils		
A - Very good	100	18%
B	295	57%
C	131	19%
D	24	4%
E	10	1%
F - Very bad	1	0%
Level of discipline of pupils		
A-Very good	60	13%
B	230	37%
C	166	32%
D	71	12%
E	25	3%
F-Very bad	9	2%
Have you been the victim of workplace violence in the past 12 months?		
Yes	34	4%
No	527	96%
Perpetrator(s) of the violence = pupil(s)		
Yes	21	52%
No	13	48%
Perpetrator(s) of the violence = member(s) of the school staff		
Yes	10	42%
No	24	58%
Perpetrator(s) of the violence = parent(s)		
Yes	10	25%

No	24	75%
Perpetrator(s) of the violence = person(s) external to the school		
Yes	3	10%
No	31	90%
Perpetrator(s) of the violence = unidentified person(s)		
No	34	100%
At work, have you witnessed violence in the past 12 months?		
Yes	100	17%
No	461	83%
If needed, support from colleagues		
Yes	533	95%
No	28	5%
If needed, support from superiors		
Yes	495	83%
No	66	17%
If needed, support from associations or unions		
Yes	535	95%
No, no support from the union	15	3%
No, no contact with the union	4	1%
I never needed it	7	1%
In general, do you feel that you are well informed about health issues?		
Yes	144	25%
More or less	383	68%
No	34	6%
Do you know your rights regarding occupational health?		
Yes	70	13%
More or less	309	51%
No	182	36%
How concerned is the school administration about the well-being of staff?		
Not at all concerned	28	4%
Little concerned	95	19%
Somewhat concerned	350	62%
Very concerned	88	14%
How concerned are the supervisory authorities about the well-being of staff?		
Not at all concerned	28	5%
Little concerned	139	26%
Somewhat concerned	338	60%
Very concerned	56	10%
How concerned are the unions about the well-being of staff?		
Not at all concerned	7	1%
Little concerned	50	14%
Somewhat concerned	267	45%
Very concerned	237	40%
Do you have a staff health liaison person?		
Yes	357	63%
No	204	37%
Frequency of occupational medical appointments		
Once a year	374	66%

Once every 3 years	13	3%
Once every 5 years	3	1%
Once every 10 years	5	1%
Never	166	29%
Do you have access to training and/or prevention resources on health/well-being?		
Yes	145	26%
No	416	74%
If yes, do you use / have you used them?		
Yes	69	50%
No	76	50%
Are you satisfied with your access to healthcare in your country?		
Very dissatisfied	20	4%
Dissatisfied	111	22%
Not satisfied or dissatisfied	321	56%
Satisfied	94	14%
Very satisfied	15	4%
In the past year, did you forgo some healthcare because of financial problems?		
Yes	25	6%
No	536	94%
Gender*		
Man	226	46%
Woman	335	54%
Age of staff		
30 years and less	39	21%
31-40 years	159	21%
41-50 years	222	31%
51 years and over	141	27%
Do you live in a couple?		
Yes	425	69%
No	136	31%
Do you live with children?		
Yes	347	51%
No	214	49%
Do you live with relatives, friends, roommates?		
Yes	150	32%
No	411	68%
Provides regular help/support to a family member or friend		
Yes	317	52%
No	244	48%
Seniority		
1 year	4	1%
2 to 4 years	15	7%
5 to 9 years	75	21%
10 to 14 years	108	15%
15 to 19 years	138	18%
20 to 30 years	131	23%
Over 30 years	90	16%
Contractual situation		

Permanent contract / Civil servant status	555	99%
Temporary contract	6	1%
Full-time / Part-time		
Full-time	556	99%
Part-time	5	1%
Number of pupils in the school		
Fewer than 100	125	20%
Between 100 and 199	98	18%
Between 200 and 799	304	56%
More than 800	34	6%
School environment		
A - Very urban	15	3%
B	57	10%
C	111	18%
D	135	28%
E	145	23%
F - Very rural	98	18%
Social background of the majority of pupils		
A - Very advantaged	18	4%
B	103	17%
C	218	34%
D	166	30%
E	50	9%
F - Very disadvantaged	6	5%
School sector		
Public	560	100%
Private	1	0%
School type		
General	545	96%
Vocational	7	2%
Other	9	2%
Do you have a membership in a union?		
Yes	557	99%
No	2	0%
Do not want to answer	2	0%

\*In order to include all respondents in the statistics and adjust the whole sample, people who ticked "I currently identify myself as..." were reclassified among the most likely group given their level of education

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