A biannual international survey to assess health factors and the health and well-being at work of education personnel and to help improve their condition around the world.

**Hundreds of education staff* surveyed online**

Between February and June 2023

- Number of participants: 561
  - 94% are teachers
  - 54% are women
  - 50% work in primary school
  - Age ≈ 43 years old

---

* Online questionnaire relayed by JTU.

Adjustment: 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. For this 2nd edition, the survey has been opened up to several categories of staff (administrative, guidance, health, support, etc.), whereas the 1st edition in 2021 was addressed to teachers only.
Health and well-being of education staff

Quality of life

Where do you currently place yourself on the ladder?

For all staff

By seniority

Fewer than 5 years

5–30 years

More than 30 years

How do you rate your health?

For all staff

By seniority

Fewer than 5 years

5–30 years

More than 30 years

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

Fewer than 5 years

5–30 years

More than 30 years

Work/life balance

Satisfaction with sleep

For all staff

Fewer than 5 years

5–30 years

More than 30 years
Health conditions, information and support

**Occupational medicine**

Frequency of occupational medical appointments

- Once a year
- Once every 3 years
- Once every 5 years
- Once every 10 years
- Never

**Health-related information**

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

- ≤ 35 y old: 6% very concerned, 36% somewhat concerned, 55% little concerned, 3% not at all concerned
- 36-50 y old: 7% very concerned, 44% somewhat concerned, 47% little concerned, 2% not at all concerned
- > 50 y old: 13% very concerned, 62% somewhat concerned, 24% little concerned, 1% not at all concerned

Do you know your rights regarding occupational health?

- No: 68%
- More or less: 25%
- Yes: 7%

**Social protection**

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

- School administration: Very concerned: 6%, Somewhat concerned: 36%, Little concerned: 50%, Not at all concerned: 8%
- The hierarchy: Very concerned: 7%, Somewhat concerned: 44%, Little concerned: 47%, Not at all concerned: 2%
- The unions: Very concerned: 13%, Somewhat concerned: 51%, Little concerned: 13%, Not at all concerned: 13%

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

- Yes: 26%
- No: 74%

If yes, do you use / have you used them?

- Yes: 50%
- No: 50%

In the past year, have you given up treatment because of financial problems?

- Yes: 6%
- No: 94%

Worked while sick (last 12 months)

- ≤ 35 y old: No: 36%, Yes: 64%
- 36-50 y old: No: 41%, Yes: 59%
- > 50 y old: No: 51%, Yes: 49%

Gender

- Male: 68%
- Female: 32%

School administration: The hierarchy: The unions: Very concerned: Somewhat concerned: Little concerned: Not at all concerned

Do you know your rights regarding occupational health?

- No: 68%
- More or less: 25%
- Yes: 7%

Gender

- Male: 68%
- Female: 32%

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

- School administration: Very concerned: 6%, Somewhat concerned: 36%, Little concerned: 50%, Not at all concerned: 8%
- The hierarchy: Very concerned: 7%, Somewhat concerned: 44%, Little concerned: 47%, Not at all concerned: 2%
- The unions: Very concerned: 13%, Somewhat concerned: 51%, Little concerned: 13%, Not at all concerned: 13%
## Working conditions

### Stress at work

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

- Not stressful
- Minimally stressful
- Moderately stressful
- Quite stressful
- Very stressful

### Workload

#### Number of actual hours worked per week

<table>
<thead>
<tr>
<th>Age of pupils</th>
<th>Mean (in hours)</th>
<th>Standard deviation (in hours)</th>
</tr>
</thead>
<tbody>
<tr>
<td>3-5 y old</td>
<td>44</td>
<td>19</td>
</tr>
<tr>
<td>6-11 y old</td>
<td>50</td>
<td>13</td>
</tr>
<tr>
<td>11-15 y old</td>
<td>52</td>
<td>12</td>
</tr>
<tr>
<td>16-18 y old</td>
<td>49</td>
<td>14</td>
</tr>
<tr>
<td>Total</td>
<td>51</td>
<td>13</td>
</tr>
</tbody>
</table>

#### Average number of pupils in classes taught

<table>
<thead>
<tr>
<th>Age of pupils</th>
<th>3-5 y old</th>
<th>6-11 y old</th>
<th>11-15 y old</th>
<th>16-18 y old</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fewer than 10</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10-19</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>20-29</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>30 or more</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Career development opportunities

#### Evaluation of the opportunities of promotion

For all staff

- Very good
- Good
- Average
- Not bad
- Bad
- Very bad

By seniority

- Fewer than 5 years
- 5-30 years
- More than 30 years

#### Evaluation of the opportunities of training

For all staff

- Très bon
- Bon
- Average
- Pas mal
- Médiocre
- Très mauvais

By seniority

- Fewer than 5 years
- 5-30 years
- More than 30 years

#### Evaluation of salary

For all staff

- Very good
- Good
- Average
- Not bad
- Bad
- Very bad

By seniority

- Fewer than 5 years
- 5-30 years
- More than 30 years
School environment and social relationships at work

● School climate

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

For all staff

<table>
<thead>
<tr>
<th>Quality</th>
<th>Very good</th>
<th>Good</th>
<th>Quite good</th>
<th>Not good or bad</th>
<th>Quite bad</th>
<th>Very bad</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very good</td>
<td>19%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Good</td>
<td>46%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Quite good</td>
<td>20%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Not good or bad</td>
<td>9%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Quite bad</td>
<td>4%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Very bad</td>
<td>2%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

● Violence at work

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

For all staff

No: 19% Yes: 81%

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

For all staff

Pupils (2.3% of staff concerned)

- Direct insult / Verbal abuse
- Threat
- Physical abuse
- Defamation / Indirect insult
- Harassment
- Humiliation
- Other

Members of the school staff (1.8% of staff concerned)

- Direct insult / Verbal abuse
- Threat
- Defamation / Indirect insult
- Harassment
- Marginalisation
- Humiliation
- Other

Parents (1.1% of staff concerned)

- Direct insult / Verbal abuse
- Threat
- Defamation / Indirect insult
- Humiliation
- Invasion of privacy
- Other

Persons external to the school (0.4% of staff concerned)

- Direct insult / Verbal abuse
- Defamation / Indirect insult
- Other
Social recognition

Social status and job satisfaction

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

- 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

Teaching in the digital age

- “Do you have the following tools for work?”
- “In my job, digital tools make my work easier”
- “The use of digital technology in my work is a source of stress for me”