



Education
and Solidarity
Network

fondation
d'entreprise
pour la santé publique

International Barometer of Education Staff

Report | Taipei | I-BEST 2023



Authors

Nathalie Billaudeau, statistician – Foundation for Public Health
Morgane Le Guern, statistician – Foundation for Public Health
Fatty Hawa, project officer – Education and Solidarity Network
Ange-Andréa Lopoá, project officer – Education and Solidarity Network
Morgane Richard, project manager – Education and Solidarity Network
Marie-Noël Vercambre-Jacquot, epidemiologist researcher – Foundation for Public Health

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

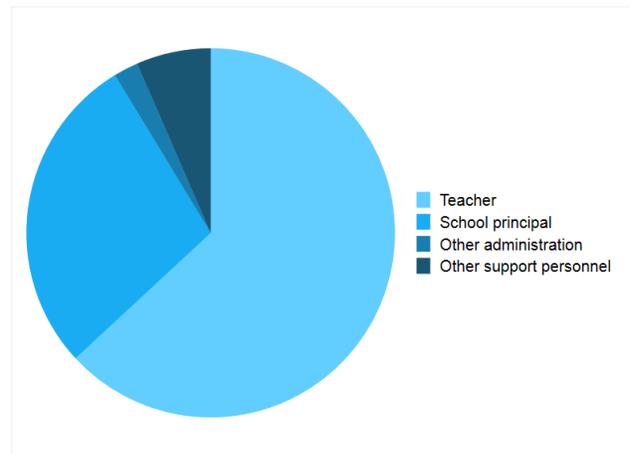
- Survey dissemination date: May-June 2023
- Dissemination channel: online questionnaire relayed by THPSA
- Number of participants: 174 education staff
- Adjustment: by weighting procedure considering the gender and the level of education (preschool+primary, secondary). Source: OECD, 2020

All statistics presented in the report are weighted

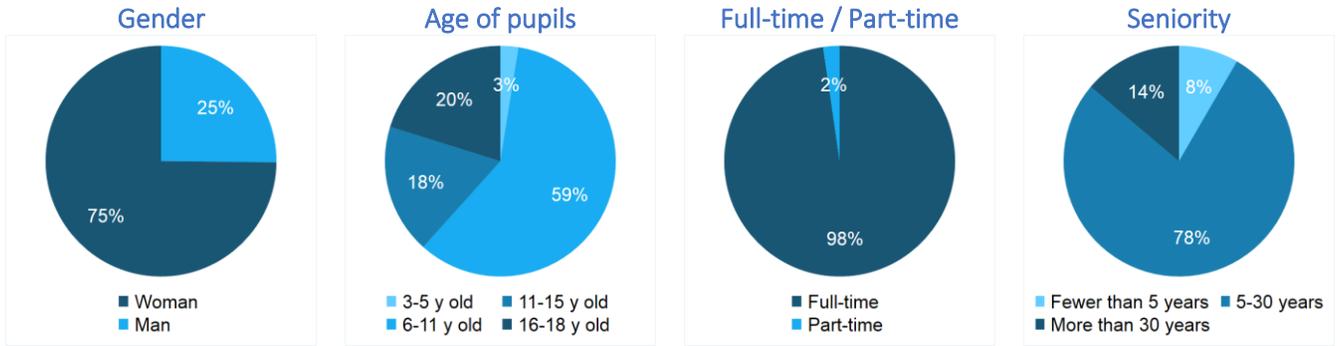
I. Sociodemographic and professional profile of education staff participating in the survey

Role

	N	%
Role		
Teacher	114	63%
School principal	28	28%
Other administration	4	2%
Other support personnel	28	7%

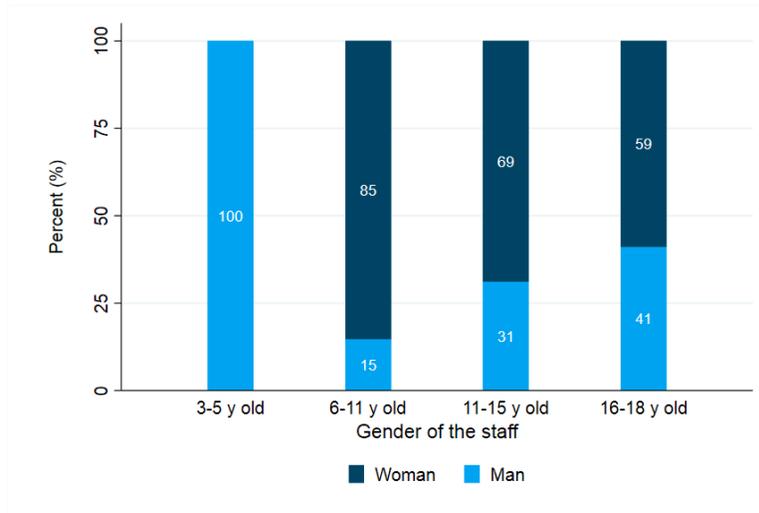


Source: I-BEST 2023, ESN/FESP. Field: education personnel, Taipei

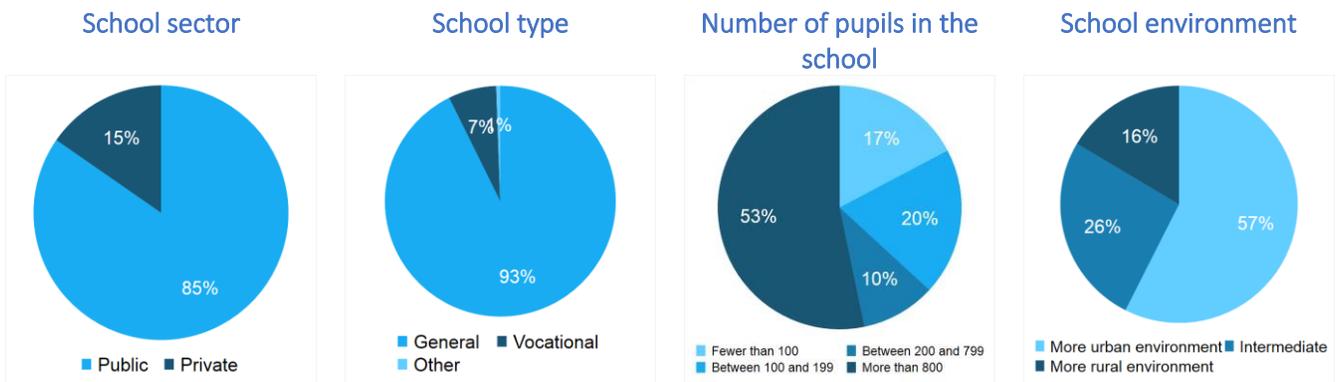


Source: I-BEST 2023, ESN/FESP. Field: education personnel, Taipei

Age of pupils



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



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

II. Working conditions and environment

II.1. Organizational and motivational factors

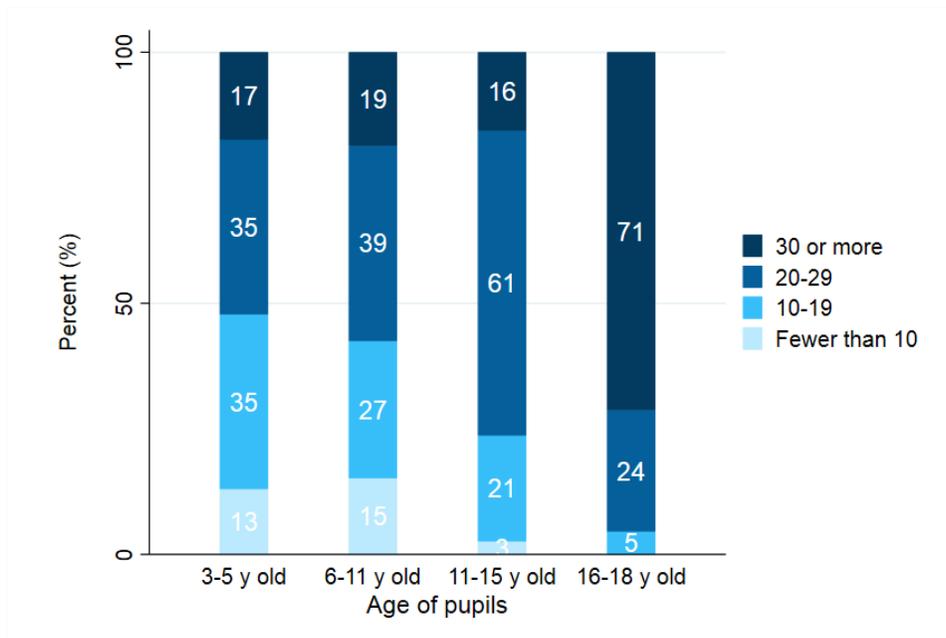
Number of actual hours worked per week

	Mean* (in hours)	Standard deviation (in hours)
Age of pupils		
3-5 y old	47	11
6-11 y old	45	12
11-15 y old	46	11
16-18 y old	47	11
Total	45	11

*Calculated among full-time professionals

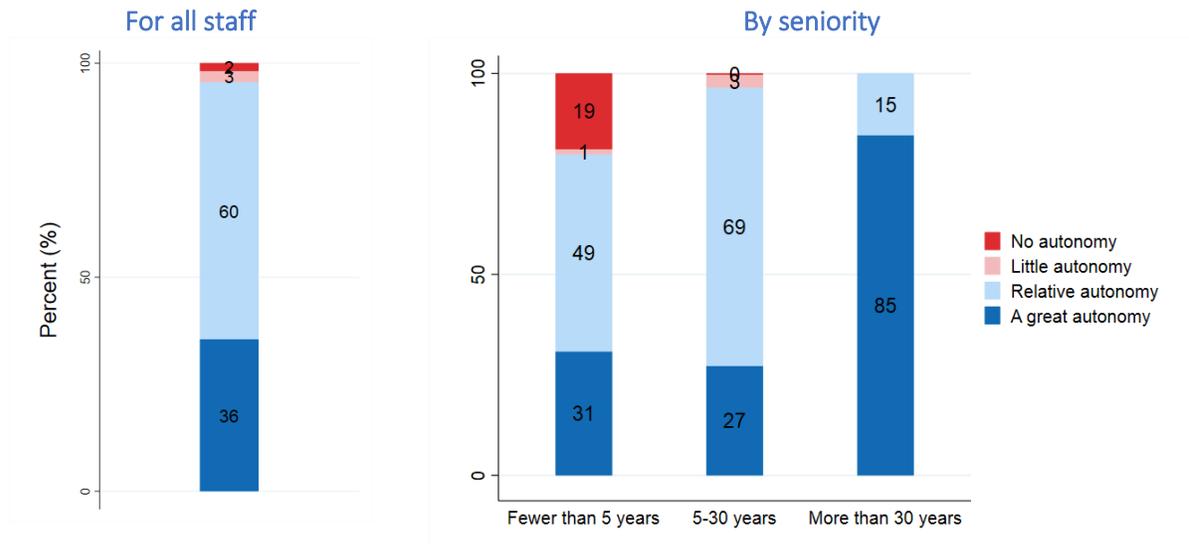
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Taipei

Average number of pupils in classes taught



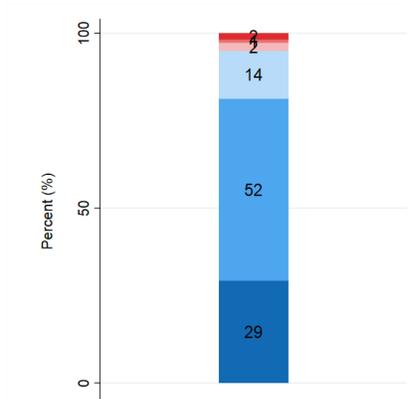
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Taipei

How much autonomy do you have in your work?

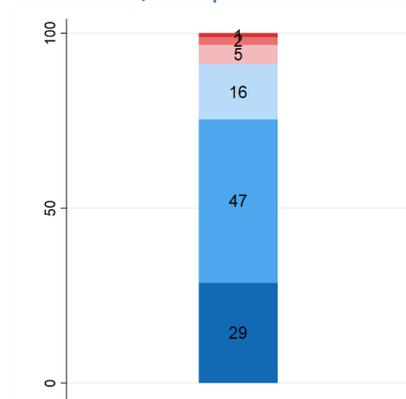


Source: I-BEST 2023, ESN/FESP. Field: education personnel, Taipei

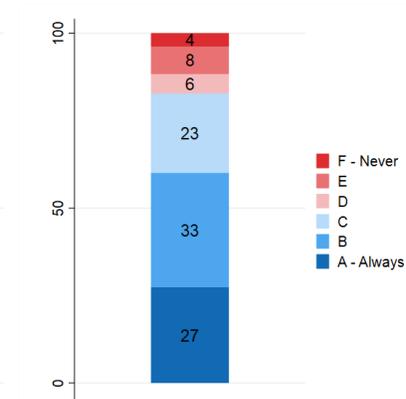
At work, are you informed in advance about important decisions?



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

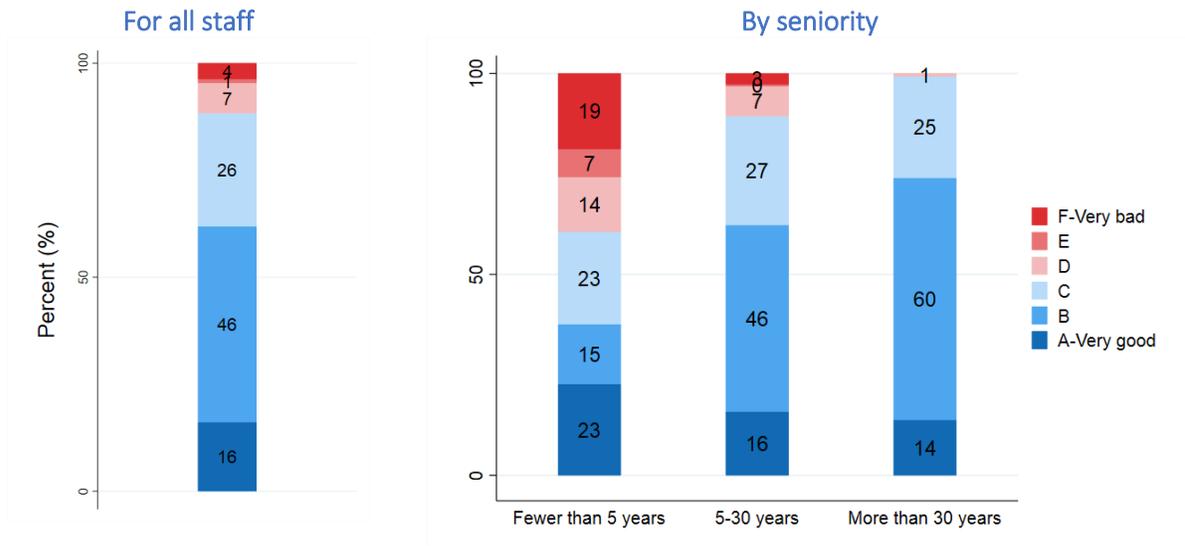


In your school, do you make important decisions as a team?



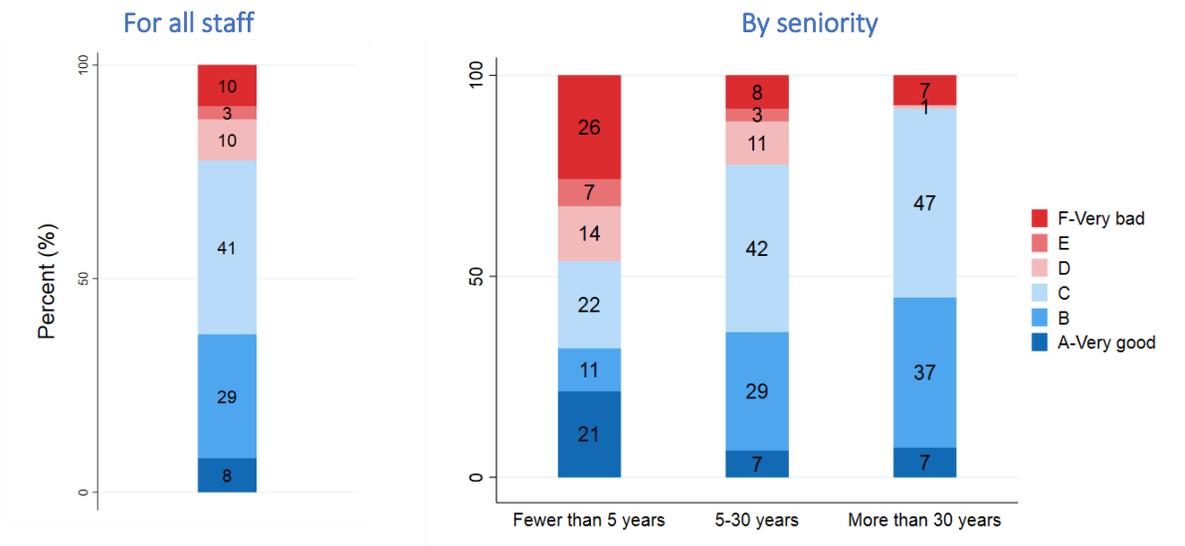
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Taipei

Evaluation of the opportunities of training



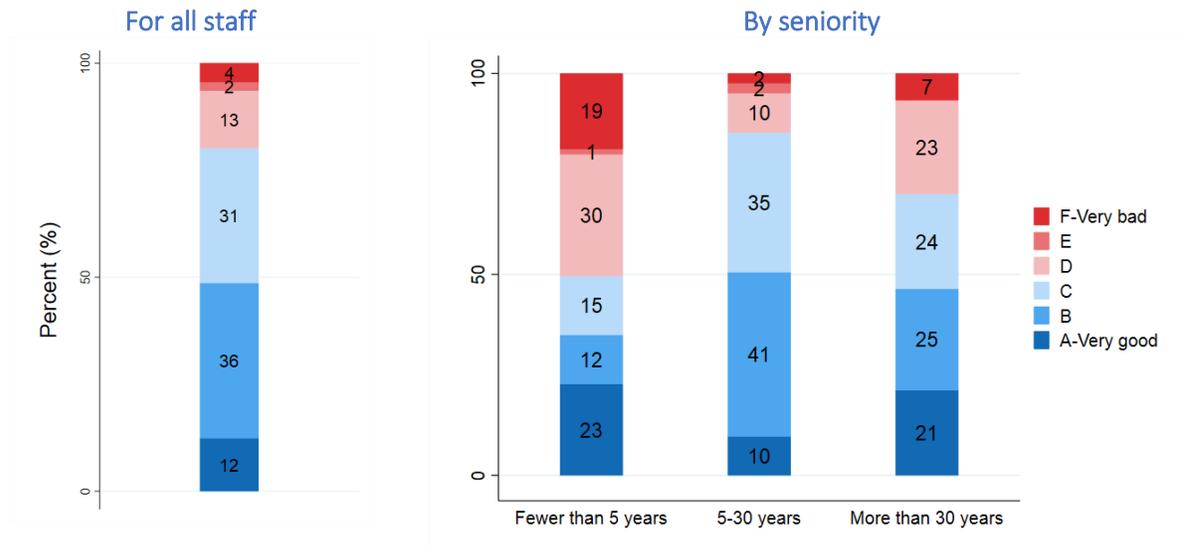
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Taipei

Evaluation of the opportunities of promotion



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

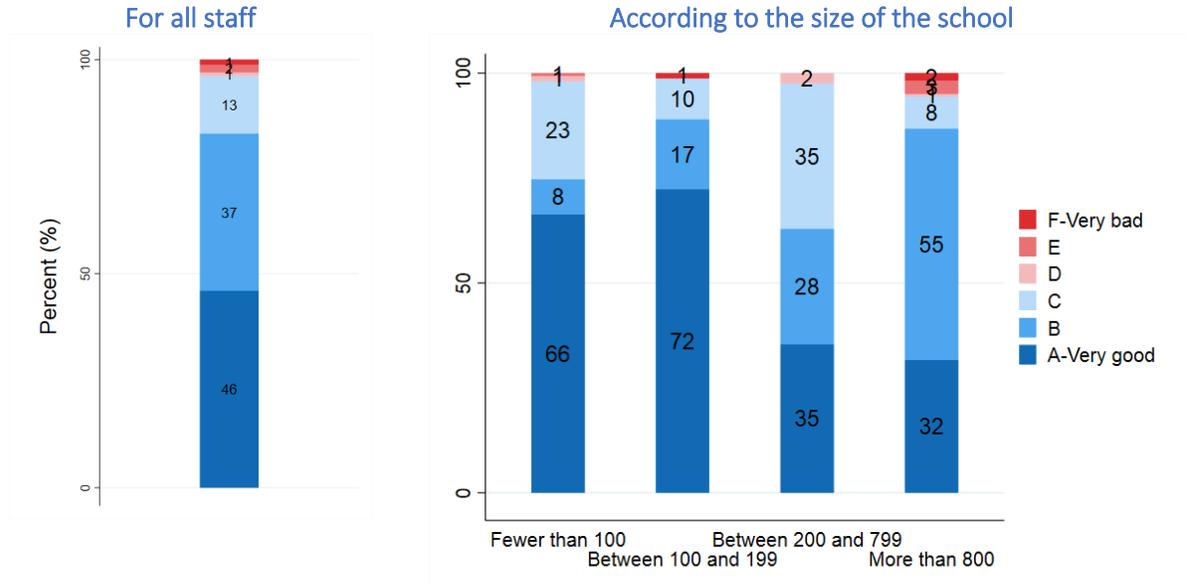
Evaluation of salary



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

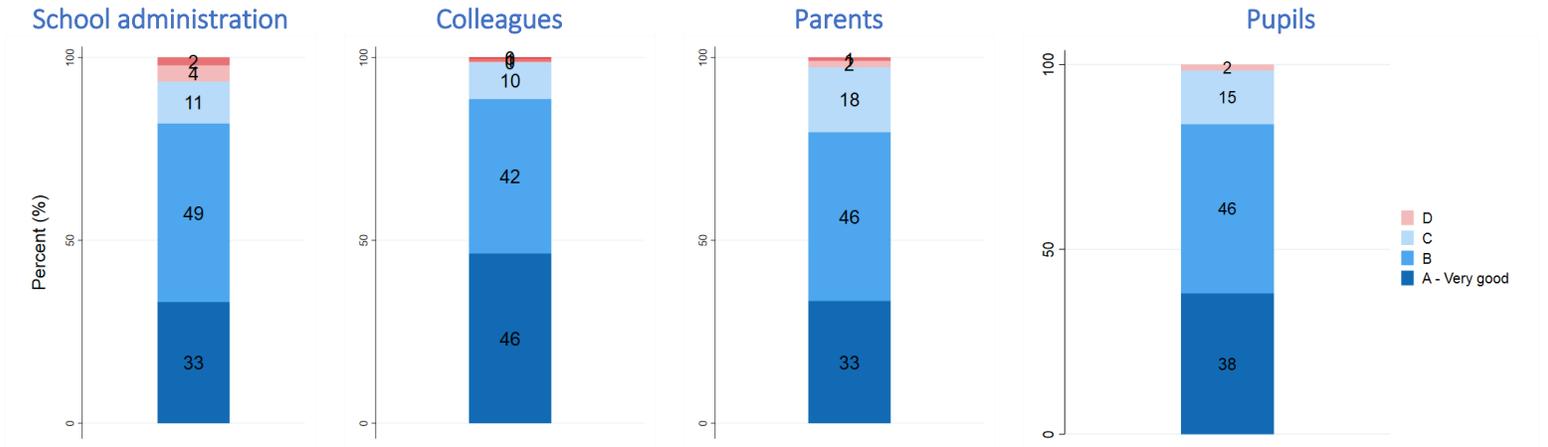
II.2. School environment and social relationships at work

School climate



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

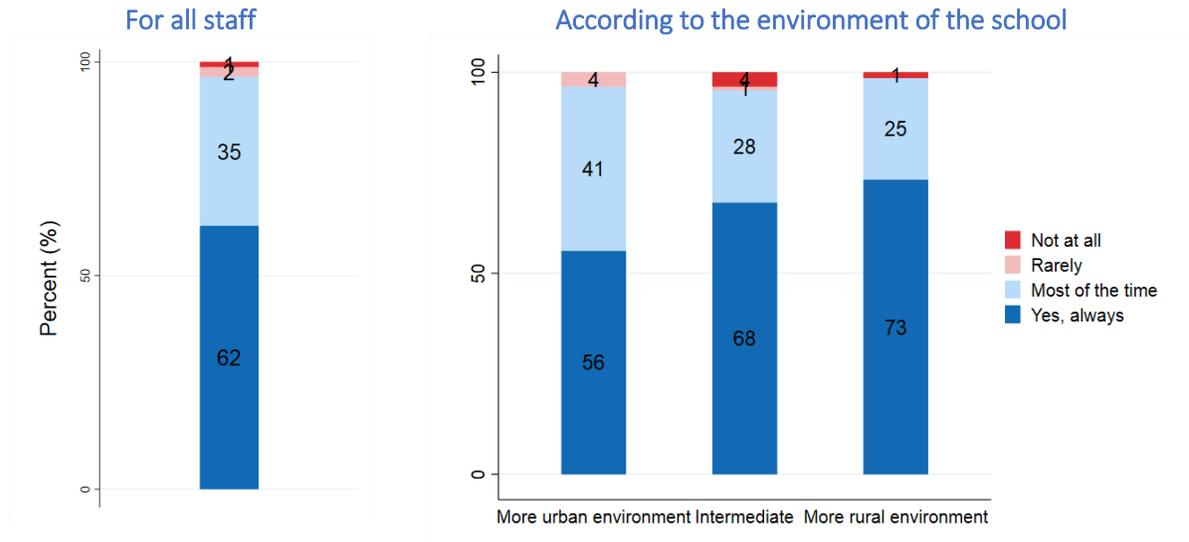
How do you currently rate the quality of your relationship with the following stakeholders?



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

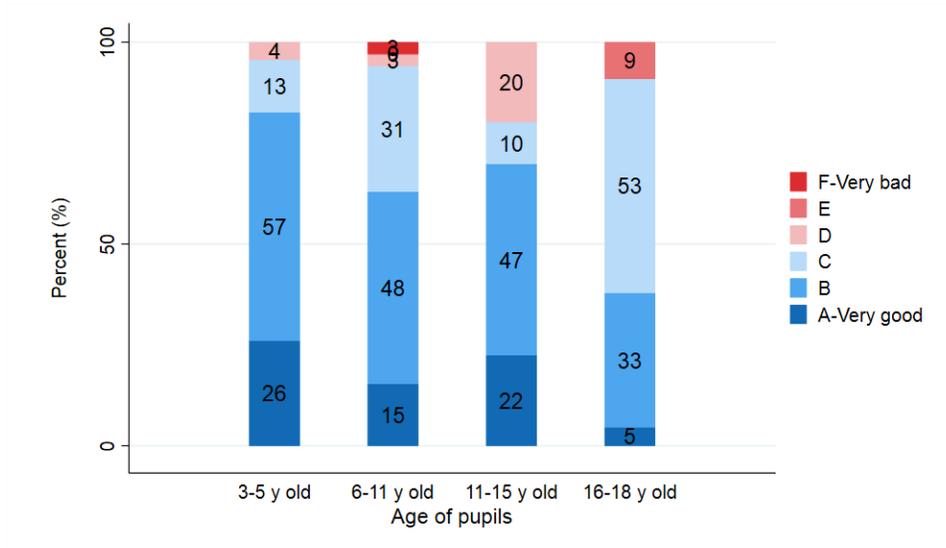
II.3. Violence and security at work

Do you feel safe at your workplace?



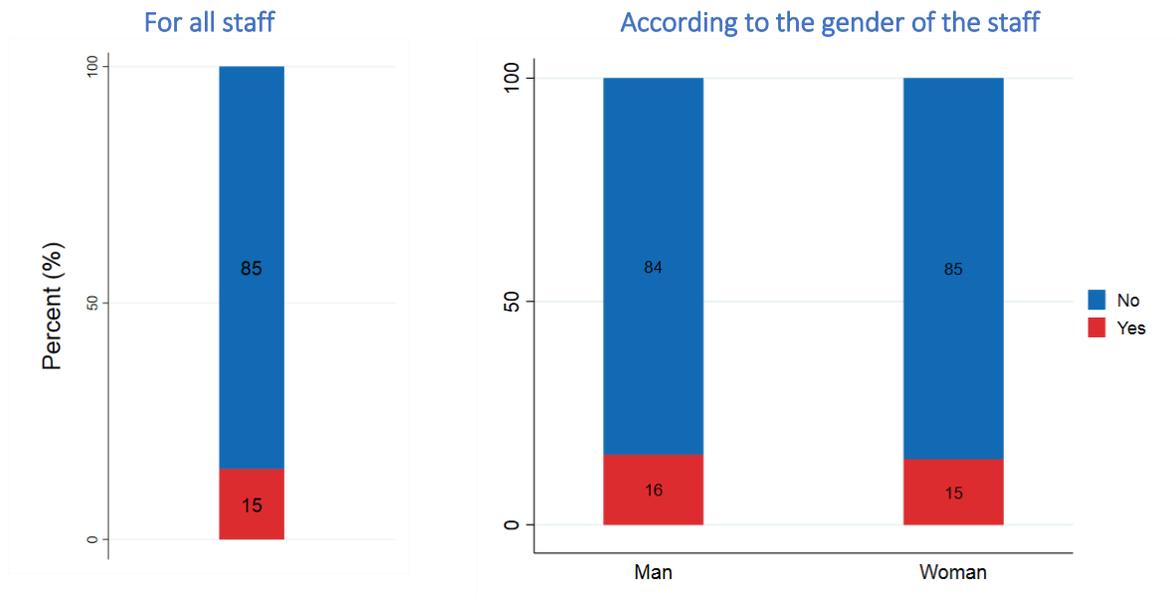
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Taipei

Level of discipline of pupils



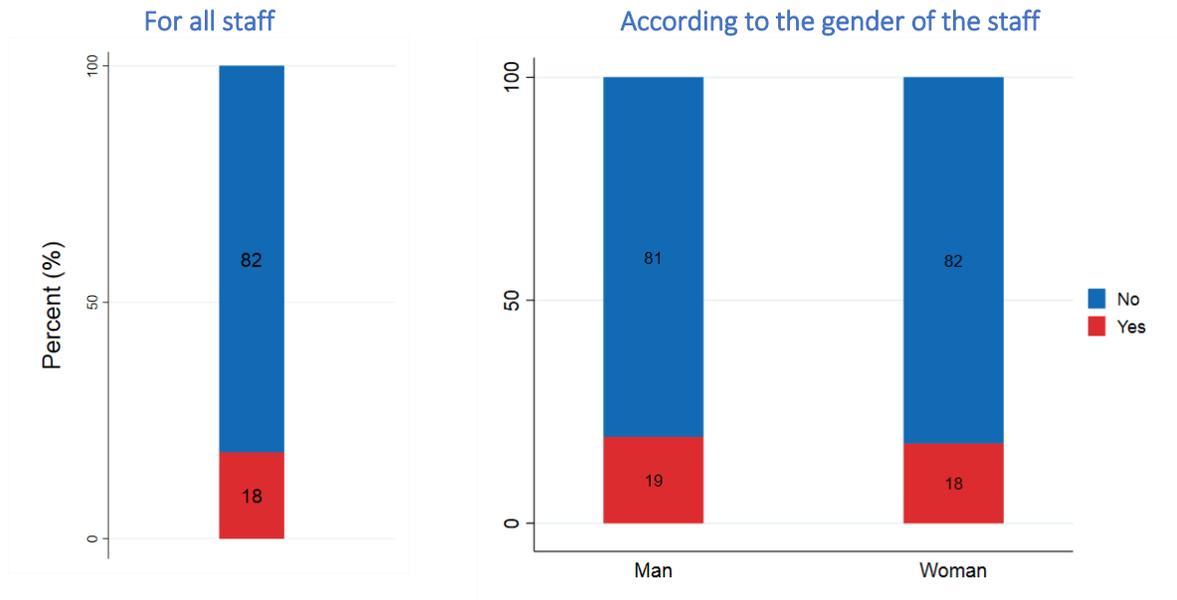
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Taipei

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



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

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

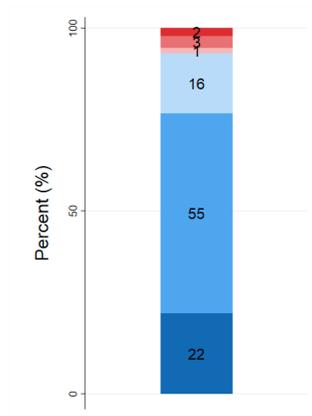


Source: I-BEST 2023, ESN/FESP. Field: education personnel, Taipei

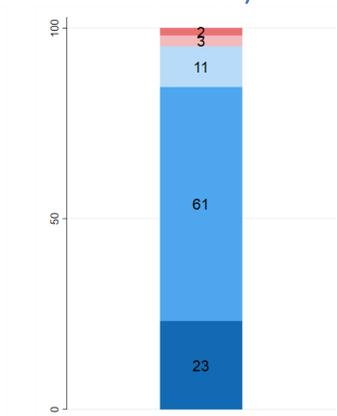
II.4. Physical environment

Are you satisfied with the following aspects of your school?

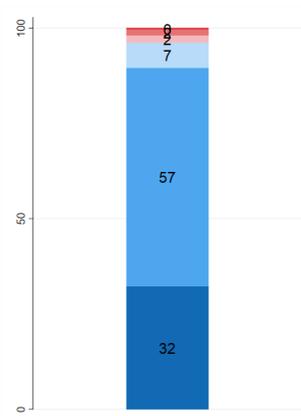
Satisfaction: facilities



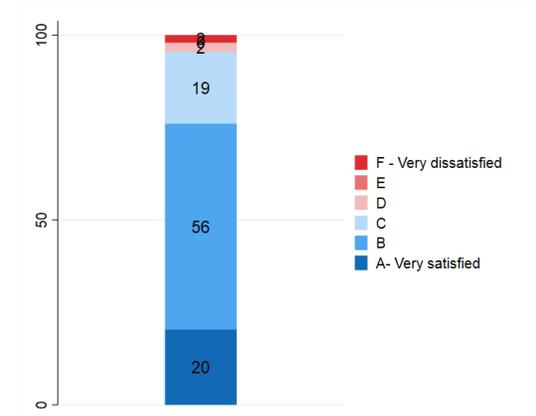
Satisfaction: material conditions (workspaces, teaching materials, Internet...)



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

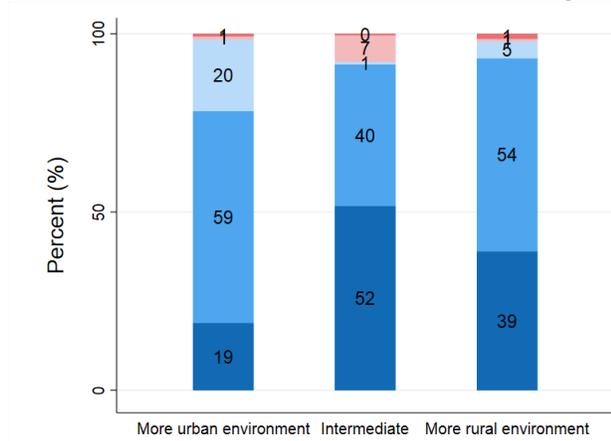


Satisfaction: sanitation (toilets, sewage, waste management...)

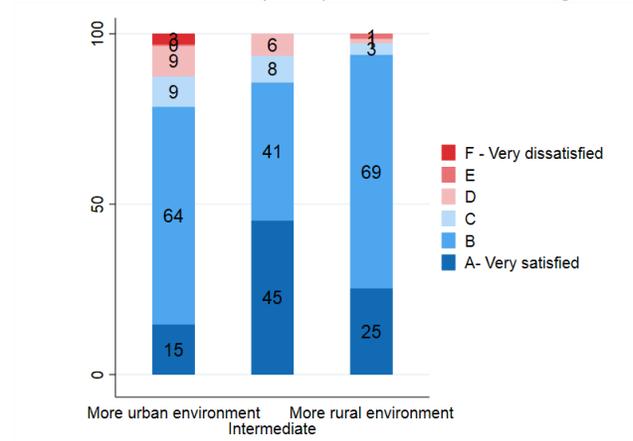


Source: I-BEST 2023, ESN/FESP. Field: education personnel, Taipei

Satisfaction: sound level outside the buildings



Satisfaction: air quality outside the buildings

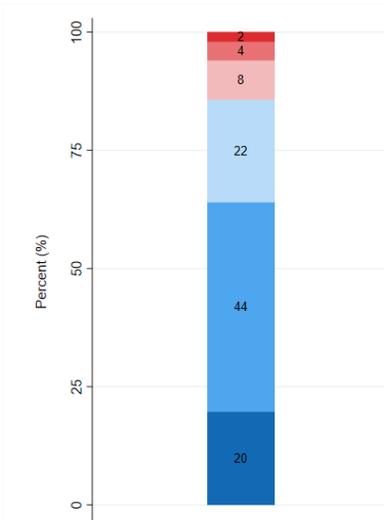


Source: I-BEST 2023, ESN/FESP. Field: education personnel, Taipei

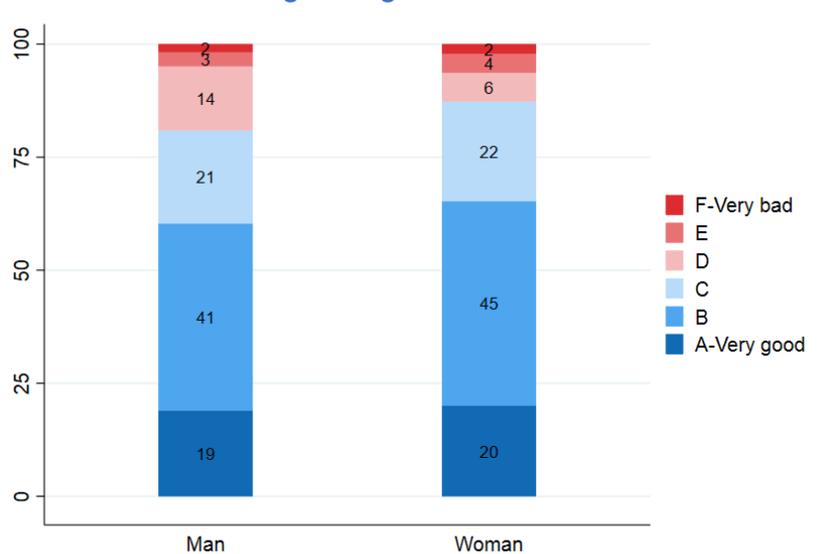
II.5. Work/life

Work/life balance

For all staff

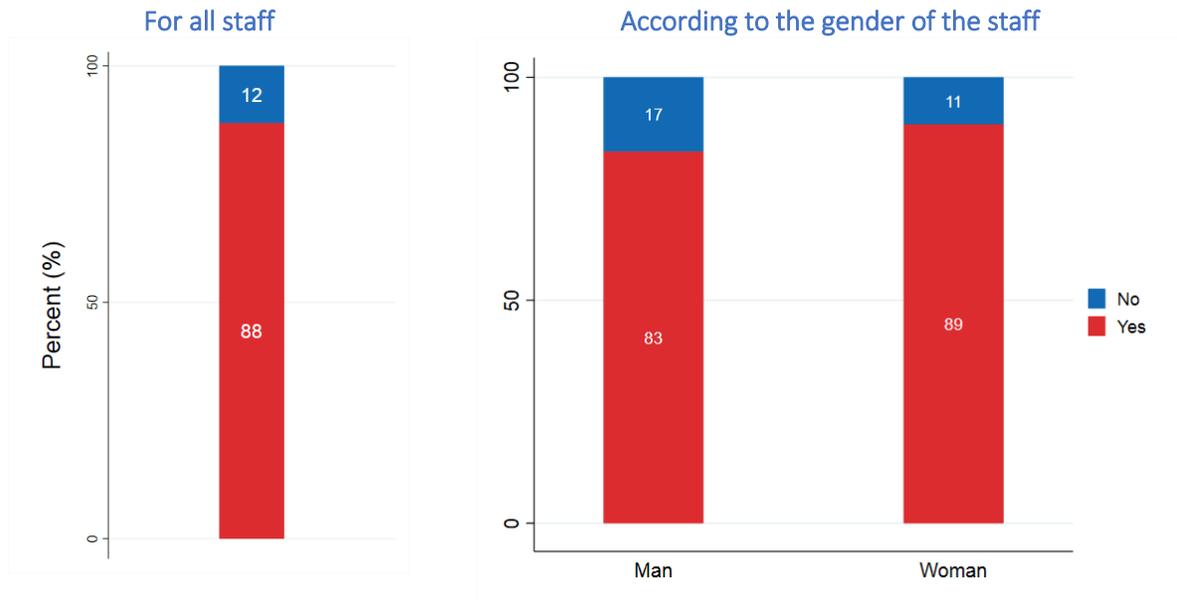


According to the gender of the staff



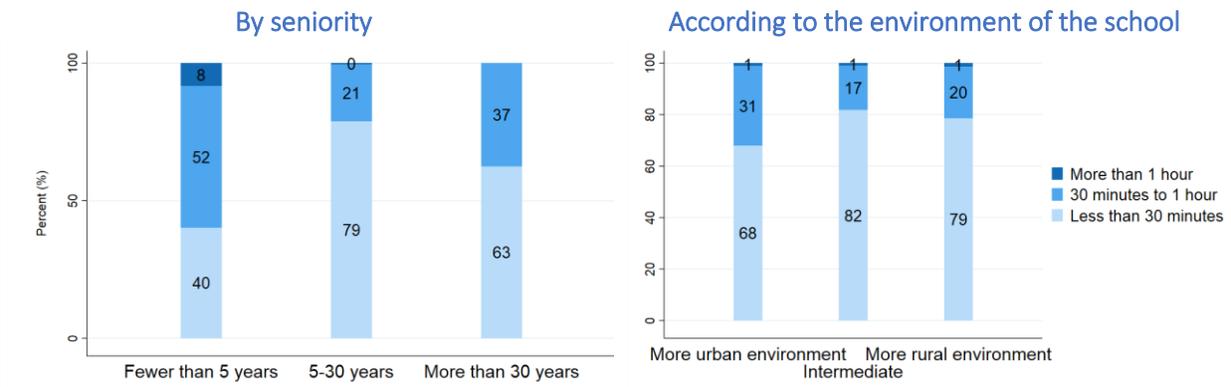
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Taipei

Provides regular help/support to a family member or friend



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

Usual travel time from home to work



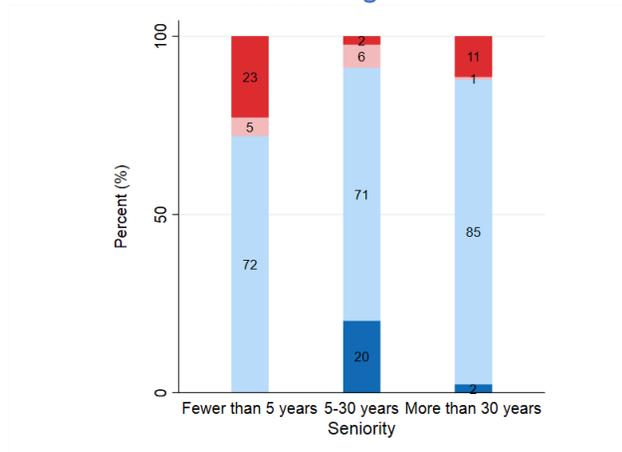
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Taipei

III. Health and well-being of education staff

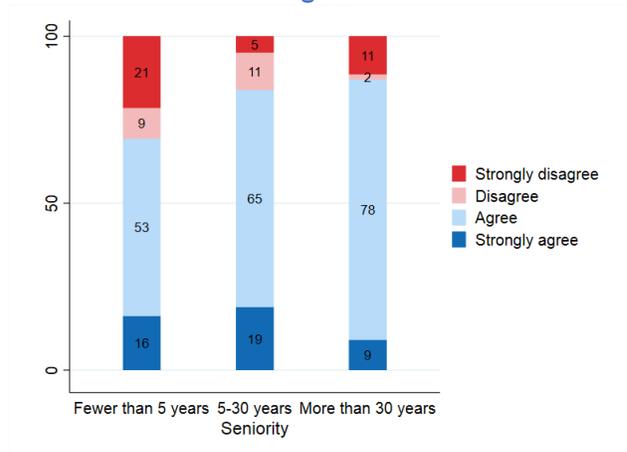
III.1. Indicators in the work context

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

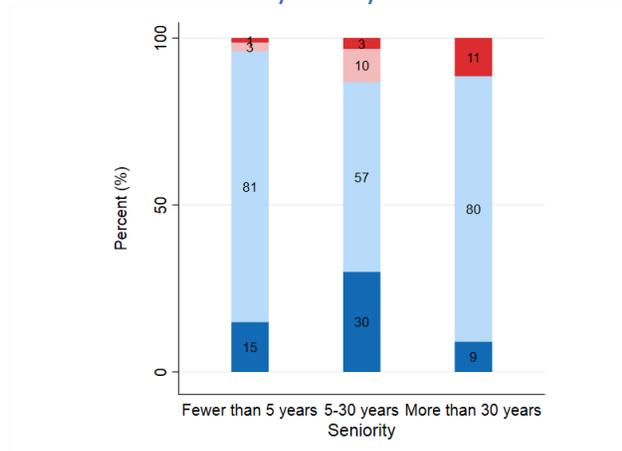
The advantages of my job far outweigh the disadvantages



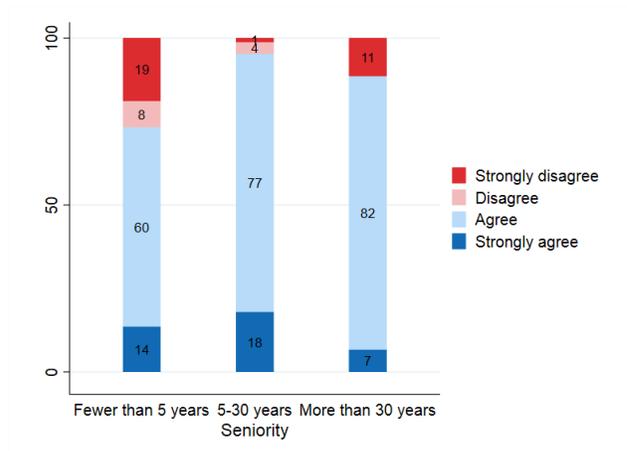
If I had to do it again, I would choose my profession again



I have the impression that my profession is valued by society

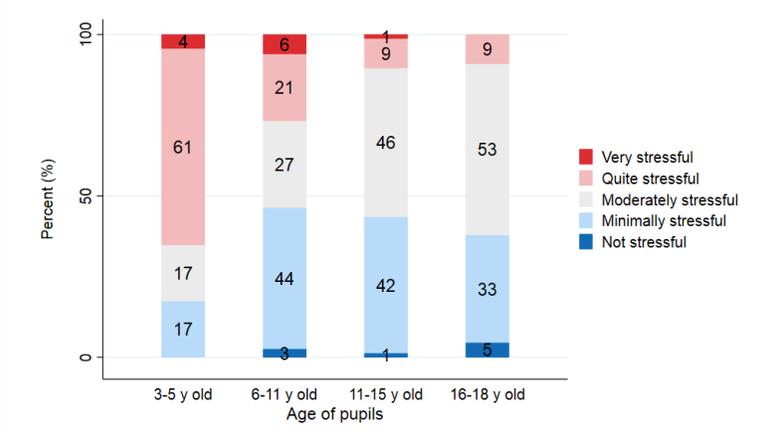


Overall, I am satisfied with my job



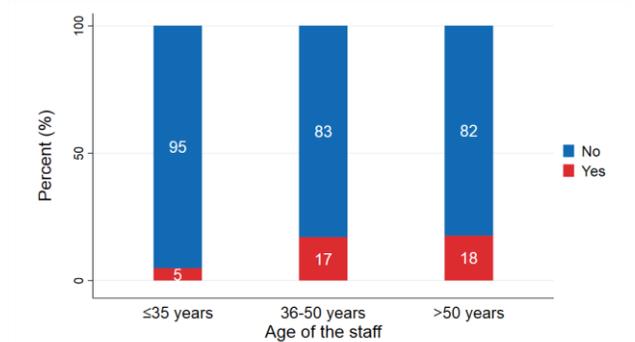
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Taipei

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

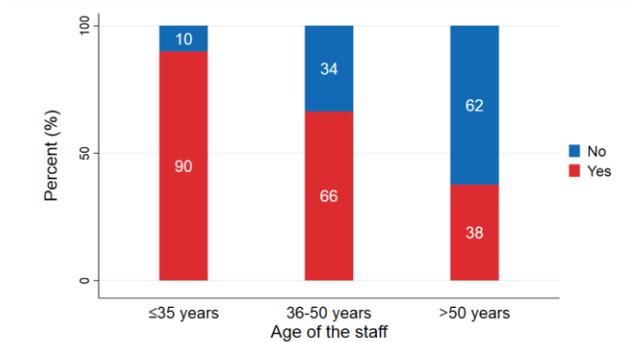


Source: I-BEST 2023, ESN/FESP. Field: education personnel, Taipei

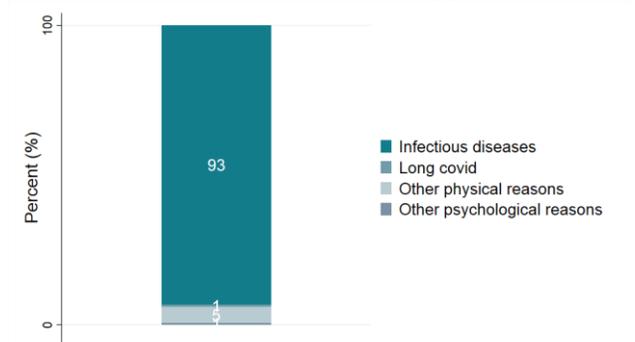
Had sick leave (last 12 months)



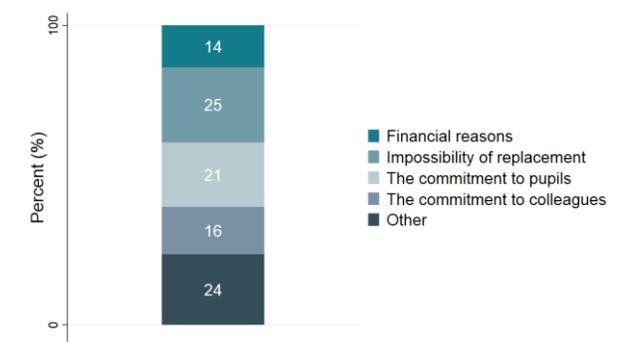
Worked while sick (last 12 months)



If yes, for what reason(s)?



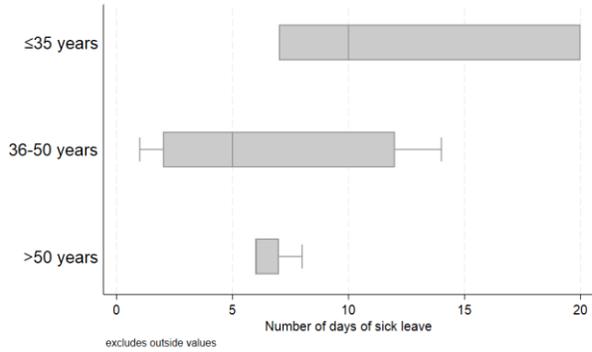
If yes, for what reason(s)?



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

Number of days of sick leave*

According to the age of the staff

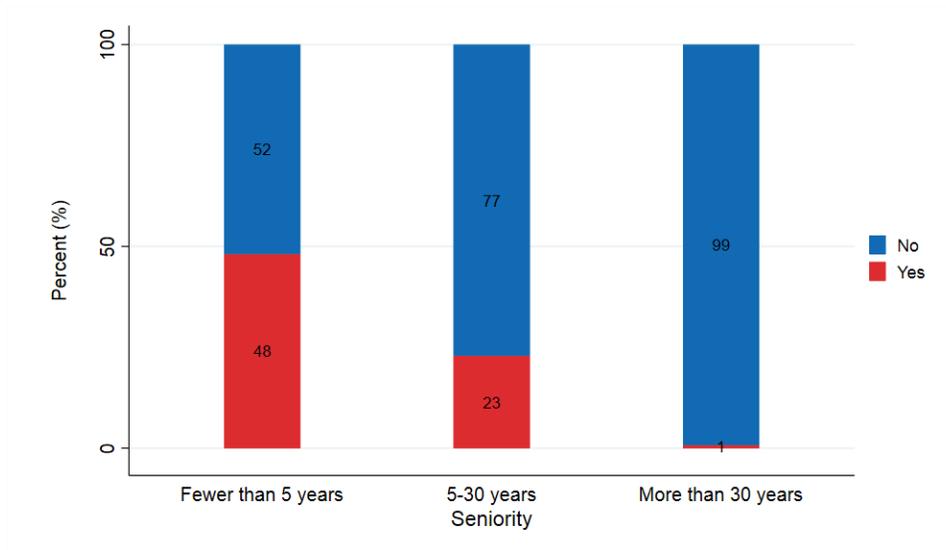


	Age of staff			Total
	≤35 years	36-50 years	>50 years	
1st quartile	7	5	6	5
Median	10	5	6	6
3rd quartile	20	5	6	6

*Among staff who have been on sick leave

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

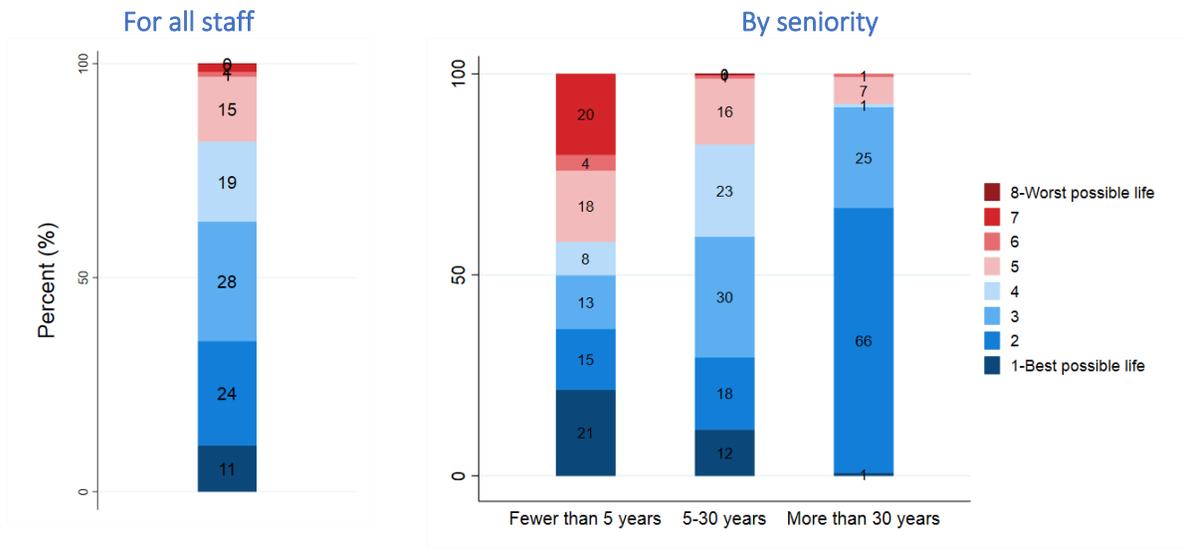
In the last 12 months, have you been unable to work because of a voice disorder?



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

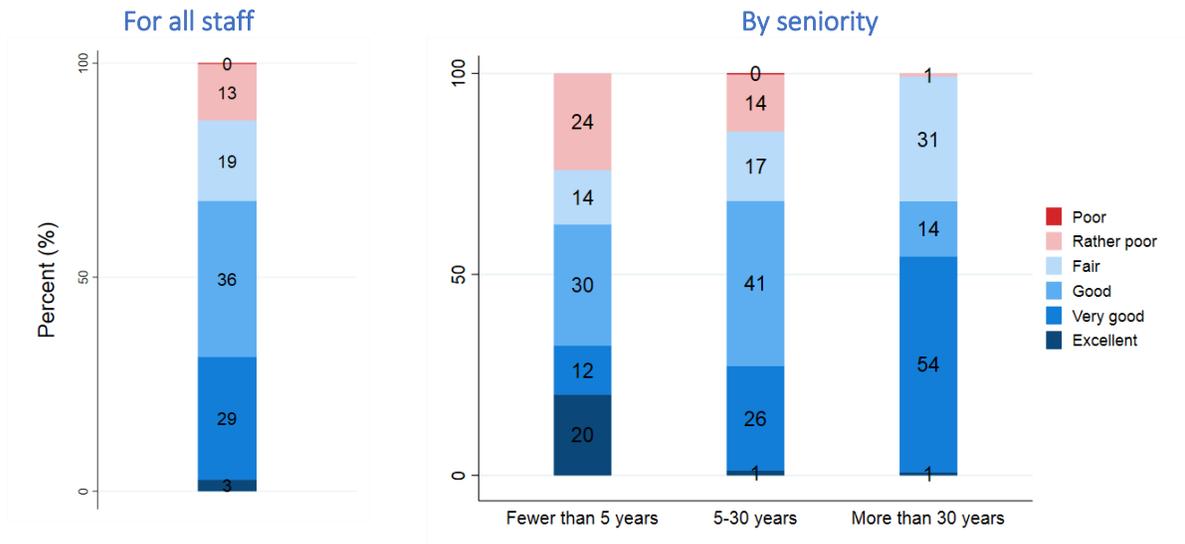
III.2. Overall indicators

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



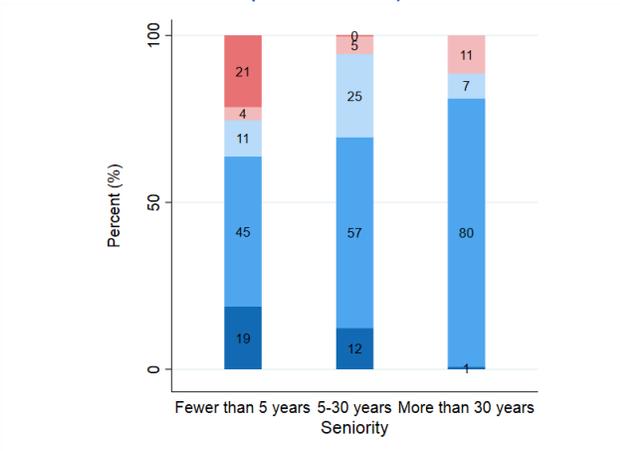
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Taipei

How do you rate your health?

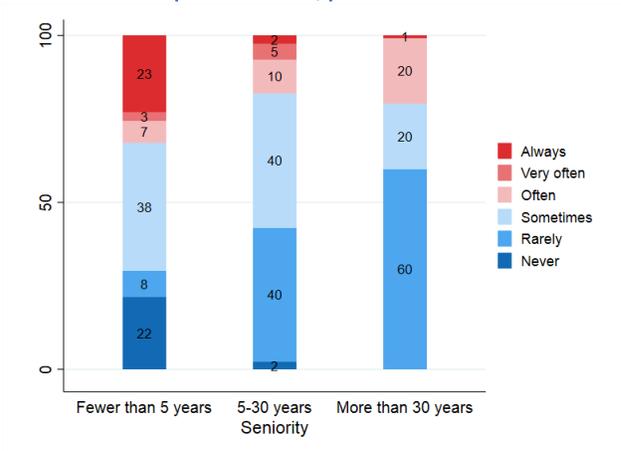


Source: I-BEST 2023, ESN/FESP. Field: education personnel, Taipei

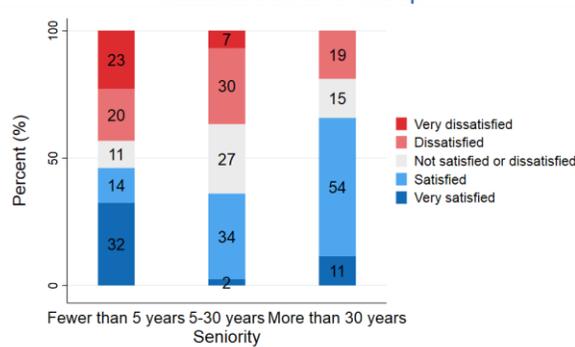
Frequency of negative feelings (anxiety, depression, hopelessness...)



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

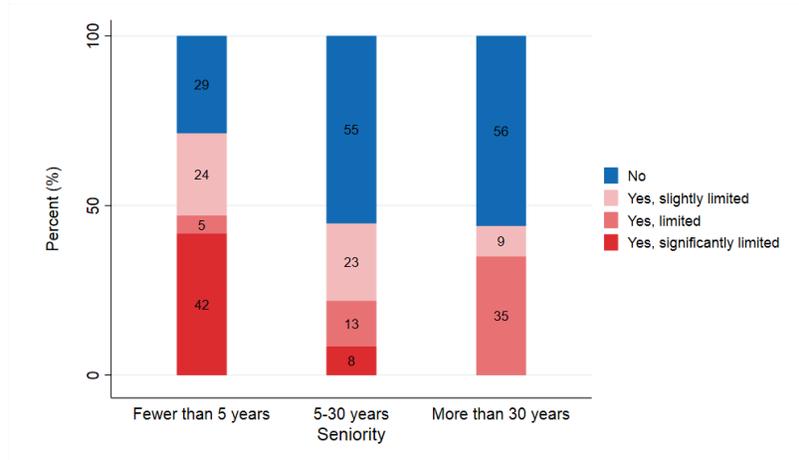


Satisfaction with sleep



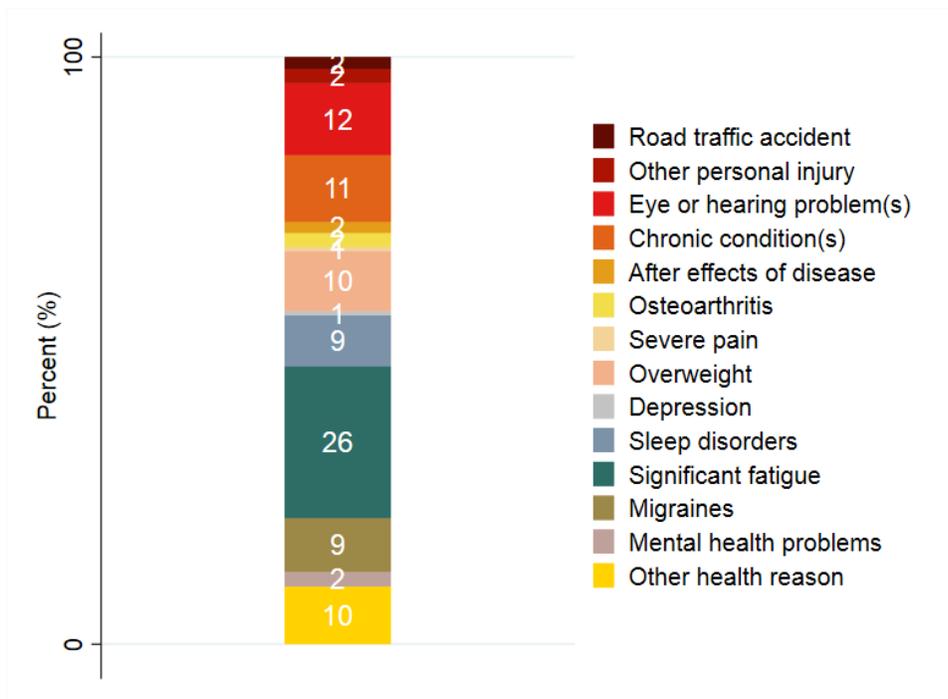
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Taipei

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



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

If yes, for what reason(s)?

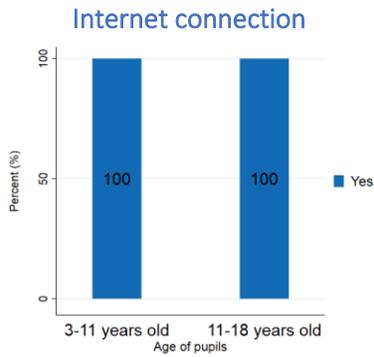
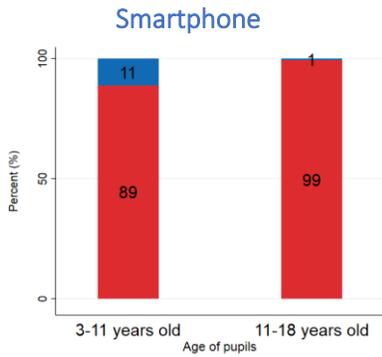
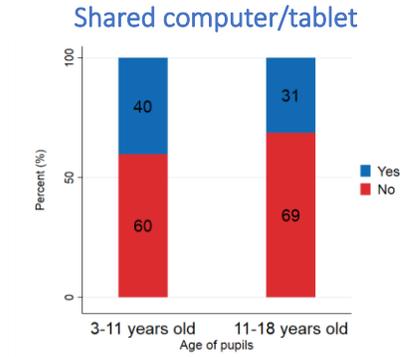
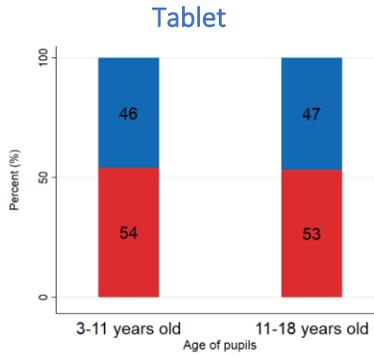
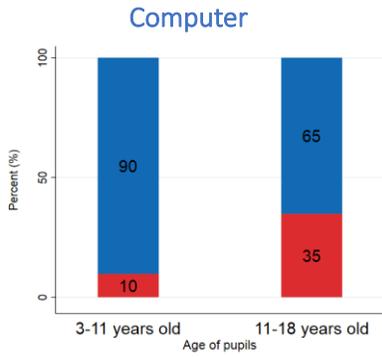


Source: I-BEST 2023, ESN/FESP. Field: education personnel, Taipei

IV. Use of digital tools

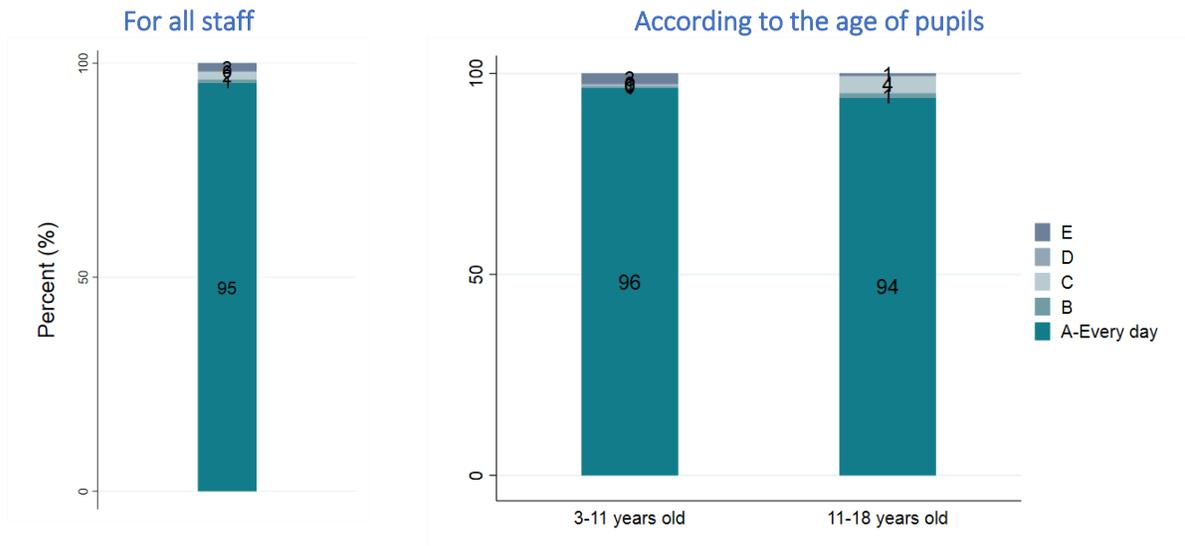
IV.1 Equipment and frequency of use

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



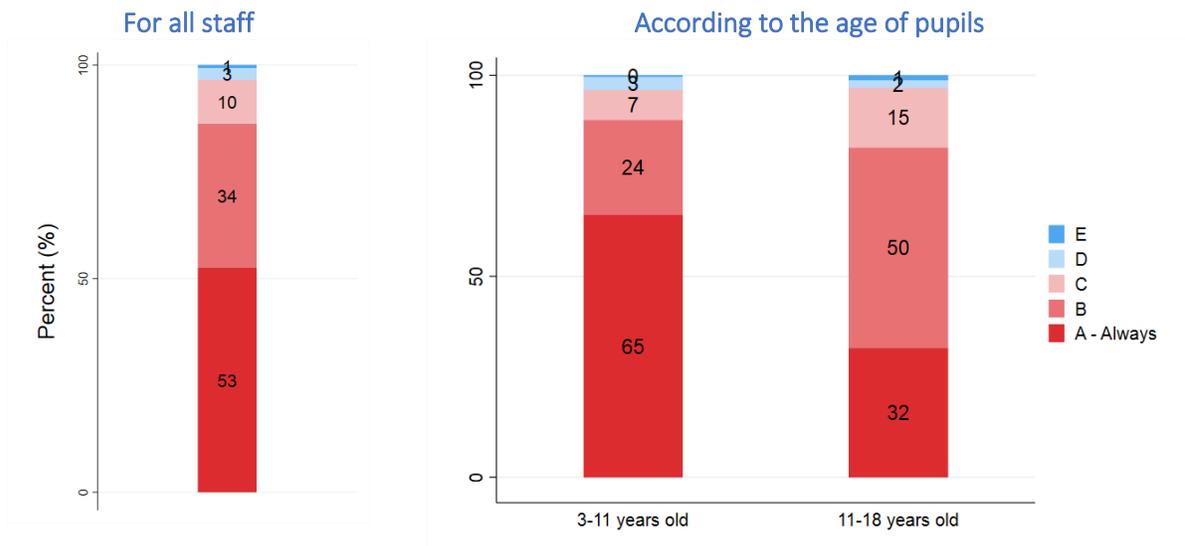
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Taipei

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



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

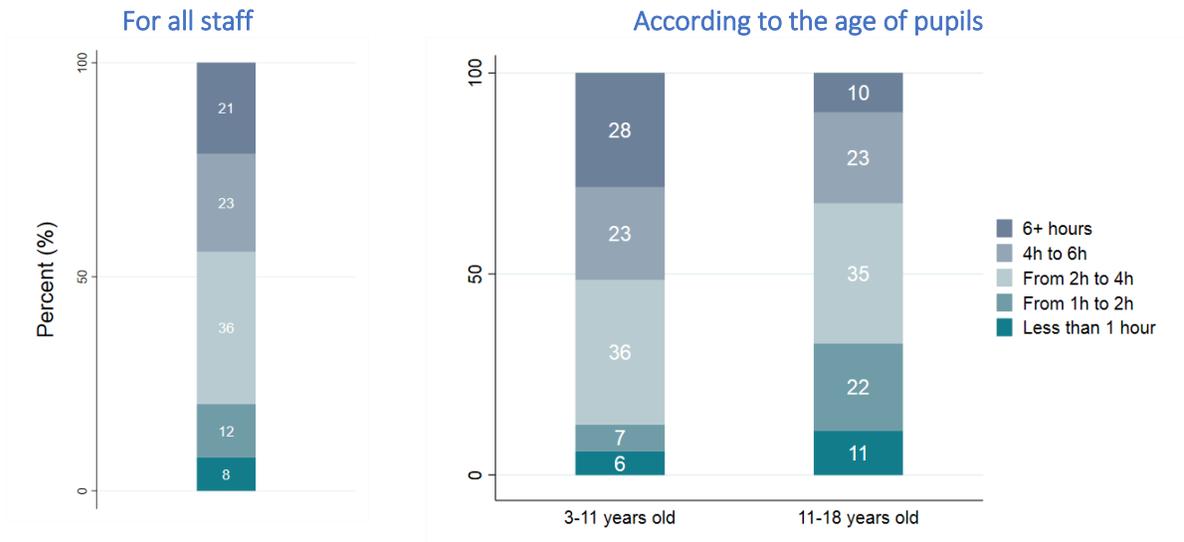
Frequency of use of personal digital equipment for professional activities



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

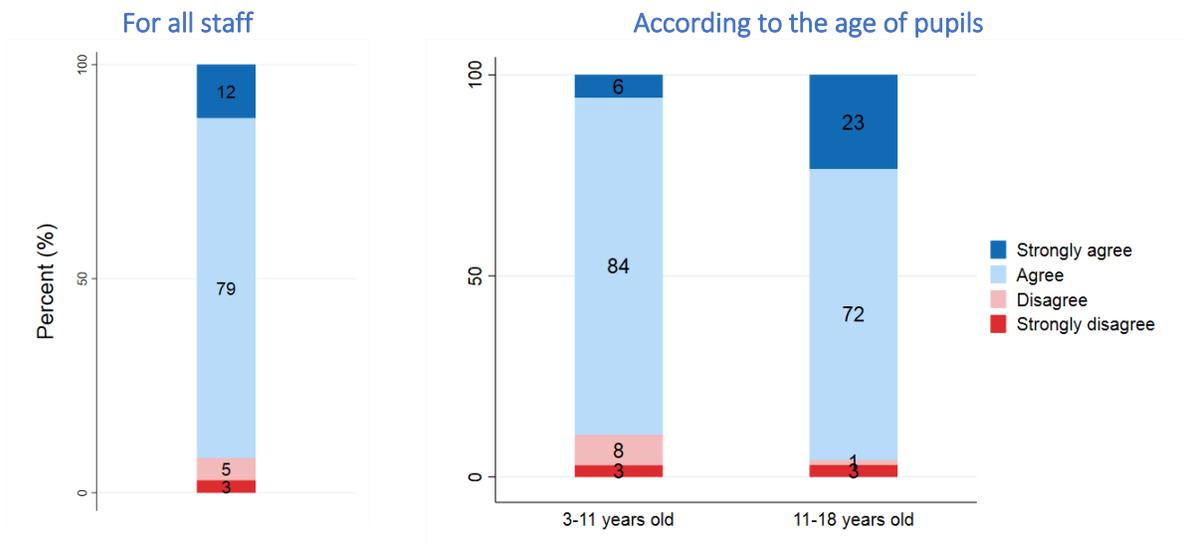
IV.2 Adherence and attitude towards digital tools and technologies

Average daily time of work spent on digital tools



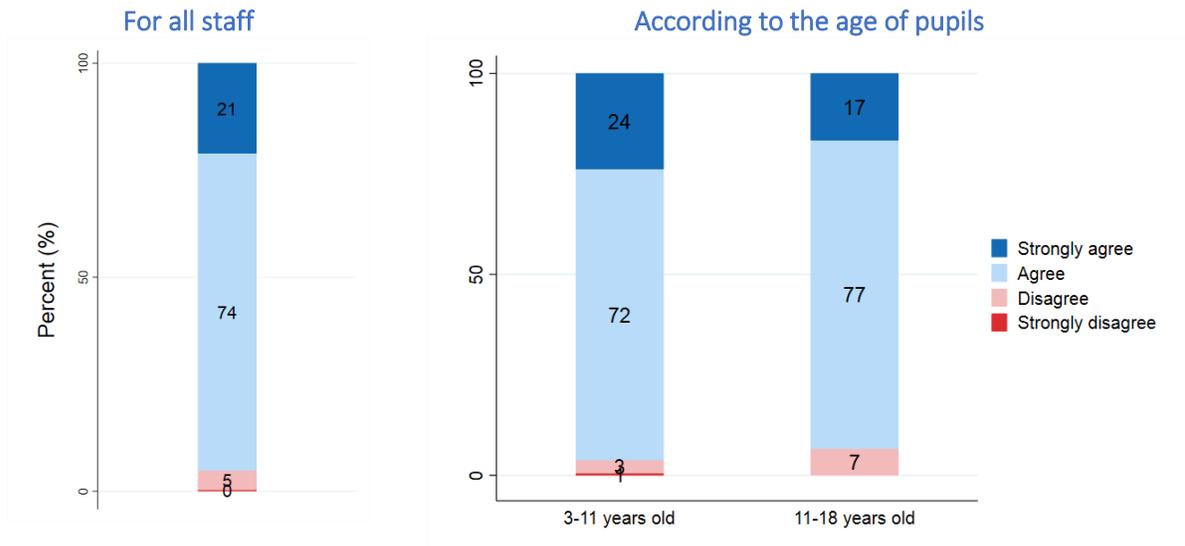
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Taipei

I feel comfortable with digital tools



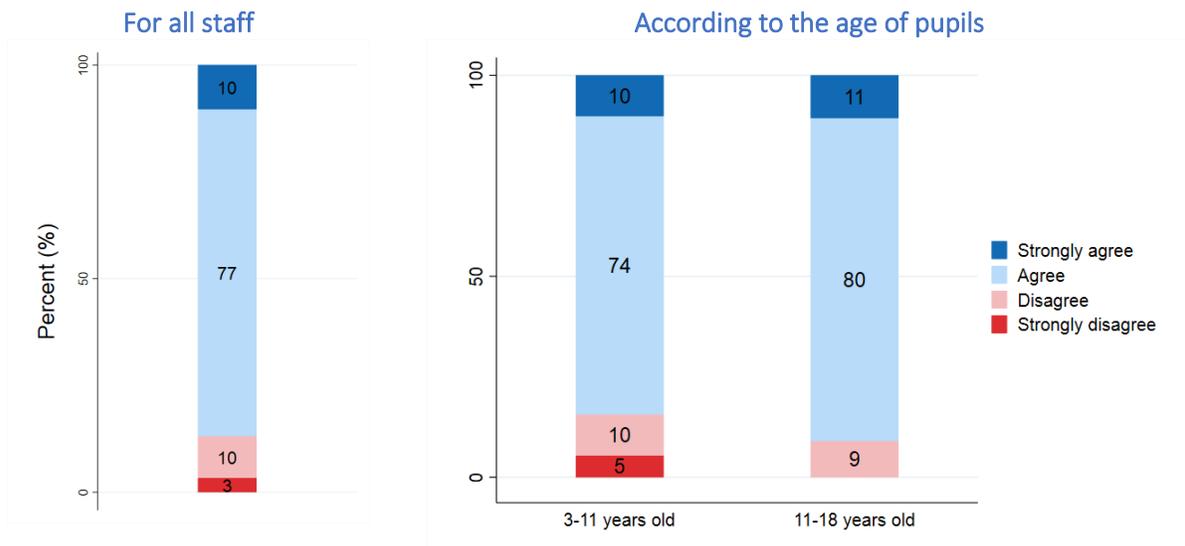
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Taipei

In my job, digital tools make my work easier



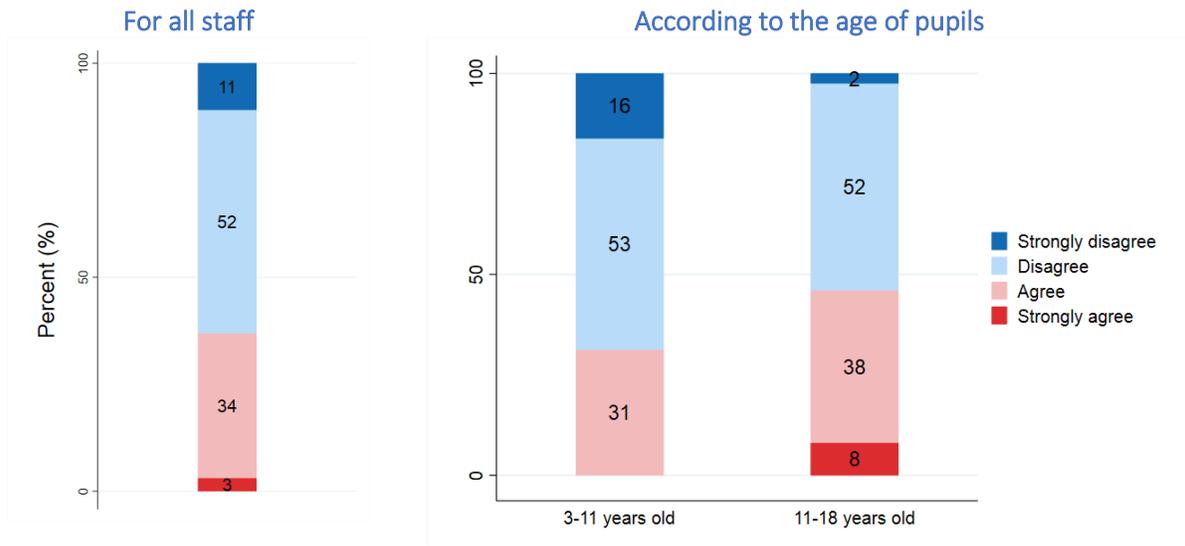
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Taipei

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



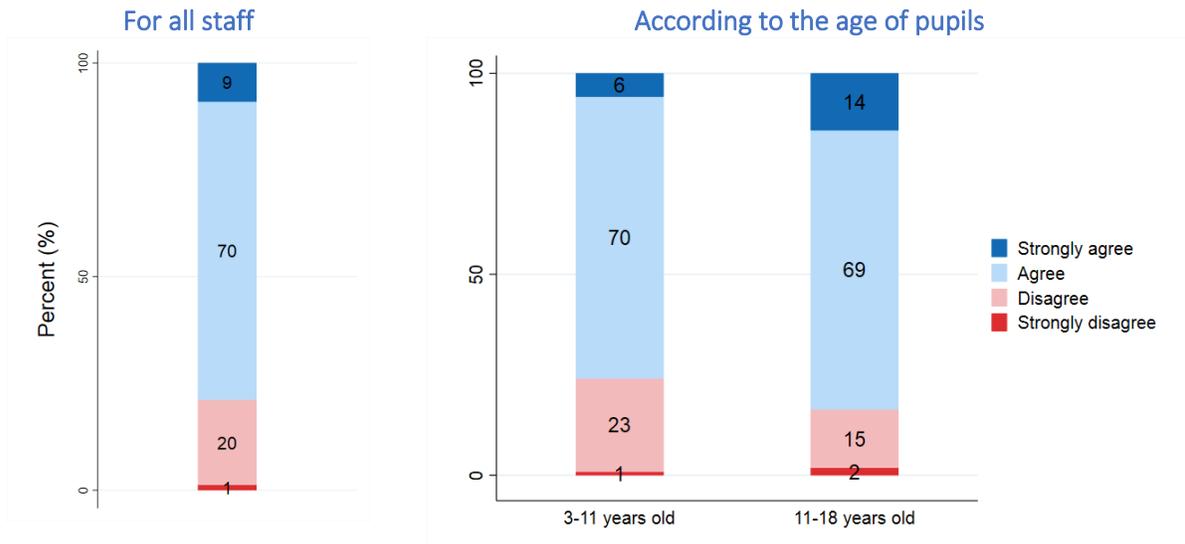
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Taipei

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



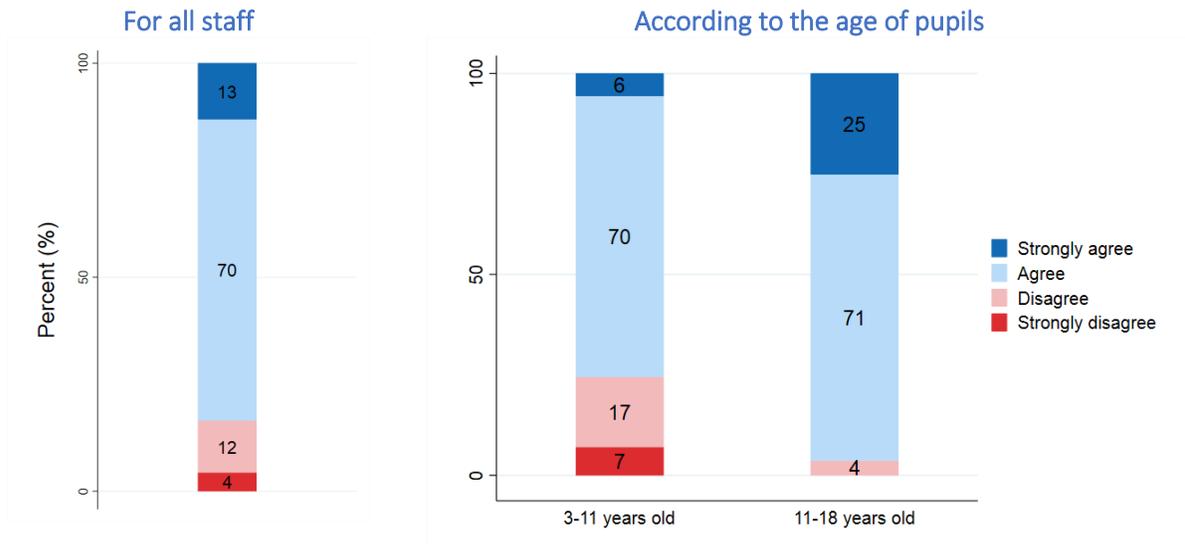
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Taipei

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



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

I am in favour of using digital tools with pupils

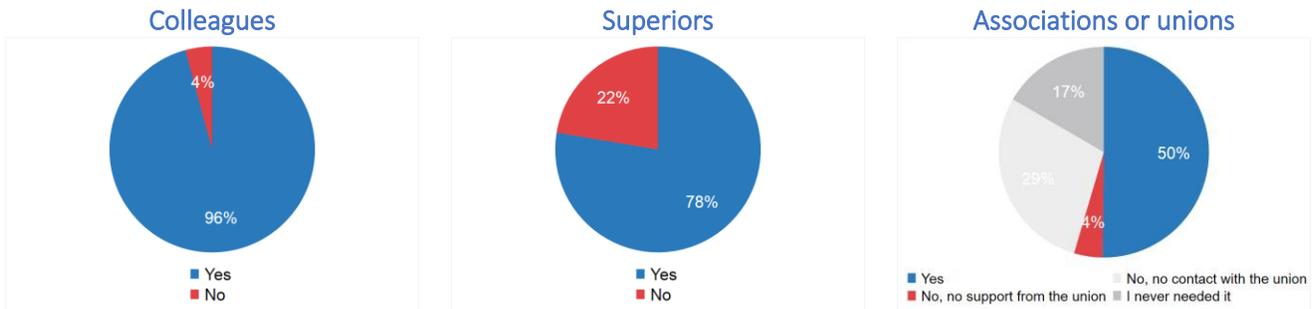


Source: I-BEST 2023, ESN/FESP. Field: education personnel, Taipei

V. Needs identified by education personnel

V.1. Support at work

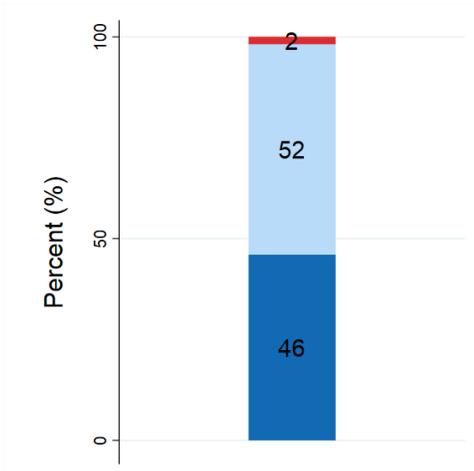
If needed, in your school do you get support from the following stakeholders



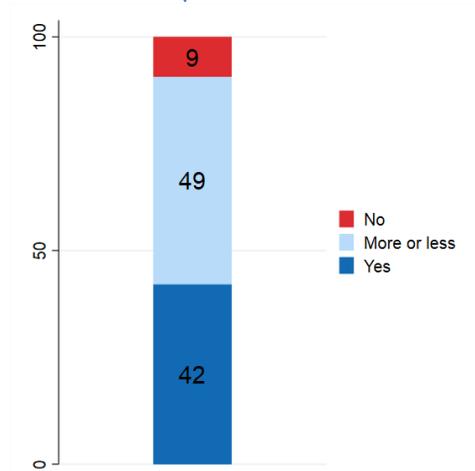
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Taipei

V.2. Health-related information

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



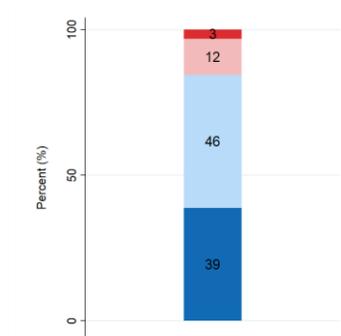
Do you know your rights regarding occupational health?



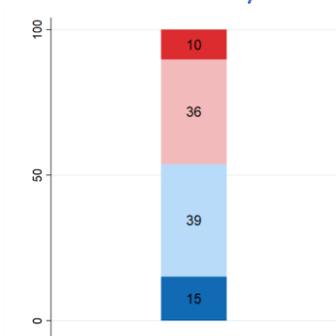
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Taipei

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

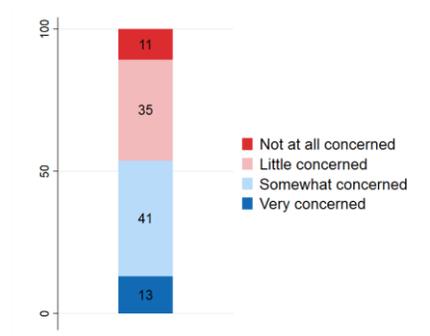
School administration



The hierarchy

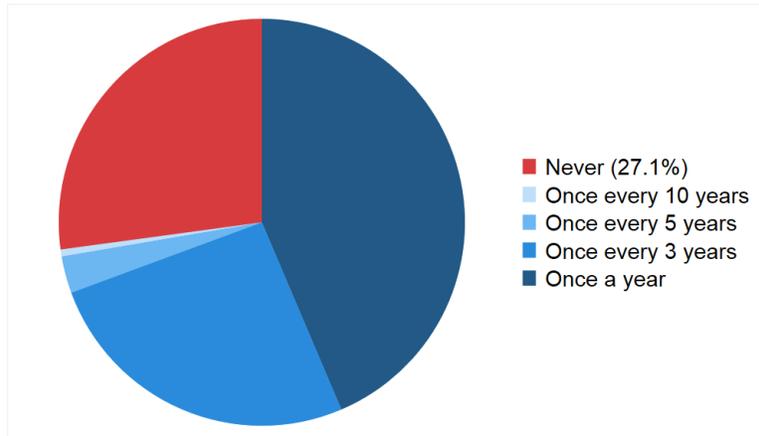


The unions



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

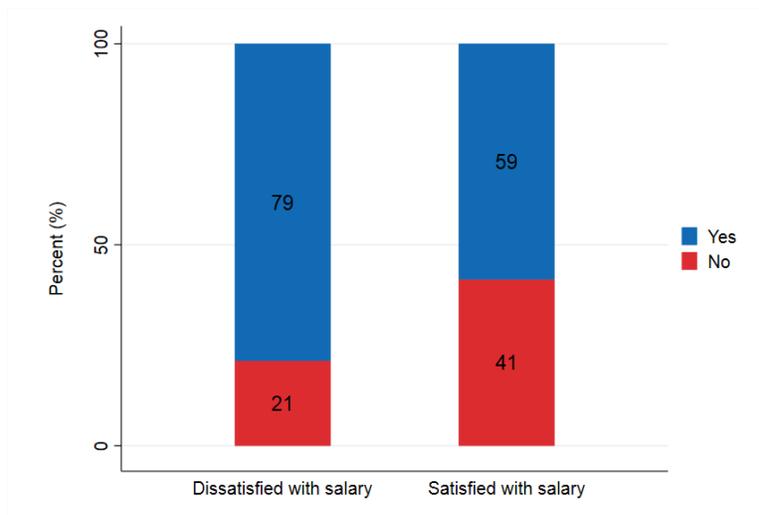
Frequency of occupational medical appointments



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

V.3. Social protection

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



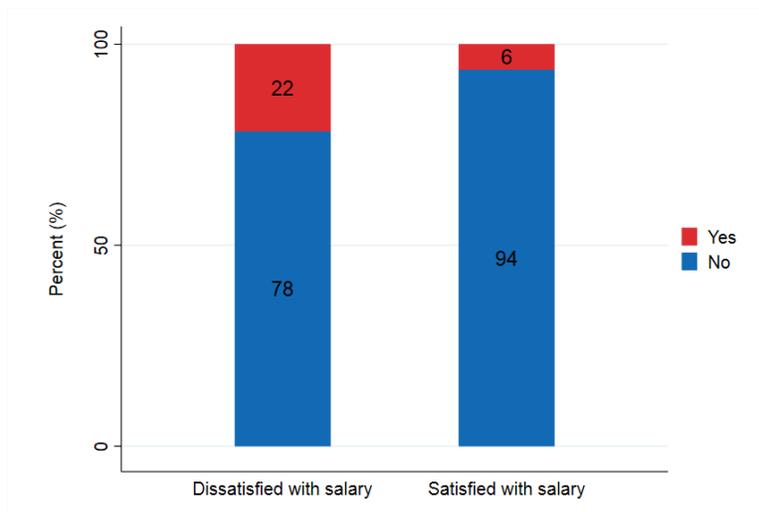
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Taipei

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



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

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



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

Appendix: Response distribution, question by question for all staff

	N	%
Age of pupils		
3-5 y old	23	3%
6-11 y old	111	59%
11-15 y old	28	18%
16-18 y old	12	20%
Role		
Teacher	114	63%
School principal	28	28%
Other administration	4	2%
Other support personnel	28	7%
Quality of life: where do you currently place yourself on the ladder?		
1-Best possible life	14	11%
2	34	24%
3	60	28%
4	26	19%
5	27	15%
6	9	1%
7	3	2%
8-Worst possible life	1	0%
How do you rate your health?		
Excellent	4	3%
Very good	37	29%
Good	60	36%
Fair	51	19%
Rather poor	21	13%
Poor	1	0%
Limitation in daily activities because of a health problem (past 6 months)		
Yes, significantly limited	8	10%
Yes, limited	26	16%
Yes, slightly limited	52	21%
No	88	53%
Frequency of negative feelings (anxiety, depression, hopelessness...)		
Never	13	11%
Rarely	92	59%
Sometimes	52	21%
Often	13	6%
Very often	4	2%
Feeling of imbalance (time/energy) in professional/private life		
Never	5	4%
Rarely	57	40%
Sometimes	70	37%
Often	25	11%
Very often	9	4%
Always	8	4%

Satisfaction with sleep		
Very dissatisfied	11	7%
Dissatisfied	44	27%
Not satisfied or dissatisfied	51	24%
Satisfied	60	35%
Very satisfied	8	6%
The advantages of my job far outweigh the disadvantages		
Strongly disagree	8	5%
Disagree	18	6%
Agree	131	73%
Strongly agree	17	16%
If I had to do it again, I would choose my profession again		
Strongly disagree	12	7%
Disagree	31	10%
Agree	103	66%
Strongly agree	28	17%
I have the impression that my profession is valued by society		
Strongly disagree	4	4%
Disagree	11	8%
Agree	126	62%
Strongly agree	33	26%
Overall, I am satisfied with my job		
Strongly disagree	3	4%
Disagree	19	3%
Agree	128	76%
Strongly agree	24	16%
How stressful has your job been since the start of the school year?		
Very stressful	8	4%
Quite stressful	41	17%
Moderately stressful	58	35%
Minimally stressful	64	41%
Not stressful	3	3%
Evaluation of the opportunities of training		
A-Very good	30	16%
B	69	46%
C	51	26%
D	13	7%
E	5	1%
F-Very bad	6	4%
Evaluation of the opportunities of promotion		
A-Very good	15	8%
B	46	29%
C	60	41%
D	21	10%
E	11	3%
F-Very bad	21	10%
Evaluation of salary		
A-Very good	29	12%

B	64	36%
C	48	31%
D	23	13%
E	4	2%
F-Very bad	6	4%
Work/life balance		
A-Very good	27	20%
B	73	44%
C	41	22%
D	20	8%
E	8	4%
F-Very bad	5	2%
Satisfaction with commuting		
A- Very satisfied	72	32%
B	54	46%
C	24	16%
D	11	3%
E	8	1%
F - Very dissatisfied	5	2%
Usual travel time from home to work		
Less than 30 minutes	124	73%
30 minutes to 1 hour	44	26%
More than 1 hour	6	1%
Average number of pupils in classes taught		
Fewer than 10	20	10%
10-19	40	22%
20-29	69	40%
30 or more	45	29%
Do you feel safe at your workplace?		
Yes, always	87	62%
Most of the time	80	35%
Rarely	5	2%
Not at all	2	1%
Satisfaction: facilities		
A- Very satisfied	36	22%
B	89	55%
C	37	16%
D	5	1%
E	3	3%
F - Very dissatisfied	4	2%
Satisfaction: material conditions (workspaces, teaching materials, Internet...)		
A- Very satisfied	44	23%
B	95	61%
C	27	11%
D	5	3%
F - Very dissatisfied	3	2%
Satisfaction: amenities (electricity, drinking water...)		
A- Very satisfied	64	32%

B	83	57%
C	20	7%
D	4	2%
E	1	2%
F - Very dissatisfied	2	0%
Satisfaction: sanitation (toilets, sewage, waste management...)		
A- Very satisfied	39	20%
B	88	56%
C	35	19%
D	8	2%
E	1	0%
F - Very dissatisfied	3	2%
Satisfaction: sound level inside the buildings		
A- Very satisfied	50	31%
B	80	53%
C	31	13%
D	7	2%
F - Very dissatisfied	6	1%
Satisfaction: sound level outside the buildings		
A- Very satisfied	40	21%
B	91	64%
C	27	11%
D	10	3%
E	5	1%
F - Very dissatisfied	1	0%
Satisfaction: air quality inside the buildings		
A- Very satisfied	43	24%
B	94	59%
C	23	8%
D	9	7%
E	2	0%
F - Very dissatisfied	3	2%
Satisfaction: air quality outside the buildings		
A- Very satisfied	35	19%
B	84	51%
C	36	18%
D	10	7%
E	6	3%
F - Very dissatisfied	3	2%
Computer		
Yes	149	81%
No	25	19%
Tablet		
Yes	58	46%
No	116	54%
Shared computer/tablet		
Yes	66	37%
No	108	63%

Smartphone		
Yes	10	7%
No	164	93%
Internet connection		
Yes	174	100%
If yes: the connection's speed quality is:		
A-Excellent	28	19%
B	86	53%
C	43	18%
D	9	2%
E	4	4%
F-Very bad	4	3%
Frequency of use of personal digital equipment for professional activities		
A - Always	85	53%
B	53	34%
C	24	10%
D	8	3%
E	4	1%
Frequency of use of digital tools in the context of professional activity		
A-Every day	160	95%
B	5	1%
C	5	2%
D	2	0%
E	2	2%
Average daily time of work spent on digital tools		
Less than 1 hour	8	8%
From 1h to 2h	19	12%
From 2h to 4h	52	36%
4h to 6h	46	23%
6+ hours	49	21%
I feel comfortable with digital tools		
Strongly disagree	5	3%
Disagree	18	5%
Agree	139	79%
Strongly agree	12	12%
In my job, digital tools make my work easier		
Strongly disagree	3	0%
Disagree	10	5%
Agree	125	74%
Strongly agree	36	21%
The use of digital technology in my work is supported by the administration		
Strongly disagree	4	3%
Disagree	23	10%
Agree	125	77%
Strongly agree	22	10%
The use of digital technology in my work is a source of stress for me		
Strongly disagree	28	11%
Disagree	84	52%

Agree	61	34%
Strongly agree	1	3%
Digital tools have enabled me to improve my relationships with students/families		
Strongly disagree	8	1%
Disagree	42	20%
Agree	113	70%
Strongly agree	11	9%
I am in favour of using digital tools with pupils		
Strongly disagree	13	4%
Disagree	37	12%
Agree	112	70%
Strongly agree	12	13%
At work, are you informed in advance about important decisions?		
A - Always	34	29%
B	85	52%
C	38	14%
D	8	2%
E	7	1%
F - Never	2	2%
Is your work recognised / valued by the school administration and/or superiors?		
A - Always	35	29%
B	84	47%
C	37	16%
D	10	5%
E	6	2%
F - Never	2	1%
In your school, do you make important decisions as a team?		
A - Always	24	27%
B	52	33%
C	59	23%
D	14	6%
E	15	8%
F - Never	10	4%
How much autonomy do you have in your work?		
No autonomy	2	2%
Little autonomy	8	3%
Relative autonomy	112	60%
A great autonomy	52	36%
School climate		
A-Very good	60	46%
B	75	37%
C	29	13%
D	5	1%
E	3	2%
F-Very bad	2	1%
Quality of the relationship with the school administration		
A - Very good	51	33%
B	79	49%

C	33	11%
D	6	4%
E	5	2%
Quality of the relationship with the colleagues		
A - Very good	73	46%
B	73	42%
C	24	10%
D	2	0%
E	1	1%
F - Very bad	1	0%
Quality of the relationship with parents		
A - Very good	53	33%
B	82	46%
C	36	18%
D	2	2%
F - Very bad	1	1%
Quality of the relationship with pupils		
A - Very good	68	38%
B	80	46%
C	25	15%
D	1	2%
Level of discipline of pupils		
A-Very good	28	15%
B	85	45%
C	50	31%
D	6	5%
E	3	2%
F-Very bad	2	2%
Have you been the victim of workplace violence in the past 12 months?		
Yes	25	15%
No	149	85%
Perpetrator(s) of the violence = pupil(s)		
Yes	11	48%
No	14	52%
Perpetrator(s) of the violence = member(s) of the school staff		
Yes	15	62%
No	10	38%
Perpetrator(s) of the violence = parent(s)		
Yes	8	31%
No	17	69%
Perpetrator(s) of the violence = person(s) external to the school		
Yes	5	29%
No	20	71%
Perpetrator(s) of the violence = unidentified person(s)		
Yes	4	28%
No	21	72%
At work, have you witnessed violence in the past 12 months?		
Yes	32	18%

No	142	82%
If needed, support from colleagues		
Yes	165	96%
No	9	4%
If needed, support from superiors		
Yes	135	78%
No	39	22%
If needed, support from associations or unions		
Yes	82	50%
No, no support from the union	11	4%
No, no contact with the union	61	29%
I never needed it	20	17%
In general, do you feel that you are well informed about health issues?		
Yes	87	46%
More or less	84	52%
No	3	2%
Do you know your rights regarding occupational health?		
Yes	48	42%
More or less	99	49%
No	27	9%
How concerned is the school administration about the well-being of staff?		
Not at all concerned	5	3%
Little concerned	29	12%
Somewhat concerned	83	46%
Very concerned	57	39%
How concerned are the supervisory authorities about the well-being of staff?		
Not at all concerned	14	10%
Little concerned	75	36%
Somewhat concerned	70	39%
Very concerned	15	15%
How concerned are the unions about the well-being of staff?		
Not at all concerned	19	11%
Little concerned	62	35%
Somewhat concerned	78	41%
Very concerned	15	13%
Do you have a staff health liaison person?		
Yes	85	62%
No	89	38%
Frequency of occupational medical appointments		
Once a year	57	44%
Once every 3 years	62	26%
Once every 5 years	6	3%
Once every 10 years	5	0%
Never	44	27%
Do you have access to training and/or prevention resources on health/well-being?		
Yes	102	63%
No	72	37%
If yes, do you use / have you used them?		

Yes	60	61%
No	42	39%
Are you satisfied with your access to healthcare in your country?		
Dissatisfied	3	1%
Not satisfied or dissatisfied	20	11%
Satisfied	106	64%
Very satisfied	45	25%
In the past year, did you forgo some healthcare because of financial problems?		
Yes	16	9%
No	158	91%
Gender*		
Man	133	24%
Woman	39	75%
I currently identify as	2	1%
Age of staff		
30 years and less	14	3%
31-40 years	22	11%
41-50 years	80	52%
51 years and over	58	34%
Do you live in a couple?		
Yes	126	79%
No	48	21%
Do you live with children?		
Yes	104	64%
No	70	36%
Do you live with relatives, friends, roommates?		
Yes	61	24%
No	113	76%
Provides regular help/support to a family member or friend		
Yes	143	88%
No	31	12%
Seniority		
1 year	6	2%
2 to 4 years	23	6%
5 to 9 years	13	6%
10 to 14 years	23	18%
15 to 19 years	25	12%
20 to 30 years	67	42%
Over 30 years	17	14%
Contractual situation		
Permanent contract / Civil servant status	140	84%
Temporary contract	31	15%
Daily contract	3	1%
Full-time / Part-time		
Full-time	169	98%
Part-time	5	2%
Number of pupils in the school		
Fewer than 100	47	17%

Between 100 and 199	37	20%
Between 200 and 799	26	10%
More than 800	64	53%
School environment		
A - Very urban	42	23%
B	51	35%
C	27	9%
D	25	17%
E	21	14%
F - Very rural	8	2%
Social background of the majority of pupils		
A - Very advantaged	8	5%
B	30	24%
C	64	29%
D	47	30%
E	21	12%
F - Very disadvantaged	4	0%
School sector		
Public	152	85%
Private	22	15%
School type		
General	167	93%
Vocational	4	7%
Other	3	0%
Do you have a membership in a union?		
Yes	75	45%
No	93	53%
Do not want to answer	6	2%

*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, Taipei