



Education  
and Solidarity  
Network



# International Barometer of Education Staff

## Focus on early child education staff

**International report | I-BEST 2023**





## Authors

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The International Barometer of Education Staff (I-BEST) is a bi-annual 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)



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.

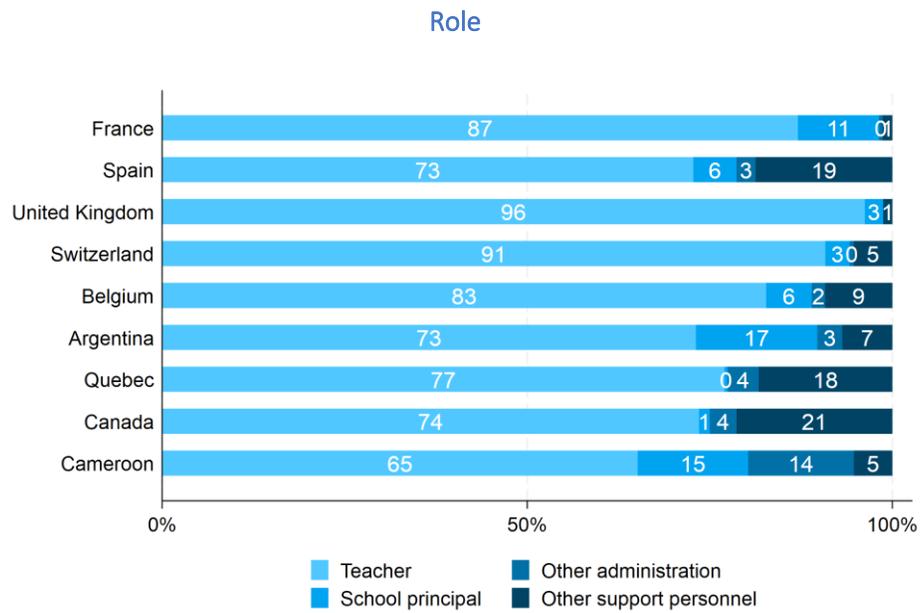
## Introduction

- I-BEST 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)

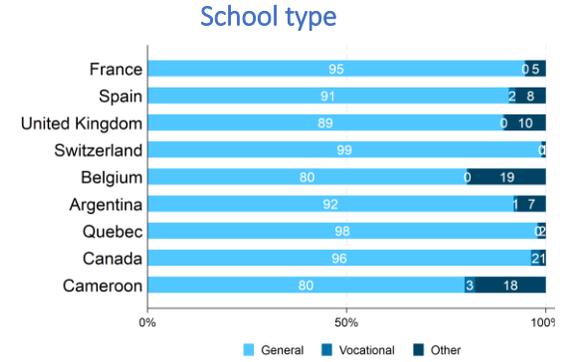
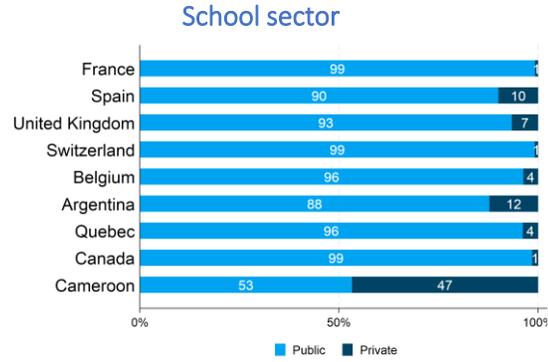
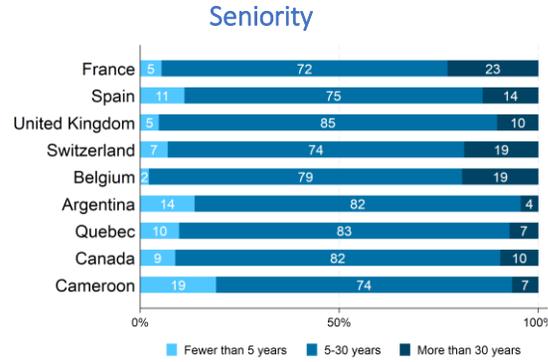
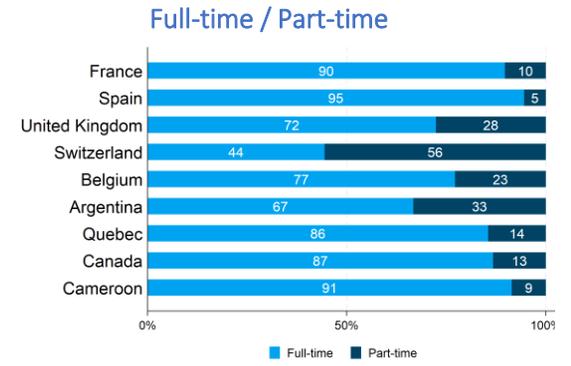
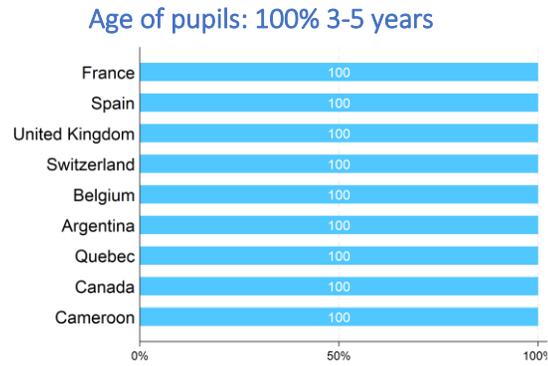
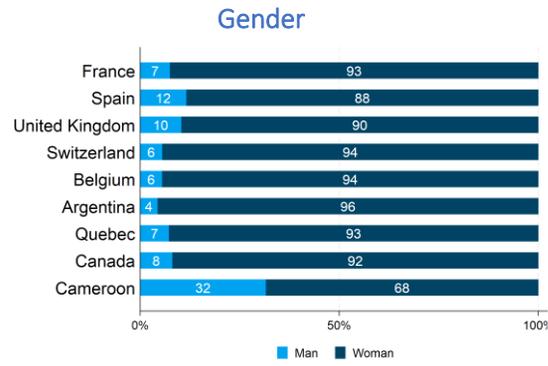
Statistics presented in this report are based on row data (no weights). Caution is required in the interpretation of the results, especially when the sample size is small (<200 participants).

		DISSEMINATION AGENCY	PERIOD	ALL PARTICIPANTS	ECE STAFF	PRIMARY EDUCATION STAFF
<b>EUROPE</b>	<b>FRANCE</b>	UNSA-Education Relayed by: Sgen- CFDT	March- June	10,562	<b>1,949</b>	3,099
	<b>SPAIN</b>	FECCOO	February- June	3,049	<b>422</b>	610
	<b>UNITED KINGDOM</b>	NASUWT	May-June	2,572	<b>319</b>	598
	<b>SWITZERLAND</b>	SPV, SPG	March- June	1,690	<b>360</b>	791
	<b>BELGIUM</b>	CSGP, SEL-SETCa	March- June	1,059	<b>272</b>	269
<b>AMERICA</b>	<b>ARGENTINA</b>	CTERA	April-June	2,277	<b>409</b>	750
	<b>QUÉBEC</b>	CSQ	March- June	2,124	<b>235</b>	930
	<b>CANADA</b>	CTF/FCE	March- June	910	<b>136</b>	338
<b>AFRICA</b>	<b>CAMEROON</b>	CTIMA	February- June	602	<b>152</b>	300
	<b>TOTAL</b>				<b>4,254</b>	

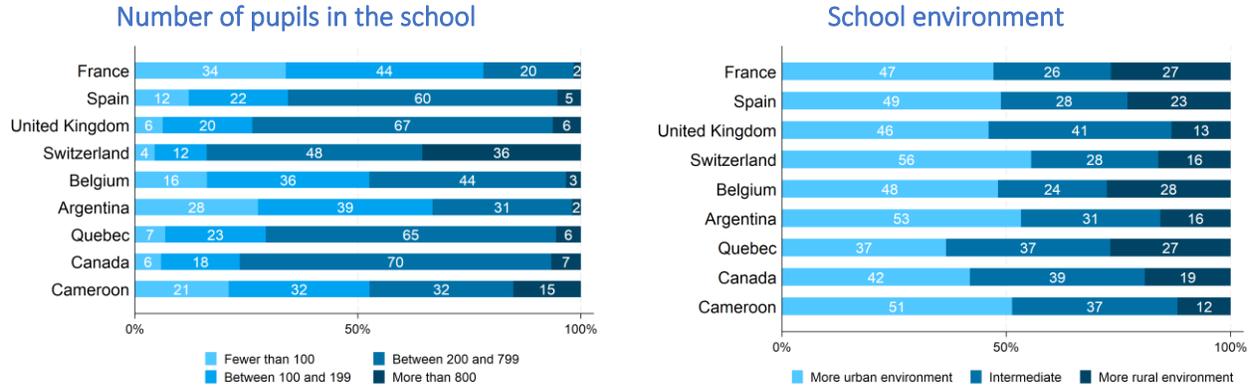
## I. Sociodemographic and professional profile of ECE staff participating in the survey



Source: I-BEST 2023, ESN/FESP. Field: ECE staff



Source: I-BEST 2023, ESN/FESP. Field: ECE staff



Source: I-BEST 2023, ESN/FESP. Field: ECE staff

## II. Working conditions and environment

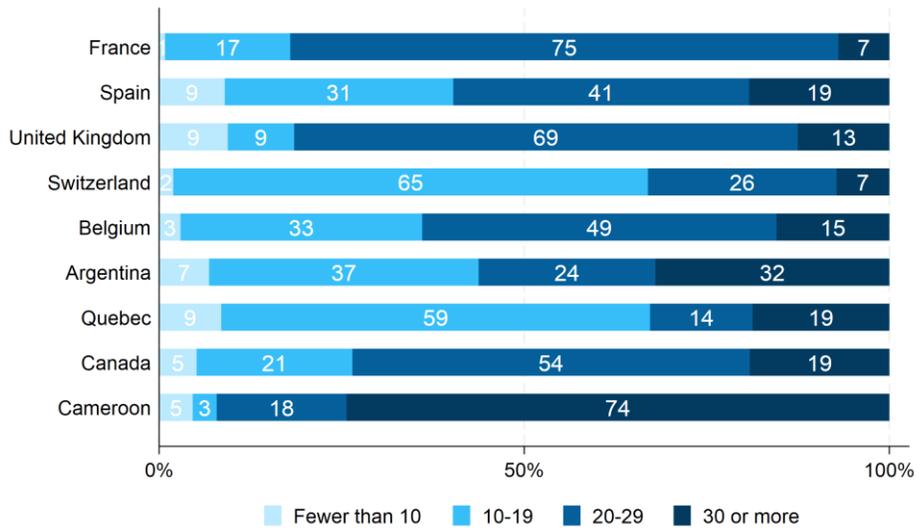
### II.1. Organizational and motivational factors

#### Number of actual hours worked per week

Territory	Age of pupils 3-11 years old	
	Mean*	Standard-deviation
France	42.0	(6.8)
Spain	41.0	(9.8)
United Kingdom	49.2	(9.0)
Switzerland	43.6	(8.5)
Belgium	38.9	(9.3)
Argentina	32.2	(15.0)
Quebec	40.9	(8.8)
Canada	48.0	(10.8)
Cameroon	34.3	(11.2)

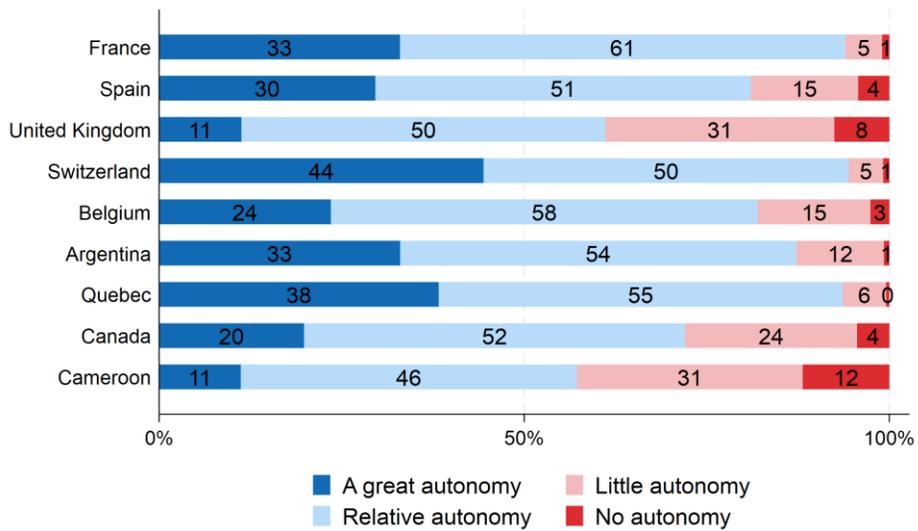
\*Calculated among full-time professionals  
Source: I-BEST 2023, ESN/FESP. Field: ECE staff

### Average number of pupils in classes taught



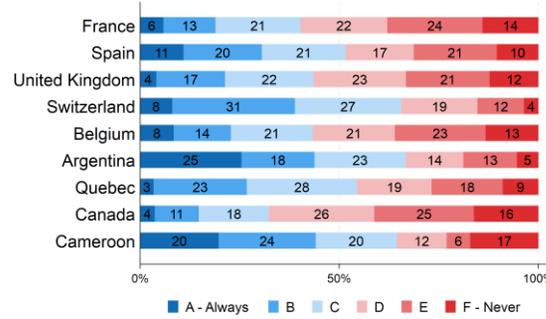
Source: I-BEST 2023, ESN/FESP. Field: ECE staff

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

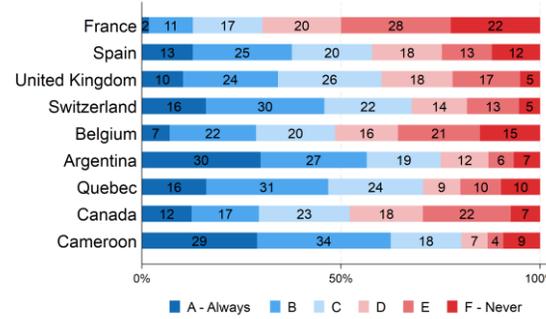


Source: I-BEST 2023, ESN/FESP. Field: ECE staff

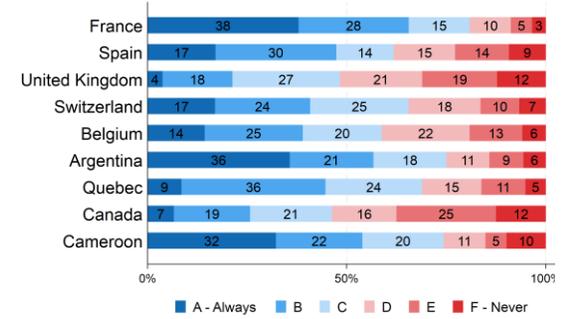
### At work, are you informed in advance about important decisions?



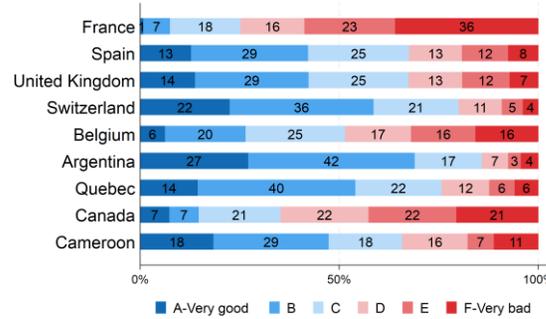
### Is your work recognised / valued by the school administration and/or superiors?



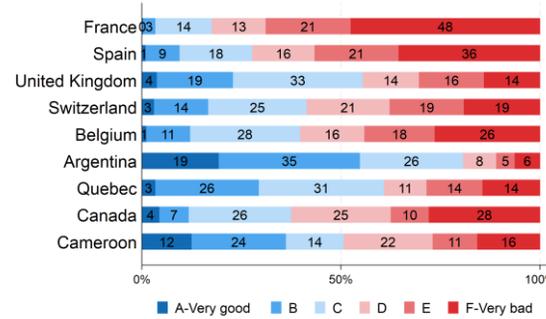
### In your school, do you make important decisions as a team?



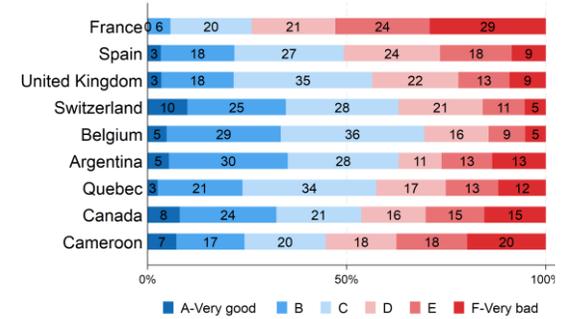
### Evaluation of the opportunities of training



### Evaluation of the opportunities of promotion



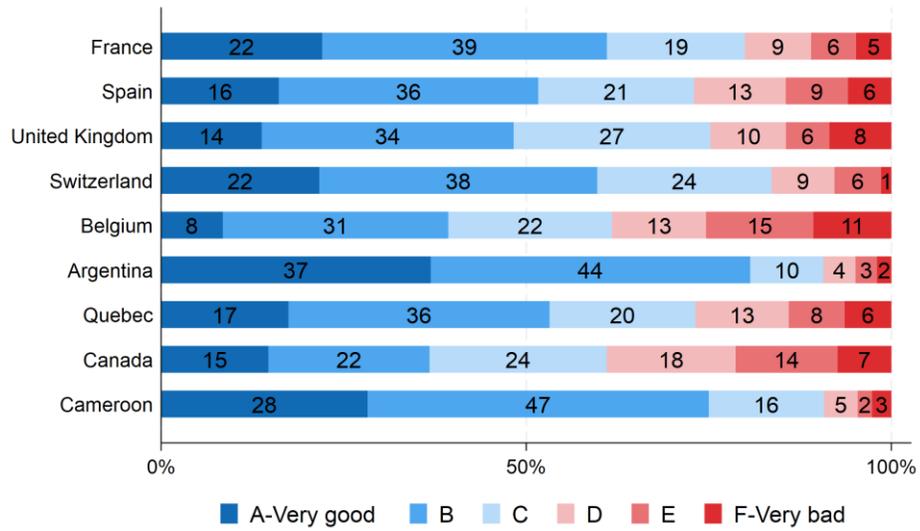
### Evaluation of salary



Source: I-BEST 2023, ESN/FESP. Field: ECE staff

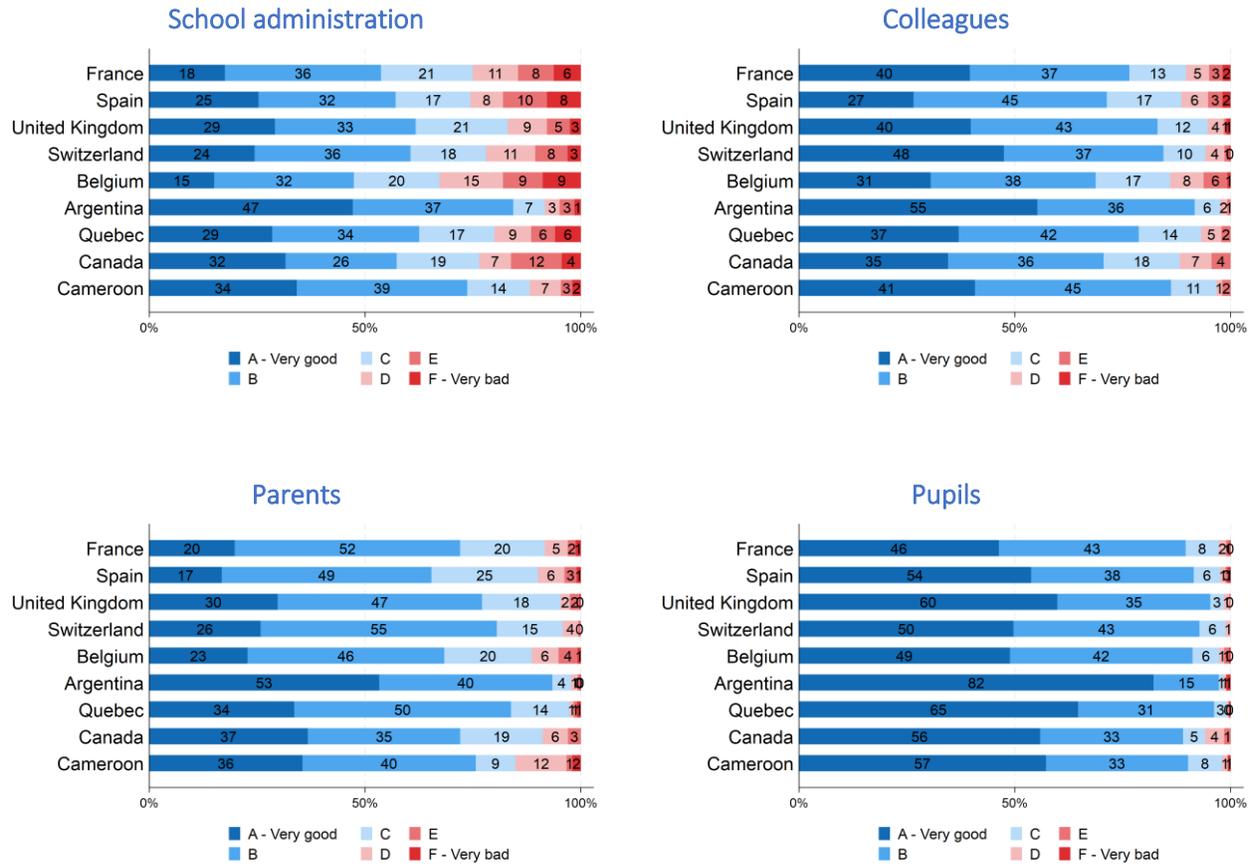
## II.2. School environment and social relationships at work

### School climate



Source: I-BEST 2023, ESN/FESP. Field: ECE staff

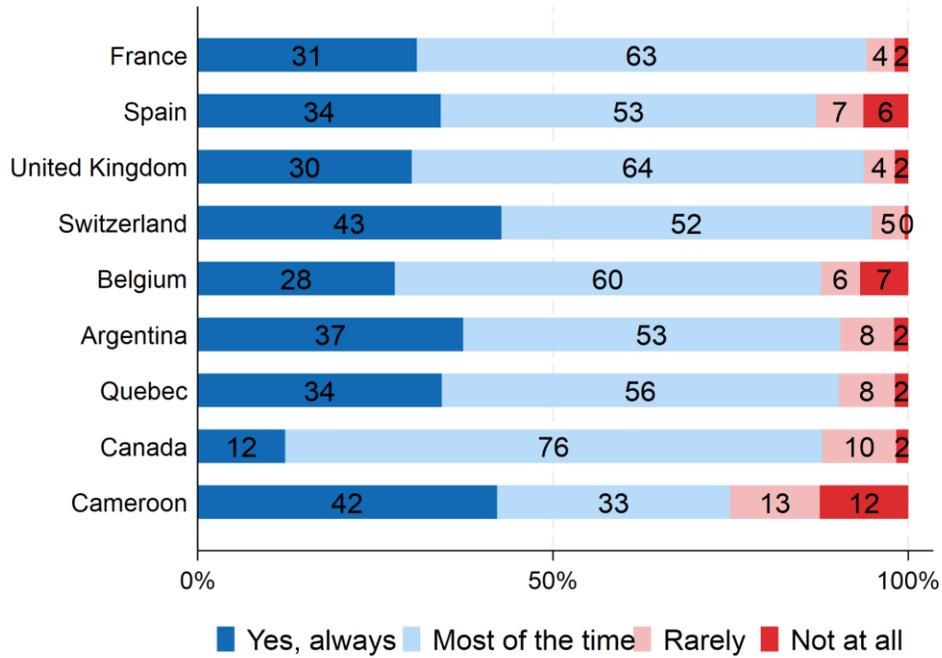
### How do you currently rate the quality of your relationship with the following stakeholders?



Source: I-BEST 2023, ESN/FESP. Field: ECE staff

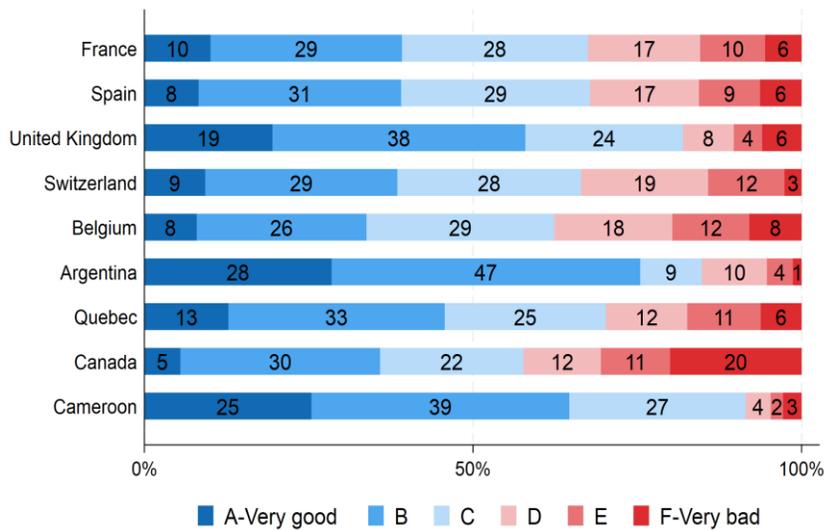
### II.3. Violence and security at work

Do you feel safe at your workplace?



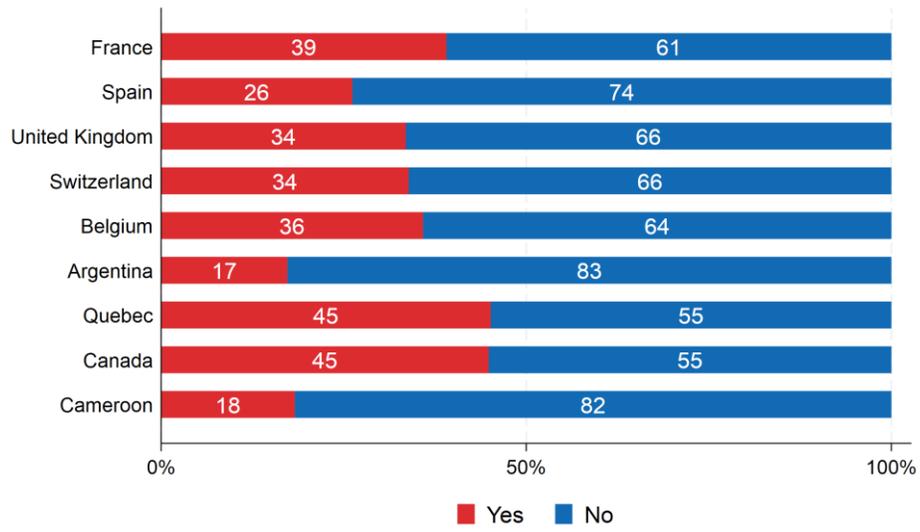
Source: I-BEST 2023, ESN/FESP. Field: ECE staff

### Level of discipline of pupils



Source: I-BEST 2023, ESN/FESP. Field: ECE staff

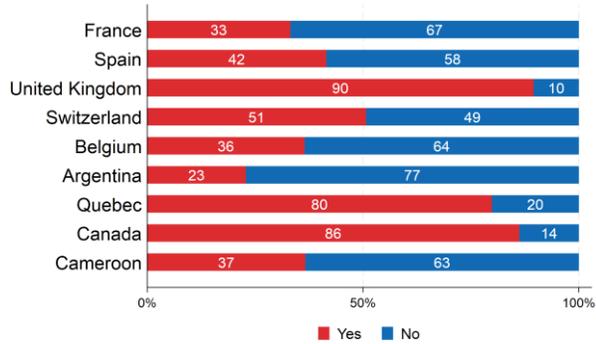
### Have you been the victim of workplace violence in the past 12 months?



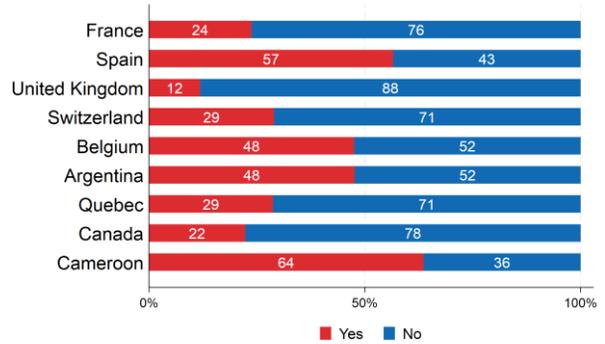
Source: I-BEST 2023, ESN/FESP. Field: ECE staff

### Who were the perpetrators of the violence?\*

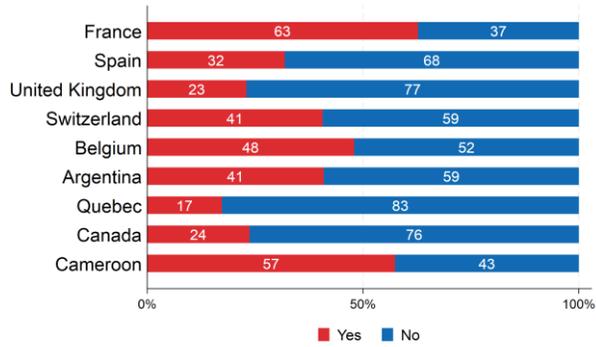
Perpetrator(s) of the violence = pupil(s)



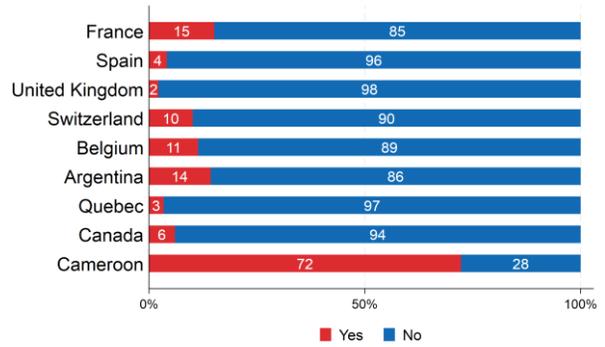
Perpetrator(s) of the violence = member(s) of the school staff



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

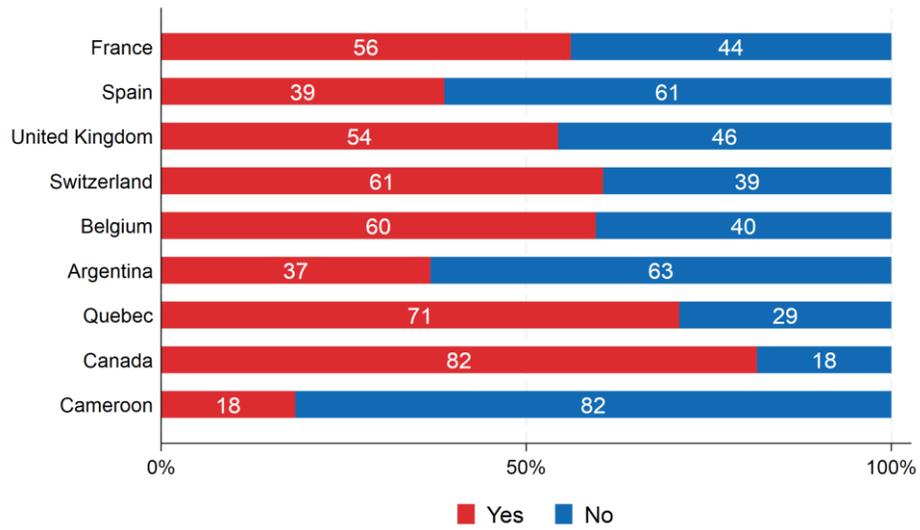


Perpetrator(s) of the violence = person(s) external to the school



\*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: ECE staff

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

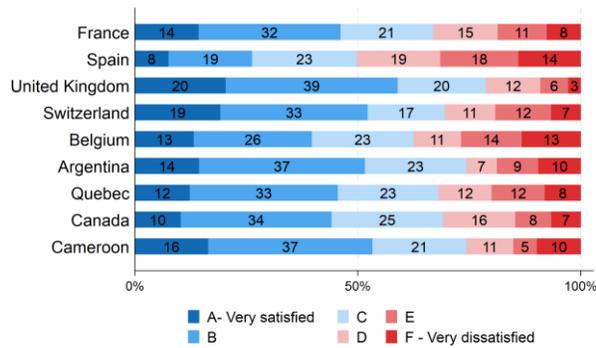


Source: I-BEST 2023, ESN/FESP. Field: ECE staff

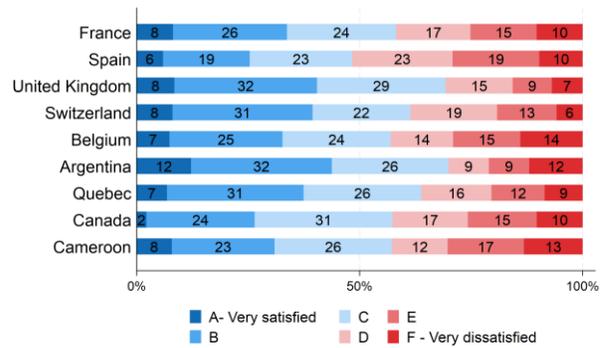
## II.4. Physical environment

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

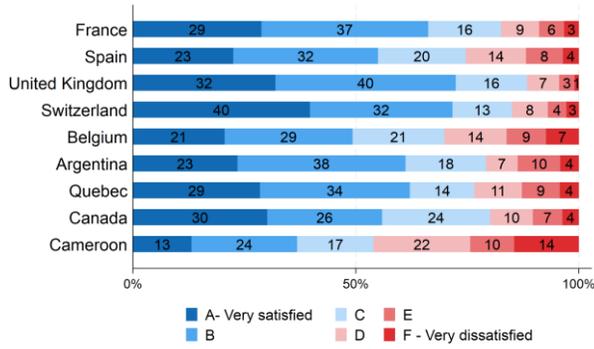
Satisfaction: facilities



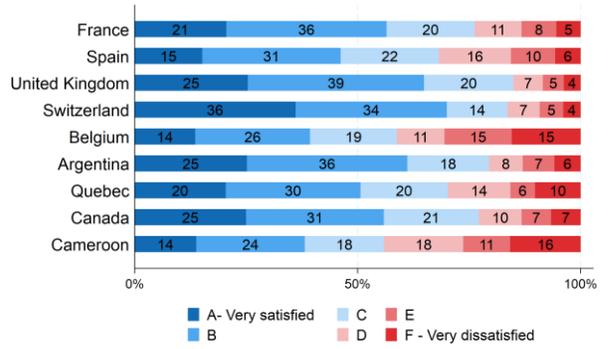
Satisfaction: material conditions (workspaces, teaching materials, Internet...)



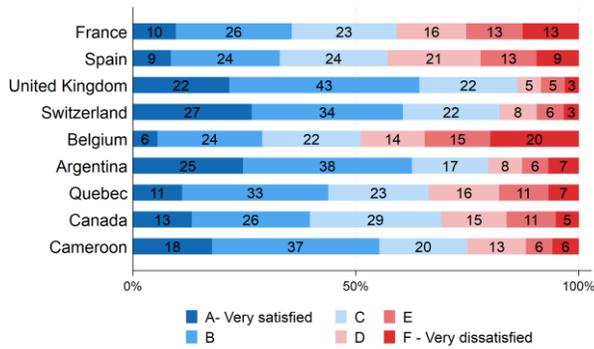
Satisfaction: amenities (electricity, drinking water...)



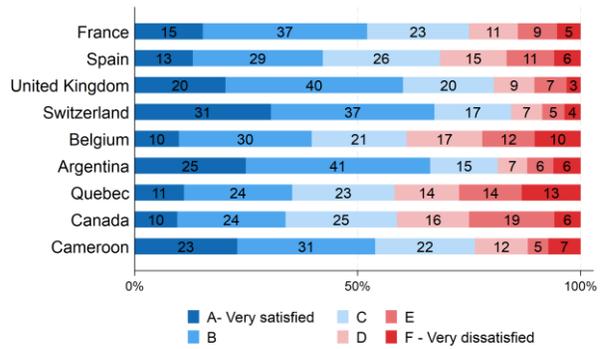
Satisfaction: sanitation (toilets, sewage, waste management...)



Satisfaction: sound level outside the buildings



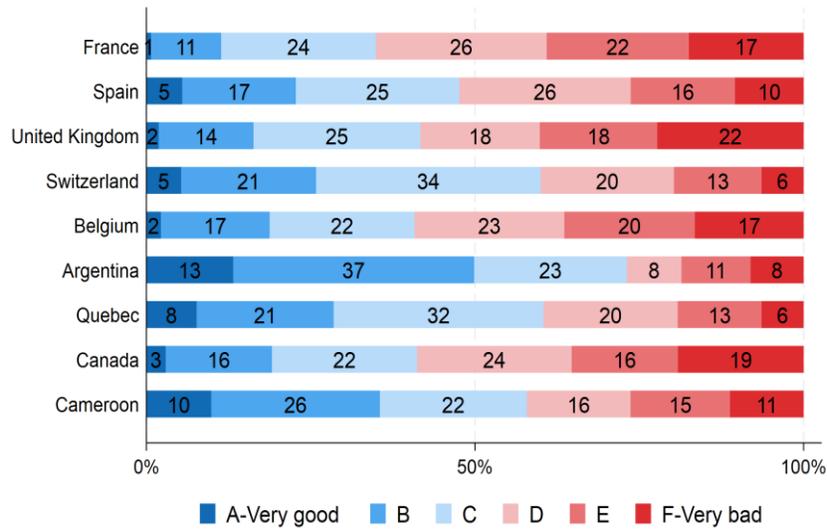
Satisfaction: air quality outside the buildings



Source: I-BEST 2023, ESN/FESP. Field: ECE staff

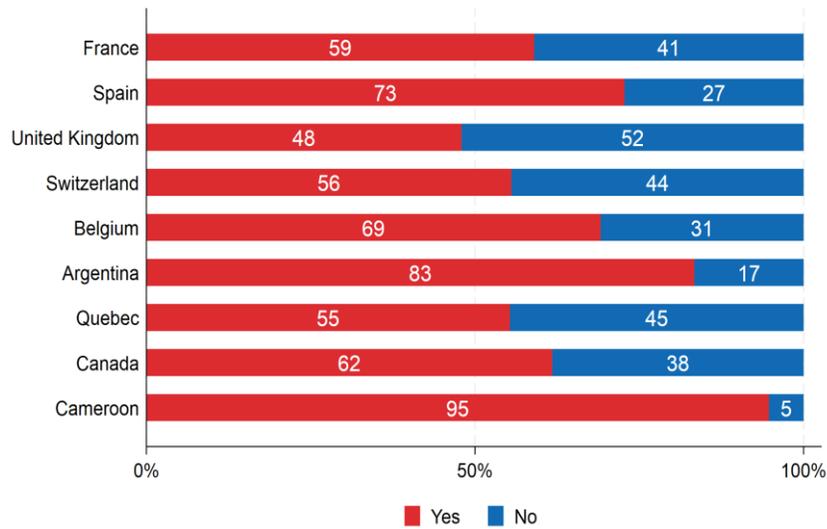
## II.5. Work/life

### Work/life balance



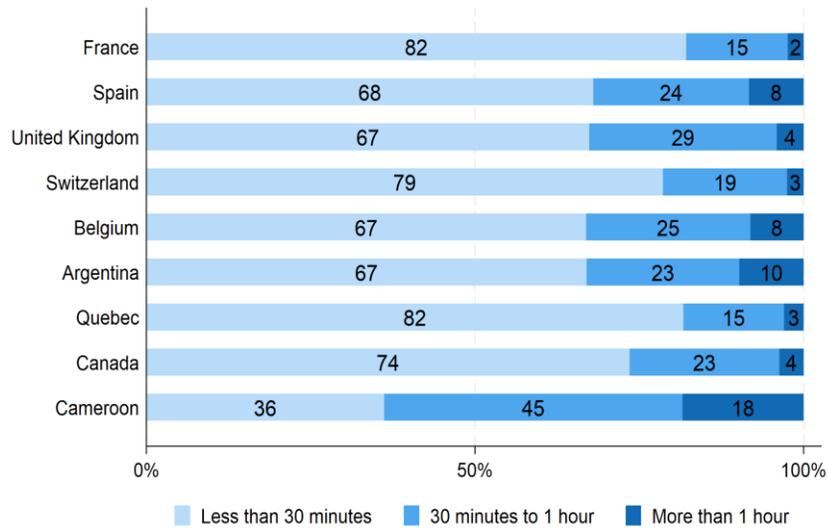
Source: I-BEST 2023, ESN/FESP. Field: ECE staff

### Provides regular help/support to a family member or friend



Source: I-BEST 2023, ESN/FESP. Field: ECE staff

### Usual travel time from home to work



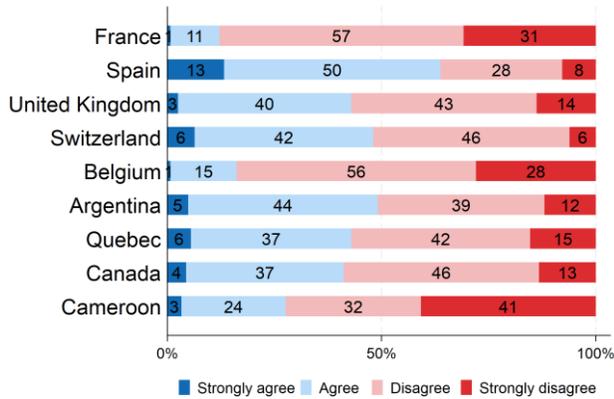
Source: I-BEST 2023, ESN/FESP. Field: ECE staff

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

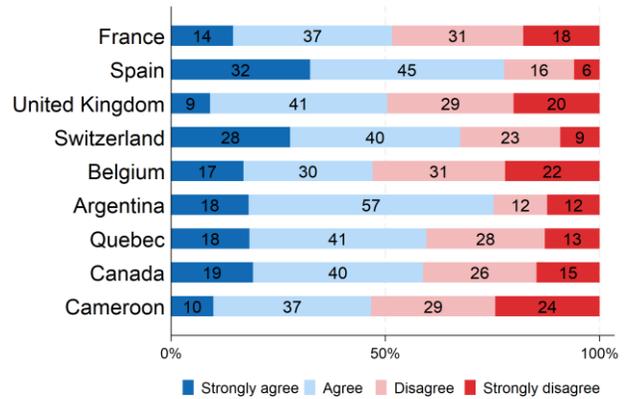
#### III.1. Indicators in the work context

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

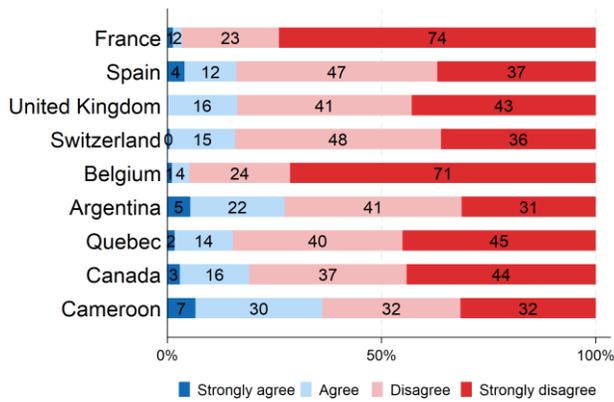
The advantages of my job far outweigh the disadvantages



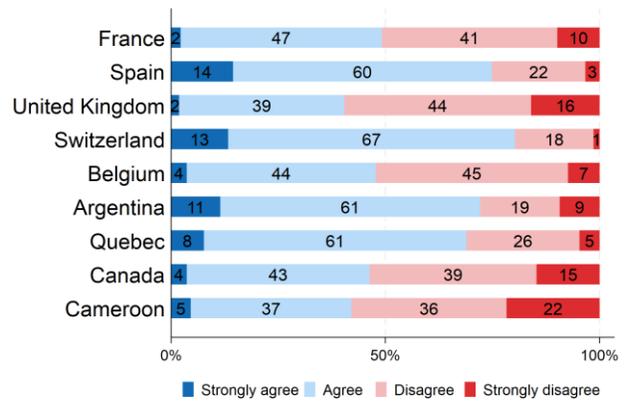
If I had to do it again, I would choose my profession again



I have the impression that my profession is valued by society

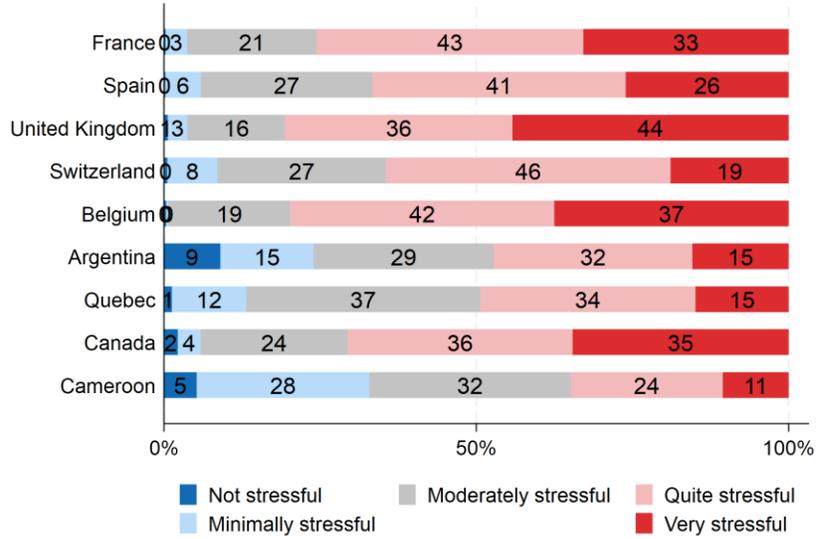


Overall, I am satisfied with my job



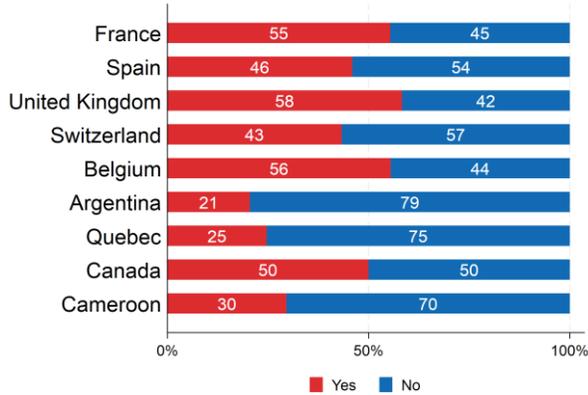
Source: I-BEST 2023, ESN/FESP. Field: ECE staff

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

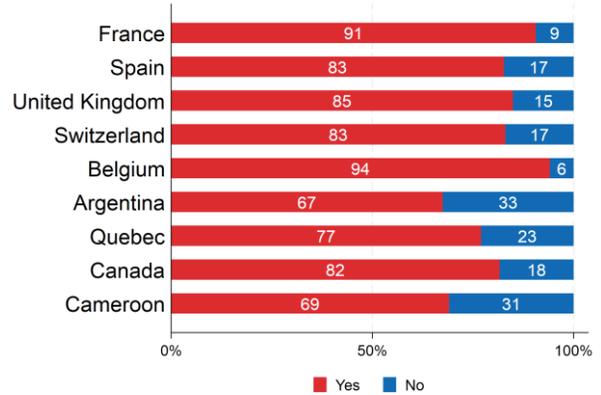


Source: I-BEST 2023, ESN/FESP. Field: ECE staff

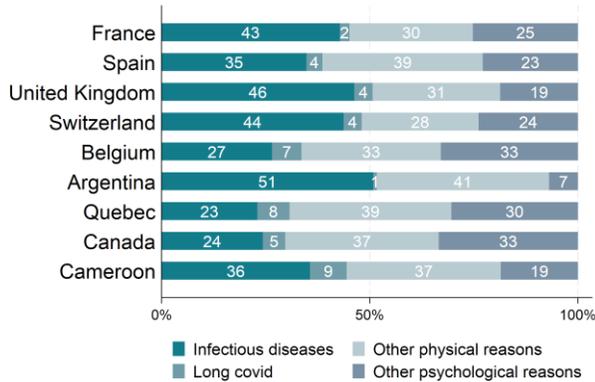
#### Had sick leave (last 12 months)



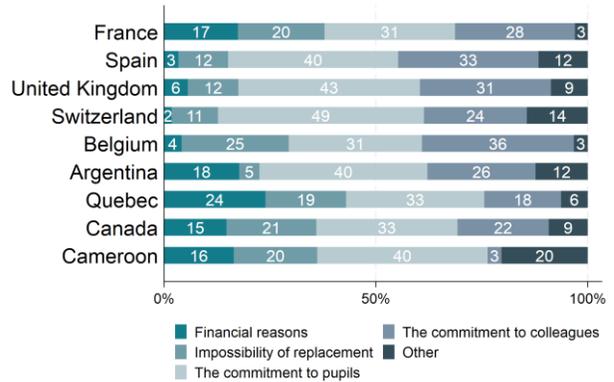
#### Worked while sick (last 12 months)



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

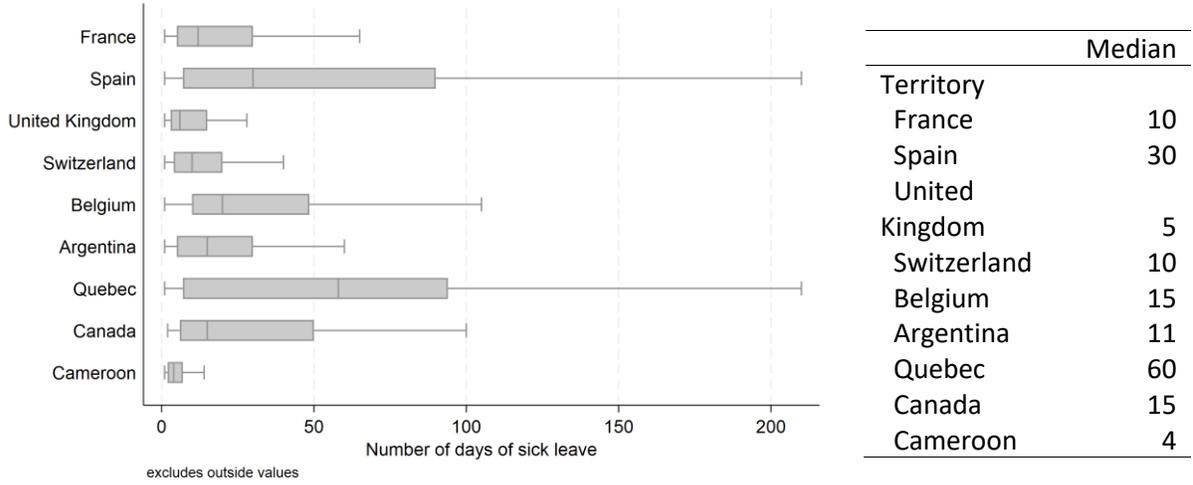


#### If yes, for what reason(s)?



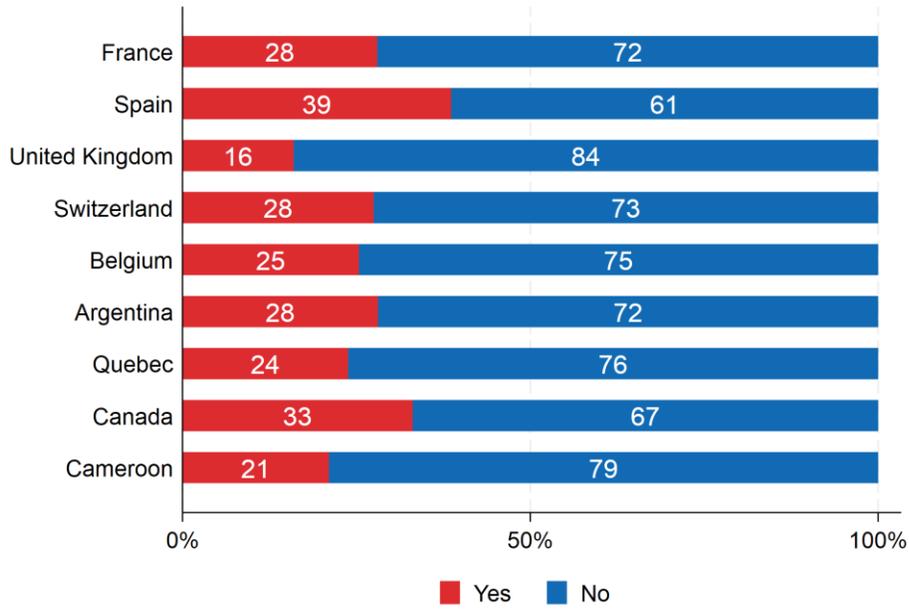
Source: I-BEST 2023, ESN/FESP. Field: ECE staff

Number of days of sick leave\*



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

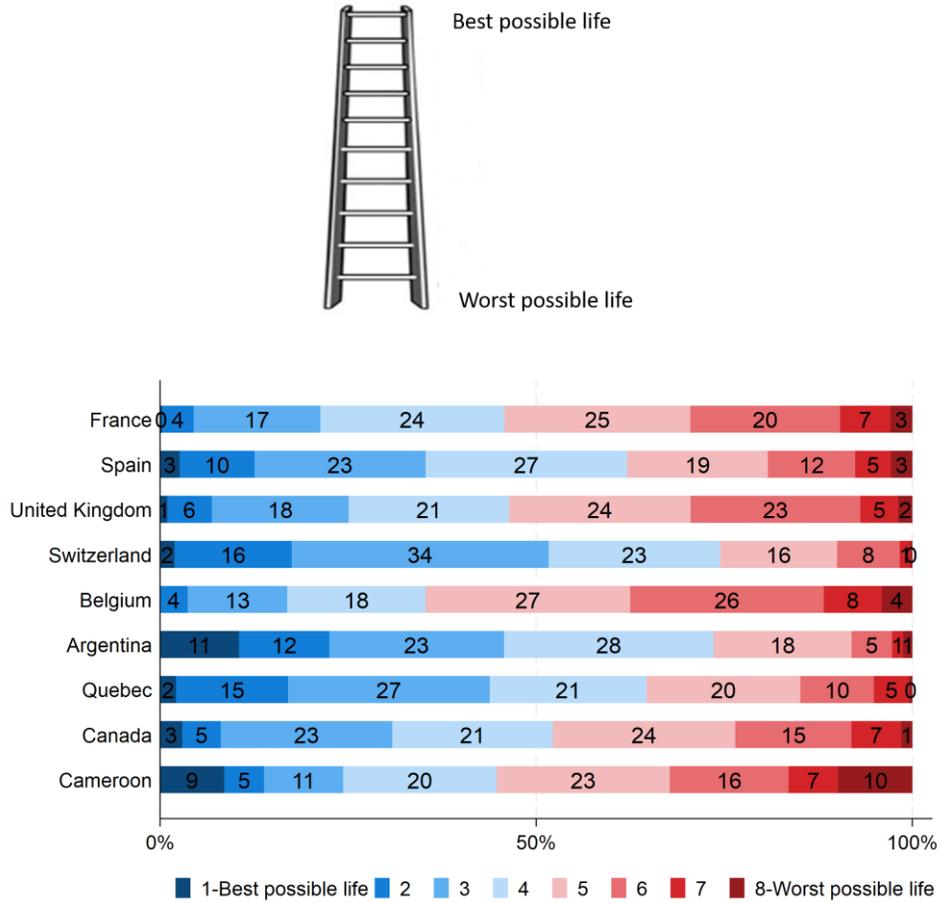
In the last 12 months, have you been unable to work because of a voice disorder?



Source: I-BEST 2023, ESN/FESP. Field: ECE staff

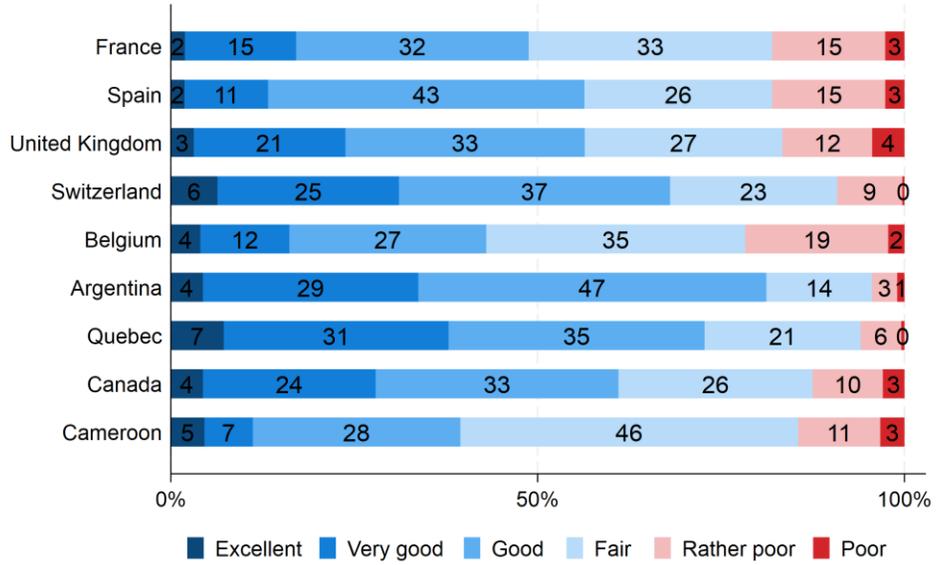
### III.2. Overall indicators

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



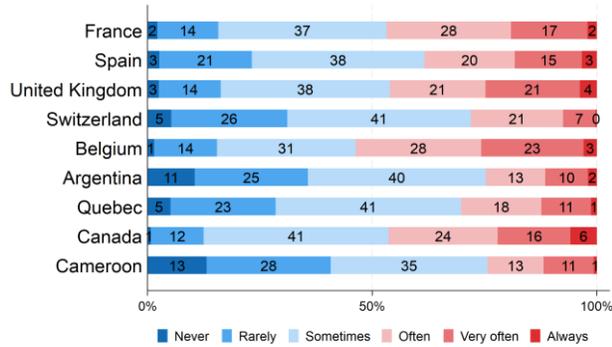
Source: I-BEST 2023, ESN/FESP. Field: ECE staff

### How do you rate your health?

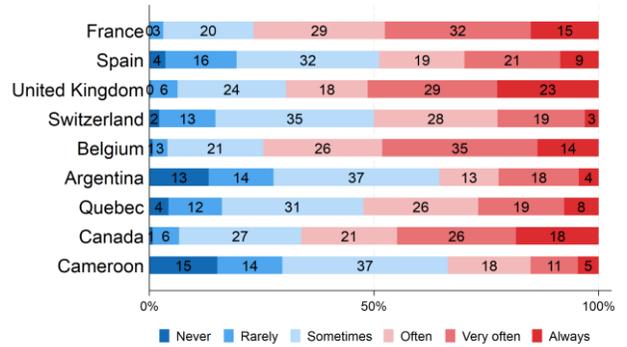


Source: I-BEST 2023, ESN/FESP. Field: ECE staff

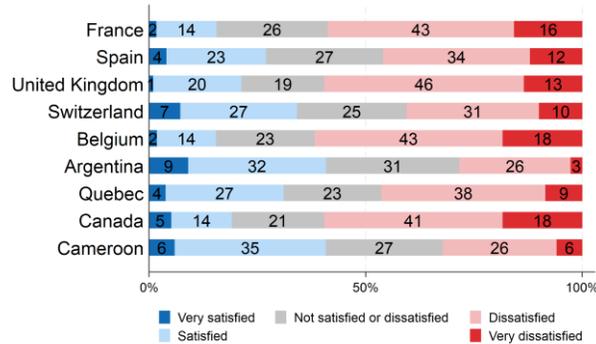
### Frequency of negative feelings (anxiety, depression, hopelessness...)



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

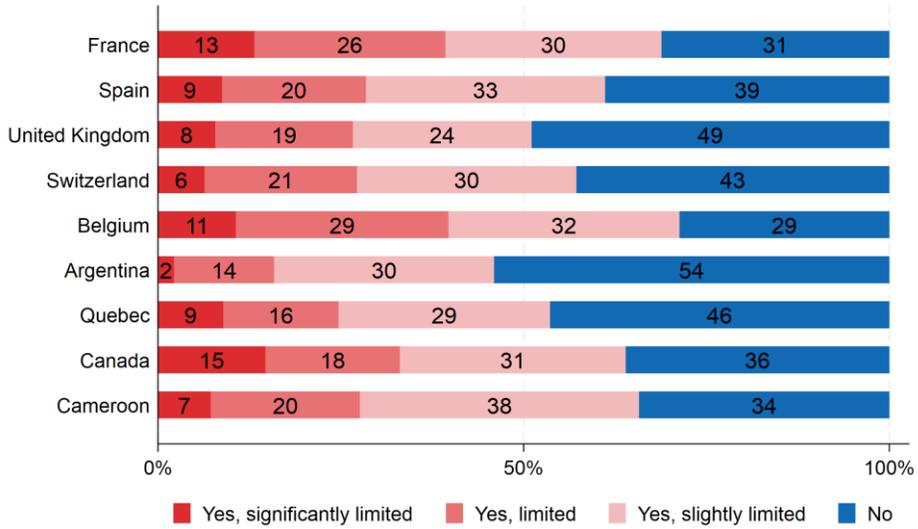


### Satisfaction with sleep



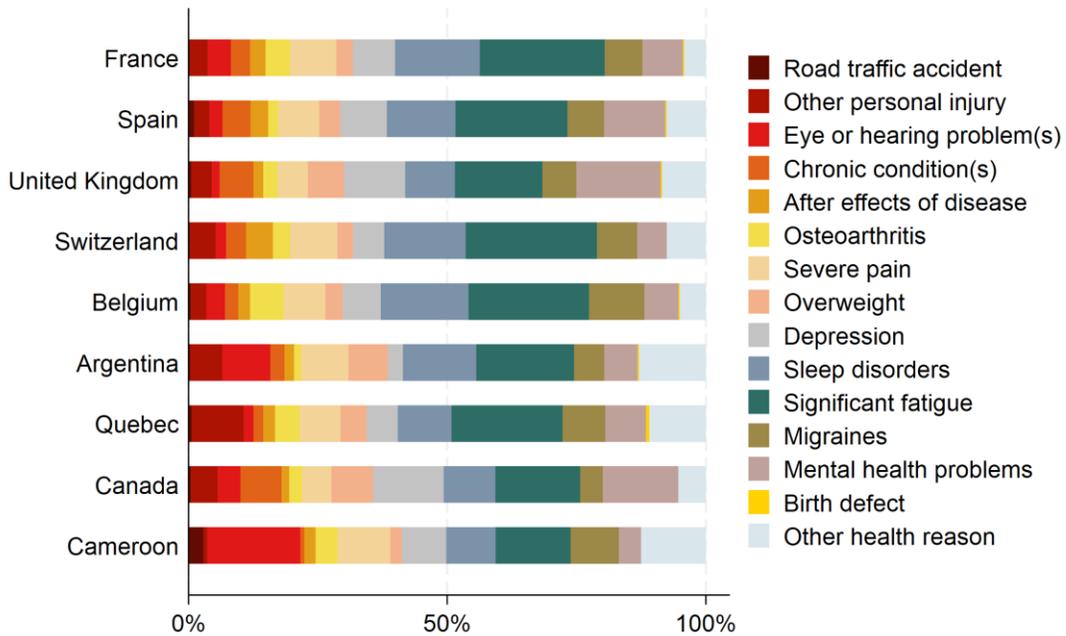
Source: I-BEST 2023, ESN/FESP. Field: ECE staff

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



Source: I-BEST 2023, ESN/FESP. Field: ECE staff

If yes, for what reason(s)?

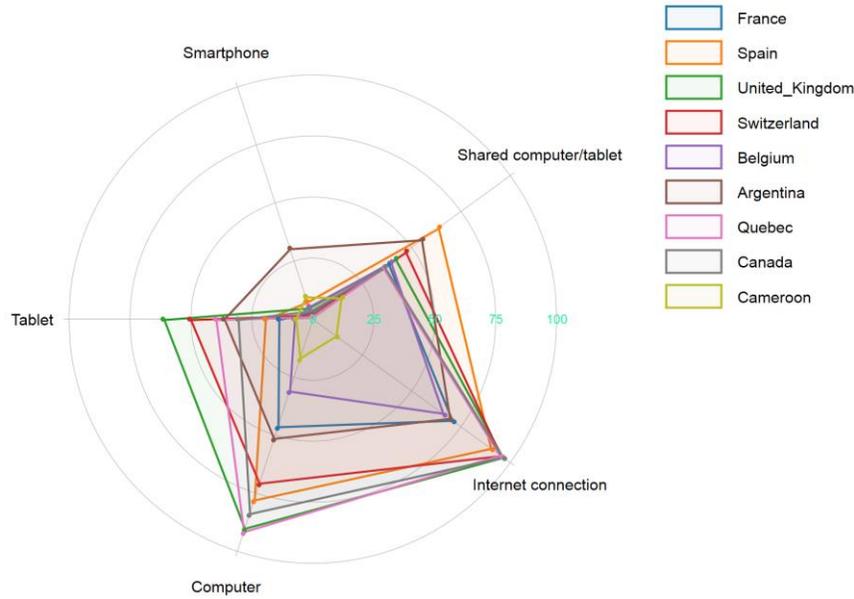


Source: I-BEST 2023, ESN/FESP. Field: ECE staff

## IV. Use of digital tools

### IV.1 Equipment and frequency of use

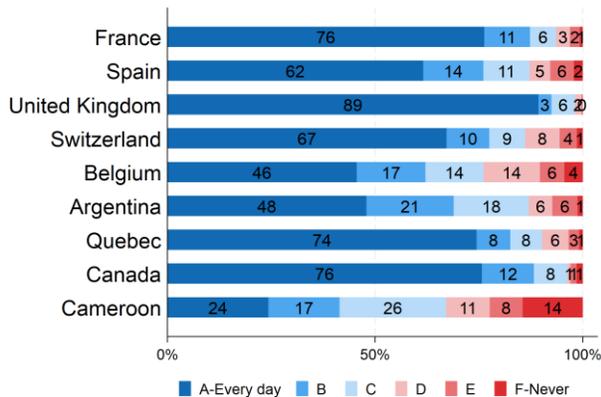
As a professional, are you equipped with the following equipment?



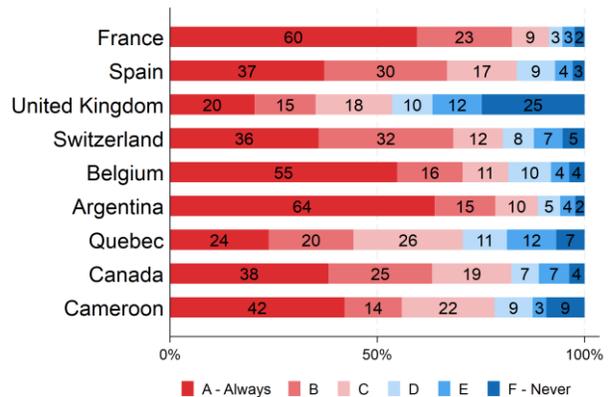
Source: I-BEST 2023, ESN/FESP. Field: ECE staff

As part of your professional activities...

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



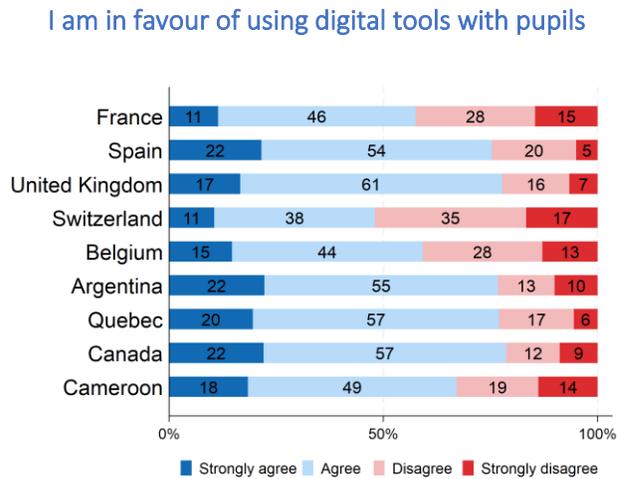
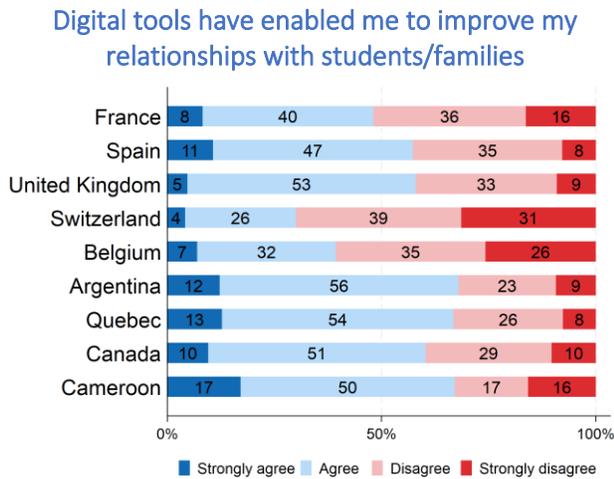
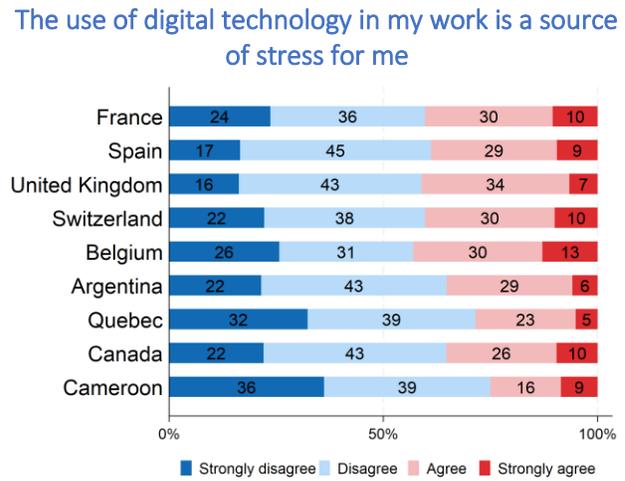
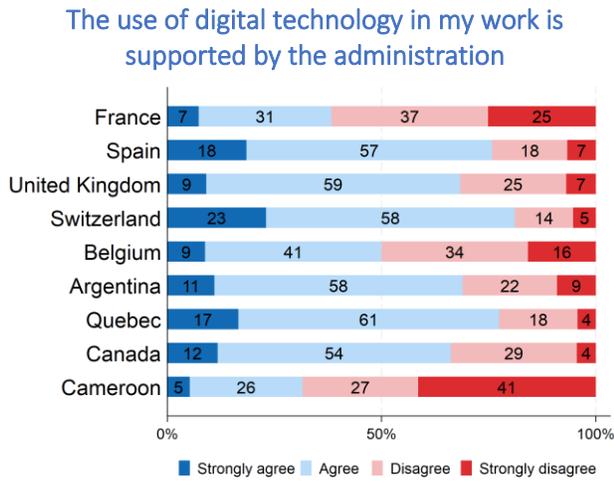
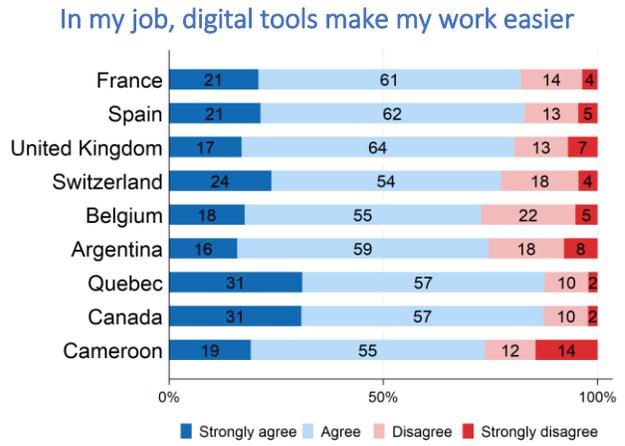
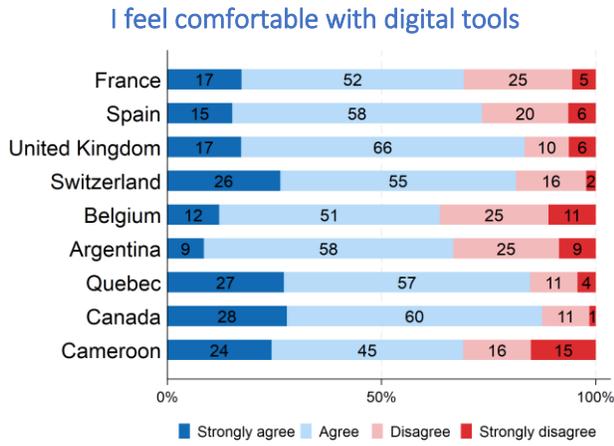
#### Frequency of use of personal digital equipment for professional activities



Source: I-BEST 2023, ESN/FESP. Field: ECE staff

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

To what extent do you agree with the following statements?

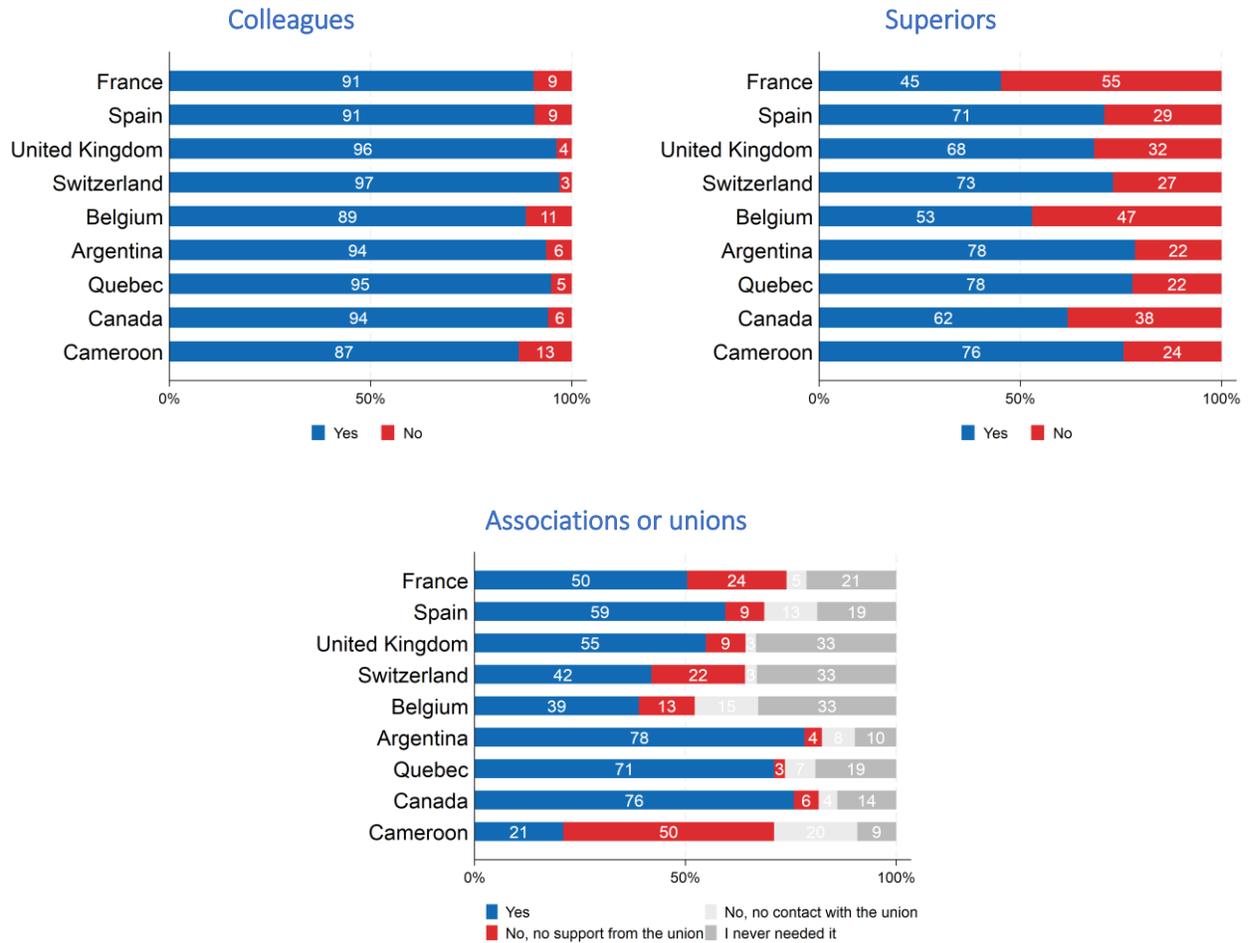


Source: I-BEST 2023, ESN/FESP. Field: ECE staff

## V. Needs identified by education personnel

### V.1. Support at work

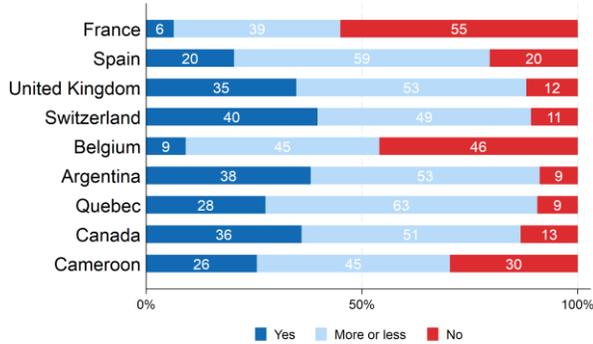
If needed, in your school do you get support from the following stakeholders



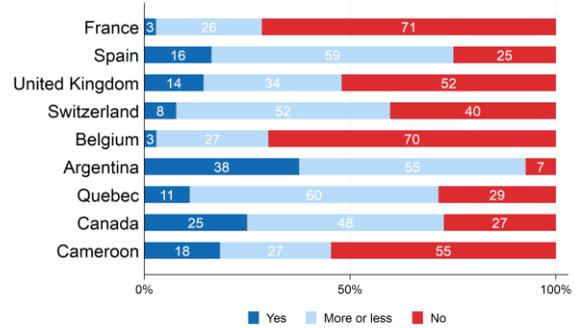
Source: I-BEST 2023, ESN/FESP. Field: ECE staff

## V.2. Health-related information

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



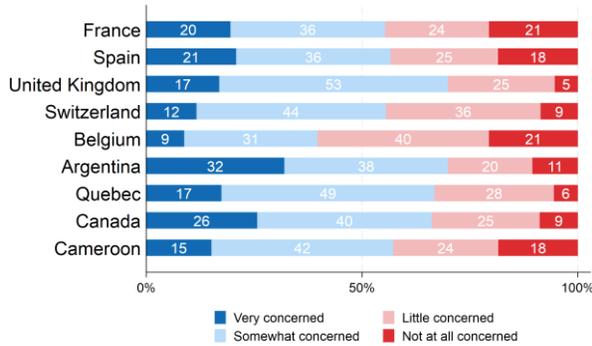
Do you know your rights regarding occupational health?



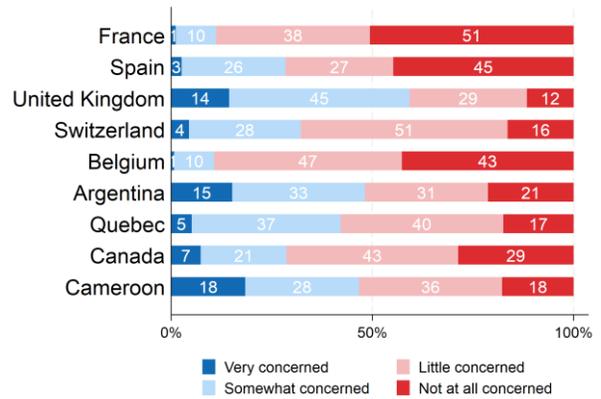
Source: I-BEST 2023, ESN/FESP. Field: ECE staff

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

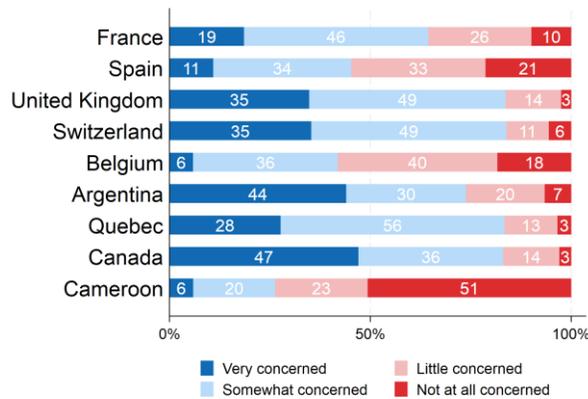
School administration



The hierarchy

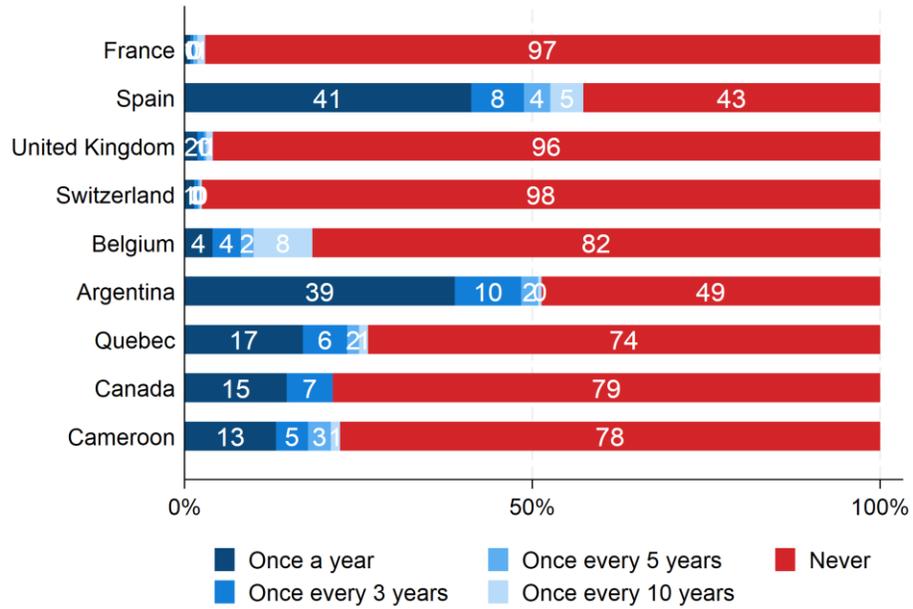


The unions



Source: I-BEST 2023, ESN/FESP. Field: ECE staff

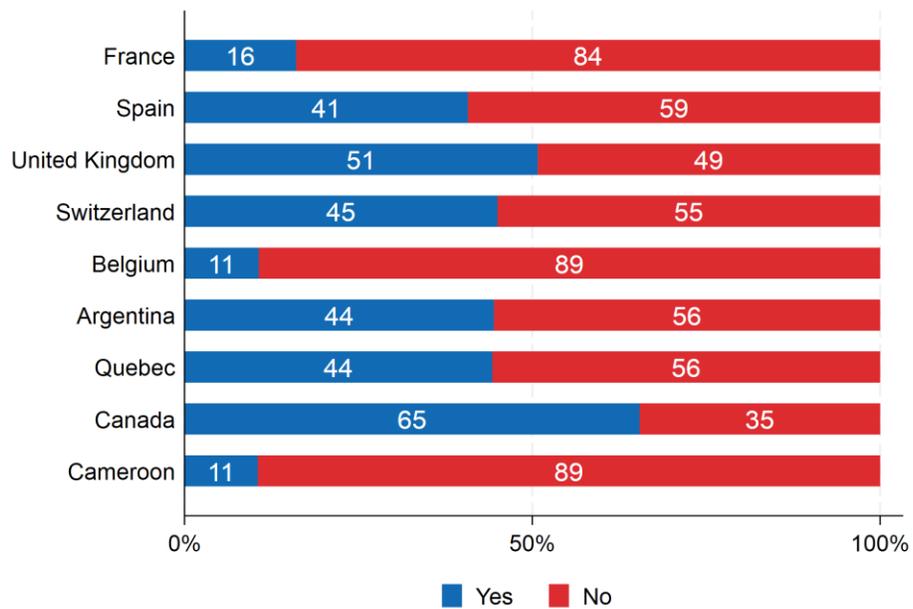
### Frequency of occupational medical appointments



Source: I-BEST 2023, ESN/FESP. Field: ECE staff

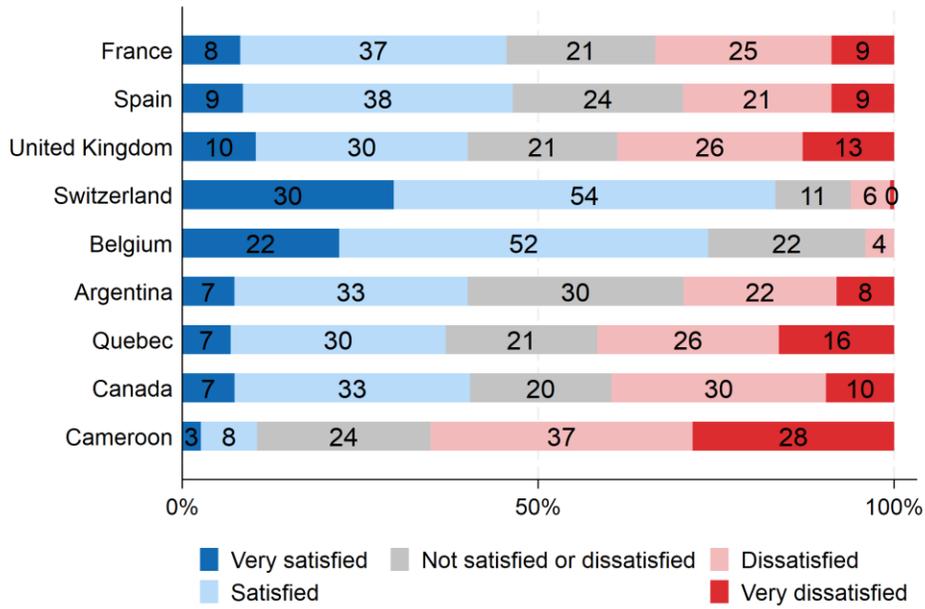
### V.3. Social protection

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



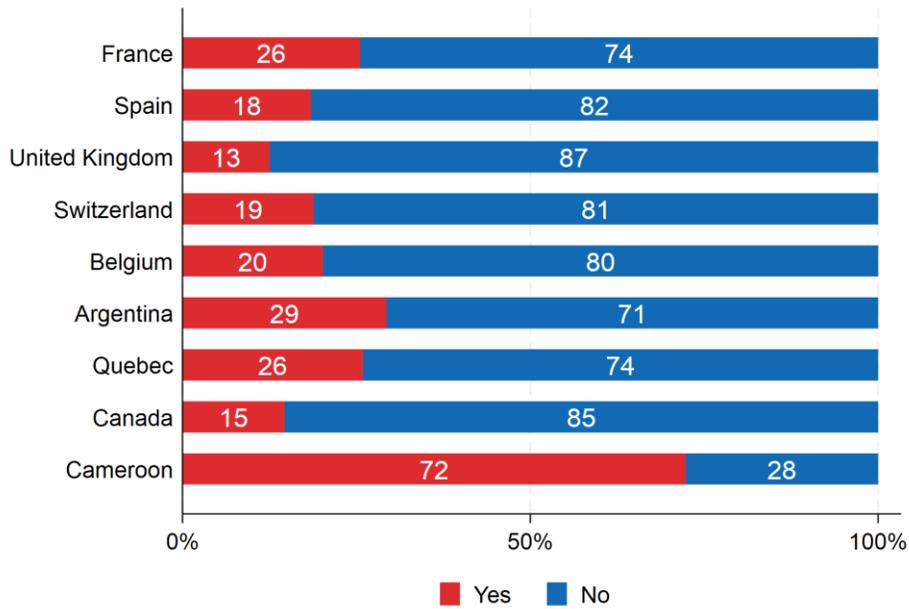
Source: I-BEST 2023, ESN/FESP. Field: ECE staff

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



Source: I-BEST 2023, ESN/FESP. Field: ECE staff

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



Source: I-BEST 2023, ESN/FESP. Field: ECE staff

## VI. Formal comparison of ECE staff with primary education staff

In the present section, ECE staff (students' age: 3-5 years old) are formally compared with their primary education counterparts (students' age: 6-11 years old) on a range of key variables, from socio-demographic/professional characteristics to indicators of professional well-being or general health.

In practice, a selection of dichotomous indicators has been defined and each was compared between the two groups, territory by territory, using a chi 2 test.

The result of the statistical test reads as follows: NS= non-significant, \* p-value≤0.05, \*\* p-value≤0.01 and \*\*\* p-value≤0.001

Caution: group sizes are quite different (see in the introduction), as are the percentage values compared

SOCIODEMOGRAPHIC AND PROFESSIONAL PROFILE									
	% women			% more than 30 years of seniority			% teachers		
Students' age	3-5 y old	6-11 y old	p-value	3-5 y old	6-11 y old	p-value	3-5 y old	6-11 y old	p-value
France	92	87	***	23	27	***	87	91	***
Spain	88	82	**	14	18	NS	73	88	***
United Kingdom	90	86	NS	10	11	NS	96	98	NS
Switzerland	94	91	*	19	17	NS	91	96	***
Belgium	94	84	***	19	12	*	83	95	***
Argentina	96	89	***	4	6	NS	73	75	NS
Quebec	93	92	NS	7	8	NS	77	87	***
Canada	92	92	NS	10	7	NS	74	83	*
Cameroon	68	57	*	6	2	*	65	65	NS

Source: I-BEST 2023, ESN/FESP. Field: ECE and primary education staff

STRESS FACTORS AT WORK												
	Stress at work			Victim of violence at work			Satisfaction with sound level inside the buildings			Satisfaction with Work/life balance		
	<i>(quite / very stressful)</i>			<i>(in the last 12 months)</i>			<i>(level 1-3 out of 6)</i>			<i>(level 1-3 out of 6)</i>		
Students' age	3-5 y old	6-11 y old	p-value	3-5 y old	6-11 y old	p-value	3-5 y old	6-11 y old	p-value	3-5 y old	6-11 y old	p-value
France	76	76	NS	39	38	NS	59	63	**	35	35	NS
Spain	67	67	NS	27	24	NS	57	57	NS	48	51	NS
United Kingdom	81	77	NS	32	29	NS	86	82	NS	42	37	NS
Switzerland	64	59	NS	34	27	*	82	84	NS	60	61	NS
Belgium	80	79	NS	35	35	NS	51	54	NS	41	40	NS
Argentina	47	52	NS	23	26	NS	80	70	***	73	65	**
Quebec	49	57	*	45	44	NS	66	64	NS	60	49	**
Canada	70	61	*	50	43	NS	69	66	NS	41	47	NS
Cameroon	35	30	NS	19	16	NS	75	71	NS	58	59	NS

Source: I-BEST 2023, ESN/FESP. Field: ECE staff

SOCIAL RELATIONSHIPS AT SCHOOL												
	Satisfaction with relationship with the school administration			Satisfaction with relationship with colleagues			Satisfaction with relationship with parents			Satisfaction with relationship with students		
	<i>(level 1-3 out of 6)</i>			<i>(level 1-3 out of 6)</i>			<i>(level 1-3 out of 6)</i>			<i>(level 1-3 out of 6)</i>		
Students' age	3-5 y old	6-11 y old	p-value	3-5 y old	6-11 y old	p-value	3-5 y old	6-11 y old	p-value	3-5 y old	6-11 y old	p-value
France	75	73	NS	90	91	NS	92	88	***	97	96	**
Spain	74	75	NS	89	88	NS	90	90	NS	98	98	NS
United Kingdom	83	80	NS	95	94	NS	95	92	NS	98	99	NS
Switzerland	78	81	NS	94	96	NS	96	95	NS	99	96	**
Belgium	67	67	NS	86	87	NS	89	84	NS	97	95	NS
Argentina	92	92	NS	98	98	NS	98	97	NS	98	99	NS
Quebec	80	81	NS	93	94	NS	97	95	NS	99	97	NS
Canada	76	77	NS	88	92	NS	91	92	NS	94	98	*
Cameroon	88	92	NS	97	96	NS	85	85	NS	98	98	NS

Source: I-BEST 2023, ESN/FESP. Field: ECE staff

ORGANIZATIONAL FACTORS										
	Recognition/valuation by the school administration/superiors <i>(level 1-3 out of 6)</i>			Satisfaction with information flow <i>(level 1-3 out of 6)</i>			Satisfaction with teamwork <i>(level 1-3 out of 6)</i>			
Students' age	3-5 y old	6-11 y old	p-value	3-5 y old	6-11 y old	p-value	3-5 y old	6-11 y old	p-value	
France	30	30	NS	40	39	NS	81	79	NS	
Spain	58	60	NS	52	53	NS	62	65	NS	
United Kingdom	60	57	NS	44	42	NS	48	45	NS	
Switzerland	68	71	NS	66	62	NS	66	69	NS	
Belgium	49	45	NS	43	43	NS	59	57	NS	
Argentina	75	72	NS	67	57	**	75	73	NS	
Quebec	71	70	NS	54	57	NS	69	72	NS	
Canada	52	61	NS	32	46	**	46	54	NS	
Cameroon	80	80	NS	64	69	NS	74	78	NS	

Source: I-BEST 2023, ESN/FESP. Field: ECE staff

MOTIVATIONAL FACTORS										
	Satisfaction with training opportunities <i>(level 1-3 out of 6)</i>			Satisfaction with career development opportunities <i>(level 1-3 out of 6)</i>			Satisfaction with salary <i>(level 1-3 out of 6)</i>			
Students' age	3-5 y old	6-11 y old	p-value	3-5 y old	6-11 y old	p-value	3-5 y old	6-11 y old	p-value	
France	25	26	NS	18	19	NS	26	26	NS	
Spain	68	71	NS	28	30	NS	49	50	NS	
United Kingdom	67	62	NS	55	47	*	56	52	NS	
Switzerland	80	78	NS	41	46	NS	63	73	**	
Belgium	51	55	NS	40	31	*	69	66	NS	
Argentina	86	84	NS	81	77	NS	63	57	*	
Quebec	76	77	NS	61	56	NS	57	57	NS	
Canada	35	53	***	38	38	NS	54	53	NS	
Cameroon	66	72	NS	51	60	NS	45	45	NS	

Source: I-BEST 2023, ESN/FESP. Field: ECE staff

DIGITAL TOOLS AND TECHNOLOGIES												
	In my job, digital tools make my work easier			The use of digital technology in my work is a source of stress for me			Digital tools have enabled me to improve my relationships with			I am in favour of using digital tools with pupils		
	<i>(agree/strongly agree)</i>			<i>(agree/strongly agree)</i>			<i>(agree/strongly agree)</i>			<i>(agree/strongly agree)</i>		
Students' age	3-5 y old	6-11 y old	p-value	3-5 y old	6-11 y old	p-value	3-5 y old	6-11 y old	p-value	3-5 y old	6-11 y old	p-value
France	82	85	**	40	37	*	48	41	***	58	69	***
Spain	83	86	NS	39	42	NS	57	58	NS	75	80	NS
United Kingdom	81	86	*	41	41	NS	58	53	NS	78	83	NS
Switzerland	78	83	*	40	41	NS	30	30	NS	48	62	***
Belgium	73	83	**	43	35	NS	39	38	NS	59	74	***
Argentina	75	71	NS	35	30	NS	68	61	*	77	83	**
Quebec	88	92	*	29	29	NS	67	68	NS	77	88	***
Canada	88	86	NS	35	39	NS	60	66	NS	79	81	NS
Cameroon	74	78	NS	25	14	**	67	71	NS	67	75	NS

Source: I-BEST 2023, ESN/FESP. Field: ECE staff

OCCUPATIONNAL WELL-BEING												
	Recognition/valuation by society			Advantages >> disadvantages			Job satisfaction			If I had to do it again, I would choose my profession again		
	<i>(agree/strongly agree)</i>			<i>(agree/strongly agree)</i>			<i>(agree/strongly agree)</i>			<i>(agree/strongly agree)</i>		
Students' age	3-5 y old	6-11 y old	p-value	3-5 y old	6-11 y old	p-value	3-5 y old	6-11 y old	p-value	3-5 y old	6-11 y old	p-value
France	3	3	NS	12	12	NS	49	46	*	52	49	NS
Spain	16	14	NS	64	55	**	75	72	NS	78	73	NS
United Kingdom	16	15	NS	43	39	NS	40	41	NS	50	49	NS
Switzerland	16	17	NS	48	50	NS	80	82	NS	68	69	NS
Belgium	5	1	*	16	13	NS	48	45	NS	47	79	NS
Argentina	27	24	NS	49	52	NS	72	73	NS	75	76	NS
Quebec	15	14	NS	43	34	*	69	66	NS	60	57	NS
Canada	19	20	NS	41	50	NS	46	55	NS	59	55	NS
Cameroon	36	30	NS	28	17	*	42	43	NS	47	79	NS

Source: I-BEST 2023, ESN/FESP. Field: ECE staff

HEALTH INDICATORS												
	Satisfaction with quality of life <i>(scale 1-4 out of 8)</i>			Satisfaction with general health <i>(excellent &lt;-&gt; fair)</i>			Depressive symptoms <i>negative feelings often/very often/always,</i>			Sleep satisfaction <i>(very satisfied/satisfied)</i>		
Students' age	3-5 y old	6-11 y old	p-value	3-5 y old	6-11 y old	p-value	3-5 y old	6-11 y old	p-value	3-5 y old	6-11 y old	p-value
France	46	47	NS	82	82	NS	47	47	NS	16	16	NS
Spain	62	62	NS	82	81	NS	38	37	NS	27	29	NS
United Kingdom	46	53	*	83	86	NS	46	42	NS	21	24	NS
Switzerland	74	76	NS	91	92	NS	28	26	NS	34	36	NS
Belgium	32	36	NS	78	82	NS	57	55	NS	15	16	NS
Argentina	74	66	**	96	90	***	25	31	*	41	38	NS
Quebec	65	67	NS	94	93	NS	30	35	NS	31	30	NS
Canada	52	58	NS	87	89	NS	43	42	NS	19	27	NS
Cameroon	45	41	NS	85	87	NS	24	38	NS	41	39	NS

Source: I-BEST 2023, ESN/FESP. Field: ECE and primary education staff