

Additional Information regarding the Problem of Temporary (Non-Regular) Teachers

July 1, 2014

Temporary Teachers' Policy Unit
ZENKYO

1. There is certain number of temporary teachers in the world work as part-time teachers. However, in Japan, temporary teachers are hired to replace regular fulltime teachers.
2. Some of these temporary teachers are called “teachers temporarily hired for regular posts”. They are assigned to the same duties with same responsibilities as their regular colleagues. In primary school, they may be in charge of a class and in junior high school they may be assigned to look after extracurricular club activities of pupils.
3. In addition to these “teachers temporarily hired for regular posts”, there are also part-time temporary teachers. They are to give a certain number of lessons and are paid hourly. They however remain in school beyond their working hours. In primary and junior high schools, they also work as substitutes for absent teachers.
4. In Japan, each prefecture organizes the hiring test for teachers to select those it hires. However, as the Ministry of Education does not have any long-term guidelines for revising the number of teaching posts in a planned manner, recruitment and hiring of teachers as well as the number of teaching posts in each public school do not match the actual needs.
5. Hiring of temporary teachers started in Japan as early as in the 1970s. At that time they were hired for substituting regular teachers who were on maternity leave, childcare leave or long-term sickness leave.
6. From the 1990s, in order to save money for education, the prefecture began to hire teachers on temporary basis even for the posts to be normally occupied by regular teachers.
7. This is mainly due to the fact that the Ministry of Education stopped allocating adequate subsidy to the prefectures necessary for employing regular teachers.
8. Some of temporary teachers are those who have taken the hirng test many times over but failed.
9. In spite of this, the prefecture education boards hire these teachers who failed the hiring test as temporary teachers on fulltime basis, assign them the charge of a class or as advisor for extracurricular activities.
10. Teachers working on a temporary basis over a long period have difficulty in making their living because of significant pay gap existing between them and regular teachers.
11. Especially, part-time temporary teachers are so discriminated in pay that some of them are on welfare while working.
12. Some of long-term term temporary teachers, while enthusiastically committed to teaching work, have never been officially hired as regular teachers and remain so until they reach the retirement age.
13. In recent years, the use of temporary teachers has become widespread on both fulltime and part-time basis and their number is increasing. As a result, there is a shortage of

temporary teachers who can replace regular teachers when these are on maternity, childcare or sickness leave.

14. Temporary teachers are looked down in schools because they are not regular personnel: they are sometimes excluded from meetings or transferred to another school in case of sudden coming back by regular teachers from leave.
15. Growing use of temporary teachers makes the employment of teachers in general more insecure and affects the continuity of education for children.
16. At present, this problem is not limited to Japan but has extended in other countries. In fact, the use of temporary teachers is seen everywhere in the world and threatens a sound development of children.

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