**Problem-Solving Assignment Worksheet**

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Topic: Long working hours of public-school teachers

**Understand the Problem**

Seriously affecting the public-school teachers, because the working hours of the teachers have increased.

* What are the facts? Provide evidence showing that the problem exists. [STEP 2]

Fact 1: The teacher has stress and distress related to work  
- According to the survey, 80.7% of teachers answered that they had "stress or trouble related to work". [1]

Fact 2: 63 public-school teachers died of overwork in ten years  
- According to the Mainichi Newspaper survey, 63 public-school teachers were found to be overworked in 10 years until fiscal 2016. [2]

* + Fact 3: Overtime pay is not paid

- There is “Special Measures Act on Salaries, etc. of Education Staff in Public Obligatory Education Schools etc” [公立の義務教育諸学校等の教　育職員の給与等に関する特別措置法]. [3]

* + Fact 4: Helicopter parent is increased  
    - According to the Benesse survey, more than 90% of parents said helicopter parent increased recently. [4]
  + Fact 5: public-school teachers can’t take time for class preparation  
    - According to the Benesse survey, more than 90% of public-school teachers answered that they do not have enough time for class preparation. [5]
* Why is it important to solve the problem? [STEP 2]

It is important to solve the problem because long working hours reduce the quality of education.

* What are the possible causes? Describe why the problem is occurring. [STEP 3]
  + Cause 1: There is a lot of work.
  + Cause 2: There are few teachers.
  + Cause 3: Overtime pay is not paid.
* Which cause do you want to tackle and why? Narrow the focus. [STEP 3]
  + Cause 3: Overtime pay is not paid.

- Overtime work is not paid is the root cause of the problem and other measures will be solved by paying overtime pay.

**Think of solutions**

* What has been done so far? Analyze the pros (good points) and cons (bad points) of previous solutions. [STEP 4]

|  |  |
| --- | --- |
| **Previous solution 1**   * *What*   Law amendment   * *Who, when, & where*   Nation | Pros  Paying for the time is paid. |
| Cons  Take time for the law to take effect  Take budget |
| **Previous solution 2**   * *What* Efforts to reduce overtime work * *Who, when, & where*   Ministry of education | Pros  Teacher burden reduction  Take time for teacher’s own |
| Cons  Can not finish teachers work |
| **Previous solution 3**  *What* Innovation of teachers' Attitudes toward Work  *Who, when, & where*  Teacher | Pros  Can be done immediately  Not take money |
| Cons  Useless than the other two solutions  Forced analogy |

* What solution(s) do you recommend? [STEP 5]
  + Describe the solution idea

A signature‐collecting campaign by students

* + Call for signatures on SNS.
  + Examine the current working hours of teachers
  + Do signature‐collecting campaign in town.
  + Explain why your solution could be better than previous ones.
  + Can have everyone know the present conditions of working hours of teacher.
  + To influence public opinion.
* What is the expected result? [STEP 5]
  + Describe the desired situation (goal) you expect to see at the end of your solution steps.
  + The goal is law amendment will be possible and improve working hours of public-school teachers.

**Reference(s)**

[1] 教員8割がストレスや悩み 過労死白書を閣議決定 - 産経ニュース

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[2] 教職員過労死 公立校、１０年で６３人　専門家「氷山の一角」

<https://mainichi.jp/articles/20180421/ddm/001/040/109000c>

[3] 公立の義務教育諸学校等の教育職員の給与等に関する特別措置法

<http://elaws.e-gov.go.jp/search/elawsSearch/elaws_search/lsg0500/detail?lawId=346AC0000000077_20160401_427AC0000000046&openerCode=1>

[4] モンスターペアレント、9割の保護者が「最近増えた！」｜ベネッセ教育情報サイト

<https://benesse.jp/kyouiku/201109/20110908-1.html>

[5] 教員の勤務時間 - ベネッセ教育総合研究所

<https://berd.benesse.jp/up_images/research/Sido_SYOTYU_05.pdf>