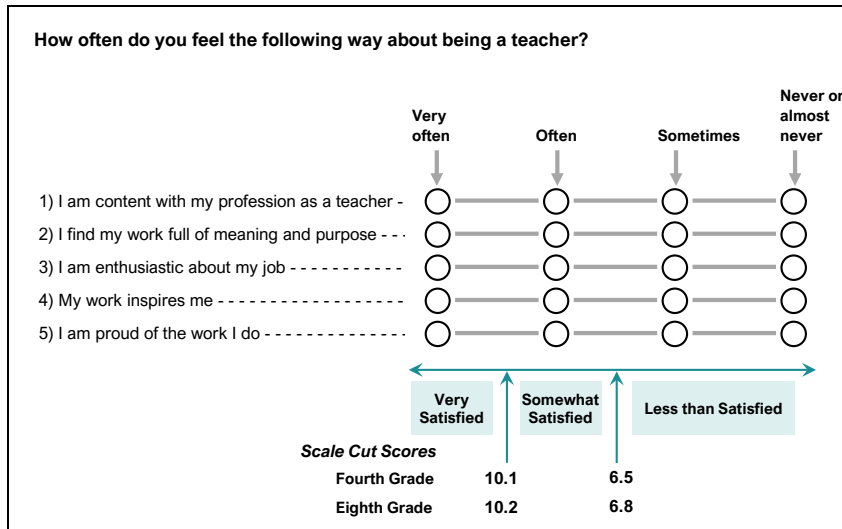


Exhibit 9.21: Teachers' Job Satisfaction

Students' Results based on Teachers' Reports

About the Scale

Students were scored according to their teachers' responses to five statements on the *Teachers' Job Satisfaction* scale. Cut scores divide the scale into three categories. Students with **Very Satisfied** teachers had a score at or above the cut score corresponding to their teachers responding "very often" to three of the five statements and "often" to the other two, on average. Students with **Less than Satisfied** teachers had a score at or below the cut score corresponding to their teachers responding "sometimes" to three of the five statements and "often" to the other two, on average. All other students had **Somewhat Satisfied** teachers.



SOURCE: IEA's Trends in International Mathematics and Science Study - TIMSS 2019
Downloaded from <http://timss2019.org/download>

Exhibit 9.22: Teachers' Job Satisfaction

Students' Results based on Teachers' Reports

Country	Very Satisfied		Somewhat Satisfied		Less than Satisfied		Average Scale Score
	Percent of Students	Average Achievement	Percent of Students	Average Achievement	Percent of Students	Average Achievement	
Kosovo	94 (1.9)	446 (3.0)	6 (1.9)	425 (12.0)	0 (0.0)	--	11.2 (0.06)
Albania	91 (2.5)	494 (3.6)	9 (2.5)	496 (13.0)	0 (0.0)	--	11.2 (0.07)
Iran, Islamic Rep. of	87 (2.4)	444 (4.0)	11 (2.3)	441 (9.6)	2 (0.9)	--	11.0 (0.09)
Oman	87 (2.3)	431 (4.5)	13 (2.3)	431 (10.7)	0 (0.3)	--	11.0 (0.08)
Philippines	87 (2.7)	294 (6.8)	12 (2.6)	304 (15.3)	1 (0.8)	--	11.1 (0.10)
Armenia	83 (3.1)	498 (2.9)	16 (3.1)	499 (5.3)	1 (0.5)	--	10.9 (0.08)
Kuwait	83 (3.1)	384 (5.5)	17 (3.0)	377 (14.0)	1 (0.6)	--	11.0 (0.10)
North Macedonia	80 (3.7)	470 (6.1)	20 (3.7)	478 (9.3)	0 (0.0)	--	10.8 (0.11)
Pakistan	79 (5.4)	333 (14.8)	21 (5.3)	318 (20.2)	1 (0.7)	--	10.7 (0.14)
Qatar	78 (2.7)	447 (4.6)	19 (2.2)	460 (9.7)	3 (1.1)	442 (19.5)	10.9 (0.10)
Bahrain	78 (2.9)	481 (2.9)	21 (3.0)	479 (5.7)	1 (0.8)	--	10.8 (0.10)
Saudi Arabia	78 (2.9)	405 (4.6)	21 (2.9)	375 (7.5)	1 (0.7)	--	10.9 (0.08)
Bosnia and Herzegovina	78 (2.7)	453 (2.6)	20 (2.5)	449 (6.2)	2 (0.9)	--	10.7 (0.09)
United Arab Emirates	r 78 (1.1)	486 (2.5)	19 (1.1)	473 (5.4)	3 (0.3)	398 (10.5)	10.7 (0.04)
Georgia	77 (3.3)	480 (4.7)	23 (3.3)	488 (6.2)	0 (0.0)	--	10.8 (0.09)
Chile	77 (3.7)	442 (3.6)	23 (3.7)	436 (5.7)	0 (0.4)	--	10.8 (0.12)
Azerbaijan	77 (2.7)	517 (3.2)	22 (2.6)	512 (5.9)	1 (0.5)	--	10.8 (0.08)
Spain	73 (3.5)	503 (2.6)	25 (3.5)	499 (4.8)	2 (0.8)	--	10.6 (0.11)
Italy	71 (3.5)	515 (2.8)	28 (3.5)	515 (4.7)	1 (0.7)	--	10.5 (0.11)
Serbia	70 (3.2)	507 (4.2)	27 (3.0)	507 (4.4)	3 (1.3)	530 (6.5)	10.5 (0.11)
Montenegro	70 (2.6)	450 (2.7)	30 (2.5)	459 (3.4)	0 (0.4)	--	10.4 (0.07)
Kazakhstan	68 (2.8)	512 (3.1)	32 (2.8)	513 (4.3)	0 (0.4)	--	10.4 (0.09)
Austria	68 (3.2)	541 (2.4)	31 (3.2)	535 (4.2)	2 (0.8)	--	10.4 (0.11)
Morocco	67 (3.3)	395 (6.0)	28 (3.3)	360 (6.5)	5 (1.3)	348 (10.8)	10.2 (0.13)
Australia	65 (3.4)	519 (3.9)	29 (2.9)	516 (7.0)	6 (1.6)	517 (14.3)	10.3 (0.14)
South Africa (5)	64 (3.4)	367 (5.0)	31 (3.4)	385 (9.1)	5 (1.5)	390 (36.6)	10.4 (0.11)
Turkey (5)	64 (3.6)	526 (5.3)	31 (3.3)	522 (10.4)	5 (1.8)	489 (18.1)	10.3 (0.15)
Netherlands	r 64 (5.0)	535 (3.1)	33 (4.9)	541 (3.7)	3 (1.6)	530 (15.4)	10.3 (0.15)
Croatia	62 (3.8)	510 (2.7)	36 (3.9)	509 (3.8)	2 (0.7)	--	10.3 (0.10)
Canada	59 (2.5)	509 (2.8)	36 (2.2)	516 (2.3)	5 (1.2)	518 (9.4)	10.0 (0.10)
Lithuania	58 (3.7)	548 (4.1)	38 (3.6)	531 (4.5)	5 (1.6)	539 (3.9)	10.0 (0.13)
United States	56 (2.3)	538 (3.4)	33 (2.3)	531 (4.4)	11 (1.6)	535 (6.0)	9.8 (0.11)
Russian Federation	55 (3.8)	564 (4.6)	43 (3.7)	571 (4.2)	2 (1.1)	--	10.0 (0.13)
Bulgaria	53 (4.0)	526 (5.1)	43 (3.9)	505 (9.0)	4 (1.4)	478 (20.2)	9.7 (0.14)
Ireland	52 (3.9)	549 (3.8)	40 (3.6)	551 (3.2)	8 (2.3)	533 (6.5)	9.7 (0.15)
Malta	52 (0.4)	516 (1.7)	34 (0.4)	502 (2.2)	14 (0.3)	500 (3.4)	9.5 (0.02)
Portugal	52 (3.3)	528 (3.2)	41 (3.4)	525 (3.9)	7 (1.6)	511 (7.1)	9.8 (0.12)
Northern Ireland	50 (4.3)	566 (4.1)	39 (4.1)	568 (6.1)	11 (3.0)	561 (8.3)	9.6 (0.19)
Hong Kong SAR	50 (4.4)	609 (5.6)	40 (4.3)	599 (4.5)	10 (2.5)	576 (7.8)	9.6 (0.17)
Cyprus	49 (3.7)	536 (4.1)	45 (3.8)	531 (3.7)	6 (2.0)	529 (4.6)	9.7 (0.14)
Norway (5)	r 48 (3.9)	547 (3.3)	48 (4.0)	542 (3.4)	4 (1.7)	549 (14.2)	9.7 (0.13)
Latvia	48 (3.6)	547 (3.5)	50 (3.6)	545 (4.2)	2 (0.5)	--	9.9 (0.12)
Singapore	47 (2.3)	631 (5.6)	44 (2.5)	618 (5.1)	9 (1.4)	637 (10.7)	9.6 (0.09)
Slovak Republic	46 (3.6)	516 (4.6)	43 (3.4)	507 (5.9)	11 (2.2)	494 (10.8)	9.4 (0.14)
New Zealand	46 (3.2)	493 (4.7)	44 (3.1)	485 (4.8)	10 (1.8)	467 (10.1)	9.5 (0.13)
Hungary	44 (4.2)	523 (5.4)	50 (4.0)	527 (4.7)	6 (1.6)	510 (15.8)	9.5 (0.15)
Sweden	43 (4.3)	525 (5.3)	50 (4.2)	519 (3.8)	6 (1.9)	516 (6.6)	9.7 (0.15)
Chinese Taipei	42 (3.8)	600 (2.5)	48 (4.2)	598 (2.8)	10 (2.4)	602 (6.3)	9.4 (0.15)
England	s 41 (6.1)	566 (7.4)	57 (5.9)	553 (6.6)	1 (1.2)	--	9.8 (0.19)
Denmark	41 (4.2)	524 (3.5)	47 (3.9)	525 (3.6)	12 (2.6)	523 (5.7)	9.2 (0.17)
Belgium (Flemish)	40 (3.4)	535 (2.8)	51 (3.4)	532 (2.9)	9 (2.2)	538 (7.3)	9.3 (0.13)
Finland	39 (3.0)	534 (3.7)	52 (3.3)	531 (3.0)	9 (1.6)	531 (5.1)	9.3 (0.09)
Korea, Rep. of	38 (3.6)	601 (4.2)	49 (3.7)	602 (3.4)	13 (2.5)	587 (5.0)	9.1 (0.16)
Germany	38 (3.7)	519 (4.7)	57 (3.9)	523 (3.9)	5 (1.7)	513 (11.1)	9.5 (0.13)
Czech Republic	36 (3.9)	536 (5.0)	54 (4.2)	533 (3.6)	10 (1.9)	522 (6.9)	9.1 (0.14)
France	35 (3.2)	484 (5.5)	55 (3.1)	487 (3.5)	10 (2.6)	483 (10.2)	9.0 (0.13)
Poland	32 (3.4)	523 (4.4)	49 (3.2)	518 (3.4)	18 (2.8)	520 (6.3)	8.6 (0.15)
Japan	31 (3.3)	591 (2.8)	58 (3.5)	592 (2.3)	11 (2.3)	602 (6.0)	8.9 (0.14)
International Average	61 (0.5)	503 (0.6)	34 (0.4)	499 (0.9)	5 (0.2)	515 (2.1)	
Benchmarking Participants							
Dubai, UAE	r 79 (1.7)	546 (2.4)	18 (1.7)	545 (7.0)	2 (0.3)	--	10.9 (0.05)
Madrid, Spain	78 (3.4)	519 (2.1)	19 (3.4)	519 (5.6)	3 (1.3)	473 (26.3)	10.6 (0.12)
Abu Dhabi, UAE	r 67 (2.3)	453 (4.1)	27 (2.3)	430 (7.4)	7 (0.8)	366 (10.1)	10.3 (0.08)
Ontario, Canada	r 65 (4.2)	512 (5.0)	30 (3.8)	510 (4.3)	5 (1.7)	518 (18.2)	10.2 (0.17)
Moscow City, Russian Fed.	59 (4.1)	596 (2.6)	38 (4.1)	587 (3.9)	3 (1.3)	604 (23.9)	10.1 (0.14)
Quebec, Canada	40 (4.6)	530 (4.0)	52 (4.4)	534 (2.5)	8 (2.7)	530 (10.2)	9.3 (0.19)

This TIMSS context questionnaire scale was established in 2015 based on the combined response distribution of all countries that participated in TIMSS 2015. To provide a point of reference for country comparisons, the scale centerpoint of 10 was located at the mean of the combined distribution. The units of the scale were chosen so that 2 scale score points corresponded to the standard deviation of the distribution.

() Standard errors appear in parentheses. Because of rounding some results may appear inconsistent.

A tilde (~) indicates insufficient data to report achievement.

An "r" indicates data are available for at least 70% but less than 85% of the students. An "s" indicates data are available for at least 50% but less than 70% of the students.

Exhibit 9.23: Teachers' Job Satisfaction

Students' Results based on Teachers' Reports

Country	Very Satisfied		Somewhat Satisfied		Less than Satisfied		Average Scale Score
	Percent of Students	Average Achievement	Percent of Students	Average Achievement	Percent of Students	Average Achievement	
Kosovo	94 (1.9)	414 (3.8)	6 (1.9)	392 (13.6)	0 (0.0)	--	11.2 (0.06)
Albania	90 (2.4)	488 (3.8)	10 (2.4)	499 (13.6)	0 (0.0)	--	11.2 (0.07)
Iran, Islamic Rep. of	87 (2.4)	442 (4.2)	11 (2.3)	436 (10.0)	2 (0.9)	--	11.0 (0.09)
Philippines	87 (2.9)	246 (7.8)	11 (2.9)	265 (19.2)	2 (1.2)	--	11.1 (0.10)
Kuwait	82 (3.3)	394 (7.1)	17 (3.4)	390 (15.3)	1 (0.6)	--	11.0 (0.10)
Oman	81 (2.6)	434 (4.8)	17 (2.6)	450 (10.9)	2 (0.8)	--	10.8 (0.08)
Qatar	81 (2.6)	449 (5.0)	16 (2.4)	456 (12.8)	3 (1.1)	437 (16.7)	10.9 (0.10)
Armenia	81 (3.2)	468 (3.9)	19 (3.2)	460 (5.9)	0 (0.2)	--	10.9 (0.09)
North Macedonia	80 (3.7)	424 (7.0)	20 (3.7)	436 (11.3)	0 (0.0)	--	10.8 (0.11)
Pakistan	80 (4.6)	294 (16.1)	19 (4.5)	287 (18.3)	1 (0.8)	--	10.6 (0.17)
Saudi Arabia	79 (3.2)	406 (4.4)	20 (3.2)	379 (12.2)	1 (0.8)	--	10.9 (0.09)
Georgia	78 (3.4)	455 (4.9)	22 (3.4)	454 (6.2)	0 (0.0)	--	10.8 (0.09)
Bosnia and Herzegovina	78 (2.7)	461 (2.9)	20 (2.5)	453 (7.1)	2 (0.9)	--	10.7 (0.09)
Chile	77 (3.6)	466 (3.3)	22 (3.6)	474 (5.5)	0 (0.4)	--	10.8 (0.11)
Bahrain	77 (2.7)	493 (3.7)	18 (2.7)	496 (10.4)	5 (1.1)	473 (7.7)	10.5 (0.09)
Azerbaijan	76 (2.9)	428 (3.7)	23 (2.9)	425 (6.8)	1 (0.5)	--	10.7 (0.08)
United Arab Emirates	75 (1.3)	481 (2.5)	21 (1.3)	456 (5.8)	4 (0.5)	389 (12.2)	10.6 (0.05)
Italy	71 (3.5)	509 (3.3)	28 (3.5)	511 (4.8)	1 (0.7)	--	10.5 (0.11)
Spain	71 (3.6)	512 (2.4)	27 (3.5)	507 (4.4)	2 (1.1)	--	10.5 (0.11)
Turkey (5)	70 (3.4)	531 (4.5)	27 (3.4)	514 (9.7)	3 (1.2)	537 (21.5)	10.6 (0.12)
Serbia	70 (3.2)	517 (4.5)	27 (3.0)	514 (4.9)	3 (1.3)	543 (6.5)	10.5 (0.11)
Montenegro	70 (2.6)	450 (3.2)	30 (2.5)	462 (4.2)	0 (0.4)	--	10.4 (0.07)
Kazakhstan	68 (2.8)	494 (4.0)	31 (2.8)	495 (5.3)	0 (0.4)	--	10.4 (0.09)
South Africa (5)	68 (3.5)	318 (6.6)	27 (3.1)	339 (12.0)	5 (1.4)	321 (35.2)	10.3 (0.15)
Austria	68 (3.1)	524 (2.9)	30 (3.1)	518 (5.5)	2 (0.8)	--	10.3 (0.10)
Morocco	64 (3.4)	393 (7.9)	32 (3.4)	343 (8.0)	4 (1.3)	331 (17.4)	10.3 (0.13)
Netherlands	64 (5.0)	517 (4.0)	33 (4.9)	521 (4.4)	3 (1.6)	507 (21.8)	10.3 (0.15)
Croatia	62 (3.8)	525 (2.7)	36 (3.9)	522 (3.0)	2 (0.7)	--	10.3 (0.10)
Australia	61 (3.7)	533 (3.3)	34 (3.3)	533 (4.8)	6 (1.4)	542 (11.1)	10.2 (0.14)
Canada	58 (2.6)	526 (2.7)	36 (2.4)	523 (2.3)	6 (1.3)	521 (6.4)	10.0 (0.10)
Lithuania	58 (3.7)	544 (3.7)	38 (3.6)	526 (4.5)	5 (1.6)	537 (3.8)	10.0 (0.13)
Chinese Taipei	57 (3.3)	558 (2.5)	39 (3.2)	559 (2.6)	4 (1.5)	552 (7.4)	10.0 (0.13)
United States	56 (2.4)	541 (3.6)	33 (2.3)	534 (4.4)	11 (1.5)	541 (6.0)	9.8 (0.11)
Russian Federation	54 (3.8)	565 (3.8)	42 (3.7)	570 (3.9)	3 (1.2)	579 (8.8)	10.0 (0.13)
Malta	53 (0.5)	504 (1.9)	32 (0.4)	487 (2.1)	15 (0.3)	485 (3.4)	9.5 (0.02)
Cyprus	53 (4.4)	517 (4.7)	40 (4.5)	507 (3.6)	7 (2.2)	508 (9.0)	9.7 (0.18)
Ireland	52 (3.9)	528 (5.0)	40 (3.6)	532 (3.4)	8 (2.3)	511 (8.1)	9.7 (0.15)
Bulgaria	52 (4.0)	537 (6.8)	42 (4.0)	509 (9.7)	6 (1.7)	475 (26.0)	9.7 (0.16)
Portugal	52 (3.3)	507 (3.1)	41 (3.4)	504 (3.5)	7 (1.6)	490 (6.8)	9.8 (0.12)
Northern Ireland	50 (4.3)	518 (3.3)	39 (4.1)	520 (4.6)	11 (3.0)	515 (6.5)	9.6 (0.19)
Norway (5)	49 (4.3)	540 (4.0)	48 (4.4)	540 (3.1)	3 (1.7)	532 (19.5)	9.6 (0.15)
Latvia	48 (3.7)	543 (3.2)	48 (3.7)	542 (3.2)	4 (1.7)	532 (27.8)	9.8 (0.13)
Sweden	48 (4.3)	540 (4.7)	46 (4.4)	538 (4.6)	5 (1.8)	548 (7.4)	9.8 (0.15)
Hong Kong SAR	47 (4.3)	535 (5.1)	44 (4.1)	533 (4.7)	8 (2.1)	511 (8.6)	9.6 (0.16)
Hungary	47 (3.8)	528 (4.2)	46 (3.7)	532 (4.1)	6 (1.9)	519 (15.3)	9.6 (0.15)
Slovak Republic	46 (3.4)	517 (5.8)	45 (3.5)	526 (5.8)	9 (2.0)	505 (16.7)	9.4 (0.12)
New Zealand	45 (3.4)	507 (4.2)	46 (3.2)	501 (3.8)	10 (1.7)	486 (10.1)	9.4 (0.14)
Singapore	43 (2.6)	593 (4.8)	47 (2.7)	593 (4.9)	9 (1.5)	611 (10.4)	9.4 (0.11)
Germany	42 (4.3)	518 (3.8)	50 (4.4)	519 (4.1)	8 (2.3)	516 (8.5)	9.5 (0.15)
Belgium (Flemish)	42 (3.4)	503 (2.9)	50 (3.4)	499 (3.4)	9 (2.2)	506 (7.1)	9.4 (0.13)
England	41 (6.1)	544 (6.3)	56 (5.9)	536 (5.9)	2 (1.7)	--	9.7 (0.20)
Korea, Rep. of	41 (3.4)	589 (3.3)	45 (3.5)	588 (3.1)	14 (2.4)	581 (6.1)	9.1 (0.15)
Finland	39 (3.1)	557 (3.6)	51 (3.3)	554 (3.3)	10 (1.6)	550 (5.9)	9.3 (0.10)
Denmark	39 (3.8)	524 (3.7)	52 (4.1)	524 (3.9)	9 (2.1)	508 (5.3)	9.3 (0.13)
France	35 (3.4)	489 (5.0)	53 (3.2)	490 (3.7)	12 (3.0)	481 (10.2)	9.0 (0.14)
Czech Republic	35 (3.6)	538 (4.3)	53 (3.9)	532 (3.6)	12 (2.3)	529 (5.7)	9.0 (0.15)
Poland	32 (4.0)	531 (4.9)	46 (4.6)	531 (4.0)	22 (3.7)	533 (4.2)	8.6 (0.18)
Japan	30 (3.8)	559 (3.0)	59 (4.2)	563 (2.5)	11 (2.3)	562 (4.5)	8.9 (0.14)
International Average	61 (0.5)	493 (0.6)	34 (0.5)	490 (1.0)	5 (0.2)	508 (2.2)	
Benchmarking Participants							
Dubai, UAE	79 (2.0)	552 (2.7)	18 (1.9)	539 (6.6)	3 (0.7)	510 (12.6)	10.8 (0.06)
Madrid, Spain	71 (3.6)	527 (2.0)	27 (3.3)	515 (3.8)	2 (1.4)	--	10.5 (0.12)
Abu Dhabi, UAE	66 (2.3)	432 (4.1)	28 (2.3)	406 (8.3)	7 (1.0)	342 (10.0)	10.2 (0.09)
Ontario, Canada	65 (4.6)	527 (5.0)	29 (4.2)	526 (4.3)	6 (1.8)	529 (11.3)	10.2 (0.18)
Moscow City, Russian Fed.	59 (4.1)	598 (2.6)	39 (4.1)	589 (3.9)	3 (1.3)	610 (25.0)	10.1 (0.14)
Quebec, Canada	40 (4.6)	523 (3.4)	51 (4.4)	523 (3.1)	9 (2.9)	518 (8.9)	9.3 (0.19)

This TIMSS context questionnaire scale was established in 2015 based on the combined response distribution of all countries that participated in TIMSS 2015. To provide a point of reference for country comparisons, the scale centerpoint of 10 was located at the mean of the combined distribution. The units of the scale were chosen so that 2 scale score points corresponded to the standard deviation of the distribution.

() Standard errors appear in parentheses. Because of rounding some results may appear inconsistent.

A tilde (~) indicates insufficient data to report achievement.

An "r" indicates data are available for at least 70% but less than 85% of the students. An "s" indicates data are available for at least 50% but less than 70% of the students.

Exhibit 9.24: Teachers' Job Satisfaction

Students' Results based on Teachers' Reports

Country	Very Satisfied		Somewhat Satisfied		Less than Satisfied		Average Scale Score
	Percent of Students	Average Achievement	Percent of Students	Average Achievement	Percent of Students	Average Achievement	
Saudi Arabia	86 (2.3)	391 (2.7)	12 (2.4)	398 (9.0)	2 (1.2)	~ ~	11.0 (0.09)
Kuwait	86 (2.2)	400 (5.2)	14 (2.2)	415 (13.1)	0 (0.0)	~ ~	11.1 (0.07)
Bahrain	78 (3.0)	483 (2.2)	21 (3.0)	474 (4.8)	1 (0.7)	~ ~	10.8 (0.08)
United Arab Emirates	77 (1.2)	483 (2.8)	20 (1.1)	448 (6.4)	3 (0.4)	419 (13.7)	10.8 (0.04)
Qatar	74 (4.0)	448 (5.8)	24 (3.7)	426 (8.4)	2 (0.9)	~ ~	10.8 (0.12)
Egypt	72 (3.9)	422 (6.4)	25 (3.6)	398 (7.9)	3 (1.4)	341 (21.2)	10.4 (0.13)
Chile	72 (3.8)	439 (3.9)	27 (3.9)	445 (5.8)	1 (0.8)	~ ~	10.6 (0.12)
Lebanon	70 (3.6)	432 (4.2)	29 (3.6)	425 (8.0)	1 (0.7)	~ ~	10.5 (0.11)
Israel	68 (2.8)	524 (6.5)	26 (2.8)	506 (10.5)	6 (1.7)	524 (18.1)	10.4 (0.10)
South Africa (9)	64 (2.9)	388 (3.3)	31 (2.7)	395 (5.0)	5 (1.4)	379 (8.3)	10.3 (0.10)
Morocco	63 (3.5)	393 (3.5)	31 (3.5)	382 (4.2)	6 (1.6)	378 (9.2)	10.1 (0.12)
Oman	63 (3.3)	415 (4.0)	28 (3.2)	405 (6.3)	10 (2.3)	394 (8.2)	10.1 (0.13)
Iran, Islamic Rep. of	63 (3.4)	448 (4.9)	29 (3.3)	445 (8.9)	8 (1.8)	436 (13.5)	10.2 (0.12)
Kazakhstan	62 (3.7)	480 (4.5)	36 (3.8)	495 (5.7)	2 (1.2)	~ ~	10.3 (0.13)
Georgia	62 (4.3)	461 (5.2)	37 (4.4)	462 (8.4)	1 (0.8)	~ ~	10.3 (0.11)
Jordan	58 (4.1)	422 (5.8)	31 (3.9)	422 (7.5)	11 (2.5)	406 (8.1)	10.0 (0.15)
Romania	57 (3.6)	486 (6.2)	37 (3.3)	469 (6.9)	5 (1.7)	482 (15.5)	10.1 (0.13)
Ireland	57 (2.9)	531 (3.6)	35 (2.5)	519 (5.4)	8 (1.7)	504 (12.2)	9.9 (0.12)
Turkey	55 (4.4)	501 (8.3)	38 (4.0)	487 (8.3)	7 (2.1)	512 (20.7)	10.1 (0.16)
Cyprus	51 (3.7)	511 (3.6)	35 (4.0)	496 (5.1)	14 (3.4)	503 (7.2)	9.7 (0.17)
Malaysia	49 (3.4)	456 (5.9)	48 (3.4)	463 (6.3)	3 (1.4)	487 (24.4)	10.0 (0.12)
United States	49 (2.9)	521 (7.0)	40 (2.8)	512 (6.1)	11 (1.9)	513 (11.9)	9.7 (0.12)
New Zealand	48 (3.8)	481 (6.9)	39 (3.5)	481 (5.3)	14 (2.8)	488 (8.8)	9.5 (0.16)
Chinese Taipei	47 (3.5)	618 (4.3)	43 (3.3)	608 (4.2)	10 (2.0)	608 (12.4)	9.7 (0.12)
Norway (9)	45 (4.2)	510 (4.0)	53 (4.3)	501 (3.6)	2 (1.0)	~ ~	9.9 (0.13)
Australia	45 (3.4)	529 (5.6)	46 (3.5)	515 (6.0)	9 (1.9)	492 (12.1)	9.6 (0.12)
Italy	43 (4.1)	495 (4.4)	50 (3.8)	501 (3.8)	7 (2.1)	492 (10.7)	9.7 (0.15)
Sweden	41 (3.6)	508 (4.1)	53 (3.8)	501 (3.7)	6 (1.5)	488 (12.8)	9.6 (0.12)
Singapore	40 (2.6)	627 (7.2)	49 (2.5)	609 (5.4)	11 (1.5)	604 (11.0)	9.4 (0.11)
Russian Federation	39 (3.1)	542 (6.7)	53 (3.2)	545 (5.6)	8 (1.7)	539 (13.5)	9.5 (0.11)
Hong Kong SAR	39 (4.1)	579 (9.4)	49 (4.1)	580 (6.2)	13 (2.5)	562 (13.3)	9.3 (0.15)
Portugal	37 (4.1)	505 (5.5)	49 (4.3)	498 (5.0)	14 (2.9)	496 (7.2)	9.2 (0.15)
Hungary	37 (3.3)	532 (6.0)	54 (3.5)	507 (5.1)	9 (1.9)	490 (14.6)	9.3 (0.12)
Korea, Rep. of	37 (3.3)	608 (4.8)	52 (3.6)	603 (3.8)	11 (2.3)	622 (8.6)	9.1 (0.14)
England	37 (4.9)	533 (11.3)	58 (4.6)	522 (10.6)	6 (2.5)	440 (23.7)	9.4 (0.18)
Lithuania	36 (3.8)	526 (6.0)	52 (3.8)	517 (4.9)	11 (3.0)	522 (9.4)	9.3 (0.14)
France	32 (4.1)	485 (6.4)	53 (4.5)	482 (3.9)	15 (3.3)	479 (7.1)	9.1 (0.15)
Finland	30 (2.3)	512 (4.1)	56 (2.7)	508 (3.1)	14 (2.1)	508 (6.3)	9.0 (0.10)
Japan	27 (3.1)	603 (5.2)	58 (3.3)	591 (3.6)	15 (2.3)	592 (6.9)	8.9 (0.12)
International Average	54 (0.6)	493 (0.9)	39 (0.6)	486 (1.1)	7 (0.3)	490 (2.4)	
Benchmarking Participants							
Dubai, UAE	77 (1.5)	542 (3.3)	21 (1.7)	523 (7.9)	2 (0.6)	~ ~	10.8 (0.05)
Abu Dhabi, UAE	72 (2.4)	448 (5.0)	25 (2.4)	405 (9.6)	3 (0.9)	370 (17.6)	10.6 (0.08)
Ontario, Canada	67 (4.3)	531 (4.3)	29 (4.3)	535 (10.9)	3 (1.4)	525 (15.9)	10.4 (0.14)
Gauteng, RSA (9)	65 (4.2)	420 (5.1)	31 (4.0)	423 (7.3)	4 (1.3)	408 (20.0)	10.3 (0.14)
Moscow City, Russian Fed.	50 (3.8)	586 (6.2)	46 (3.7)	565 (5.4)	3 (1.4)	554 (18.2)	9.8 (0.13)
Quebec, Canada	49 (5.2)	547 (5.7)	45 (5.2)	540 (6.3)	6 (2.3)	523 (16.4)	9.8 (0.17)
Western Cape, RSA (9)	47 (4.1)	439 (8.6)	46 (3.8)	444 (7.8)	7 (2.2)	449 (15.5)	9.6 (0.14)

This TIMSS context questionnaire scale was established in 2015 based on the combined response distribution of all countries that participated in TIMSS 2015. To provide a point of reference for country comparisons, the scale centerpoint of 10 was located at the mean of the combined distribution. The units of the scale were chosen so that 2 scale score points corresponded to the standard deviation of the distribution.

() Standard errors appear in parentheses. Because of rounding some results may appear inconsistent.

A tilde (~) indicates insufficient data to report achievement.

An "r" indicates data are available for at least 70% but less than 85% of the students. An "s" indicates data are available for at least 50% but less than 70% of the students.

Exhibit 9.25: Teachers' Job Satisfaction

Students' Results based on Teachers' Reports

Country	Very Satisfied		Somewhat Satisfied		Less than Satisfied		Average Scale Score
	Percent of Students	Average Achievement	Percent of Students	Average Achievement	Percent of Students	Average Achievement	
Kuwait	85 (3.0)	450 (6.0)	15 (3.0)	419 (16.0)	0 (0.0)	--	11.1 (0.10)
Saudi Arabia	81 (3.1)	437 (3.0)	15 (2.7)	403 (9.1)	3 (1.6)	421 (15.4)	11.0 (0.11)
United Arab Emirates	76 (1.4)	481 (3.2)	20 (1.4)	449 (8.1)	4 (0.5)	438 (15.6)	10.7 (0.05)
Qatar	75 (3.5)	475 (5.4)	22 (3.1)	474 (7.9)	3 (1.5)	478 (17.4)	10.8 (0.11)
Egypt	73 (3.2)	395 (6.0)	25 (3.4)	376 (9.9)	2 (1.3)	--	10.5 (0.11)
Bahrain	72 (2.9)	492 (2.4)	24 (3.0)	475 (6.0)	4 (1.3)	456 (13.3)	10.6 (0.11)
Oman	70 (3.1)	463 (3.6)	22 (2.9)	445 (9.1)	8 (2.2)	438 (9.0)	10.3 (0.13)
Chile	69 (3.4)	468 (3.2)	29 (3.4)	452 (6.9)	2 (1.1)	--	10.6 (0.11)
Turkey	68 (3.3)	522 (4.5)	28 (3.1)	504 (5.8)	4 (1.6)	485 (17.0)	10.5 (0.11)
Morocco	65 (2.4)	393 (3.5)	30 (2.4)	398 (3.3)	5 (1.2)	392 (7.7)	10.3 (0.08)
Iran, Islamic Rep. of	63 (3.3)	449 (4.5)	32 (3.3)	455 (8.0)	5 (1.5)	421 (10.9)	10.2 (0.13)
Lebanon	63 (3.2)	385 (6.0)	35 (3.1)	362 (8.1)	2 (0.6)	--	10.3 (0.09)
Georgia	62 (2.7)	450 (4.1)	36 (2.5)	441 (4.6)	1 (0.5)	--	10.3 (0.07)
Israel	60 (3.4)	516 (6.4)	34 (3.7)	513 (7.2)	7 (1.9)	499 (18.7)	10.1 (0.12)
Kazakhstan	59 (1.9)	473 (3.7)	39 (1.9)	485 (4.7)	2 (0.5)	--	10.2 (0.06)
South Africa (9)	57 (2.9)	366 (4.3)	35 (2.7)	374 (6.0)	8 (1.7)	379 (10.9)	10.0 (0.11)
Ireland	55 (3.6)	532 (3.5)	38 (3.4)	527 (4.4)	7 (2.1)	501 (14.2)	9.8 (0.13)
Jordan	55 (3.9)	467 (4.9)	37 (3.9)	440 (8.6)	8 (1.7)	405 (17.3)	9.9 (0.13)
Australia	55 (3.0)	535 (4.2)	34 (3.0)	531 (6.3)	11 (2.0)	520 (8.9)	9.9 (0.11)
Romania	54 (2.4)	477 (5.5)	41 (2.3)	466 (5.2)	5 (1.2)	447 (10.2)	10.0 (0.09)
Cyprus	53 (2.5)	487 (3.2)	37 (2.3)	489 (4.7)	9 (1.3)	476 (7.5)	9.8 (0.09)
Chinese Taipei	49 (3.6)	576 (3.0)	34 (3.0)	571 (3.8)	17 (2.4)	575 (6.4)	9.5 (0.15)
United States	49 (2.6)	532 (5.5)	39 (2.6)	515 (8.8)	12 (1.9)	522 (11.3)	9.7 (0.10)
Malaysia	48 (3.7)	470 (5.5)	49 (3.9)	448 (6.8)	3 (1.0)	487 (20.3)	9.9 (0.12)
Singapore	48 (2.8)	612 (6.2)	41 (2.8)	604 (6.6)	11 (1.7)	598 (12.4)	9.7 (0.11)
Sweden	44 (3.6)	524 (4.9)	47 (3.7)	522 (4.7)	9 (2.3)	505 (10.2)	9.6 (0.13)
Italy	43 (3.8)	497 (4.7)	49 (3.5)	504 (3.4)	8 (2.3)	500 (9.3)	9.6 (0.15)
Norway (9)	41 (4.2)	496 (4.3)	57 (4.2)	499 (4.8)	2 (1.4)	--	9.6 (0.13)
Korea, Rep. of	40 (3.6)	566 (3.1)	46 (3.4)	560 (3.4)	14 (2.7)	549 (5.5)	9.3 (0.16)
England	39 (5.0)	526 (10.4)	46 (5.5)	528 (8.4)	15 (3.9)	496 (23.5)	9.3 (0.22)
Hong Kong SAR	39 (3.8)	504 (9.8)	48 (4.2)	511 (8.4)	14 (3.2)	482 (18.5)	9.3 (0.15)
Russian Federation	38 (1.8)	545 (4.3)	55 (2.0)	543 (4.6)	7 (1.1)	529 (7.7)	9.4 (0.07)
New Zealand	37 (3.4)	504 (5.3)	51 (4.1)	501 (6.9)	12 (2.4)	494 (12.5)	9.4 (0.12)
Lithuania	34 (2.2)	538 (4.0)	53 (2.0)	533 (3.3)	13 (1.6)	520 (4.4)	9.2 (0.09)
Finland	32 (2.0)	546 (4.5)	55 (2.1)	542 (3.3)	13 (1.6)	539 (5.5)	9.0 (0.09)
Portugal	31 (2.8)	524 (5.3)	46 (2.6)	519 (3.7)	22 (2.4)	513 (4.5)	8.7 (0.13)
Hungary	31 (2.2)	533 (4.7)	58 (2.4)	531 (3.4)	11 (1.5)	504 (7.4)	9.1 (0.09)
France	26 (2.6)	493 (4.5)	54 (3.3)	489 (3.6)	20 (2.9)	480 (5.6)	8.7 (0.12)
Japan	22 (3.5)	568 (3.5)	63 (3.9)	571 (3.0)	16 (2.7)	565 (4.2)	8.6 (0.14)
International Average	53 (0.5)	494 (0.8)	39 (0.5)	486 (1.1)	8 (0.3)	488 (2.2)	
Benchmarking Participants							
Dubai, UAE	77 (2.4)	554 (3.8)	19 (2.4)	533 (9.5)	5 (1.0)	565 (15.1)	10.8 (0.07)
Abu Dhabi, UAE	69 (2.4)	433 (6.2)	24 (2.3)	384 (10.3)	6 (1.2)	364 (15.3)	10.5 (0.09)
Ontario, Canada	68 (5.2)	524 (5.8)	26 (4.6)	514 (7.7)	6 (2.6)	521 (9.9)	10.4 (0.20)
Gauteng, RSA (9)	53 (4.2)	416 (6.9)	38 (4.1)	424 (8.8)	9 (2.6)	441 (18.5)	9.9 (0.16)
Moscow City, Russian Fed.	46 (2.3)	567 (3.4)	49 (2.1)	567 (3.3)	5 (0.9)	557 (6.9)	9.8 (0.08)
Western Cape, RSA (9)	45 (4.5)	458 (11.1)	45 (4.3)	434 (8.5)	11 (2.4)	392 (10.7)	9.6 (0.15)
Quebec, Canada	--	--	--	--	--	--	--

This TIMSS context questionnaire scale was established in 2015 based on the combined response distribution of all countries that participated in TIMSS 2015. To provide a point of reference for country comparisons, the scale centerpoint of 10 was located at the mean of the combined distribution. The units of the scale were chosen so that 2 scale score points corresponded to the standard deviation of the distribution.

() Standard errors appear in parentheses. Because of rounding some results may appear inconsistent.

A dash (-) indicates comparable data not available. A tilde (~) indicates insufficient data to report achievement.

An "r" indicates data are available for at least 70% but less than 85% of the students. An "s" indicates data are available for at least 50% but less than 70% of the students.

A "y" indicates data are available for less than 40% of the students.