

# CONTENTS

<i>Summary</i>	xi
<i>Introduction</i>	xvii
<i>Chapter 1 Setting the Stage</i>	1
Introduction	1
The Centrality of the Teaching Profession	1
Ambiguities and Conflicts	2
The Breakup of Consensus	3
The Mobilisation of School Systems in Europe	4
The Fragmenting of the Educational Constituency	4
Redefining the Notion of Efficiency	6
Three Elements in the Crisis	8
The Teaching Body as Anthropomorphosis of the Crisis	9
Economic Theory and Educational Expectations	10
Accelerating the Pace of Educational Change	11
<i>Chapter 2 Demography</i>	13
Introduction	13
Demographic Trends Amongst Pupils	14
The Demography of the Under-14-Year-Olds	15
Certain Exceptions	16
The Demography of the 15–19 Age Range	17
Effects of Staying On	18
The Demographic Development of School Systems	20
First Level or Primary Education	21
Secondary Education:First Level	22
Secondary Education:Second Level (Post-Compulsory)	22
Implications for the Teaching Body	25
Teacher Demography	25
Demography, Incentives and Demotivation	26
Teacher Demography at Secondary Level	28
Reforms in Teacher Education at Upper Secondary Level	29
Conclusion	30
Careers, Mobility and 'Personal Credit'	31

<i>Chapter 3 Initial Training, Institutional Reforms and Curricular Tendencies</i>	34
Introduction	34
Institutional Patterns	36
Trends Over the Decade 1975–1985	36
Trends in the Reform of Primary Teacher Education	37
Permeability and its Consequences for Teacher Supply	38
Trends in Teacher Education at Lower Secondary Level	39
Strength Through Specialisation	41
Upper Secondary Education	42
Curricular Tendencies	43
Patterns of Innovation	45
The Vocational Sector	46
Conclusion	47
<i>Chapter 4 Quality, Control and Recruitment</i>	50
Introduction	50
Recruitment: Systems of Control and Regulation	51
Certification Versus Competition	52
Patterns of Student Outflow	54
Reduction at Source	56
Patterns of Teacher Supply Across the Member States	57
The Greying of the Teaching Profession	58
The Age Structure of the Teaching Profession	58
France: A Particular Case but a General Problem	60
The General Problem	62
The Emergence of a Dual Labour Market in Teaching	63
Partial Recoupling of the Teacher Labour Market	65
Long Term Implications	65
Conclusion	67
<i>Chapter 5 Conditions of Service</i>	68
Introduction	68
Formal Status	69
The Structure of the Teacher Labour Market	71
Open or Closed Market: A Broader Issue	73
<i>A de facto</i> Educational Space	74
Conditions of Service	75
The Probationary Period	75
Hours Taught	76
The 'Non-instructional' Week	79
Promotion	80
Consequences for the 'Opportunity Structure'	86
The Internal Economy of the Teaching Profession	87

The External Economy of the Teaching Profession	90
Career Trajectories	91
Salaries	93
Salary levels of primary school teachers	96
Salary levels of secondary school teachers	98
Salary Structures and the External Economy	101
Fringe Benefits	102
Pensions and Retirement Benefits	104
The Crisis in the Welfare State	105
Consequences for Teacher Mobility	106
Allowances and Human Resource Mobility	110
Conclusion	112
<i>Chapter 6 Conditions Affecting Service</i>	114
Introduction	114
Teacher Standing: An Historical Excursion	115
Teacher Standing: A Sociological Explanation	117
Status as Profession	118
Claims to Professional Status	120
Institutional Concomitants of Teacher Professionalism	121
Re-professionalisation or De-professionalisation?	122
Theories of Social Change and 'De-professionalisation'	124
The 'Off-loading' State	126
Implications of the Off-loading State	127
Implications for Conditions of Service	129
National Salary Structures	130
Responsibility Enlargement	131
Teacher Stress	133
Conclusion	134
<i>Conclusion</i>	136
Conditions of Service and the Single Market	136
Implications of Flows in Cultural Capital	137
Difficulties Involved in Civil Servant Status	139
Demography, Competition and Conditions of Service	140
Shortage Subjects	141
Disciplinary Dimensions of Teacher Mobility	142
Four Prophecies	143
The Challenge Ahead	143
<i>References</i>	145
<i>Index</i>	153