

International Barometer on Education Personnel's Health and Well-being

Report | The Gambia | 2021



Authors

Nathalie Billaudeau, statistician at the MGEN Public Health Foundation, Louise Magnard, Education and Solidarity Network project manager, Gaëlle Rimaud, Education and Solidarity Network project assistant, Marie-Noël Vercambre-Jacquot, epidemiologist researcher at the MGEN Public Health Foundation.

About the Education and Solidarity Network



The Education and Solidarity Network is an international association, created in 2009 by MGEN, Education International and the International Association of Mutual Benefit Societies (AIM). The objective of the Education and Solidarity Network is to build bridges between education and health actors in order to work for the health, well-being and social protection of educational communities around the world. The Education and Solidarity Network brings together 45 member organisations on five continents: health mutuels, education unions, and other organisations from the Social and Solidarity Economy and civil society. For more information: www.educationsolidarite.org

About the MGEN Public Health Foundation



The MGEN Public Health Foundation aims to identify ways of promoting the health of populations. It has a multidisciplinary team, which carries out scientific studies and research by organising its work around six research themes: innovation in health, health economics, health and work, cognitive and functional ageing, prevention and health promotion policies, and health and the environment. For more information: www.fondationmgen.fr

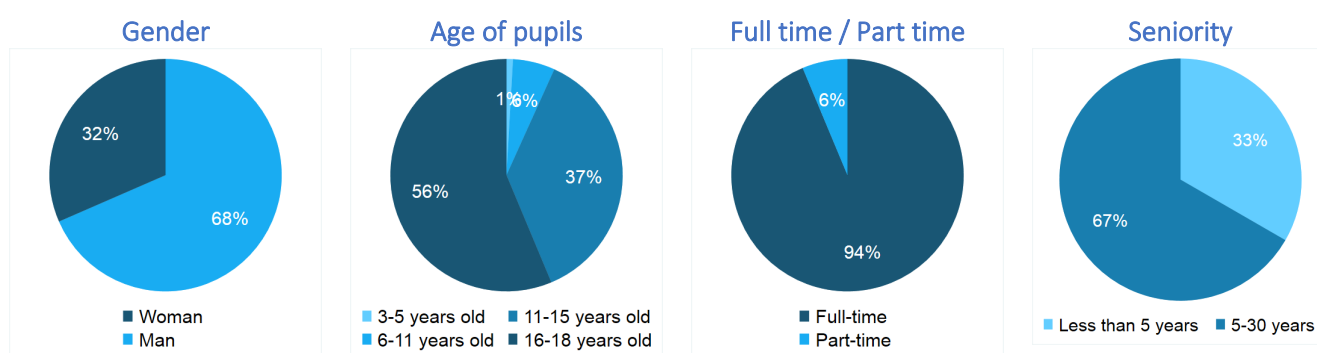
Table of contents

- Introduction 1**
- I. Sociological and professional profile of teachers who participated in the survey 1**
- II. Teacher's working conditions and environment..... 3**
 - II.1. Organizational and motivational factors3
 - II.2. School climate and social relationship at work6
 - II.3. Violence and security at work7
 - II.4. Physical environment9
 - II.5. Work/life interface10
- III. Teachers health and wellness12**
 - III.1. Indicators in the work context12
 - III.2. Overall indicators14
- IV. COVID-19 pandemic experienced by teachers17**
- V. Needs identified by education personnel19**
 - V.1. Training needs19
 - V.2. Support for teachers20
 - V.3. Health related information20
 - V.4. Social protection22
- Appendix 24**

Introduction

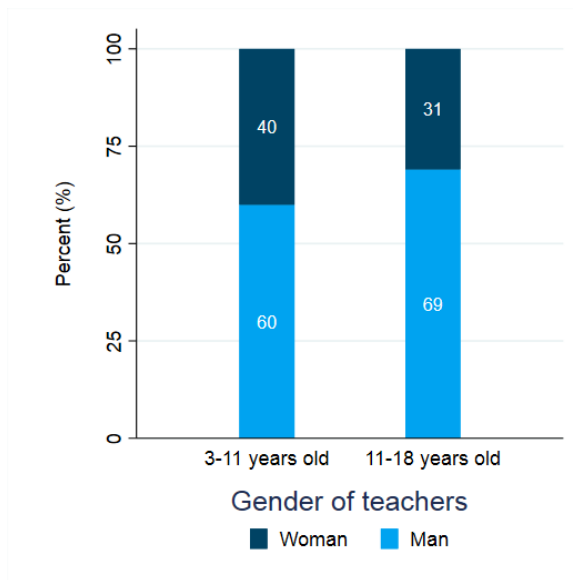
- Survey dissemination date: May-June 2021.
- Dissemination channel: internet questionnaire relayed by Gambia Teachers' Union (GTU).
- Teacher respondents: 222 teachers.
- Raw data (no weighting).

I. Sociological and professional profile of teachers who participated in the survey



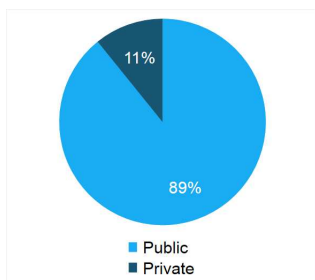
Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

Age of pupils

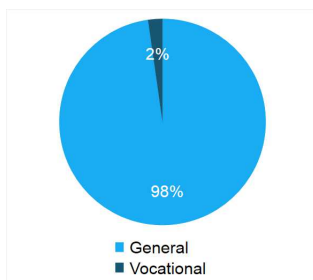


Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

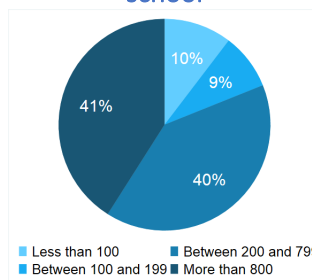
School sector



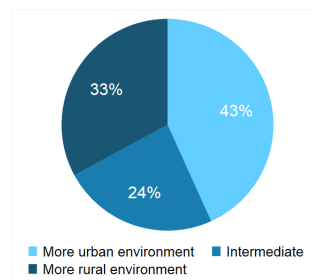
School type



Number of pupils in the school



School urbanicity



Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

II. Teacher's working conditions and environment

II.1. Organizational and motivational factors

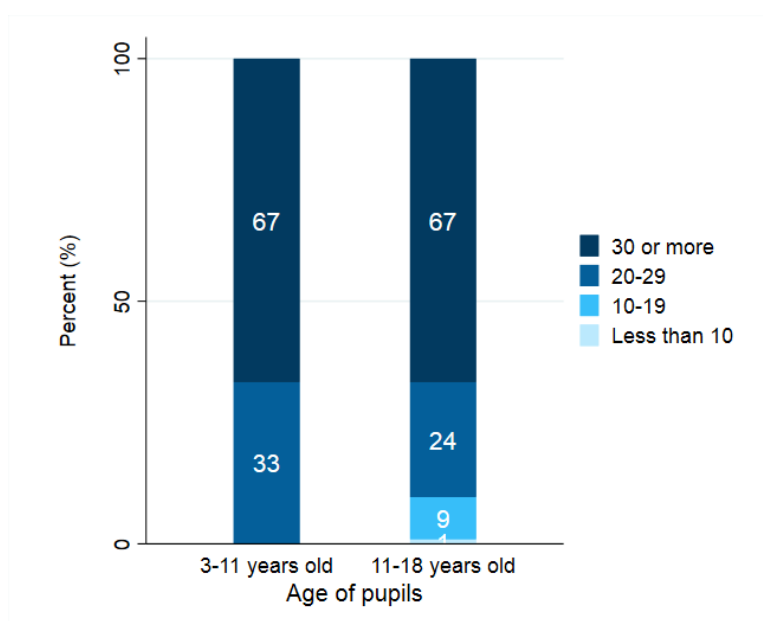
Number of actual hours worked per week

	Mean* (in hours)	Standard deviation (in hours)
Age of pupils		
3-11 years old	38	16
11-18 years old	33	16
Total	33	16

*Calculated among full-time teachers

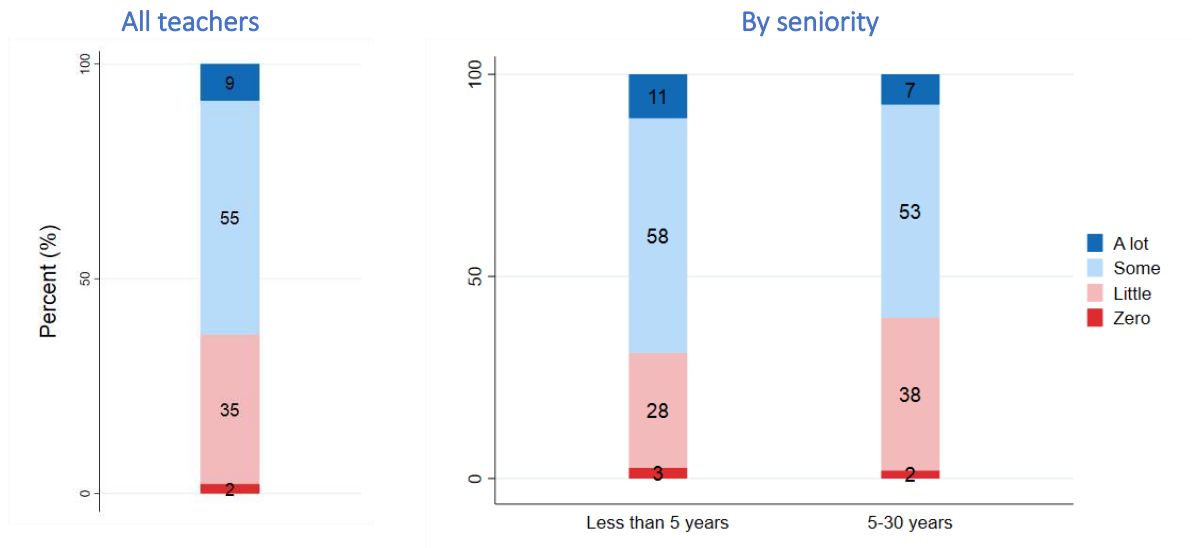
Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

Average number of pupils in classes taught



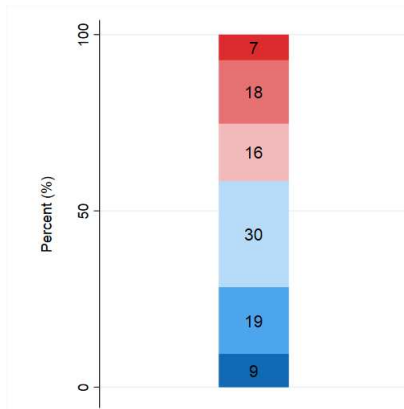
Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

How much autonomy do you have in your work?

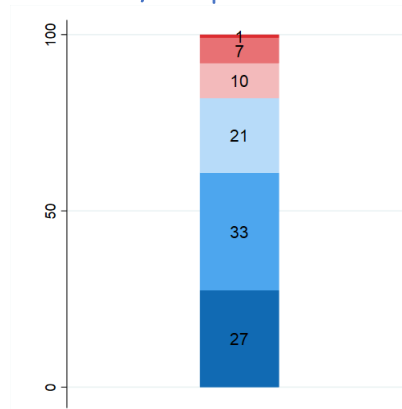


Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

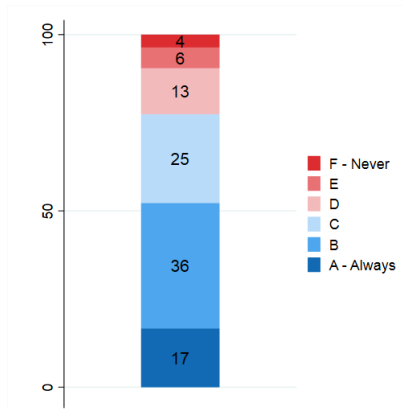
At work, are you informed in advance about important decisions?



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

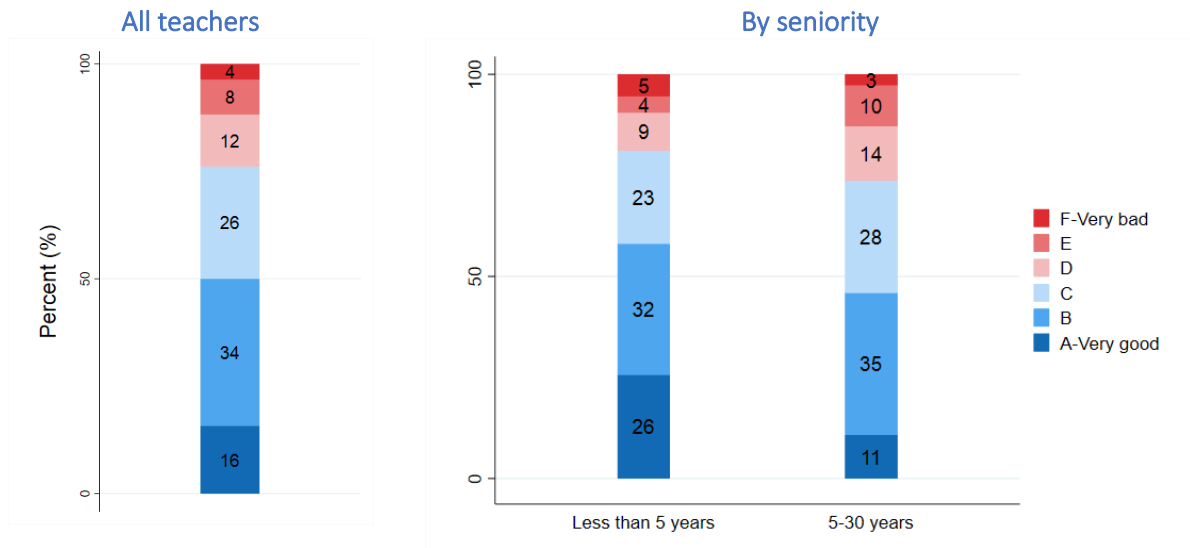


In your school, do you make important decisions as a team?



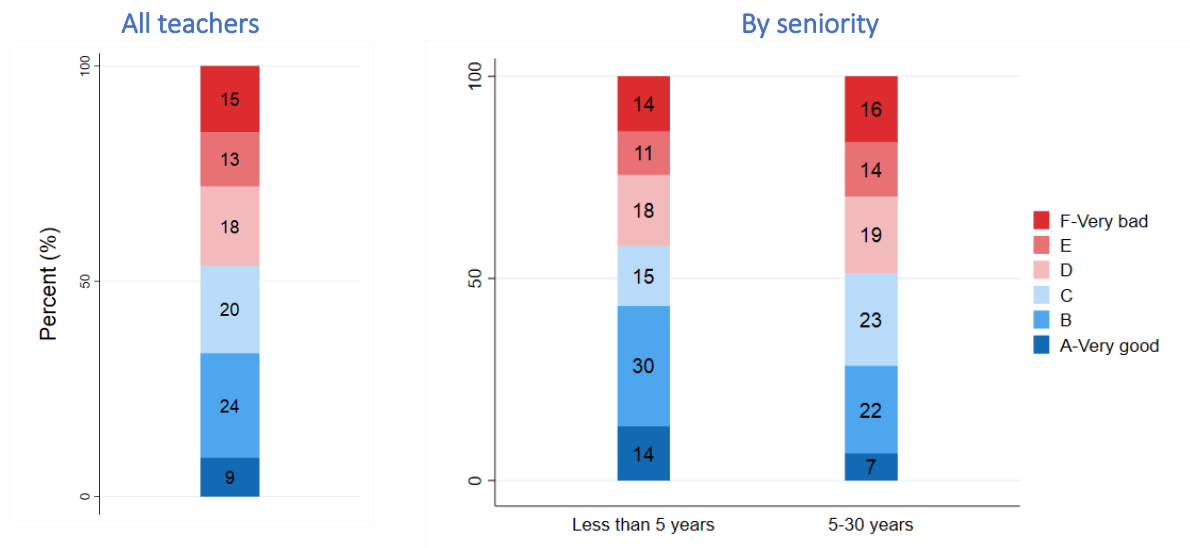
Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

Evaluation of the possibilities of training



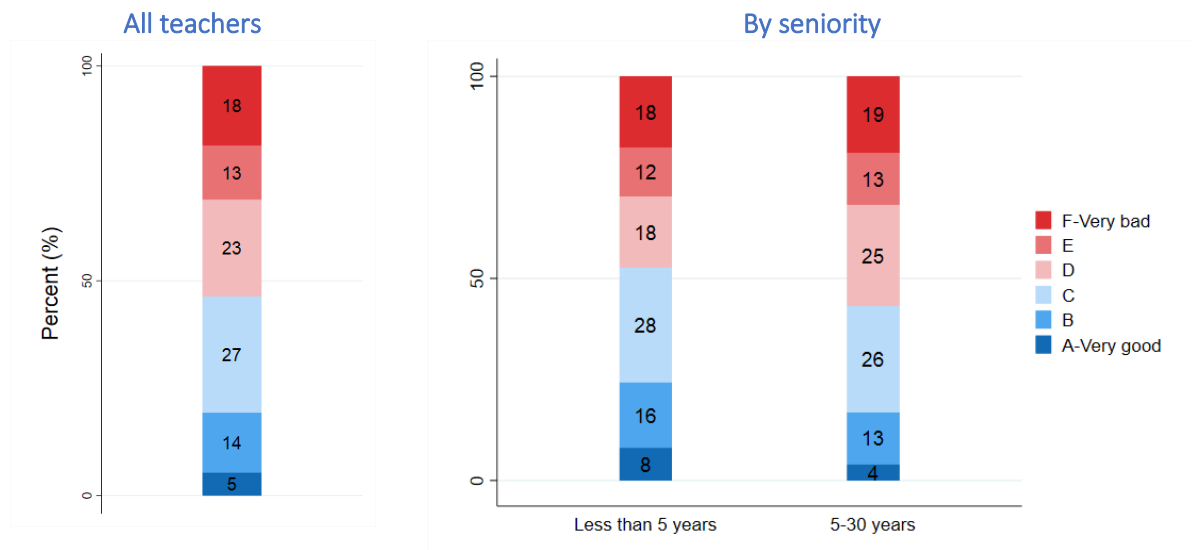
Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

Evaluation of the possibilities of promotion



Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

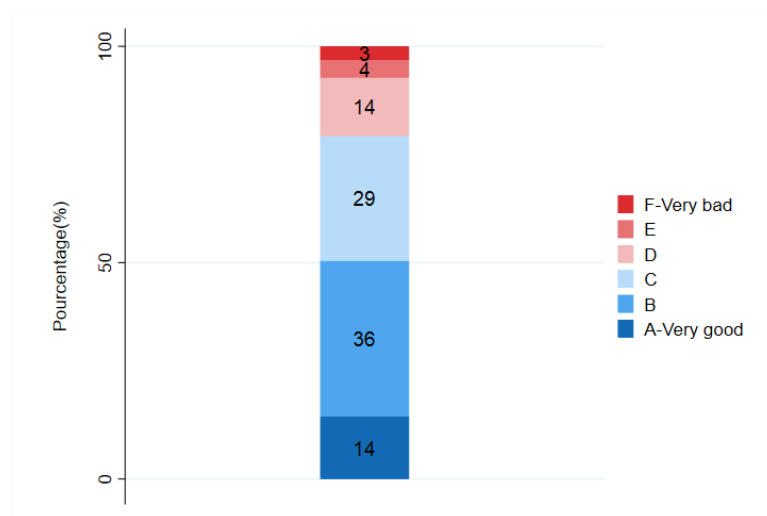
Evaluation of salary



Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

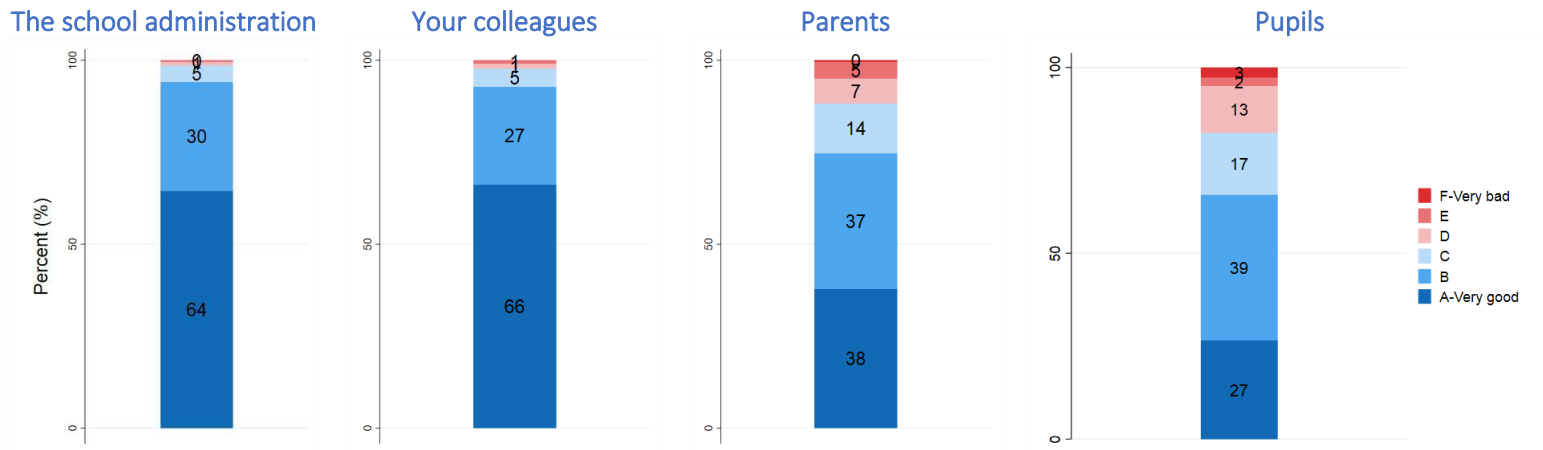
II.2. School climate and social relationship at work

School climate



Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

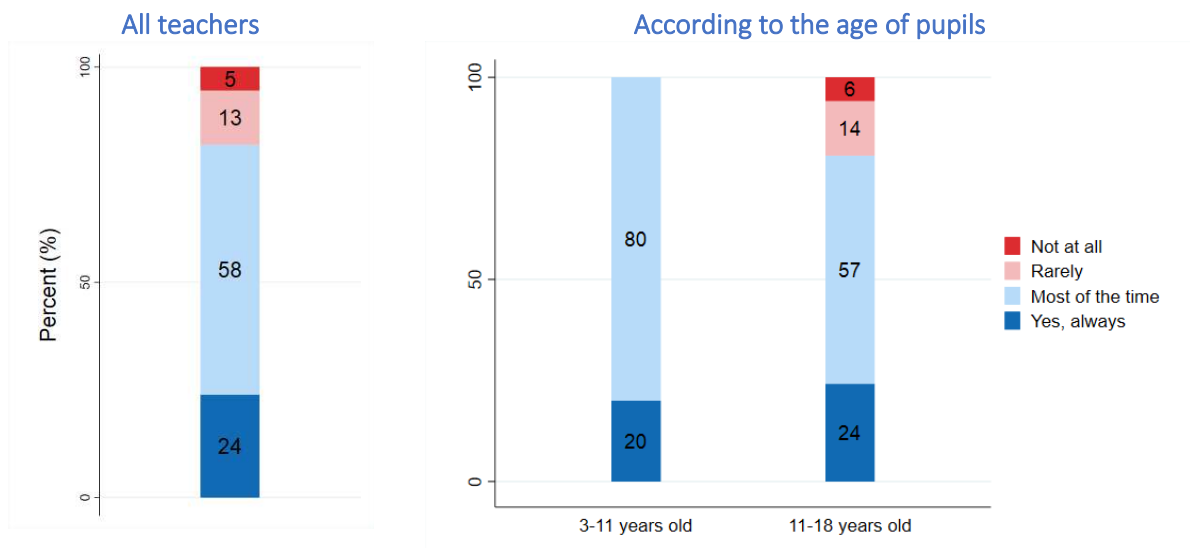
How do you currently rate the quality of your relationship with the following actors?



Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

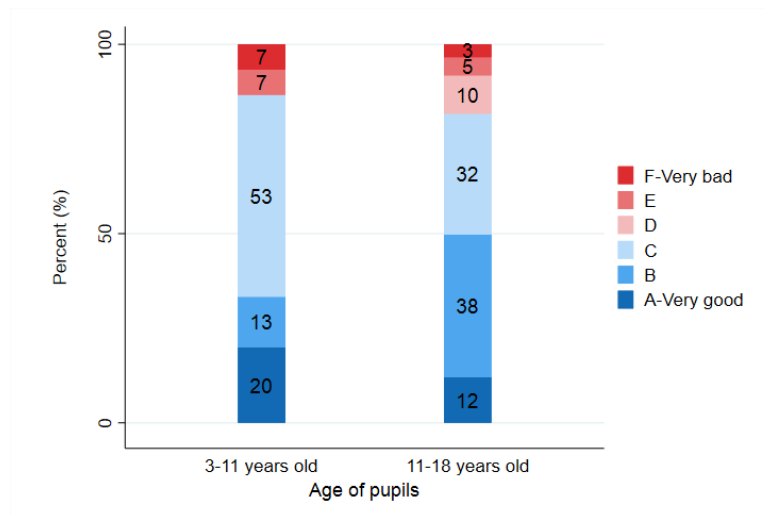
II.3. Violence and security at work

Do you feel safe at your workplace?



Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

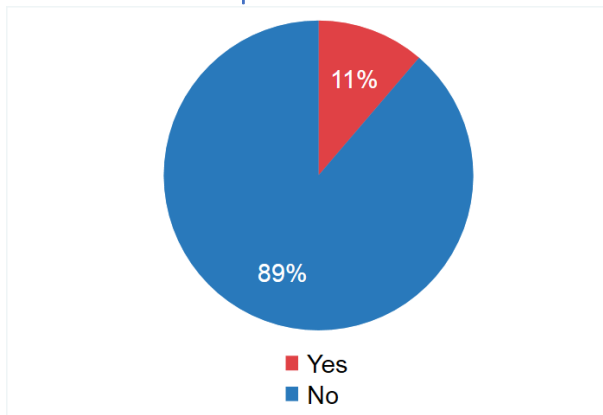
Level of disciplinary of pupils



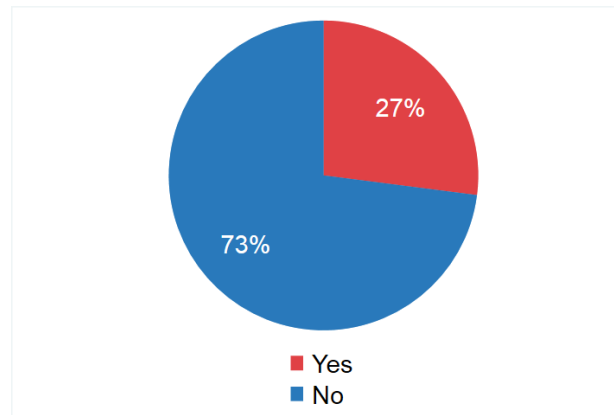
Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

Violence at work

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



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



Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

II.4. Physical environment

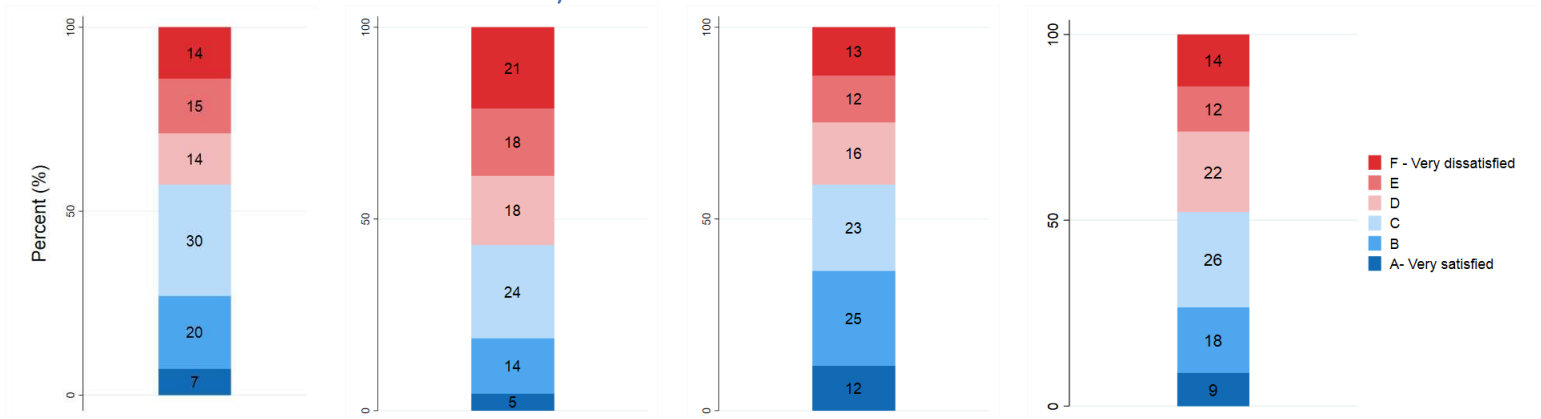
Are you satisfied with the following aspects in your school?

Satisfaction: facilities

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

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

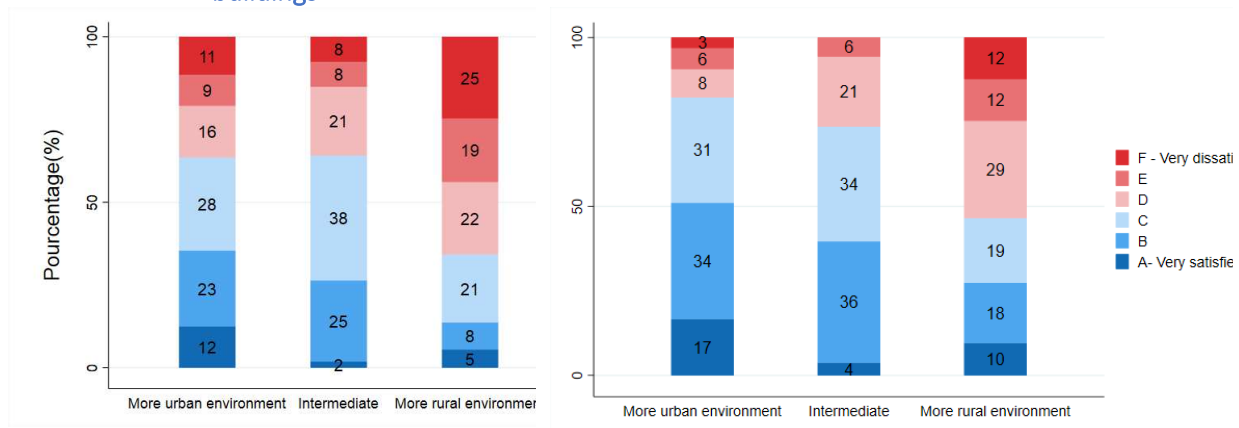
Satisfaction: sanitation (toilets, sewage, waste management...)



Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

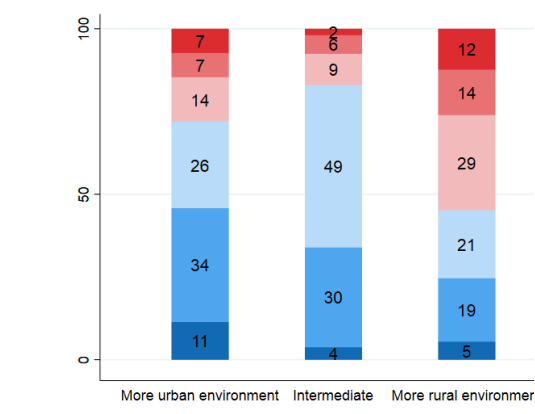
Satisfaction: sound level inside the buildings

Satisfaction: sound level outside the buildings

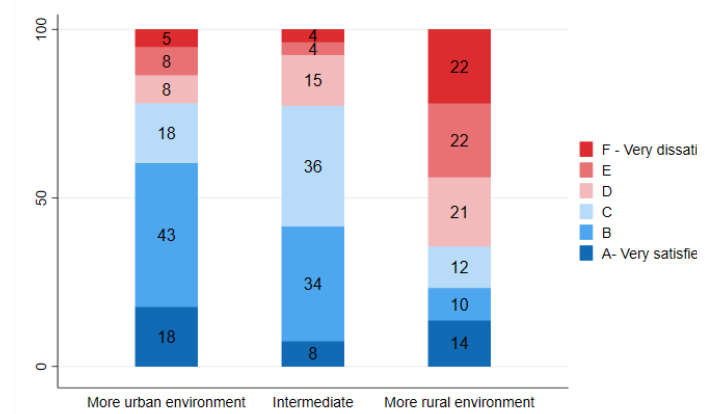


Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

Satisfaction: air quality inside the buildings



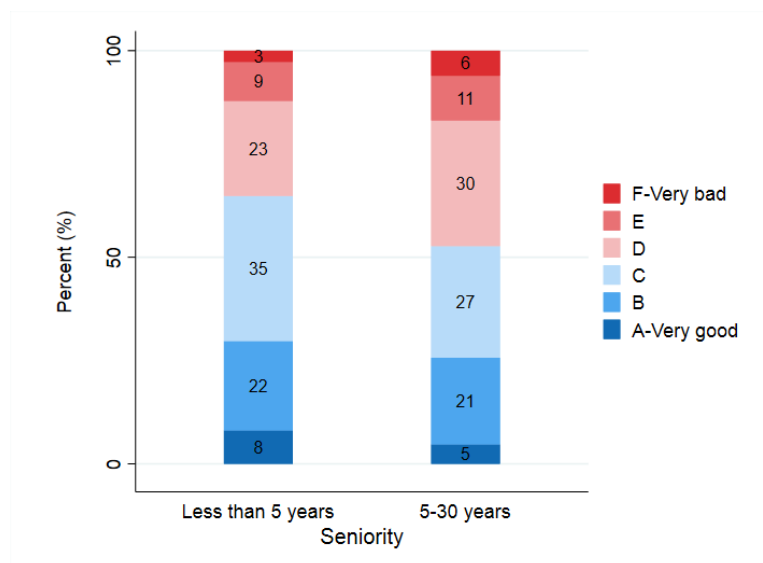
Satisfaction: air quality outside the buildings



Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

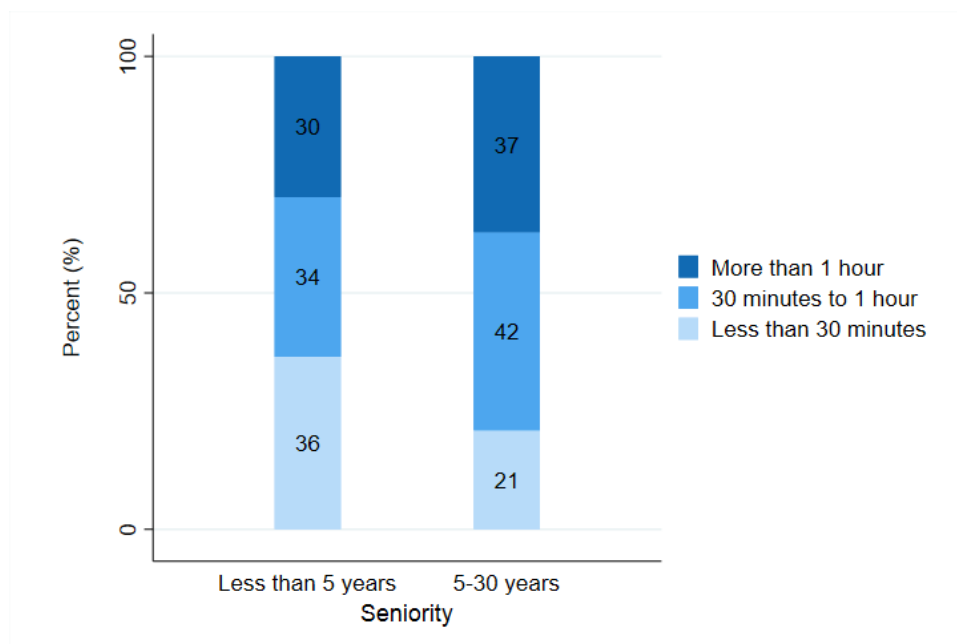
II.5. Work/life interface

Work-life balance



Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

Usual travel time from home to work



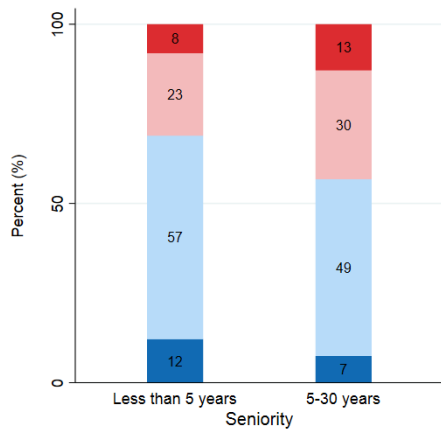
Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

III. Teachers health and wellness

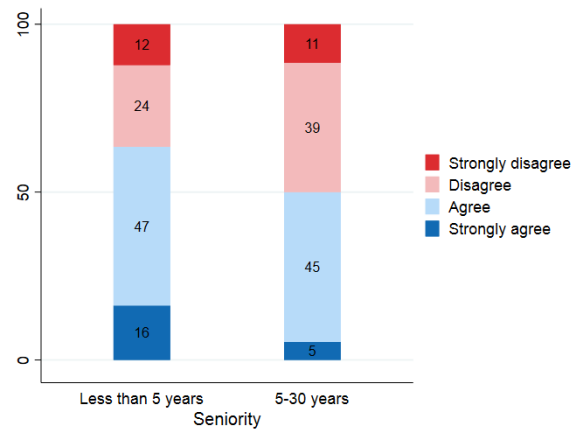
III.1. Indicators in the work context

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

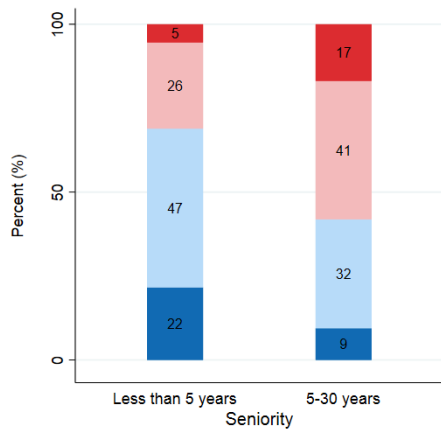
The advantages of being a teacher more than compensate the disadvantages



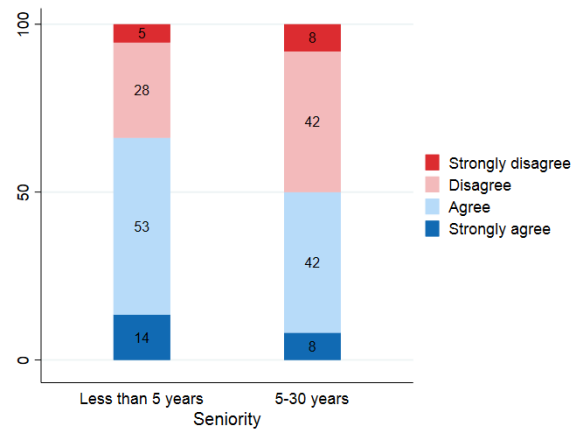
If I had to do it again, I would choose teaching again



I have the impression that being a teacher is valued by society

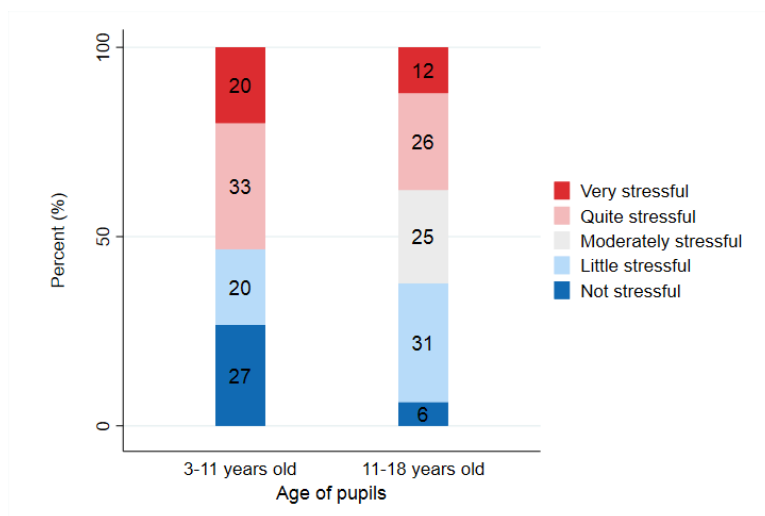


Overall, I am satisfied with my job



Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

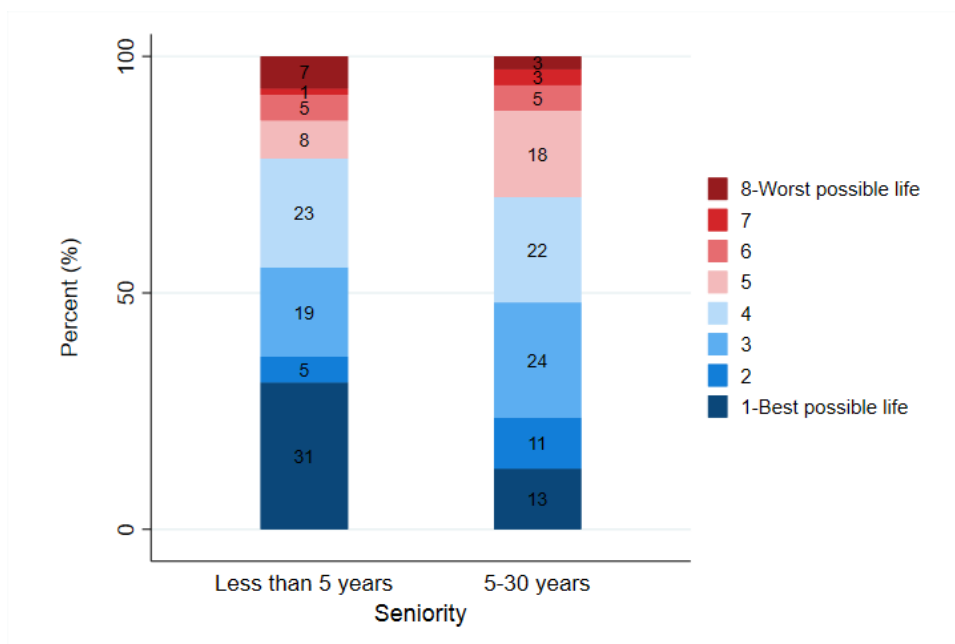
How stressful has your job been since the start of the school year?



Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

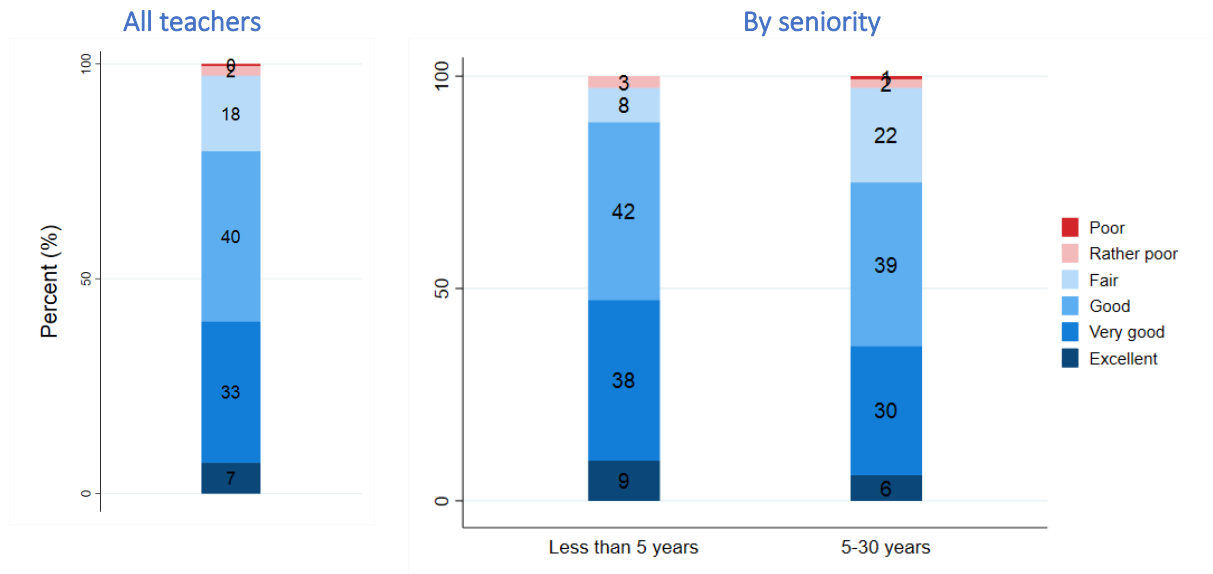
III.2. Overall indicators

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



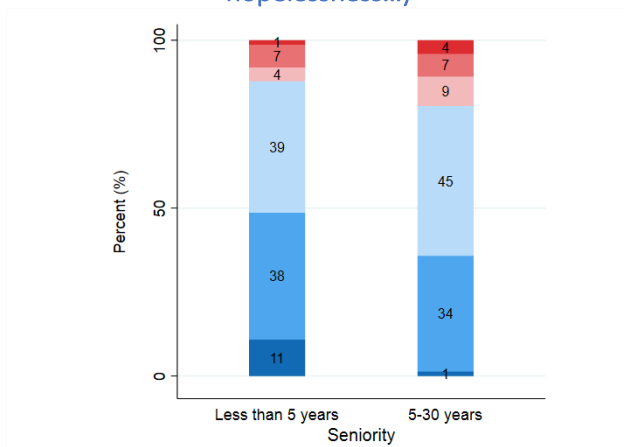
Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

How do you rate your health?

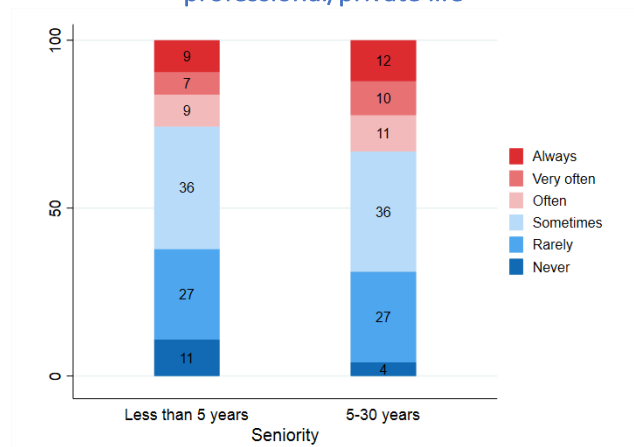


Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

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

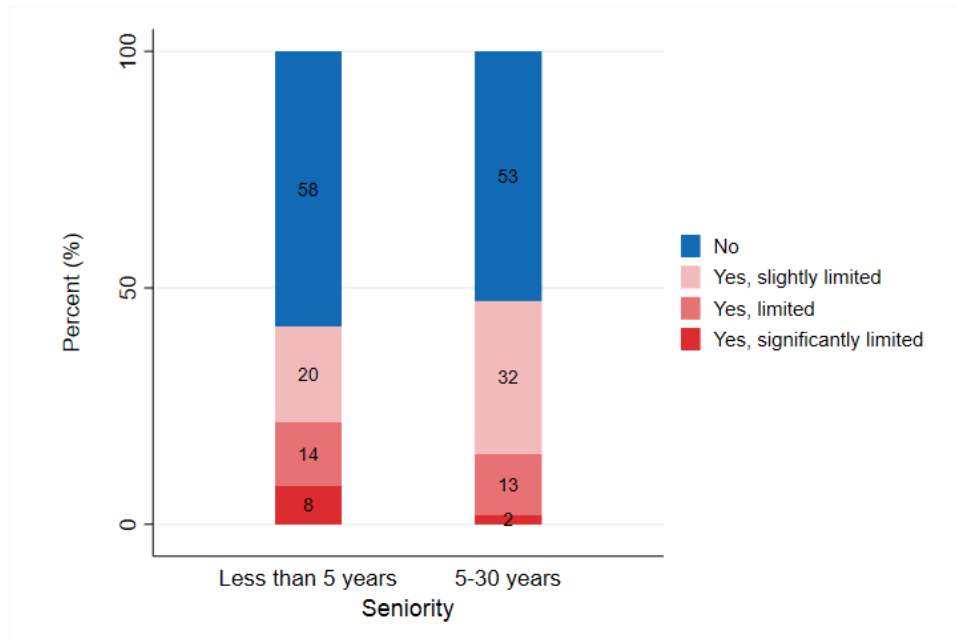


Feeling of imbalance (time/energy) in professional/private life



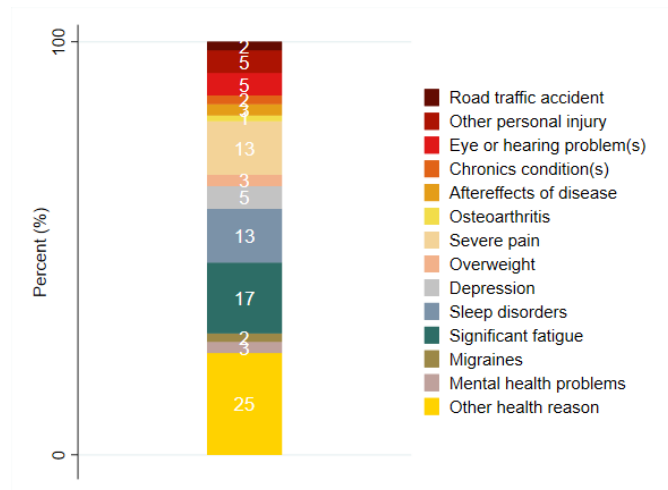
Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

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



Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

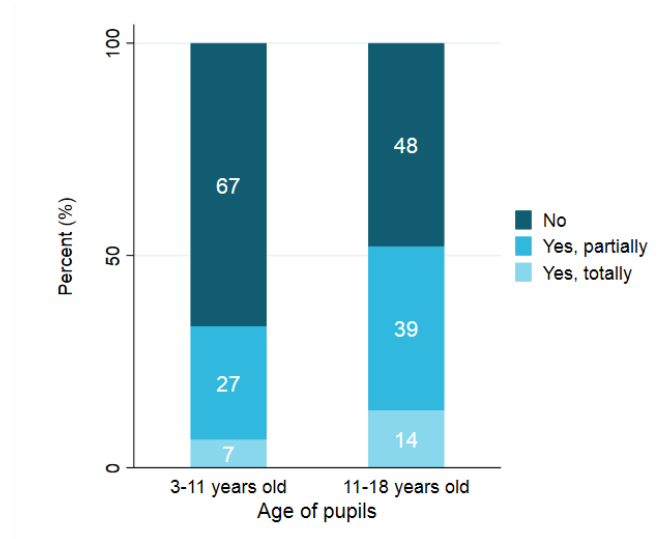
If yes, for what reason(s)?



Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

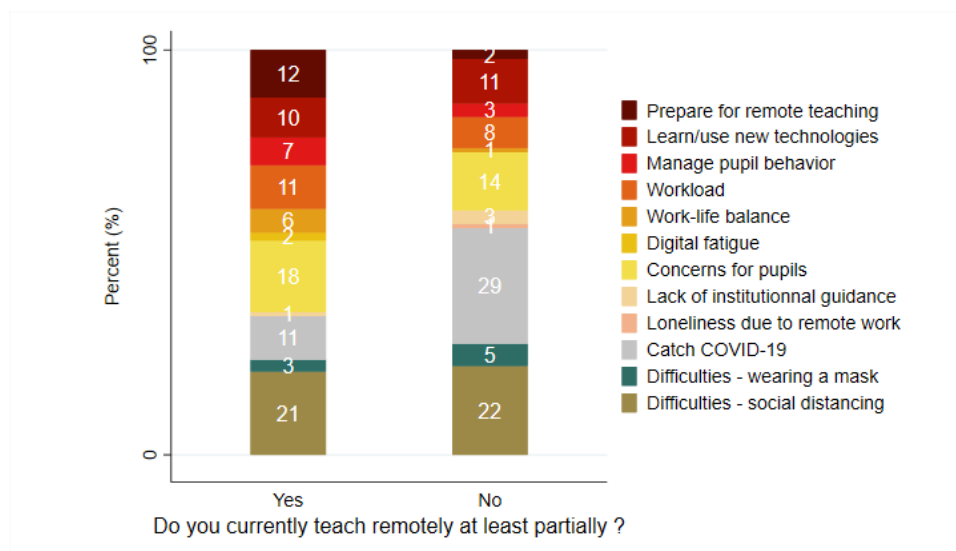
IV. COVID-19 pandemic experienced by teachers

Do you currently teach remotely?



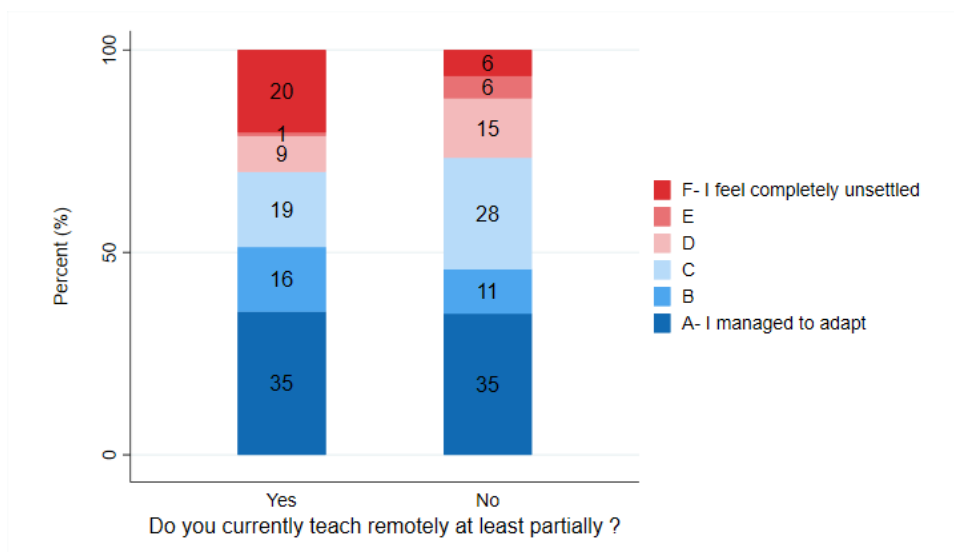
Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

Major concern at work in this time of pandemic



Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

How do you feel today regarding the Covid-19 crisis?

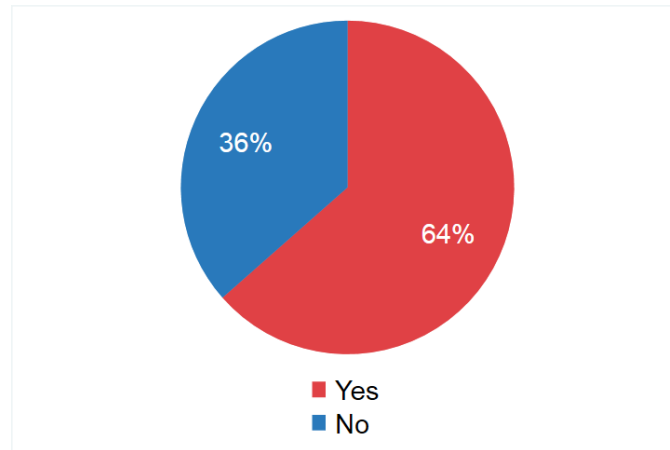


Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

V. Needs identified by education personnel

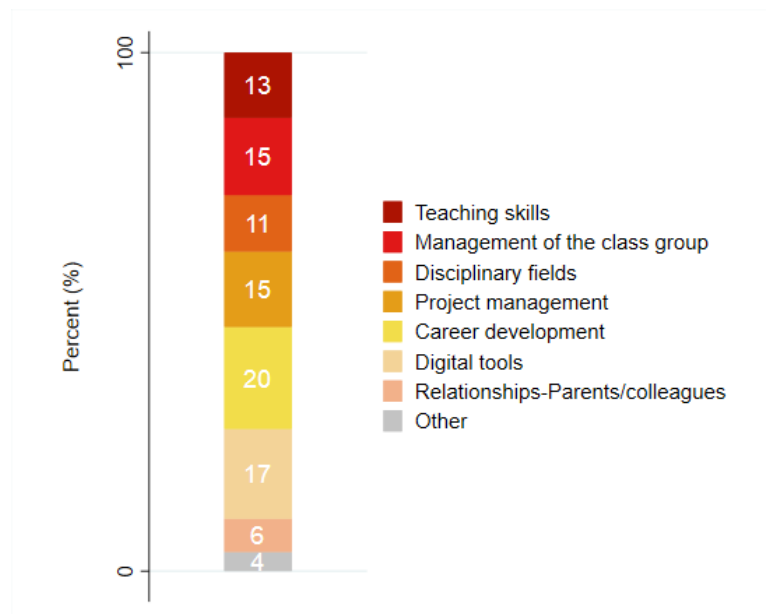
V.1. Training needs

Do you perform tasks for which you need more training?



Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

For which tasks do you need more training?



Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

V.2. Support for teachers

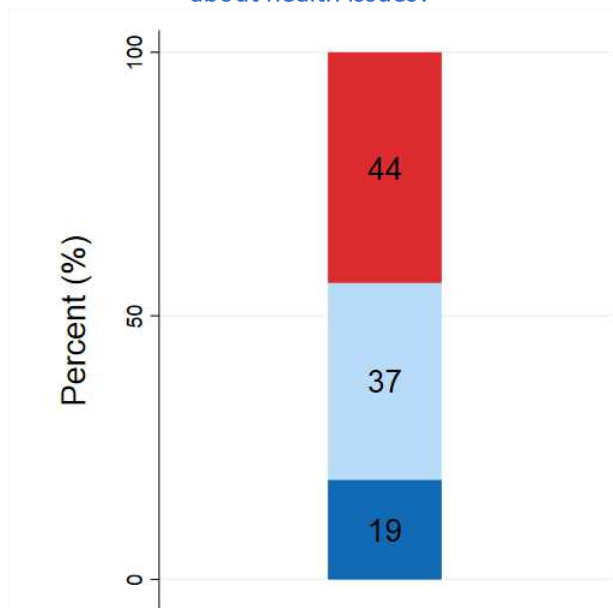
If needed, in your school do you get support from the following actors?



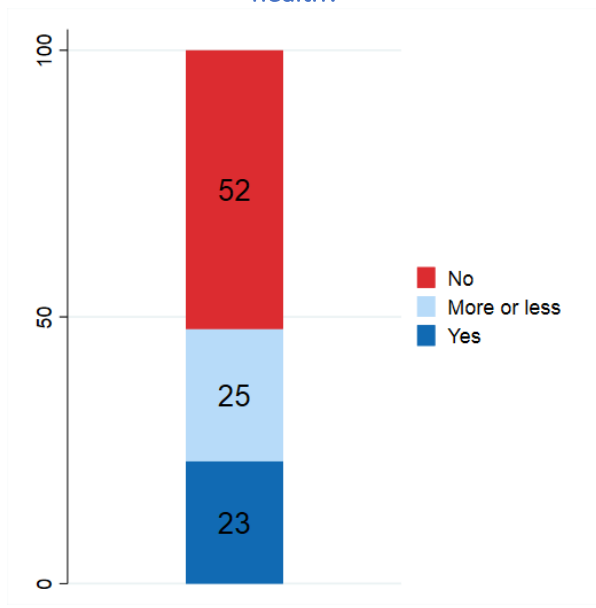
Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

V.3. Health related information

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

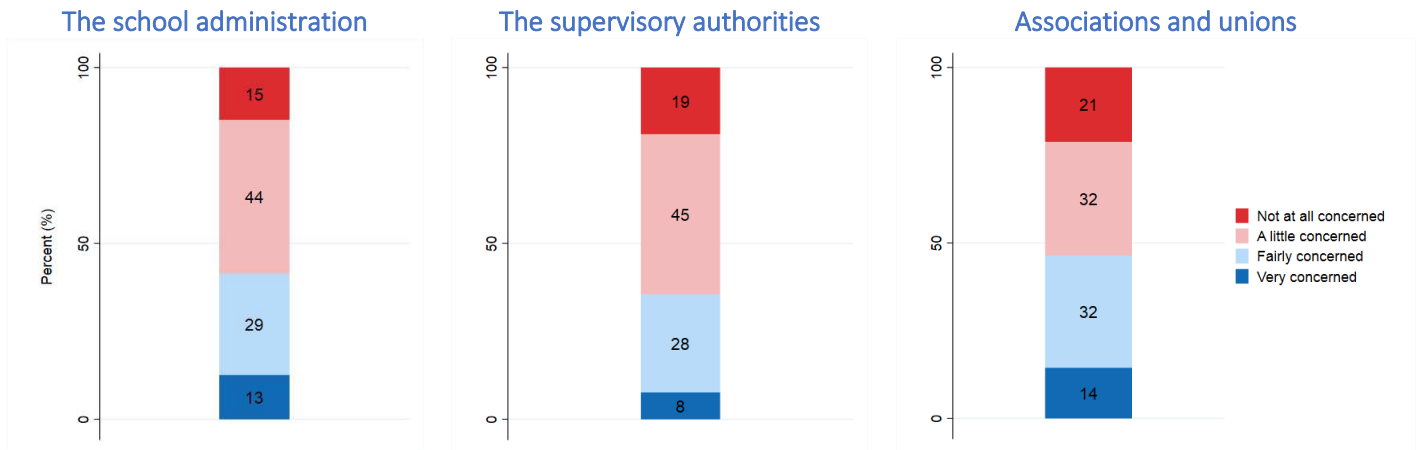


Do you know your rights regarding occupational health?



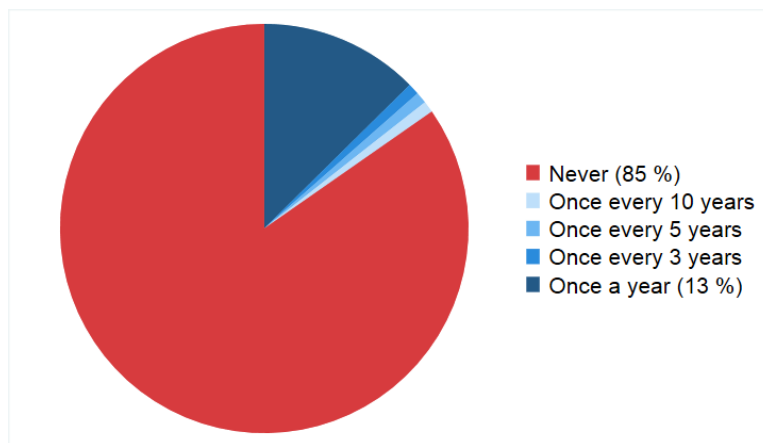
Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

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



Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

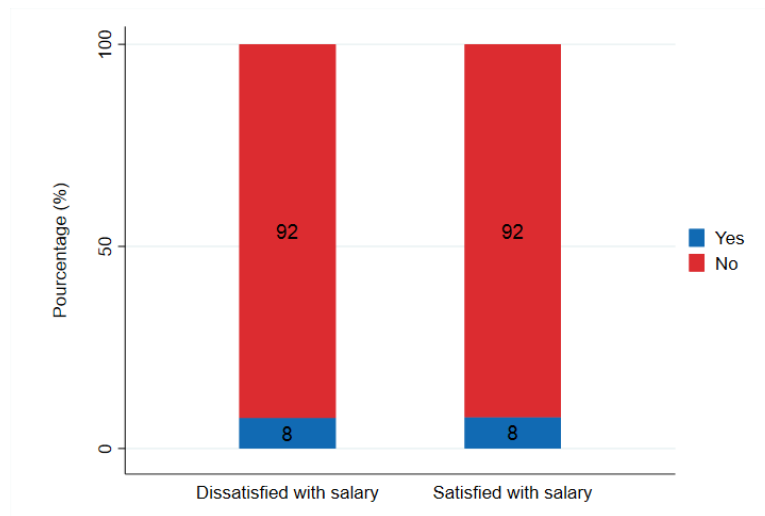
Frequency of appointments with the occupational medicine



Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

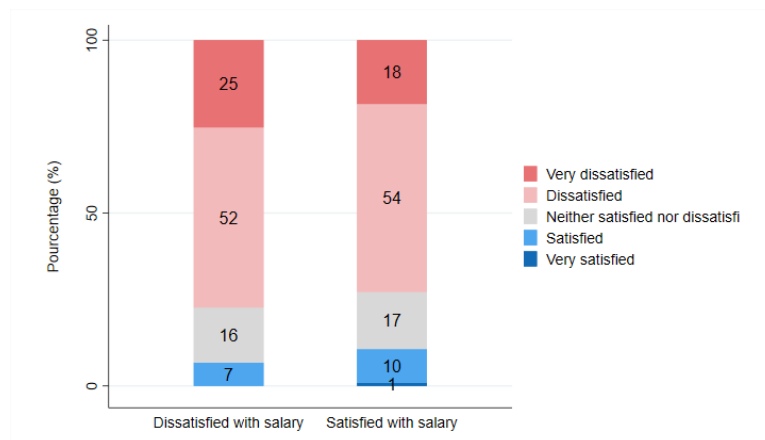
V.4. Social protection

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



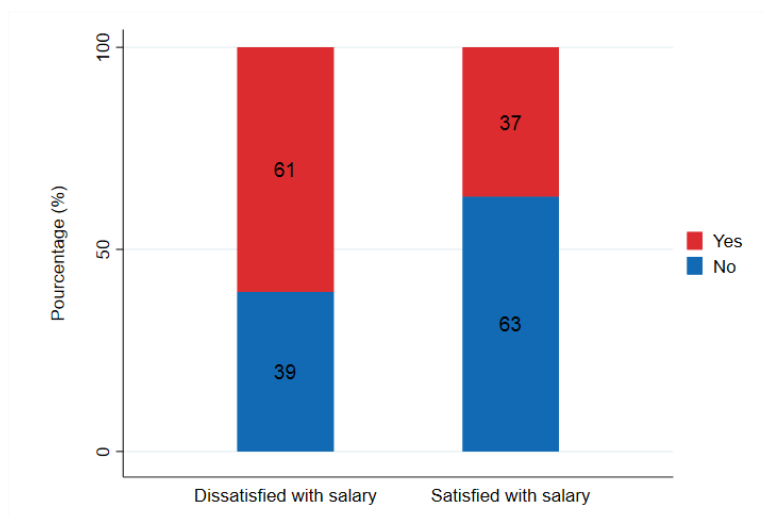
Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

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



Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

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



Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

Appendix

	N	%
Age of pupils		
3-5 years old	2	1%
6-11 years old	13	6%
11-15 years old	82	37%
16-18 years old	125	56%
Quality of life: where do you currently place yourself on the ladder?		
1-Best possible life	42	19%
2	20	9%
3	50	23%
4	50	23%
5	33	15%
6	12	5%
7	6	3%
8-Worst possible life	9	4%
How do you rate your health?		
Excellent	16	7%
Very good	73	33%
Good	88	40%
Fair	39	18%
Rather poor	5	2%
Poor	1	0%
Limitation in daily activities because of health problem (6 past months)		
Yes, significantly limited	9	4%
Yes, limited	29	13%
Yes, slightly limited	63	28%
No	121	55%
Frequency of negative feelings (anxiety, depression, hopelessness...)		
Never	10	5%
Rarely	79	36%
Sometimes	95	43%
Often	16	7%
Very often	15	7%
Always	7	3%
Feeling of imbalance (time/energy) in professional/private life		
Never	14	6%
Rarely	60	27%
Sometimes	80	36%
Often	23	10%
Very often	20	9%
Always	25	11%
Satisfaction with sleep		

Very dissatisfied	4	2%
Dissatisfied	56	25%
Neither satisfied nor dissatisfied	45	20%
Satisfied	107	48%
Very satisfied	10	5%
Major concern at work in this time of pandemic		
Preparing for remote teaching	14	7%
Learn/use new technologies	20	10%
Workload	18	9%
Concerns for pupils	31	16%
Catch COVID-19	37	19%
Issues-health measures in class	41	21%
Other	32	17%
The advantages of being a teacher more than compensate the disadvantages		
Strongly disagree	25	11%
Disagree	62	28%
Agree	115	52%
Strongly agree	20	9%
If I had to do it again, I would choose teaching again		
Strongly disagree	26	12%
Disagree	75	34%
Agree	101	45%
Strongly agree	20	9%
I have the impression that being a teacher is valued by society		
Strongly disagree	29	13%
Disagree	80	36%
Agree	83	37%
Strongly agree	30	14%
Overall, I am satisfied with my job		
Strongly disagree	16	7%
Disagree	83	37%
Agree	101	45%
Strongly agree	22	10%
How stressful has your job been since the start of the school year?		
Very stressful	28	13%
Quite stressful	58	26%
Moderately stressful	51	23%
Little stressful	68	31%
Not stressful	17	8%
Do you perform tasks for which you need more training?		
Yes	141	64%
No	81	36%

Evaluation of the possibilities of training		
A-Very good	35	16%
B	76	34%
C	58	26%
D	27	12%
E	18	8%
F-Very bad	8	4%
Evaluation of the possibilities of promotion		
A-Very good	20	9%
B	54	24%
C	45	20%
D	41	18%
E	28	13%
F-Very bad	34	15%
Evaluation of salary		
A-Very good	12	5%
B	31	14%
C	60	27%
D	50	23%
E	28	13%
F-Very bad	41	18%
Work-life balance		
A-Very good	13	6%
B	47	21%
C	66	30%
D	62	28%
E	23	10%
F-Very bad	11	5%
Do you currently teach remotely?		
Yes, totally	29	13%
Yes, partially	84	38%
No	109	49%
Satisfaction with commuting		
A- Very satisfied	15	7%
B	30	14%
C	65	29%
D	36	16%
E	31	14%
F - Very dissatisfied	45	20%
Usual travel time from home to work		
Less than 30 minutes	58	26%
30 minutes to 1 hour	87	39%
More than 1 hour	77	35%

Average number of pupils in classes taught

Less than 10	2	1%
10-19	18	8%
20-29	54	24%
30 or more	148	67%

Do you feel safe at your workplace?

Yes, always	53	24%
Most of the time	129	58%
Rarely	28	13%
Not at all	12	5%

Satisfaction : facilities

A- Very satisfied	16	7%
B	44	20%
C	67	30%
D	31	14%
E	33	15%
F - Very dissatisfied	31	14%

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

A- Very satisfied	10	5%
B	32	14%
C	54	24%
D	40	18%
E	39	18%
F - Very dissatisfied	47	21%

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

A- Very satisfied	26	12%
B	55	25%
C	50	23%
D	36	16%
E	27	12%
F - Very dissatisfied	28	13%

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

A- Very satisfied	20	9%
B	39	18%
C	57	26%
D	48	22%
E	27	12%
F - Very dissatisfied	31	14%

Satisfaction: sound level inside the buildings

A- Very satisfied	17	8%
B	41	18%
C	62	28%
D	42	19%
E	27	12%

F - Very dissatisfied	33	15%
Satisfaction: sound level outside the buildings		
A- Very satisfied	25	11%
B	65	29%
C	62	28%
D	40	18%
E	18	8%
F - Very dissatisfied	12	5%
Satisfaction: air quality inside the buildings		
A- Very satisfied	17	8%
B	63	28%
C	66	30%
D	39	18%
E	20	9%
F - Very dissatisfied	17	8%
Satisfaction: air quality outside the buildings		
A- Very satisfied	31	14%
B	66	30%
C	45	20%
D	31	14%
E	26	12%
F - Very dissatisfied	23	10%
At work, are you informed in advance about important decisions?		
A - Always	21	9%
B	42	19%
C	67	30%
D	36	16%
E	40	18%
F - Never	16	7%
Is your work recognised / valued by the school administration and/or superiors?		
A - Always	61	27%
B	74	33%
C	47	21%
D	22	10%
E	16	7%
F - Never	2	1%
In your school, do you make important decisions as a team?		
A - Always	37	17%
B	79	36%
C	56	25%
D	29	13%
E	13	6%
F - Never	8	4%

How much autonomy do you have in your work?

Zero	5	2%
Little	77	35%
Some	121	55%
A lot	19	9%

School climate

A-Very good	32	14%
B	80	36%
C	64	29%
D	30	14%
E	9	4%
F-Very bad	7	3%

Quality of the relationship with the school administration

A-Very good	59	27%
B	87	39%
C	37	17%
D	28	13%
E	5	2%
F-Very bad	6	3%

Quality of the relationship with the colleagues

A-Very good	147	66%
B	59	27%
C	11	5%
D	3	1%
E	2	1%

Quality of the relationship with parents

A-Very good	84	38%
B	82	37%
C	30	14%
D	15	7%
E	10	5%
F-Very bad	1	0%

Quality of the relationship with pupils

A - Very good	143	64%
B	66	30%
C	10	5%
D	2	1%
E	1	0%

Level of disciplinary of pupils

A-Very good	28	13%
B	80	36%
C	74	33%
D	21	9%
E	11	5%

F-Very bad	8	4%
Have you been the victim of workplace violence in the past 12 months?		
Yes	25	11%
No	197	89%
Perpetrator(s) of the violence = pupil(s)		
Yes	17	68%
No	8	32%
Perpetrator(s) of the violence = member(s) of the school staff		
Yes	12	48%
No	13	52%
Perpetrator(s) of the violence = parent(s)		
Yes	9	36%
No	16	64%
Perpetrator(s) of the violence = person(s) external to the school		
Yes	13	52%
No	12	48%
Perpetrator(s) of the violence = unidentified person(s)		
Yes	13	52%
No	12	48%
At work, have you witnessed violence in the past 12 months?		
Yes	60	27%
No	162	73%
If needed, support from colleagues		
Yes	210	95%
No	12	5%
If needed, support from superiors		
Yes	185	83%
No	37	17%
If needed, support from associations or unions		
Yes	124	56%
No, no support from the union	28	13%
No, no contact with the union	45	20%
I never needed it	25	11%
In general, do you feel that you are well informed about health issues?		
Yes	42	19%
More or less	83	37%
No	97	44%
Do you know your rights regarding occupational health?		

Yes	51	23%
More or less	55	25%
No	116	52%
How concerned is the school administration about the well-being of staff?		
Not at all concerned	33	15%
A little concerned	97	44%
Fairly concerned	64	29%
Very concerned	28	13%
How concerned are the supervisory authorities about the well-being of staff?		
Not at all concerned	42	19%
A little concerned	101	45%
Fairly concerned	62	28%
Very concerned	17	8%
How concerned are the unions about the well-being of staff?		
Not at all concerned	47	21%
A little concerned	72	32%
Fairly concerned	71	32%
Very concerned	32	14%
Do you have a staff health liaison person?		
Yes	24	11%
No	198	89%
Frequency of appointments with the occupational medicine		
Once a year	28	13%
Once every 3 years	2	1%
Once every 5 years	2	1%
Once every 10 years	2	1%
Never	188	85%
Do you have access to training and/or prevention resources on health/well-being?		
Yes	17	8%
No	205	92%
If yes, do you use / have you used them?		
Yes	14	82%
No	3	18%
Are you satisfied with your access to healthcare in your country?		
Very dissatisfied	49	22%
Dissatisfied	118	53%
Neither satisfied nor dissatisfied	36	16%
Satisfied	18	8%
Very satisfied	1	0%
In the past year, have you had to forgo some healthcare because of financial pro		
Yes	110	50%

No	112	50%
How do you feel today regarding the Covid-19 crisis?		
A- I managed to adapt	78	35%
B	30	14%
C	51	23%
D	26	12%
E	7	3%
F- I feel completely unsettled	30	14%
Gender		
Man	152	68%
Woman	70	32%
Age of teachers		
30 years and less	109	49%
31-40 years	68	31%
41-50 years	19	9%
51 years and over	26	12%
Do you live in a couple?		
Yes	142	64%
No	80	36%
Do you live with children?		
Yes	139	63%
No	83	37%
Do you live with relatives, friends, roommates?		
Yes	183	82%
No	39	18%
Seniority		
1 year	16	7%
2 to 4 years	58	26%
5 to 9 years	75	34%
10 to 14 years	34	15%
15 to 19 years	21	9%
20 to 30 years	18	8%
Contractual situation		
Permanent contract / Civil servant status	200	90%
Temporary contract	20	9%
Daily contract	2	1%
Full time / Part time		
Full-time	208	94%
Part-time	14	6%
Number of pupils in the school		

Less than 100	23	10%
Between 100 and 199	19	9%
Between 200 and 799	89	40%
More than 800	91	41%
School urbanicity		
A - Very urban	61	27%
B	35	16%
C	29	13%
D	24	11%
E	18	8%
F - Very rural	55	25%
Social background of the majority of pupils		
A - Very advantaged	26	12%
B	26	12%
C	73	33%
D	39	18%
E	17	8%
F - Very disadvantaged	41	18%
School sector		
Public	198	89%
Private	24	11%
School type		
General	217	98%
Vocational	5	2%
Do you have a membership in a union?		
Yes	163	73%
No	43	19%
Do not want to answer	16	7%
