

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

**Report | The Gambia | 2021**



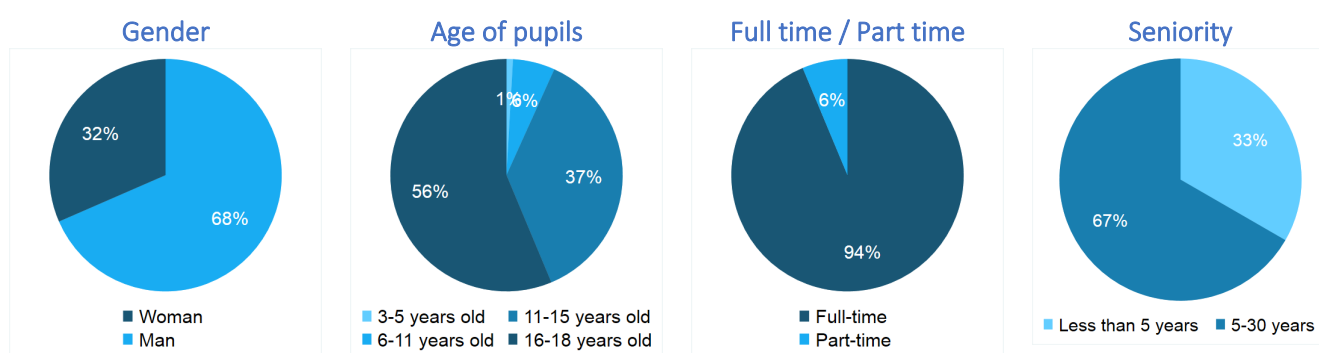
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## Introduction

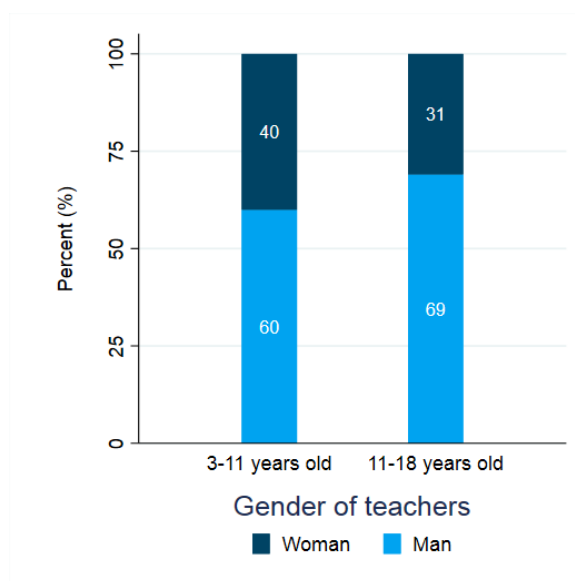
- Survey dissemination date: May-June 2021.
- Dissemination channel: internet questionnaire relayed by Gambia Teachers' Union (GTU).
- Teacher respondents: 222 teachers.
- Raw data (no weighting).

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



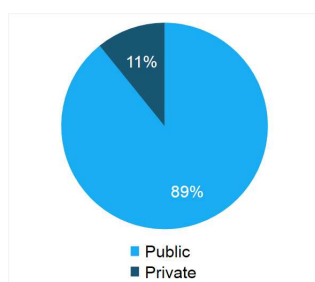
Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

## Age of pupils

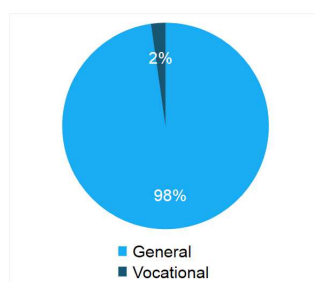


Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

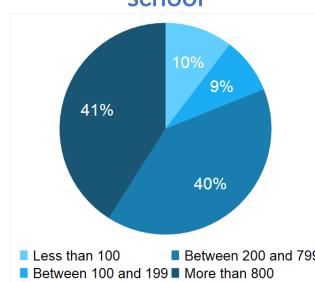
## School sector



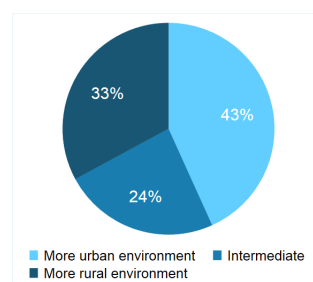
## School type



## 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

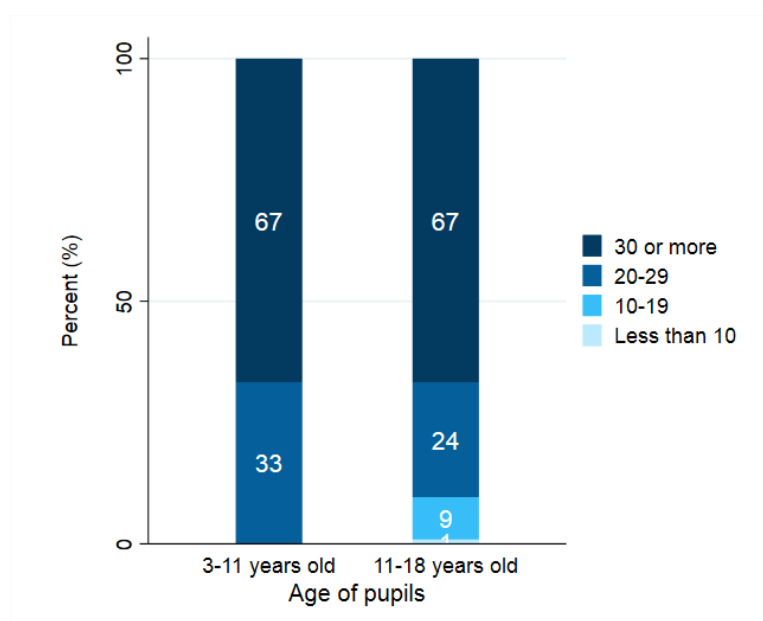
#### Number of actual hours worked per week

	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

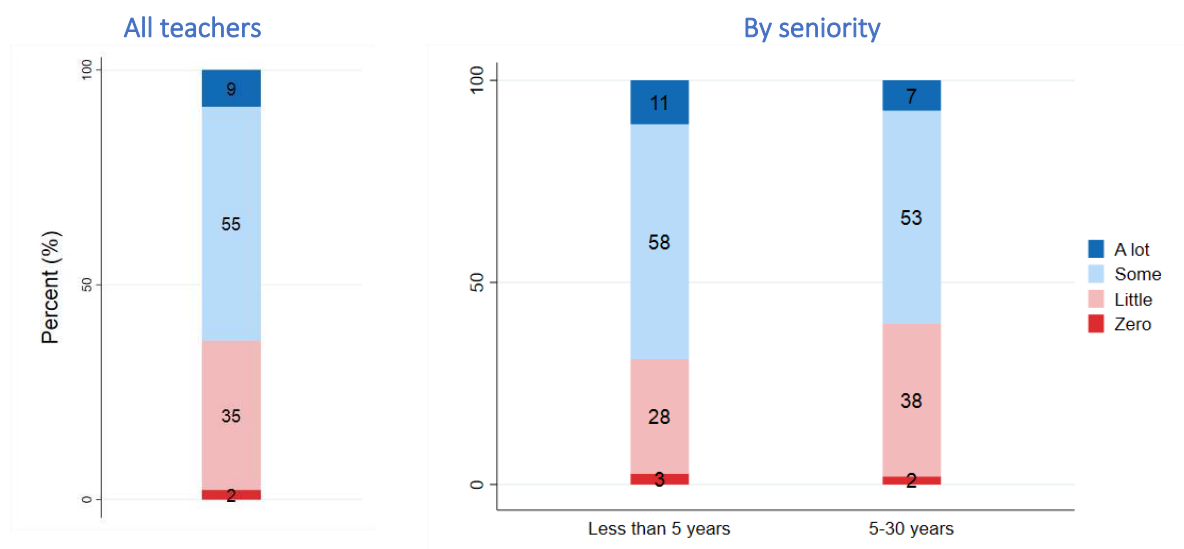
Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

#### Average number of pupils in classes taught



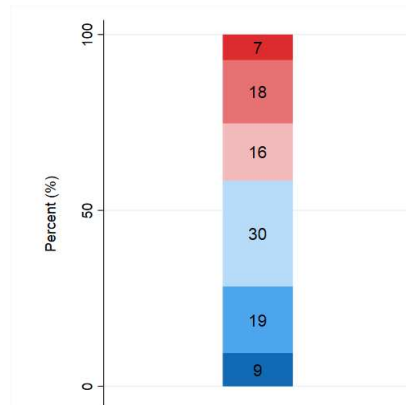
Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

### How much autonomy do you have in your work?

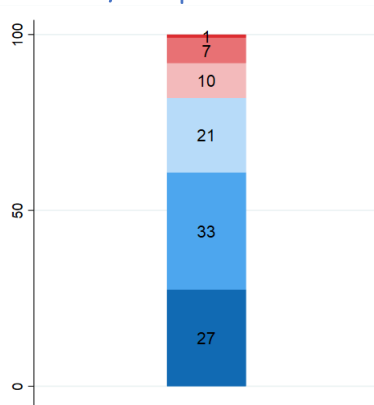


Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

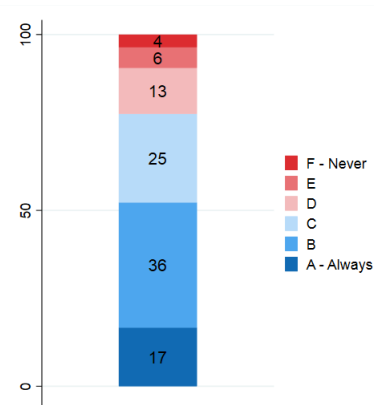
### At work, are you informed in advance about important decisions?



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

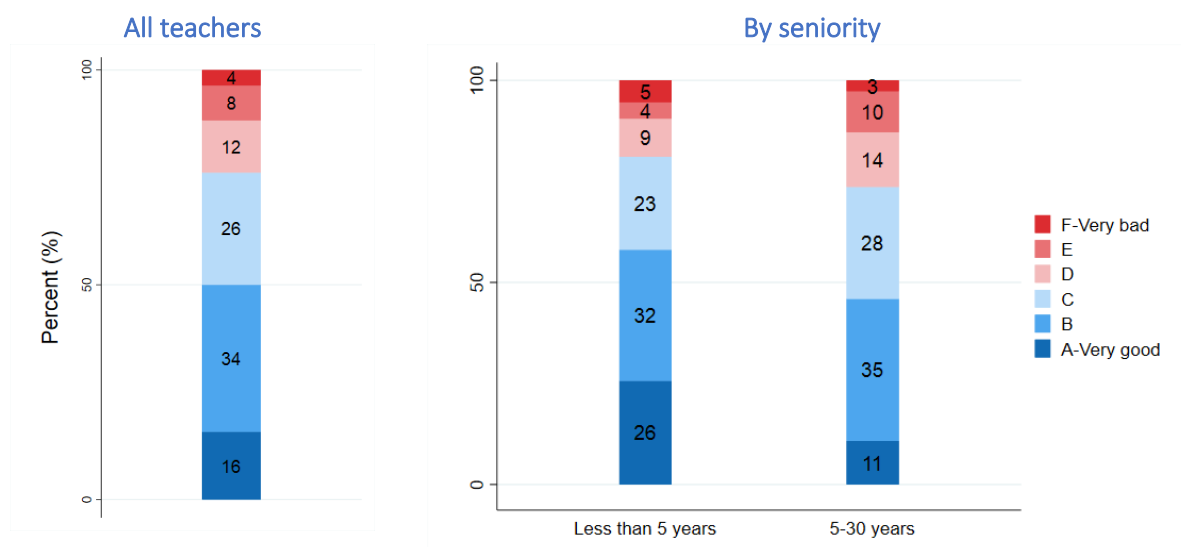


### In your school, do you make important decisions as a team?



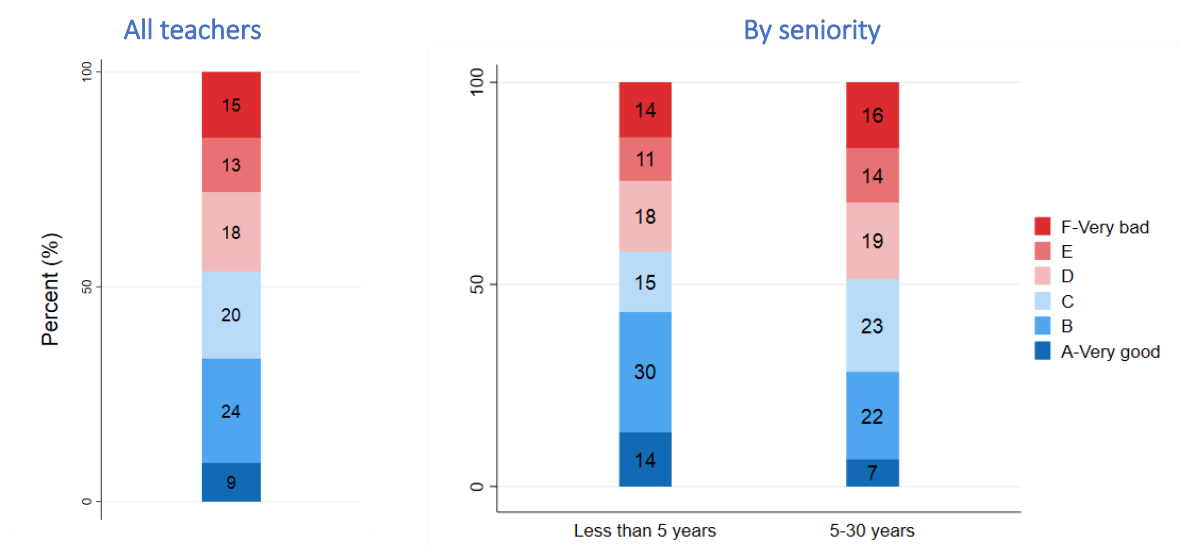
Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

### Evaluation of the possibilities of training



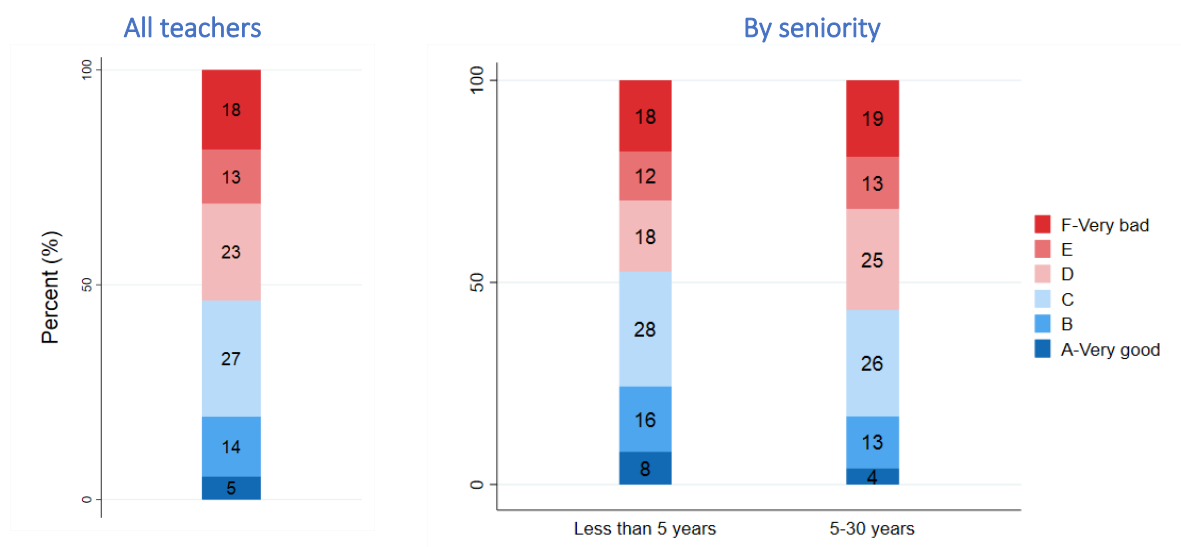
Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

### Evaluation of the possibilities of promotion



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

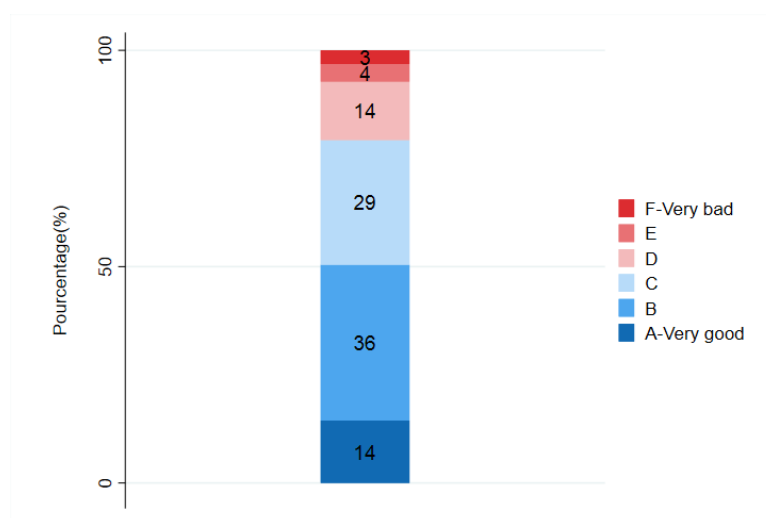
## Evaluation of salary



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

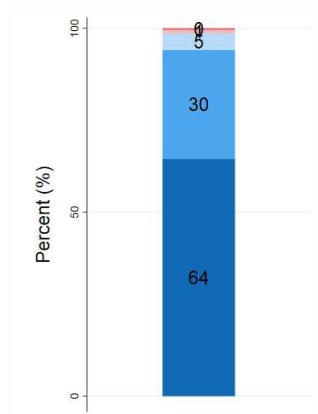


Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

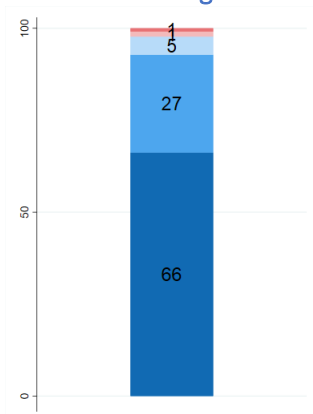


How do you currently rate the quality of your relationship with the following actors?

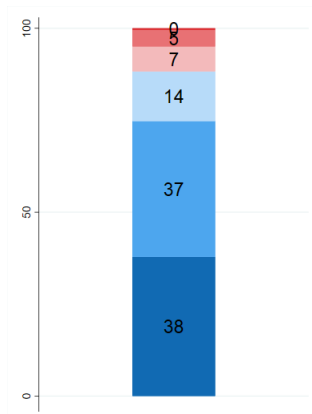
The school administration



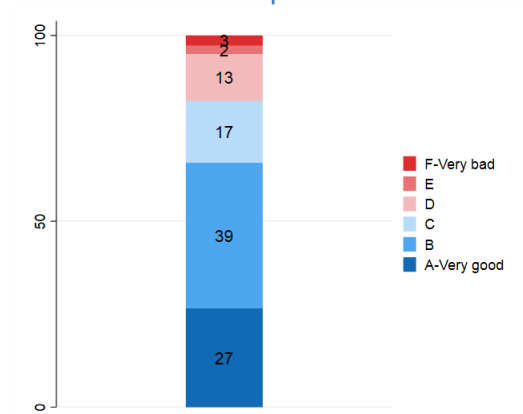
Your colleagues



Parents



Pupils

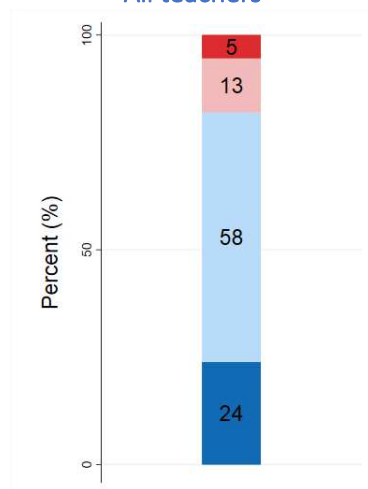


Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

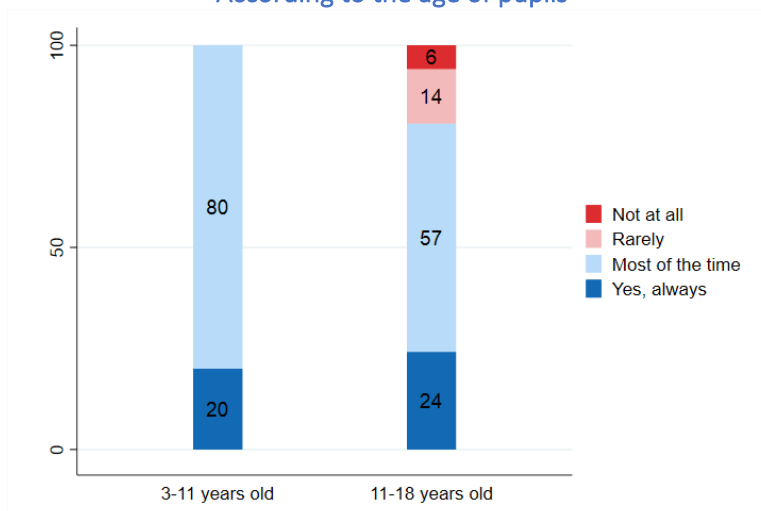
## II.3. Violence and security at work

Do you feel safe at your workplace?

All teachers

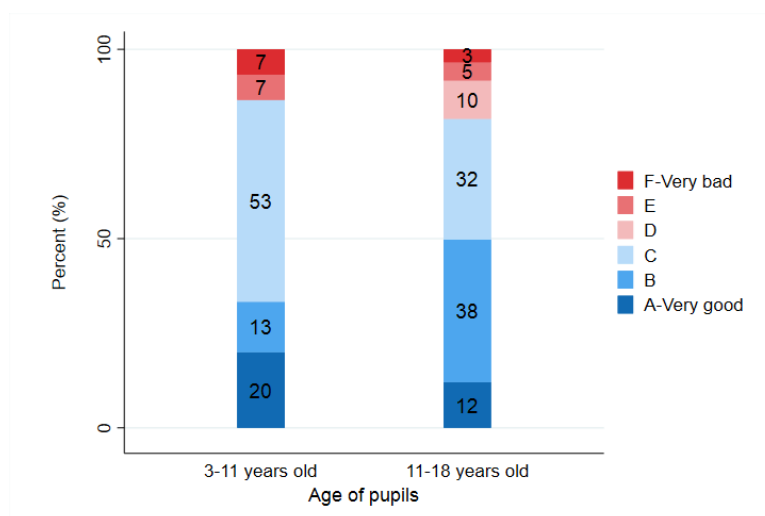


According to the age of pupils



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

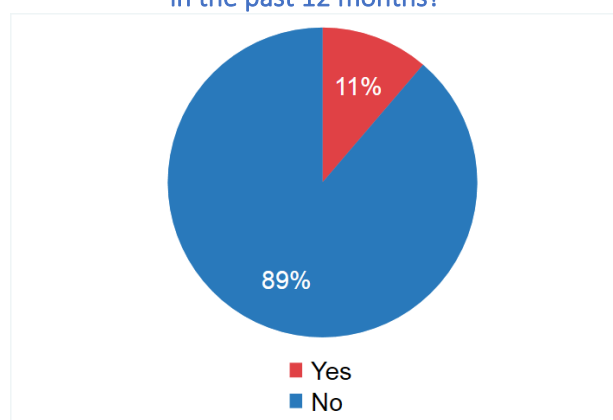
## Level of disciplinary of pupils



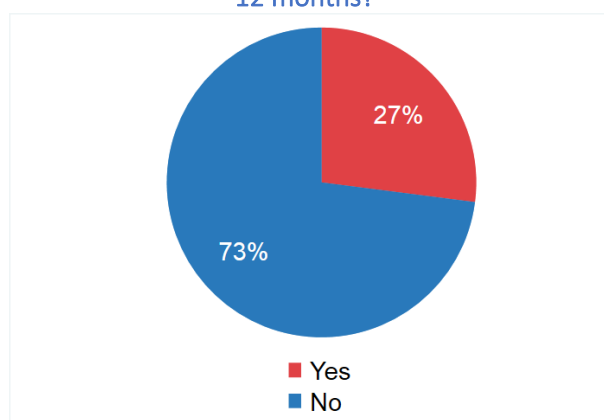
Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

## 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

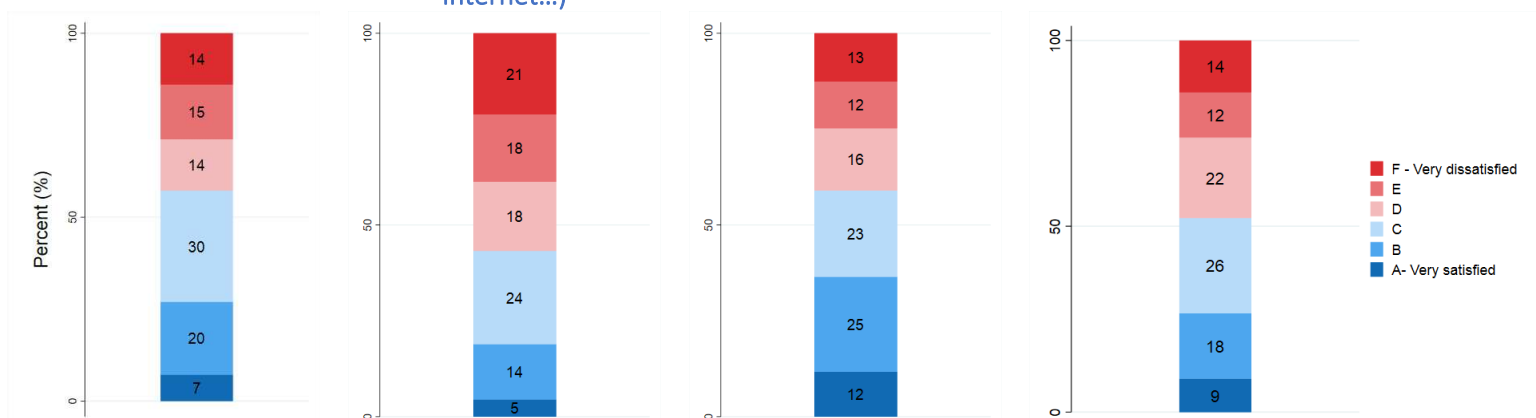
Are you satisfied with the following aspects in your school?

Satisfaction: facilities

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

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

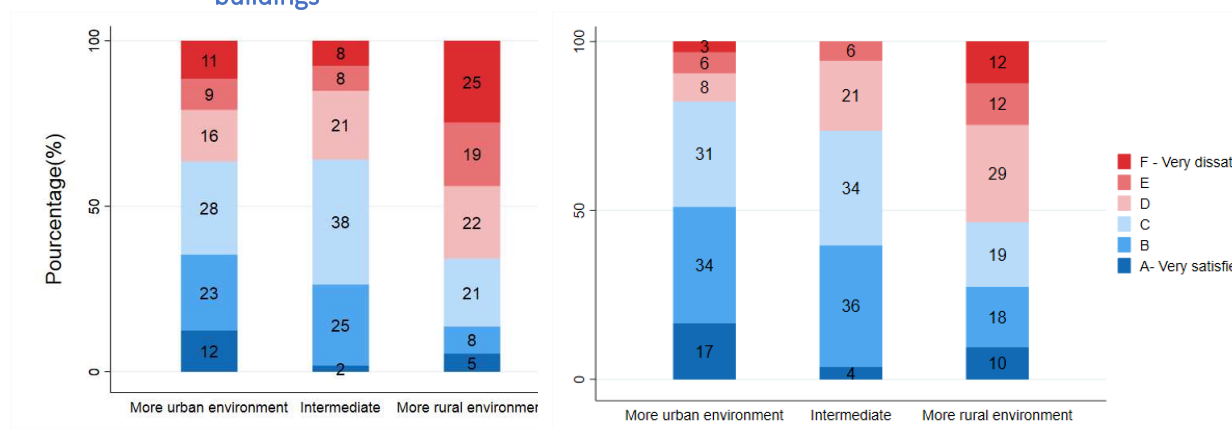
Satisfaction: sanitation (toilets, sewage, waste management...)



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

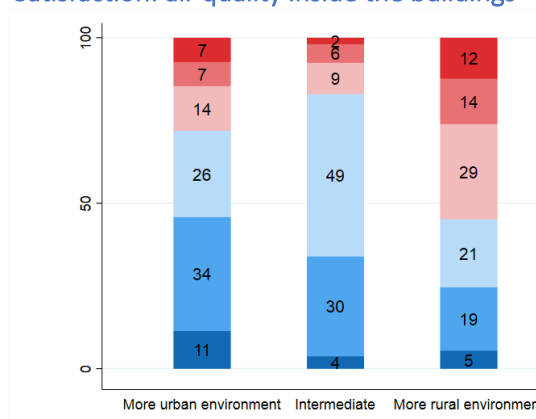
Satisfaction: sound level inside the buildings

Satisfaction: sound level outside the buildings

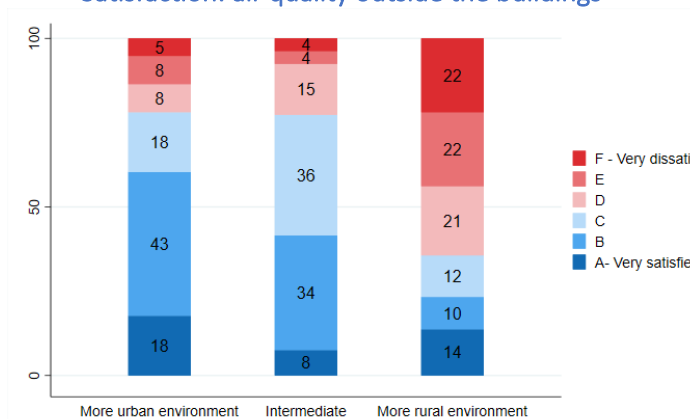


Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

### Satisfaction: air quality inside the buildings



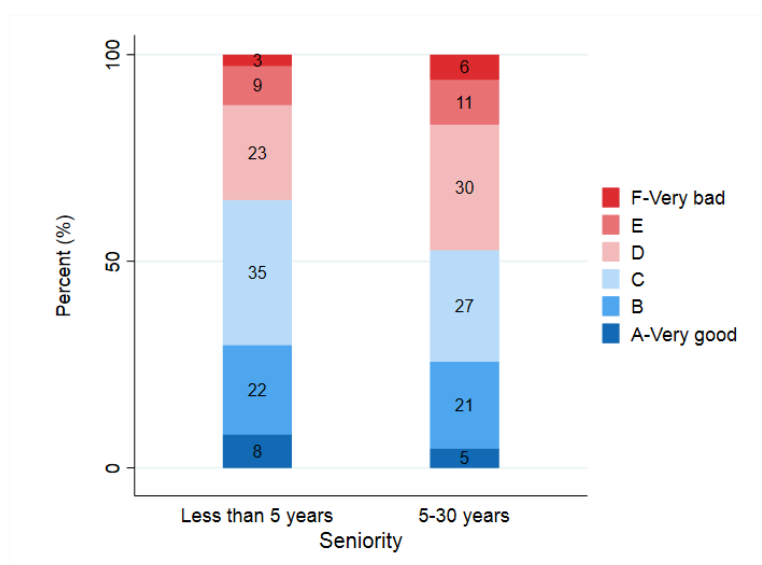
### Satisfaction: air quality outside the buildings



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

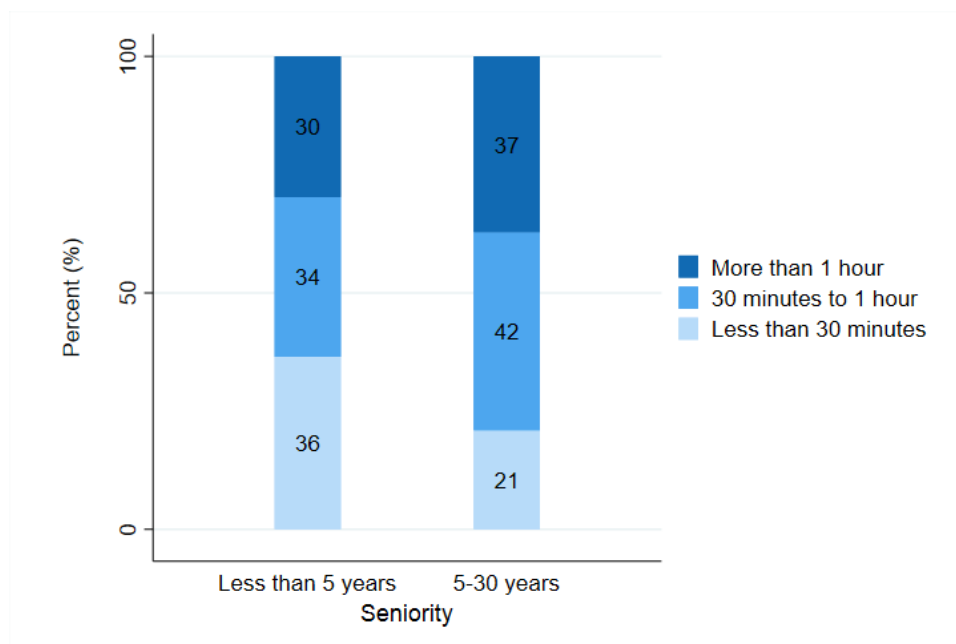
## II.5. Work/life interface

### 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



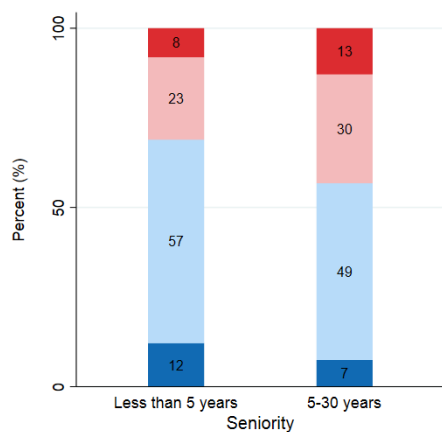
Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

### III. Teachers health and wellness

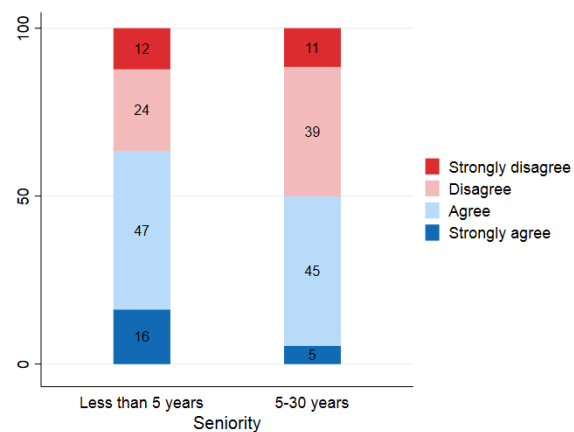
#### III.1. Indicators in the work context

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

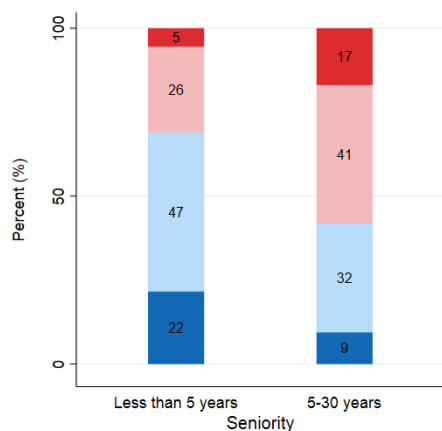
The advantages of being a teacher more than compensate the disadvantages



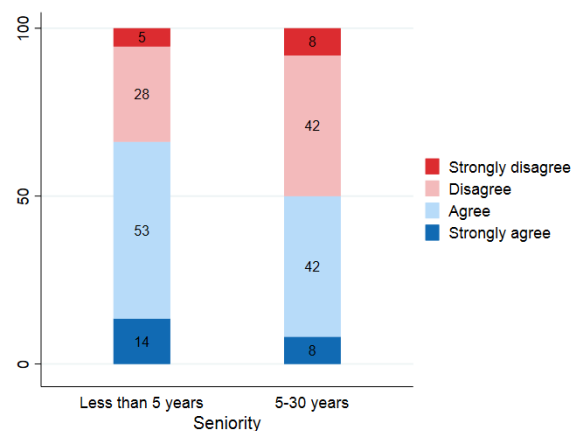
If I had to do it again, I would choose teaching again



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

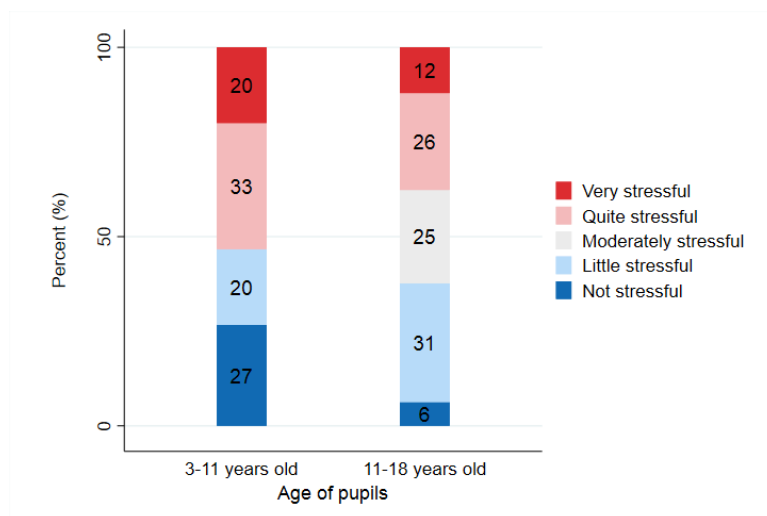


Overall, I am satisfied with my job



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

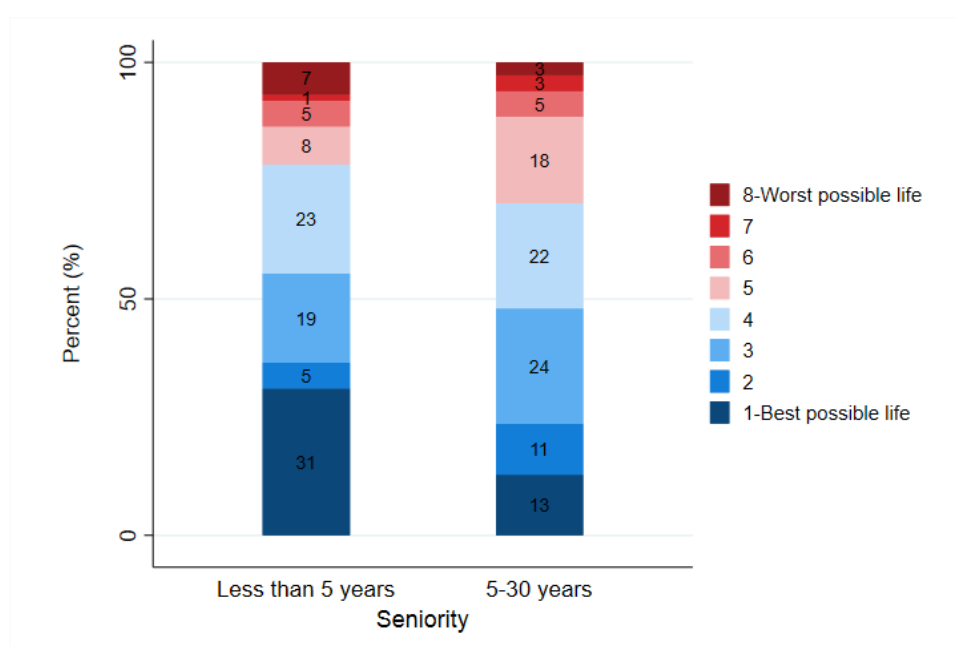
### How stressful has your job been since the start of the school year?



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

## III.2. Overall indicators

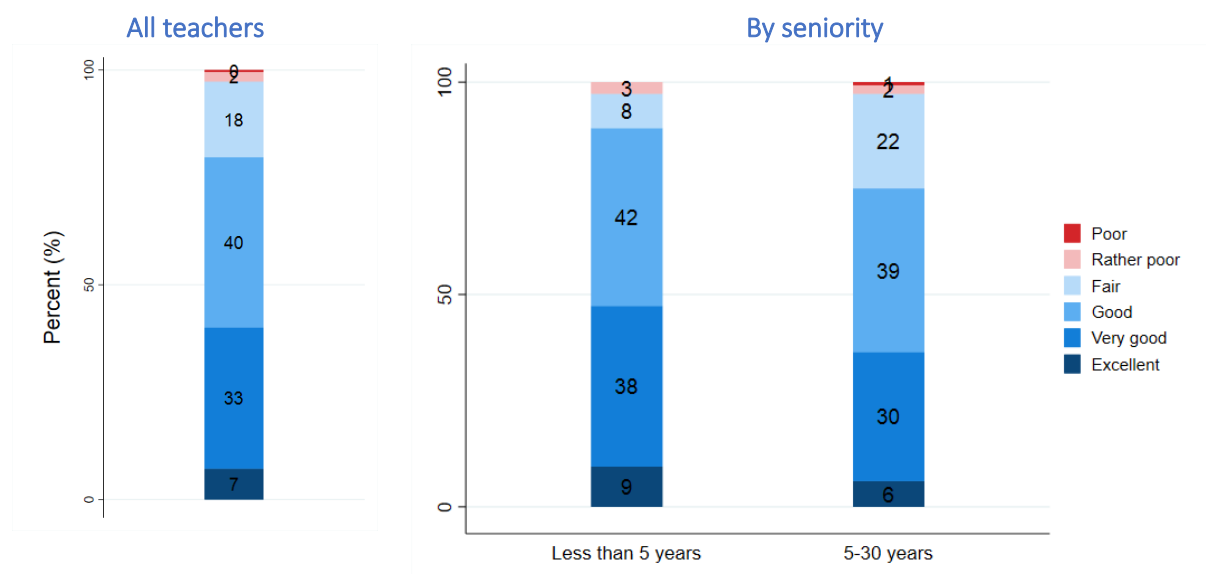
Quality of life: where do you currently place yourself on the ladder?



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

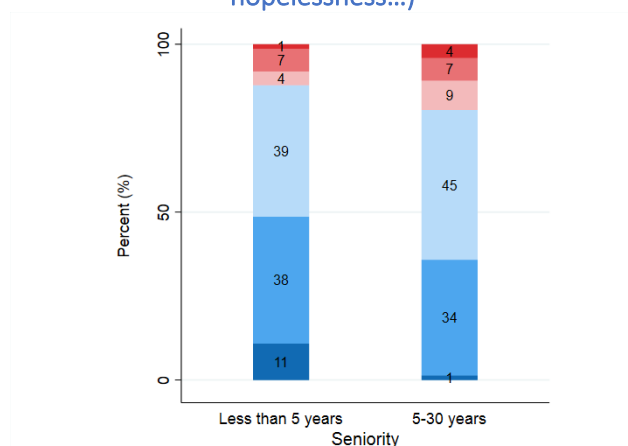


### How do you rate your health?

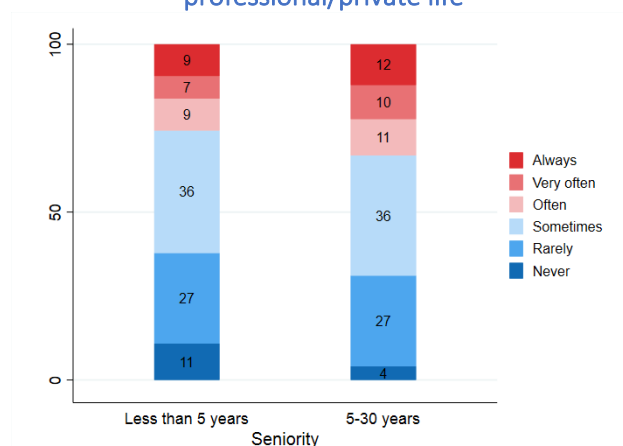


Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

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

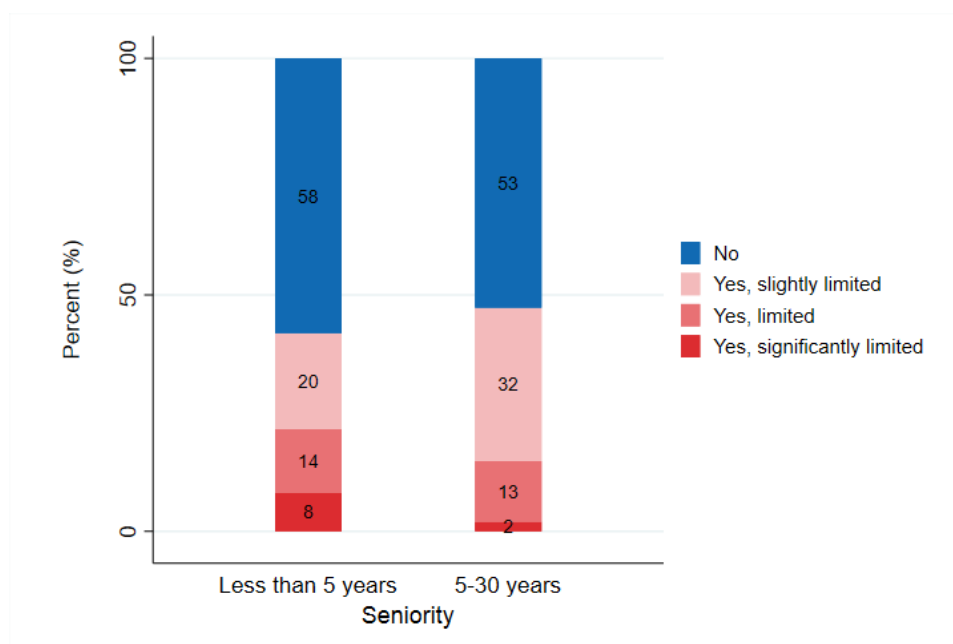


### Feeling of imbalance (time/energy) in professional/private life



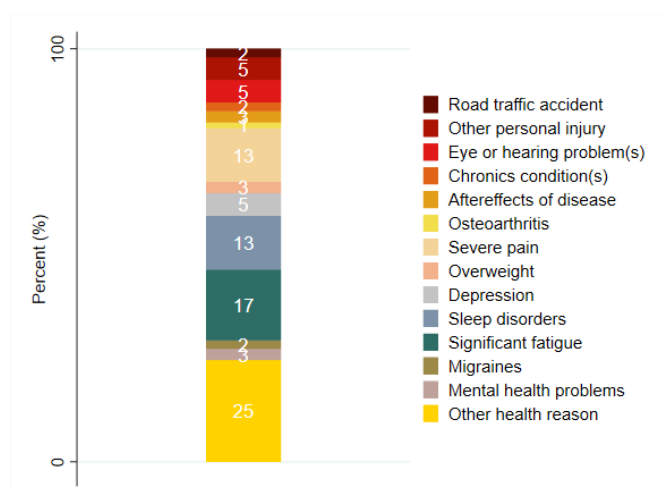
Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

### 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.

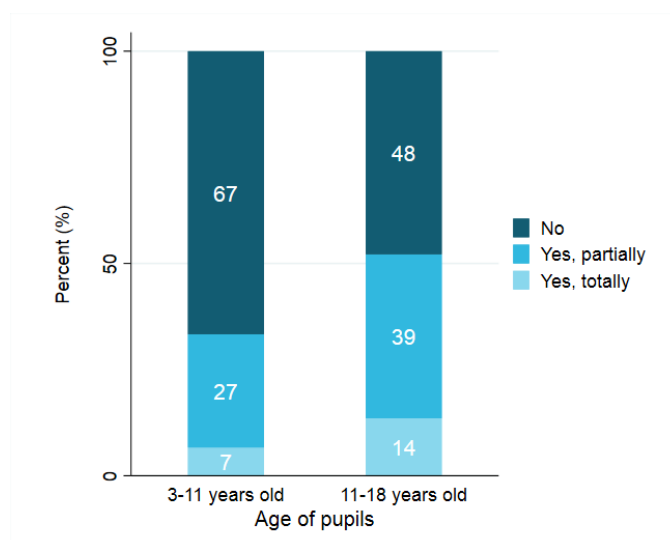
### If yes, for what reason(s)?



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

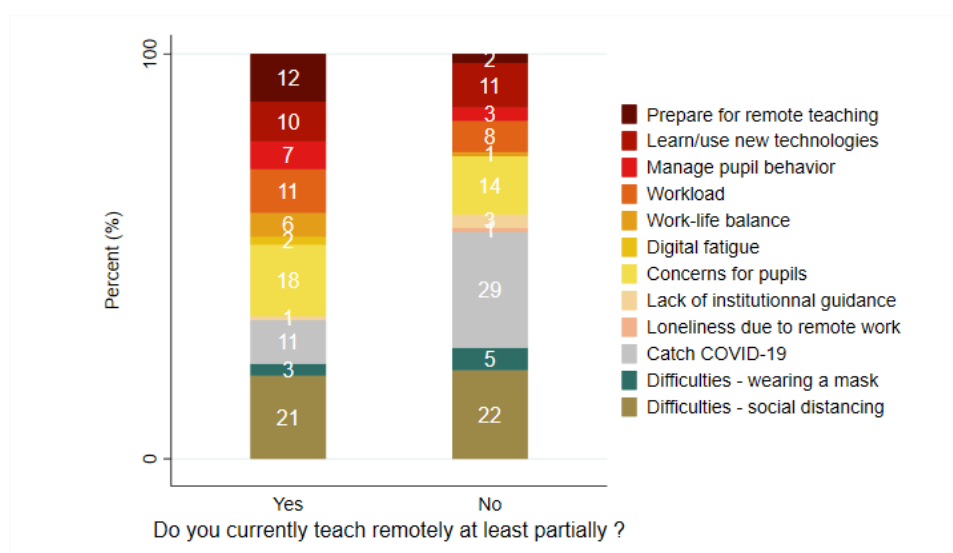
## IV. COVID-19 pandemic experienced by teachers

Do you currently teach remotely?



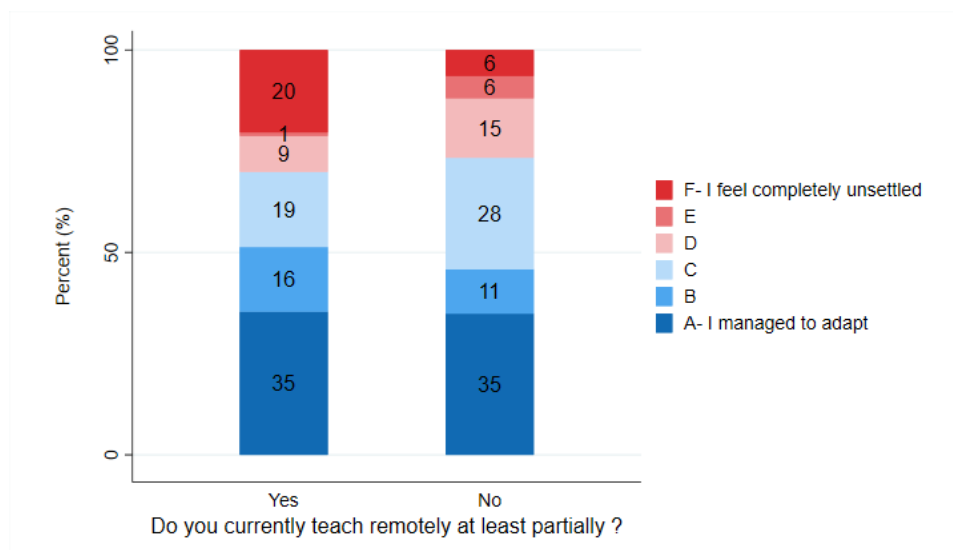
Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

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?

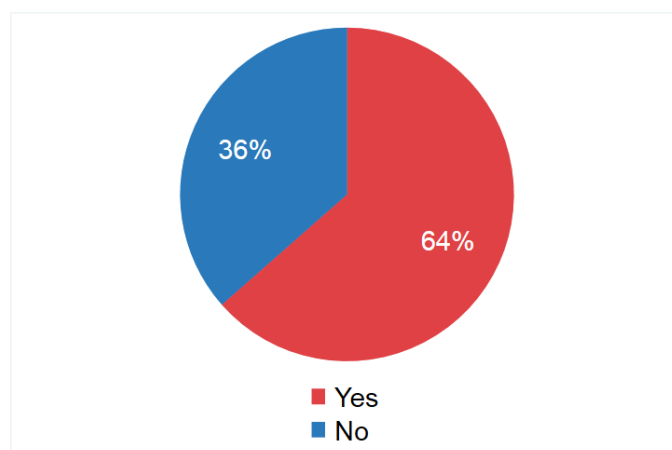


Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

## V. Needs identified by education personnel

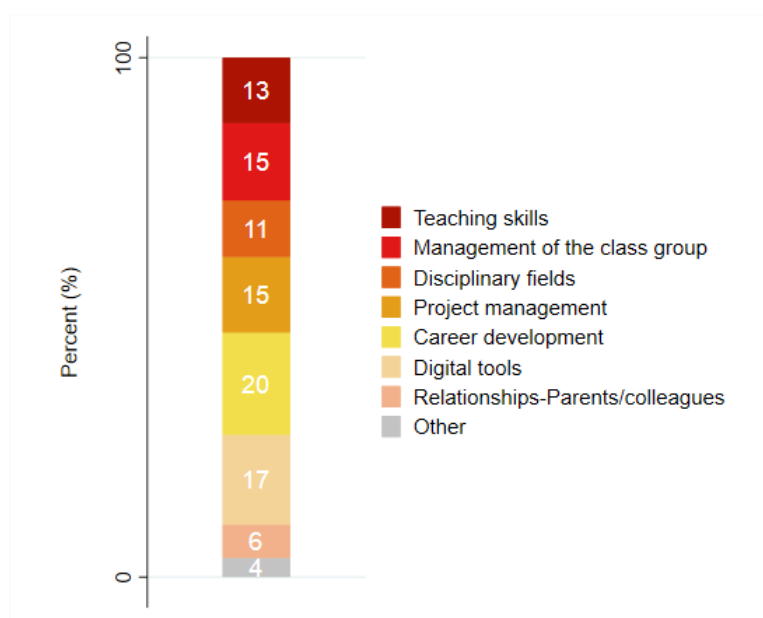
### V.1. Training needs

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

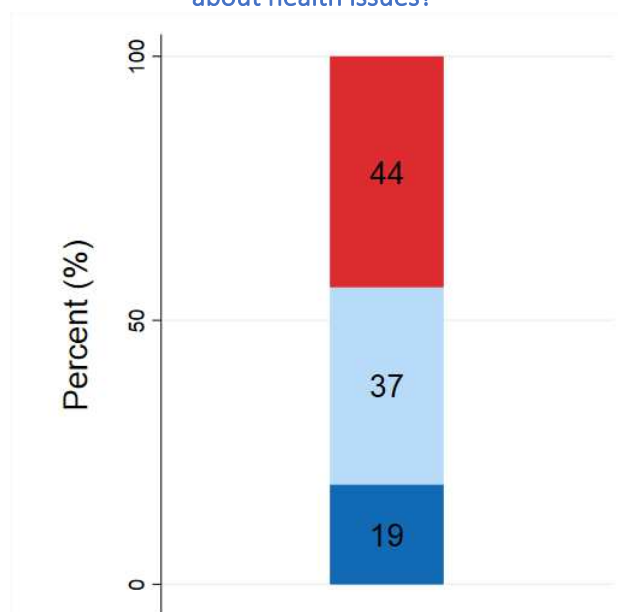
If needed, in your school do you get support from the following actors?



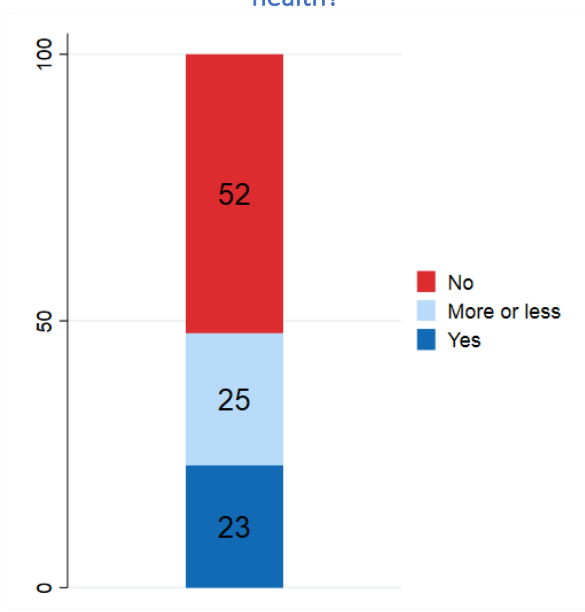
Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

## V.3. Health related information

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



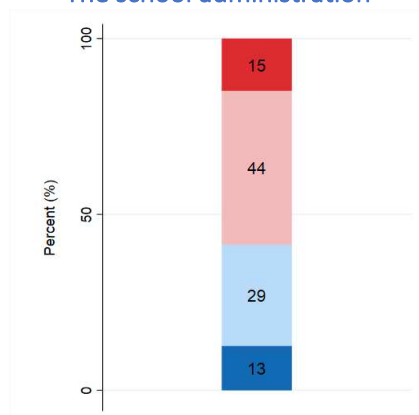
Do you know your rights regarding occupational health?



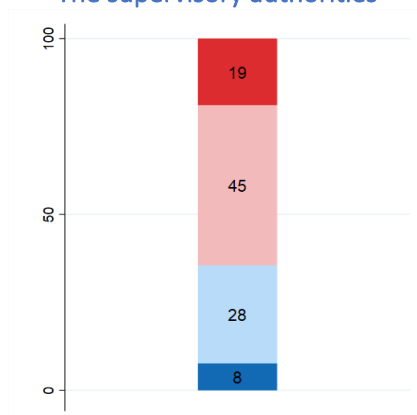
Source: International Health/Well-Being Barometer of Education Personnel, RES/FESP-MGEN, 2021. Teacher field: The Gambia.

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

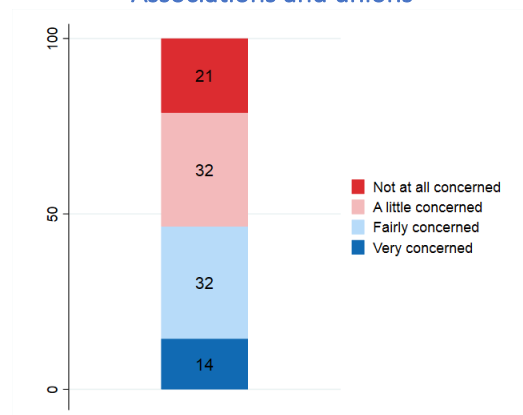
The school administration



The supervisory authorities

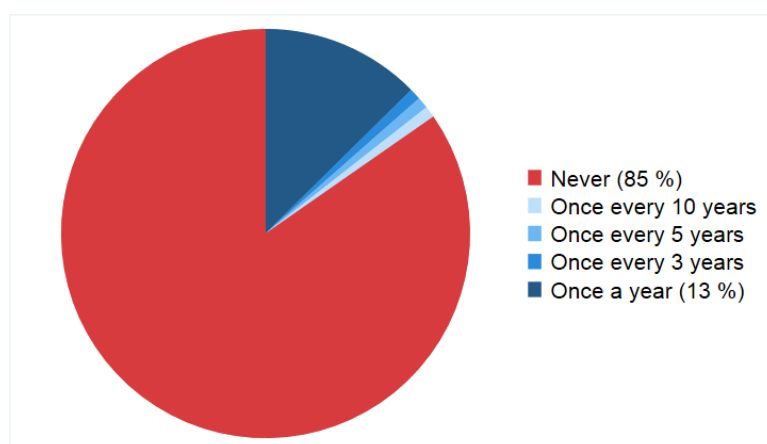


Associations and unions



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

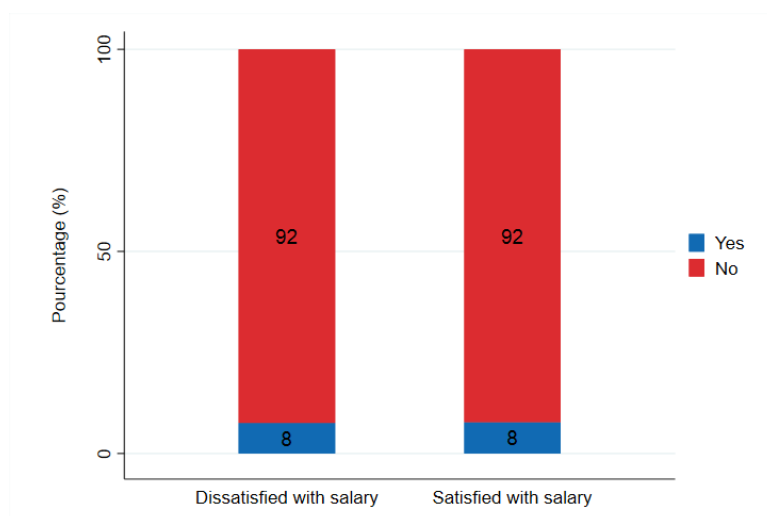
### Frequency of appointments with the occupational medicine



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

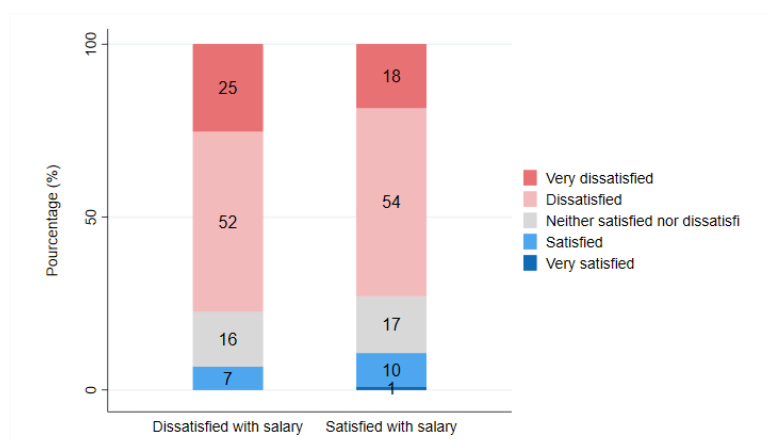
## V.4. Social protection

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.

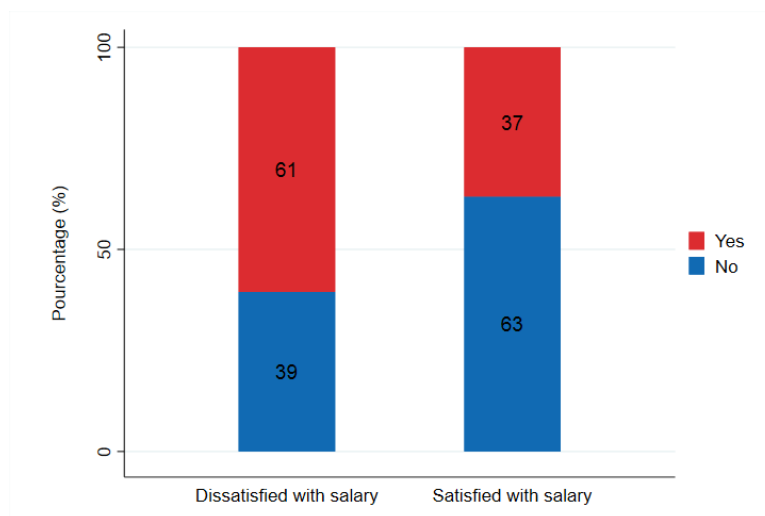
Are you satisfied with your access to healthcare in your country?



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%

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