



# GENDER BASE VIOLENCE AT TEACHERS` WORKPLACE

Albanian Case  
SPASH Actions

Rome, January 2019

# Violence in Albania

- ▶ HOW YOU GREW UP?
- ▶ WHAT DO YOU READ?
- ▶ Almost all institutions are focused on domestic violence and there are few/none institutions properly dealing with GBV at workplace:
  - **2013 (INSTAT):**
    - 59.4% of the women reported to have experienced domestic violence (psychological, sexual, physical)
    - 53,0% of women (1 in 2 women) were still experiencing domestic violence
    - *Few (or no) data on other types of violence*

# Gender–equality:

- ▶ 2017: Gender equality becomes priority of SPASH
- ▶ 2017: We have asked Ministry of Education for providing official data– No response received
- ▶ 2017: SPASH conducted limited individual research on 32 districts for:
  - Identifying main problems related to gender equality at workplace (schools)
  - Women representation (in education institution bodies)
  - **Gender based discrimination and violence**

# Identified types of violence against teachers

- ▶ Principle towards teachers (mostly psychological; most threatened: women)
- ▶ Teachers towards teachers (mostly man–man; No official data by Authorities or Ministry of Education)
- ▶ Student towards teachers (few cases reported to police. Trend: towards man– physical violence; towards women– threat, psychological violence)
- ▶ Parents towards teachers (Mostly fathers against women teachers)

*! Teachers who have reacted to defended themselves have been dismissed. Several cases followed by SPASH. Cases won in the court, teachers not returned back in their workplace !*

# Gender based violence towards teachers

## Reported cases:

- **Shkodra:** School principle denounced by her colleagues and students. She used her authority to use **indirect violence** against teachers and students (threatening them through her **male family members** for help). One of the teachers (Women): *“I have been threatened I was going to be expelled. We have complained several times to education authorities about her behavior. No measures were taken against her”*. Case went public.
- **Farke:** School principle (women) violated by a 14 years old student (boy). Police took the teenage. Student only expelled for couple of days.
- **Librazhd:** 18 years old student (boy) beats Literature teacher (man) because he failed the subject and left. Case reported to police.

# Gender based violence towards teachers

## Reported cases

- ▶ **Saranda:** In one of the biggest schools of the city, a group of 7<sup>th</sup> grade students have beaten up the teacher (woman) with chair and metal objects. Teacher sent to intensive care due to serious fracture in the head. No criminal charges registered. Student got expelled for couple of weeks.
- ▶ **Korca:** Kindergarten teacher (woman) gets beaten in front of the kids by the principle of the school (woman). Teacher ended up in hospital due to serious injuries. Case reported to police.
- ▶ **Librazhd:** Parent (man) violates teacher (woman) because she was not fair with the evaluation of his kid (3<sup>rd</sup> grade). After arguing, parent hits the teacher with hard objects by causing her serious injuries in different parts of body and leaves. Teacher ended in intensive care, parent ended in jail.
- ▶ **Tirana:** Student (boy) hits the teacher (man) with an wooden object and runs way. Case went public, but not reported to police. Student only expelled for couple of days.

# Measures taken

- ▶ Disciplinary measures (students being expelled from school for maximum 1 week)
- ▶ No educational policies/measures taken
- ▶ Police/Government act only when cases become public
- ▶ Very few reported cases to police =>
  - No criminal case registered, unless it`s serious injure
  - Feel of “shame” to report
  - Some types or violence are not considered as violence by teachers, therefore are not reported (eg. Psychological, mobbing, harassment)

# What are we teaching in primary school books?

## ▶ Cited parts from book:

- “Beni together with his wife and children was an emigrant in Greece. Beni was addicted to alcohol and when his wife did not give money to buy more alcohol, he **bit her and she passed away**. Beni ended in jail. Grandparents were taking care of the children and they **could not hide to transmit to kids the hate they had towards their dad**”
- “**Magic chalk**: When I don` t want to go to school, I mix chalk with water and it increases my body temperature. When my mom checks my fever, she doesn` t let me come to school” (**Self-hurt; Lying**)
- “ Roland,–said Elisabeth– Your clothes are so beautiful and your hair so soft, but **you are an idiot**. After that they did not get married”
- Exercise 5: “You are traveling in a train together with your sister without tickets and you get caught by the officer. He is authorized to use **special punishment**. For that reason he takes out 9 chocolates but 3 of them are **deathly poisoning** and **he forces you to pick one**.
  - A) If you pick before your sister, how is the probability for your sister to live?.....
  - D) Is it in your interest to **convince your sister to pick first?**

Teachers reported the textbooks– they got threatened by employers.

- After SPASH and parent community reaction, 130 textbooks were removed and replaced.

# Challenges:

- ▶ Geographic territory of Albania
- ▶ No preventing policies/programs for violence against teachers
- ▶ Lack of trained professionals on gender issues within the Union
- ▶ Limited funding (almost every research conducted in volunteer basis)
- ▶ GBV at workplace, often non taken seriously
- ▶ Sexual harassment not taken into consideration until physical contact
- ▶ Difficult cooperation with the victims
- ▶ Very difficult to gather data
  - Non cooperating institutions
  - Difficult social dialogue

# What have we done?

- ▶ Started to build a database (yet a lot of work to be done)
- ▶ Establishing and strengthening Women Committees in every district of the country
- ▶ Training workshops/ seminars– GBD and GBV at workplace
- ▶ Several (failed) attempts to cooperate with education authorities in order to develop education programs for preventing GBV at workplace and educational programs for violent children
- ▶ Supporting violated teachers
- ▶ Making gender equality a top priority
- ▶ Changed the statute in order to promote gender equality (October 2018)

# SPASH Action Plan 2018–2023

- ▶ Build a detailed database
- ▶ Train the new elected women as branch representative
- ▶ Rise the number of active women members
- ▶ Find and propose instruments to lower GBD–GBV at workplace
- ▶ Promote gender equality

▶ **THANK YOU!**