

# Addressing gender-based discrimination

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**Subversive Front**

# Addressing gender-based discrimination

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# Secondary research data

Gender and ethnicity as factors, assessing attachment to school

# Gender and ethnicity as factors

На прашањата поврзани со родовите еднаквости и права, момчињата и девојчињата на 15 години даваат одговори во кои улогите и очекувањата од мажот и од жената се дискриминирачки не само за жената, туку и за мажот, без речиси никаква свесност за променливоста на таквата состојба (табела 1). На прикажаната табела повеќе од половината момчиња од албанските паралелки на 15 години сметаат дека е подобро жената да се посвети на мајчинството отколку да „тера кариера“, односно дека треба да има помал авторитет од мажот во семејството. Истите ставови со незначайни меѓуродови разлики ги делат и нивните врстички, албанските девојчиња. Меѓу момчињата од македонската заедница преваленцата е пониска, но исто загрижувачка.

Притоа, момчињата се во исто толку сложена положба како и девојчињата. Нееднаквоста и дискриминацијата врз жената ставена на плеќите на момчињата е преголем товар со кој тие сосема е извесно не можат да се носат.



# Gender and ethnicity as factors

- Ethnicity and culture play an important role in addressing gender-based discrimination in schools
  - High discrepancy between Macedonian and Albanian girls and boys (aged 15) in schools in:
    - performing gender roles (girls should focus more on being good mothers and wives, than on making a career), and
    - reproducing gender stereotypes in
      - family contexts (fathers should have higher authority powers than mothers), and in
      - schools (it is more important for boys than for girls to be successful at school).

# Assessing attachment to school

## Колку младите го сакаат училиштето

Македонските ученици сè помалку го сакаат училиштето. Во периодот од 16 години, трендот на приврзаност кон училиштето е

во постојан пад и е за 1/3 понизок денес, од тоа како учениците ја рангирале својата приврзаност во 2002 год. (табела 4). Привлечноста на училиштето уште повеќе опаѓа со возраста, па едвај 30% од 15-годишните ученици денес изјавуваат дека го сакаат училиштето.



Табела 4. Трендови на приврзаност кон училиштето низ HBSM истражувачки циклуси 2002 – 2018, на учениците од 11 до 15 год., во Северна Македонија

# Assessing attachment to school

- Boys and girls in North Macedonia continue the downward trend in attachment to school
  - “I like school a lot”:
    - From 70% in 2002 to 51% in 2018, boys in MK answered positively
    - From 64% in 2002 to 44% in 2018, girls in MK answered positively
- Attachment to school declines with age, so barely 30% of pupils aged 15 in MK schools have stated they like school

# Primary research data

Focus groups, interviews, data analysis, research report compilation



# Primary research data

- Conduct of focus groups and interviews with parents and teachers
  - 2 focus groups with 10 parents each
  - 2 focus groups with 10 teachers each
  - individual interviews with 1-3 parents / 1-3 teachers
- Online survey with target of 50 respondents
  - Different survey presentation for parents and teachers
- Data analysis
  - Qualitative and quantitative data analysis
    - Qualitative analysis (narrative, content, thematic)

# Primary research data

- Important:
  - The conduct of the research study, and the project overall, will commence once approval from the **Ministry of Education and Science** is received
  - **2** state schools (“**Orce Nikolov**” in Skopje, and “**Nace Bugjoni**” in Kumanovo) have been targeted for project partners
  - Alternatively, **2** private schools (“**NOVA**”, and “**Yahya Kemal**” have also been targeted)
  - **Agency for Youth and Sport** has been contacted for facilitation of the approval receipt from the Ministry

# About Subversive Front

Mission, vision, strategic goals, experience in related areas

# Mission and vision

- **Mission:** Subversive Front is a community-engaged organization that aims to promote justice, freedom and equality for the members of the sexual and gender minorities in North Macedonia through the principles of accountability, solidarity and inclusivity.
- **Vision:** Subversive Front believes that in order for the members of the sexual and gender minorities to live freely, openly and authentically, we must develop evidence-based policies, programmes and services that support the self-identified needs of our community.

# Strategic goals

- Establishment of **research programs** at local, national, regional and global level for generating data and knowledge about the needs and concerns of the sexual and gender minorities community
- Support in the **individual and collective building of a community** of sexual and gender minorities in order for its members to be at the forefront of all our activities
- **Advocacy of policies and laws** that address the needs of the sexual and gender minorities community, and ensure their protection

# Strategic goals

- Building **cooperation, partnerships and alliances** with civil society organizations, **ministries**, local self-government units, state agencies, bureaus and administrations, trade unions, health-care institutions, **educational institutions**, social work centers, youth organizations, youth workers, media, family members, supporters and allies, researchers and research institutes and agencies, international organizations and institutions, and other stakeholders in order **to advance the status and the human rights of sexual and gender minorities in the country and beyond.**

# Experience in related areas

- **Research and publications:**

- Survey on SOGI-based bullying, violence, and discrimination among youth in Skopje - [link here](#)
- Analysis of the anti-discrimination legislation in the Republic of Macedonia in relation to sexual orientation and gender identity - [link here](#)
- Manual for youth workers “Raising capacity in working with LGBT youth” - [link here](#)
- Needs Assessment of LGBT Community Members in Macedonia - [link here](#)
- Needs Assessment and Situation Mapping of LGBT Roma in Macedonia - [link here](#)
- Handbook for Social Work with LGBTI - [link here](#)

# Experience in related areas

- **Training and education:**
  - 6 trainings of 84 social workers on sensitization in working with LGBTI
  - 17 trainings of 325 state employees on addressing discrimination and hate speech
  - 2 trainings of 32 employees at the Army and the Ministry of Defense on harassment at the workplace
  - 1 training of 12 psychologists, psychotherapists, and social workers on ESTEEM model - LGBTIQ-affirming treatment in psychotherapy
  - 5 workshops on storytelling, podcasts and living library for more than 50 young persons



# Thank you!

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