

## **CHALLENGES OF WOMEN TEACHER IN PRESENT ERA**

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### **Abstract**

*In this research paper an attempt has been made to focus on challenges of women teachers in the present Era and give major suggestions. It has and has been observed that there is drastic change in the women status. Due to advancement of the science and technology status of women has changed. Due to education women keeping step by step with men. But in real sense they have to faced so many challenges. The quote Williams "It is most fascinating to behold that after independence, the education of girls had been progressing more rapidly than that of boys and that parents have shown remarkable interest in their education. The women education in the recent year has received great encouragement in both private and public sectors. The overall figures of women education at all stages show impressive advancement. " Pt. Jawahar Lal Nehru rightly emphasized that "Education of boy is the education of one person, but educational of girl is the education of the entire family." Every women having challenges, but working women having more challenges than house wives. Teacher is considered a major pillar of the society. Teacher is also considered a nation builder..There are so many responsibilities to bear to institution, to family and to society as per Indian culture context by women teacher in comparison to men. The researcher has made to focus on major challenges faced by women teachers.*



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## **INTRODUCTION**

In Indian culture women is treated as goddess in the form of *Durga, Saraswati, and Laxmi*, in the other hand illegal offenses being committed against them like female foeticide, rape, sexual exploitation and harassment. She is treated as slave, who works without any payment. On the history basis we can say that they enjoyed highly status. The Rigveda had rendered highly social status to qualified women, those days. Women status fell in later Vedic and epic period. In the Mughal period status of women was not high. In the 19<sup>th</sup> century, the British, declared some areas an infanticide prone. Women status had improved by the social reformers such as Ram Mohan Roy, Ishwarchandara, Vidyasagar and Jyotiba Phule after a long Struggle in Indian society. In the present era status of women is considered changed due to advancement of science and technology. In fact that there is no any sphere of activity in which women are incomplete.

Education is life long and continuous process of learning, change and development. Education is the heart of development process of developing nation. Development means the improvement in the quality of life of the people.

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Education for girls and women is one of the most rewarding investments a nation can make. Not only does it contribute to all overall development, it also raises income, promotes health and increase productivity. A World Bank global study showed that nations that had invested heavily in female primary education benefited through higher economic productivity. It is clear that education has major impact on social change and is an investment that pays significant dividends in economic growth, improved health and quality of life.

Indian women today are keen to study on much as their resources permit. Their educational opportunities further need to be increased and sufficiently improved. The education of the women will make available to the country as wealth of capacity that is now largely wasted because of sheer lack of educational opportunities. An educated woman is a true custodian of the characters of men as well as of social, economic and national development. No doubt, women of urban areas are studying more and more and getting higher degrees but in comparison, rural women are very few who have passed higher degrees, therefore there is urgent need of hours that Government Sectors, private sectors and NGO's should be give full contribution in the education of rural areas girls and women.

Women constitute half of the human resources. Unfortunately, the potential resources from this sector are not optimized for several reasons. Our constitution has guaranteed equal rights to women. But how far this is implemented is a big question mark because women need courage to defend their rights. The process of decision making is not very adequate in the case of women because they are mostly illiterate. In the rural areas of virtually all developing countries, girls are often barred from education, either because schools are few and far between and their families cannot afford their transport or fear for their safety or because their labour is ritually needed in the house hold and on the farm stead. The overall picture of girls and women is education is one of limited opportunity, numerous obstacles and questionable quality and relevance. In almost all societies women have been given inferior and unequal social position, because Indian Society is a man dominant society.

High priority should be given to improving the educational status of women. In fact, the educational backwardness, prevalent among women, necessitates an added thrust on their education, training and skill upgradation as it will bring forth not only social development but also economic empowerment.

Education can certainly play a positive role in the improvement of women status. It helps to create an environment for women to seek knowledge and information in order to make informed choices and create circumstances in which women can learn at their own pace. As

women become more aware of complex web of factors, which have deprived and marginalized them, they begin to identify the ability to read and write as a skill, which can contribute to the process of their improvement. The status of women in any society is a significant indicator to the level of culture and social justice and social and economic development. Therefore, education for women has become necessity for achieving development goals.

Women's empowerment process which does not aim to deliver services, but seeks to bring about changes in women's perspectives about themselves and that of society in regard to women's traditional roles. Women through education will be able to liberate themselves from their own psychological and social constraints. It enables them to have self respect and have better self image, free them from a sense of dependency and powerlessness. If education is to truly change the lives of Indian women, we need to generate now knowledge is every field of human activity. Help women to develop their competence, capabilities and creativity and also help to develop their skills and potential and ensure their physical and mental well being. It is essential to create a learning environment where women can collectively affirm their potential, gain the strength its demand information and knowledge and move forward to change and take charge of their lives. Measures should be taken to eliminate discrimination, universal education, eradicate illiteracy, create a gender sensitive education system, increase enrolment and retention rates of girls and improve the quality of education to facilitate life long

Various educational schemes of women development should be launched to create awareness and promote the well being of women, vocational education should provided as an entry point for adult women who otherwise did not get an opportunity to enter into system. Vocational education centers also promote strategies to prevent perpetuation of gender oriented and sex-stereotypical courses which limit a girls options and reinforce the traditional views of women's work. Employment oriented education and diversified vocational training which has been recognized as the need of the day, should be given top priority. Special efforts should be made to vocational education at the high level.

Women's share in the science, technical and vocational education has also to receive much attention. Government should look at the content of the courses in science, social sciences and humanities to eliminate any professional biases against women and moreover the so called hard areas as designated for women in science and technology should be open to

women. Technology education can be offered in different forms and at different levels which are relevant for times will be great use to women's education.

If opportunities are given to the girls and women for training their minds in such intellectual and vocational pursuits, the quality of output of our educational system is bound to improve and the society at large will benefit. Besides that, women should be made aware of the basic rights, economic facilities and the new opportunities awaiting them.

Education plays a decisive role in empowerment, opening up opportunities, wider horizons of thought and perceptions, and new areas of advancement. Yet some aspects of education tend to be missed. If education is for empowerment, it must teach where the key to power lies. One of the important instrument of governance is law and the legal system. If the laws are gender incentive or operate unequally between men and women, if discriminatory customs and traditions are enforced by law, thus making the position of women extremely vulnerable in society, one must become aware of such laws and the manner in which law enforcement agencies operate, before one can change them. One of the reasons for such laws or such gender incentive enforcement of laws lies in decision making rules whether as legislator, or as administrators or as opinion makes, as law enforcers, as lawyers or judges. The impact of their presence is thus not felt on existing power structure. It is vicious circle, where lack of power leads to gender incentive laws and their gender incentives enforcement, which in turn leads to greater vulnerability.

Legal awareness and legal literacy can play a vital role in women empowerment. It is therefore important to organic legal literacy workshop to promote legal awareness among women. Empowerment comes by educating others about their rights and by promoting a culture of respect for each other's human rights. There are an increasing number of organisations which given information about laws on different subject language which lay person can understand. However widespread literacy among women has hindered their access to information, audio-visual media have dramatically changed this scenario. We do not need a large number of educators to access information. We have access to electric media, to audio-visual media which can reach every corner of the country. We increasingly turn to media especially the audio-visual media for disseminate of knowledge amongst women and in the process of commercialization of entertainment we do not overlook societal goals. It is also unfortunate that the percentage of illiteracy amongst women is much higher than amongst men. Hopefully, now that education upto the age of fourteen has expressly been

made a fundamental right, there will be a greater impetus to prevention of literacy amongst women and girl children.

There is reluctance to educate a girl child. There is lack of proper health care for women, there is discrimination against the girl child and women in meeting their nutritional requirements, there is lack of information about women's productive rights. We have female feticides, female infanticides, pernicious practices like dowry which destroy a women's self respect and put her in a situation of danger and violence.

There is increasing violence against women. Crimes against women are increasing in proportion much greater than other crimes. Promoting a culture of human rights assumes vital importance in the set up. It is necessary therefore, to promote greater awareness of women's human rights and help women understand their legal rights and obligations.

Equality of women is necessary not merely on the grounds of social justice but as a basic contribution for social, economic and political development of the nation. In order to liberate women from male dominations and unequal status and for improvement of their employment opportunities and earning power, education must be given the highest priority through the education, we can encourage women is effective participation in politics and women must learn to fight against and assert their own rights for their survival.

It is extremely important that law enforcement agencies which so vitally affect women's security and their ability to participate in socio-economic activities are sensitized to gender issues. It is the time that women's human rights receive proper recognition. It is time that people are taught the basic principles and ideals enunciated in our constitution and in the universal declaration of human rights, convention on elimination of all forms of discrimination against women, and other international instruments for promotion and protection of human rights. The constitution has promised to all justice, social, economic and political equality of status and of opportunity and a life with dignity for all. Article- 14 lays down that there will be equality before law and equal protection under the law for all. Article- 15 provides for non-discrimination on various grounds including on account of sex. Article- 21 guarantees this right to a life with dignity. And yet, positive discrimination to protect women and children is permissible in order to remedy their vulnerable socio-economic and legal status. Legal awareness therefore should also include in awareness of women's human rights.

Women interaction with ordinary people and with their problems often brings out areas where laws need improvements. They become aware where laws are inadequate or

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discriminatory. Legal awareness movement can, therefore, go a long way in promoting proper legislation and a more gender sensitive legislation. Alertness about the existing legal provisions and pressing the need for their amendment whenever the occasion arises is extremely important. If we are going to have laws which are fair and just to women and which don't discriminate against women. This is also an aspect of general legal literacy amongst women. They should know how the laws affect them and how these laws can be remedied. It is in this context, that it is important that women should do participate in public activities, take part in law making and law enforcement, because their presence can make a lot of difference to the kind of laws that are enacted.

The English saying that "*The hand that rocks the cradle is the power that rules the world.*" Is very appropriate from the point of view of women education.

Kothari Commission rightly revealed "For full development of our human resources, the improvement of homes and for moulding the character of children during the most impressionable years of infancy.

### **Significance of study**

It has and has been observed that various challenges has to face by man and women teachers, but teacher women challenges are more in comparison men. no doubt the status of women in the society is very higher in the present era, but as per the Indian culture context teacher women have to bear various responsibilities. There is drastic change in women status in comparison to past due advancement of science and technology. Government has made various efforts to uplift the status of teacher women, but responsibilities and challenges have been increased. The researcher selected this topic to find out the major challenges of teacher women and find proper solution, so that teacher women could face the challenges with happy mood. If teacher women will happy then society, school and home will happy. depend The future and happiness of students, children and members of family depend on The happy mood and mental peace of teacher women,

### **Statement of Study**

"Challenges of women teacher in present era"

### **Objectives of Study**

- 1 To study the major Challenges of women teacher in schools.
- 2 To give suggestion to face the challenges

### **Hypothesis**

There are so many major Challenges faced by women teachers in schools

### **Sample**

100 teacher Women were selected as a sample of the study.

### **Tool**

Interviews were conducted and Review of related literature.

### **Technique**

Coding the shared experiences, interviews and study of studies in composite forms

### **FINDINGS**

1 Women teacher having physical challenges due to bearing responsibilities to family, institution and society

2 Women teacher having Emotional challenges. due to bearing responsibilities to family, institution and society

3 Women teacher having Economic challenges, due to bearing responsibilities to family, institution and society

4 Women teacher having Educational challenges due to bearing responsibilities to family, institution and society

5 Women teacher having social challenges. due to bearing responsibilities to family, institution and society  
, institution and society

6 Women teacher having political challenges. due to bearing responsibilities to family, institution and society due to bearing responsibilities to family, institution and society

As above mentioned challenges found after deep study of of books, related studies and from interviews, conducted.

### **Suggestions**

Following suggestions, were suggested

1 Proper leaves should be granted to women teachers.

2 Maternity long leaves should be granted.

3 Medical long leaves should be granted.

4 Proper respect should be given to women teacher.

5 Proper medical checkup arrangement Should be make in school.

6 Polite language Should be used with women teacher.

7 Extra workload should be reduced.

8 cultured activities should be organized in schools.

9 Family should cooperate to women teacher

- 10 praises word's should be used to women.
- 11 Men teachers should cooperate to women teacher when she is in problem
- 12 Educational material should be provided to women teacher by authority.
- 13 Cooperation should be sought to the women teachers for higher study.
- 14 Relaxation should be given in timetable for women teacher.
- 15 Placing of women teacher should be high in the society.
- 16 .Action should be taken, if anything wrong happened with women teacher.
- 17 Health awareness programme should be organized.
- 18 Placing of women should be nearby home or nearby transport facilities.
- 19 Confidence development programmes should be organized in the schools as well in society.
- 20 Husband transfer should be in same or nearby place.
- 21 life partner should cooperate to her.
- 22 Programme regarding emotionally strong should be organized.
- 23 Politics should not be involved in the job of a women teacher
- 24 women teacher should be free to utilize her income.
- 25 Safety and security should be provided to women teacher during travelling.
- 26 relaxation to attend the school should be provided to women teacher in bad weather.
- 27 women teacher should be trained for self security and safety.
- 28 women teacher should have relaxation for the duty in for flange areas.
- 29 Pay should be given in time.
- 30 In the major festivals, they should have extra holidays to manage and celebrate them properly.
- 32 Congenial Environment should be provided to women teacher in the institution as well as home.
33. Entertainment facilities should be in institution for women teacher
34. Men Attitude should be positive towards women.
35. Separate toilets should for women teachers
36. Separate staff room should for women teachers
37. Entertainment equipments should be in the women teacher staff room.
38. Husbands of women teacher should joined the hands in the work.
39. Teacher women should not be considered as servant of the family.
40. Curriculum should be framed keeping in view of challenges of women teacher.



41. Promotion channel should be separate for women teacher.
42. Extra payment should be given to teacher women.
43. Family should be provided congenial environment to women.teacher.
44. Independence should be given to women teacher by family.
45. Time table should be prepared keeping in view of women problems.
46. Men should bear the equal responsibilities with women teacher.
- 47.Men should behave properly with women teacher
- 48.Strict action should be taken against men, those are involved in sexual exploitation harassment, rape and other shameful activity with women teacher.
49. In the lady problem days, leave should be separate granted.
- 50.Health related activities and programmes should be specially organized for women teacher.
51. Proper respect to feelings should given to women teacher
- 52.Teacher women should be considered major pillar of society.
- 53.Women should be considered laxmi of family.

### **Conclusions**

Teacher is considered a major pillar of the society. Teacher is also considered nation builder, but teacher will not happy then he/she cannot bear the responsibilities. In developing values among the students as well children women teacher play an important role. It has been said that women is ideal of sacraments and feelings of love. If she will happy then she can develop good values among the students as well as children, even can create peaceful atmosphere in the school, home and society. Therefore, peace of mind is must for women teacher. Women teacher Concerned all facilities should be provided to them.

Well educated women plays active role in the society. She always does work in proper planning. She knows about relationship with family, relatives and other members of the society. Educated women can take more independent decisions. It has been observed and noticed that well educated women encourage her family, relatives and other members of the society to become educated as well. Educated women identify problems and try to find their solution with own pace. It means that education plays an active role to bring the quality and important and achieving the goals of equality and development, and also empowering women to participate in different activities and in decision making in society with other members of the society. University Education Commission Reported (1948-49) that “there cannot be educated people without educated women. If general education had to be limited to men or to

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women, that opportunity should be given to women, for then it would most surely be passed on to the next generation.”

This article would be very helpful to members of society, best educationists, law makers, to think about the challenges of women and make the policy and enforced the law. It would also be helpful to social leaders to uplift the status of women and provide opportunities and facilities to educate them for facing challenges with fully confidence and to be emotionally strong ..whole environment of family, school and society depend upon of women teacher satisfaction.

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