



CHALLENGES FACED BY WOMEN TEACHERS IN TEACHING FIELD

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Abstract

Education plays a vital role in the development of the country. So ultimately teachers are at the centre of any country. To teach their students with passion and sincerity teachers must be happy and satisfied with their teaching profession. Students who are bright future of the nation must be guided by teachers in a proper way to create good citizens to serve the country as well as the whole world. But women teachers in private schools are facing many problems so they can intentionally or unintentionally has been becoming an agent of loss for the nation because they may fail to put their fullest attention to dedicate teaching job. The private schools in India are playing a vital role in educating the huge population of India, several people and personnel feel that the women teachers in private schools are facing several problems in varying degrees, though they are part and partial of quality and quantity education. The study aimed to study professional problems faced by women teachers in private schools. The results of this study will help the educationists, planners and administrators in promoting the current status of working women teachers to further enhance the quality of education in private school.

Keywords: Professional problems, women teachers, Private schools



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Introduction:

School is the base of the nation and teachers are the builders of the future of the society. So teachers play very important role in teaching-learning process. During the last few decades there has been tremendous growth of private schools in India. Private schools are also called as independent schools as these schools don't receive financial aid from the government. Various studies have reported unpopularity of government schools and an increasing number of private schools. The annual status of Education Report (ASER) has been reporting poor academic achievement in government schools than in private schools. The most remarkable difference between the private schools and government school is the medium of instruction. The medium of instruction in private school is English while in the government school the education is given in local language.

People were dissatisfied with the poor quality of education in the government schools. Therefore the need of private schools was felt to provide children the best access to education. Because of the main focus of the private institutes is on the quality of education, there has been visible increase in the proportion of children enrolled in the private schools. The number of female teacher enrolment has registered a growth over the years with government laying ascent on induction of female teachers. Teaching profession has been chosen as a vocation by so many females than males due to their nurturing capabilities.

Rational of the study:

In sense now a days teaching profession is the most valuable and more important, the most devoted and noblest profession with so many responsibilities in achieving the overall goals of education. To give justice to profession, teaches should not have any burden or problems. Then only they can concentrate on teaching.

However the female teachers who have been dominating the teaching profession, has numerous responsibilities along with familial and professional duties. So teaching is very hectic, stressful, demanding and challenging profession.

Teachers are always busy in motivating students, planning class activities including discipline, student's attendance/absence, empowering themselves to implement the curriculum effectively, to aware the students about life skills for both present and future, upgrading their own professional knowledge.

At the same time female professional problems like multiple roles with numerous professional problems like overcrowded class, low professional status due to low financial packages and absence of bonus and incentive, heavy workload, lack of adequate training opportunities, lack of various facilities to name a few. So it is the need of time to find out the problems faced by women teacher in the private schools.

Different problems faced by women teachers in private schools

1. Low salary packages:

Teaching profession is dominated by women teachers. But women are not considered as the primary bread winner of a family and hence their payment is very less compared to the fee structure that these private school charge towards the tuitions fee.

The biggest irony lies in the fact that these schools celebrate women's day with great pomp and splendor even though more than 90% of the female teachers in the these schools are dependent on their husbands as their own is almost one tenth of what their husbands earn. The school salary is so poor that they cannot meet their household as well as personal requirements. Due to this reason, teachers cannot give their best outcomes. Their family is not satisfied with the salary packages given to the teachers by private schools.

Teachers work hard but in return don't get enough to meet their basis needs. To improve the quality of education private schools must attract the best and the brightest with increasing salaries.

2. Absence of Incentive and Bonus :

There is almost an absolute lack of incentive, verbal or financial. There is hardly any appreciation from schools leadership. Parents are rarely grateful but quick to point out any and all shortcoming. (Many Angrish, Teacher for India Fellow)

3. Lack of Resources:

Quality of education depends on the available resources to fulfill the requirements of any educational institute; mainly two types of resources are need, which are financial and instructional resources. Private schools must improve the resource allocation to bring about qualitative changes in the education field.

Factors such as infrastructure of building and classes, technology and instructional programs, laboratories, libraries, co-curriculum activities are affected because of funding. To complete practical work and experiments science laboratories are required with apparatus. Many of the private schools have computer subject in their curriculum but don't have the provision of

laboratory. Teachers are unable to teach according to their plan and in effective ways due to lack of sufficient instructional resources. School finance has a direct impact on teacher's ability to maximize their effectiveness.

Due to shortage of instructional as well as financial resources to purchase the much required resources is a source of ongoing challenge and frustration for women teachers in the private schools.

4. Heavy Workload:

In private schools teachers are busy in taking classes. They don't get time for relaxation as they are busy in various activities excluding teaching. Teachers are engaged in teacher-parent meeting, marking student's home assignments, checking answer sheets of exams, making report cards, writing lesson plans, making PPT's addressing students discipline issues attending staff meeting, etc.,

According to Polly Cartis (2004) "The myth about the cushy life of a private school teacher was today exploded as a survey revealed that 85% of them said excessive workloads were affecting their home life."

Lot of instructional time is wasting to rehearse high profile school events like annual day, sports day, fun fair day, refreshment, etc., and with the time that is left over teachers are expected to finish the curriculum with finesse.

Huge syllabus, inappropriate students-teachers ratio; unnecessary emphasis on clerical work related to documentation of evaluation, evaluation of fairly large number of students.

5. Lack of Inadequate Training Opportunities:

The success of any educational system depends on the best resourced teachers. Any other kind of instructional material cannot take the ideal place of teacher. Therefore a good teacher needs to be constantly updated with the best practiced across the world. This means reevaluating and reflecting one's pedagogical skills by adopting rigorous study, latest teaching methods and self improvement by other additions to the pool of knowledge.

Female teachers must be successful learners as well, hence the need for continuous professional education of teachers in schools. But in fact the professional development of female teachers has been neglected in many private schools. Private schools are not easily ready to spend money for their professional development. Because of lack of teachers training as well as professional support, teachers are unable to do better job which is expected by school management.

Usually fresh graduate female students are appointed as a teacher by most of the private schools. These untrained teachers don't have teaching experience as well as don't have any idea about pedagogical knowledge, teaching methods and classroom management related issues. Therefore though they are fine with their content knowledge are unable to achieve the educational goals.

6. Job Security:

Female teachers in the private schools face the major problem of job security. Teacher's job is not permanent and secured in private schools. Teacher's demand of high salaries is always neglected by educational institutes. If teachers go against the decision on any issue of school management, there is a risk of losing their jobs. Because of insecurity in teaching profession, teachers keep on searching for more secured and better salaried job.

The salary of female teachers is very low, job is temporary, no bonus system, no PF system or other allowances system in private institution. So teachers felt stressful in their daily routine also.

7. Over Crowded Classes:

The female teachers working in the overloaded class face several problems as they cannot manage the class and face issue of managing their class for activity based teaching. Many private schools have sufficient teaching staff, which over burdens other teachers in the school.

In view of Saleem (2002) this situation has increased more pressure on the teachers who become prone to physical discomforts. This situation becomes very difficult to pay individual attention to many students which is a great psychological and social need of students. Teachers tend to compromise with the quality in teaching and learning to cover the curriculum. It becomes a stress task for teachers of assessing students work. They cannot concentrate on all students personally. For several days teachers are not able to mark the test and prepare results.

Ultimately it affects the overall performance of teachers, because of which they feel like getting nervous breakdown.

8. Lack of Vision and Plan of Institute to ICT Implementation

Integration of ICT's in the functions of any organization is a complex process that needs to be fully conceptualized and defined from the beginning. Ertmer (1999) wrote, "A vision gives us a place to start, a goal to reach for, as well as a guide post along the way" (p.54)

Working female teachers may find little time to adopt and use technology due to being busy with excess workload in schools and domestic chores at home.

The individual level challenges cover lack of effective training, lack of confidence, lack of adequate English language proficiency, lack of knowledge and skills, awareness and attitude towards ICT's.

9. Lack of facilities provided to the women teachers by private schools

Almost many of the private schools are not providing the day care facilities, so the children of the teachers are highly neglected. And outside day care centers are not affordable to them because of low scale.

Transportation facility is also not available to the teachers, leading to waste of time, money and energy in reaching the school and home. It make very uncomfortable and hectic schedule for lady teachers. Very few private schools provide the breakfast and lunch and tea break facility. As many female teachers leave the home early morning cannot take breakfast in the morning and many times unable to get Tiffin form themselves, which ultimately affects their health.

Conclusion:

1. Private schools don't provide the permanent and secured job to the female teachers.
2. Because of strict environment in private schools teachers are not able to work effectively as per their caliber; this is because of undo pressure given by the management of the schools.
3. School teacher is not a prestigious job because of low pay scale. The salary of a teacher in the private school is far below as compared to a female working in the other decent profession with same qualification. This ultimately affects the quality of people who chooses

teaching as a career. Most of the ladies select teaching profession because of their own convenience.

4. As the female teachers in the private schools are not well paid, are not well trained professionally. This untrained staff is not willing to work hard on profession and this affects the quality of education.
5. In present scenario high students enrollment in the private schools makes students and teachers ratio inappropriate. Due to lack of teaching faculty or deficiency of teachers i.e teachers – students ratio is very high (varies 1: 60 to 80) which hampers the actual capacity of teacher to do work efficiently.
6. Teaching and learning materials are not available in adequate quantity.
7. Women teachers' salary and promotion system is not satisfactory for which they identified "Favoritism" as the number one cause.
8. Day care facility in the school itself for teacher's children is not provided by school. Therefore it is very inconvenient to a lady teacher to continue the job as their children are prominently neglected.
9. Transportation facility and canteen facility is also not provided by many of the private schools which makes very troublesome schedule for working women teachers by hampering/affecting their health.
10. In most of the private schools there is acute shortage of resources like play grounds, sports equipments, computer labs, advance technology, well equipped infrastructure, other instructional materials, libraries, etc,. The inadequate resources confronts teachers with many problems e.g. cannot apply new methods of teaching to upgrade themselves.
11. Private schools are not ready to spend money to provide in service training for teacher's professional development.

Recommendations

There are many problems faced by women teachers in private schools. Therefore certain actions must be taken to eliminate these problems. To make the private educational institutes more comfortable following recommendations are given.

1. Increase funds allocated for school building to get rid of students cramming in classrooms, labs, yards and other school facilities.
2. Maintenance of school building and equipments needs to be conducted regularly in order to keep them in a working state.
3. To reduce the teaching overload to enable teachers grow professionally in their field of interest.
4. Children of the women teachers are highly neglected; therefore there is a need of provision of free children day care centers for female teachers by the school.
5. Free of cost and convenient transport facility should be provided by the schools, so that it may be comfortable for women teacher to reach the school and home easily.
6. Private school should take into consideration the professional qualification and experience for paying the salaries to the teachers.
7. The female teachers should be given incentives or bonuses so that they should work with more interest.
8. Promotion system should be made more purified and filtered, so that each and every person has equal opportunity for promotion.
9. Attention needs to be given to in-service training for both teachers and Principals to implement the new strategy and methods to improve the teaching learning process as well as to upgrade the teacher herself.
10. The private school authorities need to be provided with proper training, technical facilities and computer laboratories for effective implementation of ICT.

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