

## Problems of Female School Teachers in District Kulgam (J&K)

<sup>1</sup>Ruhee Rashid and <sup>2</sup>Dr. Santosh Kumar Maharashi

<sup>1</sup> Research Scholar Department of Education OPJS University Churu Rajasthan

<sup>2</sup> Assistant Professor Department of Education OPJS University Churu Rajasthan

### Abstract

The purpose of this study is to find the problems of employed female school teachers in district Kulgam. Sample of 100 employed women are selected from different education institutions as 20 Rehber e Taleem (ReT) female teachers, 40 female teachers, 20 female masters and 20 female lecturers using stratified random sampling. In this study we use descriptive analysis that highlights the problems faced by working women in educational institutes. ReT women are facing low status, non-recognition of their jobs and want higher wages for their work.

**Keywords:** Female Teachers, Problems, Educational Institutes of District Kulgam.

### 1. Introduction

Research is one of the most important tools to find the problem and difficulty. It gives us the possible solution of that problem as well. Women are equally and actively supporting the men from ancient time. Jammu and Kashmir women have already faced many bad disadvantages, experienced, as compared to men of the same class on their employment. Due to this factor less entry of women in employment. Women of middle class families are working in various government and non Government institutes to fulfill basic desire of daily life. Mostly of the families feed girls after male. Most of day times were spend by these females outside from their home for their requirements. During this time they face many problems. This act may suffer their skills and their status. Thus we organize a research to investigate different problems face by working women in District Kulgam. The District Kulgam is traditional mixed society of different social classes and opportunities for women to find employment in Education Department are less. Large numbers of families are living in joint family system in District Kulgam.

In Kulgam working women in education department face many problems that are not facing by working men. To look after children, make food, clean the house, family and other daily routine works in joint families are the primary duties of women. In Kulgam mostly men do not share household chores. Therefore major burden come on shoulders of working women in education department.

### 2 Review of literature

Female teachers working in schools face many problems. These problems come from their family and relatives. When go out for their jobs they need permission from male family members. According Islam, N. (1997) [1] male colleagues don't support them during the work because they feel that they have not adequate skills. Their subordinates and colleague feel that they have no power of decision and are not able to make policies. It is not possible to stay in off days or late hours therefore they considered unfit. Some other problems are separate place for prayer, wash room and lack of transport facilities they makes their jobs.

Ronald J. et.al (2010) [2] discuss the relationship between organizational practices to support women's career advancement and their work attitudes and satisfaction and their psychological well-being. Five organizational experiences were considered: equal treatment, negative attitudes towards women, support, male standards and career barriers.

Wentling, R.M (2003) [3] investigated the double role of women cause conflict and tension due to her social structure. Her study on working women has shown that traditional authoritarian set up of Hindu social structure continues to be the same basically and hence. Women according to the situation can help to overcome their problem.

Sophia J. Ali (2011) [4] found that most of the women employees were dissatisfied with career development programmes and women were discriminated against in career development opportunities. This study recommended that organizations should enhance career development programs amongst working women.

### 3 Objective of this study

In this study the main objective was to find out the problems that a female teacher faced in educational institutions.

### 4 Research methodology

The problems of female school teachers were identified by using the tools such as a questionnaire and an interview schedule. This study followed by the procedure of descriptive research, in which existing status of female school teachers in Kulgam was thoroughly analyzed. The investigator also conducted discussion with some experts to gather relevant information about the status of women in Jammu Kashmir and Kulgam.

The sample of 100 female school teachers teaching at higher secondary, secondary and primary level in Kulgam district of the state of Jammu and Kashmir. As the population size of this district is very large, the study was done with limited sample. In this study we use Purposive random sampling method. Interview with 20 female ReT primary school teachers, 40 female teachers belong to middle schools, 20 secondary school masters and 20 lecturers of higher secondary levels was conducted to collect the data through the questionnaire.

## 5 Result and discussion

The collected data from respondents through interview schedule is summarized in tables. We have summarized data is given three tables first is about personal characteristics of, second is about the household information and third is working information of respondents.

**Table 1:** Personal information of female teachers (respondents) district Kulgam

Age	Average Age (Years)	27
	Range (Years)	18 – 60
Education	Average Education (Years)	16.45
	Range (Years)	12-22
Marital Status	Single (Percentage)	36
	Married (Percentage)	64
Income	Average Income	Rs.28000.00
	Range (Rs.)	Rs.3000-50580
Facing Disease	Yes (Percentage)	76
	No (Percentage)	24
Experience	Average Experience (Years)	24.5
	Range (Years)	1-39

Table 1 shows the personal information of female teachers. These personal information are related to their age, education, marital status, income, facing diseases and their job experience. The average age is 27 years and range of the age of female teachers is 18-60 years. Out of 100 female teachers, 64 % are married and 36 % are unmarried. The average income range of female teacher is Rs.28000.00 and their range of income is Rs.3000-Rs.50580. In this study 76% female teacher facing diseases while 24% does not face any disease. The average experience of female teachers is 24.5 years and their range of experience is 1-39 years.

**Table 2:** Household information of female teachers district Kulgam

Locality	Urban	45
	Rural	55
House Hold Construction	Mud	18
	Semi-Cemented	24
	Cemented	58
Education and Income of Head of House Hold	Average Education (Years)	11.125
	Average Income (Rs.)	23280.00
Average No. of Members	Unemployed	4
	Employed	2
	Male	3
	Female	3
Education of Husband	Avg. Education (Years)	14.125
Employed Status of Husband	Employee	28
	Employer	12
	Self-Employed	15
	Unemployed	09
Household Ownership	Own	83
	Govt. Provided	00
	Rented	17

Table 2 represents the household information of female teachers. In this we observed that 55% female teachers are in rural and 45% in urban areas. In case of household construction, we found that 18% are muddy, 24% semi-cemented and 58 are cemented. We observed that average education and average income of head of house hold are 11.125 years and Rs. 23280.00 respectively. The average number of family members of female teachers is 6, three are male and three are female. Out of six family members two are employed and four are unemployed. The average employed status of their husbands is as employees are 28%, employers are 12%, self-employed are 15% and unemployed are 09 %. Also we found that 83% have their own buildings, 17 % are rented and there is no Govt. provided buildings.

**Table 3:** Information of working female teachers in district Kulgam

Posting Area	Out Station	17%
	Home Station	83%
Working Hours	Working Hours	5:45 hours
Income	Lecturers( average)	Rs.46000.00
	Masters	Rs. 36000.00
	Teachers	Rs. 26000.00
	Rehaber E Taleem (ReT)	Rs. 3000.00
Medical Allowances	Lecturers	Rs. 300.00
	Masters	Rs. 300.00
	Teachers	Rs. 300.00
	Rehaber e Taleem (ReT)	Rs. 000.00
How you got this job?	Through JKPSC	Lecturers
	Thoug Promotion	Masters
	Thoug JKSSB	Teachers
	Through ZEO	Rehaber e Taleem
Working Environment	Bad	00%
	Normal	49 %
	Good	29 %
	Very Good	22%
While Going or Coming Back From Job, do You Face Any Sort of Social Problem	Yes	45 %
	No	55 %
Relation With Co-Workers	Bad	00 %
	Normal	30 %
	Good	55 %
	Very Good	15 %
Gender Discrimination Against Employed Female Teachers	No	22 %
	Yes	7 8 %
Job Security	Yes	80 %
	No	20 %

Table 3 describes the job related working information of female teachers in district Kulgam. There are 17% female teachers posted out of station whereas 87 % posted near their home station. Working hours of all female teachers is 5:45 hours. The average income of lectures, masters, teachers and ReTs are Rs.46000.00, Rs. 36000.00, Rs. 26000.00 and Rs. 3000.00 respectively. The average medical allowances of lectures, masters, teachers Rs.300.00 and ReTs have no allowances. The lectures got their job through Jammu and Kashmir Public Service Commission, master got their job through promotion and teachers got their job through Jammu and Kashmir Service Selection Board while ReTs got their job through Zonal Educational Offices. 49 % female teachers having working environment, 29% are working in good environment and 45% having very good working environment. No female teachers are working in bad environment. 45% of female teachers are facing problems when coming back or going from job whereas 55% of female teachers have no problems. 30% have normal relation, 55% have good relation and 18% have normal relations with their co-workers.

22% of female teachers have no gender discrimination while 78% female teachers have no gender discrimination. 80 % female teachers have their job security while 20 % have no job security.

## 6 Conclusions

The main conclusions of this study are given below:

- 1 Majority of working female teachers in district Kulgam are facing various problems such as personal problems, professional problems, familial problems and these problems are more or less similar in nature depending upon the level teaching.
- 2 There is unnecessary clerical works, board examination duty, evaluation of papers, excess number of students in class, huge syllabus, teacher ratio, lack of enough reference materials, inadequate support from head of the institution and their colleagues, inadequate in-service training etc. Due to these problems the present system of education creates tension among these female teachers. These are the major professional problems female teachers in district Kulgam.
- 3 Non-cooperation of family members is identified as the major problem of female teachers in district Kulgam. Majority of female teachers get non-cooperation from their children, spouse and other family members. These female teachers complete all those works after return from school. Only few husbands support in house hold works and child care works.
- 4 The personal problems that are related to health are more prevalent. The female teachers are engaged with her work. They do not get time for simple exercises and only skipped breakfast daily and or we can say that they don't have any time for recreational activities. Majority of these female teachers do not any time to read news papers daily.
- 5 In some schools a female teacher of arts and science subjects have to evaluate, instruct and grade up to 300 or more students at higher secondary school. In subjects like English, Education, Urdu and Environmental Science the roll of students may have increases up to 500. Practically this is very difficult for a single female teacher to grade and evaluate such a large number of students.
- 6 The work load of most of the female teachers has an average of 20 periods of per week for teaching with some other with innumerable duties.

## 7 Suggestions

1. Jammu and Kashmir Government must sensitize on women rights.
2. Kulgam district government should introduce female working women friendly transport system.
3. If the female teachers face sexual harassment about complaint government must aware of it.
4. Educational institutions in district Kulgam must introduce friendly policies for female teachers.
5. There should be separate staff room and separate toilet for female teachers so that they do not shy during working hours.
6. There should be medical facilities in each institute of district Kulgam.
7. There should be transport facilities for female teachers in district Kulgam.
8. Husband and family members should be supportive for female teachers.

## 8 References

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