Factors Affecting Career and Domestic Responsibilities of Married School Teachers (Case Study of Bahawalpur)

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Abstract

Articles objective was to highlights the factors that affect the career and domestic responsibilities of married school teachers. Travelling time, professional degree and number of children are negatively related with the working hours of married working women. Teaching experience, qualification, reason of job and husband income is positively related with the working hours.

Key Words: Travelling time, married women, working hours.

Introduction

In our society women are deprived of many basic facilities and human rights like jobs, unable to access higher education, professional skills .Some felt that having a daughter birth at their home was a cause of embarrassment for them while others welcome the daughters as a blessing. Despite of all that some families still knows the worth of daughters and provide them with all the facilities and human rights that she deserves and the family afford to provide them. The education helps the females to survive and keep pace with the modern changing world. In future she will support her husband and the family members.

Many cities of Pakistan have institutions where married women are working and sharing burden of their families. City like Bahawalpur, which is included in the developing cities of Pakistan. There exists various job opportunities for male and female. Financial sector, educational sector, health sector and many others sectors are offering jobs. The case study includes basically the private and government schools of Bahawalpur. Majority women belonging to all the classes are doing job there. Doing a job round the clock say 8 to 9 hours is not an easy task. Many difficulties and hurdles are waiting for every working woman if she decided to continue or start job after marriage. Home tasks, husband and in-laws support, travelling problem and security issues are the major problem to consider.

After joining any institution she is now bound to her work. Many women face the problem that their husbands are not supporting, in-laws or any others supporting person like maid is not present at home to look after her child or children. Other working women have to travel a long distance to reach the job place. Still having schools nearby to their home place, the institution didn't allow them to work at nearby branches of the school. In government schools after the teacher is appointed she must have to work for three years in order to transfer at some other place.The old teacher working at a government schools have also health issues. Some of them are weak, fragile and not able to work hard are still on duty. They have low education but having experience of more than twenty years. They are compelled to do job due to husband low income, poverty and inflation. Some teachers are doing job because of higher education and they felt that with the changing world and introduction of new technologies. Inflation and low income is the problem that everywhere peoples are facing. Income of a single person is not enough to feed and fulfill the basic necessities of family. In such conditions educated women play a major role and add her contributions in supporting her family.

Literature review

Sahaparamita and kalita mammon (2015) concluded in there case of study of Tripura. They had a focus on the work force participation of women. The male participation rate was larger than female. As she had to work at home. Many factor exists behind that low participation rate of females.

Khan Ali ejaz and khan tasneem (2009) examined the factor that encourage and discourage the married women to participate in the labor force. They have taken all the respondents from Punjab and divided them in to sub categories like widowed, divorced etc. Results showed that the main cause of married women to be a part of labor force was poverty. Women household task is a cause of discouragement for the female to work in Punjab. Bibiambreen and afzalasma (2012) analyzed the circumstances under which the women took decision of starting her career. Many factors stopped her of doing so. The respondents were taken from Wahhcant. The women that were not included in the workforce were basically affected from the household tasks. After giving birth to a child, mother is not that much physically fit to bear the burden and follow job responsibilities. Both qualitative and quantitative technique was included.

Faridi Muhammad and Rashid Ayesha (2014) conducted the field study in the area of Multan and they had concluded that the married women living in the city were devoted towards a job. Despite having children responsibilities and home task, the more they were experienced in there relevant field the better they were working. The experience had a positive impact on labor force participation while the household tasks had a negative effect. The nonlinear models were adopted for the methodology purpose.

Asif et.al (2015) examined that unemployment with addition to other socioeconomic and political factors like high inflation, less investment; weak security system and natural happenings had destroyed Pakistan's economy. The gender disparity had decreased to some extent but females still face the discrimination when they are doing some kind of job. Unemployment is the reason behind many society problems. According to the labor force survey of Pakistan during 2010-11 the unemployment rate was 6% and increased by 6.2 % by the year 2012-13.The survey was conducted in Punjab and results shows that the women having a rich background are less encouraged towards job as compare to the low class family women.

Faisal farida (2010) conducted a field survey in the public sector of Pakistan and examined the environment whether it was friendly, secure and satisfactory for the women. Interviews were arranged to collect data. An index was developed. The working women were divided in to sub categories like married, unmarried, working on temporary basis and working on permanent basis. The result shows that level of satisfaction of unmarried women working on temporary basis was greater than others categories.

Methodology

Primary data was taken for the analysis. Two hundred questionnaires were filled by the married teachers of both private and government schools. Eight variables were taken. Working hours as dependent variable while travelling time, teaching experience, professional degree, reason of job, number of children and husband income. As the variables are qualitative so binary choice model (logit model) is used for the methodology purpose. Logistic regression measures the relationship between the categorical dependent variable and one or more independent variables by estimating probabilities using a logistic function, which is the cumulative logistic distribution. Thus, it treats the same set of problems as probit regression using similar techniques, with the latter using a cumulative normal distribution curve instead. Equivalently, in the latent variable interpretations of these two methods, the first assumes a standard logistic distribution of errors and the second a standard normal distribution of errors. The logit model is a popular qualitative dependent variable model used in practice. The attractions of the model are:

a) Being based on the logistical curve, for all values of repressors, the value of the dependent variable falls between zero and one.
b) The probability functions in non-linear function following a logistical curve.
c) The estimation of the logit model is quick and easy and there are many packages available for the estimation of logit model.

Equation

$Working\_hours = \beta_0 - \beta_1 travelling\_time + \beta_2 Teaching\_exper + \beta_3 Qualification - \beta_4 professional\_degree + \beta_5 Reason\_of\_Job - \beta_6 Number\_of\_children + \beta_7 Husband\_income + U_t$ eq(1)

Results

Variables	Coefficient	Prob.
Travelling_time	**-0.062714**	**0.0013**
Teaching_exper	**0.005451**	**0.8267**
Qualification	**0.078606**	**0.3703**
Professional_degree	**-0.489726**	**0.2609**
Reason_of_Job	**0.100491**	**0.4708**
Number_of_Children	**-0.073327**	**0.4681**
Husband_income	**1.83E-05**	**0.3238**
C	**0.247464**	**0.0040**
McFadden R-squared	**0.060864**	

Source: Generated by author

The value of constant is 0.247464 which shows that other variables that are not included in the model are effecting the model 24%. The variable travelling time is highly significant and has a negative impact on the working hours of married working women. As the travelling time increases the value of logit decreases due to time and cost of travelling. Holding all the variables constant as the travelling time increases then the average logit value goes down by 0.06 that is the log of odds in favor of working hours goes down by about 0.06. Teaching experience has a positive impact on working hours and also significant. Holding all the variable constant if teaching experience increases then the average logit value goes down by 0.005451. That is the log of odds in favor of working hours goes up by 0.005451.

Qualification has a positive impact on working hours and significant also, holding all the variables constant if qualification increases then the average logit value goes down by 0.078606.Professional degree is negatively related with the working hours, as the married women have a professional degree she wants to do a job in her relevant field other than teaching. Holding all the variables constant if a woman has professional education then the average logit value goes down 0.489726. The log of odds in favor of working hour goes down by 0.489726. Reason of job is positively related with the working hours. That is the more the inflation in the country the more the married working women will be motivated towards job. Number of children has a negative impact on the working hours. Holding all the variables constant as the number of children increases then the average logit value goes down by 0.073327. That is the log of odds in favor of working hours goes down by 0.073327. Husband income is also positively related with the working hours. As the husband income increases the average logit value also increases. That is the log of odds in favor of working hours goes up by 1.83. Reason might be with the modern changing world a single person income is not enough to feed the whole family. Mcfadden R-squared value is close 1 which shows that the model is good fitted.

Conclusion

The objective of the study is to identify those factors that affect the career and the domestic responsibilities of married working women. Mostly women are doing job because of inflation. Some have higher education that encourages them to be a part of professional field while others are supporting their families. Married women are discouraged to step back from jobs when their domestic duties are becoming hurdle for them. For example husband or in-laws are not supporting her; a large number of children are waiting at home for their mother. All those factors combine to stop her from taking a job decision.

Suggestions

Regarding the conclusion of the study following are some suggestions for the betterment of the married working women in schools

➢ Travelling a long distance required a lot of time and expense also. Instead of going to some other town government should transfer the teachers to their own home town branch of school. If not possible then provide them incentives for travelling in addition to their salary.

➢ Those teachers having professional education are not satisfied with their jobs in schools. But compel to do it due to economic conditions. So proper survey should be done for them and provide them with better career opportunities in their relevant education field.

➢ Increase the number of teachers in government primary schools. Hardly two or three teachers are working in the primary schools while the school is up to 5th grade.

➢ The government schools senior teachers are working there for more than twenty years despite of having so much experience there education level is not up to the new changed syllabus. So replace them with new and fresh highly educated teachers. Our institutions needs experienced teacher but what about the other educated new entry candidates waiting for job opportunities. Government should provide opportunities to them also because experience came with work.

➢ Proper security system should be introduced in schools to increase the trust of parents regarding the institution.

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