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# Rights, laws and teacher's protection act prominence on work-life balance and procedures among the women teachers

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### Abstract

Each and every one are playing the game See-Saw. Yes, we have to balance our individual life and working life as playing See-Saw. The socio-economic conditions of 21<sup>st</sup> century drastically changed the life style of people, peculiarly working women especially teachers. Meanwhile, they lead an immense pressure. The technological development of present days harmonized their work life and professional life. There is another side of this harmonize, that is negative points in their life of work are insecurity, harassment, etc. So, it's essential for women teachers to attain work life balance with secured policies. Indeed, even in late time, the propensity is expanding steadily. Therefore, the conventional family is being supplanted by the dual career family; subsequently socio-segment changes are happening like those in creating and created social orders. This study is an attempt to understand the laws and rights of women teachers which balance their working life and personal life on the basis of policies and procedures.

**Keywords:** Work-life balance, policies, procedures, protection, women teachers

### Introduction

There is a Buzz word today, in workplace is "Work-Life Balance". Work life balance states an individual in the form of what's he/she doing? Their way of doing, which includes their place and duration of work also. Drastic changes in financial situation and social pressures forced the position of women workers. Thus the result in which there is a huge pressure for working women have in building their career. Here the working women have faced numerous societal hazards for instance growing in the number of sexual harassments, unequal remuneration, safety etc. Consequently work governs the individual's life. Everyone have to be in at work, at home, at life and at society. Today's women teachers faced a lot of problems in magnificent sense of balance with professional and individual liabilities. There would be clash, if there is imbalance. Therefore its impact effect not only on the professional life but also on their personal life. To overcome the imbalance, she make a hook or crook to keep away from such imbalance subsequently. In early days, women were overly restricted within kitchens and cultivation. Only a few number of women had the rights to enrich their knowledge through upper education. But they were forced to be at the regret of their male's opinions with respect to women and job. The exponential growth of technology has pre and rearranged for large number of women to be enlightened with education in higher studies. The knowledge through this has enlighten their professional and personal life. In this knowledge century, the intellectual power is an essential skill when comparing to the physical strength. Hence in now-a-days the women look like an equivalent workers with men. At the same time, it has certainly make a strong situation for them. Here, women have to do a lot of responsibility in personal and in working place. If women who are working get married, women have face additional responsibilities as wife and as mothers, women have to care their kids in family and are therefore, beneath bigger.

### Significance of the study

For a Healthy environment, Work-life balance is an important aspect. To overcome stress and burnout, both in family and workplace, he/she maintain work-life. The environment which created by them will prioritizes work-life balance, an individual can secure financial welfare and maintain a physical goodness, more energetic at workforce. In the new scenario, lot of changes happening in the life style mainly with changes in work.

Hence the women are facing teething troubles in achieving their desired Work-Life Balance. While comparing men, women have maximum responsibilities in family. An effective work-life balance policies and strategies enables every women to work independently when it comes to performing their professional without any imbalance. This builds women teacher's confidence, promotes overall performance and career development, as well as creates new enthusiastic for work. Apart from this, the policies includes information about personal and their safety. This study will help to understand and overcome the emotional imbalances. Even though researches on Work-Life Balance are there, a little bit of studies on work-life balance policies and procedures among women teachers in higher secondary schools are researched.

### Objectives of the study

- To understand and analyse the factors on Professional balance among women teachers.
- To assess the rights, laws and act of women emphasis on work-life balance
- To examine the impact of the policies and procedure of Women teacher's work life balance especially in higher secondary schools.

### Review of Literature

Karsli & Iskender (2009) <sup>[11]</sup> the researchers had founded that higher job satisfaction was exist among branch teachers. Benni (2011) <sup>[12]</sup> concluded that factors such as age, education, length of service, income which paved way for the level of role conflict decreases. Rajashree (2011) <sup>[13]</sup> revealed that in comparative study, the Primary and Secondary teachers have faced low adjustment rather than the higher secondary and graduate level teachers. Neetu Dahiya (2011) <sup>[14]</sup> concluded that well experienced professionals were found to face higher adjustment. Devi *et al.* (2011) <sup>[15]</sup> found that, there is no significant relationship in the workplace for experience and punishment, neutral or joint family, and work-life balance. Majority of teachers were doing school work at their home. Rambabu Dharavath (2012) <sup>[16]</sup> agreed that there is no significant variations among teacher educators in respect of their age. Christopher Raj (2014) <sup>[17]</sup> found that in unaided management, teachers showed higher institutional commitment and Government school teachers were enjoyed with higher level of job satisfaction. Vasireddy Laxmi Rajyam (2014) concluded that experience on teaching had an effort on job satisfaction. Kakkar *et al.* (2016) <sup>[18]</sup>, the researcher on his research work of work-life Balance in the Indian Service Sector from a Gender perspective found that knowledge which is about the problems that they face in work-life through the women at work area. Therefore the knowledge of the study in the articles that is focusing on the male that surrounded in number. The culture in both male and female significances is now showing in a significant number, whenever, there is bit knowledge is talking of work-life balance there is the signal to male, and avoiding or having to take for granted for being the better and useful attractions, at home or work this is in front. And these are solid a various male face is worldwide might be a fact for unable to capture the limelight for the female can there when it becomes a problem of work-life balance.

### Research Methodology

The descriptive survey research has been employed in this

study. The data was collected from the 160 women teachers in Sivagangai District. Sample size is fixed based on convenience sampling method, the total population of women teachers taken from District Statistical Office in Sivagangai. The survey was undertaken during the period of 1 year from 2019-2020. The one-year period helps to analyse, observe and understand the factors of Work balance, especially policies which provide balance to their work life and individual life from different variables and tools used and comes to a conclusion from appropriate findings and helps to give the suggestions. Using questionnaires from teachers personally, Primary data was collected and were examined. The questionnaires were provided to teachers personally. This method was suitable and appropriate which encouraged prompt responses. Here, on five-point Likert scale teachers were answered their responses by degree of how they are influenced with each of the items. Data collected were analysed using the software package SPSS 20.0. To evaluate the quality of data, statistical techniques such as descriptive analysis, reliability analysis and inferential analysis were used. To identify the individual factors which highly influence work-life balance, Friedman's ranking was used. Reliability Analysis, Descriptive Analysis, Inferential Analysis t-Test, Pearson's Correlation co-efficient analysis, and multiple regression analysis are the tools used in this study.

### Limitations of the study

Both primary and secondary data collection were used in the study. The primary data collection is taken from the women teachers in Sivagangai district only. Out of the total population only 160 teachers were selected. Due to the time and monetary constraints, it was not possible to contact more than 160 respondents. Any limitation that pertains to an opinion survey is bound to be applicable to this study as well. Hence the generalization of the findings of study is subject to these limitations.

### Scope of the study

The future research can be undertaken covering entire state also. The Women teachers working in other grades of Institutions such as primary schools, secondary schools and colleges can also be included. Furthermore, the future research work can also be undertaken as comparative study covering teachers working in colleges and schools. Besides, the future research work can also be undertaken with large sample size.

### Legal Laws for Working Women

- On 2013, the Prohibition of Sexual Harassment of Women at Workplace Act.
- Women and the Labour Laws.
- On 1961, the Maternity Benefit Act.
- On 1948, the Factories Act.
- On 1976, the Equal Remuneration Act.
- On 1948, the Minimum Wages Act.

### Teachers Protection Act

On teacher-protection act, schools body tells Government News Variety Teachers' day which updated on Sep 05, 2018. Seeks to ensure safety of teaching and non-teaching staff. A Black Day on Wednesday, the National Federation of Associations of Budget Private Schools and National Independent Schools Alliance (NISA) observed and urged

the government to frame a 'Teachers Protection Act' which ensure secure and safe of teaching and non-teaching staff. NISA agreed that more than 60,000 schools in India affiliated with State, CBSE, and ICSE boards observed the Black Day. "In India, we always maintain high value for teachers. But, today, because of the discriminatory policies against the safety of teaching and non-teaching staff, a number of teachers, principals, school management, drivers and support staffs are behind the bars", said Kulbhushan Sharma, President, NISA. Thomas Antony, National Coordinator of NISA, said that there is a need to have directions from the government for no arrest and no school closure before a proper investigation. In order to understand the age-group towards professional balance for both private school and public school women teachers in Sivagangai District following attributes have been taken into considerations

### Results and Discussion

In order to understand the age-group towards professional balance by both Private and Public school Women teachers in Sivagangai district following attributes have been taken into consideration

**Table 1:** professional balance by both private and public school women teachers

Age-Group	No. of Respondents	
	No of Private School Teachers	No of Public School Teachers
20-30	21	6
31-40	39	14
41-50	17	37
51-60	3	23
Total	80	80

Source: Author defined, Computed

In the above Table, Teachers in Private schools are mostly in the age of 31 to 40 and in public schools, most of the teachers are in the age group of 41-50.

### Training and Development

For Teachers, to enrich their Knowledge in Intellectual Teaching and ICT learning requires training. And also they have to undergo few development programmes in understanding 20<sup>th</sup> decade adults.

**Table 2:** Respondents on training and development with reference to professional balance

Responses	No of Private School Teachers	No of Public School Teachers
Highly satisfied	25	44
Moderately Satisfied	15	22
Neutral	18	9
Moderately Unsatisfied	14	3
Highly Dissatisfied	8	2
Total	80	80

Source: Primary Data

For teachers, training and development performed in the name of FDP. With 160 despondence of this study, the professional balance is evaluated. From the above Table 2, it is clear that 44 teachers were satisfied in their work as Government school teachers. Likewise in private school, it is calculated as 25 were satisfied with training and

Development (T&D)

### WLB Policies and Procedures

National Policy for women on 2016 highlighted the following should be covered by organisation in framing their policies, they are.

1. Secured and safe work environment.
2. Health benefits and Protection.
3. Education enrichment.
4. Economic welfare.
5. Decision making and Governance in work.
6. Legal Protection.
7. Enabling workplace and climate change.

Women have equal opportunities in developing their economic, social and political life.

### Conclusion

In present global life, the human resources strategy should always to review and reformulate accordance to the protection of Women. The women teachers should find out what they feel about work-life balance collected consequently through questionnaires, focus groups, or any other mode of feedback. Finally, it can thus be concluded that Work life balance is an important concern for all irrespective of the gender in the present scenario. Everyone has right to live a healthy life and that can be achieved only when an individual able to maintain a balance between work and life. Work is important at the same time life is another side of the coin which is also equally important. It consists of family time, time for self and time for social commitment with full protection and rights.

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