The Impact Of Work-Life Balance On The Health Of Female School Teachers

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Abstract

In this dynamic and fast-paced world, where professional obligations often demand more time and effort, having a healthy work-life balance is a difficult task to accomplish. It is rightly said that a healthy body produces a healthy mind, which essentially plays an imperative role, especially in the lives of working women. The role of a teacher is not confined to classrooms, grading, extracurricular activities, etc. When the scale of the work exceeds a limit, other aspects of the lives start suffering. It is important that reasonable time and space be given to the female teachers so that they can recharge their well-being. Overall well-being and job satisfaction have been largely associated with a healthy work-life balance for female teachers in school settings. The research paper aims to comprehend the influence of work-life balance on the health balance has garnered increased attention as organisations and individuals recognise the crucial role it plays in personal well-being and professional success. For female school teachers, taking care of their health is the need of the hour, as it directly affects their ability to progress in their career domain while taking utmost care of their responsibilities outside the workplace.

Keywords: Work life balance, mental health, fatigue, lack of family support.

Introduction

Achieving a healthy work-life balance has become a difficult nut to crack for every professional in a different profession. And this issue gets more attention when it comes to female employees. In recent years, health has become one of the obstacles for females seeking a balance between work and personal life. The impact of work-life balance on the health balance has garnered increased attention as organisations and individuals recognise the crucial role it plays in personal well-being and professional success. For female school teachers, taking care of their health is the need of the hour, as it directly affects their ability to progress in their career domain while taking utmost care of their responsibilities outside the workplace.
The job of the teacher is not confined to giving lectures, grading assignments, and taking care of the atmosphere but also involves mentorship, administrative tasks, and finding new ways of teaching and managing the class. But their job isn’t over yet, as they have a life outside the school that demands equal attention and involvement that includes family responsibility, parental care, and taking care of the needs and wants of their children. In this whole process, the female sacrifices her physical and mental well-being, which results in stress, burnout, and compromised work-life balance.

Health indeed plays a pivotal role in reshaping the work-life balance of a working professional. Physical health is imperative, as the energy level, efficiency, and productivity of the work are largely dependent on it. Various chronic ailments like arthritis, musculoskeletal problems, high blood pressure, and high blood sugar can actually hinder a professional’s ability to achieve its professional goals and to meet challenges outside the professional domain.

Moreover, the mental health of a professional can’t be simply ignored, as it is equally important for achieving a satisfactory work-life balance. Female school teachers face multiple stressors that include classroom lectures, classroom discipline, assignments, evaluation, and some administrative work. Balancing these professional pressures with personal commitments results in elevated stress levels, depression, anxiety, and several other physical ailments. Mental health challenges affect the overall job satisfaction of female teachers working in schools.

**Definition of Work life balance**

As defined in the paper “It refers to finding equilibrium where work and life of a person can be efficiently balanced”. Work means growth and fulfilment in a career, whereas life means family, children, health, etc. The balance varies from person to person and it doesn’t mean devoting the equal time for both the facets of life.

**Literature Review**
Work-Life Balance is aptly defined as: ‘WLB is about people having a measure of control over when, where and how they work. It is achieved when an individual’s right to a fulfilled life inside and outside paid work is accepted and respected as the norm, to the mutual benefit of the individual, business and society’ (Jones, June 2003).

WLB, thus is defined as an ‘individual’s ability, irrespective of age and gender, to find a life rhythm that allows individuals to combine their work with other responsibilities, activities or aspirations’ (Felstead, 2002). The primary focus of WLB policies should be to allow personnel improve their quality of life by spending more time for different kinds of hobbies, leisure, training courses, social commitments (Hughes and Bozionelos, 2007).

Patrick R. Casey & Joseph G. Grzywacz (2008) in their study “The role of flexibility and work family balance” investigated that there is a relation between health and workplace flexibility. The purpose of the study is to study the potential benefits if flexibility of employee health and well-being. The study strengthens the evidence base for the beneficial health effects of workplace flexibility and suggests that organization benefit from building a culture of flexibility in the organization. The result with the longitudinal study says increased work flexibility leads to decrease sickness absence and improve job commitment over 1 year period. The result of the study supported the hypothesis that greater flexibility would result in better work and health related outcomes.

Tabya Sultan & Nitish Nag (2004) in their study “Work health balance- characterizing short term and long term impact on health” investigated the impact of work demands on the health of an employee. The study says that there is a direct relationship between user work deadlines and their resulting health state. Health becomes a currency that is sacrificed for the sake of other urgent tasks. The conclusion of the study says work health balance is critical for a user’s longer term well-being.

Tahan. H. Algahetan (2020) in their study “Work life balance of women employees” investigated that a healthy work life balance assumes greater significance for working women particularly in the current context in which both the family and the work place have posed several challenges and problems for women. The study says women faces more role conflict than men moreover, work family conflict causes problems at home for women employees. These problems can lead to increased frustration and stress for the person. The study concluded that better work life balance creates several positive consequences whereas imbalance between work and family of an individual holds negative effect.

Rincy V. Mather & N. Panchanatham (2011) in their study “An exploratory study on the work life balance of women entrepreneurs in South India” investigated that role overload, dependent care issues, quality of heath, problems in management and lack of proper social support are the major factor influencing work life balance of women entrepreneurs. The objective of the study was to explore work life challenges faced by women entrepreneurs in India and to develop & validate an appropriate tool to illustrate the work life balance issues faced by women entrepreneurs of south India. The conclusion of the study says work life
imbances and conflict has become a common feature of the lives of many aspiring Indian women entrepreneurs.

R. Balaji (2014) in his study “Work life balance of women employees” studied various factors which could lead to in-depth knowledge about the work life balance and stress undergone by women employees. The findings of the study emphasized the need to formulate guidelines for the management of work life balance at organizational level. The study investigated that numbers of hours worked per week, the amount and frequency of overtime required, an inflexible work schedules etc. are some of the factors that lead to conflict between work and family role. The study concluded that married women employees indeed experience work family conflict while attempting to balance their work and family lives. It also says that organization needs to formulate guidelines for the management of work family conflict since they are related to job satisfaction and performance of the employees.

Sangita Basak (2021) in her study “Factors affecting work life balance of women in Bangladesh” aimed to identify the factors that affect maintaining the proper work life balance of working women during Covid-19 pandemic. The study was conducted on 105 women from different profession and tested with various statistical tools. The study suggested that every organization should have a work life balance policy which is necessary to maintain a healthy work environment for employees who will improve productivity and job satisfaction of employees. The study concluded that job life balance is real advantage for a corporation. This often results in correct balance between work and life which can increase job satisfaction and productivity of feminine workers.

Christopher Higgins & Linda (2000) in their study “Part time work for women: does it really help balance work and family” examined whether part time work helps women balance work and family stuff. The research has provided conditional empirical support for the belief that part time work helps women balance work and family. The study suggests that part time schedule may enable women to better manage family demands by spending more time with them.

Aminah Ahmed (1995) in her study “Role conflict and coping behavior of married working women” examined the conflict that married women experienced between work and family rules and analysed the coping behaviour. In the study, data of 82 professional women from different professions had been taken. The study revealed that married women experienced work family conflict with varying intensities in trying to meet the expectations of work and family roles. The conclusion of the study says that it is important that employees and policy makers pay special attention to improve the welfare of employees through improved facilities i.e., flexible time, 90 days maternity leave etc.

Mohd Shakil Ahmad, Zainab Fakhr & Jalil Ahmed (2016) in their study “Working women work life conflict” investigated the impact and significance of work life conflict of women in banking sector in Islamabad, Pakistan. The objective of the study is to comprehend the issues of work life conflict faced by women. The study was conducted on 25 banks in Attock & Islamabad. Random sampling was used for 100 women. The findings revealed that
improvement in the quality of work and family would produce corresponding improvement in the quality of life. The result of the study says that the effects of stressful life events and the effects of conflict arising from the juggling of work and family responsibilities.

Ellen Wexler Eckman (2002) in his study “Women High School Principals: Perspective on role conflict, role commitment, and job satisfaction” investigated the challenges faced by women high schools principals. The objective of his study was to describe women high school principals addressing the issues faced by women being high school principal. The finding of the study were presented in two parts, first, personal & professional features and second, related to role conflict, role commitment & job satisfaction. The conclusion of the study says that the onerous time demands placed on the high school principal causes role conflicts for women who continue to be faced with balancing family responsibilities with the responsibilities of their jobs.

Shelly Coveman (2014) in his study “Role overload, Role conflict, Stress addressing consequences of multiple role demands” clarifies the concept of role overload, role conflict in order to examine their effects on stress related outcomes. The study tries to overcome with the problems of role overload and role conflict by incorporating distinct measures that estimates their independent effects on stress related outcomes. The results suggest that satisfaction with marital and employment rolls and perceptions of work family conflict influences psychological health much more than does role overload. The conclusion of the study says that role conflict and overload affect job and marital satisfaction affects psychophysical symptoms of distress and well-being.

Usha Rani Raut, Sew Lewis & Carolyn (2015) in their study “Work and Family roles: Indian career women in India and the west” explored the work and family experiences of a group of Indian career women. The research focuses on the distribution of domestic roles in India and the west and the stress issues faced by the Indian women due to different in culture. Both quantitative and qualitative studies were adopted to collect the data for the study. The study concluded that the importance of broadening the study of work and family and stress and well-being to incorporate the experiences of Non- western women.

Manimekalai Kalidasan, Sivakumar L. & Geetha (2019) in their study “Working mothers and parenting: health status in India” investigated working mother roles within the context of work family and has reported on such inter role conflict between women health issues and parenting. It is observed that children of working mothers are more social than children of non-working mothers. The study investigated that a large number of working mothers complain of frequent headaches, back pain, circulatory disorders, fatigue, emotional & mental disorders. The study concluded that to achieve perfect health condition for all it is a must to sensation and educate women policy makers and government with the aspect of gender.

Sunneta Yadav (2015) in her study “Work family conflict and mental health of women in banking & teaching profession” has investigated the work family conflict and mental health of women in banking and teaching profession. The research was conducted on two age group,
early age and mid adulthood. The research investigated that teachers of early age scored higher on work family conflict areas and lower on mental health than that of mid adulthood. The conclusion of the study says mental health areas at early age phase teachers as compared to bank employees scored higher on mental health.

K. Agha, T. Azmi, A. Irfan (2017) in their study “Work life balance and job satisfaction: An empirical study focusing on Higher education Teachers in Oman” tries to explore work life balance and its relation on job satisfaction of teachers in higher education in Oman. The findings of the study revealed that while work interference with personal life & personal life interference with workload a negative relationship with job satisfaction. The study validates the relationship between work life balance, teaching satisfaction and job satisfaction in the context of higher education institutions in Oman. The study concludes that work and personal life needs to be integrated and balanced by organization through work life balance initiatives.

Zaheer (2016) In his study investigated on the level of occupational stress of females. The study tries to find out the relationship between occupational stress and work life balance of female faculties in the Delhi University. He uses correlation analysis technique in order to comprehend the relationship between occupational stress and work life balance. The study found that there is a strong positive relationship between occupational stress and work life imbalance of female faculty in central universities of Delhi.

A.Singh & Parvesh Tanwar (2015) In their study focuses on how working women of professional institute manage their work as well as life domain simultaneously. The study was conducted with the help of questionnaire and was distributed to the teaching faculties of various disciplines. The result of the study says that female teachers have normal stress in managing their professional as well as personal lives.

Bandekar & Krishna (2014) In their study which was focused on the work life trends and issues of the women life. They study found that lack of education knowledge, financial constraints, caretaker of the family and competition in present scenario was the issues in the women life. Also found that husband and wife need to work hard for happy life.

Singh & Jain (2013) In their study identified the influence, impact and improvement of the work life balance and job satisfaction level of the employees. Finding of the study was focuses on work environment and raise the employee morale, performance and productivity of the employees. Because a good working environment increase the work life balance and job satisfaction level of the employees.

According to Cinamon, Rich, and Westman (2007), women working in higher education work long hours and experience a range of workplace stressors, including big class sizes, disruptive students, managing parents, planning lectures, managing attendance, managing awards, reporting forms, and other unrelated duties, such as office work. "Women working in higher education are now faced with continuous full-time work until the end or closing of the day, particularly in private educational establishments, and the majority of them carry the obligations and responsibilities of the workplace home," claim Lakshmi S. and Kumar S. (2022).
A study done in (2006) by Olson-Buchanan and Boswell found that "it is very crucial to understand how individuals split or segment their job and personal duties, including the extent to which people believe that playing one part while acting in another is equally important." Additionally, the main focus of the finished investigation was on "technology and job description."

**Objective of the paper**

- To analyze the impact of the work life balance on the health of female teachers working in schools.

**Theory behind hypothesis development**

Women who work as teachers are those whose employment entails imparting knowledge to others through the teaching of pupils (OECD, 2020). A significant percentage of women are teachers, according to recent data from OECD nations. According to the OECD (2020), 68% of secondary teachers, 85% of primary teachers, and 97% of pre-primary teachers in Australia are women. This causes a significant distortion in this particular work market. It's noteworthy to highlight that the apparent concentration of women in this field is a result of the significant opportunity cost that male teachers suffer compared to other occupations.

Jobs in this area are becoming more plentiful because of government initiatives to boost gross enrollment rates and universalize elementary education in developing nations like India. However, from a gender equity standpoint, it is depressing to see that the proportion of women in the teaching profession is increasing. Due to the social and economic factors outlined above, the gender mix in teaching has changed as a result of employment characteristics including greater flexibility and work-life balance.
For urban women, the education sector has become increasingly significant, with its share of employment rising from 35.7% in 1977–78 to 60.7% in 2017–18. Looking at the state-wise percentage distribution of workers [females] according to Broad Employment Status-2011–12, Uttar Pradesh has among the highest figures of 11.7 [regular wage/salaried/employee females] (National Sample Survey Office, June 2011–June 2012), with a rising percentage of females in the teaching industry. But less care and concentration have been given in respect of the challenges that women employees face in terms of their health when balancing work and personal lives.

**H0:** There is no significant relationship between work life balance and health of female school teachers.

**H1:** There is a significant relationship between work life balance and health of female school teachers

**Research Methodology**

The researcher has used the Descriptive method for his study. A verifiable analysis has been practiced to understand whether Work life balance does have an impact on the health of female schools teachers. Identically all the research problems differ in nature hence required a tailored research procedure. According to Bickman and Rog (1997), a researcher has to find the tools that best suit the research questions, context and resources at hand. This is the reasons why, several different tools are often required for an appropriate study and to obtain a trusted result. Cassell and Symon (1995) confirm out that an amalgamation of quantitative and qualitative methods in the same study is called the pragmatic view. For this reason, implicitly the appropriate tool is recommended to get the topic served in a best possible manner. On the other hand Gordon and langmaid (1988) states that results of quantitative and qualitative research might interpretations. Hence the interpretation of the findings relies on the researcher in several ways. Both the research types have its pros and cons. As per Jick (1979), both qualitative and quantitative methods can be considered as 54 substitutes for each other. Looking at things from several directions may provide the researcher a better view of the findings of both methods McNeill (1985).

**Steps taken in the research process**

![Fig : Steps to be taken for the Research Process](http://www.webology.org)
The educational schools of Etawah District form the sample of the study. 30 schools that are actively operating in the Etawah district have formed the basis of sample selection using stratified random sampling. The said 30 schools have been adopted to collect the necessary data, and schools in each stratum will be selected for sampling. These schools were primary, secondary, and senior secondary schools. 30% of each stratum was selected for sampling. The stratification of these 30% was done on the basis of probability sampling. Finally, nine schools have been selected (3 primary, three secondary, and three senior secondary schools). The sample size has been disbursed to the identified 30% of schools in each stratum proportionately based on the weighted average method. The sample selection in each school has been done using the Taro Yamane formula \( n = \frac{N}{1 + Ne^2} \) and assuming the sampling error as 0.05, the aggregated size of the sample has been calculated as 100. This is considered the sample to collect primary data. Using a 12-question survey in English, we ask for the respondent’s opinion. A five-point Likert scale ranging from 1 (strongly disagree) to 5 (strongly agree) was used in this study. The respondents were asked to rate their opinion according to the scale.

<table>
<thead>
<tr>
<th>Research design</th>
<th>Descriptive</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sample Area</td>
<td>9 Schools from Etawah District</td>
</tr>
<tr>
<td>Sample size</td>
<td>100 female school teachers</td>
</tr>
<tr>
<td>Sampling Technique</td>
<td>A random sampling of 100 female teachers from 9 schools</td>
</tr>
<tr>
<td>Data collection tool</td>
<td>Primary data has been collected through a structured questionnaire filled by female teachers.</td>
</tr>
<tr>
<td>Statistical tool</td>
<td>Cronbach’s alpha and Likert scale</td>
</tr>
</tbody>
</table>

The respondents come from different categories, i.e., primary teachers, higher secondary, and senior secondary. The respondents have explained the study’s purpose and the survey’s methodology. The anonymity of the respondents has been guaranteed. Participation was made clear to them as a matter of personal choice.

Data Analysis and Interpretations
In order to measure the statistical reliability of the questionnaire Cronbach’s Alpha has been used. This is useful tool to define a variety of descriptive statistics. Reliability was regarded to be the factor in this measurement. From 0 to 1, Cronbach’s Alpha indicates the degree of internal consistency of the data (and ultimately reliability) (J Taylor, 2013) Cronbach’s Alpha can be used by using following parameters.

- .00 to .069 = Poor
- .70 to .79 = Fair
- .80 to .89 = Good
- .90 to .99 = Excellent/Strong

Therefore, our analysis results of Cronbach’s Alpha value as 0.98, which assumed to be good. Cronbach’s alpha with a value of more than 0.7 and above states a satisfactory level of internal consistency. K in the above table shows the number of scale items 12. The sum of the variance is 8.92. The analytical results for Cronbach’s Alpha and Variance are recorded 0.98 and 95.51 respectively. \( \alpha \) is symbolled as the variance for Cronbach’s alpha and the outcome of the internal consistency of the questionnaire is confirmed to be “Excellent”

<table>
<thead>
<tr>
<th>Variables</th>
<th>Description</th>
<th>Values</th>
<th>INTERNAL CONSISTENCY</th>
</tr>
</thead>
<tbody>
<tr>
<td>K</td>
<td># OF ITEMS</td>
<td>12</td>
<td></td>
</tr>
<tr>
<td>( \Sigma S2y )</td>
<td>SUM OF VARIANCE</td>
<td>8.92</td>
<td>Acceptable</td>
</tr>
<tr>
<td>S2x</td>
<td>VARIANCE OF TOTAL SCORE</td>
<td>95.51</td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>Cronbach’s Alpha</td>
<td>0.9891</td>
<td></td>
</tr>
</tbody>
</table>

Fig: Descriptive statistics of the objective.

<table>
<thead>
<tr>
<th>STATEMENT</th>
<th>N</th>
<th>Min</th>
<th>Max</th>
<th>Mean</th>
<th>Std. Deviation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Q1. I feel like I have enough time outside of work to take care of myself (e.g., exercise, hobbies, socializing)</td>
<td>20</td>
<td>1</td>
<td>5</td>
<td>1.85</td>
<td>1.226</td>
</tr>
<tr>
<td>Q2. I had to work overtime or take work home with me.</td>
<td>20</td>
<td>1</td>
<td>5</td>
<td>1.90</td>
<td>1.071</td>
</tr>
<tr>
<td>Q3. There is any particular aspects of the job that cause me stress (e.g., dealing with students, grading papers)</td>
<td>20</td>
<td>1</td>
<td>5</td>
<td>2.35</td>
<td>1.040</td>
</tr>
<tr>
<td>Question</td>
<td>Description</td>
<td>Mean</td>
<td>Std. Dev.</td>
<td>N</td>
<td></td>
</tr>
<tr>
<td>----------</td>
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<td>------</td>
<td>----------</td>
<td>----</td>
<td></td>
</tr>
<tr>
<td>Q4</td>
<td>I feel that my present job is stressful and affect my physical and mental well-being.</td>
<td>20</td>
<td>1</td>
<td>5</td>
<td>2.65</td>
</tr>
<tr>
<td>Q5</td>
<td>I feel stress at job affects my family atmosphere at home.</td>
<td>20</td>
<td>1</td>
<td>5</td>
<td>2.55</td>
</tr>
<tr>
<td>Q6</td>
<td>I Feel to handle stress work-shops must be organised</td>
<td>20</td>
<td>1</td>
<td>4</td>
<td>2.10</td>
</tr>
<tr>
<td>Q7</td>
<td>I think schools must have some policies and practices related to long working hours for female employees</td>
<td>20</td>
<td>1</td>
<td>4</td>
<td>2.35</td>
</tr>
<tr>
<td>Q8</td>
<td>Work assigned other than school activities it leads to physical and emotional exhaustion.</td>
<td>20</td>
<td>1</td>
<td>5</td>
<td>2.40</td>
</tr>
<tr>
<td>Q9</td>
<td>I feel improper work environment affects the health which hinders the efficient work life balance.</td>
<td>20</td>
<td>1</td>
<td>5</td>
<td>2.25</td>
</tr>
<tr>
<td>Q10</td>
<td>I feel health plays an important role for female in managing her work and responsibility at home</td>
<td>20</td>
<td>1</td>
<td>4</td>
<td>1.85</td>
</tr>
<tr>
<td>Q11</td>
<td>I am able to manage my workload when I have multiple tasks to complete.</td>
<td>20</td>
<td>1</td>
<td>5</td>
<td>2.80</td>
</tr>
<tr>
<td>Q12</td>
<td>There are adequate security measures at my workplace.</td>
<td>20</td>
<td>1</td>
<td>4</td>
<td>2.00</td>
</tr>
</tbody>
</table>

**Q21. I feel like I have enough time outside of work to take care of myself (e.g., exercise, hobbies, socializing)**

![Bar chart showing frequency distribution for Q21](chart.png)

- **Mean**: 1.65
- **Std. Dev.**: 1.228
- **N**: 20
As stated, a five point Likert scale was used to track the data and assess the level of consent of a symmetric agree-disagree scale. The mean is to be significant enough with different ranges. Ranging from 1.0 to 1.8 reflect Strongly Disagree. Between 1.81 to 2.60 defines it to be Disagree. From 2.61 to 3.40 revealed to be Neutral. From 3.41 to 4.20 assure it as Agree. And at last 4.21 to 5 stands for Strongly Agree.

According to the above fig, we may see that statement 1st has a mean value of 1.85 which confirms that the majority has discarded the opinion by selecting Disagree. For the statement 2nd the mean stands as 1.90, which again states that the majority of population rejects the statement with a Disagree opinion. The mean value of 3rd statement is 2.35 which states that the majority of population rejects the statement, but with a Disagree scale. The 4th statement mean stand as 2.65, which states that the majority of the population is having neutral opinion for this. The 5th statement mean value is 2.55, which reveals that the females don’t feel the stress of the job affects their family environment. The 6th statement mean value stand as 2.10, which shows that the majority of the population is able manage the stress of the work along with their personal life so they opted for Disagree. The 7th statement mean value was found 2.35, which shows that majority of the population is Disagree with this statement. The 8th statement mean value found to be 2.40 which confirms that they Disagree to the statement. The 9th statement mean value is showing as 2.25, which shows that the majority of population Disagree to the statement as they are able to look after their health along with the work. The 10th statement mean value stand as 1.85, which shows the population is Strongly Disagree to this statement. The 11th statement mean value was found to be 2.80, which shows the neutral response from the population. The 12th and the last statement of the objective show a mean value of 2.00, which shows that the majority of population don’t found adequate safety measures at the work place.

Note: 5 Strongly Agree, 4 Agree, 3 Neutral, 2 Disagree, and 1 Strongly Disagree.
On the basis of the responses given by the respondents of the studied population the researcher concludes with results that the Work-life Balance has a least negative impact on the Health of female teachers. In this way the Null Hypothesis is rejected which states that there is no relationship between work life balance and health of female teachers working in schools. There is a significant relationship between work-life balance and female health.

Limitations

The study was confined to nine schools in Etawah District with scanty resources. The research boundaries are limited to the given district. It is important to understand that the scope of our study was intentionally limited. If data from other districts were included, it would undoubtedly provide a deeper understanding. However, it is important to understand that such expansion may require increased resources in every aspect, be it time or funds.

Conclusion and future research direction

On the basis of the preliminary responses of the respondents the study has inferred that health gets less affected for female teachers seeking the right balance between work and personal life. However, it has come to our attention that the Uttar Pradesh government has done its best to help the female school teacher effectively manage her work and personal life. Whether it’s a matter of providing maternity leave, casual leaves, sick leaves, or a comfortable work environment in the schools

The government is always prioritizing the female teachers as they know their role in betterment of education system in a country. But apart from this there are many other sphere in the women’s lives where government should have to think about like appointing them to the distant places, insurance facility, security at the work place, mental well-being and other official work apart from their regular jobs. Future research can focus on these factors from a broader perspective with a different sample and population.

References


