

Status of Teachers in India

Dr. S. Mehdi Abbas Zaidi

Associate Professor, Shia P.G. College

In the post-1900s, the status of teachers in India has taken a paradigm shift. The system saw major changes with the emergence of new economic order, structures and teachers, and education institutions. Additionally, the provision under the Right to Education (RTE) Act, 2009 had specified some norms in order to universalize quality education accessible to all children of the age of 6-14 years. Besides, giving suitable and basic infrastructure facilities, the institution of subject-wise teachers, and making sure the Pupil-Teacher Ratio (1:30 for primary and 1:35 for upper primary level) were some of the major provisions under the RTE Act, 2009.

Still, 10 years after implementing the act the educational scenario presents a very disconsolate picture with about 10 lakhs plus teacher's vacancies. Moreover, vacant posts of the teachers, 13.1% teachers are working on a contractual basis with the government. Teacher accessibility is one of the fundamental rights to education and is just as vital for quality education and student retention. Instead of demanding teachers' recruitment, numerous individuals and agencies advocate for low-cost private schools. As per an article written by Jain and Dholakia 2009, the only solution to this problem is a Public-Private Partnership (PPP) where low-cost providers of school education who pay much lower salaries conceal a significant part of school education.

Factors Affecting the Current Status of Teachers

1. Availability of Basic Resources

To fulfill their job roles Indian teachers are given the least amount of resources. They don't even have the required number of copies, books, and stationery items which is essential for smooth teaching.

With scarce resources, they have to prove them and produce extraordinary results which are not justifiable at all.

2. Wretched Infrastructure

You might be wondering how infrastructure can affect teaching. Just as a doctor can't work without a stethoscope, a civil engineer can't work without a blueprint of the architecture, likewise, a teacher can't teach without a full-fledged classroom.

You would be surprised to know that in many schools in India two or more different classes of students are taught in a single classroom. Imagine a 4th grader and 6th grader both being taught in the same classroom.

Just thinking about it makes you realize how disordered and difficult that is.

In these situations, teachers are expected to not only manage the class but also to provide a good result.

For female teachers, the situation is torturous. To begin with, there is no sanitation facility, and if there are then they are not in the conditions to be used.

3. Lack of exposure to Internet and Technology

In today's time imagining life without the internet is quite difficult. But Indian schools (government) still don't have internet facilities, and nor do the teachers have the proper exposure to utilize them.

Even today, they have to follow the conventional methods of teaching such as chalk and blackboard, pen and paper method.

Main Reasons behind the inefficiency of Teacher's in India

It's true, that teachers in government schools are not that efficient these days. However, they shouldn't be blamed entirely for that too.

1. Non-Uniform selection and appointment process

The selection process of teachers is not uniform. You can find numerous teachers working on a contract basis, Ad Hoc basis, temporary, regular, and much more.

How can someone imagine a strong and uniform education system with so much inconsistency in the selection process?

2. Uneven Payment Structure

With a different appointment and selection processes comes the different salary slabs. Regular teachers are paid as per the grade pay system, on the other hand, contract teachers are paid a fixed amount by the government. Similarly, Ad-hoc teachers are paid by some other rules.

Besides, all in some states there are different rules to pay contract teachers, these states propose that contact teachers should be paid as per the number of classes they take. Simply means that if a

teacher takes only one class on a particular day then they will only be paid just rupees 100 for that particular day.

This is surprising and is even lesser than the daily wage earner.

How can the government expect someone to teach on full efficiency with such small pay?

3. Untimely Payment

Another salary or payment-related issue. It might seem similar but is completely different from the other two. With an uneven payment structure, teachers have to face delays in the payments as well.

It's was shocking to know that in many states, the salary of teachers gets delayed to around 5 to 6 months. Now, can you imagine the situation of those teachers who are the only breadwinner for their families?

How can some thrive in this kind of situation is beyond imagination? However, we all just question those teachers and not the system. Teacher training centers and institutes continue to remain in a gloomy shape. 30% of temporary teachers and 18.5% of permanent teachers don't have the professional qualifications required under the RTE Act, 2009. 90% of applicants fail in the CTET (Central Teacher Eligibility Test). In the poorest states, absenteeism touches 40% that indicates the sorry state of affairs. The appointment of contractual teachers has become a countrywide sensation. It's a critical concern to see the lack of any significant efforts on the part of the state to build a sufficient support system for teachers with children friendly environment. Also, the relationship between parents, teachers, and the larger community can be seen comprehensively around the whole country.

Reference

- Perry, Arthur Cecil, The status of the teacher
- Sharma, Dr. P.D., Education in India- status, problem and issues
- Pandey, Dr. Veerendra Udaymaan Bhartiya Samaj mein Shikshak
- Vyas, M.T., The teacher and the Taught