

Wage Disparities among Higher Secondary School Teachers in Kerala

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Abstract

The paper is about wage disparities in the Higher Secondary school teachers of private unaided schools and government, govt aided schools. The study is based on the data collected from 48 unaided school teachers and 52 aided school teachers of Alappuzha district. The study identifies a significant variation in the income earned by government, aided school teachers and unaided school teachers. The work and commitment of both the teachers are same but the income earned is different. The unaided school teachers do not have any govt protection for their job or any financial help. The study suggests to protect both the sectors.

KEYWORDS: Employment, Private Sector, Govt. School, Aided School, Unaided School, Wage Disparity

Introduction

An important aspect of a country's population is related to the structure and features of its labour force. Workforce means working population or employed population of the country. Workforce or working population of a nation consists of both organised and unorganised sector labourers, i.e. there is the co – existence of organised and unorganised workers. In India only 10% of the total workforce is coming under organised sector. The remaining portion is absorbed by unorganised sector. The organised sector consist both govt and private sectors. Large scale private industries and major private institutions with more than ten employees in the service sector come under organised sector. In the education sector, organised sector includes govt schools, govt aided schools (commonly known as aided schools) and private unaided schools. Although all three belong to the same sector, there are many disparities between govt and aided schools with unaided schools. The most significant of these is the large difference in wage rate.

Wage Trends in India

Wage levels and distribution of wages are determined not only by skills and productivity levels, but also by labour market institutions. Minimum wage policy was one of the milestones in the journey of India towards sustainable development and inclusive growth. India was one among the developing countries to introduce a minimum wage policy. The Minimum Wages Act was adopted in 1948. It can be treated as an important piece of labour legislation. Through this act the government provide some protection to the workers, both regular and casual workers, and workers in both the organized and unorganized sectors. Besides this minimum wage policy, a national minimum wage floor was constituted in 1991. But it is not legally binding. There is no hard core rule in determining the wage rate. Hence it is not accepted by the central or state governments in

determining the minimum wage. Wages can be treated as an important factor determining economic progress and social justice. Even though there are provisions to ensure wage equality, wage disparities is an important characteristics of Indian labour markets.

Statement of the problem

Present study aims at analysing wage disparities among government, govt aided and unaided higher secondary school teachers in Kerala. The private sector schools, generally called unaided schools don't allow any social and job security measures to their teachers and low pay exists there. Hence no one is there to insist the employer to protect the rights of the employees and to provide healthy working environment.

Objectives of the Study

1. To study the sector wise (govt and aided and private unaided sector) composition of workforce.
2. To compare the income of govt, aided school teachers with unaided higher secondary school teachers.

Hypothesis

There is significant difference between the income of teachers in govt, aided schools and unaided schools.

Methodology

The study is based on both primary and secondary data. Secondary data is collected from journals, working papers etc and the primary data collected from Alappuzha district of Kerala. Primary data collected from 52 govt, aided school teachers and 48 unaided school teachers by circulating pre tested questionnaire

Importance of the Study

Higher secondary school teachers play a vital role in making a society by which, the adolescent period is a turning point of the future of a person's life and this period is goes under the hands of these teachers. The topic "Wage Disparities among Higher Secondary School Teachers" is important because the wage differences prevailing in the education sector will enhance the income gap between the people who engaged in same profession. It will also affect the performance of the teachers, who has prime role in building the future generation.

Wage Disparities among Higher Secondary School Teachers

Future of a nation is highly influenced by teaching community. Mother, father and teachers are the three pillars on which the society is built. Among these, teachers have prime importance in nurturing socially responsible individuals. Adolescence is an important period in a person's life. It is in this period that the greatest teachers who impart moral values to their children are most relevant. Dedication of the teachers towards the students and the society is quite significant in the development of a nation. Among the 100 respondents, 52 respondents are employed in aided/ govt. institutions; the remaining 48 respondents are engaged in private sector. The sector wise distribution of the respondents is shown in Table (1).

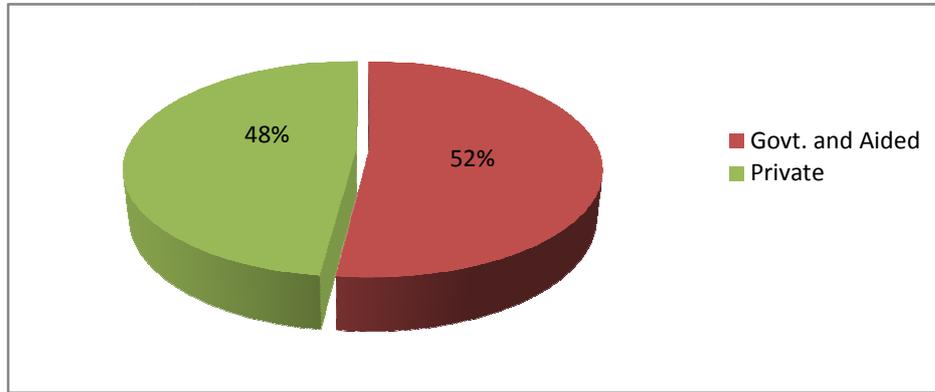
Table 1 Sector Wise Distribution of the Respondents

Sector Wise Distribution		
Sector	No. of Respondents	%
Govt. and Aided	52	52
Private unaided	48	48

Total	100	100
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Source: Survey

Fig. 1 Sector Wise Distribution(Based On table 1)



In order to analyse the wage difference among higher secondary school teachers working in govt., aided and unaided schools, we must know the monthly income of the respondents. Table (2) depicts the monthly income of the respondents engaged in both the sectors.

Table 2 Monthly income of the Respondents

Income Group	Monthly Income			
	Private Sector	%	Govt./Aided Sector	%
5000 - 15000	32	67	0	0
15000 - 25000	15	31	0	0
25000 - 35000	1	2	4	8
35000 - 45000	0	0	20	38
45000- 55000	0	0	16	31
55000 - 65000	0	0	4	8
65000- 75000	0	0	8	15
75000 - 85000	0	0	0	0
Total	48	100	52	100

Source: Survey

It is clear from the analysis of data that more than 60% of the teachers working in the private unaided schools belongs to the income group 5000 – 15000 i.e. the low income group. When we consider the govt. /aided schools majority of the respondents, i.e. around 60%, belongs to middle income group. Maximum amount that a private sector employee can earn is something in between 25000 – 35000. But in the case of an aided or govt. school teachers it is in between 65000 – 75000. None among the private school teacher belong to middle or higher income groups.

Table 3 Average Monthly Income of the Respondents

Sector Based Average Income		
Sector	Income	Average Income
Govt. and Aided	33000 - 75000	48394
Private	6000 - 10000	13709

Source: Survey

From Table (3) we got an idea about the sector wise average wage that the respondents can earn. The average salary of a private school teacher is only 13709 rupees. In case of an aided or govt. school teacher it is around 48500 rupees. That means an aided / govt. school teacher is earning 4times more than that of a private school teacher. From the analysis of data, we can undoubtedly say that, the low salary prevailing in the private sector insist the teachers employed in private schools to find an additional source of income for the survival. Dependence of private school teachers on secondary source of income can be depicted through Table (4).

Table 4 Additional Source of Income

Additional Source of Income				
Response	Private School Teacher	%	Aided. Govt. School Teacher	%
Yes	41	85	1	2
No	7	15	51	98
Total	48	100	52	100

Source: Survey

Since the monthly income of a private school teacher is very much lower than that of an aided / govt. school teacher, they depend on additional income source. 85% of the respondents employed in private sector have additional income. But only 2% of the aided school teachers have additional income sources.

FINDINGS

Major findings of the study are:

- 1 The average salary earned by an aided/ govt. school teacher is 4 times more than that of a private school teacher.
- 2 Majority of the private school teachers belong to low income group.
3. About 85% of the private school teachers depend on an additional source for their subsistence.

Suggestions

Major suggestions given by the researcher are as follows:

1. Govt. should implement strict regulations to ensure equal wage rate in private sector also.
2. Govt should take steps to ensure the job security of private school teachers.
3. Teachers under private sector faces the problems regarding the allowances, leave etc. So govt also ensure them these facilities

CONCLUSION

Wages are of prime importance in the standard of living of wage earners and their dependents. It is clear from the study that, there is significant difference in the salaries among private and aided/govt. school teachers. Even the work load existing in both the sector is the same, private school teacher earn relatively low salary. It will adversely

affect performance and dedication of private school teachers towards the job. This will result in the decline of the quality of education. Hence it is necessary to take necessary steps to provide equal salary to private school teachers.

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