

## **A GENDER-BASED ANALYSIS OF ‘CONSTITUTIONALISM’ AMONGST COLLEGE TEACHERS OF GREATER MUMBAI**

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### **Abstract :**

*The present study attempts to analyse how constitutionalism varies based on the gender among the teachers of degree colleges affiliated to Mumbai University. The analysis is based on the primary study result where data has been collected from 421 college teachers in Mumbai. Microsoft excel 365 and IBM SPSS version 22.2 is used for statistical analysis. The study result shows that constitutionalism enjoyed by the college teachers in Mumbai does not vary based on their gender.*

**Keywords:** *Gender, Constitutionalism, Teachers, University, College.*

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### **Introduction:**

Teachers are the cornerstones of the education system. Evaluating the work life and the work life quality of college teachers therefore becomes crucial for the sustainable development of the higher education sector. Self-respect and esteem enjoyed by these college teachers in the relevant academic setting is a vital indicator of work life quality which needs a broader examination.

Work life quality encompasses various aspects of an individual’s work life, family life and social life. It addresses the various interconnected dimensions of all these three phases of one’s life. Teachers life is no exception to this. The periodic changes that happen in the education sector in the form of reforms, rules and procedures makes it inevitable to assess the impact of these on a teacher’s life. The examination and evaluation of work life quality studies across nations reveal that one of the main dimensions of work life quality is constitutionalism. Constitutionalism in this study covers a few aspects of rights and respects enjoyed by the college teachers of Mumbai. This work is a gender-based analysis of constitutionalism among the degree college teachers.

### **Objectives of the Study:**

The objectives of the study are as follows.

1. To understand the aspect of constitutionalism among the college teachers in Mumbai.
2. To explore if constitutionalism varies with gender.

### **Literature Review:**

Existing literature reveals that there are a large number of gender-based studies on quality of work Life in the national as well as in the international context. Some of these studies that considered gender as an important parameter are reviewed here.

Priya, I. S., & Vijayadurai (2017) study QWL among teachers in their paper “Quality of Work Life of Women Lecturers in Engineering Colleges in Southern Districts of Tamil Nadu”. Using statistical tools like Percentage Analysis, Factor Analysis, T-test, Correlation Analysis, Chi-square Test, Anova Test, Validity Tests, etc., the authors attempt to measure quality of work life of female teachers. The study finds that female teachers struggle to maintain work life balance and many of the QWL dimensions such as job accomplishment, strain etc. is actually the end result of quality of work life. The study also highlights the need of ensuring women recreational facilities and women friendly atmosphere in the colleges.

Punia, V., & Kamboj, M. (2013) in their study tries to understand the work life balance of college teachers in Haryana. The underlying concept of the study is that for ensuring productive work, work life balance is inevitable. In an attempt to analyse the impact of various parameters on work life balance, the research finds that gender and marriage status do not influence WLB. But other parameters like the tenure of the teacher, their teaching specialization, and job title etc. indicates a positive relation on WLB.

Franco, L. S. et al., (2021) undertakes a secondary research study on work life balance of college teachers. An attempt is made by the authors to understand how work life balance acts as an influencing factor on teachers. The study from nearly 1383 works, picks up 53 publications based on work life balance for final review. Based on this past literature, it is reasonable to point that gender, career prospects, work nature etc. becomes the inevitable aspects of a work life balance study. The study highlights how family time and work time are interlinked in the work life of a teacher.

Belwal, S., & Belwal, R. (2014) in their paper examines the work life balance of female employees in Oman. Female employees of public sectors and private sectors are selected for the purpose of the study. The study highlights that the possible outcomes of positive work life balance in an organization include reduction in the strenuousness level, less turnover, longingness by the female employees to stay in their organization etc. Gender is used as the main variable and the study concludes that females in an organization do not like to bring out their problems to the forefront. The authors also highlight the need of specific gender friendly policies and facilities for enhancing the work life balance of female employees.

Bhavani, M., & Jegadeeshwaran, M. (2014) in their paper analyses the job satisfaction and work life quality of married women teachers in the colleges of Mysore. Descriptive research method is applied. Work atmosphere, pay, job security etc. are the major variables. Demographic variables such as age, income and qualification are assessed. The variable age shows a positive impact on the job satisfaction perceived by the married women teachers. Qualification and income show a positive correlation on QWL. The study concludes that female teachers enjoy a moderate QWL.

**Research Methodology:** This study is based on the teachers working under colleges affiliated to the Mumbai University. An attempt is made to collect data from 421 college teachers using descriptive research methodology and convenience sampling. The authors attempt to understand the variation in ‘constitutionalism at work place’ among teachers, using the parameter gender. A survey has been conducted with the help a structured questionnaire measuring the responses on 5-point Likert scale.

**Findings and Discussion:**

India has been striving to standardize all her employment sectors with equality of gender. The study result shows that the higher education sector in Mumbai has a predominant female representation. Given these circumstances, the study attempts to look at the constitutionalism across different genders who carry out their tasks in a comparable working environment. Uniformity or parity is envisaged in any employment sector, industrial, education or any other. The purpose of this study is to assess if uniform standards and treatment is made available among the degree college teachers.

Classification of the respondents is exhibited in Table 1.

**Table 1: Classification of Respondents**

Particulars	Frequency	Percent
Male	160	38.0
Female	261	62.0
Total	421	100.0

Source: Compiled by the researcher using primary data

Table 1 shows that of the 421 teachers participated, 38 percent are males and 62 percent of the teachers are females. The data indicates that in the higher education sector, there is a female predominance in teaching.

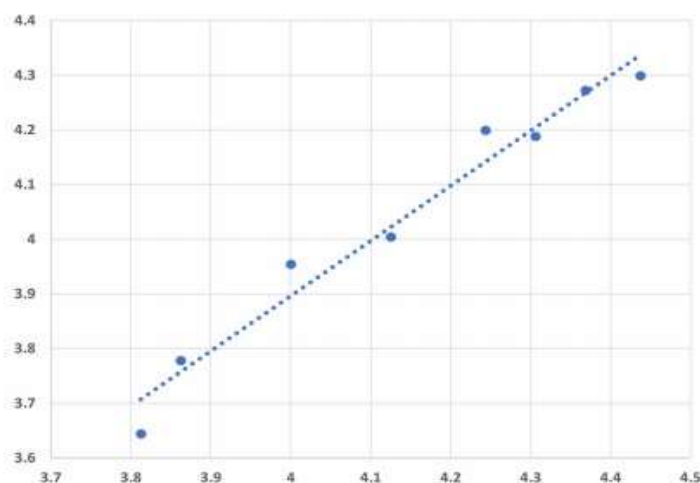
The mean value of the responses towards constitutionalism is exhibited in Table 2. The measurement scale has 8 parameters and the average mean value against all these parameters are recorded below.

**Table 2: Mean Value of Responses Towards Constitutionalism**

Sr. No	Parameters	Males	Females
1	You are respected at your workplace	4.36875	4.27203
2	Your seniors are cooperative	4.30625	4.18773
3	You are comfortable with the higher authorities	4.0	3.95402
4	You participate in the decision-making process	3.8625	3.7777
5	Your head of the department is supportive	4.24375	4.19923
6	You are respected among juniors	4.4375	4.2988
7	Your management is supportive	4.125	4.004
8	There is fair and equal treatment of staff	3.8125	3.6436

Source: Compiled by the researcher using primary data

These mean values are represented on a graph in Figure 1.



**Figure 1: Mean Values of responses towards constitutionalism**

Respondents are asked to rate on a 5-point Likert Scale from strongly agree to strongly disagree on the eight parameters to measure constitutionalism. Table 1 indicates subtle differences only in the responses. It can be observed that on all the parameters like respect among juniors and seniors, decision making process, support from college management and HOD (Head of the Department), fair treatment and comfort in raising issues; there is nearly equal variation among the recorded responses. To understand if this difference is significant, the researchers decide to validate this with the help of a hypothesis testing. The following hypothesis is framed for this purpose.

H0: There is no significant difference on constitutionalism based on gender among college teachers.

H1: There is significant difference on constitutionalism based on gender among college teachers.

Following table gives the T-test result, where the abbreviations, MD is Mean Difference, SED is Standard Error Difference, L denotes Lower and U denotes Upper.

**Table 3: Testing of Hypothesis on Constitutionalism**

		Levene's Test for Equality of Variances		T-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	MD	SED	95% Confidence Interval of the Difference	
								L	U	
Cw_Ser Constitutionalism	Equal variance assumed	.03	.955	1.36	418	<b>0.176</b>	0.814	0.60	-.37	1.994
	Equal variance not assumed			1.36	342.1	0.174	0.814	0.59	-.36	1.989

Source: Compiled with the help of primary data analysis using IBM SPSS version 22.2

In Table 3, the significance value of T-test is 0.176. The accepted rule is that if the significance value is less than or equal to 0.05, the null hypothesis is rejected and the alternate hypothesis is accepted. It is observed that the resultant significance value is 0.176 which is greater than 0.05, therefore the null hypothesis “There is no significant difference on constitutionalism based on gender among college teachers” is accepted.

A glance at the mean value of response table indicates that teachers are not welcomed much in the decision-making process. This is mainly because of the current administrative system in place, where in decision making process is vested in the hands of a very few. Equality and fairness of treatment among staff also recorded a low mean value compared to the other sub parameters used in the study. However, from the hypothesis test result, it is concluded that there is no considerable gender-based difference on ‘constitutionalism’ among college teachers in Mumbai. The educational sector adheres to well accepted rules and regulations that governs the functioning wherein individuals cannot take subjective decisions. This is one reason for such a result. Secondly, in a vibrant, diverse city like Mumbai, chances of such gender-based discrimination is minimal.

**Conclusion:** The present research on constitutionalism examines the prevailing situation in the working environment of teachers in degree colleges in Mumbai. Though the number of females working in the education sector is high (Table 1), the study results indicate that this industry in Mumbai is not gender biased and the sector ensures parity in treatment to all its teaching employees despite of the gender. The industry operates in such a way that the aspect of gender doesn’t cause any bias in its functioning. Gender preferences are not seen in constitutionalism and it is indicative of a transparent working atmosphere.

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**Cite This Article:** Pillai R. & Dr. Mallah V. (2024). A GENDER-BASED ANALYSIS OF ‘CONSTITUTIONALISM’ AMONGST COLLEGE TEACHERS OF GREATER MUMBAI. In *Educreator Research Journal*: Vol. XI (Number I, pp. 245–249). **ERJ**. <https://doi.org/10.5281/zenodo.10715513>