



## CREATING EQUAL JOB OPPORTUNITIES IN THE TEACHING SECTOR AT TAMILNADU: PEOPLE'S PERSPECTIVE

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### Abstract

Tamil Nadu is the eleventh largest Indian state by area and the sixth largest state by population (socio-economic statistics India, 2017). The number of qualified teachers is more, and the number of people employed in teaching jobs in the government sector is less. Tamilnadu has a significant amount of qualified people who are educated with competitive skills. The number of opportunities available for job seekers in the teaching sector is less. It is critical to understand the contemporary changes and identify the possible alternative approach to create equal job opportunities for unemployed and qualified people. In this paper, authors discuss the skill level of the currently employed teachers, developing a proposal for providing a teaching job for a defined period and the positive and negative consequence of introducing the substitute strategy.

**Keywords:** Economic Education, Employment, Teaching ability, Opportunity, Skill development, Teaching.

### Introduction

Tamil Nadu has an overall population of 7,21,38,958 as per the census conducted in 2011. Out of the 7-crore total population, the population of rural is at 37.19 million, and the urban population is at 34.95 million (Census of India, 2011). The total population of Tamilnadu in the year 2018 as per estimated data is 80.8856 Million. The literacy rate of Tamil Nadu is 80.33%, which is advanced than India's average of 74.04 %. In rural zones, the literacy rate is 73.80%, and in urban zones, it is 87.24 %. The male literacy rate is at 86.81 % is advanced than the female literacy rate is at 73.86 % (Tamilnadu census, 2011). Teachers working in the elementary level schools are graduates and above. The influencing factor for highly capable teachers in Tamil Nadu is due to the motivations and financial support given to teachers for higher studies by the

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government. More female teachers are available or working than male teachers in Tamil Nadu due to various policy decisions. However, the proportion of employed teachers in the government sector is pretty less compared to the number of available talents as unemployed.

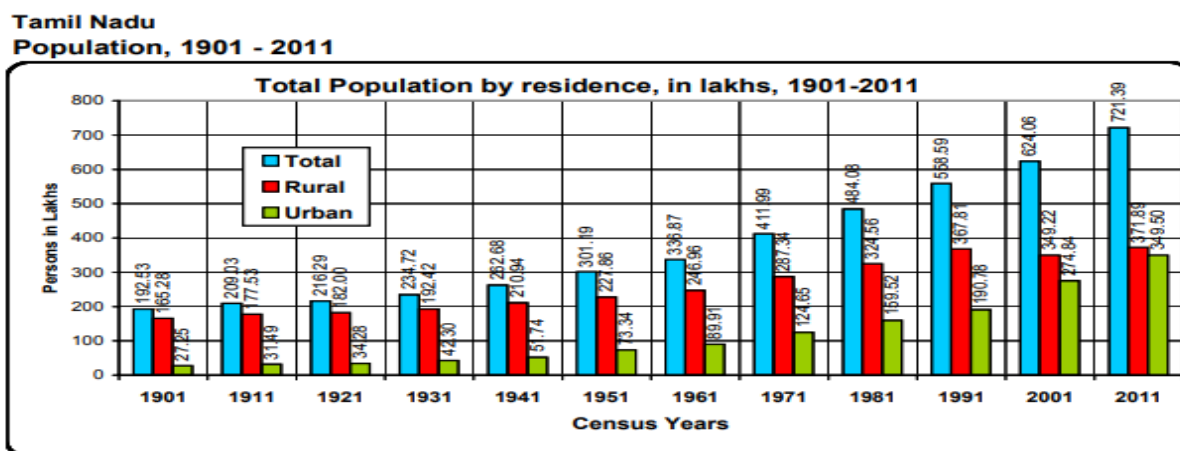


Figure 0 - Total Population in Tamilnadu8

### Motivation

The number of people who have employed in teaching sector with Tamil Nadu state government services is less. The number of qualified young talents who have completed DTed, BEd, MEd, MPhil is more who can also deliver the best. The number of positions in the teaching sector is created for eligible people to apply. However, once someone joins the teaching job, he or she will retire at 58, and that position will be vacant after that only. Due to this, there is very less number of people get an opportunity in the govt sector as a teacher. To develop more job opportunities for the substantial unemployed crowd, it is essential to conduct formal research so that the current employment policy in teaching sector can be restructured. Most of the studies talk about unemployment and the way to reduce it, but we do not see anyone discussed the ability review every five years and the tenure reduction option for the teachers at Tamilnadu.

### Literature review

From the report issued by School Education Statistics Book (2014), firmly five lakh teachers were available in Tamil Nadu state. Majority of the teachers are working in the government sector, and remaining teachers are working in government aided or self-financed schools. Nowadays, the number of private schools are drastically increased even in rural areas because parents wanted to admit their children to private schools for better communication skills based on their perception due to various factors. The literateness proportion in Tamil Nadu state is around 80.33%, which is more than India's average of 74.04 %. The literacy rate in the rural area (73.80 %,) is less than the urban areas (87.24 %). The literacy rate of male (86.81 %) is higher than the female (73.86 %) (National Policy on Education, 2016) . There have been multiple new attempts, and new procedures in the recruitment policy have been introduced in the last five decades. For the three decades i.e., from 1960 till 1991, recruitment was happening at the district level. The list of suitable or qualified candidates supplied by the employment exchange office and selection of the teacher is based on the personal interview. The recruitment policy changes by the government in 1991 and the process of

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interviews was eradicated. By using the newly defined system, the appropriate district employment exchange office would select a list of qualified contenders based on seniority.

School Type	Government	Private Aided	Self finance (private unaided)	Total
Primary Schools	64855	23446	54866	143167
Middle Schools	50508	15312	12919	78739
High Schools	27891	6855	39466	74212
Higher Secondary Schools	73616	36820	102773	213209
Total	216870	82433	210024	509327

Source: School Education Statistics Book 2014

**Figure 1- Shows the teachers employed at Tamilnadu4**

Close to five lakh teachers available in Tamilnadu state. Majority of the teachers employed in the government sector and remaining are employed in aided and self-financed schools. Nowadays, there has been an increase in private schools drastically in rural areas too. This could be because the parents wanted their children to get better improvement and English based education from private schools.

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**Figure 2- Number of teachers at Tamilnadu4**

Category	Rural		Urban		Total
	Male	Female	Male	Female	
Below secondary	591	2069	283	1857	4800
Secondary	4913	13404	1924	10687	30928
Higher secondary	12701	38222	3899	26020	80842
Graduate	27266	71961	10919	62464	172610
Post graduate	34008	54668	15959	45762	150397
M. Phil	9470	9644	5378	8895	33387
Ph. D	200	172	160	176	708
Post Doctorate	34	49	25	69	177
Total	89214	190282	38583	156132	474211

**Figure 3 - Number of elementary teachers by academic qualifications4**

Teachers working in the elementary level schools are graduates and above. The influencing factor for highly capable teachers in Tamil Nadu is due to the motivations and financial support given to teachers for higher studies by the government. More female teachers are available or working than

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male teachers in Tamil Nadu due to various policy decisions. However, the proportion of employed teachers in the government sector is less compared to the number of available talents as unemployed. On top of everything, female teachers get huge respects in society as they earn more in the family. Also, the teaching profession considered as a suitable job for women. (S.Kannappan, J.Inbaraj, S.Manivel, 2016). The liability of performance assessment of teachers is shared among the school headmasters and other educational officers and various directors (Respective level. i.e., elementary, secondary, and senior secondary). Additionally, self-appraisal report needs to be submitted by the teachers to the headmasters. Salary of the school teachers was reviewed and revised as per the advisory of the sixth pay commission. Nevertheless, there were some pay differences exist within the same cadre, and it was reported to One Man Commission during the investigation. One Man Commission was able to fix the incongruities after multiple rounds of arguments. Additionally, non-academic and contract teachers such as art, craft, and music teachers are paid only 5000 INR per month, which is insufficient and hence reported as an issue.

Post	Previous pay scale	Revised pay scale			
		Pay Band		Grade pay	Average pay including grade pay
Higher Grade teachers	3050-75-3950-80-4590	PB-1 Rs. 5200-20200	PB-1	1900	14600
Secondary Grade teachers	4500-125-7000	PB-1 Rs. 5200-20200	PB-1	2800	15500
Specialist teacher	-	-	-	-	-
BT Assistant	5500-175-9000	PB-2 Rs. 9300-34800	PB-2	4400	26450
Tamil Pundit	-	-	-	-	-
Primary School Headmaster	5300-150-8300	PB-2 Rs. 9300-34800	PB-2	4300	26350
Middle School Headmaster	5900-200-9900	PB-2 Rs. 9300-34800	PB-2	4500	26550
PG Assistant	6500-200-10500	PB-2 Rs. 9300-34800	PB-2	4600	26650
High School Headmaster	6500-200-11100	PB-2 Rs. 9300-34800	PB-2	4700	26750
Higher Secondary School Headmaster	8000-275-13500	PB-3 Rs. 15600-39100	PB-3	5400	32750
District Educational Officer/ Inspector of Matric Schools/ Inspector of Anglo Indian Schools/Chief Inspector of Physical Education	8000-375-13500	do	Do	do	do
Chief Educational Officer/ Deputy Director	10000-325-15200	PB-3 Rs. 15600-39100	PB-3	6600	33950
Joint Director	14300-400-18300	PB-4 Rs. 37400-67000	PB-4	8700	60900
Director	16400-450-20000	PB-4 Rs. 37400-67000	PB-4	9500	61700

**Figure 4 - The synopsis of the contemporary salary structure of teachers in the state of Tamil Nadu<sup>5</sup>**

A diminution of 13.9 thousand is exhibited in Public Segment jobs. Similarly, a surge in jobs in the Private segment is sixteen thousand shows the increasing opportunities in Private Sector employment like Agronomy, Educational sector, and Public Administration. (Report on district level estimates for the state of Tamilnadu, 2014 ). Compare then the other states in India, Tamilnadu is one of the tops developed states in terms of industrialization. Urbanization rise in the number of educational institutions, not just the general education but also in the engineering, medical, paramedical, and vocational training are the significant factors which play a role in employment

opportunities. Also, to enhance the employment opportunity of the developing generations, the formal and professional education must go with hands-on experience and such edification must lead to boost the thinking, experiencing and revolutionizing ability so that the growing younger generation will get a better or more opportunity. (Annual area employment market report of Tamilnadu for the year ended 31st March 2014, 2014).

### **Problem statement**

Unemployment is one of the significant challenges in developing countries. Getting employment opportunity in the government sector is a challenging factor nowadays. There are limited positions available for the public to avail. There are many kinds of research performed about unemployment in the private and public sector. Most of the researchers talk about the source for the joblessness and the ways to increase employment. When it comes to teaching sector, the proportion of employed is very little when we compare with the unemployed. This is because of the limited positions and its long tenure. Preparing skills to pass the competitive exam is one critical approach, and creating more position is a necessary approach. By considering the budget for the jobs with the government, increasing more positions are not feasible. So, it is critical to identify a way to increase the number of open positions in the teaching sector.

### **Objectives of the study**

1. To understand the people's opinion about the teaching employment at Tamilnadu.
2. Propose a solution by developing a new strategy for creating more employment opportunities in the Tamil Nadu educational system.
3. To identify a way to improve the quality of the delivery from the teachers.

### **Hypothesis**

H1: Ability test is required to ensure better productivity from the teachers' efficient efforts.

H2: Reducing the tenure of teaching employment may lead to create more employment opportunities.

H3: An alternative strategy is desired to improve more employment opportunities and quality in the teaching sector in Tamilnadu.

### **Methodology**

- 1) Approach: Opinion from the currently employed teachers (Govt) and unemployed people may be different. We firmly believe that the respondents from the various industry with different educational qualifications (teachers and non- teachers) should be able to tell us the truth, as they do not have any intention at this point.
- 2) Sample size and Sampling technique: We have distributed the questionnaires to 2000 people by using WhatsApp and Facebook. Out of 2000, we have received a response from 353 people. Since we wanted to know the opinion from different segments, we have selected a Non-Government Organization (NGO) organization which works to create awareness and developing new strategy in Organic Farming of agriculture have members from various

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sector such as health care, Information Technology, Law and order, Police, Army, Teachers, Hotels and restaurants, Professors, Small and medium business, Transports, etc.

- 3) Questionnaire and data collection: Google survey form used as a tool for distributing the survey. The form contains the introduction about the study, a consequence of doing it, the reason for choosing the respondent segment. There were 21 questions in the way with multiple answers (except a few questions). The questionnaire distributed in two languages (Tamil and English) for the benefits of the respondents.
- 4) Tools and techniques: Google Analytics, MS Excel, and IBM SPSS, are the tools used for analysing the data. Descriptive statistics such as Mean, Standard deviation is used to analyse the data for better interpretation.

#### **Data analysis and Discussion:**

There were 353 participants in this research survey. Respondents are from various employment category, as shown in figure 5. This approach helps us to get transparent feedback with no biasing.

Profession	Frequency	Percent
Agriculture	99	28
Banking Professional	6	1.7
Business Professional	19	5.4
Catering professional	2	0.6
Civil engineer	3	0.8
Daily wages	8	2.3
Government Officer	6	1.7
Healthcare Professional	9	2.5
Home maker	16	4.5
IT Professional	20	5.7
Motor Professional	2	0.6
Police department	2	0.6
Private Sector	73	20.7
Research Development	1	0.3
Retired Officer	6	1.7
Self Employed	18	5.1
Student	16	4.5
Teaching Professional	36	10.2
Un Employed	11	3.1
Total	353	100

Table 1 – Shows the number of respondents from the various profession.

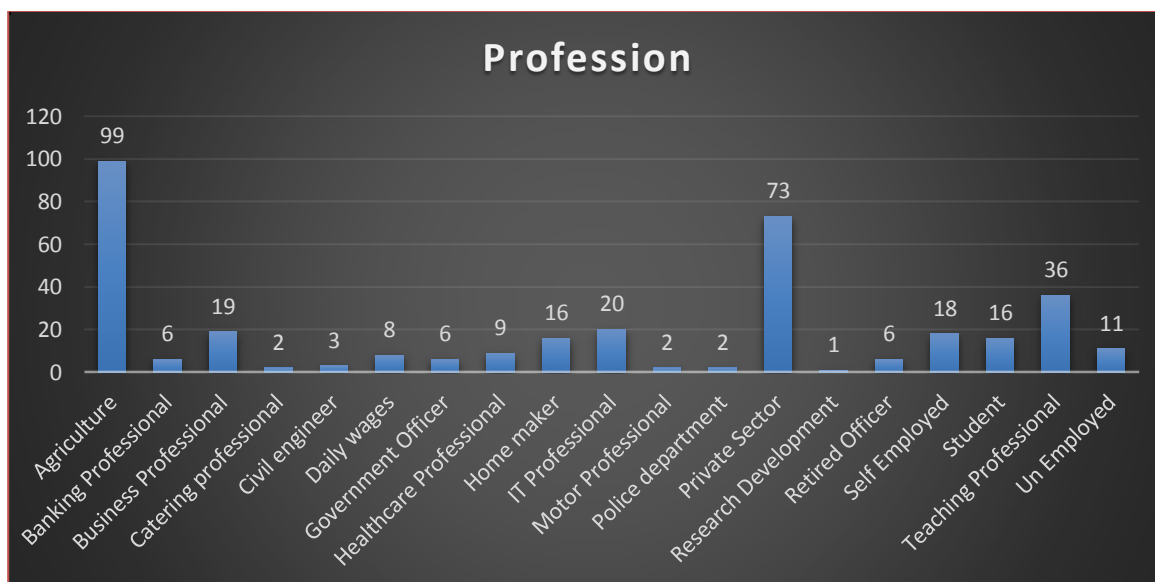


Figure 6 – The number of respondents from the various profession.

The respondents are from various age groups. We have classified in 5 groups such as less than 18 years, 18-30 years, 30-40 years, 40-60 years, and 60 & above — the number of respondents from each group given below in figure 6. Most of the respondents are from 18-60 years and hence the responses can be considered as a reflection of their experience.

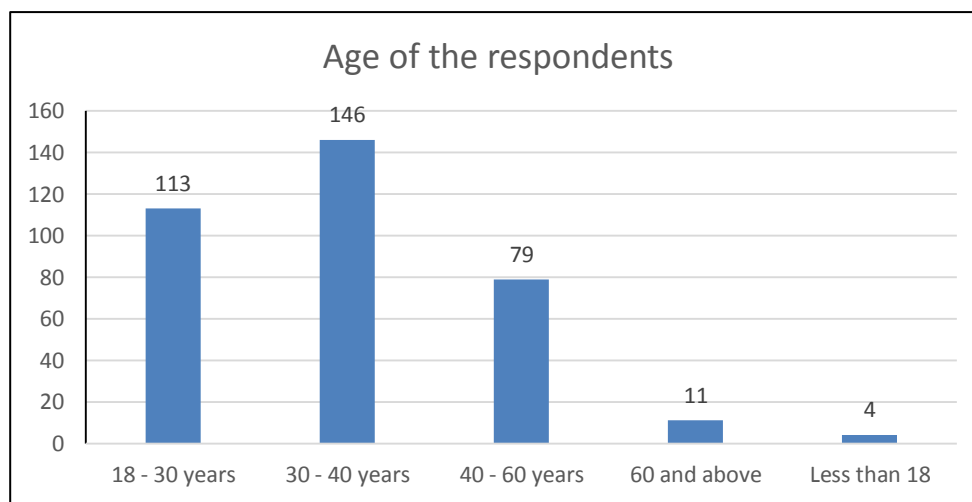


Figure 7 – The number of participants from each age group.

We were intended to collect the educational qualification of the respondents, and hence, we have classified into five categories. i.e., School level, Diploma, Degree, and PG degree. Figure 7 explains the number of participants from different education group. (Figure 7). 85% of the respondents qualified beyond school level education.

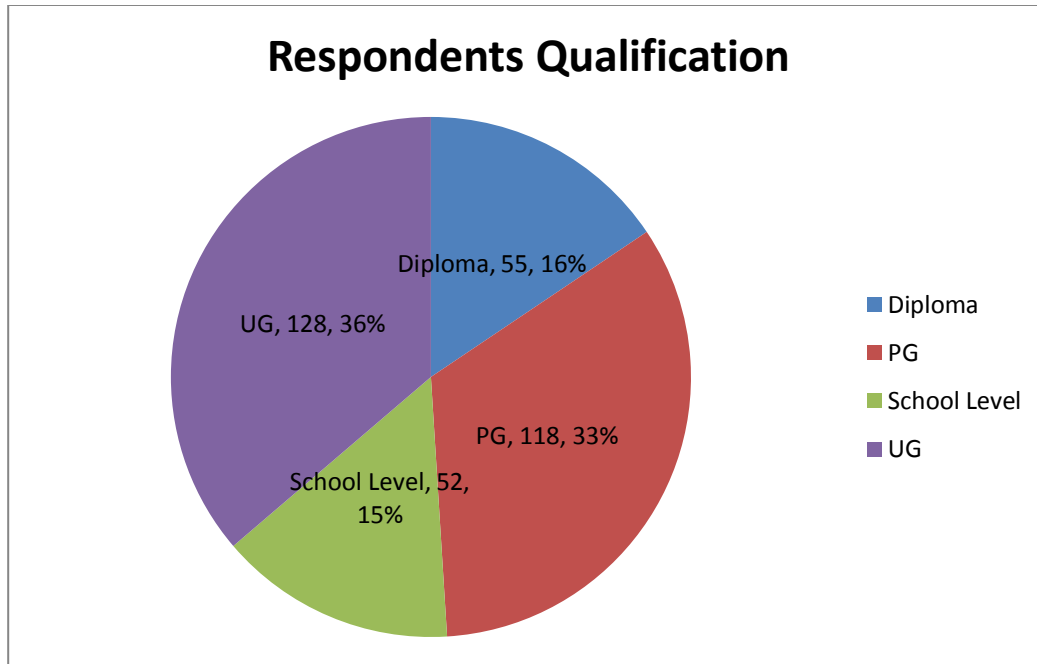


Figure 8 – The respondents from each educational group.

We have received the diversity of responses for the question "Nowadays we come across many strikes by the teacher's union in Tamil Nadu, do you think it is reasonable?". Most majority of the respondents (50%) mentioned as "No," 15 % of the respondents mentioned as "Yes," 13% of them mentioned as the strikes are money and politically motivated and 22% mentioned that the strikes could happen if the reasons are genuine. (Figure 9)

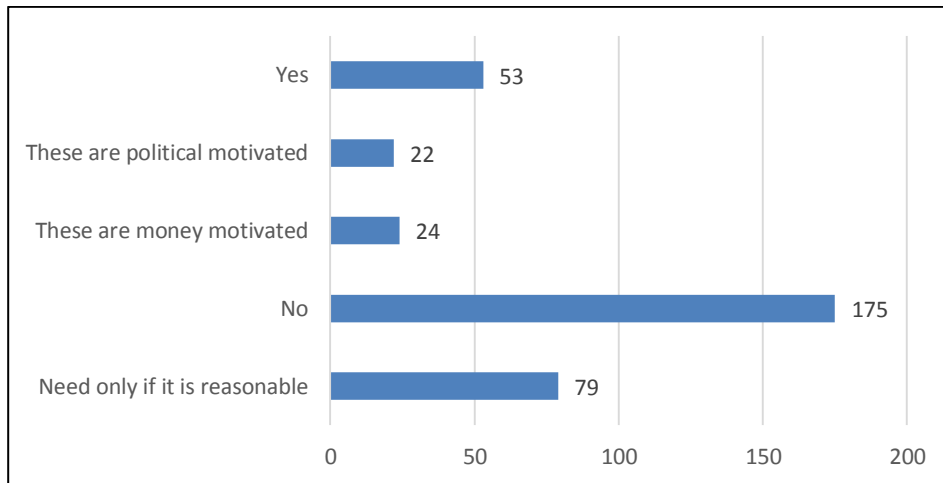


Figure 9 – Shows the response pattern about the strike by the teacher's union.

Majority of the respondents (63.4%) said that the salary paid to the teachers are more. Only 2% of respondents mentioned as "Less," and 27% mentioned as "Moderate." From the response pattern, it is understood that the current salary to the teachers is excellent. (Figure 10)



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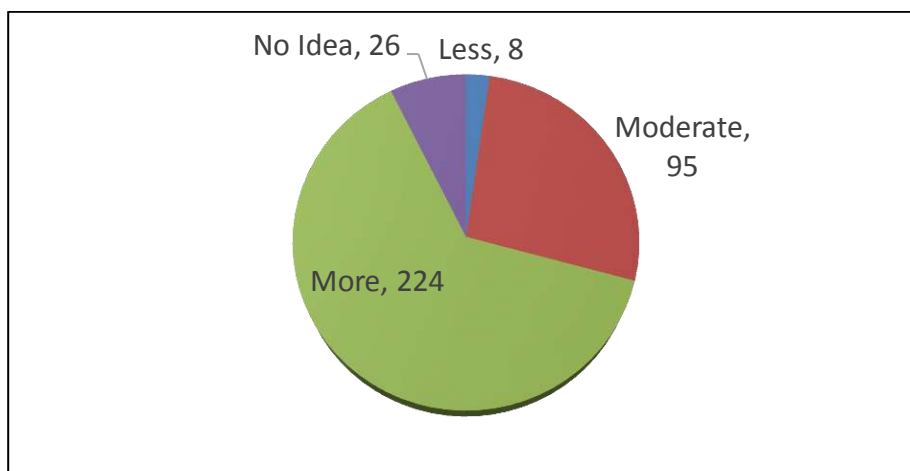


Figure 10 – Shows the response pattern about the salary for teachers.

For the question, "According to you, what should be the salary for teachers per month?", 12% mentioned as 20000, 15% mentioned as 25000, 19% mentioned as 30000, 12.5% mentioned as 35000 and 14.4% mentioned as 40000. Very few people went beyond 40000. 2.8% mentioned as 60000, and 3.4% mentioned as 65000. So, most of the respondents wanted to give a salary for the teachers as 40000 and less. This reflects the people's thought on teachers and the expected salary. (Figure 11).

Salary range	Frequency	Percent	Salary range	Frequency	Per cent
3000	1	0.3	28000	2	0.6
10000	2	0.6	30000	68	19.3
15000	9	2.5	32000	1	0.3
16000	1	0.3	35000	44	12.5
17000	4	1.1	40000	51	14.4
18000	2	0.6	45000	13	3.7
19000	1	0.3	50000	20	5.7
20000	42	11.9	55000	1	0.3
21000	1	0.3	60000	10	2.8
22000	1	0.3	65000	12	3.4
23000	1	0.3	70000	3	0.8
25000	54	15.3	75000	1	0.3
27000	3	0.8	80000	2	0.6
			100000	1	0.3

Table 2 – Shows the response to the salary that can be given to the teachers.

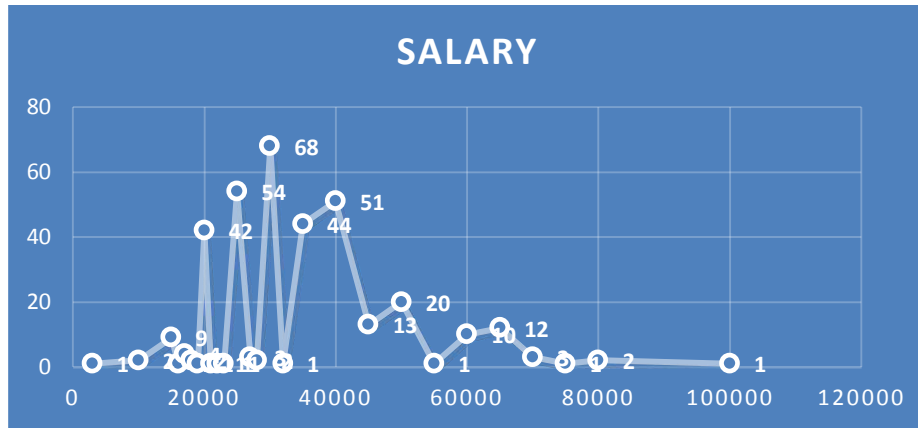


Figure 11 – Shows the response pattern about the salary for teachers.

93% of the respondents mentioned as "Agree" for reviewing teaching ability is needed frequently, at least once in 5 years. 5.7% of the respondents mentioned as "Disagree" to the statement. The response pattern evidences the need for implementing the ability of the appointed teachers every five years to ensure the quality-of-service delivery to the students. (Figure 12). The response pattern also raising a question that the current ability of the teachers and the outcome are reducing the confident and hence they are moving towards private schools.

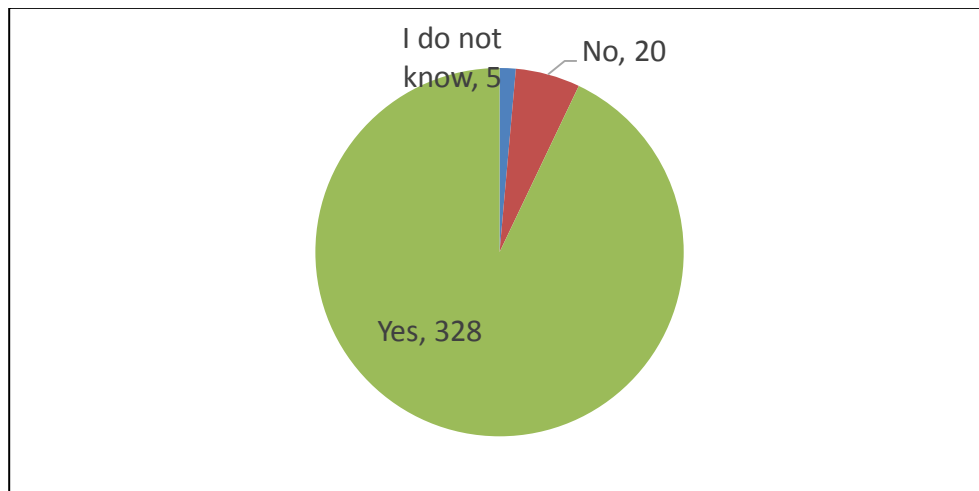


Figure 12 – Shows the response pattern about the need for ability review.

For the question, "Do you think all the appointed teachers are well qualified and able to teach as per contemporary development?". 45% of the respondents mentioned as "No," and 40.5 % of the respondents mentioned as "Only few can do this," and just 14.5% respondents mentioned as "Yes" which means teachers can deliver as expected. So, the voice of the people is that they are unable to deliver as per contemporary development. (Figure 13).

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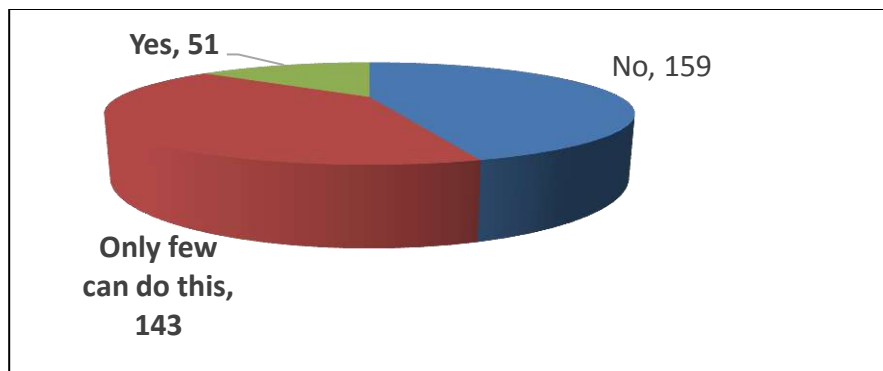


Figure 13 – Shows the response pattern about the need for teaching as per contemporary developments

41.4% of the respondents mentioned that the teachers who are not able to pass the ability test should be removed from a job, and only 4.3% of respondents disagree to it. 19.3% of respondents mentioned that they could remove after three attempts, and 34.6 % of respondents indicated that they should get the opportunity to improve their skills. (Figure 14).

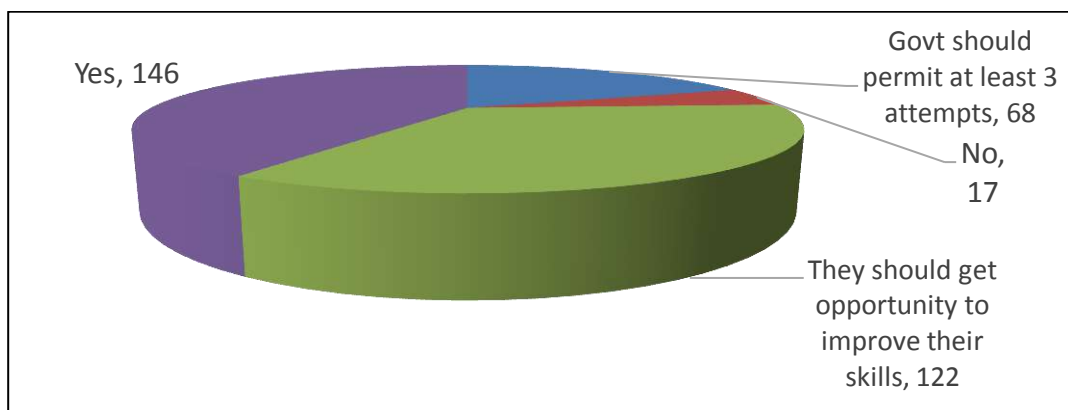


Figure 14 – Response pattern for removing the teachers if they are not able to pass the ability exam.

80.5% of respondents mentioned that the teachers who are not able to pass the ability test should be given training and then measure the ability, and 14.4% disagreed to it. The response pattern indicates that the participants do not want to provide impact to the teachers without giving sufficient opportunity. (Figure 15).

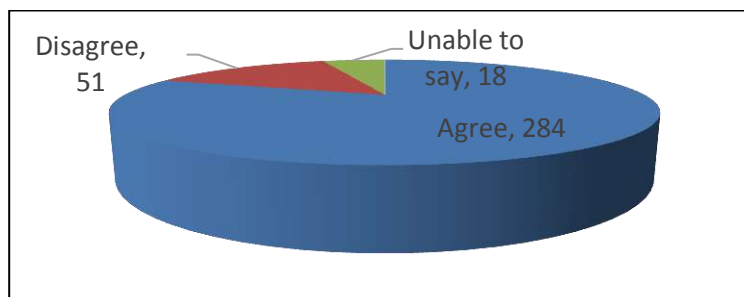


Figure 15 – The response pattern about giving the training and measure the ability.

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For the question “Do you think appointing a teacher for the short term is the right option and will help the society?”, 46.2% of respondents agreed, and 45.6% of respondents disagreed. Almost we see a similar response for each category. (Figure 16).

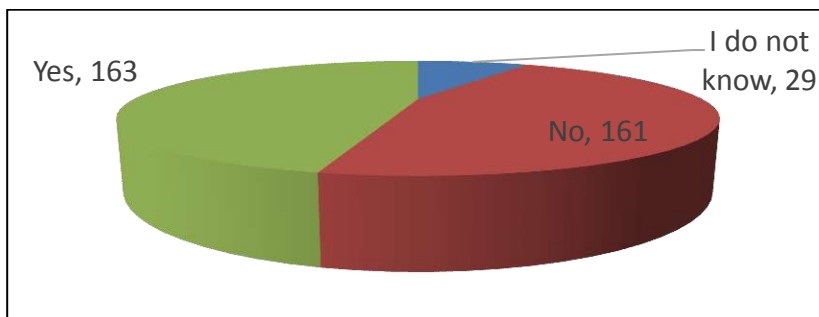


Figure 16 – Shows the response pattern for appointing a teacher for the short term.

70.5% of the respondents agreed that the qualified teachers should be appointed only for 25 years tenure and 23% disagreed. The response pattern expresses the voice of the public, and employment for 25 years should help to qualified young talented teachers. (Figure 17).

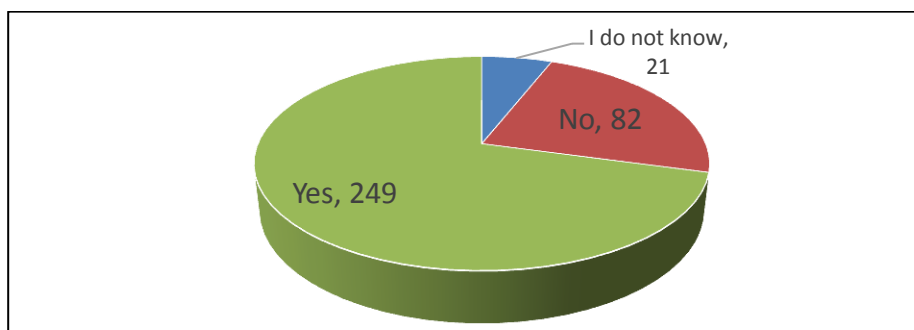


Figure 17 – Shows the response pattern for appointing teachers for 25 years.

72.8% of the respondents agreed to “Teachers who have already completed 25 years can be retired home with the special compensation”, and 20% disagreed to it. Since most majority respondents agreed to it, it seems to be an excellent option to consider by the government of Tamilnadu. (Figure 18).

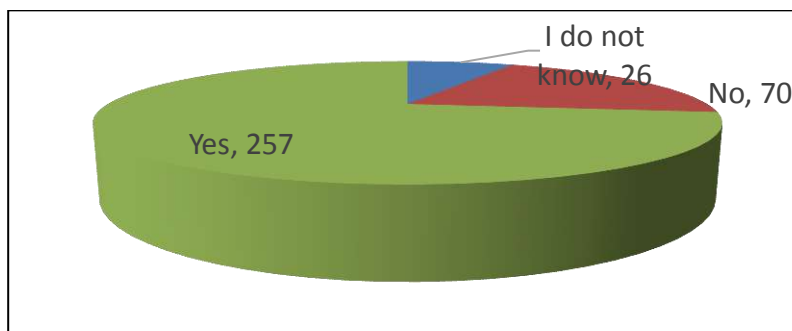


Figure 18 – The response pattern for teachers with 25 years' service with exclusive compensation.

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For the question “Appointing teachers only for 25 years will create an employment opportunity for unemployed and well-qualified people – Do you agree?”, 80% of respondents agreed, and 16.4% disagreed. From the response pattern, we can understand that the well-educated, unemployed young talents will get an opportunity if we implement 25 years tenure-based employment. (Figure 19).

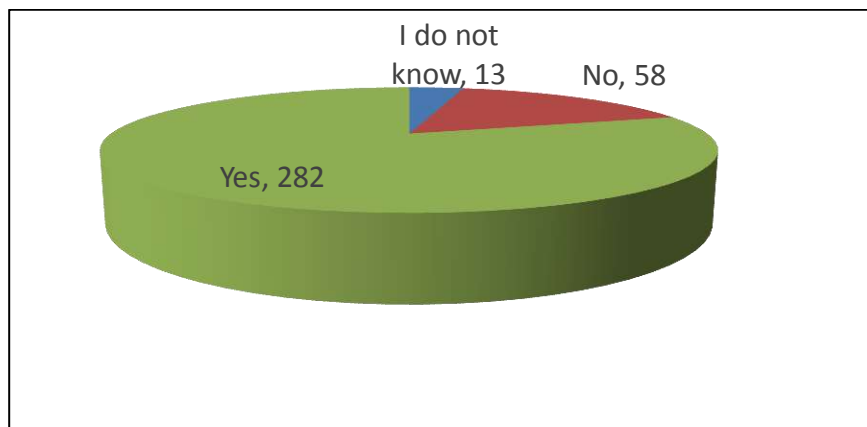


Figure 19 – Shows the response pattern of employment opportunity for unemployed talents.

70.5% of the respondents agreed to “The teachers who are moving out from job after 25 years would be able to survive without any issues”, and 18% disagreed. 11.6% of the respondents have no idea about it. More than two-thirds of the participants felt that the survival of the teachers who will retire after 25 years would not be in question. (Figure 20).

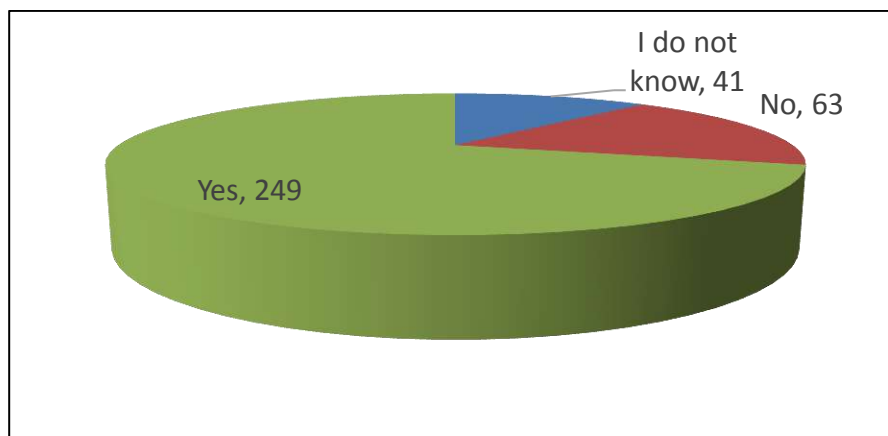


Figure 20 – Shows the response about the survival of teachers after 25 years of service.

Around 80% of the respondents agreed to “Appointing teachers only for 25 years will help to improve the quality of life for the unemployed teachers – Do you agree?”, And 16% disagreed. The outcome indicates that the 25 years' service is pretty good and that also give away for other unemployed well-educated people. (Figure 21).

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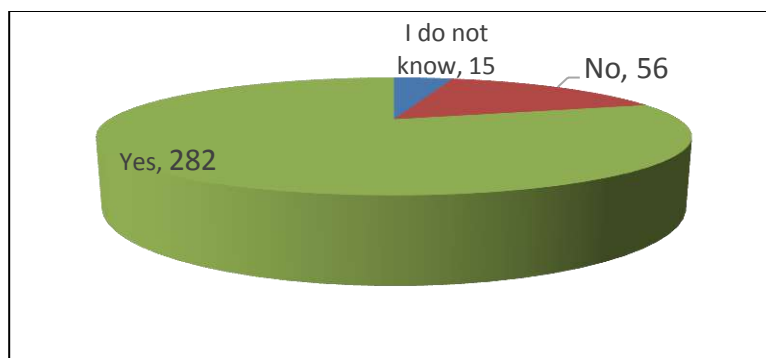


Figure 21 – Shows the response about the quality of life of unemployed if they get a chance.

For the question, “Do you think the same 25 years concept can be implemented in all govt jobs?”, 74% of the respondents agreed, and 22% disagreed. 4% of respondents are not sure about it. Majority of the respondents are willing to implement this concept in all govt sector step by step, as they forecast this proposal will help the society to a great extent. (Figure 22)

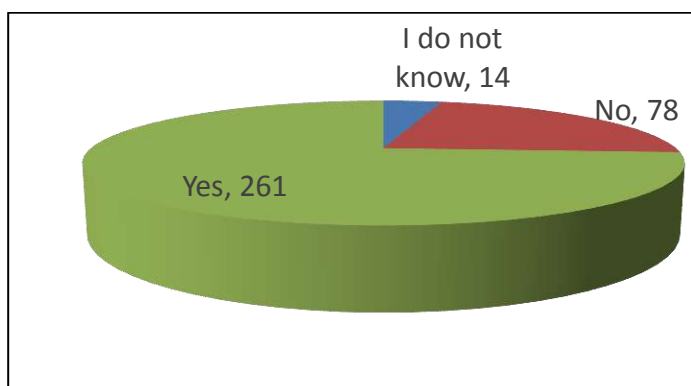


Figure 22 – Shows the response about implementing 25 years concept in other govt sectors.

For the question, "Instead of someone completing life without a government job, it would be good most of the qualified people will also get an opportunity to work in government educational system. – Do you agree?" 84% of respondents agreed, and 13% disagreed. By considering the large and talented unemployed (qualified) teachers, it is worth to consider the alternative approaches for increasing employment in the teaching sector. (Figure 23)



Figure 23 – Shows the response pattern about the opportunity for unemployed.

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91% respondents agreed to “To restructure the employment in government educational system, the government of Tamilnadu should form the committee to initiate the formal research so that it can be implemented based on the outcome - Do you agree?” and 4% disagreed. The response indicates the need for implementing the ability review and 25 years tenure and to understand the positive and negative consequences, and the formal research is unavoidable. (Figure 24)

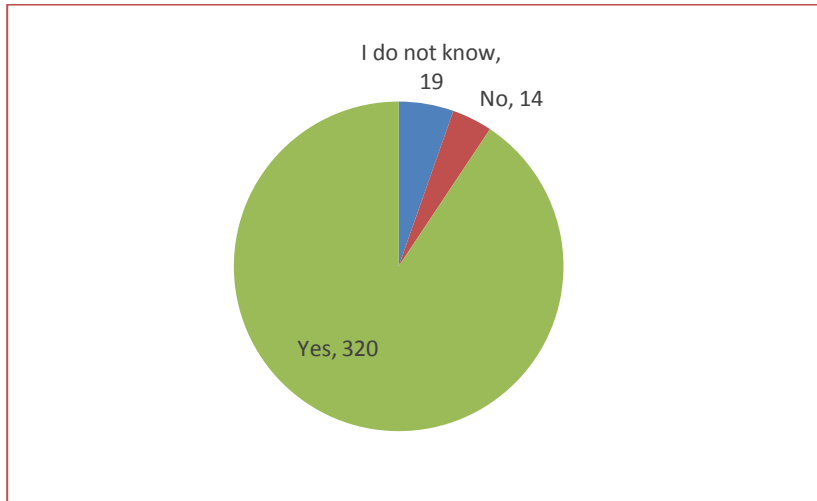


Figure 24 – Shows the response pattern about the opportunity for unemployed.

For the question “To continue the job as a government teacher, the teachers should admit their children in government educational systems only - Do you agree?”, 89%of, the respondents agreed, and 8% disagreed. There may be a different opinion from teachers. However, the common man of Tamilnadu feels it is necessary to be considered and implemented. (Figure 25).



Figure 25 – The response pattern for the need for admitting the children of teachers into government educational institutes.

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Nearly 90% of the respondents agreed to “By admitting the children of government teachers into government educational system, the quality of the teaching will be improved, and the domination of private educational institutions will be reduced - Do you agree?” and 10% respondents disagreed. Since the respondents are from the various profession, this response pattern shows the mindset of the public, and it is necessary for admitting the children of government teachers into government educational institutes so that quality of service can be improved, and domination of private schools will come down. (figure 26)

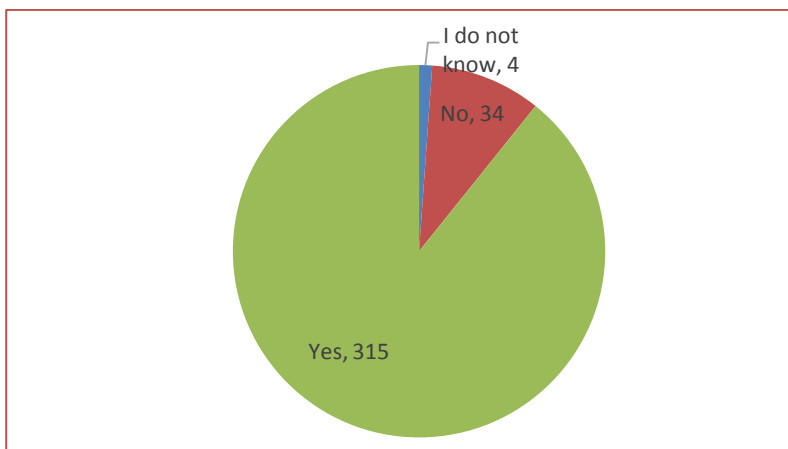


Figure 26 – The benefit of admitting the children of government teachers into government educational institutes.

**H1: Ability test is required to ensure better productivity from the teachers’ efficient efforts.**

From the four questions belongs to the hypothesis, we could see the majority responses are in the "Agree" category, which means the proposal looks good. Also, the mean value of the responses for each question is closure to the maximum value, and the value of standard deviation is within the accepted level statistically. Based on the factors described above, it can be concluded that the null hypothesis "Ability test is not needed to ensure the better productivity from the teachers" is rejected and alternate hypothesis “Ability test is needed to ensure the better productivity from the teachers” is accepted.

Questions	Mean	Std Deviation
Review of teaching ability is needed frequently, at least once in 5 years – Do you agree?	2.92	0.02
Do you think all the appointed teachers are well qualified and able to teach as per contemporary development?	3.15	0.04
Teachers who are not able to pass the ability test should be removed from a job – Do you agree?	2.68	0.04
Teachers who are not able to pass the ability test should be given training and then measure the ability – Do you agree?	3.69	0.04

**Table 3: Approach to an ability test**



***H2: Reducing the tenure of teaching employment may lead to create more employment opportunities.***

Questions	Mean	Std Deviation
Do you think appointing a teacher for the short term is the right option and will help the society?	2.02	0.05
The qualified teachers should be appointed only for 25 years tenure - Do you agree?	2.48	0.05
Teachers who all already completed 25 years can be retired home with the special compensation – Do you agree?	2.53	0.04
Appointing teachers only for 25 years will create an employment opportunity for unemployed and well qualified people – Do you agree?	2.63	0.04
The teachers who are moving out from job after 25 years would be able to survive without any issues – Do you agree?	2.53	0.04
Appointing teachers only for 25 years will help to improve the quality of life for the unemployed teachers – Do you agree?	2.63	0.04
Do you think the same 25 years concept can be implemented in all govt jobs?	2.52	0.04
Instead of someone completing life without government job, it would be good most of the qualified people will also get an opportunity to work in government educational system. – Do you agree?	2.71	0.04

**Table 4: Approach to the employment duration**

From the eight questions belongs to the hypothesis, we could see the majority responses are in the "Agree" category, which means the proposal looks good. Also, the mean value of the responses for each question is closure to a maximum value, and the value of standard deviation is within the accepted level statistically. Based on the factors as mentioned earlier, it can be concluded that the null hypothesis "Reducing the tenure of teaching employment may not lead to increasingly more job" is rejected and alternate hypothesis "Reducing the tenure of teaching employment may lead to increasingly more job" is accepted.

***H3: An alternative strategy is desired to improve more employment opportunities and quality in the teaching sector in Tamilnadu.***

From the three questions belongs to the hypothesis, we could see the majority responses are in the "Agree" category, which means the proposal looks good. Also, the mean value of the responses for each question is closure to the maximum value, and the value of standard deviation is within the accepted level statistically. Based on the aforesaid factors, it can be concluded that the null hypothesis "An alternate strategy is not needed for Tamilnadu to improve more employment opportunities and quality in teaching sector" is rejected and alternate hypothesis "An alternate strategy is needed for Tamilnadu to improve more employment opportunities and quality in teaching sector" is accepted.

Questions	Mean	Std Deviation
To restructure the employment in government educational system, the government of Tamilnadu should form the committee to initiate the formal research so that it can be implemented based on the outcome - Do you agree?	2.87	0.02
To continue the job as a government teacher, the teachers should admit their children in government educational systems only - Do you agree?	2.81	0.03
By admitting the children of government teachers into government educational system, the quality of the teaching will be improved and the domination of private educational institutions will be reduced - Do you agree?	2.80	0.03

**Table 5: Approach to the employment duration**

### **Discussion and Interpretation:**

Three hundred fifty-three participants contributed to this research. Respondents are from various employment category such as agriculture, a banking professional, teaching professional, daily wages, homemakers, IT professionals, and so on. It is essential for us to have respondents from various professions to get honest feedback with no biasing. Also, the respondents are from different age groups. We have classified in 5 groups such as less than 18 years, 18-30 years, 30-40 years, 40-60 years, and 60& above. We were intended to collect the educational qualification of the respondents, and hence, we have classified into five categories. i.e., School level, Diploma, Degree, and PG degree. Every group has respondents from 15 to 30% (~). We have received the diversity of responses for the question "Nowadays we come across many strikes by the teacher's union in Tamil Nadu, do you think it is reasonable?". Most majorities of the respondents (50%) mentioned as "No," and the remaining 50% of respondents said "No," and they are money and politically motivated. Conclusively 63% of the respondents felt the strikes are not needed.

Majority of the respondents (63.4%) that the salary paid to the teachers are more. 27% mentioned as "Moderate." From the response pattern, it is understood that the current salary to the teachers is up to mark, and no further enhancement is needed. For the question, "According to you, what should be the salary for teachers per month?", 12% mentioned as 20000, 15% mentioned as 25000, 19% mentioned as 30000, 12.5% mentioned as 35000 and 14.4% mentioned as 40000. Very few people went beyond 40000. 2.8% mentioned as 60000, and 3.4% mentioned as 65000. So, most of the respondents wanted to give a salary for the teachers as 40000 and less. This reflects the people's thought on teachers and the expected salary. Based on these results, the current salary given to the teachers is much sufficient. 93% of the respondents mentioned as "Agree" for reviewing teaching ability is needed frequently, at least once in 5 years. The response pattern evidences the need for implementing the ability of the appointed teachers every five years to ensure the quality service delivery to the students, which will also impact the society directly. For the question, "Do you think all the appointed teachers are well qualified and able to teach as per contemporary development?". 45% of the respondents mentioned as "No," and 40.5 % of the respondents mentioned as "Only few can do this," and just 14.5% respondents mentioned as "Yes" which means teachers can deliver as expected. Conclusively, around 85% of the respondents felt that they could not deliver as the latest development. This is the voice of the people and the perception towards the teachers and their ability.

41.4% of the respondents mentioned that the teachers who are not able to pass the ability test should be removed from a job, and only 4.3% of respondents disagree to it. 19.3% of respondents mentioned that they could remove after three attempts, and 34.6 % of respondents mentioned that they should get the opportunity to improve their skills. 80.5% of respondents mentioned that the teachers who are not able to pass the ability test should be given training and then measure the ability, and 14.4% disagreed to it. The response pattern indicates that the participants do not want to give an impact on the teachers without giving sufficient opportunity. For the question "Do you think appointing a teacher for the short term is the right option and will help the society?", 46.2% of respondents agreed, and 45.6% of respondents disagreed. Almost we see a similar response for each

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category. The reason for complex pattern could be because of their less understanding of this concept, and hence they do not want to answer blindly. 70.5% of the respondents agreed that the qualified teachers should be appointed only for 25 years tenure and 23% disagreed. The response pattern expresses the voice of the public, and employment for 25 years should help to qualified young talented teachers.

72.8% of the respondents agreed to "Teachers who all already completed 25 years can be retired home with the special compensation", and 20% disagreed to it. Since most majority respondents agreed to it, it seems to be a good option to consider by the government of Tamilnadu. For the question "Appointing teachers only for 25 years will create an employment opportunity for unemployed and well-qualified people – Do you agree?", 80% of respondents agreed, and 16.4% disagreed. From the response pattern, we can understand that the well-educated, unemployed young talents will get an opportunity if we implement 25 years tenure-based employment. 70.5% of the respondents agreed to "The teachers who are moving out from job after 25 years would be able to survive without any issues". More than two-thirds of the participants felt hat the survival of the teachers who will retire after 25 years would not be in question. Around 80% of the respondents agreed to "Appointing teachers only for 25 years will help to improve the quality of life for the unemployed teachers – Do you agree?". The outcome indicates that the 25 years' service is pretty good and that also give away for other unemployed well-educated people.

For the question, "Instead of someone completing life without a government job, it would be good most of the qualified people will also get an opportunity to work in government educational system. – Do you agree?" 84% of respondents agreed, it is worth to consider the alternative approaches for increasing employment in the teaching sector. For the question, "Do you think the same 25 years concept can be implemented in all govt jobs?", 74% of the respondents agreed. Majority of the respondents are willing to implement this concept in all govt sector step by step, as they forecast this proposal will help the society to a great extent. 91% respondents agreed to "To restructure the employment in government educational system, the government of Tamilnadu should form the committee to initiate the formal research so that it can be implemented based on the outcome - Do you agree?" The response indicates the need for implementing the ability review and 25 years tenure and to understand the positive and negative consequences, and the formal research is unavoidable. For the question "To continue the job as a government teacher, the teachers should admit their children in government educational systems only - Do you agree?", 89%of the respondents agreed. There may be a different opinion from teachers. However, the common man of Tamilnadu feels it is necessary. Nearly 90% of the respondents agreed to "By admitting the children of government teachers into government educational system, the quality of the teaching will be improved, and the domination of private educational institutions will be reduced - Do you agree?". Since the respondents are from the various profession, this response pattern shows the mindset of the public, and it is necessary for admitting the children of government teachers into government educational institutes so that quality of service can be improved, and domination of private schools will come down.

**Recommendations:**

1. Based on the response from the various range of respondents, it is inevitable to review the ability of the teachers every five years so that the skill level of the teaching can be ensured.
2. Teachers should be given three attempts to clear their ability, if not their employment will be declared as unsuitable and can be removed from the Job.
3. There should be classroom training to the teachers every year, which will enable the teachers to update their knowledge with the latest tools, techniques, subjects based on contemporary developments.
4. Tenure of the teaching employment can be reduced to 20-25 years, which will trigger the considerable amount of young and talented people getting employment opportunity in the Tamilnadu government educational system.
5. The compensation plan for the teachers who retires after 20-25 years, needs to be defined so that the post-retirement negative impact can be reduced.
6. The government of Tamilnadu and teacher's recruitment board should develop a strategy to form the committee every five years once with different people to do the study and research in the educational system to making quality education policy for the ability review and the 20-25 years tenure employment.
7. Admitting the children to the government school can be made as mandatory so that they will be more attentive to the class and enhancing their skills. This will also bring the confident of the public to admit more child into govt educational institutes.
8. Slowly Govt can make a mandate to admit the children of all Govt employees into govt educational institutes. So that the higher official and teachers will concentrate more as they will be questioned on their performance.
9. By admitting more children into the government schools, more positions can be created, which leads more qualified people will get an opportunity to work in Govt sector.
10. The reasons to be identified on why the government school teachers are admitting their children into private school which will reveal a lot of secrets and solutions.

**Conclusion:**

“Nothing is permanent, but changes. People who resist the changes in life they miss the opportunity to enjoy success. Intelligence is the ability to adapt to change” -Stephen Hawking. “The world hates change, yet it is the only thing that has brought progress” -Charles Kettering. “Growth is impossible without change, and those who cannot change their minds cannot change anything” - George Bernard Sha. It is common that people raise their concern when there is a proposal for the change in the system by the government. However, there are many instances we can understand where the government decided and implemented the policies which resulted in considerable benefits to the people. Based on the current situation, changes should be required to meet the employment fulfilment by selecting the vast and talented young people who are not getting the opportunity or selling their skill set in the private sector with lower income to sustain their life. It is worth to consider the ability review system and teaching employment only for 20-25 years. By implementing

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the ability review system, unqualified teachers can be identified, and opportunity can be given to the teachers who could deliver best. By applying 20-25 years of teaching employment policy, comparatively teachers will retire soon without any issues and can sustain rest of their life without the employment by providing reasonable compensation, and other people also get an opportunity to work the government educational institutes.

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