

## **SUMMARY of “Teaching and gender,” Faisal Bari, Dawn, October 13th, 2023**

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This article sheds light on the issue of low wages and gender dynamics in the teaching profession in Pakistan. The story begins with a driver, Sadiq, quitting his job due to an insufficient salary of Rs40,000 per month. Despite understanding the financial challenges faced by families in urban areas, the employer couldn't afford to pay more. Sadiq, with three children, accumulates debt each month due to expenses such as rent, school fees, and more. Similarly, the author discusses a colleague's daughter, a school teacher with 18 years of education, earning a meager Rs18,000 per month. The author highlights that private schools, which now enroll over 40% of students in Pakistan, depend heavily on female teachers. Yet, these female teachers are paid significantly below the minimum wage. The article explores how this situation arises from a fragmented labor market for female participants and limited job options for educated women. It also addresses the fact that women often see teaching as one of the few socially acceptable career choices. Despite high dropout rates in the early years of teaching, women who remain in the profession tend to make it a long-term career. The article raises concerns about the lack of financial incentives to improve teaching quality and outcomes, ultimately calling for change and highlighting the need for options like a minimum wage for teachers and better career development opportunities for female educators.

### ***Easy/Short SUMMARY:***

The article discusses low wages and gender bias in the teaching profession in Pakistan. It begins with a driver who had to quit due to inadequate pay, leading to financial struggles. The story continues with a school teacher who, despite a Master's degree, earns a low salary. The article points out that private schools



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depend heavily on female teachers who are paid well below the minimum wage. It raises concerns about women having limited job options and teaching being one of the few socially acceptable careers for them. The article calls for better pay, career development, and improved teaching quality.

## ***SOLUTIONS of The Problem:***

### ***Addressing Low Teacher Wages:***

- *Minimum Wage Enforcement:* The government should enforce a minimum wage for teachers to ensure they receive fair compensation.
- *Teacher Training and Development:* Private schools need to invest in teacher training, development, and career advancement to attract and retain quality educators.
- *Financial Incentives:* Introduce financial incentives for teachers based on performance and commitment to improve teaching quality.

### ***Expanding Job Opportunities for Women:***

- *Legislation and Policy:* The government can use legislation and policy, such as quotas, to open up more job markets for women.
- *Diverse Career Options:* Encourage and support the creation of diverse career opportunities for educated women beyond teaching.
- *Social Policy:* Implement social policies that facilitate women's entry into the workforce and provide financial support for families.

## ***IMPORTANT Facts and Figures Given in the article:***

- Sadiq, a driver, quit his job due to a low salary of Rs40,000 per month.
- A school teacher with 18 years of education was earning only Rs18,000 per month.
- Private schools rely on a significant number of female teachers who are paid below the minimum wage.
- High dropout rates among female teachers often result from factors like marriage and family obligations.
- Pakistan has a low female labor force participation rate compared to global

standards.

## ***IMPORTANT Facts and Figures out of the article:***

- Private schools account for over 40% of enrolled students in Pakistan.
- The female labor force participation rate in Pakistan is one of the lowest globally.
- Low-fee private schools rely on a pool of educated females with limited job options.

## ***MCQs from the Article:***

1. *Why did Sadiq, the driver, quit his job?*

- A. Job dissatisfaction
- B. Health issues
- C. Insufficient salary
- D. Relocation

*Answer: C. Insufficient salary*

2. *What percentage of students in Pakistan are enrolled in private schools, as mentioned in the article?*

- A. 10%
- B. 25%
- C. 40%
- D. 60%

*Answer: C. 40%*

3. *What does the article suggest as a potential solution to the issue of low teacher wages?*

- A. Improving teacher training and development
- B. Enforcing a minimum wage for teachers
- C. Encouraging early retirement for teachers
- D. Reducing the number of female teachers

*Answer: B. Enforcing a minimum wage for teachers*



4. *Why do many women see teaching as one of the few socially acceptable career options?*

- A. High income potential
- B. Strong passion for teaching
- C. Limited job opportunities
- D. Lack of educational qualifications

*Answer: C. Limited job opportunities*

## **VOCABULARY:**

1. *Reservation Wage* (noun) (رأبببببب رأبببببب): The minimum wage or income level at which a person is willing to accept a job or perform work.
2. *Fragmented* (adjective) (رأبببببب): Divided or broken into smaller, disconnected parts.
3. *Matriculation* (noun) (رأبببببببببب): The process of enrolling in a university or college, typically involving the completion of secondary education.
4. *Turnover* (noun) (رأببببببب): The rate at which employees leave a company and are replaced by new hires.
5. *Market Forces* (noun) (رأبببببب رأبببببببببب): The supply and demand factors that influence the pricing and distribution of goods and services in a market.
6. *Incentives* (noun) (رأبببببب): Things that motivate or encourage individuals to take specific actions or behave in a particular way.
7. *Legislation* (noun) (رأبببببب): Laws and regulations enacted by a government or legislative body.



8. *Career Development* (noun) (كاريير ديفالوپمنٲ): The process of advancing and improving one's career through education, training, and experience.
  9. *Social Policy* (noun) (سوشل پاليسي): Government policies and actions designed to address social issues and promote the well-being of citizens.
  10. *Reservation* (noun) (ريزيرويشن): A policy or system that sets aside a certain percentage of opportunities or positions for a specific group of people, such as women or minorities.
  11. *Evolutionary* (adjective) (ايولوشنري): Gradual and incremental changes or developments over time.
  12. *Disruptive* (adjective) (ديسروپٲو): Causing significant changes or disturbances, often in a rapid or unexpected manner.
  13. *Equilibrium* (noun) (ايكويلايوم): A state of balance and stability, where opposing forces or factors are evenly matched.
  14. *Performance* (noun) (پرفارمنس): The quality or efficiency of a person's work or actions.
  15. *Quality* (noun) (كواليتي): The standard of excellence or degree of goodness in something, such as teaching quality.
1. *Outcome* (noun) (اوتكوم): The result or consequence of a particular action, event, or process.
  2. *Financial Support* (noun) (فينانسيال سبورت): Assistance in the form of money or resources provided to individuals or families in need.

3. *Quota* (noun) (كوتا): A specific share or portion of something that is allocated to a particular group or entity.
4. *Enforcement* (noun) (إنفاذ): The act of making sure that laws, rules, or regulations are followed and complied with.
5. *Reservation Wage* (noun) (معدل الأجر الاحتياطي): The minimum wage or income level at which a person is willing to accept a job or perform work.

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