

Difference in pay in the private and government sectors in the education industry

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Abstract

The education sector is one of the most diverse sectors in the world leading to rapid development in this industry day by day . But it is a sad truth that the women are paid less than men even in a female dominated workforce . Across the globe , women only earn 77 cents for every dollar earned by men. This exploratory and quantitative research paper aims to study the differences in pay gap in the private and government sector in the education industry . The underlying gap has been further supplemented and assessed using a detailed questionnaire to interview 100 teachers of varied age groups and observing their responses . The results of the study further portray that there is a significant pay gap.

Date of Submission: 07-03-2023

Date of Acceptance: 20-03-2023

I. Introduction

There is a lifetime income gap between men and women , as a result women are retiring into poverty . This persistent wage gap is widespread in all countries and all sectors . This is mainly caused because the work done by women is undervalued , however , the reality is that they work equal or even more than men , this causes an imbalance . United Nations Women's **#StopTheRobbery** campaign raises awareness about gender pay gaps. Women are paid 23% less than males worldwide. A study states that at the current rate of progress, there would be no equal pay until 2069. Employers must eliminate gender bias, work more to retain deserving educators, and show women that they are truly valued in this field . Currently, the education sector is in a pyramid shape with the low paid teachers at the bottom and the male CEO's and principals at top . This model has to be modified under all circumstances , while it is unlikely to disappear in a fortnight , education institutions should take up this issue seriously so that the coming years show a distinctive improvement .

Underlying causes of the gender wage gap

Findings of Francine Blau and Lawrence Kahn

| Potential driver | Share of effect on gender wage gap |
|--------------------------|------------------------------------|
| Industry differences | 17.6% |
| Occupational differences | 32.9% |
| Region | 0.3% |
| Race | 4.3% |
| Education | -5.9% |
| Union membership | -1.3% |
| Experience | 14.1% |
| Unexplainable | 38.0% |

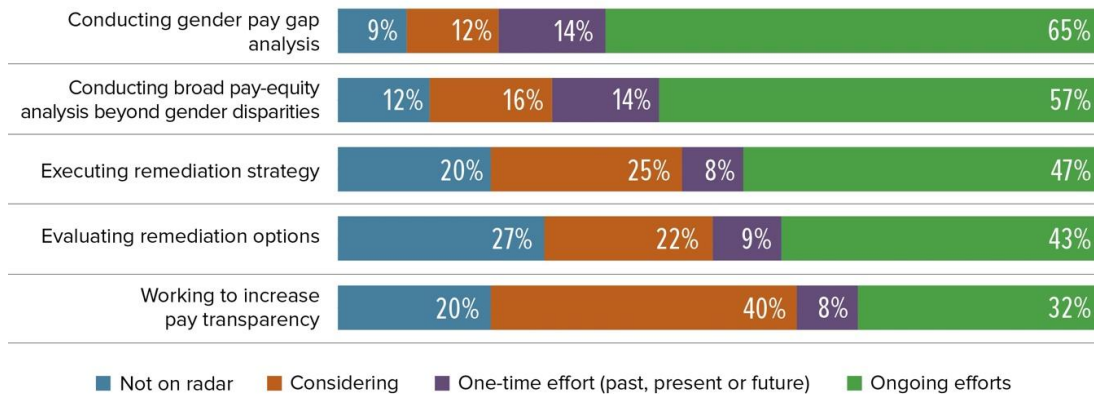
Objectives of the Study

- Review evidence and identify the cause of pay gaps
- Analyze relative impact of different variables on gender pay gaps

- Review effectiveness of certain interventions by Government , Employers and other organizations to reduce pay gaps
- Analyze the perception of teachers on pay gaps
- To provide suitable ways to fix the gender gap

Actions to Address the Gender Pay Gap

To remedy gender-based pay inequities, large organizations are taking the following steps.



Source: WorldatWork, Snapshot Survey: Pay Equity Practices and Priorities report.

II. Research Methodology

• Research Design

Research design is a logical and systematically plan prepared for directing aresearch study. It guides theinvestigator in the process ofcollecting, analyzing, discussing and interpreting data. Descriptive research design isadopted in this study.

• Quantitative Method of Research

Quantitative Research is primarily used to quantify a problem generating numerical data or using statistics.It is used to quantify attitudes, opinions, and behaviors – and generalize resultsfrom a larger sample population. Quantitative data collection methods are waymore structured and organized than Qualitative data collection methods which include people’s beliefs and opinions and focuses on non – numerical data. Quantitative datacollection methods include various forms of surveys – online surveys, papersurveys, mobile surveys and kiosk surveys, face-to-face interviews,telephoneinterviews, longitudinal studies, website interceptors, online polls, andsystematic observations.

For conducting research on “Difference in pay in the private and government sectors in the education industry”, Quantitative Research methods have beenused. The data of 55 respondents has been collected through an onlinequestionnaire by using conveniencesampling which consists of multiple choice questions (MCQ’s). Teachers of different age groups with varied years of experience wereasked to take the survey and responses were recorded.

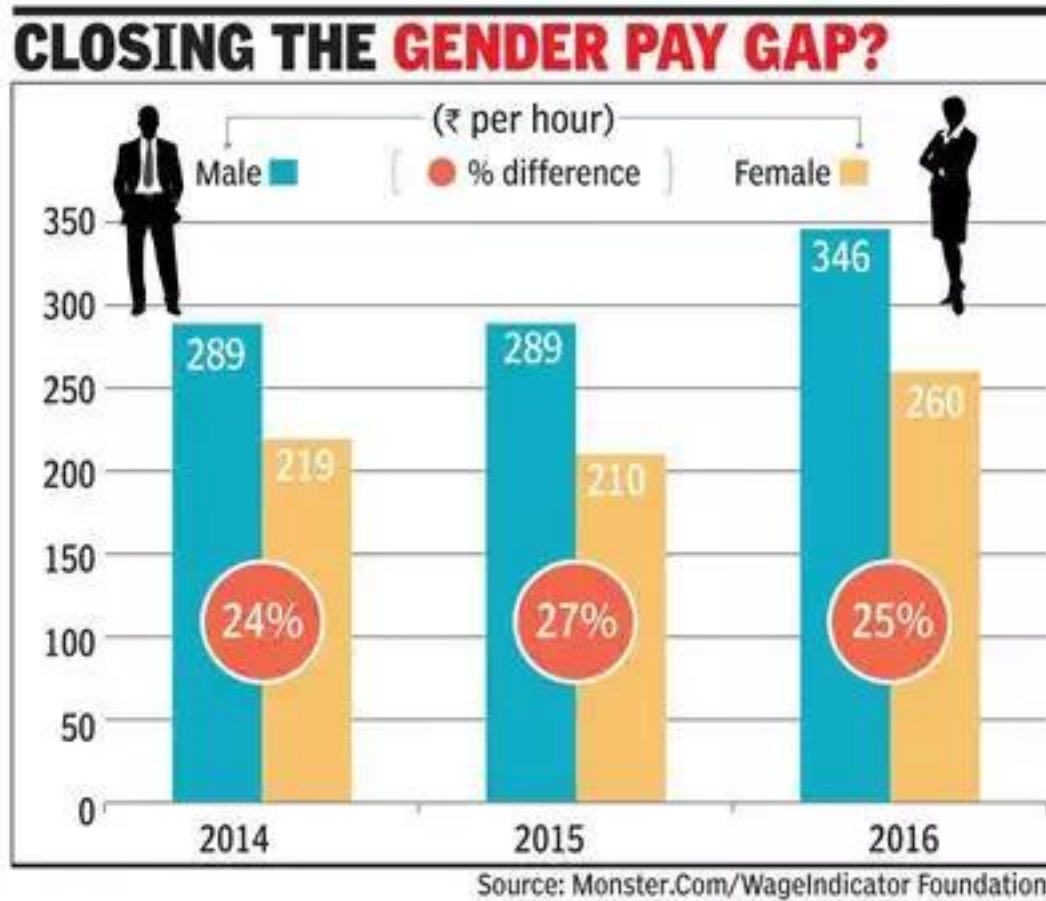
• Data Source – Primary Data Collection

The research is based on primary data collection, which is collectedthroughquestionnaires; however, help of secondary data has also been taken fromexisting articles, magazines , blogs and graphs.

Research was carried out using a structured and concise questionnaire, carefully designedand organized with a standardized set of questions that summarizes theinformation needed for the study to analyze the chosen research area that is on “Difference in pay in the private and government sectors in the education industry”,and derive a logical conclusion. Asample size of 50/75/100 respondents was takenfor the study. The target population included teachers of different age groups butmostly middle aged .

• Research Variables

1. Independent variable: Difference in pay gap
2. Dependent Variable: Differences in salaries , pensions and compensation provided
3. Control Variable: Differences in performance scores , years of experience , job level and job role
4. Exogenous Variable: Any change in pay after the survey



Data Analysis and Interpretation

Demographics: Total Number of respondents = 55, these include teachers teaching in different schools of Haryana with varied years of experience , teaching different subjects of different age groups , teaching different classes which broadly include ; Primary School , Middle School and High School .

Some respondents also include professors from colleges and teachers teaching in a workplace apart from school such as tuitions or through online platforms.

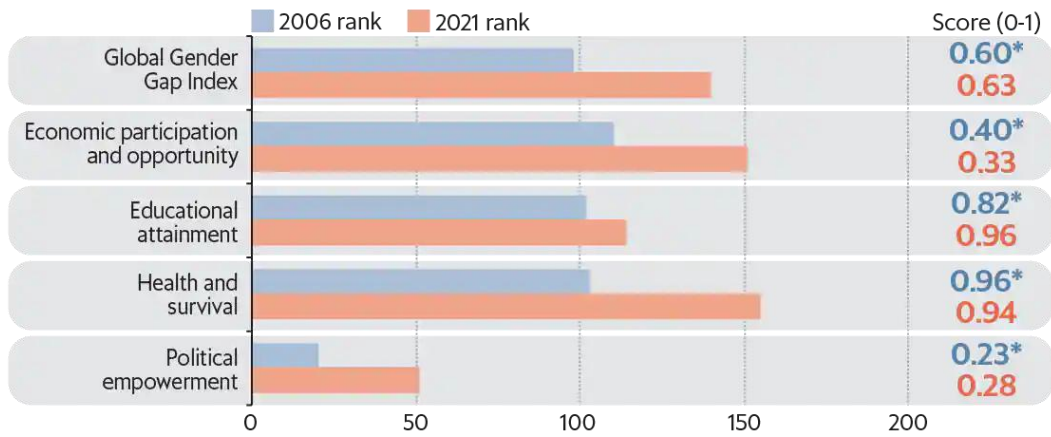
| Description | Frequency |
|----------------|-----------|
| Age | |
| 21-35 years | 16 |
| 36-50 years | 25 |
| Above 50 years | 14 |

| Description | Frequency |
|--|-----------|
| Grades Taught | |
| EYP (Pre- Nursery , Nursery , Kindergarten) | 8 |
| 1-5 | 7 |
| 6-8 | 10 |
| 9-12 | 30 |

| Description | Frequency |
|---------------------|-----------|
| Years of Experience | |
| 1-3 | 7 |
| 4-7 | 10 |
| 8-10 | 14 |

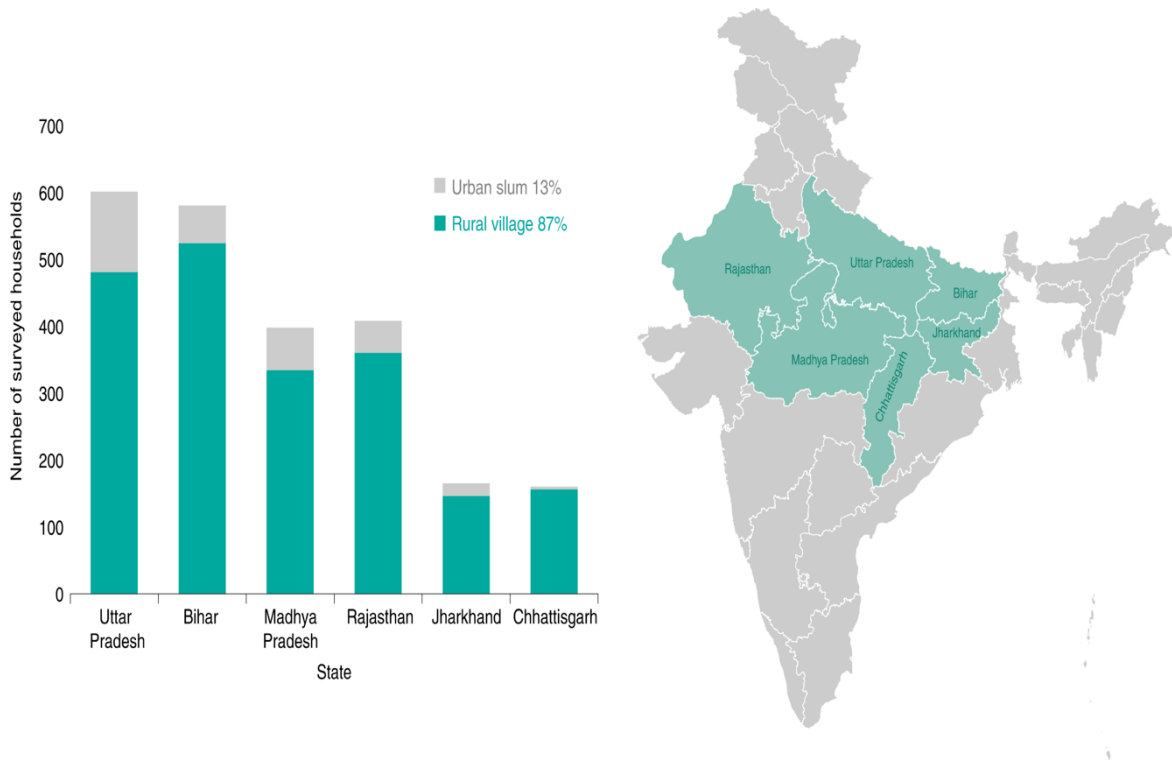
Mind the gap

India has slipped 28 places in the World Economic Forum's Global Gender Gap Report 2021, and is now one of the worst performers in South Asia. It is now ranked 140th among 156 nations.



* Figures closer to 1 indicate greater parity between men and women.

Source: World Economic Forum



Questionnaire Responses

Q1. Thinking about the school you work for, does it have an even mix of men and women, more men than women, or more women than men?

Out of 55 respondents, majority that is 84% of them feel that there are more women than men working however 0.5% of them feel that there are more men than women and the remaining respondents feel there is an even mix of women and men.

5. Thinking about the school you work for, does it have an even mix of men and women, more men than women, or more women than men?

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| | |
|---|----|
| ● Even mix of women | 6 |
| ● More men than women | 3 |
| ● More women than men | 46 |



Q2. Do you think women receive a lesser pay as compared to men?

6. Do you think women receive a lesser pay as compared to men?

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| | |
|---|----|
| ● Yes | 25 |
| ● No | 8 |
| ● Maybe | 20 |
| ● Don't know | 2 |



Out of 55 respondents , 25 of them think that women receive a lower pay , 20 of them are not very sure and 8 of them do not think that women receive a lesser pay.

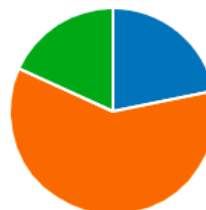
Q3. Are you satisfied with your pay?

7. Are you satisfied with your pay?

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| | |
|---|----|
| ● Yes | 12 |
| ● No | 33 |
| ● Not Sure | 10 |



Out of 55 respondents , 60% of the people are not satisfied with their pay , only 20% of the people are genuinely satisfied , whereas 18% are not sure

Q4. Do you think gender pay gap is a serious issue?

8. Do you think gender pay gap is a serious issue?

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| | |
|---------|----|
| ● Yes | 46 |
| ● No | 3 |
| ● Maybe | 6 |



Out of 55 respondents , 84% of the people think that gender pay gap is a serious issue , only 0.05% of the people don't think so and the remaining are not quite sure.

Q5. According to you , are there differences in pay in all sectors or only the education sector ?

9. According to you , are there differences in pay in all sectors or only the education sector ?

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| | |
|---------------------------------------|----|
| ● All sectors | 48 |
| ● Only the education sector | 4 |
| ● Pay gap does not exist in any se... | 1 |
| ● Don't know | 2 |



Out of 55 respondents , 87% of the respondents think that pay gap exists in all sectors , 0.07% are of the opinion that it exists only in the education sector and 0.01% think that the pay gap does not exist in any sector at all.

Q6. Do you think gender pay gap reporting should be mandatory for all companies / organisations regardless of size?

10. Do you think gender pay gap reporting should be mandatory for all companies / organisations regardless of size?

[More Details](#)

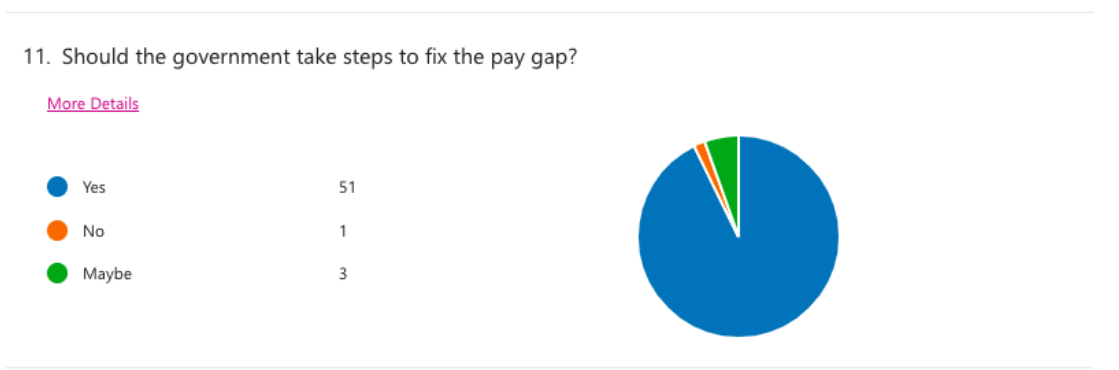
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| | |
|------------|----|
| ● Yes | 49 |
| ● No | 3 |
| ● Not Sure | 3 |



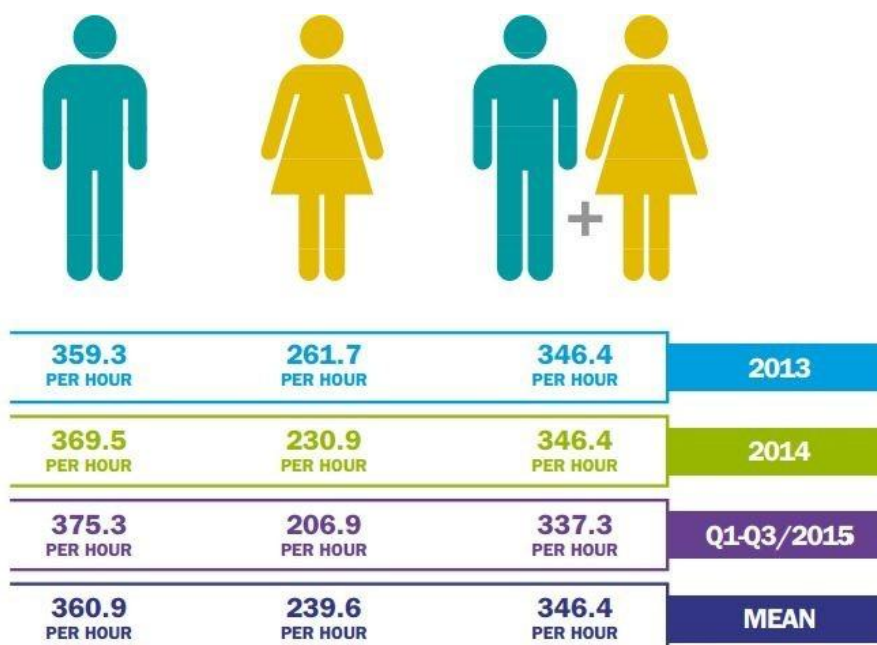
Out of 55 respondents, 89% believe that reporting of pay gap should be mandatory for all companies , the rest are not of the same opinion or are not sure.

Q7. Should the government take steps to fix the pay gap?



Out of 55 respondents, 93% feel that the government should take steps to fix the pay gap , on the other hand 0.01% feel that the government should not take steps and the remaining feel that they are not quite sure.

III. Conclusion

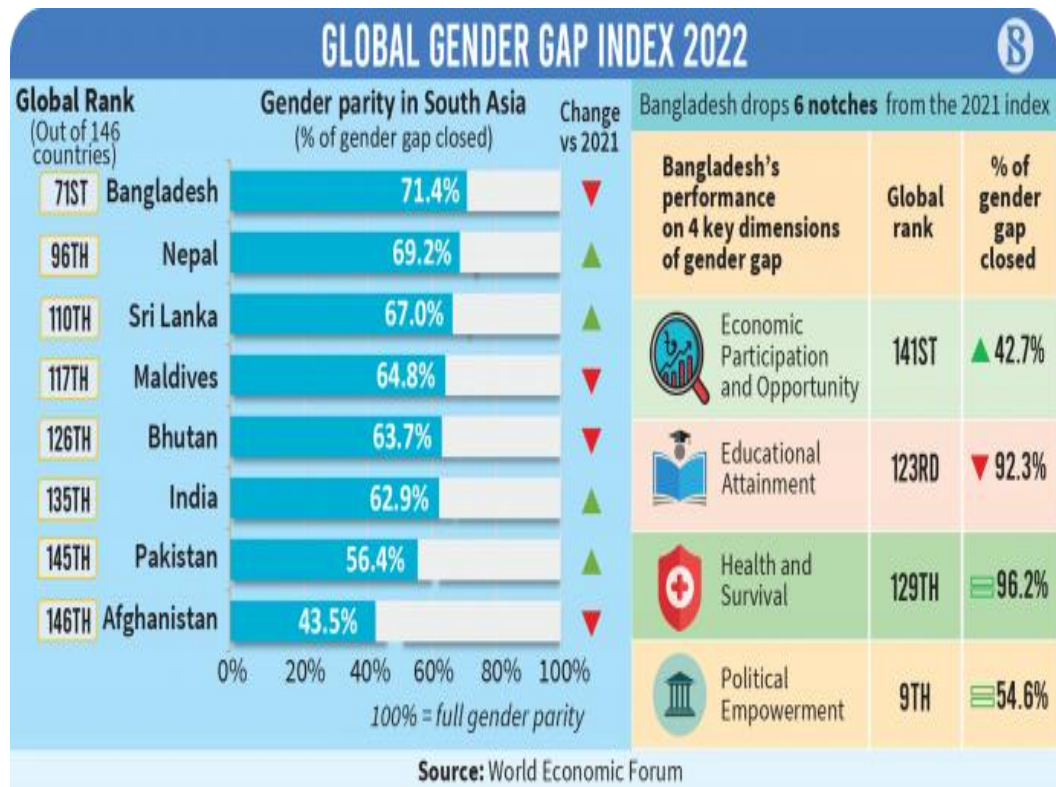


Usefulness of the Research

The research provides a deep insight into understanding the real effect of pay gap in the education industry . It has helped to analyze what teachers perceive of significant pay gaps . It also provides guidance to educators regarding the effect of pay gap in all the industries throughout the country . Lastly the research is not just limited to teachers of just one school or one city , rather it has responses coming from various schools in different cities and states .

Limitations of the Research

- The sample size for conducting the survey is limited to 55 samples and is not sufficient to make concrete recommendation . The limited sample makes it difficult to generalize the conclusion. It could be lacking substance and might prove to be different.
- Moreover , time was another was a big concern in this research . in the short duration of only a few days it was not able to cover varied sections of the society because of which this research is not restricted has been restricted to teachers and professors of only few educational firms .
- The result of the analysis made in the study depends fully on the accuracy / reliability of information given by respondents.



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Sahira Taneja. "Difference in pay in the private and government sectors in the education industry." *IOSR Journal of Economics and Finance (IOSR-JEF)*, 14(2), 2023, pp. 49-56.