

Employment opportunities of women in Kashmir valley

Dr. Gulnaz

Lecturer School Education, Kashmir, Jammu and Kashmir, India

Abstract

The present study was to access the employment opportunities among women's. A sample of 245 women was drawn randomly from various professions from Kashmir Valley. Information Blank I and Information Blank II were development to collect the year wise classified data regarding the enrolment of women in higher education and year wise information regarding the professional status of women in various professions. The results of the study shows that doctors are selected through Common Entrance Test conducted by Board of Professional Entrance Examine, J&K (BOPEE), 50 % quota is reserved for boys and 50% for girls. Engineers are selected by Competitive Examine conducted by Board of Professional Entrance Examine, J&K (BOPEE), selection is made irrespective of gender. Administrative Officers selected through Civil Officers Examination conducted by Public Service Examination, J&K (PSC), selection is made on the basis of merit without any discrimination. Agriculture and Veterinary Science selected through Competitive Examine conducted by Board of Professional Entrance Examine, J&K (BOPEE), selection is made without any reservation to male and female. Lawyers are provided license by Bar Court of J&K and Bar Council of India without any preference to gender. Munsiffs are selected by Public Service Commission; J&K through Competitive exam Kashmir Court Officers, male and female have equal chance of participation. Lecturers are selected by public service Commission in an open competition without reservation to any sex.

Keywords: employment, women, opportunities, Kashmir

Introduction

Women have a distinct role to play in the development of the nation. In the role of a mother, woman shapes the personality and character of her children and hence the character of the nation. As a housewife, she maintains the productivity of human capital within the household through proper management of home. Apart from this, a woman herself represents a unity of human capital, and is therefore capable of making contribution to the economy of the nation. For a country like ours, people—both male and female are the only abundant asset. Women constitute nearly half of the population. There cannot be True Development or growth of a nation with half its population living in ignorance, withdrawn from the mainstream unrecognised, and unaccounted for. In this background, women rank as very important resource in the nation's development.

Shrivastava Nisha and Shrivastava Ravi (2009) [9] analysed the trends and pattern of women's employment in rural India using unit data from two types of large scale surveys. It shows that while rural women's employment has grown over the decades, there has not been much improvement in outcomes. Women are still largely concentrated in agriculture as self-employed or casual labour. Women workers face various forms of discrimination, including job-typing that pushes them in low paying jobs. Results show that higher work participation does not indicate higher welfare; only when accompanied by higher education, and /or assets does it lead to better employment outcomes. Further, education may not positively influence a woman's participation in work, but for women who are in the workforce, education is the most

important determinant of better quality non-agricultural work. Pearson, Quinn M. (2008) [25] role overload, job satisfaction, leisure satisfaction, and psychological health were measured for 155 women who were employed full time. Role overload was negatively correlated with psychological health, job satisfaction, and leisure satisfaction. Job satisfaction and leisure satisfaction were positively correlated with psychological health. The role overload was the strongest predictor of psychological health and that job satisfaction and leisure satisfaction, respectively, added significantly to the prediction equation.

Objective of the study

1. To Study the Growth of Women in various professions (Medicine, Engineering, Administration, Agriculture and Veterinary Science, Legal Officers and Teaching.

Hypothesis

1. There is uniform progression of employment opportunities for men and women in various professions.

Sample

The purpose of determining the educational extent and employment opportunities of women in Kashmir, the period of reference was fixed as (2001-2010). Thus all the women/girls who had entered into the academic professional colleges and Universities during last ten years (2001-2010) determined the extent of the enrolment of women in higher education. On the other hand all the women who have entered in the professions of Medicine, Engineering, Computer applications,

Administration, Agriculture and Veterinary sciences, Judiciary (Lawyers, Munsiff), Teaching (+2level, college and university) during the above mentioned period determined the extent of employment opportunities.

Data Gathering Devices

Phase-I: In this phase following tools were employed

1. Information Blank-I: The information blank-I was developed by the investigator with the purpose of getting classified data regarding the year-wise enrolment of

women in higher education (B.A, B.Sc, B.Com, BCA, B.Sc Agriculture, B.Ed, M.A, M.Sc, M.Com, M.Ed, MCA, MBBS, BDS, M.Sc Agriculture, BVSc, LLB, LLM, MOS.Com).

2. Information Blank-II: The information blank-II was developed and administered to collect the year-wise information regarding the professional status of women in various professions namely Medicine, Engineering, Agricultural Sciences, Veterinary Sciences, Unani Medicine, Judiciary, Administration and Teaching.

Analysis and Discussion

Table 1: Showing the status of male and female in Assistant Surgeons (MBBS) from year 2001 to 2010

S. No	Year	Total No. of Assistant Surgeons	Male	% age of Male	Female	% age of Female
1	2001	60	32	53.33	28	46.66
2	2002	32	13	40.62	19	59.37
3	2003	-	-	-	-	-
4	2004	-	-	-	-	-
5	2005	222	124	55.85	98	44.14
6	2006	-	-	-	-	-
7	2007	90	60	66.66	30	33.33
8	2008	-	-	-	-	-
9	2009	-	-	-	-	-
10	2010	263	190	72.24	73	38.42

(-) no selection

The quick look of the above table shows the status of male and female assistant surgeons (MBBS) selected from 2001 to 2010. The above table depicts 53.33% male and 46.66 female were selected in the year 2001, 40.62% male and 59.37% female were selected in 2002, the above table also confirms that there is no selection in 2003, 2004, 2006 and 2009. 55.85% male and 44.14% female were selected in 2005,

66.66% male and 33.33% female were selected in 2007 and 72.24% male and 38.42% female were selected in 2010.

Further, the above table depicts that higher percentage of male admitted in the year 2010 were 72.24%. While on the other hand highest percentage of female selected in the year 2002 were 59.37%.

Table 2: Showing the status of male and female Dental Surgeons (BDS) from year 2001 to 2010

S. No	Year	Total No. of Dental Surgeons	Male	% age of Male	Female	% age of Female
1	2001	-	-	-	-	-
2	2002	14	10	71.42	4	28.57
3	2003	-	-	-	-	-
4	2004	-	-	-	-	-
5	2005	31	20	64.51	11	35.48
6	2006	-	-	-	-	-
7	2007	-	-	-	-	-
8	2008	-	-	-	-	-
9	2009	140	75	53.57	65	46.42
10	2010	6	5	83.33	1	16.66

(-) no selection

The quick look of the above table shows the status of male and female Dental Surgeons (BDS) selected from 2001 to 2010. The above table depicts 71.42% male and 28.57% female were selected in the year 2002, 64.51% male and 35.48% female were selected in 2005, the above table also confirms that there is no selection in 2001, 2003, 2004, 2006

and 2007. 53.57% male and 46.42% female were selected in 2009, 83.33% male and 16.66% female were selected in 2010. Further, the above table depicts that highest percentage of male selected in the year 2010 was 83.33%. While on the other hand highest percentage of female selected in the year 2009 was 46.42%.

Table 3: Showing the status of male and female Medical Officer Unani (BUMS) from year 2001 to 2010

S. No	Year	Total No. of Medical Officers	Male	% age of Male	Female	% age of Female
1	2001	-	-	-	-	-
2	2002	4	4	100	0	0
3	2003	-	-	-	-	-
4	2004	38	34	89.47	4	10.52
5	2005	-	-	-	-	-
6	2006	16	15	93.75	1	6.25
7	2007	31	22	70.96	9	29.03
8	2008	-	-	-	-	-
9	2009	35	27	77.14	8	22.85
10	2010	-	-	-	-	-

(-) no selection

The quick look of the above table shows the status of male and female Medical Officer Unani (BUMS) selected from 2001 to 2010. The above table depicts 100% male and 0.0% female were selected in the year 2002, 89.47% male and 10.52% female were selected in 2004, the above table also confirms that there is no selection in 2001, 2003, 2005, 2008 and 2010. 93.75% male and 6.25% female were selected in

2006, 70.96% male and 29.03% female were selected in 2007 and 77.14% males and 22.85% females were selected in 2009.

Further, the above table depicts that highest percentage of male selected in the year 2002 was 100%. While on the other hand highest percentage of female selected in the year 2007 was 29.03%.

Table 4: Showing the status of male and female Engineers from year 2001 to 2010

S. No	Year	Total No. of Engineers	Male	% age of Male	Female	% age of Female
1	2001	-	-	-	-	-
2	2002	4	4	100	0	0
3	2003	2	2	100	0	0
4	2004	33	31	93.93	2	6.06
5	2005	3	3	100	0	00
6	2006	-	-	-	-	-
7	2007	174	157	90.22	17	9.77
8	2008	63	58	92.06	5	7.93
9	2009	141	136	84.47	25	15.52
10	2010	156	121	77.56	35	22.43

(-) no selection

The quick look of the above table shows the status of male and female Engineers selected from 2001 to 2010. The above table depicts 100% male and 0.0% female were selected in the year 2002, 100% male and 0.0% female were selected in 2003, 93.93% male and 6.06% female were selected in 2004, 100% male and 0.0% female were selected in 2005, 90.22% male and 9.77% female were selected in 2007, 92.06% male

and 7.93% female were selected in 2008, 84.47% males and 15.52% females were selected in 2009 and 77.56% males and 22.43% females were selected in 2010.

Further, the above table depicts that highest percentage of male selected in the year 2002 and 2003 was 100%. While on the other hand highest percentage of female selected in the year 2010 was 22.43%.

Table 5: Showing the status of male and female Administrative Officers from year 1999 to 2010

S. No	Year	Total No. of Candidates	Male	% age of Male	Female	% age of Female
1	1999	99	95	95.95	04	4.04
2	2002	50	45	90.00	05	10
3	2004	28	24	85.71	04	14.28
4	2008	26	25	96.15	01	3.84
5	2010	133	113	84.96	20	20

The quick look of the above table shows the status of male and female Administrative Officers selected from 1999 to 2010. The above table reveals that 95.95% males and 4.04% females were selected in 1999, 90.00% males and 10.00% females were selected in 2002, 85.71% males and 14.28% females were selected in 2004, 96.15% males and 3.84%

females were selected in 2008 and 84.96% males and 20% females were selected in 2010.

Further, the above table depicts that higher percentage of male selected in the year 1999 was 97.73%. While on the other hand highest percentages of females selected in the year 2007 was 23.07%.

Table 6: Showing the status of male and female Agriculture Assistants (BSc) from year 2001 to 2010

S. No	Year	Total No. of Agriculture Assistant	Male	% age of Male	Female	% age of Female
1	2001	13	13	100	0	0
2	2002	1	1	100	0	0
3	2003	2	2	100	0	0
4	2004	2	2	100	0	0
5	2005	57	54	94.73	3	6.27
6	2006	0	0	0	0	0
7	2007	1	1	100	0	0
8	2008	35	24	68.57	11	31.42

(-) no selection

The quick look of the above table shows the status of male and female Agriculture Assistants (BSc) selected from 2001 to 2010. The above table depicts 100% male and 0.0% female were selected in the year 2001, 100% males and 0.0% females were selected in 2002, the above table also confirms that there is no selection in 2006, 2009 and 2010. 100% males and 0.0% females were selected in 2004, 94.73% males and 6.27% females were selected in 2005 and 100% males and 0.0%

females were selected in 2007, 68.57% males and 31.42% females were selected 2007 and 69.23% males and 30.76% females were selected in 2009.

Further, the above table depicts that higher percentage of male selected in the year 2001, 2002, 2003, 2004 and 2007 were 100%. While on the other hand highest percentage of female selected in the year 2008 was 31.42%.

Table 7: Showing the status of male and female Assistant Veterinary Science (BVSc) from year 2001 to 2010

S. No	Year	Total No. of Assistant Surgeons	Male	% age of Male	Female	% age of Female
1	2001	14	11	78.57	3	21.42
2	2002	29	24	82.75	5	17.24
3	2003	-	-	-	-	-
4	2004	34	30	88.23	4	11.76
5	2005	10	10	100	0	0
6	2006	25	23	92.00	2	8.00
7	2007	21	19	90.47	2	9.52
8	2008	-	-	-	-	-
9	2009	13	9	69.23	4	30.76
10	2010	-	-	-	-	-

(-) no selection

The quick look of the above table shows the status of male and female Assistant Veterinary Science (BVSC) selected from 2001 to 2010. The above table depicts 78.57% male and 21.42% female were selected in the year 2001, 82.75% males and 17.24% females were selected in 2002, the above table also confirms that there is no selection in 2003, 2008 and 2010. 88.23% males and 11.76% females were selected in

2004, 100% males and 0.0% females were selected in 2005 and 92.00% males and 8.00% females were selected in 2006, 90.47% males and 9.52% females were selected 2007 and 69.23% males and 30.76% females were selected in 2009.

Further, the above table depicts that higher percentage of male in the year 2005 was 100%. While on the other hand highest percentage of female in the year 2009 was 30.76%.

Table 8: Showing the status of male and female Lawyers registered from year 2001 to 2010

S. No	Year	Total No. of Lawyers	Male	% age of Male	Female	% age of Female
1	2001	93	69	74.19	24	25.81
2	2002	62	48	77.4	14	22.60
3	2003	157	92	58.59	25	41.40
4	2004	89	67	75.28	22	24.72
5	2005	99	74	74.74	25	25.26
6	2006	104	78	75	26	25.0
7	2007	127	99	77.95	28	22.05
8	2008	129	100	77.52	29	22.48
9	2009	141	113	80.14	28	19.86
10	2010	156	127	81.41	29	18.59

The quick look of the above table shows the status of male and female Lawyers registered to High Court J&K from 2001 to 2010. The above table revealed that 74.19% males and 25.81% females were registered in 2001, 77.4% males and

22.60% females were registered in 2002, 58.59% males and 41.40% females were registered in 2003, 75.28% males and 24.72% females were registered in 2004, 74.74% males and 25.26% females were registered 2005, 75% males and 25%

females were registered 2006, 77.95% males and 22.05% females were registered in 2007, 77.52% males and 22.48% females were registered in 2008, 80.14% males and 19.86% females were registered in 2009 and 81.41% males and 18.59% females were registered in 2010.

Further, the above table depicts that higher percentage of male registered in the year 2010 was 81.41%. While on the other hand highest percentage of female registered in the year 2003 was 41.40%.

Table 9: Showing the status of male and female Judicial Officers from year 2001 to 2010

S. No	Year	Total No. of Judicial officers	Male	% age of Male	Female	% age of Female
1	2001	5	5	100	0	0
2	2002	2	1	50	1	50
3	2003	10	9	90	1	10
4	2004	1	1	100	0	0
5	2007	2	0	0	2	100
6	2008	4	4	100	0	0
7	2010	27	19	70.37	8	29.62

The quick look of the above table shows the status of male and female Judicial Officers from 2001 to 2010. The above table revealed that 100% males and 0% females were selected in 2001, 50% males and 50% females were selected in 2002, 90% males and 10% females were selected in 2003, 100% males and 0% females were selected in the year 2004, 0% males and 100% females were selected in the year 2007, 100% males and 0% females were selected in the year 2008, 70.37% and 29.62% were selected in the year 2010 -2011.

Further the table reveals that highest percentage of male selected was 100% in 2001 and 2004 while as the highest percentage of female selected was 100% in 2007.

Table 10: Showing the status of male and female +2 Lecturers from year 2001 to 2010

S. No	Year	Total No. of +2 Lecturers	Male	% age of Male	Female	% age of Female
1	2001	-	-	-	-	-
2	2002	9	6	66.66	3	33.33
3	2003	66	20	30.30	46	69.69
4	2004	22	13	59.09	9	40.90
5	2005	-	-	-	-	-
6	2006	15	8	53.33	7	46.66
7	2007	17	14	82.35	3	17.64
8	2008	416	257	61.77	159	38.22
9	2009	165	132	80.00	33	20.00
10	2010	556	402	72.30	154	27.69

The quick look of the above table shows the status of male and female +2 lecturers selected from 2001 to 2010. The above table depicts 66.66% male and 33.33% female were selected in the year 2002, 30.30% male and 69.69% female were selected in the year 2003, 59.09% male and 40.90% female were selected in the year 2004, 53.33% male and 46.66% female were selected in the year 2006, 82.35% male and 17.64% female were selected in the year 2007, 61.77% male and 38.22% female were selected in the year 2008, 80% male and 20.0% female were selected in the year 2009 and

72.30% male and 27.69% female were selected in the year 2010.

Further the table reveals that highest percentage of male selected was 82.35% in 2007 while as the highest percentage of female selected was 69.69% in 2003.

Table 11: Showing the status of male and female College Lecturers from year 2001 to 2010

S. No	Year	Total No. of College	Male	% age of Male	Female	% age of Female
1	2001	74	49	66.21	25	33.78
2	2002	-	-	-	-	-
3	2003	6	5	83.33	1	16.66
4	2004	9	5	55.55	4	44.44
5	2005	9	5	55.55	4	44.44
6	2006	7	6	85.71	1	14.28
7	2007	96	53	55.20	43	44.79
8	2008	4	2	50.00	2	50.00
9	2009	80	49	61.25	31	38.75
10	2010	55	36	65.45	19	34.54

The quick look of the above table shows the status of male and female College Lecturers selected from 2001 to 2010. The above table depicts 66.21% male and 33.78% female were selected in the year 2001, 83.33% males and 16.66% females were selected in 2003, 55.55% male and 44.44% female were selected in 2004, 55.55% male and 44.44% female were selected in 2005 and 85.71% male and 14.28% female were selected in 2006, 85.71% male and 14.28% female were selected in 2007, 50% male and 50% female were selected in 2008, 61.25% male and 38.75% female were selected in 2009 and 65.45% male and 34.54% female were selected in 2010. Further, the above table depicts that highest percentage of male selected in the year 2006 was 85.71%. While on the other hand highest percentage of female selected in the year 2008 was 50.0%.

Table 12: Showing the status of male and female Academic University Lecturers from year 2001 to 2010

S. No	Year	Total No. of Academic University Lecturers	Male	% age of Male	Female	% age of Female
1	2001	11	7	63.63	4	36.36
2	2002	12	11	91.66	1	9.09
3	2003	13	10	76.92	3	23.07
4	2004	7	4	57.14	3	42.85
5	2005	5	3	60.00	2	40.00
6	2006	10	8	80.00	2	20.00
7	2007	28	24	85.71	4	14.28
8	2008	4	4	100.00	0	0.00
9	2009	10	6	60.00	4	40.00
10	2010	12	10	83.33	2	16.66

The quick look of the above table shows the status of male and female Academic University Lecturers from 2001 to 2010. The above table revealed that 63.63% male selected in 2002, 76.92% male and 23.07% female were selected in 2003, 57.14% male and 42.85% female were selected in 2004, 60% male and 40% female were selected 2005, 80% male and 20% female were selected 2006, 85.71% male and 14.28% female were selected in 2007, 100% male and 0.0% female were

selected in 2008, 60% male and 40% females were selected in 2009 and 83.33% male and 16.66% female were selected in 2010.

Further, the above table depicts that highest percentage of male selected in the year 2008 were 100%. While on the other hand highest percentage of female selected in the year 2004 were 42.85%.

Table 13: Showing the status of male and female Technical Academic University Lecturers from year 2001 to 2010

S. No	Year	Total No. of Technical Academic University Lecturers	Male	% age of Male	Female	% age of Female
1	2001	17	15	88.24	2	11.76
2	2002	7	4	57.14	3	42.86
3	2003	1	1	100	0	0
4	2004	15	14	93.33	1	6.67
5	2005	13	11	84.62	2	15.38
6	2006	9	9	100	0	0
7	2007	1	1	100	0	0
8	2008	NA				
9	2009	NA				
10	2010	NA				

NA: Not Available

The quick look of the above table shows the status of male and female Technical Academic University Lecturers. The above table depicts that 88.24% male lecturers and 11.76% were selected in 2001, 57.14% male lecturers and 42.86% female lecturers were selected in 2002, 100% male lecturers were selected in 2003, 93.33% male and 6.67% female were selected in 2004, 84.62% male lecturers and 15.38% female lecturers were selected in 2005 and 100% male lecturers were selected in 2006 and 2007.

On the basis of above results, the objective which reads as, "To Study the Growth of Women in various professions (Medicine, Engineering, Administration, Agriculture and Veterinary Science, Legal Officers and Teaching)" has been accomplished.

Conclusion

It is concluded that there is non-uniform progression of women's in various professions. It is evident from the above analysis that there is increased progression of female in Veterinary and Agricultural Sciences, Administrative Services, Engineering and Judiciary, while as there is irregular trend in medicine and teaching professions. *Thus the hypothesis which reads as, "There is uniform progression of employment opportunities for men and women in various professions", stands partially rejected.*

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