



सत्राची फाउंडेशन, पटना  
शोध, शिक्षा एवं प्रकाशन की सभासदोंकी संस्था

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**WOMEN EMPOWERMENT - I**

**Editor**  
Anand Bihari

**Chief Editor**  
Kamlesh Verma

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# Harmonizing the Work-Life Balance Yoga as a Stress Management Approach for Teachers in Higher Education

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## **Abstract**

This paper examines the potential for yoga to help teachers in higher education achieve a healthy work-life balance and reduce stress. Teachers frequently experience stress and burnout as a result of the demanding academic environment, which has an adverse effect on their health and ability to instruct. A complete toolkit for stress management is offered by yoga's holistic practises, which include physical postures, controlled breathing, mindfulness, and meditation. Teachers can improve emotional resilience, self-awareness, stress hormone regulation, and mental and physical wellness by including yoga into their daily schedules. This strategy is advantageous to teachers as a whole and has a beneficial knock-on effect for the entire educational community. By incorporating yoga into professional development and wellness programmes, educational institutions play a significant part in promoting work-life balance. In the end, integrating yoga into work-life balance offers a transforming way to improve teachers' wellbeing, establish a good learning environment, and raise the standard of education.

**Key Words:** Yoga, Practices, Mindfulness, Work-Life Balances, Wellness

## **Introduction**

Teachers have a crucial impact on how their students' futures are shaped in the fast-paced and demanding environment of higher education. The expectations and obligations that come with this position, however, can frequently create an imbalance between work and home life, which can increase stress levels and increase the risk of burnout. It is crucial to address educators' well-being and mental health while they work to deliver high-quality education. Incorporating yoga into daily routines is a promising way to reduce stress and improve general wellbeing. Yoga offers a comprehensive and long-lasting approach to stress management for higher education teachers by balancing work and life. Yoga is a whole method that combines physical postures, controlled breathing, mindfulness, and meditation. It is not just a physical workout. This comprehensive strategy helps to lessen stress, improve mental clarity, and promote emotional toughness.

Balancing work and life through yoga is an effective stress-reduction strategy for higher education teachers. Teachers can improve their physical, mental, and emotional well-being by embracing the holistic concepts of yoga, which will ultimately result in a more adaptable and content teaching staff. Integrating yoga into professional development programmes and campus resources might help create a more peaceful and productive academic atmosphere as institutions increasingly value teacher wellbeing.

### **Importance of Work-Life Balance for Teachers in Higher Education**

It is impossible to overestimate the significance of work-life balance for professors in higher education. The importance of work-life balance for teachers in higher education is highlighted by a number of important factors, which are listed below:

**Enhanced Teaching Effectiveness:** Teachers who maintain a positive work-life balance are better able to concentrate on their teaching duties and interact with students in a meaningful way. They can focus more time and effort on creating interesting lesson plans, giving prompt feedback, and encouraging meaningful interactions both within and outside of the classroom.

**Reduced Stress and Burnout:** The academic setting in higher education can be challenging, with high standards for research, publishing, and teaching effectiveness. Teachers who don't maintain a healthy work-life balance are susceptible to burnout and ongoing stress. Setting aside time for leisure pursuits, relaxation, and hobbies can reduce these risks and enhance mental and emotional health.

**Increased Creativity and Innovation:** Taking pauses and being involved in extracurricular activities helps foster creativity and innovation. Teachers who have balanced lives may contribute novel viewpoints and ideas to their curriculum development, instructional strategies, and research projects.

**Better Physical Health:** A balanced lifestyle frequently incorporates time for exercise and a healthy diet. Regular exercise can enhance general well-being, increase vigour, and help teachers maintain the strength required for the demands of both teaching and research.

**Promotion of Institutional Well-Being:** Teachers who are able to balance their professional and personal obligations benefit from a great work environment that is supportive of one another. As a result, faculty members develop a sense of community and cooperation.

### **Growing Concerns over Teacher Stress and Burnout**

There has been an alarming surge in stress and burnout among educators as a result of the demanding nature of teaching combined with many outside influences. These worries are primarily caused by the following factors:

**Workload and Expectations:** Lesson planning, grading, classroom management, and administrative duties are common heavy workloads for teachers. High expectations for student achievement, standardised tests, and curriculum requirements can put a great deal of stress on teachers and students.

**Lack of Resources:** A lack of resources, such as instructional materials, technology, and support personnel, can make teaching more stressful. Inadequate resources can make it difficult for teachers to deliver good lessons and might add to their workload.

**Administrative demands:** Administrative duties including paperwork, data input, and

following rules can interfere with teaching time and lead to burnout among teachers. When it interferes with the primary goal of educating children, the administrative burden can be especially annoying.

**Emotional Demands:** Teachers frequently develop strong bonds with their students and emotionally invest in their welfare. Stress can be increased by having to deal with the many demands, behavioural problems, and personal problems of students.

**Lack of Autonomy:** Due to standardised curricula and strict instructional rules, teachers may feel that they have little influence over their teaching strategies and the environment in their classrooms. Feelings of dissatisfaction and helplessness may result from this lack of independence.

**Insufficient Support:** Teachers may experience feelings of isolation and under preparedness to meet the demands of their positions due to a lack of professional development opportunities, mentoring, and emotional support. Burnout and increased stress can both be caused by a lack of support.

**Parental and Community Pressures:** Parents, members of the community, and administrators frequently put pressure on teachers, each with their own expectations and demands. Managing these outside demands might make teaching's already difficult challenges much more difficult.

**Lack of Work-Life Balance:** For teachers, the line separating work and home life might blur, creating an imbalance that compromises their general wellbeing. Over time, this imbalance may cause burnout.

**Impact on Student Learning:** Teachers' capacity to deliver high-quality instruction and engage with students may suffer when they are under stress or burnout. This may have a negative effect on students' academic performance and experiences in general.

### **Role of Yoga as a Promising Stress Management Approach**

Through its holistic approach to addressing the physical, mental, and emotional difficulties of modern living, yoga has emerged as a viable and effective stress management technique. Here is a look at yoga's potential as a stress-reduction technique:

**Physical Relaxation:** Yoga positions and stretches that encourage relaxation and body tension release are practised. These exercises enhance circulation, ease muscle tension, and lessen the physical effects of stress.

**Stress Reduction Through Breath Control:** The autonomic nervous system is directly impacted by the yoga breathing technique known as pranayama. The parasympathetic nervous system is activated by practises like deep breathing and alternate nostril breathing, which promote relaxation and a decrease in stress hormones.

**Regulating Stress Hormones:** Research has shown that doing yoga can cause a reduction in cortisol, the main stress hormone. Stress and anxiety are often reduced as a result of this drop in cortisol levels.

**Enhanced Emotional Resilience:** Yoga enables people to be objective in their observation of their thoughts and feelings. Yoga's self-reflective component encourages emotional resilience, allowing practitioners to handle situations with more composure.

**Better Sleep:** Prolonged stress can have a detrimental effect on how well you sleep. Yoga's soothing and relaxation practises can improve sleep quality and restfulness by regulating the sleep cycle.

**Enhanced Well-Being and Mood:** Yoga practise encourages the creation of neurotransmitters linked to a pleasant mood as well as the release of endorphins, which lifts one's mood. As a result, you may feel better overall and experience less tension and anxiety.

**Holistic Wellness:** Yoga provides a well-rounded approach to overall wellness by addressing the physical, mental, and emotional elements of stress. Yoga encourages a balanced and healthy lifestyle by supporting each of these elements.

### **Understanding the Challenges of Work-Life Balance for Teachers**

When it comes to striking a healthy work-life balance, teachers are faced with a special set of difficulties. Significant challenges that affect their well-being may be brought about by the demands of their employment combined with outside causes. To address these issues and assist teachers in sustaining a sustainable and happy profession, it is essential to comprehend these obstacles. The following are some major obstacles to teachers' achieving work-life balance:

**Heavy Workload:** Teachers frequently balance a variety of tasks, such as lesson planning, grading, classroom management, and extracurricular activities. Due to the overwhelming number of responsibilities, working hours may be prolonged, leaving little time for leisure and personal pursuits.

**Extended Hours:** In addition to teaching in the classroom, teachers also devote time outside of the typical school day to tasks including planning lessons, going to meetings, and engaging in professional development. The distinction between work and personal time may become hazy as a result.

**Administrative Tasks:** Completing paperwork, entering data, and adhering to laws are just a few of the time-consuming administrative tasks that may eat up valuable teaching and personal time.

**Pressure to Perform:** Teachers frequently experience pressure to perform at a high level academically, produce favourable student results, and perform well in assessments. This pressure may result in increased stress and a persistent sense of urgency.

**Mental and Emotional Demands:** Managing the various requirements of students, behavioural concerns, and emotional problems can be emotionally taxing. Teachers devote a lot of emotional energy to their kids, which can eventually lead to burnout.

**Lack of autonomy:** Some educators believe that their creativity and ability to adapt their teaching strategies to the requirements of their pupils is hampered by standardised curricula and instructional guidelines.

**Expectations from parents and the community:** Teachers may face pressure from parents, neighbours, and administrators, each with their own demands and expectations. This range of expectations might be difficult to balance.

**Professional Development:** Attending conferences, workshops, and training sessions can take teachers away from their classes and increase their workload, even if professional

## **development is crucial for advancement.**

**Short Breaks:** During the school day, instructors may find it challenging to rest and attend to personal needs because of the short breaks and short lunch intervals.

**Financial Pressures:** Some teachers experience financial difficulties that force them to take on other jobs or obligations in order to make ends meet, making it even harder for them to balance their personal and professional lives.

**Seasonal Intensity:** The school year is frequently punctuated by moments of greater intensity, such as test and report card periods, which can result in more stress and a worsening of work-life balance at these times.

### **Conclusion**

As a method of stress management, yoga's ability to balance work and life holds enormous promise for teachers in higher education. The academic environment's fast-paced and demanding character can frequently cause stress and burnout, which has a detrimental effect on both the wellbeing of teachers and the standard of instruction they deliver. However, by embracing the comprehensive tenets of yoga, teachers can develop a more centred and resilient outlook on both their personal and professional life. In order to encourage work-life balance and stress management among teachers, educational institutions are crucial. Institutions can support the general wellbeing and success of their teaching staff by including yoga into professional development programmes, providing specialised wellness resources, and promoting a culture that prioritises self-care.

Teachers in higher education are better able to handle the difficulties of academics with grace, resiliency, and a sense of inner harmony when they embrace the transforming potential of yoga. They benefit personally from incorporating yoga into their lives, and it also improves their capacity to mentor and instruct the upcoming generation of thinkers, leaders, and changemakers. In the end, balancing work and life through yoga is a significant step towards developing a more lively, well-balanced, and prosperous educational community.

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# Women Empowerment Through Right to Equality

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## **Abstract**

India is a largest democracy in the world. There are different Principles in the Indian Constitution to protect Rights of Women. Right to life includes right to equality. It is the basic human right to get equal treatment to women. Women constitute a major section of society. Therefore, right to equality is essential to gain women support in the democracy. Democracy is the government administered by the representatives of people elected through election. The Indian Constitution empowers women for equality of status and opportunities. Equality is a basic human right. It's available from birth. Therefore, no one can restrict it in a democratic state like India. Equality is a base through which psychological development of women is strengthened. No doubt psychological aspect plays very important role in the all-round development of women. Furthermore, if women are developed in a sound manner ultimately family and state will be progressive and disciplined. Thus, Indian constitution has rightly empowered women with equality of status and opportunity. Constitution makers have very rightly upheld such empowerment of women through Preamble, fundamental rights and Directive Principles of State Policy. Under Article 14 right to equality is guaranteed by the Constitution. Thus, the Indian Constitution has empowered women through equality to respect their dignity and status. Following article has tried to explain the women empowerment through right to equality with the help of constitutional provisions and judicial interpretation.

**Key Words :** Constitution, Democracy, Equality, Protection, Women.

## **Introduction**

India is a secular country with ancient culture and traditions. Different states and people of several religion live happily in India. After independence, India has adopted a democratic pattern of government. Therefore, every citizen has certain democratic rights and obligations. Moreover, women are vulnerable section of society. Therefore, women are entitled for special care and treatment. Accordingly Indian constitutions have made provisions to empower the women through equality of status and opportunity. Majority of population belongs to women section in state. Thus, Government policy is in tune with to get support of women in administration of state. Therefore, women empowerment is justified for the success of

democracy. Right to equality gives positive discrimination in favor of women. It has increased name and fame of Indian democracy in the world. Undoubtedly, the intention of Constitution makers is to give respect to the dignity of women so as to make developed country in the world. Since, women are respected, promoted to develop and empowered in democracy; therefore, it is necessary to know right to equality. This article, therefore, is intended to address the concept of right to equality of the women under Article 14 of the Indian Constitution.

## **Meaning**

### **1. Democracy**

India is a democratic country. Therefore, it is obligatory to know the meaning of Democracy. Word 'democracy' has its origin in the Greek language. Word democracy is created with two words combination. i.e. Demos and Kartos. Demos means People and Kartos means Authority. It is very rightly stated by that, "a government of the people by the people and for the people." Thus, everything revolves around people in democracy. Therefore, fair treatment to people is given in democracy. People include women also. Hence, empowerment of women is essential in the ambit of democracy.

In the landmark case of **Mohanlal Tripathi V/S. District Magistrate, Rae Bareilly and Ors. (1993 AIR 2042, 1992 SCR (3) 338)** the Supreme Court has stated very rightly that in democracy people are allowed in the administration of the state with the help of their representatives. Thus, the judiciary favors women involvement in the government administration. It assures equality of opportunity to women in selection of their representatives. supports to the view of women participation in the democracy so as to promote the healthy development of women. Thus, democracy empowers women through right to equality. Therefore, it is essential to know the empowerment of women through right to equality. Its nicety is that it is available to both Indian and foreign women. Moreover, it may be claimed by natural persons like human being as well as by artificial person like company. Empowerment of women through right to equality is by two ways.

- (i) Equality before law and (ii) Equal Protection of law

### **2. Equality before law:**

This concept is found in English Common law. This concept advocates absence of special privileges in any person. It also implicit no discrimination before law on any ground. In other words, it means law should be equal and should be equally administered. Like should be treated alike. Further every individual is under jurisdiction of ordinary courts. Women are empowered through such equality before law. It assures respect and unbiased treatment to women. It may result in sound development of women section in society.

### **3. Equal Protection of law:**

This concept is found in Constitution of United States of America. It means equal protection should be given to all persons in India. There should be protection to all persons without any bias or discrimination. It advocates equal treatment in similar circumstances. This, it's a positive obligation on the part of the state to give equal protection to all people. Women are empowered through such equal protection of law. It assures respect and unbiased treatment to women. It may result in sound development of women section in society.

### **2. Empowerment of women through right to equality.**

The Right to equality means the absence of legal discrimination only on grounds of

caste, race, religion, sex, and place of birth and ensures equal rights to all citizens. Thus, right to equality demands equal treatment on one hand and prohibits unequal treatment on other hand. Positive discrimination is within the ambit of the right to equality. It assures equality of status and opportunity to women. Its implicit rule of law, supremacy of law and proper classification.

### **3. Judicial interpretation of right to equality**

Every woman has equal right to work, and protection against unemployment. They have equal status and opportunity in public employment. Thus, it empowers women with a legal shield. They may run the government. It may nurture security in the minds of women. It assures peace and security in society. It prevents arbitrary treatment against any women. Therefore, it contributes in development of the country. Thus, the principle of equality is applied by Supreme Court in different cases. Few case laws are citing below.

#### **1. Case law: Vineeta Sharma V/S. Rakesh Sharma (2020).**

In this case, The Supreme Court has made it clear that women have equal right to share joint family property. Women have coparcenary right similar to boys. Thus, judiciary empowers women with ability to succeed parent's property even after marriage. Thus, Hindu joint families are under obligation to give equal treatment to both girls and boys so as to empower their legal arena. Thus, women are never subjected to any restriction of social tradition or custom. Indian constitution has empowered women with human rights to equality. It's a mile stone in the women empowerment. in democracy.

#### **2. Case Law: Air India V/S Nargesh Meerza 1978 2 SCR 621**

In this case The Air India company has imposed three conditions for retirement of Air hostess. 1. After completion of 35 years of age, 2. After marriage and 3. After first pregnancy. Therefore, case was filled. The Supreme Court held that these conditions are arbitrary and causing discrimination to women. Therefore, it should be struck down as it violates the right to equality of women.

#### **3. Case law: Shayara Bano V/S Union of India WP (C) 118/2016**

In this case the Supreme Court held that the triple talak practice by Muslim husband is against the right to equality to wife. Therefore, it is unconstitutional. It was made clear that the gender equality and gender justice is within the ambit of the right to equality. Patriarchal practice of dominance over women is not within the spirit of the right to equality. Thus, it is derogatory to the dignity of women. It restricts women empowerment.

#### **Navtej Singh Jauhar V/S Union of India (C) 572/2016**

Section 377 of Indian Penal Code prohibits sexual intercourse between same sex. Hence LGBT individuals filled the case to enforce their right to equality. In this case the Supreme Court struck down section 377 of Indian Penal Code and held that it is violative to right to equality of LGBT individuals. Thus, Morality may be suppressed by law. It may be due to enforcement of Right to equality to LGBT individuals. Therefore, same sex intercourse by LGBT is permitted and recognized in society.

### **Economic empowerment of women**

Women are empowered by law to make use of their legal and constitutional rights. It assures equal economic status to women. Women are empowered with right to equal pay for equal work.

Thus, social political and economic justice is provided to women to empower them with