

# LIFE AND LIVELIHOOD OF RETIRED MALE-FEMALE TEACHERS OF CHITTAGONG UNIVERSITY: A SOCIOLOGICAL STUDY

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## ABSTRACT

*This research focused on demonstrating the socio-economic condition of retired teachers of the University of Chittagong, as well as their attitude towards their own workplace. For this research, primary data has been collected through simple random sampling, with the help of a questionnaire and also in-depth interviews with thirty-five retired professors from various disciplines. The research shows that the retired teachers are contented enough with their socio-economic condition and the success-rate of their children is satisfactory. Many of the respondents are engaged in many educational institutes, along with their familial and social activities. But only the teachers from a few privileged disciplines could avail this opportunity to some extent. 95% of the respondents are of the opinion that the standard of education and also the reciprocal relationship between students and teachers have been inferior than before. The respondents were of the opinion that the reason behind the hostile relationship between students and teachers is teacher's involvement with heinous politics in this very campus to a larger extent. According to them, to keep the value and honor of the teachers lofty in the society, the teachers should be more attentive to their respective responsibility. The students should also be imbued with moral values, alongside with their academic pursuit. Less involvement of the teachers in political arena and engaging themselves more in their due duties will benefit students, educational institutes and overall the country and as a result, there will be a great positive change in overall situation. The retired teachers expect effective role of the concerned authority in this regard.*

**Keywords:** University, Old Age, Retirement, Teacher, Economic Status

## INTRODUCTION

Education shows light to a human being. A teacher is the shower of that enlightened path. So, the role of the teacher community is immense in developing a nation. At present, there are many problems in the higher education system. The main problem is that there is a lack of honest, efficient, and good quality teachers. Though higher education is gradually spreading nowadays in Bangladesh, standard teachers as of the earlier ones are not coming out. Again, if they are formed, the number is very less. The main reason for this crisis is that the intellectuals of the country are not interested in teaching. Again, those who are coming cannot be held on for a long time due to the unavailability of different facilities available in other professions. Most of the senior teachers retired in the last few years and many will also retire in the next few years, according to the rules. In the absence of these famous teachers, public universities are facing this crisis of good teachers. But it should not be commented that the private universities are in good condition in this criteria.

The position or recognition of a teacher in the Indian subcontinental has grown as a part of the socio-cultural revolution. Giving a teacher his/her due respect is a social practice of a long time. The dignity of a teacher at the time of the Delhi Sultanate, Alamgir is very different from that of the present society/time. At present, the stature of a teacher is gradually moving downwards, and the teachers are mostly responsible for this culmination. Different unsocial activities like sexual assault, question paper leak, different irregularities in examination processes, growing unprofessional mentality, negligence to their everyday responsibilities, visible moral degradation, shameless grouping, unconditional submission to the powerful centre, and misuse of gained power, etc. hinder greatly to maintain the high stature of the teachers. Students lose their mentality to provide due respect, dignity to the teachers when they observe the teachers' activities very closely. These dismal activities gradually become epidemic in society. In this way, the social dignity of a teacher is gradually eliminating in society.

Chittagong University is an eight faculty-based Government University which was established in 1966. The university with its scenic beauty surrounded by greenery and hills is the third university in the country. But the university's one thousand seven hundred peripheral expansion of fifty-four acres has made it the largest university in the nation. Though the university started its enlightened journey on 28<sup>th</sup> November 1966 with four academic departments (Bengali, English, History, and Economics), seven faculty members, and two hundred pupils, the number of teachers and students increased after the independence of Bangladesh. At present, the university is equipped with ten departments, eight hundred and seventy-two teachers, and twenty-seven thousand eight hundred and thirty-nine students.

Since his birth man does begin to struggle for existence. If a man's life is stepped than a large step of his life is his professional life. But his professional life gradually finishes with the growth of his age. Retired life is an important part of the life cycle. In the gerontological literature, retired life has been transformed as a challenge into acquiring positive coordination which is a common factor (Adams 1971; Atcheley 1976). We are bound to receive our retirement from every possible work at the end of our career. It is very hard to pass time in retired life due to many casualties. The number of senior citizens is growing day after day in Bangladesh, and at the same time, the number of retired persons is also increasing. In her/his professional life a university teacher remains engaged in developing new knowledge and spreading that among the learners, in writing different research-based articles and books.

Every parent remains thoughtful every time for the future of their offspring's. They expect that the unfulfilled dreams of their lives will be accomplished in the lives of their children. They give their effort in studying in a good academic institution, getting a good job, and building an assured future. But every child cannot reach their expected destination due to various unavoidable reasons and, consequently, different problems arise in their domestic lives. Even some of the university teachers have been trying to get the positive result of their effort. Again, some of them have failed in getting expected success.

How one will lead one's retired life is fully dependent on one's individual will and economic condition. Some of the respondents, though have retired at a particular time following the government rules, remain physically and mentally able to continue their service to the society. So, they, after retirement, contribute the society with their valuable experience by joining at an educational institution. Again, some respondents remain engaged in different familial, social, or political activities. Those who have lost their physical ability lead their lives with different complexities and difficulties. Generally, after retirement, they

are avoided by the particular institution, become less important, and sometimes one kind of spleen or anger and complexity build up in their mind as a result of the harassment they face at the time of withdrawing money from their pension account. So, the present research is important in terms of its observation on how the retired professors of Chittagong University lead their retired lives and what they dream of the future of their own institution, after considering the above-mentioned problems.

### **THE NECESSITY OF THE RESEARCH**

It has been a continuous process that teachers are recruited as faculty members and they retire as professors since the establishment of the Chittagong University. In this process, a notable number of senior teachers have retired from various departments in the last few years. Few of the senior teachers are well known for their own intellectual capability. A few of them have already passed away. It is natural that they have their own individual and familial likes and dislikes as they have come from different socio-economic backgrounds. They are to take different critical decisions for the bright future of their families and offspring's besides having many forms of success and failures in their professional lives. Retired persons try to find different ways to spend their time in their retired lives. Some of them enjoy retired lives very well while others are tormented with different problems. It is reasonable to know about the personal, familial, and socio-economic conditions, and problems of the retired teachers, as they are the path shower of the nation and the people. In this process, the authority will find a way to take different necessary as well as profitable decisions in future for the would-be retired professors and from the findings of the research the teachers will be able to acquire valuable concepts for having a tension free life.

### **AIMS AND OBJECTIVES OF THE RESEARCH**

The main purpose of the research committee is to find out the familial and socio-economic conditions of the retired teachers. The specified objects of the research are:

1. To know how the retired teachers entertain themselves.
2. To know the opinions of the retired teachers about their institution/ working place.
3. To know about the deeds and duties should be performed by the junior teachers from the seniors.

### **RESEARCH METHODOLOGY**

University of Chittagong has been elected for the research field for collecting information and conducting research very smoothly. Both the qualitative and quantitative processes have been applied in the research. All the living retired professors, both male and female, have been considered as the whole of the study. Simple random sampling has been used for selecting the samples. Data have been collected from the retired teachers of various departments. The types of information have been collected from the teachers who have retired from the notable departments of the university like the departments of science, arts and humanities, business administration, and sociology. They have been collected from a total of 35 teachers though the proportional rate of each and every department is not equal. It is notable that all the departments of the university have not been undertaken for collecting data as no teacher has retired till now from some departments. Besides, the number of samples has been contrasted as there is no novelty in the collected data in response to the questionnaire. Questionnaires and interviews have been used as the processes and tactics of collecting primary information. Data have been collected through the case studies of a female teacher and a male teacher. Information collected from books, essays, magazines, etc. have been used as secondary information. Data, after collecting from the research field,

have been edited and analyzed for presentation.

### LIMITATIONS OF THE STUDY

The data collected only from the retired teachers of Chittagong University cannot represent the lives of the retired teachers of the country. Besides, the data have been collected from only thirty-five retired teachers of the university as others were busy in their own works. But it can be hoped that broad research can be done later ensuring the engagement of each and every department and all other universities in the research project. Lack of sufficient information and experience is also a limitation of the research as this is a new kind of research in the setting of Bangladesh.

### RESULTS AND DISCUSSION

All the respondents cum retired professors of Chittagong University who have helped us by providing data to us are aged from sixty-seven to eighty years. But forty-three percent of the respondents have informed that they are seventy years old on average or more than that. Though most of the respondents are the inhabitants of Chittagong district, there is a notable number of teachers coming from other districts of Bangladesh whose percentage is twenty-four.

**Table 1: The classification of the age of the respondents**

Age	Population	Percentage (%)
67-70	20	57
71-75	09	26
75+	06	17
Total	35	100

Majority of the respondents 57% of them belonged to the age group 60-70 followed by 26% of them fall between 71-75. 17% of them belonged to 75 and above years of age. After their retirement, few of the respondents have bought land and built their homes around the university campus and in the Chattogram town, and few of them are living permanently after buying flats there.

**Table 2: The classification of the gender of the respondents**

Respondents	Population	Percentage (%)	Marital Status
Male	30	86	Married
Female	05	14	
Total	35	100	

Majority 86% of the respondents were male followed by 14% of them were females. Consequently, highly educated retired teachers have served educational institutions like universities and have been honored for their own performance. Even after retirement, according to the university rules, few of them are doing their duties very confidently in different universities. They have proved that old people should not be rejected from socially important activities. It is found in the research that among the respondents those who are still connected with various institutions are mentally very strong.

Most of the respondents live only with their spouses only as their children live in different

places for their studies and jobs. As a result, they feel loneliness in their lives. All of the respondents have more than one child. But no respondent has more than five children. All the respondents' wives are educated but twenty-eight percent of them are graduates or more. Most of the respondents' wives are housewives and few of them are attached to different educational institutions. It is here evident that though education qualifications were given importance in marriage, the percentage of working wives was less.

**Table 3: The educational qualification of the Spouse of the respondents**

<b>Educational Qualification</b>	<b>Population</b>	<b>Percentage (%)</b>
Higher Secondary	10	28
Graduate or more than that	25	72
Total	35	100

72% of the respondents spouses were graduates and only 28% of them had completed their higher secondary schooling. It is found that most of the respondent's children are highly educated and the percentage of which is 88% and the rest 12% are studying in different institutions. After getting a higher education, though few of them are still job seekers, most of them are working in different institutions of the country or abroad. But most of the female children of the respondents are now married and housewives. Those who are working in different institutions of the nation or abroad are professionally doing their duties as engineers, bankers, teachers, doctors, or government officials. But some of them are doing good jobs in different institutions. For example, one is an IT expert in Australia, one is a lab technician in Sweden, and others are working as engineers, supervisors in America, Canada etc. So, it is clear that most of the respondent's children are in socio-economic good condition in their own capability of being in relation to the conscious parents and in a good environment. But few of the respondents are thoughtful of the job, marriage, and the future of their children as they are not in their expected position. Here, it is also found that the children of the respondents are more interested in other professions than the teaching profession. It is also found that economic facilities are given more importance than the professional dignity.

Most of the respondents joined as the university teachers after the independence of Bangladesh and have retired in recent times. Few of the respondents were freedom fighters and for that they have got more benefits in their service lives. Besides few of the respondents, most of them did not have any allegation regarding the withdrawal of the pension money after having retired from the university. They have expressed their satisfaction for being able to withdraw the pension money within one year. It is notable here that all the respondents have been economically benefitted and are content after National Pay Scale, 2015 has been implied effectively. The essence of the view given by a few of the respondents is that it was not possible to save money from the money earned earlier following the previous pay scale. At present, as a result of the increment of the pension money, any retired teacher can spend his retired life comfortably with the profit money if they invest the pension money appropriately in a proper place. But, it may be mentioned as an individual problem if any of the respondents faces any problem after having failed to invest the money properly. In this case, the university authority has exclaimed that they are not responsible.

Though the main source of income of the respondents is their pension, they earn extra money from some mentionable sources like house rent, the earnings of son and wife, and family property. Again, many of the respondents are working as the vice-chancellor, dean, or part-time lecturers of private universities. Besides, few of them are working as advisors, researchers, or administrators of various private institutions. So, it is viewed that the retired

lives of the respondents are going very well. In the present socio-economic condition, most of the respondents have placed themselves among the middle class though few of them regard themselves as the upper class.

Regarding their relationship with colleagues and students after retirement, the respondents have informed that they occasionally go to the university in necessity. But they have informed that some of the colleagues and the students of their own departments inquire of them occasionally by telephoning them or by visiting their residents. In this case, the respondents miss their own working place, colleagues, and office staffs very much, which is expressed by their cordiality to their working place.

Most of the teachers have mentioned that they have not faced any social, economic, or political problem other than the physical problem after their retirement from the university. Here, regarding their feelings of working life, they have opined that teaching is a great and honorable profession and the university teachers are more dignified ones. There is a positive relationship between wealth and dignity. Practically, the income of a dishonest man may be equal to an honest and sincere person. But the social dignity of both of them is not similar. In the context of Bangladesh, the university teachers get less benefit than the other professionals. So, at present, good students are losing their interest in the teaching profession. Again, most of them who have accepted this noble profession remain busy in earning extra money at the cost of not doing their duties perfectly. As a result the academic and research activities are hindered nowadays, many people give negative opinions regarding the quality of education. The quality of education has degraded than ever before. All of the respondents have opined that the quality of education is now in a questionable state. This kind of emptiness has been created after the retirement of the senior most teachers. On the other hand, the newly appointed teachers are lacks of experience. In a consequence, the quality of some departments has degraded at large.

### **THE WAYS TO SPEND TIMES**

Retired life does not mean only waiting for death. Plains should be made to make the retired life meaningful. We may be attended to fulfill any of our desire or to do something for the betterment of the public, family members, or for the near and dear ones. Superannuation is compulsory and unavoidable in human life. Old people are inseparable parts of the society. There is no better option than having an intimate relationship between the youth and the old people. Society can find liberty with the rationality of the old people and the strength of the youth. In Bangladesh, people of sixty years or more in age are considered as the sapient; his Excellency the Presidents has declared them the senior citizens of the nation. According to the theory of dissociation, each and every age group has one type of role or activity. The old aged people take it naturally that they have to be retired from their workplace according to the unavoidable process of aging. The youth take the left social role of the seniors. The following points come out when the respondents, in this research, are asked about their ways of spending time after retirement:

1. Reading magazines, newspapers, books and
2. Writing books and essays.
3. Doing research.
4. Taking responsibilities in non-government universities.
5. Taking part-time classes.
6. Providing time in domestic activities.
7. Being attached to different social and political activities.

8. Being related to different organizations.
9. Spending time at clubs, etc.

## CONCLUSION

Researcher here wants to conclude saying that the infrastructure, as well as the economy of Bangladesh, has developed significantly. But it may also be said that the social and humanely value have decreased extensively. Bangladesh is dreaming of being transformed into a developed country in the world within the year 2041. But it is of no doubt that education is an indispensable element for sustainable development. And, for this, the teachers should play an important role. It is found in the research that though the teachers do not have high ambition, they will concentrate more on their social responsibilities if they are given chance to live in society with honor. They have also expected that the quality of education will be developed if the administrative and the academic authorities of the university become aware of the political discussion inside the campus and attentive towards the classes and research of the university. It is a social responsibility to build an educated, efficient, humanely, and conscious man.

While talking about the student- teacher relationship and the responsibilities of the teachers, one retired teacher has mentioned few lines from a song by famous singer Bhupen Hazarika and their significance like,

*“Manush manusher janye, jiban jibaner janye...  
Manush jadi se na hay manush  
Danab kakhono hay na manush...  
 (“Man is for man, life is for life...  
If a man is not a man...  
A devil is not a man. . .”)*

By mentioning the lines, the teacher has hinted at the responsibilities and behavior of the teachers and to keep up the advanced values. Only the teachers can make the future generation of the nation well deserved. Different facilities including the infrastructure of the university have been increased than ever before. There is an open internet access facility. Only doe the will need now so that the teachers can revive the lost glory of the university by utilizing the modern facilities.

## SUGGESTIONS

Here, some suggestions of the respondents are addressed to the authority for the benefit of the university:

1. A standard building should be made where the university teachers can do their research, write books, essays, etc. peacefully as they live in different places and remain busy in different domestic and institutional works. Other than the teachers, many researchers of the country or of foreign countries, or any distinct personality may spend their valuable time there.
2. Chances should be given to the notable researchers and the teachers of the retired teachers, who are able to teach to do research and take classes respectively.
3. Standard and sufficient accommodation should be arranged and standard facilities should be provided to the working teachers to make them attentive to their duties.
4. Special medical facilities should be given to the teachers.
5. They should be helped in providing monetary loans at minimum interest.

6. Students union should be active.

The teachers have recently started to practice the negative culture of politics. It has been a regular activity of throwing blames to each other for having and for losing power. Different problems and crises have been observed daily regarding recruitment, promotion, and domination. This kind of negative culture and practices corrupt the academic environment of the institution. The teachers should not have less responsibility than the authority of the university to keep the healthy environment of the university. The recruitment drive is a continuous process in the university. A notable number of teachers have been recruited in the Chittagong University. When the respondents are asked to provide their valuable advice to the newly appointed teachers, they have opined:

1. The teachers should be gracious, gentle, and patience. They should not at all behave like a boorish.
2. They must be honest should they are attached to the academic and financial activities of the university.
3. They should study well and do their research works very sincerely, and do their academic responsibilities very strongly and attentively.
4. They should attend the classes regularly after having been prepared for the classes.
5. They should not give primary importance to politics.
6. They should not behave rudely with their colleagues.
7. They should be obedient to the nation.
8. They should help the students in pursuing their studies.
9. They should revive the decaying values of society.
10. There should be an elegant relationship among the students and the teachers and the teachers should maintain a considerable gap between the students and themselves because it is overheard nowadays that most of the young teachers gossip with the students at shanties, restaurants, and on roads in such unacceptable manners that they are often mistaken as friends making the teachers' community embarrassed.

## CASE STUDIES

**Case Study 1:** Dr. Rahman (pseudonym) aged 69 was born in a farmer's family of Madaripur district in 1950. He had joined Chittagong University in 1974 and retired in 2015. At present, he is living in his own house in Chattogram with his wife who is a teacher of a secondary school. He has published more than ten research articles in national and international journals in the tenure of his service. At present too he goes to take part-time classes to a private university by driving his own car. In his domestic life, he is the father of three sons and two daughters. His eldest son is working in as an IT specialist in Australia, his middle son is a doctor in profession, and his youngest son is working in Bangladesh as an assistant manager of a private organization. Among the two daughters, one is a teacher in a government primary school and the other is living in the city of Rome, Italy as a housewife. Both of the sons are married and living with their wives and children in their workplace. Though it is true that the respondent has achieved overall success, he feels loneliness and lack of grandchildren in his old age. He feels more helplessness when he becomes ill.

**Case Study 2:** Mrs. Begum (pseudonym), aged 72, is an inhabitant of the Chattogram district and the daughter of the Saiyad dynasty. She had joined Chattogram University in 1973 as a teacher and retired from the university in 2014. She is married in her individual life and has one son and three daughters. Her husband was also a professor of Chittagong University and, at present, he is working in a private university. The only son of hers is working as an engineer in America. Out of three daughters two are working as engineers in

Canada. The other daughter is working in an NGO after qualifying postgraduate and is unmarried. The professor couples are living in their own flat with their unmarried daughter in the Chattogram town. Though they have succeeded in their professional lives and economically, they are tensed of their unmarried daughter because the age of their daughter is crossing forty. They remain thoughtful of this problem always and pray to Allah so that they might arrange marriage of their daughter before their death.

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