



ANALYSIS OF ALTERNATIVE WORK ARRANGEMENT (AWA) ON THE ROLE PERFORMANCE OF THE WOMEN EDUCATOR

MA. SHEENA D. CASTILLO¹, REYNOLD A. CABATO²
ma.sheena.castillo001@deped.gov.ph¹, cadatz1986@gmail.com²
Zamboanga Peninsula Polytechnic State University
Zamboanga City, Philippines

ABSTRACT

Teachers were forced to alternative work arrangement (AWA) or work from home (WFH) because of the pandemic and women educator is one of the most affected profiles, challenging the burden of educating children coupled with their own employment, saw a sudden increase of childcare responsibilities and household labor. Thus, this research project investigated 53 female teachers with a demographic profile focus on their level of computer literacy. In-depth online survey as research instruments were employed to the study to extract the responses on how women educator deal on the level of their role performance on an Alternative Work Arrangement (AWA). The findings of this research reveal that the Gender Role Performance, Teaching Role Performance, Students Support Mechanism, and Administrative Role are simulated teacher roles that are highly difficult experienced among women educators. The Administrative related work task indicates added struggles of women educators in terms of the level of computer literacy. This study aims different undertakings on teacher's difficulties that can consider developing practical and appropriate programs to address these experiences and equip them to become more effective and efficient teachers in the new modality. More training and seminar events should be conducted for the different facets of AWA. Government should have or at least have available training events contextualized to teachers and students. Training must tackle advance distant learning- teaching management skills and coping strategies. Department of Education should lessen administrative tasks given to teachers at this time of pandemic, instead the organization should hire more administrative aids to assist administrative works.

Keywords: COVID-19 Pandemic, Alternative Work Arrangement/Work from Home, Challenges, Roles, Women Educator, Philippines