



THE STUDY ON GENDER BIAS AMONG WORKING AND NON –WORKING WOMEN

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Abstract

Millennium development goals highlight the priority accorded to gender Equality and women's right as core issues of development. Achieving goals relating to Gender equality and gender empowerment are critical for achieving all the major MDGs. However, South Asian countries and India are societies with strong patriarchal norms and high degree of son preference. Consequently, gender discriminations are pervasive. This has been a long recognised problem with resurgence of research interest on the subject. Gender discrimination and continued gender gap have been the most persistent social problems facing the global community. These problems have received considerable attention particularly during the past three decades through a series of initiatives at international, regional and national levels. This process was formally initiated through the programmes centring on the international women's year in 1975. In this particular study the investigator has tried to "the study on gender bias among working and non-working women". The sample of the study comprises of 300 working and non-working women. Gender bias scale developed by investigator Department of education A.M.U, was used for data collection, t-test when applied on data revealed that the result is 0.5 level of confidence



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Introduction:

Despite the fact that women constitute about half of the population of the world, they have been openly discriminated socially, economically, culturally politically,

Against their male counterparts. Surprisingly, the women who are contributing effectively in the growth and development of their respective nations, sharing variety responsibilities, playing vital role in upbringing their children and supplementing the family income continue to be blatantly discriminated. This fact has been aptly emphasized in the Human Development Report as "their doors to economic and political opportunities are barely ajar for women. Legal discrimination and violence against women are widely prevalent". The

report further notes that even though there has been an enhancement of women's capabilities in every country, women and men still live in an unequal world.

Definition:

According to psychology dictionary

"Gender bias is an unwarranted assumption"

According to free dictionary

"Unequal treatment in employment opportunity (such as promotion, pay, benefits and privileges), and expectations due to attitudes based on the sex of an employee or group of employees. Gender bias can be a legitimate basis for a lawsuit under antidiscrimination statutes".

According to Macmillan dictionary

"Unfair difference in the treatment of men or women because of their sex. Sexism, a term coined in the mid-20th century, Shorter Oxford English".

Statement of the problem:

"The investigator has tried to study the gender bias among working and non working women".

Review of the literature:

A careful review of the search journals, books dissertations, and other sources of information on the problem to be investigated is one of the important steps in the planning of any research study. Thus, a review of the related literature must precede any well-planned research study. The purpose of the review of previous literature is to collect and synthesize prior studies related to the present study. This in turn, helps the investigator in building a better perspective for further research.

Black (2000) examined gender differences in adolescents' behavior during conflict resolution tasks with their best friends. It also examined gender differences in adolescents' descriptions of those friendships. Thirty-nine adolescents were videotaped while discussing unresolved problems with their best friends. In addition, adolescents completed the friendship questionnaire (Furman and Adler, 1982). The results indicated that there were significant gender differences. On the conflict resolution tasks, females were rated lower in withdrawal and higher in communication skills and support validation than were males. On the friendship questionnaire, males rated their relationship with best friends higher in conflict than did females.

Codd (2000) the article explored the effect of a prison sentence on an inmate's female partner, with particular reference to the impact in 'older' women. Drawing on the findings of an empirical qualitative research study and the existing literature, this article considers the

gender role changes prompted by imprisonment, and the strategies utilized by women in coping with consequent strain. The gendered nature of the impact of imprisonment is explored, and the article concludes by drawing on multidisciplinary feminist perspectives in criminology and family studies to assess the centrality of institutionalized ‘traditional’ expectations of appropriate women’s behavior to women’s experiences of and responses to male imprisonment.

Barr & Boyle (2001) examined how does gender affect work rewards for professionals in a state run economy? Using surveys from physicians in Estonia in 1991, the authors first found that the gender of the physician did not affect the level of formal rewards. However, because the state allocated formal rewards on the basis of professional purity which was negatively correlated with feminization, specialties that had the greatest proportion of women also had the lowest formal rewards. These findings contrast with the authors’ findings for the level of informal ‘blank market’ rewards. Women were less likely to receive informal rewards than men, especially if they worked in subfields high in professional purity. The authors conclude that the link between professional purity and feminization is critical in explaining pay differences informal work rewards while gender itself is the critical factor in explaining informal reward differences.

Elliott (2001) adopts a stress process perspective to analyze gender differences in the causes of depression. The stress process links psychological well-being to position in the social structure via the mediating and moderating effects of stressors and resources. The study examines stressors and resources as mediators of the SES/depression relationship, and resources as moderators of the stressor/depression relationship. Furthermore, it tests the hypotheses that women are more exposed and more vulnerable to stressors than are men that women benefit more psychologically from socially supportive relationship, and suffer more from conflict – ridden relationship than men. The results indicate that financial strain and perceptions of danger in ones neighbourhood mediate the relationship between SES and depression, but resources do not moderate the effects of stressors on depression. Women are more exposed to stressors than men, but are not more vulnerable to them. Positive social relationships do have more beneficial psychological effects for women than for men, but the effects of marital conflict do not vary by gender. Implications for social policy and treatment for depression are discussed

Significance of the study:

Women in India face discrimination in terms of several political and economic opportunities as a result of their inferior status. Majority of women cannot inherit parental property and

political and employment participation are very limited. Gender inequalities prevail in work, education, allocation of food, health care and fertility choices. On the other hand, at the family level women are exclusively burdened with household chores- cooking, cleaning, collecting fuel and water and caring elderly and children (Arokiasamy, 2003).

Therefore, it is clear that women's problems are a current issue of the present day Society. So the investigator with all the limitations modestly attempted to understand gender bias among women. The investigator has selected two age groups of women adult and middle aged women for the study. The choice of two age groups was made in order to find out the effect of aging upon the variables of the study. Middle aged women may suffer more discrimination than adult women (at least on emotional level) due to their decreased energy. It is possible that they also suffer from lack of care which they need due to the aging process.

Objectives:

The present study was conducted to achieve the following objectives and sub objectives.

Main objectives along with sub objectives are given below:

Objective-1:

To compare the level of gender bias amongst working and non-working women.

Sub objectives

To achieve the objective 1, following sub objectives were formulated.

1.1 To compare the gender bias amongst working adult and working middle aged women.

1.2 To compare the gender bias amongst non-working adult and non-working middle aged women.

In order to achieve the above mentioned objectives the following hypothesis and sub Hypothesis were formulated and tested:

Hypotheses-1:

There will be no significant difference in the level of gender bias amongst working and non-working women.

Sub Hypotheses

1.1 There will be no significant difference in the level of gender bias amongst working adult and working middle aged women.

1.2 There will be no significant difference in the level of gender bias amongst non- working adult and non- working middle aged women.

Population and sample:

The sample present study comprised of 300 adult and Middle aged women.

All the teachers from Aligarh public school, senior Secondary + 2 for girls A.M.U Aligarh, A.B.K union girl's high school were included for the study. In the Abdullah girls high school out of 69 teachers only 44 teachers responded for the study. Further we had to select adult and middle aged women separately from working group. Approximately 500 houses are there in the vicinity of Aligarh Muslim University. More specifically in medical quarters and old sir syed nagar. We have selected only 52 houses on random basis. The researcher had limitation in selecting non-working women from this area. Because most of the women in vicinity of A.M.U campus are working women. Further we had to select adult and middle aged women separately from non-working group.

Research Tools:

Gender bias scale developed by investigator to measure the gender bias among working and non-working women.

Statistical technique used:

t –test have been used for the study.

Objective 1: To compare the gender bias amongst working and non-working women.

Null Hypothesis 1: There will be no significant difference in the gender bias amongst working and non-working women.

Table 1.0

Comparison of the scores of Gender bias between working women and nonworking women

Groups	N	Mean	SD	SED	t-value	Significance
Working women	151	90.17	14.95	1.217	6.28	> 0.01 level
Non-working women	149	100.24	12.73			

In table 1.0 : The Mean score for Working women sample is 90.17 SD=14.95 and for non working women sample Mean is 100.24, SD 12.73 and SED 1.217. The calculated t-value is 6.28 Which is significant at 0.01 level of significance. Therefore null-hypothesis no. 1.1 is rejected. The results reveal that non-working women suffer more in gender bias.

Sub Objective 1.1: To compare the gender bias amongst working adult and working middle aged women.

Null Hypothesis 1.1: There will be no significant difference in the gender bias amongst working adult and working middle aged women.

Table 1.1
Comparison of the scores of Gender bias between working adult women and working middle aged women.

Groups	N	Mean	SD	SED	t-value	Significance
Working adult women	80	88.46	12.55			
Working middle aged women	85	99.32	13.37	1.40	5.37	> 0.01 level

The Mean score for working adult women sample is 88.46, SD=12.55 and working middle aged women sample Mean is 99.32, SD=13.37, and SED=1.40. The calculated t-value is 5.37. This is significant beyond 0.01 levels. The required value to reach at 0.01 level of significance 2.61; the value derived (5.37) is much larger. The null-hypothesis no. 1.3 is rejected. Therefore, gender bias is more operative in working middle aged women.

Sub Objective 1.2: To compare the gender bias amongst non-working adult and nonworking middle aged women.

Null Hypothesis 1.2: There will be no significant difference in the gender bias amongst non-working adult and non-working middle aged women.

Table 1.2

Comparison of the scores of Gender bias between non-working adult women and non-working middle aged women.

Groups	N	Mean	SD	SED	t-value	Significance
Non-Working adult women	71	92.09	17.14			
Non-Working middle aged women	64	101.46	11.83	2.034	3.66	> 0.01 level

The Mean score for non-working adult women sample is 92.09, SD=17.14 and non-working middle aged women sample Mean is 101.46, SD=11.83, and SED=2.034. The calculated t-value is 3.66. Which is highly significant beyond 0.01 level. The null-hypothesis no. 1.4 is rejected. Therefore, gender bias is more operative in non-working middle aged women.

Findings of the study:

Comparison of the scores of gender bias amongst working and non working women, working adult women and working middle aged women, non-working adult women and non-working middle aged women,

1. Non working women have higher level of gender bias in comparison to working women.
2. It was found that gender bias is more operative in working middle aged women.

3. It was found that gender bias is more operative in non-working middle aged women.

Suggestions:

Research and explorations are not the ending results but these always open the Way for future endeavours. Similarly the present work is not the end in this area. In fact all the variables can never be studied in a single research.

The preset as its own limitations: certain humble suggestions are therefore given for further investigations.

1. For obtaining greater generality of the findings such studies must be conducted on another sample.
2. Large samples provide better results, but the present research work is confined to only 300 women. It cannot claim for its comprehensiveness. Future research may be conducted on even large sample.
3. The present study did not include male sample for comparison. Therefore, another study can be conducted comparing male and female of the same age group and working and non-working male and female as well as male and female of slum areas.
4. Since women despite of rapport hide experiences in their life due to the social structure of the Indian society. Therefore, more intensive observation of their family life is needed besides some tool using a projective technique can be used for in depth and correct understanding of their experiences regarding gender bias.

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