

## EMPLOYED WOMEN CONTRIBUTION IN WEAKEN GENDER DISCRIMINATION.

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It is very big concern to define gender role in the society. It is being practiced on the social and religious believe system. Freedom and restriction in women's role are also determined by the society and religion. By their roles, Women have been considered weak for centuries and system forces women to make them slaves whereas they have been worshiped as goddess of Wealth, Knowledge and Power in the society. Lump sums 48.52% out of total population are female playing major role. Women participation and their different roles in society building can't be ignored still they aren't treated equally as men. Having strong social, political and judicial structure, it fails to empower them psychologically, physically and economically. Women are struggling against misconstrued religious values and social structure where individual mindset towards feminine, psychological fear of being a women and economic dependency on men are completely dominated. It is matter of serious concern that either woman herself is deprived of her rights or other factors responsible for claiming her rights.

In this paper an earnest attempt has been taken to identify the contribution of employed women in reducing gender gap and making themselves socially and economically strong. The respondents only employed female teachers have been taken through non random sampling method from secondary data. A set of questionnaires is used to collect the responses based on Likert Scale thereafter Chi square test is carried out to check the significance level. Women's economic dependency, men's behavior towards female and Women's autonomy are the real cause found in the study which is due to the reason of social, cultural and traditional beliefs system. The study suggests that, Gender education, deep understanding of gender roles and gender sensitization helps to improve gender gap.

**KEYWORDS:** Empowerment, discrimination, social evil, disparities, psychological fear, mindset.**1. Introduction**

Many studies and researches have been conducted to empower women. Various laws, Schemes and facilities implemented to make them equals as men in society. The status of women in India has been subject to many great alterations. The women's role in Indian society is determined by man's superiority, masculinity and partly the psychological fear of being a woman. The women have got equal right and status with men in every walk of life but these things are limited to the constitution only. Actually, our society gives subordinate status to women. Our constitution has given equal rights to take decision in any circumstances and act on their own authority. The provisions made for education for all and economic independency potentiated at greater extent in development of status of women. Lots of measures have been taken by the Government to empower them socially, psychologically, economically and physically but till today it would be dishonesty to say that the condition of women in India is equal as men. The factors responsible to empower them like that social environment, cultural values, religious belief and personal need and expectations were the root causes. Today's it has been reduced at greater extent through introducing and modifying constitutional rules and sensitizing towards gender disparities. Illiteracy, unemployment and economic dependency were the major hindrances to empower them; these were question dates back ten or more years. Their active participation in executive, legislature and judiciary has made country pride. The women contribution in economy development is increasing at high pace. Still, it can be hardly said that women condition in India is equal as men. Through this study an attempt has been made to evaluate employed women contributions are how much helpful in reducing gender gap. It has been observed during interview and discussed in the study the role played by the working women in reducing gender discrimination isn't our expectation as we think. The plans and policies implemented for eliminating the gender gap has how much benefitted to alleviation of gender discrimination or have functioned in the right direction or not for which has been initiated.

**2. Review of Literature**

**Batiwala (1974)** defines empowerment as "the process of challenging existing power relation and of gaining greater control over the source of power". Women's empowerment is seen as the process and the result of the process of:

- Challenging the ideology of male domination and women's subordinations.
- Enabling women to gain equal access to and control over the resources (material, human and intellectual).

**International women Conference at Nairobi (1985)** defines it as redistribution of social power and control of resources in favors of women. The United Nations Development Fund for Women (UNDFW) includes the following factors in its definition of women empowerment:

- Acquiring knowledge and understanding of gender relations and the way in which these relations may be changed.
- Developing a sense of self-worth, a belief in one's ability to secure desired changes and the right to control one's life.

**Human Development in South Asia as quoted by Mathew (2000)** Women empowerment is also defined as a change in the context of a women's life, which enables her increased capacity for leading a fulfilling human life. It gets reflected both in external qualities (viz. health, mobility, education and awareness, status in the family, participation in decision making, and also at the level of material security) and internal qualities (viz. self-awareness and self-confidence).

**3. Objectives of the Study**

- To identify the Social, cultural and religious interferences in the Path of Women Empowerment.
- To analyze the employed woman's contribution in weaken Gender discrimination and social evils.
- To assess the dimensions and determinants of employed woman's knowledge, attitude and behavior.

**4. Hypothesis of the Study**

**H<sub>1</sub>:** There is no difference between men's attitudes towards females and women's attitude towards males in paternal Society.

**H<sub>2</sub>:** Women's economic independency and education help to reduce female discrimination.

**H<sub>3</sub>:** Social values, cultural and traditional beliefs have strong impact on women's freedom in society.

**5. Barriers in Gender Equality:**

Over the years, many research have been carried out on gender discrimination, this is especially observed in India, where caste, class and linguistic ethnicity have tremendous influence on how men construct their sense of masculinity and how men behave with women. Gap of mindset between each other can easily be acknowledged by their traditional socio-cultural values. Traditional social structure bound to live in such predicament and sometimes restricted to go beyond social norms. The development of social structure trenced continuously the gap between genders.

This gender discrimination in social, economic and political structure is found at individual, group and all levels.

**5.1 Social Structure:**

**A) On the basis of paternalist society:** In Indian socio culture men is superior to women except the state of Meghalaya because women have to stay in the veil and they are restricted to go out of door frame. Men dominated society confines the self-interest and the will of women. Freedom to mobility and access of resources are just like coming out from jail.

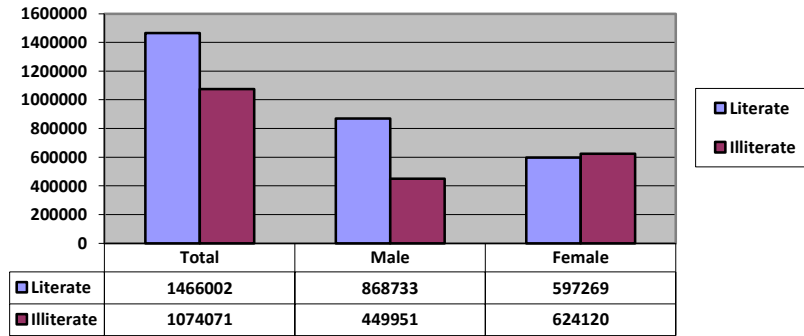
**B) On the basis of psychologically mindset:** Our constitution gives equal right to genders. But, mindset and attitude towards women create inequality. In my sense women are entangled around misconstrued social belief psychologically. They are psychologically bound to follow the norms of traditional cultural beliefs and conservative mindset. They become victim of gender injustice which existed in society for long decades. These slits are of deprivation, inequality, injustice and exploitation would escalate the gap due to the society mindset.

C) **On the basis of physical formation of Human body:** On the other hand, the only different between male and female are their biological formation of body. The difference between male and female are identified at birth but with very few exceptions they remain male or female throughout their lives. It doesn't matter you are male or female but matter most what roles played by you in society.

**5.2 Political structure:**

Women are typically associated with household having child care and domestic responsibilities in the home; they have less time dedicated to develop and contributing in society building. Today's, it is good indication that our constitution has given equally right in education, rights in inheritance property and special right of fifty percent reservation in employment. The numbers of women are participating in policy making and parliamentary positions. As a result of which we reached at the stage where female literacy rate and female employment rate are increasing constantly Table (01) and Graph (01) represents the growth in literacy, in 2011 male literacy were 59.25 percent while female literacy was 40.74 percent. It was in better position comparatively 2001 to 2011 in relation to men literacy rate.

**Graph 01: Number of Literate and Illiterate persons' record of Aurangabad by Sex, 2011.**



Source: DISTRICT CENSUS HANDBOOK Aurangabad Bihar, Census of India 2011, Series11, PART XII-A

**Table 01: Percentage increment in Literacy rate of Aurangabad by Sex, 2011.**

↓Person/Year→	2001	Decadal Increase (2001-11)
<b>Male</b>	82.5	11.1
<b>Female</b>	62.0	19.4

Source: DISTRICT CENSUS HANDBOOK Aurangabad Bihar, Census of India 2011, Series11, PART XII-A

**5.3 Economic structure:**

Economic empowerment increases women's agency, access to formal government programs, mobility outside the home, economic independence, and purchasing power. By providing more formal educational opportunities for women would allow for higher bargaining power in the home as well as outside of the home. They would have more access to higher wages outside the home. Strengthening women's access to property inheritance and land rights make them economically empower women. This would allow them better means of asset accumulation, capital, and bargaining power needed to address gender inequalities.

**6. Status of Women**

Gone are the days, when women roles were deemed insignificant. They were assumed weaker class of society because of too much dependency on men. Another very crucial matter was the male's attitudes towards female have always dictated to live under control of them. In addition, traditional social structure being patriarchal society has compelled to follow the male dominance. Instilling wrong concept in the mind of men about female have also restricted the degree of autonomy. But today, their participation in society building could not overlook.

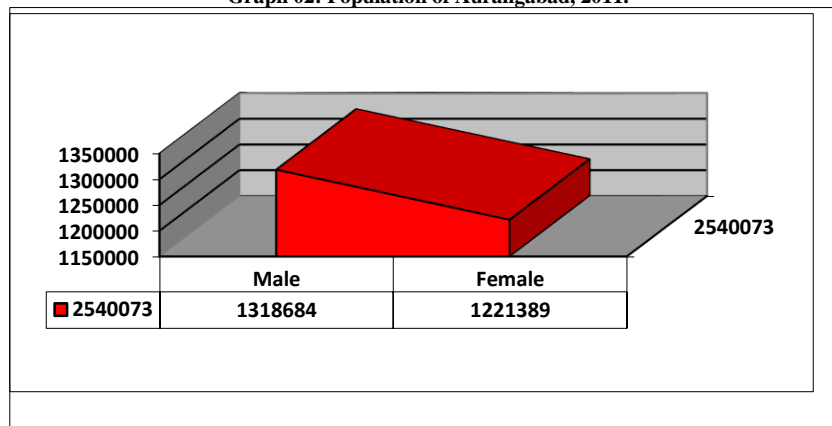
According to the census (2011) literacy rate of women in Aurangabad and employment rate is comparatively better than previous decades. Table (02) Population of Bihar in (2011) increased 25.04 percent comparatively slower than previous decade which was 28.62 percent in 2001 and literacy rate increased by 47 percent to 61.80 percent in one decade. Talking about the data of Aurangabad (Bihar) Graph (02) shows the female share is 47.6 percent out of total population of the district and it is surprising that literacy growth in 2011 is better than growth of male literacy rate Table (01). These changes have been possible owing to the prevalence of women education. Economic benefits are provided through many schemes and facilities. The keen support is provided to women entrepreneurs and also given assistance to setup newly startups by Government. The awareness programs have very much helped in reducing disparities and develop inquisitiveness of men that women can do everything what a man does. It helps in growth of women as well as nation. After all these things we are not at a stage where women are treated equally as men. It is seen, all policies and schemes implemented became ineffective because it fails to change mindset of males towards females. Instead of that women who are in strong position don't take effort to improve the condition of weaker sections to which have struggled for.

**Table 02: Population of Bihar represented in term of Percentage growth, Sex ratio, Literacy rate.**

Year	1991	2001	2011
<b>Total Population</b>	64531	82999	104099
<b>% Growth</b>	23.38	28.62	25.04
<b>Sex Ratio</b>	907	919	918
<b>Literacy Rate</b>	37.49	47.00	61.80

Source: Hand Book of Statistics on Indian States. Reserve Bank of India, 2016-17.

**Graph 02: Population of Aurangabad, 2011.**



Source: DISTRICT CENSUS HANDBOOK Aurangabad Bihar, Census of India 2011, Series11, PART XII-A

**7. Contribution of Employed Women**

Women’s role in society could never be overlooked. His contribution either in society building or support to family has always been stood equal as men. The tradition has been coming for years to give equal privilege to women but today’s scenario is very different what we expect. Our society has always been serf of gender biases. It is hardly possible to change the mindset inculcated in him through social practices. It is the need of the hour to reduce discrimination by joining hand with women which may help in double our income as well as double the nation growth rate. The figures represented in the Table (03 and 04) express employment status of females in the District of Aurangabad (Bihar). The data taken from DISTRICT CENSUS HANDBOOK Aurangabad Bihar, Census of India 2011, Series11, PART XII-A defines the class of worker in sector wise. Workers are classified in three categories first Main worker means, a person engaged in any economic productive activity for six months or more in preceding last one year, Second Marginal worker are those who worked for three months or more but less than six months of the reference period and third Non-worker are explained in the handbook as the workers who has not worked in any economic productive activity for last one year and then these classes of workers are sub divided into four segments sector wise. Cultivators according to census hand book are defined a person working in the cultivation of land owned or from Government or from private person or institution for payment in money, kind or share. Agricultural labor means who work on another person’s land for wages in cash or kind or share. Household industry worker is defined the worker engage in household industry, Household industry conducted in support of one or more members of the household at home or with in village or only within precincts of the house. Other worker class of the worker who is engaged in leaving the class of Cultivators, Agricultural labors and Household industry worker preceding specified time according to the class of workers.

The women participation in every field proves her materiality for society and it also shows she can do everything. The 28.48% of female workers out of total Main and Marginal workers are engaged in cultivators 19.48%, Agricultural Labors 31.76%, Household Industry workers 45.46% and other workers class 25.97%. According to the parameter set for evaluating classes of workers we reach to the conclusion that agriculture, small and median industry are completely run by the female workforce. That’s why it is said women involvement play important role to develop society and nation as well.

**Table 03: Distribution of worker in sector wise by Sex, Aurangabad (Bihar), 2011.**

Categories	Total (Main + Marginal)	Cultivators	Agricultural Labors	Household Industry	Other Workers
<b>Total</b>	<b>837770</b>	<b>178525</b>	<b>426096</b>	<b>40652</b>	<b>192497</b>
<b>Male</b>	<b>599157</b>	<b>143737</b>	<b>290764</b>	<b>22164</b>	<b>142487</b>
<b>Female</b>	<b>238613</b>	<b>34788</b>	<b>135332</b>	<b>18483</b>	<b>50010</b>

Source: DISTRICT CENSUS HANDBOOK Aurangabad Bihar, Census of India 2011, Series11, PART XII-A

**Table 04: Numbers of Main Worker, Marginal Worker and Non-Worker in Aurangabad (Bihar) by Sex, 2011.**

Source: DISTRICT CENSUS HANDBOOK Aurangabad Bihar, Census of India 2011, Series11, PART XII-A

Considering these entire things, it is easy to suggest that women must be empowered. Focusing on the matter of women who are economically robust and valiant; some are on developing stage; have how much helped the women in need.

Categories	Main Worker	Marginal Worker	Non-Worker
<b>Total</b>	<b>480286</b>	<b>357484</b>	<b>1702303</b>
<b>Male</b>	<b>382278</b>	<b>216879</b>	<b>719521</b>
<b>Female</b>	<b>98008</b>	<b>140605</b>	<b>982776</b>

**8. Research Methodology**

An investigation has been conducted through this study to compute the contribution of employed women in society building as well as their degree of autonomy in the society. In this paper an attempt has been taken to analyze the gap between men and women and also focused on to examine the responsible factors. The paper is purely based on empirical study and the data taken from the secondary sources e.g. UNICEF State Office for Bihar and Bihar Education Project Council December, 2016, DISTRICT CENSUS HANDBOOK Aurangabad Bihar, Census of India 2011 and Hand Book of Statistics on Indian States. The data from Reserve Bank of India, 2016-17 sources has been applied accordingly.

One hundred (100) samples have been taken nonrandom out of 3447 females teachers employed in Government institutions from primary (elementary) education to senior secondary education in the district of Aurangabad (Bihar). The district has 11 blocks and each block has 202 Gram Panchayats and 1884 villages. There are 2116 Government schools from class 01<sup>st</sup> to class 12<sup>th</sup> functioning in the district. The data of working females have been used from only government sectors who are serving in education from class 01<sup>st</sup> to class 12<sup>th</sup>. Samples have been taken from various class, cast and religion without any proportion. At the rate of 9 schools has been taken from each 10 blocks and 10 schools have been taken from one big block Nabinagar.

Here, data of teachers working in the school from class 01<sup>st</sup> to class 12<sup>th</sup> given in the Table (05) categorized in three segments are Government, government aided and private. Only female teachers employed in government school are taken into consideration. Table (05) shows that in 2014-15, total teachers including male and female were 11,707 which increases 5.38% in 2015-16.

**Table 05: Number of Teachers employed in Aurangabad by Sex, 2015-16.**

2014-2015	2015-2016	Total			Male				Female			
		Govt.	Govt. Aided	Private	Total	Govt.	Govt. Aided	Private	Total	Govt.	Govt. Aided	Private
11707	12337	9517	55	2765	8805	6070	48	2687	3532	<b>3447</b>	7	78

Source: UNICEF State Office for Bihar and Bihar Education Project Council December, 2016.

**8.1 Empirical and Statistical framework**

An empirical study has been carried out to find the major objectives of this research paper. Pilot survey for this study took greater advantage in collecting responses from samples. The research has been conducted in the district of Aurangabad (Bihar) by taking nonrandom samples of (100) one hundred Government female teachers.

Here, employed women means the married and unmarried working female between 20 to 50 years of age have been considered for this study. A set of questionnaires consisting six questions with choice-based Likert measurement scale has been prepared based on the Social, Cultural and Religious beliefs, Economic independency, freedom to taking any decision, and Personal contributions and sacrifices of employed women towards empowerment. The list of questions is mentioned below:

1. Do you feel comfortable and pleasant working with male employee? Or would you want to working with male employee.
2. Is coming too late/late night from office affect your married life? Or does your life partner allow you to go office in the night.
3. Have you pressure to do kitchen/household chores in addition your job.
4. Are you free to take any decision or do you take economic decision independently.
5. Is your domination over family? Or how much important you are for your family.
6. Have you ever come forward to help needy women? Or did you ever assist any women in need.

Respondent were asked to tick the answer among the multiple-choice answer which is defined in the form of Dr. Rensis Likert measurement scales. The responses set are measured through Likert scale in terms of Frequency (Always, Often, Sometimes, Rarely, Never) and Approval (Strongly disapproved, Disapproved, Neutral, Approved, strongly approved). Analysis and computation of gathered data have been done separately by each question using ( $\chi^2$ ) Chi Square test after that it is verified at the .05 and .01 level of significance.

**9. Results and Discussion:**

An effort has been made to prove the hypothesis formulated and to satisfy the objectives constructed for the study. The responses of all samples through six questions are expressed as below in Table (06) calculated by using chi square test.

**Table 06: represented ( $\chi^2$ ) Chi Square assessment at .05 and .01 level of Significance.**

Quest.	Response Set	( $\chi^2$ ) Chi Square	Degree of freedom (df)	.05(9.48)	.01(13.27)
01	Frequency	20.9	4	---	p<.01
02	Approval	12.3	4	p<.05	---
03	Frequency	64.3	4	---	p<.01
04	Frequency	27.4	4	---	p<.01
05	Frequency	34.3	4	---	p<.01
06	Frequency	58.1	4	---	p<.01

❖ **H<sub>1</sub>:** There is no difference between men's attitudes towards females and women's attitude towards males in paternal Society. In Table (06) the responses from questions 01 and 02 received are satisfied at .01, (p>.01) this mean that H<sub>1</sub> is rejected and alternative hypothesis is accepted, means the difference between male attitude and female attitude is not by chance but it is by cause. The discrepancy between male and female is real.

❖ **H<sub>2</sub>:** Women's economic independency and education help to reduce female discrimination. It is also observed while evaluating response from question 04 and 05. Table (06) express that economic independency is very much affected by education. Education helps in employability leads to economic freedom, but in the context of decision and autonomy it is forced by social norms and restriction. While evaluating response 04, 35% of the total samples have never taken any decision whereas they are major earner of the family. Only 5% females take decision freely to go beyond the social norms.

❖ **H<sub>3</sub>:** Social values, cultural and traditional beliefs have strong impact on women's freedom in society. Another thing has been observed through result of chi square test that the greater impact of religious and social belief compelled huge masses to live in this predicament. Responses from question one and three are satisfied at .01, (p>.01) and two is satisfied at .05, (p>.05) means the discrepancy is real and there is difference between observed frequency and expected frequency. The responses reflect that traditional social system has much impact on women's freedom.

### 10. Conclusions and Recommendations

The study made a modest effort to analyze the endeavor of working women in reducing gender biasness. The sample taken from employed female teachers engaged in teaching class 01st to class 12th of the district Aurangabad (Bihar) has helped much in assessing their contributions, sacrifices and devotion. Some sorts of statistical figure have been arrived after analyzing and evaluating their responses using ( $\chi^2$ ) Chi Square test Table (06).

The responses obtained from questions 01 and 02 are satisfied at .01, (p>.01) rejects H<sub>1</sub>, figure out the male attitude towards female and advocate how does social and cultural believe system severely influence in the formation of male and female behavior. While observing response from question 04 and 05, it can be stated that education and employment empower women at greater extent but in the context of autonomy and independency is forced by social norms and restrictions. Being a major earner, they have not freedom to take any decision solely. The study reveals only 5% females take decision freely to go beyond the social norms. Responses from one and three indicates traditional beliefs, cultural and social system has deeper influence in independent decision making.

The responses examined by question six expresses that 3% females are always ready to come forward for the needy, 34% females often earnest to help and 42% females sometime intended to help while 8% of female out of samples taken have never helped anyone; even have not attempted ever. 13% females rarely come forward to support. 37% female have taken effort but it is serious concern that 8% females even being in good position have not taken any step. The table express the ( $\chi^2$ ) Chi Square value (58.1) is satisfied at (.01) level of significance where p<.01 means real discrepancy has been found and it shows significant difference between observed frequency and expected frequency. These differences in data have emerged due to cultural and traditional practices in society.

In India, women are discriminated and marginalized by regardless of age, this is because of traditional belief system and cultural norms. With increasing education and wealth status, men are less likely to exercise control over their partners and begin respect each other. Education, awareness and gender sensitization certainly provides a higher level of exposure to new gender norms. Men's past experiences in childhood also had a significant impact on their adult "masculine" behavior, such as preferring sons over daughters, this can also be root out through gender awareness in the childhood. In this study it has also found that, women in power or women having economic independency are not even initiating to help equal gender.

Every effort aimed at eliminating gender roles, it is essential to bring men and women together in a strategic manner, across different programs and sectors to create spaces where traditional gender roles are confronted and challenged. Central Government as well as state Government has constituted several Acts and Schemes to empower the women.

Equality can be brought by continuing gender education, enacting and enforcing equal law for gender, promoting female in leadership roles and focusing on enforcing anti sexual harassment policies.

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