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Impact of gender biasness on career development of women

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Abstract

The current study was conducted in Samastipur district of Bihar with the aim to analyze the impact of gender biasness on career development of women. Random sampling method was used to collect the data from 120 female households. A Structured Interview Schedule along with Probing and Observational Technique were employed to obtain relevant information from the respondents. The findings revealed that impact of gender biasness was highly evident on career development of women in the study area with Pearson Chi-Square value of 77.551 which is statistically significant at 1% level. As chi-square is always positive, correlation coefficient was calculated to determine the direction of the association which revealed that there was a negative correlation between gender biasness and career development of women which is negatively significant at 1% level, with the p value of -0.457 which signifies that prevalence of gender biasness had a considerable negative influence on career development of women in the study area meaning with increase in gender biasness career development of women is affected negatively.

Keywords: Career development of women, discrimination against women, gender biasness, gender, women

Introduction

Women are the pioneers of nation. They are an inevitable part of human society. But, in most parts of the world, it has been found that women are relegated secondary position in family and society due to prevailing gender stereotypes.

In fact, gender has nothing to do with men and women, rather gender refers to the characteristics of women, men, girls and boys that are socially constructed. This includes norms, behaviors and roles associated with being a woman, man, girl or boy as well as relationships with each other. As a social construct, gender varies from society to society and can change over time (WHO, 2021) ^[10]. And gender bias is defined as the discriminatory practices perceived by the individual based on his or her sex. It is the behavior that shows favoritism of one sex over the other. It obstructs an individual's progress towards personal, social and national growth and development.

At the verge of completion of 21st century, India was on the verge of becoming a global force, yet half of its population, i.e., women continue to face challenges and struggling for survival and dignity. Women in every facet of life are facing several obstacles in the way of their growth and development. The oppression of women makes it difficult to progress the nation to the pace it should. Discrimination against women persists initially in the form of less educational opportunities and subsequently in the form of lesser food and nutrient portions when compared to men (Sharma, 2015) ^[7]. Alsharif, (2018) ^[1] noticed that cultural, familial, individual, organizational, geographical, economic, legal, and constitutional barriers all hindered women's job advancement. Kapur, (2019) ^[3] concluded in her study that women possess the responsibilities to perform all kinds of domestic chores, child development and in meeting the needs and requirements of family members. The household and family responsibilities are the major challenges that hinder their career development. Furthermore, gender role expectations and attitudes as well as gender discrimination have an impact on women's career progression. Arroyo *et al.* (2018) ^[2] concluded in their study that prevailing gender bias negatively affect the career of women. Women perceive their gender as a reason to not be recruited or delayed in promotion. Marshall and Shepard (2000) ^[8] revealed in their study that career planning seems to be challenging for young women living in rural communities because of limited access to higher education. According to the World Bank (2012) ^[9] when men and women are treated equally in our society and culture, poverty will eradicate, economic sector will expand swiftly, and it will be easier for a country like India to achieve sustainable development.

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Several studies are being conducted focusing on how the overall professional development of youths (Sarkar *et al.* 2022) [6] and women is greatly inhibited by gender biasness. Therefore, the current study was created with the intent of examining how gender biasness affects women's career development.

Materials and Methods

Ex-post-facto design of research was used for conducting the study. Pusa block of Samastipur District of Bihar was selected for the study as it lies in the vicinity of the university where the investigator was carrying out her work. Out of the forty villages that form Pusa Block, Bishunpur Birauli village was selected for the study. Random sampling technique was applied to select the sample. Out of total 1145 households in the village, 120 households were selected randomly to collect the data for the study. Thus, the sample for the study consisted of 120 female households (mothers of girls) as respondents. A Structured Interview Schedule alongwith Probing and Observational Technique were employed to obtain relevant information from the respondents. Secondary data were gathered from a variety of reliable sources including published reports, research papers, statistical manuals, government directories and so on as well. For the purpose of deriving findings and conclusions appropriate statistical tools such as Chi-Square test Lal *et al.* (2015) [4] and correlation analysis were used Lal *et al.* (2021) [5].

Results and Discussion

Table 1: Chi-Square test showing the impact of Gender biasness on Career Development of the respondents

Pearson Chi-Square	Chi-Square Value	df	Significance Level
	77.551**	1	0.000

As table 1 reveals, Pearson Chi-Square value is 77.551 which is statistically significant at 1% level showing that the impact of gender biasness was highly evident on career development of women in the study area. But, Chi-square is always positive, therefore to determine the direction of the association correlation coefficient was calculated.

Table 2: Correlation analysis between gender biasness and career development of the respondents

Correlations		
	Gender Biasness	Career Development
Pearson Correlation	-0.457**	1
Sig. (2-tailed)	0.000	
N	120	120

** . Correlation is significant at the 0.01 level (2-tailed)

The findings of table 2 indicate that there was a negative correlation between gender biasness and career development of women which means more the gender biasness, lesser the career development among women and that's why it is denoted by the negative value of -0.457. This value is negatively significant at 1% level with the r-value of -0.457. Thus, the result signifies that prevalence of gender biasness inhibits the career development of women. We may thus imply from the study that it is high time to reduce the gender biasness against women to promote their career development in interest of the family, society and nation.

Conclusion

Since time immemorial, we see that gender biasness is closely

interwoven in our familial and social fabric hindering the development of women since beginning. Through this study, it was tried to gather empirical evidence of this fact. This study also revealed the same fact which is being quoted below.

The study emphatically tried to see the effect of gender biasness on career development of the respondents in the study area. Gender biasness in family and society has a direct impact on career development of women as a girl faces gender based biasness since she is in mother's womb. The most deprived status of a girl in a family is denial of proper education to her by her parents which closes the doors of equitable growth and development for her as a social being. Lack of education is pivotal in putting her into shackles of unawareness and a mental and physical state of deprivation of her basic human rights leading to many injustices and lack of command on her life and livelihood. This study reiterates the same fact. Hence, it may be concluded from the study that women need equalitarian status in all spheres of life in order to actualize her full potential in the interest of the family and society at basic level and for the national development as a whole.

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