

Gender Discrimination in Higher Education Institutes: An Examination of Female Faculty Experiences in Bihar Universities

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Abstract: *Gender discrimination is not new and most of us accept it as a fact, but now it's changing, Women are acknowledging the power of education and financial freedom because of that, gender discrimination is now decreasing. We consider higher education institutes as a place where the minds of society are inspired to make a change in society. But it's very disappointing that in higher education institutes those who have the responsibility to change society positively, are also stuck in the regressive mindset. For this study an online survey was conducted in the different universities of Bihar among the female teachers and questions were asked about the behaviors of male staff. This survey was conducted on 100 female teachers from different universities and colleges in Bihar. The results of this study showed that still there is 73% of females as a professor in colleges and universities still feel gender discrimination, and because of that around 68% of females in this study felt psychological or mental trauma at some point in time.*

Keywords: Gender Discrimination, higher education institute

1. Introduction

Gender discrimination means being treated unequally or disadvantageously depending on their gender. This study was conducted in Bihar and most of the female professors of Bihar colleges and universities surprisingly don't even have the awareness about the concept of gender discrimination. If we weren't aware of the concept how we be able to overcome it, It was an online survey the identity remained secret even the researcher couldn't know the identity of the responder still the professors were hesitant to answer the questions.

These conditions show the reality of women's empowerment in Bihar, where the so-called intellectuals, the elite part of the society don't even have awareness of gender discrimination. This is a very serious condition because professors have the responsibility to prepare the future minds of society.

Bihar govt. is trying its best for women's empowerment it has policies to encourage women in every job but for empowerment with the job a change in mindset is also necessary. Working women of Bihar still lack the confidence and staff at the workplace mock the women employees and crack sexual jokes and sexual comments because of that around 67% of females in this study felt psychological or mental trauma at some point in time.

But this is not only Bihar this story is applicable worldwide, especially in Asian countries. 22% of working women reported unhappiness at the workplace because they feel their companies exhibit a favorable bias towards men in the workplace. In an article by Mint, it's reported that 85% of women employees claim to have missed out on a raise or promotion because of their gender.

Gender inequality has a serious effect on the mental health and well-being of women. In this study, 67% of women confirmed this notion that they felt psychological or mental

trauma because of gender discrimination and sexual harassment in the workplace. Gender inequality in the workplace has a grave effect on mental health and if continued, develop different kinds of mental disorders like Generalized Anxiety Disorder, Depression, Post Traumatic Stress Disorder. Sexist remarks, workplace discrimination, and comments on driving skills or technical knowledge shake the confidence of women and have a long-term effect on personality. Workplace discrimination contributes to lower the socio-economic status of women and again this lower status makes them feel less confident and prone to mental problems.

When the higher authorities also contribute to gender discrimination or support the discriminatory behavior of their employees it hurts the most and the effects of this discrimination become more serious.

Sometimes sexual harassment is so subtle in the workplace that women can't resist but feel uncomfortable, For example, when someone says women should smile always or women should look beautiful always these types of behaviors denote a certain type of mentality for women should give the more importance to their physical appearance.

Yes of course we have achieved a milestone in women's empowerment but still, we have to go far to reach the goal of equality.

Rationale of the study

For a better world, we need a society where we can do things according to our talent and our capacity not according to gender or any other social label, When everyone can get a fair chance to prove himself or herself then only this world would be a better place to live. Still, we see so many women around us who are trying hard to use their capacities but due to lack of support in family and the office they feel tremendous pressure to excel in their job, and due to that they develop mental problems and sometimes trauma also.

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This study is to clarify what we generally think is not true, it is not true that now women don't need any empowerment, and it is not true that professors or intellectuals or any other elite group necessarily respect the value of equality. Still, so many women are suffering from the patriarchy.

Objective

To discuss gender discrimination and the psychological, and mental effects of this discrimination on women employees, especially among the teachers of higher education institutes.

2. Methodology

Sample:

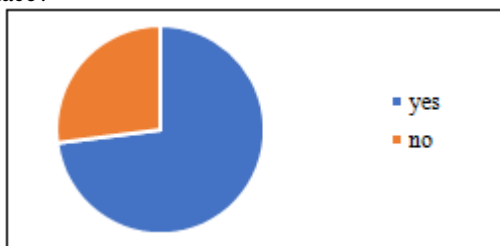
100 female professors from different colleges and universities were selected from Bihar. Only females were selected as a sample because this was only about their experiences of gender discrimination.

Procedure:

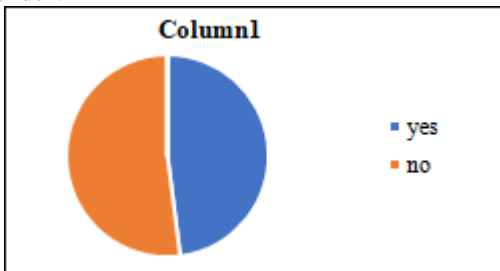
An online survey was conducted on the sample. There were 10 questions, and it took an average time of 4 minutes to complete this survey.

3. Data & Results

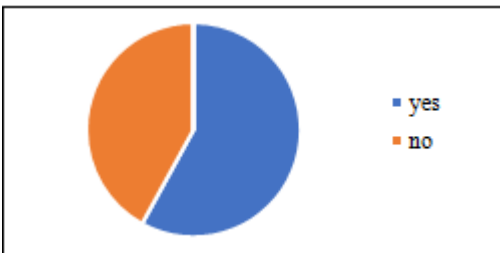
Q.1 Do you feel you have gender discrimination at your workplace?



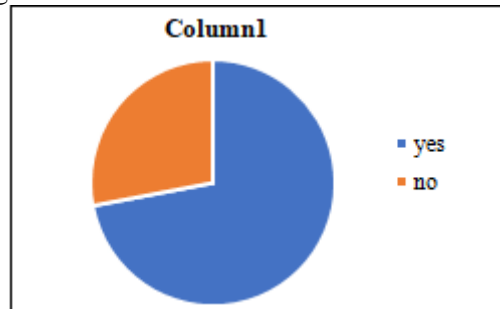
Q.2 Do you feel you are being observed always because of your gender?



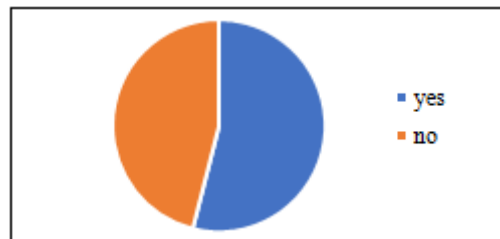
Q3 Do you feel that being a woman you get either more attention or more avoidance?



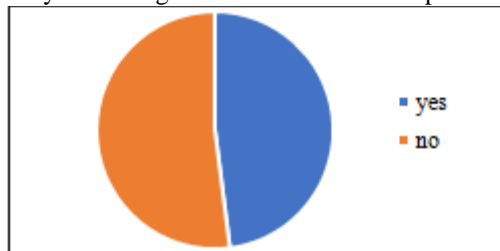
Q. 4 Do you feel because of your gender your talent or capacities get less importance in comparison to your male colleagues?



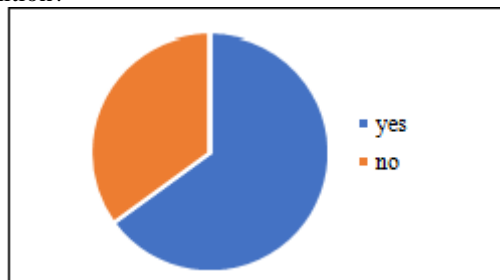
Q.5 Sexual comments at the workplace like females are more sensitive / females are better at home/ females should prioritize their beauty/ females should always smile, makes you uncomfortable?



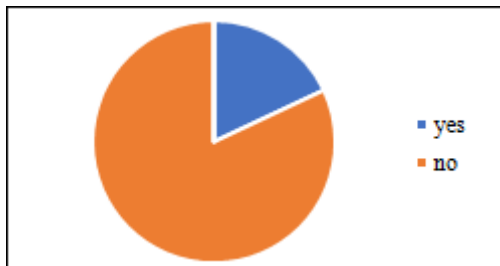
Q.6 Because of gender despite of same qualities and capacities you didn't get the administrative responsibilities?



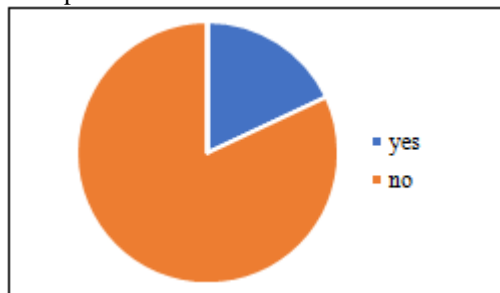
Q.7 Do you think if you were the male with the same qualities and capacities you would get more importance and recognition?



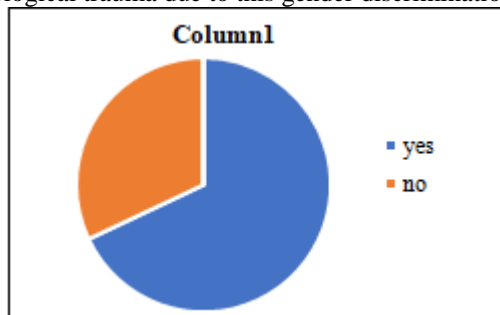
Q. 8 What do you think if you will complain about sexual harassment, your administration and colleagues will support you?



Q.9 At your workplace do you have any committee where you can complain about sexual harassment?



Q. 10 Have you ever faced any kind of mental or psychological trauma due to this gender discrimination?



determination and quality of work based on that one should get respect and value.

References

- [1] Mathur N., "Indian women face most workplace bias". Mint.
- [2] Stamarski C., Leanne S., Hing S., " Gender inequalities in the workplace: the effects of organizational structures, processes, practices, and decision-makers"

4. Discussion

Based on the above response, we can conclude that the so-called elite group of professors also the gender discrimination and the higher education institutes which are considered a place where all kinds of progressive thinking should be promoted and where the future generations should be created more positively and progressively, at those places also females are being discriminated based on gender, these are very disappointing data, as we can see in these responses 68% female professors faced any kind of psychological or mental trauma due to this gender discrimination this is very sad. 82% of female professors don't think they will get support if they complain about sexual harassment, This response tells the story beyond this data that the number of cases of discrimination or even in this survey is less than reality because they don't have the trust on institutions and their colleagues.

5. Conclusion

Everyone wants equality in the absence of equality, a person feels a kind of injustice, so many people believe that now women are too empowered and they see them as a threat, but this is not true, some women are powerful and this can be true for them but the majority of women in India or most of the countries still suffer from gender discrimination and doing twice the hard work just to prove that they are also capable of doing things properly. They are struggling between home and office and with that also suffering sexual harassment at the workplace, sexual harassment at the workplace affects their mental health, and lack their confidence thus creating a cycle of being more vulnerable. A society will progress and grow only with the treatment of equality and justice in every part of the society. Gender can't make anyone weaker or stronger or talented, it's hard work