



ISSN: 2249-894X
IMPACT FACTOR : 5.7631 (UIF)
UGC APPROVED JOURNAL NO. 48514
VOLUME - 8 | ISSUE - 8 | MAY - 2019



ATTITUDE OF MALES AND FEMALES OF HIMACHAL PRADESH AND JAMMU & KASHMIR TOWARDS GENDER-EQUALITY: A SURVEY STUDY

Dr. Dharam Pal¹ and Dr. Pallvi Pandit²

¹Assistant Regional Director, IGNOU Regional Center, Karnal, Haryana.

² Principal & Sr. Assistant Professor, RGIs, Ropar Campus, Railmajra, Punjab.

ABSTRACT:

The progress of any nation depends only on the positive thinking of the people. So, by looking upon this problem favorably, they can play a positive role in providing equality to women and men in every sphere of life. Firstly, it helps the women to establish their own identity and respect, their own individuality by believing in their capabilities and also by acknowledging the presence of her own species in relation to the society by being bold and determined. Secondly, the democratic nation of gender equality should be actualized.

Every individual may be a male or female should understand the equality of both the sexes as essential and their rights. Through this study, the investigator is trying to judge and study the difference between the attitude of the people belonging to two different states, different professions and different sex (males and females) towards women's equality to men. This study will include that which sex, profession or state is more inclined towards gender equality. Moreover, in the field of education, the research work in the field of women-equality with men is minimum. So, the investigator is contributing in this field also.

KEYWORDS: Attitude, Gender Equality & Sex- Differences.

INTRODUCTION

The general 'women-equality' in a society is indeed very important and fundamental. They are generally regarded as the 'weaker sex' and human nature as it is the temptation to ignore them, suppress them, under rate them and may be quite natural on the part of the nation and the societies. Therefore, the problem before us is not legal, moral and humanitarian but of values, attitudes and culture. It is only in this context that one can comprehend the word 'status' significantly different in meaning

and connotation from the word position of women. In fact, the term 'status' signifies the sum total of the various culturally ascribed roles; one has to play the rights and duties inherent in a social position. Besides, the ascribed status, there is also the achieved status which results from one's efforts and personal achievements in a particular field of social activity. The concept of status is used to indicate the ordering of individuals in terms of attributes such as a level of education, occupation, income, perception of one's status within the home and community, decision making role number of

restriction imposed on ones activities, freedom and so on. Considering status in the light of these attributes, it is to be noted that the level of status of women varies according to the socio economic development of these countries. For instance, a wide difference is found in the status of women in the developed and developing countries, even with in a country the level of status of women differs in various areas.

ATTITUDE

An attitude, in general refers

to inclination presumed to be enduring, to react in a certain way in response to certain kind of situations, to see and interpret events according to some predisposition and to organize opinions into coherent interrelated clusters.

To Allport (1935) "An attitude is a mental and neural set of readiness, exerting a directive dynamic influence upon the individual's response to all objects and situations with which it is related".

The definition reveals the following facts concerning attitude:

- Attitude is the mental or neural state of readiness.
- Attitude influences the reactions of an individual.
- Attitude changes the reactions of an individual.

Hence, an attitude may be defined as a learned and more or less generalized and affective tendency or predisposition to respond in a rather persistent and characteristic manner, usually positively or negatively (for or against) in reference to some situations, ideas, values, material object or class of such objects or person or group of persons.

WOMAN STATUS

The general 'Status of Women' in a society is indeed very important and fundamental as it goes a long way in helping one to have a correct and fundamental vision and values. One can measure the extent of growth of a given society are generally regarded as the 'Weaker Sex' and human nature as it is, the temptation to ignore them, suppress them, under rate them, may be quite natural on the part of the nation and the societies. Therefore, the problem before us is not legal, moral and humanitarian but of values, attitudes and culture. It is only in this context that are one can comprehend the word 'Status' significantly different in meaning from the word position of women.

In fact the term 'Status' signifies the sum total of the various cultural ascribed roles, one has to play and the rights and duties inherent in a social position, beside, the ascribed status there is also the achieved status which results from one's efforts and personal achievements in a particular field of social activity. The concept of status is used to indicate the ordering of individuals in terms of attributes such as a level of education, occupation, income, perception of one's 'status' within the home and in the community, decision making role, number of restriction imposed on ones activities, freedom and so on. Considering status in the light of these attributes, it is to be noted that the level of status of women varies according to the socio-economic development of these countries. For instance, a wide difference is found in the status of women in the developed and developing countries, even within a country, the level of status of women differs from rural to urban area and from one generation to other.

GENDER EQUALITY

Today, the primary feminist concern is women's equality with men. The most obvious form in which women's inequality with men is expressed by the society is the rigidity is found strictly in contemporary society. We say contemporary capitalist society because looking into existing data we find that during the pre- colonial and early industrial days, probably the sex division was not so visible, but today we find that a women's role is that of home-maker and mother. The feminists object to this division of work and insist that women must also be able to go out and work and earn as an expression of her right to equality. Nobody would debate on this demand that a women should get the opportunity for self-actualization and to work and to earn if she feels it necessary. It is no doubt, necessary but not enough nor so crucial for achieving equality in status with men. By emphasizing women's right to work what we have achieved is recognition of her ability to work like a man, her ability and talent for the same jobs that men have to do. By this, we are providing evidence to ourselves and to the men that women are as capable as men. But by doing this, we do not achieve status for, "Feminine Jobs". It is noted that we believe that some job are feminine we are aware that male and female are part of a biological continuum and not polar opposites. We are aware of variations in tribal societies where what

are categorized as women's work is different from what are we see in ours. In major civilizations of the world, these feminine jobs are largely determined by culture and partly by nature. These jobs are linked to home and house only. They include making food, maintenance of the house hold, physical services to the members of the family, child-care, looking after the emotional needs of the other members for which the whole personality of the women is involved.

ATTITUDE TOWARDS GENDER EQUALITY

Attitude means an inner set or mental disposition that directs our outer action and behavior. Attitude is a word having no precise technical meaning, when used to describe human beings psychologically, it refers in a general way, to inclinations presumed to be enduring, to react in a certain way in response to certain kind of situations, to see and interpret events according to which his behavior towards it is mould.

For example, due to differences in the respective attitude of the Muslims and the Hindus towards cow slaughter, their behavior towards the cow differs.

Similarly, the people attitudes towards gender equality differ. There is a variety of attitude for feeling towards gender equality.

Equality of gender means equality of male and female in every field of life including their rights and duties. Now, upto which extent this equality of both the sexes is prevailing in the field of work, duties in home, decision making education, mobility etc. depends on the attitude of people towards this equality between the sexes. If both males and females have positive attitude towards equality between sexes i.e. providing equal opportunities for everything in life, then the equality between men and women can be observed in those homes and place of work where men and women are equal then the situation can be reversed. The thinking pattern of people governs this very sensitive pattern of society. In the present study investigator will try to find out what is attitude belonging to two different states and different professional towards equality between sexes.

REVIEW OF RELATED STUDIES

Manjeet Kaur (1997) conducted study on the purchasing decisions of husbands and wives and reported that the purchase of household goods and furnishings, home improvements, handling the money, bills and saving is the joint responsibility of husband and wife. Most of the plans for the purchase of cars were made by husbands.

Yu (1999) studied the problem, "Unequal Employment, Career Plus: Gender Stratification in Japan and Taiwan". This dissertation explains why two societies that historically shared many values and features have puzzling differences in career mobility dynamics, labour - force participation patterns, and work trajectories, for women with comparison between Japan and Taiwan. This dissertation effectively demonstrates how micro- level factors affects individual career paths and therefore, gender inequality. These macro level factors include the role that a nation plays in a global economy, employment practices resulting from labour history, labour demand, conditions determined by methods of production, and transformation of women's roles within the household because of economic factors such as the level of wages for male-workers.

Singh (2000) after independence, "The Constitution of India Conferred Equality to Men and Women in Status and Opportunities in Political, Social and Economical Areas". Every citizen as a fundamental duty should renounce any practice derogatory to the dignity of women. The envisaged goal can be only achieved by making education including women education universal. It is a matter of great concern for everyone who feels that the social justice be noted out of this deprived section of the society.

NEED AND SIGNIFICANCE OF THE STUDY

The very issue of women-equality arises because of the stark reality that women are still marginalized and sidelined from the mainstream as a use-and-throw commodity. The patriarchal

canopy had always denied women the warm rays of the autonomy and freedom. The indeclinable gender bias has disfigured the very face of humanity. This discrimination originates well before the birth of a girl and is sustained right through her womanhood. In India, which is the world's largest democracy, women constitute nearly fifty per cent of the total population. India is nation whose nationhood is equated with the Mother India and image as - The Bharat-Mata. India is also an agrarian economy where land, the main source of sentence is not actively associated with woman in the form of Bhoomi Devi. It is quite ironical that in spite of those symbolic attribution women in India are viewed as the 'second sex' as Simon de Behavior puts it.

"Women were never considered as the other half without which the whole ceases to exist."

Now, our country is suffering from the oppression of women. Real development, therefore, would dawn on our country only with the emancipation of women and awakening of the masses. It is global problem to awaken the people towards, "Gender Equality". It is hitting India in a worse manner. Changes in a demographic profile of a nation depends largely on attitude and behavior of individuals in respect of the status of women, gender equality, sex differences, job differences and the developmental issues. The main purpose and the objective of this study are to examine the attitude of the people towards equality of women with men.

OBJECTIVES OF THE STUDY

- To examine the differences (if any) between the scores of attitude towards women-equality of people of Himachal Pradesh and Jammu & Kashmir.
- To examine the differences (if any) between the scores of attitude towards women-equality of working women and house-wives.
- To examine the difference (if any) between the scores of attitude towards women-equality of servicemen and businessmen.

HYPOTHESES

1. There exists no significant difference between the scores of attitude of people of Himachal Pradesh and Jammu & Kashmir towards women-equality.
2. There exist no significant difference between the scores of attitude of working women and house-wives towards women- equality.
3. There exist no significant difference between the scores of attitude of service-men and businessmen towards women-equality.

DELIMITATIONS OF THE STUDY

- The present study was restricted upto Shimla and Bilaspur districts of Himachal Pradesh and Jammu and Kathua districts of Jammu & Kashmir.
- The data was collected from 112 persons only in the present study.

METHOD & SAMPLE

Survey method of investigation was employed for the present study. A random sample of 112 people including 56 people from Himachal Pradesh and 56 people from Jammu & Kashmir was taken, in which 28 working women and 28 housewives and 28 servicemen and 28 businessmen were taken. The composition of the sample has been given in the Table-1 given below.

Table-1

State	District	N	Sex		Working	Non working	Servicemen	Businessmen
			Male	Female				
Himachal Pradesh	Shimla	28	14	14	7	7	7	7
	Bilaspur	28	14	14	7	7	7	7
Jammu & Kashmir	Jammu	28	14	14	7	7	7	7
	Kathua	28	14	14	7	7	7	7

TOOL

- Equality of Women Attitude Scale by Dr. Rama Tiwari (1983).

STATISTICAL TECHNIQUES USED

When the required data was collected, it was tabulated and the frequency distribution of each item was found by way of mean, standard deviation, standard error of the mean.

Mean, S.D. and S.E M value of scores of

- Whole sample of Himachal Pradesh and Jammu & Kashmir.
- Working women and house wife of Himachal Pradesh and Jammu & Kashmir.
- Belonging to servicemen and businessmen of Himachal Pradesh and Jammu & Kashmir.

SIGNIFICANCE OF DIFFERENCE BETWEEN MEAN (t-ratio)

To discover whether people of Himachal Pradesh and Jammu & Kashmir, working women and housewives, servicemen and businessman in mean value score, the standard errors of difference between the means were calculated. The difference will be significant at 0.05 level of confidence, when t-ratio lies between

1.96 and 2.58 and will be significant at 0.01 level of confidence when it is equal or more than 2.58.

NATURE OF SCORE DISTRIBUTION

Before presenting the actual analysis of data and discussion of results pertaining to hypotheses advanced earlier in the present study, it was desirable to see the nature of score distribution.

In the first instance the data was analyzed from the people Himachal Pradesh and Jammu & Kashmir including districts Shimla and Bilaspur of Himachal Pradesh and Jammu and Kathua districts of Jammu & Kashmir. The scoring was done with the help of key provided in the attitude scale towards women-equality. The values of mean and standard deviation were worked out for the dependent variables of attitudes towards women-equality. These values were represented in tabular form in table no. 2 for whole the people of Himachal Pradesh and Jammu & Kashmir, in table no.3 for the working women and housewives of Himachal Pradesh and Jammu & Kashmir and in table no. 4 for the servicemen and businessmen of Himachal Pradesh and Jammu & Kashmir.

Table 2: Mean, S.D. and S.E_M of Attitude towards Women-Equality of People of Himachal Pradesh and Jammu & Kashmir

State	Variable	N	Mean	S.D.	S.E _M
Himachal Pradesh	Attitude Towards Women-Equality	56	74.69	4.1	0.04
Jammu & Kashmir	Attitude Towards Women-Equality	56	72.31	4.8	0.05

Table 3: Mean, S.D. and S.E_M of Attitude towards Women-Equality of Working Women and Housewives of Himachal Pradesh and Jammu & Kashmir

State	Variable	Sample	N	Mean	S.D.	S.E _M
Himachal Pradesh	Attitude Towards Women-Equality	Working Women	14	73.78	3.70	0.26
		Housewives	14	73.85	4.29	0.30
Jammu & Kashmir	Attitude Towards Women-Equality	Working Women	14	72.35	3.04	0.21
		Housewives	14	75.42	5.84	0.41

Table 4: Mean, S.D. And S.E_M of Attitude towards Women-Equality of Servicemen and Businessmen of Himachal Pradesh and Jammu & Kashmir

State	Variable	Sample	N	Mean	S.D.	S.E _M
Himachal Pradesh	Attitudes Toward Women-Equality	Servicemen	14	72.78	3.29	0.23
		Businessmen	14	73.04	3.51	0.25
Jammu & Kashmir	Attitudes Towards Women-Equality	Servicemen	14	69.75	2.54	0.18
		Businessmen	14	72.38	3.04	0.22

ANALYSIS OF DATA AND DISCUSSION OF RESULTS**Table 5: Mean, S.D., S.E_D and t-Values to Locate Differences in Attitude towards Women-Equality of People of Himachal Pradesh and Jammu & Kashmir**

State	Variable	N	Mean	S.D.	S.E _D	t-ratio	Remark
Himachal Pradesh	Attitude Towards Women-Equality	56	72.31	4.8	0.67	3.53	Significant
Jammu & Kashmir	Attitude Towards Women-Equality	56	74.69	4.1			

Table-5 shows that the mean score of people of Punjab is higher (74.69) than people of Himachal Pradesh (72.31). The calculated t-ratios come out to be 3.53 which is significant at both the 0.05 and 0.01 levels. The reason for the above result may be that in Punjab, women education, independent jobs, business by ladies is encouraged more than Himachal Pradesh which is contributing for the development of favourable attitude of people of Punjab towards sex equality. Therefore, the hypotheses-1 i.e. there exists no significant difference between the scores of attitude of people of Himachal Pradesh and Punjab towards women-equality is rejected.

Table 6: Mean, S.D., S.E_D and t-Values to Locate Differences in Attitude towards Women-Equality of Working Women of Housewives of Himachal Pradesh and Jammu & Kashmir

State	Variable	Sample	N	Mean	S.D.	S.E _D	t-ratio	Remark
Himachal Pradesh	Attitudes Towards Women-Equality	Working Women	14	73.78	3.70	1.513	0.04	Not Significant
		Housewives	14	73.85	4.29			
Jammu & Kashmir	Attitudes Towards Women-Equality	Working Women	14	72.35	3.04	1.53	2.0	Significant
		Housewives	14	75.42	5.84			

Table-6 depicts that in case of Himachal Pradesh, the mean score of housewives (73.85) is higher than working women (73.78). The calculated t-ratio comes out to be 0.04 which is insignificant at the both 0.05 and 0.01 levels. The reasons for the above result may be that the working women and

housewives are now a day's getting about similar type of education in their family environment and same type of brought ups in the school and home. In this case it does not matter whether she has joined same profession or keeping the home only. Therefore, hypothesis-2 i.e. there exist no significant difference between the scores of attitude of working women and house-wives towards women-equality, in case of Himachal Pradesh, is accepted.

Table-6 also shows that, in case of Jammu & Kashmir, the mean score of housewives (75.42) is high than to working women (72.35). The calculated t-ratios come out to be 2.0 which is significant at 0.05 level.

The reason for the above result may be that the housewives are facing more inequality between sexes due to their financial dependent restricted moments with in the home, less participation in discussion making etc. As she is facing these problems due to inequality or her nonworking status, she is in turn developing the opposite reaction that is gender equality. Therefore, the hypothesis-2 i.e. there exist no significant different between the scores of attitude of working women and house-wives towards women-equality, in case of Jammu & Kashmir is rejected.

Table 7: Mean, S.D., S.E_D and t-Values to Locate Differences in Attitude towards Women-Equality of Servicemen and Businessmen of Himachal Pradesh and Jammu & Kashmir

State	Variable	Sample	N	Mean	S.D.	S.Ed	t-ratio	Remark
Himachal Pradesh	Attitudes Towards Women- Equality	Servicemen	14	72.78	3.29	1.28	0.20	Not Significant
		Businessmen	14	73.04	3.51			
Jammu & Kashmir	Attitudes Towards Women- Equality	Servicemen	14	69.75	2.54	0.90	2.96	Significant
		Businessmen	14	72.38	3.04			

Table-7 indicates that, in case of Himachal Pradesh, the mean score of businessmen (73.04) is higher than servicemen (72.78). The calculated t-ratio is (0.20) which is insignificant at both the 0.05 and 0.01 levels. The reasons for the above result may be that the businessmen and the servicemen of Himachal Pradesh are living in the same society getting about equal exposure into the outer word and similar type of school and home environment which is resulting into similar type of attitude development in people of both the classes. Therefore, the hypothesis-3 i.e. there exists no significant difference between the scores of attitude of servicemen and businessmen towards women- equality, in case of Himachal Pradesh is accepted.

Table-7 also reveals that, in case of Punjab, the mean score of businessmen (72.38) is higher than the servicemen (69.75). The calculated t-ratio 2.96 which is significant at both the 0.05 and 0.01 levels. The reason for the above result may be that a high leveled businessman of Jammu & Kashmir is getting more exposure in society, in his own country and may be in other countries also than a serviceman. The businessman is supposed to acquire more liberal and broadminded so his score is higher than the serviceman on the scale of attitude towards women- equality. Therefore, the hypotheses-3 i.e. there exist no significant difference between the scores of attitude of servicemen and businessmen towards women-equality, in case of Jammu & Kashmir is rejected.

CONCLUSION

Our country suffers from the two greatest evils, the oppression of women and the exploitation of the poor. Real development, therefore, would dawn on our country with the emancipation of women awakening of the masses. The progress of any nation depends only on the positive thinking of the people. So, by looking up this problem favorably, they can play a positive role in providing equality to women and men in every sphere of life. Firstly, it helps the women to establish them own identity and respect, secondly, the democratic nation of gender equality should be actualized.

BIBLIOGRAPHY

1. Allen, G.S. "Strategies that African-American Female Executives and Professionals used to manage adversity in work place", Published by John Wiley and Sons Ltd., Chichester New York, Toronto, 1978, pp. 305.
2. Bhatt, B.D. and Sharma, S.R. "Women Education and Social Development", New Delhi, South Asian Publishers Pvt. Ltd., 1984.
3. Chattopadhyer, K. The Role of Women in Modern India. The Educational Quarterly, New Delhi, South Asian Publishers Pvt. Ltd., 1969, pp.4-125.
4. Das, A.C. Purdah-The Status of Indian Women. Discovery Publishing House, New Delhi, 1979, pp. 4-56.
5. Devendra, K. Status and Position of Women in India. Vikas Publishing House Pvt. Ltd., New Delhi, 1996.
6. Devi, K.U. Women's Equality in India, A Myth or Reality. Discovery Publishing House, New Delhi, 2000, pp.1-157.
7. Dube, K.R. Women Status in Developing Countries. Sterling Publishers Pvt. Ltd., 1956.
8. Garrett, H.E., & Woodworth, R.S. Statistics in Psychology and Education. Vakils Feffer and Simons Ltd., Bombay, 1961.
9. Gdege, E.C., & Chobsi, M. Women in Modern India. Bombay, Asia Publishing House, 1929.
10. Guilford, J.P. Psychometric Methods. New York, McGraw Hill Book Co., 1936.
11. Hillgard, E.R. Introduction to Psychology (2nd ed.). 1953.
12. Irzarry. A study of professional women in law, medicine and academic. John Wiley and Sons Ltd., Chichester, New York, Toronto, 1998, pp.201-210.
13. Jagtshwari,. A study of decision practices of homemakers in rural and urban areas of the relationship between Educational level, social status and attitudes. Ph.D. Education, Himachal Pradesh, University, 1972.
14. Jain, Devika. Indian Women. Anmol, Publications Pvt. Ltd., New Delhi, 1975.
15. Jha, V.S., Mehta, A., & Menon, L. Status of Indian Women, Crises and Conflict in Gender Issue Vol. III, Female Exploitation and Women Emancipation. Kanishka Publishing Distributors, New Delhi, 1967, pp. 33-196.
16. Karlekar, M. A Role of the Empowerment of Women. Indian Journal of Gender Studies, Vol. II, No. II, Sage Publications, New Delhi/Thousand Oaks/London, 2004, pp.1-7.
17. Kaur, M. A Comparative Study of Attitude of B.Ed. Trainees towards small family norms. A dissertation, Education, Panjab University, Chandigarh, 2001-2002, pp. 1-6, 40, 48.
18. Kenkel. A comparative study of attitude of people in the family decisions, People of Haryana and Punjab in the family decision. Dissertation, Punjabi University, Patiala, 1957.
19. Kiesler, C.A. Collins, B.E., & Miller, N. Attitude Change. John, Willey and Sons, Inc., New York, 1969.
20. Koul, Lokesh. Methodology of Educational Research. Vikas Publishing House Pvt. Ltd., New Delhi, 1984.
21. Lynda. Decision making Pattern of married women in relation to their level of education and some family related variables. Ph.D. Thesis under Punjabi University, Patiala, 1977.
22. Mazumder, V. Towards Equality. Oxford and IBH Publishing Co. Pvt. Ltd., New Delhi, 1914, p.289.
23. Menon, Lakshmi, N. Position of Women. Sterling Publishers Pvt. Ltd., Bombay, 1944.
24. Nunnally, Jum, C. Educational measurement and evaluation. McGraw Hill, 1964.
25. Sahu, B.K. Women Education. Sterling Publishers Private Limited, 1998.
26. Sharma. Aspiration of youth as related to educational achievement and socio-economic status. Discovery Publishing House, 2000.
27. Sharp & Motti. A comparative study of attitude of B.Ed. Teachers of Haryana towards Gender Equality. Dissertation, Education, Panjab University, Chandigarh, 1958.
28. Shashi. Female Education and Transformation in the Status of Women in Punjab. Dissertation, Department of History, Punjabi University, Patiala, 1998, pp.1-28.

-
29. Shastri, S.R. Women in the Sacred Laws. Bhavasn Book University, Bhartiya Vidhya Bhavan, Bombay, 1959, pp. 173.
 30. Singh. The constitution of Indian conferred equality of men and women in status and opportunities in political, social and Economical Areas. Asia Publishing House, Bombay, 2000.
 31. Singh, U.K., & Sudarshan, K.N. Women Education. New Delhi, Discovery Publishing House, 1996.
 32. Theodore. The history of female emancipation in South India, Women in North India. Sterling Publishers Pvt. Ltd., New Delhi, 1960.
 33. Upadhyay, H.C. Status of women in India. Anmol Publications, Pvt. Ltd., New Delhi, 1997.
 34. Venktaih, S. Women Education. Anmol Publications Pvt. Ltd., New Delhi, 2001.
 35. Wilkening, Vina. Towards Equality? Status of Women in India, in Phadnish Urmila and Malani Indira (eds.), Women of the World Illusion and Reality, Vikas Publications, New Delhi, 1963, p. 28.