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DEPARTMENT OF CIVICS AND ETHICAL STUDIES

ASSESING THE CAUSES ANDCONSEQUENCESES OFGENDER INEQUALITY AT PUBLIC WORK PLACESIN GURAGE ZONE: THE CASE OF CHEHA WOREDA OFSNNP OF REGIONAL STATE, ETHIOPIA.

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By Yirga Getachew.

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Table of Contents

CHAPTER ONE 1

1.1 INTRODUCTION 1

1.2 Statements of the Problems 2

1.3 Objective of the Study 3

1.3.1 General Objective of the Study 3

1.3.2 Specific Objectives 3

1.4 Research Questions 3

1.5 Significance of the Study 4

1.6 Scope of the Study 4

1.7 Limitation of the Study 4

1.8 Organization of the Study 4

CHAPTER TWO 6

2. REVIEW OF RELATED LITERATURE 6

2.1 Introduction 6

2.2 Definition of gender inequality 6

2.3 Conceptual and theoretical Framework 7

2.3.1 Conceptual framework 7

2.4 Theoretical Frame work 7

2.4.1 Social Role Theory 7

2.4.2. Feminist theoretical perspectives 7

2.4.2.1 Liberal Feminism 8

2.4.2.2Socialist feminism 8

2.4.2.3 Radical Feminism 9

2.5 Biological Theories 9

2.6 Evolutionary Theory 9

2.7 Empirical Evidence 10

2.8 Methodological Framework 11

2.9. Consequences of gender inequality 11

2.9.1.Consequences on education 11

2.9.2. Consequences on status of men and women 12

2.9.3 .Consequences of employment and work 12

2.9.4 .Consequence on economic empowerment 12

2.9.5. Effect on son preference 13

2.9.6 .Consequences on decision making 13

CHAPTER THREE 14

3. RESEARCH METHODOLOGY 14

3.1 Description of the Study Area 14

3.2 ResearchDesign 14

3.3 Sampling Techniques and Sample Size 14

3.3.2SampleSize 15

3.4 Sources of Data and Data Collection Instrument 15

3.4.1 Primary Sources of Data 15

3.4.2SecondarySources of Data 15

3.5 Data Collection Instrument 15

A. Questionnaires 16

B. Interview 16

3.6 Data Analysis and Interpretation 16

3.7 Ethical Consideration 16

CHAPTER FOUR 17

4. DATA ANALYSIS 17

4.1 Socio-economic Background of Respondents 17

4.1.1 Sex composition of the respondents 17

4.1.3 Religion composition of respondents 18

4.1.4 Education composition of respondents 19

4.1.6 Economic activities 20

4.2 Factors that speed up Gender Inequality in Cheha Woreda 22

CHAPTER FIVE 31

5. CONCLUSION AND RECOMMENDATION 31

5.1 Conclusion 31

5.2 Recommendation 32

References 33

Appendix I 35

Appendix II 37

LIST OF TABLES

Table 4.1 Distribution of sex composition of respondents…….……....19

Table 4.2 Distribution of age composition…….....20

Table 4.3 Distribution of religion……...20

Table 4.4 Distribution of education……...21

Table 4.5 of marital…….....21

Table 4.6 Distribution of economic activity…….....22

Table 4.7 Occupation that have gender inequality…….....23

Table 4.8 Factor that aggregate gender inequality…….....23

Table 4.9 Influence of gender inequality……....24

Table 4.10 Works that have high gender inequality…….....25

Table 4.11 sex that affected by gender inequality…….....25

Table 4.12 Is the degree of gender inequality is high…….....26

Table 4.13 What is the degree of gender inequality……...26

Table 4.14 cultural background is the factor for gender inequality……....27

Table4.15why people work different work based on gender…….....27

Table 4.16 Do you try to reduce gender inequality…….....28

Table 4.17 Illiteracy brings gender inequality……....28

Table 4.18 Political leader is the factor of gender inequality…….....29

Table 4.19 Social consequence of gender inequality…….....29

Table 4.20 Economic consequences of gender inequality……..30

ACRONYMS

FDRE Federal Democratic Republic of Ethiopia

HRC Human Right Commission

UDHR Universal Declaration

UNDP United Nation Development Program

UN United Nation

MDGs Millennium Development Goals

WHO World Health Organization

Abstract

This research is entitled as a study on the causes and consequences of gender inequality at public work places. Simultaneously, intended to study the specific objectives which to mention the consequences of gender inequality at public work place, explore the reason for the prevalence of gender inequality. To list the occupational area which that show high gender in equality and to investigate gender that is more vulnerable to the gender inequality at public work places. The study employed different methodology to assess the causes and consequences of gender inequality. Regarding to this situation, the study employed both quantitative and qualitative methods. And also this research involved simple random sampling techniques. Because, the respondents of this research which is not only confined to the gender inequality. Therefore, the researcher used simple random sampling to select respondents from the target population. The reason why simple random sampling is used that to analysis the consequences of gender inequality. With regard to sample size from total population, 30 respondents. The study was show that the causes and consequences of gender inequality at public work place in Gubre city administration Kebeles and also it would indicate the painful consequences of gender inequality on the community in the area, even on the country this result in different consequences such as social, political, economic and psychological. In conclusion, this study demonstrated that gender inequality at public work place influences the life of people in general. This study also recommended that to reduce causes and consequences of gender inequality at public work place giving awareness that both male and female has equal right, capacity or ability and skill at the public work place.

CHAPTER ONE

1.1 INTRODUCTION

Globally, during the last quarter of 20thcentury feminist began to challenging the conventional international relations theory. In particular, feminist theory attacked the exclusion of women in discussion about international affairs as well as in justice and unequal treatment of women these prejudice [Kegley, 2006:46]. Feminist theory evolved over time it moved away from focusing on history of discrimination and began to explore how gender identity shapes foreign policy, decision making, and how general hierarchies reinforce practices that perpetuate inequality between men and women [ibid].

Universal Declaration of Human Right [UDHR] affirms the principles of inadmissibility of discrimination and proclaims that all human beings are equal born free and equal indignity and rights and also freedoms set forth there in without distinction based on sex. Scholars generally regard cultural beliefs about gender as a foundational to discrimination of against women in every work place which reflects inequality between men and women [Ridgeway and Diekam, 1992: 157]. Gender inequality and discrimination are root cause of violence against women influenced by historical and cultural which creates power imbalance between male and female [ibid].

In the African continent, from country to country gender disparity and lack of opportunity open to women is strongly associated with society wide poverty or lack of development to their livelihood [Braun,Y., 200; 29-60]. There are many reasons why women's earn less than men one is attributed to the education and work environment women seek. Women often look for jobs that have normal hours, good working conditions and safety. Men without college education enter occupations such as firefighting, and construction which are highly male occupations but also dangerous [ibid].Women without college education enters female occupations such as being secretary, cashier, and child care [Abusharaf, R.M., 2001; 112-115]. The effects of gender inequality at public work places mean that the inequality of male and female to get jobs or at the place of occupation that to survive their life what is sustain their daily life but, when they are not get equal opportunity [Eagly,1999; 54].

Accordingly, women are burdened that domestic labor they are debarred opportunities from taking part in the labor forces and therefore, underrepresented in public professional [ibid]. The historical legacy of inequality and discrimination suffered in Ethiopia especially in the study area .Women in order to remedy this legacy, are entitled to the affirmative measures [FDRE const., 1995; art.35 [3].

1.2 Statements of the Problems

There are many explanations about the causes and consequences of gender inequality at public work place. There was limited research which emphasized on the result of gender inequalities at public work places which affected both male and female in the occupation area of the world. There are different researches on the causes and consequences of gender inequality atpublic the work place that they find different consequences such as unemployment, increment of social isolation, inferiority and superiority between gender stratification is increases, physical harm on the worker that arises on the people at public work places [Eagly, 1999: 123-174].

Women in Ethiopia faced varieties of legal, economic, and social constraints that they are victims of harmful traditional practices and domestic violence. They were deprived of access to education, training, employment and political participation reinforces by stereotypical attitudes [Bekele and Dereje, 2001].

Concerning that, many studies were conducted by different researchers on that investigating the causes and consequences of gender inequality at public work places. Still now they are not filling the gap which exists between male and female which depend on gender inequalities. The factors which enforced the researcher to choose the causes and consequences of gender inequality is being as student of women and gender studies, inequalities towards women is very patient topic to the researcher. This inequality from time to time in memorial is pathetic concern for human society.

Every day in our life, we are simply know to this but not aware to protect their expected rights. Therefore, researcher has chosen this topic to contribute it is effort towards the eradication of women inequality with men at public work place which reflected through imbalance payment for

labor force, discrimination to get daily work opportunities, and stereotyping based on gender rather than sex.

Generally, by identifying the causes and examining the consequences of gender inequality at public work place, the finding of this study would reach on sustainable inputs and solution for the problems which are raised due to gender inequality at public work place that is highly impeded and restrain the life of women at public work place.

1.3 Objective of the Study

1.3.1 General Objective of the Study

The general objective of the study were to assess the causes and consequences of gender inequality atpublic work places in GurageZone: the case of Cheha woreda of SNNP Regional State, Ethiopia.

1.3.2 Specific Objectives

- To identify the causes of gender inequality at public work place in the study area,
- To examine the consequences of gender inequality in the study area,
- To mention the occupational area that shows high gender inequality in the study area. And
- To investigate gender that is more victims atpublic work place of the study area.

1.4 Research Questions

- What are the causes of gender inequality at public work place of the study area?
- What are the consequences of gender inequality in the study area?
- Which occupation shows gender inequality in the study area?
- Who is most vulnerable /victims/ at public work place?

1.5 Significance of the Study

Since this study focuses on the causes and consequences of gender inequality, it is crucial for society to understand the issue of gender. This study has important role for government agents to make policy on gender issues at public work place. In addition, it is necessary to minimize and narrowing gender disparities in every aspect of work. Moreover, it is important to aware the causes of gender inequality and paves the ways to reduces the impact of gender on economy, social, and cultural development of society. Finally, it also helps other future researchers as a reference to conduct further study concerning gender disparities.

1.6 Scope of the Study

In terms of area, this study is limited to Gubre town administration of chehaworeda of gurage zone in SNNP Region. It is also restricted and focused only on the causes and consequences of gender inequality at public work place. That means, this study did not contain and concerning with another field of study.

1.7 Limitation of the Study

Conducting this study, the researcher hasfaced by many problems. The major constraints were; insufficient budget, shortage of time, lack of recent data about problems, and respondents hadlow interest to give sufficient information concerning the topic. Despite of these problems, the researcher triedto overcome financial constraints by personal saving, searching different data from materials, and also researcher aware the purpose of the study to respondents compensates their low interest. Additionally, the researcher managed his time to achieve study on time properly.

1.8 Organization of the Study

This study is organized in to five chapters. The first chapter dealt with introduction, statements of the problems, objective of the study, research questions, significance of the study, scope of the

study, and limitation of the study. The second chapter contains with literature review, introduction, and definition the topic, conceptual frame work, theoretical frame work, empirical evidence, methodological frame work, and consequences of gender inequality. The third chapter also research methodology. The fourth chapter is about data analysis. Finally, the fifth chapter presents conclusion and recommendation.

CHAPTER TWO

2. REVIEW OF RELATED LITERATURE

2.1 Introduction

In this chapter, researcher describes what is reviewed from different literature which is related to the problem.This chapter involves the definition of gender inequality which is taken from different books and other materials. The Researcher wrote the review literature by using variable.

2.2 Definition of gender inequality

Gender is a social construct that outlines the roles behaviors, activities and attributes that particular society are appropriate for men and women. Gender inequalities is the different between men and women that systematically great one group to the determinant of other (WHO).

Gender in equality refers to the difference between men and women in social economic and political participation [Getane and Mesfin 2009:47]. Etymologically has been introduced to refer to the difference between men and women without strictly biological connotation. Gender also refers to social construction of feminist and masculinity which is varies over time and place and which enacted through learned rather than innate behavior [Mac Donald, 1999:53].

It manifest as hierarchical gender relation with men and women being regarded as inferior by virtues of their sex. The work place is setting where gender inequality can be noticeable and sustained. Gender inequality in thepublic work place is an acute and persistent problem specifically in developing countries. There is scarcity of women among highly qualified profession. The organization and management of work use project. Gender inequality is understood in context of cultural of the country (Stephanie, 2010).

2.3 Conceptual and theoretical Framework

2.3.1 Conceptual framework

The conceptual frame work of this study is the comparison of variable which is based on the topic that is researcher studies.The independent variable of the topic [causes and consequences of gender inequality at public work place] are political, economic, social, and psychological those which can influences the dependent variables, and dependent variables of these topic are decrease participation in politics, unemployment, divorce, discrimination, isolation, stress, anxiety, and tension which are increased or decreased based on independent variables.

2.4 Theoretical Frame work

2.4.1 Social Role Theory

In most cultures, women and men occupy quite different roles. Women are more responsible for child rearing, foraging and domestic duties. While men are more responsible for hunting, fighting and in modern society producing income [Eagly, 2000:123-174]. This sex division of labor leads necessary to gender stereotype and sex differences in the behavior [ibid, 1999: 54].

2.4.2. Feminist theoretical perspectives

Feminist perspectives is focus on the issue of gender which is movement taken by women to fight for the right or women. Feminism paradigm which have different perspective on the nature of injustice and oppression against women. Feminist paradigm has variety approaches and strategies to fight or eliminate gender inequality in all. Feminist theory up hold women right free from oppression, giving women opportunity to speak for their self, creating the life style to them, appreciating contribution of women and using the experiences of women to explain social reality which is found in the society. Broadly speaking three feminism paradigms of the most recognized in the feminism perspectives are liberal feminism, radical and socialists.

2.4.2.1 Liberal Feminism

Liberal feminism locates the rise of women oppression in women's lack of equal civil right and equal opportunities as well as in the past traditional and learned psychology associated with the sex role socialization process. The liberal feminism developed the idea of individual rights of women.

They focus on the sources of gender discrimination such as job markets inequality, wage scale, getting women in to profession of government and cultural institutions.

Liberal feminism purports that women's liberation would be achieved with removal of sexist discrimination pursue their potential for individual development just as fully as men do. It focus on the social and legal reform through polices designed to create equal opportunities for women and to establish individual civil rights so that no one is denied access to the existing social-economic system because of sex, race or class, liberal feminism assumes that the re-education of the public concerning the sex role socialization process towards achieving more liberated and egalitarian gender relations.

2.4.2.2Socialist feminism

Socialist feminism locates the rise of women oppression in the interaction of the capitalist system based on class inequalities with patriarchy system based on gender inequalities. As a result women are subordinated and exploited through is use of their labor in market place, for which they are persistently under paid and of their labor in the home, for which they are not paid at all. Current reality is viewed in terms of an economically based on class system reinforced by sex attitudes and practices. This perspectives expect that the smaller the different in the standard of living or property in a society and they have different status between men and women.

Socialist feminism aims to abolish both capitalism and male dominance in order to end women oppressions. It emphasize on the necessities for revolutionary societal change in order to eliminate the existing unequal distribution of powers. These perspective necessities facilities, understanding of the experience of women of all classes and races as means of understanding

oppression. An essential feminist strategy for achieving the liberation of women involves alignments with other oppressed groups in order to find their common grounds of the oppression and to resist women subordination at market place and in the home.

2.4.2.3 Radical Feminism

Radical feminism locates the origin of women oppression in the patriarchal control of female sexuality and female fertility. The perspectives focus male powers and privilege in patriarchal relation as the essential determinant of women subordination. Radical feminism emphasizes that in the existing social order women are oppressed and exploited primarily in sexuality and procreative relation in home.

This perspective to challenges society basic structures and identifies the need for revolutionizing its existing organization. An essential strategy for eliminating women oppression is establishment of a woman culture separates from the lives of men, thus redefining social relations and over throwing or undermining the present dominant patriarchy.

2.5 Biological Theories

Biological theory of gender suggests that there are some innate differences between males and females that we may some extent be born masculinity of feminine. The biological basis of sex difference is obvious for physical traits. Women produce ova, and men produce sperm. Women menstruate and havecyclic menstrual cycles that men do not. Women give birth and lactate [produce milk] men do not. Women's bodies produce more estrogens [female hormones], means bodies produce more androgens or male hormones. On average women have bigger hips and breast and more body fat than men do; men have broader shoulders and more muscle mass than women.

2.6 Evolutionary Theory

The basic assumption of Darwin's [1889] original theory of evolution are simple; [a] the traits of all living things show variation, [b] traits can be passed from generation to generation [

principles of inheritance orheredity], and [c] natural selection is the filter that determines which traits are passed from generation to generation. Natural section is not a conscious, purposeful, although it is products often give the uncanny appearance of having been designed [Darwin's, 1986].

2.7 Empirical Evidence

In United States of America [USA], women and men do different in social dominance, with men scoring higher than women [Lippa and Arad, 1999]. The " d" value for sex difference in social dominance orientation [based on my own summary of number of recent study] is around 0.6 assuming this ball mark estimate, about 27% of women scores higher on social dominance orientation than the average men does or conversely, 73% of men score higher on social dominance orientation than the average women does [ibid]. In the developing countries especially in Africa, men does higher than what women do in daily labor work which reflects and realizes domination of women by men based on social orientation [Braun,y. 2001: 29-60]

- To make discussion manageable, the evidences will be organized by the following topic areas

Are there Sex Differences in Personality?

Personality traits can be defined as eternal factors partly determined by experience and heredity and also psychology that cause individuals characteristics patterns of thought, feeling , and behavior [Funder, cited in Lippa, 2001; 12].

Are there Sex Differences in non-Verbal Behaviors and Verbal BehaviorsPerceptiveness?

People convey a huge amount of information to one another both intentionally and unintentionally through behaviors such as eye contact, smiling, facial expressions, speech intentions, gesture and the use of personal space. Researchers have studied the nonverbal behaviors people display to one another and ability to read one another's facial expression and body language [Hall, 1984:142].

Are there Sex Differences in Physical Abilities?

Several Meta analysis have summarized sex differences in physical abilities [Eaton and Inns, 1986]. On average men, shows higher activity levels than women do [d=0.49]. However, women show better fine eye hand coordination than men do [d=0.21]. Men can through objects faster, farther, and more accurately than women can do [=2.18, 1.98, and 0.96 respectively]. The sex differences in throw velocity indicate that 99% of men can throw faster than women.

2.8 Methodological Framework

In designing that research, researcher committed to using feminist political ecology frame work. In practice this means that both men's and women's experience need to be explored, the inclusion of people often excluded or rendered in visible need to be apriority, and the gender through complexities of women's and men's experiences are to be under stood through their relation to power resources and other actors [Feminist ecology].

2.9. Consequences of gender inequality

The issue of gender inequality have so many consequences such as long working hours with fierce resistance to any reduction: unpaid our time: high management expectations of employee flexibility to meet unanticipated client demand: and the need for employees to negotiate flexible working arrangements on a case by case basis with a project manager, who often has much discretion on whether to accommodate such refuse. The study declares that women are particularly disadvantaged in such system (Sen. A. 2005).

2.9.1.Consequences on education

Gender inequality influences education which is one of the social institutions. Over past decades there had been large and successful effort to extend education to all children including girls. The problem of gender inequality on the education can be reduces the number of people. It decreases the skill of people that they develop through learning different techniques which used to them in their life. In developing countries now as a whole the average years for girls and boys has

increased. In the past, female and male were can not learn equally. Latter male learn more than female because of the cultural issue in the society.

The improvement in the society will change the attitude to word education of their children. When people cannot get education and skill which is needed in their life they cannot work what is given to them at their place of occupation (Barron and Lee, 2001).

2.9.2. Consequences on status of men and women

There is effect on the status of man and women that on the global level women were centered more in home. A fact which is immediately related to observed gender biased. In less developed nations this domestic specialization affectively excluded the women from society at large. The exclusion can be externally imposed as in some developing countries or internally women cannot get high status in the society that they live, but they get lower status.. Societal norm and value may exclude women from particular types of occupation which is paid employments, leadership positions. They work mainly at home. (Luke and mush, 2005).

2.9.3 .Consequences of employment and work

Women have become an increasing part of the labor force over past years. According to the World Bank statistics women labor force participation ratio as men's has increased. In law income countries this ratio has also increased. in terms of the total working hours including labor market and house hold work there is wide spread belief that women work more than men. Total time of men and women is found to be average almost identical in the richer countries. There is large variation across cultures, subgroups or overtime, but it is not based on gender. Women cannot work outside and in high income work which have high skill profession at public work place (Burda,Hamermesh and Weil, 2007).

2.9.4 .Consequence on economic empowerment

The consequences of gender in equality at public work place which is viewed that have effect on the economic sector of the country when men and women are work hard in the place they live.

The economic empowerment is about making labor markets for women to empowering them to compete in the opportunity. From the economic point of view the inequality of gender at public work place including using of resources which is found in the country which involves land, labor product and financial markets had the advantages of giving gender issue more in the economic institution (David and Gatti, 1999).

2.9.5. Effect on son preference

The lesser valuation of female can be observed at birth manifested in the prevalence of son preference. If appear strikingly in the statics of new born child. An option apparently used with frequency. In modeling gender preference and marriage patterns simply assumed that the parent utility form male child is higher than female child. (Anderson et al, 2004)

Surprisingly strong evidence for gender bias even in the census data although thisbias has decreased over time. Couples girl children divorces more than with boys. Son preference is indicates. When a couple is more likely to have another child and, when they already have two or three daughters instead of the same number of sons. They parent were get to preference their child (Dahl and Moretti, 2004).

2.9.6 .Consequences on decision making

Until relatively recent women have been afforded less decision making power, fewer legal rights that man in all social, political and economic spheres. In developing countries laws of inheritance and ownership generally disfavor the women more than developed countries which may be a significant factors affecting the financial resources of women have at their disposal. At the political level women have less voice, they cannot participate in it and do not make decision. To reduce the consequences which arises from the problem of gender inequality? (Roy and Tisdell, 2002).

CHAPTER THREE

3. RESEARCH METHODOLOGY

3.1 Description of the Study Area

Chehaworeda is located in the SNNP Regional state of Ethiopia. It is bordered by in gurage zone on the north, by the wabe river, on the south, by Enemorina Eanerworeda onthe east,by Ezha and on the west by the Oromia Region. The administrative center of this woreda is Endibir and the other is Gubre townadministration. This woreda is found at about 86 kilo meteraway from Addis Ababa. Total populationof Chehaworeda is estimated to 115,951 of whom 56,851 are men and 59,100 are women. [2007, National Census Reported].

Majority of its peoples are engaged in agricultural productivity and non agricultural activities. This area is well known for it is coffee, ensat, teff, and maize production. The main income of Chehaworeda is generated from coffee, and livestock. Islam is the dominant religion of this woreda [protestant with 12.87%, Islam 42.98%, orthodox 36.31%,and 7.73% were roman catholics] [CSA, 2007].

3.2 Research Design

The study involved descriptive method to explain and define the concepts of gender inequality. In this study, both qualitative and quantitative approaches were employed. Besides, both primary and secondary sources of data were used to provide a variety of data that may help the study more acceptable.

3.3 Sampling Techniques and Sample Size

To conduct this study, the researcherselected 2 kebeles[01and 02] randomly out of 9 kebeles of Chehaworeda. From which,6 of them are Rural kebeles, and the left 3 are Urban kebeles.The researcher has also selected sampled respondents through simple random sampling technique of probability sampling. In case of this technique, all units of population have an equal chance of

being included in the sample. Additionally, systematic sampling used to select sample from the total population of the study area [01 and 02]kebeles.

3.3.2SampleSize

Due to lack of time and budget, 30 respondents were selected from the target populationThe total population of 01 and 02 kebeles is estimated to 500.Out of 30 respondents of 2 kebeles, 18 respondents are male, and 12 respondents are females.

Then, questionnaires are distributed to 30 respondents from which14 young,9households, and7 old group of people [respondents] to answer the raised questions accordingly.

3.4 Sources of Data and Data Collection Instrument

For the purpose of this study, both primary and secondary data were used.

3.4.1 Primary Sources of Data

The primary sources of data were collected from respondents through questionnaires and key informants [administrator or chairman] of civil service sector through interview.

3.4.2SecondarySources of Data

Secondary sources of data were collected from books, published and unpublished materials, and also mainly from internet services.

3.5 Data Collection Instrument

The instruments that the researcherused to collect data was:

A. Questionnaires

Questionnaire is an important instrument through which primary data is collected. Thus, for this study, both close ended and open ended questionnaires were employed. Then, distributed for 30 respondents equally. The rationale behind why the researcher used both forms of questionnaire is that to get sufficient information from respondents based on their interests.

B. Interview

Interview is the means in which researcher collect primary data from key informants. It is conversation between researchers and key informants those who were purposively selected from Chehaworeda Municipal office, and civil service. In this study, the researcher used semi structured type of interview to collect necessary data concerning the topic. In this case, why semi-structured form of interview used by researcher is for the sake of time saving.

3.6 Data Analysis and Interpretation

Both qualitative and quantitative approaches have been used for data analysis. After the gathered data edited manually, qualitative data were analyzed and presented using tables, frequency and percentage. Whereas qualitative data were analyzed and interpreted contextually and verbally.

3.7 Ethical Consideration

Ethical consideration is the most criteria to be followed in the time of collecting data to conduct research. Ethical issues may stem from the kinds of problem investigation by social scientists and the method they use to obtain more valid and reliable data. Most of these ethical issues are; telling the purpose of the study, having consent with respondents, voluntary participation of respondents; do not violate the right of participants of the study, and finally, giving appreciation and thanks for all participants of the study.

CHAPTER FOUR

4. DATA ANALYSIS

This chapter is about the analysis and interpretation of data collected in this study. The study is conducted on the causes and consequences of gender inequality at public work place. To get reliable data for this study, 30respondents were selected.

From the total number of respondents,30 of them are asked to answer questioners by reading and writing their respond on the paper and another 2 key informants were interviewed.

4.1 Socio-economic Background of Respondents

4.1.1 Sex composition of the respondents

Table 4.1 Distribution of sex composition of respondents

Sex	Number of respondents	Percentage
Male	18	60
Female	12	40
Total	30	100

Sources: Own survey, 2017

As we have seen in the above table, 18 respondents or 60% of them are males and 12 of respondents or 40% of them were females. From this, we can understand that the majority of them were males that they participate than females because the populations of the males were many.

Table 4.2 Distribution of age composition

Age	Number of respondents	Percentage
Below 18 years	5	17
18-30 years	10	33
30-50 years	8	26
Above 50 years	7	24
Total	30	100

Source: Own survey, 2017

As we can understand from the above table, one can see that 10(33%) of the respondents are in age groups between18-30, 8(26%) of the respondents werein age groups of 30-50 years, 7(24%) were age groups of above 50 years and 5(17%) of the respondents were below age of 18 years.

Regarding the above interpretation, majority of the respondents were under the age groups of 18-30 years and the smallest portion of the respondents were below the age of 18 years.

4.1.3 Religion composition of respondents

Table 4.3 Distribution of religion

Religion	Number of respondents	Percentage
Protestant	17	56
Islam	7	27
Orthodox	6	17
Total	30	100

Source: Own survey, 2017

From the above table, we can understand that about 17(56%) were followers of Protestant religion from the given respondents, also about 7(27%) of the respondents were followers of Islam religion, and about 6 (17%) of the respondents were Orthodox religion.

The majority of respondents those participate in this study were Islam followers; and few of respondents were the follower of Christianity religion, and the left were Protestants.

4.1.4 Education composition of respondents

Table 4.4 distribution of education

Educational level	Number of respondents	Percentage
Primary level (1-8)	7	23
Secondary level (9-12)	14	47
Higher level	9	30
Total	30	100

Source: Own survey 2017

The above table shows that the educational status of respondents about 14 (47%) were in the level of the secondary or 9-12 grades, 9 [30% of respondents are higher level, and 7 [23%] are primary level.

This shows that the improvement in the society will change the attitude to word education of their children. When people cannot get education and skill which is needed in their life they cannot work what is given to them at their place of occupation (Barron and Lee, 2001).

4.1.5 Marital status

Table 4.5 Distribution of marital

Marital status	Number of respondents	Percentage
Single	8	27
Married	13	43
Divorces	4	13
Other status	5	17
Total	30	100

Source: Own survey, 2017

The above table shows that the marital status of the respondents. About 13(43%) were married groups of people, then 8(27%) of respondents were those which live alone or single also 5(17%) of respondents were whose have other marital status and the remaining 4(13%) of respondents were those divorces.

Based on the above table the majority of respondents were married and the least is those divorces.

This can be showed that women cannot get high status in the society that they live, but they get lower status.. Societal norm and value may exclude women from particular types of occupation which is paid employments, leadership positions. They work mainly at home. (Luke and mush, 2005).

4.1.6 Economic activities

Table 4.6 Distribution of economic activates

Economic activities	Number of respondents	Percentage

Farmer	10	33
Merchant	8	27
Unemployed	6	20
Pension	6	20
Total	30	100

Sources: Own Survey 2017.

Regarding the above table, the majority of the respondents 10(33%) of them were farmer. 8(27%) of respondent were merchants. 6(20%) of respondents were unemployed group of the respondents and the remaining 6(20%) were pension groups of the respondents. One can understand that the majority were farmer in their economic activities that they living in rural area. The activities that they perform including plough land, livestock raring and other activities that female cannot participate as male participate.

This showed that the economic point of view the inequality of gender at public work place including using of resources which is found in the country which involves land, labor product and financial markets had the advantages of giving gender issue more in the economic institution (David and Gatti, 1999).

Table 4.7 Occupation that have gender inequality

What is your occupation	Number of respondents	Percentage
Farmer	14	47
Government employment	7	23
Daily labor	5	17
Other occupation	4	13
Total	30	100

Source:Own survey2017.

The above table shows that 14(47%) of the respondents were working in the farming in their occupation, around 7(23%) of respondents were government employments to lead their life. Also 5(17%) of the respondents were daily labor in their occupation to continue their life. Finally 4(13%) of respondents were have others occupation in these kebeles. The majority of the respondents were had occupation of farming land and associated work. The smallest portion of respondents were had other occupation. The factors that respondents engaged in farming are rural area are dominated by agricultural activities.

4.2 Factors that speed up Gender Inequality in Cheha Woreda

Table 4.8 Factor that aggravate gender based inequality

Factor that aggravate gender in equality	Number of respondents	Percentage
Cultural background	10	33
Religion	8	27
Political leader	6	20
Educational level	4	13
Other factor	2	7
Total	30	100

Source: Own survey, 2017.

The above table shows that the respondents on the factor promote gender in equality at public work place 10(33%) of respondents were choose the cultural background in the society. 8(27%) of the respondents were religions factor for the gender inequality. Then followed by political leader as factor promote gender inequality which account 6(20%) of the respondents. also 4(13%) of respondents were educational level is factor that promote gender inequality. Finally 2(7%) of respondents were choose other factor is promote gender inequality at public work place. The majority of respondents were chooses the cultural background is the factor for the gender in equality at public work place.

The cultural factor is the most causes because the society are more conservative in their believe towards gender equality.

Table 4.9 the influence of gender inequality

What is the influence of gender inequality	Number of respondents	Percentage
Social influence	11	37
Psychological influence	6	20
Job influence	9	30
Other influence	4	13
Total	30	100

Source: Own survey, 2017.

The above table illustrate that the influence of gender inequality at public work place. 11(37%) of the respondents It have social influence, 9(30%) were psychological influences by the gender inequality at public work place and also followed by 6(20%) of the respondents were job influence or increase unemployment and finally 2(6%) were other influence on the people. The majority of the respondents were chosen that social influences on the people live in the country. Followed by the job influences in the kebeles. The smallest portion of the influences of gender inequality was other effects of gender inequality at public work places. The social influences which including isolation, discrimination and other effects.

Table4. 10 works that have higher gender inequality

What work have high gender inequality	Number of respondents	Percentage
High income work	10	33
Medium income work	6	20
Low income work	9	30
Other income work	5	17
Total	30	100

Source: Own survey 2017.

The above table shows that the work that have high gender inequality at public work place, 10(33%) of respondents were choose higher income work have higher gender inequality, 9(30%) of the respondents were lower income work have higher gender inequality also 6(20%) of the respondents were medium income work and 5(17%) of the respondents. The majority of respondents were choose that higher income work have higher gender inequality at public work place and the smallest portion of the respondents were choose other income work have gender inequality.

Table 4.11 Sex that affected by gender inequality

What sex is affect more by gender inequality	Number of respondents	Percentage
Male	13	43
Female	17	57
Total	30	100

Source: Own survey2017.

The above table shows that 17(57%) of the respondents were choose that female is more affected by gender inequality and 13(47%) of respondents were male is affected by the gender inequality. The majority of respondents were female is more affected by the gender inequality. The females were affected by gender inequality because of different factor such as social, economic, political and other factors make the female to be affected.

Table 4.12 Is the degree of gender in equality high

Is the degree of gender in equality high	Number of respondents	Percentage
Yes	12	49
No	18	51
Total	30	100

Source: Own Survey2017.

The above table shows that the degree of gender inequality is high or not, 12(49%) of respondents were chooses that yes and 18(51%) of respondents were no. the majority of

respondents were chooses that no the degree of gender in equality at public work place is not high. And other respondents were chooses yes that they affected by this issue in general.

Tab le 4.13 what is the degree of gender inequality?

What is the degree of gender inequality?	No. of respondents	Percentage
Very high	9	30
Medium	8	27
Few	7	23
Very few	6	20
Total	30	100

Source: Own survey, 2017.

The above table shows that 9(30%) of respondents were stated very high, 8(27%) of the respondents were stated medium. Also 7(23%) of respondents were few and 6(20%) of respondents were stated very few. The majority of respondents were stated that the degree of gender inequality at public work place is very high and the fewest respondent were stated that very few degree.

Table 4.14 cultural background is factor for gender inequality

Is cultural background is factor for gender inequality	Number of respondents	Percentage
Yes	17	57
No	13	43
Total	30	100

Source: Own survey 2017.

The above table shows that 17(57%) of respondents were choose yes and 13(43%) of respondents were no. The majority of respondents were chosen yes the cultural background is the factor for the gender inequality at the public work place. Cultural background is more factors to the gender inequality at public work places.

Table 4.15 why people work different work based on gender

Factor that people work different	Number of respondents	Percentage
Work based on gender		
Cultural background	72	40
Hardness of work	7	23
Given by rule	6	20
Other factor	5	17
Total	300	100

Source: Own survey2017.

In the above table we can understand that the factors of people work in different work based on gender, 12(40%) of the respondents were choose that based on cultural background, 7(23%) of respondents were based on hardness of work 6(20%) of respondents were choose given by rule of work based on gender and finally 5(17%) of respondents were other factor to work in different work place. The majority of respondents were stated that cultural background is factor for the people to work in different area of work which is lead them to gender in equality at place that they work. The smallest portion of respondents were chooses other factors is factor to work in different public work place.

Table 4.16 Do you try to reduce gender in equality

Do you try to reduce gender in equality at work place	Number of respondents	Percentage
Yes	22	73
No	8	27
Total	300	100

Source: Own survey, 2017.

In the above table 22 (73%) of respondents were choose" yes" they try to reduce gender in equality at work place. 8(27%) of respondents were choose no they cannot try to reduce gender inequality at work place. The majority of respondents were tries to reduce the inequality that based on gender at work area. That they choose yes by using different methods to decrease the problems through giving awareness, changing attitude towards gender, make equal participation for both sex and decision making equally. Those choose no where we cannot try to reduce gender inequality because they have negative attitude towards this issues.

Table 4.17 illiteracy bring gender in equality

Did illiteracy bring gender inequality	Number of respondents	Percentage
Yes	16	53
No	14	47
Total	30	100

Source: Own survey 2017.

In the above table 16(53%) of respondents were choose yes illiteracy bring gender inequality and 14(47%) of respondents choose No. The majority of respondents were choose yes illiteracy bring gender inequality that lack of education were rises gender inequality at work places. When peoples lack education cannot get their skill, knowledge and modern way of doing activities.

Table 4.18 Political leader is factor for gender inequality

Did political leader of country is factor for gender in equality	Number of respondents	Percentage
Yes	17	57
No	13	43
Total	30	100

Source: Own survey 2017.

The above table shows that 17(57%) of the respondents choose yes political leader of country is factor for the gender inequality and 13(43%) of respondents were choose" no" it is not factor for gender inequality. The majority of the respondents were choose yes political leader is one of the factor contributing to gender in equality because they cannot implement right polices that benefit both sex to participate in the public work place, education, decision making, economic activities, social participation and other spheres.

Table 4.19 Social consequence of gender in equality

What is social consequence of gender in equality of public work place	Number of respondents	Percentage
Dominance of male	12	40
Isolation	8	27
Discrimination	6	20
Other consequences	4	13
Total	30	100

Source: Own survey2017.

The above table shows that 12(40%) of respondents were dominance of male is social consequences 8(27%) of the respondents were choose station 6(20%) of respondents were chosen discrimination at public work place and finally 4(13%) of respondent were stated other consequences of gender inequality at work place.

The majority of respondents were chosen the dominance or participial of male is result as social consequences at public work place and every place of society. The smallest portion of respondents were chooses other consequences is resulted.

Table 4.20 Economic consequences of gender inequality

What is economic consequences of gender inequity	Number of respondents	Percentage
Unemployment	14	47
Inflation	9	30
Other consequences	7	23

T o t a l	3	0	1	0	0

Source Own survey 2017.

In the above table one can understand that 14(47%) of respondents were stated that unemployment is the consequences of gender inequality. 9(30%) of respondents were stated that inflation is the economic consequences and finally 7(23%) of respondents were stated that other economic consequences it bring on the people. The majority of respondents were stated that unemployment is the economic consequences of gender inequality at public work place and the smallest portion of respondents were stated other consequences were resulted.

Gender inequality is bringing economic problem both men and women the whole society, the social ills and unhealthy social constructs that come with gender inequality are the source of economic problems, besides, when the cultural construct makes women especially vulenerable and the existing institutions are against their equal treatment, then women become unemployed although their potential and ability to be employed and work along with other men catagories is significantly high(Interviewees, 2020).

This showed that gender inequality unemployment and economic disaster are associated variables that reinforce each other and perpetuate a downgrading economic performance that will wreck the other socio economic dimensions of social life in the society(Stephanie, 2010; Mc Donald, 1999).

Response of respondents;

In item number one respondents stated that the reasons that aggregate gender inequality at public work place are so many. The factor that aggravate gender inequality at work places including, cultural background. It is factor in which the society out look toward gender at a place where they work. Cultural society classifies the role of man and women. They give high status, work outside of home decision making for man and they lead the household.

Another factor that influences the gender equality as respondents stated is lack education or low literacy. When people cannot have education they cannot know their right and obligation, role status and their place in the society. Because of this people cannot give equal opportunity for both sex at the place of work and other place.

Also, other factors that reduce genderequality at public work placeare political leaders of the countries. This policy that which is implemented in the country on the people those living in county. Previously many leaders cannot give equal right of human being to sustain their daily life.

There are other factors that harm gender equality at public work place as respondent stated which include religion. When they say religion as one factor some of the religion cannot promote for the both sex to work equality outside of home. Also attitude of society toward gender, dominance of the male or patriarchy in the past and until present is the some of the reasons.

The item number two key informants stated that the consequences of gender inequality at public work place include social, economic, political and psychological consequences and other consequences may result. When they said that social consequences, it include dominance of male or patriarchy, isolation from the society, discrimination gender segregation, women were culturally affected they remain as home maker and child career, it increase gender bias and it reduce the social participation of both gender equally. Finally the social consequences of gender inequality atpublic work place so have many consequences on the people.

The economic consequences of gender inequality at public work place as respondents said it is one the consequences of gender inequality which include lack of job that you need, the income that person get is not increases unemployment or jobless people is increases, people cannot get equal payment, it bring inflation of economic sector and other consequences are resulted from this problem.

Political consequences of gender inequality at public work place as respondents said that include person cannot get leadership or power equally, decision making is not clear, it reduce participation of people in the political affairs, people cannot participate in election equally and

result in the unlimited power of the leader of the community. Psychological consequences of gender inequality at public work place as respondents stated in include stress on the people individualism is increase, isolation of people from each other, unhappiness in their life and create carelessness in the people. In item number three respondents said that many workplaces had gender inequality of the place that they work to sustain their life. From the work that shows gender inequality at work place are include work in factory, working in the office, in the school, in the hospital, in the market or businessarea, in the farm area, at the construction place and other work place are show gender inequality.

CHAPTER FIVE

5. CONCLUSION AND RECOMMENDATION

5.1 Conclusion

Generally, this research conducted on the causes and consequences of gender inequality at public work place that influence the life of people. There are so many causes of gender inequality at public work places. There are different factors that hinder genderinequality atpublic work places such as cultural background, religion political spheres, and educational level are some. They are as different occupation place show gender inequality at public work places.

The factors that increases gender inequality at the public work places are cultural background: such as the past tradition, customs and norms of society were not promotes man and women to work equally. The activities were classified based on sex. Religious also another factor which promote gender inequality. Previous political leader also cannot promote gender equality. They cannot impalement the policy, rule regulation which composed both sex. Educational levels also another reason that createsgender inequality. Those peoples learned, skilled, and get profession were get high position at public work place and get work.

The occupational places that show gender inequality at public work place are such as agricultural occupation which is mainly dominated by male members of the society and female have less place. Another area that shows this issue is government employments in which male became leader or manager. Whereas, female were work secretary and other less poison. Daily labors also have the work that shows gender inequality. Male were employed and high paid at the work that they work and female were employed and less paid according to finding gender that is more vulnerable to gender inequality. Female group of the society were more vulnerable to the gender inequality. Women work at home, care of children, home maker, they are lack education because the dominated by men or patriarch system.

5.2 Recommendation

Based on the findings of this study, the following are forwarded as recommendations that help to balance gender inequality at public work places. There are so many consequences of gender inequality at public work places. Such as social, economic, political, and psychological consequences are touched. The hierarchical (patriarchal) gender valuations appear in many different places. Overall the aspect of the gender inequality that seems too associated with all sphere of people's life.

Economic consequence is also other consequences of gender inequality such as unemployment became expanded, economy of country goes to inflation, it promotes poverty, and famine and the gap between poor and rich were wide. Political consequences also resulted from this problem that mean it discourage people to participate in the political arenas. Other consequence is the psychological consequences such as stress, anxiety, lone and tension to the people.

To reduce causes and consequences of gender inequality at public work place, giving awareness that both male and female has equal right, capacity or ability and skill at the public work place equally. Encouraging relationship between both sexes to work together at place they work. Limiting the factors which exacerbate gender inequality at public work places.

- Paying attention on the equality of gender to protect genderat every aspects of social life.
- Changing attitudes of peoples towards gender inequality at public work places

- Facilitating different workplace to the people to get equal opportunity of work
- Promote for both sex to learn skill or profession that is used to work equally
- Eliminating factors that make people vulnerable to gender inequality.
- Give different composition or initiative for the sex which vulnerable to gender inequality at public work place.

To resolve these problems of gender inequality at work public places first en educating girls, and encouraging women participation in political, implementing legal and marital rights, and also employing women outside of home equally with men.

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Appendixes

Appendix I

Sir/Belachew

This questionnaire prepared for collecting data on the causes and consequences of gender inequality at public work places in theChehaworedafor partial fulfillment of B.A degree in Civics and Ethical Studies. This information is used only to academic purpose. So you are kindly requested to respond your answer according to the following questions.

Instruction; put this ‘’√’’ mark on the boxes whose character you fit with and write you impression on the provided space and do not write your name.

YirgaGetachew

Part I: **Socio-Economic Characteristics of Households**

1. Sex male☐ female ☐

2. Age below 18 years□ 30-50year☐
   18-30 ears□ above 50 years ☐
3. Religion, Protestant ☐
Muslim ☐

Orthodox□

Other religion☐

4. Education level primary level (1-8)☐
   Secondary level (9-12) ☐
   Higher level ☐
5. Marital status single□ Divorced ☐

Married☐ Other status☐

6. Economic activities

Farmer ☐

Merchant ☐

Unemployed☐

Pension☐

7. What is your occupation?

Farmer☐

Government employment ☐

Daily labor ☐

Other occupation ☐

Part II: Factors/causes of Gender inequality

8. What are the factors that promote gender inequality at public work place?

Cultural background☐ education level ☐

Religion☐ other factor ☐ political leaders☐

9. What is the factor that people work different work based the gender? Cultural background ☐ Given by rule☐

Hardness of work☐ other☐

9. Does political leader is factors of gender inequality at public work place?

A. Yes☐ No☐

10. If your answer for question number 9 is" yes "how?

11. Does illiteracy brings gender inequality?

Yes ☐ No ☐

12. If your answer is yes, how? _____

Part III: Status of gender inequality

13. Is the degree of gender inequality atpublic work place is high?

A. Yes ☐ B. No☐

14. If your answer is yes, how? _____

15. What is the degree of gender inequality?

Very high ☐ High☐ Medium☐

Part IV: Consequences of **Gender inequality**

16. What are the social consequences of gender inequality?

A. Unemployment☐ B. Low income ☐

C. Other consequences☐

17. What are the economic consequences of gender inequality at public work places?

Dominance of male ☐ discrimination ☐

Isolation ☐ other consequences ☐

18. Which sex those affect by gender inequality atpublic work place?A. Male ☐B. Female☐

19. Do you try to reduce gender inequality at public work place? A. Yes☐ B. No

Appendix II

Check list for key Informants with develop open ended Questions

1. What are the causes of gender inequality at public work place?

2. Whatare the consequences gender inequalities at public work places?

3 Did you find in all work place gender inequality?

4. Did cultural backgrounds have negative impacts on gender inequality?

5. Did both gender harmed equally due to gender inequality at public work place?

Thank You for your Response!