



WOLKITE UNIVERSITY

COLLEGE OF SOCIAL SCIENCES AND HUMANITIES

DEPARTMENT OF SOCIOLOGY

**CAUSES AND CONSEQUENCESE OF GENDER INEQUALITY
AT WORK PLACES: THE A CASE OF ADDIS KIFLE KETEMA, WOLKITE
TOWN**

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Abstract

This study was conducted to examine the causes and consequences of gender inequality at work place in Wolkite Town Addis kifle ketema Government office. The study investigates various causes related with gender inequality at work place in Wolkite town, Addis kifle ketema. The study also aims to assess the socio-cultural and economic consequences of gender inequality at work place in selected study area. In the study, both qualitative and quantitative research methods were used for this research. Both probability and non-probability sampling techniques were employed. From non-probability sampling technique purposive sampling techniques was used and from probability sampling techniques systematic sampling technique was employed. Structured questionnaire was administered to collect data from 29 respondents from one purposively selected kebele. Questionnaire and interview guide were employed as data collection instruments. Data were collected from primary and secondary sources. Regarding the method of data analysis, quantitative data was analyzed by using descriptive statistics such as frequency distribution, percentage and tables to analyze data gathered through sample survey and qualitative data analyzed through thematic analysis.

The study found that, there are various causes and consequences of gender inequality at work place these causes include cultural background, political leader, lack of education, religion, domination of male, housewife of women, Hardness of work, biological, Selfishness of men, patriarchy system, social reaction, social cause and social consequences, economic consequences, political consequences and psychological effects. Government should undertake policies and support system that promotes gender inequality at work place. To resolve the problem of gender inequality at work places first resolve education for girls, women participation in political, legal and marital rights, employment outside of home for women and men a like lower fertility and reduce child mortality. The government and community should work together to reduce the causes and consequences of gender inequality at work place giving awareness that both men and women has equal right, capacity or ability and skill at the work place equally.

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CHAPTER ONE

1. INTRODUCTION

1.1. BACKGROUND OF THE STUDY

All over the world the labor markets strongly have classification of work at the work place that they work. The labor markets which people search for work and they want to satisfy their daily life is fulfilled by gender inequality that leaving man and women exposed to different work environment in different occupations and hierarchical position with the consequences for the women and man equals status. In many part of the world women had few resources or rights and little opportunities to improve their life (Charles Humana, 1992). They are restricted in terms of education, ownership of opportunity, monetary return for their work, financial opportunity and chance of influences in decision making at the level of family and society. From country to country the lack of resources and the opportunity open to women is strongly associated with society wide poverty or lack of development to their livelihood. (Charles Humana, 1992).

Gender refers to socially and culturally constructed difference between males and females. In other words, it is culturally assigned roles and expectations for males and females. Issues related to gender role intervene into all aspects of ever existence from the moment of our birth. (Lenkelt, 2003).

Gender inequality in Africa is characterized by sharp contrasts while there have been major advancements against racial segregation in some countries gender inequalities remains widespread. Because of many African country illiteracy it have different causes of gender inequality including, Lack of technological change, lack of formal rule, sexism and lack of understanding. So, for that reasons the growing number of migrant workers seeking better employment opportunities abroad has engendered hostility and anxiety in host societies resulting in greater discriminatory practices. (International labor office, 1994). Most African women still earn less than men and more likely to be consequences of trapped in low-paid, low-skilled jobs often in the informal economy. (International Labor Office, 1994)

Traditionally, Ethiopian women and girls have suffered economic and sociocultural discrimination. Just like in other traditional societies, the cause of a gender inequality at work place in Ethiopia is measured based on the role she plays as a wife and mother, and in some tribes women and girls have next to no value. Some factor to cause of gender inequality at work place in Ethiopia because of social system based traditional, religion and illiterate. (Rainbow for the future, 2023). Also more than 85% of Ethiopian women live in rural areas they have faced to consequences of far fewer opportunities for education, employment and personal growth and other different social consequences when compared to men. (Rainbow for the future, 2023).

Accordingly, the rationale of assessing this issue by the researchers is mainly because of gender inequality at work place is one of the social problems in many parts of the world and our country Ethiopia is one of among them which surely has social problems that results from gender inequality. Therefore, the researchers were interested to investigate different causes and consequences for gender inequality at work place.

1.2. Statement of the problem

Women usually have limited access to resources and opportunities and their productivity remains low relative to their potential. Due to lack of awareness in our society women's role has not been recognized. Lynda, (1991) noted that we live in a society in which there is substantial level of gender inequality. The inequality in the provision of education reflects the deep rooted tradition and values within the ideological, political, economic and socio-cultural structure of societies (Kasente, cited in Takele, 2008). In terms of ownership of property, the women in this country have no equal right as men. In addition, the dominance of men in various income generating activities affects highly the economic empowerment of women. There are many explanations about the consequences of the gender inequalities at work place. But most of them are not referred as the well-known consequences of social problems that results from gender inequality at work place. But by different research left that popular consequences of gender inequality, they

are focus on some limited consequences of gender inequality such as war, suicide, violence, occupation injury and substance abuse. (See Schulz, 2003).

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. Men member of the society where get high status at the place they work as well as they live. 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 munshi, 2005).

There are some researchers who give some studies about the causes of the gender inequalities at work place and most of them focused on causes of gender inequality at work place rather than various consequences related with gender inequality. Nigst, (2018) for instance has tried to study about the causes of gender inequality and found that major causes of gender inequality such as biological, powerlessness and dependence on family, lack of education, lack of understanding, poor skills and knowledge and also lack of confidence and lack of awareness. However Nigsts study did not examine about the various socio-cultural and economic causes and consequences related with gender inequality at work place.

Accordingly, this research was tended to fill the finding gap most of researches are not referred well-known causes and consequences such as cultural background, political leader and religion and also political, psychological, social and economic respectively. This research was tended to fill the methodological gap most researches used quantitative research approach but this research was used mixed research approach. The other gap this research is going to fill is most researches focus on the consequences of gender inequality but this research was focus both on the cause and consequence of gender inequality at work place. This research was fill the place gap sufficient researches are not done in wolkite town Addis kifle ketema but now our study was raised the issue addressing on causes and its consequences on the peoples in case of Wolkite Town, Addis

kifle ketema. Therefore the aim of this study was to assess the causes and consequences of gender inequality at work place in the case of Wolkite Town Addis kifle ketema.

1.2. Objectives of the study

1.3.1 General objective

The general objective of this study was be to assess the cause and consequence of gender inequalities at work place in the cases of wolkite town, Addis kifle ketema.

1.3.2 Specific objective

- To assess the causes of gender inequality at work place.
- To examine the socio-cultural consequences of the gender inequality at work place.
- To investigate the economic consequences of the gender inequality at work place.

1.3. Research questions

- ✓ What are the causes of gender inequality at work place?
- ✓ What are the socio-cultural consequences of the gender inequality at work place?
- ✓ What are the economic consequences of the gender inequality at work place?

1.4. Significance of the study

This study will have the following significances. The study was expected to give understanding on the importance of gender equality. It was also help the next researcher who wants to conduct research on the same title as a literature. It was help for the society to understanding the issue of gender inequality at the work place. After this study conduct it is important to know the cause and consequences of gender inequality at the work place. This study was important for governmental body to make policy on the gender inequality. This study was be a clue for graduates students and learners in social science and humanities, especially in sociology as putting it into documentation and reference.

1.5. Scope of the study

This study was mainly focus on the cause and consequence of gender inequality at work place. It was conducted specifically to this area because of the researcher to get data from respondent. Despite the availability of a number of issue related to gender inequality this research limited itself only focus on gender inequality at work place by employed the mixed research approach in southern part of Ethiopia; wolkite town, Addis kifle ketema, Government office.

1.6. Limitation of the study

The researcher was restricted by the following limitation. It limited because of lack of materials, lack of time, lack of budget or shortage of financial problems and unavailability of the official in their work place and distance and also lack of knowing different languages.

1.7. Operational definition

Operational definition of term is a definition of terms which is used in the research by researcher.

Gender: it is socially given meaning to explain the difference between genders.

Gender inequality: it is the imbalance which exist between genders.

Discrimination: it is inequality which exist as oppression based on sex.

Labor market: it is a place where people search for job.

Gender segregation: it is the classification of people from each other at they work.

Sex preference: it is the choice of sex when the children born.

Patriarchy: it is the system of society which male members is dominated female members.

Stratification: the hierarchical or order that exist at the office or work place.

Marginalization: it is when people cannot get equal opportunity at all place.

Vulnerable: the group which is more influence than other by the problem exists.

1.8. Organization of the study

This study contains five chapters. The first part consist of the background of the study, statement of the problems. Objectives of the study, research questions, scope of the study, limitation of the study, significance of the study and organization of the study. Then the second chapter is deal with the review of the related literature. And the third chapter is refers to the methodology part .On the fourth chapter the research would be focus on the data analysis and interpretation. Finally, the fifth chapter is deal with conclusion and recommendation.

CHAPTER TWO

2. Review of related literatures

Introduction

The aim of this chapter is to assess the related literature review that provided findings and conclusion. The reviewed studies will provide the research motivation that will justify a good progress toward the good of implementing the study. In this study the researcher will use

variable approach to present the review literature and studies are categorized by their variable and conceptual framework also stated under this chapter.

2.1. 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 are the differences between men and women that systematically favor one group to the detriment of the other (WHO).

It manifests as hierarchical gender relations with men and women being regarded as inferior by virtue of their sex. The workplace is a setting where gender inequality can be noticeable and sustained. Gender inequality in the workplace is an acute and persistent problem specifically in developing countries. There is a scarcity of women among highly qualified professions. The organization and management of work use projects. Gender equality is understood in the context of culture of the country (Stephanie, 2010).

Gender refers to the socially and culturally constructed difference between males and females. In other words, it is culturally assigned roles and expectations for males and females. Issues related to gender roles intervene into all aspects of our existence from the moment of our birth. (Lenkelt, 2003).

Women usually have limited access to resources and opportunities and their productivity remains low relative to their potential. Due to lack of awareness in our society, women's role has not been recognized. Lynda, (1991) noted that we live in a society in which there is a substantial level of gender inequality. The inequality in the provision of education reflects the deep-rooted tradition and values within the ideological, political, economic and socio-cultural structure of societies (Kasente, cited in Takele, 2008). In terms of ownership of property, the women in this country have no equal rights as men. In addition, the dominance of men in various income-generating activities affects highly the economic empowerment of women.

2.2. Causes of gender inequality

They are different researchers give many studies about causes of gender inequality at, and most of them are focused on for cause women itself. Major causes of biological, powerlessness and dependence on family lack of understanding, lack of education, poor skills and knowledge and also lack of confidence. Lack of awareness, poor knowledge and skills. (Nigst, 2018).

High rate of investment and saving, better education level and lack of infrastructure is create different opportunity to the people that result in the gender inequality at various area of work place. (Weil, 2005).

In many part of the world women had few resources or rights and little opportunities to improve their life. They are restricted in terms of education, ownership of opportunity, monetary return for their work, financial opportunity and chance of influences in decision making at the level of family and society. From country to country the lack of resources and the opportunity open to women is strongly associated with society wide poverty or lack of development to their livelihood. (Charles Humana, 1992).

Some factor to cause of gender inequality at work place in Ethiopia because of social system based traditional, religion and illiterate. Also more than 85% of Ethiopian women live in rural areas they have faced to consequences of far fewer opportunities for education, employment and personal growth and other different social consequences when compared to men. (Rainbow for the future, 2023).

2.3. Consequences of gender inequality

As other research show that the consequences are so many that influences people at work places, they are not economically self-sufficient and they are not participate in the different social participation where studied by other researcher to find the consequences of gender in equality at work places. The effect of gender in equality at work place mean that the inequality of male and female to get employment or at the place of occupation that to survive their life what is sustain or to satisfy their daily life but. When they are not got equal opportunity (Sharma, 2012)

Most African women still earn less than men and more likely to be consequences of trapped in low-paid, low-skilled jobs and also other form of consequences including social isolation, violence and verbal harassment or abuse and increase people to move from their native home to other places often in the informal economy (International Labor Office, 1994).

2.3.1. 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 (Barro and Lee, 2001).

2.3.2. 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. Men member of the society where get high status at the place they work as well as they live. 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 munshi, 2005).

2.3.3. 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 low 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 work place (Burda, Hamermesh and Weil, 2007)

2.3.4. Consequence on economic empowerment

The consequences of gender inequality at 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 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)

2.3.5. Consequences on life expectancy

Men disadvantages relative to women shows most strikingly in their lower life expectancy. With few expectation men life span is shorter than women by several years. There is variation across countries but only in few poor countries do men have equal or long life expectancy than women. In the majority of the country the average man's life span is shorter than the average women by two to seven years. An explanation of such magnitude appears to lie in men's greater susceptibility in many countries in categories of human capital destruction, suicide, war, violence, occupation injury, subsistence abuse and various kinds of disease affect life expectancy of peoples. (See Schulz, 2003).

Generally in this chapter the researcher discuss that about the consequences of gender in equality at work place by reviewing different literature. It includes different consequences which is arise by gender inequality are education, employment, decision making, life expectancy, health condition and status of men and women were affected by this problem.

2.4. Conceptual and theoretical Framework

2.4.1. Conceptual framework

The conceptual frame work of this study is the comparison of variable which is based on the topic that is researcher studies. It is showed in the following diagram.

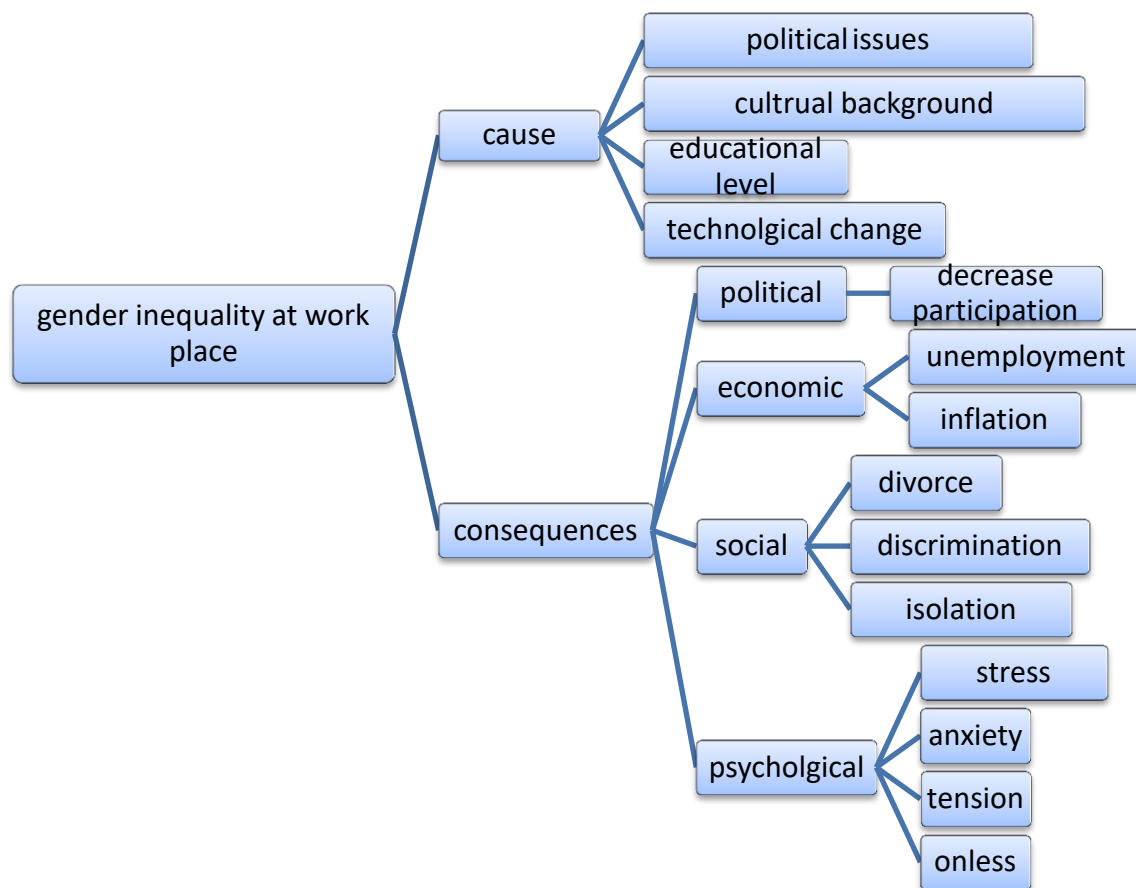


Figure 2.1

The above table show that the conceptual frame work which comparing different variables. In the center of the diagram we find that dependent variables which is influenced by independent variables which is connected by arrow to the center such as social, economic, political and psychological factor and they have their own consequences on the peoples.

2.4.2. Theoretical frame work of the study

2.4.2.1. 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 in equality 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.

2.4.2.2. 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.

Marx's in 19th century criticize the capitalism and his concept of class consciousness and 20th century anti-colonial politics and ideas of national development.

This perspective claim that gender difference are not based on biological and therefore that women and men are not all that different in their common humanity. Women have some right as men and the same educational and work opportunity. They focus on the sources of gender

discrimination such as job markets in equality, wage scale, getting women in to profession of government and cultural institutions.

Liberal feminism purports that women's liberation will 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.

2.4.2.3. Socialist 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. Marxism locates the cause of all in equalities more specifically in the private ownership of the means of production by one class and elimination of inequality will be effect by the expropriation of the privately owned means of production by the revolutions.

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 I order to eliminate the existing unequal distribution of powers. This 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.

2.4.2.4. 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. (Socialist Feminism).

CHAPTER THREE

3. Research methodology

Introduction

The aim of this chapter is to describe about the area of study and tell about the research methodology. Under methodology; Research design, research approach sampling technique, sampling size, source of data, method of data collection, Instrument of data collection, method of data analysis and interpretation and ethical consideration are discussed.

3.1. Description of the study area

Our study area wolkite is a town and specifically Addis, kifle ketema, Administration office in south-western Ethiopia. The administrative center of Gurage zone of the Southern, National, Nationalities and People Regions. Based on the 2007 census conducted by the central statistical agency, this town has a total population of 28,866, of whom 13,792 were women and 15,074 were men. The plurality of inhabitants practiced Orthodox 48•17% while 42•31% were Muslim 7•86% were Protestant 1•34% were Catholic. This town has a latitude and longitude of 8°17'N37°47'E and an elevation between 1910 and 1935 meters above sea level. Based on the information we obtained from Addis kifle ketema Administration office, Addis kifle ketema has a total employees of 88 of whom 29 are women and 59 are men. Reasons we was intended to study that area because of those people which is different in their ethnical religious they share everything and live together and face some occurrence of gender disparity especially for females because of that area not entirely release by formal system and every person strive for own ways of change that not care what problem of the facing female results from unemployment. The reasons why the researchers was selected to study Addis kifle ketema, is because of social bond are highly respected and different people living together with different in ethnic and cultural background in that area and in that kifle ketema in the government office few number of female who have work on lower payment work. Because of that area not entirely keep the balance between people to generate employment opportunity, especially for female not think about

chance to get employment rather than female only for housewife. Nevertheless for that different procedure must have problem on one gender especially female is more affected from that process, so to address what cause and consequences results from that problem and to indicate problem of that issues.

3.2 Research approach

For the purpose of this study the researchers was employed a combination of both quantitative and qualitative approaches. The reasons was employed quantitative approach was to used statistical material such as percentage, tables and also researchers was used numerical analysis for collect data. The reasons was used qualitative approach was used in-depth, key-informant interview and focus-group discussion which are non-numerical analysis for collected data.

3.3 Research Design

The study was employed a cross-sectional survey, in which data was collected for the purpose of describing and explaining at one point in a time of study and for the academic research. And also cross-sectional design, they give a glimpse into the prevailing characteristics in a population and can provide information about what is currently happening in the population and can provide a snapshot of a population at specific moment.

3.4 Target Population

The units of analysis is in this study was those male and female who are government employees and who work in Administration office, who are living in Addis, kifle Ketema

3.5 Sampling techniques

In this study the researchers was employed both sampling techniques, non-probability and probability sampling techniques. From probability sampling was used systematic sampling techniques because was used this technique it's extremely simple and convenient for the researchers to create, conduct and analyze samples. And there's no need to number each member

of a sample, it is better for representing a population in faster and simpler manner. The samples created are based on precision in member selection.

From non-probability in this study researcher was used purposive sampling techniques. Purposive sampling is used where there is time-constraint for sample creation and prefer relying on their knowledge. Purposive sampling is best used when it is difficult to determine the probability of any given element that would be selected in a sample. It also an important research tool when the target population is difficult to locate

3.6 Sampling size

In this study was selected sample size through probability sampling techniques of systematic sampling technique and also was intended to select through non-probability sampling techniques of purposive sampling techniques through the interests of researchers for qualitative methods. The method of was selected through systematic sampling was used following formula,

$k = N/n$, k = sampling interval, N = population, n = sample

$88/30 = k \sim 3$, n = the first random selected from list of population

Will chose any number between 1 and k .

Suppose it is j ($1 \leq j \leq k$), j = is unit select at first.

Then $j, j+k, j+2k, j+3k, \dots, nk$. j or first selected is=2

For every k interval we will select one respondent to reached sample size, then $j+k, j+2k, j+3k, \dots, nk$. Total sample size=29.

1, 2✓ 3, 4, 5✓ 6, 7, 8✓ 9, 10, 11✓ 12, 13, 14✓ 15, 16, 17✓ 18, 19, 20✓ 21, 22, 23✓ 24, 25, 26✓ 17, 28, 29✓ 30, 31, 32✓ 33, 34, 35✓ 36, 37, 38✓ 39, 40, 41✓ 42, 43, 44✓ 45, 46, 47✓ 48, 49, 50✓ 51, 52, 53✓ 54, 55, 56✓ 57, 58, 59✓ 60, 61, 62✓ 63, 64, 65✓ 66, 67, 68✓ 69, 70, 71✓ 72, 73, 74✓ 75, 76, 77✓ 78, 79, 80✓ 81, 82, 83✓ 84, 85, 86✓ 87, 88.

In this research from the total population of the study 29 respondents were selected based on the lottery techniques. So, we was distributed the questionnaire for those 29 respondents.

3.7. Sources of data

The data required for the study was used both primary and secondary sources to make the study more reliable and complete. The primary data was collected through questionnaires, interview and Focus-group discussion. These methods of data was help us to first-hand information about the cause and consequence of gender inequality at work place. For this study the secondary sources of the data was books, documents, journals and articles related to the case under study.

3.8. Data collection methods

In this study researchers was employed mixed data collection tools from different tools, both quantitative and qualitative data collection tools.

3.8.1. Questionnaire

In this study questionnaires have advantage in that they are cheap, not require much effort the questionnaires will constitute both open ended and close ended questions. Open ended questions were without restriction the respondents are supported to write their own felling and idea on the sense provide, the researcher used open ended to gather more information from respondents. Close-ended questions is option alternatives among which the respondent is respondent are supported to make choices, because of the address the target of the study and it is easy to data analysis. And close ended questions are easy to tabulate and interpret. And relatively was asked from 29 respondents about socio-cultural causes and social and economic consequences of gender inequality at work place.

3.8.2. In-depth Interview

In this method the researchers will to gain uncover detail information about the subjective experience of employees. In this interview was build a bond with the interviewees to gain as

much information. In-depth interview involves open-ended discovery-oriented through direct personal interview in which a single participant is questioned and probed by an experienced interviewer to uncover underlying motivations, beliefs, attitudes and feeling on topic. In this technique was selected purposely 6 participants from employees about psychological consequences of gender inequality and how can reduce gender inequality at work place.

3.8.3. Key-Informant interview

Through key informant interview the researcher was uncover detailed information about the subjective experience of people who know what is going on in the community and people who have specific knowledge about certain aspects of the community or the site visited because of their age, professional and leaders to gain unique knowledge of our topic. In this technique was selected purposely 3 informants from such community leaders, elders, professionals or residents who have first-hand knowledge about the community.

3.8.4. Focus Group Discussion (FGD)

Focus group discussion (FGD) was used as a part of a data collection method to increase the reliability of data collection by in-depth interview and to determine the interest of different groups and to understand behavior. Focus-group discussion was be help the researchers to conduct data through hearing group feedback in their own words and voices of uncover ideas to discover the decision making process. In this study two focus-group discussions purposely was selected from employees. The first group that comprises 8 women and the second group that comprises 6 men was employed to achieve the research objectives.

3.9. Method of data analysis and interpretation

A descriptive method of analysis was used after the necessary data collection of primary and secondary data. The data was analyzed both quantitatively and qualitatively. First, the quantitative we was used descriptive statistics such as frequency distribution, percentage and tables to analyze data gathered through sample survey. Second, the qualitative was used, Thematic qualitative method of data analysis from, focus group discussion (FGD), and key-

informant interview will be analysis using description and cross checking their validity and qualitative data was gather from informants through interviews was summarized by grouping respondent's idea and explain by words.

3.10. Ethical consideration

For the purpose of the study, permission was asked from Department of the Sociology, researchers who collected data, was asked the informant to participant voluntary the questionnaire was approved by adviser. The explanation of the objective and significant of the study was given to the respondents. Some of the ethical consideration which is included in this study are researcher must be confidential in data collection. Having consent or agreement with respondents, do not force the participant of the research. Also other ethical issues such as do not violate rights of respondents, exposé the participant physically or mentally to illegal issue, personal privacy of the respondents was taken into account by avoiding the names and other personal identification information cannot duplicate another data to your research in the data collection from respondents. Therefore, we consider the socio-cultural norms host community of whom the researcher will carried out.

3.11. Data quality control mechanism

To enhance the reliability and validity of the data the researchers was taken data quality assurance. In order to apply a reliable data, the researchers was taken across checked the data which was collected not been stored type. And the validity of the method was improved by knowing the actual behavior of the respondents while the data was collected. This means respondents was asked interviews while they were in a good condition. The careful sampling methods was ensured the representativeness on descriptive statistic research.

CHAPTER FOUR

4. DATA ANALYSIS, PRESENTATION AND INTERPRETATION

This chapter is about the analysis, presentation and interpretation of data collected in this study. It is conducted in Wolkite Town Addis kifle ketema which is located 156km in the south-west of capital city of Ethiopia, Addis Ababa. In this study our target population were government employees. The study is conducted on 29 participants on the causes and consequences of gender inequality at work place.

4.1. Socio-demographic background of respondents

4.1.1 Sex composition of the respondents

Table 4.1 Distribution of sex composition

Sex	Frequency	Percentage
Female	25	86
Male	4	14
Total	29	100

Source Survey (2015)

As we have seen in the above table 4 respondents or 14% of them are males and 25 respondents or 86 of them were females from this we can understand that the majority of them were females because of our survey study was more focused on female than male.

4.2. Age composition of respondents

Table 4.2 Distribution of age composition

Age	Frequency	Percentage
Below 18 years		
18-22 years	1	3
23-26 year	2	7
27_30 years	9	31
31_35 years	9	31
36_40 years	6	21
41_ 45 years	2	7
46_50 years	-	-
50 above	-	—
Total	29	100

Source survey (2015)

As we can understand from the above table one can see that 1(3%) of the respondents are in age groups between 18-22, 2(7%) of the respondents were in age groups of 23-26 years, 9(31%) were age groups of 27-30 and 31-35 years, 6(21%) were age groups of 36-40 years, and 2(7%) of the respondents were age of 41-45 years.

Regarding the above interpretation majority of the respondents were in the age groups of 27-30 and 31-35 years and the smallest portion of the respondents were under age of 18-22 years.

4.3. Religion composition of respondents

Table 4.3 Distribution of religion

Religion	Frequency	Percentage
Islam	9	31

Catholic	1	3
Orthodox	15	52
Protestant	4	14
Other religion	–	–
Total	29	100

Source Survey (2015)

From the above table we can understand that about 9(31%) were follower of Muslim religion from the given respondents, also about 1(3%) of the respondents were follower of Catholic religion, about 15(52%) of the respondents were follower of orthodox religion and about 4(14%) of the respondents were follower of Protestant religion.

The majority of respondents those participate in this study were orthodox follower because, the area were majority live and the smallest respondents were the follower of Catholic religion.

4.4. Education composition of respondents

Table 4.4 Distribution of education

Educational level	Frequency	Percentage
Illiterate	–	–
Can read and write	1	3
Elementary school completed	2	7
High school completed	9	31
Diploma	8	28
Degree and above	9	31
Total	29	100

Source survey (2015)

The above table show that the educational status of respondents about 1(3%) were who can read and write status, about 2(7%) were elementary school completed, about 9(31%) were high school completed, about 8(28%) were diploma and 9(31%) were degree and above.

4.5. Marital status

Table 4.5 Distribution of marital

Marital status	Frequency	Percentage
Single	7	24
Divorced	4	14
Married	15	52
Widowed	3	10
Other status	–	–
Total	29	100

Source survey (2015)

The above table show that the marital status of the respondents about 7(24%) were single group of people, 4(14%) were divorced, 15(52%) were married group of people and the remaining 3(10%) of respondents were those Widowed.

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

4.6. Economic activities

Table 4.6 Distribution of economic activities

Economic activities	Frequency	Percentage
Government employee	11	38
Manager	1	3
Staff	13	45
Cleaner	4	14
Total	29	100

Source survey (2015)

Regarding the above table the majority of respondents 13(45%) of them were staff, 1(3%) of them were manager, 11(38%) of them were government employee and 4(14%) Cleaner of the

respondents. One can understand that the majority were staff in their economic activities that they work in that office.

4.7. Cause and consequence of gender inequality at work place.

Table 4.7 occupation that have gender inequality

Q. What is your occupation	Frequency	Percentage
Farmer	–	–
Government employee	29	100
Daily labor	–	–
Small business	–	–
Others	–	–
Total	29	100

Source survey (2015)

The above table show that occupation that have gender inequality all of them were government employee.

4.8. Cause that promote gender inequality at work place

Table 4.8 Causes that promote gender inequality at work place

Q. What are the Causes that promote gender inequality	Frequency	Percentage
Cultural background	10	34
Educational level	6	21
Political leader	5	17
Religion	8	28
Total	29	100

Source survey (2015)

The above table show that the respondents on the cause for gender inequality at work place 10(34%) of respondents were choose the cultural background in the society, 6(21%) of the respondents were educational level cause for gender inequality, 5(17%) of respondents were

choose cause of political leader and finally 8(28%) of the respondents were religion cause that promote gender inequality. The majority of the respondents were chooses the cultural background is the cause for the gender inequality at work place. The cultural factor the most causes because the society are more conservative in their believe towards gender equality.

As gathered data from qualitative sources show many other causes such as social, religious, political, educational and cultural causes.

4.9. Work that have higher gender inequality

Q. Which work has high gender inequality	Frequency	Percentage
High income work	12	41
Medium income work	4	14
Low income work	9	31
Others	4	14
Total	29	100

Source survey (2015)

The above table show that the work that have high gender inequality at work place, 12(41%) of respondents were choose higher income work have higher gender inequality, 9(31%) of the respondents were lower income work have higher gender inequality, also 4(14%) of the respondents were chooses Medium income work and other income work. The majority of the respondents were chooses that higher income work have higher gender inequality at work place and the smallest portion of the respondents were choose Medium and other income. So this finding implication that high income work and low income work has high gender inequality, shows that high income work dominated by men because of women most of the time employed on low income work and low income work dominated by women.

Table 4.10 female is more injured by gender inequality

Q. Why women is more injured	Frequency	Percentage
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by gender inequality		
Dependence of women	5	17
Domination of men	9	31
Lack of education	7	24
Housewife of women	8	28
Total	29	100

Source survey (2015)

The above table show that why female are more injured by gender inequality at work place, 5(17) of the respondents were choose dependence of women, 9(31%) were choose Domination of male, 7(24%) were choose lack of education and 8(28%) were choose housewife of women. The majority of respondents were chooses that Domination of male is more cause of injured female at work place and the smallest portion of the respondents were choose dependence of women.

With regard to this, qualitative data result also shows that there are many social causes for gender inequality at work place such as during pregnancy, social attitudes toward women role, and low participation women itself. During the pregnancy women are no have ability to work equally with male and depend on family and husband. In other hands social altitude is one of the most cause for gender inequality like patriarchy system when women role are limited to only homework or only participate in family services. Addition to these ideas women no have better motivation to get employment opportunities like males because of their think that women roles are less than men at work place.

Table 4.11 is the degree of gender inequality high at work place

Q. Is the degree of gender inequality high at work place	Frequency	Percentage
Yes	23	79
No	6	21
Total	29	100

Source survey (2015)

The above table show that the degree of gender inequality is high or not, 23(79%) of respondents were choose that yes and 6(21%) of respondents were no. That indicates the degree of gender inequality at work place is highly occurred because naturally women restricted by social factors such as cultural, religious and Motherhood.

Table 4.12 cultural background as cause for the gender inequality at work place

Q. Is cultural background is cause for gender inequality at work place	Frequency	Percentage
Yes	14	48
No	15	52
Total	29	100

Source survey (2015)

The above table show that 16(55%) of respondents were choose yes and 13(45%) of respondents were no. The majority of respondents were choose yes the cultural background is the factor for the gender inequality at work place.

As data gathered through in-depth interview with the women reveals there are other factors that promote gender in equality at work place as participants 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 men or patriarchy in the past and until present is the some of the reason.

Table 4.13 Why men and women work on separate area

Q. Why men and women work on separate area	Frequency	Percentage
Cultural background	13	45
Given by rule	1	3
Biological	4	14
Hardness of work	3	10
Social roles	8	28

Others	–	–
Total	29	100

Source survey (2015)

In the above table we can understand reason of male and female work on separate area at work place, 13(45%) of respondents were choose cultural background, 1(3%) were choose given by rule, 4(14%) were choose biological, 3(10%) were choose Hardness of work and 8(28%) were choose social roles. The majority of respondents were choose cultural background reason for gender inequality at work place.

Table 4.14 To reducing gender inequality at work place

Q. Do you try to reduce gender inequality at work place	Frequency	Percentage
Yes	22	76
No	7	24
Total	29	100

Source survey (2015)

In the above table 22(76%) of respondents were choose yes they try to reduce gender inequality at work place. 7(24%) of respondents were choose no they cannot try to reduce gender inequality at work place.

Table 4.15 illiteracy bring gender inequality

Q. Did illiteracy bring gender inequality	Frequency	Percentage
Yes	15	52
No	14	48
Total	29	100

Source survey (2015)

In the above table 15(52%) of respondents were choose yes illiteracy bring gender inequality and 14(48%) of respondents were choose no. The majority of respondents were choose yes illiteracy bring gender inequality that lack of education were rises gender inequality at work place.

Table 4.16 the degree of gender inequality at work place

What is the degree of gender inequality at your work place	Frequency	Percentage
Very high	10	34
Medium	8	28
Few	7	24
Very few	4	14
Total	29	100

Source survey (2015)

The above table show that 10(34%) of respondents were stated very high, 8(28%) of the respondents were stated Medium, 7(23%) of the respondents were stated few and 4(14%) of respondents were stated very few. The majority of respondents were stated that the degree of gender inequality at work place is very high and the fewest respondents were stated that very few

Table 4.17 cause that promote men to dominate higher position occupation than women

Q. What promote men to dominate higher position occupation than women	Frequency	Percentage
More making decisions	6	21
Patriarchy system	12	41
Selfishness of men	7	24
Taking control of situation	4	14
Total	29	100

Source survey (2015)

The above table show that cause promote male to dominate higher position occupation than women, 6(21%) of respondents were choose more making decisions, 12(41%) were choose patriarchy system, 7(24%) were choose Selfishness of men and 4(14%) were choose taking control of situation.

Table 4.18 political leader of country is cause for gender inequality

Q. Do you think that the political leader of country is cause for gender inequality	Frequency	Percentage
Yes	19	66
No	10	34
Total	29	100

Source survey (2015)

The above table show that 19(66%) of respondents choose yes political leader of country is cause for gender inequality 10(34%) of respondents were choose no it is not factor for gender inequality at work place.

Table 4.19 the reasons behind the prevalence of gender inequality

Q. What are the reasons behind the prevalence of gender inequality	Frequency	Percentage
Aggressiveness of men	9	31
Weakness of women	4	14
Biological difference	5	17
Social reactions	11	38
Total	29	100

Source survey (2015)

The above table show that reasons behind the prevalence of gender inequality, 9(31%) of respondents were choose aggressiveness of men, 4(14%) were choose weakness of women, 5(17%) were choose biological difference and 11(38%) were choose social reactions. The majority of respondents were choose social reactions and the smallest portion of respondents were choose weakness of women.

Table 4.20 women are not employed equal with men at work place

Q. Why women are not employed equal with men at work place	Frequency	Percentage
Physically dependence on men	7	24
Lack of emotional behavior	6	21
Lack of control	4	14
Being passive	3	10
Motherhood	9	31
Total	29	100

Source survey (2015)

The above table show that why women are not employed equal with men at work place, 7(24%) were choose physically dependence on men, 6(21%) were choose lack of emotional behavior, 4(14%) were choose lack of control, 3(10%) were choose being passive and 9(31%) were choose Motherhood. The majority of respondents were said Motherhood and the smallest portion of respondents were choose being passive.

4.2.2. Consequences of gender inequality at work.

Table 4.21 Social consequence of gender inequality at work place

Q. What are the social consequence of gender inequality at work place	Frequency	Percentage
Dominance men	10	34
Discrimination	8	28
Isolation	7	24
Others	4	14
Total	29	100

Source survey (2015)

The above table show that social consequences of gender inequality at work place, 10(34%) of respondents were choose dominance men, 8(28%) were choose discrimination, 7(24%) were choose isolation and 4(14%) were choose other consequence. The majority of respondents were choose dominance men and the smallest portion of respondents were choose other.

As one of our key-informants stated, social consequences it include dominance of men 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.

Table 4.22 Economic consequence of gender inequality

Q. What are the economic consequences of gender inequality	Frequency	Percentage
Unemployment	9	31
Inflation	6	21
Economic growth will be low	2	7
Wealth and income inequality	5	17
Fewer pay increase	3	10
Less advancement	4	14
Total	29	100

Source survey (2015)

The above table show that economic consequences of gender inequality at work place, 9(31%) of respondents were choose unemployment, 6(21%) were choose inflation, 2(7%) economic growth will below, 5(17%) wealth and income inequality, 3(10%) fewer pay increase and 4(14%) of respondents were choose less advancement. The majority of respondents were choose unemployment and the smallest portion of respondents were choose economic growth will below.

As one of the informants indicated, *"There are many social causes for gender inequality at work place such as during pregnancy, social attitudes toward women role, and low participation women itself. During the pregnancy women are no have ability to work equally with men and depend on family and husband. As the informants further indicated, social altitude is one of the most cause for gender inequality like patriarchy system when women role are limited to only homework or only participate in family services. Addition to these ideas women no have better motivation to get employment opportunities like males because of their think that women roles are less than men at work place."*

As one of the interviewee indicated, *"There are other factors that promote gender in equality at 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 men or patriarchy in the past and until present is the some of the reason."*

As the research participants stated, *"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 work place, education, decision making, economic activities, social participation and other spheres. Also, other factors that promotes gender inequality at work place 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."*

Regarding the consequences of gender inequality, as the informants indicated, there are many consequences of gender inequality at work place that have impact on household and national economy.

As one of our research participants tried to indicate, *"gender inequality at work place have the many consequences on household economy such as dependence, low life expectance, and also gender inequality at work place have impact on national economy such as exclusive women from participation in national economy, less stable economies, income disparity, increase imbalance of payments, wage gap between nation, decrease GDP rate and decrease economic growth."*

As one of our key-informants stated, *"social consequences it include dominance of men or patriarchy, high divorce, mentally depressed, poor education and health, early marriage, teenage pregnancy, family violence, 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 at work place so have many consequences on the people."*

As one of our the key-informants further indicated, *"the economic 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 work place as informants 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.

Another factor that promotes gender in equality as key-informants 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. When peoples lack education cannot get their skill, knowledge and modern way of doing activities. Because of this people cannot give equal opportunity for both sex at the place of work and other place.

As one of the our key-informants indicated, *"There are various factors that promote gender inequality at work place among them the factor that aggravate gender inequality at work places include, 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. They cannot know bride winner. Women were work in the house or home maker, looking for children and they cannot work outside."*

As one of our informants further indicated, enhancing the level of education of women, educating women, family, the entire society, or the whole population. To reduce the gap between men and women in economic, decision making power and benefit through giving the parallel empowering or give equal right to get employment. And also to reduce harmful traditional perceptions, believes and attitudes through giving more information side of the traditional patriarchy system. Encouraging a basic understanding of the role of women in different areas. To reduce this gender inequality awareness of the community is the best alternative.

Psychological consequences of gender inequality at work place group discussants 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. Generally there are so many consequences of gender inequality at work place that people phase in their everyday life.

As FGD result shows through using different methods to decrease the problems through giving awareness, changing attitude towards gender, make equal participation for both sex and decision making equally. Recognition of women's role and contribution to social and economic development women's are the ones among who build healthy environment (communities) they should be included in decision making exercise.

CHAPTER FIVE

5. Conclusion and Recommendation

5.1. Conclusions

This research was conducted to investigate the cause and consequences of gender inequality at work place in Wolkite Town, Addis kifle ketema. As the findings of this research shows, there are various causes and consequences of gender inequality at work place these causes include cultural background cause, political leader, lack of education, religion, domination of men, housewife of women, Hardness of work, biological, Selfishness of men, patriarchy system, social reaction, social cause. There are many social causes for gender inequality at work place such as during pregnancy, social attitudes toward women role, and low participation women itself. During the pregnancy women are no have ability to work equally with men and depend on family and husband. As the informants further indicated, social altitude is one of the most cause for gender inequality like patriarchy system when women role are limited to only homework or only participate in family services. Addition to these ideas women no have better motivation to get employment opportunities like males because of their think that women roles are less than men at work place."

There are other factors that promote gender in equality at 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.

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 work place, education, decision making, economic activities, social participation and other spheres. Previously many leaders cannot give equal right of human being to sustain their daily life."

Another factor that promotes gender in equality as key-informants 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. When peoples lack education cannot get their skill, knowledge and modern way of doing activities. Because of this people cannot give equal opportunity for both sex at the place of work and other place.

There are also various factors that promote gender inequality at work place among them the factor that aggravate gender inequality at work places include, 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. Women were work in the house or home maker, looking for children and they cannot work outside.

And also as a finding of this study shows, there are various socio-cultural consequences of gender inequality at work place these consequences including, high divorce, poor education and health, early marriage, teenage pregnancy and family violence, isolation from the society, dominance of men, shrink the social relationship between people, and discrimination.

Psychological consequences of gender inequality at work place group discussants stated in include stress on the people individualism is increase, stress, anxiety, lone and tension, mentally depressed, isolation of people from each other, unhappiness in their life and create carelessness in the people.

Political consequences of gender inequality at work place as informants 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.

As a finding of this study shows, there are various economic consequences of gender inequality such as unemployment became expanded, economy of country goes to inflation, it promote poverty, economic growth will be low, wealth and income inequality, less advancement, fewer pay increase, famine and the gap between poor and rich were wide. This study also shows that gender inequality at work place have the many consequences on household economy such as dependence, low life expectance, and also gender inequality at work place have impact on

national economy such as exclusive women from participation in national economy, less stable economies, income disparity, increase imbalance of payments, wage gap between nation, and decrease economic growth."

5.2. Recommendation

Based on the finding of this study the following are forwarded as recommendations that help to improve the cause and consequences of gender inequality at work place.

- Government should undertake policies and support system that promotes gender inequality at work place.
- To resolve the problem of gender inequality at work places first resolve education for girls, women participation in political, legal and marital rights, employment outside of home for women and men a like lower fertility and reduce child mortality.
- The government wants to enhance the skill level of the women preparing trainings and should encourage NGOs involvement in providing information to the women.
- The regional government should be an increased collaboration and networking between men and women through the equal opportunity for both at work place.
- The government should empower women and support engaging in work place in making decision process.
- The government and community should work together to reduce the causes and consequences of gender inequality at work place giving awareness that both men and women has equal right, capacity or ability and skill at the work place equally.
- The government has to modify the gender policy on fairly placement and employment process as whole.
- The government should prioritizing the women needs and providing equitable service via consist level of support until the women support themselves.
- Facilitating different workplace to the people to get equal opportunity of work.
- Factor that makes people vulnerable to gender inequality should be eliminated through correcting employment policy.

- Program that aimed to minimize the inequality should include community as all, since consensus building and collective decision making has been witnessed to work effectively.

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Appendix I

Wolkite University

Collage of Social Sciences and Humanities

Department of Sociology

Dear respondents: First of all, I would like to thank you for all willingness to respond to this questionnaire, The objective of this study is to investigate the cause and consequence of gender inequality at work place in Wolkite Town, Addis kifle ketema for partial fulfillment of B.A degree in sociology.

We ensure that information collected through this questionnaire package will be used only for academic research purposes. To ensure the confidentiality, any of the information would by-no means pass on to the third party other than the researchers. Moreover, you are not required to write and tell information about your identity so that your anonymity is maintained.

Instruction; put this"√" mark on the boxes whose character you fit with and you impression on the provided space.

Thank you for your cooperation.

Part 1Background information of the respondents.

1. Sex male.☐ Female.☐

2. Age below 18 years☐ 18-22years☐ 23-26year☐ 27-30year☐

31-35year☐ 36-40year☐ 41- 45year☐ 46-50year☐ above50year☐

3. Religion, Islam☐ Catholic☐ Orthodox☐ Protestant☐ Other religion☐

4. Educational level. 1. Illiterate☐ 2. Can Read and write☐

3. Elementary school completed ☐

4. High school completed ☐

5. Diploma ☐

6. Degree and above ☐

5. Marital status.

Single ☐

Divorced ☐

Married ☐

Windowed ☐

other status ☐

6. Economic activities.

Government Employee ☐

Manager ☐

Staff ☐

Cleaner ☐

Part II Questions related to the causes and consequences of gender inequality at work place

7. Principal occupation

Farmer ☐

Government employee ☐

Daily labor ☐

Small business ☐

others ☐

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

Cultural background. ☐

Educational level ☐

Political leader. ☐

Religion ☐

If others please specify _____

9. Which work do you think have higher gender inequality?

High income work ☐

Low income work ☐

Medium income work ☐

other income work ☐

10. Why female is more injured by gender inequality?

Dependence of women ☐

lack of education ☐

Domination of male ☐

housewife of women ☐

11. Is the degree of gender inequality high at your work place? ☐

Ye. ☐

No ☐

12. If your answer of question number 11 is yes why?

13. Is cultural background is factor for the gender inequality at work place?

Ye ☐

No ☐

14. If your answer of question number 13 is yes why?

15. Why most of the time male and female work on the separate area?

Cultural backgro ☐

Given by rule ☐

biological ☐

Hardness of work. ☐

Sex roles ☐

other factor ☐

16. Do you try to reduce gender inequality at work place?

Yes ☐

No ☐

17. If your answer of question number"16" is yes why?

18. Did illiteracy bring gender inequality?

Yes.☐

No☐

19. If your answer of question number 18 is yes why?

20. What is the degree of gender inequality at your work place?

Very high☐

Few☐

Medium.☐

Very few☐

21. What cause that promote male to dominate higher position occupation than female?

Have more making decisions☐

Patriarchy system☐

Selfishness of men☐

Taking control of situation☐

22. Did you political leader of country is cause for gender inequality?

Yes☐

No☐

23. If your answer of question number 21 is yes why?

24. What are the reasons behind the prevalence of gender inequality?

Aggressiveness of men☐

weakness of women☐

Biological difference ☐

social reactions ☐

If others please specify _____

25. Why female are not employed equal with male at work place?

Physically dependence on men ☐

lack of emotional behavior ☐

Lack of control ☐

Motherhood ☐

Being passive ☐

if others please specify

26. What are social consequence of gender inequality at work place?

Dominance male. ☐

Discrimination ☐

Isolation ☐

Other consequence ☐

27. What are economic consequences of gender inequality?

Unemployment. ☐

Inflation ☐

Economic growth will below ☐

Wealth and income inequality ☐

less advancement ☐

Fewer pay increase. ☐

Other consequence ☐

Appendix II

Interview guideline

28. What are the socio-cultural causes of gender inequality at work place?

What are Social factors _____

What are Religious factors _____

What are Political factors _____

29. What are the economic consequences of the gender inequality at work place?

Impact on household economy _____

Impact on national economy _____

Appendix III

Interview guide for Key-Informant interview

30. What do you think are the socio-cultural consequences of gender inequality at work place?

What are Social consequences _____

What are Economic consequences _____

What are Political consequences _____

31. How educational status can be a cause for gender inequality at work place?

32. How culture be a cause for gender inequality at work place?

33. What should be done to reduce gender inequality at work place?

Appendix IV

Checklists for Focus-group Discussion

34. How can gender inequality at work place impact on social psychology?

35. How can reduce gender inequality at work place?