



**A COMPARATIVE STUDY ON  
GENDER INEQUALITY BETWEEN FEMALES OF  
MILLENNIAL PERIOD AND GEN Z IN SELCTED  
DISTRICTS OF KERALA**

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**CHILD DEVELOPMENT**

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## **CERTIFICATE**

This is to certify that the thesis entitled “**A comparative study on Gender inequality between females of millennial period and Gen Z in selected districts of Kerala**” is a research work carried out by DONNA S GEORGE under my guidance and supervision.

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# **INTRODUCTION**

## **CHAPTER 1**

### **INTRODUCTION**

“Freedom cannot be achieved unless women have been emancipated from all kinds of oppression”.

- By Nelson Mandela

Gender Inequality is term, when a person is denied of an opportunity or misjudged solely on the basis of their sex. Gender discrimination is any unequal treatment based on gender and may also be referred to as sexism. In general women are facing more discrimination in their day-to-day life, whatever be the situation, women are advised to control their emotions, suffer their pain and tolerate the abuse. Every woman around the world would have felt unsafe in their community in any point of their life. But basically, when it comes to India, women are being treated unequally due to the existing stereotypes. According to gender gap index (2021), India stands in 140<sup>th</sup> position among 153 countries in ensuring safety and equality of women, this shows the intensity of discrimination against women in India. In every aspect of life, a woman goes through a lot of hurdles, thus society makes women feel inferior to the opposite gender but every woman knows her worth, where unfortunately some women are made to believe that they are unworthy and should bear the injustice towards her. There is a stereotyped thought that women are always inferior to men always like physically, mentally and emotionally. It roots from the family environment, where only girl children are taught to cook, do dishes and make bed but boys are not been instructed to do even basic things.

When a boy child is born its celebrated but when its girls, family doesn't show any leap of joy. From foeticide, infanticide, molestation and rape the crimes against are women add onto the list, Women are battling to live their life they deserve, every woman has her own dreams of leading a better life but her social circumstances making it hard for her. When women speak for herself, she is named as arrogant and brazen. Society wants her to be modest, tolerant and dependent. When women reject a proposal of love, she is attacked with acid, when women earn more than her husband, she is called dominative, when women divorce her abusive husband, she is named as shameless and doesn't care about her child, when women take up night shifts in her work place, she becomes characterless. Women are labelled with different names when she takes courage to work on her dreams. There are

lasted statistics on crimes against women in india. Across the 19 metropolitan cities, NCRB stated that a total of 35,331 cases of crime against women were registered during 2020, showing a decrease of 21.1% over 2019 (44,783 cases).

Majority of crime against women were registered under ‘cruelty by husband or his relatives’ (30.2%) followed by ‘assault on women with intent to outrage her modesty’ (19.7%), ‘kidnapping and abduction of women’ (19.0%) and ‘rape’ (7.2%). Cybercrimes reported in the Capital saw an increase of 55% in 2020 as compared to 2019, the data showed. A total of 166 cases were reported in 2020 as compared to 107 in 2019. The statistics of 2020 showcase the decrease in crime when compared to year 2019, but according to survey it says these are recorded crimes, so there are situations in which women steps back from registering compliant, thinking what would society think about her and family. There are increased number of sexual assaults that occurred during the period of pandemic. Women have to face the challenges in India, such as the dowry, female foeticide, domestic violence, denial of inheritance, rape, sale, and trafficking of girls, etc. The objective of NGO is to evolve strategies to empower women who are as human beings as men are.

**Lesser Number of Girl Children:** In developing countries like India, the proportion of women compared to men in the population is suspiciously low. The sex ratio in various states in India is one of the main reasons for sexual offenses against women. The children, especially girls from low-income families, are sold by the brokers, particularly in Northern India, where the problem of the imbalanced sex ratio is very much evident. Apart from this, there were cases of women going missing from their marital houses is because of the oppression of women.

**Dowry Deaths of Women:** In India, dowry deaths of the women at their matrimonial home have been increased over the past few years, which is quite a severe problem. The National Crime Records Bureau in India had disclosed the figures for newly wedded brides who were killed for the dowry. Even though Section 498A of the Indian Penal code deals with the person responsible for marital cruelty, also cases are increasing or not registered on time. The different law on Dowry prohibition Act is presently dealing with taking and giving of dowry as a crime. However, it has been discovered that most of the states neither have the Dowry Prohibition Officers nor do they have made it obligatory to maintain the record of things given and received.

**Domestic Violence against Women:** The reason for Domestic aggression is ingrained in the patriarchal nature of the Indian society that supports such violence at home. Besides that, the problem of an alcoholic husband or the desire of a male child is some of the other factors accountable for household brutalities in India. This domestic violence had taken the form of physical and psychological abuse against women, for instance, hitting, slapping, public humiliation, etc. However, there is an existing law Domestic Violence Act against the oppression of women from domestic violence, and it remains a severe problem. The major scale of violence in India against women is linked to the domain of domesticity.

**Girl Child Marriage:** In India, there is a prohibition on the marriage of children at a primitive age, that is for girls under the age of 18 years and boys its 21 years of age, but still, child marriage is being practiced in different parts of India. Child Marriage Act prohibits child marriage for both boys and girls. However, as per National Population Policy, over 50% of girl child in India marries below the age of 18 years that results into reproductive pattern 'too early,' 'too many,' 'too frequent.' Child marriage takes away the innocence of a girl and slows the emotional and psychological development.

**Preference for Male Child:** The inclination towards the male child is a phenomenon that is rooted in the patriarchal system of Indian society. The strong preference for a son emerged with the transition of Indian society from the primitive stage, which used to be primarily matrilineal, to a feudal stage where agriculture emerged as a primary established occupation of the people to be controlled by the male. The desires to have a son often have an adverse effect on the health of the mother. All these issues gradually led to the neglect of a girl child, even in Indian society.

**Female Foeticide:** The women have to face a practice of infanticide, foeticide, sex-selective abortion. Today it has become common due to the amniocentesis technology and mal-nourishment among girl children. In India, it has been estimated that around "10 million female foetuses have been aborted in the last 20 years. Even though the Government of India have declared pre-birth sexdetermination is illegal; still, unlawful termination of female foetuses by untrained nurses and staff is widely prevalent, especially in the Northern states of India. All these have resulted in the escalation of the maternal mortality rate.

**Girls Education:** Education is one of the most important for the empowerment of women. The provision of the right to education under Article 21 of the Indian Constitution has made

it compulsory by the government to provide free education to everybody; the high rate of women's education is still a distant dream. Although Sarva Shiksha Abhiyan has been successful in bringing the girl child back to the schools, yet the retention rate in school is lower as compared to a child. The reasons associated with this is that parents expect girls to look after their siblings while parents are at work, work with the parents as seasonal labor and managing the household work, etc. The parents are more interested in boys' education as against girls as they feel that girls are to be married off, increasing the cost of education, etc. Thus, the primary education for girls in India remains a remote daydream for the women.

**Forced Evictions and Divorce:** In India, often, the widows are evicted from their matrimonial home and are left alone to feed themselves and their children following the demise of their spouses. Women headed households and women, in general, are far less secure than men. A separated or divorced woman having no land and family to care for often ends up in an urban slum, where her security of tenure is questionable. There is increasing clinching evidence that, in poor households, women spend more on basic family needs, while men spend a significant part on personal goods, such as alcohol, tobacco, etc.

**Sexual Harassment at the Workplace:** The initiative on sexual harassment of women at their workplace in India started with the Supreme Court's Vishaka guidelines in 1997. However, it was the passage of the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act that helped in translating these guidelines into concrete rules that are to be implemented. But even today, the issue of sexual harassment has largely been swept in India. The provisions have never been successfully invoked because of social taboos still associated with sexual harassment. In India, women are discriminated against in terms of payment of remuneration for their jobs. It is true for both urban as well as rural areas. Women entrepreneurs often have to deal with more complications in getting credits to start their independent businesses.

**Rape Matters:** In India, there has been a significant increase in the number of rape cases in the last ten years. As per the National Crime Records Bureau, about 25000 rape cases were reported every 3rd day in states. In India, in the rural areas, particularly in Northern India, the upper caste people use mass rapes as a strategy to have power over the members of the lower caste groups. The brutal gang-rape case in Delhi had led to the passage of a stricter

Law, i.e., The Criminal Law (Amendment) Act 2013 has been brought for the rape cases in India.

Societal violence against women: The communities and societies in India in most of the places are bound up with a patriarchal normative universe from that woman could hardly get true justice. The village communities, religious communities, or artificial communities like professional bodies are hardly the epitome of equality between men and women. These religious communities have often made women's lives worse by forcing them to adopt conservative practices that are no good for women.

### **The aim of the study**

The study is conducted to understand the intensity of the discrimination faced between the two generations Millennials and Generation Z.

### **OBJECTIVES**

- To understand the gender discrimination faced by women
- To compare and understand which generation is facing more discrimination among the two
- To compare the gender discrimination faced by women of different generation of millennials and generation Z
- To evaluate, at which phase of life women are facing more inequality
- To understand whether the educational developments has brought any changes in individual's attitude.

### **Operational Definition**

- Generation Z, refers to the generation that was born between 1997-2012, following millennials.
- Millennials, also known as Generation Y or the Net Generation, are the demographic cohort that directly follows Generation X

**REVIEW  
OF  
LITERATURE**

## **CHAPTER – 2**

### **REVIEW OF LITERATURE**

#### **2.1 Definitions**

##### **2.1.1 Gender**

##### **2.1.2 Gender equality**

##### **2.1.3 Gender inequality**

#### **2.2 Millennials**

#### **2.3 Generation – Z**

#### **2.4 Gender discrimination faced my women**

#### **2.1 Definitions**

##### **2.1.1 Gender**

Gender is used to denote the socially constructed norms, behaviours, activities, relationships and attributes that a given society considers appropriate for men and women whereas sex refers to the biological characteristics of a person, usually categorised as male and female based on internal reproductive organs, external genitalia, chromosomal and gonadal differences. Characteristics defining male and female genders vary from culture to culture and are contextual Gender is hierarchical and produces inequalities that intersect with other social and economic inequalities. Gender-based discrimination intersects with other factors of discrimination, such as ethnicity, socioeconomic status, disability, age, geographic location, gender identity and sexual orientation, among others. This is referred to as intersectionality.

Gender interacts with but is different from sex, which refers to the different biological and physiological characteristics of females, males and intersex persons, such as chromosomes,



hormones and reproductive organs. Gender and sex are related to but different from gender identity. (WHO, 2002, 2015)

Gender is also about the power relations between and among women, men, boys and girls (Muralidharan et al., 2015).

**Gender** refers to the socially constructed roles, behaviours, expressions and identities of girls, women, boys, men, and gender diverse people. It influences how people perceive themselves and each other, how they act and interact, and the distribution of power and resources in society. Gender identity is not confined to a binary (girl/woman, boy/man) nor is it static; it exists along a continuum and can change over time. There is considerable diversity in how individuals and groups understand, experience and express gender through the roles they take on, the expectations placed on them, relations with others and the complex ways that gender is institutionalized in society (Canada.ca). Gender acts not only at the individual and household level but also at the level of social institutions such as the family, the school and health facilities. Currently, sex and gender are seen as entangled concepts with each acting independently or synergistically to affect health (Jordan-Young, 2012).

‘Sex’ is a word that refers to the biological differences between male and female: the visible difference in genitalia, the related difference in procreative function. ‘Gender’ however is a matter of culture: it refers to the social classification into ‘masculine’ and ‘feminine’. (Oakley, 1985, p. 16). Gender is not something we are born with, and not something we have, but something we do, something we perform (Butler 1990).

Gender is a social, psychological and cultural construct and it is developed in the process of socialisation. Different societies and cultures may therefore have different understandings of what is ‘masculine’ or ‘feminine’. Societies create norms and expectations related to gender, and these are learned in the course of people’s lives – including in the family, at school, through the media. All of these influences impose certain roles and patterns of behaviour on everyone within society. Gender norms – often limited to notions of masculinity and femininity – change over time, but are usually based on a heteronormative order which stipulates that there are two sexes (genders) and they are attracted to each other. People who do not appear to fall under this binary notion of gender often suffer from exclusion, discrimination and violence. In recent times, the term gender is more often used to refer to

gender identity than to maleness and femaleness. Gender identity refers to “one’s sense of oneself as male, female or transgender” [APA], 2011).

Gender is more fluid – it may or may not depend upon biological traits. More specifically, it is a concept that describes how societies determine and manage sex categories; the cultural meanings attached to men and women’s roles; and how individuals understand their identities including, but not limited to, being a man, woman, transgender, intersex, gender queer and other gender positions. Gender involves social norms, attitudes and activities that society deems more appropriate for one sex over another. Gender is also determined by what an individual feels and does. The sociology of gender examines how society influences our understandings and perception of differences between masculinity (what society deems appropriate behaviour for a “man”) and femininity (what society deems appropriate behaviour for a “woman”). We examine how this, in turn, influence’s identity and social practices. We pay special focus on the power relationships that follow from the established gender order in a given society, as well as how these changes over time.

### **2.1.2 Gender Equality**

**Gender equity** is the process of being fair to women and men. To ensure fairness, strategies and measures must often be available to compensate for women’s historical and social disadvantages that prevent women and men from otherwise operating on a level playing field. Equity leads to equality. (UNFPA, 2005)

**Gender equality** is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world. There has been progress over the last decades: More girls are going to school, fewer girls are forced into early marriage, more women are serving in parliament and positions of leadership, and laws are being reformed to advance gender equality. Despite these gains, many challenges remain: discriminatory laws and social norms remain pervasive, women continue to be underrepresented at all levels of political leadership, and 1 in 5 women and girls between the ages of 15 and 49 report experiencing physical or sexual violence by an intimate partner within a 12-month period.

The concept that women and men, girls and boys have equal conditions, treatment and opportunities for realizing their full potential, human rights and dignity, and for contributing to (and benefitting from) economic, social, cultural and political development. Gender equality is, therefore, the equal valuing by society of the similarities and the differences of men and women, and the roles they play. It is based on women and men being full partners in the home, community and society. Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities of both women and men and girls and boys are taken into consideration, recognizing the diversity of different groups and that all human beings are free to develop their personal abilities and make choices without the limitations set by stereotypes and prejudices about gender roles. Gender equality is a matter of human rights and is considered a precondition for, and indicator of, sustainable people-centred development. (UNICEF,2017)

Gender equality matters in its own right, and as a prerequisite for the health and development of families and societies, and a driver of economic growth. Gender equality is fundamental to the achievement of human rights and is an aspiration that benefits all of society, including girls and women. The universal advantages of gender equality have been well-documented, and several international frameworks have affirmed its centrality to human rights and sustainable development. The Beijing Declaration and Platform for Action, for example, unanimously adopted by 189 countries in 1995 and still the strongest global consensus for advancing and protecting girls' and women's equality and justice, recognizes that persistent inequalities pose "serious consequences for the well-being of all people."

Gender equality is a fundamental human right. Yet despite progress, women and girls around the world do not fully experience equal rights and their potential as economic, social and sustainable development change-agents remains untapped. It will currently take over 267 years to achieve equality in terms of women's economic empowerment and participation. Women are underrepresented across business. They receive unequal pay for equal work and they continue to be targets of physical and sexual abuse. Additionally, women-owned enterprises are economically disadvantaged and lack equal opportunity to

compete for business opportunities. Women also face legal and other barriers that affect their opportunities at work and as entrepreneurs.

Empowering women and girls help expand economic growth, promote social development and establish more stable and just societies. In fact, studies show that women and men participating equally in the economy could add a further US\$28 trillion to global annual gross domestic product (GDP) by 2025. The UN Sustainable Development Goals (SDGs) underscore women's empowerment as an important development objective, in and of itself, and highlight the relevance of gender equality to addressing a wide range of global challenges.

### **2.1.3 Gender inequality**

Gender inequality is discrimination on the basis of sex or gender causing one sex or gender to be routinely privileged or prioritized over another. Gender Inequality, in simple words, may be defined as discrimination against women based on their sex. Women are traditionally considered by the society as weaker sex. She has been accorded a subordinate position to men. She is exploited, degraded, violated and discriminated both in our homes and in outside world. This peculiar type of discrimination against women is prevalent everywhere in the world and more so in Indian society. (GJRA, 2017)

The lives of women and men, the work they do, the income they receive and control, the roles in the society and the relationships that they share are shaped by social norms, traditions, family practices, and the family structure, especially in joint family women and men are treated differently in a more rigorous manner. Gender discrimination has its roots not only in the seemingly senseless traditions and old-fashioned religious beliefs, but is deeply woven into the socio-economic fabric (Mullatti 1992). Gender inequality in India exists in terms of access to health, education, and employment. stated that gender inequality in India exists in the cultural framework. (Shiva Kumar,2001). The female child receives less nurturing, care, and parental attention than males, thus, making them far more susceptible than boys to disease and infections, leading to poor health and a shorter life span (Chand & Mehrotra, 2012). Gender inequality takes on many forms in India, arising from multifarious social practices viewed as normal from a religious or cultural standpoint (based on deep historical roots), resulting in women being disproportionately underrepresented in

the economic mainstream. These social practices have profound economic consequences because they do not allow society to take advantage of the talent inherent in women. Women in India have existed in predominantly patriarchal environments, facing discrimination in terms of social, political, educational, and economic opportunities due to their perceived inferior status, resulting in the continued dominance of the patriarchal practices in Indian society (Menon-Sen, 2008). Gender inequality has many distinct and dissimilar faces. Gender inequality exists in most of part of the world, from Japan to Morocco, from Uzbekistan to United States. Yet inequality between men and women is not everywhere the same. It can take many different forms. Gender inequality is not one homogeneous phenomenon, seven types of gender inequalities viz

1. Mortality inequality,
2. Natality inequality,
3. Basic facility inequality,
4. Special opportunity inequality,
5. Professional inequality,
6. Ownership inequality and
7. Household inequality (Amarty Sen, 2001)

In no region of the developing world, women are equal to men in educational, social, and economic spheres. The present study clearly witnesses the shadow of gender inequality. Majority of the employment opportunities are being enjoyed by men irrespective of their community, caste and category. This differential distribution in educational system makes teaching as a gender specific occupation, especially in higher education. Teaching is the profession where educational qualification, command over subject, commitment toward profession and teaching skill should be valued than gender, but unfortunately these values are ignored in practice. The targeted respondents in the present study are equal in terms of education and earning capacity. Obviously, the present study does not find gender inequality in education and income at the root level. But inequality between men and women in several aspects like improving educational qualifications, chance of earning additional income, ownership of assets, economic liberty, saving and investment trends, etc. can be observed to a considerable extent (Zulfqar, 2018).

## **2.2 Millennials**

Millennials, also known as Generation Y or the Net Generation, are the demographic cohort that directly follows Generation X. Millennials, who were born between 1981 and 1996 (ages 23–38 in 2019), have grown up in the context of widening inequality. Millennials are also different from older generations in other ways: they tend to be more educated, live in a more racially diverse world, and hold more liberal perspectives toward social justice issues compared with previous generations (Jones, 2011)

In addition, millennials as a generation are more racially and ethnically diverse than any previous generation and have, therefore, demonstrated commitments to social justice issues that address intersecting social inequities and “confront persistent racial and gender disparities, discrimination against sexual minorities, and widening class inequality” (Milkman,2017).

Some of the most visible recent social justice movements, including Black Lives Matter and Occupy Wall Street, for instance, have been led by diverse groups of college-educated millennials (Milkman 2017)

While changes at the individual level might be slow to occur in the presence of cultural barriers, we see possibilities in that sociological perspectives may help millennials understand various forms of inequality surrounding them in a comprehensive way. Individual realization gained through a structural lens may promote collective efforts to change social structures that create and reinforce unequal distribution of resources and opportunities across individuals and groups. In addition, it is important to understand that millennials are the generation who has grown up witnessing increasing economic and social inequality at a global scale (Dimock 2019).

Intersectional frameworks are very relevant for millennials as they are more diverse in terms of racial and ethnic compositions and they are also growing up in a more globalized world than previous generations (Milkman 2017).

### **2.3 Generation – Z**

Generation Z (aka Gen Z, iGen, or centennials), refers to the generation that was born between 1997-2012, following millennials. This generation has been raised on the internet and social media, with some of the oldest finishing college by 2020 and entering the workforce.

Generation Z is the largest generation in American history and constitutes 27 percent of the country's population. By 2026, Gen Z will make up the largest share of the U.S. consumer population at 82 million people, beating out millennials by 2 million.

Generation Z is the most diverse generation so far in United States history, with 49 percent who identify themselves as non-white. They are also considered digital natives since they grew up after the advent of the Internet and during the rise of smartphones— shows that 98 percent of Generation Z members own a smartphone. As such, Generation Z is known for spending much more time online or connected to a smart device than previous generations, the average being three hours a day.

Another trend that researchers have observed from Gen Z is their desire for personal financial education and stability. Many grew up watching their parents struggle through the Great Recession. As a result, they are concerned about future finances and preparing now by opening savings accounts and avoiding debt. it's different from previous generations in some important ways, but similar in many ways to the Millennial generation that came before it. Members of Gen Z are more racially and ethnically diverse than any previous generation, and they are on track to be the most well-educated generation yet. They are also digital natives who have little or no memory of the world as it existed before smartphones. A look at older members of Generation Z suggests they are on a somewhat different educational trajectory than the generations that came before them. They are less likely to drop out of high school and more likely to be enrolled in college. Among 18- to 21-year-olds no longer in high school in 2018, 57% were enrolled in a two-year or four-year college. This compares with 52% among Millennials in 2003 and 43% among members of Gen X in 1987. Only 18% of Gen Z teens (ages 15 to 17) were employed in 2018, compared with 27% of Millennial teens in 2002 and 41% of Gen Xers in 1986. And among young adults ages 18 to 22, while 62% of Gen Zers were employed in 2018, higher shares of Millennials (71%) and Gen Xers (79%) were working when they were a comparable age.

#### **2.4. Gender discrimination**

Discrimination based on gender (or sex) is a common civil rights violation that takes many forms, including sexual harassment, pregnancy discrimination, and unequal pay for women who do the same jobs as men. ([www.findlaw.com](http://www.findlaw.com)). Gender discrimination has its roots not

only in the seemingly senseless traditions and old-fashioned religious beliefs, but is deeply woven into the socio-economic fabric (Mullatti 1992).

In the 21st century, India is rising as a global power, but half of the population, i.e., women who are still facing issues and struggling for life and dignity. Women in every sphere of life have to deal with various hurdles and cope up with immediate problems. The perfect balancing of life can be learned from the women of today's generation. The oppression of women creates difficulty for the recognition of rights as a human being.

Women have to execute a multilateral role in society, i.e., as the breadwinner of the family, as the caretaker, as a mother, wife, daughter, and also a service provider to the society. Despite this fact, women's contribution to the development of the nation is equal, but still, discrimination is made based on gender. The women in India are deprived of their fundamental right to dignity and left alone with the question of gender equality (hindrise.org). India is still a society with a strong preference for sons. This is reflected in female foeticide and selective abortion, apart from other practices. Health care neglect and shorter school duration for girls are common. Women are facing brutal consequences of male preference pattern (R.- Maruthakutti,2017)

Socio-economic Background- The data related to socio-economic status of the women gives valuable lead to any social science study and further it provides detailed and deeper assessment with the main study variables. In the study more than 65 percent of them aged between 26-35 years and in excess of half of them belong to backward community and on an average their family income falls between Rs. 2000 to Rs.4000. The educational status of the women was considerably poor, 60 percent of them learned up to secondary level education and 30percent were illiterate. Due to their poor economic conditions and lack of education, they were forced to work as an agricultural labourer, of them (94 %) had no savings and 65 percent of them were non-migrants. More than half of the (53%) women were living in a single room house and 77 percent of them lived in a tiled house. Seven out of ten houses (71%) have no toilet facility. With respect to availability of electricity, most of the women have facility through free electricity and 11 percent of them live in darkness. (R. Maruthakutti,2017). Women are bearers of children, with no right to decide if, when and how many to have. For all of the above reasons there is a social stigma attached to abortions which further regulate or limit this option. Gender ideology is age old and persistent. It



reflects the existing gender inequalities and also influences gender-based behaviours, which, in turn, help sustain gender ideology. It is this vicious circle which perpetuates gender issues. Of particular importance are the perceptions and values of women, since their orientations have an impact on how they rear and socialize their children. Also, as long as women accept the “natural” superiority of men, they would not resist patriarchal views and behaviors which put the girl child at a disadvantage in every walk of her life. The gender issues indiscriminately refer ‘women’ as the weaker sex. In spite of Government policies and legislations most favouring women in every step of their life, their life remains same as perceived from the start of the society. Women need to achieve new horizon of life to enrich their life by incorporating new skills, especially soft skills like social graces, communication, language, personal habits, friendliness, man and material management and optimism that characterize relationship with other people. The initiation should start from grass root level by focusing every individual woman to take them to new heights in their life. The launch of such programme should not be “pushing or pulling” women from the corners of the country to teach and train them, but the willingness to learn something new, useful and life enriching skills should be the whole hearted ‘step forward’ from women themselves ((R. Maruthakutti,2017).

In the present study, the women’s depressive symptoms appeared to be associated with structural violence and as Sen described, ‘capability deprivation.’ One woman, Seetha, was verbally and physically assaulted by her relatives and neighbours because she was a widow who remarried. Seen more optimistically, the women in this study have pulled themselves up from their depression, and instead of isolating themselves or worse, they have sought treatment for their symptoms. These women braved the stigmas associated with seeking treatment at NIMHANS, which is even more remarkable in light of the fact that recent studies have found that negative beliefs about antidepressants often lead people in India to discontinue taking them. Furthermore, several researchers have noted that suicide rates are high among women from India, and likely underestimated. The women in this study instead have braved the stigma associated with psychiatric treatment seeking and requested a remedy for their pain. The women indicated that their motivation in doing so was often focused on their children, and that their caring children were their main reason for seeking treatment. Ultimately, concerns around children have empowered these women such that they continue to see life as worth living. First, structural and physical violence against women is a widespread problem globally, and our interviews were Soc Psychiatry

Epidemiology (2012) performed with a narrow population of 32 poor women seeking psychiatric treatment in Karnataka state, South India. Women should enjoy freedom from violence, and perpetrators of violence against women should not go unpunished. Physicians, social scientists, and other advocates can work together to make a valuable contribution to ensuring that basic human rights are respected for women, worldwide (Deepa Rao, 2012). The simultaneous intensification of consumerism and commodification pressures girls to be dissatisfied with themselves in every way, inciting a felt need for all kinds of bodily makeovers and a Pandora's box of desires for the things that will fix the inadequacies they learn to find in themselves (Lamb and Brown 2007; McRobbie 2009).

The power to break the mould of what it meant to be a girl was quickly converted into the power to shop for the things that were being sold to girls as the way to make oneself into a newly moulded perfect girl (McRobbie 2009). Thus, a discourse of empowerment anchored in competence and self-knowledge has ironically been shaped into the power to conform and perform (McRobbie 2009; Tolman 2012). While Brown and Gilligan (1992) had documented girls' development of self in relationships, I had been most curious about and focused on their adolescent experiences of one dimension of self and one dimension of sexuality that society had been silent on and silencing of: their sexual desire. Across groups of young women, there was a recognition that gendered selves, voices, silences and bodies were in dialogic conversation with structural, material, cultural and discursive formations in which young women were growing up (Brown and Gilligan 1992)

Access to and control over resources: In most societies, women have lower access to and control over resources as compared to men. Resources are defined broadly to include information, decision-making, power, educational opportunities, time, income and other economic resources (such as land, the capacity to inherit, or credit), as well as internal resources (such as self-esteem and confidence). Access is having a resource at hand, while control is the ability to define and make binding decisions about the use of a resource. Women's lack of access to and control over resources affects their ability to remain healthy and to seek health care when they need it. More important than material resources are perhaps men's power to control key decisions affecting women's lives (P. Chidambaram, 2018)

The lower prevalence of exclusive breastfeeding of female infants as compared to male has been reported from all three rounds of the National Family Health Surveys, (1992–93,

1998–99 and 2005-06). World Economic Forum's Global Gender Gap Index- 2014: India's ranks at 114 in the list of 142 countries of the world. This Index examines gender gap in four major areas:

- Economic participation and opportunity.
- Educational achievements.
- Health and life expectancy.
- Political empowerment.

# **METHODOLOGY**

## **Chapter-3**

### **Methodology**

Methodology is the conditions for collection and analysis of data in a manner that aims to combine relevance to the research paper (Kothari, 2001).

#### **3.1 Selection of Area**

#### **3.2 selection of sample**

#### **3.3 Selection of Tool**

#### **3.4 Collection of data**

#### **3.5 Analysis of Data**

#### **3.1 Selection of Area**

The areas selected for the study were various districts of Kerala Kozhikode, Palakkad, Thrissur, Ernakulam, Kottayam, Pathanamthitta, Idukki, Kollam and Trivandrum.

#### **3.2 Selection of Sample**

A sample comprised of 183 females, in the age range of 16-25 years which falls under Gen Z and 26- 40 years under millennials. The sample is selected to understand the discrimination faced by women in both the generations, women of these two generations, where one is stepping into their middle adulthood that is millennials and another group is adolescents and young adults which is Gen Z. These two are the latest generations, where comparison can be carried out to understand the significance of inequality faced by the individuals.

The selection of using random Purposive sampling technique, where the focus was on females between the age 16-40 years. Random purposive sampling is the process of identifying a population of interest and developing a systematic way of selecting cases that is not based on advanced knowledge of how the outcomes would appear. This method was used as the investigator can know in detail about discrimination faced by each individual more in depth.

### **3.3 Selection of Tool**

The tool selected for the study is a self- designed questionnaire. According to Bell (1999), a questionnaire is generally a series of written questions for which the respondents have to provide the answers. There are two sets of questionnaires, this is to collect data from both the group. The questionnaire consists of different sections including demographic details, occupational level etc of the respondents and some general questions. The questionnaire of Gen Z has 57 questions and millennials comprises of 56 questions.

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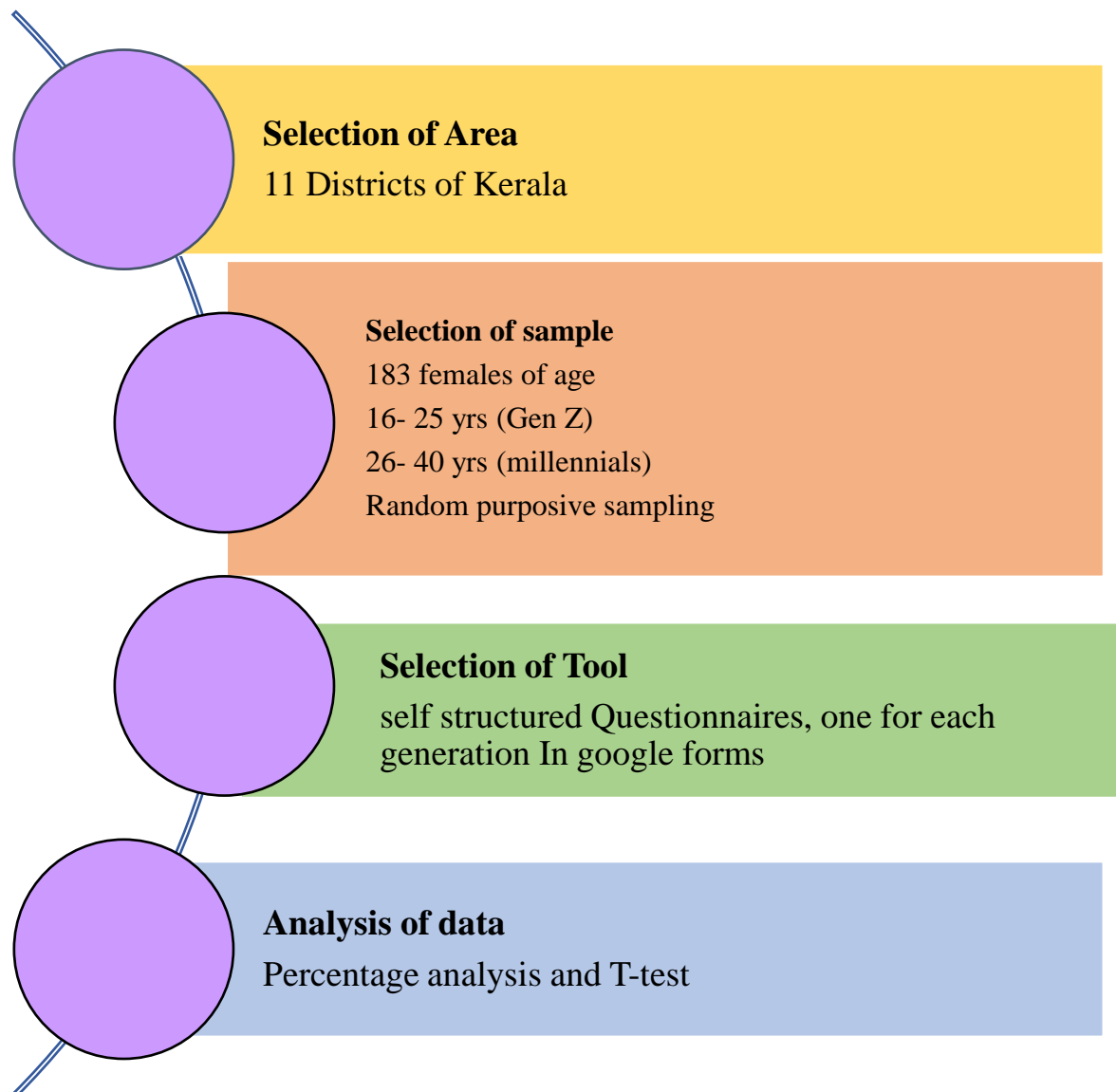
### **3.4 Collection of data**

The data collection was done directly by the investigator. The data was collected through Google forms; the questionnaire was forwarded to women around the different districts of Kerala through online mode. The responses were recorded and then put forth for statistical analysis.

### **3.5 Analysis of data**

The survey results using the questionnaire were consolidated and tables were prepared. Percentage analysis was used to interpret the general information. T test was carried to interpret the data, for the comparative study. By analysis and comparing each section in the questionnaires the final results can be concluded, the statistics were used to depict the accurate result.

**Figure -1** Given below shows the research design of the thesis entitled “A comparative study on Gender Inequality between females of millennial period and Gen Z in selected districts of Kerala.



# **RESULT AND DISCUSSION**



## **CHAPTER – 4**

### **RESULT AND DISCUSSION**

The results of the study entitled “**Comparative study on Gender inequality between females of millennial period and Gen Z in selected districts of Kerala**” are discussed in this chapter under the following sub headings:

- 4.1 Demographic details of the respondents**
- 4.2 Distribution of age of the respondents**
- 4.3 The presence of guardians during development**
- 4.4 Parents education**
- 4.5 Parental duties and responsibilities**
- 4.6 Decision making in family**
- 4.7 Suppression faced by women at home**
- 4.8 Inequality faced by mothers in homes**
- 4.9 Sexual Abuse faced by young adults**
- 4.10 Discomforting situations in social settings**
- 4.11 Humiliation faced in front of others**
- 4.12 Suppression faced for being born as women**
- 4.13 Comparison with sibling of opposite gender at home**
- 4.14 Rules and regulation set at home**
- 4.15 The stereotyped roles for women**
- 4.16 General opinions on gender and sexuality**
- 4.17 Concern about the physical appearances**

#### 4.18 Feeling about one-self

#### 4.19 Faced harassment at husband's house

#### 4.20 The life of married women

#### 4.21 taking care of household duties

#### 4.22 Suppressing one's own interest and dreams

#### 4.23 Bullying and teasing at school

#### 4.24 Discouragement faced at school

#### 4.25 Relationship between friends

#### 4.26 Comparison of gen Z and millennials

### 4.1 Demographic details of the respondents

Demographics are characteristics of a population. Demographic questions are designed to help survey researchers determine what factors may influence a respondent's answers, interests, and opinions. Knowing the background information of the respondents is helpful and inevitable in any research study. In the present study qualification, employment status, religion and marital status etc were studied. The table below gives the demographic details of the respondents.

**Table: 1**  
**Demographic details of the respondents**

Sl.No	Particulars	Responses (N=183)	
		Gen Z	Millennials
1	Qualification		
	School	28	1

	Degree	32	29
	Masters	40	65
	PhD	0	5
<b>2</b>	<b>Employment status</b>		
	Employed	17	52
	Unemployed	83	48
<b>3</b>	<b>Religion</b>		
	Hindu	49	25
	Muslim	10	5
	Christian	40	66
	Secularist:	1	4
<b>4</b>	<b>Marital status</b>		
	Married	8	64
	Single	92	36

From the above table it can be observed that 40 percent of individuals from Gen Z and 65% from millennials are currently pursuing Post Graduation. Among millennials around five percent individuals have done their PhD. A negligible percent (1%) among millennials have completed only schooling. Around 52 percent of millennials are employed which is the highest, whereas the highest unemployment is seen in Gen Z around 83 percent. Only 17 percent are employed in Gen Z. The people who are following Hinduism are around 49 percent which is highest in the Gen Z and people following Christianity are highest in the millennials which is around 66 percent, it is interesting to note that one percent of gen Z and four percent in millennials are secularists and Accordingly, 92 percent of Gen Z are not married, whereas 64 percent are married in millennials which is the highest in range.

#### 4.2 Distribution of the age of the respondents

Table: 2

##### Distribution of the age of the respondents

Sl.No	Particulars	Responses (N=183)
<b>1</b>	<b>Age of Gen Z</b>	
	16- 18 years	19
	19- 21 years	22
	22- 25 years	59
<b>2</b>	<b>Age of Millennials</b>	
	26-30	81
	31-35	8
	36-40	11

The lowest age of Gen Z is the 16 years and the highest age is 25 years, the age range of the generation Z falls between 16- 25 years and the lowest age in millennials is 26 years and the highest age in millennials are around 40 years. From the table, age range between 22- 25 years individuals constitute highest percentage in Gen Z, and age range 26-30 years females constitute highest in millennials.

#### 4.3 The presence of guardians during development.

Parents have a vital impact in a child's growth and general personality during the growing stage. In an individual's mental, physical, social, and career development, parents have a critical influence.

**Table 3**  
**The presence of guardians during development.**

Sl.No		Responses (N= 183)	
		Gen Z	Millennials
<b>1</b>	<b>Living with</b>		
	Father, Mother, sibling	62	25
	Father, Mother	13	4
	Single parents	13	8
	Husband	5	55
	None of them	7	8

	<b>2</b>		
	Mother, father	45	43
	Mother, father & grandparents	27	14
	Mother, Father, others	4	4
	Single parents, grandparents, others	3	1
	Single parents	14	34
	Grandparents	7	4
<b>3</b>	<b>AGE 0-18, years you lived with biological father</b>		
	Till 18 years	11	12

	Below 18 years	10	8
	Above 18 years	74	80
	Never	5	0

From the above table it is clear that sixty two percentage of Gen Z is living with their father, mother and sibling. Whereas in millennials 55% are living with their husband. Some are living with single a parent that is around 13 percent in Gen Z and 8 percent in millennials. Lowest percentage seen in millennials who are living only with father and mother is around four percent. While growing up father and mother took care of everything is around 45 percent in Gen Z and 43 percent in millennials. Around one percent is taken by single parent's grandparents and other in millennials which is the lowest. Taken care by single parents while growing up was around 34 percent in millennials and 14 percent in Gen Z. Growing up with biological father above 18 years stands the highest in the generations, 74 percent in Gen Z and 80 percent in millennials. Five percent in Gen Z have not lived with their biological father.

#### 4.4 Educational qualification of parents

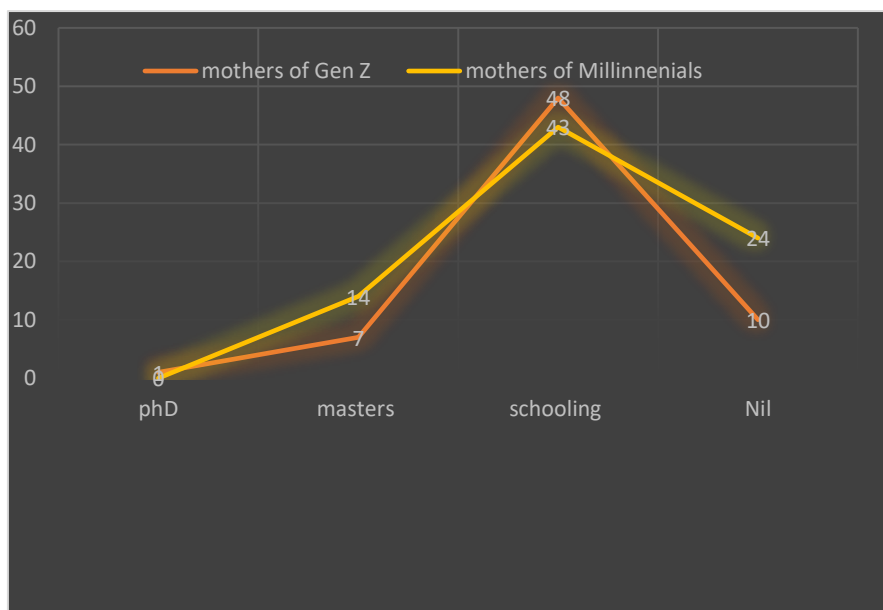
Table – 4

#### Educational qualification of parents

Sl.No	Educational qualification of parents	Responses (N=183)	
		Gen Z	Millennials
<b>1</b>	<b>Educational Qualification of Biological mother</b>		
	PhD	1	0
	Masters	7	14
	Degree	34	40
	Higher Secondary	22	19
	High school	26	24
	Nil	10	3
<b>2</b>	<b>Educational Qualification of Biological Father</b>		
	PhD	1	0

	Masters	7	17
	Degree	26	36
	Higher Secondary	27	20
	High school	35	24
	Nil	4	3

The above table depicts the educational qualification of the biological parents, around 7 percent of mothers of gen Z and 14 % of the mothers of millennials have completed their masters. The interesting part is that 1 percent of both the biological parents in Gen have done their PhD, where as in millennials highest levels of qualifications of parents are up to masters. The parents who have completed their degree is in highest percentage in both the generations, gen Z mother's degree is 34 percent and 40 percent by mothers of millennials, whereas gen Z father's is 26 percent have completed their degree and 36 percent in millennials. Some percentages of individuals were not interested to disclose the graduations level of their parent's 10 percent in gen Z and 3 percent in millennials.



**Figure 2**

### **Educational qualification of parents**

#### **4.5 Parental duties and responsibilities**

Parents have certain duties and responsibilities towards their children. Both parents as partners must share equal responsibilities and help each other. Details of the duties and responsibilities undertaken by the parents of the respondents are shown in the table below.

**Table- 5**

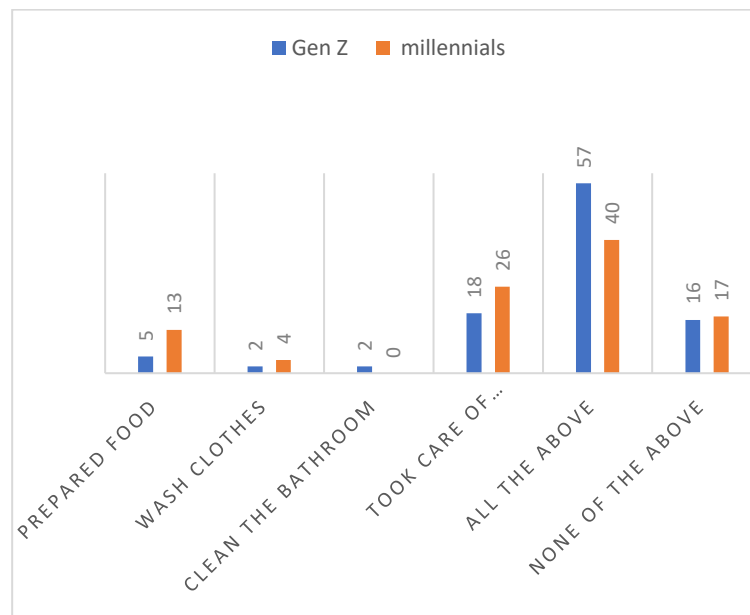
**Parental duties and responsibilities**

SI No	Particulars	Responses (N=183)	
		Gen Z	Millennials
<b>1</b>	<b>During your childhood and teenager, father in the home</b>		
	Prepared food	5	13
	Wash clothes	2	4
	Clean the bathroom/ toilet	2	0
	Took care of your siblings	18	26
	All the above	57	40
	None of the above	16	17
<b>2</b>	<b>Mother treated my father with respect</b>		
	Always	81	84
	Very often	13	12
	Sometimes	5	4
	Rarely	1	0



	Never	0	0
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It can be observed that 57 percent of fathers of Gen Z and 40 percent fathers of millennials, at home did all the above works like preparing food, cleaning the house, wash clothes, clean the bathroom/toilet, taking care of them and siblings. Some of them did one or other works from the above list. Unfortunately, around 16 percent fathers of Gen Z and 17 percent fathers of millennials did nothing from the above-mentioned works. My mother has treated my father with respect, 81 percent in Gen Z and 84 percent in millennials have mentioned that their mothers have always treated their father with respect. The option never was not opted at all. Only one percent in gen Z have mentioned that their mother rarely respect their father.



**Figure 3:**

### **Parental duties and responsibilities**

#### **4.6 Decision making in the family**

Family decision making involves the group and each members role. It can be a collective process, but each member may have different priorities creating the potential for conflict and power struggles. More Equality in Relationships-Statscan 2007 reports that couples aged 25 to 54 have a more equal partnership in the sharing of financial, child care and household responsibilities

**Table: 6**

**Decision making in family**

Sl.No	Particulars	Responses (N=183)	
		Gen Z	Millennials
<b>1</b>	<b>Final word about decisions in house hold regarding you and sibling</b>		
	Mother	8	8
	Father	21	24
	Both together	71	68
<b>2</b>	<b>Final word about decisions in house hold regarding Money spend on food and clothing</b>		
	Mother	13	16
	Father	18	28
	Both together	69	56

The above table depicts the decision making in respondent's family. It can be interpreted that that about 71 percent of Gen Z' and 68 percent of millennials' families, decisions making power lies with both the parents equally. About 8 percent in both the generation has said it is their mother who has the final word for all the decisions regarding them and siblings, according to the clothing and food 18 percent of decision is taken by the fathers of gen Z.

#### 4.7 Suppression faced by women at home

Women in India have to face a lot of issues. They have to go through gender discrimination, harassment, sexual abuse, lack of education, dowry-related harassment, gender pay gap and much more. To support a family, many women will pursue their educational and career ambitions, while their husbands will be the first to win. Some women, on the other hand, choose to work and undertake a stereotyped gender role in housekeeping and child care. While there is evidence that woman, especially while working full-time, are the major caregivers in their families, some families may distribute their responsibilities more evenly. In home many are forced to take the responsibility of household chores and child rearing. The details of the suppression faced by women at home of the respondents is discussed in the table given below.

**Table: 7**

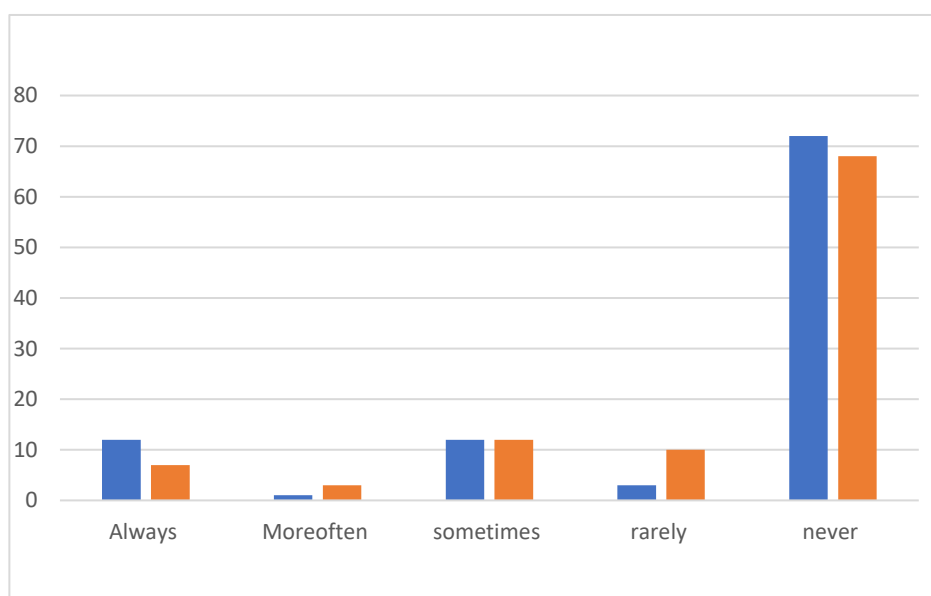
#### **Suppression faced by women at home**

Sl.No	Particulars	Responses (N=183)	
		Gen Z	Millennials
<b>1</b>	<b>Your mother was restricted to go for work after her marriage</b>		
	Always	12	7
	More often	1	3
	Sometimes	12	12
	Rarely	3	10
	Never	72	68
<b>2</b>	<b>Have your father or any others at home told your mom that its women's responsibility to take care of home and children?</b>		
	Always	18	19
	More often	7	7
	Sometimes	20	16
	Rarely	17	13
	Never	38	45
<b>3</b>	<b>Do you think women in Indian households are given freedom to do things they like?</b>		

	Always	7	8
	More often	6	7
	Sometimes	26	27
	Rarely	41	41
	Never	20	17

The above table depicts the percentage of suppression faced by the respondents and women in their family. Twelve percent of both the generations have said sometimes their mothers were restricted from going for work, 12 percent in the gen Z has said that their mothers were always restricted from going for work. But majority (72%) in Gen Z of them have said that their mothers were never restricted from going for work and 68 percent in Millennials.

It is obvious that majority of women are free to go for work but still some percentage of them are restricted to go, where women's rights are denied. Eighteen percent of individuals in gen Z have said that their father and others in their home have said its women's responsibility to take care of home and children, the same stereotyped thought seen in millennials around 19 percent. 41 percent of individuals of both the generation have said women in Indian households are rarely given freedom to do things they like, so we can clearly see the suppression faced by women's at home and around 20 percent have said never women are given freedom to do things they like do.



**Figure – 4: Men's view towards women's role in life**

#### 4.8 Inequality faced by mothers in Indian homes

The idea that men and women are not equal is gender inequality, and that gender influences a person's living experiences. Such variations are the product of biological, psychological and cultural differences. Many women are considered inferior to men in homes.

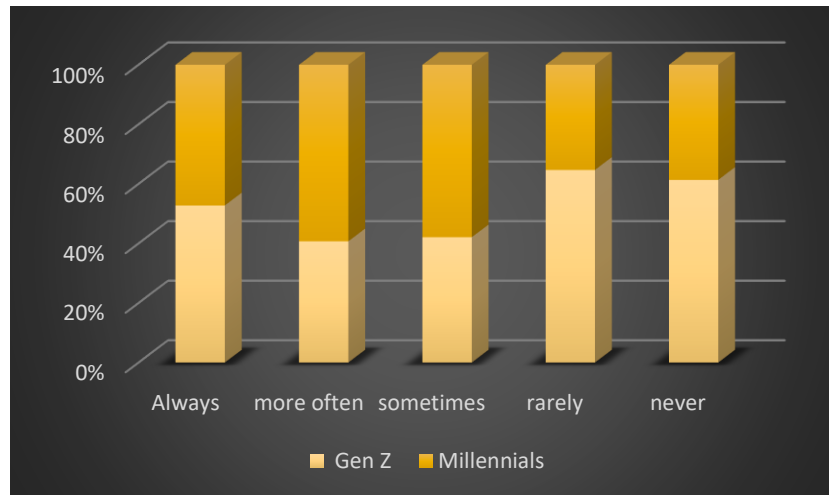
**Table: 8**

**Inequality faced by mothers in Indian homes**

Sl.No	Particulars	Responses (N=183)	
		Gen Z	Millennials
<b>1</b>	<b>Have you felt mom being dependent on your father for everything?</b>		
	Always	19	17
	More often	11	16
	Sometimes	32	44
	Rarely	11	6
	Never	27	17
<b>2</b>	<b>I saw or heard my mother being beaten by her partner</b>		
	Always	4	3
	More often	3	3
	Sometimes	7	7
	Rarely	15	12
	Never	71	75

Around 32 percent in gen Z and 44 in millennials have said their mothers are sometimes depend their father for everything and 19 percent of gen Z have said always their mothers depend on fathers. Twenty seven percent women who are mothers of Gen Z never relied on their husbands and 17 percent in millennials never relied on their husbands. 71 percent in

Gen Z and 75 percent in millennials have they have never seen their mother being beaten by her partner. The lowest three percent said that they have seen their mother being beaten by their father.



**Figure -5: Percentage distribution of women who are dependent on their husbands**

#### 4.9 Sexual Abuse faced by young adults

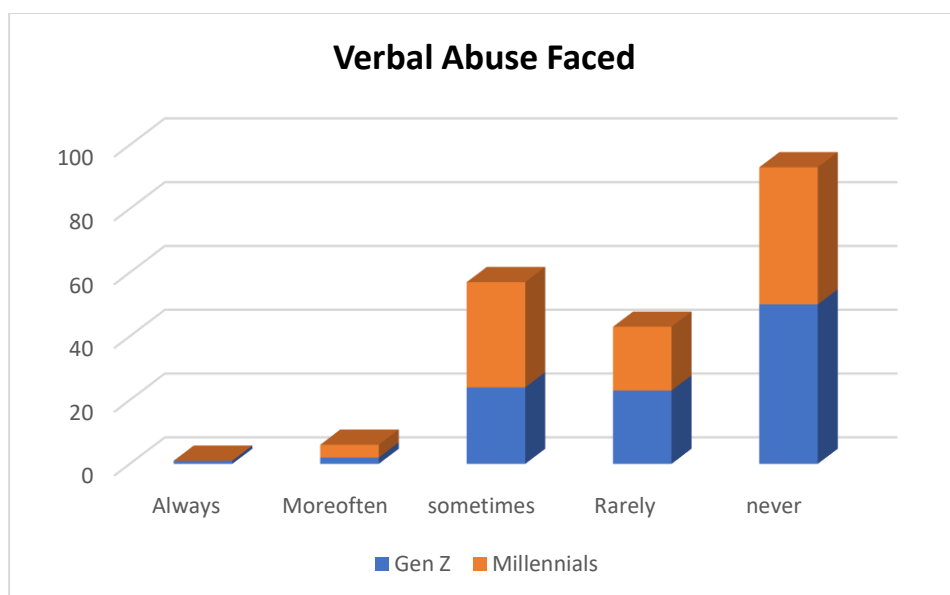
Sexual violence is a deeply negative and painful life event that has far-reaching psychological and societal consequences for the victim, regardless of gender. It increases the victim's emotions of helplessness and impotence, lowering their self-esteem and indicating that they may be prone to additional violence. Women's fear of sexual violence is likely to limit their independence and occupational options, as well as have an impact on their long-term psychological well-being.

**Table: 9**

#### Sexual Abuse faced by young adults

	Particulars	Responses (N=183)	
		Gen Z	Millennials
<b>1</b>	<b>Faced verbal sexual abuse</b>		
	Always	1	0
	More often	2	4

	Sometimes	24	33
	Rarely	23	20
	Never	50	43
<b>2</b>	<b>Someone touched my private parts and made me touch them on the genitals when I did not want to</b>		
	Always	1	0
	More often	1	0
	Sometimes	9	12
	Rarely	18	14
	Never	71	61
<b>3</b>	<b>I had sex with someone because I was threatened or frightened or forced</b>		
	Always	0	0
	More often	1	0
	Sometimes	1	2
	Rarely	2	4
	Never	96	94



**Figure 6**

**Verbal abuse faced by respondents**

This table describes the sexual abuse faced by individuals, 24 percent of Gen Z have said they have sometimes faced verbal abuse and 33 percent in millennials said the same, and 50 percent in Gen Z and 43 in millennials have said they have never faced verbal abuse. The rest of them some or the other way, have faced abuse. The individuals have said at some rare situations someone has touched their private parts, said by 18 percent by Gen Z and 14 percent by millennials. and never was opted by 71 percent of Gen Z and 61 percent by millennials. Fortunately, 96 percent of gen z and millennials were not forced to have sex but still some percent have chosen the option like sometime by 2 percent millennials and 4 percent have opted rarely.

#### 4.10 Discomforting situations in social settings

There are many situations that can cause discomfort in social settings for females. This can be being around a group of men who stares or feeling insecurity while travelling alone etc. The experience of respondents is shown in the table below.

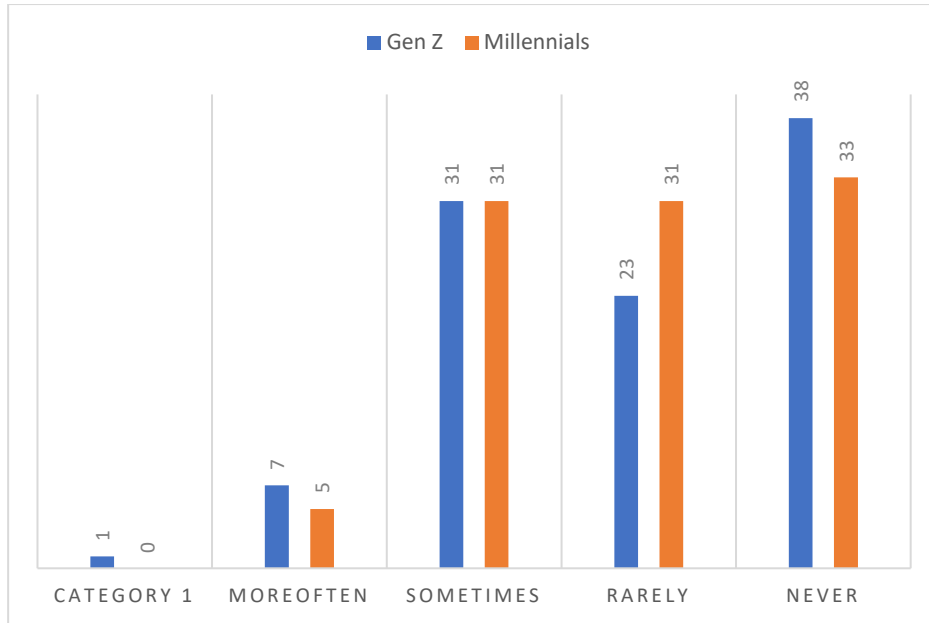
**Table: 10**

#### **Discomforting situations in social settings**

	Particulars	Responses (N=183)	
		Gen Z	Millennials
<b>1</b>	<b>Have Been discomforted being around group of males</b>		
	Always	1	0
	More often	7	5
	Sometimes	31	31
	Rarely	23	31
	Never	38	33
<b>2</b>	<b>You feel unsafe while travelling alone?</b>		
	Always	5	5
	More often	8	7
	Sometimes	34	37

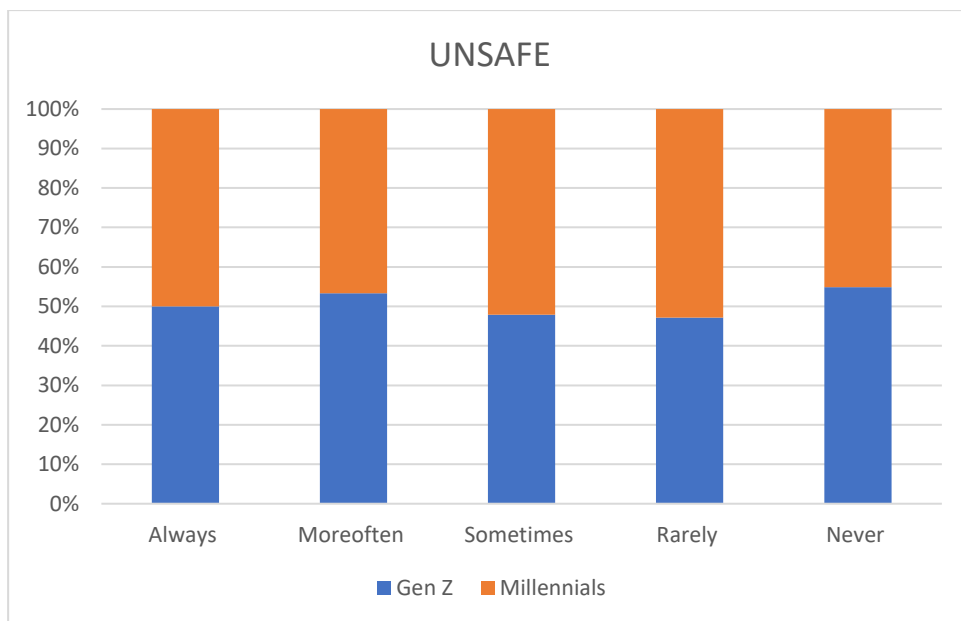


	Rarely	25	28
	Never	28	23



**Figure 7**

**Felt discomfort being around group of males**



**Figure 8**

**Felt unsafe while travelling alone**

The table above illustrates that 38 percent of Gen Z and 33 percent of millennials never faced any discomfort in social situations like when being around groups of males have the individuals faced discomfort the way men stare, comment or even try to communicate. Whereas 31 percent both generations have sometimes faced discomfort and 7 percent of gen Z and five Percent of millennials have said more often they have felt discomfort and the least one percent in Gen Z have said always. 34 percent in gen Z and 37 percent in millennials have sometimes faced safety issues while travelling alone and 28 percent in gen Z and 23 percent in millennials have said never, they have felt unsafe while travelling alone and others have felt unsafe in some situations of life.

#### 4.11 Humiliation faced in front of others

**Table: - 11**

#### **Humiliation faced in front of others**

Sl.No	Particulars	Responses in percentage (N=183)	
		Gen Z	Millennials
<b>1</b>	<b>I was insulted or humiliated by someone in my family in front of other people</b>		
	Always	1	0
	More often	8	8
	Sometimes	17	14
	Rarely	12	23
	Never	62	55
<b>2</b>	<b>One or both of my parents were too drunk or high on drugs to take care of me</b>		
	Always	3	1
	More often	3	5
	Sometimes	4	2
	Rarely	7	5
	Never	83	87
<b>3</b>	<b>I was threatened with physical punishment in my home.</b>		
	Always	1	1

	More often	5	4
	Sometimes	5	17
	Rarely	11	8
	Never	78	70

The above table depicts the humiliation faced by the respondents in front of others. 17 and 14 percent of gen Z marked rarely and 14 and 23 percent by millennials, 62 percent gen Z has not got humiliated and only 55 percent in millennials have said never got humiliated. Five percent millennials and 3 percent have said always in gen Z said that parents were too high on drugs while taking care of children. Seventeen percent of millennials and have said sometimes they have been threatened sometimes and 78 percent of gen Z stated that they were never threatened and more often was opted by 5 percent of individuals in millennials.

#### 4.12 Suppression faced for being born as women

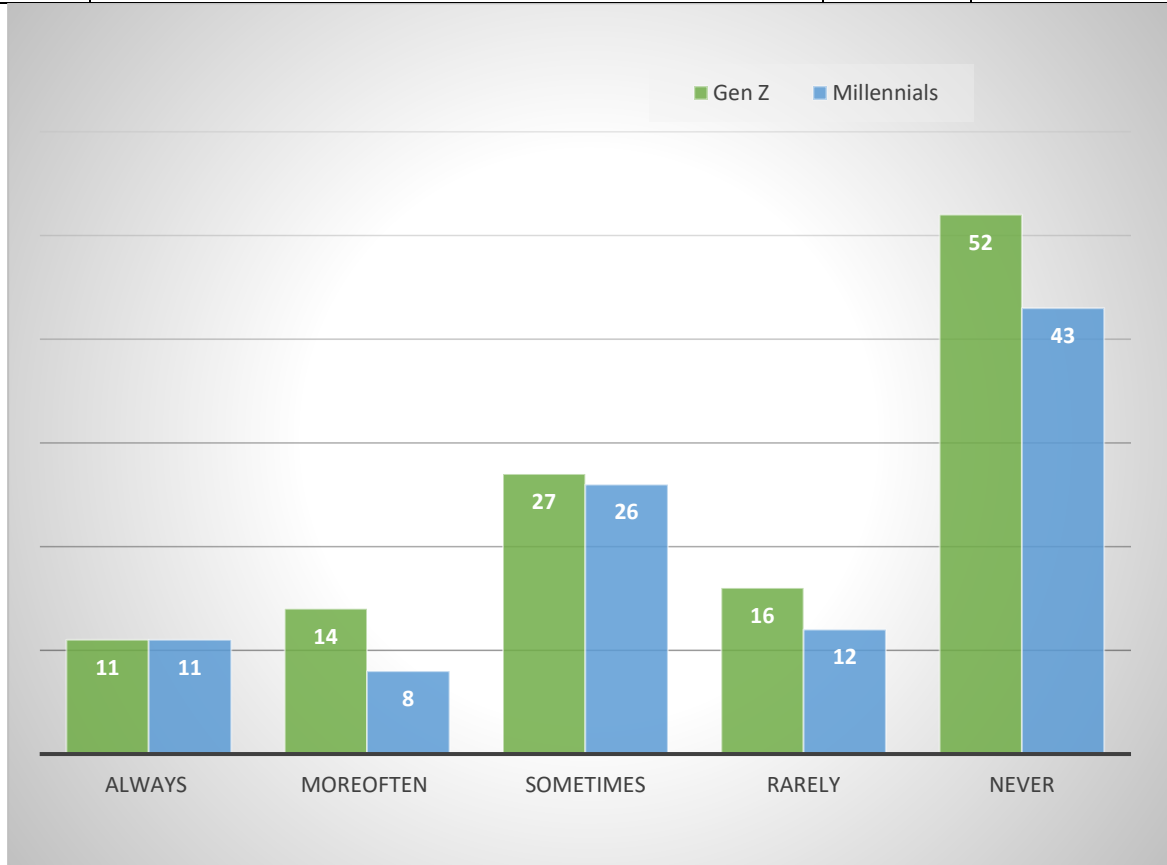
It is a hard reality that many women face suppression for being born as women. Many research data have indicated this fact.

**Table: 12**

#### Suppression faced for being born as women

SL NO		Responses (N=183)	
		Gen Z	Millennials
<b>1</b>	<b>Have you ever felt to be born as opposite gender</b>		
	Always	11	11
	More often	14	8
	Sometimes	27	26
	Rarely	16	12
	Never	52	43
<b>2</b>	<b>Being female have you felt, you have to work more on anything to achieve success than men</b>		
	Always	17	24
	More often	16	13

	Sometimes	24	20
	Rarely	11	18
	Never	32	24



**Figure 9**

**Felt to be born as opposite gender**

At Some instances of life we know, at least once in a lifetime as joke most women would have thought to be born as opposite gender to avoid stereotyped thoughts but for some the life would have been hard on them, at some instances they think unrealistically, such way individuals have been asked whether at any point of life they thought to be born as opposite gender.

Their responses have indicated that 27 and 26 percent in gen Z and millennials, fortunately 52 and 43 in gen Z and millennials never felt that way. Twenty four percent of millennials have always felt that they have to work more to achieve success than men . Thirty two percent and 24 of gen Z and millennials and the rest in or other way gone through pressure.

#### 4.13 Compared with siblings of opposite gender at home

**Table: 13**

#### Compared with siblings of opposite gender at home

Sl No	Particulars	Responses (N=183)	
		Gen Z	Millennial
<b>1</b>	<b>Have your parents disgraced you by comparing with sibling of opposite gender?</b>		
	Always	3	8
	More often	4	3
	Sometimes	14	10
	Rarely	9	13
	Never	70	66
<b>2</b>	<b>Do parents treat you and your brother in the same way?</b>		
	Always	49	48
	More often	17	16
	Sometimes	15	14
	Rarely	7	14
	Never	12	8
<b>3</b>	<b>Have you faced discrimination at home for being female child?</b>		
	Always	8	5
	More often	4	6
	Sometimes	14	12

	Rarely	14	10
	Never	60	67

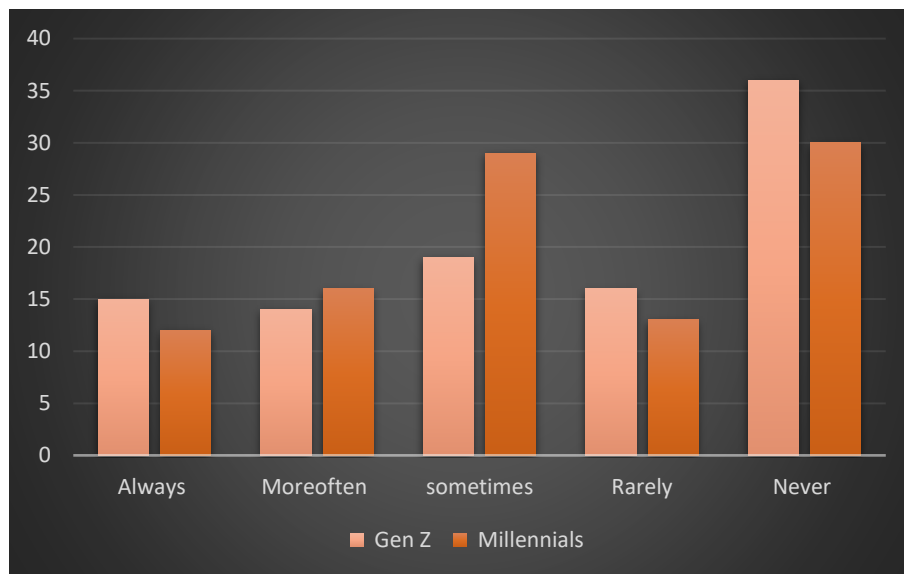
The above table illustrates that 14 percent Gen Z 's parents have sometimes disgraced them by comparing with sibling of opposite gender, 70 percent of Gen Z have said they never faced such issue and rest have faced it in or other way and 8 percent millennials have said always they have faced it. faced discrimination at home for being female child, sometimes and always got discriminated. Fourteen percent and 8 percent of Gen Z and 67 percent has never been compared with siblings by their parents. The question like parents treat you and your brother in the same way, 49 and 48 percent of gen Z have chosen always and rest have faced this in some instances of life.

#### 4.14 Restrictions at home

**TABLE: 14**  
**Restrictions at home**

Sl. No	Particulars	Responses (N=183)	
		Gen Z	Millennials
<b>1</b>	<b>Rules at your home is based on the gender, like boys are free to do anything but girl is restricted to do things she like</b>		
	Always	14	11
	More often	10	7
	Sometimes	17	26
	Rarely	17	20
	Never	42	36
<b>2</b>	<b>Are you been restricted to wear dresses you like</b>		
	Always	15	12
	More often	14	16
	Sometimes	19	29
	Rarely	16	13
	Never	36	30

The rules and regulation at home, is based on the gender, like boys are free to do anything but girl is restricted to do things she like, 26 percent of millennials have said sometimes they have faced it, 14 percent of Gen Z have said they have always faced it, around 42 and 36 percent of Gen Z and millennial has responded as never they gone through such situation 29 percent millennials have said sometimes they were restricted to wear dresses they like , and 15 percent Gen Z said they have always faced restriction on wearing dresses they like.



**Figure 10**

**Restrictions at home**

**4.15 The stereotyped roles for women**

**Table 15**

**The stereotyped roles for women**

Sl.No	Particulars	Responses(N=183)	
		Gen Z	Millennials
<b>1</b>	<b>A woman's most important role is to take care of her home and cook for her family</b>		
	Strongly agree	4	3
	Agree	4	6
	Undecided	6	6
	Disagree	30	31

	Strongly disagree	56	54
<b>2</b>	<b>Changing diapers, giving kids a bath, and feeding the kids are the mother's responsibility.</b>		
	Strongly agree	1	2
	Agree	5	2
	Undecided	11	2
	Disagree	24	29
	Strongly disagree	59	65
<b>3</b>	<b>There are times when a woman deserves to be beaten.</b>		
	Strongly agree	0	10
	Agree	3	5
	Undecided	8	13
	Disagree	22	16
	Strongly disagree	67	55

It is a stereotype thought put forth by society that a woman's most important role is to take care of her home and cook for her family. Fifty six percent and 54 percent of Gen Z and millennials have strongly disagreed to the statement that woman's most important role is to take care of her home and cook for her family. Four percent of Gen Z has strongly agreed to the statement. 59 and 65 percent of Gen Z and millennials strongly disagreed the statement that changing diapers, giving kids a bath, and feeding the kids are the mother's responsibility. Eleven percent in Gen Z has responded as undecided. There are times when a woman deserves to be beaten.

#### **4.16 Attitude towards gender and sexuality**

Gender and sexuality are crucially significant forces that shape every element of our lives: our gender and sex help us understand our bodies, thoughts, and selves. Our medical, legal, educational, and political systems are all organised around legal definitions and social expectations about women and men's sex and reproduction.



**Table- 16**

**Attitude towards gender and sexuality**

Sl.No	Particulars	Responses (%)	
		Gen Z	Millennials
<b>1</b>	<b>Homosexuality is natural and normal.</b>		
	Strongly agree	41	43
	Agree	29	17
	Undecided	15	18
	Disagree	11	10
	Strongly disagree	4	12
<b>2</b>	<b>Do you think women are being objectized</b>		
	Strongly agree	22	29
	Agree	40	32
	Undecided	15	20
	Disagree	10	11
	Strongly disagree	13	8

Objectification involves viewing and/or treating a person as an object, devoid of thought or feeling. Often, objectification is targeted at women and reduces them to objects of sexual pleasure and gratification. From the above table it is evident that 43 percent of millennials strongly agreed to the statement homosexuality is natural and normal and 12 percent millennials have strongly disagreed to the statement, 41 percent of Gen Z has strongly agreed to the statement. 40 percent of gen Z has agreed women are being objectified and 13 percent of Gen Z have strongly disagreed and 32 percent of millennials agree that women are being objectified.

**4.17 Concern about the physical appearances**

Physical appearance is a major factor in the development of personality. Social science research shows that a person’s physical appearance has a meaningful impact on their life experiences and opportunities.

**Table– 17**

**Concern about the physical appearances**

Sl No	Particulars	Responses(N=183)	
		Gen Z	Millennials
<b>1</b>	<b>Do you feel good about your physique?</b>		
	Always	40	38
	More often	27	29
	Sometimes	16	22
	Rarely	11	5
	Never	6	6
<b>2</b>	<b>Have you been criticized for your physical appearance?</b>		
	Always	16	12
	More often	18	18
	Sometimes	27	29
	Rarely	14	17
	Never	25	24
<b>3</b>	<b>Have you compared yourself with other women in looks?</b>		
	Always	18	16
	More often	15	14
	Sometimes	24	26
	Rarely	19	16
	Never	24	28

Table 17 depicts the concerns about the physical appearances, 40 percent of Gen Z felt good about their physical appearances, 22 percent of millennials felt good about their physical

appearances sometimes and 6 percent of both generations have said they never feel good about their physique. Twenty nine percent of millennials have been criticized for their physical appearances at some point of their life, 18 percent of both generations have more often been criticized of physique. 24 and 26 percent of gen Z and millennials have sometimes have compared themselves with other women and 18 percent gen Z have always done comparison. Twenty eight percent of millennials have never compared themselves with others.

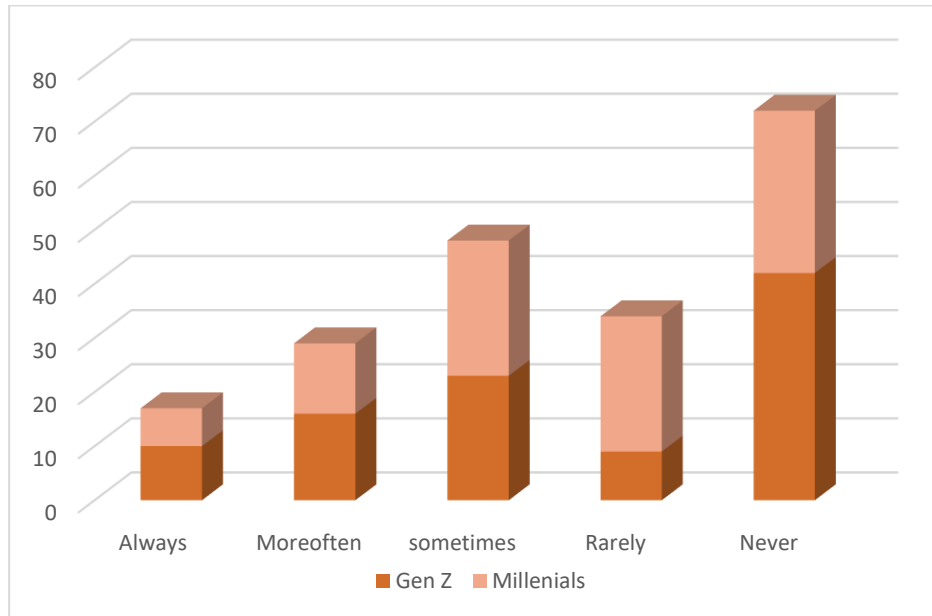
#### 4.18 Feeling about one-self

**Table: 18**  
**Feeling about one-self**

SI No	Particulars	Responses (N=183)	
		Gen Z	Millennials
<b>1</b>	<b>Do you think yourself as strong &amp; confident girl/women</b>		
	Always	37	36
	More often	42	40
	Sometimes	12	20
	Rarely	7	3
	Never	2	1
<b>2</b>	<b>Do you feel any kind of insecurity about yourself</b>		
	Always	10	7
	More often	16	13
	Sometimes	23	25
	Rarely	9	25
	Never	42	30

The above table depicts the respondents feeling about themselves. Forty two percent of Gen Z have more often considered themselves as confident, Seven percent of gen Z have rarely felt confident about themselves and 20 percent of millennials sometimes feel confident about themselves not always. Twenty five percent of Millennials have said, they sometimes

have insecurity about themselves, 42 and 30 percent of gen Z and millennials do not have any kind of insecurity.



**Figure 11**

**Feelings about one-self**

**4.19 Faced harassment at husband’s house**

**Table- 19**

**Faced harassment at husband’s house**

SI No	Particulars	Responses (N= 83) %
<b>1</b>	<b>Your husband/ partner ever slapped or harmed you</b>	
	Always	<b>0</b>
	More often	<b>1</b>
	Sometimes	<b>7</b>
	Rarely	<b>11</b>
	Never	<b>50</b>
	Nil	<b>30</b>

<b>2</b>	<b>Your husband uses very abuse language or verbally has he abused you</b>	
	Always	<b>0</b>
	More often	<b>0</b>
	Sometimes	<b>2</b>
	Rarely	<b>10</b>
	Never	<b>54</b>
	Nil	<b>32</b>
<b>3</b>	<b>In laws torture or harass you physically</b>	
	Always	<b>2</b>
	More often	<b>4</b>
	Sometimes	<b>5</b>
	Rarely	<b>7</b>
	Never	<b>50</b>
	Nil	<b>31</b>

The above table shows the details of harassment faced by the respondents/ women in their family by their husband. Fifty percent of them told that their husband/ partner have never slapped or harmed them. 30 percent of the respondents are not married, 11 and 7 of millennials have told that sometimes or rarely their husband/ partner have slapped or harmed them, 54 percent have told that their husband never uses abuse language or verbally has he abused them and 10 and 2 percent have said rarely or sometimes. 50 percent have mentioned that their in-laws never torture or harass them physically, but two percent have always been harassed.

#### **4.20 The life of married women**

**Table - 20**

##### **The life of married women**

<b>Sl. No</b>	<b>Particulars</b>	<b>Responses (N= 83) %</b>
<b>1</b>	<b>You feel yourself as inferior to your husband</b>	

	Always	<b>0</b>
	More often	<b>2</b>
	Sometimes	<b>5</b>
	Rarely	<b>5</b>
	Never	<b>57</b>
	Nil	<b>31</b>
<b>2</b>	<b>Your life go as you dream</b>	
	Always	<b>18</b>
	More often	<b>20</b>
	Sometimes	<b>40</b>
	Rarely	<b>12</b>
	Never	<b>10</b>

It can be found that 59 percent of women doesn't feel inferior to their husband, whereas five percent sometimes or rarely think they are inferior to their husband, 40 percent women have sometimes their life goes as they dream but 10 percent say there is not going as they dreamt, 18 percent have said life always goes as they think.

#### **4.21 Taking care of household duties**

**Table -21**

#### **Taking care of household duties**

<b>Sl No</b>	<b>Particulars</b>	<b>Responses (N= 83) %</b>
<b>1</b>	<b>You are one who takes care of your household works completely</b>	
	Always	<b>4</b>
	More often	<b>18</b>
	Sometimes	<b>16</b>
	Rarely	<b>12</b>
	Never	<b>19</b>
	Nil	<b>31</b>

<b>2</b>	<b>You been restricted from going to work</b>	
	Always	<b>1</b>
	More often	<b>0</b>
	Sometimes	<b>0</b>
	Rarely	<b>5</b>
	Never	<b>63</b>
	Nil	<b>31</b>

It can be found that about 18 percent women more often takes care of household chores completely, four percent always does the works completely, 19 percent never do their household work alone. And 63 percent have never been restricted to go for work. Five percent was rarely restricted and one percent was always restricted from going for work.

#### **4.22 Suppressing one's own interest and dreams**

**Table- 22**

#### **Suppressing one's own interest and dreams**

<b>SI No</b>	<b>Particulars</b>	<b>Responses (N= 83) %</b>
<b>1</b>	<b>You live according to others interests and instruction</b>	
	Always	<b>4</b>
	More often	<b>8</b>
	Sometimes	<b>20</b>
	Rarely	<b>18</b>
	Never	<b>27</b>
	Nil	<b>23</b>
<b>2</b>	<b>You think just being born as women you suffer a lot</b>	
	Always	<b>10</b>
	More often	<b>6</b>
	Sometimes	<b>30</b>
	Rarely	<b>16</b>

	Never	<b>38</b>
	Nil	<b>0</b>

From the above table it can be interpreted that 20 percent live according to others interests and instruction, eight percent said more often they live according to others interests and 27 have said they never live according to others interests and instruction. Thirty percent hasaid being born as women they suffer a lot; 38 percent have said never they felt being born as women they suffer a lot. Ten percent have said they always suffer a lot for just being born as

<b>SI No</b>	<b>Faced bullying/teasing at school</b>	<b>Responses (N= 83) %</b>
	Always	7

female.

#### **4.23 Bullying and teasing at school**

**Table -23**

#### **Bullying and teasing at school**



	More often	4	
	Sometimes	22	
	Rarely	19	
	Never	48	
<b>SI No</b>	<b>Faced bullying/teasing at school</b>	<b>Responses (N= 83) %</b>	
	Always	7	
	<b>Particulars</b>		
	More often	4	<b>Responses (%)</b>
	Sometimes	22	<b>Responses</b>
	Rarely	19	<b>(%)</b>
<b>1</b>	<b>Girls were mostly treated with respect at my school</b>		
	Never	48	

The above table shows that 22% of the respondents were bullied or teased sometimes at school. Nineteen percent rarely faced such an experience. Seven of the respondents were always bullied or teased and harassed in school or neighbourhood and four percent faced such an issue more often at school.

	Always	<b>36</b>
	More often	<b>22</b>
	Sometimes	<b>24</b>
	Rarely	<b>13</b>
	Never	<b>5</b>
<b>2</b>	<b>Discouraged to join or participate in sports for being female?</b>	
	Always	<b>2</b>
	More often	<b>2</b>
	Sometimes	<b>12</b>
	Rarely	<b>11</b>
	Never	<b>73</b>

#### **4.24 Discouragement faced at school**

**Table-24**

#### **Discouragement faced at school**

From the above table it is depicted that about 36 percent women said girls were treated respectfully at their school. Five percent said the girls were never respected in their school, 13 percent were rarely given respect at school. Only two percent were discouraged to join or participate in sports for being female and 73 percent said that they were never discouraged

#### 4.25 Influence of friends

**Table - 25**  
**Influence of friends**

<b>Sl.No</b>	<b>Particulars</b>	<b>Percentage</b>
<b>1</b>	<b>My friends and I used drugs at school (alcohol &amp; smoking)</b>	
	Always	1
	More often	1
	Sometimes	2
	Rarely	0
	Never	96
<b>2.</b>	<b>My school friends helped me overcome problems in my life or were supportive</b>	
	Always	25
	More often	25
	Sometimes	25
	Rarely	12
	Never	13

The table given above illustrates that 96 percent of the respondents and friends never used drugs at school (alcohol & smoking), but two percent said that sometimes they have used and one percent have used it always or more often in school. 25 percent have said always, more often, or sometimes my school friends helped me overcome problems in my life or were supportive, 13 percent never was their school friend helped them.

**SUMMARY**

**AND**

**CONCLUSION**

## CHAPTER 5

### SUMMARY AND CONCLUSION

The study undertaken by the researcher was “**Comparative study on Gender inequality between females of millennial period and Gen Z in selected districts of Kerala**”. The study was conducted to understand discrimination faced by women of two different generations, who are belonging to generation Y or millennials, who is under 26 – 40 years of age and the next, is generation Z whose age group is 16- 25 years. This study provides solid information about, the area in which women face more difficulty or discrimination. By choosing these two latest generations, the research aimed to find out the current impact of gender discrimination on females. The tool for the study comprised of 2 set of questionnaires having questions regarding respondents’ background information, occupational level, and with more general questions. The questionnaire included 56 questions. Around 183 females have responded to the questionnaires. The data was collected from females around eleven districts of Kerala. The data or responses were collected via google forms. The obtained data was sorted and analyzed statistically.

#### **Major findings of the study**

The major findings of the study are given below:-

- The age range of the generation Z falls between 16- 25 years and millennials falls between 26 – 40 years.
- Sixty five 65 percent of millennials and 40 percent of individuals from Gen Z have completed their post-graduation
- Around 52 percent of millennials are employed and 83% of Gen Z is not employed.
- Forty percent in the Gen Z are Hindus and 66 % of millennials are Christians.
- Ninety two percent of Gen Z are single.

- Sixty two percent of Gen Z are living with their father, mother and sibling.
- In millennials half (55%) of them are living their husband that is around 55 percent.
- It evidently shows that 57 percent of fathers of Gen Z have done all the works at home like preparing food, cleaning the house, wash clothes, and clean the bathroom/toilet, taking care of them and siblings.
- Seventy one percent of gen z has said decisions at their home was taken together by both of their parents, whereas in millennials its 68 percent.
- The 69 percent of gen z has said decisions at their home was taken together by both of their parents, whereas in millennials its 56 percent.
- Majority, 72 percent in Gen Z and 68 percent in Millennials said that their mothers were not restricted from going to work.
- Forty one percent of individuals of both the generation have said women in Indian households are rarely given freedom to do things they like.
- Twenty percent have said never women are given freedom to do things they like do, seen in Gen Z
- Around 44 percent in millennials have said their mothers are sometimes dependent to father for everything, whereas in gen Z its 32 percent.
- Seventy one percent in Gen Z and 75 percent in millennials have they have never seen their mother being beaten by her partner
- Fifty percent in Gen Z and 43 in millennials have said they have never faced verbal abuse. But the rest have faced the verbal abuse.
- Seventy one percent of Gen Z and 61 percent by millennials said never Someone touched my private parts and made me touch them on the genitals when I did not want to  
Sixty two percent of gen Z has not got humiliated and only 55 percent in millennials have said they never got humiliated in front of others by family members
- Parents were too high on drugs while taking care of children highest is 5 percent have said in millennials and 3 percent have said always in gen Z.
- Fifty two percent in gen Z and 43percent millennials have said never they have felt that way
- Seventy percent of Gen Z have said they never faced such issue and rest have faced it in or other way
- Parents treat you and your brother in the same way, 49 and 48 percent of gen Z have chosen always and rest have faced this in some instances of life.

- Around 42 and 36 percent of Gen Z and millennial has responded as never they gone through such situation
- Fifty six percent 54 % of Gen Z and millennials respectively have strongly disagreed to the thought that it is woman's responsibility to take care of her home and cook for her family
- Changing diapers, giving kids a bath, and feeding the kids are the mother's responsibility, strongly disagreed by 59 and 65 % of Gen Z and millennials
- There are times when a woman deserves to be beaten strongly is agreed by 67 percent of gen Z and 55 percent of millennials
- Forty percent of gen Z has agreed women are being objectified and 13 percent of Gen Z have strongly disagreed
- Forty and 30 % of gen Z and millennials have answered they don't have any kind of insecurity
- Fifty percent of them told that their husband/ partner have never slapped or harmed them.
- Fifty seven percent of women do not feel inferior to their husband; whereas 5 percent sometimes or rarely think they are inferior to their husband.
- Forty percent women have said sometimes their life goes as they dream but 10 percent say their life is not going as they dreamt, 18 percent have said life always goes as they think.
- Sixty three percent have never been restricted to go for work.
- Fifty four percent has never got teased or harassed.
- Three percent women were always being teased and harassed.
- Thirty six percent women said girls at their school were treated with respect.
- Seventy percent said never they were discouraged from joining sports
- Ninety six percent said my friends and I never used drugs at school.
- Twenty five percent have said always, more often, or sometimes my school friends helped me overcome problems in my life or were supportive.

## **Conclusion**

The comparative study was conducted to identify gender inequality between millennials and Gen Z the data was collected from various districts of Kerala, with an aim to find which generation has faced more discrimination comparatively, it's an already know fact that the

gender discrimination exists universally but to know currently in which area women are facing difficulty is analysed. To bring changes in the way people think can influence every woman around them to lead better life.

The study concludes that in different phases of life millennials have faced more discrimination when compared with the Generation Z, but there is certain point where generation Z has faced discrimination as same or more than millennials but overall, millennials have faced a lot of discrimination. In all areas, only 50 percent of women might have not faced discrimination, but the rest women have some or the other way has faced discrimination. The common concern seen was the women facing body shaming and its making them lose confidence to do things efficiently.

### **Limitations**

- The study was carried out only among literate and educated women.
- It was time consuming for the respondent.
- The study and the data were collected through online mode.

### **Recommendations**

There is a need for awareness among the children from the younger class to start loving themselves irrespective of their physical appearance and to respect and accept each other without being judgemental. This should be taught to every student right from lower classes in the school.



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