

Research Article

To Analyze The Problems And Obstacles That Faculty Face In Their Personal Life And Professional Life Due To Gender Discrimination In Government Universities Of Haryana

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Abstract

Gender discrimination is an unpleasant reality of the present day. Gender discrimination is a product of traditionalist and conservative thinking by the contractors of society. According to the time, there has been a change in thinking but keeping in mind our personal interest. Child-rearing gaps are the starting point of gender discrimination from the very beginning. Thus, they also experience gender discrimination in the work environment like women. So this theme of gender discrimination highlights the condition of women, as well as the working male class, facing gender discrimination. Still, it is an undeniable reality that both sides face discrimination in the workplace. One of the thinking and desires of the people living in India is that they find an administrative line of work here and there. As they are passionate about government jobs and get benefits after retirement and life goes on without any hitch. This paper finds the problems and obstacles that faculty have to face in their personal life and professional life due to gender discrimination in government universities of Haryana.

Keywords-: Male faculty, Female Faculty, Haryana government Universities, Gender Discrimination, Personal & Professional problems and obstacles.

Introduction

On various occasions, gender discrimination makes its knock in the workplace in one form or the other. Males and females face problems and obstacles due to gender discrimination in one way or the other in their personal life and professional life. No doubt the gender discrimination ratio has improved incredibly recently but currently; no country is free from the issue of gender discrimination. This fight of ours is against gender discrimination and not against the male class. Both sides are suffering from this problem in one way or the other. In today's time, both men and women want government jobs. In this study, we have included both working parties (male and female) to avoid bias. The gender discrimination-biased situation has affected women the most. Indecent behavior in the work environment was once seen as a curse. Discrimination adversely affects women in form of everything and often affects women in unmistakably direct and indirect ways. Gender discrimination regularly influences regardless of whether it is men or women. In the present time, there is no region where Gender discrimination separation isn't looked at by people.

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To Analyze The Problems And Obstacles That Faculty Face In Their Personal Life And Professional Life Due To Gender Discrimination In Government Universities Of Haryana

The field of schooling is additionally not immaculate by this. The lone contrast is that the individual encountering gender discrimination either makes a move against it or lands their position moved. Since they are agreeable in government occupations and get benefits after retirement and life goes without a hitch. Yet, the individuals who land government positions are as yet troubled. They say that more work is done there. About government job has a misperception government universities has no space of discrimination. To find the reality about discrimination in government universities to doing a study about it its main objective behind it. Gender discrimination is present or not in government universities.

Review of Literature

The gender discrimination portion included differentiation taking into their gender, gender character, or gender course. Such gender discrimination isn't allowed under government, state, and neighborhood laws. Notwithstanding how discrimination and sex are utilized, gender course division alludes to qualities that are socially connected with a male or female person, while segregation proposes actual person. Any administration considering their sexual orientation separation would ultimately include the gender division. **Pathania Sunita (1994)** in this exploration, the genuine clarification of the dissimilarity between preparing, installment, and support is the extent that our case has analyzed the instance of an adjustment of the level of consideration. Endeavors to clear sexual direction isolation have been excellent. The male-driven structure embedded into the arrangement of philosophical mechanical get-togethers has been wrecked and no conduct assaults have been completed and the pervasiveness of sexual direction isolation has been expressed up until now. At the point when the central full-scale exertion separates, this nonstop construction of documentation that creates is delivered through striking and appropriately thought-out exercises, formative gender based direction isolation, servitude, and maltreatment at the degree of mating tests. **Mather George (1994)** in this paper of examinations of human movement have found that male and female walkers fluctuate the extent that sidelong body impact, with folks having a tendency to swing their shoulders from one side to another more than and investigations declared here show that blameless watchers can recognize the sexual direction of the figure in a characteristic development show constantly when the show contains sex express equal body impact. Influence capacity to gender based direction is high regardless, for shows containing only a limited quantity of a phase cycle. **Wass Victoria (1997)** this paper examines the experience of women scholars. The work of full-time scholars in British colleges has not really been stable through the structure of work in relation to sex, status, and scholars. In British colleges, scholars sometimes face demographic variables such as merit, age, and color. The thought power of male scholars is more mature than that of female scholars. In addition, during a similar period, scholarly rates are widely considered to have paid off and also include the possibility of approaches to prenatal performance examinations and sex effects. **Hind Patricia (1998)** in this study, researchers emphasized the interest of female professors in universities to work in universities. What is the reason why women are interested in doing jobs there? This paper examines job diagnostic surveys and faculty stress indexes and what real problems women face as working women and as homemakers.

Objective of the Study

1. To study the problems and obstacles faced by faculty in their personal and professional life.

Hypotheses of the Study

H₁: The faculty is facing no problems and obstacles in their personal and professional life.

Problem Formulation

The study focuses on whether male and female faculty is facing gender discrimination in government universities of Haryana state. What the male and female faculty experienced about deliberately discriminating with employees engaged in teaching and non-teaching tasks, and other teaching associated in the educational environment. Under this research paper study about the education sector the problems and obstacles that faculty have to face in their personal life and professional life due to gender discrimination.

Data Collection Procedure

Primary Data-: Primary data collected by using telephonic and personal interview of the respondents. The questionnaire circulated by mode of Google form, which is distributed among respondents by direct emailing mode. Shared the questionnaire link to respondents on Whatsapp group. And also has shared the questionnaire link to different universities working male and female on their personal email ids. Out of every 820 surveys, 510 questionnaires were collected back from the respondents

Secondary Data-: It has been collected from the reputed journals, books, articles and online web blogs etc.

Area of Study

Here, studies on gender discrimination at the workplace have been conducted in government universities of Haryana. Whether male and female faculty face gender discrimination in the workplace. Total 20 government universities under the state of Haryana .However, in the present study, the 8 state universities of Haryana state included in the study.

Data analysis and Interpretation

Table 4:1-1: Your family members help you by taking care of your child/children in your absence.

Particulars	Male		Female			
	Total no. of respondents	Percent (%)	Total no. of respondents	Percent (%)	Total	Percent (%)
Strongly Agree	52	19.62264151	89	36.3265	141	27.6471
Agree	71	26.79245283	104	42.449	175	34.3137
Neither Disagree nor agree	72	27.16981132	50	20.4082	122	23.9216
Disagree	22	8.301886792	19	7.7551	41	8.03922
Strongly Disagree	16	6.037735849	15	6.12245	31	6.07843

**To Analyze The Problems And Obstacles That Faculty Face In Their Personal Life And Professional Life
Due To Gender Discrimination In Government Universities Of Haryana**

Total	233	100	277	100	510	100
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Table 4:1-1 shows the respondents statement on “Your family members help you by taking care of your child/children in your absence”. It is evident from the table that, out of 510 respondents 34.3137 % of respondents agree followed by Strongly Agree and Neither Disagree nor agrees. Regarding Male and Female respondent’s statement on “Your family members help you by taking care of your child/children in your absence, most of the Male and Female respondents Agree followed by Strongly Agree and Neither Disagree nor agree of this statement.

Anova: Single Factor

SUMMARY

<i>Groups</i>	<i>Count</i>	<i>Sum</i>	<i>Average</i>	<i>Variance</i>
Male	5	233	46.6	702.8
Female	5	277	55.4	1619.3

ANOVA

<i>Source of Variations</i>	<i>SS</i>	<i>Df</i>	<i>MS</i>	<i>F</i>	<i>P-value</i>	<i>F critical</i>
Between Groups	193.6	1	193.6	0.166746	0.693732	5.317655
Within Groups	9288.4	8	1161.05			
Total	9482	9				

The output of ANOVA test resulted that the P value 0.693732 which is greater than 0.05. And F value for (4, 4) degrees of freedom at 5 percent level of significance is 0.166746 is lesser than F-critical value 5.317655 for level of agree or disagree. This implies that, In respect of Male & Female (Strongly Agree, Agree, Moderate, Disagree, and Strongly Disagree) there is no significance difference between the statement on “Your family members help you by taking care of your child/children in your absence” and level of agree. It was noted that on the statement on that there is family members help you by taking care of your child/children in your absence. The respondents of Male have responded to agree and Strongly Agree, the female have responded to the option agree and strongly agree respectively. This present study has found the opinion on “Your family members help you by taking care of your child/children in your absence” is less significant each other because of Job cooperation, support, etc.

Table 4:1-2: your family's financial support is the primary reason for you to work.

Particulars	Male	Female	

	Total no. of respondents	Percent (%)	Total no. of respondents	Percent (%)	Total	Percent (%)
Strongly Agree	27	10.18867925	34	13.8776	61	11.9608
Agree	44	16.60377358	55	22.449	99	19.4118
Neither Disagree nor agree	97	36.60377358	123	50.2041	220	43.1373
Disagree	42	15.8490566	37	15.102	79	15.4902
Strongly Disagree	23	8.679245283	28	11.4286	51	10
Total	233	100	277	100	510	100

Table 4:1-2 shows the respondents statement on “Your family's financial support is the primary reason for you to work”. It is evident from the table that, out of 510 (233 male and 277 female) respondents 43.1373 % of respondents Neither Disagree nor agree followed Agree and Disagree. Regarding Male and Female respondents statement on “Your family's financial support is the primary reason for you to work”, most of the Male and Female (16-20 %) respondents agree and 10-12 % is strongly agreed of this statement.

Anova: Single Factor

SUMMARY

<i>Groups</i>	<i>Count</i>	<i>Sum</i>	<i>Average</i>	<i>Variance</i>
Male	5	233	46.6	877.3
Female	5	277	55.4	1529.3

ANOVA

<i>Source of Variation</i>	<i>SS</i>	<i>Df</i>	<i>MS</i>	<i>F</i>	<i>P-value</i>	<i>F critical</i>
Between Groups	193.6	1	193.6	0.160891	0.698838	5.317655
Within Groups	9626.4	8	1203.3			
Total	9820	9				

The output of ANOVA test resulted that the P value 0.698838 which is greater than 0.05. And F value for degrees of freedom at 5 percent level of significance is 0.160891 is lesser than F critical value 5.317655 for level of agree or disagree. This implies that, In respect of Male & Female (Strongly Agree, Agree, Moderate, Disagree, and Strongly Disagree) there is no significance difference between the statement on “Your family's financial support is the primary reason for you to work” and level of agree. It was noted that on the statement on that there is family's financial support is the primary reason for you to work. The respondents of Male have responded to Disagree nor agree, agree and strongly agree, the Female have responded to the option Disagree nor agree, agree and strongly agree respectively. This present study has found the opinion on

**To Analyze The Problems And Obstacles That Faculty Face In Their Personal Life And Professional Life
Due To Gender Discrimination In Government Universities Of Haryana**

“Your family's financial support is the primary reason for you to work” is not significant each other because of financial support is required for family sustain growth and development.

Table 4:1-3: Spending time with your family and child/children is much reduced due to poor work-life balance.

Particulars	Male		Female			
	Total no. of respondents	Percent (%)	Total no. of respondents	Percent (%)	Total	Percent (%)
Strongly Agree	9	3.396226415	12	4.89796	21	4.11765
Agree	22	8.301886792	35	14.2857	57	11.1765
Neither Disagree nor agree	157	59.24528302	179	73.0612	336	65.8824
Disagree	29	10.94339623	32	13.0612	61	11.9608
Strongly Disagree	16	6.037735849	19	7.7551	35	6.86275
Total	233	100	277	100	510	100

Table 4:1-3 shows the respondents statement on “Spending time with your family and child/children is much reduced due to poor work-life balance”. It is evident from the table that, out of 510 respondents 65.8824 % of respondents Neither Disagree nor agree followed Agree and Disagree. Regarding Male and Female respondent’s statement on “Spending time with your family and child/children is much reduced due to poor work-life balance”. Here 8.301886792 % of the Male and 14.2857 % of Female respondents agree and 3-4 % is Strongly Agree of this statement.

Anova: Single Factor

SUMMARY

Groups	Count	Sum	Average	Variance
Male	5	233	46.6	3863.3
Female	5	277	55.4	4862.3

ANOVA

Source of Variation	SS	Df	MS	F	P-value	F critical
Between Groups	193.6	1	193.6	0.044375	0.838424	5.317655
Within Groups	34902.4	8	4362.8			

Total	35096	9				
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The output of ANOVA test resulted that the P value 0.838424 which is greater than 0.05. And F value for degrees of freedom at 5 percent level of significance is 0.044375 is lesser than F crit value 5.317655 for level of agree or disagree. This implies that, In respect of Male & Female (Strongly Agree, Agree, Moderate, Disagree, and Strongly Disagree) there is no significance difference between the statement on “Spending time with your family and child/children is much reduced due to poor work-life balance” and level of agree.

It was noted that on the statement on that there is Spending time with your family and child/children is much reduced due to poor work-life balance. The respondents of Male have responded to Disagree nor agree, agree and strongly agree, the Female have responded to the option Disagree nor agree, agree and strongly agree respectively. This present study has found the opinion on “Spending time with your family and child/children is much reduced due to poor work-life balance” is less significant each other and mostly it affected work-life balance because of both male and female employees are admitting that they are give much time family and child/children.

Table 4:1-4: Due to the negative experience of gender discrimination, your job satisfaction in the Institution is reduced.

Particulars	Male		Female			
	Total no. of respondents	Percent (%)	Total no. of respondents	Percent (%)	Total	Percent (%)
Strongly Agree	33	12.45283019	52	21.2245	85	16.6667
Agree	46	17.35849057	59	24.0816	105	20.5882
Neither Disagree nor agree	107	40.37735849	128	52.2449	235	46.0784
Disagree	33	12.45283019	27	11.0204	60	11.7647
Strongly Disagree	14	5.283018868	11	4.4898	25	4.90196
Total	233	100	277	100	510	100

Table 4:1-4 shows the respondents statement on “Due to the negative experience of gender discrimination, your job satisfaction in the Institution is reduced”. It is evident from the table that, Out of 510 respondents 46.0784% of respondents Neither Disagree nor agree followed Agree and Strongly Agree. Regarding Male and Female respondents statement on “Due to the negative experience of gender discrimination, your job satisfaction in the Institution is reduced”, here 17.35849057 % of the Male and 24.0816 % of Female respondents Agree and 12.45283019 % of the Male and 21.2245 % of Female respondents are Strongly Agree of this statement.

**To Analyze The Problems And Obstacles That Faculty Face In Their Personal Life And Professional Life
Due To Gender Discrimination In Government Universities Of Haryana**

Anova: Single Factor

SUMMARY

<i>Groups</i>	<i>Count</i>	<i>Sum</i>	<i>Average</i>	<i>Variance</i>
Male	5	233	46.6	1270.3
Female	5	277	55.4	2018.3

ANOVA

<i>Source of Variation</i>	<i>SS</i>	<i>Df</i>	<i>MS</i>	<i>F</i>	<i>P-value</i>	<i>F critical</i>
Between Groups	193.6	1	193.6	0.11774	0.740341	5.317655
Within Groups	13154.4	8	1644.3			
Total	13348	9				

The output of ANOVA test resulted that the P value 0.740341 which is greater than 0.05. And F value for degrees of freedom at 5 percent level of significance is 0.11774 is lesser than F critical value 5.317655 for level of agree or disagree. This implies that, In respect of Male & Female (Strongly Agree, Agree, Moderate, Disagree, and Strongly Disagree) there is no significance difference between the statement on “Due to the negative experience of gender discrimination, your job satisfaction in the Institution is reduced” and level of agree. It was noted that on the statement on that there is Due to the negative experience of gender discrimination, your job satisfaction in the Institution is reduced. The respondents of Male have responded to Disagree nor agree, agree and strongly agree, the Female have responded to the option Disagree nor agree, agree and strongly agree respectively. This present study has found the opinion on “Due to the negative experience of gender discrimination, your job satisfaction in the Institution is reduced” is not significant each other due to work experience, nature of job, performance and interpersonal & organizational conflict.

Table 4:1-5: In an Institution, gender discrimination negatively affects male & female faculties an individual growth opportunity.

Particulars	Male		Female		Total	Percent (%)
	Total no. of respondents	Percent (%)	Total no. of respondents	Percent (%)		
Strongly Agree	33	12.45283019	42	17.1429	75	14.7059
Agree	44	16.60377358	61	24.898	105	20.5882
Neither Disagree nor agree	91	34.33962264	104	42.449	195	38.2353

Disagree	38	14.33962264	41	16.7347	79	15.4902
Strongly Disagree	27	10.18867925	29	11.8367	56	10.9804
Total	233	100	277	100	510	100

Table 4:1-5 shows the respondents statement on “In an Institution, gender discrimination negatively affects male & female faculties an individual growth opportunity”. It is evident from the table that, Out of 510 respondents 38.2353% of respondents Neither Disagree nor agree followed Agree, Disagree and Strongly Agree. Regarding Male and Female respondents statement on “In an Institution, gender discrimination negatively affects male & female faculties an individual growth opportunity”, here 16.60377358 % of the Male and 24.898 % of Female respondents Agree and 12 & 17 % are Strongly Agree of this statement.

Anova: Single Factor

SUMMARY

<i>Groups</i>	<i>Count</i>	<i>Sum</i>	<i>Average</i>	<i>Variance</i>
Male	5	233	46.6	655.3
Female	5	277	55.4	869.3

ANOVA

<i>Source of Variation</i>	<i>SS</i>	<i>Df</i>	<i>MS</i>	<i>F</i>	<i>P-value</i>	<i>F critical</i>
Between Groups	193.6	1	193.6	0.253968	0.627877	5.317655
Within Groups	6098.4	8	762.3			
Total	6292	9				

The output of ANOVA test resulted that the P value 0.627877 which is greater than 0.05. And F value for degrees of freedom at 5 percent level of significance is 0.253968 is lesser r than F critical value 5.317655 for level of agree or disagree. This implies that, In respect of Male & Female (Strongly Agree, Agree, Moderate, Disagree, and Strongly Disagree) there is no significance difference between the statement on “In an Institution, gender discrimination negatively affects male & female faculties an individual growth opportunity” and level of agree. It was noted that on the statement on that there is In an Institution, gender discrimination negatively affects male & female faculties an individual growth opportunity. The respondents of Male have responded to Disagree nor agree, agree, disagree and strongly agree, the Female have responded to the option Disagree nor agree, agree, disagree and strongly agree respectively. This present study has found the opinion on “In an Institution, gender discrimination negatively affects male & female faculties

**To Analyze The Problems And Obstacles That Faculty Face In Their Personal Life And Professional Life
Due To Gender Discrimination In Government Universities Of Haryana**

an individual growth opportunity” is accepted in nature due to male & female faculties, nature of job, assignment, workload and efficiency based opportunity.

Table 4:1-6: Inequality between male and female exists in my Institution.

Particulars	Male		Female			
	Total no. of respondents	Percent (%)	Total no. of respondents	Percent (%)	Total	Percent (%)
Strongly Agree	16	6.037735849	25	10.2041	41	8.03922
Agree	45	16.98113208	54	22.0408	99	19.4118
Neither Disagree nor agree	105	39.62264151	127	51.8367	232	45.4902
Disagree	43	16.22641509	44	17.9592	87	17.0588
Strongly Disagree	24	9.056603774	27	11.0204	51	10
Total	233	100	277	100	510	100

Table 4:1-6 shows the respondents statement on “Inequality between male and female exists in my Institution.” It is evident from the table that, Out of 510 (233 male and 277 female) respondents 45.4902 % of respondents Neither Disagree nor agree followed Agree, Disagree and Strongly Agree. Regarding Male and Female respondent’s statement on “Inequality between male and female exists in my Institution.” Here 16.98113208 % of the Male and 22.0408 % of Female respondents agree and 6.037735849 % Male and 10.2041 % of Female respondents are Strongly Agree of this statement.

Anova: Single Factor

SUMMARY

<i>Groups</i>	<i>Count</i>	<i>Sum</i>	<i>Average</i>	<i>Variance</i>
Male	5	233	46.6	1218.3
Female	5	277	55.4	1747.3

ANOVA

<i>Source of Variation</i>	<i>SS</i>	<i>Df</i>	<i>MS</i>	<i>F</i>	<i>P-value</i>	<i>F critical</i>
Between Groups	193.6	1	193.6	0.130564	0.727205	5.317655

Within Groups	11862.4	8	1482.8			
Total	12056	9				

The output of ANOVA test resulted that the P value 0.727205 which is greater than 0.05. And F value for degrees of freedom at 5 percent level of significance is 0.130564 is lesser than F critical value 5.317655 for level of agree or disagree. This implies that, In respect of Male & Female employees (Strongly Agree, Agree, Moderate, Disagree, and Strongly Disagree) there is no significance difference between the statement on “Inequality between male and female exists in my Institution.” and level of agree. It was noted that on the statement on that there is Inequality between male and female exists in my Institution. The respondents of Male have responded to Disagree nor agree, agree, disagree and strongly agree, the Female have responded to the option Disagree nor agree, agree, disagree and strongly agree respectively. This present study has found the opinion on “Inequality between male and female exists in my Institution.” is not accepted in nature due to university policy, empowerment, and nature of job and employees performance in university.

Hypothesis of the Study

Ho1: The male and female faculty is facing no problems and obstacles in their personal and professional life.

Table no. 4.1-1(a)

Sr.No.	Statement	Male	Percent (%)	Female	Percent (%)	Total
1	Your family members help you by taking care of your child/children in your absence.	123	0.464151	193	0.787755	316
2	Your family's financial support is the primary reason for you to work.	71	0.267925	89	0.363265	160
3	Spending time with your family and child/children is much reduced due to poor work-life balance	31	0.116981	47	0.191837	78
4	Due to the negative experience of gender discrimination, your job satisfaction in the Institution is reduced.	79	0.298113	111	0.453061	190
5	In an Institution, gender discrimination negatively affects male & female faculties an individual growth opportunity.	77	0.290566	103	0.420408	180

**To Analyze The Problems And Obstacles That Faculty Face In Their Personal Life And Professional Life
Due To Gender Discrimination In Government Universities Of Haryana**

6	Inequality between male and female exists in my Institution.	61	0.230189	79	0.322449	140
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Table no. 4.1-1(a) presents the segments on personal and professional influences of Male and Female employees of universities. From this table it is clear that, out of 510 respondents majority 316 no of respondents are agreed and strongly agreed about the statement on “Your family members help you by taking care of your child/children in your absence”. And 160 respondents are agreed and strongly agreed about the statement on your family's financial support is the primary reason for you to work. This indicated the Personal life. Similarly in case of Professional life, out of 510 respondents, majority 190 numbers of respondents are agreed and strongly agreed about the statement on “Due to the negative experience of gender discrimination, your job satisfaction in the Institution is reduced”, closely followed by the statement “In an Institution, gender discrimination negatively affects male & female faculties an individual growth opportunity, and Inequality between male and female exists in my Institution:.

SUMMARY OUTPUT

<i>Regression Statistics</i>	
Multiple R	0.983019
R Square	0.966327
Adjusted R Square	0.957909
Standard Error	6.128359
Observations	6

ANOVA

	<i>df</i>	<i>MS</i>	<i>F</i>	<i>Significance F</i>
Regression	1	4311.106	114.789	0.00043
Residual	4	37.55678		
Total	5			

	<i>Coefficients</i>	<i>t Stat</i>	<i>P-value</i>	<i>Lower 95%</i>	<i>Upper 95%</i>	<i>Lower 95.0%</i>	<i>Upper 95.0%</i>
Intercept	11.70946	1.858392	0.136655	-5.78452	29.20344	-5.78452	29.20344
Female	0.597658	10.71396	0.00043	0.442779	0.752537	0.442779	0.752537

The output of regression Statistics, Multiple R is 0.983019, R Square = 0.966327, Significance F value is 0.00043 and ANOVA test resulted that the P value is 0.136655 which is greater than 0.05. And F value 114.789 value is greater than F critical value 0.00043. This implies that there is no statistically significant of male faculty and there statement on personal and professional life. Similarly, P value is 0.00043 which is lesser than 0.05. And F value 114.789 value is greater than F critical value 0.00043. This implies that there is a statistically significant of female faculty and there statements on personal and professional life. This study got the support of the following findings of the research. "There is no relationship between Male faculty and there statement on personal and professional life. And There is a relationship between female faculty and there statement on personal and professional life.

Conclusion

This research paper found the faculty is facing no problems and obstacles in their personal and professional life. Hence it can be concluded that the male faculty are facing no problems and obstacles in their personal and professional life but some female faculty are facing problems and obstacles in their personal and professional life.

Future Scope

The present study has been conducted in the field of gender discrimination in the state of Haryana, but the future may be studied in the field of private education and educational institutions as well as educational practices of many other areas of gender discrimination in higher education. The present study is conducted in the educational setup of government universities in the state of Haryana. Haryana is a state in north-central India. But such study can also be extended to other parts of our country. Under this study for the future the effect of gender differences in educational behavior in people's personal and social lives can be studied.

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**To Analyze The Problems And Obstacles That Faculty Face In Their Personal Life And Professional Life
Due To Gender Discrimination In Government Universities Of Haryana**

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