Thesis Title

Job Discrimination by Sex in Pubic Organization \$\mathcal{s}\$

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Abstract

This thesis probed gender-based division of work behaviors in government agencies as well as underlying conceptions propelling those behaviors. The researcher observed, interviewed and conversed with government officials in various district-level offices at the Muang Petchaboon District Office, Petchaboon Province, and recorded all relevant phenomena and information. Subsequently, recorded events and information were classified, organized and then reported in an analytical description form.

The study found that the gender-based division of work in those offices was primarily determined by differences as regards those officials' physical makeups and socially determined personality traits unique to the sexes.

However, such work division was found to be flexible, not fixed nor absolute. Officials of both sexes were able to perform the opposite sex's assigned tasks without strong opposition or resistance. This was so because position structures and organizational hierarchy – based responsibilities did somewhat help neutralize the seemingly fixed differences genders generated. Performing what rightly and normally belonged to the other sex only raised an eyebrow or caused minor gossips. Following were some statements representing gender biases this study discovered: Women in

administrative positions had difficulties making decision; physical hardship caused bodily harm to women; etc.

Tasks normally classified as belonging to the male sex comprised those requiring physical strength, field work, site surveys, administrative work, personnel supervision, handling machines and engines, driving, military-related jobs, mastering of ceremonies, serving monks and working with religious and holy matters, sport refereeing, training villagers with emphasis on government matters and physical strength activities, and those tasks to be carried out off official hours.

Tasks classified as belonging to the female sex, on the other hand, were servicing, financial handling matters, dexterity – related handling, beautification activities, food and beverage, cleaning, typing and computering, and those requiring tenderness and gentleness typical of female etiquette.

Underlying conceptions behind gender-based work division behaviors found in studied agencies were as follows: "male superiority" both in terms of physical strength and general "superior" gender qualifications, traditionally held beliefs and social practices according higher status to the male sex leading to the "femaleness" ideology-base division of work.