



**THE IMPACT OF GENDER INEQUALITY ON WOMEN AS
REFLECTED IN GEORGE GISSING'S *THE ODD WOMEN***

A THESIS

In Partial Fulfillment of the Requirements for
the Sarjana Degree Majoring Literature in English Department
Faculty of Humanities Diponegoro University

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PRONOUNCEMENT

The writer honestly confirms that she compiles this thesis entitled “The Impact of Gender Inequality on Women as Reflected in George Gissing’s *The Odd Women* “ by herself and without taking any results from other researchers in S-1, S-2, S-3 and in diploma degree. The writer additionally ascertains that she does not use any material from other publications or someone’s paper except from the references mentioned.

Semarang, November 2019

Berliana Ayu

MOTTO AND DEDICATION

“For indeed, with hardship [will be] ease.”

– **Quran (94:5)**

“Make things easy for people and not difficult. Give people good news and bring them joy, and do not turn them away.”

– **Muhammad SAW**

“It is important that we forgive ourselves for making mistakes. We need to learn from our errors and move on.”

– **Steve Maraboli**

This thesis is sincerely dedicated to

my parents and friends.

Thank You.

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Berliana Ayu

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ABSTRACT

This study is an analysis of a novel entitled “*The Odd Women*” written by George Gissing. The purpose of this study is to find out the forms and effects of gender inequality on women and women's resistance to inequality through the thoughts and actions of the women characters. The methods used in this study are library research to compile data and contextual method to analyze the intrinsic and extrinsic elements of the novel. The intrinsic elements analysis is used to analyze structure of the novel which will focus on character, setting, and conflict of the novel. Meanwhile for the extrinsic elements analysis, the writer uses gender inequality theory to find out the forms of gender inequality and its effects in the novel. From the analysis of the novel, it is found that there are some gender inequality forms in the novel that happen in public and home sphere and how the inequalities affect the female characters. It can be concluded that gender inequality forms have negative effects on several characters and thus they begin to fight in order to obtain equality.

Keywords: George Gissing, *The Odd Women*, Gender Inequality

CHAPTER 1

INTRODUCTION

1.1. Background of the Study

Literature is one of the oldest branches of knowledge that is universal and versatile because in a literary work there are not only the elements of literature but also some other knowledge fields that are outside of the literature itself. Literary works often depict the social life condition that exists around us. It can be a reflection of what is going on in society or can be a critic of issues that are going on in a certain time. The three major genres in literature are poetry, prose, and drama. Novel, as a literary work is categorized in the prose section because a novel is written in a long narrative story without rhythmical structure like a poem does.

As a literary work, novel has specific themes that can represent what the author wants to show to the readers and the major themes in a novel are usually about interesting social issues. One of the social issues which some authors choose to use as a theme of their works usually revolves around gender, especially gender perception in society that creates a barrier between the status of women and men. Many authors from various parts of the world have been taking an interest and use of gender issues theme in their works and one of them is George Gissing with his work entitled "*The Odd Women*". This novel tells a story about women who live in the midst of society that determines the rules of how women and men should position themselves. As a literary work, *The Odd Women* by

George Gissing has been used by several researchers as the object of study. One of the researchers who use the same object of study but different aspects of the study is Kuo-Wei Shu (2005) from University of Texas in his thesis entitled *Marriage or Career? Domestic Ideology In George Gissing's The Odd Women*. Shu's study focuses on the ingrained domestic ideology in the novel by using Ruskin's domestic theory.

Another study that uses the same object of study but has a different study focus entitles "*Femininity Under Construction: Traditional Femininity and the New Woman in Victorian Fiction*" (2011) by Christina Wakeling from University of Manitoba. In this thesis, Wakeling uses several novels as her objects and those are *The Odd Women* by George Gissing and Amy Levy's *The Romance of the Shop*, *The Type-writer Girl* by Grant Allen, and *Kirsteen* by Margaret Oliphant. Wakeling explores the changing process of women theme depicted in Victorian novel, from using traditional femininity theme then gradually change to new women theme for the author's literary works. Wakeling explores how the authors of the three novels try to combine traditional domestic narratives and new woman values. Although the two previous studies use the same novel as the object of study, the two researches have differences with what the writer of this study about to analyze. The previous studies analyze about the domestic ideology and the changing process of women theme in Victorian novel. However, However, both of them do not focus on the topic that the writer of this study is about to analyze which is gender inequality manifestation and effects to women in the novel *The Odd Women*. In the novel entitled *The Odd Women* that is written by George

Gissing, the writer of this study aims to analyze the gender inequality's forms and effects in *The Odd Women*.

1.2. Research Questions

1. How is gender inequality on women presented in the novel?
2. What are the effects of gender inequality on female characters?
3. How is gender inequality resistance depicted in the novel?

1.3. Objectives of the Study

1. To show how gender inequality is reflected in the novel
2. To show the effects of gender inequality on female characters of the novel
3. To show gender inequality resistance that is reflected in the novel.

1.4. Methods of the Study

For this study, the writer uses library research and contextual method in analyzing the intrinsic and extrinsic elements in *The Odd Women* by George Gissing. The writer uses the library research method, which according to Mary W. George is one of research methods which includes collecting data and information as well as opinion of experts that are related to the subject of the study (2008: 6). For intrinsic elements, the writer will analyze the character, setting, conflict of the story while for the extrinsic elements, the writer uses gender inequality theory to

analyze the inequality between women and men and how it affects women as the aggrieved party in the novel.

1.5. Organization of the Study

The study consists of five chapters which will be organized as follows:

CHAPTER 1: INTRODUCTION

This chapter has five sub chapters which consist of Background of the Study, Research Questions, Objectives of the Study, Methods of the Study, and Organization of the Study.

CHAPTER 2: GEORGE GISSING AND *THE ODD WOMEN*

This chapter explains about a brief biography of George Gissing as the author of the novel and synopsis of his novel *The Odd Women*.

CHAPTER 3: THEORETICAL FRAMEWORK

In this chapter, the writer mentions about all the theories that are used in order to analyze the subject. It includes the intrinsic elements and extrinsic elements theories. The intrinsic elements that will be given a definition are character, conflict, and setting. For the extrinsic elements, general theory of gender inequality will be explained as well as the cause, the manifestation, and the effects of gender inequality.

CHAPTER 4: ANALYSIS

This chapter discusses the analysis of intrinsic and extrinsic elements of the subject of the study using theories that are mentioned in the previous chapter.

CHAPTER 5: CONCLUSION

This chapter contains the summary of the analysis' result in chapter 4.

CHAPTER 2

GEORGE GISSING AND *THE ODD WOMEN*

2.1. Biography of George Gissing

George Robert Gissing was an English author who was born in Wakefield, Yorkshire, England on November 22 1857. As a novelist, George Gissing was famous for his writing that focused on lower-middle-class society. Although Gissing came from a poor family, Gissing's brilliant achievements in academics eventually got him a scholarship to Owens College, Manchester. Later, Gissing fell in love with a woman named Nell Harrison and because he ran out of money to give her, Gissing stole some money from his students. Unfortunately, he got caught stealing which earned him a month of imprisonment and he was expelled from the university. After his imprisonment ended, he married Nell Harrison then he became a private tutor to make a living.

While being a private tutor, he finished his first novel entitled *Workers in the Dawn* which was published in 1880 but the novel was overlooked. His novel *New Grub Street* (1891) finally gave him a deserved recognition and fame. He then wrote three more other works entitled *Born in Exile* (1892), *The Odd Women* (1893), *In the Year of Jubilee* (1894) and some more books that got recognition from public. George Gissing had three marriages but the only successful one was his last marriage with a French women named Gabrielle

Fleury. George Gissing passed away on 28 December 1903 in St. Jean-de-Luz, France because of chronic illness.

2.2. Synopsis of *The Odd Women*

The Odd Women is a story about Madden Sisters and their childhood neighbor named Rhoda Nunn. One night, when the Madden and Rhoda were having a dinner, the Madden sisters received the news that their father was found unconscious on the road because he flung away from his dogcart on his way home from a patient's house. Two days later, Dr. Madden passed away and left his six daughters as orphans. After fifteen years has passed, the Madden Sisters who were consisted of six siblings were reduced to three sisters which are Alice, Virginia, and Monica Madden. They soon moved to London and worked to their bones to support their life as best as they could based on the little salaries they earned from their jobs. One morning, Alice and Virginia Madden received a letter from their childhood friend, Rhoda Nunn. Rhoda offered to meet the Madden sisters to reunite again, but Virginia was the only who could meet Rhoda.

While Virginia met Rhoda in Rhoda's lodging, she learned that Rhoda worked in a typing school owned by Rhoda's friend, Miss Mary Barfoot, as a trainer for unmarried young girls to prepare them to work outside the usual women-domain work field. After Rhoda learned the condition of the Madden sisters, Rhoda asked Virginia to persuade Monica Madden to join Rhoda in the typing school so Monica as the youngest of the Madden sisters could have a better job. Monica Madden who went to a river in her day off met a middle aged man named Mr. Edmund Widdowson and befriended him. They began to meet often

and got to know about each other more. The next day, Monica accepted Rhoda's offer to join the typing school. While attending the typing school, Monica received a love letter from Edmund, and because of Monica's fear of her fate that would be like her unmarried sisters who looked miserable, Monica finally accepted Edmund's marriage proposal.

On the other hand, Rhoda Nunn met Everard Barfoot, who was back to London to visit his cousin, Mary Barfoot. His frequent visit to her cousin's place made Everard fall in love with Rhoda because he thought Rhoda was very different from typical women in general, thus he confessed his love to her. Rhoda, who was shocked, decided to avoid Everard because she felt that being involved in a romantic relationship would affect her mission in advocating the women's movement. However, Rhoda who was curious about Everard's efforts in trying to court her decided to lead him on.

Meanwhile, Monica Madden began to feel bored because all of her activities were arranged by her husband and more often than not, she had to be accompanied by her husband when she went out. Monica tried to convince Edmund that by meeting people, their lives would be more interesting but Edmund rejected her idea. From then on, every time Monica talked with Edmund about the change which Monica wanted, Edmund always emphasized to Monica about the task and role of women he believed in. One day, Monica and Edmund met a man named Bevis in Miss Cosgrove's dinner which they were invited to. Monica felt that Bevis was very different from her husband. Due to Monica's frustration with her husband, Monica began to take an interest in Bevis. One day,

Monica came to Bevis's lodging which was still in the same building as Everard Barfoot. Edmund hired a spy to follow Monica, Monica who realized this then purposely went to knock on Everard's door instead of Bevis to trick the spy. When Edmund knew about Monica's whereabouts from the spy, he told Everard's cousin, Mary Barfoot. Rhoda Nunn, who heard the news from Mary Barfoot, then broke off her relationship with Everard Barfoot. After Monica went home, Edmund confronted Monica and called her a liar and a cheater. Monica finally left their house and went to her sisters' place.

After Monica left Edmund's house, she found that she was pregnant but she was sure the child she was carrying was Edmund's. After Monica contemplated, she confessed to Edmund by writing a letter of confession in purpose to clear Everard's name from the allegation of infidelity and also for the sake of the child she was carrying. Since Edmund's love and trust for Monica had faded, he decided to divorce her. On the day of childbirth, Monica asked Alice to beg Edmund to meet their child and Edmund agreed. Monica gave birth to a baby girl but later in the evening, she was experiencing health complications and Monica's condition continued to get worse until she became unconscious. Monica took her last breath in the next morning. In the end, Virginia Madden ended up in a rehabilitation for her liquor addiction, meanwhile Alice Madden with the help of Rhoda Nunn took care of Monica's daughter and Alice looked forward to her plan to open a school once Monica's daughter turned two.

CHAPTER 3

THEORETICAL FRAMEWORK

3.1. Intrinsic Elements

Intrinsic elements are aspects that build up the story. Intrinsic elements consist of theme, character, plot, setting, conflict, point of view, and so on. In this study, the writer will focus on character, conflict and setting as the intrinsic elements of the story.

3.1.1. Character

Character is the first essential thing that is noticed by the readers in a prose fiction work. The characters in fiction are conveyers of messages, moral values, or something that the author wants to intentionally convey to the readers. Tison Pugh and Margaret E. Johnson in *Literary Studies A Practical Guide* say that character is a portrayal of figures that hold certain roles in literary works (2014: 137). Character within a prose fiction story can be identified not only limited as a person, but animal or any other thing that the author of the story desires as a character. Pugh states that the readers can understand a character by closely observe through the description of the character, action that is done by the character, dialogue between characters and a monologue. It is necessary to understand that character is not only a figure but also the personality, action, physical appearance and other aspects that describe the character as a whole person.

Character can be divided into two types, which are protagonist character and antagonist character. Protagonist character is leading figure in literary work and is sometimes a hero to the readers (Holman, 1996: 355). On the contrary, an antagonist character is a character that stands against the protagonist and becomes the rival of the protagonist (1996: 25). In addition to protagonist and antagonist as types of character, Woloch adds that there is a type of character called subordinate character. encourages protagonist or the opposer who helps the antagonist to set out obstacles for protagonist (Woloch, 1970:89).

3.1.2. Setting

When we are talking about a work of fiction, a character who experiences events cannot be separated from the existence of space and time, which means that a story needs a background or a setting that becomes the living world of the characters in the story. Setting describes when or where the story happens which can help to evoke an image of situation of the story. Thrall says that setting are made up of some elements, which are physical compositions, the period where events occur, and environment in which the characters live in (1960: 453).

Concluded from the previous statement, the main types of setting can be divided into three dimensions, which are setting of place, setting of time, and setting of social environment. Geographical setting or familiarly known as setting of place does not only describe physical but also the mood or atmosphere of the place where the story happens. Setting of time focuses on when events take place, it can refer to narrow period of time as time of day, or it focuses on a specific period of time, for instance the nineteenth century or Victorian era. Setting of

social environment emphasizes on society or the customs in where the story occurs.

To add to Thrall's statement, Pugh and Johnson mention that setting, apart from being a vital role in the story, it is also possible to play a small role in the story. Setting which plays only as a small role is usually called backdrop setting which means that setting may not have a major role in the story (2014: 139). It only serves as a temporary set and does not hold an importance influence towards the whole story. With an explanation of the state of nature, place, time, and the atmosphere that are correlated in setting, it can make the readers easily understand of what situation is going on and share the emotions conveyed by the story.

3.1.3. Conflict

Conflict is actually part of plot as one of the intrinsic elements in literature. Conflict is like the anticipated part of a story because conflict narrates the problem that occurs in the story and is slowly becoming intense before it leads to the peak moment or climax of the story.

According to Wellek and Warren in *Theory of Literature*, conflict requires action and counteraction as well as energy that is evenly balanced from the conflicting parties (1949: 225). Thus a conflict can only happen when two parties are having a disagreement over something that is not resolved yet such as different view of ideas or opinions. Perrine in *Literature: Structure, Sound, and Sense* says that, a conflict is not limited only for physical tension but a conflict may include mental and emotional tension. Perrine also explains that conflict can occur

between man vs. man and man vs. nature which usually called external conflict, or man vs. himself which is called internal conflict (1998: 42). External conflict is a conflict that happens from the clash between a character and an external force, it can be another person or a non-human like. Unlike external conflict, internal conflict is a battle between the character and something within themselves. Internal conflict happens when a character feels a confusion because there is a disagreement between their wants, goals, or choices within themselves.

3.2. Extrinsic Elements

Extrinsic elements of literature are very important since it is an essential part that support to enhance and build a story. In analyzing *The Odd Women* by George Gissing, the writer will focus on the theory of gender inequality relating to the causes, the forms, and the effects of gender inequality as the extrinsic aspects of the story.

3.2.1. Gender Inequality

Gender according to Wienclaw is how one's roles and traits within society are defined by society itself (2011:16). Oakley (1972), as quoted by Jackson and Jones, states that gender is formed not biologically, but socially, culturally, and psychologically, and that it is obtained through the process of being a man or a woman in a certain society over a long period of time (1998: 133). This human-made ideology is giving rise to differences in functions, roles and responsibilities based on one's sex or natural reproductive role. Gender differences that occur through a very long process and are supported by existing social institutions in society cause differences in rights, roles, and statuses between genders. Like any

other differences that create barriers, these differences in gender relations also produce imbalances in which putting a certain group in a disadvantage than the other, which can be called as gender inequality.

As stated by Arrighi in *Understanding Inequality*, there are some patterns or structures that can be considered as triggers of inequality which consistently put minorities or women in lower position. Arrighi believes that in talking about class or race relations, gender is a thing that inevitably will be related to both class and race because indeed, gender is naturally involved in class and racial problems and vice versa. Those three are factors that form the basis of inequalities experienced by someone (2007: 19). Diane Reay as quoted in Arrighi's book says that social class which women and men are belong to, can contribute in making a division between them or between other class that has higher or lower status than them (2007: 24). Gender attributes that are stamped on male and female contribute to the inequality which regulates and limits the lives of men and women.

3.2.2. The Cause of Gender Inequality

As already mentioned in the previous discussions, there are several factors that become easy targets for injustice to occur in society, and one of them is gender. Gender labels that are stamped on men and women socially and culturally produce inequality which we usually called as gender inequality. Gender inequality is a term for unbalanced treatments that women and men receive, and those different treatments are given according to what society deems appropriate and suitable for

their gender label, disregarding other things outside of the gender label itself for example their personal skills, abilities, and experiences (Wienclaw, 2011: 96).

If we look at aspects of society's life, gender inequality can be seen as interminable thing and has a damaging effect on it (Darrity Jr., 2008: 625). This can be understood given that if injustice still continues to happen, the disadvantaged gender will be continually oppressed and it can obstruct the growth of the disadvantaged gender party as well as prevent them from reaching their full potential that they may use to give back something meaningful to society. It is already mentioned before that gender differences eventually produce imbalances between genders, and in this case, women are unfortunately the party who suffer from an unfavorable situation than men. Although men can also experience unfair treatments as women, in a society where male-centered system runs, women are no exception to be more vulnerable to the one-sided treatment in their society. Even when in a circumstance where women can have some privileges, they will still not be as powerful and privileged as men.

From this explanation, it is concluded that the embedding of identity as a man or woman in different categories, each of which has different control over power, resources and privileges, has succeeded in creating and fostering gender inequality. If we refer to theories or statements from Cecilia L. Ridgeway, an American sociologist, she also states a similar statement. According to Ridgeway, the base of gender inequality is the cultural beliefs about gender stereotypes which assume that men are more naturally competent than women (2011:27).

Ridgeway's statement is strengthened by Darity Jr. who thinks that the occurrence of gender inequality to women is because women for the most part are set to primarily have roles in domestic field such as being a wife, a mother or a homemaker, labors that are not considered as influential or has a little to none of the big responsibilities by society because they are done inside the house and are very womanly, unlike men who do work outside the home, which is considered a heavy and more valuable work (2008:624). This difference then inhibits women from developing their potential to the fullest and also stops them to have abilities and positions that are equal to men in the eyes of society.

If we want to find out more specifically about the reason of gender inequality's existence, we can refer to the few theorists that have stated their own version of views. Wienclaw (2011: 96), however, divided the theories into three main theories, which are structural functionalist theory, conflict theory, and feminism theory. The fixed role of men and women in society is viewed by structural functionalist theorists as the reason why disparity of gender can happen, however, as quoted by Wienclaw, she says that in this case, functionalists think that the imbalance of status between men and women is considered normal and is needed to maintain and balance out society's system (2011: 114).

Whereas theorists of conflict theory as quoted by Wienclaw (2011: 96), argue that men are benefited from social system which puts women in unequal status and power. Lastly, the third theory that Wienclaw mentions, feminism theorists, may has the broader and deeper explanation about gender inequality.

The writer in this study will focus on feminism theory because feminism has more complete and better explanation than the other two theories.

Like several theories that are mentioned before, feminism also has its own perspective about the main reason why inequality may happen. Barbara Ryan in *Feminism and the Women's Movement: Dynamics of Change in Social Movement Ideology, and Activism* (1992: 84) states that feminism is a women's movement that rejects any kind of treatment that marginalizes, subordinates, or underestimates women that is done by the domination of a greater power. Feminism aims to eradicate stratification among gender that regards women as the minority as well as to bring a societal development where men and women are both free from repression and can be equal in all aspects of life. Feminism itself does not have an indivisible concept. It has several branches and each of them has a view that is not entirely the same as each other about gender inequality.

Neeru Tandon in *Feminism: A Paradigm Shift* states that as a social theory, feminism has some labels and some of them are like Black feminism, Marxist feminism, Psychoanalytic feminism and so much more (2008: 40). However in this study, the writer will choose a gender inequality perspective from Marxist-socialist feminism because it revolves around the interconnections of working-class society and cultural beliefs of gender. From socialist feminism's view, the cause of the occurrence of gender inequality is almost similar to what Marxist theory always states. Inequality occurs as a result of a long existence of capitalist system. However, unlike Marxism that generally glorifies capitalism as their main focus, socialist feminism considers the relations between capitalism

and the system of patriarchy (Wienclaw, 2011: 98). Socialist feminists believe that coexistence between male-controlled system and capitalism created such disadvantaging condition for women within society as well as in labor force sector which concerns either domestic labor or wage labor.

As quoted by Jackson and Jones in their book *Contemporary Feminist Theory*, Delphy in relation to domestic labor system reasons that the relations in the housework has patriarchal character (1998:17). The patriarchal system that applies in the home automatically places men as leaders in the house and women as the main workers in the household (Jackson and Jones, 1998: 17). The system of patriarchy in domestic labor which runs in this capitalist economy becomes a combination that causes women's domestic work to be performed as a personal service to a male head of household.

Supporting Delphy's perspectives, Heidi Hartmann argues that the obvious system of gender inequality is capitalism and patriarchy. Both are working hand in hand to help men swiftly rise to the top position of power that discredit women (1998: 18). Adding to Delphy's opinion that focuses on domestic labor, Hartmann also argues that the developed capitalism which operates within patriarchal societies produces gender divisions not only in the home sphere but also the workspace or public sphere (1998: 18). In this context, Hartmann argues that men with their existing social privileges use their advantages to marginalize women in labor market.

Hartmann's opinion is supported by Ridgeway's arguments (2011: 157), which says, gender inequality happens both in workplace and home as the result of the constant use of gender beliefs in social relations. In conclusion, not only because of patriarchal culture that is deeply engrained within society, gender inequality is also caused by the running capitalist system which means whoever holds the greater power is the one who win. This makes men who are symbolized as stronger than women to be able to have greater roles and functions. Gender inequality system and structure are doing further damage to women.

3.2.3. Gender Inequality Manifestations

In discussing the form of gender inequality, the writer will try to explain gender inequality that happens in both home and public sphere based on the previous discussion.

3.2.3.1. Gender Inequality in Public Sphere

Some books that discuss gender inequality besides highlighting inequality between men and women in the home, many of them highlight the forms of gender quality in public spheres, relating to political, economic and labor force, also other fields that are considered as the public sphere. However, in this study the writer will choose to focus on gender inequality that revolves around labor force.

3.2.3.1.1. Gender Inequality in Labor Force

According to Ridgeway, inequality happens a lot in the paid work realm. The inequality which happens within a society especially among men and women, as a

consequence, makes the area of paid labor becomes an easy target for inequality to contaminate (2011: 92). Manifestation of gender inequality which can be found in society is the treatment of women in work field. As quoted by Jacobs and Gerson in their book *The Time Divide*, Gornick (1999) says that people of Europe is still concerned with the labor wage and working time inequality in labor force (Jacobs & Gerson, 2004: 124). Gornick also says that these inequalities have huge consequences that cause a long term inequality in labor force such as unequal opportunities in occupations, working hours, and pay gap inequality (2004: 124).

Job segregation is the most common form of gender inequality in paid labor field. Ridgeway argues that when a certain type of profession is filled with a lot of one sexual category rather than the other, that profession has already contaminated with job segregation that prevents men and women to have the same position and power in paid-labor (2011: 97). Job segregation limits and categorizes jobs for men and women. This is due to existing stereotypes about each person's abilities according to their gender. For example, women are considered suitable to work as teachers because teacher profession is considered a job that is in accordance with women's nurturing trait.

Another gender inequality issue at work is that, besides being limited by the choice of occupational categories, the types of jobs that are intended for women often do not have a big or better impact that can change their life because the work done by women is not considered as a prestigious job, they are paid with lower salary than men, has no definite contract and lack of job protection with no

health assurance. Unlike men, even though men do the same work as women, their work will be considered more prestigious and better than when women do it (Darrity Jr., 2008: 626).

As stated by Linda Lindsey, in 19th Century before the Civil War occurred, profession like teacher was actually a male profession. However, after Civil War broke out and men's population shrank, women began to replace men in teaching profession and the same case also happened in clerical work. Unfortunately, this transition of labor did not necessarily mean good things for women because even though teaching occupation was also done by men, women did not gain the same profit and honor as men. To sum, when a woman pursues a similar profession as a man, she will automatically reduce the prestige and economic value of the profession (2016: 318).

Furthermore, pay gap is also a real embodiment of gender inequality manifestation. Women earn less than men in the labor force. Darrity Jr states that alongside gender as the factor of labor wage inequality, race is also another factor that supports labor wage inequality to happen. In the system of society, most of men hold the superior positions of professional career and they have enough privileges to be presented in career fields than women. Women often experiences less access than men to pursue a higher career position even if they have plenty of work experiences and decent education background (2008: 625-626).

3.2.3.2. Gender Inequality in Home Sphere

3.2.3.2.1. Domestic Gendered Division of Labor

One of the forms or patterns of gender inequality which is common to find and happen in society is house-labor distribution of women and men. For many times, we can somehow find that a woman has many home-related tasks and responsibilities than a man does. Gender norms that are normalized by society, give an impression that women have nurturing and caring traits in them, which stigmatize them to be incapable of become the head or the leader of the house. It is resulted in a condition where all the tasks and responsibilities of domestic related area are given to women.

Commonly, in a house, the tasks of a woman as a wife or just as a woman in general is maintaining every house-related thing. A woman in a house is not only expected to literally fulfill her role as a mother and a wife that cares for her husband and her children. A woman is also expected to have abilities as a homemaker, which demands them to do tasks like cooking, cleaning, knitting, and other things that revolves around taking care of the house. The gendered division labor of domestic sphere becomes the great source that makes gender inequality continue to thrive (Ridgeway, 2011: 138). In general, women in domestic area have a role of caregivers, and men act as providers. Men with their privileges as providers of the family give them the ultimate power to give orders to women and act as the head of the house. Consequently, the circumstance of a man who is in charge of giving orders and lead the family, while the woman fulfill the men's order as a wife, a mother, a house keeper, makes a lot of women suffer from doing heavier and longer workload in the house than men.

Gendered division of domestic labor also makes the work that is performed by women less valued because even though they do more and longer housework than men, they are also not paid for their domestic work. According to Linda Lindsey (2016: 315), this is due to the work of women in the home which is considered a hidden occupation, or it can be interpreted as work that does not show the significance of the results and the value of interest or economic value compared to men.

3.2.3.2.2. Domestic Violence

Quoted from *Salem Press*, Carolyn Sprague says that one of the gender equality challenges which needs to overcome is violence against women (2011:85). Domestic violence as one of gender inequality manifestations is interpreted as the form of men's control over women. This is supported by the view of society that women is subordinate to men, if a woman is married to a man, she will definitely stays under the man's power. This view then adds to the inequality of law between women and men where violence against women becomes something acceptable by society. For instance, when a man commits violence to a woman, his deed is considered as giving the woman a lesson to behave, however on the other hand, the women will be blamed to be the cause of the violence that happens to them.

3.2.4. The Effects of Gender Inequality

One of the recognizable effect of gender inequality according to Darrity Jr's view is poverty. The labor wage inequality between men and women as well as unpaid work that is done by women force women to have poor economic access and condition which can result in poverty. Darrity adds in his book entitled

International Encyclopedia of Social Science that from the whole of the world's income, women only earn ten percent out of it and they became the seventy percent of people who live on one dollar or less per day (2008:625).

It is a common knowledge that poverty has never been a good thing for people who live in it, for women particularly. Poverty as an effect of labor inequality can further make women's life miserable. Poverty will make women unable to improve the quality of their life. With little earning women gain from paid labor, every day is a struggle for survival, let alone improve their social class. While men with large incomes will automatically have a good quality of life and have a stable position in social status. Poverty as an impact of gender inequality can also endanger the lives of women because poverty cannot give them a guarantee of their safety. Whereas housework for women which is unpaid makes women reliant on men because they have little amount of income or some do not even have their own income. Gertrude Schaffner Goldberg says that married women are already fragile to poverty since they do not have enough income, and if they divorce, the chance of living in poverty will be higher (2010: 4).

The division of labor in the domestic realm that positions men as leaders and women as subordinate makes women inevitably have to obey the man, because the person who plays a role in finding a living for the family is considered more feasible to have the right to lead and dominate. The presence of gender inequality which badly affects women in both sphere is capable of making them feel mentally and physically exhausted. According to World Health Report

that is done by World Health Organization, women's mental health cannot be separated with their status in society. Their health benefits from equality, and suffers from discrimination (WHO, 1998: 6). The stress they suffer from unequal treatments and from doing their repetitive jobs that bring them nowhere near the equal status with men can put their mental health in danger. Unstable mental health that results from the stress caused by gender inequality will eventually mess up women's productivity, which later can lead them into even worse condition.

CHAPTER 4

ANALYSIS

4.1. Intrinsic Elements

4.1.1. Characters

4.1.1.1. Protagonist Characters

4.1.1.1.1. Monica Madden

Monica Madden is one of the main characters in *The Odd Women*. She is twenty one years old and the youngest child of the Madden sisters, a middle class family. Monica is considered as a dynamic character because her traits change as the result of influences from events of the story and other characters that interact with her. Monica is spoiled with care from her father and her other five sisters. Monica Madden grows up without the presence of her mother because Mrs. Madden, her mother, has passed away. After the passing of her father, Monica becomes an orphan who does not have enough experiences and skills to face the next obstacles in her life. However, her life condition forces Monica to be a self-supporting person after both of her parents have passed away, "... Monica, just fifteen, was on the point of being apprenticed to a draper at Weston ..." (Gissing, 1893: 8). From the quotation, it is shown that in her preteens years and being an orphan, she already has to be independent. She is applying to become an apprentice in a drapery shop to seek for experience and support her life.

In the novel, it is told that Monica becomes a beautiful adult woman as well as a person with rather a bubbly personality and elegance demeanors she inherited from her late mother, "... indeed, had no aptitude for anything but being a pretty, cheerful ... In speech and bearing Monica greatly resembled her mother; that is to say, she had native elegance" (Gissing, 1893: 9). However, having a jolly personality does not necessarily makes her optimistic. It can be seen that Monica's low spirit when she is asked by her childhood neighbor, Miss Rhoda Nunn, about her interest in study. 'Certainly I should like to be better educated, but I don't think I could study seriously, to earn my living by it. The time for that has gone by' (Gissing, 1893: 28). From the quotation, it can be known that at the age of just twenty-one years old, she has no self-confidence about the fact that she may have chances to change her life for the better by studying. She even thought that it is too late for her to improve her life's condition.

Monica is also a naive woman who does not think thoroughly on important matters. It can be seen when she tells Miss Mildred that she decides to accept Mr. Widdowson's proposal of marriage without thinking any further whether she truly loves him or if she is ready enough to live a marriage life,

'I am going to write now, and say that I will marry him.' They looked long at each other. 'You are—really?' 'Yes. I made up my mind last night.'... 'Yes, I love him well enough to feel that I am doing right in marrying him.' She sat down by the table, and propped her head on her hand. 'He loves me; I can't doubt that. If you could read his letters, you would see how strong his feeling is' (Gissing, 1893: 88).

From the quotation above, it can be seen that Monica hastily accepts the marriage proposal from Mr. Widdowson. Monica is sure that Mr. Widdowson

loves her and vice versa and there is no other reason to reject Mr. Widdowson. Moreover, all her anxiety will be disappeared and resolved by marrying Mr. Widdowson. After marrying Mr. Widdowson for some time, their marriage starts to get rough. Monica starts to show her firmness by expressing her distaste in Mr. Widdowson's rules that limit Monica's freedom to meet her sisters and acquaintances. Her progressive mindset which she gets from Miss Barfoot's school makes her very expressive in stating her arguments toward her husband and is very determined to break away from her husband and put an end to her misery. Monica becomes stubborn since her desire is always denied by her husband and thus, her interactions with Mr. Belvis, her acquaintance's son, makes Monica a careless character because she chooses the wrong path by having an affair with Mr. Belvis. Her reckless action is triggered by her emotions and hatred towards her own husband.

4.1.1.1.2. Rhoda Nunn

Rhoda Nunn is an adult woman in her early thirties who works as a trainer in a typing school for young women. Although she already enters the old maidenhood, Rhoda Nunn still looks energetic, happy, and healthy than her peers. It is described from the scene when Virginia Madden from the Madden family and her childhood neighbor finally meets her again after a long time.

“Miss Nunn entered. Younger only by a year or two than Virginia, she was yet far from presenting any sorrowful image of a person on the way to old-maidhood. She had a clear though pale skin, a vigorous frame, a brisk movement—all the signs of fairly good health” (Gissing, 1893: 16).

Rhoda Nunn lives only with her sick mom without a father figure. Regardless of her family condition, Rhoda has a frank personality, smart, likes to speak out loud for her opinion since she was young, and is not afraid of being independent. It can be seen from chapter one from the scene of Rhoda who is invited to join afternoon tea time with the Madden family.

“She had a good head, in both senses of the phrase; might or might not develop a certain beauty, but would assuredly put forth the fruits of intellect... With a frankness peculiar to her, indicative of pride, Miss Nunn let it be known that she would have to earn her living, probably as a school teacher” (Gissing, 1893: 3).

Rhoda's personality, which is full of curiosity and easily dissatisfied, makes her brave enough to take risks. This can be seen from the feeling of exhaustion on the work of being a teacher that drives Rhoda Nunn to use the remaining money from her inheritance to gain some experiences “... I went to Bristol to learn everything I could that would help me out of school life. Shorthand, book-keeping, commercial correspondence—I had lessons in them all, and worked desperately for a year” (Gissing, 1893: 17). The quotation shows that Rhoda is a person who is determined and not afraid to take new steps until she feels satisfied with what she does.

After working as an assistant at a typing school for women, Rhoda's traits which are very strong opinionated and independent are only becoming stronger. This can be seen from her mindset of women and social inequality that brings disadvantages to her gender. Rhoda does not allow herself to be swayed by society. She also has a high spirit in advocating other women to not be restrained

by the public stigmas toward women and is very vocal about her opinions, whether it will sound as controversial or not. “I maintain that the vast majority of women lead a vain and miserable life because they *do* marry” (Gissing, 1893: 47). The quotation shows that Rhoda strongly goes against marriage because she thinks that it will only ruin women’s life and she is trying to save as many women as possible from it.

The unwavering of Rhoda's stance makes her rather a firm and cold-hearted person when she opposes the choice of her co-worker to help and bring back a former student who is in trouble because of the fatal mistake the former student’s commits. She says to her workmate Miss Mary Barfoot that it is “Impossible to trust her in any detail of life. The pity is that her degradation can’t be used as an object lesson for our other girls” (Gissing, 1893: 48). From the quotation, Rhoda Nunn even thinks that what the former student has done is a disgrace and it is dangerous to the well-being of other students. However, after her workmate’s cousin Mr. Everard Barfoot confesses to her and offers to be together in a form of free union or without being tied to legal regulation, Rhoda begins to contemplate about being in a relationship. When she realizes that even free union does not suit her and her principles, she decides to make her own choice by breaking up with Mr. Barfoot. Until the end of the story, her spirit of feminism remains unchanged.

4.1.1.2. Antagonist Characters

4.1.1.2.1. Edmund Widdowson

Edmund Widdowson is forty four years old man who is a retired clerk and is a husband of Monica Madden. In his first meeting with Monica, it is described that he wears good clothes that are considered to be a gentleman clothes and he has a sleek appearance.

“His utterance fell short of perfect refinement, but seemed that of an educated man. And certainly his clothes were such as a gentleman wears. He had thin, hairy hands, unmarked by any effect of labour; the nails could not have been better cared for ... His talk aimed at nothing but sober friendliness; it was perfectly inoffensive—indeed, respectful” (Gissing, 1893: 25).

Widdowson is the eldest son of two and he begins to work at fourteen to support his life and help his family. His contact with work field since teenager makes him a dedicated and hardworking man as he continues to work hard until he gets to live a good life. “There were only two children; I was the elder ... at fourteen, I was sent into the office of the man who had been my father’s partner, to serve him and learn the business” (Gissing, 1893: 34). Before marrying Monica, Widdowson speaks gently and also straight forwardly. He immediately persuades Monica to meet again and after he feels that Monica is the right woman to marry, he immediately proposes to her. However, after he marries Monica, Widdowson starts to show his traditional way of thinking. He preserves the traditional gender values of woman and man. It feels as if he falls in love with Monica not as herself but as his dream and expectation of an ideal woman from his perspective. His traditional mindset makes him dislike being disobeyed by Monica as his wife.

“As soon as he understood that she desired more freedom of movement, he became anxious, suspicious irritable ... Widdowson began to perceive that he must exert authority in a way he had imagined would never be

necessary. By way of mild discipline, he first of all suggested a closer attention to the affairs of the house” (Gissing, 1893: 123).

His annoyance towards Monica’s changing behavior makes him an over protective jealous husband. His suspiciousness towards Monica rises up and he becomes restless day by day because he is terrified that one day Monica will really betray him as her husband. That kind of behavior then leads Mr. Widdowson and Monica even more apart from each other until they are no longer together. However, he shows his part of kindness by allowing Monica and her sisters to stay in his other house, although Mr. Widdowson stands on his stance even until the end of Monica’s life.

4.1.1.2.2. Dr. Elkana Madden

Dr. Elkana Madden is the father of the Madden sisters. He is described as “the kind of man who would inspire his children with affection: grave but benign, amiably diffident, with a hint of lurking mirthfulness about his eyes and lips” (Gissing, 1893: 1). He opposes the idea of women’s presence in the labor force because it is not their world and instead he thinks to “Let men grapple with the world; for, as the old hymn says, ’tis their nature to.” (Gissing, 1893: 1). His character is not described as much as the other characters, however through the portrayal his character, it is obvious that he is a character who opposed the idea of social changes regarding gender.

4.1.1.3. The Helper Characters

4.1.1.3.1. Everard Barfoot

Everard Barfoot is a young man in his thirties and a cousin of Rhoda's work colleague, Miss Mary Barfoot. Unlike the general men in his peers, Everard Barfoot is depicted as a broad-minded man that supports progressive changes in society. One of his form of supports towards it is shown when he discusses marriage with Rhoda. "My own ideal of marriage involves perfect freedom on both sides" (Gissing, 1893: 83). From the quotation, it can be seen that Everard supports equal rights between women and men in a marriage. Everard is not interested in the typical women in the society who adhere to typical Victorian women traits in general. This is described when he has a conversation about marriage with his friend Mr. Micklethwaite, "I haven't anything like respect for women, as women, that you have. You belong to the Ruskin school" (Gissing, 1893: 75). Throughout the story, Everard is told as a man who respects changes, supports equality, and an overall progressionist man.

4.1.1.3.2. Mary Barfoot

Miss Mary Barfoot is the owner of a typing school where Rhoda works and is a cousin of Everard Barfoot. Miss Mary Barfoot is described as a friend who shares the same vision with Rhoda, which is trying to help lift and empower women to have better opportunities in society. Miss Mary Barfoot "held the conviction that whatever man could do, woman could do equally well—those tasks only excepted which demand great physical strength" (Gissing, 1893: 43). However, in contrast to Rhoda's stubborn nature, Miss Mary Barfoot is more patient, soft-hearted and gentle thus sometimes there are occasional difference of opinions with Rhoda Nunn.

4.1.1.4. The Opposite Characters

4.1.1.4.1. Alice Madden

Alice Madden is the eldest of the Madden sisters and is one of three remaining children out of six children of Madden family. Alice has a typical Victorian women's idea who thinks that marriage is the final purpose of a woman but since until her thirties she remains single, she gives up the idea of marriage for herself, "Alice, if she had ever dreamt of marriage, must by now have resigned prettiness, her health damaged by attendance upon an exacting herself to spinsterhood" (Gissing, 1893: 9) and puts a hope of marriage to her sister Monica Madden. As the elder sister of the Maddens, Alice does not have a capability to lead her because she does not have a firm demeanor and easily feels discouraged.

4.1.1.4.2. Virginia Madden

Virginia Madden is the second child of the Madden sisters. Virginia is the most talkative among Alice Madden and Monica Madden. Just like Alice, she wishes to marry but Virginia is rather idle. Her idleness is portrayed through this description, "Virginia could scarce hope that her faded invalid and in profitless study when she ought to have been sleeping, would attract any man in search of a wife" (Gissing, 1893: 9). Her laziness also makes her stuck in her poor job as companion. Virginia is less wise than Alice because she often acts recklessly and her stress eventually makes her become a heavy drinker.

4.1.2. Setting

4.1.2.1. Setting of time

The Odd Women's setting of time takes part in the 19th century or during Victorian period where roles between men and women are prominent and industrial revolution continued to grow. 'Oh yes—at holiday time. I shall doze there for a fortnight, and forget all about the "socallednineteenth century"' (Gissing, 1893: 82).

4.1.2.2. Setting of Place

The general setting of the novel *The Odd Women* takes place in London, England, because most part of the story are located in London. Meanwhile, one of the more specific and important setting of place is Mr. Widdowson's house where he and Monica Madden stay after they get married. Their house is located in Herne Hill, South London. It is an area where well-off people live. "'That is my house, Miss Madden—the right-hand one.' Monica looked, and saw two little villas, built together with stone facings, porches at the doors and ornamented gables" (Gissing, 1893: 58). Their house is an important setting of place because it is where Monica Madden and Mr. Widdowson's clashes about marriage and freedom take place.

Another setting of place that is important is Miss Mary Barfoot's typing school which is located in Great Portland Street. "Our workrooms are in Great Portland Street, over a picture-41 cleaner's shop" (Gissing, 1893: 17) because that

is where Rhoda Nunn invites Monica to join to develop her abilities and teaches her and other women about self-respect. As for the minor setting, there are Monica's work place which is located in Walworth Road, and also Alice and Virginia Madden's lodging in Lavender Hill. The two mentioned places are where the Madden sisters are living their life in a very poor condition.

4.1.2.3. Setting of Social Environment

The story focuses on the life story of working women. The two major characters of the story, Monica Madden and Rhoda Nunn, are coming from middle class family originally, but after their parents passed away, they become working class women since they have to work to survive. In this novel, it is also shown that women live with prejudice from society "So many *odd* women—no making a pair with them. The pessimists call them useless, lost, futile lives" (Gissing, 1893:29). The quotation shows how society looks down on women if they do not marry and judges them as people whose life are wasted, hence, marriage is the ideal purpose of women. Women in this novel also lives with society's stigma that home is the most suitable place for women and this is represented by Edmund Widdowson, Monica Madden's husband, from the following quotation, "Woman's sphere is the home, Monica" (Gissing, 1893: 123). Another distinctive social condition in this novel is that women who enter labor force realm is criticized as invader of men's dominated sphere, "They will tell you that, in entering the commercial world, you not only unsex yourselves, but do a grievous wrong to the numberless men struggling hard for bare sustenance" (Gissing, 1893: 107). Therefore, women's opportunities in public sphere is limited because of this discouraging statement.

4.1.3. Conflict

4.1.3.1. Internal Conflict

There are several moments of internal conflict that occur in the novel *The Odd Women* involving the main character. Monica Madden as the main character experiences a process of conflict with herself. The internal conflict which is experienced by Monica is when she feels no love remains for her husband but only pure annoyance.

“... she felt herself constrained by a hateful force when he called upon her for the show of wifely tenderness. Yet how was she to utter this? The moment such a truth had passed her lips she must leave him. To declare that no trace of love remained in her heart, and still to live with him—that was impossible!” (Gissing, 1893: 161).

Monica Madden feels that there is no use to longer be together with her husband however she feels conflicted as how to express her feelings towards her husband because she knows that she is still dependent on him. While other internal conflicts experienced by Rhoda Nunn is when she begins to feel comfortable with Everard Barfoot after his love confession. However, a part of herself experiences a confusion because she knows that admitting her interest in him will distract her purpose of supporting women’s movement “The man’s presence affected her with a perturbation which she had no difficulty in concealing at the time, though afterwards it distressed and shamed her” (Gissing, 1893: 118).

4.1.3.2. External Conflict

One of the external conflicts that happens in the novel is the external conflict between Monica and Mr. Widdowson after they are married. Quarrel after quarrel begins to happen very often because of differences in opinions and principles about equal freedom in marriage. To begin with, Mr. Widdowson rarely allows Monica to travel alone and when she does she has to always tell Mr. Widdowson where she is going. On the other hand, Monica is demanded by Mr. Widdowson to accompany him wherever he goes. So Monica asks for a little change in their life that is to let her socialize with new people and meet her friends which Mr. Widdowson refers as freedom. He says to Monica, 'Freedom?' He glared at her. 'I shall begin to think that you wish you had never married me' (Gissing, 1893: 131).

As it is seen from the dialogue above, instead of granting and support her wish, Mr. Widdowson accuses Monica that she begins to regret their marriage. Mr. Widdowson disagrees because he thinks that women and men have different role naturally, while Monica argues that woman can have freedom as much as a man has regardless their position in a marriage as long as they fulfill their respective responsibilities as a husband and a wife. After that quarrel, more fights are coloring their marriage as Monica keeps voicing out her desire of freedom meanwhile Mr. Widdowson keeps saying no and finds it unamusing to him as a man and a husband.

Another external conflict that happens in the novel is between women and society which is portrayed through Dr. Madden. This happens when Rhoda joins

the Madden's dinner and asks about Dr. Madden's opinion about women's presence in political representation.

“... Do you think women ought to sit in Parliament?’ ‘Why, no,’ was the response, as if after due consideration. ‘If they are there at all they ought to stand.’ ‘Oh, I can’t get you to talk seriously,’ rejoined Rhoda, with an air of vexation, whilst the others were good-naturedly laughing” (Gissing, 1893: 3).

From the quotation, it shows that Rhoda feels annoyed because the response she gets from him seems to underestimate women and indicates that he never takes her opinion seriously because it is not in the norms that women can meddle themselves in such area that is best known as male inclusive sphere.

4.2. Extrinsic Elements

4.2.1. Gender Inequality Portrayed in *The Odd Women*

In the third chapter it is already explained the cause of gender inequality that arises in society. Gender inequality gives women a difficult life to live. In *The Odd Women*, there are some events that portray how women are treated in the society. The gender inequality practices in the novel, the effects, and women's resistance against inequality will be explained below.

4.2.1.1. Gender Inequality in Public Sphere

Women in this novel are represented as the ones that do not have accesses or opportunities as wide as men do in the working world because they are limited to

work only in women-domain jobs. This can be identified when Miss Mary Barfoot, supporter of women's emancipation that owns a typing school for women, gives a short speech entitled "Woman as an Invader" to her female students. In the beginning of her speech she mentions society's perception of career women. She says that society "will tell you that, in entering the commercial world, you not only unsex yourselves, but do a grievous wrong to the numberless men struggling hard for bare sustenance" (Gissing, 1893: 107).

It shows that society blames women who are working in such a field of work that is supposed to be the men's sphere. Society tells women that they are greedy for taking away opportunities for men especially men that are also struggling financially. Mary Barfoot continues, "They point to half a dozen occupations which are deemed strictly suitable for women. Why don't we confine ourselves to this ground?" (Gissing, 1893: 108), which means that society already chooses what kind of career is suitable for women and women are advised to stick into that established range of choice if they want to pursue a career.

The embodiment of the gender-based occupation is also inseparable from the society's doctrine that begins and preserves in the domestic area, which in the novel is shown by a description of how Dr. Elkana Madden educates his daughters from an early age, "Partly at home, and partly in local schools, the young ladies had received instruction suitable to their breeding" (Gissing, 1893: 2). Thus, the education background which goes accordingly with their breeding role influences their capabilities in the work field. So when women enter the realm of work, society automatically decides the kind of jobs a woman should choose such as a

career as a governess, a teacher, or a nurse, because these occupations are part of emotional work that requires nurturing and serving which are claimed as natural characters of women.

Meanwhile, men can have jobs that are considered a masculine job and this is shown in the novel by what kind of occupations the female characters and the male characters of the story have. In the novel, it is shown that every female character's career is somehow still related to their gender role. Firstly, in the second chapter of the novel, the story introduces the many jobs the Madden sisters do after they become parentless.

“Alice obtained a situation as nursery-governess ... Virginia was fortunate enough to be accepted as companion by a gentlewoman ... Gertrude, fourteen years old, also went to Weston, where she was offered employment in a fancy-goods shop ... Isabel, now aged twenty, taught in a Board School at Bridgewater, and Monica, just fifteen, was on the point of being apprenticed to a draper at Weston ...” (Gissing, 1893: 8).

As shown from the quotation above, each of the sisters is employed in a job which somehow requires a woman's natural talents which are taking care of others. Being a nursery governess means Alice Madden is required to teach other women's children privately at home as well as watching over them and this is very similar to the duty of a mother in general. Similar to Alice's occupation, Virginia Madden who works as a gentlewoman's companion is also obligated to take care of other people which in general is suited with the woman nurturing nature. Then, it is described that Isabel Madden works as a teacher which relevant with women's nurturing role. Meanwhile, Gertrude Madden and Monica Madden work

in goods shop and drapery shop which is very suitable for women's nature as the ones who serve others.

If compared to the male characters of the story, the contrast of the job segregation is very evident. For instance, at the beginning of the novel, it is portrayed that Mr. Elkanah Madden, the late father of the Madden sisters, is used to be a doctor before he passed away. Mr. Edmund Widdowson, Monica's husband, used to work as a clerk, and after he marries Monica Mr. Edmund Widdowson still manages some of his business as a private gentleman. Then, in the novel, Everard Barfoot, cousin of Miss Mary Barfoot is also described as an engineer and his friend Mr. Micklethwaite as a mathematician scholar. Almost all of the male characters' occupations reflect jobs that are considered in accordance with their role as men which is deemed to be heavier and more productive.

The classification of the types of work for women and men seen in the novel also not only shows people's stereotypes about their respective gender roles but also their stereotypes about the value of the gender of women and men. All male characters have jobs that are arguably far more prestigious and classy, far compared to the jobs of the female characters who only work as clothing shop employees, companions, and teachers even though some of the male and female characters are coming from similar family background. This shows how women are considered as lower class than men because the jobs available to women are also related to their natural characteristics and their position which is still considered a second class in society.

The classification of the type of work then automatically creates inequality in terms of the occupational risks faced and also the outcomes or treatments the working women get. In the novel, some female characters experience unfavorable working conditions due to the work they do. This is reflected when the narration in the novel tells about the salary or profit each of Madden sisters gets from their occupations in order to support their life.

“Alice obtained a situation as nursery-governess at sixteen pounds a year. Virginia was fortunate enough to be accepted as companion ... her payment, twelve pounds. Gertrude ... she was offered employment in a fancy-goods shop—her payment nothing at all, but lodging, board, and dress assured to her” (Gissing, 1893: 8).

From the quotation above, it shows that from working as a governess, Alice only earns sixteen pounds for working for a year, Virginia is given only twelve pounds and Gertrude is not even paid a penny but only the necessities of a human's needs. The reason why women get paid with low salaries or given bare minimum profit is because gender-based occupational classification makes high-paying jobs tend to be filled with men because men dominate jobs that are mostly involved in technical and scientific work and these types of occupations are deemed as fit to their gender role. This can be seen from the income of some male characters' occupations. Mr. Widdowson who is a private gentleman and a retired clerk has an income of “only about six hundred a year” (Gissing, 1893: 35) which means he earns six hundred pounds a year or like Mr. Everard Barfoot whose annual income as an engineer is “four hundred and fifty” (Gissing, 1893: 72) pounds. This condition leaves women with the choice of a low-paying job sector because their work revolves around the service or education industry. These types

of work that women do are also often less valued simply because they are pink-collar jobs.

Another example is the working hours that apply to Monica Madden as a clothing shop worker in Messrs. Scotcher and Co. that is run by two business men, “Young people, especially young women, who are laboriously engaged in a shop for thirteen hours and a half every weekday, and on Saturday for an average of sixteen” (Gissing, 1893: 19). Working as a shop assistant, Monica is required to work six days a week and has longer work hours on weekends and is required to stand during working hours.

It is also described that the average income from working “at Scotcher’s she had fifteen” (Gissing, 1893: 27) which means that Monica earned only fifteen pounds for a year. This is contrary to Monica Madden’s colleague who does the same work as her, namely Mr. Bullivant, who argues that the salary he gets is “at least three pounds a week” (Gissing, 1893: 22), which means Mr. Bullivant can make about almost one hundred and forty pounds a year while Monica cannot get the same income as him. This difference in salary and working hours exhibits society’s system where women are treated as not more than cheaper labor substitutes.

4.2.1.2. Gender Inequality in Domestic Sphere

Forms of inequality do not only occur in the public sphere but inequality also often happens in the domestic sphere too. In the domestic sphere, the most common inequality that exists is rooted from traditional family or marriage

principles which put a man as the head of the family and women in the second position. The long-established rules make the man as the one who holds the major power over the rest of the family members. The one scene in the first chapter of the novel of *The Odd Women* portrays how Dr. Elkana Madden as the father is taking control over the domestic sphere, “Dr. Madden did not care to discuss even playfully the radical notions which Rhoda got from her objectionable friend. His daughters would not have ventured to express an opinion on such topics when he was present” (Gissing, 1893: 2). The quotation displays a situation where Mr. Elkana Madden as the father of his six daughters emphasizes his standpoint that none of his daughters is allowed to do something that does not match with his opinions. As the result, all of the Madden sisters obey the rule that Mr. Madden makes and they do not show any objection toward their father’s rule because they know their father is the most superior in the house.

Due to the fact that men hold the highest position in the house, women in the domestic sphere are considered as having little to none knowledge as to how to do things and they must seek men’s guidance who act as the head of the house. It is portrayed through Mr. Widdowson after he marries Monica. “Dear, good little wife! Do be guided by your husband. He is older than you, darling, and has seen so much more of the world” (Gissing, 1893: 131). From the quotation, we can draw the conclusion that the woman should listen to whatever the man says because the man is her map of knowledge while the woman’s knowledge is deemed as limited. This situation thus makes Monica Madden as a wife and a

woman unable to express her opinions to her husband because her husband would consider her opinions to be unreasonable and trivial.

Meanwhile, the roles between women and men at home that tend to disadvantage women are division of tasks at home. Women tend to do all the housework and all of their activities are home-centered in accordance with their nature, while men do not feel the need to engage with housework because of their role as breadwinners who work outside the home. This can be seen from the following quotation,

“Without much trouble he had brought her into a daily routine which satisfied him. During the whole of the morning she was to be absorbed in household cares. In the afternoon he would take her to walk or drive, and the evening he wished her to spend either in drawing-room or library, occupied with a book” (Gissing, 1893: 122).

Monica's daily activities are taking care of the house all morning and her next schedule is accompanying her husband then doing reading activity that is required by her husband. Whereas Mr. Widdowson, who in fact has retired from his job as a clerk, does not participate in housework at all or participate in activities at home however he has the authority to arrange his wife's daily activities schedule. This shows that women as wives are expected to do all the housework throughout the day besides serving their husbands without any special reward and are not given the same freedom in the way their husbands have. Much worse, men often deny women's request to have the same privilege of freedom because men think that women are their slave. When Mr. Widdowson preaches to her wife about John Ruskin's idea about women, he says to her that he “sincerely believe

that an educated woman had better become a domestic servant than try to imitate the life of a man” (Gissing, 1893: 123).

The above quotation that is said by Mr. Widdowson proves that a woman is only considered as a servant of his master or in this context is the husband. It also shows that the idea of women who wish for equal position and rights like a man is very unnatural and that women should be satisfied to belong to domestic tasks even if they are educated women. The position of the man who holds the highest authority in the house also makes men express their control towards women through physical and verbal actions. In physical terms, this happens when Mr. Widdowson is being blinded by jealousy and feels very angry that Monica lies to him. He then confronted Monica with physical action to threaten Monica.

“As the word burst from his lips, he sprang at her, clutched her dress at the throat, and flung her violently upon her knees. A short cry of terror escaped her ... It was well that he held her by the garment and not by the neck, for his hand closed with murderous convulsion, and the desire of crushing out her life was for an instant all his consciousness” (Gissing, 1893: 200).

As it is shown from the quotation above, to assert Mr. Widdowson’s power and dominance as a husband to Monica, he spontaneously resorts to force an abusive physical treatment so that Monica can feel fear and admit her mistakes. Even after fiercely grabs Monica, Mr. Widdowson who is overwhelmed by anger and is feeling betrayed reacts violently to Monica “he thrust her down again, crushed her backwards until her head all but touched the floor” (Gissing, 1893: 200) which can be really dangerous to Monica’s safety. However, no matter how hard Monica tries to release herself from his husband’s violent hold, she fails to

do so because her physique as a woman is naturally weaker than her husband's therefore makes her very vulnerable to physical violence.

If physical violence alone is not enough to maintain the man's superiority, violence done through verbal way or words that demean women mentally which is also done by Mr. Widdowson to Monica Madden. When confronting Monica Madden, Mr. Widdowson puts out a sentence "Not that? What is your word worth? The prostitute in the street is sooner to be believed" (Gissing, 1893: 200). By comparing Monica with a prostitute for visiting her acquaintance, Mr. Everard Barfoot, Mr. Widdowson indirectly degrades and shames the dignity of Monica for doing thing that is not in the Victorian's women norms.

4.2.2. The Effects of Gender Inequality

4.2.2.1. Poverty and Excessive Work

The fact that women are not given the opportunities and choices of career as wide as men often puts women's life in a big misery. All the things that women have to hold on to is either choosing to work lower paying jobs to survive a wretched life or offering themselves for marriage as the most immediate means of survival because they need to escape from the difficult circumstances of life. The limited potential and resources the women cause them to not have a guaranteed financial condition. The impact that is very evident is poverty.

In the novel *The Odd Women*, the misery that is happening to the Madden sisters caused by their lower paying jobs makes them struggle to survive from their everyday life. A few years after the death of their father, Dr. Elkana Madden, Alice Madden as the oldest daughter works as a governess and in her first employment as a governess, Alice Madden is only paid about "... sixteen pounds a year ..." (Gissing, 1893: 8), and Virginia Madden as the second oldest who works as a companion is paid only twenty pounds. By only earning less than fifty dollars a year, this directly affects their quality of life.

The following quotation shows how Virginia Madden convinces her lodging owner to let her sister Alice Madden to live with her in her lodging. "Now it has occurred to me, Mrs. Connisbee, that—that I would ask you whether you would have any objection to her sharing my room with me?" (Gissing, 1893: 6). Virginia rents only a small room but suddenly she has to share with her sister Alice due to Alice's job contract as a governess is expired. Their lodging is so small for two people to live in that even Alice feels "... impossible to find space for her boxes in the bedroom ..." (Gissing, 1893: 7) and the limited spaces of the room makes "... no sun entered the room, it was very hot" (Gissing, 1893: 23). So instead of renting a separate room or bigger room for themselves, they opt to live together in a small room even though the room's condition is very bad because that is what they can afford at the moment with their small salary. Not only do they have to stay in a cramped room, the poor financial condition of Alice and Virginia also makes them have to eat poorly to survive.

“They were preparing their midday meal, the substantial repast of the day. In a little saucepan on an oil cooking-stove was some plain rice, bubbling as Alice stirred it. Virginia fetched from downstairs (Mrs. Conisbee had assigned to them a shelf in her larder) bread, butter, cheese, a pot of preserve ... The rice being ready, it was turned out in two proportions; made savoury with a little butter, pepper, and salt, it invited them to sit down” (Gissing, 1893: 10).

In quotation above, it shows that to survive on daily basis, Alice Madden and Virginia Madden’s choice of food is very simple. They only eat carbohydrates for most of their meal and some condiments as well as simple seasoning to their food without any protein or any other healthy food because those are what they can pay for. It can be concluded that since their daily meal very plain, they consume it simply to make sure their stomach is filled for the rest of the day regardless of the nutrition they need. As if living in a cramped room and barely surviving with consuming simple food are not enough, poverty as the consequence of limited economic chances for women makes Alice and Virginia Madden have to rack their brains about how they need to manage their limited money for the cost of their daily needs. ‘I have rather more than four pounds still. Now, let us think,’ Alice paused. ‘Supposing we neither of us obtain employment before the end of this year. We have to live, in that case, more than six months—you on seven pounds, and I on ten’ ... (Gissing, 1893: 11).

It shows how poor women’s life is when they have to live in poverty. Alice tries to combine the amount of both of her money and Virginia’s money so she can calculate the possible ways for them to survive. Their poor financial situation certainly makes Virginia doubts that they can survive for the next half year by relying on very limited money. However, Alice was adamant and optimistic that

they can endure it because there is no other way for them but to suppress their daily expenses and once again they have to cut down and minimize the expenses of their food consumptions. Desperation is the only thing Alice and Virginia have at that moment and it makes Virginia think that "Is such a life worthy of the name?" (Gissing, 1983: 11) due to the poor living conditions of them two, who have to depend on money less than twenty pounds.

The results of poverty that affect the quality of life of women in the end also affect their own health, especially the drastic decline in women's physical health. This is depicted through the changes of Alice Madden and Virginia Madden's physical appearances as they grow older, "The elder (now five-and-thirty) tended to corpulence, the result of sedentary life; ... the homely features, if health had but rounded and coloured them, would have expressed pleasantly enough the gentleness and sincerity of her character" (Gissing, 1893: 7).

The previous quotation describes that Alice is physically far from a great shape and health and she is able to look better if only poverty does not imprison her. Throughout the story, Alice Madden is often feeling unwell from cold or fever in such unpredictable time and moment. Meanwhile, Virginia Madden also experiences changes in her physical health due to their suffering which is described through quotation below:

"Virginia (about thirty-three) had also an unhealthy look, but the poverty, or vitiation, of her blood manifested itself in less unsightly forms ... For she was rapidly ageing; her lax lips grew laxer ... her eyes sank into deeper hollows; wrinkles extended their network; the flesh of her neck wore away. Her tall meagre body did not seem strong enough to hold itself upright" (Gissing, 1893: 7).

In the description above, Virginia is portrayed as looking exhausted and older than she is supposed to be, and has weak appearance that she looks like she can faint whenever it is possible. It shows the way of poverty that naturally takes away women's natural glow since they have to live in poor condition which eventually damages their physical health conditions. Oftentimes, it is not only poverty that affects women's health and safety. In the previous chapter of the form of inequality in public sphere, it is already mentioned that women who have to do their jobs often face a situation where their work requires a lot of their time and energy even though they get paid with small salary to none. As a result, a lot of women are overworked and it really takes a toll on their body or even can put a risk to their own safety too. The impacts of overworking from their underpaid jobs is illustrated by the way the author describes Monica Madden and her work colleague's condition. Monica admits that from standing for the whole working hours make her and her friends suffer from minor to major health problems.

“We stiffer a great deal from that. Some of us get diseases. A girl has just gone to the hospital with varicose veins, and two or three others have the same thing in a less troublesome form. Sometimes, on Saturday night, I lose all feeling in my feet; I have to stamp on the floor to be sure it's still under me” (Gissing, 1893: 27).

Since a lot of women have lower position than men in public sphere particularly the work field, they get less consideration from their work place. From the quotation above, it shows that Monica cannot feel her own legs and her colleagues even have it worse by suffering from swollen veins while some also faint because of standing for long duration. Unfortunately, women do not have

much choices to quit because it is their source of income so unless there is no other better option, women will continue to work and accept whatever consequences their jobs give them. “Gertrude and Martha were dead; the former of consumption ...” (Gissing, 1893: 8), tragically, one of Monica Madden’ sisters, Gertrude Madden who has been working in fancy goods shop since fourteen years old, has to face death because she has consumption disease or commonly known as tuberculosis which consumes her withering body.

4.2.2.2. Mental Health and Wrong Morality Direction

The great pressure of inequality that happens in both home and public sphere somehow also leads women to unstable mental state caused by stress and even brings them to corrupted morality direction. The reason behind those effects is because women cannot bear to be caged in suffocating situation of inequality so they try to escape the agony they are going through. In *The Odd Women* novel, one of the moments that illustrates the impact of stress experienced by women is the moment where the second-oldest sister, Virginia Madden, becomes an alcohol addict. At first, Virginia consumes one bottle of gin in one night, then she starts to consume a bottle of gin every night. “If she abstained from strong liquors for three or four days it was now a great triumph; yet worthless, for even in abstaining she knew that the hour of indulgence had only been postponed. A fit of unendurable depression soon drove her to the only resource which had immediate efficacy” (Gissing, 1893: 243). The feel of hopelessness makes Virginia to lose her self-control and acts recklessly because she feels it does not matter anymore even if

she stops drinking heavily. Therefore, her deep despair makes her resort to liquor, a cheap one in this matter, as a quick way to cope with her condition.

The most fatal effect of mental pressure that is felt by women is shown through Isabel Madden, the second youngest of the Madden sisters who experiences mental disorders due to working as a teacher at school. "Isabel was soon worked into illness. Brain trouble came on, resulting in melancholia. A charitable institution ultimately received her, and there, at two-and-twenty, the poor hard-featured girl drowned herself in a bath" (Gissing, 1893: 9). As a result of pressure and heavy workload carried by Isabel Madden, she finally ends up suffering from a melancholia depression which causes her to feel always hopeless and never feel happy. Although she is able to get treatment, in the end Isabel Madden is defeated by her depression which makes her commit suicide at a very young age that is supposed to still be able to have a better future. It is very unfortunate that the injustices which are experienced by women knows no age, and it inflicts a very heavy mental burden which can even take the innocent lives of women.

Besides the mental burden suffered by women as the effect of inequality, in the novel *The Odd women*, there is also another effect of gender inequality, which is a mistake in taking decision that unluckily brings women into a wrong moral direction. This is shown by Monica's reckless actions of cheating on Mr. Widdowson because Monica can no longer stand his personality and treatments given by Mr. Widdowson who is too possessive and does not give equal freedom right to her. Monica gets into an affair with Mr. Bevis, an acquaintance of her

husband, who begins to enter Monica's life when she starts to feel frustrated with her husband. The unhappiness Monica feels makes her compare Mr. Bevis with Mr. Widdowson and she feels that Mr. Bevis is "... the man who should have been her husband. Him she could love with heart and soul, could make his will her absolute law, could live on his smiles, could devote herself to his interests" (Gissing, 1893: 178). The temptation of seeing her ideal man in Bevis and her strong hatred towards her own husband fuel her wrong deed. Monica who is driven by her own desperation even asks Mr. Bevis, her secret lover, to run away with her from her own husband. She says to Mr. Bevis, "Take me away with you!" Monica then cried, clasping her hands together. 'I can't live with *him*. Let me go with you to France" (Gissing, 1893: 184). Monica's action signifies that when women experience injustices, women themselves are similar to a time bomb that can explode at any time and when women have enough of the stress, they will try to escape from the misery they are in. Sadly, some women may take the wrong way to fight against inequality without thinking carefully about the consequences which in the end can harm themselves instead of benefit them. This is what happens to Monica who is caught having an affair then she is labelled as a morally flawed woman by her husband and sisters.

4.2.3. Women Struggle against Gender Inequality

When women are trapped in inequality treatments, there will be some who are completely unable to retaliate but there are women who refuse to surrender. In *The Odd Women*, Monica Madden and Rhoda Nunn are the representative

characters that fight for their rights though in different ways. Monica Madden, before her marriage had her freedom as a single woman who can freely go anywhere she wants and she is attending Miss Barfoot's typing school, Monica gets to learn more about self-respect. After being married for some time, when she finally realizes that her husband only wants her to be with him, obey his rules and his beliefs which restrict her from seeing her acquaintances and making new friends, she decides that she will demand the same right of freedom from her husband. In order to seek freedom equality, she first talks it out nicely with his husband in hoping she will get freedom just like his husband comfortably has.

“I should like to make more friends, and to see them often. I want to hear people talk, and know what is going on round about me. And to read a different kind of books; books that would really amuse me, and give me something I could think about with pleasure. Life will be a burden to me before long, if I don't have more freedom” (Gissing, 1893: 131).

However, after her first try is failed because Mr. Widdowson thinks her request is ridiculous, Monica tries giving an argument back to Mr. Widdowson's statement by saying that freedom is available for both men and women,

‘I don't see that that makes any difference. A woman ought to go about just as freely as a man. I don't think it's just. When I have done my work at home I think I ought to be every bit as free as you are—every bit as free. And I'm sure, Edmund, that love needs freedom if it is to remain love in truth’ (Gissing, 1893: 132).

She soon feels very upset because Mr. Widdowson ignores her request. Consumed by her burning hate for her own husband, Monica then unconsciously makes a big mistake by committing infidelity with Mr. Bevis. “‘I want only to be free from you.’... ‘Where are you going?’ he asked, stepping out of the room to

intercept her. 'It is nothing to you. I am going away' (Gissing, 1893: 202). The quotation explains the final straw of her patience because his jealous husband accuses her of cheating with Mr. Barfoot and that is when she makes an extreme decision to leave him so she can be free and no longer tied to her husband.

Meanwhile, another character who tries to fight gender inequality in society is Rhoda Nunn. Rhoda Nunn with her feminist spirit has the aim to release women from the repression of gender injustice caused by the stigma that women must marry to become happy and valuable human beings. This is manifested by Rhoda by the way she proves to people that a woman who is not married is not a useless person.

“So many *odd* women ... The pessimists call them useless, lost, futile lives. I, naturally—being one of them myself— take another view. I look upon them as a great reserve. When one woman vanishes in matrimony, the reserve offers a substitute for the world’s work. True, they are not all trained yet—far from it. I want to help in that—to train the reserve” (Gissing, 1893: 29).

The quotation above shows how Rhoda Nunn takes another perspective from the negative stigma of society and makes it as a tool for making change. Rhoda Nunn also pays attention to gender injustice that makes women have limited opportunities to develop themselves. So Rhoda Nunn's way of realizing her goal of fighting injustice is to join her friend, Miss Mary Barfoot, to teach and train women at Miss Barfoot's typing school. At the typing school, Rhoda Nunn along with Miss Barfoot conducts training for young women so they can work in other fields besides women-dominated jobs. They both also teach self-respect to women so that women are no longer underestimated and fooled by male-centered

society system. “When *all* women, high and low alike, are trained to self-respect, then men will regard them in a different light ...” (Gissing, 1893: 80). In resisting the stigma of society which thinks that women have to marry to be respectable, Rhoda Nunn has an extreme tendency to hate marriage because she thinks it can distract women. Thus, she teaches women that marriage will only bring misery to them and this is shown by the following quotation, “I would have girls taught that marriage is a thing to be avoided rather than hoped for. I would teach them that for the majority of women marriage means disgrace” (Gissing, 1893: 80).

CHAPTER 5

CONCLUSION

The Odd Women is a novel that tells a story about life of The Madden sisters and Rhoda Nunn. The novel implicitly shows how women are treated with inequality and how it affects them. By using gender inequality theory, the writer analyzes the gender inequality practice in the novel, the effects of gender inequality on female characters, and gender inequality resistance in the novel.

First, it is found that the forms of inequality exist in both public sphere as well as domestic sphere. One of inequality forms in public sphere is the limited job opportunities and choices for women which is reflected through the Madden sisters' occupations who work in accordance with their nature as women, such as teacher, nursery governess, companion and shop assistants. In addition to the limited job options, women also get heavy work treatment such as long working hours yet they are only paid with low salaries because work done by women is less valued. The difference between Monica Madden's income and her male colleague's income which are earned from working as shop keepers also indicates that women are treated as substitutes for cheaper labor. Meanwhile, the inequality of position that men and women have in the house is part of gender inequality that exists in the domestic sphere. It can be seen by the submission of the Madden sisters to their father's rule and the way Mr. Edmund Widdowson as Monica Madden's husband controls her duty as wife, restricts her wish to socialize also Monica Madden who experiences violence from her husband.

Then it reveals that gender inequality affects several female characters. The Madden sisters, Alice and Virginia Madden, have to live in poverty caused by their low-paying jobs. Poverty eventually affects their own health such as the drastic changes in Alice and Virginia's physical conditions. Meanwhile, Monica Madden and her friends are suffering from swollen feet and frequent fainting due to their excessive work. Another effect that is suffered by women caused by inequality is regarding their mental health. This is reflected by Virginia Madden who resorts to alcoholic drink as immediate healer for her hopelessness about her condition and Isabel Madden who dies from depression which drives her to commit suicide. The last effect that is shown in the novel is wrong morality direction that is done by Monica Madden. Monica Madden cannot bear her husband's restriction and therefore her hatred towards her husband makes her acts recklessly by cheating on her husband.

Lastly, there are characters that fight against inequality. Monica Madden as one of the main characters who is affected by gender inequality tries to set herself free from his husband's domestic ideology which makes her suffers by firstly persuades her husband but later she takes a rather extreme decision that is to leave her husband because she already has enough of him. Meanwhile Rhoda Nunn as another main character who tries to fight inequality by dedicating herself to help young women enter work field outside women-domain jobs through her friend's typing school and erases the stereotype that unmarried women are hopeless.

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