

A Study on How the Working Status, Emotion Regulation Strategies and Internalised Gender Inequality Varies in Terms of the Degree of Self Silencing (High, Moderate and Low) Among Women

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Abstract

The study of gender inequality from a psychological perspective shows that gender inequality exists in modern society through both structural and social systems as well as the psychological effects of gender norm internalization that women experience.

Current literature posits that the internalized gender inequality is likely to be cascadingly reinforced by psychological mechanisms like self-silencing and emotion regulation. Self silencing is the suppression of personal needs and emotions to keep relational harmony intact whereas emotion regulation is the strategies that are used to cope with emotional experiences. However, there is limited research exploring these factors together as the determinants of internalized gender inequality.

The present study aims to examine how working status, emotion regulation and Internalised gender inequality varies with the three levels of self silencing among adult women. It seeks to understand whether variations in the levels of self-silencing significantly influence the emotion regulation strategy used (mainly reappraisal & suppression), the degree of internalised gender inequality and working status.

A quantitative research design was used on a sample consisting of 80 adult women from West Bengal, who were selected through random sampling. Participants were categorized under 3 levels of self-silencing i.e. mild, moderate and high levels by administering The Silencing The Self Scale by Dana Crowley Jack (1992). Emotion Regulation Questionnaire, Gender Role Belief Scale and General Information Schedule was used to measure emotion regulation strategies (reappraisal and suppression), gender inequality and working status respectively.

The findings of the study suggest that higher levels of self-silencing are significantly associated with greater internalized gender inequality and lower use of reappraisal as an emotion regulation strategy.

The study emphasizes the need to treat a major problem which exists because people create self-silencing patterns while they need to learn proper emotional control techniques in programs that work to decrease internalized gender bias. The findings have implications in counseling, educational programs in relation to gender sensitization programs and empowerment initiatives for women.

Introduction

In society, women have always been the unsung heroes. They play a vital role as caregivers, nurturers, and role models. They are often the glue that holds the family together, providing love, support, and guidance to their children and partners. Women are not only responsible for the physical well-being of their families but also for their emotional progress, guidance, and mental health in the home. They are the ones who instill values, teach morals, and shape the character of the next generation. In the workforce, women bring diversity, creativity, and innovation. They contribute unique perspectives and ideas that drive progress and success in various industries. Women have proven time and time again that they are just as capable or more than their male counterparts. From leading multinational corporations to running small businesses, women have shown that they have the skills, determination, and resilience to excel in any field.

Gender inequality has been a very significant social and psychological problem that has caused hindrance to the life of many women in today's society. It has been influencing their life choices, experiences, health and even their feelings towards oneself. In spite of the subsequent progress towards gender equality in modern society, women are frequently forced and encouraged to abide by traditional gender norms, to meet the social and cultural expectations. Over time, repeated exposure to these gender biased social expectations starts influencing how a woman perceives herself, her surroundings, her needs, her emotions and her ability to make decisions. This phenomenon of repeated exposure leads to internalisation of gender inequality.

Internalised gender inequality is the phenomenon where the gendered social norms, expectations and beliefs get incorporated into one's attitude, thought process, needs and opinions and the ability to make decisions. This internalisation of gender inequality affects the woman's self perception, mental health and well being. Thus, understanding the role of this internalisation of gender inequality is essential to understand how the broader social inequalities get reflected at the individual psychological level.

Self - silencing is a psychological process that might be relevant and related to this phenomenon. Jack(1991), through her theory of *silencing-the-self*, explained how the social expectations and traditional gender norms lead individuals - especially women - to inhibit self-expression and action in order to secure relationships and to avoid retaliation, possible loss, and conflict. According to the theory, women may learn to suppress themselves when they find that conforming to societal gender norms maintains the peace and harmony in relationships. This encourages them to prioritise other's needs and opinions over her own self-expression.

The degree to which women self silence themselves varies. Some might always give importance to their thoughts, feelings, emotions and opinions while others might be okay with suppressing them. Thus, studying women with low, moderate and high levels of self silencing can help in determining what other psychological factors are associated with the woman's degree of self silencing.

Emotion regulation is another relevant factor, referring to the process through which individuals deal with and manage their emotional experiences. The most widely studied emotion regulation strategies are **cognitive reappraisal** and **expressive suppression**. Reappraisal takes place when one changes the meaning and interpretation of an emotional experience whereas suppression is when one inhibits the outward emotional expression in a triggering situation. Thus , studying these two emotion regulation strategies may give us a deeper understanding into how emotional regulation varies across degrees of self silencing.

The working status of the women might also be relevant to the present study because employment which leads to financial independence, can influence a woman's sense of independence, self perception and social roles and expectations. Because of their differing experiences, the beliefs of working and non-working women will consequently differ in terms of their self expression, gender roles and coping abilities.

A narrative review by Mahali et al. (2020) showed that the theory of self silencing acts as a theoretical framework to study the experiences of women within social and cultural settings characterized by gender inequality. A research review by Maji and Dixit (2019) revealed that self silencing is associated with several aspects of a woman's mental health and psychological well-being. Swim et al. (2010) found in their study that women who had stronger self silencing beliefs were more likely to restrain their responses to everyday interpersonal sexism. White and Sherman (2002) conducted a study on college women where it was found that passive acceptance of oppression done on women and adherence to traditional gender norms & roles were associated with greater self esteem. More recent studies have shown that adherence to gender stereotypes and prescribed traditional gender roles remains an important factor in workplace settings, influencing women's opportunities and experiences (Heilman, Caleo, & Manzi, 2024).

Although the earlier studies have established a relationship between self silencing and gender inequality, fewer studies have examined working status, reappraisal & suppression - strategies of emotion regulation and internalised gender inequality together across different degrees of self-silencing.

Therefore, the present study seeks to address this gap by examining how working status, emotion regulation strategies— reappraisal & suppression and internalised gender inequality vary among women with high, moderate, and low levels of self-silencing.

Objectives

1. To examine whether the working status of the women varies significantly among women with varying (high, moderate, and low) levels of self-silencing.
2. To examine whether reappraisal as an emotion regulation strategy varies significantly among women with high, moderate, and low levels of self-silencing.
3. To examine whether suppression as an emotion regulation strategy varies significantly among women with high, moderate, and low levels of self-silencing.
4. To examine whether the presence of internalised gender inequality varies significantly among women with varying (high, moderate, and low) levels of self-silencing.

Method-

Variables :-

Self Silencing:

Self-silencing describes the phenomenon of "loss of voice"(Baeza et al., 2022). Self-silencing is the learned habit of quieting your needs, opinions, or emotions to keep the peace or changing who you are in small ways to earn approval. The term coined by Dana Crowley Jack, this phenomenon prioritizes the need for harmony over authenticity, which frequently leads to depression, anxiety and an inferior sense of self.

It is the relational strategy employed to ward off any confrontation in the relationship and to maintain intimacy and safety. Women tend to silence their thoughts, feelings, and defer their own needs to uphold a significant other's needs. As a result, there are feelings of suppressed anger, which can gradually lead to experiencing 'loss of self' (Jack and Dill, 1992; Jack, 2011).

Emotion regulation:

Emotional regulation is the ability to respond to the ongoing experience with the range of emotions in a manner that is socially tolerable and sufficiently flexible to permit spontaneous reactions as well as the ability to delay spontaneous reactions as needed (Cole et al., 1994).

Emotion Regulation is the ability of an individual to modulate an emotion or set of emotions.

Emotion regulation is a complex process that involves initiating, inhibiting, or modulating one's state or behavior in a given situation — for example, the subjective experience (feelings), cognitive responses (thoughts and mental processes), emotion-related physiological responses (for example heart rate or hormonal activity), and emotion-related behavior (bodily actions or expressions). Functionally, emotion regulation can also refer to processes such as the tendency to focus one's attention to a task and the ability to suppress inappropriate behavior under instruction. Emotion regulation is an important function in human life (Cicchetti et al., 1991).

Emotion regulation strategies refer to the methods employed to modify emotional responses, influencing various stages of the emotion generation process. These strategies include situation selection, attention deployment, cognitive change, and response modulation, each affecting how emotions are experienced and expressed.

The emotion regulation strategy under study here are - Reappraisal & Suppression

Thought suppression involves efforts to redirect one's attention from specific thoughts and mental images to other content so as to modify one's emotional state (Campbell-Sills & Barlow, 2007). Although thought suppression may provide temporary relief from undesirable thoughts, it may ironically end up spurring the production of even more unwanted thoughts (Wegner & Zanakos, 1994). This strategy is generally considered maladaptive, being most associated with obsessive-compulsive disorder.

Reappraisal is a late selection strategy, which involves a change of the meaning of an event that alters its emotional impact (Gross, 1998)(Davis et al., 2011). It encompasses different sub-strategies, such as positive reappraisal (creating and focusing on a positive aspect of the stimulus)(Moser et al., 2014), decentering (reinterpreting an event by broadening one's perspective to see "the bigger picture") or fictional reappraisal (adopting or emphasizing the belief that event is not real, that it is for instance "just a movie" or "just my imagination").

Internalized Gender Inequality

Gender inequality is the unequal treatment or perception of people because of their gender. This inequality usually results from societal norms and deeply ingrained prejudices, in which one gender is held above the other, most frequently, discrimination against women and girls. Internalized Gender Inequality is a phenomenon where individuals believe, accept, reinforce and endorse the potentially harmful social stereotypes, prejudices and patriarchal norms and act on them by considering one gender (mostly female) inferior to the other gender (typically male). It is also known as internalised sexism which is a form of sexist behavior and attitudes enacted by women toward themselves or other women and girls.(Bearman et al., 2009)(Bearman & Amrhein, 2013). It is a form of internalized oppression, which "consists of oppressive practices that continue to make the rounds even when members of the oppressor group are not present"(Bearman et al., 2009). Internalized sexism can have negative effects on women and girls, including problems with mental health and body image (Bearman & Amrhein, 2013).

Tools Used :-**A. SILENCING THE SELF SCALE (STSS), Dana Crowley Jack (1992):-**

Silencing the Self Scale (STSS) by Dana Crowley Jack (1992) is a 31-item measure of the extent to which women silence certain feelings, thoughts, and actions to create and maintain safe, intimate relationships. This scale contains four subscales: externalized self-perception, care as self-sacrifice, silencing the self, and divided self. Higher scores reflect greater self-silencing tendencies. The scale consists of four rationally derived subscales that measure key dimensions hypothesized to reflect the proposed dynamic of depression: (1) Externalized self-perception, (2) Care as self-sacrifice, (3) Silencing the self, and (4) The divided self. Items were developed to reflect beliefs that appeared to guide the self-evaluation and behavior of 12 clinically depressed women during a longitudinal study (Jack, 1991). Sentences in the scale presented themes that occurred in all the depressed women's interviews; respondents rated their agreement on a 5-point scale, ranging from strongly disagree to strongly agree. Following review, 10 of the original 41 items were eliminated, either because they did not vary with the rest of the items or because they were skewed in terms of their distribution. The STSS was administered with the Beck Depression Inventory (BDI) to three samples of women: college students (n = 63), residents in battered women's shelters (n = 140), and mothers (n = 270) who abused cocaine during pregnancy. The STSS had a high degree of internal consistency and test-retest reliability and was significantly correlated with the BDI in all three samples. (PsycTests Database Record (c) 2023 APA, all rights reserved)

B. GENDER ROLE BELIEFS SCALE (GRBS), (Kerr and Holden, 1996):-

The Gender Role Beliefs Scale (GRBS) is a widely utilized psychometric instrument developed by P. S. Kerr and R. R. Holden in 1996. Its primary function is to quantify an individual's adherence to traditional versus modern egalitarian attitudes regarding the societal roles and expectations of men and women. The scale provides a comprehensive assessment across key dimensions, including professional suitability, family dynamics, social etiquette (such as chivalry), and sexual autonomy. It is a 20-item self-reported measure of individual perceptions about gender roles. The scale measures gender role beliefs such as etiquette expected of men or women, household gender roles, and decision making power. Lower scores indicate stronger internalization of traditional gender roles. The GRBS has demonstrated good reliability and validity across diverse cultural contexts.

C. EMOTION REGULATION QUESTIONNAIRE (ERQ), James J. Gross and Oliver P. John (2003):-

Emotion regulation questionnaire, developed by James J. Gross and Oliver P. John in 2003, is a 10-item scale designed to measure respondent's tendency to regulate their emotions in two ways: (1) Cognitive Reappraisal and (2) Expressive Suppression. Respondents answer each item on a 7-point Likert-type scale ranging from 1 (strongly disagree) to 7 (strongly agree).

Items for the Emotion Regulation Questionnaire (ERQ; Gross & John, 2003) were derived rationally, indicating clearly in each item the emotion regulatory process intended to measure (reappraisal or suppression). In addition to these general-emotion items, the Reappraisal scale and the Suppression scale both included at least one item asking about regulating negative emotion (illustrated for the participants by giving sadness and anger as examples) and one item about regulating positive emotion (exemplified by joy and amusement). Moreover, care was taken to limit the item content to the intended emotion regulatory strategy, and to avoid any potential confounding by mentioning any positive or negative consequences for affect, social functioning, or well-being. The final 10 items are rated on a scale from 1 (strongly disagree) to 7 (strongly agree). The first factor was defined by the reappraisal items, including the key item "I control

my emotions by changing the way I think about the situation I'm in." The second factor was defined by the suppression items, including the key item "I control my emotions by not expressing them." Alpha reliabilities averaged .79 for Reappraisal and .73 for Suppression. Test-retest reliability across 3 months was .69 for both scales. (PsycTests Database Record (c) 2025 APA, all rights reserved)

D. General information Schedule

Altogether it has 34 items involving question furnishing the information of age,sex, area of living, type of family, number of family members, birth order of child, socio-economic status, class, stream of education, name of the institution, working/ non working, name of the employing institution.

Sample :-

The sample consisted exclusively of female participants (N=80), selected to maintain theoretical consistency with the construct of self-silencing, which has been extensively conceptualized within women's relational experiences.

They were selected randomly by keeping in mind the following criteria

Inclusion criteria: Age range 25 to 40 years and mother tongue Bengali, drawn from urban areas, free of history of any chronic disorder and records of any indiscipline behavior

Exclusion criteria : diagnosed with a severe psychiatric condition or neurological disorder, history of any chronic disorder and records of any indiscipline behaviour.

These criteria were maintained to reduce potential confounding influences on the result of the study.

The sample of the present study was categorised under three levels of self silencing i.e. high, moderate and low by administering The Silencing The Self Scale (STSS) by Dana Crowley Jack (1992).

Procedure :-

Data were collected from the sample group by using the above mentioned tools and considering the ethical issues as follows :-

- Informed consent was obtained from all participants.
- Confidentiality of information was ensured.
- Date and time for data collection were decided as per convenience of the participating women.
- Quantitative analysis (Percentage, Chi-square, one way ANOVA, t test) were done.

Result and Interpretation :-

TABLE 1: Means & SDs of silencing the self scale, gender role belief scale and emotion regulation questionnaire of the three groups of women

Scales	High	Moderate	Low
STSS	Mean = 106.5 SD = 12.94	Mean = 80.94 SD = 6.25	Mean = 63.38 SD = 8.33
GRBS	Mean = 87.72 SD : 21.56	Mean = 99.16 SD = 17.34	Mean = 111.1 SD = 15.16
ERQ	Mean = 57.5 SD = 10.11	Mean = 62 SD = 11.40	Mean = 59.52 SD = 10.75

TABLE 2: Means & SDs of Reappraisal & Suppression as emotion regulation strategies and internalized gender inequality of the three groups of women.

Self silencing	N	Reappraisal	Suppression	Internalized gender inequality
Low	21	Mean = 29.047 SD = 7.440	Mean = 30.476 SD = 6.947	Mean = 111.095 SD = 15.195
Moderate	37	Mean = 28.946 SD = 7.356	Mean = 33.054 SD = 7.234	Mean = 99.162 SD = 17.340
High	22	Mean = 23.364 SD = 7.364	Mean = 34.136 SD = 6.228	Mean = 87.727 SD = 21.567

Profile of working Status among the women in terms of their levels of Self Silencing.

TABLE 3: Percentage & chi square values of working status of the women in terms of their level of self silencing (Low, moderate and high).

Component area	Levels of Self Silencing			Chi - Square
	Low N = 21	Moderate N = 37	High N = 22	5.598
Working	N = 9 P = 42.85%	N = 18 P = 48.64%	N = 4 P = 18.18%	
Non working	N = 12 P = 57.14%	N = 19 P = 51.35%	N = 18 P = 81.81%	

**Chi - square value is not significant at 0.01 level*

The obtained results in the above table (table 3) tested objective 1 which reflected that the majority of the women were non-working across all the three levels of self silencing. The highest number of non-working women (N = 18, P = 81.81%) were found in the high self silencing group. It was also seen that 57.14% of the women of the low self silencing group were non working, followed by 51.35% of the women of the moderate self silencing group, who were also non working.

Chi square value ($\chi^2 = 5.598$) for working status difference on the women in terms of their levels of self silencing was found to be insignificant. The findings indicate that the observed difference in working status of the present sample of women across the different levels of the silencing (high, moderate & low) was not statistically significant. Although the descriptive statistics performed showed a greater proportion of women being non-working in the high self silencing group, the findings did not provide enough statistical evidence to conclude that working status is associated with the level of self silencing.

The findings of the present study is supported by the findings of the study by Fiza and Simon (2024) who examined the self silencing and psychological distress among married and unmarried women. The findings reported that there was no significant in self silencing among working and non working women. It suggests

occupational status alone doesn't influence the nature of self silencing. Other psychological and socio-cultural factors play a role in determining a woman's degree of self silencing.

Profile of emotion regulation among the women

TABLE 4: Mean(M), Standard deviation(SD), 'F' ratio and 't' values for emotion regulation (reappraisal & suppression) scores of women (N=80) under three levels of self-silencing (high, moderate and low).

Component areas	Level of self silencing						F ratio	t values		
Emotion regulation	Low		Moderate		High		1.22	t value b/w low self silencing and moderate self silencing	t value b/w low self silencing and high self silencing	t value b/w High self silencing and moderate self silencing
	Mean	SD	Mean	SD	Mean	SD		-0.81	0.64	1.52
	59.52	10.75	62	11.40	57.5	10.11				
Reappraisal	29.04	7.44	28.94	7.36	23.36	7.36	4.61**	0.05	2.52*	2.82*
Suppression	30.48	6.94	33.05	7.23	34.14	6.23	1.62	-1.32	-1.82	-0.58

****significant at 0.05 level**

***Significant at both 0.05 and 0.01 level**

The obtained result in Table 4 examined objective 2 and objective 3 and it was found that the overall emotion regulation scores were 59.52 (SD = 10.75) for women with low level of self-silencing, women with moderate level of self-silencing had a mean score of 62 (SD = 11.40), and women with high self-silencing had a mean score of 57.50 (SD = 10.11). The obtained F-ratio was 1.22, which was not statistically significant, indicating that overall emotion regulation did not differ significantly across the three levels of self-silencing among the current group of women.

In the domain of reappraisal or cognitive reappraisal, the group having low self silencing obtained the highest mean score (M = 29.04, SD = 7.44), closely followed by the moderate self silencing group with the mean score of 28.94 (SD = 7.36) and the highest self silencing group had the lowest mean score (M = 23.36, SD = 7.36). The F ratio was found to be 4.61 which was statistically significant at the 0.05 level, indicating that reappraisal as an emotion regulation strategy, differed significantly across the three levels of self silencing.

The post hoc comparison revealed that a significant difference was observed between the low and high self silencing group $t(41) = 2.52$ and between the moderate and high self silencing group $t(57) = 2.82$.

Thus, it can be said that women with high levels of self silencing reported a significantly lower use of reappraisal as an emotion regulation strategy than women with moderate and low levels of self silencing. In contrast, the suppression domain showed an increasing trend across the three groups of women based on levels of self silencing. The mean suppression score for the low self-silencing group was 30.48 (SD = 6.94), for the moderate group, the mean score was 33.05 (SD = 7.23) and 34.14 (SD = 6.23) for the high self-silencing group. However, the F-ratio obtained was 1.62, which was not statistically significant. The post hoc comparisons were also non-significant, showing similar results: low self-silencing versus moderate self-silencing ($t(56) = -1.32$), low self silencing versus high self-silencing ($t(41) = -1.82$), and moderate self-silencing versus high self-silencing ($t(57) = -0.58$). Therefore, although the suppression scores descriptively increased with increasing levels of self-silencing, the differences were not statistically significant.

The present findings from Table 4 is supported by the study of Demir, Kaya and Kaya (2024), which examined the role of self-silencing and emotion regulation among college going females. A significant relationship was found between self-silencing and emotion regulation. Their findings suggest that the emotion regulation processes are influenced by the way women suppress their thoughts, needs and emotions in interpersonal relationships. Arpacı et al (2025) also reported in their study the presence of a positive relation between self-silencing and the difficulties of women in emotion regulation fridge suggests that the persistently choosing to ignore once needs thoughts emotions and opinions leads to problems and difficulties in managing ones emotional experiences.

Thus, the findings indicate that the degree of self-silencing is significantly associated with reappraisal as an emotion regulation strategy, with women having higher levels of self-silencing less frequently resorted to reappraisal as an emotion regulation strategy, than the women in the low and moderate self-silencing group. However, no significant difference was found in the score of suppression as an emotion regulation strategy among the three levels of self-silencing.

Profile of internalised gender inequality among the women

TABLE 4: Mean(M), Standard deviation(SD), 'F' ratio and 't' values for internalised gender inequality scores of women (N=80) under three levels of self-silencing (high, moderate and low).

Component areas	Levels of self silencing						F ratio	t value		
Internalized Gender Inequality	High		Moderate		Low			t value b/w low self silencing and moderate self silencing	t value b/w low self silencing and high self silencing	t value b/w High self silencing and moderate self silencing
	Mean	SD	Mean	SD	Mean	SD				
	87.72	21.56	99.16	17.34	111.1	15.16	8.98*	2.63*	4.08*	2.23**

*****significant at 0.05 level***

****Significant at both 0.05 and 0.01 level***

The results obtained in Table 4 tested the objective 4 of the current study. It can be seen that the internalised gender inequality score gradually decreased with the increase in the level of self-silencing among the current group of women under study. It also needs to be noted that a numerically lower gender inequality score indicates greater adherence to traditional gender role beliefs and norms. The women of the highest self silencing group had the lowest mean score of 87.72 (SD = 21.56), followed by the moderate self-silencing group (Mean = 99.16, SD = 17.34) and the lowest self silencing group had the highest mean score (Mean = 111.1, SD = 15.16). The F ratio obtained is 8.98 which is statistically significant at both 0.05 and 0.01 level, which indicates that internalised gender inequality differed significantly across the three levels of self-silencing. The post hoc comparison revealed the highest significant difference in internalised gender inequality existed between the low self silencing group and the high self silencing group. The difference in internalised gender inequality among low vs moderate self-silencing groups and the moderate vs high self-silencing group were numerically close but statistically significant. Thus, it can be said that women with higher levels of self silencing conformed more to traditional gender norms, expectations and beliefs.

The findings of the present study are consistent with the findings of the study by Witte and Sherman (2002), where it was seen that the passive acceptance of the oppression done on women and the acceptance of traditional gender norms and expectations is related to the silencing of the self. The authors suggested that traditional gender norms that promoted submission in women lead to more silencing of the self.

Similarly, the findings of the present study was supported by the findings of Swim et al. (2010) , which revealed that self silencing was reinforced by traditional gender beliefs that encouraged women to avoid interpersonal conflicts by putting the needs of others first and evaluate their behaviour according to the external social standard. This study further revealed that women who silenced themselves more, were less likely to respond to everyday interpersonal sexism and were more likely to verbally restrain themselves from responding. The present observations are supported by these previous findings that stronger self silencing may be present with greater conformity to traditional gender norms.

Discussion

Self-silencing in women refers to the tendency of suppressing one's thoughts, needs, opinions and feelings to maintain peace and harmony in interpersonal relationships. Societal expectations and traditional gender norms and beliefs encourages women to prioritise other's needs over their own, thereby increasing self-silencing. Self silencing has also been associated in problems in emotion regulation and reduced emotional expression. The results of the present study are supported by data based studies of Witte and Sherman (2002), Swim et al. (2010) and Demir Kaya and Kaya (2024), which highlighted the relationship of silencing the self with traditional gender norms, roles and beliefs and expectations and emotion regulation. The findings of this study are also consistent with the broader evidence reviewed by Jack et al. (2026), which reported that traditional gender role ideologies such as submissiveness, prioritising the needs of others over one's own and keeping the harmony in interpersonal relationships over the preservation of one's self, are positively associated with self silencing in women. The review further noted that the findings are consistent with the Silencing The Self Theory, according to which the traditional rules or norms of what constitutes a “good - woman” contributes more towards self silencing.

Conclusion

The proportionate number of women with different levels of self-silencing (low, moderate and high) revealed dissimilarities. The data based facts of the the present study have revealed the following information about the relationship of working status, emotion regulation, internalised gender inequality and Self-silencing.

1. The nature of working status of the women did not differ significantly in terms of the level of self silencing (low, moderate & high).
2. Reappraisal as an emotion regulation strategy differed significantly across the three levels of self silencing, whereas suppression as an emotion regulation strategy and emotion regulation as a whole did not differ significantly across the three levels of self silencing (low, moderate & high).
3. Internalised gender inequality differed significantly across the three levels of self silencing among the current sample of women.

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