



# Perspectives on Gender Inequality: A Global issue

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## Abstract

Gender interacts with but is different from sex, which refers to the different biological and physiological characteristics of females, males and intersex persons, such as chromosomes, hormones and reproductive organs. Gender and sex are related to but different from gender identity. Gender identity refers to a person's deeply felt, internal and individual experience of gender, which may or may not correspond to the person's physiology or designated sex at birth. The studies clearly witness the shadow of gender inequality. Majority of the employment opportunities are being enjoyed by men irrespective of their community, caste and category. There are gender inequalities in industries, house chore work, publications and organizations which lead to low self esteem and social status. Gender inequality is obviously an urgent problem in the world. Despite the fact that its volume much decreases, it still exists and make a lot of people suffer its consequences every day. And there are many reasons leading to gender discrimination which cannot be solved easily. However, with education and progressive thoughts of people, there are also reasons to trust in the future of gender inequality being stopped. Then, hopefully, people can live in fairness no matter what gender they are.

Key words: Gender inequality

## Introduction:

Gender refers to the characteristics of women, men, girls and boys that are socially constructed. This includes norms, behaviours and roles associated with being a woman, man, girl or boy, as well as relationships with each other. As a social construct, gender varies from society to society and can change over time. Gender is hierarchical and produces inequalities that intersect with other social and economic inequalities. Gender intersects with other drivers of inequities, discrimination, marginalization and social exclusion, which have complex effects on health and well-being. These intersectional drivers include ethnicity, class, socioeconomic status, disability, age, geographical location, sexual orientation and sexual identity.

## Meaning of Gender:

Gender refers to the social relationships between males and females in terms of their roles, behaviours, activities, attributes and opportunities, and which are based on different levels of power. Gender interacts with, but is distinct from, the binary categories of biological sex. Gender refers to the roles, behaviours, activities, attributes and opportunities that any society considers appropriate for boys and girls, and men and

women. Gender also refers to the relationships between people and can reflect the distribution of power within those relationships. An understanding of gender requires understanding the complex social processes through which people are defined and linked and how this evolves over time. These processes operate at an interpersonal level, at an institutional level and across wider society, in government, the institutions of the state and whole economies.

### **Different Facets of Gender Inequality:**

Gender inequality has many distinct and dissimilar faces. Amarty Sen (2001) has opined that —gender inequality exists in most of part of the world, from Japan to Morocco, from Uzbekistan to United States. Yet inequality between men and women is not everywhere the same. It can take many different forms. Gender inequality is not one homogeneous phenomenon, but a collection of different and interlinked problems further; he has identified seven types of gender inequalities viz;

1. Mortality inequality,
2. Natalty inequality,
3. Basic facility inequality,
4. Special opportunity inequality,
5. Professional inequality,
6. Ownership inequality and
7. Household inequality.

Thus, different facets of gender inequality colour our life from the day we are born until the day we die. These different forms of gender inequalities impose adversities not only on the lives of women and girls, but also on men and boys.

### **Perspectives on Gender inequality:**

Gender influences people's experience of and access to healthcare. The way that health services are organized and provided can either limit or enable a person's access to healthcare information, support and services, and the outcome of those encounters. Health services should be affordable, accessible and acceptable to all, and they should be provided with quality, equity and dignity. Gender inequality and discrimination faced by women and girls puts their health and well-being at risk. Women and girls often face greater barriers than men and boys to accessing health information and services. These barriers include restrictions on mobility; lack of access to decision-making power; lower literacy rates; discriminatory attitudes of communities and healthcare providers; and lack of training and awareness amongst healthcare providers and health systems of the specific health needs and challenges of women and girls.

Consequently, women and girls face greater risks of unintended pregnancies, sexually transmitted infections including HIV, cervical cancer, malnutrition, lower vision, respiratory infections, malnutrition and elder abuse, amongst others. Women and girls also face unacceptably high levels of violence rooted in gender inequality and are at grave risk of harmful practices such as female genital mutilation, and child, early and forced marriage. WHO figures show that about 1 in 3 women worldwide have experienced either physical and/or sexual intimate partner violence or non-partner sexual violence in their lifetime.

Harmful gender norms – especially those related to rigid notions of masculinity – can also affect boys and men’s health and wellbeing negatively. For example, specific notions of masculinity may encourage boys and men to smoke, take sexual and other health risks, misuse alcohol and not seek help or health care. Such gender norms also contribute to boys and men perpetrating violence – as well as being subjected to violence themselves. They can also have grave implications for their mental health. Rigid gender norms also negatively affect people with diverse gender identities, who often face violence, stigma and discrimination as a result, including in healthcare settings. Consequently, they are at higher risk of HIV and mental health problems, including suicide.

The unequal involvement in household chores between man and women is associated with increased work family conflict in women and men. The work force conflict negatively affects both health and general life such as work performance and work satisfaction within the organizational context, but it also increases conflict rates and decreases family satisfaction. The results confirm inequality because it indicates that the involvement of women in household chores is, on average, more than double the involvement of their male partners. In addition, men are more involved in traditionally masculine household chores i.e. home repairs and family management and women are more involved in traditionally feminine chores i.e. childcare or shopping. Systematically, the subject’s perception of partner implication confirms their difference. This gender inequality in the distribution of household chores and child care does not imply a higher level of work force conflict in women compared to men. Rather the opposite happens, when more involved are both men and women in household chores, lower is the work force conflict (Javier, C. and Eva, C., 2018).

The higher gender equality facilitates and economic growth will enable better allocation of a valuable resource: female labor, by allocating female labor to its more productive use. The results of study show that only the high-female-share industries tend to grow significantly faster in countries with lower gender inequality compared to countries with higher gender inequality (Betray, A. C., Ljubica, D. and Sever, C., 2020). This suggests that the observed patterns of realized growth rate differentials are systematic and that the effect of gender-based frictions is particularly detrimental to industries that typically have a high share of women in their labor.

Gender inequality in organizations is a complex phenomenon that can be seen in human resource practices i.e. policies, decision making and their enactment, that affects the hiring, training, pay and promotion of women. There is gender discrimination in human resource-related decision making and the enactment of human resource practices stem from gender inequalities in broader organizational structures, processes and practices, including human resource policy but also leadership, structure, strategy, culture and organizational climate. Moreover, reciprocal effects should occur, such that discriminatory human resource practices can perpetuate gender inequalities in organizational leadership, structure, strategy, culture and climate. Organizational decision makers also play an important role in gender discrimination. The personal discrimination in human resource related decisions and enactment arises from organizational decision makers’ levels of hostile and benevolent sexism can lead to discrimination against women because of a desire to keep them from positions of power, benevolent sexism can lead to discrimination against women because of a desire to protect them. The gender inequalities in organizational structures, processes and practices affect

organizational decision makers' sexism through attraction, selection, socialization and attrition processes (Cailin, S. S. and Leanne, S. H., 2015). Thus, a focus on organizational structure, processes and practices is critical.

The study investigated the effect of two multidimensional systems—namely, social setting and the self—upon adolescents' growth and development and found that the Kibbutz mothers were found to have significantly lower social status than fathers, while kibbutz girls had significantly lower self-esteem than kibbutz boys and urban adolescents of both sexes. The organization of the self-concept of kibbutz females differed from the other groups: self-esteem was predicted not only from self-concepts in the domains of scholastic achievement and peer support, but also from the domain of parental support, from academic achievement, and from father's occupational status (Emda, O. and Batia, D., 1995).

The study revealed that lack of significant differences between males and females in independent self concept which is attributed to the equal opportunities that both sexes have, which enable females as much as males to reach their personal goals, develop their talents, work on their physical appearance, their financial situation and so on. This facilitates similar behavior, experiences and attitude towards oneself and the world. As a consequence the differences between sexes in self-esteem were also not significant. The exception was contingent self-esteem, where women reached higher score in establishing their self-esteem more on physical appearance than men. The research confirmed only the most traditional and also fundamental bio-socio-psychological differences between genders in interdependent self-concept, whereas in other areas the gender roles might be more important than the biological sex, and these gender roles are becoming more and more androgynous, thus incorporating masculine and feminine characteristics in males and females (Renata, M. and Darja, K. G., 2011).

The reconstruction of full publishing careers of scientists allowed us to confirm the differences in total productivity and impact between female and male scientists across disciplines and countries since 1955. We showed that the gradual increase in the fraction of women in science, technology, engineering and medicine was accompanied by an increase in the gender disparities in productivity and impact. It is particularly troubling that the gender gap is the most pronounced among the highly productive authors—those who train the new generations of scientists and serve as role models for them. Yet, we also found two gender invariants, revealing that active female and male scientists have largely indistinguishable yearly performance and receive a comparable number of citations for the same size body of work. These gender-invariant quantities allowed us to show that a large portion of the observed gender gaps are rooted in gender-specific dropout rates and the subsequent gender gaps in publishing career length and total productivity (Alexander, J. H., Gates, R. S. and Albert, L. B. (2020). This finding suggests that we must rephrase the conversation about gender inequality around the sustainability of woman's careers in academia, with important administrative and policy implications.

### Ways to Eliminate Inequality:

1. Changing the mindset of the people by making them aware about female rights and their contributions and value in the society.
2. Educating women to push them from the custody of their guardians so that they can become independent and fearless.
3. Making women aware about the endless possibilities of starting their own business to make a living and securing their future.

### Conclusion

In no region of the developing world, women are equal to men in educational, social, and economic spheres. The studies clearly witness the shadow of gender inequality. Majority of the employment opportunities are being enjoyed by men irrespective of their community, caste and category. Education improves the socioeconomic status of women as education is believed to be an important avenue for bringing about social change and gaining entrance into prestigious occupations. Women struggle to get an education, healthcare, and a voice in politics. Women were not united, and they had not yet made major bounds towards equality. However, women could afford to concern themselves with their own equality. From all the discussing above, gender inequality is obviously an urgent problem in the world. Despite the fact that its volume much decreases, it still exists and make a lot of people suffer its consequences every day. And there are many reasons leading to gender discrimination which cannot be solved easily. However, with education and progressive thoughts of people, there are also reasons to trust in the future of gender inequality being stopped. Then, hopefully, people can live in fairness no matter what gender they are.

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