
A Study of Gender Stereotypes in Gender Inequality

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Received: 21 October 2022 **Accepted:** 06 January 2023 **Published:** 08 February 2023

Abstract: *We are said to be the people of the modern age where we understand our rights and enjoy our freedom, but is this the real case? As we all live in a society or a community of people where we are expected to be someone in a framework of that particular community-based defined guidelines, this can be the case with religion, caste, or gender such situation can be called or defined as stereotypes, in simple we can define stereotypes as a particular type of person. Similarly, in the case of Gender, a gender stereotype is something that categories a person as a male or female or other just on the way they act, behave or handle their personality as every gender is expected to act or behave according to their defined gender and if he or she fails to do so it acts as a platform for gender inequality otherwise called as gender discrimination. Gender inequality is the main tool or a strong platform for gender inequality hence it becomes very necessary to understand gender stereotypes and their impact on gender discrimination and gender inequality. In this research paper, we will try to understand gender stereotypes and their impact on gender inequality. The main aim of this study was to understand the various faces of gender-based inequality faced by women on daily basis because of gender stereotypes. Hence this research paper draws a conclusion from uncovering the two faces of gender discrimination one of them is gender stereotypes and the other is gender inequality.*

Keywords: *Gender Discrimination, Gender Inequality, Gender Stereotypes, Feminism, Equality.*

1. INTRODUCTION

Gender in its simplest definition is defined as a social construct for different sexes in the society otherwise can be defined as the different role for men and women based on their sexes and not on their abilities. It is already defined by the social rules that if a person is male then he is supposed to do certain task and he will be given more importance in family and what not where as if a person is women she has some pre-defined task to do like being a

mother a care taker of family etc. The important question is who defined these criteria of being a good man and a good woman. This stereotypical structure even in today's time has emerged as a biggest challenge in development especially in the fields of gender equality. On one hand we are striving to be developed society where as on the other hand we are limited by our own thoughts, thoughts which are based on patriarchal mentality.

Whenever there is discussion on gender and sex people mostly find themselves in a situation of confusion where they usually mix up the concept of gender and sex and similarly, difference and discrimination, Nature created men and women based on their sexes with difference but based on these differences the feeling of being superior from the opposite gender is discrimination and this superiority had created rules and role for different gender in the society. And this framework of the task that is needed to be completed to be a particular type of women is stereotypes.

Gender inequality is a situation when a particular gender is not given enough opportunity just because they belong to a particular gender group compared to the other. In the initial stage these situation of gender inequality seems completely natural and normal to us but if we think in retro aspect and deeply we can understand that this was the venom which was slowly injected to us since the day we were born. There are many examples of gender stereotypes which in long run created a strong and unbreakable platform for gender inequality and gender discrimination. Gender equality is the fundamental right of every individual and even our constitution in human rights states that there should be no discrimination based on the caste creed colour or gender. Being illegal still gender inequality is sustaining in our society it is because as stated earlier this was the teaching we all got from our childhood and because of our mindset we are not able to criticize and object our childhood teachings and since our childhood we all were somehow part of or witnessed gender inequality, hence it all seems normal to us.

Review of literature

Gender inequality is a longstanding problem in human history. In the past, women have been discriminated against in many ways, such as not being able to own property, not being able to vote, and not being able to hold certain jobs. Even though significant progress has been made in recent years to close the gender gap, inequality still exists in many areas. In the workplace, women are often paid less than men for doing the same job. Studies have also shown that women are less likely to be promoted to top positions, and are more likely to be passed over for raises and bonuses. In addition, women are often subjected to sexual harassment and other forms of discrimination. In society, women are still seen as primarily responsible for childcare and housework, even though they often work outside the home as well. This can lead to feelings of being overwhelmed and stressed. In addition, women are often objectified and sexualized in the media, which can lead to body image issues and low self-esteem. The literature review of gender inequality will discuss the historical background of the problem, the current state of affairs, and the potential solutions.

1. The rights of the daughter under various personal laws around the world are highlighted by **Viney Kapoor (2011)**, who also analyses how women are treated like chattel and denied proprietary rights under numerous international and Indian laws. He places a strong emphasis on property rights in terms of their social standing, economic

independence, and personal safety, assuring a rich and honourable existence. He notes that under different personal laws, daughters are most often denied the right to inherit inherited property, and he emphasises that there is still gender inequality in the inheritance rules.

2. According to **Amitabh Singh's** research from **2011**, female foeticide has become one of the world's most serious problems, and it's becoming worse every day advancing toward a world without women. The study also notes that the world's unequal gender ratio, particularly in India, has cast doubt on societal progress. Female foeticide will indeed have grave social repercussions, including an increase in rapes, molestation, polyandry, homosexuality, prostitution, etc., as well as a threat to the survival of the human race as a whole. The research report comes to the conclusion that reducing female foeticide is urgently needed since society cannot advance and grow without the creation of more equitable sex.

3. RESEARCH METHODOLOGY

Research question

What are the common gender stereotypes face by women in Indian society and how this is leading to gender discrimination?

The objective of the study / Data

This research paper will focus on the discrimination that women face in their daily life because they are frequently viewed as low-skilled in many works and are frequently given tasks that men refuse to complete. This situation makes it extremely difficult for women to establish themselves in a field where men are viewed as the only economic drivers. The many types and manifestations of gender discrimination against working women will be the subject of this research study. Random sampling is utilized to gather the data, which will then be analyzed to determine the outcome.

The lists of characteristics on which the data will be gathered and analyzed are as follows:

1. **Personality qualities** — For instance, men are typically supposed to be assertive and self-assured, whereas women are frequently believed to be accommodative and emotional.
2. **Domestic habits** – For instance, some people assume that women will look after the kids, cook, and clean the house, while men will handle the finances, fix the car, and make repairs to the house.
3. **Jobs** – Some people jump to the conclusion that teachers and nurses are women, whereas pilots, doctors, and engineers are assumed to be men.
4. **Physical characteristics** – Men are typically tall and muscular, while women are typically slim and graceful.

The platforms that operate as the tools for gender discrimination at work are those that have been previously defined. Additionally, I thought that research on these variables or traits was necessary to gain a complete and accurate picture of discrimination. Twenty women were

chosen for the data collection, and they were asked a few questions about the aforementioned parameters to get the conclusion.

Analysis of the data

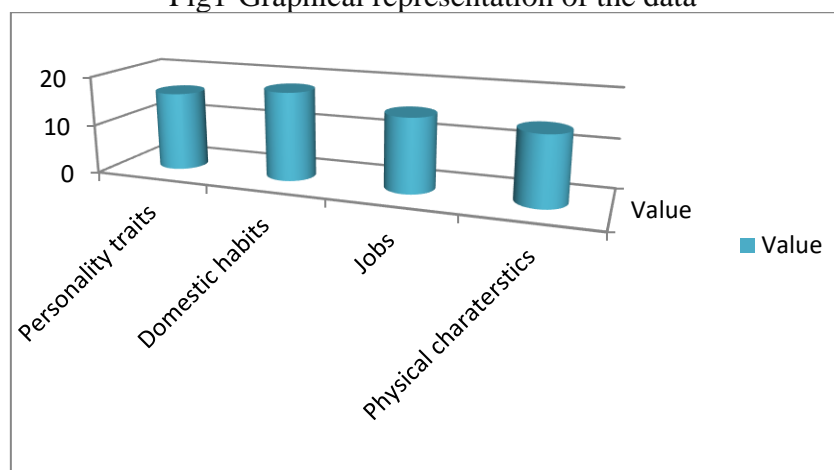
The quantitative value of one reflects the value of satisfaction, and the pool result is utilised for analysis. The collected data is evaluated on the basis of one points for yes, giving the qualitative data a quantitative value. In order to perform the research survey, 20 ladies from a chosen organisation were asked 10 questions. The results of this study, however, are not compared to the experiences of men because it only focuses on the experiences of women in a specific organisation.

The graph of the data is provided below:

Table 1- Value distribution Chart

| Parameters | Value |
|------------------------|-------|
| Personality traits | 16 |
| Domestic habits | 18 |
| Jobs | 15 |
| Physical charaterstics | 14 |

Fig1-Graphical representation of the data



In order to process the qualitative data and portray it in a graphical presentation, a value of one was assigned to each question in the questionnaire whose answers are qualitative in nature. As a consequence of all 20 women's responses, all the ones were calculated under a single parameter and reported in the value-assigned column in the above table.



4. DISCUSSION

The study of the data makes it abundantly evident that the gender discrimination against women in the society is strongly based on the previously mentioned characteristics. The value of the responses from the 20 girls who were chosen for this survey is shown in the above graph. We can plainly tell from their responses on their experiences in daily life and their encounters with prejudice that males in society and at work have the same mentality and are unwilling to change even the most blatant signs of gender discrimination. Let's analyse each parameter separately to get a clear picture.

5. CONCLUSION

Hence to conclude we can say that Gender stereotypes are rigid ideas about the characteristics and behaviors of women and men. They are often based on outdated information and can be harmful to both women and men. Understanding gender stereotypes can help us better understand gender inequality and take steps to address it. Gender stereotypes can lead to discrimination in the workplace and in other areas of life. They can limit women's and men's opportunities and choices, and they can make it harder for women and men to achieve their full potential. Gender stereotypes can also have a negative impact on our health and well-being. They can lead to harmful gender norms and expectations, such as the idea that it is not appropriate for men to show emotion. This can result in higher levels of stress and anxiety, and can even lead to mental health problems. It is important to be aware of gender stereotypes and to challenge them when they are used. We can all help to create a more equal and inclusive society by doing our part to break down gender stereotypes.

What can be done?

There are many ways to reduce gender inequality caused by gender stereotypes. One way is to increase the number of women in leadership positions. This can be done by ensuring that women are hired for leadership roles, and by promoting women who are already in leadership positions. Another way to reduce gender inequality caused by gender stereotypes is to provide training and education on gender equality to employees. This can be done by offering workshops and seminars on gender equality, and by ensuring that gender equality is included in employee training programs. Finally, organizations can create policies and procedures that promote gender equality and discourage gender stereotypes.

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