

ROOTS, ROUTES, AND REMEDIES OF GENDER DISCRIMINATION: AN ETHICAL DISCOURSE

Sooraj Kumar Maurya

Assistant Professor of Philosophy Ramanujan College University of Delhi. [<https://orcid.org/0000-0002-6974-5508>]

ABSTRACT:

Nowadays, women are supposed to stand shoulder to shoulder with men in every field. However, even then, some issues in our society make all these claims of women's equality worthless and demean humanity. In this article, one of those issues will be discussed, i.e., gender discrimination, whether women share the same equality as men in our society? There are many significant fields where it can be seen that gender discrimination is practiced, such as educational institutions, economic institutions, and even in their own houses. Gender discrimination is the worst practice of our society, which is caused by biological determinism. Biological determinism believes that individuals' biology directly controls human behavior, and based on biology, a gender (male) is supposed superior, and the second gender (female) is considered inferior. Patriarchal thoughts accelerated these morally dubious practices and proved that women are the second gender, no matter how much they have developed themselves. Not only this, but how female infanticide is practiced due to sexual discrimination. Is sexism different from gender discrimination? If the answer is 'yes,' then how both terms defer from each other. All these moot questions will be answered in the paper.

Keywords:

Gender discrimination; sexism; biological determinism; female infanticide; perception.

Article Received: 18 October 2020, Revised: 3 November 2020, Accepted: 24 December 2020

INTRODUCTION

It is the scenario where all human beings are said to be equal. When everyone is talking about human rights and gender equality and women, play a vital role in society, whether it is a matter of their household work or going out of their houses to work and help their mates survive in this fast-moving world.¹ It is very well said that women are the mirror of our society.

Gender Discriminations a barrier to the true development of our society. It is a curse of our society that nullifies all the claims and norms about rights. It is the social process by

Which men and women are not treated as equals.² It is constructed according to the biology, psychology, or cultural beliefs of our society. It is an uneven treatment of an individual or group of individuals based on gender. Gender

discrimination is to treat an individual distinctly based upon his/her gender in every field, i.e., academic programs, employment, the role assigned in society, discipline, class assignments given in a classroom, class enrollment, physical education, grading, and athletics and so on. It is also known as sexual discrimination.³ One can find this all around the world and in every field and phase of life. When we talk about gender discrimination, it becomes necessary to clarify the term "sex" and "gender."⁴ The term 'sex' refers to biological differences.⁵ For example, male and female genitalia, both internal and external, are different. In the same way, levels and types of hormones present in male and female bodies are different. The term 'gender' represents the social

¹Das, Satya Prakash. "Human Rights : A Gender Perspective." *The Indian Journal of Political Science*, vol. 66, no. 4, 2005, pp. 755–772.

²Forbath, William E. "Caste, Class, and Equal Citizenship." *Michigan Law Review*, vol. 98, no. 1, 1999, pp. 1–91.

³Sadker, Myra, et al. "The Issue of Gender in Elementary and Secondary Education." *Review of Research in Education*, vol. 17, 1991, pp. 269–334.

⁴Butler, Judith. "Sex and Gender in Simone De Beauvoir's Second Sex." *Yale French Studies*, no. 72, 1986, pp. 35–49.

⁵Glasser, Howard M., and John P. Smith. "On the Vague Meaning of 'Gender' in Education Research: The Problem, Its Sources, and Recommendations for Practice." *Educational Researcher*, vol. 37, no. 6, 2008, pp. 343–350.

and cultural role of different sex in a society known as a gender role, or an individual's concept of themselves, or gender identity.⁶ Keeping these terms in the mind, gender discrimination can be analyzed in two different approaches. One is the descriptive approach, while the other is the normative approach. The descriptive approach of gender discrimination focuses that being a male or female is characterized by nature. It focuses on male or female physical characteristics, and somehow, it facilitates discrimination in our society. So, it can be understood that women are biologically and morphologically different from men and controlled by nature itself.⁷

On the other hand, the normative approach focuses on the term gender in which social and cultural norms affect gender discrimination.⁸ This point of view of gender discrimination is culturally constructed in which women are considered more menial than men. Moreover, it is a purely man-made and cultural construct of the society which is unbearable and questionable morally and ethically.⁹ It is a social muddle that results in discriminatory treatment in society between different genders. This can be termed as *sexism*. These inequalities are distinguished from biological factors, especially from roles of reproduction in life. Gender discrimination in one place is different from other places such as workplaces, houses, societies, gatherings, etc. Earlier, women got less opportunity for education than men.¹⁰ They were not allowed to go outside

of the house and were only indulged in household work as it was believed that they are here in the world only for taking care of their house or family members. They had been designated with a secondary role while men with primary roles were considered the creator and owner of their property.¹¹ In this way, women were treated as the second gender while men as the first gender in our society.

Moreover, by this conception, patriarchy comes into existence. Patriarchy is a social system that provides all the sovereignty to men rather than women. Furthermore, even today, this conception is followed all over the world.¹² Men persuade themselves superior to women or supreme of their family. Not only this, but older women of the family also show discriminative behavior towards females.

Gender discrimination in India refers to the health, education, economic and political inequalities between men and women in India. Gender discrimination and its social causes affect India's sex ratio, women's health over their lifetimes, educational status, and economic conditions. Gender discrimination in India is a multifaceted issue that bothers men and women.¹³ In India, discriminatory conduct towards either sex has existed for generations and affects both sexes' lives. However, the constitution of India obliged men and women equal rights; gender discrimination remains. Women in our society are not provided equal freedom as men. Freedom is a powerful word as the whole world is striving in some means to be liberated. Freedom is the power or right to act, speak, or think as one wants

⁶Mayer, Lawrence S., and Paul R. McHugh. "Sexuality and Gender: Findings from the Biological, Psychological, and Social Sciences." *The New Atlantis*, no. 50, 2016, pp. 10–143.

⁷Nicholson, Linda. "Interpreting Gender." *Signs*, vol. 20, no. 1, 1994, pp. 79–105.

⁸Mayer, Lawrence S., and Paul R. McHugh. "Sexuality and Gender: Findings from the Biological, Psychological, and Social Sciences." *The New Atlantis*, no. 50, 2016, pp. 10–143.

⁹Franklin, Cary. "Inventing the 'Traditional Concept' of Sex Discrimination." *Harvard Law Review*, vol. 125, no. 6, 2012, pp. 1307–1380.

¹⁰Matthews, Barbara. "Women, Education and History." *Theory Into Practice*, vol. 15, no. 1, 1976, pp. 47–53.

¹¹Bahlleda, Robert. "Chapter 2: The New Patriarchy." *Counterpoints*, vol. 488, 2015, pp. 69–126.

¹²*Ibid.*

¹³Kamat, A. R. "Women's Education and Social Change in India." *Social Scientist*, vol. 5, no. 1, 1976, pp. 3–27.

without restriction.¹⁴The 20th-century political philosopher Isaiah Berlin stated two kinds of freedom - i.e., Positive and Negative freedom. In this context:

“Positive Liberty is the liberty that is affected only by one's own desire to do anything. In other words, positive liberty emphasizes that “I am my own master.” On the other hand, Negative Liberty is freedom by outside interference or physical point of view. It represents the liberty that “I am not a slave,” one is free to do or act anything. But when it comes to sexism, liberty is a word that somewhat seems imaginary or unreal.”¹⁵

Research shows that gender discrimination mostly favors men in many areas, including the workplace. Discrimination affects the lives of women from the career point of view to mental health disorders. While Indian laws on rape, dowry, and adultery have women's safety at heart, these highly discriminatory practices are still taking place at an alarming rate, affecting India's lives.¹⁶In many parts of India, a girl child's birth is not considered a good sign. It is a known fact too that discrimination begins before the birth of girl child, and sometimes she is killed as a fetus, and if she survives to take birth, she is killed as an infant, which result in a high child sex ratio where for every 1000 boys in India, there are only 908 girls. In such a scenario, many girls across the country are inevitably forced to leave school. Patriarchal belief marked men superior to women. A girl child is considered a burden and is often not even allowed to see the light of the

world. It is not easy even to imagine this condition in the 21st Century when women have proved to be strong in every field of this life. From wrestling to business, the world has been astounded by exceptional women leaders in fields that are entirely dominated by men. Even in this type of development, the girl child is discriminated against in most Indian households. When a boy takes birth, the family celebrates it with great enthusiasm. Nevertheless, she is not given proper nutritious food in some cases when it comes to the girl child. She is either denied the right to education and, in some cases, at a certain level. No one takes heed of her health. She is married at an early age, and this gets it to the end of her development. It does not end here but continues with the expectations of giving birth to a boy. Almost all women face some incidents of eve-teasing. Many girls are unfortunate to be brutally assaulted sexually and raped, and sometimes murdered not to raise their voices or evidence of a crime can be removed. In these types of cases, women's lives become just an amusement for our society's unsocial element. Whether illiterate and partially literate, women have limited scope to health care and job opportunities and remain busy in their household work, such as housekeeping, raising children, and looking after families. If a woman gets a good education or qualification, it does not bring her to par with the men.¹⁷ They have fewer work opportunities, as men are considered more capable than their female partners with similar qualifications. Sometimes objectification occurs when it comes to women as they are treated as an arguable and problematic tool as a nation only develops when all of its limbs develop, and women are not less than a limb for any estate.

FORMS OF GENDER DISCRIMINATION

¹⁴ *Ibid.*

¹⁵ Kaufman, A. S. “Professor Berlin on ‘Negative Freedom’.” *Mind*, vol. 71, no. 282, 1962, pp. 241–243.

¹⁶ Kamat, A. R. “Women's Education and Social Change in India.” *Social Scientist*, vol. 5, no. 1, 1976, pp. 3–27.

¹⁷ Grant, Monica J., and Jere R. Behrman. “Gender Gaps in Educational Attainment in Less Developed Countries.” *Population and Development Review*, vol. 36, no. 1, 2010, pp. 71–89.

Women around all over the world face discrimination and strive to find their identity and existence. Women are treated differently, even in their own dwellings. Gender discrimination can be seen differently in the following forms:

One of them is sexism: Prejudice or discrimination based on sex or gender, especially against women and girls¹⁸. According to this concept, one gender is considered to be more salient than the other. It is mostly applied to a particular gender to maintain the characteristics of patriarchy in society. Sexism is manifested in countries and cultures around the world through the socialization of gender values.¹⁹ It is always linked with gender roles. e.g., gender roles have portrayed women as the more caring, emotional, and physically weaker gender. Therefore women are given household tasks, while gender roles have delineated men as more fit for social life, leadership positions, business-related activities, politics, and academia. Children from an early age are absorbed to believe that women and men have distinct gender roles in society. Those children may then grow up to preserve the continuance of these mutilating and restrictive roles in society.²⁰ There are many exemplifications of these brain-damaging activities in society. An example of this process is the differences in toys marketed to boys and girls. It is linked to strength in that those with power have behaved positively, whereas those without power are discriminated. Sexism is also linked to stereotypes since prejudicial actions or vantage point is based on fallacy or rationalization

about gender, and on persuading gender as perfect where it is not.²¹

Gender discrimination: Gender discrimination as sexist oppression or sexual harassments³⁹ a horrifying form. It is truly a voluntary act which is performed by some nasty element of our society. It is the process of discerning a particular gender by showing regard or disregard to the other one. One of the main attributes of sexist oppression is Biological determinism, which is determined by heredity or genes (characteristics passed through generation to generation). Women being considered as more delicate and weaker given role perceived by society to be fit for them. On the other hand, men are always perceived to be the supreme power of our society. Women face sexist oppression in all life phases, whether as a little girl or an adult. Two totally different approaches can be discussed in this regard. One is the descriptive approach, in which females are contemplated to be biological or morphological distinct from males. Another is the normative approach, according to which women are treated as tender and indisposed.⁴⁰ It is inconsistently erected by males. Hence, it is morally debatable to society. Sexist oppression is intentionally accomplished through misbehaving actions and conduct, which is unbearable. Moreover, it must not be instigated in any form or by anyone, whether male or female. It can be stated that the leading cause of sexist oppression is a conscionable pertinent property derived from conscionable irrelevant property, i.e., descriptive characteristic regarding women. Therefore it can be said that gender discrimination is influenced by realistic fallacy. Women and girls who step outside of stipulated gender rules risk rejection, judgment, and violence. Immutable gender roles also cause severe and far-reaching

¹⁸Gina Masequesmay, Professor of Asian American Studies, California State University at Northridge. Her contributions to SAGE Publications's Encyclopedia of Gender and Society (2009).

¹⁹Stromquist, Nelly P. "Gender Inequality in Education: Accounting for Women's Subordination." *British Journal of Sociology of Education*, vol. 11, no. 2, 1990, pp. 137–153.

²⁰Jacobs, Jerry A. "Gender Inequality and Higher Education." *Annual Review of Sociology*, vol. 22, 1996, pp. 153–185.

²¹Bauer, Nichole M. "Rethinking Stereotype Reliance: Understanding the Connection between Female Candidates and Gender Stereotypes." *Politics and the Life Sciences*, vol. 32, no. 1, 2013, pp. 22–42.

outcomes for males, such as adverse impacts upon their self-perception and ability to form healthy, unbiased relationships. However, males gain social status, power, and privileges when they follow gender rules, and they are severely punished through gender-based discrimination for neglecting them. Sexual harassment is unwelcome sexual conduct that's offensive, embarrassing, or menace. It can be written, verbal or physical, and can happen orally or physically. It can occur in many different places, i.e., the workplace, the home, school, places of worship, etc. Laws regarding sexual harassment generally do not proscribe eve-teasing, offhand comments, or minor isolated incidents—that is due to the fact that they do not impose a "general civility code."²² Sexual harassment can include:

"touching, grabbing or making other physical contact without one's consent, making comments that have a sexual meaning, asking for sex or sexual favours, leering and staring at one, displaying rude and offensive material so that one or others can see it, making sexual gestures or suggestive body movements towards anyone, cracking sexual jokes and comments around or questioning about sex life, insulting with sexual comments committing a criminal offence against someone, such as making an obscene phone call, indecently exposing themselves or sexually assaulting. It is a big stumbling block for the society that needs to be rectified."

It can be controlled or prevented by educating at schools or colleges or through sex education programs.

Another construct of gender discrimination is patriarchy: It is a social and cultural system in which males hold primary power in family and society to control the property. It leads to a man-dominated society where males hold all the authority. On the contrary, females have less authority and liberty to do or act according to their desire. Women have to follow the norms in the family erected by men whether women find it progressive for their family²³. This system is the leading cause of women and children's oppression in our society. In the words of Alda Facio:

"Patriarchy is a form of mental, social, spiritual, economic, and political organization/structuring of society produced by the gradual institutionalization of sex-based on political relations created, maintained and reinforced by different institutions linked closely together to achieve consensus on the lesser value of women and their roles. These institutions interconnect not only with each other to strengthen the structures of domination of men over women, but also with other systems of exclusion, oppression and/or domination based on real or perceived differences between humans, creating States that respond only to the needs and interests of a few powerful men."

Sociologists suggest that the socialization processes of patriarchy are primarily responsible for establishing gender roles. According to standard sociological theory, patriarchy is the result of sociological constructions based on

²²Text of *Oncale v. Sundowner Offshore Services, Inc.*, 528 U.S. 75 (1998) is available from: Findlaw Justia .

²³ Pokharel, Samidha. (2008). Gender Discrimination: Women Perspective. *Nepalese Journal of Development and Rural Studies*. 5. 80-87.

biological determinism. These fashioning are the most pronounced in societies with traditional cultures and less economic development. Even in this modern time, messages conveyed in society are more dominant. While the term patriarchy often refers to a male-dominated society, another approach sees it as the father's literal reign (who is considered the head of the family). Some educationists believe patriarchy means male power over women, but the term expresses both dependency upon age and gender, i.e., older men over women, children, and younger men. Some of these younger males may follow biological determinism and therefore have a hold to continue this conservative mindset. Sociologist Sylvia Walby has composed six overlapping structures that define patriarchy and that take different forms in different cultures and different times:

- The state: women are not considered to have formal power and representation.
- The household: women are supposed to do the housework and raise the children.
- Violence: women are more subject to being abused.
- Paid work: women are likely to be paid less
- Sexuality: women's sexuality is more likely to be treated negatively.
- Culture: representation of women in media and popular culture is "within a patriarchal gaze."²⁴

Thus, patriarchy is connected with a set of ideas, a patriarchal ideology that exemplifies this dominance and behavior to inherent natural differences between men and women. Sociologists differ in opinions on whether patriarchy is a social

construct or an outcome of biological differences between the sexes.

Gender Bias: While forms of gender discrimination are being discussed, it is necessary to talk about Gender Bias. It is the inclination to prefer a particular gender over another. It can be considered a form of unconscious bias or implicit bias, which occurs when one person unintentionally imputes some behavior and stereotypes to another individual or group of individuals. This discriminates against a gender because they resemble the qualities of the gender who created or developed the setting, mostly a workplace. This issue's inflexibility lies in the fact that it is caused in our society about male, female, and leadership. Society considered that men should be potent and decisive, and women should be delicate and caring. These gender stereotypes confront the leadership model, i.e., the societal approach of a prototypical leader. The leader model shares attributes with the male stereotype: self-reliant, assertive, dominant, and competitive. This model is widely shared, and we consider a man when we imagine the world leader in our mind. Conversely, women are seen as caring, sympathetic, and caring for society and family. Men were always contemplating to toil outside to pocket the bread home; that is the 'breadwinners.' Whereas women were handling the household and taking care of everyone and everything relating to the daily life and thus called the 'caretakers' (Koskina, 2009). Since around the middle of the 20th-century, women have actively engaged in career-oriented jobs and have studied in the areas of their work as men who might be seeking to be employed at a job of equivalent significance. In modern societies, the belief of the customary lineage has changed. Bias is widespread in every area of our lives. However, biases can cause us to form impairment against others, which authorize for horrific inequalities to form between different enumerations. Gender bias can be seen while

²⁴Walby, Sylvia (1990). *Theorizing patriarchy*. Oxford, UK Cambridge, Massachusetts: Wiley-Blackwell. p. 20. ISBN 9780631147688.

recruiting, hiring or retaining employees²⁵. Not only this, but it can also be seen in considering the pay gap between male and female employees. Opportunities, prevent women from excelling in their career and inhibits their ability to make the same amount as men. At every stage of their careers, women face barriers that place them at a disadvantage for career opportunities, mentorships, promotions, and pay raises. The discrepancy in the window of opportunity, avert women from growing in their career and hinder their skills to make an equal sum as men. Women face obstacles that bring them at a snag for career opportunities, promotions and pay elevate at every point of their careers. So it can be said that gender discrimination persists in our society in many forms i. e. sexism, sexist oppression or harassment, patriarchy, and bias.

GENDER DISCRIMINATION IN DIFFERENT AREAS

So far, it is discussed that gender discrimination and what forms of gender discrimination can be seen in our daily lives. Now we must understand what areas of our lives we find this gender discrimination.

Society: When someone opens his/her eyes in this world, firstly face society in which we are dwelling. Gender discrimination starts with girls from the first day of her birth, and as she grows, discrimination also grows with her. She is discriminated against in the family as the family's boys get more attention, care, and nutrition. From the beginning of their lives, girls are motivated to do household work, and boys are given work outside of the house. Boys are allowed to play with their friends, but girls are restricted in many ways because of traditional norms and values³⁸.

Society follows patriarchy and considers women as inferior and less capable than men. Women are not given the authority to decide for their little ones. Gender roles in society mean how females are expected to act, speak, dress, groom, and behave based upon sex as girls and women are generally expected to dress in typically feminine style and be polite, delicate, and nurturing. Gender discrimination in society is caused mainly by poverty as in the patriarchal Indian society as the male's financial dependence is itself a reason for gender inequality. According to a report, 30 percent of people live below the poverty line, and out of this, 70 percent are women. Another reason is illiteracy for gender discrimination in India had caused educational backwardness for girls²⁶. It is a disappointing fact that despite educational rectification in the country, girls in India are still not getting the opportunity of an education. Behaviorism needs to be growing, and people need to understand the advantages of educating girls. If a woman in the family is well educated, the family's children get a quality education. The patriarchal setup in our Indian society is another reason for gender discrimination. Men dominated social and family life. This type of case earlier and until now to be practiced in most households. However, this scenario changes with urbanization and education; still, it is practiced widely in rural areas.

Education: Education is another critical phase of everyone's life in which gender discrimination is spread to and fro. Gender discrimination in education breathes as well from the distinctive reception students receive from teachers. It is seen that teachers have higher supposition for boys in math and science and girls higher supposition in language and arts. There is a big difference in

²⁵Christia Spears Brown, Ellen A. Stone, in *Advances in Child Development and Behavior*, 2016.

²⁶Mima E. Carranza, in *International Encyclopedia of the Social & Behavioral Sciences* (Second Edition), 2015.

education worldwide, which can be a cause of much intersecting identification. Examples of gender differences are poverty, violence, disabilities, and lack of infrastructure. There are specific ways by which gender bias can be fought in public education; educators, parents, and groups should make programs to celebrate girls' strong identity, respect girls as central players, associate girls with caring adults, ensure girls' participation and success, empower girls to motivate their dreams²⁷. A nation can be developed when its women's power is progressive and given equal opportunity as men³⁴. Gender equality requires a perspective that guarantees that girls and boys, women and men, gain ingress to and complete in education and are authorized equally for education²⁸.

Workplace: The workplace is the foremost area where gender discrimination prevails in every area and at every step. While talking about gender discrimination at the workplace, it can be seen at the time of hiring /firing, compensation, transfers, promotions, layoffs, or recalls, advertising for a job (i.e., accepting only male applicants), recruiting, testing (i.e., providing different tests for male and female), fringe benefits, pay, disability leave, retirement plan²⁹ offerings, training and apprenticeship programs, other terms and conditions of employment that is discriminating of the individual's gender. Two types of gender discrimination can be found at the workplace one is desperate treatment based on sex other is sexual harassment. Disparate treatment based on sex refers typically to an employee's unlike or prejudiced conduct based on their sex. It can

experience discriminatory hiring or firing practices, pay discrepancy, or discrepancy of benefits or promotions because of their sex³⁰. On the other hand, sexual harassment is a stealthy form of sex inequality that involves any unwelcome conduct (verbal or physical) of a sexual nature that impedes work performance, affects a person's employment, or creates an aggressive work environment. Examples of sexual harassment at the workplace can range from unsuitable sexual talks to sexual phrases and non-consistent touching. Although women have demonstrated they can execute their role with the same skill and accomplishment in every venture engaged in by men, the problem of gender discrimination remains. Gender discrimination, although mainly an issue for women, can sometimes be administered towards men as well. An individual spends one-third of his/her life working, according to the World Health Organization. The environment in which one works is a significant factor for being happy and content. Though no job gives satisfaction, we all need to feel congenial at the workplace. However, it is the sad part that some people feel precisely the contradictory, experiencing unfair and disregarding hostility at work, simply because of the reality of sex. It is ethically questionable that someone blames or is a victim of gender discrimination at the workplace, regardless of gender. So it is an excellent risk for the nation that women are facing gender discrimination at work.

CAUSES OF GENDER DISCRIMINATION

Like many forms of influence, discrimination based on sex or gender can be caused by a wide variety of different sources. These can include social expectations, prejudiced ideas, individual

²⁷ Branisa, B., Klasen, S., & Ziegler, M. (2013). Gender Inequality in Social Institutions and Gendered Development Outcomes. *World Development*, 45, 252–268. <https://doi.org/10.1016/j.worlddev.2012.12.003>.

²⁸ MacPherson, Yvonne (November 2007). "Images and Icons: Harnessing the Power of Media to Reduce Sex-Selective Abortion in India". *Gender and Development*. 15 (2): 413–23. doi:10.1080/13552070701630574.

²⁹ Klasen, S., & Pieters, J. (2015). *What Explains the Stagnation of Female Labor Force Participation in Urban India?* The World Bank. <https://doi.org/10.1596/1813-9450-7222>

³⁰ Anukriti & Catalina Herrera-Almanza & Praveen K. Pathak & Mahesh Karra, (October, 2020). "Curse of the Mummy-ji: The Influence of Mothers-in-Law on Women in India", *American Journal of Agricultural Economics*, John Wiley & Sons, vol. 102(5), pages 1328-1351.

senses of prerogative, and outright bias. There is uneven access to education worldwide, and women still have less opportunity for education than men. Women do not get to go outside and study as their male counterparts. They are supposed to stay at home and take care of the family. Not only this, gender discrimination has taken place because there is a lack of employment chances for them. Specific laws are also there to protect women from discrimination, but still, it needs to be harder to administer this evil eye³¹. Another cause of gender discrimination is that any autonomous body has not been formed to eye on it. People are not free to choose their religion or follow the customs of any particular religion. The conventional system of society somehow restricts them. Biological determinism is another leading cause of gender discrimination. Biological determinism is the process that comes from one generation to another.

Moreover, according to this process, it follows the conservative belief that men are the supreme power, and women are weaker than them in every aspect of life. This idea goes from one generation to another, and circumstances for women remain as it is. People's mindset restricts them from peeping out of their conservative thoughts as now women play prominent roles in every field of life. Whether as a mother, wife, daughter, sister in the family or outside of the family as the leader, entrepreneur, employee, or even as a soldier to protect our nation, they proved to be as capable and successful as men. Another huge cause of gender discrimination; even in this modern world today³², many women are considered by men as just sex objects rather than a real human being.

That makes women morally weaker to be treated sometimes as only an object to be used for satisfying the craving for others. Objectification of women is a horrifying cause for gender discrimination as they are objectified for some particular task designated by family and society³³. There is a lack of freedom for women, whether it is positive liberty or negative liberty.

In today's scenario, women have more rights than they had earlier, but the male's mindset has been reported in never-ending conservation toward women. This leads to preoccupied thought from younger girls that they are inferior to boys and were not motivated to do something different to change society's mindset. These causes of gender discrimination should reach an end for the betterment and welfare of women and society and the nation.

EFFECTS OF GENDER DISCRIMINATION

As if now gender discrimination, its forms, different areas where it can be seen and cause have been discussed. It is also of foremost importance to have a look at the effects of gender discrimination in society. Gender discrimination act for a considerable loss of human perspective, which affects men as well as women. Therefore Gender equality is the key factor to democracy, growth, and human rights system to which everyone is entitled, whether one is male or female. Unyielding customs related to gender and power imbalance between groups of men mean that many men are endangered to violence and are less likely to pursue health services when needed as compared to women. The absolute civilization of male dominance leads to the dependence and

³¹Batra, R., & Reio, T. G. (2016). Gender Inequality Issues in India. *Advances in Developing Human Resources*, 18(1), 88–101. <https://doi.org/10.1177/1523422316630651>.

³² Mario Macis, (January, 2017). "Gender differences in wages and leadership," IZA World of Labor, Institute of Labor Economics (IZA), pages 323-323.

³³ Käfer, J., Betancourt, A., Villain, A. S., Fernandez, M., Vignal, C., Marais, G. A. B., & Tenaillon, M. I. (2018). Progress and Prospects in Gender Visibility at SBE Annual Meetings. *Genome Biology and Evolution*, 10(3), 901–908. <https://doi.org/10.1093/gbe/evy056>.

even elimination of many women's rights and many men who do not conform to 'hegemonic' forms of virility³⁴. Gender discrimination affects all, including men. Everyone does not experience the difference equally. The circumstances are worse, and sometimes different, for people who bear various types of discrimination. Gender stereotypes affect children's emotions at a young age. Boys receive more heed in the classroom and even at home than in girls.

Moreover, girls receive less pocket money to bear their expenses than boys. Among children, activities are classified as particular to boys or girls. On the other hand, Gender stereotypes influence conduct, study options, aims, and behavior about relationships. Girls are not supposed to take part in sports. They are considered not suitable or apt to study mathematics in school or higher studies³⁵. Moreover, they face eve-teasing while out for studies or work that restraint them from going out. Women earn less amount than earned by men. Although more women than men qualify for collective studies, their salaries are lower. They experience inequality during pregnancy or when returning to work afterward. Women retire with half the allowance savings of men. It affects women's financial status and wellness. This is the reason that more older women are at high risk of being homeless than men. Ancient women's experience of gender discrimination is made worse by the effect of expansion and vicious withdrawal. Women from culturally diverse communities experience racism³⁶ and discrimination on top of

gender inequality. Moreover, migrant and refugee females are often endangered of security and low-paid job. Not only is this gender discrimination also affected men as well as traditional stereotypes difficult for many men to live up to. They always remain under tremendous pressure to be physically and emotionally strong and earn for the family. Men are not provided with paternal leave, so they face many difficulties when they are expected to have left to take care of the mother, child, and the responsibilities they need to bear. They are considered to be emotionally strong and not supposed to discuss their worries with anyone. Women living in rural always lack in accessing public services. They are more likely to bear violence and poor health. Women with disabilities mostly have a fear of being assaulted physically or mentally. They get less opportunity to get employed and paid in comparison with men. So, there are various adverse effects of gender discrimination on our society.

REMEDIES OF GENDER DISCRIMINATION

However, there cannot be a single remedy to cope with gender discrimination; there are some cures to overcome the situation. Starting with discrimination at the workplace, experience requirements in some situations need to be eliminated which will help women come back with the same responsibilities and opportunities after taking maternity leave. In daily life, some measures can be taken to reduce gender inequality, i.e., household task and childcare must be shared by women and men equally, there should be a watch on domestic violence so that it can be controlled, mother and parents of the family ought to be assisted by other members of the family, work of the family should be well distributed to be accomplished in continuance as not to bother the

³⁴ Kira, I. A., Smith, I., Lewandowski, L., & Templin, T. (2010). The Effects of Gender Discrimination on Refugee Torture Survivors: A Cross-Cultural Traumatology Perspective. *Journal of the American Psychiatric Nurses Association*, 16(5), 299–306. <https://doi.org/10.1177/1078390310384401>.

³⁵ Klasen, S., & Pieters, J. (2015). *What Explains the Stagnation of Female Labor Force Participation in Urban India?* The World Bank. <https://doi.org/10.1596/1813-9450-7222>

³⁶ Psaki, S. (2016). Addressing child marriage and adolescent pregnancy as barriers to gender parity and equality in education. *PROSPECTS*, 46(1), 109–129. <https://doi.org/10.1007/s11125-016-9379-0>.

burden on an individual only³⁷. The female of the family should be motivated to grow and cope with the fast-moving world. Everyone should be treated with regard and consideration. There should be some code of conduct that needs to be followed, such as talking to others about our ideas and thoughts openly so that everyone can understand others' points of view. All human beings should be equally respected and regarded. There are specific rules and laws constituted by the government that must be followed by all. Not only this, but a security officer be appointed who can enforce these codes of conduct. If anyone feels unsafe or in any dubious situation, he/she can approach the security officer. Some honor systems can also be indulged to motivate people to behave equally and respect the government's code of conduct³⁸. Surveys can do it to know the facts and figures regarding gender discrimination. Other educational and mentorship programmers can be run to literate people about the disadvantages of gender discrimination. Furthermore, people should be encouraged and rewarded to participate in these diversity programs that make them aware of these conservative ideologies' drawbacks.

On the other hand, Childcare facilities for women need to be developed at home and the workplace to give their extreme and focus on the work, whether working at home or office. The government should be encouraged by the government by making different policies that motivate women to be more efficient as a leader, entrepreneur, or a house maker. They can be proved as a better manager, so they should be considered and promoted for the higher positions in the organizations to change the system. Clear

policies for discrimination must be constructed at the workplace. It is morally wrong to place the burden on women only³⁹. A practical path to pursue gender equality is to come with others⁴⁴. Women should join local campaign groups to combat it. The number is always proved to be a strength as more voices are meant to be heard easily. It is crucial to note that there can be obstacles raising voices for someone's behavior. People may confront your point of view, so if you can understand how the situation is getting horrible as your inner self is always alarming you, your own safety is the foremost requirement⁴³. Just blaming others for this issue and expecting others to be responsible for gender discrimination will not end it. The change will only occur when we are ready to accept and make the changes. Obstacles should be considered as a motivation to move forward⁴⁰. The first responsibility for us is to care for ourselves because our nation or society will be developed only when we develop ourselves.

CONCLUSION

Upon exploring this social concern (gender discrimination) from multiple perspectives, we conclude that not only illiberally but also stereotypes, which is continuing for centuries. Discrimination and sexism towards an individual based on their gender positively affect women growing in societies. Civilization is growing and progressing in every aspect, including gender equality. Also, specific laws are made to put both men and women at the same table, and it is believed that we are immensely achieving gender equality still. Some individuals are claiming otherwise⁴¹, mentioning workplace and society are

³⁹ Vindhya, U. (2007). Quality of Women's Lives in India: Some Findings from Two Decades of Psychological Research on Gender. *Feminism & Psychology*, 17(3), 337–356. <https://doi.org/10.1177/0959353507079088>

⁴⁰ Parashar, A. "Gender Inequality and Religious Personal Laws in India." *The Brown Journal of World Affairs* 14, no. 2 (2008): 103-12.

⁴¹ Patil, Vrushali (2013). From patriarchy to intersectionality: a transnational feminist assessment of how far we've really come. *Signs: Journal of Women in Culture and Society*, vol. 38, No. 4, pp. 847-867.

³⁸ Cooper, B. (2002). Boys Don't Cry and female masculinity: Reclaiming a life & dismantling the politics of normative heterosexuality. *Critical Studies in Media Communication*, 19(1), 44–63. <https://doi.org/10.1080/07393180216552>

still facing discrimination. This debate has been on the ground since forever. Initially, it seemed impossible and hard to expect equality, but considering the present scenario, it can be said that nation is progressing to a great extent because of new legislation or laws⁴². Gender discrimination is higher in percentage in rural areas because of the initial stereotypes. Women are menial than men in physical and mental strength that must be rectified by some educational programs. However, studies have proved that women can handle situations more efficiently at the workplace or household work, but men are considered to follow patriarchy at these particular places. Women do not get the chance to prove their capabilities; their points of view are left with zero considerations. These stereotypes can only be changed by the increasing literacy rate and awareness regarding this issue⁴³. Although gender gaps have been lessened in recent decades, inequalities prevail, and challenges remain in several parts of society. There are still significant gender gaps in employment, self-employment, part-time work, entrepreneurship, decision-making, and earnings; therefore, women also face lower status socially and financially compared with men. Women who are completing higher education still are not getting the position as desired by them. It is rightly said that knowledge empowers society or civilization. Some stereotype believes that we are in the age of gender equality, but still, it is a long way to go⁴⁴.

Now we need to wake up and accept that gender discrimination needs to be given foremost

consideration to develop society, nation, world, and even the universe. India is still facing sexist oppression and male-dominated civility, though we are said to be developing. Various laws and norms have been given to Indian women, but there is a lack of enforcement. There are many examples of women empowerment that proved to be successful. An example is Pratibha Devi Singh Patil, the 12th President of India. Moving from imagination to reality, to start age of equality, everyone must strive to be impartial, irrespective of sex, age, or ethnicity⁴⁵.

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⁴² Srivastava, K., Chaudhury, S., Bhat, P., & Sahu, S. (2017). Misogyny, feminism, and sexual harassment. *Industrial Psychiatry Journal*, 26(2), 111. https://doi.org/10.4103/ipj.ipj_32_18.

⁴³ Sardelis, S., Oester, S., & Liboiron, M. (2017). Ten Strategies to Reduce Gender Inequality at Scientific Conferences. *Frontiers in Marine Science*, 4, 231. <https://doi.org/10.3389/fmars.2017.00231>.

⁴⁴ Gaucher, Danielle, Justin P. Friesen and Aaron C. Kay (2011). Evidence that gendered wording in job advertisements exists and sustains gender inequality. *Journal of Personality and Social Psychology*, vol. 101, No. 1, pp. 109–28.

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