

Gender Discrimination and the Female Experience: A Study of Sociological Perspective

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ABSTRACT

Gender discrimination is a pervasive problem that affects women's lives in many ways. This paper examines the sociological perspective on gender discrimination, focusing on the ways in which it is manifested in different social institutions and the impact it has on women's experiences. The paper begins by defining gender discrimination and discussing its different forms. It then reviews the sociological literature on gender discrimination, focusing on the work of sociologists such as Patricia Hill Collins, Joan Acker, and Raewyn Connell. These sociologists argue that gender discrimination is not simply a matter of individual prejudice, but is deeply embedded in social institutions such as the family, the workplace, and the education system. The paper then examines the impact of gender discrimination on women's lives. It discusses how gender discrimination can limit women's access to education, employment, and healthcare. It also discusses how gender discrimination can contribute to violence against women, including domestic violence and sexual assault. The paper concludes by discussing the challenges and opportunities for addressing gender discrimination. It argues that we need to challenge the stereotypes and social structures that perpetuate gender discrimination. It also argues that we need to provide support for women who are victims of gender discrimination.

Keywords: Gender discrimination, Female experience, Sociological perspective of Gender discrimination, Stereotypes, Violence against women, Domestic violence

1. Introduction

The word “gender” when used for female, it always demonstrates the vulnerable position of women in each aspect of their lives, such as: social, economical, educational, political and religious disparity. They are deprived of their fundamental rights. Women are often controlled by their breadwinners in four boundaries, by enforcing traditional rules and for so called honor. They not having complete control over their

work or the money they earn. Girls are forbidden to leave the house for educational purpose and not having permission to do any kind of job which compel them live in under dominancy of man. Women threatened and violated for not obeying men, this attitude is challenging to use abilities of doing something, for well-being of women. While gender inequalities reproduce poverty from one generation to the next and also have an impact on growth performance, which has both direct and indirect consequences for poverty reduction (Alam, 2011).

1.1 Theoretical Perspective of Gender Discrimination

In the context of the workforce, discrimination can be described as the practise of giving members of one group an unfair advantage (or disadvantage) over members of another group. According to Wayne (1995), no law has ever attempted to clearly define the term. This article explains how courts have decided that both purposeful (inequality behavior) and unintentional (discriminated effect) conduct of covered companies can be considered illegal employment discrimination, based on their interpretation of Title VII of the 1964 Civil Rights Act and other legislation. Employees discriminated against because of their gender become emotionally brittle, and people who were once calm and collected become suspicious, paranoid, and even hostile. Eliminating discrimination based on gender is critical for the satisfaction and motivation of employees and their commitment and passion.

1.2 Gender is a term used to describe

Gender describes the differences in social roles and status that exist between men and women. Societal, cultural, and economic structures and prevalent religious, moral, and legal norms all play a part in determining these roles. While the term "sex" refers to biological characteristics, the term "gender" refers to psychological and socio-cultural factors.

1.3 Inequality between men and women

In today's society, social class is determined by the economy and the level of success a person has attained. In the past, social class was based partly on a person's accomplishments in society's economic pursuits. Still, it was also heavily influenced by the social rank a family was accorded (Ali & et all, 2011). That is, anyone could rise through the ranks of society, but having a strong family background made it easier to do so. Their ethnic and racial background influences one's economic standing. In the culture we live in, gender serves to determine one's place and value. Our society is filled with gender inequity. Men and

women are treated differently based on the roles and statuses they are assigned and achieved. Role-playing and rights are unequally distributed between men and women (Oakley, 1972).

1.4 The sex to power ratio and the reliance on it

It was Marcia Guttentag who did the research, and her focus was on the power connection between men and women, and how it affected the roles played by men and women in society at large. Exchange theory and the value each sex brings to the table are the primary theoretical concerns in this article.

When a couple has a one-to-one relationship, such as a husband and wife, they have dyadic power. As a result of the scarcity of one sex in society, the other sex tends to hold more power in this partnership. The baby boom in the United States in the 1960s and 1970s resulted in an oversupply of women because of the natural selection bias toward men. Most males prefer women who are between two and three years their junior. There were more women than men in these desired age categories due to the age structure. Thus, men could not form effective duos because of what Stark refers to as "power reliance." Simply put, the incapacity of one member of a dyad to attain his or her goals without the other is equivalent to the other member's dependency on the other. (Pokharel et al., 2014).

1.5 Strength of Structure

As long as more women than males, they will utilize their numbers to exert influence on social norms. And indeed, this is exactly what we've discovered. Men fled New England and travelled west, which sparked the emergence of the suffragette movement. It may also shed light on the 1960s and 1970s women's liberation movements. The baby boomer generation will usher in an intriguing trend. Because of this, we may expect women to gain more influence and power in society over the next few decades, particularly in the workplace. As a result, women should enjoy greater equality throughout society (Honig, 1993; Pokharel et al., 2014).

1.6 Gender in Historical Perspective

Age and sex divisions are common in pre-industrial communities. Male and female age cohorts often travel through life in close quarters with one another. Even after marriage, women and men prefer to spend time with other people of the same sex than their wives. Women tend to be subservient to men as societies grow larger and more complicated. Women have controlled the allocation of wealth and the exercise of power as a group in very few societies. Old people's well-being in preindustrial civilizations is frequently influenced by the value of traditions and collective memory, which historians refer to as "strategic wisdom" (Leacock 1978 and et all.)

1.7 Development Based on Human Rights

The original WID (Women in Development) model emphasized the active involvement of women in the progressive ways as, women needs satisfied participation in productive direct engagement in developmental works. An anti- property movement that focused on the practical necessities of women's productive role quickly superseded this approach due to its political orientation. Because of their focus on strategic needs, equity and empowerment strategies have been dubbed GAD (Gender and Development) methods. Empowerment has taken on a plethora of meanings for a variety of people working in development. (Ejaz & Anjum ara, 2011; Sharma et al., 2021).

1.8 Poverty and Women's Poverty Definitions

The World Bank defined poverty in 1973 as "powerlessness," "no capacities," and 'sustainable livelihoods' as well as "vulnerability" (such as various privations, including low income, poor living conditions, and limited access to health and education services) (Haq & Sofi, 2019, 2019; Undang-Undang Republik Indonesia No 20 tahun 2003, 2003). Three reasons may come to mind while examining the specific causes of female poverty: As a result of their sole responsibility for child rearing, the widely held belief that their economic activities serve as a "assist" to their men, and their preponderance in the unregulated sector, women have less opportunities to benefit from gainful employment than males. (Mariani et al., 2019; Sivakumar, 2021; SteelFisher et al., 2019).

Having earnings makes it more difficult for women to ensure that they have decision-making capacity or can choose how their earnings are

spent - assessments of their value and contribution to the household, social rules and levels of independence affect women's ability to speak out when decisions are made at every level.. Because of the "traditional" responsibilities of child care and the structure of the feminine identity, women tend to make decisions that benefit the "family" rather than themselves when making decisions(Odekon, 2015; Zeeshan, 2020; Zhu et al., 2020).

Various factors contribute to women's poverty at various degrees or "locations" within the poverty continuum. Affects men and women differently depending on where they live, with social rules impacting wages and obligations for both men and women. In households, uneven power relations exist based on sex and age (Nilufer, 1998).

1.9 Understanding Poverty: A Gendered Perspective

There are several ways in which the three leading mainstream methods to poverty analysis are still 'gender-blind,' even in light of feminist research on gender and poverty. An technique based on the poverty line that assesses how well people and families can meet their fundamental needs Using the 'capabilities' approach, which examines the causes and consequences of poverty in more context-specific ways, 'means' other than wages or transfer payments and the like, such as endowments and entitlement achievements (Nilufer, 1998).

1.10 The Poverty Line as A Starting Point For Analysis: Obstacles Associated With Gender

Based on quantitatively-derived measurements of income, consumption, and/or spending known as the "money metric," "poverty lines" are created to distinguish between "poor" and "non-poor" households by determining whether a household's income meets an officially-determined minimal threshold of survival. The 'headcount index,' which counts the percentage of people living below the poverty line, and the 'poverty gap,' which measures the average depth to which people are poor, are two typical indicators derived from these computations (Bradshaw, et al. 2002).

With this method, poverty is defined as a level below which people cannot satisfy their basic physical survival needs (such as food), and above which people have the opportunity to make choices between

other "bundles" of commodities, as evidenced by their income. While this is significant, the poverty line method can only go so far because it ignores aspects like the impacts of public goods and services like health and education on personal or private well-being (UNFPA, 2002). Non-monetary resources are also ignored (for example, the "social capital" generated by networks of relatives, friends, or neighbors), as well as the fact that human well-being and what matters to them do not only depend on their purchasing power, but on other intangible aspects such as dignity and self-respect. For many countries, poverty survival includes concepts such as "exclusion," "powerlessness," and "stigma," construing poverty as "relational rather than absolute," as expressed by May (20001). There are many problems with gender-sensitivity, but the most serious is that poverty lines have remained oriented on the household as a unit of analysis. The distinct poverty loads faced by men and women have gone unaddressed (Kabeer, 2003). According to Razavi (1999), the distribution of resources within the household is still primarily a feminist issue (El-Awady, 2019; Foster & Tsarfati, 2005; Lan & Jingxia, 2019).

1.11 Gender Constraints in the Capabilities Approach

Taking a holistic approach to alleviating poverty entails looking at the big picture, not just the symptoms. Since "means" encompasses services that can considerably aid people to achieve their basic survival needs (drinking water, sanitation, public health and so on). The GDI/GEM show that when it comes to 'means' such as food and shelter that can help people achieve their goals individually, capabilities can also be interpreted and quantified in gender disaggregated ways (Devi, 2018a, Suvarna, 2020).

Conclusion

In conclusion, gender discrimination is a complex and pervasive problem that has a significant impact on women's lives. The sociological perspective provides a valuable framework for understanding the nature and impact of gender discrimination. This perspective highlights the ways in which gender discrimination is embedded in social institutions and the ways in which it can limit women's opportunities and experiences. The challenges of addressing gender discrimination are significant, but the opportunities for change are also great. By challenging the stereotypes and social structures that perpetuate gender discrimination, we can create a more just and equitable world for all.

Here are some specific ways to address gender discrimination:

- **Advocacy and activism:** We need to raise awareness of gender discrimination and its impact on women's lives. We also need to support organizations that are working to address gender discrimination.
- **Policies and programs:** We need to enact policies and programs that promote gender equality. These policies and programs could include things like equal pay laws, parental leave policies, and anti-discrimination laws.
- **Education:** We need to educate people about gender discrimination and its impact. This education should start at a young age and should continue throughout people's lives.
- **Individual action:** We can all take steps to challenge gender discrimination in our own lives. This could include things like speaking out against sexist comments, challenging gender stereotypes, and supporting women's rights organizations.

The fight against gender discrimination is a long and difficult one, but it is a fight that is worth fighting. By working together, we can create a world where all people are treated equally, regardless of their gender.

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