

# Gender Biasing and its Effect of Society and Feminism

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**ABSTRACT:** *Gender biasing is one the major factor that obstacle the development of many of us. Not only for females but for males too, biasing is done in many organization and companies. Infect, gender biasing can be observed everywhere in different parts of life. In this paper, gender bias is explained in brief and its impact in various field has been thoroughly studied. A survey has been done on random samples of 50 people, sharing their experience regrading gender biasing in daily life. In future, this paper may help learners to better understand the concept of gender biasing and gender inequality. This survey may help readers to understand, & motivates about whether biasing should be done or not. Effects of biasing may empower people to raise concern about gender biasing and to take required actions.*

**KEYWORDS:** *effects of gender biasing, gender-biasing, its impact in education, companies, daily life.*

## 1. INTRODUCTION

Gender in equality and gender biasing are the terms used as synonyms most of the time. The partial behavior on the basis of gender is called as gender biasing. Giving priority to a gender and neglecting second gender is known as the gender in equality. Gender is different from sex. Sex is being male or female that is a biological factor and gender is all about masculine, Feminine and transgender. Most of the people misunderstand it with biological difference such as male or female. However, gender biasing is another thing totally different from it. Gender biasing can be seen in daily life everywhere. Setting and limiting of opportunities for some specific jobs and role of duty assigning to a particular gender and assuming second gender as weaker is also a phase of gender biasing.

### 1.1.Examples of Gender Biasing

Thinking like, males are strong and for the job of security guard, males would be perfect. However, women/females are weaker than men hence cannot handle the job of security. It has been assumed universally that men are stronger so they can provide high security so, job of security guard is assigned to mostly men. Thus limiting the opportunities to work as security guard for males only is a common example of gender biasing.

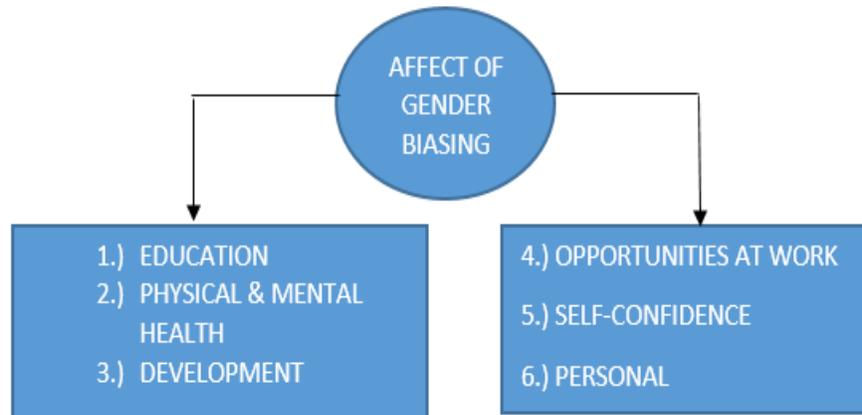
Another example of gender biasing is the job responsibilities of a receptionist. Hardly, anyone is found with male receptionist. Out of 100 cases, 95 receptionists are found to be females only, here opportunities get limited for males. Some consider the reason behind this, that females are calm and polite that is most required to handle someone new at desk that is why females are likely found at reception. There are various areas where, gender biasing is usually seen. some of the areas are covered here in context of gender biasing in further description[1].

### 1.2.Different areas affected by Gender Biasing

#### 1.2.1. Impact of gender biasing on Education:

In educational institutions such as school, colleges, universities it is generally found that no. of girl students is less in some specific areas of education such as science research as compared to boys. There could be many reasons behind this, family support is one of the biggest reason that effects on girl education. These days, many of the families are coming in front and motivating girl child to go ahead for education in science

and research fields. But in past few years, it can be clearly seen that girls were restricted to go out for school, college and education. A lot of much awareness has been spread by government movement of ‘**Beti Bachao, Beti Padhao**’ which aims towards the two targets. One of them is save girl child and education for girl. Gender biasing has its impact in education sector where seats are limited for boys only in some specific curriculum of course. For ex: nursing sector is found to be for girls majorly and security man in banks with gun in their hands are most of the time been observed as males. Therefore, gender biasing has its own impact on education itself that prevents the opportunities for females and sometimes for males as well.



**Figure 1: Various areas that are affected by Gender Biasing.**

These are some of the common areas that are affected by gender biasing and accepted globally as shown in figure 1. In context of females, gender biasing is more concerned as compared to men.

#### 1.2.2. Gender biasing in Job opportunities:

In our country, unemployment is one of the major issue among youngsters. As a result, majority of the eligible and non-eligible youth in our country is lacking in finding correct job for them. Some of the jobs are gender specific such as beautician, receptionist, sales manager, preschool teachers, these are the jobs that are assumed to be gender specific that limits job opportunities for other.

#### 1.2.3. Impact of gender biasing in society:

Societies are developed by developed citizens. In general, gender biasing can be seen everywhere in our societies as because it is a thinking that empower someone to be a part of gender biasing. In daily life sometimes we observe gender biasing which has a positive as well as negative impact too. For example: offering seat to women first in bus or train is an example of gender biasing. However, it is good to help women but on other hand, ticketing line at ticket counters we often see, men standing in queue and do not allow females to stand in queue. Therefore, everywhere in society, gender biasing is observed. Its impact depends on the people and their thinking, their environment too. If we follow gender biasing, its impact will be on children too, which alter their behavior in their personal life as well.

#### 1.2.4. Effect of gender biasing on mental health:

Mental health balance is very important in life. One can take lead or lack in different phases of life. Efficiency of work done in whole day is very much affected by mental health. It is well known fact that disturbed mind will not result in blossoms thoughts. Anxiety, depression, sadness are the factors that are responsible for mental health. The hormones responsible for happy mood and sad feeling plays an important role in mental health[2].

#### 1.2.5. Gender biasing in media:

Social media is one of the most influencing factor among all that affects the youngsters and teenagers. At the age of making carrier in life, when teenagers are supposed to be indulged in a lot of studies and self-determination tasks, social media these days, affecting teenagers sleep pattern and mental peace as well. The

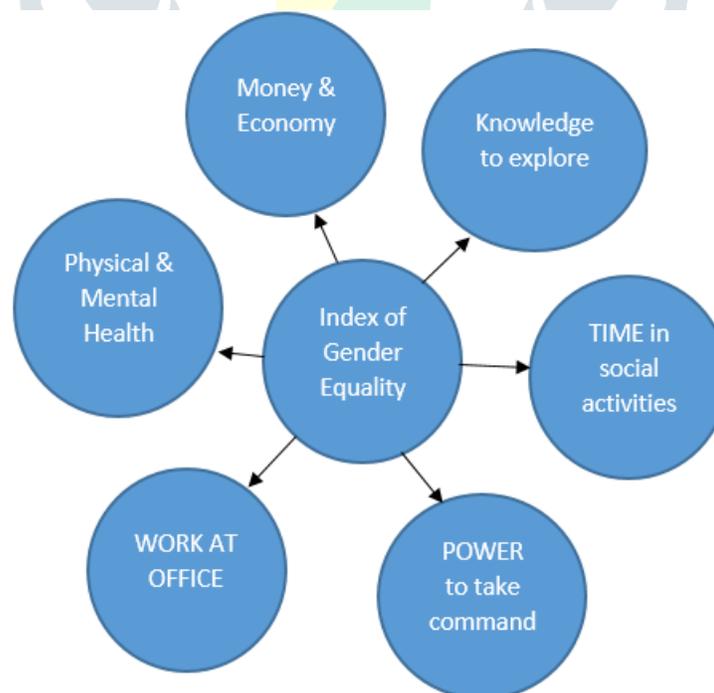
social harassment, lack of mental peace, time wasted on social media that is of no use, are the major results of gender biasing in youngsters these days. Due to gender biasing, people experience, bad lifestyle, online harassment, poor self-esteem and lack of good health that develops depressive symptoms in body. Excessive use of social media on devices may affect eyes and senses badly. Some results of gender biasing on social media is excessive use of mobile phones and social media platforms that affects body postures eye vision and thinking capacity of people. Beyond the news media, some women also find issue with other types of programming. For example, teen pregnancy shows on television raise the question of whether they are glorifying the issue or helping with abstinence. Advertisements that shows female body factors such as fair or black in terms of racism, fat or slim and advertising their products with help of these factors are really affecting youth and change the thinking of children and alters their behaviors.

#### 1.2.6. *In equality at office/work:*

According to a survey in Australia, women earn only 80cents at every dollar given to men. There is huge difference in income of women and men in developed nations. In recent years when, feminism is become a trendy term, the gap in between men income and female income has been improving and many of the organizations are coming forward to improve the scenario of female participation in working profiles by giving more opportunities to work along with men. Nowadays, females are much more eligible for giving competitions to men as well in every field. We can observe that these days, women are taking participation in different professions like pilot and aviation, defense and lieutenants, merchant navy, air force, multinational companies as software developers. Inequality at workplace increase beyond how we earn money. Sexual discrimination & social harassment still remains the trending topics for working females. Title VII of the 1964 Civil Rights Act is designed to protect against employment discrimination, but it does not protect every woman and cases can be difficult to prove[3].

#### 1.2.7. *Higher education:*

It is another section in which gender biasing & race bias remains an important factor. A 2014 study suggests that on the university level, even well-intentioned academic professionals can commit something wrong to females. There is no control on someone's thinking and quality of thoughts one persist. Wrong intention and harassing thoughts are the personal factors that education cannot alter as it depends on one self. As shown in Figure 2, overall composition of the European gender equality Index 2005.



**Figure 2: The overall composition of the European gender equality index in 2005.**

### *1.3. Causes Of Gender Biasing*

There may exist various causes due to which gender biasing is done and its affect is being faced by many of us. Some of the common reasons and causes of gender biasing has been discussed here in brief.

#### *1.3.1. Access to education:*

In our country more than 65% of populations falls in poor category that is below creamy layer and not only education but basic necessities they cannot access. Education is the thing that builds one's carried and own identity in world and society. Lack of opportunities to access education is one of the biggest obstacle that strengthen gender biasing. In some areas of our country, parents think that, girl education is not important and boys are send to schools and colleges for education. There lies the local gender biasing in families. It gives a huge impact on girl's future and their compatibility with other educated world.

#### *1.3.2. Lack of equality of employment:*

Not giving equal opportunities to women to work in different sectors such as industries, factories, institutions, multinational companies, research and development is the reason where females are lacking in comparison of males therefore, the developing authorities should give equal opportunities to females as compared to males. In some cases, some job is specifically designed to males and females there lies the lack of equality of employment.

#### *1.3.3. Selection and Segregation of jobs:*

Due to lack of awareness and possibilities of jobs, females are lacking in comparison of men. Even with higher education degrees that females have achieved still lack of confidence and knowledge how to get in right job and in which sector of job one should enter is the lacking part due to gender biasing. The discrimination results in higher income of males and lower salaries of females. Females should be considered as the top most priorities as they take responsibilities more than males.

#### *1.3.4. Less legal protection:*

According to a research work from World Bank. There are approximately one billion females that are not being protected from various factors like, sexual harassment and domestic violence in house. Many of the countries do lacking in providing females legal protection and do not prioritize their safety in comparison of men. At the end, females have to take decision regarding their safety. Many of NGOs, are working with such females that are willing to pay attention towards the safety of females all around the world.

#### *1.3.5. Less developed medical healthcare centers:*

In our country, there are less awareness about pregnancy related health care in females. There is less access of contraceptive pills thus leads to increase in population and when it comes about female's health during pregnancy and after delivering a baby their health is being ignored. Improper diet and lack of medical health experts leads to serious health issues in female bodies such as ovarian cancer, infection like tetanus, septic and many more. The condition of health care centers and medicals are being recognized during COVID-19 as well when thousands of pregnant females were being ignored and suggested to stay at home only. On a global scale worldwide, around 40% of pregnancies were not planned & while out of those, 50% do end in abortion, where 38% results in giving births. Thus, these mothers will become financially and economically dependent on second person or the state, losing their freedom.

#### *1.3.6. Lack of religious freedom:*

In India, women are not allowed to enter mosques as they are considered as impure souls. This fact is just a crucial example of lack of religious freedom and gender biasing as well. On the other hand, temples Gurudwaras, church is not found to do such kind of gender biasing. In India, at the entry gate of temples it is often found standing people in queue. In some cases, gents and ladies are assumed to stand in separate lines. But other places do exist where mutual lines are there for all showing equality among females and males. In a study performed by Georgetown University and Brigham Young University, researchers were also able to connect religious intolerance with women's ability to participate in the economy.

### 1.3.7. *Social mindset:*

It is a factor that lies with individual differences and depends upon own thinking that causes other factors and effects the way of living. However, overall mindset of society has its own significance and effect on equality in genders. It depends upon how, society looks into the matter of social values of males and females. There are various laws and rules that are made in context of protection of values of females as well as males too. Many of the people do not have belief in gender equality and they peruse the gender biasing in most of the areas such as education, moral values behavior and support. The overall social mindset of citizens is the integrated phenomenon that affects the values and scenario of females' strength in world.

### 1.3.8. *Racism:*

The discussion about gender biasing is incomplete without including the factor of racism. Racism is the factor that is completely senseless and of no use at all. Racism is like being white or black and hence skin color become a factor of differences in our humanity. Being a part of racism is as bad as, believing in racism. First of all, we all should consider someone as a human being. The skin color are secondary things that should not matter. Different geographical differences results in various kind of cultures and people that are meant to be explored and not to be experience a victim of racism.

### 1.4. *Effects of Gender biasing in different areas.*

- Effect of gender biasing on children is really major problem as because it alters the sense of children. The way of sensing self from a young age really affected by gender biasing. According to studies boys receives 8 times more special attention in a classroom as compared with girls and children classify the different areas such as sports, art, cultural activities as specific to boys and girls.
- Young people are not left away anywhere by the effect of gender biasing. The typical gender stereotype that affects the behavioral changes and choice of study, their selection of aims and attitude regarding relations. It has been observed that females are hardly found opting for sports and annual athlete meets occasions. Choosing subject like math in final year exams is very hardly found in case of female students. According to recent studies, 1 in every 3 females experienced physical violence that are above 15 age which is a deadly example of how gender biasing affects females and young people.
- If adults are considered to study the effect of gender biasing, it is found that, women as compared to men are nowadays, completed tertiary education and even after that the salary income of women even with completed higher education, is quiet less than men. Females are more likely to feel discrimination after being on rejoining offices, post pregnancy and delivery. Females are found to be more willing to do work either paid or unpaid such as house hold works where men are lacking in this area. Therefore, work burden from offices and house and family is more on females and very less on men.
- Aged people and retired specifically are found to be affected by gender biasing. Retired women with half the superannuation savings of men. It is all about the security of women who have been retired from jobs such as in defense or professor, after being retired, the income is affected and hence, the security and expenditures of women are found to be affected due to gender biasing. The older women are at higher risk for homelessness in comparison of men.

## 2. LITERATURE SURVEY

Jessica. M Rasmussen et al. presented a research paper in which, author discussed about gender biasing and career satisfaction along with work-life balance. A survey has been conducted by author in order to study the general surgery residency and working of 80 hours work week phenomenon. Around 300 surgeons has been participated in this survey in which 21% is the response rate out of which, 42% of total people were females. As a total of 81 females, around 48 females have experienced gender biasing. 63 females reported gender biasing in their practices. Which is compared to 4-6% of men only. According to the graphical information shared by author in this paper, females are willing to be found a victim of gender biasing in practice and in surgery rotation as well.

Catherine E. Ross et al. presented a research paper that is based on the study about education and gender gap in health and mortality. Author discussed about why are gender differences lies and education and its effect on health and mortality along with its importance. According to author there is a huge relation between health and education. Various resources and substitution and previous evidences has been shared by author. Author, had done an analysis of self-reported health using various methods such as data collection about descriptive statistical information for men and women (NHIS-LMF) for the time period of (1986-2002). According to author, education and mortality are interrelated to each other and affects each other. By using Cox regression model, author analyzed the relationship between education health and mortality rate. some of the poor-self rated health analysis also being faced in this survey[4].

Shao-Hsun Keng, had conducted a research work in which the brief study about gender biasing and discrimination has been done. Mainly females as a victim of gender biasing has been considered. Author described some of the data that has been taken from a public university in Taiwan country. The study is being conducted about female discrimination in context of teaching and evaluation procedure. The results showed that discrimination is a significant factor that strengthens the gender biasing. According to author, as mentioned in paper, around 50% of discrimination and gender biasing has been reduced after every 10 years of teaching.

Amarette Filut et al., conducted a research work and presented a report about how knowingly biasing affects and on other hand, unconsciously biasing also exists as major factor that affects the various parts of life. According to author, unconscious biasing is ubiquitous that arises with the differences of stereotypes present in society and cultural activities. There could be two types of stereotypes that are inter group and most common form of biasing is explicit biasing. The main focus of this paper is on the study of how unconscious biasing comprises the limited access of resources to develop females and their carriers. Unconscious biasing is found to be beyond the gender individuals that hold conscious beliefs about discrimination[5].

Mina Balamoune-Lutz et al., presented a research work regarding the impact of gender inequality in education on the income in Africa country & Middle East country. Author had shared some evidences to prove that there is a huge impact of gender biasing on income. Author discussed about female education and income, and an empirical analysis has been done by author. There is calculative data given in paper about analysis, which comprises of correlation coefficient of p-values in parameters. Mean and standard deviation of these data has been calculated in order to find ratio of boys and girls, female labor, investment rate and fertility rate as well. author used an econometric method to calculate and experience the relation between gender biasing and education[6].

### 3. DISCUSSION

From all above the studies, it is being observed that in India and in other countries as well, females are more suffered from discrimination and gender biasing. There are rather a crores of women that have adjusted their lives in discrimination and domestic violence. Females are found to lost their identities and brain washed in order to execute, human trafficking. Very less boys were found to be a part of it. Females are found to be indulged in sexual harassment as well. Not only in some areas but sexual harassment can be seen in public transports, offices as well. If searching for results, education is the only things that can wash out the darkness of being a victim and can protect females from misuse and can help knowing them their rights.

### 4. CONCLUSION AND FUTURE PERSPECTIVE

It can be concluded from above studies that gender biasing is overall a factor that obstacles the development of females in many ways. There are various parts of life where female discrimination and biasing on the basis of gender is being done and faced by a lot of women. It not about only women in India but, in other countries as well, mostly, females have to be a victim of gender biasing. In various sectors such as education, marriage, jobs/office work, opportunities, responsibilities and development in career. Very few males are found to be a victim of gender biasing and rather than being a victim, males are found to do complaint and fights. However, females are less likely to fight at work for the reason of gender biasing. It is not so common to file compliant about gender biasing in India. In other countries, people are aware of their rights and recently in America, people fight for black people and raised voice against racism. That is how, awareness is being spread about discrimination and gender biasing. More the people will be aware of these terms, lesser will be

the victims of it. From future perspective, free awareness camps can be conducted in order to spread knowledge and rights against discrimination and to support females.

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