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## Gender Bias: How Does Nepal Compare to America?

Nepalese society has consistently shown a significant gender difference between men and women. At the most fundamental level, the family made the decisions that led to this divide, which has national implications. According to a common cultural misconception, parents expect sons but not daughters to provide them with financial and emotional after retirement. Traditionally, sons are seen as adding to family wealth and property while daughters are considered a burden who require dowries. In other words, sons carry on the family line while daughters are married off to another household.

In Nepal, the participation of rural people in education is most strongly influenced by gender. Additionally, gender-based education quality in Nepal reflects societal inequality. Dowry is a tradition in which the bride's parents offer necessary items at the time of their daughter's wedding in order for her to have a happy marriage. Because of how differently their parents see their children's preparation for their eventual marriage duties based on gender, young girls often complete fewer years of education than boys. For instance, ladies are unlikely to be sent to school for their further education but boys are being forced his study up to the bachelor's level in many families. After marriage, women are expected to live with their husbands instead of their families. Males are also more likely than women to work in non-agricultural occupations like Construction sites, Businesses, and societal norms favor women performing household chores to

a greater extent than men. Boys' education is considered essential, whereas girls have less time to complete their schoolwork because they simultaneously take care of household duties like preparing meals, cleaning the house, looking after children, etc.

The Kathmandu Post's Devika Thapa asserts that *“Our patriarchal family structures give men the role of household heads and decision-makers whereas women and girls continue to be burdened with unpaid domestic/care work, motherhood penalty, and restrictive gender roles that render their contributions invisible.”* She makes reference to the issue of women who had to work all day but were informed at the end of the day that they accomplished nothing. Because of this, Nepali women are much more likely to stop having children after having a son than after having a daughter, this is the worst aspect of culture. since Nepal continues to have large average families. Most couples have at least one boy by the time they have the desired number of kids. An attitude can explain the preference for sons and is considered more valuable than daughters.

According to the Women's Development & Security Network, women represent only 19% of Nepal's population and are severely underrepresented in government, leadership, and economic sectors. Furthermore, the gender gap widens with age as women are less likely to attain education and technical skills compared to men. As a result, they are often limited to lower-paying and low-skilled jobs, thereby exacerbating their economic vulnerability and creating a vicious cycle of poverty and inequality. To address these challenges, UNDP launched an innovative project called “Promoting Women's Empowerment in the Himalayas” aimed at empowering women to become community leaders, change agents, and entrepreneurs through the provision of entrepreneurship training, networking opportunities, and other capacity-building

programs. Despite these efforts, gender inequality persists in Nepal, particularly in marginalized communities where women are systematically denied access to resources and opportunities.

The problem is widespread throughout the entire world, but I used to incorrectly believe that this is standard practice in the area where I grew up like i. Not only in the least educated societies like south Asian countries but also in western civilizations, it is the most pervasive problem. According to CBS News, *“36 percent of people polled said they would want a boy over a girl, while 28 percent said they'd prefer a daughter instead of a son.”* This information demonstrates how gender bias exists even in industrialized nations like the USA. The taboo against daughters has been directly linked to women's inferior status across cultures. Sons are more likely to succeed, uphold the family name, and provide income to help older family members. Compared to parents of sons, parents of daughters were more likely to have a second child. A father of a new daughter might say, “I need a son to carry on my legacy, take over my business, and have my name survive me.” and start to curse his wife for giving birth to a baby girl.

It is typical for women to make progress toward increasing gender equity in the workplace. Women are still underrepresented in the highest leadership positions in the industry, earn less than men, and get promoted less frequently. An article published in Textmetrics claims, “Gender discrimination is experienced by 42% of women at work. And 90% of senior leaders are men, while only 25% of the CEOs are women.” This demonstrates that there is still a gender divide in our contemporary society. Finding a job is considerably more difficult for women than it is for men anywhere in the world. When women do find a job, it is typically in low-paying, risky positions. According to Forbes “Another factor is the failure of the technology firms to

appreciate the benefits of diversity in their industry, reducing their resolve to rectify the problem. Consider that the percentage of women employed at tech companies at Apple, Google, and Facebook is only 23%, and it's only 20% at Microsoft.” this information demonstrates clearly that women at Microsoft had fewer prospects than men in large tech firms like FAANG enterprises. This gap was particularly noticeable regarding positions of leadership like managers and directors as well as in overall salary. These findings confirm the detrimental effects gender bias can have on an organization's culture and performance.

One way to achieve equality is by ensuring that women are represented on company boards and in other high-ranking positions within the organization. Additionally, by giving them access to training and mentorship programs that will aid in the development of the leadership qualities they require, we can encourage women to pursue leadership positions within their businesses. Establishing employee resource groups that advance equality and aid female employees in overcoming any cultural or social obstacles to success is another strategy to advance diversity and inclusivity. For example, We might establish an organization that helps female workers in developing their professions and offers networking opportunities to assist women in connecting with other female workers and establishing lasting relationships. The last thing we can do is encourage male employees to make the workplace a pleasant place for women to work and advance in their careers by treating them properly and doing away with all forms of discrimination.

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