



# Gender as “Social Construct”

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# Introduction

Gender refers to the characteristics of women, men, girls and boys that are socially constructed. As a social construct, gender varies from society to society and can change over time. Gender interacts with but is different from sex, which refers to the different biological and physiological characteristics of females, males and intersex persons. Gender identity refers to a person's internal and individual experience of gender, which may or may not correspond to the person's physiology or designated sex at birth.



# HISTORY

Gender roles have changed over time and varied across different cultures and historical periods. In prehistoric societies, gender roles were likely based on biological differences, while in ancient societies, women were excluded from public and political life. During the Industrial Revolution, women increasingly entered the workforce and new gender roles emerged. In the 20th century, the feminist movement challenged traditional gender roles and led to increased opportunities for women. Today, there is increasing recognition of non-binary genders and the need to challenge gender stereotypes, but there is still significant gender inequality in many areas of society



# GENDER STEREOTYPES

Gender stereotypes are generalizations about the typical characteristics, traits, roles, and behaviors associated with men and women in a particular culture or society. Some common gender stereotypes include: Men are breadwinners and career-oriented, while women are caregivers and family-oriented. Men are rational and logical, while women are emotional and irrational. Men are leaders, while women are followers. Also, gender was still confused with sex whereas now it's a broader spectrum. It is important to challenge and question gender stereotypes to promote gender equality and create a more inclusive and diverse society.



# INTERSECTIONALITY

Intersectionality refers to the interconnected nature of social identities, such as gender, race, class, sexuality, and ability, and how they interact to shape an individual's experiences and opportunities. Gender intersects with other social identities in complex ways, and these intersections can result in different experiences of gender for different individuals. Individuals with intersecting identities face unique barriers to accessing support and resources. It highlights the importance of understanding the ways in which social identities intersect and leads to different experiences of gender. By recognizing and addressing these intersections, we can work towards creating a more inclusive and equitable society for all individuals.

# TYPES OF GENDER IDENTITIES

Gender identity is your own personal sense of your gender. There are many different gender identities, including male, female, transgender, gender neutral, non-binary, agender, pangender, genderqueer, two-spirit, third gender, and all, none or a combination of these. There are many more gender identities than we've listed. Gender can be complex and people are defining themselves in new and different ways as we gain a deeper understanding of identities.







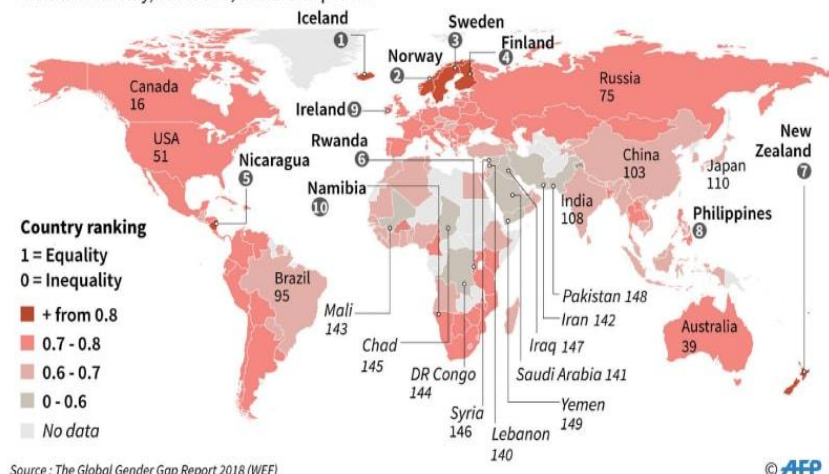
# GENDER AND SOCIALISATION

Gender roles and expectations are learned and reinforced through socialization by various agents such as family, media, education, and peers. Parents, siblings, and other family members can influence a child's gender socialization by reinforcing gender norms and expectations, while the media often depicts gender stereotypes and reinforces traditional gender roles. Schools may offer different activities and opportunities to boys and girls based on gender, and textbooks and classroom materials may present a limited view of gender roles. Children often learn gender norms and expectations through interactions with their peers and social groups, which can create pressure to conform to traditional gender roles and expectations. Overall, understanding how gender socialization works is crucial to challenging gender stereotypes and creating a more equitable and inclusive society.

# STATISTICAL DATA

## Gender equality ranked

The World Economic Forum measured gender inequality in 149 countries with an index based on 4 criteria: economy, education, health and politics



**The gender score** | India ranked 135 in gender parity out of 146 countries, according to the Global Gender Gap Report 2022 released by the World Economic Forum. A look at India's ranking in the four sub-indexes based on which the overall ranking was determined

India	Rank 2022*
Global gender gap index	135
Economic participation and opportunity	143
Educational attainment	107
Health and survival	146
Political empowerment	48

\*out of 146 countries





# LET'S LOOK AT SOME STATISTICS

**Economic Participation and Pay Gap:** The gender pay gap is the difference in average earnings between men and women in the workforce. According to the World Economic Forum's 2021 Global Gender Gap Report, the global gender pay gap stands at 16%. Globally, women's labor force participation rate is 47.2%, compared to 74.9% for men, according to the International Labor Organization (ILO). There is a lot of occupational segregation which leads to disparity in economic participation. Many intersectionalities such as religion, race, ethnicity etc play a major role in the pay gap. Low acceptance of LGBTQ+ community in the industry also contributes to pay parity.

## Inclusion Matters

- ▶ 92% of India's trans people are unable to participate in any economic activity
- ▶ Less than half of them have access to education
- ▶ 62% of those that do, face abuse and discrimination
- ▶ \$32 b: India's loss in GDP due to homophobia and transphobia, says a 2016 World Bank report
- ▶ Less than 100 out and proud trans people employed by India Inc, claims a UNDP consultant

Godrej, IBM, Accenture, Tata Steel, Kochi Rail Metro have progressive policies in place for trans inclusion





# LET'S LOOK AT SOME STATISTICS

**Education:** In some parts of the world, girls are less likely than boys to have access to education. For example, in sub-Saharan Africa, 9.5 million girls between the ages of 6 and 11 will never attend school, compared to 6 million boys. The gender stereotypes, economic benefits associated, etc. play a significant role in this.

**Health:** Gender can have a significant impact on access to healthcare, health behaviors, and health outcomes. Women tend to live longer than men but face barriers to accessing healthcare. Reproductive health is a key area of concern for women, as complications from pregnancy and childbirth are a leading cause of death. It also impacts mental health outcomes, with women more likely to experience depression and anxiety and men more likely to die by suicide.

# LET'S LOOK AT SOME STATISTICS

**Leadership Roles:** Gender has historically played a significant role in leadership positions, with men occupying most leadership roles. Women have been largely excluded from leadership positions due to societal norms and discrimination. However, this has begun to change in recent decades, with more women taking on leadership roles in various fields. Gender biases and stereotypes continue to impact leadership opportunities for women, and efforts to address these issues and promote gender equality in leadership positions are ongoing.

## WOMEN IN LEADERSHIP

EYE-OPENING STATISTICS EVERYONE SHOULD KNOW

### THE GENDER PAY GAP

WE'RE STILL SEEING GENDER PAY GAPS ACROSS EVERY INDUSTRY, OCCUPATION AND MANAGER CATEGORY IN AUSTRALIA. THE GAP HASN'T SUBSTANTIALLY CHANGED OVER THE PAST TWO DECADES.



### FEMALE CEOs GLOBALLY

4.9% OF FORTUNE 500 CEOs AND 2% OF S&P 500 CEOs ARE WOMEN. AS OF 2019, 1 IN 9 ASX 200 COMPANIES HAD NO WOMEN IN THEIR EXECUTIVE LEADERSHIP TEAM.

### THE BROKEN RUNG

FOR EVERY 100 MEN PROMOTED AND HIRED FOR A MANAGER ROLE IN AMERICA, ONLY 72 WOMEN ARE PROMOTED AND HIRED. RESULTING IN FEWER FEMALE LEADERS.



### LEADERSHIP POSITIONS

WHILE MORE WOMEN ARE REPRESENTED IN PART-TIME WORK IN AUSTRALIA, THEY ARE LESS LIKELY TO HOLD MANAGEMENT TITLES IN THOSE POSITIONS.



# SOME NOTABLE EVENTS

**Feminism** is a social, political, and cultural movement that advocates for equal rights and opportunities for women. It seeks to challenge and eliminate gender-based discrimination and inequalities, and promote gender equality in all aspects of life, including education, employment, politics, and the legal system. Feminism also aims to empower women to make their own choices and control their own lives.

The **#MeToo movement** is a global movement that began in 2017 and aims to bring awareness to end sexual harassment and assault, particularly in the workplace. It encourages survivors of sexual violence to share their stories and supports them in seeking justice and accountability for their perpetrators. The movement has sparked a wider conversation about the prevalence of sexual harassment and assault, and the need for systemic change to address these issues.




# SOME NOTABLE EVENTS

**The Pride Parades:** A pride parade (also known as pride march, pride event, or pride festival) is an outdoor event celebrating lesbian, gay, bisexual, transgender, and queer (LGBTQ) social and self-acceptance, achievements, legal rights, and pride. Commemorations are also held for members who lost their lives to violence, hate crimes.

**SECTION 377:** A five-judge Bench including The Chief Justice of India-Justice D.Y.Chandrachud, unanimously dismissed Section 377 of the Indian Penal Code on 6 September 2018 to the extent that it criminalized same-sex relationships between consenting adults. Now it is legally permissible for LGBT people to engage in consensual intercourse.





# IS GENDER AN ACHIEVED STATUS!

Gender can be both an ascribed and an achieved status. As an ascribed status, gender is assigned based on an individual's biological sex at birth. However, gender is also an achieved status because individuals actively perform and negotiate their gender roles, expressions, and identities throughout their lives. This means that gender is not just something that is assigned to individuals, but is also actively constructed and expressed by them.





# Referenes

- [https://en.m.wikipedia.org/wiki/Social\\_construction\\_of\\_gender](https://en.m.wikipedia.org/wiki/Social_construction_of_gender)
- [https://www.who.int/health-topics/gender#tab=tab\\_1](https://www.who.int/health-topics/gender#tab=tab_1)
- [https://en.wikipedia.org/wiki/Section\\_377](https://en.wikipedia.org/wiki/Section_377)
- <https://pragmaticthinking.com/blog/women-in-leadership-statistics/>
- <https://feminisminindia.com/2022/07/29/global-gender-gap-report-2022-india-ranks-135-out-of-146-slips-drastically-in-health-and-survival/?amp>

The background of the image features several overlapping silhouettes of human heads in profile, facing right. These silhouettes are rendered in various shades of purple and pink, creating a layered, paper-cut effect. The silhouettes are positioned on the left side of the frame, with some overlapping each other. The text "THANK YOU" is centered in the middle of the image, written in a white, hand-drawn, sans-serif font. The word "THANK" is on the top line and "YOU" is on the bottom line. The text is clearly visible against the darker purple and pink background elements.

THANK  
YOU