

Gender Discrimination

A gender-equal society would be one where the word ‘gender’ does not exist: where everyone can be themselves.”

- Gloria Steinem.

Introduction

Girls and women primarily suffer from the negative impact of rigid gender norms and roles - they are more likely to experience restrictions on their freedom, decisions or mobility, they experience epidemic levels of violence and harassment across the globe and have fewer opportunities to choose how to live their lives. But boys and men suffer too. Ideas about what it means to be a “man” forces them to behave in very limited ways which can harm them. Negative masculinities encouraged in boys serve to perpetuate the cycle of discrimination and inequality.

What is Gender Discrimination ?

Gender discrimination or Sexism is any unequal treatment, including privilege and priority, on the basis of gender. It describes the situation in which people are treated differently simply because they are male or female, rather than on the basis of their individual skills or capabilities.

Sexism can be conveyed in:

- behaviour
- practices and traditions
- speech
- gestures
- laws and policies

Gender prejudice and resulting gender discrimination begin from the childhood, girls and boys face unequal gender norms regarding expectations and access to resources and opportunities – in their homes, schools and communities.

For example, boys are often encouraged to go to school and get an education to prepare for work, while girls carry heavy household responsibilities that keep them from school.

Thus, denying people the freedom to choose their path in life because of their gender prevents them from fulfilling their full potential.

Types of Gender Discrimination

- **Gender stereotypes:**

Gender stereotyping is the *practice* of ascribing to an individual woman or man specific attributes, characteristics, or roles making it a way how societies expect people to act based on their gender. For example, girls should stay at home and help with housework and childcare, should dress modestly and not stay out late at night. People are often judged by how well they adhere to the gender stereotypes.

Likewise, seemingly positive stereotypes and gender roles such as men being the ‘provider’ or ‘protector’ of the family, put an unnecessary burden on men and boys that could more positively be shared in an equal partnership.

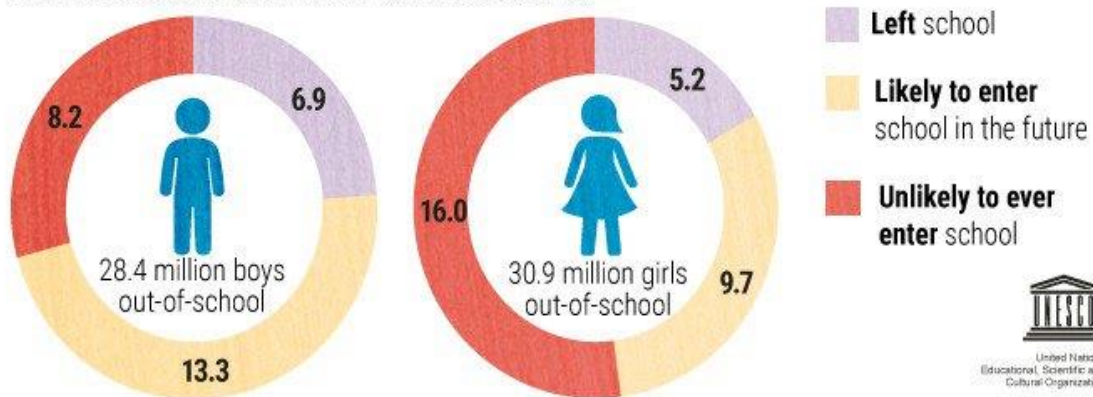
- **Education:**

Educational specialties in higher education produce and perpetuate inequality between men and women. Stereotypes about the different physical and cognitive abilities of girls and boys, leads to certain school subjects and teaching methods being gendered. Boys are considered better suited to maths, technology, the sciences, and sports whereas girls are considered better suited to the arts and humanities. Thus, curbing the individual from the freedom of pursuing courses of his choice. Sometimes, particularly in gender-segregated schools, certain subjects are not even offered to female students. Parents may spend differently based on gender of their children The expenditure difference including spending unequally on students' fee, textbooks, school supplies like school bags, uniforms and other education expenditure. Some 9.7 million children were at risk of being forced out of school by the end of 2020, with girls facing an increased risk.

TWICE AS MANY GIRLS AS BOYS WILL NEVER START SCHOOL

Out-of-school children of primary school age

Source: UNESCO eAtlas of Gender Inequality in Education - <http://on.unesco.org/gender-map>



Pie Chart from **UNSECO eAtlas Survey** on Gender Disparity in Education

• **Work Place:**

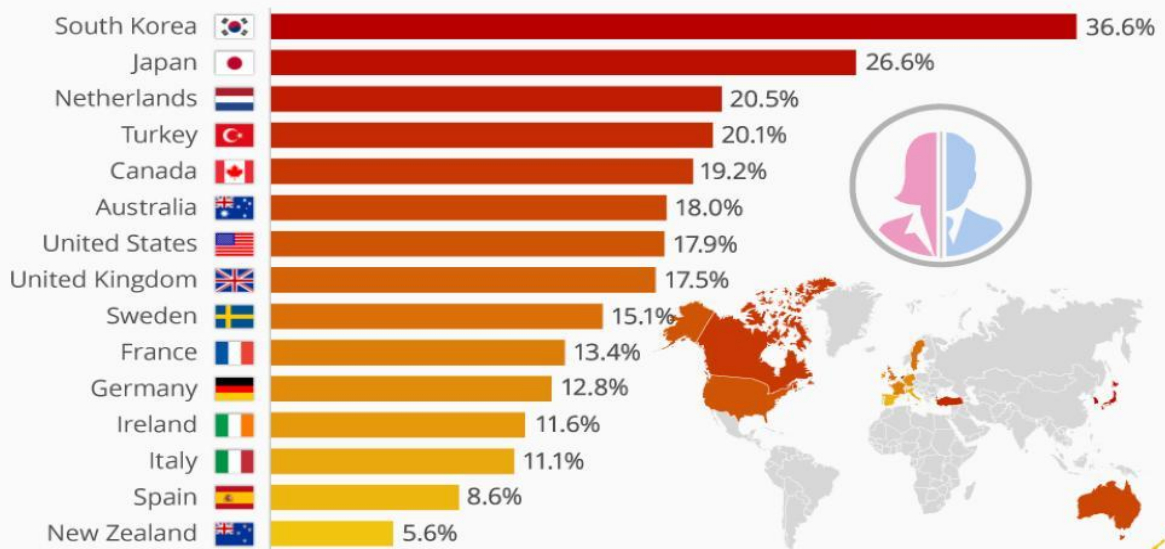
Gender discrimination can take various forms in the workplace –applies to both men and women (although women are the predominate victim). Generally, gender discrimination is when a corporation treats an employee differently because the individual is a man or a woman. Gender discrimination can be aggressive or subtle, not all discriminating actions are obvious in the workplace.

Below are some gender discrimination examples:

- Hiring, firing, or promoting someone because of their gender
- Less support from seniors to female employees for their ideas even if well planned considering strategizing is not cup of their tea.
- Female employees don't get to add their husbands to their health insurance because it is assumed that the husband has his own healthcare benefits, while male employees can add their wives
- Withholding job opportunities from individuals who identify as transsexual or homosexual
- **Earning Gap:** A female works her way up to management finds out that a newly hired male manager (same position and duties) is getting paid more than she is despite equal qualifications.

The Gender Pay Gap In Developed Nations Visualized

% difference in full-time earnings between men/women in selected OECD nations*



*as a % of the earnings of men, latest available year

The survey, which was conducted online in English and in Spanish through GfK's Knowledge Panel included sample of 4,914 adults, ages 18 and older, summarises the results below:

% of employed women saying they have experienced each of these things at work because of their gender



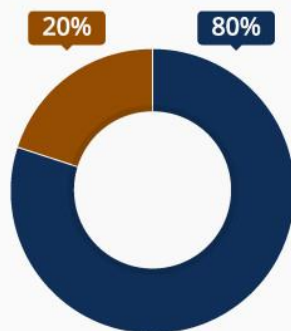
- Gender-based violence:** Gender-based violence occurs everywhere around the world across all economic and social groups. While both boys and girls are negatively impacted, girls are particularly at risk. An estimated 1 in 3 women globally have experienced physical or sexual violence in their lifetime, mostly at the hands of their partners. Types of violence may include: prenatal sex selection, female infanticide, rape, neglect, domestic violence, forced prostitution. Domestic violence is tolerated and even legally accepted in many parts of the world. In Peru, 837 girls and women were murdered between 2010 and 2017. Dowry-related femicide may occur when a groom's family is unsatisfied with dowry paid to them. Their son's wife becomes "unsuitable" in their eyes and she may be killed by the groom's family or driven to suicide through harassment and torture. Dowry killings are widely reported in South Asian countries, accounting for up to 50 per cent of all female homicides.

Women More Likely to be Killed by Partners or Relatives

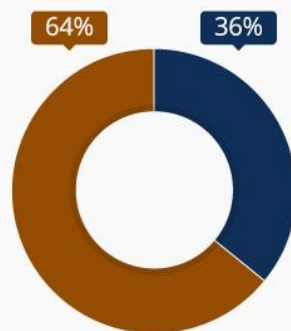
Share of victims globally by who murdered them (2017)

● Men ● Women

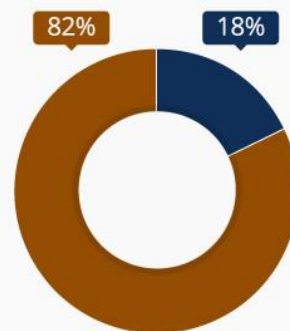
87,000 women and girls were murdered around the world in 2017 – 50,000 of them were murdered by an (ex-)partner or a family member.



All murder victims



Murdered by (ex-)partner/
family member



Murdered by (ex-)partner



@StatistaCharts Source: UN

statista

- **Sports:**

A women's physical strength has always been considered inferior to men. Gender discrimination begins at home initiated by parents' unwillingness to let their girl child participate in sports. There exists a line of difference in the upbringing of a girl child and a boy child. We are taught that girls are not supposed to play in the fields; in the open, girls are delicate, vulnerable, and might get hurt. Be it kabaddi, weightlifting or wrestling, it's the boys' sports. The gift boxes containing racing cars, football or cricket bat are solely for our brothers. Also, sports news and sports channels are mainly watched by the male members of the family. Four prominent female big-wave surfers, Bianca Valenti, Andrea Moller, Keala Kennelly and Paige Alms, spent years fighting for equal pay in the largely male sport where they regularly risk their lives. Last July, the Committee for Equity in Women's Surfing, an organization formed by six women, sent letters to the California Coastal Commission arguing that by treating women unequally, the World Surf League was in violation of state civil rights law.

So, basically the first one is the wage gap. Another problem is lesser media coverage and sexist comments by media. The last problem is typical stereotypes of women athletes.



- **Objectification:**

Objectification is when a person is treated as a commodity or an object without regard to their personality or dignity. It commonly happens in the media where women are photoshopped and airbrushed leading to much more emphasis and value being put on their external appearance above other capacities. This affects girls' body image, their self-esteem and ultimately the value they put on themselves.

However, girls are also often represented poorly in entertainment and the media in ways that reinforce damaging gender stereotypes and traditional roles. Objectification must be called out and girls must be encouraged to tell their own stories - ones that reflect their power, potential and diversity.

Real Life Incidents of Gender Discrimination:

- 62 million girls around the world are denied an education, which often dooms them to a life of poverty and dependence. One of the most famous example is **Malala Yousafzai**. The Taliban tried to kill her, to silence her, for going to school. Yousafzai and two other girls were shot by a Tehrik-i Taliban Pakistan gunman in an assassination attempt in retaliation for her activism; the gunman fled the scene. Yousafzai was hit in the head with a bullet and remained unconscious and in critical condition



- Saudi Arabia, is one of the most gender-unequal countries on Earth. No Freedom to Travel or Get a Passport. Saudi Arabia did not allow women to drive cars until June 2018. No Freedom to Choose Marriage Partner, and Child Marriages. Woman was allowed to run for a local municipal council seat in addition to voting, a man was required to promote her campaign from behind a partition and give speeches on her behalf when addressing male voters. Like many other Muslim-majority countries, Saudi Arabia bases its personal law system on Islamic law. But, Saudi Arabia has no written family law.

Ehsan Shallan, 73, just voted for the first time in her life.
[#SaudiWomenVote](#)



- **PwC** has released a new study into the representation of women across the corporate business world. The report is based on a survey of 328 respondents representing organisations headquartered in 18 different countries and a survey among 4,792 employees from 70 countries – 82% of the respondents were female and are currently employed or about to start their first job. At entry level there is a discrepancy of 4% on parity in favour of men, this reaches 13% by managerial level, 17% by senior manager/director level, 21% at vice president level and 26% at senior vice president level. When it comes to boardroom positions, the discrepancy at the C-suite stands at 31%

[For further details about the PwC.](#)

Have you ever personally experienced gender discrimination when applying or interviewing for a job?

Respondents who answered yes

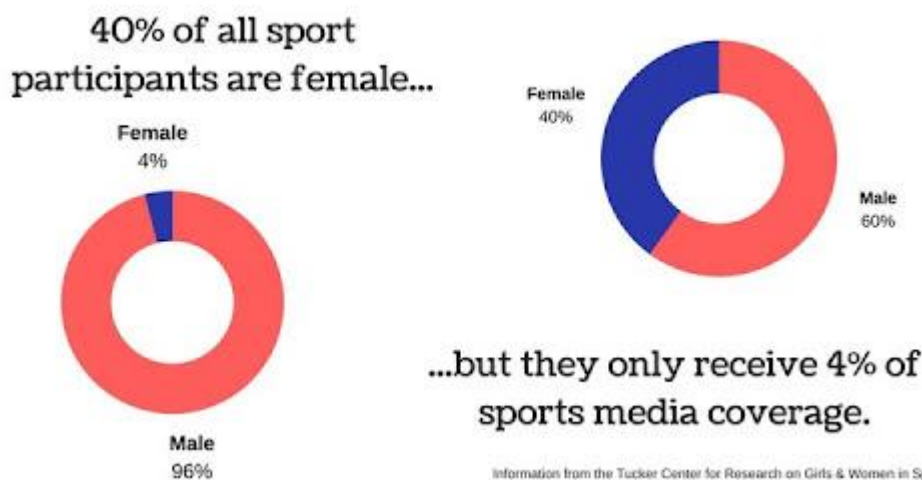


- Based on this World Health Organization list, the countries where **femicide** occurs most often are El Salvador, Venezuela, the Central African Republic, South Africa, Jamaica, Honduras, Guatemala, Guyana and Mexico. **The United Nations Organization on Drugs and Crime** collected all available statistics for the year 2017. They measure the incidence of femicide by the total number of occurrences not as a percentage of the overall female population:
 - ❖ Asia – approximately 20,000
 - ❖ Africa – approximately 19,000
 - ❖ The Americas – approximately 8,000
 - ❖ Europe – approximately 3,000
 - ❖ Oceania – approximately 300

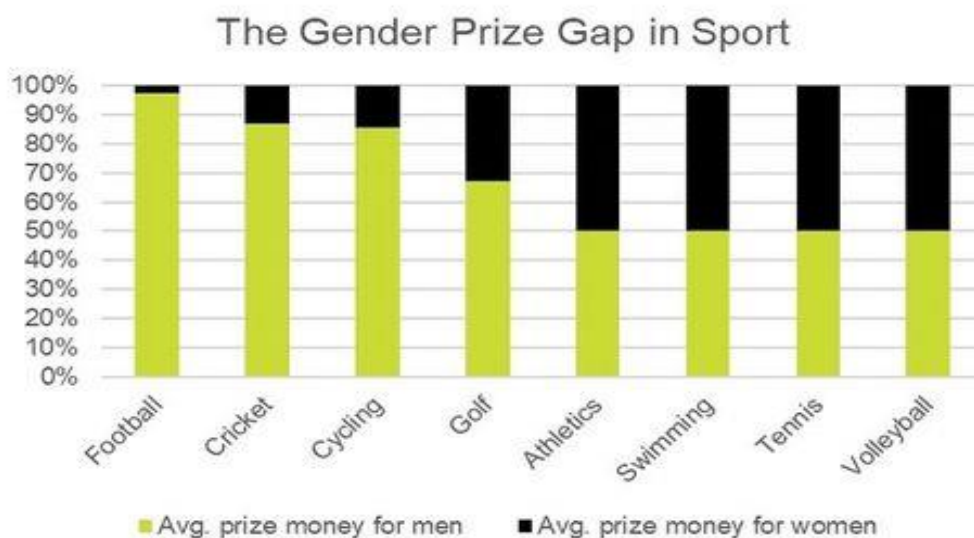


- Indian badminton ace **Jwala Gutta**, the 14-time winner of the National Badminton Championships, compared sports as a career for women akin to walking on a tightrope. They are often victims of Objectification and less support from family, government and unequal pay. In an interview with Economic Times, she said,

“There is a lot of discrimination. Consider this: whenever a badminton squad is sent for an international meet, there are usually 10 boys and 3-4 girls. Why is it like this? If we have good hair or look good, we are called glamorous and it is presumed that we are not focused on sports,”



- In a report called ‘**The Gender (In)Equality Issue**’ by Sports Illustrated Global Sports Salary Survey 2017, from the ‘big five’ divisions of European football in England, Spain, Italy, Germany and France; from cricket in the IPL in India, to football in the CSL in China or baseball in the NPB in Japan. The male players in earn almost 100 times what their female counterparts earn. That massive disparity prevails more widely across elite team sport.



- In most of the other countries, many women are subject to domestic violence. Over a one-year period ending October 1, 2020, the Labor and Social Development reported that it encountered 8,00,016 cases of physical and psychological abuse, most involving violence between spouses.

Conclusion

Gender discrimination is any unequal treatment, including privilege and priority, on the basis of gender. Girls and women primarily suffer from the negative impact of rigid gender norms and roles - they are more likely to experience restrictions on their freedom, decisions or mobility, they experience epidemic levels of violence and harassment across the globe. But boys and men suffer too. Ideas about what it means to be a “man” forces them to behave in very limited ways which can harm them. Negative masculinities encouraged in boys serve to perpetuate the cycle of discrimination and inequality. These are the examples of Gender Stereotypes.

Some other major types of Gender Discrimination discussed in the report are discrimination in work place, where women are not considered fit for high decision making posts or unequal pay, even not getting support from their seniors. Second, in discrimination in sports which begins from the our homes where girls are considered delicate and should not be playing out in the open. Even in the well established professional women players are often shadowed by their male counterparts or are often subject of objectification. Third, inequality in Education, on one hand boys are exhorted to take up higher education, girls are expected to drop out and manage all the household chores. Even in the urban cities girls are allowed to pursue only easier courses like humanities over more technical courses like engineering. Finally, we also have gender violence, both boys and girls are negatively impacted, girls are particularly at risk. The types of violence may include: prenatal sex selection, female infanticide, rape, neglect, domestic violence, forced prostitution.

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