EXPLORING THE PERSISTENCE OF GENDER INEQUALITY ACROSS SOCIETAL DIMENSIONS

Sangeetha Gopal[1], Bhuvaneswari Devaraj[2]

Abstract:

The world is exploring technological advancement in all sectors, but still the existence of gender inequality across societal dimensions plays a prominent challenge for development. In recent decades, substantial progress has been made in addressing issues related to gender equality and women's rights. However, gender inequality continues to persist across various dimensions of society. The intricate and multifaceted nature of this issue necessitates a comprehensive examination that goes beyond surface-level observations. This paper, titled " Exploring the Persistence of Gender Inequality Across Societal Dimensions," probes into the complex interplay of factors that contribute to the enduring disparities between genders.

[1,2]Department of Commerce, Faculty of Science and Humanities, SRM Institute of Science and Technology, Kattankulathur, Tamil Nadu, India

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1.   Introduction:

Being Gender equality is sustainable goal, a study on the perception of gender inequality across societal dimensions is exploring from education and workforce participation to representation in leadership roles and access to healthcare, gender inequality manifests in numerous ways. Its roots are deeply embedded within cultural norms, institutional structures, and historical precedents. As such, a mere superficial understanding of the problem falls short in capturing the true extent of its impact and the mechanisms that sustain it.

This research aims to shed light on the interconnected layers of gender inequality, unveiling the nuanced dynamics that perpetuate its existence. By examining the sociocultural, economic, and political contexts within which inequality thrives, this paper seeks to identify the underlying drivers that hinder the complete realization of gender equality. Moreover, it strives to highlight the often overlooked, subtle forms of discrimination that persist despite apparent progress.

Through a combination of qualitative and quantitative analysis, this study will explore case studies, empirical data, and historical perspectives to provide a comprehensive view of the issue. By doing so, it hopes to contribute to the ongoing discourse surrounding gender inequality and inform strategies for more effective policy-making, advocacy, and social change. Ultimately, the goal is to foster a deeper understanding of the complexity of gender inequality and inspire actionable insights that can drive us closer to a more just and equitable society for all genders.

Objectives:
The major objectives of the study are to identify the root causes of the problem underlying with the factors towards persistence of gender inequality and to create awareness by promoting a deeper understanding of the issue among policy makers, researchers, activities and the general public through case study.

Review of Literature:
Recent literature has likely emphasized the concept of intersectionality, exploring how gender inequality intersects with other forms of discrimination such as race, ethnicity, class, and sexual orientation. Scholars have likely highlighted how individuals facing multiple marginalization's experience compounded forms of inequality (Crenshaw, 1989; Cho et al., 2013).

Research during this period may have delved into the persistent gender pay gap and the role of occupational segregation. Focus could be on understanding the mechanisms behind pay disparities, such as negotiation biases, and exploring strategies to bridge the gap (Blau & Kahn, 2017; Bertrand, 2018).

Scholarly work likely investigated the underrepresentation of women in leadership positions across various sectors and its consequences. The literature may have explored initiatives aimed at increasing women's representation in executive roles, boards, and political offices (Eagly & Carli, 2007; Ryan & Haslam, 2005).

With the increasing influence of technology, recent literature may have investigated the role of gender in the technology sector, highlighting disparities in fields like STEM and addressing issues related to bias in algorithms and digital platforms (Cheryan et al., 2017; Noble, 2018).

Recent reviews may have provided a global perspective on gender inequality, discussing variations across countries and cultures. Literature might explore the effectiveness of policy interventions, including gender quotas, anti-discrimination laws, and affirmative action (Krook & O'Brien, 2010; Duflo, 2012).

The above review of literature makes a clear view on gender inequality existence in all sectors. The dimension of society on gender inequality prevails form the ancient period. The researcher attempts to do an analysis with a case study of certain sectors as form of sample from the technological industry, Political sectors and educational sectors.

2.   Materials And Analysis:

Case Study Scenario related to tech-industry:
Sarah, a talented software engineer with a background in artificial intelligence, joins a well-known tech company. Despite her skills and qualifications, she finds herself navigating a challenging environment. Her ideas are sometimes dismissed or attributed to her male colleagues, and she notices that her male peers are often given more high-profile projects. Additionally, she learns that her male colleagues with similar experience levels are earning higher salaries.

As Sarah's career progresses, she realizes that the underrepresentation of women extends to leadership positions within the company. There is a lack of visible role models and mentors for her to look up to, making it difficult for her to envision a clear path for advancement. She also notices a lack of support for work-life balance, as late-night coding sessions are often seen as the norm, disadvantaging employees with caregiving responsibilities.

This case study underscores the persistence of gender inequality across multiple dimensions in the tech industry. The experiences of Sarah and many

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other women in the sector reflect systemic issues that have yet to be fully addressed. To combat gender inequality, comprehensive efforts are required, including targeted recruitment, equal pay initiatives, diversity and inclusion programs, and cultural shifts within tech companies.

Dimensions of Gender inequality in Tech-Industries are as follows: Representation with new exploration, Pay-gap regarding compensation benefits, Workplace culture which prevails with lack of mentorship and opportunities, career progression inclusion of limited access for promotion and leadership roles.

Case Study Scenario related to political sector: In Country X, only 15% of parliamentary seats are held by women, indicating a significant gender gap in political representation. Maria, an educated and experienced lawyer, aspires to enter politics and make a positive impact on policies related to education and healthcare. However, she faces challenges from her party, where male candidates are often prioritized in candidate selection processes. She notices that discussions on important policy matters often lack gender-sensitive perspectives.

Maria's male colleagues are more likely to receive media coverage and attention, leading to a perception that men are the primary leaders and decision-makers in politics. The lack of support for work-life balance also discourages women from entering politics, as the demanding schedules conflict with caregiving responsibilities.

The case study illustrates how gender inequality persists within the political sector, impacting women's access to leadership roles, their influence on policy decisions, and the overall gender sensitivity of political agendas. Addressing this issue requires a comprehensive approach, including efforts to challenge gender biases within political

parties, implement gender quotas or targets, promote mentorship for aspiring women leaders, and ensure that gender-specific policy concerns are adequately addressed. Bridging the gender gap in politics is essential not only for achieving gender equality but also for ensuring more inclusive and representative governance

Case Study Scenario in Education sector: In Country Y, an analysis of enrollment data reveals a significant gender gap in STEM fields at both secondary and tertiary levels. At a local high school, the majority of students in advanced math and science courses are boys. Emma, a talented student with a strong interest in physics, feels discouraged as she is one of the few girls in her physics class. She notices that the classroom environment tends to favor male students, with the teacher often directing questions and opportunities for participation toward them.
Emma's school lacks visible female role models in STEM, making it difficult for her to connect with professionals in her desired field. Additionally, the school's extracurricular STEM programs are predominantly led by male teachers, further perpetuating the notion that STEM is a "male" domain.

This case study highlights the gender inequality present in the education sector, specifically within the STEM fields. The scenario illustrates how cultural biases, lack of representation, and subtle classroom dynamics can contribute to the underrepresentation of girls and women in STEM education. Addressing this issue requires targeted interventions, such as promoting gender-inclusive teaching methods, introducing diverse STEM role models, and implementing policies that encourage girls' participation in STEM-related activities. By creating an inclusive and equitable learning environment, educational institutions can contribute to closing the gender gap in STEM and fostering future generations of skilled professionals.

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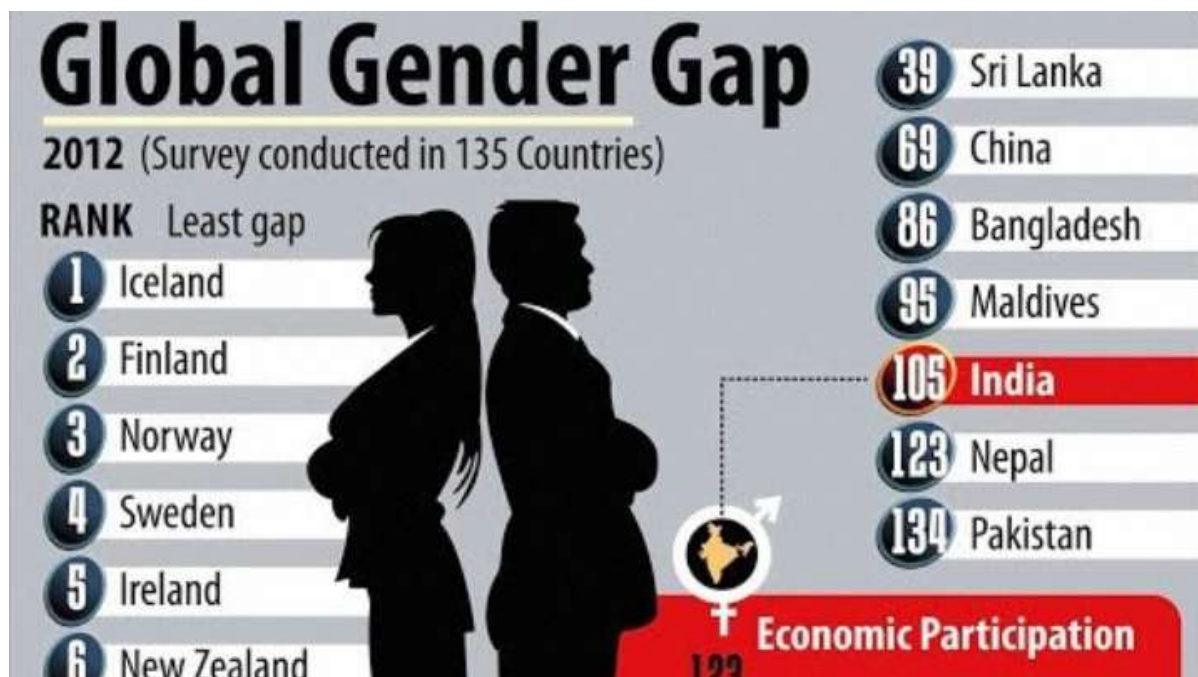
Source: McKinsey Global Institute – data 2012 survey

Source: Index data 2016

Findings & Suggestions:
Findings:
The overall findings related to Gender inequality in Society dimension views:

Finding related to education: Women are making significant strides in education, narrowing the gender gap in enrollment and attainment in many countries. As per the data representation on graduation and research got increase with women population.

Finding related to education sector challenge: Despite improvements in all sectors of education,

still gender disparities persist in STEM fields, with women being underrepresented in technical and scientific disciplines.

Finding related to employment: The gender gap plays a vital role in employment sector, it remains a prevalent issue globally, with women earning less than men for comparable work and positions.

Finding related to employment challenge: Occupational segregation continues to affect women, with a concentration in lower-paying and traditionally female-dominated roles.

Finding related to leadership: Women are underrepresented in leadership positions across

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various sectors, resulting in a "glass ceiling" effect that hinders their career advancement.

Finding related to leadership challenge: The "double-bind" phenomenon often places women in leadership roles in a challenging position, where they are expected to balance assertiveness with likability.

Finding related to health and well being: Gender-based violence and discrimination continue to affect women's health and well-being, leading to physical and mental health disparities.

Finding as challenges towards health: Access to reproductive health services and family planning remains unequal, impacting women's autonomy and overall health outcomes.

Suggestions for Addressing Gender Inequality:
Suggestion towards education sectors:

- Implement comprehensive and gender-sensitive curriculum reforms to challenge stereotypes and encourage girls' participation in STEM subjects.
- Increase funding for scholarships and programs that support women's education, especially in fields where they are underrepresented.

Suggestion towards employment sectors:

- Enforce equal pay laws and transparency in salary structures to minimize the gender pay gap and ensure fair compensation.
- Promote workplace policies that facilitate work-life balance, including flexible hours and parental leave, to support women's career advancement

Suggestion towards Leadership:

- Implement gender quotas and affirmative action policies to increase the representation of women in leadership roles across sectors.
- Create mentoring and sponsorship programs that provide guidance and opportunities for women to excel in their careers.

Suggestion towards Health and Well-being:

- Develop and enforce policies to combat gender-based violence, providing support for survivors and raising awareness about the issue.
- Ensure universal access to quality healthcare services, including reproductive health services and family planning, to empower women in making informed choices.

Other Suggestions:

- Promote education and awareness campaigns to challenge harmful gender norms and stereotypes, fostering a more inclusive society.
- Advocate for and support the enactment of gender-sensitive policies and legislation that address gender disparities comprehensively.
- Recognize and address the intersectionality of gender with other dimensions of identity to ensure inclusive solutions that benefit all marginalized groups.

3. Conclusions:

Gender inequality does not exist in isolation; it intersects with other forms of discrimination, such as race, ethnicity, class, and sexuality. Recognizing these intersections is critical for understanding the compounded effects of inequality and developing targeted interventions that address the diverse experiences of marginalized individuals. This paper makes an attempt to know the gender inequality exist in societal dimensions. Three sectors case studies were analysed namely Education, Political and Tech -work culture.

Gender equality in fifth goal of out sustainable development so the research on this area makes us to know the real problem prevails towards gender inequality. Most prominent reasons for gender inequality in India were Patriarchal setup in out Indian Society, Social customs, Beliefs and Practices.

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