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**Course
on**

Gender Justice and Workplace Security

by

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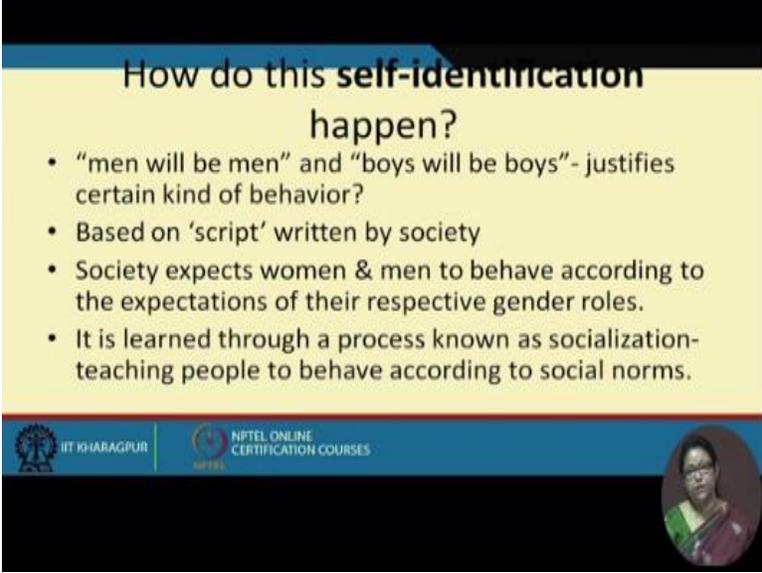
**Rajib Gandhi School of Intellectual Property Law
IIT Kharagpur**

Lecture 02: Introduction to Gender Justice (Contd.)

Hello dear students I welcome you back to the course on gender justice and workplace security. I will continue from where we had lefty discussion we were trying to understand the terms of sex and gender and then move ahead with the identification which happens in society the gendered socialization and it is agents what are the general stereo types and the concept of patriarchy, so what we understand is that the concept of sex and gender is somewhat different.

Sex refers to the physical characteristics or the physical differences which make a man and a woman, so it is basically a natural difference which is there with regards to the physical make of a person but when we use the term gender it does not reflect on that difference but it is basically the societal difference which exists between man and woman. Now what is that difference the difference is in the behavior the attitudes the roles which are expected of men and women and it is as if the difference which encompasses all aspect of life of these two genders.

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How do this self-identification happen?

- “men will be men” and “boys will be boys” - justifies certain kind of behavior?
- Based on ‘script’ written by society
- Society expects women & men to behave according to the expectations of their respective gender roles.
- It is learned through a process known as socialization-teaching people to behave according to social norms.

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Now if we just try to recall it maybe an advertisement which comes in television often which says that men will be men, very often we take it in a light manner and we laugh over the fact that the man tends to behave in a certain way which therefore attracts the caption that men will be men and they will behave in a certain way, now what is the way which is expected there are certain expectations which are there with regards to the men in society, and this is very well explained or understood when we look into maybe firms for that matter or advertisements because they show us the mirror of the society.

So if we have a situation that the man is aggressive, man is abusive, men tend to forget men do not cry these are certain things which very naturally we come to the conclusion oh, they are after all men and the moment we speak in terms of a woman we immediately look into the other part of it, so if we see a woman maybe an advertisement the best place that she is shown or depicted is in the kitchen.

So she may be preparing the food for the family, she is ironing clothes for the for the husband the children she is you know in world in different type of household course because that is the role

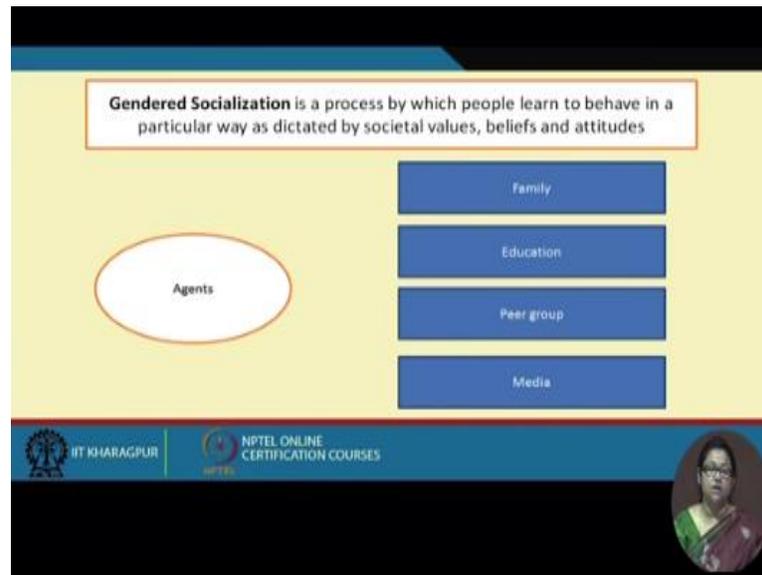
expected of her, now that is the role that is the behavior which is compatible to her gender and that is how society besides these normatively.

So therefore there are always two distinct perceptions when we come to men and women, men who are expected to behave and act in a certain manner women who are expected to act and behave in a different manner and if it happens that a woman tends to be aggressive, a woman tends to be loud, tends to Don a role which is more male in that sense we immediately come across a situation where we find it very difficult to accept that behavior of a woman, or if I can give an example if we just look into just as a matter of illustrations different title Murjani.

Now that was a Hindi film which was there maybe few years back with the female lead of the film playing the role of a cop, so she was a police officer and she was seen chasing criminals beating them out being abusive in terms of her work and the gender perception is therefore very well reflected in the title which sees it as more manly than womanly because that is what is expected of a man, so therefore it is as if this society has scripted this story as to how the man and the woman are to behave and there are certain expectations with regard to the roles that they are expected to play.

And how does this role playing happen in society, this is what we say is learned through a process known as socialization which involves teaching people to behave according to the social norms.

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Now therefore gender socialization happens in the society, now what is this gender socialization you can say it is a process by which people learn to behave in a particular way as dictated by societal values beliefs and attitudes, if we look back and try to understand that why am I the way I am why do I behave in the way that I do or why do I like certain things when I do not like certain things many times one would probably understand that it has to do with the way one was nurtured with the values beliefs which were imbibed in a person since the young age.

Now if you see a boy and a girl, and the toys that they play with or the toys which their parents introduced them to one can very easily make the distinction there are ample toys in the market, but if I say a girl child then one would immediately pick a Barbie doll for that girl, so generally the understanding is that these dolls are for the girls because they would love to play with those dolls enact different womanly roles with those dolls they will have a house they will decorate the house they will decorate themselves.

So you have Barbie dolls in different attire and different dresses coming up from time to time which attracts a lot of attention a lot of interest but what is interesting here is at the very beginning of life there is somewhere an initiation into certain things which happen with the

family itself, so the family tries to introduce the girls to certain ways of life and that encompasses in everything that they do it is even in terms of buying a toy for a child, even in that they reflect this gender differences, so if it is a boy one would go for maybe a toy machine-gun a toy pistols are you know a remote card etc...

Because very easy acceptance is that the boy would love something you know which is adventurous which would be exciting which would involve a lot of may be physical moving around would show the aggressive part of that boy, and therefore the parent would initiate the boy to certain kind of things initiate the girls into certain other kind of things. Now just as an example of toys etc similarly with regard to the behavior in the very beginning of life if a girl talks loudly or maybe a child talks loudly, in case it is a girl the family always insists that you must be soft.

Because girls are expected to be very soft in terms of what they speak in terms of what they say they are expected to be submissive, so if the boy becomes adamant and insists on something the family feels that they are they must necessarily fulfill that wish or the demand of that boy, but if it comes from a girl the feeling or understanding is that she must be made to accept the wish of the family, so if she is not to be given she must be made to understand that everything that you asked for cannot be given and you must learn to subdue your wishes your desires in light of larger interests which are there.

So in this process the family at every juncture tries to imbibe different values and beliefs whereby since the very beginning of life our difference automatically gets created in the process, apart from that education has a very big role to play in this process of socialization in the issue of education also the difference between the two genders is often well maintained, so if one sees nursery rhymes two maybe schoolbooks to even advanced levels of study one often comes across this type of our difference which is pervaded which pervades in the entire system of education which is given to children.

So maybe in schools you can have different types of games two separate categories of games for the boy child and one for the girl child, so if we one can see that maybe outdoor games such as

cricket football is often encouraged for boys, but the same is not true in case of girls, so through the school through the colleges many times carriers as to what carrier one can pursue some carriers are seen as being more manly than others, so therefore if one speaks of an engineer, a doctor, a lawyer the first picture that comes to a mind is that of a man wearing one of those other uniforms which are of the profession.

So therefore it is very difficult to think of a woman in pursuing that profession or that carrier and one who does that really raises eyebrows in the society sometimes eyebrows because one does not approve of that profession being pursued by a female and sometimes they are said to be you know excellent achievers and there are various adjectives which are put because it becomes very difficult for this society to really accept that a woman can also do the same thing as is done by the other counterpart.

Peer groups and media these also are agents in the process of gendered socialization, peer groups often tend to further impede on the fact of gender expectations and gender roles and they therefore try to further the point which is their friends may create pressure on others to behave in a certain way to abide by certain norms because they feel that what is that is expected of them and the society will view them in a particular manner if they abide by those norms and the society will reject them or view them as being bad.

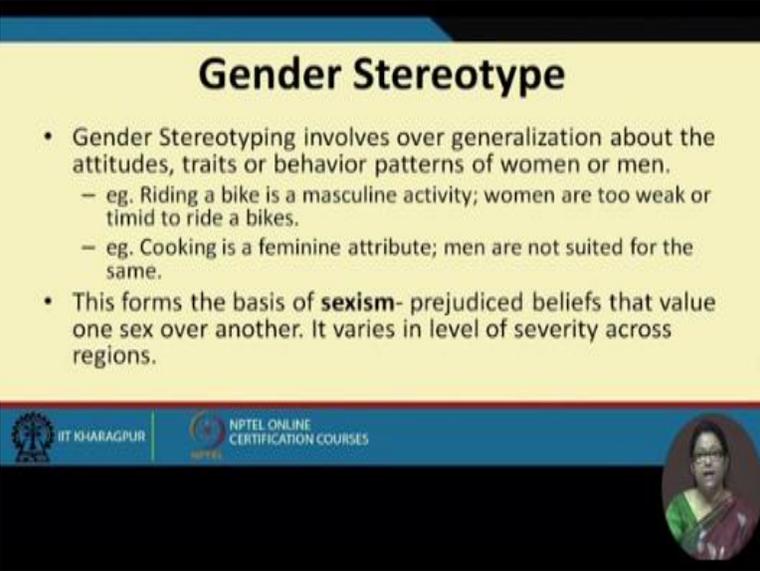
If they do not do those particular roles or particular behaviors which is expected of them media has a very key and intense role in the process of this gender socialization, as I have taken various examples in terms of advertisements, in terms of films, at every point of time we are exposed to the media which has a wide reach amongst the entire population and the media in the way in which they try to portray the roles of men and women have far-reaching consequences in terms of the fact that they affect and touch upon the lives of millions.

So therefore recently a trend which might want my see just to take an example with regard to advertisements in televisions etcetera the way in which they try to now break down these barriers which is there between men and women therefore showing maybe a woman executive who is

working a man who is trying to Don the role of a housekeeper etcetera and thereby trying to somewhere bring man and woman into a position of equality.

Now this has been a recent endeavor which is years but in spite of that in many situations one find that the media tries to knowingly or unknowingly emphasize on the traditional roles of men and women in society and thereby further the issue of gender socialization, so therefore these are some of the agents which are there apart from that religion is also taken to be one of the agents in the sense that it is preaching in the sense that the religious expectations and norms somewhere further bring out the concept as to what a woman can do and what a man can do thereby limiting the role of a woman to certain sphere and thereby in a process subjugating the role of a woman.

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Gender Stereotype

- Gender Stereotyping involves over generalization about the attitudes, traits or behavior patterns of women or men.
 - eg. Riding a bike is a masculine activity; women are too weak or timid to ride a bikes.
 - eg. Cooking is a feminine attribute; men are not suited for the same.
- This forms the basis of **sexism**- prejudiced beliefs that value one sex over another. It varies in level of severity across regions.

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So therefore this is how gender socialization happens in society and therefore this leads to or there is this concept of what we call as gendered stereotypes what we all this time we are talking of is stereotyping you know compartmentalizing men and women in a certain way whereby certain attitudes traits and behaviors are seen to attune themselves only with women or certain attitudes traits and behaviors are seen to be only of men.

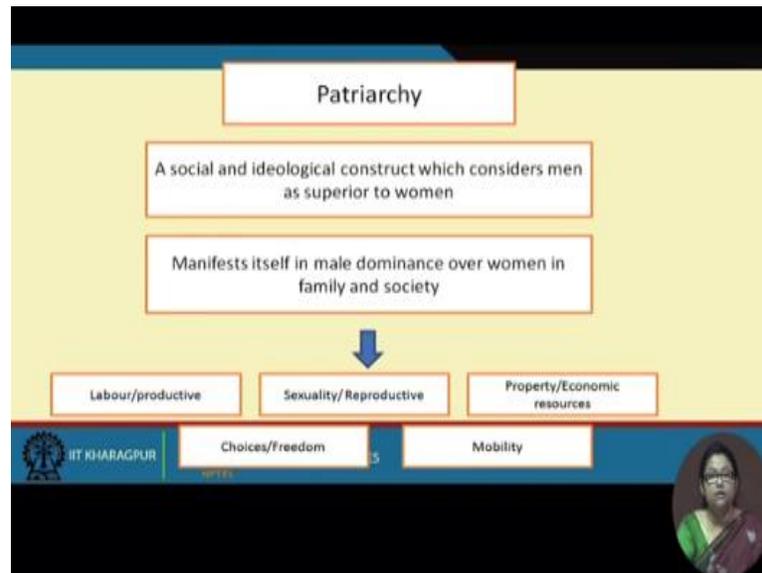
Just for example riding a bike if that is simply what is given immediately what comes to the mind is it is a masculine activity it is something which a man does, so we may still be okay with a woman riding a scooty but the moment we say maybe riding a motorbike, then with what immediately comes to our mind is that it is a man doing, so and consequently the reason why we cannot you know visualize a woman doing, so is because the belief that women are too weak or timid to ride a bike.

So this has nothing to do or has very little to do with the reality which is there now whether physically a man or a woman can do it may be fine for both of them do it provided they have the physical capacity the necessary skills to ride a bike, but somewhere the societal perception or the societal stereotyping has led to a overgeneralization of the entire process where it is felt that it is this is a man's work and that is a feminine work, so if I speak of cooking if we speak of nurturing a child what immediately comes to our mind is it is a feminine duty it is a feminine attribute because that comes naturally to women.

They are born homemakers, so naturally looking after children not taking care of all household activities cooking etc should come naturally to women and men are not really suited for the same, so if a man enters this into this work one is generally laughed upon and one is generally looked down upon for the simple fact that this is a subordinate activity or a secondary activity and women are only required to carry out that activity, so what you see is of sort of a sexism or a prejudicial belief which pervades every section of society starts from the family and it moves further and further and permits every section every level of the society.

Now therefore this prejudicial belief results in valuing one sex over the other in terms of valuing the men over the female because the gender stereotyping leads to of segregation of the roles the behaviors which are expected of these two out of these two, one is more valued by the society than the other and therefore there is a sort of a difference which happens between these two groups in society.

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Now a very important concept which we often come across whenever there is a discussion on gender on gender stereotyping etcetera is the concept of patriarchy we often refer to the situation that the society is patriarchal, now when we refer to patriarchy it is basically a social and ideological construct which considers men as superior to women and it manifests itself in male dominance over women in family and in society.

So the whole concept of patriarchy tries to value the patriarchy or the male member or the father and his dominance over the woman the basic object is to control the woman, so basically there is a sort of a superiority which is attributed to the males and this superior class is expected to dominate over the other class and this is a whole pervasive concept or a whole pervasive notion which is there in society and it goes a long way in controlling the positions and status of women in society.

So if one sees in the different spheres whether the labor whether with regard to sexuality reproduction with owning of property economic resources with regard to exercise of choice and freedom with regard to mobility etc... in all spheres the concept of patriarchy tends to control women, so whether a woman should marry or should not marry, whether a woman should be a

child or should not be a child, whether a woman should be a part of the workforce or should not be a part of the workforce, should own property or not etc...

At every aspect it is seen that there is a control of the male over the female, so in the entire defect at all points of time since birth till the old age it is seen that there is a strong control and dominance by male whether in the family it may be in private sphere patriarchy can be in private sphere or it can be in public sphere, so where we speak in terms of private sphere as the father being the patriarch in the public sphere it may be some other male figure may be an employer which is there who tries to exercise the same type of dominance with regards to the female workers.

Because the concept of patriarchy somewhere which is very strong in the mind the belief or the attitudes of a person, tries to subjugate and dominate and thereby exhibit its hold over hold or superiority over the other class that is the women, so in this concept of gender patriarchy comes as a very, very important notion where this patriarchal beliefs are seen to have a major role in the in the subjugation or dominance of women will continue with this module in the next session.