

Evaluation of the Gender Perspective on the Evolving Dimensions of Recent Change

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Abstract - In this study, we examine the gendered lens through the lens of some of society's most recent shifts. The purpose is to analyze how gender roles, identities, and disparities have changed through time and to discuss the difficulties and obstacles that have arisen as a result. This research delves at how gender intersects with other social categories including ethnicity, socioeconomic status, and sexual orientation to produce unique personal and societal outcomes. In the first part of the research, we look at how conventional gender roles have affected society norms and expectations by tracing the evolution of gender and its social construction. It then looks at how gender roles have changed over the last several decades, analyzing trends in employment equality, political representation, educational opportunities, and family arrangements, among others. An growing variety of gender identities and expressions, including those of trans and non-binary people, are being acknowledged with particular emphasis.

Keywords - Evaluation, Gender, Perspective, Dimensions, Recent Change

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1. INTRODUCTION

While attending one of the best business schools in the world in the late '90s, one of us was requested to speak to a group of research students, all of whom were full-time male senior managers, on change management. To what end is this invitation being sent? Managers chose this metaphor because they were all driving change in their respective businesses, both public and private, amid strong cultural and political opposition. They were accused of being "soft," "happy," "losing their grip," and so on when they began suggesting change styles and linking others that moved away from their organizations' authoritative, patriarchal, competitive, confrontational, and often bullying administration.[1]

The gendered nature of change is something we now understand much better than we did even a decade ago, but our private conversations have confirmed that this situation is by no means exceptional, and may be typical of certain types of organizational change. There is an immediate need for further research on the gendered social and behavioral aspects of change, with a particular focus on those who initiate, lead, and manage transformation, such as change agents, consultants, entrepreneurs, and managers.

A person's gender is a defining characteristic that has long had an impact on their place in society. However, there has been a major movement in recent years in the knowledge and perception of gender, resulting to shifting dimensions in society. The purpose of this critical study is to delve deeply into the gendered implications and difficulties of these recent changes in

viewpoint. The conventional view of gender is built on a binary framework, in which people are categorized and allocated certain responsibilities according to their biological sex. However, modern discourse and social movements have contested these static standards, calling attention to the variety and flexibility of gender manifestations and identities. As a result, those who don't identify with either gender's binary have gained more social acceptability.[2]

Individuals' shifting responsibilities and levels of engagement in the workplace are an important facet of these transforming factors. Gender-based occupational segregation and uneven promotion chances have both historically led to gender gaps in the labor force. The gender wage gap, the underrepresentation of women in leadership roles, and the lack of diversity in the workplace have all been targets of recent initiatives. Another area where new dimensions have emerged is in political representation. There have been attempts to rectify the underrepresentation of women in political decision-making positions and boost the number of women involved in politics. There has also been a growing awareness of the value of having a range of opinions and experiences represented in government.

Another area where there have been substantial shifts in response to gender is that of education. Gender stereotypes have had a negative impact on schools, leading to unequal opportunities for female and male students. Recent efforts, however, have sought to promote gender equality in the classroom,

do away with harmful gender stereotypes, and ensure that people of all genders have access to equal opportunities. Changes in family patterns have also posed new challenges to long-held ideas about the proper duties for men and women at home. Gender roles in families have changed as two-income homes, same-sex couples, and shared parenting become more common. This has sparked debates about redefining family roles and gender norms in the workplace and in the home.[3]

2. THE CONCEPT OF GENDER

The term "gender" is used to describe the socially constructed roles, activities, and expectations that people are assigned depending on their perceived sex. Beyond the inherent biological distinctions between the sexes, it includes a wide variety of identities, manifestations, and experiences. Gender is a fundamental notion that must be grasped in order to fully appreciate the complexity of human identity and the many ways in which our culture forms and impacts our daily lives. Traditionally, the categories of male and female have been used to classify people according to their biological sex. The strict and stereotyped gender roles that have persisted as a result of this binary perspective are based on the stipulation that men and women are fundamentally different. However, modern perspectives on gender recognize that it is neither static or established only by biology. Instead, gender is seen as a culturally relative and historically dynamic social construction.[4]

Recognition of the complexity and variety of gender roles and manifestations has increased in recent years. This acceptance has posed a challenge to the binary view of gender by drawing attention to the presence of people who do not correspond to the dichotomy of male and female. Self-awareness and individual agency in forming one's gender identity have also been highlighted. Gender is intrinsically linked to hierarchies of influence and established social norms. Gender stereotypes and expectations from the past contribute to a cycle of inequality and discrimination that disproportionately affects women and other disadvantaged groups. People who represent more than one identity face distinct experiences and kinds of discrimination due to the ways in which gender interacts with other aspects of identity such as race, class, sexual orientation, and disability.

Furthermore, the notion of gender affects many facets of society, including the spheres of education, healthcare, the workplace, politics, and the family. In order to break down the structural obstacles and disparities that exist in various areas and create a more inclusive and equitable society, an awareness of gender is essential. Here, we'll examine gender in more depth, looking at how it's been used historically, how it intersects with other parts of identity, and what effects it has on people's daily lives. In order to create a more fair and equitable society that respects and celebrates the variety of gender identities and

manifestations, it is important to take a critical look at the idea of gender.[5]

The gender perspective is used to analyze opportunities, social roles, and relationships. The implementation of the policy, programme, and project goals of international and national organizations is influenced by gender, which in turn affects the process of social development. Gender plays a role in the economic, social, daily, and private spheres of an individual's or society's existence, as well as in the many roles that men and women are allotted by society. Social scientists and growth experts use the phrase "gender differences" to refer to the disparities between the sexes that have arisen as a result of socialization, while the word "sex differences" is used to refer to those that are based on biological characteristics. Despite their very distinct connotations, the two terms are often used interchangeably.

Sex refers to the permanent and unchangeable biological characteristics inherent to individuals across all groups and civilizations, while gender identifies aspects formed over the history of social interactions. Gender has expanded from its original focus on expected behavioral norms for men and women to encompass many other aspects of people's identities. The gender standards we all grew up with about what men and women are meant to be like in terms of their preferences, inclinations, and abilities are the source of these stereotypes. Gender distinctions, unlike the characteristics of sex, are seen as changeable by historical and comparative social analyses.

Because of this, we may describe gender relations as the specific ways in which diverse cultures develop the tasks and responsibilities associated with each sex. The availability of land, finance, and education are only some of the tangible resources they affect. Its ramifications extend well beyond the workplace and the home, influencing everything from educational opportunities to political representation.[6]

2.1 Gender point of view

Prospects, social positions, and relationships are all analyzed through the lens of gender. Gender has a significant role in determining whether or not the goals of social development initiatives at the national and worldwide levels are met. Economic, social, daily, and private spheres of life, as well as the various societally-assigned roles of men and women, are all permeated by gender.

In contrast to sex, which refers to the fixed and immutable biological characteristics shared by individuals of all tribes and cultures, gender reflects characteristics that have developed through the course of social interactions. Gender roles are ingrained in individuals based on societal expectations about men and women, including

stereotypes about their natural talents, interests, and abilities. Historical and comparative sociological research have shown that gender differences, unlike the fixed characteristics of sex, have evolved and changed through time and across cultures.[7]

Cultures across the world have different systems in place that define the responsibilities and rights of each gender. They also regulate the availability of intangibles like electricity alongside more concrete resources like land, money, and education. Everyday life is affected in a variety of ways, including the division of work, the responsibilities of family members both within and outside the home, access to education and opportunities for professional advancement, and the ability to have a say in policymaking.

Understanding social events, legislation, and cultural practices from a gendered vantage point is possible thanks to the gender point of view, also known as the gender perspective. It acknowledges that gender is more than a biological category, but rather a socially created one, comprising a spectrum of identities, roles, and expectations that are influenced by prevailing cultural norms and power structures. The intersection of gender with other identities, including as race, class, sexual orientation, and disability, profoundly affects our lives and the systems in which we live. It acknowledges that there is a spectrum of gender identities and manifestations, rather than a strict binary. This research takes a gendered perspective to examine how society is changing in key areas. It seeks to investigate how shifting conceptions of gender roles, identities, and injustices have affected fields as diverse as labor, politics, education, and family dynamics. Taking a gendered perspective allows us to examine these shifts in depth and identify both the opportunities and threats they provide.

This approach takes into account the long-term development of gender norms and the influence of conventional gender roles and expectations. Non-binary and transgender identities, the fight for parity in the workplace, and the reinvention of the family are just a few of the recent changes in gender relations that are discussed. Analyzing the pervasiveness of gender inequality, the power dynamics at play, and the interconnectedness of gender with other social categories may be aided by adopting a gender perspective. It enables us to examine and question long-held beliefs and assumptions about women and girls that contribute to a cycle of inequality and injustice.[8]

3. GENDER, MANAGEMENT AND CHANGE PRACTICE

It's common knowledge that women and men approach management differently. The management solutions recommended vary from removing gendered discrepancies in terminology and conditions to acknowledging gender differences to optimize women's "unique contribution" to businesses to just seeing gender difference as another sort of variation as part of "diversity." However, gender has received

little attention in the change management element of managerial practice.

In this section, we classify the political abilities women need to play the role of change agent in organizations. By reading, one can learn about the organization's decision-making procedures, the formal and informal power structures already in place, the change agent's own authority and influence, the organization's culture and ethos, its goals and objectives, and its political significance. Female agents of change, whether from inside or outside, may find it challenging to make sense of the unspoken power dynamics that favor men. Because of gender discrimination in the workplace, female internals may not have the opportunity to learn to read or improve their literacy levels. Women may be penalized in training programs because it is assumed they cannot learn tacit skills. Homosociability may imply that males take care of business matters via their own social networks outside of the office, such as freemasonry, golf, or rugby clubs, where women are not welcome. When women are not included in symbolic and tacit networks, they struggle to advance change.

The second dimension is carrying, as if you were playing a part in your own life. This might be done openly or exposed via ego-defense mechanisms. Even though a woman's sense of self and her ability to present herself professionally are crucial, she also needs to be able to earn the respect of her peers (something that might be given to a man who can send simple signals) and demonstrate her leadership skills, which can be met with resistance. However, women often find it easier to innovate and shatter traditional boundaries due of their experience of exclusion. One of the most discussed topics in management today is the idea that breakthrough ideas come from outside the mainstream, and the role that women play in challenging stifling norms is being more acknowledged. [9]

Women can be politically active in two ways: the "wise" way, which entails reading an organization well and maintaining one's integrity, as well as building and using networks of alliances; and the "clever" way, which entails seizing opportune moments to advance one's own goals and acting in a way that draws attention to oneself, often with the sponsorship of a senior male. These women seem either oblivious to or eager to risk the consequences of political shifts. Acting innocently is more of a mental disposition than a political ideology. Following the norms and depending only on formal conduct is required, as if informal organization does not exist or is irrelevant. Such people, especially women, often seek out careers in the technical or administrative fields in an effort to blend in and escape detection by any potential shadow organizations. Regrettably, the informal system will not be changed if it is not acknowledged, leading to political incompetence.

4. GENDER, MANAGEMENT AND CHANGE THEORY

Incorporating gender into management theory and understanding how gender impacts how managers think and behave is an alternative way of considering the relationship between gender and change management. Attempts to theorize management and leadership have often either ignored or dismissed the significance of gender. First, it treats management as an abstract set of functions, principles, or processes, leaving little room for any analysis of the actual individuals who hold management positions; second, it fails to recognize gender as a significant variable in organizational life, which is why it fails to acknowledge the link between management and gender. Indeed, there have been regular calls to rebrand "mainstream management theory" as "malestream." Management is often depicted as gender-neutral in this kind of theory, either as a collection of tasks (in classical management theory) or as a way to relate to employees (in human relations theories or management "style"). However, management is inherently bodily and hence a gendered experience, one that varies for men and women regardless of whether they are the managers or the managed. The study of "human connections," "interpersonal interactions," and "emotional ties" without considering gender and sexuality raises problems regarding the meanings of these terms. They fail to convey what it's like to lead (or be led by) in a modern business setting.

Some organizational analysts have tried to establish the gender-management link despite its absence from mainstream/malestream management theory. In other words, they investigate the consequences for organizational and managerial practice of the embodied nature of managerial labor, of management as performed by gendered subjects, by persons who identify as male or female, masculine or feminine. The focus moves to differences between men and women in terms of actual management styles. Even though this method is an attempt to reverse the findings of traditional management theory, it still relies on the idea that there is "one optimal way" to manage in terms of organizational performance and maintains the relational theorists' emphasis on management as process and variations in managerial styles. The current approach's main advance, however, is that it emphasizes the importance of the manager's character.[10]

According to the gender in management perspective, men and women are socialized in various ways, and as a result, they approach management in different ways. That's why plenty of study has gone into identifying the core differences between "masculine" and "feminine" management approaches. Promotes a gender-balanced approach to management because she thinks women tend to be more in tune with the needs of the modern economy. Managers, both men and women, were prompted to describe the management approach that best fits them. According to her research, transactional leadership was more

common among male managers. In this approach of management, workers are rewarded or punished based on their performance. Male respondents to Rosener's survey said they relied largely on their positional authority, or the prestige they had been given by the corporation, in order to manage others. However, Rosener argues that women have historically used a kind of leadership known as transformational leadership. Management by traits rather than position, and an emphasis on making workers feel good about themselves are all important to this approach of motivating workers to adhere to the goals of the group or organization. Rosener argues that these differences between the sexes are the result of gender socialization practices beginning in infancy. She also thinks that in times of economic hardship, the feminine style of leadership will be more suitable and successful than the command-and-control style chosen by her male respondents.

5 GENDER AND DEVELOPMENT

Plans and strategies need to take into consideration both the common and unique demands of men and women. Gender inequality in the workplace, wealth, domestic responsibilities, health, education, the natural world, politics, and the halls of power must be addressed if development programs are to last.

i. Work

Traditional gender roles in the household vary from culture to culture. The natural connection between reproductive and productive duties results in many women's efforts being unrewarded. Since most societies assume that men have paid jobs outside the home, men's historical participation in housekeeping has been low.[11]

Women are less likely to achieve the economic independence required to raise their own and their family's living standards when there are gender disparities in access to resources like finance, land, and economic power. This is especially true for food crops, since women's access to agricultural inputs severely limits their potential productivity.

Workplace discrimination against women is pervasive outside of the agricultural sector and limits the sorts of labor women may do, the occupations they can pursue, and the chances they have for advancement. Women's participation in the labor sector has increased worldwide over the last two decades, but women continue to be concentrated in lower-paying and lower-status occupations with less opportunities for advancement.

There are several obstacles in the way of women climbing the corporate ladder. Women nowadays have to deal with sexism as well as the expectation that they provide for their families. Their job security, hours, and salary are all vulnerable to these variables. When compared to men, women get lower

wages for the same labor, and they have less career advancement chances.

ii. Poverty

Poverty is defined as having either unstable or no access to financial resources, which makes it difficult to meet basic needs. It's often accompanied by things like hunger, malnutrition, poor health, high mortality and morbidity rates, a lack of access to healthcare, and education, and living in risky conditions.

The effects of poverty on women are growing, according to studies. The proportion of poor women climbed between those years at a greater rate than poor men's percentages. Sixty percent of the world's poor were women in 1988, according to a World Bank estimate. Workplace sexism contributed, but so did economic reorganization, government spending cuts, and neoliberal economic theories.

Government layoffs, cuts to social services, and benefit elimination have had a disproportionate impact on women. Because of the breakdown of welfare systems, the health care industry is now responsible for people of all ages, including children, the old, and the disabled. The welfare state's financial woes fall disproportionately on women, who already have significant challenges in managing their own households. Women-headed households are disproportionately poor. Even though the male in a family brings in most of the money, the woman still plays a crucial role by taking care of the house and its occupants and supplying them with food, clothing, and other necessities.

The lack of infrastructure and employment opportunities in rural areas contributes to a greater poverty rate there. Credit, land, inheritance, education, knowledge, extension services, technology, agricultural inputs, and political representation are all factors in which women are far less likely to have access.

The cycle of poverty, which disproportionately impacts women, is exacerbated by gender inequities at home. When money is tight, many families choose to send their men to school while keeping their females at home to help out or work.

iii. Family life

In every society, women are the primary caregivers for infants, the old, and the ill. Women's reproductive choices have far-reaching and urgent consequences for their health, economic independence, and other aspects of their lives. Wives are more likely to submit to their husbands in societies where women marry at earlier ages than men, which has a profound effect on women's access to economic and educational prospects.

Due to male migration for job and unstable marital arrangements, there has been a rise in the number of

households led by women. There are more widows than widowers due to the higher life expectancy of females and the greater likelihood of males to remarry or otherwise replace their lost spouse. The 1990 censuses showed that women led the most households of any area in the globe in Latin America (21%), followed by the Caribbean (35%).

Many aspects of family life are affected by the gender dynamics of the household's head, and differences between female- and male-headed households are not limited to these areas. A single mother's responsibilities as both provider and caregiver might be overwhelming.

iv. Health and nutrition

The health needs of men and women vary not just because of inherent biological distinctions but also because of the culturally and socially constructed roles that men and women are expected to play. Men are disproportionately affected by tobacco, alcohol, and other drug use, as well as illnesses and accidents on the job. Men are more likely to get cancer and cardiovascular diseases and illnesses. Anemia, starvation, hepatitis, malaria, and diabetes are all more common among pregnant women due to the increased risk of illnesses largely connected with reproduction.[12]

Women in Western Europe, North America, and a few of Latin American countries enjoy a five- to twelve-year advantage over men in terms of life expectancy. Various theories, including those based on genetics, biology, the environment, and even social variables, have been put out to explain this phenomenon, but no consensus has yet been reached. However, several Asian countries vary from this pattern due to cultural and religious norms that restrict the availability of healthcare for women.

Despite the generally limited supply of health services, particularly in rural areas, mothers, children of both sexes, and adult women have benefited from the family planning, maternity, and child health care services provided by NGOs.

Cultural conventions, social pressures, and a lack of resources all contribute to the already existing gender gaps in children's nutrition, health, and mortality. The care given to young males is favored above that given to young females. Males also get an increase in quantity and quality of food.

Adults in the same family may not always eat together, even if they are all of legal age. Many women, especially those who are pregnant or nursing, suffer severely from malnutrition since they are expected to cook, serve, and eat the leftovers for the whole family. As a result of prioritizing the needs of their families above their own, many female breadwinners go hungry.

If women and their families had better access to agricultural financing, technology, and services, their nutritional status would improve. This is because, in

the rural parts of many countries, women produce the vast majority of the food.

v. Education

In today's increasingly competitive work environment, only those with advanced degrees have a chance. Those who lack it are losing ground rapidly.

There is consensus, however, that those on the margins may reap the benefits of education and integrate into society at large during times of change. Nonetheless, in some societies women continue to encounter prejudice and societal barriers that keep them from finishing their formal education.

When the literacy rate of a nation drops, the gender gap in education grows because more women than men are uneducated. The United countries Educational, Scientific, and Cultural Organisation (UNESCO) estimates that 41% of women and 20% of men in developing countries are illiterate. Women between the ages of 15 and 24 in rural regions of different countries have double the illiteracy rate of women in metropolitan areas. Girls in rural areas are more likely to drop out of school than their urban counterparts because they are expected to contribute more to the home and productive labor. There is a sex-based reading gap because parents are reluctant to send their girls to schools that are too distant from their houses or don't offer transportation for their students. In certain societies, women are not as free as males to leave the home, due to long-held beliefs and conventions.

In certain regions, including the Caribbean and western Asia, the number of female students has started to outnumber male students at colleges. However, there is a wide range of research specializations. Cultural standards, preconceptions, and the resistance of their families deter many women from pursuing professions in science and technology; as a result, they often choose "feminine" but less profitable and promising disciplines.

5. CONCLUSION

As a result of this critical examination, a new light has been cast on the gendered nature of some of society's most recent transformations. This research has analyzed the consequences and difficulties of the changing nature of gender roles, identities, and inequality. The approach has shed light on the background of gender and its social construction, drawing attention to the way in which conventional gender roles have shaped contemporary values and expectations. It has also looked at how gender relations have changed over the last several decades in areas including the workforce, politics, academia, and the home. The research has also acknowledged the growing acceptance of a wide range of gender identities and expressions, as well as the significance of welcoming trans and non-binary people.

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