

Gender Inequality: A Multi-Perspective Analysis

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Abstract: Gender equality is a fundamental human right that has long been denied, and despite progress in some areas, significant challenges still remain in achieving true gender equality. The research motivation of this paper mainly stems from the pursuit of the universal value of social justice and human rights. The aim of gender equality studies is to understand and address the problems caused by gender inequality and gender discrimination in society. In this paper, the author analyzes gender inequality from three perspectives, namely gender inequality in the workplace, education, and health care. It can be summarized that gender inequality at the workplace mainly refers to the situation that women are put at a disadvantage in their workplace, gender inequality in education mainly refers to the unfair treatment of girls in school, and gender inequality in health care mainly refers to the large differences in maternal mortality between low- and high-income countries.

Keywords: Gender Inequality, Workplace, Education, Health Care

1. Introduction

Many countries are now striving to achieve gender equality, and there are many international legal, regulatory, and policy frameworks on gender equality, such as the United Nations Declaration on the Rights and Interests of Women and the Convention on the Elimination of All Forms of Discrimination against Women. However, there are still gender inequality problems, such as social role stereotypes and gender discrimination. Meanwhile, gaps exist in the research of gender equality, and gender equality issues differ in different regions and cultures, therefore, further research on the understanding and practice of gender equality in different regions and cultures is needed. As society changes, emerging issues such as gender-based violence and sexual orientation equality also require more research. This paper focuses on various dimensions of gender inequality, i.e. gender inequality in the workplace, education, and health care by using the quantitative research method, case analysis, and comparative analysis. This paper appeals to society to pay enough attention to the problem of gender inequality and promote the realization of social justice and human rights. Potential solutions are also discussed in this paper to help overcome these obstacles and move towards a more equitable world.

2. Gender Inequality in the Workplace

Gender inequality in the workplace has been a topic of interest for a long time. Gender equality in the workplace refers to equal treatment and opportunities for men and women in the workplace, including job opportunities, career development, pay, and so on. In recent years, more and more

companies have begun to pay attention to gender equality and diversity, and they have taken steps to promote equal opportunity and equal treatment in the workplace. For example, some companies offer gender equality training to employees, encourage employees to take time off during pregnancy and childbirth, and provide benefits and support for female employees. However, there are still differences between men and women when it comes to achieving career advancement and salaries. McKinsey's research shows that if every 100 men are promoted from junior to managerial positions, only 87 women can be promoted from junior to managerial positions, while only 82 women of color can be promoted from junior to managerial positions. This is not a new trend, unfortunately, this has been the case for 8 years running. Women and men work in different departments. Generally speaking, women have lower wages and fewer opportunities for promotion. In addition to unequal opportunities, women are more susceptible to sexual harassment and discrimination in the workplace and are less valued. Gender equality in the workplace has always been an important topic of debate in France. Although progress has been made in recent years, there are still significant differences between men and women in the workplace. Women's salaries are lower than men's, with a 9% gap in the same positions and skills, making it difficult for women to obtain promotions and good positions [1].

Therefore, in order to achieve gender equality in the workplace and eliminate gender inequality, it is necessary to take more effective measures. First, workplace policies and programs, including company-provided paid maternity and paternity leave, should support women as mothers and men as fathers. Various processes in the company should be improved considering the needs of expectant parents, who are supposed to get equal pay for equal work. A way to address gender inequality is to achieve 50/50 representation and participation of both men and women at every level of the organization, including top management. Achieving the 50/50 goal requires a targeted long-term talent plan. It is necessary to address the numerator and denominator problem by announcing recruitment targets and representation for both men and women. This talent program needs to cover the entire talents instead of just a subset of it. As world leaders internalize the harsh reality of the Gender Gap Report, it is essential to explore the blind spots and embrace the broader reality [2].

According to the latest survey data, the proportion of male senior managers in Chinese enterprises is as high as 81.3%, about 4.3 times higher than that of female members, which, to some extent, reflects the status of gender discrimination in the workplace. Scholar Xu Gaoyan et al. researched the pay gap in enterprises from the perspective of gender discrimination, and the study shows that male executives receive higher pay in enterprises, and such a pay gap will cause damage to the future business performance of enterprises. The third CS Gender 3000 report released by the Credit Suisse Research Institute in 2019 also revealed that the proportion of women in corporate decision-making levels affects the superior performance of a company's stock price, and companies with a higher proportion of female senior executives have a higher return on cash investment. It can be seen that the bondage of gender discrimination still needs to be broken, and effective measures taken from the perspective of enterprises to improve gender discrimination in the workplace have practical significance.

Therefore, it is necessary to establish and improve gender equality policies and mechanisms to ensure that women enjoy equal opportunities and treatment in the workplace, thus breaking gender stereotypes and promoting gender equality in all aspects of the workplace.

3. Gender Inequality in Education

Gender inequality in education is another important aspect that has received high attention, and gender inequality in education is a widespread and persistent problem that has negative impacts on individuals, communities, and society. In the classroom, students often encounter implicit or

explicit assumptions about gender [3]. Girls and boys are often treated differently at school and in society, leading to large gaps in educational opportunities and outcomes.

One of the important forms of gender inequality in education is the neglect of the girl child as well as gender discrimination and even abuse of the girl child, i.e. gender-based violence. The fact that women are not treated as well as men has been engraved in the minds of many women. Some people believe that due to this lower-than-average treatment, many women are not aware of their rights. This is more common in India and other underdeveloped countries. In countries such as India, Pakistan, Bangladesh, and South Korea, the incidence of prenatal gender selection and neglect of girls during postpartum, childhood, and adolescence is much higher than that of boys. In North America, if there are 1000 males in the population, there will be 1029 females; in Europe, if there are 1000 males in the population, there will be 1076 females; but in India, if there are 1000 males in the population, there are only 927 females. These numbers reveal the cruel fact of India's neglect and abuse of women. Even though women have physiological advantages over men in terms of longevity and survival, there are still more men than women [3].

Amartya Sen mentioned that there are two main types of inequality: one is education inequality, and the other is health inequality, which is an indicator of women's welfare status [4]. In India, regardless of caste, faith, religion, or social status, the overall status of women is lower than that of men, so boys are more popular than girls in India.

In India, boys are considered a beautiful blessing, and their birth is blessed, while the birth of girls is not blessed and is considered a burden. Therefore, the education and health of Indian girls are important social indicators for measuring gender equality. According to the 2001 Indian census, the overall gender ratio was 1000 boys, corresponding to only 927 girls. However, the 2011 Indian census showed a lower overall gender ratio, with only 914 girls corresponding to 1000 boys [5].

Gender inequality in education may also be reflected in gender gaps in enrolment and completion rates. Today, in many countries, girls are less likely than boys to enroll and complete school. For example, girls drop out of school earlier than boys due to a lack of educational resources and cultural norms in some parts of Africa that limit participation. Good progress has been made since 2002 in increasing girls' enrolment in school. However, an estimated 129 million girls worldwide are still out of school and face many barriers to education. These include school distance, cultural norms and practices, gender-based violence in schools, and early and forced marriages. In conflict zones where security is threatened, it is difficult for boys and girls to get a good education in families dependent on work or income. The economic cost of denying girls an education is very high. Girls' limited access to education costs \$15 billion to \$30 billion in lost income and reduced lifetime productivity in some countries. By staying in school, girls can learn in a safe environment, which brings many benefits to themselves, their families, their societies, and their countries [6].

Another form of gender inequality in education is the content and curriculum taught in schools. Textbooks and courses often depict men as more successful and powerful, while women are portrayed as submissive or weak. This conveys negative information about female roles and abilities to students, leading to a lack of confidence and self-esteem in girls.

In order to promote gender equality in education, a number of strategies can be implemented. First, knowledge of gender equality could be added to existing textbooks. Many textbooks have a gender problem because they do not include many famous female characters. The textbook presents women's experiences and stereotyped gender roles in a rigorous manner. A textbook that prioritizes gender equality can teach students to challenge society's attitudes toward gender and use meaningful ways to change the communities of men and women in their respective areas to complement the current situation. Second, students can be taught to pay attention to personal biases. The best way to acknowledge sexism in the classroom is to make students aware of it.

The ideal education must bridge the gap between the media and society. Undoubtedly, if people accept the stereotype that women are not as passionate about science as men during their growth process, it may lead science teachers to convey the wrong message to female students that women should not or are not suitable for learning science. Therefore, it is necessary to continuously monitor the situation. The focus is on the individual skills of students, rather than biased and discriminatory evaluations. Teachers should be able to balance needs, adapt to deadlines and fewer plans, and consider long-term consequences beyond practice. In a management school that motivates male and female students, interacting with them means not only learning important scientific formulas and historical data but also learning to do good for humanity. To achieve success in educational projects, the focus must be on the ultimate outcome.

In conclusion, gender inequality in education is an issue that needs urgent attention. By implementing these strategies to promote gender equality in education, a more inclusive and equitable society that provides equal opportunities for all who need education can be created, regardless of gender [7].

4. Gender Inequality in Health Care

In recent years, gender equality in healthcare has become an increasingly important area of concern, as well as a broad and urgent issue that has long-term impacts on individuals and communities. Women are particularly disproportionately affected by this issue, as they are more likely to have differences in access to and quality of healthcare. One study showed that surgeons recommended knee replacement surgery 22 times more often for men with modern knee disease than for women with equally severe modern knee disease. In daily life, when women take good care of their health, they are always appreciated as much as men. According to one study, healthcare providers believe that women experience less pain and are more likely to overuse. In addition, a study of the literature on gender bias in healthcare showed that men are more tolerant than women, who are perceived as more sensitive. It is important to point out that gender and sexuality are completely different. Each gender has unique conditions and treatments that can affect tissues or conditions, such as the ovaries. These health disparities are distinct from inequalities between men and women [8].

One of the main forms of gender inequality in the healthcare sector is an unequal distribution of services and resources between men and women. A study conducted in the UK surveyed over 18600 people with 15 different types of cancer and found that women often have to wait for a long time to be diagnosed after first noticing their symptoms. It is almost impossible for women to receive the same treatment for heart disease or even cardiopulmonary resuscitation. A study funded by the National Institutes of Health and the Heart Association was published in 2017, investigating nearly 20000 cases of public heart attacks. 45% of male patients received cardiopulmonary resuscitation treatment, but only 39% of female patients received the same cardiopulmonary resuscitation treatment. The authors of the study believe that this is a gender bias: "This may be the idea of applying force and rapid pressure in the middle of a woman's chest," lead researcher Audrey Bloor told The Guardian. A similar study published in 2019, led by Dr. Hanno Tan, a cardiologist at the University of Amsterdam, also revealed similar gender biases. Assess the survival time from cardiac arrest to hospitalization. The survival rate for males was three percentage points higher, increasing from 34% to 37%, while from admission to discharge, the survival rate for males was almost 50% higher, 55% higher for males, and 37% higher for females [9].

Another aspect of gender inequality in the healthcare sector is the gap in women's healthcare. Disparities in health care divisions can vary from bias, stereotyping, prejudgment, and clinical uncertainty. This issue can be corrected by developing gender sensitive policies, ensuring that healthcare professionals receive education and training and raising cultural awareness. Gender sensitive policies should be developed to ensure equal access to healthcare services for women.

This includes providing necessary resources, facilities, and support to meet their needs. Policies should also prioritize women's health issues, which are often overlooked. Promoting cultural awareness is also crucial for addressing gender inequality in the healthcare sector. Cultural beliefs and norms often influence healthcare practices and may lead to discrimination against women. By raising cultural awareness, healthcare professionals will better understand and respect different cultural beliefs and norms, while also ensuring that all patients receive equal care. So gender inequality in healthcare is an urgent issue that needs to be addressed. By developing gender sensitive policies, ensuring access to education and training for healthcare professionals, and raising cultural awareness, a more gender equal healthcare system can be established [10].

5. Conclusion

Gender equality is a complex issue, and gender inequality persists in multiple areas, with profound implications for women's economic empowerment, professional growth, educational attainment, and access to quality health care. The study has several limitations. First, it focuses primarily on binary gender categories, thereby potentially ignoring the experiences of non-binary or gender-nonconforming individuals. Second, the scope is limited to three broad areas, potentially ignoring other areas where gender inequality may be prevalent (e.g., politics, social security, etc.). Third, the study uses mostly quantitative data and may not capture the nuances or subjective experiences of individuals facing gender inequality. Future research could address these limitations by considering multiple axes of identity (e.g., race, ethnicity, sexuality) and how they intersect with gender. Research can also be expanded to include other sectors and look more deeply into individuals' lived experiences through qualitative research methods. In addition, investigating and promoting the best practices of organizations that have successfully mitigated gender inequality can provide valuable insights. Finally, examining the impact of policy interventions and legal frameworks on reducing gender inequality can inform more effective strategies for change. More needs to be done to achieve true equality. By addressing the barriers that exist in each area and implementing evidence-based solutions, we can move towards a fairer world.

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