

**“They Learn what they See!”
(Gender Bias in the Society)**

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Introduction

Gender Discrimination is such a heavy and still an ignored issue in our country. The term explains it all, the bias behavior society does with each gender reflect upon the generations to come. For 90% of the Indian Population, this is a forced fight between Male and female gender ignited by the females to stand equal to men in the society, these 90% people doesn't even know that there is something called 'transgender rights' too in the society. In the past few decades' people totally have ignored certain issues and have worked superficially towards the solution. No doubt movement for equal pay for equal work has shown way to each gender but we still lack transparency towards it in the society, how many times women still have to remind the payer to follow the rule of equal pay? How many times men have to reassure the bosses that they too need paternal leaves? The list goes on.

In this time of pandemic, I did not go to some place far to feel that gender bias or gender discrimination has been controlled. I witnessed 10 families in my colony just to notice how the food was being managed, who took care of the kids, who was cleaning the house etc. and I wasn't surprised that majorly women of these homes were the ones managing all kind of activities in the house, while men and male kids used to play and watch TV or usually were busy in accessing technology. I found that when we talk about gender bias, 'gender roles' is a term which disrespects the equity, it creates a pressure around the gender to decide what and how they should carry on with the activities in their lives. It should totally depend on the person to decide what roles they want to carry on in their own house. Society cannot decide this particular individual right of humans.

How “gender bias” seen by the current young generation?

Mostly youngsters relate make-up with girls, transgender only, certain sports with boys, driving with men, stitching with women. It took so many years for the people of India to accept that men can also cook and choose it as their career. These are some of the dogmatic thinking which we come across daily while moving towards our development process. Gender discrimination is supported by the people who support “physical strength of men is more than women so there can be no equality” or “women are too emotional so we can't allow them to rule over the country” or “men cannot handle kids so it's better for them to not take parental responsibilities”, because of such presumptions to shield inequality around the globe, being gender bias is so normal.

“She has to manage it even if he cannot”, “You are the Man of this house you need to earn accordingly to feed your family, you have responsibilities” things too common to hear in our country. Somewhere or the other we are failing to decide what can be a suitable solution to this issue. On a regular basis nobody talks about it but we do feel it that most of the tasks are decided on the basis of our gender! Instead of gender roles we need to have gender goals, goals to respect each other and share the work so that a child never has to look just to his/her mother for food, so that a teenager doesn’t have to just respect Male/ Female gender and to mock about transgender simultaneously. As it takes years and practice to learn good habits similarly we individuals are required to work years, decades, centuries towards a better India where the younger generation who would see us shall be proud of us that we created an environment where nobody tells a girl “you should have been born a man because you understand technology so well!” and nobody tells a transgender person “you are living a curse, you don’t deserve any love but still we resist you and your group.” Every kid who is of 3-4 years old is learning from his/her parents, they act like copying machines till the age they understand everything they are taught is right. Only few have the courage to question the pattern. And those who question have to face a different expression from the society to be considered as a rebel or disrespectful towards the norms of the social life.

Here, I am not expressing something which demands equality, no, not because it is difficult to attain the level of equality amongst the gender but because we don’t need equality we need equity. When we fight for equality we neglect the facts that how different each gender is on emotional, physical and mental level. So gender equity is the best solution over gender equality. Equity provides equal representation of the genders in the society. Equity can provide same respect to each gender, same opportunities to each gender and same kindness towards each gender. The idea behind applying equity to suppress the gender bias is to analyze that whenever any decision is made for the betterment of the society each category of members should be taken into consideration because this is what our youngsters will consider too in the future when they become the CEOs or Leaders of our country. Those leaders irrespective of their genders shouldn’t then be asking “What do you females think” and “What do you other people think?” because thinking is a process which each individual practice differently. To categorize tasks on the basis of gender is the main reason we have gender bias behavior. When we can expect an equal response when it comes to national needs then why not on individual level can we have similar expectations from each gender? As we teach girls from a young age that she’s going to be a mother someday, can’t we explain the same thing to other genders too?

Conclusion

John F. Kennedy once said – “*Children are the world’s most valuable resource and its best hope for the future.*” While thinking of healthy parenting if parents will keep gender equity in their minds we can altogether stop future divorces, fights, jealousy and other negative feelings

amongst the individuals. No parent should fight for their kids particular gender development errors, kids should never be allowed to question why they are like what they actually are(physically, mentally, emotionally)! The basic thing broke teenagers have in common these days is acceptance, now because they have been raised in such an environment where they have to fulfill their gender roles before any of their individual human role this creates a big pressure on youngsters that the only solution left with them is to follow the end path i.e. usage of drugs, alcohol, suicide, crime and all just to forget the pressure! By modeling gender equity all of us can change the future of our society, we can cut a huge amount of insecurities the genders possess and can help them to be more confident by being an accepting person.

Let us all live this reality with compassion to change the perspective towards ‘gender biases’. Let us create the most beautiful path for the upcoming generation which would be free of insecurities, negativities and dilemmas towards their own self. And let us teach ourselves to no matter what we will respect people irrespective of what gender they are because kids, ***‘they learn what they see!’***