

The Genesis of Gender Disparity and it's Solution

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Abstract—*The issue of Gender Disparity is often get brushed under the carpet because of the very reason that revolves around the foundation on which a family is constructed. Be it a family or school staff, corporate company, group of people gathered in a place, people in sports, function or in our parliament. The equation is all same i.e the play of power in a most subtle way among the people in general and man and woman in particular.*

1. INTRODUCTION

The terminology of the term itself signifies the participation of ideas circulated in the society and how it get bloomed over the years of constant repetition in words as laws and practise in execution of those laws. This practice that we witness among the people that share our home, vicinity and everywhere only reflects the yardstick that is constructed by none other than the society to measure the person largely in terms of behaviour and little in terms of biology. The gap between a male and a female is so exaggerated that we ourself has denied that a man and a women can ever be on the same page. There is no ounce of doubt that both are different but not so different that they have to stand on the extreme corner of the poles where one is seen, believed and perceived to be the complete opposite to the other. Difference lies only in the organs which is there to facilitate a certain aspects of a human life. Other than that the way to response to pain, love, pressure is same. Both man and women love freedom, power, nurture, prove their worth, helpless and disparity in adversity, pride in their achievements and likes to flaunt their beauty in a graceful and elegant ways. The above mention things are identical to both the gender. But Since the endeavour of maintaining adichotomy between the twois used as a driving force in our subconscious mind. We have minimise the similarity to a microscopic level and enlarge the differences which actually are an amalgamation of little fabrication and cultural morality to surf the purpose of one sex over the other. I would like to point the reason for which this disparity turns into a reality. This gender disparity genesis from the realms of the environment where a child's blank mind gets ideas that unfortunately are nothing but a plain stereotypes ,Prejudice ,unchecked and unproven presumption that getsit place secure in the mind which later flower as a biased, megalomaniac, Sexist and misogynist entity.By the time he realised his misconduct, it is too late for

him to correct as the damaged has already been done to people whom he gets associated with.

This topic is not new for anyone or for me to put my consciousness upon. This tug of war between man and woman has been there for time immemorial. We all are tired of been reiterating the age old history where woman has been tormented by male counterparts all across the world. From traditional values to family traits women were seen as an object and her identity was nothing but as extension of her husband and father. This endemic and devastating conditions amalgamated by negating her from the access to participate in any affairs from household to Government has given rise to rebellious movement called feminism.

My Research paper is not intended to repeat what has already been repeated innumerable times but to give a new perspective that is in onus for women and man to adhere to the equation that has been there for so long without any deliberate modifications.

Let me start with the very outset of how the idea of superiority and gender disparity might have come into existence. So the Genesis of any idea that shapes human conscience to form an opinion about anything actually depend a lot more on the collective consensus of majority which govern the direction to be followed by us. What we perceive, largely depend upon how we register or secure someone else's perception about that thing and than evaluate it by corresponding with the views that the world put into that thing or the views that are in vogue or circulated widely. So when any idea whether I like it or not comes quite second but the pressure to accept that idea us so high that I can't jeopardize my chance to be in a group of similar perception than to be isolated from the community if my view didn't correspond with the majority. The idea of anything whether it is good or bad, to be follow or to be unfollow is largely depended upon how the world sees it. Our idea of existence is coloured by other's perception. How we see ourself is never independent from "how others" see us or the role that has already been design by the majority that we are expected and condition to fit in. By fitting to that role we are been appreciated and thus get a meaning to our otherwise meaningless life. The laws and customer of East and West

may be different but the way our mind operates and is high level of gullibility are exactly the same. How a man sees a woman or vice versa are actually the production of our long exposure to a specific environment that generates those perspective. In a more simplified way How one gender sees the other are in reality the working of the ideas that were circulated and widespread among the majority that were used as a paradigm which plays the vital part to form the so called "perception" to the person and thing.

I will go in out most detail and go as much slow as I can so that readers don't get confused. My intention also is to enlighten the common public the wrong that has been done towards women by the male in the past in general which the male of today should take the responsibility for simply by educating other male of their invisible shackle in the form of masculinity and the pride that are helplessly and unknowingly imprison to and to unlock their mind so to get liberation .

In my Research paper I would definitely argue several new theories that I have come up with my life through experience amalgamated with intense contemplation. So coming back to the topic, we are helplessly control by our mind. How we see things depends upon how as a child we are taught to see that thing or we imitate others way of seeing things and also follow the ideas in particular attached to that thing. It may be anything, be it job, marriage, challenges in parenting, school, education, examination, family, relatives, opposite gender, transgender, love, friendship etc. So in the initial stages our brain gather nonstop information about everything and stored it and when need arises it automatically pluck information as images that matches with the sound that was recorded in the past. So the process on which we make a meaning in reality the outdated meaning which has already been used when we are a child. Now there is no problem in continuing with the same meaning but if the object or a person has a problem with the idea attached to them than it is perfectly reasonable and logical to change it to something that is appreciated by them. Any idea to a thing if hindered growth than it is better to change it.

Hence what we learn in our neighbourhood we learn and master the meaning and even after 30 years we still use the same meaning. With the challenges to prove ourselves among the peers, combating the diseases, scoring in examination and getting a decent job the thought never occurred in our mind that the meaning attached to a thing is no more modern and relevant but an outdated one which is making the life of certain people hell because of its usage. As for example earlier there were no education and even if there was but there lack objective justification and was full of orthodox, stereotypes and biases which promote racism, casteism, sexism and domestic violence but now with the enlightenment from French Revolution in 1789, Abolition of slavery in 1863 many of us still have not yet changed the way we should have been. So the point I am making is how we see a women and how women sees a man is actually not an absolute reality but a

constructed one that has been taught or been found available in large that was imitated by us in our tender age which is still continuing to preserve those outdated perception. When we ponder on other areas everything has been updated to its optimum level by liberating it from things that was holding it back. From letters to telephone, from cordless phones to keypad phones. From feature phone to smart screen touch phone with fingerprint locking system and with additional zooming lenses. In the arena of motorcars we see a drastic shift from cars run from petrol to solar heat with auto pilot mode. From reel photos to digital photos, from bows to gun, from cables to DTH, from education system to living relationship, from join family to nuclear family and from 2G to 5G, from music to movies, from operation to aircraft, from realistic novel to magic realism, from Full HD to 4K UHD, from LCD to AMOLED, from stunt to VFX, from infertility to test tube baby, from segine operation you surrogate mother etc. We have plethora of examples where so many things have been updated for the better good which starts from the perception only. Than my question arises why to drag the same perception towards women or man. This area too need to be updated.

2. LITERATURE VIEW

There are ample number of instances all across the world from literature to real life. When we go back to Elizabethan period we see the same perception that get reflected the way women characters were created and been performed not by female but young boys. This reflects the limited arenas that is confined to kitchen and the access to the outer world is denied vehemently by the sex who is in charge of the home or the society. our history has recorded the melancholic scenario of women which is well presented in dramas like king Lear and several others which perhaps can be used as a reference to present the mind set of that period towards women. Even women writing is not allowed. Many writers have to used the pen name of a male only to get published their work. Bronze Sister's names stand out. Charlotte, Emily and Anne Bronze used a masculine pen name as Currency, Ellis and Action Bell. Louis May Alcott the famous writer of Little Women in 19th century used the pen name of A M Barnard. Mary Ann Evans of 20th century used the pseudo name of George Eliot. American science fiction author of 20th century Alice Bradley Sheldon too has to go through the turbulence and the smothered ride is possible only if she conceal her true identity and adopt the pen name of James Tiptree. Nora Robert, a famous detective fiction writer used the name of J.D Robb. Karen Blixen of mid 20th century writer used the pen name Isak Dinesen. Pulitzer prize winner Nelle Harper Lee for his world famous To kill a Mocking Bird where she beautifully narrates the harsh reality of racism with the character Scott has managed to spellbound the readers all across the world if she wouldn't have taken the abbreviated name of Harper Lee which sounds more of a man that suits the purpose of making the readers inclined to the author based on the gender. The famous writer of Harry

Potter Joanne Rowling wouldn't have made it without the male pseudo name i.e. J.K. Rowling. It is clear that the representative of male identity was the only way to be victorious in that time. Their wise and thoughtful decision to isolate their true identity has been successful in reaching to the world through their masterpieces. Different female writers all across the world have used to conceal their true identity to pen their voice and craft to reach the world itself is a solid testimony of gender disparity that has been prevalent even in the world inside and outside the literature.

3. REASON FOR THE DICHOTOMY

Few questions emerged and needs to be answered because there lies the Solution.

No 1: Are the male species completely ok with the idea of uniformity and equality between the genders?

No 2: Will man ever feel natural and normal if a woman became his Boss?

No 3: Do men secretly feel blessed for the existence of patriarchy that has given them the privilege for so long?

No 4: Do men hate women because of the differences he has with her in biological level or it is the lack of opportunity and access to execute their power that they got from patriarchy?

No 4: Do men feel it is absolutely a feminine trait to shed a tear?

No 4: Do men ever feel burdened to get the full responsibility of a bread owner for the whole family?

No 5: Finally are men willing to let go of Patriarchy?

This are some questions which in my personal opinion no man can answer. The thing however need to see is the reason why this kind of perception existed then and now can be found on the very working of mind. Our mind gather information and ideas available to us or widely circulated in front of us. Anything that is not prevalent is not been accepted by our brain simply because by doing something that is not been glorified or accepted we may live at the risk of not been liked by others. We are loved, appreciated, valued by what we do and if by doing something that is accepted as a norms in the community or society we jeopardize our own self from not been loved. This is where the crux lies. Our entire existence revolves around the place and position we make in the society and with the people. It is they who gives meaning to our existence. So in a nutshell what we are and what we do is proportional to the thing that is already pre-design by the world to follow. The trick and the magical invisible spell is to use human being i.e. us as a instrument to represent those by using those perception and action. And by doing that we will be fitting the definition of a man, woman, teacher, doctor, pilot, father, mother, brother, sister, nurse, beggar etc. No body

wants to live in isolation so they or we unknowingly do things that our mind find available in its vicinity to do things that has been collected from the past and surroundings. So this is how perception of everything has been still going on till now.

So to begin with from the inception of how this gender disparity might have evolve let's go back to the age of early man devoid of technology, education and philosophy. So in the beginning of time when a naked man might have encounter a woman they might have come across the obvious difference between them in their way of dealing things. This strength, their limitations and their power. So we cannot deny that are equal which they are not. And that's absolutely alright. So after some discussion and ability they might have selected their own area of work depending upon the capacity. So now men are discriminating women without the actual need of it with the progress of science and technology we look for talent and skill and the selection and eligibility which is based on that area not the gender. But still gender is used as a tool to discriminate or to showcase someone weak than that person or that policy is outdated and need to be updated.

My second point tries to see the men been the victims not the woman. So to encapsulate it let us see the behaviour of a man. Arrogance and toughness are traits associate with masculinity. And shading tears and subdued are not. But who sets those criteria. As I have already told this traits may have once used as a paradigm to define a man but now this must be changed to a more refine way as the complains against man's behaviour are only accelerating. Like women are expected to behave in a certain way men too are not free from those expectation. I can say that this discrimination and mistreatment must have come from the same masculinity that all the men tries to fit in. The very need to prove the world that he is a man, perhaps constrain him to be arrogance and sulky. Society unknowingly is pushing both the man and woman too the extreme corner. There is no common ground on which they associate themselves. Both the gender are human being first and their respective gender second. They both need love, respect, dignity, work, money, food, shelter etc. We need to coexist together with some inevitable dichotomy. Nothing in this world is absolute and ultimate truth. So men need to be free from those pre define role and be more of a human being so as the woman. When both can identify themselves with things that they need to do as a human being only then gender disparity will be eradicate completely.

4. CONCLUSION

There are certain truth that we have to face to face with. We cannot put a law overnight and expect a man to behave in a certain way with women which up to some extent may work if we are harsh on punishment. But the reason for which a man treats and perceive a woman the way women wants doesn't have to originate from the law book but from within. It is a man who himself has to raise above from those that were entirely contributed to what he is now and to unlearn many

things that he grown up with. Man needs to realise that the women whom he tries to abuse, control, use, subjugate as a wife, sister, friend, colleague belongs to the same species from whose womb he has taken birth from. If he respect his mother he needs to respect all the women who will be a mother of someone like him. It is the perpetrator that needs to be taught the flaws in his justification of the argument tormenting other women but not his own mother and ladies in his family actually shows his short-sightedness of his heinous action that is going to ripple and echoed making world a dystopian place which perhaps his daughter will afraid to live in. The perpetrator should realise that what he is doing with a women in terms of affliction and mental trauma if his mother would have gone the same situation how would he feel. The life is a cycle. What goes around comes around. Women are not different but same .Both have right to grow, develop, rise, love, hate, condemn, try, response and liberate. Only a minor difference in biological structure that is only there to accommodate a certain aspects of human life, other than that we are all the same. The reason why this difference are perceived as huge we need to go back our society as a whole and family in particular which acts as a mouthpiece of larger society of isms, ethos and trends that controls the consciousness of the society. The school which should have taken the onus of correcting those notion that construct the subconscious of the child by adhering a more sensible, rational and equal syllabus as well as teachers who not only can create content but also can be a role model that is powerful and robust enough to impart a substantial and influential traits with explanation and message to be followed by the students which later becomes the citizen.

One of the errors that need to be corrected in English subject and entire vocabulary is the “opposite word” where the perceptions are born. Like the opposite of white is black, big is

small, good is evil, important is unimportant, man is women. So if a man is opposite to women then the entire endeavour to bridge the gap is pointless as they both stands in the opposite. If really man would have been the opposite of women than like others (white – black, tall- short, good – evil, pure-impure, refine- raw, progressive- primitive etc) they could have existed alone or would have existed without the need of its opposite like others. But since man needs women and vice versa even to give meaning to their differences so it is lucidly clear that they are not opposite but complementary to each other. So when a child learns that their counterpart doesn’t stand on his/her opposite or antonyms than certainly a more sensible, tolerating mind-set which later will help to replace the hated and insecurity with a congeniality, need and emotional rationality.

Both the gender should inculcate more sensitivity, appreciation towards other and school, college; Govt. offices should be used as a monitor to punish someone who raise their voice as well as hands. Courtesy, modesty and humility should be the prime objective in human expression. Until and unless this things are not supported and circulated the gap and dichotomy between the gender will only be widen rampantly.

REFERENCE

I have taken reference from behaviour that I have witnessed in my family, neighbours, office, relatives, friends, YouTube etc. The very sense of discrimination and ill behaviour that I perceive constrain me or used them as a eye witness and the reference point to believe that man’s behaviour is somehow control by age old unmodified ways on which man has been gaining recognition by filling themselves into those definition.

10 Famous Females who used male pen name. Google.