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Mothers Role and Perception in Developing Gender Discrimination

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Abstract

This study of the role and perception of mothers in developing gender discrimination is focused on analyzing mother's role, as their role in developing child personality and social behavior is proved by the researches. Present research is a mixed method research, mothers were the population, a total 183 mothers were selected, data was collected through questionnaire and 16 mothers were selected for personal interview through purposive and random sampling. Validity was ascertained through expert opinion and reliability through Cronbach alpha. Results indicated that mothers from rural and urban areas of Sindh Pakistan have almost similar and very obvious discriminative behavior for daughters and sons mother do not realized implications of their behavior and they presents many arguments to justify their gender discriminative behavior. We concluded that awareness of the consequences of their behavior and education should be emphasized to change discriminative behavior for minimizing gender gap.

Key Words: Gender Equality, Gender Discrimination, Perception, Consequences

Introduction

All humans are equal, there is only difference on the base of their deeds, when we talk about equality, we do have a concept in our mind, but what we see around us in our society, in our surrounding is totally different from that concept of equality. Especially when we talk about gender equality. Equality is having equal rights and responsibilities, equal opportunities in all important areas and chances in life selection. In eastern culture most of the family live in joint family system, those living in cities are so called nuclear families, but practically bounded by the extended family or the culture. Experts sayte how we behave is the result of a combined effect of how our parents and environment parenting us Yuzhu Wang, (2018) Riitta Sikio (2017) Nancy Darling (1993). In eastern culture role of women is very particular in all phases of life and all roles they perform. How and what a girl can do or can't do when she is at certain age of life, how she has to behave when she is a teenager or when a grownup. Roles are fixed and framed when she is a daughter, sister, a wife a widow or mother, even expected roles are fixed for a lover.

Question arises who is designing and nurturing these roles, who is framing behaviors or expected characteristics for women that she has to follow. Life is like a drama whose characters are designed by someone else. Finding directors behind this whole life drams is the theme of this research. There are so many charters who can be blamed or pin point as writers but this research is focused on the role of mothers in knitting or carving gender roles and dis equality Megan as Baumgardner (2018) Moira Mikolajczak (2018). T. Tavassolie (2016) said that after marriage a to be mother wishes and dreams about a baby boy why not a baby girl? When mothers have both daughters and sons they deal with their sons in totally different ways as compared to their daughters. Kingdon Geeta Gandhi (2005). Chen Lincoln C (1981).

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Pande Rohini (2007), Das Gupta Monoca (1989) discussed how they take care of their development, nourishment, necessities? Are they different for both the genders? Does she show equal enthusiasm for the education of both in the same way, what about selection of schools, giving liberty, having trust, providing facilities and opportunities, supporting in career development etc. So, there are many questions that need answers.

When they grow up take women as their property, use them in exchange of things like cattle, lands marriage or even money. The common concept is that women have to do all household work and also help their male members in their earning, either with working in the field or making handcraft to sell or caring animals to sell, but in areas where people live in small cities women are expected to help in earning and only working in the home, men gave limited options for jobs specifically teaching or as lady health worker so permission is for limited jobs. In almost all families male dominance is their women do whatever they asked to do Bharadwaj Prashnt (2013), Kota Suzuki(2016), J Fam Issues (2011) Male members take all decisions children see the environment of male supremacy so after married they behave in the same way with their wives. They see women doing all work, accepting all orders without making any resistance or objections. their mother, sisters all other female relatives doing the same so that they take it for granted. If someone does any objection objects or raises voice either killed or sent back to parents' house. Boys see mothers giving big shares to boys, mother says to girls "apney ghar jakr lena" this gives concept that this house is a temporary home for girls, and they must leave it. so, people give no share of anything to their daughters, that develop a concept that girls have no share in anything even in property. Mostly mother's attitude of giving all goods to male members and depriving female members make foundation for male dominance and gender inequality Nihpa. Amecon ((2014), UN Women World Survey (2014), Miller JM (2002) identified. Those persons when come to workplace they do the same thing with their female colleagues they do not want equal pay, equal status or behavior within organization chances for promotion, going on any training, they prefer nominating males not females. In young age mothers give free hand and full support to boys in making friends, getting money spending time going out and not giving this freedom to females have severe impact on females, they lose confidence, courage, decision power and have low self-esteem.

Methodology

This study based on mixed method having both qualitative and quantitative measures for collecting data. In this way reliability can be increased. Mothers having both son/s and daughter/s above the age of twelve are the population. Sample was collected through convenience methods from the mothers living in District Malir, District West, District Central from Karachi and two Districts from Nawab-shah. Two hundred samples were targeted for collecting data through structured questionnaire from which 183 were received back. Instrument was piloted on fifteen parents who were not included in sample, reliability was calculated through Cronbach alpha (.78) Questionnaire was distributed to schoolchildren of class ninth and tenth to be filled by their mothers. Initially the research was designed quantitative in nature based on collecting data from mothers through questionnaire only, but the results were so directive and alarming which forced researcher to go for qualitative data so to have a very closed look on the problem under study, open ended questions were planned to get in-depth information regarding mother's role in developing gender discrimination and identify the severity of the problem. Probing questions were placed to find actual situation of gender discrimination in families and the role of mothers, consciously or unconsciously developing gender gap and providing nourishing environment to their boys for gender discrimination. Qualitative data (n= 12), were selected for personal interview through purposive sampling, three from each district. Interview was arranged by the school administration during parent teachers meeting. Qualitative data was used to supplement the result received from quantitative data, through analyses common themes were extracted among the responses received.

Objectives

This study aims to expose, open or analyses the role of mothers in developing gender discrimination and to find how much are they aware about the consequences of their behavior on developing gender gap, as family is the first institute which gives grounding to our thoughts, feelings, behaviors, and attitudes specially towards life and towards opposite genders, that remain with us throughout life, and governs our behavior and attitude toward society. Purpose of this research is to analyses mother's behavior, treatment and attitude toward son/s and daughter/s and how this discrimination creating gender gap. Which can have extended impact on society.

Research Questions

1. Is there any difference in mother's preference for providing support to their son/s or daughter/s?
2. How do mothers support and treat their sons as compare to they their daughters?
3. What perception mothers have about gender role in their family and society?
4. How do mothers themselves develop gender discrimination?
5. Are mothers aware of consequences of their discriminative attitude?

Review of Literature

In Pakistan women are more than half of the total population but only 22.7 % practically participate in countries growth and development as part of the labor force. Even those who are part of the labor force are largely in the informal sector, receiving low pay and with few legal protections. Less than a fifth of Pakistani women have been to secondary school, compared to other developing countries. Pakistan has a specific culture and tradition for women's education and upbringing. there is a vast gap between treatment and attitude towards male and female. Gender roles are the culture's expectations from a person, male or female that they will behave in certain way that is attitude, personality traits or the actions. According to [Tobach, E \(2010\)](#) Duflo Esther. "In developing countries women facing severe challenges in education, economic participation in jobs and in earning."

In general gender equality means that some characteristics, behavior, and needs are different in males and females but other than that they must be treated and valued equally; especially as human rights see them. According to UNICEF "women and men, and girls and boys, enjoy the same rights, resources, opportunities and protections." [Clarke, Kris \(August 2011\)](#). There are many researchers conducted by the researchers for finding causes and effects of gender gaps and gender discriminative behavior. Behaviorist like John B Watson, B. F. Skinner described impact of environment on behavior, according to them concept of association among cause and effect, stimulus and response impact on development of specific behavior they emphasized on impact of environment on learning specific behavior. they considered human development as response which form because of any stimulus in the form of reward or punishment.

Piaget 's theory looks human behavior as a result of thought process, how environment provides food for thought and how we develop our thinking pattern under the influence of environment ,we as human use our senses to collect stimulus and change our thought or frame of reference ,which develop perception and cognition about behaviors., these thought process impact on how we understand and response to environment around us ..Piaget 's theory explains our thought process and its impact on our interaction with the world. John Bowlby also believed that children early life relation with parents or caregiver has a drastic impact on child's life, Yuzhu Wang, Meifang Wang and Xiaopei Xing (2018). different thinkers identified different styles of child adult attachment. according to them if children received proper care and support from their caregiver, they have positive personality, while those who are denied of these attachments have disorganized behavior. This theory shows that family structure, specially mothers' role

as caregivers is very important in developing positive attitude. mother's attachment with son or daughter provides bases for future behavior .and continue for whole life)

Bandura's Social Learning theory also explained importance of observable behavior. Roland E. Kidwell (2018). He says that observation plays very important role in the development of specific behavior, His experiment of bobo doll provided a thorough grounding for believing on formation of behavior by observation, what we see what we hear and taking verbal instructions from others can change our behavior. Vygotsky's Sociocultural Theory also provides strength to the concept of early experiences that when children are involved in any process they learn properly, his socio-cultural theory says that social structure of family, parent's peers as well as culture are responsible for developing our behavior towards others and toward yourself. John Money Believe that at birth there is no difference between boys and girls but difference develops with the way they are brought up, as he explained by the case of Brenda, who was a boy raised to believe that he is a girl while his other twin brother was raised normally, it proves the impact of environment on behavior.

Thinkers continuously emphasizing importance of environment specially early environment and importance of family's role in creating thinking pattern, and the most important role of mother in giving direction to thought feelings and attitude , but the situation is not improving in under develop countries as well as in developing and developed countries .in Pakistan's perspective and in most of the Asian countries gender discrimination is at a very high level and that is not only creating impact on social development but also are resistant forces against national and economic development .One reason of not achieving Millennium goals or sustainable development goal is gender discriminative behavior.

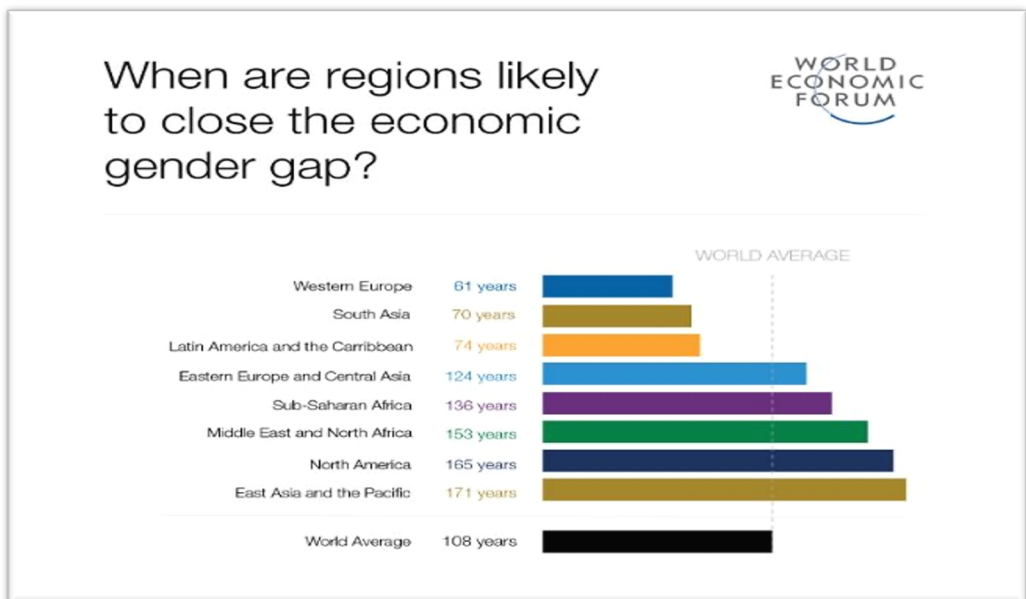
Gulnaz Anjum, Anila Kamal and Sania Bilwani (2018) in their research said that a wide gender gap is present at work places in Pakistan, in a study on medical professionals. Rios, D., Stewart, A., & Winter, D. (2010). discussed about leaders and concepts of gender stereotype which is found in the society. Roos, P. A., & Gatta, M. L. (2009). discussed about production of inequality, and reasons behind it. in Global gender Gap Report 2018 by WEF, Mr. Imran in his write-up says that Pakistan is among the worst performers where comes the world economy and women contribution. Arif Alvi. president of Pakistan in his speech said presently Pakistan is ranked 148 out of 149 countries in conditions related to women education ,and in providing health facilities specially to women .According to The Geneva-based organization's report Pakistan is 139th in education among other countries , 145th in health and 97th in political empowerment .UN Women Report also shows worrying condition of gender inequality in Pakistan Endalcachew,(2015),and indicated that South Asia is among top high Global Gender Gap Index .These reports are eye opening for policy makers ,educationists and experts in different fields .As reports says that it would take centuries to fill these gender gaps ,although over there is some improvement in wage equality in develop countries but situation in Pakistan and Asian countries is the same . As UN women report says that it will take 108 years to overcome on global gender gap at current rates, and it is expected to take 202 years to close the workplace gap, the WEF. Middle East will take 61 and N.Africa may 153 years .

UNDP (2016). Presently situation related to gender discrimination and gender equality is slightly improving in Pakistan, women taking part in politics, businesses, marketing, fashion industries and even armed forces but it is very much limited to urban areas or big cities, conditions in rural areas is still very poor. Niha et al. (February 14, 2018). Discussed a report issued by United Nations on gender equality and related to sustainable goals writes that Pakistan is among those countries where that the situation of gender in equality is in sorry state, and survey 2012-2013 says that 12 % of women which is 4.9 million between the age of 18 to 49 are deprived of health and education facilities of areas identified or targeted in Universal sustainable Goals and also in young age marriages and employment (Chaudhry, 2007; Noureen et al., 2011). A study conducted by Kangnam University (2016). writes that gender discrimination will have a negative role for achieving SDG. (Alvarez and Lopez,

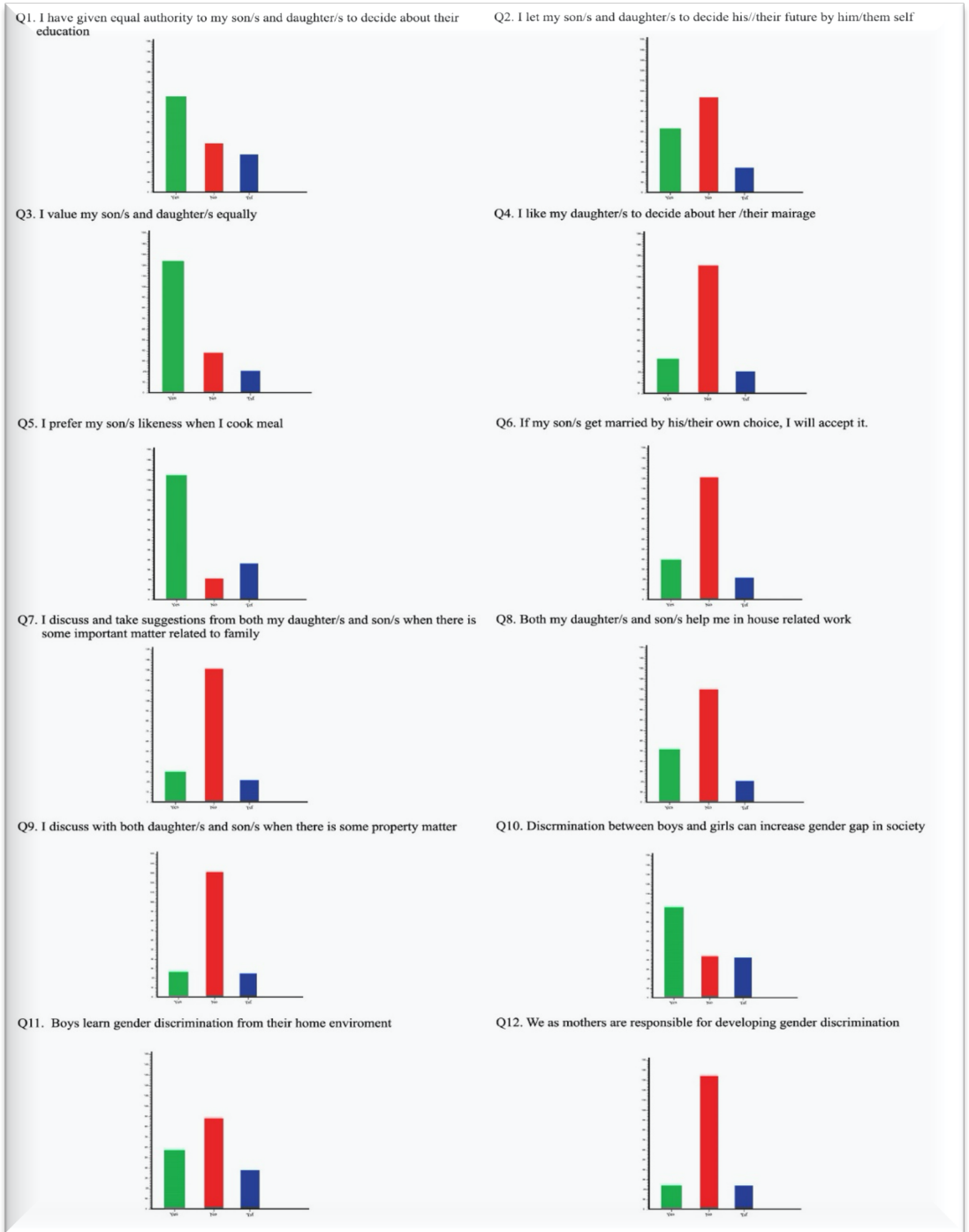
2013) and Stevens (2010), writes that gender inequality inversely impacts economy and leads to unbalanced social structure. (Solomon and Memar, 2014) said, without equality sustainable development is unthinkable. All these researches studied about gender discrimination but very few discussed about the causes behind it and almost no study is done to find the role of mothers, how it impacts both male and female in developing a specific thought pattern leading to gender gap.



South Asia: UN Women Report shows Worrying Degree of Gender Inequality in Pakistan South Asia Top 5 of the Global Gender Gap Index



Pakistan Express Tribune UN Women Report Shows Worrying Degree of Gender Inequality in Pakistan



Analyses of Quantitative Data

Quantitative results indicated a general trend of eastern women from rural and urban areas of Sindh, Pakistan. A large number of mothers showed inclination towards male members specially son/s in the

family as seen by Jeremiah W. Jagers, Anneliese .C (2018) They give their son/s preference on their daughter/s in almost all matters starting from the very minor like work division in home chores to distribution of property. From giving freedom to decide about their education to the decision about their marriage. They accept or at least tolerate their son/s to get married with their own choice but have totally different attitude towards their daughter/s

Mothers do not feel the importance of their daughter's point of view or suggestion in any important matter of family or their own life, although a large number of mothers answered that they give freedom to their daughters to decide about education but when comes to decision about future, property or marriage they are not in favor. Researches by Uji M.Sakamoto A (2014). Pastorelli C. (2016) also present. A very alarming situations that mostly mothers do not accept that their behavior can develop gender gap or discrimination which in large will impact on their behavior in society. Ashraf Direkvand –Moghadam (2015). Rianne van Dijk (2017).

No problem can be solved unless it is identified and accepted as a problem, it is very important to make mothers realized that their behavior is having impact on male behavior as well as on female behavior. if we want to minimize gender gap and discriminative behaviors in the society.

This research was conducted through mixed method, all protocols were followed, in qualitative method interviews were selected as tool for collecting data because descriptive data gives an in-depth understanding of research objectives, after collecting data it was organized in the light of objectives, to identify likely responses from sample population than data was transcribed to convert into textual form for organization ATLAS.ti. Pattern coding was used for finding patterns of building themed to gain deeper insight of the research under study

Theme 1: Contribution to Home Tasks

In response to questions related to distribution of home tasks among boys and girls, respondent H said, "I tried to involve my sons in home tasks, but the environment in which we are living not allowed, specially my husband do not like it "Not giving household work to boys," It does not look good, it is against our traditions and culture ". Respondent, A and F said, " we personally do not like boys to do these type of work which are the responsibility of girls " ..respondent B, D said, " house hold work is the responsibility of girls ,sometime boys also help in it specially working with the animals caring ,repairing work ,but helping in house hold work like cleaning ,cooking or making beds are not the work of boys ..Respondents H ,I, and K were in favor of involving boys in house related work they said that they ask their children to help their sisters in these work or at least clean their own room .

Respondent E said, "It does not look good that boys do house related work ".in their opinion caring animals, grocery. working in the field, earning money through working as house maid, paying bills, setting machines for cutting fodders all are the responsibilities of females as Pastorelli C, Lansford JE (2016) also find. Respondent J. was in favor of giving responsibility of house related work to both. while respondent J. and L said yes but when there is no girl in the family they have to do if they have sisters than there must be division of work

Theme 2: Preference

It was asked, whose likeness or dis likeness as mother you consider when cooking meal or purchasing anything for your house, respondent E and G said that they prefer their boy's likeness when choosing anything for their house or when cooking food because they are like heads of the family same results were found by Mirj Scharf(2017).Endaleachew (2015).Brigitte Holzner (2010). Respondent D also said, " we have to care for boys as they need support and attention from the family: Respondent C and G answered that most of the time they prefer boys when cooking anything. Respondent C said that, " Boys work hard as compared to girls and they have to face people outside and they are the bread earner of the family so

it is necessary that we prefer them “. Respondent L said,” boys need good food so I prefer my son ‘s choice “. Respondent I said,” We should teach girls to control their wishes it is good for their future adjustment “. While respondent L said,” I treat both my son and daughter same way, sometime prefer son some time daughter.” One responded said that “ in my family all give importance to boys ,when they come home all their work is done by the sisters ,so I also have to do this .” one respondent said ,”it is very difficult if girls do something wrong we do not forgive but we forgive bigger mistakes of our boys ,because that is our culture and family traditions

Theme 3: Liberty to Decision Making

In response to question regarding giving equal freedom and involvement in decision making related to different important matters of the family respondent almost all answered that all important decisions are taken by the male members of the family. Fagot and Hagan (1991) specially matter related to property ,marriage, getting admission or having jobs .while respondent J said ,”I some time take suggestions from my daughter also but most of the time male takes decisions Lisa Warth (2012) find the same results .“ Respondent A said ,” girls know nothing about this world they need guidance in choosing subjects and about their jobs ,we can’t totally trust on their decision .” Respondent B said there are very few field in which girls can work without trouble, so we have to guide them but we gave them chance to give their opinion also: As far as marriage is concern almost all are in favor of parental selection or arranged marriage. Specially in the case of girls all were against taking decision by the girls for their marriage. Respondent A said,” we don’t like it but in case of any” Majbore” can allow.” Respondent B also showed her worries that if girl will take decision about her marriage it will be emotional and can be dangerous for her. Respondent E said,” if a girl take decision for her marriage she could be killed, it is dangerous for boys also because we don’t like it, that is against our culture.”

Theme 4: Share in Property

In response to the question related to taking decision about property or wealth distribution All respondent from rural areas except two said that they do not give share of property to girls because they have to go to others home after marriage and in this way our property will be divided and this is the only thing we have for our survival .respondent H said that ,if somebody asks about it we refuse ,sometimes girls killed for that ,so mostly girls don’t ask or talk about it as found by Nasrullah, M.; Muazzam, S.; Bhutta, Z. A.; Raj, A. (2013).” another respondent I said ,” our girls know about it so they do not ask “. Another respondent D said that ,” In our culture girls know the consequences so they themselves refuse and left it for their brothers ,one of the respondent said that ,for saving property specially land girls are forced to marry with Quean ,although these things are diminishing with time but some where it is still practiced ,sometimes small girls are forced to marry much older person from the same family to protect land “ Respondent C from urban areas said they want to give share to daughters but if we have only one house “,I have to give it to my son because in old age I have to live with my son not with my daughter Best , D.L.& Williams, J. E(2001 “ also find this result . Another respondent said “we give enough jaheze or Dovery to our daughter so giving property to my son is right,” respondents B said that they will get their share after our death.”

Discussion

All responses received from the respondents after processing and themes identification indicates that mostly mother’s attitudes towards boys and girls are highly biased, Long, Heather (2013-10-06). they treat boys totally different from girls, they have positive attitudes towards their male children as compare to females. This difference of behavior is very prominent is some specific acts of life in homes, works are not distributed, Stange, Mary Zeiss.(2011) works in which boys are involved are totally different from girls

not only doing those works which specified for girls by the parents or society but in most of the cases they are doing those things also which are considered as men's work like caring for animals, making hand works and selling them, taking parents to doctors or to the courts in case of any judicial matters. In rural areas even boys are not earning for family and are dependent on sisters or female members of the family, even then mothers are having pro male behavior.

In expert's opinion behavior or social environment of the family have direct impact on perception, thinking, and attitude of the persons. Meredith L. Dennis (2018), Fagot & Hagan (1991), Bem (1993), Martin (2000). Boys in this type of environment which has gender discrimination develop same behavior and practice the same in social and occupational environment. Marton, C. L (2000), research done in Ethiopia at Kokushikan University (2016). They highlighted treatment with the women, how are they deprived of their rights and men learn this behavior from their environment.

Gender equality only can be achieved if both men and women will get equal rights equal opportunity at home and in the society. In eastern culture men expect hundred percent obedience and surrender of rights from female around them the results the study conducted by US National Library of Medicine demonstrate that parental influence plays an important role in students' educational performance. Study by Paulussen-Hoogeboom MC9(2008) Kristina Dell on November 13, 2014 Time Magazine. A new study suggests they might be deceived. In a study published in The British Journal of Developmental Psychology, authors Ana Aznar and Harriet Tenenbaum found that mothers are more likely to use emotional words and emotional content when speaking with their 4-year-old daughters than with their 4-year-old sons. Most parents say they want boys to be more expressive, but don't know [they] are speaking differently to them,"

Results of this research clearly indicated that mother's discriminative behavior between male and female helps in promoting and developing gender discriminated behavior in the society especially in rural areas. Children learn from their mothers Danielle M. Young (2013). Roos, P. A., & Gatta, M. L. (2009). Quimby (2006). Discussed about role models in life. ,if mothers will keep balance in their behavior with male and female ,and will not show gender discrimination children will learn the same, that can bring positive change in present gender discriminative behavior in the society ,because this behavior have severe impact on personality especially on confidence of the female ,they always look towards male members for taking decision ,they cannot take any step for themselves , may be that is the reason that running from home and doing suicide attempt when they feel helpless are increasing in female members of the society .Home environment , Ranganath (2008) Rios, Stewart, and Winter (2010); Gulnaz et al., (2016). All discussed the importance of female behavior reported that, specially the mothers' attitude highly impact on thinking and behavior and continue throughout their life. panel Ronald M. Rapee. (1997) Tobach (2001) also find the same results.

It is very dangerous that mothers not only having discriminative behavior, they are not aware of that they are harvesting gender gap in the society with their discriminative behavior. If we really want to develop social environment free of gender discrimination ,mothers should change their behavior and attitude toward boys and girls .they should value both of them equally ,involve boys equally in house chores ,provide equal freedom of expressions and opportunity for both ,The quality of parent-child relationships appears to remain influential into adulthood for social and behavioral outcomes (although there have been relatively few long term studies).but all learning and behavioral theories clearly indicated impact of early experiences.

Conclusion

In short it is the role of mothers that can reduce gender discrimination in the society, if they will provide non discriminative environment at their homes that will develop gender equality in society.

Recommendations

1. Women Education, adult Education programs should be given priority when designing education policy.
2. Using media specially television for developing awareness among mothers about negative impact of their discriminative behavior.
3. Schools should focus on this problem and provide guidance during parent teachers meetings.
4. More researches should be done to pinpoint and analyze causes behind such behavior and ways to change it.

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