

Gender Issues: Terms and Debates

Name of the Students

Name of the University

Author Note

Introduction:

As per the report of 2010 and 2011, Western government has invested \$48,331,443 for providing necessary facilities and benefits on healthcare for the women. On the other hand, the men have received \$ 3740800 for the same scheme from western government. The disadvantages of men facing at the current society have become an emerging topic based on which innumerable scholars have provided their own opinion from different perspectives. As per the opinion of the some specific scholars the males in the current society is getting deprived of receiving an effective association from the society after the implementation of anti-discrimination act and gender equity act especially. On the other hand, some of the conspicuous scholars have firmly opposed the point of view of this specific scholar. As per their opinion it is undeniable that the entire global scenario was completely based on male dominated society.

Women at that specific time had to keep themselves restricted under curtain. In this kind of situation, women were not allowed to show their talents and skills due to extreme level of gender biasness. However, the current scenario has to some extent has changed the monarchy of male dominated society. In case of higher education, social recognition, liberalism female is getting more benefits as well as facilities rather than male. As per the current scenario it has been observed that female liberalism has widely been misused at the current society due to which men have to become victimized. This particular study has provided an effective in-depth understanding about the ratio of male and female dominance. The study has highlighted the necessary disadvantages that a male has to face while surviving their entity in the society. Various eminent scholars have provided numerous points of view regarding this specific topic.

Discussion

Nanda (2014) stated that social scenario has become just the opposite of the earlier days. In the earlier days, most of the business organizations intended to prefer appointing male employees within the business process. The education level of the female and their competency did not get priority for human resource managers. At the current situation, the scenario is just the opposite. While recruiting an employee within the business organization the human resource managers tend to prioritize the female employees primarily. Therefore, the male gets deprived of the opportunities and scopes. Joecks, Pull and Vetter (2013) opposed the point of view of this previous scholar. As per the opinion of this scholar, it is undeniable that women had to struggle immensely in order to gain equal reorganization from the society. Previous social picture enables that large number of women having sufficient qualifications and competency did not get enough scope to evaluate their talent due to the social barriers. Therefore, male ultimate dominated the society. Hoogendoorn, Oosterbeek and Van Praag (2013) opined that this particular study however has focused to analyze the current scenario on how male belonging to different geographical boundaries and cultures have to face innumerable barriers in maintaining their social life due to some of the major constraints.

The most effective disadvantages of the men in the society are inhuman pressure of burden for earning bread and butter for their family members. Large numbers of men have to take the responsibility of their family members from their childhood. As a result, those people do not get enough scope to maintain their learning process smoothly. In order to support the family members male has to stop their educational process at the middle of their life. As a result, large number of men belonging to the backward society is deprived of getting proper ray of education. Boulouta (2013) stated that women do not have to take the burden of earning money for leading the life of their family members. As a result, they get enough opportunity to maintain their

learning process. Therefore, an inequality has been observed in the percentage of literacy between male and female. As per the report of 2012, the literacy rate of male in the market of Australia is 44%. On the other hand, women literacy rate is endowed with 45%. As a result, the difference between regular lifestyle of men and women, their family burden are the primary causes due to which women have lagged the men behind in educational process.

Nekhili and Gatfaoui (2013) opined that after the implementation of anti-discrimination act as well as gender equality acts most of the business organizations have preferred to recruit female employees within their organizations in order to maintain corporate social responsibility. As a result, large numbers of skillful male employees are getting deprived of being appointed in business process. Their education process, their skills, talents and experience are not getting priorities in the business organizations. As per the human resource policies and strategies, HR managers are instructed to appoint those employees who are competent and skillful for developing the business process (Liao, Luo & Tang, 2015). The human resource managers imply that employees should be judged as per the skills and competency level of the employees rather than their gender, cultural and religious status. However, it has been observed that most of the business organizations especially hospitality sectors intend to appoint female employees. Ali, Ng & Kulik (2014) stated that the business experts of hospitality sectors believe that the approach of female employees is more professional and systematic than the male employees. Therefore, hospitality sectors prefer to appoint female employees for the further progress of their business. As a result, it has been observed that the rate of female employees in the hospitality sectors is getting high. This particular recruitment strategy is affecting the entire process of business.

Schein and Baue (2015) opposed the opinion of previous scholars. As per the point of view of this particular author, apart from hospitality sector the human resource managers do not give special priority to the any particular gender. Both the male and female employees have been given equal primary and response. As per the recruitment policy and strategy, human resource managers primarily focus on recruiting the employees as per the academic backgrounds rather than their gender biasness. Julizaerma and Sori (2012) has firmly differed the opinion of the previous scholar. Western countries few years before had been extremely dominated by male and their so called customers and rituals. At that specific time, women had to face innumerable domestic violence. As a result, large number of women has to face mental asylum. In this kind of situation, Western Government has implied some of the major acts and regulations in order to protect women from being tortured from male and their merciless ruthless attitudes. In order to break the discrimination some of the non-government organizations have decided to protect women and expand women liberty in the society. As per the point of view of Vasilescu et al. (2015), current scenario has changed that enables the male to face innumerable barriers for leading their day-to-day lifestyle.

As per the opinion of Siim & Mokre (2013), due to the cause of any kind of domestic violence large number of male has been accused unnecessarily despite their innocence. In order to accuse the male, women have alleged in numerous cases in order to fulfill their domestic needs and demands. As a result, large number of men has to be victimized by involving themselves in the criminal cases. These kinds of incidents have become a major issue due to which male fails to lead a happy and day-to-day properly. Automatically, they have been involved in criminal cases due to which they have to sacrifice their professional and personal life as well. As emphasized by Zainal, Zulkifli and Saleh (2013), the increasing level of poverty is

one of the most important reasons due to which people from different geographical market have to be associated with the private firm despite having their academic skill and qualification. In some of the cases, it has also been observed that men have to stop their ambition and higher educational process due to the commitment towards the society. The increasing level of child labor in most of the countries like Latin America, South Africa, Asian countries is one of the brightest examples of men disadvantages in the society (Ferreira & Kirchmaier, 2013). It has been noticed in some of the effective cases that children in the age of their prematurity have to be involved within firms. Those children after being tortured from the firm owners have to tolerate nonsensical gesture due to the overburden urge of their family members. In this kind of situation, the incidents of premature death are happening frequently as per the global statistics.

It is undeniable that male has to take numerous additional burden for their family members that ultimately hampers their social life. At the same time, Sila, Gonzalez and Hagendorff (2016) stated that large number of women also exist in the society who have to suffer inhumanely in order to support their family members. Therefore, male and female should not be discriminated. The social barriers and responsibility is highly dependent on the family background and social status of human being rather than gender inequality (Perrault, 2015). As a result, female and male should not be discriminated as per their gender status. Both women and the men have to face equal hardships in order to lead their life due to their social backgrounds.

Conclusion:

After evaluating the entire essay, it can be concluded that both the men and women have to face social barriers and disadvantages in order to lead their life successfully. However, the survey report proves that the percentage of literacy of female candidates is higher than the

percentage level of male candidates. Male has to take responsibility in order to support their family successfully. At the same time, it is undeniable that women do not have to take that much burden that can force an individual to earn more money. After conducting the entire essay it can be concluded that women should not use their empowerment due to which a man has to become victim in laws and regulations. Maintaining a social balance is highly important due to which both men and female can maintain their entire livelihood equally. As a result, people belonging to different geographical markets would be able to lead their life successfully. Educational balance between men and women are equally important to develop the society. In order to develop the society, to maintain a balance between organizational image and reputation, to maintain gender diversity it is highly important for both the male and female for being educated and literate. The disadvantages that men have to face currently in order to survive in the society are due to family responsibility primarily. Therefore, the responsibility of nonprofit business organizations is to educate the social people about the value of education. Both the male and female should be equally educated to maintain social balance.

Reference List:

- Ali, M., Ng, Y. L., & Kulik, C. T. (2014). Board age and gender diversity: A test of competing linear and curvilinear predictions. *Journal of Business Ethics*, 125(3), 497-512.
- Boulouta, I. (2013). Hidden connections: The link between board gender diversity and corporate social performance. *Journal of Business Ethics*, 113(2), 185-197.
- Ferreira, D., & Kirchmaier, T. (2013). Corporate boards in Europe: size, independence and gender diversity (pp. 191-224). Cambridge University Press.
- Hoogendoorn, S., Oosterbeek, H., & Van Praag, M. (2013). The impact of gender diversity on the performance of business teams: Evidence from a field experiment. *Management Science*, 59(7), 1514-1528.
- Joecks, J., Pull, K., & Vetter, K. (2013). Gender diversity in the boardroom and firm performance: What exactly constitutes a “critical mass?”. *Journal of business ethics*, 118(1), 61-72.
- Julizaerma, M. K., & Sori, Z. M. (2012). Gender diversity in the boardroom and firm performance of Malaysian public listed companies. *Procedia-Social and Behavioral Sciences*, 65, 1077-1085.
- Liao, L., Luo, L., & Tang, Q. (2015). Gender diversity, board independence, environmental committee and greenhouse gas disclosure. *The British Accounting Review*, 47(4), 409-424.
- Nanda, S. (2014). *Gender diversity: Crosscultural variations*. Waveland Press.

- Nekhili, M., & Gatfaoui, H. (2013). Are demographic attributes and firm characteristics drivers of gender diversity? Investigating women's positions on French boards of directors. *Journal of business ethics*, 118(2), 227-249.
- Perrault, E. (2015). Why does board gender diversity matter and how do we get there? The role of shareholder activism in deinstitutionalizing old boys' networks. *Journal of Business Ethics*, 128(1), 149-165.
- Scheim, A. I., & Bauer, G. R. (2015). Sex and gender diversity among transgender persons in Ontario, Canada: results from a respondent-driven sampling survey. *The Journal of Sex Research*, 52(1), 1-14.
- Siim, B., & Mokre, M. (2013). *Negotiating gender and diversity in an emergent European public sphere*. Palgrave Macmillan.
- Sila, V., Gonzalez, A., & Hagendorff, J. (2016). Women on board: Does boardroom gender diversity affect firm risk?. *Journal of Corporate Finance*, 36, 26-53.
- Vasilescu, B., Posnett, D., Ray, B., van den Brand, M. G., Serebrenik, A., Devanbu, P., & Filkov, V. (2015, April). Gender and tenure diversity in GitHub teams. In *Proceedings of the 33rd Annual ACM Conference on Human Factors in Computing Systems* (pp. 3789-3798). ACM.
- Virick, M., & Greer, C. R. (2012). Gender diversity in leadership succession: Preparing for the future. *Human resource management*, 51(4), 575-600.

Zainal, D., Zulkifli, N., & Saleh, Z. (2013). Corporate board diversity in Malaysia: A longitudinal analysis of gender and nationality diversity. *International Journal of Academic Research in Accounting, Finance and Management Sciences*, 3(1), 136-148.