



## Gender Equality and Forms of Gender Inequality

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<b>ABSTRACT</b> Gender equality and forms of gender inequality that still occur in various parts of the world. Gender equality refers to the equal rights, opportunities, and treatment of women and men in all aspects of life, regardless of gender. The goal is to create a just and equitable society where everyone can reach their full potential. However, reality shows that gender inequality remains a serious problem. Forms of gender inequality include discrimination in access to education, gaps in the workplace, gender-based violence, gender stereotypes, and double burdens for women. Discrimination in education can limit women's access to quality education, while gaps in the workplace result in differences in pay and promotion opportunities for women. Gender-based violence, such as domestic violence and sexual harassment, is a serious violation of women's human rights. Gender stereotypes that reduce women's roles and abilities can also limit their opportunities. The double burden borne by women, namely working outside the home and taking care of household chores, can lead to fatigue and a lack of time for self-development. To achieve gender equality, a collective effort is needed from various parties, such as the government, society, and individuals. These efforts include the elimination of discrimination, law enforcement, education about gender equality, and cultural changes that support equality. By understanding and addressing forms of gender inequality, we can build a just and equitable society for women and men. <b>Keywords:</b> <i>Double Burden, Gender Equality, Gender Inequality</i>			

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## INTRODUCTION

The concept of gender equality is an important pillar in building a just and equitable society. Gender equality envisions a world where women and men have equal rights, opportunities, and treatment in all aspects of life, regardless of gender. The goal is to create an environment that allows everyone to reach their full potential without being limited by gender stereotypes and biases. However, the current situation shows that the journey towards gender equality is still long and full of challenges. In various parts of the world, women still face various forms of injustice that hinder them from achieving the same rights

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and opportunities as men. This gender inequality is manifested in various aspects of life, ranging from education, work, politics, to personal life.

With a deep understanding of the forms of gender inequality that still occur, we can pave the way for better change. By identifying the root causes and understanding their impact, we can formulate effective strategies to address gender inequality and build a more just and equitable society for all.

## **RESEARCH METHODOLOGY**

The method used is qualitative, this method explains about: the method of implementing interview activities. This method is explained clearly and in detail. This research can provide a deeper understanding of how gender inequality is manifested in the practices and policies of institutions, and can be used to drive more just and equitable change.

## **RESULT AND DISCUSSION**

### **THE NATURE OF GENDER**

Gender is a way of seeing or perceiving humans as women or men that is not based on biological sex differences. Gender, in all aspects of human life, creates differences between women and men, including social creations where women's status is lower than that of men. For example, women are known to be gentle, beautiful, emotional, or maternal. While men are considered strong, rational, masculine, and powerful. The characteristics of these traits themselves are interchangeable. This means that there are men who are emotional, gentle, and maternal, while there are also women who are strong, rational, and powerful.

The word gender comes from English, meaning sex. In Webster's New World Dictionary, gender is defined as the apparent difference between men and women in terms of values and behavior. The Women's Studies Encyclopedia explains that gender is a cultural concept that seeks to create a distinction in terms of roles, behavior, mentality, and emotional characteristics between men and women that develop in society. While Hillary M. Lips defines gender as cultural expectations for women and men. This opinion is in line with the opinion of feminists, such as Lindsey, who considers all societal provisions regarding the determination of someone as a man and a woman to be part of gender studies (what a given society defines as masculine or feminine as a component of gender).

H.T. Wilson in sex and gender understands gender as a basis for determining the influence of cultural and collective life factors in distinguishing between men and women. Somewhat in line with the opinion and quoted by Showalter, who defines gender as more than just distinguishing between men and women from a socio-cultural construction, but emphasizes gender as an analytical concept that we can use to explain something.

### **GENDER EQUALITY**

Gender equality has the meaning of the realization of equal conditions for women and men to obtain opportunities and their rights as human beings so that they can play a role and participate in development, politics, economics, social, culture, education, defense and

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security in enjoying the results of development. Gender equality also has a meaning as equality or justice that must be obtained between men and women in carrying out their roles in social and cultural life. Equality has a very important function in realizing gender justice, in an institution or pesantren, the form of equality is rarely implemented in the environment. The reason itself occurs because of the patriarchal cultural system that is still embraced by most of society, so this becomes the main cause of gender inequality. Over time, this cultural system has gradually been abandoned and replaced by various forms of implementation of gender equality practices in institutions that have their own goals in their implementation.

#### GENDER INEQUALITY

Gender inequality is an unjust condition resulting from social systems and structures in which both women and men become victims of the system. Various differences in roles and positions between women and men, both directly in the form of treatment and attitudes, and indirectly in the form of the impact of laws and policies that cause various injustices that have been rooted in history and culture and in various existing structures in society. Gender inequality occurs because of beliefs and justifications that are embedded throughout human civilization in various forms that not only affect women but are also experienced by men. Although in aggregate, gender inequality in various aspects of life is more experienced by women, it also has an impact on men. Forms of manifestations of injustice due to gender discrimination include marginalization, subordination, stereotypical views, violence, and workload.

#### FORMS OF GENDER INEQUALITY

Gender inequality is reflected in several forms:

1. Marginalization (impoverishment, marginalization)

Marginalization is the attitude and behavior of society or the state that results in the exclusion of women and men. Marginalization is more about economic marginalization. Marginalization is also based on gender differences that limit the role of women. For example, women have less access to holding high-ranking positions in bureaucracy and the military, there are very few opportunities. And for men, he has less access to fields that require accuracy and meticulousness such as garment or cigarette workers.

2. Subordination (second-class)

It is a belief that one sex is more favored than the other. Thus, it creates inequality, feeling like a second-class citizen, not having a space to express opinions, and so on. Moreover, it is supported by culture, customs, religious interpretations, bureaucratic regulations that make women subordinate, women have less opportunity to make decisions. For example, there are certain professions that make it a characteristic of women's professions such as secretaries and kindergarten teachers. In certain professions, there is a difference in salary between women and men, where men are higher.

3. Stereotypes (labeling)

Labeling that is often negative. In general, towards one particular sex. Stereotypes produce gender inequality and discrimination. For example, women are only associated with the domestic sector. Women are also portrayed as weak creatures, emotional, unable to lead,

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less rational in their lifetime. The standards of assessment for women and men are different, but the standards of assessment are more detrimental to women.

#### 4. Double Burden

The workload of one sex with another sex is greater. For example, a working woman still plays the role of a mother when she is at home. Ultimately, this role is delegated to domestic helpers, who are also women. So the burden does not shift to the other sex. For example, sharing roles with husbands about child care.

#### 5. Violence

Violence is a form of violence, both physical and non-physical, perpetrated by one sex, family, society, or state against another sex. Violence simply originates from the distinction between feminine and masculine. This distinction has triggered violence. For example, rape, sexual violence, sexual harassment, assault, insults, sexual exploitation of women, etc.

Forms of injustice against women show that gender inequality has existed from the past to the present. It will even continue to exist, and in reality, women are the ones who receive a lot of unfair treatment. If justice is realized, then gender equality will also be realized. And justice will be realized as long as men, society, and the state are aware of gender.

### EFFORTS TO OVERCOME GENDER INEQUALITY

#### Increased Access to Education:

- Increasing access: Guaranteeing equal access to education for women at all levels, including primary, secondary, and higher education. This can be done by providing adequate educational facilities, providing scholarships, and overcoming cultural barriers that hinder women from attending school. [5]

- Encouraging choice of majors: Introducing women to various fields of study, including fields considered “masculine”, to broaden their career choices. This can be done by providing fair career information and guidance and encouraging women to pursue their interests.

#### Community Role:

- Building awareness: Raising public awareness about the importance of gender equality and the negative impacts of gender inequality. This can be done through education, campaigns, and inter-community dialogue.

- Eliminating gender bias: Eliminating gender bias in everyday interactions, such as in language, behavior, and perspectives. This can be done by building a culture that values differences and promotes equality.

#### Individual Role:

Be an agent of change: Every individual can play a role as an agent of change by rejecting discrimination, violence, and gender stereotypes. This can be done by being critical of behaviors and words that support gender inequality, and by providing support to women who experience inequality.

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## **CONCLUSION**

The journey towards gender equality is a complex process that requires a shared commitment from all parties. While the concept of gender equality has been universally recognized, reality shows that gender inequality remains a serious problem faced by women in various parts of the world. Forms of gender inequality, such as discrimination in access to education, gaps in the workplace, gender-based violence, gender stereotypes, and double burdens for women, are clear evidence that gender equality has not been fully realized. This injustice not only harms women, but also hinders the progress and well-being of society as a whole.

To achieve gender equality, a comprehensive joint effort is needed. The government has a crucial role in formulating policies that support gender equality, such as quotas for women in politics, women's empowerment programs, and legal assistance for victims of gender-based violence. Society also has a crucial role in building awareness about the importance of gender equality, eliminating gender bias in everyday interactions, and providing support to women who experience injustice. Every individual also has a crucial role in becoming an agent of change by rejecting discrimination, violence, and gender stereotypes, and by providing support to women who experience injustice. By understanding forms of gender inequality and by implementing the right strategies, we can build a just and equitable society for women and men. An equitable society will become a more advanced, sustainable, and prosperous society.

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