

Documenting Gender Bias: A Comparative Study of India and Indonesia

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Abstrak: Perempuan pada dasarnya memiliki hak yang sama dengan laki-laki. Namun, perempuan diharapkan terutama mengurus urusan rumah tangga. Meski di masyarakat banyak perempuan yang telah aktif di dunia publik, namun mereka tetap dianggap sebagai individu yang harus mengurus urusan rumah tangga. Stereotip dan beban ganda bagi perempuan menempatkan posisi perempuan sebagai individu yang tertekan dalam kehidupannya sendiri. Proyek ini mencoba mendokumentasikan persamaan dan perbedaan bias gender di Indonesia dan India. Tiga isu berikut dieksplorasi: 1) Apa itu bias gender? 2) Apa bukti bias gender di Indonesia dan India? dan 3) Apakah bias gender di Indonesia dan India berubah?. Stereotip yang berkembang di Indonesia dan di India hampir sama. Secara umum mereka melihat bahwa perempuan seharusnya memasak dan melakukan pekerjaan rumah tangga, perempuan tidak sekuat laki-laki dan perempuan seharusnya memiliki pekerjaan yang “bersih” seperti guru, perawat, sekretaris, dan pustakawan. Mengenai laki-laki, masih ada pandangan bahwa laki-laki harus menghasilkan lebih banyak uang daripada pasangannya, laki-laki tidak memasak, menjahit, atau membuat kerajinan tangan, dan semua laki-laki terobsesi dengan olahraga. Namun, pandangan ini diungkapkan di beberapa bagian masyarakat. Tetapi dunia sedang berubah dan orang berpikir tentang hak dan peran setiap gender sebagai hal yang unik dan saling mendukung.

Kata Kunci: *Gender; Bias Gender; Stereotip; Beban Ganda*

Abstract: Women basically have the same rights as men. However, women are expected to primarily take care of domestic affairs. Although in society many women who have been active in the public world, they are still regarded as individuals who have to take care of domestic affairs. Stereotypes and multiple burdens for women place the position of women as individuals who are stressed in their own lives. This projectat tempts to document the similarities and differences in gender bias in Indonesia and India. The following three issues are explored: 1)What is gender bias? 2) What are the evidence of gender bias in Indonesia and India? and 3) Is gender bias in Indonesia and India changing?. Questionnaires and interviews were used to obtain data from 20 respondents. The respondents consist of 10 Indonesians and 10 Indians. Stereotype developed in Indonesia and in India are almost the same. In general they see that *females are supposed to cook and do house work, females are not as strong as male and females are supposed to have "clean" jobs such as teachers, nurses, secretaries, and librarians*. Regarding males, there is still the view that *males should earn more money than their partners, males do not cook, sew, or do crafts, and all males are obsessed with sports*. However, this view is expressed in some parts of society. But the world is changing and people are thinking about the rights and roles of each gender as being unique and mutually supportive..

Keywords: *Gender; Gender Bias; Stereotypes; Double Burden*

INTRODUCTION

India is known as an exotic country – ranging from clothing, food, dancing, and singing to special custom like cobra dancing. This reality can be understood because India has relatively strict social hierarchy. From an early age, children are taught their roles and position in society (<http://id.m.wikipedia.org>, January 15, 2018). Indonesia is also a very strong country known for its rich culture and tradition. It is an archipelagic country. It has more than 13 thousand islands. Each island has its own culture.

Indonesia and India have had a good relationship for a long time. Apart from the similarities mentioned in the previous paragraph, Indonesia and India also have other similarities. Indonesia and India are often linked because they often use Sanskrit. The followers of religion in Indonesia were predominantly Hindu. Therefore, it makes sense if Sanskrit is used in certain terms. For example the motto of the State of Indonesia: *Bhinneka Tunggal Ika*. In addition, the currencies of these two countries have similarities in pronunciation, rupiah and rupee. Both words were taken from Sanskrit: *Rupya* which means silver money. (<https://www.boombastis.com/kesamaan-india-indonesia/107756>. March 15, 2018)

Are the similarities in these two countries are also displayed in the gender issue? This project attempts to answer that question. Biological differences are not really an important issue to be questioned. But the differences in sex turned out to give birth to various injustices or discrimination against one sex, both for men and for women. Such discrimination manifests in the form of marginalization, subordination, stereotype, violence, and multiple burdens.

Gender-based discrimination occurs in various social spheres of society – starting from the inequality of relationships that occur between a man and woman in a personal relationship, gender relations in the household, gender relations in educational institutions, in the work environment, to gender relations within a country. These forms of discrimination are present at the level of empirical as well as at the level of certain policies. Negative assumptions or negative labels on a given gender arise from a social construct in society. Certain stereotypes, for example boys should not cry or girls should not play with toy cars, is one small example of an empirical condition that places gender differences into a discriminatory gender difference. However, the whiny nature or interest in the toy cars has no relationship at all with the sexes. Boys have feelings of sadness and whiny nature as girls. Likewise, girls can have a particular interest or hobby as boys have.

Women basically have the same rights as men. Even in the reality in society many women who have been active in the public world, they are still regarded as individuals who also have to take care of domestic affairs. Stereotypes and multiple burdens for women place the position of women as individuals who are stressed in their own lives. Therefore, this paper will attempt to show the similarities and differences of gender bias in Indonesia and India.

METHOD

The core objective of this research is to study the similarities and differences of gender bias found in Indonesia and India. The problem is elaborated into three issues, namely:

1. What is gender bias?
2. What is the evidence of gender bias in Indonesia and India?
3. Is gender bias in Indonesia and India changing?

The process of data collection, the number of items in the questionnaire, and the characteristics of the respondents, derived in this study is described in detail in this chapter.

Description of the Questionnaire

This project seeks to document gender bias in Indonesia and India. A questionnaire comprising 43 questions was prepared to achieve the data. There are two types of questions in the questionnaire, namely: 21 items with yes or no questions and 22 open questions. The questions which the writer intends to ask are related to the personal opinion of respondents about the gender bias that exists in their respective countries. The questionnaire also comprised about the role of men and women in the family and at work. Stereotype questions about gender which are common in each country are also featured in the questionnaire. Further, the opinion of the respondents were sought to know the efforts can be made to minimize the occurrence of gender inequality.

In addition to questionnaires, the writer also conducted short interviews with respondents. The writer conducted interviews for revelation of more details to the answers that respondents have given in the questionnaire. The questions to conduct interviews were prepared to find out further explanations to the answers that the respondents gave.

Description of the Respondents

Respondents in this study were 20 people. They are 10 Indonesians and 10 Indians. Each group consists of 5 men and 5 women. They are pursuing master's program and doctoral program at the EFL University. The details can be seen in the following table.

Table 1: Description of the Respondent

	Men	Women	Master	Doctoral
Indonesia	5	5	10	-
India	5	5	8	2
Total	20 respondents			

Data Analysis

Once the questionnaire has been filled by everyone, all the answers are incorporated in the excel program. Then, the result is calculated based on the existing percentage. The data is presented in the chart form, after counting of all the data. The answers given in the chart are analyzed by contemplating the similarities and differences in gender bias between Indonesia and India.

This chapter describes certain theoretical studies on the definition of sex, gender, and gender bias. It also presents the gender inequality as the theoretical basis of this research.

RESULT AND DISCUSSION

This chapter comprises the results of the study. The results are presented in chart form and are explained descriptively.

Gender Bias

Before talking about gender bias, it is important to discuss what is meant by gender and sex. Are these two terms same or different? The affirmation of this term needs to be ascertained so that there is no misunderstanding about the two terms. Some people understand that the two terms are the same. While identifying the gender for submitting an identity in writing, both terms can be used. It can be written sex or gender to identify a person's gender. But there are also differences. Sex refers to biological differences; chromosomes, hormonal profiles, internal and external sex organs.

From that sense, sex is emphasized on biological sex differences between men and women. Therefore, the concept of sex is used to distinguish men and women based on biological and anatomical elements. Men have penis, testes, and sperm production; while women have a vagina, uterus, and ovum production. While gender describes the characteristics that a society or culture delineates it as masculine or feminine. (www.med.monash.edu.au/gendermed/sexandgender.html, March 15, 2018)

The term gender emphasizes more on the concept of social relationships that distinguish between function and role between men and women. The differentiation of functions and roles between men and women is not determined due to their biological or natural differences, but are differentiated according to their position, function and role in various areas of life and development. Thus gender as a concept is the result of human thought or engineering, formed by the society, due to which is dynamic and can be different because of differences of customs, culture, religion and value system of certain nations, society, and tribe.

In addition, gender should include practical social investigation of gendered lives, experiences, relationships and inequalities (Ramazanoglu, C., and Holland, J. 2002: 4). Gender can change due to historical journey, political, economic and socio-cultural change or development progress. In such a way gender is not universal or does not apply in general, but situational society. Gender is not biological but socially constructed. Gender is not carried from birth, but becomes conspicuous through socialization. Therefore gender significance can be changed.

Then what is meant by gender bias. Gender bias is a preference or prejudice towards one gender over the other. Bias can be conscious or unconscious, and may manifest in many ways, both subtle and obvious. In many countries, eliminating gender bias is the basis of many laws, including those that govern at workplaces, family courts, and even the voting booth. Despite these efforts, many legal and political scholars argue that total gender parity remains a far off goal, one which many regions are not even remotely close its reach. (<https://www.diversity.com/page/What-is-Gender-Bias>, March 15, 2018)

Gender bias is a partiality to one gender. Gender bias is a prejudice or discrimination based on a person's gender. Gender bias can affect anyone, either men or women. This is related to stereotypes and gender roles, including the belief that one gender is intrinsically higher than the other. This indirectly encourages behaviors that harm one party, male or female, such as sexual harassment, rape, and other forms of sexual violence.

Considering the gender, there are few things to be solicited: 1) who and how their bodies are, 2) what they do, 3) how unequal they make, 4) what their purpose is to do it, and 5) what are the effects social results resulting from gender inequality (Ramazanoglu, C., and Holland, J. 2002: 5).

Gender can include how certain people experience sexuality and reproduction, masculinity and femininity, and the boundaries and gaps between them, as well as the varied cultural categories to conceptualize what is life and thought.

Gender Inequality

Gender inequality is a systemic condition in which both men and women become victims of the system. Both men and women on earth have their duties. It can be a natural task and a task that is attached to it because of the building or social construction, customs, religion and society in which they live. Each has its own part. Gender differences do not really matter as long as they do not lead to gender inequality. Gender inequality is the result of a misunderstanding of gender concepts that are equated with the concept of sex. Some people are still equating the term sex with gender. Whereas the two terms differ significantly, as described in the previous section.

Gender inequality is a set of ideas and situations that women and men are not equal. (https://en.wikipedia.org/wiki/Gender_inequality, March, 15 2018). Gender inequality is based on the assumption that men and women are socially different, however it is not so. The existence of man and woman is formed through social contraction made by the society itself. Thus social contraction can change anytime and anywhere. As an example of the impact of gender inequality, women fall behind from many men in various fields, including education, job market opportunities and political representation.

Laureate Amartya Sen provides instances of gender inequality based on his research focusing on South Asia, the data which was published in 2001. According to him, gender inequality is manifested in several forms which can be perused as follows: 1) Mortality inequality, 2) Nativity inequality, 3) Basic facility inequality, 4) Special opportunity inequality, 5) Professional inequality, 6) Ownership inequality, and 7) Household inequality. (<http://www.frontline.in/static/html/fl1822/18220040.htm>, March 15, 2018).

The cases of women death, unexpected women birth, unequal educational fulfillment, career opportunities, unequal professions, ownership and distribution of household work are certain issues still having prejudice.

Gender inequality can occur anywhere and anytime irrespective of circumstances. The awareness of gender inequality arising in a place, at appropriate time will at least bring about efforts to minimize it. Moderately, realizing gender inequality leads to the thought of reducing injustice.

Gender Bias: Indonesia and India

To find the evidence of gender bias in both the countries, it is helpful to look at some of the following charts.

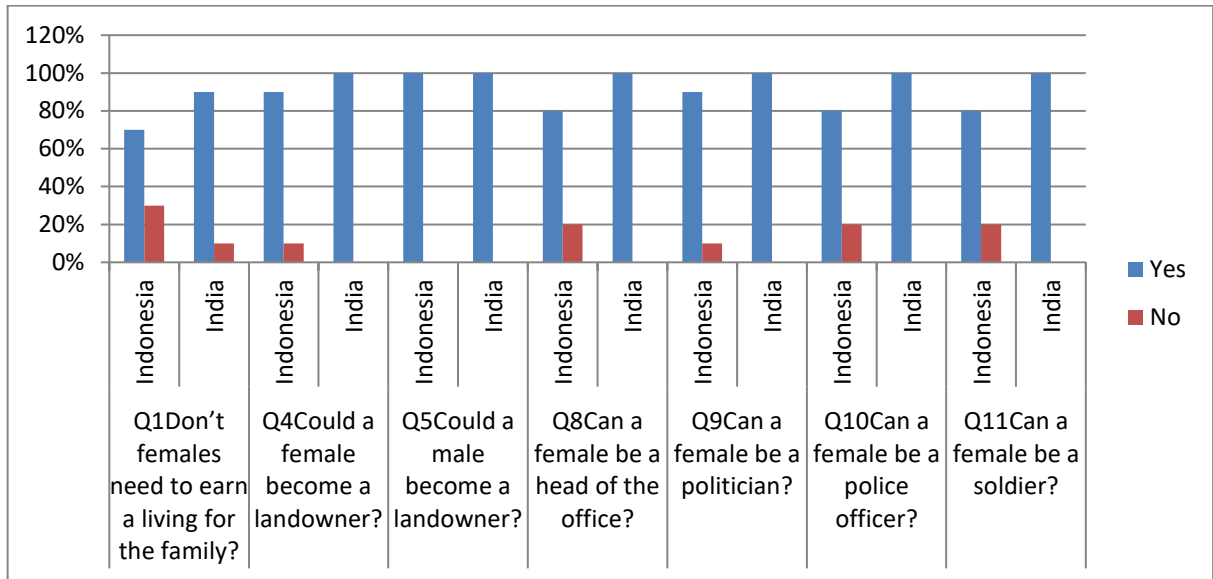


Chart 1: Women Professions

The chart above shows that most respondents agree with the statement saying that women can be whatever they want to be. Most of them expressed the opinion that women also have the right to become police, soldiers or politicians as long as they have the capability to be what they want. The profession of a soldier, a policeman, a politician, or as a leader, has been assumed to be the territory of the men world.

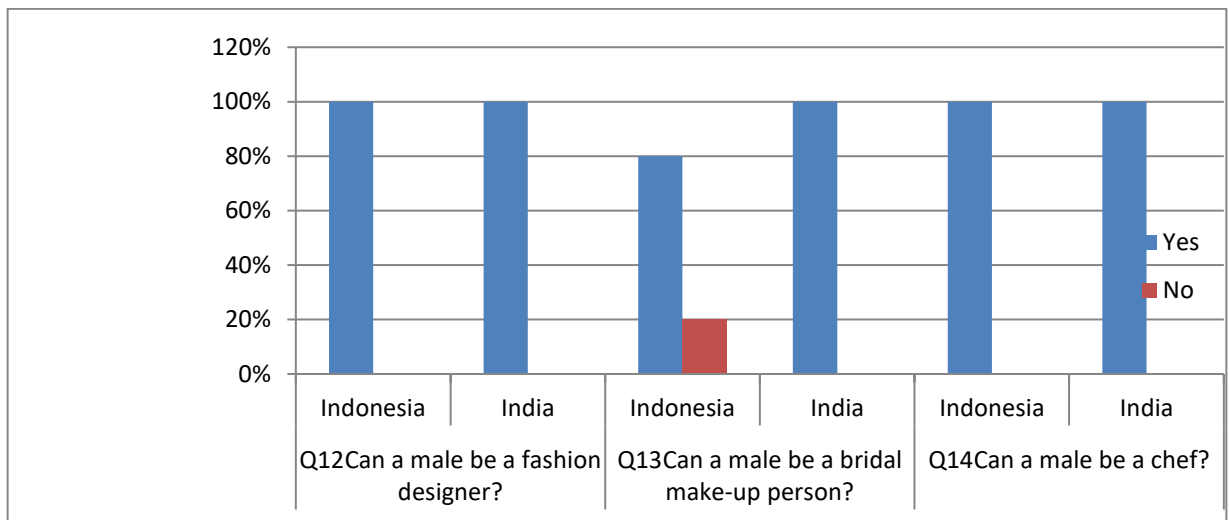


Chart 2: Men Professions

In contrast, professions that are close to the world of women, such as a fashion designer and a bridal make-up person can be taken up by men also. It is realized by respondents that these professions do not perceive a person's gender. To get into a profession, men and women obviously need a higher level of education. The level of education, men and women should pursue is presented in the following chart.

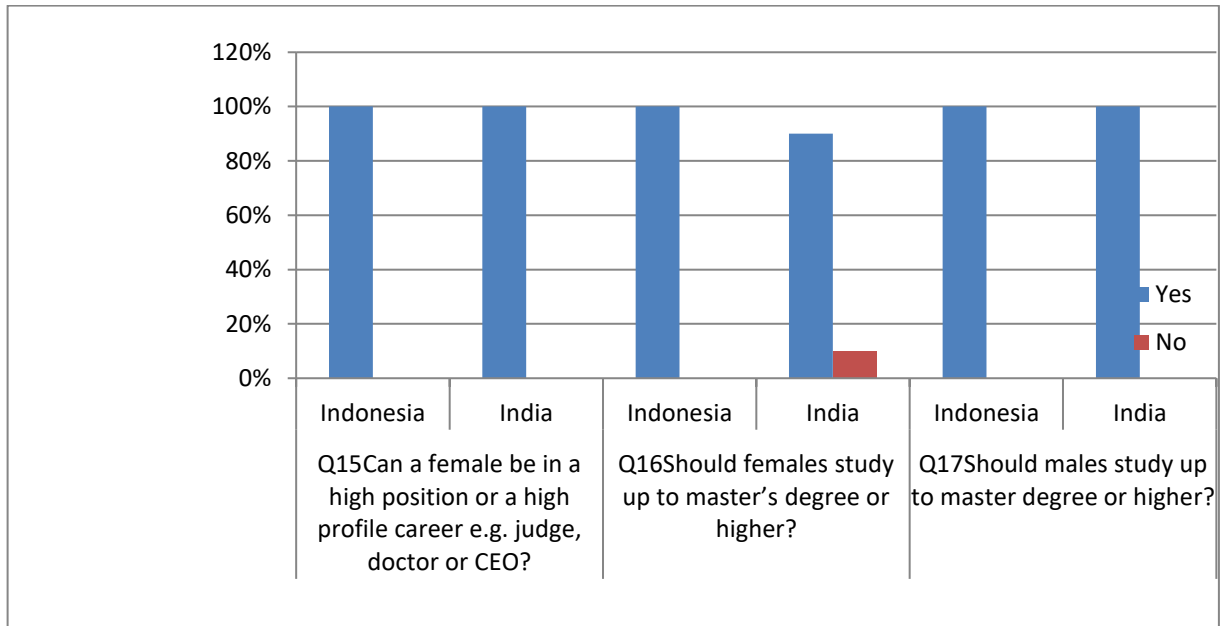


Chart 3: Higher Education and Higher Career

The chart above shows all the respondents agreeing that men and women have equal opportunities to pursue higher education and careers. The respondents both from Indonesia and India state similar views. Only 10% of Indian respondents stated that women do not need to pursue a master's education or higher. The rest agreed that both men and women of Indonesia and India need higher education and careers. However, treatment of women is still considered unsatisfactory, especially in India, as given in the following chart.

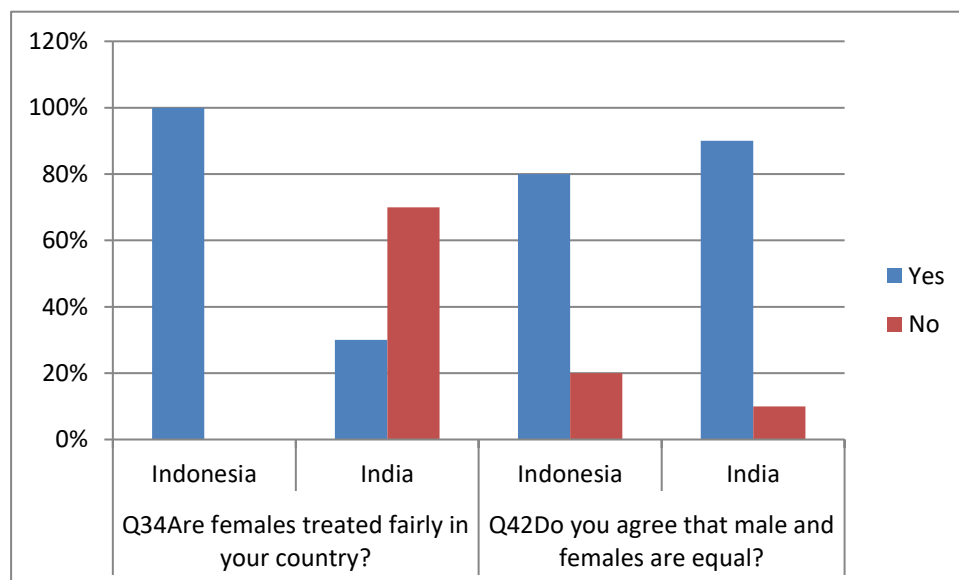


Chart 4: Equal or Not?

The chart above shows that Indian respondents do not feel that good treatment is felt by the Indian women.

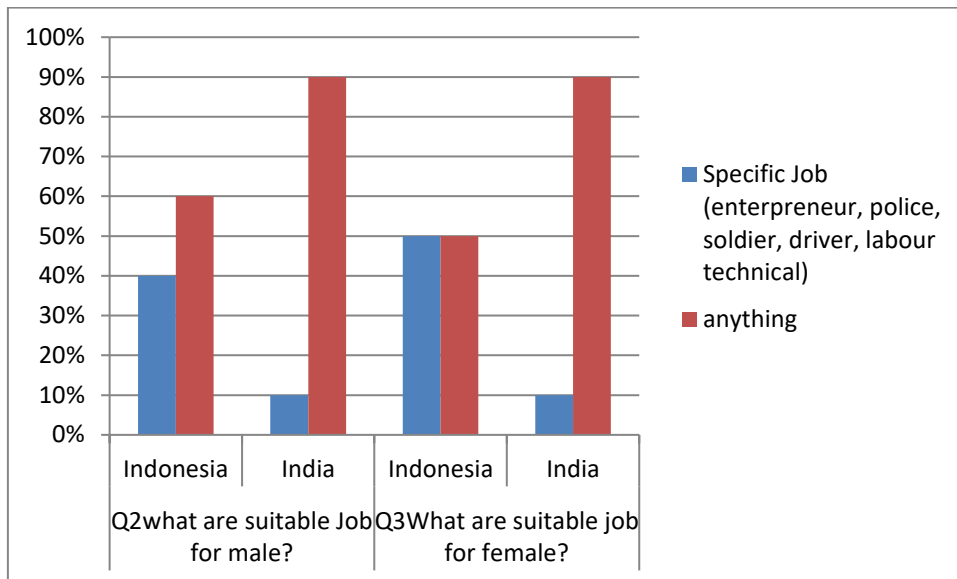


Chart5: Suitable Job for Females and Males

It has been shown in chart 1 and chart 2. Both Indonesian respondents and Indian respondents opine that men and women can occupy any profession. However, when they are asked to determine what gender-appropriate profession is, most Indonesian respondents have written specific jobs for a particular gender. While Indian respondents seem consistent in stating that men and women can perform any work. Only 10% of Indian respondents stated that a particular gender is only suitable for a particular job, as shown in the following chart.

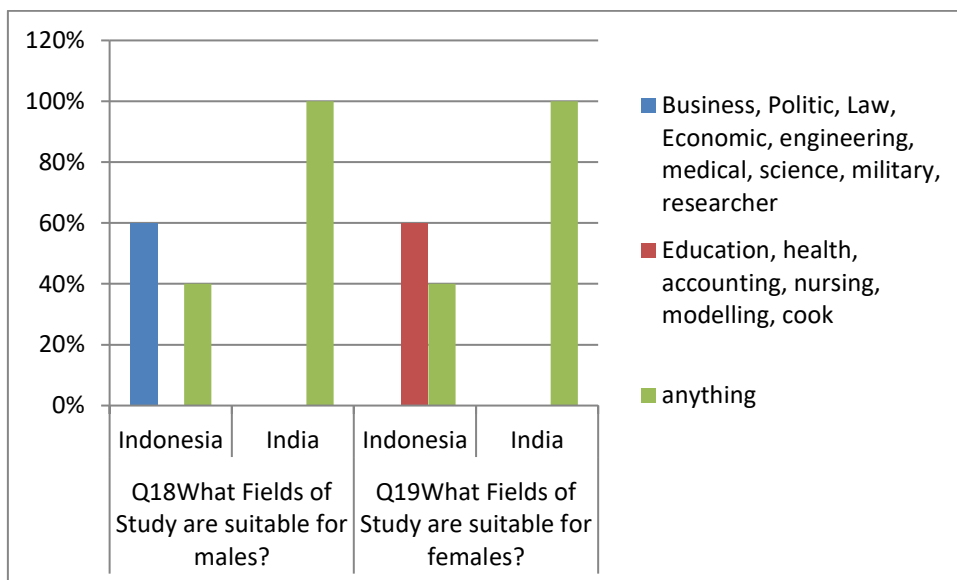


Chart 6: Field of Studies

The following chart is similarly illustrated likewise chart 6. Indian respondents indicate that any field of study is suitable for all genders. While Indonesian respondents tended to provide different study field selection based on gender.

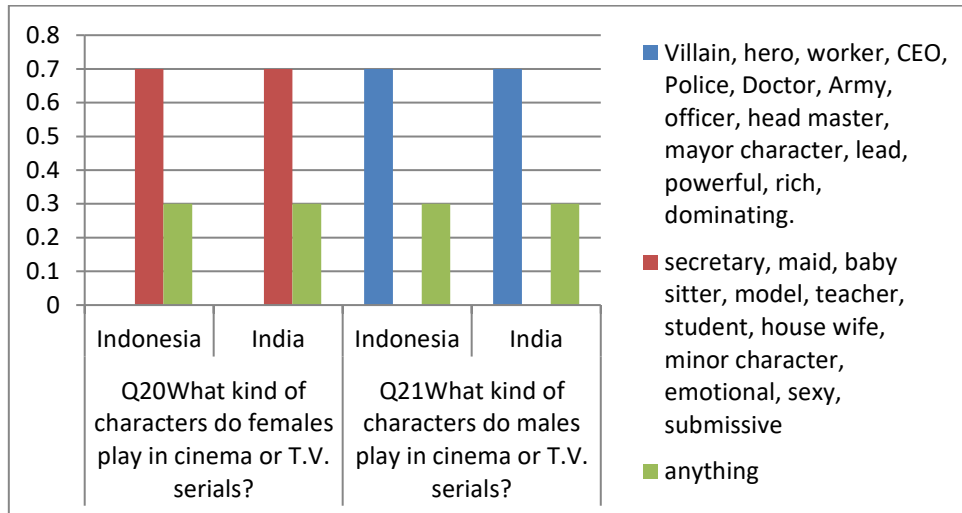


Chart 7: Characters of Men and Women in Cinema or T.V. serials

On the other hand, a significant difference is shown in the roles of men and women in cinema or T.V. serials.

Based on the chart, the role of men in a cinema tends to be positioned as a leader, wealthy, or dominant person. While, women tended to be as secretary, maid, and housewife. There were 70% of the Indonesian and Indian respondents stated the above.

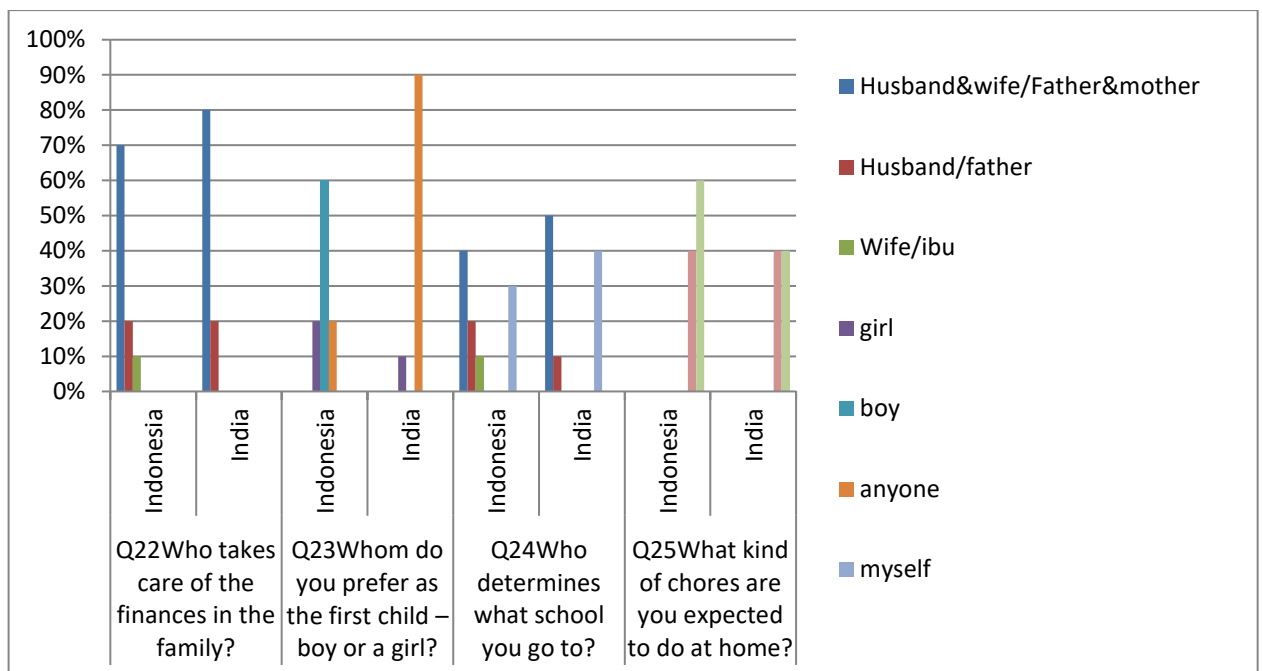


Chart 8: Family Life

The respondents of both countries have the same frequency of answers, regarding who governs the family finances, who determines their children's schooling, and the expected household, as shown in the above chart. But with regard to the expectation of the first child, 90% of the Indian respondents do not refer to a particular gender, whereas Indonesian respondents prefer a boy to be their first child than a girl as their choice.

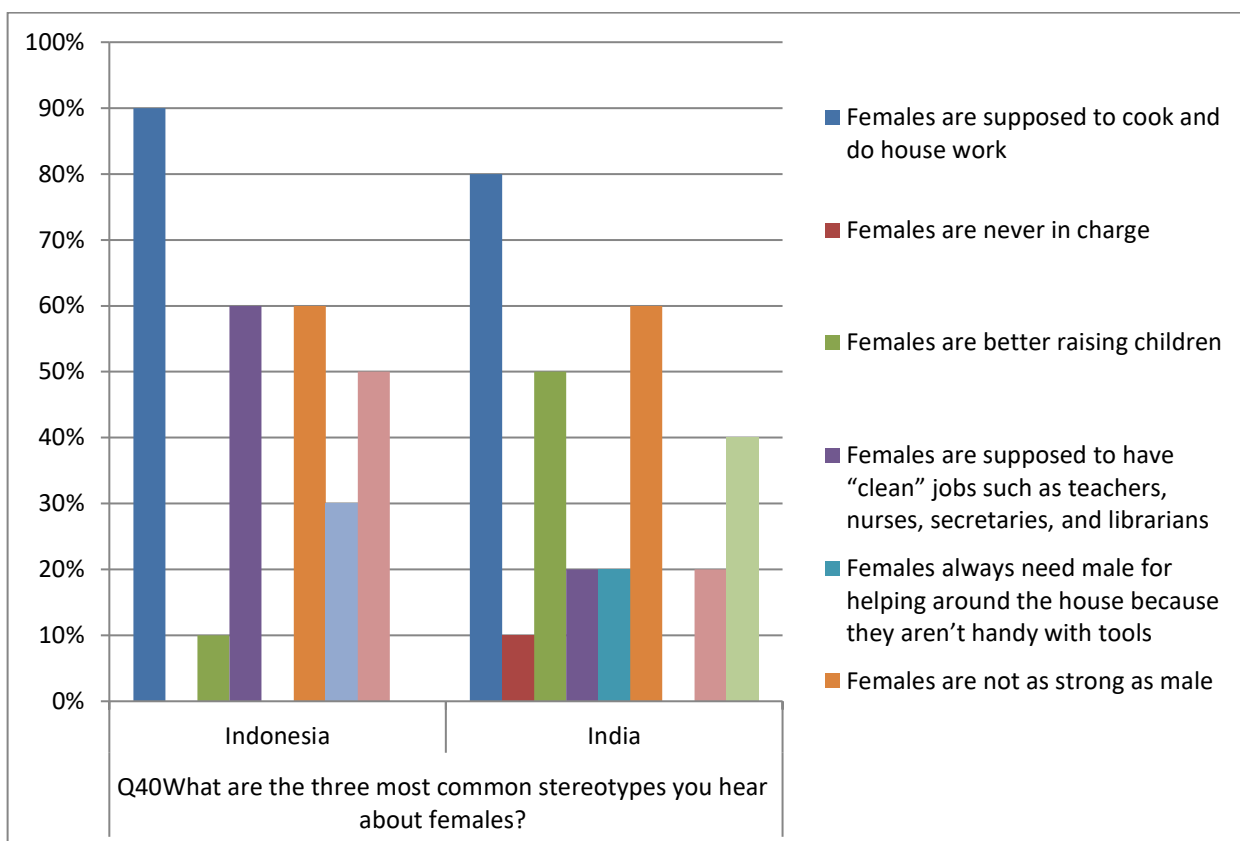


Chart 9: The Three Most Common Stereotypes about Women

The most common stereotypes of women in Indonesia and in India are *females are supposed to cook and do house work*, and *females are not as strong as male*. While there are differences in the third stereotypes. The third dominant stereotype in Indonesia is *females are supposed to have "clean" jobs such as teachers, nurses, secretaries, and librarians*. While in India is *females are better raising children*.

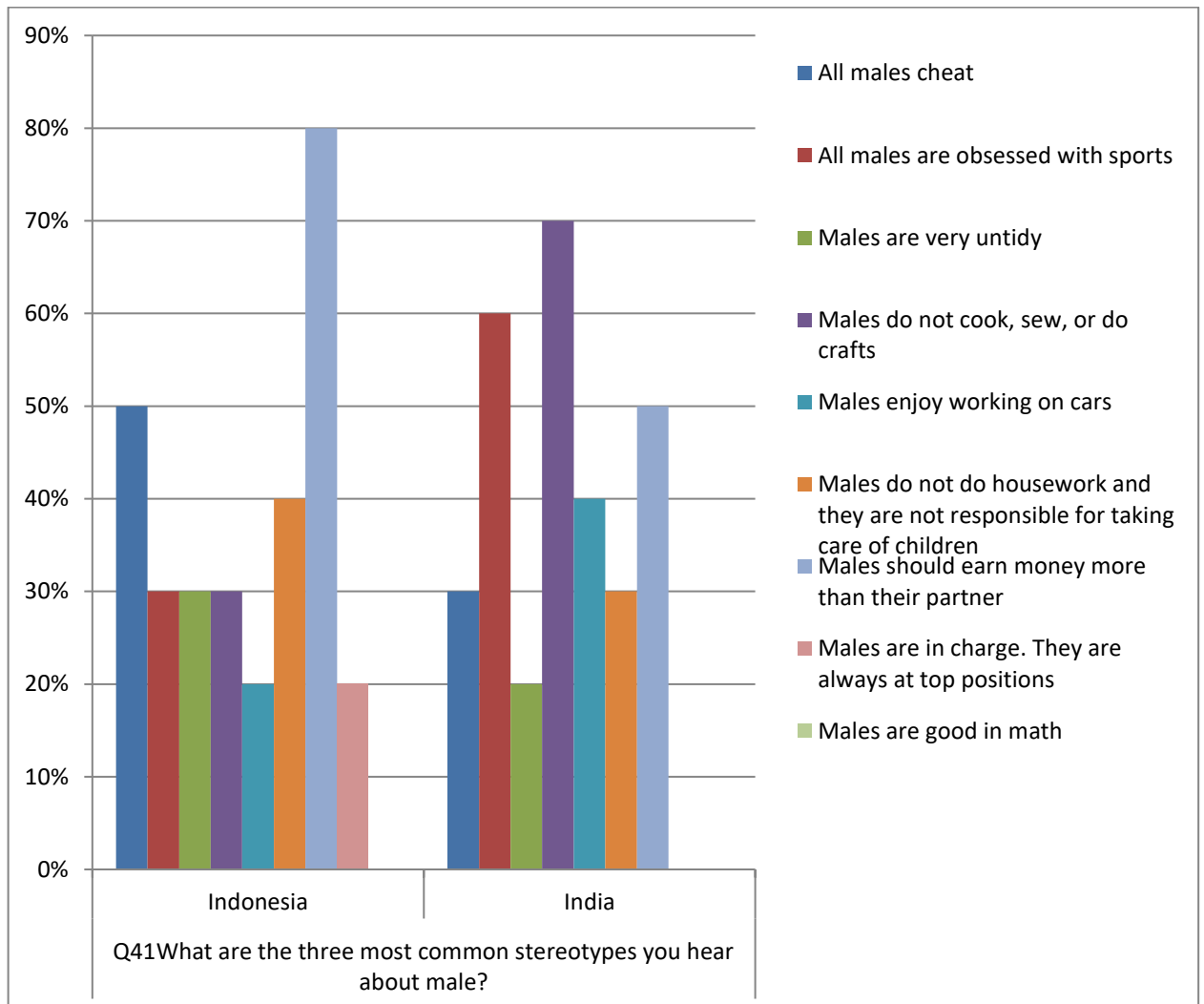


Chart 10: The Three Most Common Stereotypes about Men

The chart above shows that the stereotypes about the most common men in Indonesia are: 1) *Males should earn more money than their partners*, 2) *All males cheat*, and 3) *Males do not do housework and they are not responsible for taking care of children*. While the stereotypes about the most common males in India are: 1) *Males do not cook, sew, or do crafts*, 2) *All males are obsessed with sports*, and 3) *Males should earn more money than their partners*.

Gender Bias: Changing Scenario

The following chart shows that there are changes of view related to gender perspective currently than in the past. As shown in the following chart.

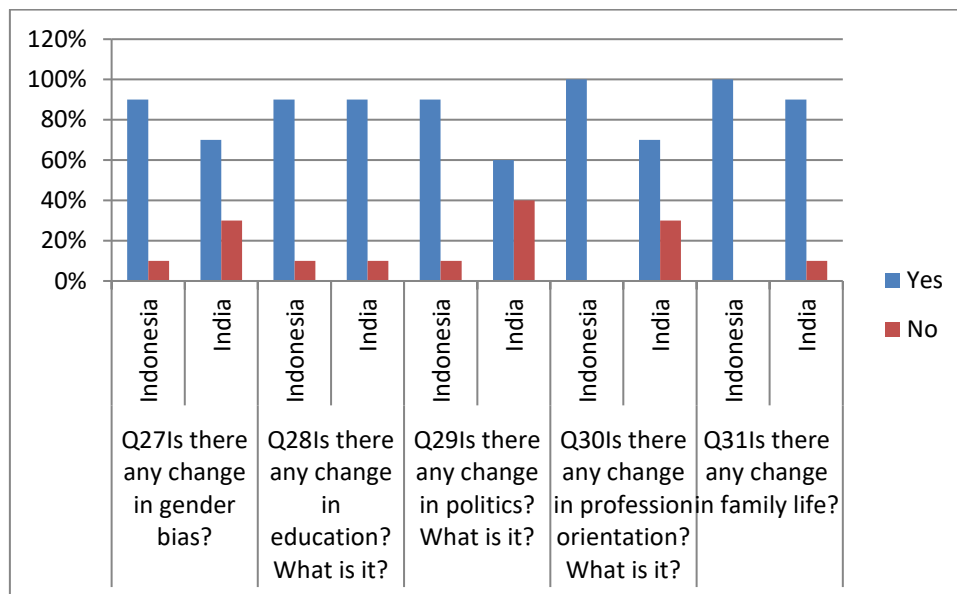


Chart 11: Changing in Gender Bias

Both Indonesian and India respondents believe that there are changes related to gender bias in their respective countries. The above chart shows that there is a change of gender bias in education, politics, professional orientation, and family life. It is understandable that the changing times require people to change their perspective about gender roles in society.

CLOSING

This chapter is the concluding report of the research. The conclusions and recommendations are presented in this chapter.

Conclusion

Gender bias is a particular assumption or perception of one sex of the other based on a developing view. Gender bias can occur consciously or unconsciously. It can manifest in many ways, at work, in family life, or in school.

Gender bias has occurred in Indonesia and as well as India. Stereotype characteristics developed in this regard in Indonesia and in India almost the same. In general, they see that *females are supposed to cook and do house work, females are not as strong as male and females are supposed to have "clean" jobs such as teachers, nurses, secretaries, and librarians*. So also against males, there is still the view that *males should earn more money than their partners, Males do not cook, sew, or do crafts, and all males are obsessed with sports*.

However, the stereotype is not a statement that justifies opinion of everyone in Indonesia or in India. The statement is still valid in some parts of society. But the world is becoming more broadminded. The community's thinking about the rights and roles of each gender is being recognized. The people gradually are becoming aware of their respective roles and rights. The opportunity to gain higher education for all the genders provides a great opportunity to minimize gender inequalities that are still felt by some particular people.

Recommendations

The facts shown in this study provide an understanding that gender bias is still present in society. The each government of Indonesia and India is striving to provide more intensive education to their respective communities. The most important goals can be achieved through educational institutions. However, one's perception of his role and rights in life will be embedded from childhood. It is likely that the children will grow up with quality gender awareness if the learning in schools include an awareness on gender.

This research is merely a small and simple research, which needs to be further developed and evolved. To find prevalent conditions deeply on gender bias, there are challenges in the research on gender biases in the families both in Indonesia and in India for subsequent researchers.

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