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### RELATIONSHIP BETWEEN POWER RELATED GENDER ROLE IDEOLOGY IN MARRIAGE AND GENDER DISCRIMINATION: A QUANTITATIVE ANALYSIS OF MARRIED COUPLES IN DISTRICT VEHARI

*Tayyaba Batool Tahir<sup>1</sup>, Faiz Ali<sup>2</sup>, Dilawaiz<sup>3</sup>*

<sup>1</sup> Institute of Social and Cultural Studies, Bahauddin Zakariya University, Multan

<sup>2</sup>M. Phil Scholar, Department of Sociology, Bahauddin Zakariya University, Multan

<sup>3</sup>Lecturer, University of Veterinary and Animal Sciences, Lahore

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#### ABSTRACT

This study unveils the traditional gender norms embedded in people's ideology regarding marriage which advocates gender discrimination throughout married life of couples. Traditional Pakistani gender norms tie women to family by curbing their careers and ambitions, encumbering them with household chores and the responsibility to nurture, and classifying women as obedient, submissive, and dependent in supporting their spouse even at the cost of their own careers. The focus of this research is addressed by utilizing quantitative research method. A sample of 384 respondents was selected by using multistage convenient sampling technique and data was collected by designing a questionnaire. Linear regression analysis was used to evaluate the relationship between independent variables i.e., traditional gender roles, mate selection criteria and dependent variable i.e., gender discrimination. The findings of the study reveal positive relationship between the variables, which endorse all the three hypotheses of this research. This research highlights that the power related gender ideology is affected by two instruments; first is enacting male dominance prior to marriage by mate selection criteria, and second is maintaining the male dominance during the marriage by traditional gender role norms for both spouses, which caused the gender discrimination among married couples.

<sup>1</sup>Dr. Tayyaba Batool Tahir, Institute of Social and Cultural Studies, Bahauddin Zakariya University, Multan

<sup>2</sup>Faiz Ali, M.Phil Scholar, Department of Sociology, Bahauddin Zakariya University, Multan

<sup>3</sup> Dilawaiz, Lecturer, University of Veterinary and Animal Sciences, Lahore

## INTRODUCTION

According to the Ambivalent Sexism (Glick and Fiske 1996, 2001), sexism is a more dimensional term which refers to two forms of sexist behavior: the hostile and the benevolent. One form of sexism is hostile that highlights clear antagonism about females while the other form of sexism is benevolent that apparently seems affirmative but in fact patronizing attitudes and behaviors towards females. Ambivalent sexism says, benevolent is about the sexiest attitudes which portrait females in a stereotypic way and limiting them in gendered frames. Benevolent sexism having the attitudes and behaviors that externally have positive sense and focus to fix attitudes specifically classified as intimacy seeking (e.g., self-disclosure) or prosaically (e.g., helping). Benevolent sexism is based upon the traditional gender stereotypes and masculine dominance (e.g., the male as the dominant and provider, while female as subordinate and supportive), which have the long run damaging consequences. Further Patriarchal gender norms theory further explains those traditional norms, that combined with the benevolent sexism to enhance the power related gender roles ideology, as a major system of gender inequality and discrimination.

The focus of current research was related benevolent sexism. This paper is trying to uncover the roots of gender inequality and discrimination in marriage. Study investigated the series of power-related gender norms in ideology of people about marriage, which most likely have affirmative sense but, have damaging consequences, tying traditional roles of females to family, shortening career development ambitions, and awarding them nurturing duties and housework, and considering them as subordinate to support their husbands even if they have to sacrifice their own career for sake of their husbands. Study narrates the power related gender norms ideology in marital life has two systems: To maintain the male superiority before marriage by the mate selection criteria and to maintain the male dominance throughout the marital life by traditional unequal gender roles for both, husbands, and wives.

Traditional gender norms of marriage related to perspective of ideology related to power gender roles deals, what men and women “should do” or “should be” and “should not do” or “should not be.” Traditional gender values follow fundamental principle that, because males are dominant and resource holders, so they will provide and protect and because women are subordinate, so they will dependent, obedient (Kami, 1988; Kulek, 1999; & Wilkie et al. 1998). The major gender values that built the ideology about power related gender norms in marital life includes two mutually connected dimensions: dominant or subordinate characteristics in mate selection for marriage and traditional gender- norms in marital life. Present research operationalized the Ideology of power related gender norms in marriage by two mechanisms. Mate selection criteria to both spouses and traditional gender roles in marriage.

As first system to define the ideology of power related gender roles in marital life for this study is criteria of mate selection for both men and women. The results on the mate selection criteria for both spouses show significant gender discrimination between the couples (Sprecher et al. 1994; Gutierrez et al. 1999;

Fisman et al. 2006). There are evolutionary psychologists, who suggested that males have showed the interest in mates who have the indications of fertility (e.g., sexual maturity, young, healthy) on the other hand women have showed the priority for mates who hold strong socioeconomic base (Kenrick and Trost 1989; Buss and Schmitt 1993). Further some research indicates that gender discrimination in mate selection for resources control and biological attractiveness are significant factors are concluded (Feingold 1990, 1992; Jensen-Campbell et al. 1995).

Describing the gender discrimination in selection of mate, some social psychologists are using sociocultural paradigm to explain discriminations in the domain of culture related pressures of socialization (e.g., Eagly and Wood 1999; Howard et al. 1988). Which describes that men have the preference many times about a partner, young, physically attractive, while women show the preference about a partner who hold and provide socioeconomic facilities and resources. This mate selection criteria sets the patterns for traditional gender socialization and that grant the men on charge and dominance, while make women dependent and submissive.

Traditional gender norms are the second criteria for current research to explain the ideology of people about power related gender roles in marital life. Traditional gendered ideas with historical background which have strong roots in the operation of society to seed the strong gender values to maintain the discriminatory socially constructed character of males and females and encourage the system to distinct them into gender specific roles. The core concept about gender traditional norms specifically related to gender discrimination in marital life have at least three aspects: first is dominant or submissive character in the marital life, second one career making or sacrifice, while third one is about housework and childcare (Coltrane 1996; Ferrer 1990). Present article focuses to evaluate the relation between the ideology of power related gender roles in marital life and discrimination Based upon gender. There are three hypotheses in the present study are as following:

1. For men selection criteria of mate is based upon women's obedient traits such as having home orientation and child caring.
2. For women selection criteria of mate is based upon the dominant traits of men such as the control of resources and ability to provide.
3. Traditional gender norms in marriage promote gender discrimination throughout marital life.

## **LITERATURE REVIEW**

As Baxter and Wright said (2013), discrimination is derived from the concepts like racism, prejudice, and stereotypes against the human categories. Term gender discrimination includes unfair treatment, denying opportunities, and violating the human rights on the base of gender. CEDAW defined the gender discrimination as "any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis

of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field". Females around the globe are still facing discrimination in many dimensions of their social life, despite it is prohibited by the legislations and lot of court decisions are there against it.

Gul Mohammad said (2016), Pakistan is one of those countries where gender discrimination towards women is high. About gender inequality the WEF has ranked Pakistan, as second-worst country in the world in 2016. In the province of Baluchistan, the male dominance pervasive, which mostly oppresses women. In tribal communities where the patriarchy is strong and in big cities like Quetta women are deprived from their basic rights in every sphere of their social life and the major decisions are taken about them without their consent, gender discrimination inequality towards females is so prominent. The strict principles and Baluchistan's strong culture which keep females dependent and discouraged sovereign thoughts, are root causes of sexual discrimination.

According to Gull, Tarar, and Pulla (2014), within the family divorce and widow ship create further problems for women. Divorced and widowed are considered to be stigmatized and are viewing being bad ones especially In rural areas. Women are forced to meet the cultural expectations to get the assurance of their lives and public acceptance. Sociocultural and socioeconomic dependence are barriers, which make them compel to live with violent mates. Mostly parents advise their daughters to live with their violent spouses at any cost due to cultural expectations. This is made worse by the tradition of giving superiority to the son-in-law and controlling the whole life of the daughter.

## **METHODOLOGY**

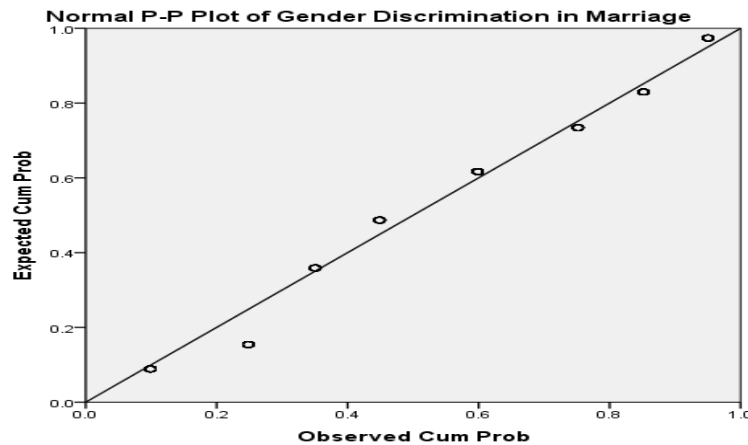
The present study used quantitative research design to conduct the research. For the study target population were married couples of city areas of Vehari District, South Punjab. Total number of the participants were 192 couples from the city areas of District Vehari. The average groups of respondents were between 20 years to 60 years. Multistage technique and convenient technique of sampling were utilized for present study. To reach the participants for present study the researchers passing through multiple stages. Researchers collect the data using the survey method. Details of the instrument used for the study are given below.

There were two mechanisms utilized to check the power-related ideology of gender roles, one was the criteria of mate selection for both men and women. These criteria were measured using seven items for each. The items were taken and amended for this research out of 22 items of Inventory of Ambivalent sexism (Glick, Fiske; 1996, 1999). Other criteria were gender norms of marital life. For these ten items were derived and modified by the patriarchal norm theory (Lumber and Coleman 1989). Moreover, 10 items were taken to check the relation among gender inequality and ideology of power related sex roles in marital life (dependent variable). Each category of response is based upon a four-point scale as the given scoring values: strongly disagree = 0, disagree = 2, agree = 3, strongly agree = 4.

Study used questionnaire to collect the information. Collecting the data was challenging for researchers due to the COVID-19. To reach the samples was quite difficult. However, with help of certain gatekeepers of the local areas the researchers were able to find out the participants for current study. Further, because the researchers were indigenous, they got access to significant research means and were able to collect the data in the present issue of Corona. The participants were encouraged by the researchers to answer the questions about criteria of mate selection and gender roles, that captured an interesting degree of participation from all participants.

**ANALYSIS AND DISCUSSION**

According to the scope of the present study doesn't require asking many questions about socio demographic characteristics, three questions were asked about demographic characteristics. Through inferential statistics research uses regression analysis. Basic assumptions of the regression analysis are as follows. *Normality assumption i.e., PP-Plot for normality*



The first important assumption of the regression analysis is before applying the analysis of regression on data most important to check for the dependent variable's normality. The PP-Plot given below showed that most given values are close and in touch to the line which showed the dependent variable's normality i.e., gender discrimination in marital life, so to apply the regression analysis this assumption was fulfilled.

Check the independent variable's Multicollinearity is one more important assumption regarding the analysis of regression. This assumption is about to check the covariance among the categories and its impact on the association between the independent and dependent variables.

**Table 1** Multicollinearity

Variable Name	VIF statistics
Criteria for mate selection (female)	0-1
Criteria for mate selection (male)	0-1
Traditional norms	01-

The given table showed that whole independent variables contain multicollinearity measures range from 0-1 which showed less level from the cut off value, which is 10. It showed that this model of the research contained no problem of Multicollinearity.

To measure the autocorrelation and Durbin-Watson statistics is one more important assumption of the regression analysis. To predict the autocorrelation, it is necessary that the value of this assumption remains under the number of 4.0. About Durbin-Watson statistics whole models utilized in the present research have not any single value 4 or above. So, no issue of autocorrelation found here. Therefore, after maintaining complete the assumptions of this analysis, it got applied. The application of the major model was to capture the relation between both variables: Dependent and Independent.

***All variables are included in major model***

This is the final and most consolidated model of the research that collectively assesses relation among all included variables: Dependent and Independent.

**Table 2 Summary Model**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.535 <sup>a</sup>	.284	.273	.25942	2.911
1.Independent variables Traditional norms, Age(years), Mate selection criteria for men, Gender, Mate selection criteria for women. Perdi					
b. Dependent Variable: Gender Discrimination in Marital life					

This table is about general consolidated model, which showed the model summary R-Square value is the most important value in the table that showed dependent variable must change because of independent variable’s linear relation with it. Therefore, the R-Square value of 285 showed the level of variation happened in gender discrimination i.e., independent variable on the base whole independent variables. It shows that all independent variables are explaining 28% variation in dependent variable. According to the survey nature of the data This is reasonable and average level of relationship.

**Table 3 ANOVA**

Model		Squares Sum	Df	Mean Square	F	Sig.
1	Regression	7.463	5	1.492	21.175	.000 <sup>b</sup>
	Residual	18.711	277	.067		
	Total	26.171	283			
a Gender Discrimination in Marital life: Dependent variable						
b. Predictors: (Constant), Traditional gender roles, Age(years), criteria of mate selection for men, Gender, criteria of mate selection for women						

The overall significance of the model shown in ANOVA table sand P-value less than 0.5 shows that indicates the significance of the model. In relation to the sum of regression squares along with sum of residual squares are presented.

**Table 4** Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.269	1.158		2.810	.005
	Age(years)	.001	.001	.057	1.072	.278
	Gender	-2.528	1.089	-4.173	-2.325	.032
	Men Mate selection criteria	2.362	.576	9.944	3.973	.00
	Women Mate selection criteria	1.420	.263	5.956	5.520	.00
	Traditional norms	.647	.133	.879	5.222	.00
a. Gender Discrimination in Marriage: Dependent variable						

Final table of present research is showing nature of relationship regarding each category used in study. As p-value showed two categories age, gender was not important in model and other 3 categories as male and female mate selection criteria and the traditional norms were significantly connected to the gender discrimination in marital life, which was dependent variable. This showed that given variables positively connected except gender. It slowed an increase in this category results an increase in dependent category, and a decrease in this category results in decrease in the dependent category.

Analysis creates understanding that items, excluding gender, have significant relationship.

***Details of each category are given below.***

Age: As the p-value is above 0.5 which shows the age is insignificant in the present study which indicates low level 0.1. It means 1 unit increase in age will result in 0.1 in gender discrimination, which is insignificant.

Gender: As the p-value of .021 is above the critical value shows the insignificance of the category gender in this current study. Furthermore, value of coefficient indicates that one point change in gender result in decreases gender discrimination by 2.53. It shows negative relation between categories.

Criteria of selection of mate (women): Criteria of women mate selection are important determinants which have positive relationship with gender discrimination. Further, as value of p is less 0.5 and value of coefficient is 2.72 shows a significant relation between the variables, that increase in one unit of this category increase the dependent category by 2.72 if other factors considered to be constant. It indicates, women mate selection criteria as a major factor of gender discrimination in marital life.

Criteria of selection of mate (Men): Here the p-value is less than 0.5, which indicates the significant and positive relationship between the categories. The value of coefficient also shows that one unit increase in this category increases dependent category by 1.42 times if other factors considered to be constant. So, the men mate selection criteria are also significant factor that promote gender discrimination in marriage.

Traditional norms: Same as above in two categories here also p-value is less than 0.5 to show the significant relationship between the items. Both variables, the traditional norms and gender discrimination have a positive relationship that means increase in one category increases the other. As coefficient is .638 that shows one-point increases in this item will result in increased the other by .648 times. As most literature explains positive relationship between the categories, this research findings also capture the positive relationship between the items. Study predicts the positive relationship between both items: selection criteria of mate for both with the traditional gender norms and gender discrimination.

Present research was based upon the three hypotheses, data showed every hypothesis got accepted and correctly fit. The assumption of the first hypothesis, criteria of selection of mate and gender discrimination have positive relationship, so the results found that, these criteria account for almost 18% of dependent category. Second hypothesis was about the male mate selection criteria with a positive relationship of gender discrimination in marriage, and the results Predicted this hypothesis as correct. As the regression analysis indicates, this category accounts for 18% of dependent category. Final hypothesis also predicted the positive relationship between independent and dependent variables which was found to be correct from the analysis of the data. According to the results of this study positive and linear relationship was found among the independent variables: Criteria of selection of mate for men and women as well the traditional gender norms and dependent variable: gender discrimination.

Present study highlights the barriers that fix women this ideology of power gender roles and gender inequality becomes justified and socially acceptable. Study also shows that gender roles are rigidly bind to each gender at system level in the form of traditions, which become the collective consciousness and collective action which limiting the women in fixed, and rigid context narrowing the scope of their social development. Socioeconomic dependence and career limited opportunities make them compel to remain under the control of their husbands. Further these gender traditions and gender norms Minimizing the opportunity to take part in social life side by side with their men and decrease the chances of development of full citizenship. As a result, this power related gender role ideology controls the women in their marital life and reconstruct the gendered patterns again and again which passes on generations.

To remove gender discrimination, we should remove such gendered social patterns which became the barriers against the gender inequality and make persistent gender discrimination. We should coach the women about their rights and construct the environment to uplift them in all public spheres at a equal standing along with men. In the final analysis, it is found that the power related



gender role ideology has a great grip on society, which is apparently considered to be positive and justified but it has long run negative impacts in subtle way. Considering results of the present research, it is suggested, there are number of plans needed to be adopted to eliminate the gender discrimination as to avoid and the removal of traditional gender ideology with a structural level awareness through the operations of the social institutions especially the education and mass media.

## **CONCLUSION**

Women's social standings could be easily understood through the insight of gender structure of the society. The most basic and most significant relationship upon which society got created is the relationship of man and woman, and society legalizes this relationship with marriage institution. So, we can say that the marriage institution is the main mechanism, where from society get started all human relationships including the gender relations. In this way as the results of the current study highlight, society confirms and rebuilds the gender specific roles, which further construct the specific gender ideologies through marriage. Moreover, as the result of the present study also shows, traditional gender roles are the main vehicle which carries and took forward the gender discrimination throughout the marital life. In the modern world egalitarian marriage is still more a myth than a reality. In this modern century women still facing the gendered ways of life and facing lot of gender inequalities. This structural inequality in marriage goes beyond the formal domain of marriage and become the major mechanism carry out the gender inequality in a patterned ways and installing it in upcoming generation through the process of socialization with full social acceptance. No solution of there, however adequate. For a solution we should have to work on the underlining gendered structure to make a link between the right to marriage and gender equality, which ultimately become the cause to stop the process of reinstall and reconstruction of gendered patterns among the coming generations. As the study shows, this whole process of gender discrimination and gender inequality in society get started from the unequal standing of both genders in the most basic unit of society.

Traditional gender norms are the historical and long run system which further carry on the gender discrimination throughout the marital life. The current study suggests that gender role ideology in marital life was constructed from mate selection criteria for both spouses and this criteria after marriage further divide the spouses in the gender specific duties and characters. These gender specific roles now have the strong grip in the form of traditional gender norms on the institution of marriage, which move on generations over a long time. To eliminate gender discrimination in marriage first, we should eliminate this ideology and this ideology couldn't be eliminate without a deep understanding and awareness. The present study reveals the subtle form of gender discrimination in marriage and highlights its whole mechanism to explain how it works and operates in society and get the social acceptance and legal standing. Current study also gives value able suggestions in the discussions, which could have significant importance if the policy makers and state officials consider them.

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