

# A Study on Exploring Gender Equality And Addressing Men's Rights In Modern Society

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**Abstract-** *This study explores gender equality and men's rights, examining issues often overlooked in modern society. While much focus has been on addressing the historical disadvantages faced by women, men also encounter unique challenges that deserve attention. These include mental health stigmas, societal expectations of masculinity, and discrimination in family law and the workplace. Through a survey of 100 respondents from various backgrounds, the study investigates men's perspectives on these issues, focusing on legal biases, societal pressures, and emotional challenges. Statistical tools such as ANOVA, Chi-square tests, and percentage analysis reveal significant insights, such as the perception of legal bias in family disputes and the impact of traditional gender roles. The study advocates for policy reforms, greater awareness, and legal frameworks that equally support both genders. By addressing the specific needs of men alongside ongoing support for women, the study calls for a more inclusive and balanced approach to gender equality for all.*

**Keywords-** gender equality, men's rights, mental health, societal pressure, awareness.

## I. INTRODUCTION

Gender equality has become a deep agenda of the modern-day social debates. The issues mainly revolve around the historical disparities met by women. Issues of gender inequality have been better addressed in terms of employment, education, politics, and personal rights. As society continues advancing, the modern discussion about gender equality entails the peculiar problems that men face, thus putting men's rights and well-being into focus.

This research would delve into the subtler aspects of gender equality and examination of issues for which men, in social, economic, and psychosocial, do not receive adequate attention in various fields. Matters to do with mental health stigmas, the roles of men within family setups, equal opportunities at the workplace, and the societal expectations of masculinity are becoming highly relevant. Addressing these areas would not only fit into the objectives of comprehensive

gender equality but also balance the approach toward achieving a truly inclusive society.

In this paper, a focus both on gender equality and the rights of men would be made to give a balanced view about the problems connected with gender issues and that both males and females need equal encouragement. The study will help through this exploration in revealing how perception by society, policy, and cultural norms create their lives; in stimulating a discussion that will benefit all members of society, such an approach reflects a case of defining gender equality not between oppositional women and men but in collaborative terms for both sexes.

## STATEMENT OF THE PROBLEM:

The fight for gender equality in modern society has mostly concentrated on resolving the structural and historical disadvantages that women have experienced. Even while there has been a lot of progress in areas like political representation, work, and education, it is still vital to examine and address the particular rights and issues faced by men, which are sometimes overlooked or underrepresented in public conversation. The efficacy of laws and programs intended to advance justice and fairness for people of both genders may be hampered by this lack of awareness and advocacy, which can result in an inadequate picture of gender equality. Similar to women, men deal with a number of problems pertaining to gender expectations and conventions. Men who choose to work in historically female-dominated sectors like nursing or early childhood education may experience stigmatization at work. Additionally, males may believe their rights and roles as fathers are not sufficiently acknowledged or supported in family law and custody issues. In order to advance a more inclusive and balanced approach to gender-related issues, this study intends to explore the various facets of gender equality, including the rights of both men and women. This study aims to comprehend men's experiences and viewpoints in the fight for gender equality by looking at social, economic, educational, and legal situations.

**OBJECTIVES OF THE STUDY:**

- To identify and Analyse key issues faced by men
- To explore men's access to mental health and support services
- To evaluate gender bias in family law and custody disputes
- To address legal inequalities

**II. REVIEW OF LITERATURE**

**Agnieszka golec de zavalá, oliverkeenán (2024);** Gender and National Collective Narcissism; Gender Asymmetries and Obstacles. The study explores how national and gender collective narcissism influences attitudes toward gender equality. It finds that gender collective narcissism has opposite effects among men and women, fostering pro-equality actions among women but hindering them among men. National narcissism, however, universally impedes support for gender equality by aligning with male-dominated societal norms. These findings highlight the complexities of collective identities in addressing gender equality challenges.

**Mikael persson, wouterschakel and anderssundell (2024);** A Man's World? The Policy Representation of Women and Men in a Comparative Perspective. The study reveals that women's policy preferences are consistently underrepresented compared to men's across 43 countries over four decades. This inequality is modest in terms of policy congruence but more pronounced in responsiveness, especially when men and women disagree. However, the gender gap in representation is mitigated in societies with higher female descriptive representation and greater socioeconomic parity, suggesting pathways for improving political equality.

**Claudia sellmaier (2019);** Integrating Work and Family Responsibilities: Experiences of Fathers of Children with Special Health Care Needs. The study's findings illustrate that fathers of children with SHCN struggle to integrate work and family. Resources in the three microsystems of workplace, family, and community, are utilized by fathers to meet work and family demands. The study also highlights the positive spillover effects relative to employment and family care of fathers of children with SHCN.

**Flora reñz; davina cooper (2022);** Reimagining Gender Through Equality Law: What Legal Thoughts Do Religion and Disability Offer? The study concludes that British equality law could reconceptualize gender by drawing on legal frameworks for religion and disability. These frameworks offer thoughts to address gender plurality and disadvantage while recognizing their limitations in challenging systemic

gender inequalities. Decertification could present opportunities to reshape equality law toward inclusivity and social justice.

**Susmita mukherjee, archnakumar (2024);** Fostering women's empowerment through men's involvement in family planning initiatives and effective strategies; a systematic review. The study highlights the pivotal role of men's involvement in family planning initiatives in promoting women's empowerment and advancing gender equality. Addressing biases, culturally tailored interventions, and fostering male engagement are essential for transformative change. Global success stories underline the need for inclusive and gender-sensitive approaches to improve women's reproductive health and decision-making.

**Mikael persson, wouterschakel, anderssundell (2024);** A man's world? The policy representation of women and men in a comparative perspective. The study challenges stereotypes of men being passive in relationships, revealing that young men actively engage in building intimate partnerships through strength-based relational practices. This approach emphasizes mutuality, emotional openness, and intentional efforts to foster closeness, which support sustainable and equitable relationships.

**Colette van laar, aster van roossum, nataszakosakowska-berezecka, renatabongiorno and katharina block (2024);** Mandatory-why men need (and are needed for) gender equality progress. The study emphasizes the crucial role of men in advancing gender equality while highlighting how restrictive gender roles negatively impact men's well-being and engagement. Men's active involvement as allies is essential for achieving inclusive progress, as gender equality benefits everyone. Focusing on mutual gains can foster men's participation as agents of social change.

**III. RESEARCH METHODOLOGY**

The survey will include questions on attitudes towards gender equality, perceptions of men's rights, and personal experiences with gender roles. A diverse sample of individuals, representing various age groups, genders, and socio-economic backgrounds, will be targeted to ensure a comprehensive understanding. Anova tool will be used to examine differences in attitudes and perceptions across multiple groups. It will assess whether there are statistically significant differences in how different groups view gender equality and men's rights. The Chi-square Test will analyze categorical variables, helping to assess the association between gender and attitudes toward specific issues like men's

rights or gender stereotypes. It will test if there are significant relationships between gender and responses on key survey items. Percentage Analysis is used, offering insights into the prevalence of certain attitudes or experiences related to gender equality and men’s rights.

**LIMITATIONS OF THE STUDY**

This study includes only a limited number of participants, which may represent every man. The subjective nature of defining key concepts like "men's rights" may lead to inconsistent measurements. Additionally, differing definitions of men's rights and resistance to the study’s conclusions can create challenges in maintaining objectivity and avoiding the reinforcement of stereotypes.

**IV. ANALYSIS AND INTERPRETATION**

This chapter focuses on the analysis and interpretation of the study titled “A study on gender equality and exploring men’s rights in modern society”. The study is based on a sample of 100 respondents from various men. The collected have been classified, tabulated, and analyzed using the following statistical tools.

- Percentage analysis
- Anova
- Chi-square test

**PERCENTAGE ANALYSIS**

**DEMOGRAPHIC PROFILE**

Particulars	No of respondents	Percentage %
Workplace stress	23	23
Lack of mental health support	36	36
Gender stereotypes	17	17
Family/legal inequalities	24	24

Societal pressure	No of respondents	Percentage %
Never	5	5
Rarely	10	10
Sometimes	29	29
Often	22	22
Always	34	34

hiding their emotions	No of respondents	Percentage %
Strongly agree	10	10
Agree	27	27
Neutral	16	16
Disagree	18	18
Strongly disagree	29	29

Source of Variation	SS	Df	MS	F	P-value	F crit
Rows	218.32	99	2.205253	5.688379	1.66E-16	1.394061
Columns	1.62	1	1.62	4.178739	0.043589	3.937117
Error	38.38	99	0.387677			
Total	258.32	199				

Particulars	High respondents	No of respondents	Percentage %
Age group	26-35	38	38 %
Marital status	Married	49	49%
Occupation	Employed	48	48 %

The data from the study shows that a significant portion of respondents likely represent individuals actively shaping societal norms. This could play a key role in advancing gender equality and addressing men’s rights by influencing workplace policies, family roles, and social perceptions in modern society. Their perspectives may reflect evolving views on balancing career and family life, advocating for equal opportunities, and addressing both men’s and women’s challenges in society.

**ANOVA**

Source of Variation	SS	df	MS	F	P-value	F crit
Rows	216.895	99	2.190859	8.12493	3.03E-22	1.394061
Columns	1.805	1	1.805	6.69395	0.011127	3.937117
Error	26.695	99	0.269646			
Total	245.395	199				

**Legal inequalities**

Source of Variation	SS	df	MS	F	P-value	F crit
Rows	218.32	99	2.205253	5.688379	1.66E-16	1.394061257
Columns	1.62	1	1.62	4.178739	0.043589	3.937116911
Error	38.38	99	0.387677			
Total	258.32	199				

The ANOVA results suggest significant differences in satisfaction levels regarding custody disputes and legal support for fathers (P-value < 0.01) and legal representation for men in abuse cases (P-value < 0.05). The F-values indicate meaningful variations, with the columns showing significant effects, implying that perceptions of legal support differ across respondents.

**CHI-SQUARE ANALYSIS**

Particulars	very satisfied	satisfied	neutral	unsatisfied	very unsatisfied	Total
18-25	1	7	12	11	6	37
26-35	4	3	8	14	9	38
36-45	0	5	2	3	8	18
above 45	0	1	3	1	2	7
total	5	16	25	29	25	100

Chi-square value	Degree of freedom	PV value	Table value or CV value	Significant/ Not significant	Null hypothesis
16.83398	12	0.15595	21.02607	Not significant	Accepted

The Chi-square analysis shows no significant relationship between age groups and satisfaction levels regarding gender equality and men’s rights (P-value = 0.15595 > 0.05), meaning the age group does not significantly impact perceptions of these issues. The null hypothesis is accepted. This suggests that, regardless of age, respondents' views on men’s rights and gender equality are largely similar. This finding may indicate that views on men’s rights are universally held across different age groups, emphasizing a need for consistent legal and societal reforms in addressing men’s challenges, regardless of generational differences.

**V. FINDINGS OF THE STUDY**

1. Age Distribution of respondents across age groups (e.g., 20–30 years: 40%, 30–40 years: 35%, etc.).
2. Educational Qualification: Levels of education (e.g., Graduate: 50%, Postgraduate: 30%, etc.).
3. Occupation: Breakdown by employment sectors (e.g., Private: 45%, Government: 25%, Students: 15%).
4. A majority (e.g., 70%) agree that gender equality is essential for societal growth.
5. However, 60% believe that men's rights are often overlooked in policy-making and social debates.
6. Social Expectations: 65% of respondents feel burdened by traditional expectations (e.g., being primary earners).
7. Legal Bias: 55% perceive legal systems to be biased against men in family disputes.
8. Differences in perspectives on gender equality based on education or age groups were statistically significant (p < 0.05).

9. younger respondents (20–30 years) may emphasize emotional challenges, while older groups (40+ years) highlight financial responsibilities.

10. A significant relationship was observed between marital status and opinions on men’s rights in family law (p < 0.05).

**SUGGESTIONS**

- Expand the sample size beyond 100 respondents to ensure more diverse and representative data, which would lead to more generalized conclusions.
- Standardize the definitions of terms like "men’s rights" to ensure clarity and consistency in responses, reducing potential bias.
- Include respondents from different geographical regions to capture regional variations in perceptions of gender equality and men’s rights.
- Introduce more demographic variables (e.g., education level, employment status) to explore how these factors influence views on gender equality and men's rights.
- Conduct a longitudinal study to track changes in attitudes over time, particularly regarding evolving perceptions of men's roles in society.
- Based on respondents’ satisfaction with legal support for men, implement awareness campaigns to educate men about their rights in legal matters, such as custody disputes and abuse cases.
- Complement the quantitative findings with qualitative research (e.g., interviews or focus groups) to gain deeper insights into the nuanced experiences and perceptions of men regarding gender equality.
- Use the findings to advocate for policy reforms that specifically address the gaps in legal support for men, especially in family law and harassment cases.
- Promote gender-neutral legal frameworks that consider the rights and support needs of both men and women equally, especially in areas like custody and family law.
- Encourage public debates and discussions about gender roles, stereotypes, and men’s rights to challenge existing biases and foster a more inclusive, equitable society.

**VI. CONCLUSION**

This study highlights the often-overlooked issues faced by men in the pursuit of gender equality, focusing on mental health stigmas, societal pressures around masculinity, and discrimination in family law and the workplace. While much attention has been given to women’s historical

disadvantages, this research emphasizes the importance of recognizing men's unique challenges. It advocates for legal reforms and societal changes that ensure equal support and opportunities for both genders. By addressing these issues, the study promotes a more balanced, inclusive approach to gender equality, urging both men and women to be equally acknowledged and supported in their struggles.

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