

Is sexism disappearing in our society? An analysis of differences in terms of sex, generation and occupation.

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Marina Andrés Ortuño
Tutor: Rosa Ana Peris Pichastor

INTRODUCTION

Today's western societies cannot be regarded as egalitarian in terms of gender. In Spain extreme events such as a 30% pay gap (CCOO, 2018) or 51 casualties from male violence in the last year are still present (Instituto de la Mujer, 2017), among others. The European Institute for Gender Equality (EIGE) places Spain in a 69.3%, just above average (66.2%) and still far from a 100% gender parity.

The basis for this inequality is the **Traditional or Sexist Gender Ideology**, a set of beliefs about the roles that men and women must play according to their biological sex and which establishes men in a position of power and authority, whereas it presents women weak and inferior. These convictions go beyond merely individual aspects and affect interpersonal relationships as well as how society is structured (Moya, Expósito y Padilla, 2006).

However, this situation seems contradictory. Current technological and social advances and the high-level of awareness concerning this subject make us expect a more feminist ideology. A factor like **Ambivalent Sexism (AS)**, a contradictory way of thinking in which prejudices against women (**Hostile or Classic Sexism, HS**) - live together with positive feelings towards them (**Benevolent or New Sexism, BS**) may owe to this contradiction (Glick & Fiske, 1996).

□ HS is sexism as you understand it traditionally, that's to say, the prejudice or discrimination against women because they are inferior to men.

□ BS is based on a stereotypical view of women but in a positive tone involving supporting behaviour (i.e. taking care of women, adore and protect them). This ideology being more subtle is also more dangerous, as it is not recognised as such and accepts a culture far from gender equality.

There is proof that sexist ideology is different according to sex, age and occupation.

- Researcher appear to agree that women are the least sexist people ((Lameiras & Rodríguez, 2003; Rocha-Sánchez & Díaz-Loving, 2005; Garaigordobil, 2015).
- Results based on age are contradictory. Some studies point out that the youngest generations have the highest scores (Lameiras, Rodríguez, & González, 2004; Zakrisson, Aderzén, Lenell, & Sandelin, 2012). However, other investigations state that the most sexist age group corresponds to people as early as 54 years old (Garaigordobil, 2015). An some others, more conciliatory, found that the highest scores lie in both extremes of population, youngsters and elderly (Garaigordobil & Aliri, in press).
- As far as occupations are concerned, it has been discovered that men working in female-dominated jobs enjoy a higher authority than women do in those jobs and women working in male-dominated occupations are in a better position than men (Ibañez, 2008).

METHOD

Goal

Analyse the impact of sexism in our society attending to differences of sex, age and occupation according to Nielsen's study.

Hypothesis

H1: Sexist relevant differences depended on gender are expected to show up: men will have higher scores than women.

H2: Sexist relevant differences based on age are expected to show up: the elderly generation will have higher scores than generations Z and Y.

H3: Sexist relevant differences according to occupation are expected to appear: People working in typical- female jobs will have lower scores than those working in any other kind of occupation.

Variables

- **Gender:** 32% of men and 68% of women.
- **Age:** The sample has been classified in four generations, according to Nielsen's study (2015).
18,6%, Z *Generación* or *Millenials* (under 24 years old);
24,1%, Y *Generación* (between 25 and 34);
18%, X *Generación* (between 35 and 45);
24,8%, *Baby-Boomers* (between 46 and 60);
14,6%, *Elderly* (over 60).
- **Occupation:** Occupations have been distributed in three categories according to EPA (2018):
24,2% Male
58,7%, Female
17,1%, Both
- **Ambivalent Sexism.** It has been measured through the Ambivalente Sexism Inventory (ASI: Glick y Fiske, 1996. Adapt. Expósito, Moya y Glick, 1998).

Procedure

ASI was distributed through Google Forms and shared through two Facebook accounts. Participation was voluntary and anonymous and with no limit of time.

Participants.

322.

RESULTS

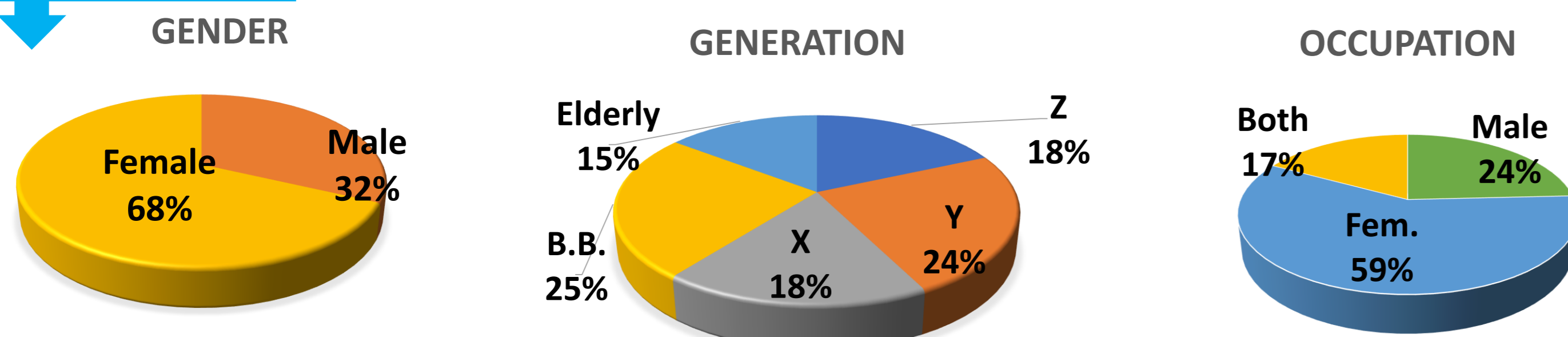


Tabla 1. Differences depending on the gender

	Amb. S.				HS				BS			
	\bar{X}	D.T	t	Sig. (bilateral)	\bar{X}	D.T	t	Sig. (bilateral)	\bar{X}	D.T	t	Sig. (bilateral)
Male	,9219	,96277	3,140	0,002	1,0203	1,20946	3,467	0,01	,8235	,86289	2,203	0,28
Female	,5747	,84051			,5558	,90567			,5936	,87792		

Table 2. Differences depending on the generation

	Gen.	\bar{X}	D.T.	F	Sig.	Post hoc		
						Gen.	Dif. medias	Sig.
Amb. S	Z	,5146	,60340	3,267	,012	B.B. vs. Y	,31605*	,025
	Y	,4942	,67878			Elder. vs. Z	,47472*	,006
	X	,6998	1,02070			Elder. vs. Y	,49519*	,003
	Baby Boomers	,8102	1,05619					
HS	Elderly	,9894	,96369	2,244	,064	B.B. vs. Z	,38423*	,030
	Z	,5146	,79497			B.B. vs. Y	,35108*	,032
	Y	,5478	,85104			Elder. vs. Z	,40993	,042
	X	,6614	1,05039			Elder. vs. Y	,37678*	,048
BB	Baby Boomers	,8989	1,24522	4,371	,002	X vs. Y	,29769*	,047
	Elderly	,9246	1,10210			B.B. vs. Y	,28103*	,041
	Z	,5146	,52675			Elder. vs. Z	,53952*	,001
	Y	,4406	,61345			Elder. vs. Y	,61360*	,000
BS	X	,7382	1,09172			Elder. vs. B.B.	,33257*	,036
	Baby Boomers	,7216	,98544					
	Elderly	1,0542	,98910					

Table 3. Differences depending on the occupation

	Occupation	\bar{X}	D.T.	F	Sig.	Post hoc		
						Occup.	Dif. medias	Sig.
Amb. S	Male	,8607	,93216	3,977	,020	Male. vs. Fem.	,29170*	,015
	Fem.	,5690	,89662			Both vs. Fem.	,26982*	,048
	Both	,8388	,77820					
HS	Male	,9312	1,11265	4,390	,013	Male. Vs. Fem.	,36750*	,008
	Fem	,5637	1,00693					
	Both	,8661	,94279					
BS	Male	,7902	,87459	2,590	,077			
	Fem	,5743	,89792					
	MBoth	,8116	,78454					

DISCUSSION AND CONCLUSIONS

- The respondents hardly admit to possess sexist attitudes against women. Nevertheless, relevant differences appear.
- Men have higher scores both in HS and BS as H1 is probed and former studies are confirmed (Lameiras y Rodríguez, 2003; Rocha-Sánchez y Díaz-Loving, 2005).
- Differences among generations come up: Baby Boomers and Elderly have higher scores than Z and Y in HS. In BS the Elderly get higher scores than Z, Y and Baby-Boomers; and Baby.Boomers and X, in turn, higher than Y. Overall the generation that gets the highest scores is the Elderly, right after the Baby-Boomers and X. On the contrary, Z and Y obtain the lowest scores. H2 and the studies by those authors who defended the idea of stronger sexism the older the people are are confirmed (Garaigordobil, 2015).
- There are differences regarding occupation; the respondents with males or male-female occupations have higher scores in Ambivalent Sexism, and in HS, only those with male-female jobs. No relevant differences appear to be in BS so H3 is partially confirmed.
- Our conclusion is that apparently sexism, both HS and BS, seems to be going away in the current society although unequally in all social groups; there are some variables which condition its influence (gender, age and occupation).
- It is possible that lower scores in AS may be actually due to today's high-level of social awareness about this subject.
- The construct of ambivalence is extrapolated to other subjects such as racism or homophobia.
 - Men are more interested in keeping the traditional gender roles because they perpetuate the patriarchal society which only benefit them. (Rottembacher, 2010).
 - It is the women that, due to their limitations, are the ones that more deeply have questioned their role in the society. Quite the opposite, men are not in need of asserting their social roles (Rocha-Sánchez y Díaz-Loving, 2005).
- We consider that gender transversality is a pending issue. In fact, SDG5 aims to "achieve gender equality and empower all women and girls".

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