Three perspectives on changing gender stereotypes

K.G. Priyashantha,

Department of Human Resources Management, Faculty of Management and Finance University of Ruhuna, prigayan@badm.ruh.ac.lk

A.C. De Alwis,

Department of Human Resources Management, Faculty of Commerce and Management Studies, University of Kelaniya.

I Welmilla,

Department of Human Resources Management, Faculty of Commerce and Management Studies, University of Kelaniya.

Abstract

Changing gender stereotypes has been an essential topic among researchers since the 1970s. The debate on this subject continues in the 21st century. Some researchers argue that gender stereotypes have not changed, since it is supported by some solid theoretical foundations and its inherent nature of social interpretation. Moreover, there are gaps in the existing literature regarding who gets the relative advantage on gender stereotype change and the different outcomes of changing gender stereotypes. Hence, this article reviews the changing gender stereotypes in three perspectives: whether it is prevalent in the whole contemporary world, who gets the relative advantage in gender stereotype change, and the realities reflected by the outcomes of changing gender stereotypes. Before these three perspectives, we provide a comprehensive understanding of the definitions, origins, and components of changing gender stereotypes. The lack of which may have been an underlying cause of confusion about the concept and its realities. Therefore, this article seeks to evaluate the changing gender stereotypes to provide insights into changing gender stereotypes in the contemporary world, the realities of changing gender stereotypes, and directions for future researchers.

Keywords: Changing Gender Stereotypes, Gender Trait Components, Relative Advantage, Outcomes.