

Social Construction of Gender: Comparison of Gender Stereotypes among Bureaucrats and Non- Bureaucrats

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Abstract : This study aims to highlight the comparative patterns of social construction of gender among bureaucrats and non-bureaucrats. For the purpose of this study purposive sample of 8 respondents, including both male and female bureaucrats and non-bureaucrats, was collected from Gujranwala and Lahore. The measures for collecting data included an indigenous demographic information sheet and interview protocol related to gender roles, social construction of gender and managerial performance. The collected data was analyzed through the Nvivo version 11 and analysis reveals that there are diverse perceptions regarding male and female stereotyping among bureaucrats and non-bureaucrats, as different kinds of social environments lead to the modification of stereotypes. The research contributes to gender studies, specifically in the context of Pakistani society. There are very few studies available, and empirical data about Gender construction is scanty, so the study provides an impetus for future research. It is suggested that future research explore the phenomenon at a larger scale, including more respondents and another dimension, by keeping in view the socio-economic factors and policies of the government regarding the elimination of gender discrimination in Pakistan.

Keywords : social construction, gender, bureaucrats, gender perception

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