

Discrimination Faced by Men: A Study on Attitude of Adult Males and Females towards Men

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ABSTRACT

In a society that favors and benefits men in a lot of ways, people would often argue whether males can experience discrimination or prejudice. Due to prevailing attitudes towards men, society and the system finds it hard to believe or accept that they live in a society where men are also discriminated against. Stereotypes and norms about men contribute to their suffering psychologically and physically. The study aimed to present some light on it and assess the attitude and discrimination towards men. The study included a sample of 51 females and 51 males. Standardized measures of attitude and discrimination were administered on the participants. The results showed a positive relation between attitude towards men and discrimination. It concluded that females have a more positive attitude towards men than other males. There is no significant difference between the level of discrimination faced by females and males.

Keywords: *Discrimination, Attitude, Men.*

*"It is time that we all see gender as a spectrum instead of two sets of opposing ideals."-
Emma Watson*

Men must be discussed, too. Despite the fact that men have more privileges than women, data suggests that the cost of masculine norms may be high not only for girls and women but also for boys and men.

Male privilege is not distributed fairly for the advantage of all men. Men who are outside the traditional power structure, low-income men, men who have alternative viewpoints, homosexual and bisexual males and other distinct group of men are all discriminated against at times. These masculine norms come at their own benefits and costs, which are mirrored in men's mental health and other health demands. Literature suggests that gender socialization, rather than biological differences, has a great impact on the health and development of humans. Body image anxiety, having witnessed or experienced violence, dropped out of school, and adopted sexually risky behavior in order to be viewed as 'real men' by others and the community are few issues a lot of boys approach adolescence with.

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Emerging from a classroom activity (Fiebert, 1990) examining lay descriptions of gender stereotypes, M. Fiebert and M. Meyer (2010), conducted a study to assess gender stereotypes and designed an activity which included 38 Undergraduates (18 Men, 20 women) keeping in mind the ethnic distribution. Each student was asked to verbalize a cultural stereotype as either an adjective or phrase and could be either positive or negative and should not necessarily conform to their personal beliefs. After eliminating the duplicate responses and responses that were similar for men and women it left them with non-overlapping lists of stereotypes for men and women. A chi-square analysis was computed and participants revealed that the participants produced significantly more negative stereotypes for men than women. Individuals were able to provide their own description in this study which allowed them to maximize negative potential against men and perhaps encouraged a distinctive group atmosphere. Other factors influencing the results are that it has been observed in particular that men are socialized to be tougher and less sensitive than women to criticism (Brannon and David, 1976). As a result, it's possible that the participants in our study were more protective of women and less restricted in their negative assessments of men. It's also possible that the feminist movement's ideological impact and students' exposure to women's studies courses prompted some to participate in "male bashing." Finally, one can wonder whether males in general are less receptive to interpersonal cultural norms than women; if this is the case, the negative descriptions given by the participants may be an accurate portrayal of masculine behavior.

In a study by Brandt, M.J.(2011), He attempts to investigate the idea that predicts that people's sexism exacerbates inequality in society's gender hierarchy. However, previous research has only shown correlational data to support this idea. A large longitudinal data was drawn from the fifth wave of the WVS (World Values Survey Association, 2009), which includes 57 countries, including India and highly autonomous regions (e.g., Taiwan) representative samples. Face-to-face interviews were used to obtain data from 82,905 participants between 2005 and 2007. The results showed Sexism to be a direct predictor of increased gender inequality in multilevel modelling. This study is the first to show that sexist ideology can lead to gender inequality in communities, implying that sexism not only legitimises the existing quo but also actively increases the severity of the gender hierarchy. The findings imply that sexism not only legitimises gender inequality, but also actively worsens it. This is the most expansive study on sexism ever conducted to date, and it is the first to show the temporal precedence of sexism in increasing gender inequality.

Discrimination

Discrimination, according to the American Psychological Association, is the unfair or prejudicious treatment of individuals or groups based on traits such as race, gender, age, or sexual orientation.

Although India is a predominantly male-dominated country, not everyone believes that men have it all their own way when it comes to the law.

The same rules that empowered women are now being condemned for being discriminatory to men, leading to bogus convictions and even suicide.

In the e-journal of legal service India, by Vanshika Mittal she argues that Men suffer more than women as a result of all established gender stereotypes. A man's health is influenced by societal pressure and expectations. Equal rights are discussed by all aspiring feminists, but equal obligations are rarely discussed. She puts light to this issue by pointing out an incident where A man filed a petition against the supreme court that he has been obligated to provide

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maintenance to his wife without taking note that he was merely a high school graduate and unemployed at that time while his wife being of sound mind and body and a graduate in English, sociology and psychology denies earning a living by herself Citation Liv \16393 (3). Women were not used to working in the past, and men were in charge of the payments. Women, on the other hand, should figure out how to keep track of their tabs now that they are posing a serious challenge to men in every domain. It is still widely assumed that if a man pays his bill, he is a gentleman. According to a survey, 39 percent of women want men to decline their offer to pay on their first date, while 44 percent are bothered when men expect them to pay, Citation Hol17 \16393 (4). (Vanshika Mittal, 2021)

The majority of the laws and Indian legislation are overwhelmingly in favor of women. Male mistreatment is not acknowledged, and police rarely register a FIR Citation Dav 1 16393 (6). Apart from the fact that there are no standards for males, there exist laws that force women to confide in them without reason. According to Section 113b of the Indian Evidence Act Citation The1 16393 (7), if a woman kills herself within seven years of marriage, it should be assumed that it is a direct effect of in-laws' endowment weight. Men and their families are naturally deemed offenders, according to IPC 498A. Women can just file a FIR against their in-laws and have them imprisoned in a fictitious endowment body of evidence. Ind1 16393 is a citation (8). Only 4% of these cases go to court, and only 2% of those who go to court are found guilty. Local abuse of males is not less than that of women, according to men's rights advocates, and the suicide rate among men is twice that of women. Indian rules intended to protect women are now being used to harass and extort spouses. In addition, the government opposes men in child custody and settlement proceedings. There is an ongoing case that supports the theory that women are using the law to blame men who were supposed to protect them.

Abuse towards men is frowned upon. Men are still thought to be impenetrable to rape. Males do not report being raped or harassed for the primary reason that conservative society believes men do not weep and are strong enough to protect themselves. One out of every six males have been sexually molested at some point in their lives; however, this figure is likely underestimated because most men suffer in silence.

Men are told from a young age that they cannot be feeble or even appear frail. The fundamental belief that males cannot be mistreated or bothered contributes to the gender imbalance. Men are subjected to a wide range of barbarism, which is made worse by the fact that men rarely express their anguish. It is well acknowledged that being manhandled or disturbed has a similar effect on males as it does on women. Whatever the case may be, the truth remains that the consequences are the same for people of all sexual orientations. According to India's National Crime Record Bureau, the suicide rate of married men was just double of that of married women in 2011. One of the reasons being that the laws in India favor women more than men.

In a recent report by the Organization for Economic Cooperation and Development, the lack of attention devoted to the situation of men facing sex discrimination is evident (OECD). The study shows gender equality in a typical way, focusing on the numbers of women who experience sex discrimination, with little or no mention of men's experiences.

In a study conducted by Bosson et al, (2012), over the course of several decades they surveyed Americans on their attitudes toward gender discrimination. An online survey was administered to 206 participants. Males and women both agreed that in the past, women

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faced far more discrimination than men, and that the difference between men and women has lessened in recent years. Men, on the other hand, perceived the gap as narrower than women at all times, and claimed that the level of gender discrimination women and men encounter today is similar. These opinions were mitigated by political ideology, with conservative men reporting that anti-Man bias now equals or exceeds anti-Woman bias. These findings, like recent studies on racist views, imply that groups with historically differing status and power have perceptual disparities when it comes to the shifting nature of discrimination.

There was a research study conducted by Kehn, A and Ruthig, J(2013) they examine whether women and men think gender discrimination has changed over time, and if so, how. They also examined changes in anti-women bias are viewed as directly associated with changes in anti-men bias. The study included 499 adults from the United States (218 males and 281 women) ranging in age from 18 to 73. The recent findings indicate that men and women's perceptions of gender discrimination have shifted significantly over time. Men, as expected, took a zero-sum perspective, viewing rises in anti-men bias as accompanied by decreases in anti-women bias. Women, on the other hand, saw these gender prejudices as unrelated. Individuals' perceptions of prejudice against men and women over time were significantly influenced by their age.

Although the current study cannot imply a direct link between these perspectives of discrimination, our findings are the first to demonstrate that according to men, the perceived decreases in discrimination against women over time have come at a cost to men.

Men's rationality is influenced by society's shame or doubt, which leads to suffering, self-destructive ideas, substance abuse and so on.
Even their mental health takes a toll.

The discrimination affects their mental health as well and it's more of an issue since there is a stigma around men' mental health and them seeking help. American men are living in a culture where masculinity norms are practically killing them. Masculinity norms are one element that contributes to the underuse of professional help. Within a culture, masculine norms are the social conventions and expected conduct associated with men and manhood (Milner et al., 2018). Hegemonic masculinity, also known as traditional masculinity, is a subgroup of male norms that emphasize particular forms of masculinity while also invoking some men's power, domination, and privilege over women and other men. Toxic masculinity is closely linked to hegemonic masculinity in several ways. Toxic masculinity is defined as the display of masculinities that are enforced through gender roles that enhance existing power systems that favor men's dominance (e.g., crying, fear). Toxic masculinity can make it difficult to communicate feelings, which is a common occurrence. When we look at boys' expectations, we see a lot of hostility and violence. Boys have been groomed to play rough and are frequently permitted to break the rules. These ideas help to mainstream the statement "boys will be boys." Following these stringent masculine norms may result in increase overall psychological distress.

In the book, *The Second Sexism* by David Benatar (2012), he argues that contrary to the popular belief that only girls and women are discriminated against, discrimination against boys and men, can also happen. Benatar recognizes that sexism against women and girls (which he refers to as "first sexism") is still a major issue in most parts of the world.

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Men, too, are victims of domestic violence and sexual assault, according to him, but state institutions and society as a whole take such violence less seriously due to prevailing attitudes toward men, such as the belief that men are fearless, can withstand more pain, and are more capable of self-defense.

In a speech by Emma Watson (2014) for the HeShe campaign, she mentions how she has witnessed young men suffering from mental illness who are afraid of appearing less "macho" if they seek help. A mistaken perception of what defines masculine achievement has made men weak and insecure in her experience. Men, too, do not enjoy the benefits of equality. We don't often talk about men being held captive by gender norms, but in her belief they are, and that once they are free, things will naturally change for women. There has been an effort to reduce the discrimination women face but it still continues to exist.

In a study by Sharma, M. (2016) she highlights the status of women in India from ancient era to modern era. The status of women in India has changed dramatically over the last few millennia, from equal standing with men in ancient times to a degraded low position in the mediaeval period and the support of equal rights by various reformers. Women's status began to deteriorate in the later Vedic period. A woman was viewed as property and a source of pleasure throughout this time period. Following the Mughal invasion during the mediaeval period, women's status degraded much worse. Women's lives grew increasingly difficult throughout the seventeenth century. They were seen as inferior to males and were subjected to mistreatment. The nineteenth-century social and religious reform movements emphasized the importance of transforming Indian society and enhancing women's standing. The true change came after India's independence, when the country's constitution granted women equal rights. Different legislative measures were enacted in independent India to safeguard equal rights, combat social inequality, and various forms of violence and atrocities, as well as to provide support services, particularly to women. The constitution guarantees equal status for women, and a succession of progressive laws have undoubtedly empowered Indian women, but equality as a concept must be represented not only in laws, but also in institutions and practices of daily life. In actuality, the status of women in modern India is a paradox: an egalitarian constitution paired with a non-egalitarian culture. Theoretical equality and practical equality are not the same thing. Patriarchal ideals and ancient normative structures continue to exist, albeit in an altered form.

Equality, peace, safety, and freedom are all important concepts of social justice. Maintaining social justice entails valuing the rights of all people, and the world isn't quite there yet. Thousands of girls and women around the world are denied an education, forced into early marriages, or become victims of gender-based violence. These inequalities impede women and girls from realizing their full potential. It entails legislative and administrative steps to ensure that women have equal access to land, credit, natural resources, and technology. K. Sankeetha (2020) It is necessary to encourage women to work and to provide economic and social security against unemployment, illness, maternity, childbirth, widowhood, disability, and old age. Meanwhile, in India, the government is strongly pursuing the reservation of seats in parliament and legislatures for women in order to provide a political toast to women. Many key court rulings on issues such as workplace harassment, maintaining a relationship even if not legally married, and so on have strengthened women's rights. Many savings and insurance programmes, introduced by the federal government and various state governments from time to time, have aided women in becoming economically independent.

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Under the Indian Constitution Women in India have equal rights and opportunities under the Indian constitution and does not discriminate on gender. Indian women are also embracing the new socio-political climate but even in today's time there are still many issues women face. Despite the fact that India is rising as a global force, women all around the country struggle to live a dignified life. Women in modern society have been subjected to physical, social, mental, and economic exploitation.

The constitution not only guarantees women's equality, but also authorises the state to take positive discrimination measures in their favour. Our laws, development strategies, plans, and programmes have all attempted to advance women in many domains in the perspective of democratic policy. Pawar, M.S. (2021).

Legalizing misandry by Nathanson, P, Young K, K (2006) Highlights that feminist ideologies have been quite successful and in only a few decades they have generated an economic, social, intellectual revolution.

Purpose

The purpose of the study is to identify correlation in the attitude of men and women and the discrimination faced by men and women.

Hypothesis

- There will be a significant positive relationship between attitude and discrimination.
- There will be a significant difference in men's and women's attitudes toward males.
- There will be a significant difference in the level of discrimination by men and women towards male.

METHODOLOGY

Sample

A total of 102 young adults (51 males and 51 females) from across Maharashtra participated in the study. The age range of participants was 18-50 years.

Measure

- **The Attitudes towards men scale:** Developed by Iazzo, 1983 this scale contains 32 items divided in four subscales: marriage and parenthood, sexuality, work, physical and personality attributes. The respondents were asked to rate each item on a 4-point Likert scale ranging from 1(Strongly disagree) to 4(Strongly agree).
- **The Subtle Gender Discrimination scale:** A modified version by Williams, Yu, Jackson, and Anderson (1997) was slightly modified and used for the current study. The scale contains 9 items and the respondents were asked to rate each item on a 5-point Likert scale ranging from 1(Strongly disagree) to 5(Strongly agree).

Procedure

The goal of the study was explained to the participants, and the questionnaires were completed using Google forms. Participants were assured of their confidentiality and appreciated for their assistance. The subjects were given standardized tests.

RESULTS

The responses of the participants were analyzed using T-test to assess relation in attitude towards Men and the discrimination faced by them. Mean and Standard deviation is depicted

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in Table 1. Table 2 shows the correlations between attitude towards men and discrimination. Table 3 shows the difference facets of attitude towards men among the sample.

Table 1: Showing N, Mean and Standard deviation

	N	Mean	Std. Deviation
Gender	102	1.50	.502
Attitude towards Men	102	78.61	10.119
Marriage and Parenthood	102	29.42	6.205
Sexuality	102	15.84	3.305
work	102	11.98	2.541
Physical and Personal	102	21.36	3.312
Subtle discrimination	102	23.21	8.051

Table 2: Showing correlations of all variables

	Attitude towards Men Scale	Marriage and Parenthood	Sexuality	work	Physical and Personal	Subtle discrimination
Attitude towards Men Scale	-	.805**	.785**	.237*	.583**	
Marriage and Parenthood	.805**	-	.595**	.197*	.142	.402**
Sexuality	.785**	.595**	-	.013	.276**	.363**
work	.237*	-.197*	.013	-	.313**	.147
Physical and Personal	.583**	.142	.276**	.313**	-	.184
Subtle discrimination	.462**	.402**	.363**	.147	.184	-

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Table 3: showing the T-test of the variable

	Gender	N	Mean	SD	Statistic	df	p
Attitude towards Men	Female	51	79.12	9.019	.507	100	.613
	Male	51	78.10	11.179			
Marriage and Parenthood	Female	51	30.98	4.315	2.609	100	.010
	Male	51	27.86	7.362			
Sexuality	Female	51	15.88	2.582	.119	100	.905
	Male	51	15.80	3.924			
work	Female	51	11.35	2.048	-2.562	100	.012
	Male	51	12.61	2.836			
Physical and Personal	Female	51	20.90	3.801	-1.412	100	.161
	Male	51	21.82	2.696			
Subtle discrimination	Female	51	24.25	7.861	1.321	100	.190
	Male	51	22.16	8.179			

DISCUSSION

The results show that there is a significant positive correlation between Attitude towards Men and discrimination ($r = .462$, $p < 0.01$) the four facets of Attitude viz., Marriage and Parenthood, Sexuality, Work and Physical and Personal also correlate positively. This means that with an increase in attitude towards men increases the discrimination also

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increases and vice versa. The results show that attitude of men and women impact the discrimination towards men.

In a study by Ravi et al (2006), they present findings from a pilot intervention in 2005-6 where there was a significant decrease in the favor of inequitable gender norms and sexual harassment. The study was done to promote gender equity among men from low communities in Mumbai, India. Adapted from a Brazilian intervention, the study involved formative work on gender, sexuality, masculinity and educational activities with 126 men, aged 18-29, over a six-month period. The researchers conducted pre- and post- intervention surveys, including measures of attitudes towards gender norm using the Gender Equitable Men (GEM) scale, qualitative interviews with 31 participants, observation and monitoring were used as evaluation tools. The interviews revealed that opinions toward gender and sexuality, as well as reported relationship behavior, had shifted often. The findings indicate that the pilot was successful in reaching and engaging young men in essential discussions about gender dynamics and health risks, as well as in modifying key gender-related beliefs.

Karel Fric and Camilla Galli da Bino (2018) carried out a study which suggested that, According to the findings of Eurofound's European Working Conditions Survey (EWCS 2015), men are almost three times less likely than women to report workplace discrimination based on sex. According to the survey's findings, 3.1 percent of women and 1.0 percent of men said they had faced unfavorable discrimination based on their gender in the 12 months before to the survey, implying that discrimination against males is more widespread than previously thought. Discrimination against men is less common than discrimination against women, although it is not unknown of.

The findings also suggest that group 1 (females) is higher on their attitude towards men than group 2 (males), however the results are not significant. The findings also state that the attitude towards men is higher in females than males ($t = .507$). The results show that females have a more positive attitude towards men than other males. However, the difference is not significant.

The results found that females have a more positive attitude towards men. However, there is a significant difference in attitude towards men (work) between females and male ($t = -2.562$). There is not a significant difference between men and women discrimination level. The results show that since females have a positive attitude towards men, they discriminate against men equally as other males. The difference is not significant. Thus, the hypotheses stating that there will be a significant difference in the level of discrimination by men and women towards male and that there will be a significant difference in men's and women's attitude towards males has proven wrong. The null hypothesis has proven to be right. The hypotheses stating that there will be a positive relationship between attitude and discrimination has proven to be right.

According to the study by Diane Kobrynowicz and Nyla R. Branscombe (1997), the findings suggested that Low self-esteem and high personal assertiveness were related to higher personal discrimination ratings in men. Men's opinions of discrimination towards men as a group were similarly related to low self-esteem. Women with a high desire for approval had a negative relationship with personal discrimination perceptions, whereas depression had a favorable relationship. Feminism and depression were both linked to higher ratings of discrimination against women. The study consisted of 138 women and 157 men. All of the

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Participants were asked to complete the personal discrimination items first, then responded to items regarding men's and women's discrimination, which were interchangeable.

Despite the fact that traditional gender discrimination models (e.g., role congruity theory, lack of fit) predict negative outcomes for both men and women in gender-incongruent domains, the literature has virtually entirely concentrated on discrimination against women. In a study by Manzi, F. (2019) his aim was to analyse whether the symmetrical predictions of congruity models are justified by integrating and critically examining the growing literature on gender discrimination against men and to identify lingering gaps in gender discrimination research through this in-depth review and synthesis of the literature. In order to determine if discrimination processes for men and women are actually symmetrical, as congruity models of discrimination suggest, researchers looked at the literature on men's assessments in female-typed environments. The results were inconclusive. While some research suggests that males, like women, are less competent in gender-incongruent employment, other research suggests that men may have an advantage over women in female-dominated occupations. However, these findings do not necessarily imply that Congruity Models of Discrimination are only useful when explaining discrimination against women.

When men are subjected to sexism, they act in the same way that women do. That is, they suffer not because women run the world and are targeting males, not because feminism has prevailed and converted all of our elected officials (the majority of whom are still men) into ideological misandry. Males, on the other hand, suffer as a result of the same gender role preconceptions that harm and confine women, though men, as a distinct gender, are affected in other ways. Women are fetishized and targeted for sexual assault and exploitation because they are supposed to be docile, domestic, and sexual. As a result, their career opportunities and autonomy are limited, and they are fetishized and targeted for sexual assault and exploitation. Because men are expected to be active and violent, their claims to domestic rights are dismissed, and violence aimed at them is dismissed as natural or unremarkable.

CONCLUSION

For men, gender equality and a reorientation of masculinity are essential. People discriminate against females as well as males. Acknowledging it and spreading awareness about it could go a long way. The purpose of this study was to study the correlation between attitude towards male and discrimination. The results showed that there is a positive correlation between all facets of attitude towards men- marriage and parenthood, sexuality, work, physical and personal with discrimination. Females have a more positive attitude about men than other males, according to the findings. The difference, though, isn't significant. There is no significant difference in the level of discrimination experienced by men and women. The findings reveal that while women have a positive attitude about men, they discriminate against men in the same way as other males. As a result, the hypotheses that there will be a significant difference in the level of discrimination experienced by men and women toward males, as well as a significant difference in men's and women's attitudes toward males, have been proven null.

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Conflict of Interest

The author(s) declared no conflict of interest.

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