

To Explore the Relationship Between Internalized Misogyny and Career Choices among Indian Women

Ishaani Jha^{1*}, Dr. Anjali Sahai Srivastava²

ABSTRACT

The quantitative research paper delves into the relationship between internalized misogyny and career choices among Indian women. The study aims to investigate how internalized misogyny influences the career decisions of Indian women, focusing on a sample of 47 working women in an urban metropolitan city. The research utilizes the Internalized Misogyny Scale (IMS) and the Career Aspiration Scale-Revised (CAS-R) to assess internalized devaluation of women and career aspirations, respectively. Results from the study reveal insights into the impact of internalized misogyny on women's career choices. The paper emphasizes the importance of recognizing and addressing internalized misogyny to empower women and promote gender equality in professional settings.

Keywords: *Relationship, Internalized Misogyny, Career Choices, Indian Women*

Internalized misogyny is a significant issue that affects women, Guiding individuals towards unconsciously aligning with sexist stereotypes and beliefs. It is the result of years of oppression and societal conditioning. Women internalize the hatred and objectification they see around them, affecting how they view themselves and other women. Internalized misogyny can manifest in actions such as slut-shaming, victim-blaming, and perpetuating traditional gender stereotypes. Women may minimize the value of other women, alienate themselves from one another, and propagate stereotypical notions. Identifying and unlearning internalized misogyny is crucial for women to break free from these harmful beliefs and behaviors. In Indian culture, internalized misogyny is deeply rooted due to years of patriarchal expectations and outdated gender roles. Older generations of women, influenced by these norms, often perpetuate internalized misogyny, affecting how they treat other women around them. This cycle of oppression through internalized misogyny can only be broken by individual efforts to challenge these beliefs and support other women. Internalized misogyny can ruin aspects of women's lives, such as strong female friendships, cooking, and even feminism itself. It creates barriers to women supporting each other, embracing traditional roles like cooking, and fully engaging with feminist ideals. Overcoming internalized misogyny requires recognizing its presence, understanding its impact, and actively working to dismantle these harmful beliefs for personal growth and empowerment in the workplace, Indian women face a slew of

¹Student, Amity Institute of Psychology and Applied Sciences, Amity University NOIDA

²Assistant Professor, Amity Institute of Psychology and Applied Sciences, Amity University NOIDA

*Corresponding Author

Received: March 16, 2024; Revision Received: May 27, 2024; Accepted: May 31, 2024

To Explore the Relationship Between Internalized Misogyny and Career Choices among Indian Women

challenges resulting from systemic inequalities, biased practices, and entrenched stereotypes. Working women may experience feelings of inefficiency and apprehension as an outcome of compulsion to balance career goals with family responsibilities, as well as limited opportunities for advancement and representation in leadership positions. Internalized misogyny may manifest as self-criticism for not meeting unrealistic standards of perfection, or as reluctance to assert oneself in male-dominated situations.

Furthermore, the competitive nature of many Indian workplaces can foster a culture of comparison and competition among women, resulting in internalized beliefs that perpetuate division rather than unity. Working women may engage in behaviors that undermine their own and their female colleagues' empowerment, rather than supporting one another in breaking down barriers and challenging stereotypes. This research paper seeks to delve into the nuanced landscape of internalized misogyny among working women in India, shedding light on the factors that contribute to its prevalence and impact on women's professional lives. By examining the intersectionality of gender, culture, and work within the Indian context, this study aims to uncover strategies for combating internalized misogyny and fostering a more inclusive and empowering environment for women in the workplace. This paper aims to spark dialogue and reflection on how internalized misogyny shapes the experiences of working women in India by delving into personal narratives, empirical research findings, and theoretical frameworks. By recognizing and addressing this pervasive issue, we can work toward a future in which all women are empowered to thrive professionally without being constrained by limiting beliefs or societal expectations.

The effect of internalized misogyny on women's mental health

Internalized misogyny can have serious consequences for women's mental health, affecting their self-esteem, emotional well-being, and overall psychological distress. Women who internalize sexist attitudes and beliefs may suffer a variety of negative effects on their mental health, as evidenced by numerous studies and articles. This coping strategy may result in Combating embodiment, challenging acquiescence of old gender roles, addressing victim-blaming, and preventing plagiarism and a general devaluation and distrust of women. Internalized sexism can lead to negative mental health outcomes such as anxiety, ED, and low self-esteem. The normalization of sexism in societal interactions and institutions reinforces the internalization of sexist beliefs, perpetuating a generational cycle. Women may carry both their trauma from sexist experiences and intergenerational trauma from previous generations. Internalized misogyny interacts with other forms of oppression and biased ideologies, impacting women differently based on colour, ethnicity, economic background, age, ability, sexuality, and gender identity. This intersectionality highlights the complexities of how internalized misogyny affects women's mental health from various backgrounds. Recognizing and addressing internalized misogyny is critical to improving women's mental health. Individuals can help in creating a more inclusive and empowering environment for women by challenging societal norms and stereotypes that contribute to sexism's internalization. Promoting self-awareness, and self-compassion, and fostering solidarity among women are critical steps in combating the negative effects of internalized misogyny on psychological health. To summarize, internalized misogyny has a major impact on women's mental health by shaping their perceptions of themselves and others. Understanding the impact of internalized sexism is critical for promoting gender equality and building a more inclusive society in which women can thrive without being held back by harmful beliefs and stereotypes.

To Explore the Relationship Between Internalized Misogyny and Career Choices among Indian Women

Ways to recognize and overcome internalized misogyny

Recognizing and combating internalized misogyny is an important step toward promoting gender equality and empowering women. Here are some approaches to recognizing and combating internalized misogyny: Introspection is used to identify internalized beliefs and biases about women and oneself; being aware of societal expectations and gender norms that influence perceptions of women; monitoring thoughts and judgments about oneself and other women, particularly about societal standards; and recognizing instances where sexist ideas are unconsciously projected onto oneself or other women. Recognizing the existence of internalized misogyny as a first step towards addressing it, trying to educate oneself about feminist concepts, gender equality, and the impact of internalized sexism on mental health, questioning and challenging internalized beliefs that perpetuate sexist attitudes towards oneself and other women, supporting other women, promoting empowerment, and fostering a sense of solidarity among women, practicing self-compassion, kindness towards oneself, and other women. Individuals can overcome internalized misogyny by actively engaging in self-awareness, challenging ingrained beliefs, supporting fellow women, and promoting empowerment.

THEORETICAL FRAMEWORK

The theoretical framework for internalized misogyny is complex and multifaceted, with many scholars and researchers investigating different aspects of the phenomenon. The research article "How Does the Internalization of Misogyny Operate: A Theoretical Approach with European Examples" presents a theoretical approach to understanding internalized misogyny. This article examines existing theories and identifies common themes to provide a thorough understanding of how internalized misogyny works. Nina Cherry describes internalized misogyny as "when women subconsciously project sexist ideas onto other women and even themselves." Cherry emphasizes the importance of being aware of one's thoughts and ideas about oneself and other women and acknowledging societal expectations and gender norms that influence perceptions of women. In a study of young women's sexist ideas and internalized misogyny, researchers discovered that women expressed logical practices or internalized sexism 11 times every 10-minute talk. This surprisingly high correlation demonstrates the extent to which internalized misogyny exists in society. Overall, the theoretical framework for internalized misogyny covers a wide range of topics, including how internalized misogyny works, how it affects self-expression, and how self-awareness and consciousness are critical in recognizing and overcoming this problem.

REVIEW OF LITERATURE

Khushk, et al, (2023) delve into the role of women leadership in corporate innovation through a systematic lit. review. Their findings reveal that organizations with women C.E.O. are more inclined towards innovation and creative activities, especially those that are environmentally friendly. Moreover, the study emphasizes the importance of a woman's representation on boards for corporate advancement and financial upgradation. In a related context, Meza-Mejia, García, and Barba (2023) conducted a systematic review on women and leadership in higher education, highlighting the unequal participation of women in education, research, and management roles. These studies collectively underscore the significant contributions of women in leadership positions to innovation and organizational success across different sectors.

To Explore the Relationship Between Internalized Misogyny and Career Choices among Indian Women

Aparna Vincent, Ria Kumari(2023) The study delves into the study of misogynistic comments targeting women candidates during the 2019 General. Elections. in. India. Through a Critical-Feminist-Socio-Cognitive-Discourse Analysis, by integrating Lazar's Feminist Critical Discourse Analysis with Van Dijk's Socio-Cognitive Approach, a new perspective can be gained. the research scrutinizes 22 misogynist comments to unveil four overarching patterns and eight sub-patterns. It asserts that while election misogyny in India shares resemblances with global trends, its roots lie in socio-cognitive and cultural norms specific to the country's patriarchal framework. These deeply ingrained misogynistic tropes, when manifested in verbal attacks on female politicians, not only perpetuate the prevailing patriarchal culture but also undermine the political representation and agency of Indian women.

Hoi(2023) The study conducted in Malaysia aimed to investigate the causes, prevalence, and severity of workplace sexism affecting both men and women. Data collected from 211 workers revealed that gender stereotypes are the primary driver of workplace sexism in Malaysia, with women experiencing higher levels of discrimination than men. The study highlighted the influence of family education and culture on individuals' attitudes in the workplace. It emphasized the importance of fostering inclusivity and equality to cultivate a positive and productive work environment. Addressing workplace sexism is crucial for achieving gender equality and social justice. The findings of the study provide valuable insights for policymakers, employers, and researchers to develop effective strategies to combat gender discrimination in the workplace. Notably, promoting gender equality can enhance workplace profitability, employee retention, job satisfaction, loyalty, and talent recruitment, contributing to enterprise development and sustainable growth. This research underscores the significance of gender equality in creating a conducive work environment and reducing inequality within and between countries, aligning with the perspectives of various scholars (Singh & Bhakar, 2020; Lai, 2021; Picincu, 2020; Bank, 2020; Crawford, 2022).

The study by Sebawit G.,al, (2022) delves into the managerial experiences of females in leadership roles, focusing on their career needs. Applying the KCM, which is relatively unexplored in public sector contexts, the research highlights how various experiences shape women's career development. Through twenty-one in-depth interviews with female metropolitan government leaders in the US, the study reveals that balance is a crucial need for women across different generations within the public management sector. It emphasizes the significance of understanding the relational aspects of female public managers and how their personal and professional requirements interact to influence their career aspirations. These results have implications for HR advancement policies and practices that consider generational differences when supporting women's career growth.

A D. Desai, R. Singh, S. Bhatt(2022) According to the research study, social institutions, gendered constructions, and internalized social role expectations all have an impact on women's long-term careers in India. The primary family unit and organizations have been recognized as major social institutions that can hinder women's long-term employment opportunities. The review emphasizes the need for efforts that can foster good social identities while also addressing the gendered nature of organizations and society as a whole. The literature also delves into the concept of sustainable employability, which encompasses elements such as employability, work-ability, vitality, and human resource management. The review also emphasizes the importance of work-life balance for working women, which

To Explore the Relationship Between Internalized Misogyny and Career Choices among Indian Women

contributes significantly to employee happiness. According to the literature, women's career sustainability is influenced by a variety of factors.

Sophia (2021) The preliminary investigation delved into the definitions and perceptions of feminism, internalized misogyny, and the experiences of teenage girls concerning gender dynamics. The study aimed to explore how teenage girls internalize and propagate misogyny by imparting it to others and enforcing it through a misogynistic perspective. It sought to understand how internalized misogyny is reflected in their behaviors and interactions with peers. The researcher hypothesized that girls would exhibit internalized misogyny, leading to a reluctance to identify as feminists. A survey was designed and distributed to address these research questions. The findings indicated that while teenage girls do harbor internalized misogyny, the majority do not allow it to manifest in harmful or detrimental ways.

Sözbir, et al, (2021) The research focuses on observing the reliability and validity of the Turkish version of the I.M.S using a sample of 510 students. The study conducted item-total correlation tests, exploratory factor analysis, internal consistency analyses, and confirmatory factor analysis to evaluate the tool's validity and reliability. Results showed a significant chi-square test statistic ($\chi^2 = 2444.990$; $p < 0.001$), in co-relation coefficients ranging from 0.32 to 0.92, and a co-efficient of 0.82, indicating good internal consistency. Exploratory factor analysis revealed three sub-scales within the IMS - "Devaluing women," "Distrust of women," and "Gender bias in favor of men," explaining 47.446% of the total variance. The study concluded that the 17-item scale with 3 factors was both theoretically and statistically sound, establishing the IMS as a valid and reliable measurement tool.

Jasmine Banu and Rupashree Baral (2021) delve into the business experiences of women business women in Tamil Nadu, aiming to provide observational insights into the factors affecting their career decisions and growth. Through semi-structured interviews with 35 businesswomen in Tamil Nadu, India, the study recognized 3 main themes and various sub-themes that contribute to understanding the drivers of women entrepreneurs' career choices, business growth, and well-being. The findings suggest that robust family support, personal attributes, and institutional backing play major roles in shaping the entrepreneurial journey of women in the micro, small, and medium enterprises sectors. This research sheds light on the complex interplay of factors that impact women entrepreneurs' paths to success and well-being.

Spaccatini & Roccato (2021) conducted 2 experimental studies to study the relationship between women's psychological distress & sexism. In the first study involving 179 Italian adult women, exposure to both hostile and benevolent sexist messages led to increased anxiety and depression, with hostile messages having a more significant impact. The second study, with 514 Italian adult women, confirmed these findings and revealed that individual levels of sexism partially mitigated the effects. Specifically, participants with low levels of hostile sexism experienced stronger effects of exposure to hostile messages on anxiety and depression, while those with low levels of benevolent sexism were more affected by benevolent messages. This research sheds light on the nuanced impact of sexism on women's mental health and highlights the importance of individual levels of sexism in moderating these effects. The study's strengths, limitations, and potential areas for further research are also discussed.

To Explore the Relationship Between Internalized Misogyny and Career Choices among Indian Women

The study conducted by Gregor and O'Brien (2016) focused on assessing the reliability and validity of the C.A.S among female students in Thailand. Through the translation of the C.A.S into Thai and its administration to 336 female students across 3 universities, the study utilized confirmatory factor analysis to examine the scale's factor structure, including, leadership, achievement, and educational aspirations. The results indicated that the Thai version of the C.A.S demonstrated acceptable reliability, convergent, and discriminant validity. Notably, the findings revealed that female Thai students placed a higher emphasis on "achievement aspirations" compared to "educational aspirations", with "leadership aspirations" being the least prioritized. Additionally, a comparison between first-year and 4th-year students showed significantly higher scores among 4th-year students across all aspects of the C.A.S. This research contributes valuable insights into how career aspirations are perceived and prioritized among female Thai students at different stages of their academic journey.

Audrianna Dehlin (2018) The study delves into the prevalence of sexist ideology among young women in the United States, examining its impact on socialization experiences and psychosocial outcomes. Sexism is shown to be a common occurrence in the lives of young women, with research indicating frequent experiences of sexism. The ambivalent sexism framework by Glick and Fiske (1996) categorizes sexist beliefs into hostile and benevolent sexism, with hostile sexism reinforcing traditional gender roles and male power, while benevolent sexism often goes unnoticed. The study further explores the relationship between sexism, psychosocial functioning, and political behavior in young women, revealing associations between religious fundamentalism, internalized misogyny, traditional gender roles, and hostile sexism. The findings also highlight differences in internalized misogyny and sexist attitudes based on political affiliation and voting behavior, with implications for understanding the intersection of sexist beliefs and political engagement among young women in the U.S.

Saundarya Rajesh, et al, (2015) A global study by LinkedIn in 2013 revealed that 63% of women define professional success as achieving a balance between work and personal life. This study comprehensively assessed the significance of careers for women professionals based on five key measures: self-identity creation, intellectual satisfaction, financial security, social pressure satisfaction, and empowerment through careers. The impact of women's careers on family well-being, confidence levels, and societal respect was also examined. The research focused on a diverse sample of Indian Women Professionals (IWPs) aged 20 to 50 across various functional areas. Results indicated that over 70% of women were primarily driven by self-identity creation in their careers, followed closely by the pursuit of financial security (57%) and intellectual satisfaction (55%). Notably, 73% of women considered their incomes crucial for their family's well-being. The study highlighted the limited influence of societal expectations on women's career choices in India, emphasizing the need to elevate the significance of women's careers to foster gender-inclusive economic growth. The preliminary investigation delved into the definitions and perceptions of feminism, internalized misogyny, and the experiences of teenage girls concerning gender dynamics. The study aimed to explore how teenage girls internalize and propagate misogyny by imparting it to others and enforcing it through a misogynistic perspective. It sought to understand how internalized misogyny is reflected in their behaviors and interactions with peers. The researcher hypothesized that girls would exhibit internalized misogyny, leading to a reluctance to identify as feminists. A survey was designed and distributed to address these research questions. The findings indicated that

To Explore the Relationship Between Internalized Misogyny and Career Choices among Indian Women

while teenage girls do harbor internalized misogyny, the majority do not allow it to manifest in harmful or detrimental ways.

METHODOLOGY

Aim

To explore the relationship between internalized misogyny and career choices among Indian women.

Hypothesis

- **H1** There will be a significant relationship between internalized misogyny and career choices among Indian women.
- **H2** There will not be a significant relationship between internalized misogyny and career choices among Indian women.

Objective

To investigate the influence of internalized misogyny on career choices among Indian women.

Sample

The sample (n=47) taken for this study is 47 working women in an urban metropolitan city. The following sample holds eligibility for being in the working class. The participants include friends, family, and acquaintances.

Research design

For the following quantitative primary research paper, the aim was to study the relationship between internalized misogyny and career choices among Indian women, a non-probability sampling method was employed, gathering data from 47 participants. This research utilized a qualitative approach to explore the impact of internalized misogyny on the career decisions of Indian women.

Measures

The Internalized Misogyny Scale (IMS) is a 17-item tool created to evaluate a woman's internalized devaluation of women within culture. It includes elements like devaluing women distrust of women, and favoring men over women. Each item is rated on a 7-point Likert scale from 1 (strongly disagree) to 7 (strongly agree), with higher scores indicating more internalized misogyny. This study employed the Career Aspiration Scale-Revised (CAS-R) by Gregor and O'Brien (2016) to assess career aspirations, consisting of 24 items measuring achievement, leadership, and educational aspirations. Samples rated these items on a 5-point scale, with reverse scoring applied to five negatively worded items for accuracy in evaluation.

RESULTS

Table 1. Descriptive statistics of the scale

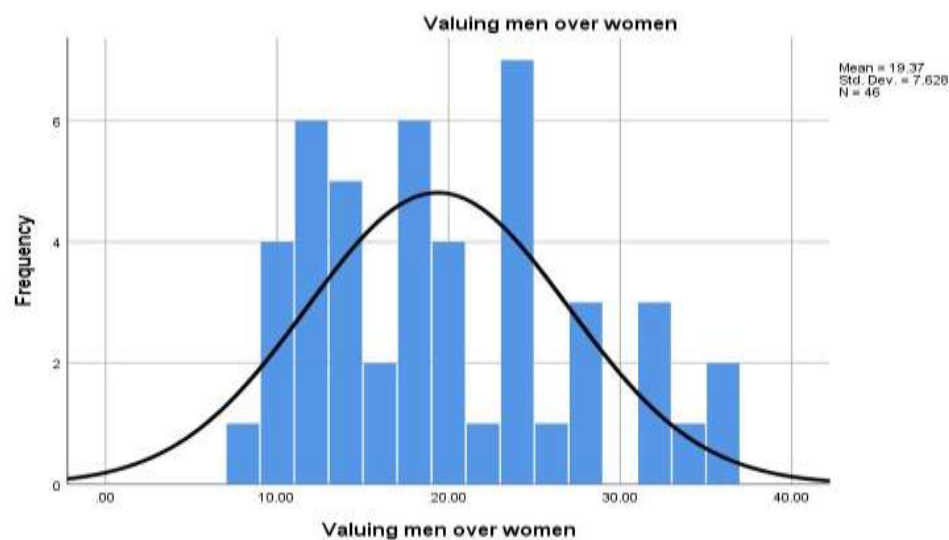
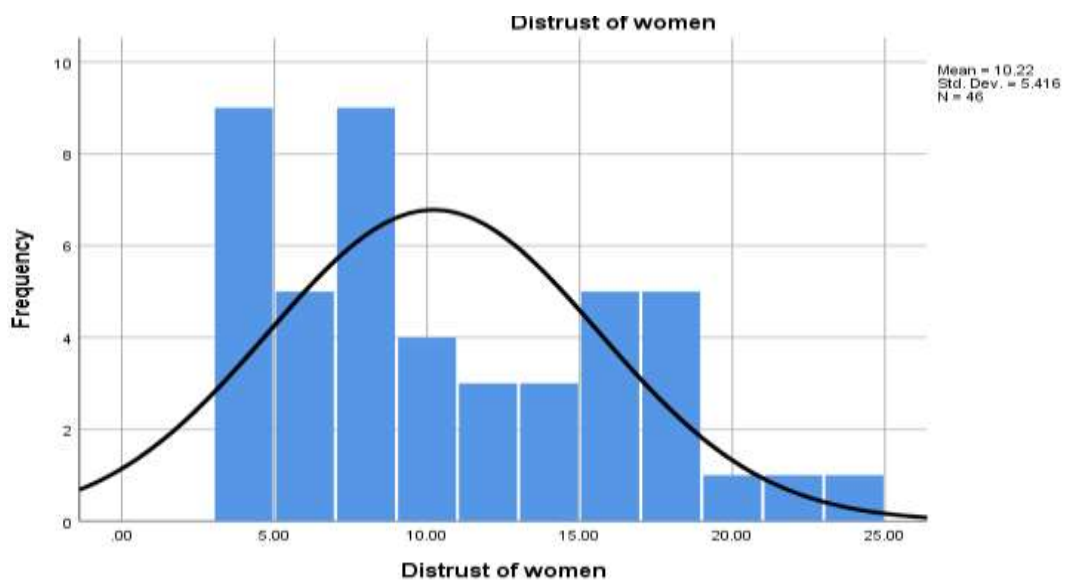
	DTW	DVW	VMW	AA
Skewness	0.575	0.300	0.526	-1.442
Std. Error of Skewness	0.350	0.350	0.350	0.350

Note: IMS (Internalized Misogyny Scale), and CAS (Career Assessment Scale) use 4 subscales: DVW (Devaluing of Women), DTW(Distrust of women), and VMW (Education Aspiration).

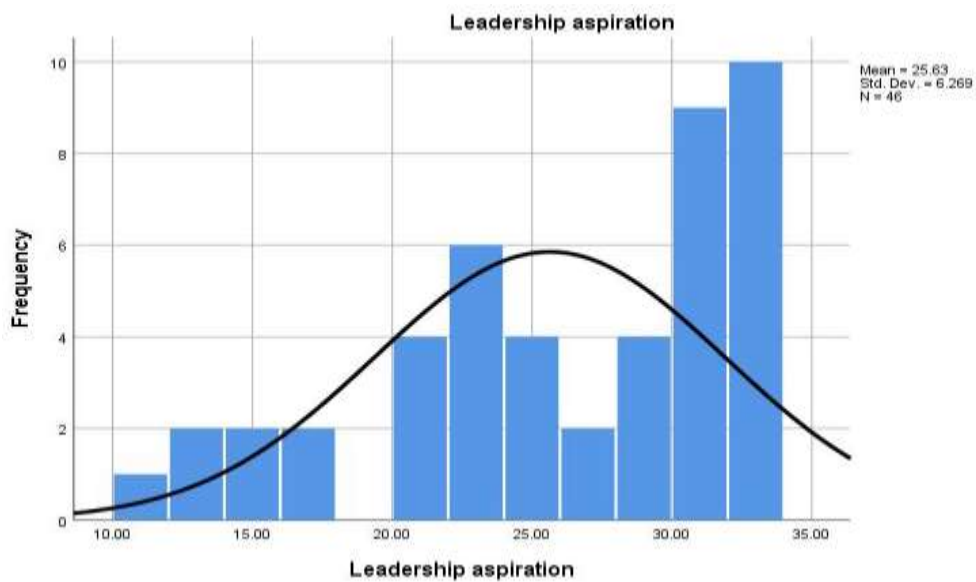
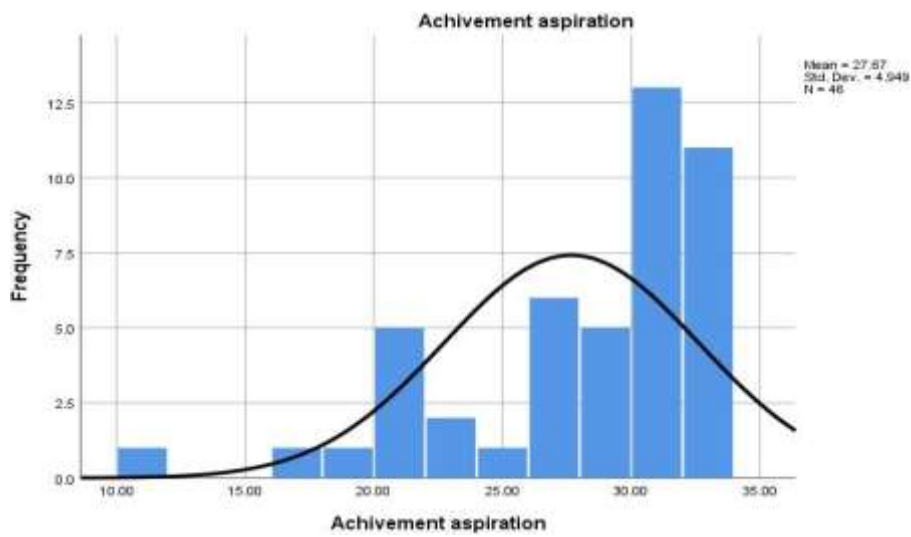
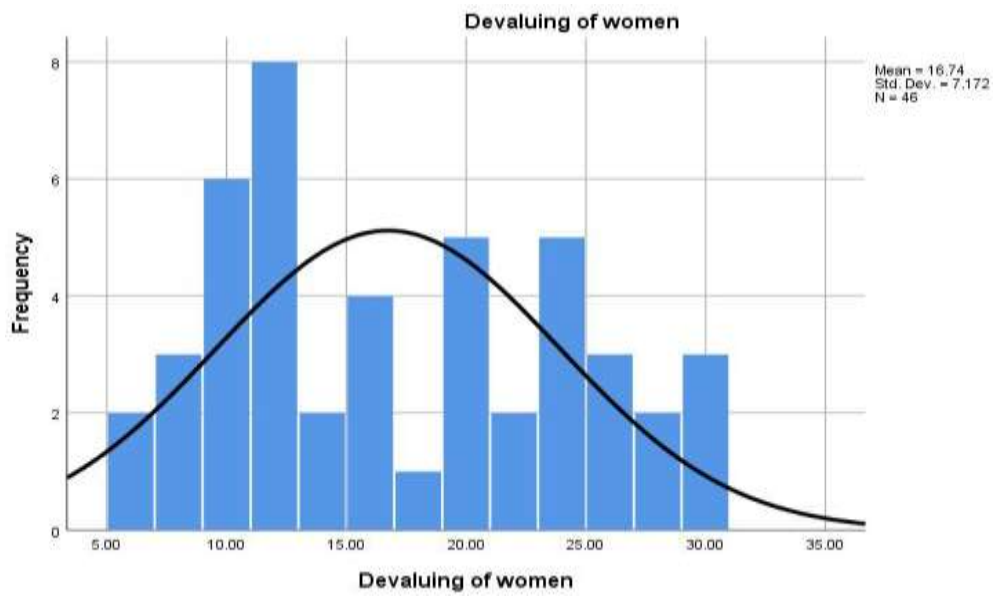
To Explore the Relationship Between Internalized Misogyny and Career Choices among Indian Women

Table 2: representation of correlation analysis of the final results.

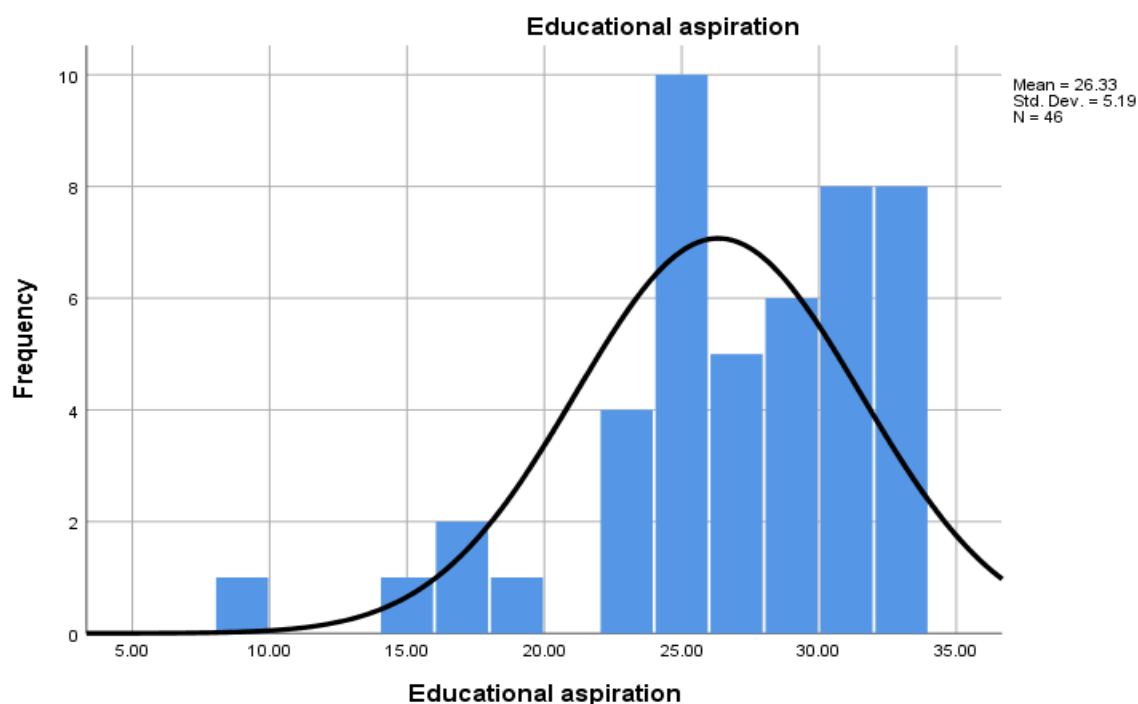
	DTW	DVW	VMW
DTW		.555*	.499*
DVW	.555		.445*
VMW	.499	.445	
AA	-0.214	-0.069	-0.207
LA	-0.119	0.008	-0.162
EA	-0.112	-0.049	-0.193



To Explore the Relationship Between Internalized Misogyny and Career Choices among Indian Women



To Explore the Relationship Between Internalized Misogyny and Career Choices among Indian Women



DISCUSSION

The correlation analysis conducted in the primary quantitative research paper exploring the relationship between internalized misogyny and career choices among Indian women revealed interesting insights. The objective of the following paper is to investigate the influence of internalized misogyny on career choices among Indian women. Internalized misogyny refers to the internalization of sexist beliefs and attitudes by women towards themselves and other women. It manifests as behaviors and thoughts that reflect negative perceptions of women, often stemming from societal norms and stereotypes that devalue women's worth and capabilities. Women experiencing internalized misogyny may exhibit behaviors such as mistrusting other women, devaluing women's achievements, and showing bias in favor of men. This internalization of misogynistic beliefs can lead to detrimental effects like body image issues, lack of self-confidence, competition among women, and a sense of powerlessness. It can also contribute to psychological distress, including symptoms like anxiety, depression, and somatic issues, as well as negative outcomes such as lowered academic goals and diminished job performance. Internalized misogyny is a complex phenomenon affected by different situations such as early childhood socialization, exposure to media messages, and societal norms that perpetuate gender biases. The effects of internalized misogyny extend beyond individual behaviors to impact women's interactions with others and their self-perception. Women who internalize misogynistic beliefs may engage in behaviors that undermine themselves and other women, perpetuating harmful stereotypes and gender biases. Recognizing and addressing internalized misogyny is crucial in empowering women to challenge these ingrained beliefs, support each other, and work toward gender equality. By raising awareness, promoting self-reflection, and fostering a culture of mutual respect and empowerment, women can combat internalized misogyny and strive for a more inclusive and equitable society. Career aspiration refers to an individual's professional goals and ambitions, outlining the desired trajectory of their career development and achievements. It involves setting specific objectives and targets that one aims to accomplish in their professional life, whether in the short term or long term. Career aspirations are deeply personal and can encompass a wide range of goals, such as advancing

To Explore the Relationship Between Internalized Misogyny and Career Choices among Indian Women

to a higher position within a current organization, transitioning to a new field, acquiring specialized skills or certifications, or even becoming a thought leader in a particular industry. These aspirations are often fueled by a desire for growth, learning, and personal fulfillment, reflecting an individual's vision for their career path and the impact they wish to make in their chosen field. By clearly defining career goals, individuals can focus their efforts, make informed decisions, and work towards achieving their desired outcomes. Career aspirations also demonstrate a candidate's motivation, commitment to growth, and alignment with organizational objectives when communicated in job interviews or performance evaluations. Moreover, by linking career aspirations to specific roles or industries, individuals can showcase their passion, expertise, and potential contributions to prospective employers or stakeholders. Overall, career aspirations serve as guiding principles that drive individuals to strive for excellence, continuous learning, and meaningful impact in their professional endeavors. The table presented in the study showed correlations between variables like, devaluing of women, distrust of women, valuing men over women, achievement aspiration, leadership aspiration, and educational aspiration. The descriptive stats given in Table 1 offer insights into the distribution and characteristics of the scale used to measure internalized misogyny and career aspirations among the participants. The skewness values indicate the asymmetry of the data distribution for each subscale. For the Distrust of Women (DTW) subscale, the skewness value of 0.575 suggests a slightly right-skewed distribution, indicating that there may be a few participants with higher levels of distrust towards women compared to the majority. Similarly, the DVW subscale shows a skewness value of 0.300, indicating a relatively balanced distribution with a slight tendency towards lower levels of devaluing women. In contrast, the Valuing Men Over Women (VMW) subscale exhibits a skewness value of 0.526, suggesting a distribution that leans towards higher levels of valuing men over women among the participants. This indicates a trend where some individuals may have stronger preferences or biases towards men in comparison to women. Lastly, the Achievement Aspiration (AA) subscale stands out with a skewness value of -1.442, indicating a significantly left-skewed distribution. This suggests that a majority of participants may have lower levels of achievement aspirations compared to those with higher aspirations. The correlation analysis presented in the study provides valuable insights into the relationship between different subscales related to internalized misogyny and career aspirations among Indian women. The Pearson Correlation coefficients indicate the power and direction of the relationships between variables. The correlation between distrust of women and devaluing of women is notably strong, with a coefficient of 0.555*. This suggests a significant positive relationship where higher levels of distrust towards women are associated with higher levels of devaluing women. Similarly, the correlation between valuing men over women & devaluing of women is also strong at 0.445*, indicating a connection between devaluing women and favoring men over them. Moving on to the correlations with career aspirations, the negative correlations observed between internalized misogyny subscales and achievement, leadership, and educational aspirations are noteworthy. The negative correlation coefficients suggest that as levels of internalized misogyny increase, aspirations in achievement, leadership, and education decrease. For instance, the correlation between devaluing women and achievement aspiration is -0.214, indicating a weak negative relationship where higher levels of devaluing women are associated with lower achievement aspirations. Therefore, while there are significant correlations observed between distrust of women, devaluing of women, and valuing men over women within the context of internalized misogyny, the relationships with career aspirations are not as pronounced. The data suggests that while certain aspects of internalized misogyny may influence perceptions and biases toward women, they do not

To Explore the Relationship Between Internalized Misogyny and Career Choices among Indian Women

strongly impact career aspirations among Indian women in terms of achievement, leadership, and educational goals. Therefore, although some connections exist between internalized misogyny factors and career aspirations, these relationships are not substantial enough to definitively establish a direct link between internalized misogyny and specific career goals among the participants in this study. The results indicated a significant positive correlation between distrust of women and devaluing of women, as well as between devaluing of women and valuing men over women. These correlations suggest a connection between negative perceptions of women and gender biases that favor men. However, when looking at achievement aspiration, leadership aspiration, and educational aspiration, the correlations were not significant. This implies that while there may be associations between internalized misogyny factors, they do not strongly influence career aspirations among Indian women.

CONCLUSION

The conclusion of the thesis on the relationship between internalized misogyny and career the study conducted among Indian women presents significant findings regarding their choices. It revealed strong positive correlations between distrust of women and devaluing of women ($r = 0.555^*$) and devaluing of women and valuing men over women ($r = 0.445^*$), indicating that higher levels of distrust and devaluation of women are linked to favoring men over women. Additionally, negative correlations were noted between internalized misogyny subscales and career aspirations, with devaluing women showing a slight negative association with achievement aspiration ($r = -0.214$). The results suggest a complex relationship between internalized misogyny and career aspirations in Indian women, emphasizing the negative impact of internalized misogynistic beliefs on their career decisions. Recognizing and challenging internalized misogyny can empower women to pursue more inclusive and equitable career paths, fostering a workplace culture of respect and gender equality. The study is constrained by a small sample size of 47 participants and a narrow focus on a specific urban locale, which may restrict the broader applicability of the results. Future research should consider expanding the sample size and including participants from diverse regions to gain a broader understanding of how internalized misogyny influences career choices across India. Longitudinal studies could also explore the evolution of internalized misogyny over time and its effects on women's career trajectories. Overall, the research provides valuable suggestions into the dynamics of internalized misogyny and its impact on career aspirations among Indian women, highlighting the importance of addressing biases and promoting gender equality to create a supportive and empowering professional environment for women.

REFERENCES

- Anjall, Dipak, Desai, R., Singh, Sudhanshu, Bhatt. (2022). Towards Career Sustainability: Issues of Women in India. *International journal of science. and management*, 9(8):1-9. doi: 10.36647/jsem/09.08.0001
- Down, M., Szymanski., Arpana, Gupta, Erika, R., Carr, Destin, N., Stewart. (2009), internalized Misogyny as a Moderator of the Link between Sexist
- Aparna, Vincent, Ria, Kumari, (2023). Misogyny in election discourse: Analysing the 2019 General Elections in India. *Discourse & Society*, 095792652311662-095792652311662. doi: 10.1177/09579265231166239
- Audrianna, Dehlin. (2018). Young Women's Sexist Beliefs and Internalized Misogyny: Links with Psychosocial and Relational Functioning and Sociopolitical Behavior. doi: 10.26076/1B06-7B77

To Explore the Relationship Between Internalized Misogyny and Career Choices among Indian Women

- Bailey, M., & Trudy. (2018). On misogynoir: citation, erasure, and plagiarism. *Feminist Media Studies*, 18(4), 762–768. <https://doi.org/10.1080/14680777.2018.1447395>
- Cherry, N. (2018, November 16). *Internalized Misogyny: What Does It Look like? How Do You Stop it?* | UMKC Women's Center. Info.umkc.edu. <https://info.umkc.edu/women/c/2018/11/16/internalized-misogyny-what-does-it-look-like-how-do-you-stop-it/>
- Dehlin, A. (2018). *Young Women's Sexist Beliefs and Internalized Misogyny: Links Young Women's Sexist Beliefs and Internalized Misogyny: Links with Psychosocial and Relational Functioning and Sociopolitical with Psychosocial and Relational Functioning and Sociopolitical Behavior Behavior*. Utah State University. <https://digitalcommons.usu.edu/cgi/viewcontent.cgi?article=1474&context=honors>
- Federica, Spaccatini., Michele, Roccato. (2021). The Palliative Function of Sexism: Individual Sexism Buffers the Relationship Between Exposure to Workplace Sexism and Psychological Distress. *Sexuality and Culture*, 25(3):767-785. doi: 10.1007/S12119-020-09793-7
- Gregor, M., O'Brien, K. M., & Sauber, E. (2017). Understanding Career Aspirations Among Young Men. *Journal of Career Assessment*, 27(2), 262–272. <https://doi.org/10.1177/1069072717748957>
- Internalized sexism*. (2020, September 8). Wikipedia. https://en.wikipedia.org/wiki/Internalized_sexism
- Jasmine, Banu., Rupashree, Baral. (2021). Career choice, growth and well-being of women entrepreneurs' community: insights on driving factors in India. *Journal of Enterprising Communities: People and Places in The Global Economy*, doi: 10.1108/JEC-12-2020-0206
- Khampirat, B. (2019). A Second-Order Confirmatory Factor Analysis of the Career Aspirations Scale of Female Thai Students. *International Journal of Learning, Teaching and Educational Research*.
- New, Kuwi, Hoi. (2023). Breaking Barriers: An Examination of Gender Inequality and Discrimination in Malaysia's Workplace. *International journal of academic research in business & social sciences*, 13(5) doi: 10.6007/ijarbss/v13-i5/16791
- Nupur, Singh, Nidhi, Prakash. (2019). Internalized sexism as a Predictor of the Queen Bee Phenomenon and the Moderating Role of Competitiveness. *TIJ's Research Journal of Social Science & Management D* (5)
- Sebawit, G., Bishu., Meghna, Sabharwal., Rebecca, Reyes. (2022). Careers of Women Public Managers: Career Needs of Women Public Managers across Generations. *Public Administration Review*, 83(1):163-180. doi: 10.1111/puar.13548
- Şengül, Yaman, Sözbir., Gülşen, Vural., Filiz, Ünal, Toprak. (2021). A Study for Testing the Validity and Reliability of the Turkish Version of the Internalized Misogyny Scale. *International Journal of Mental Health and Addiction*, 19(5):1705-1715. doi: 10.1007/S11469-020-00257-5
- Sophia, Wilson. (2021). Uplift or Undermine?: The Manifestation of Internalized Misogyny in Teenage Girls. 2(1)
- Szymanski, D. M., Gupta, A., Carr, E. R., & Stewart, D. (2009). Internalized Misogyny as a Moderator of the Link between Sexist Events and Women's Psychological Distress. *Sex Roles*, 61(1-2), 101–109. <https://doi.org/10.1007/s11199-009-9611-y>
- Women's Psychological Distress. *Sex Roles*, 61(1):101-109. doi: 10.1007/911199-000-9611-Y
- Youthspeak. (2021, April 1). *Internalized Misogyny and Women's Mental Health*. YouthSpeak. <https://youthspeak.ca/2021/04/has-internalized-misogyny-and-feminism-affected-your-mental-health/>

To Explore the Relationship Between Internalized Misogyny and Career Choices among Indian Women

Acknowledgment

The author(s) appreciates all those who participated in the study and helped to facilitate the research process.

Conflict of Interest

The author(s) declared no conflict of interest.

How to cite this article: Jha, I. & Srivastava, A.S. (2024). To Explore the Relationship Between Internalized Misogyny and Career Choices among Indian Women. *International Journal of Indian Psychology*, 12(2), 2809-2822. DIP:18.01.245.20241202, DOI:10.25215/1202.245