



# Urbanization and Family Structure: What is the best Way to Overcome the challenges in the Changing of Gender Roles in Contemporary Urban Families

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**Abstract.** Gender has always been one of the important factors in urban renewal and change, but people often ignore it. Our research will talk about the role of gender in urban renewal and change, and then find out how gender affects cities. The final conclusion tells us that urban change and renewal cannot be separated from gender, and gender is always a hidden factor. The article looks at the face of cities in the past and the face of cities now from a gender perspective and talks about the current gender challenges in cities and how to solve these problems.

**Keywords:** Gender change in the past and present, gender challenge in the family now, solution to gender issues.

## 1 Introduction

With the development of cities, people are beginning to realize the importance of gender issues in society. From the period of suburbanization, women are believed to stay at home and do housework such as taking care of children, making sure the house is clean and preparing foods after their husband is back. But most of the women do not accept their social status as housewives, and they think that they are doing “unpaid work”. Compared to the present, having a job as a woman is no longer a strange thing. This change is all because of the voice of females and the changes in society and urbanism. People start to focus on the gender issue and realize that gender has always played a crucial role in human society such as the large percentage of consumption coming for females. It is no longer strange for women to have their own jobs in today’s society. But people still often overlook the gender issue, and it was not until the past two decades ago that people realized that the issue of gender was constantly magnified in their families and lives. Despite gender differences gradually becoming equal in modern families, there are still many potential factors that impact on women’s social and family status. Therefore, how to equalize the status of women and men is one of the important factors that make society more equal.

## 2 Gender Change in the Past and Present

Women are confined to the home for the role of cleaning and washing. The role of women in the labor market or the economic workplace is relatively low. Inside the family, the patriarchy is extremely widespread from the individual decision in the family about consumption, production as well as fertility, marriage, and migration to the allocation of income and family sources. The women lacked the individual ability to think within such a structure. However, this situation has changed since the 1950s, The gender roles and status have grown in the developed countries, allowing more frequent engagement in the labor market. Even as wives or mothers, women can actively participate in the workplace. The factors behind this phenomenon promoting the growth of the gender role are investigated in this paper since the direction of the changes is potentially affected by these factors. Migrations is one of the most prominent factors since the geological movement permits a transference of gender relations.

If women's movements are followed by an increase in wage employment and give them more control over their earnings or, at the very least, more participation in family decision-making, migration might encourage social mobility, economic independence, and relative autonomy [1,2]. As an alternative, migration may merely transfer patriarchal power, albeit in various ways, from communities of origin to destinations, effectively keeping gender asymmetries unchanged [3]. This might happen, for instance, with transient migrants who only moved to supplement the resources of the family of origin or with people whose increased participation in wage labor was accompanied by diminished control over the allocation of family resources [3]. It is necessary to establish how migration affects gender relations. Calibrate the status of women before and after migration in order to determine how migration affects gender relations. The focus is condensed to economic and non-economic exchanges due to our interest in family and market relationships. This work is examined if and how migration affects three activities: wage activity participation; relative income contribution; and time spent on domestic production with regard to the former, or women's productive responsibilities. Control over one's own earnings, control over the earnings of other family members, and relative authority in household decision-making, particularly with regard to the disposition of communal goods, are examples of non-economic exchanges of interest [3].

Nevertheless, the improvement of women's educational possibilities and aspirations in career cannot provide a rapid substantial increase in the wage gap. The breadwinner-homemaker family is giving way to the dual-earner family as more women are working in paid positions [4]. For instance, in the UK, 62 percent of households with children under the age of five in 2014 (Office for National Statistics 2014) had both partners working, up from 56 percent in 2004. A gender-egalitarian family model with two workers and two caretakers is a political goal in many Western European nations, and the Nordic nations appear to be on the verge of achieving this goal. However, in contrast to women's significant labor market engagement, the level of men's home labor participation is still modest, and childbearing and childrearing remain constitute strongly gendered processes. According to statistics from 20 nations' worth of extensive, nationally representative time-use surveys, women continue to handle the majority of household chores and caregiving duties. Additionally, it has traditionally been believed that

marriage and children in particular are the main factors in the creation of gender-differentiated roles. According to repeated within-gender comparisons, married men do better in the workforce than unmarried men do, while moms are less likely to be employed and earn less than women without children [5-7]. There are concerns about whether women's importance in the labor market will translate into a fundamental change in gender roles and identity inside families given that they are still expected to sacrifice their job chances. According to feminist researchers, the gender revolution is seen as being extremely unequal or even stopped because there has been no change in the power structure in the private sphere [8]. All in all, the changes of the gender role will be motivated by migration but will also meet challenge. The challenges of the changing in the gender role in the social structure will be illustrated in the subsequent paragraph.

### **3 Gender Challenges in the Family Now**

This section examines the gender challenges of modern families. It talks separately about what modern stereotypes of women's place in the family are and how gender roles are changing. The first important point is society's stereotype of gender roles in the family. Gender role stereotypes are social constructs that set a set of behaviors and expectations for each gender that shape people's gender identities. These stereotypes often lead to different gender roles being restricted in different areas. For example, men are supposed to be the leader, the dominant person in the family, and they are supposed to be more creative and decision-making; Women are generally considered to be more suited to the role of assistant and support, communication and cooperation in family roles. In addition, women are generally considered to be the caregivers of the family, focusing on the family and children; Men, on the other hand, need to be the breadwinners. There are even many biased views, such as they believe that if women work full-time, their children will suffer; The man should be the master of the family and so on.

In fact, when too many of the gender roles of husband and wife are stereotyped, patterns of interaction such as the division of housework and financial control are likely to be limited by traditional gender cultures. In contrast, the interaction model between a couple with different attitudes toward gender roles is likely to have more contradictions and conflicts. According to Isabelle Attané reported that *Being a Woman in China Today: A demography of gender* (2012.4), after three decades of Communism followed by three decades of economic liberalism, Chinese society remains, in many ways, very attached to its social and family traditions [9]. The way Chinese society views women, which likewise exhibits its share of contradictions, is a testament to this duality. It is made all the more complex because it is still influenced by the pursuit of gender equality that predominated during the Communist era. To have a more comprehensive understanding of current Chinese society, its representations, and the changes it is going through, comprehending and measuring changes in women's status after the economic reforms is still crucial. In actuality, the status of women as measured by a variety of variables pertaining to health, job, education, and demography is a generally trustworthy indicator of the profound changes impacting society. But even though there is no

denying that Chinese women's circumstances have improved in some areas, most notably those related to education and health, their relationship with men has only grown more unequal as a result of the unfavorable demographic environment they are in. This speaks to the undeniable worsening of some aspects of their situation [10].

According to Lü Pin reported that Gender Inequality and the Ultimate resistance of Woman in China. Numerous instances of gender-based violence and discrimination occur, and repressive gender norms are supported by both culture and authority. Despite the fact that women, particularly young women, have embraced feminism movements in their search for social change, China's conventional gender dominance structure persists resolutely with the tacit support of a strong government. However, as more and more women consciously make independent decisions about their life, this patriarchy is also in trouble. Many women have suffered as a result of China's economic development, including those who lost their jobs at state-owned companies in the 1990s, those who labored for little pay in the developing processing industries, those who lost their homes due to urbanization, and mothers who were mistreated during the family planning campaign. Thus, the advancement of Chinese women is a tale of survival as a result of economic growth, complicated by the effects of class, geography, and ethnicity. According to Tania Branigan reported that China's great gender crisis. Chinese families have long favored sons over daughters, meaning the country now has a huge surplus of men. It is also leading to a profound shift in attitudes to women. If such a family has a daughter, it is very unfavorable for the girl, she will be treated unfairly. Even some parents will blindly squeeze and exploit girls and carry out moral kidnapping. In such a family, the girl is likely to form an unhealthy psychological state, in the society and interpersonal communication is very humble attitude. They will continue to care about the opinions and evaluations of others, and constantly belittle themselves, and the pain of life will sink deeper and deeper. Being neglected by their parents can make girls think they don't trust themselves. Girls also suffer from lack of love, inner insecurity, anxiety, and are even more likely to be deceived by others. It's not healthy for a girl to grow up with this kind of thinking.

## 4 Solutions to Gender Issues

Addressing the intricate web of gender issues that persist in today's society and family structures demands a multifaceted and persistent approach. From the gender pay gap to unequal representation in leadership positions, from stereotypes that limit individual potential to the pervasive culture of gender-based violence, the challenges are numerous and deeply entrenched. Nonetheless, through a combination of policy changes, cultural shifts, and education, it is possible to pave the way towards a more equitable future.

**Economic Empowerment:** A fundamental solution lies in empowering women economically. The gender pay gap continues to be a stark reality, with women globally earning approximately 20% less than men (World Economic Forum, "Global Gender Gap Report 2020"). Closing this gap not only promotes fairness but also contributes to

economic growth. A study by McKinsey & Company found that achieving gender parity in the workforce could add \$28 trillion to the global GDP by 2025. Policies that ensure equal pay for equal work, supported by legislation and corporate initiatives, can be instrumental in leveling the playing field.

**Education and Eradicating Stereotypes:** Education plays a pivotal role in transforming societal attitudes and eradicating deeply ingrained gender stereotypes. Schools and educational institutions have the responsibility to challenge gender norms and encourage diverse career choices from an early age. Research has shown that implementing gender-neutral curricula leads to increased career aspirations among girls and more equitable sharing of household responsibilities in the future (OECD, "The ABC of Gender Equality in Education: Aptitude, Behavior, Confidence"). By teaching young minds to question gender stereotypes, we can foster a generation that values equality and rejects limiting beliefs.

**Workplace Reforms:** Tackling gender issues within society requires significant reforms in the workplace. Companies must take active measures to eliminate gender discrimination and create an inclusive environment where diversity is celebrated. Studies have demonstrated that gender-diverse teams are more innovative and yield better financial results (Credit Suisse Research Institute, "The CS Gender 3000: The Reward for Change"). Initiatives such as mentorship programs, flexible work arrangements, and leadership development opportunities for women can break down barriers and foster equal representation in decision-making positions.

**Redefining Masculinity:** Beyond empowering women, it is essential to redefine masculinity in a way that supports gender equality. Toxic masculinity perpetuates harmful stereotypes and restricts both men and women from realizing their full potential. Encouraging positive masculinity—characterized by emotional intelligence, empathy, and respect—can reshape societal norms and relationships. Organizations such as "Promundo" have been instrumental in promoting gender-transformative approaches that engage men and boys as allies in achieving gender equality (Barker, G., & Ricardo, C., "Young Men and the Construction of Masculinity in Sub-Saharan Africa: Implications for HIV/AIDS, Conflict, and Violence"). This shift can lead to healthier interactions, better mental health outcomes, and a more harmonious society.

**Combating Gender-Based Violence:** Gender-based violence remains a significant challenge that demands urgent attention. Legislation, support systems, and awareness campaigns are critical in addressing this issue. The "UN Women" initiative highlights the importance of a coordinated response to prevent violence against women and girls ("Essential Services Package for Women and Girls Subject to Violence"). By creating safe spaces and providing resources for survivors, society can work towards breaking the cycle of violence and fostering a culture of respect and dignity.

**Policy Interventions:** Governments play a central role in driving gender equality. Implementing policies such as paid parental leave, affordable childcare, and healthcare access can alleviate the burden on women and create a more conducive environment for balancing work and family responsibilities. Scandinavian countries' success in achieving high rates of gender equality is often attributed to their robust family policies (World Bank, "Women, Business and the Law 2020"). Enacting and enforcing policies

that promote gender equality in all aspects of life is a vital step towards eliminating systemic gender disparities.

## 5 Conclusion

In conclusion, resolving today's gender issues requires a comprehensive and collaborative effort. Economic empowerment, education, workplace reforms, redefining masculinity, combating gender-based violence, and policy interventions must all work in tandem to effect meaningful change. By challenging entrenched norms and valuing the contributions of all genders equally, society can move towards a more just and equitable future. The path ahead is challenging, but the potential rewards—social progress, economic growth, and a better quality of life for all—are undoubtedly worth the endeavor. Women's rights have been improved in recent years in overcoming the challenges women met.

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