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SEXISM AS ONE OF THE CORE REASONS OF INCOME INEQUALITY AND THE IMPACT OF A PAY GAP ON INDIVIDUALS` WELLBEING

Sexism is prejudice and discrimination based on gender. It is a hotly debated topic nowadays, since the global community tends to establish gender equality in all fields. There were successful attempts to address the issue of sexism in the recent decades. The changes show that community benefits from gender equality by becoming a more stable and safe place for living, provides people with numerous opportunities for personal and professional development and drive the general evolvement of the global community.

Sexism is an important issue nowadays; nonetheless, the evolvement of the global community in the recent decades has significantly contributed to the problem solution while promoting gender equality in all fields. These areas include gender differences, socialization, stereotyping, prejudices, and gender identity. In the 2000s, the scholars investigated gender differences in cultural context, media impact on gender identity, and pay gap. According to UN's Agenda 2030 and its Sustainable Development Goals, by 2030 the global community should be equal in all fields. Nonetheless, nowadays the issue of sexism is a hot-debated topic in all countries. The unequal field from the perspective of gender is science, since women drop out of science careers at doctoral level more often than males. Carleschi [4] indicates that this problem occurs because of the fact that "science exists in a social and cultural context that prioritizes men over women". The issue of sexism these days occurs in various forms, for example, the representatives of both genders experience discrimination at workplaces. In some countries, the government limits the rights of women, and they do not have access to education. There is a pay gap across the globe that negatively affects representatives of both genders.

The existence of income inequalities significantly influences people`s well-being. Income inequality significantly affects individuals` well-being by changing the patterns of thinking, feeling, and behaving. Nowadays, the social pressure determines people`s mode of conduct. In the modern community, people tend to become successful in all spheres that represent some value according to their interests, preferences, and expectations. Consequently, people implement efforts and time to become more knowledgeable and skillful to achieve the settled goals and follow social expectations that are increasing day by day. Income inequality limits people capabilities by modifying their self-identity and social identity. Van Brunt [3] discusses one of the major themes that are common to the contemporary society. The author assumes that background of people is influential and it significantly affects people patterns of thinking, feeling, and behaving. The author states that people from poor socio-economic background experience the feeling of worthlessness and the implementation of any efforts cannot eliminate the impact of this feeling.

According to the author`s notion, white men that come from rural areas frequently experience a feeling of being unsuccessful, despite the importance of their actual achievements. The researcher states that white men that experienced financial

difficulties since childhood or identified themselves as representatives of lower social class since the childhood often do not have a well-developed feeling of self-assurance in adulthood. Brunt [3] resorts to personal experience to prove this notion. He indicates that while he was working in several Pennsylvania prisons in the late 70's, teaching creative-writing workshops, he experienced a feeling to present himself as a man whom he was not actually. Brunt [3] states "when asked where I was from, I lied and told the men I was a native of Manhattan—New York City; so that placed me in a special category of white men". He pretended to create an image of a successful white man that is proud of his background and current way of living. Consequently, he pretended to be successful according to the socially mandated stereotypical expectations. According to Van Brunt [3], in the American community to be white and poor is unforgivable since "to be poor in a country that places a premium on wealth is in itself shameful".

Brunt [3] indicates that there is some social pressure on white men since there is nothing they cannot achieve in the society that cultivates equality and success in all spheres of human endeavor. People feel ashamed if they do not have attributes of a financially successful mode of life. Brunt [3] indicates that "this shame, this feeling of worthlessness, is one of the vilest and most self-destructive emotions to be endured". As a consequence, the feeling of shame and worthlessness impacts the individual's mode of conduct.

The researcher indicates that people that experience the feeling of worthlessness cannot hide their inner feelings, emotions, and attitudes. They tend to be out of the social group with an intention to hide the personality that they are ashamed of. The socio-economic background and the feeling of worthlessness do not provide them with an opportunity to be able to experience the feeling of self-assurance that is common to representatives of the upper social class. Brunt [3] states that this is "the legacy of America's poor whites, their only inheritance".

Income inequality also significantly influences people's psychological well-being. Numerous researchers investigate this issue, and a majority of them contemplate the influence of income inequality from the cognitive perspective and investigate its impact on people's mental health. According to Kate Pickett [7], income inequality forms a solid basis for the development of serious mental illnesses. The researcher in an exploratory study estimated the influence of two equally important economic factors, living standards and income inequality, on mental illnesses development. According to the results of the study, "income inequality has been linked to physical morbidity, mortality, and such psychosocial outcomes as violence" [7]. The researcher states that a high level of income inequality within the boundaries of the country leads to a high prevalence of mental illnesses among the population.

Araya [1] indicates that poor housing, income inequality, and a lack of opportunities for personal development leads to the development of mental illnesses. Nonetheless, the investigator indicates that socioeconomic factors form a complex set of indicators that influence individuals' physical well-being and this notion eliminates a major influence of income inequality on the evolvement of mental diseases. According to Araya [1], "income inequality negatively affects mental health but the effect sizes are small, and there is marked heterogeneity among studies". The investigator states that income inequality is not a dominant factor that leads to increasing of mental illnesses among the population. Pickett and Wilkinson [8] indicate that "there are threefold differences in the proportion of the population suffering from mental illness between

more and less equal countries". The investigators state that income inequality and mode of life common to people determine these differences.

Jason Beckfield [2] indicates that the hypothesis that income inequality negatively influences the mental health of people cannot be supported by realistic data since according to the results of the studies conducted by the researcher there is null evidence that could potentially support this hypothesis. Nonetheless, the results show that income inequality negatively affects people's sense of self-worthiness, self-identity, confidence, and positive attitudes towards the upcoming changes. A majority of the participants (68%) is not satisfied with their current financial health [2]. The individuals indicated that they experience difficulties with managing their monthly budgets and they are not confident in their future. Thirty-two percent are satisfied with their current financial health. Sixteen percent of this thirty-percent does not have a desire to implement any changes with an intention to benefit the current state of things and the rest of participants out of this thirty-two percent, in spite of the fact that they are satisfied with their financial health, represents a desire to implement some changes with an intention to achieve the settled goals and become more financially independent. The results of the study also show that people with different backgrounds and socioeconomic statuses are open-minded and clear thinking since they represent an in-depth analysis of their financial health. According to the results, income inequality leads to arising of anxiety and stress; nonetheless, there is no evidence that it leads to the development of mental illnesses.

Eric Neumayer and Thomas Plumper [6] state that inequalities of income can significantly affect the people's quality of life and longevity. The researchers conducted a cross-country to examine the effects of market income inequality and income redistribution on longevity. Neumayer and Plumper [6] used life tables to compute Gini coefficients of longevity inequality for all participants of the study. They "regressed longevity inequality on market income inequality and income redistribution, and we controlled for potential confounders, in a cross-sectional time-series sample of up to 28 predominantly Western developed countries and up to 37 years" [6].

The results show that income inequality before taxes and transfers significantly contribute to longevity inequality. The difference between market income inequality and income inequality after taxes and transfers also affects longevity inequality. The researchers indicate that the government can effectively address the issue of longevity inequality not only via healthcare policies but also via economic and political reforms that contribute to the solution of the problem of market income inequality and the redistribution of incomes.

Lynch et al. [5] also indicate that income inequality is a determinant of population health. The researchers examined 98 aggregate and multilevel studies that relate to the issue of income inequality and its impact on public health. The studies provide limited evidence to the idea that income inequality is a major determinant of people's health differences. The studies provide evidence to the notion that income inequalities within rich countries and between them contribute to the evolvement of population health differences. The researchers indicate that "despite little support for a direct effect of income inequality on health per se, reducing income inequality by raising the incomes of the most disadvantaged will improve their health, help reduce health inequalities, and generally improve population health" [5].

Income inequality is a significant aspect that shaped people's mode of life. It also affects people's patterns of thinking, feeling, and behaving. Income inequality might

negatively affect the psychological well-being of people by leading to the occurrence of mental illnesses, depression, and anxiety.

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