



Resilience Increases Gender Equality Due to Toxic Masculinity on Young Adult Productivity: A Systematic Review

Linda Agustin Ningrum*, Ilham Wahyu kadarusman

Universitas Negeri Malang, Jl. Semarang No. 5 Malang, Jawa Timur, Indonesia

*Corresponding author, Email: linda.agustin.2304318@students.um.ac.id

Abstract

Humans are created according to their respective genders. A person's personality and behavior should not be limited by gender, but an inherent patriarchal culture that requires men to meet certain criteria already exists in society. Toxic masculinity that occurs in men can add pressure and burden to emotional instability because it tends to be difficult to control emotions. Women basically also have an important role in society, especially in terms of gender equality, where nowadays women need various factors to support gender equality. This study wants to see whether toxic masculinity has an effect on productivity and depression rates in Indonesia and wants to know how efforts are being made to reduce toxic masculinity in society. With the systematic literature review method, it is hoped that it can answer questions and provide views regarding the role of women in fighting for gender equality.

Keywords: Gender Equality; Toxic Masculinity; Young Adult Productivity; women's efforts.

Abstrak

Manusia diciptakan menurut gendernya masing-masing. Kepribadian dan perilaku seseorang tidak boleh dibatasi oleh gender, namun budaya patriarki yang melekat yang mengharuskan laki-laki harus memenuhi kriteria tertentu sudah ada dalam masyarakat. Toxic masculinity yang terjadi pada laki-laki dapat menambah tekanan dan beban pada ketidakstabilan emosi karena cenderung sulit untuk mengendalikan emosi. Wanita pada dasarnya juga memiliki peranan yang penting dalam kehidupan masyarakat apalagi dalam hal kesetaraan gender dimana dewasa ini wanita memerlukan berbagai banyak faktor untuk menunjang kesetaraan gender. Studi ini ingin melihat apakah toxic masculinity berpengaruh pada produktifitas dan angka depresi di Indonesia serta ingin mengetahui bagaimana upaya yang dilakukan untuk mengurangi toxic masculinity dalam masyarakat. Dengan Metode sistematic literature review, diharapkan dapat menjawab pertanyaan dan memberikan pandangan mengenai peran wanita dalam memperjuangkan kesetaraan gender.

Kata kunci: Kesetaraan Gender, Toxic Masculinity, Produktivitas Remaja Dewasa, Upaya Wanita.

1. Introduction

In essence, humans are created according to their respective genders and this is what sometimes creates new problems in people's lives. Basically, a person's character and behavior should not be limited by gender, however, as is well known, in Indonesia, the majority of society still adheres to a patriarchal culture which strongly dictates that a man must meet the standards that exist in society. In this case, the patriarchal system considers women and men not to be in equal positions, so this often becomes a problem in society (Casad et al., 2021). With this, several social problems are experienced in society, such as violence against women, not considering the existence of women as meaningful and often degrading women. However, it cannot be denied that society's construction still places

women lower than men. The existence of this patriarchal culture forms the view that men are stronger, domineering and powerful than women (Jufanny & Girsang, 2020).

It is often found that the existence of boundaries between men and women in adulthood will cause conflict within themselves and the male environment which makes it difficult to accept themselves and less able to control their emotions, which is called toxic masculinity. However, the issue of toxic masculinity in patriarchal culture is still lacking to receive special attention from all parties (Daddow, 2021). In previous studies, it was stated that the issue of toxic masculinity has been happening in Indonesia for a long time and it is felt that men feel haunted. IBCWE stated that 81% agreed that men must be mentally strong because of society's demands because it is the nature of men to dominate (IBCWE, 2022). With the stigma of masculinity, it is often found that the victim has difficulty releasing the emotions they feel, which has a negative impact on themselves and others. Based on data from Riskekdes (Basic Health Research) in 2018, it shows that emotional mental disorders and symptoms of depression at the age of 15-35 years are in the young adult phase with a depression presentation of 6.2%.

According to Asrori (2005: 105), self-control will become increasingly difficult in early adolescence because of anxiety about oneself which then appears in the form of unnatural reactions or methods. For middle or middle adolescents, demands do not only come from parents and family, but also from society. This creates problems within individuals so that they begin to doubt what is considered good and bad. The gap between the values held and those demanded by society creates its own debate within individuals. Cases of toxic masculinity that occur in young adult males can add to the burden of emotional instability because at that age a person tends to find it difficult to control the economy and this has a negative impact on the individual male's psychology. Studies show that men who submit to this masculinity may demonstrate their masculinity in ways that are detrimental to their overall well-being. So far the discussion about toxic masculinity can only be seen from an individual's psychological perspective, even though it can also be viewed from an economic perspective which should receive appropriate attention and solutions. The main impact of toxic masculinity leads to depression which will ultimately affect the individual's productivity.

Based on these explanations and cases, to recreate gender equality, reduce the culture of patriarchy and toxic masculinity that exists in society, the role of women is also very important in supporting this in order to achieve a healthy social life and not discriminate in things based on gender. Therefore, the aim of this study is to find out how women are trying to reverse the situation caused by patriarchal culture and toxic masculinity in order to achieve gender equality.

2. Method

This study uses a systematic literature review method to answer current problems. In carrying out this method, a reporting system for systematic reviews and meta-analysis is adopted. Apart from that, this method can provide a systematic display of repetition and flow diagrams to improve the review and accuracy of the literature review. In this method there are two stages, namely:

1. search criteria and database

The search criteria adopted include terms that are in accordance with the concept of toxic masculinity on the productivity of young adults and how women play a role in this so that gender equality occurs. This literature search uses leading databases such as Web of Science and Scopus.

2. selection process

The protocol in writing this study is to ensure that the outcomes and results are transparent and of high quality. The criteria are as follows:

- a. scientific work related to gender equality, toxic masculinity and efforts that can be made by women
- b. scientific work that has empirical results and can be justified
- c. scientific works written in international languages and less than ten years old.

3. Result and Discussion

3.1. Result

There are 107 articles included on the topic of Toxic masculinity, gender equality and efforts that can be made by women. Based on this, 9 articles were found from 2017 to 2023 that met the criteria mentioned in the previous chapter using the Watase Uake software.

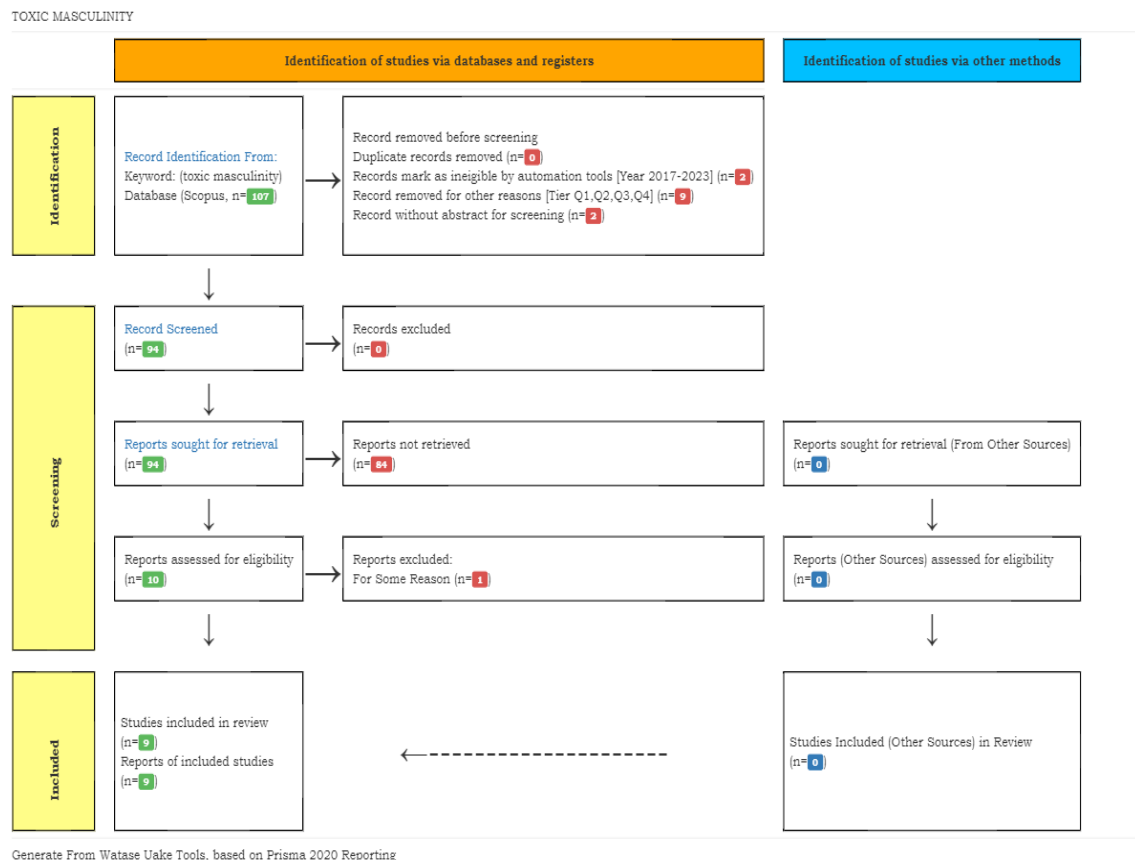


Figure 1. Prisma

Based on the criteria previously mentioned, the author has determined the stage of filtering articles so that they are appropriate and relevant to the topic to be analyzed. Based on Figure 1, the articles found are summarized in the following table:

Table 1. Articles that meet the requirements

| No. | Author | Year | Title |
|-----|--|------|---|
| 1 | Katherine M. Ingrama, Jordan P. Davisb, Dorothy L. Espelagec , Tyler Hatchela, Gabriel J. Merrind , Alberto Validoa , Cagil Torgal | 2019 | Longitudinal associations between features of toxic masculinity and bystander willingness to intervene in bullying among middle school boys |
| 2 | Joyce Baptist & Katelyn Coburn | 2019 | Harassment in Public Spaces: The Intrusion on Personal Space |
| 3 | Tom Ue | 2021 | Toxic masculinity and the college scene: John Berardo on Initiation and the anti-establishment thriller |
| 4 | Ahir Gopaldas & Susanna Molander | 2019 | The bad boy archetype as a morally ambiguous complex of juvenile masculinities: the conceptual anatomy of a marketplace icon |
| 5 | Mythili Rajiva | 2021 | A comparative analysis of White and Indigenous girls' perspectives on sexual violence, toxic masculinity and rape culture |
| 6 | Andrea Waling | 2019 | Problematising 'Toxic' and 'Healthy' Masculinity for Addressing Gender Inequalities |
| 7 | Tendai Mangena | 2021 | Gendering roles, masculinities and spaces: negotiating transgression in Charles Mungoshi's and other writings |
| 8 | Rachel Grievea, Evita Marchb, George Van Doorn | 2019 | Masculinity might be more toxic than we think: The influence of gender roles on trait emotional manipulation |
| 9 | Rula Odeh Alsawalqa, Maissa Nasr Alrawashdeh a, Shahedul Hasan | 2021 | Understanding the Man Box: the link between gender socialization and domestic violence in Jordan |

Based on this, articles are grouped by country, which can be seen in the table below:

Table 2. Country and Number of Studies

| Country | Number of Studies Conducted |
|--------------|-----------------------------|
| Jordan | 1 |
| Australia | 2 |
| South Africa | 1 |
| Canada | 2 |
| Sweden | 1 |
| USA | 2 |

3.1.1. Data Distribution

The distribution of data from the article above based on table 2 shows that there are 6 countries that write about the same topic related to toxic masculinity, gender inequality. And the year with the most articles found was recorded in 2019, which amounted to 5 articles compared to other years.

3.1.2. Masculinity

Traditional practices and beliefs continue to shape the way people, especially men, negotiate their social identities in community life. It should be important to know that the concept of masculinity is an unstable concept in people's lives. The statement "You are a man, not a woman" in this case is not intended to articulate the alleged differences between men and women. However, this is also the basis for labeling men as having a higher impression in society (Mangena, 2023). In essence, masculinity is one or more of the characteristics of subordinates that can be said to be good, whether related to charisma, toughness and sensitivity which are considered attractive qualities (Gopaldas & Molander, 2020).

Using the term "masculinity" continues to position masculinity as the only gender expression that is legally carried out by a man, thereby reinforcing the idea that femininity is still underappreciated (Vescio et al., 2021). Basically, masculine terminology is the same as when talking about femininity. Masculinity here is a form of construction of maleness and its nature is born naturally and shaped by culture. In social life, with this kind of masculine tradition, men are considered failures if they are not masculine and often receive social sanctions (Ue, 2022).

3.1.3. Toxic Masculinity

Toxic masculinity emerged in the mythopoetic men's movement in the 1980s, which confirmed that toxic masculinity was something that could be said to be normative in culture but could be cured through men's involvement with their role as fathers by proposing essentialist ideas regarding masculine emotional development. This toxic masculinity involves the need to compete aggressively and dominate others and includes the most problematic tendencies in men (Harrington, 2021). For the current analysis, toxic masculinity is defined as a concept that functions as an analytical instrument to identify traditional attitudes and practices among men that are based on culturally constructed images of dominance, power, emotional control that are specifically understood (Frąckowiak-Sochańska, 2021).

The American Psychological Association (APA) explains how to work with men and boys and appropriately handle those who still adhere to traditional masculinity patterns. In this case the APA describes traditional masculinity as characterized by stoicism, competitiveness, dominance and aggression, all of which are dangerous. Frąckowiak-Sochańska (2021) also explains that in this context, the idea of toxic masculinity refers to conformity with gender attitudes which often manifests in men's behavior that actively harms others and themselves.

3.1.4. Gender equality

Analysis by scientists in the United States shows that progress towards gender inequality has slowed in recent decades and on some indicators has stalled (England et al., 2020). Literally, gender equality itself is an equality of conditions that exist for both men and women to obtain their rights as human beings and play a role in all aspects of society's social life. With gender equality, of course discrimination will not occur between men or women so that their access is free and they have great opportunities for community participation (Ismail et al., 2020).

Gender equality itself in Indonesia began to be introduced and programmed when the President of the Republic of Indonesia issued Instruction Number 9 of 2000 regarding understanding gender equality. However, not all people understand the meaning of gender equality so its implementation is still far from expectations (Qomariah, 2019). In this case, some people still have to be aware of gender equality, especially starting from the smallest things, such as in the household, but it is often found that men always dominate in this matter. There needs to be individual awareness to raise awareness in upholding gender equality in order to create a peaceful social life in society (Ismail et al., 2020).

3.1.5. Emotional Manipulation

Not only men, women here also explain significant differences in emotional manipulation abilities which were previously determined to occur due to primary psychopathy, secondary psychopathy and emotional intelligence. However, previous studies stated that this masculine gender role is a positive and significant predictor of high manipulation abilities (Grieve et al., 2019). The study also states that gender differences in emotional manipulation may simply be an artifact of masculine gender, however, in this gender role, masculinity predicts that emotional manipulation in both men and women will remain with a stronger weight in men. He also explains that emotional manipulation is an antisocial construct and thus not surprising (Bacon, Lenton-Maughan, and May. 2018).

Previous studies have shown that emotions are often prescribed for women, not men, and this poses a potential challenge to efforts to reject everything feminine when one is trying to achieve and maintain his status as a "good man." . If avoidance of perspective taking and empathy are strategies used by men in their efforts to achieve and maintain a dangerous masculine identity, then threats to gender should be associated with reduced perspective taking and empathy in men but not in women. In some cases, this gender threat causes reduced perspective taking and empathy as well as discomfort, anger, guilt in social environments (Vescio et al., 2021).

3.1.6. Women's Efforts

The high gender gap experienced by several countries, such as in Korea, where one of the women's organizations that was formed, namely the Korea Women's Association United, aims to help fight for gender equality in South Korea, which in this case has succeeded in showing that they play an important role in building the basic framework. in policy Kumalasari, O. W., & Rosyida, H. N. (2022). Justice is often a reason to interpret gender issues as an inequality in society. This can be observed by all parties with cooperation between the community, individuals and government. What the government can do include creating strict laws for perpetrators of gender justice and the community participating in the gender enforcement movement, especially women, by continuing to provide education and slowly eliminating the patriarchal culture that stands firmly in society. Sulistyowati, Y. (2021).

In Indonesia itself, several commendable efforts have been made to implement the necessary mechanisms for the elimination of gender discrimination. With the adoption of the United Nations Millennium Development Goals in 2000, greater attention has been paid to the pursuit of gender-sensitive policies at global and national levels. In this case, the benchmarks for assessing the level of achievement of gender equality and women's empowerment include being actively involved in participation in the world of education starting from primary,

secondary, tertiary education, employment, to decision making in the social environment (Sari et al., 2021).

3.2. Discussion

Based on the results of the Systematic Literature Review method which uses meta-analysis, it shows that there are articles that are included in the criteria, namely 9 filtered articles from 107 articles that are in the range of year 2017 to 2023 As already stated. It was explained at the beginning that the aim of this systematic literature review is to identify and explore how toxic masculinity affects the productivity of young adults and what efforts women can make to restore conditions for gender equality. Several articles found show that articles that carry the concept of toxic masculinity are still limited and can be something new for the productivity of young adults and what women can do to reduce cases of toxic masculinity.

Studies say that toxic masculinity has become a framework for popular and scientific understanding of gender factors and social problems in people's lives. However, experts who use this concept often fail to define or integrate it into a broader theory (Harrington, 2021). The American Psychological Association issued guidelines on how to deal with men and boys and especially how to deal with those who adhere to traditional ideas of masculinity. However, this is characterized by very dangerous competitiveness, dominance and aggression and is characterized as adherence to a series of gender attitudes that are more often male. This can of course actively harm other people (de Boise, 2019).

The problem of toxic masculinity has a direct impact on the mental health of young adults, both men and women. There are many impacts on individuals and society as a whole. This problem of toxic masculinity, when a man does not conform to the stigma that exists in society, will lead to ostracism for the individual so that it is not uncommon for many negative impacts to arise on mental health such as experiencing anxiety, depression and trauma (Ramadhan et al., 2023) . This is in accordance with previous studies which state that the World Mental Health Federation describes mental health as a state of being able to achieve optimal physical, intellectual and emotional development. Therefore, it can be considered a good social group, namely the key to a society that allows a person to develop psychologically in his life. On the other hand, the toxic masculinity that develops in society also really puts pressure on a man's mental health who can become selfish, lack empathy and behave rudely. If there is someone who does not meet the masculinity criteria, they will be subject to social sanctions in society so that their productivity will also decrease (Firdiyogi, 2022).

In essence, with the existence of toxic masculinity and patriarchal culture inherent in society, the role of women is also very much needed here to uphold gender equality in social life. Basically, the role of women in this matter has been regulated in MPR Decree No. 1V/1999, namely improving the position and role of women in the life of the nation and state through national policies carried out by institutions that are able to fight for the realization of gender equality and justice, then it can be done by improving the quality of the independent role of women's organizations while maintaining the historical value of unity and unity of the struggle of the people women in continuing efforts to empower women and prosperity in the family and community (Sulistyowati, 2021). The role of women can also be implied in that women can become leaders in business, industry and higher education, positions that

require, celebrate ambition, self-confidence and resilience but must still comply with the conflicting mandate that women must have a good attitude, be full of compassion, be willing. make sacrifices and not be too demanding. For example, women can also be active and excel in athletics, but this is done in a culture that demands that they also conform to dominant standards of beauty and heterosexual desire. This double standard persists because of our collective failure to address gender inequality as a cultural problem, not just a women's issue, and to challenge toxic masculinity and the power hierarchies that create and support it (Thorpe, 2014).

4. Conclusion

It is often found that the existence of boundaries between men and women in adulthood will cause conflict within themselves and the male environment which makes it difficult to accept themselves and less able to control their emotions, which is called toxic masculinity. The problem of toxic masculinity has a direct impact on the mental health of young adults, both men and women. With the existence of toxic masculinity and patriarchal culture inherent in society, the role of women is also very much needed to uphold gender equality in social life which has been regulated in MPR Decree No. 1V/1999 and can have implications in several social lives of society.

References

- Bacon, AM, Lenton-Maughan, L., & May, J. (2018). Ciri-ciri kecerdasan emosional dan penyimpangan sosial pada pria dan wanita. *Kepribadian dan Perbedaan Individu*, 122, 79–86. <https://doi.org/10.1016/j.paid.2017.10.015>.
- Casad, B. J., Franks, J. E., Garasky, C. E., Kittleman, M. M., Roesler, A. C., Hall, D. Y., & Petzel, Z. W. (2021). Gender inequality in academia: Problems and solutions for women faculty in STEM. *Journal of Neuroscience Research*, 99(1), 13–23. <https://doi.org/10.1002/jnr.24631>
- Daddow, O. &. (2021). Interpreting toxic masculinity in political parties: A framework for analysis. *Party Politics*, SAGE Journals.
- de Boise, S. (2019). Editorial: is masculinity toxic? *Norma*, 14(3), 147–151. <https://doi.org/10.1080/18902138.2019.1654742>
- England, P., Levine, A., & Mishel, E. (2020). Progress toward gender equality in the United States has slowed or stalled. *Proceedings of the National Academy of Sciences of the United States of America*, 117(13), 6990–6997. <https://doi.org/10.1073/pnas.1918891117>
- Firdiyogi, N. (2022). Konstruksi Sosial Maskulinitas Positif Dan Kesehatan Mental. In *Skripsi*.
- Frąckowiak-Sochańska, M. (2021). Men and Social Trauma of Covid-19 Pandemic. the Maladaptiveness of Toxic Masculinity. *Society Register*, 5(1), 73–94. <https://doi.org/10.14746/sr.2021.5.1.04>
- Gopaldas, A., & Molander, S. (2020). The bad boy archetype as a morally ambiguous complex of juvenile masculinities: the conceptual anatomy of a marketplace icon. *Consumption Markets and Culture*, 23(1), 81–93. <https://doi.org/10.1080/10253866.2019.1568998>
- Grieve, R., March, E., & Van Doorn, G. (2019). Masculinity might be more toxic than we think: The influence of gender roles on trait emotional manipulation. *Personality and Individual Differences*, 138(July 2018), 157–162. <https://doi.org/10.1016/j.paid.2018.09.042>
- Harrington, C. (2021). What is “Toxic Masculinity” and Why Does it Matter? *Men and Masculinities*, 24(2), 345–352. <https://doi.org/10.1177/1097184X20943254>
- IBCWE. (2022). Survei IBCWE Tunjukkan Toxic Masculinity di Tempat Kerja Masih Tinggi. parapuan. Iwamoto, D. K. (2018). Masculinity and Depression: A Longitudinal Investigation of Multidimensional Masculine Norms Among College Men. *American Journal of Men's Health*.
- Ismail, Z., Lestari, M. P., Rahayu, P., & Eleanora, F. N. (2020). Kesetaraan Gender Ditinjau Dari Sudut Pandang Normatif Dan Sosiologis. *Sasi*, 26(2), 154. <https://doi.org/10.47268/sasi.v26i2.224>

- Jufanny, D., & Girsang, L. R. (2020). Toxic Masculinity dalam Sistem Patriarki. *Semiotika: Jurnal Komunikasi*, 14(1), 8–23.
- Kumalasari, O. W., & Rosyida, H. N. (2022). Upaya Korea Women'S Assosiation United Dalam Memperjuangkan Kesetaraan Gender Di Ranah Politik Korea Selatan. *Jurnal Ilmiah Muqoddimah: Jurnal Ilmu Sosial, Politik Dan Hummanioramania*, 6(1), 288.
- Mangena, T. (2023). Gendering roles, masculinities and spaces: negotiating transgression in Charles Mungoshi's and other writings. *African Identities*, 21(2), 410–424. <https://doi.org/10.1080/14725843.2021.1929062>
- Qomariah, D. N. (2019). Persepsi Masyarakat Mengenai Kesetaraan Gender Dalam Keluarga. *Jendela PLS: Jurnal Cendekiawan Ilmiah Pendidikan Luar Sekolah*, 4(2), 52–58.
- Ramadhan, N. P., Nareswari, L. Z., & Sari, N. P. (2023). *Pengaruh Aktivitas Patriarki dan Toxic Maskulinitas dalam Kesehatan Mental Mahasiswa di Banjarmasin Menurut Perspektif Agama Islam*. 1, 676–686.
- Sari, A. L., Irwandi, I., Rochmansjah, H. R., Nurdiansyah, I., & Aslam, D. F. (2021). UMKM, Kesetaraan Gender dan Pemberdayaan Perempuan di Indonesia. *Jurnal Ekonomi Dan Statistik Indonesia*, 1(1), 22–32.
- Sulistyowati, Y. (2021). Kesetaraan Gender Dalam Lingkup Pendidikan Dan Tata Sosial. *IJouGS: Indonesian Journal of Gender Studies*, 1(2), 1–14. <https://doi.org/10.21154/ijougs.v1i2.2317>
- Thorpe, A. (2014). On the horizon. *Offshore Engineer*, 39(10), 84–87. <https://doi.org/10.1093/med/9780190855574.003.0028>
- Ue, T. (2022). Toxic masculinity and the college scene: John Berardo on Initiation and the anti-establishment thriller. *Journal of Gender Studies*, 31(2), 280–286. <https://doi.org/10.1080/09589236.2021.1931825>
- Vescio, T. K., Schermerhorn, N. E. C., Gallegos, J. M., & Laubach, M. L. (2021). The affective consequences of threats to masculinity. *Journal of Experimental Social Psychology*, 97(July), 104195. <https://doi.org/10.1016/j.jesp.2021.104195>