

Full Length Review Article

Socioeconomic factors affecting human's selection criteria in society; major issues and solutions

Iqra Parveen and Muhammad Safyan*

Department of Plant Breeding and Genetics, University of Agriculture, Faisalabad, Pakistan

Corresponding author: msafyan570@gmail.com

Abstract

Despite of remarkable and glorious advancement in the field of education and technology, human thoughts and beliefs are still primitive as they were about centuries ago. These thoughts about the social factors still have a remarkable place in the society and are flourishing day by day. Some of these social factors that affect the selection criteria in humans are caste, religion, region, education, color, age, height, profession and racism. Advantages on the base of these factors in selection criteria are less but their disadvantages are significant in humans. Discrimination based on these factors creates issues and problems in society especially feelings of inferiority complex, depression, rage, revenge and other mental and physical problems in society due to inequality of rights. Although laws about human rights have passed by United Nations Organization and a day is also celebrated each year for human rights but still there are such issues, due to discrimination on some factors, are prevailing in society. These problems cannot be eradicated completely in society, but they can be reduced by eliminating discrimination based on these factors so that every person should have equal rights and leads to a healthier society. The best solution to eradicate such issues from society has been told by Muslims religion i.e. Islam by saying that no one is superior then other except God-fearing piety.

Keywords: Human beliefs, Advancement in Education, Social factors, Discrimination, Issues, Solutions

Introduction

Population genetics is important branch of genetics because it deals with the genetic variation within populations. This genetic variation can be increased or decreased due to outbreeding or inbreeding (Frankham, R. 2005). This process of outbreeding and inbreeding is totally based on selection. In nature, selection is important either it is natural or artificial. It has also a significant value to create healthy and creative society. With the passage of time, man has become more civilized and he has also set a selection criteria at different levels in the society e.g. political, medical, teaching, organization, industry level and even household matters e.g. marriage. Every field or profession has its own selection criteria that is followed by some factors, on the basis of which selection process is proceeded. The factors that affect selection in human population are caste, religion, region, education, color, age, height profession and racism. These are some of the factors that affect human's selection at one or other level. With the passage of time, people started to prefer education. As in ancient times, education was less dominant factor. But with the advancement, people are attracted to more educated and civilized people.

Selection in humans at unnecessary levels is also done e.g. color or status will raise the feelings of inferiority complex, rage and other problems in society. In world, there are thirteen families that are supporting selection at unnecessary levels e.g. selection on the base of fashion, status, color, language or gender and are creating problems in the

society. The main goal of them is to make young people realize that they should get degree only for job and to get money. The real purpose of getting education has been diminished (Bullen, M. 2007). These thirteen families want to make humans as slave of them. For this, they are working day and night to have hold all over the world and make the young people addict of mobile phones, internet and social media so that they may not get actual benefits from their intelligence.

In Islam, the most important factor is religion then others. Some of these factors are important and beneficial in selection but others are only preferences which have no useful effects such as caste or color. These factors also have disadvantages. The major disadvantage of some of these factors is that they create feelings of inferiority complex e.g. color or caste because certain groups in society are unable to have equal rights and opportunities under such prevailing conditions. Therefore, it reduces the chances of employment or jobs and wage inequality. All these factors are set by these dominant powers and there is no importance of these factors in Islam as it discourages discrimination among people.

Effect of caste on selection

Caste is an old system of rigid social and ritual stratification of Indian society. This system is to create harmony among people belonging to the same caste. Each caste has its own priorities. The one who tried to deviate was the most dreadful because that person was totally shunned. The alarm

of social punishment forced not to diverge from the social norms.

Discrimination on the basis of caste has deep roots in India. In South Asian, countries caste system enjoys a great importance in society. This system is actually a way of diving people into different social groups and sub-groups beginning with the highest to lowest ranked groups (Lanka & Rao, 2010).

Initially, this system was developed to create consonance among people in society but today it has reached to a discrimination filled system through corruption and other means (Kar, 2007). Today, there is a great room for corruption in this system. This corruption started to make its roots with colonialism. Indian society was divided into social groupings that served as centers for social identity. To have a sense of these groups, the Portuguese first proposed caste identities (Pye, 2002, p.177). The caste system appears to have a great influence in creating poverty in South Asian countries (Shah et al., 2018). The people of the low caste experience completely omission from the cradle to the grave (Thekaekara, 2005).

Castes also serves as a major selection criteria particularly making decision about marriage. Inter-caste and arrange marriages are preferred in South Asian countries. Although education, high income, beauty and light skin are also preferred but the most important is to arrange marriage in one's own caste. All other things are the second priority. Endogamy or intra-caste marriages are highly encouraged (Rao, V. P., & Rao, V. N., 1980). While arranging marriage, People even ignore the difference of a master's degree with no education because they want to avoid the marriage outside of their caste (Banerjee, Duflo, Ghatak, & Lafortune, 2009).

Effect of education on selection

Selection on the base of education is very important to hire an educated person either at political, teaching, organization or any level. The process of teaching a child starts from his childhood so that he can move in society. It is said that mother's lap is the first academy. So, an educated mother plays a crucial role in the training of a child. Its importance can be realized by this quote:

"Give me an educated mother, I shall promise you the birth of a civilized, educated nation" (Napoleon).

So, selection is important at lower and upper levels. To get admission in any institution, students are selected on the base of merit. To get a job, screening is done at test and interview level. Every field selects more educated, intellectual and industrious people for a better outcome. However, fair and transparent selection is necessary at all levels. A term normative assessment is used in western educational institutes in which selection is

done on the base of performance that facilitates to a social standard defining success (Knight and Yorke, 2003). It decreases the performance to a single point or action and allows social discrimination (Thorndike, 1913; Rozenholtz and Simpson, 1984). Many studies showed that normative system of selection have harmful effects for students. Such performance are linked with negative effects such as self-handicapping (e.g., procrastination; Urdan et al., 1998) and other learning abilities (Nolen, 1988; Elliot and Harackiewicz, 1996; Meece et al., 2006). Further, students who are guided by instructions and have educated background that perform well and other students are unable to perform as compared to well-trained students (Crouzevialle and Butera, 2013). This system of evaluation may particularly impact lower status students (Kaplan and Maehr, 1999; Jagacinski et al., 2008; Smeding et al. (2013). This type of selection criteria especially harms the academic success of lower status students (Carnevale and Rose, 2013). I have also seen that for job, selection is done based on ranking or social status e.g. a student having a degree of a well ranked institution, but a poor student has the same degree from a govt. college then this selection will suppress the talent of a poor student and will lead to inferiority complex. Selection of life partner is also based on education. It is a general concept that a doctor boy will marry a doctor girl. A highly qualified person will marry a person to the same category with good education (Maliki, A.E. 2009). Educational background is important factor in this selection (Kusurkar et al. 2010). Similar educational background results in Concordance among partners (Acitelli, Kenny, & Weiner, 2001).

However, in this way, education is limited to few groups or people of society and poor people who do not afford expenses of higher education remain illiterate. So, the flow of education is not homogeneous, and the rate of illiteracy increases in such a way.

Effect of religion on selection

Religion is an important factor that has a great influence on the behavior and lives of the peoples and has been an important selection criteria at many levels. Religion is important in the lives of peoples for moral development and ethics to live in a society (Rice, G. 1999). It provides a pathway to spend a peaceful and contented life. In Muslim countries like Pakistan, president and prime minister should be Muslims while other countries have their own selection criteria in this regard. Similarly, in Muslim countries, quota for Muslims and minorities is defined for job and in politics. In an Islamic institution, obviously there will be selection of an Islamic scholar. Similarly, it is an important factor in arranging marriages in Pakistan as well as in other countries. Marriages are highly preferred in the similar religion than others because it eliminates

disputes that may be arise after marriage. Religious attachment and actions may lead to positive effect on marriage and family life (Bahr and Chadwick, 1985). There is a strong relationship between religious homogamy and marital contentment (Ellison and Levin, 1998). This marital satisfaction will be achieved only if both mates belong to the same religion.

Effects of region on selection

Region is also an important factor in selection criteria in different countries all over the world. Worldwide, foreign scholarships and grants are awarded to students belonging to specific regions such as students of under-developed and developing countries. Similarly, for job, seats are allocated to provinces and regions vise. Merit for students belonging to backward or less developed regions is kept low as compared to well-developed regions. Similarly, region also plays an important role while arranging marriages. Marriages in their own country and region are preferred as compared to other regions or far off places. For example, peoples of Baluchistan will not prefer marriage in Punjab and vice versa. Similarly, people living in coastal or desert areas will not prefer foods of people living in plain areas.

Effects of skin color on selection

Discrimination on the base of skin color has been a severe social and political issue in many of the world's nations. Color has been an important factor of selection especially of African American people face a lot of discrimination based on color (Feagin, J. R. 1991). Classification on the base of color is a preference that is controlled by white people that results in adverse effects on people with dark-skin (Candidates, W. W. V. E. B. 1993). Actually, skin color has psychological impact on the self-esteem of people (Wade, T. J. 1996). Intra-racial skin color discrimination has been an issue in those people. These forms of discrimination are an important determinant of their health outcomes e.g. such as depression, mental and physical health as compared to whites (Mickelson & Williams, 1999). This type of social inequality in socioeconomic status is a key interpreter of ethno racial differences in health (Williams and Collins 1995; Hayward et al. 2000; Williams et al. 2010). This advocates that by reducing this socioeconomic discrimination between black and white people will help to reduce these health problems. This socioeconomic status discrimination has its origins in slavery (Russell, Wilson, and Hall 1992). African-American people with light skin tone have better chances of relationship, advancement, education and job as compared with dark-skinned people (Thompson and Keith, 2001). English speaking people distinguish color and race more easily than non-English speaking west (Banton 2012, Glenn 2009, Monk

2016). It has also been suggested that in U.S, people with lighter skin color has better life chances as compared to dark people (Hall 2010, Keith & Monroe 2016).

There should be a rational meeting so that dark-skinned people will be capable of untie from past and remove the skin color discrimination as a whole. We should be aware of this effect that there is nothing in skin color, all is hidden in personality in the form of talent.

Effect of age on selection

Age is important in the life of human beings because for every type of job or field, selection is based on age. For job, age has utmost important in selection criteria. As we know that for young people, age limit is mostly 20-35 years old. If some experienced person is required, then age may be up to 50 years or more. This factor of selection criteria is necessary because institutes require highly energetic people for job to meet its requirements and for better future of the institute. Similarly in army young, energetic and highly talented people are selected so that they may protect their country by utilizing all of their energy and vigor.

Age at marriage is also an important factor for both males and females (Oppenheimer, V. K. 1988) In Pakistan, marriage at an early age and early childbearing are highly appreciate [Fazalbhoy (2006)]. Female age at marriage is affected by several elements e.g. education, job etc. [Afzal, et al. (1976) and Hashmi and Zafar (2000)]. In Pakistan permitted age at marriage is 18 and the average age is 19 or 20 (Singh and Samara, 1996). Several social, ethnic and cultural aspects also affect the age at marriage [Kim and Stinner (1980)]. It has also seen that age at marriage is generally lower in cognate marriages [Afzal, et al. (1994), Shaw (2001), Bittles (1994) and Hussain (1999)]. However, female age at marriage is increasing due to several factors specially education and job (Chowdhury and Trovato, 1994). Age at marriage is crucial because it has a strong association with population dynamics like fertility.

Effect of height on selection

Selection on the base of height in humans is important at different levels in society. Height is related to physical dominance and it also has influence that how people perceive and behave. In army and police departments, height is most important selection criteria as compared to other capabilities. Individuals with more height, especially taller men, have more confidence than shorter individuals in social interactions. Taller individuals gain aggressive goals easily than shorter. It has also seen that taller individual participate more in social activities than short stature people. Similarly, in marriage, it is an important parameter of selection. A heightened man will wish to marry a

woman of the same height. Height is now becoming an important socioeconomic factor at different levels. Discrimination on the base of height should not be there except at certain levels because it also leads to inferiority complex among people. For example, short heighted children are often discouraged in different games e.g. basketball then it will create the feelings of inferiority complex and rage among children. Selection on the base of this factor should be done where there is an utmost need of it otherwise it should be discouraged.

Effect of profession on selection

Every profession has its importance in society either there is a teacher, officer, researcher, banker, doctor, engineer, scientist, technologist, labour, carpenter, farmer, shoemaker, driver, farmer or sweeper. All these professions are equal in importance in society. A shoemaker or farmer should not be considered inferior because everything requires energy and attention. If a farmer will not cultivate land and grow crop, then what would be there for consumption. If a labour will not work in hot days to build a building, then what would be there to reside. Similarly, if there is not a teacher then what would be the future of nation. Every person should have equal importance. But in our society, the scenario is totally different. A carpenter or shoemaker are considered inferior in society, it is against their self-esteem. A person of profession like doctor or engineer is considered honorable in society while those of shoemaker or carpenter have less importance in society. Although other professions like teacher, doctor, engineer etc. are honorable professions in society and survival of society without them will be difficult but other professions should not be degraded. A person having a higher rank in organization considers himself superior and others are inferior according to him. Even some people of the lower rank have to remind of their self-esteem under such prevailing conditions. All these issues also create feelings of hate, rage, revenge and inferiority complex among people of lower rank. This may be possible that these people of lower rank cannot afford expenses of higher education and their financial problems would be responsible for their present profession. But they should never be degraded so much that their existence in society becomes difficult.

Profession is also an important factor of selection criteria in marriage (Buss and Barnes, 1986). Preference to highly paid professionals is increasing day by day. In countries such as Pakistan, marriage is preferred with person having good job or profession. Generally, a man with good job will like to marry women having job such as a doctor male will like to marry a doctor female and so on.

These are some of the priorities of our society which ultimately leads to discrimination and

a poor man loose hope to survive under such prevailing conditions.

Effect of racism on selection

Racism is a concept that one's own race is superior to other (Vorster, 2002). Discrimination based on this factor has been prevailing from ancient times. In history, blacks were considered inferior and they were treated just like slaves because their race was different. This type of discrimination affects negatively on health and well-being of society. It covers a network of social structures such as politics and economics. It also ensures and support unequal distribution of rights in favor of powerful racial group at the expense of other groups (Belle and Doucet, 2003). It is the unequal distribution of goods, rights, services and opportunities based on race. It represents inherited disadvantage when such type of discriminatory policies is implemented in society. It creates an environment of subjugation in society due to unequal distribution of rights, unequal participation by society members and incomplete citizenship. It has also been reported that people experiencing racial discrimination have adverse physical and mental health (e.g. Britt-Spells et al. 2018; Lee and Ahn 2013; Paradies et al. 2015; Pascoe and Smart Richman 2009; Pieterse et al. 2012; Schmitt et al. 2014; Smedley 2012; Triana, Jayasinger, and Pieper 2015).

However, this type of favoritism based on racism should be eliminated from society by strict policies and practices against racism. All opportunities regarding admissions, recruitment, professional development and others should avoid racism.

Solution to these issues

Solution to all of these issues, discussed above, is very simple but its implementation is important and difficult in society. All these factors of selection have been set by people which leads to great problems in society. According to Islam (Muslim religion), all men (individuals) are equal. No one is superior on the base of caste, color or creed and the standard of superiority is only Taqwa. The importance in Islam is given only on the base of God-fearing piety (Taqwa). There is no discrimination that who is from a most powerful tribe or least powerful, the standard of dignity is only God-fearing piety. So, Islam has told us the solution of all these problems and if we will not follow the rules and laws of Islam then surely, we will be in problem.

These issues should be solved otherwise they will affect health and survival of humans.

Conclusion and Suggestions

By review of all the above factors that affects selection criteria among humans, it is concluded that all these factors affect negatively in

one or the other way including depression and all other related physical and mental abnormalities. Humans, while making selection at any stage, should avoid discrimination and realize equality of rights to all for the survival of humanity. This eradication of discrimination is necessary to solve problems and other evils arising in society due to these factors.

References

- Acitelli, L.K., D.A. Kenny and D. Weiner. 2001. The importance of similarity and understanding of partners' marital ideals to relationship satisfaction. *Personal Relationships*, 8(2): 167-185.
- Afzal, M., Z. Khan and N.A. Chaudhry. 1976. Age at Marriage, Fertility and Infant-Child Mortality in a Lahore Suburb (Part I). *Pak. Develop. Rev.*, 15(1): 90-109.
- Afzal, M., S.M. Ali, H.B. Siyal and A. Hakim. 1994. Consanguineous Marriages in Pakistan [with Comments]. *Pak. Develop. Rev.*, 33(4): 663-676.
- Alpa, S., J. Lerche, R. Axelby, D. Benbabaali, B. Donegan, J. Raj and V. Thakur. 2018. Ground Down by Growth. Tribe, Caste, Class, and Inequality in Twenty-First Century India. Pluto Press and Oxford University Press (India).
- Bahr, H.M. and B.A. Chadwick. 1985. Religion and family in Middletown, USA. *J. Marri. Fam.*, 407-414.
- Banerjee, A., E. Duflo, M. Ghatak and J. Lafortune. 2013. Marry for what? Caste and mate selection in modern India. *Am. Eco. J.: Microecon.*, 5(2): 33-72.
- Banton, M. 2012. The colour line and the colour scale in the twentieth century. *Ethn. Racial Stud.*, 35(7):1109-31.
- Belle, D. and J. Doucet. 2003. Poverty, inequality, and discrimination as sources of depression among US women. *Psychology of Women Quarterly*, 27(2): 101-113.
- Bittles, A.H. 1994. The role and significance of consanguinity as a demographic variable. *Popul. Develop. Rev.*, 561-584.
- Britt-Spells, A.M., M. Slebodnik, L.P. Sands and D. Rollock. 2018. Effects of Perceived Discrimination on Depressive Symptoms among Black Men Residing in the United States: a Meta-Analysis. *Am. J. Men. Health*, 12 (1): 52-63. doi: 10.1177/1557988315624509.
- Bullen, M. 2007. Participation and critical thinking in online university distance education. *Int. J. E-Learn. Dist. Edu. /Revue internationale du e-learning et la formation à distance*, 13(2): 1-32.
- Buss, D.M. and M. Barnes. 1986. Preferences in human mate selection. *J. Personal Soc. Psychol.*, 50(3): 559.
- Candidates, W.W.V.E.B. 1993. Color, Prejudice, and Self-Monitoring. *Am. J. Pol. Sci.*, 37(4): 1032-1053.
- Carnevale, A.P. and S. Rose. 2013. Socioeconomic status, race/ethnicity, and selective college admissions.
- Chowdhury, F.I. and F. Trovato. 1994. The role and status of women and the timing of marriage in five Asian countries. *J. Comp. Fam. Stud.*, 143-157.
- Crouzevalle, M. and F. Butera. 2013. Performance-approach goals deplete working memory and impair cognitive performance. *J. Exp. Psychol: Gen.*, 142(3): 666.
- Elliot, A.J. and J.M. Harackiewicz. 1996. Approach and avoidance achievement goals and intrinsic motivation: A mediational analysis. *J. Personality Social Psychol.*, 70(3): 461.
- Ellison, C.G. and J.S. Levin. 1998. The religion-health connection: Evidence, theory, and future directions. *Health Education & Behavior*, 25(6): 700-720.
- Fazalbhoy, N. 2006. Marriage practices: South Asia. Encyclopedia of women and Islamic cultures: Family, body, sexuality and health, 3: 260-262.
- Feagin, J.R. 1991. The continuing significance of race: Antiracist discrimination in public places. *Am. Sociol. rev.*, 101-116.
- Frankham, R. 2005. Genetics and extinction. *Bio. Conserv.*, 126(2): 131-140.
- Glenn, E.N. 2009. Shades of Difference: Why Skin Color Matters. Stanford, CA: Stanford Univ. Press.
- Hall, R.E. 2010. An Historical Analysis of Skin Color Discrimination in America: Victimism Among Victim Group Populations. New York: Springer.
- Hayward, M.D., T.P. Miles, E.M. Crimmins and Y. Yang. 2000. The significance of socioeconomic status in explaining the racial gap in chronic health conditions. *Am. Sociol. Rev.*, 910-930.
- Hussain, R. 1999. Community perceptions of reasons for preference for consanguineous marriages in Pakistan. *J. Biosoc. Sci.*, 31(4): 449-461.
- Jagacinski, C.M., S. Kumar and I. Kokkinou. 2008. Challenge seeking: The relationship of achievement goals to choice of task difficulty level in ego-involving and neutral conditions. *Motiv. Emot.*, 32(4): 310-322.
- Kaplan, A. and M.L. Maehr. 1999. Achievement goals and student well-being. *Contemp. Edu. Psychol.*, 24(4): 330-358.

- Kar, D. 2007. "Religion and Roots of India's Caste System", *The Washington Post* (of July 1, 2007).
- Keith, V.M. and C.R. Monroe. 2016. Histories of colorism and implications for education. *Theory Pract.* 55(1): 4–10.
- Kim, S.Y. and W.F. Stinner. 1980. Social origins, educational attainment and the timing of marriage and first birth among Korean women. *J. Marri. Fam.*, 671-679.
- Knight, P. and M. Yorke. 2003. Assessment, learning and employability. McGraw-Hill Education (UK).
- Kusurkar, R., C. Kruitwagen, O. ten-Cate and G. Croiset. 2010. Effects of age, gender and educational background on strength of motivation for medical school. *Adv. Health Sci. Edu.*, 15(3): 303-313.
- Lee, D.L. and S. Ahn. 2013. The Relation of Racial Identity, Ethnic Identity, and Racial Socialization to Discrimination–Distress: A Meta-Analysis of Black Americans. *J. Counsel. Psychol.* 60 (1): 1–14. doi: 10.1037/a0031275.
- Maliki, A.E. 2009. Determinants of Mate selection choice among University Students in South-South Zone of Nigeria. *Edo. J. Couns.*, 2(2): 165-174.
- Meece, J.L., E.M. Anderman and L.H. Anderman, 2006. Classroom goal structure, student motivation, and academic achievement. *Annu. Rev. Psychol.*, 57: 487-503.
- Mickelson, K.D. and D.R. Williams. 1999. The prevalence, distribution, and mental health correlates of perceived discrimination in the United States. *J. Health Soc. Behav.*, 40: 208-230.
- Monk, E.P. 2016. The consequences of "race and color" in Brazil. *Soc. Probl.*, 63(3): 413–30.
- Naimatullah, H. and I.Z. Muhammad. 2000. Correlates of age at first marriage in Pakistan. *J. Rural Develop. Admin.*, 32(1): 96-102.
- Nolen, S.B. 1988. Reasons for studying: Motivational orientations and study strategies. *Cognition and instruction*, 5(4): 269-287.
- Oppenheimer, V.K. 1988. A theory of marriage timing. *Am. J. Sociol.*, 94(3): 563-591.
- Paradies, Y., J. Ben, N. Denson, A. Elias, N. Priest, A. Pieterse, A. Gupta, M. Kelaher and G. Gee. 2015. Racism as a Determinant of Health: A Systematic Review and Meta-Analysis. *PloS one*, 10(9): e0138511. doi: 10.1371/journal.pone.0138511.
- Pascoe, E.A., and L.S. Richman. 2009. Perceived Discrimination and Health: A Meta-Analytic Review. *Psychological Bulletin* 135 (4): 531–554. doi: 10.1037/a0016059.
- Pieterse, A.L., N.R. Todd, H.A. Neville and R.T. Carter. 2012. Perceived Racism and Mental Health among Black American Adults: A Meta-Analytic Review. *J. Counsel. Psychol.*, 59: 1–9. doi:10.1037/a0026208.
- Pye, L.W. 2002. Castes of Mind (Book). *Foreign Affairs*, 81(3): 177-177.
- Rao, V.P. and V.N. Rao. 1980. Endogamy and exogamy: Particularistic and universalistic attitudes of college students in India. *J. Comp. Fam. Stud.*: 485-499.
- Rao, J. 2010. The caste system: Effects on poverty in India, Nepal and Sri Lanka. *Glob. Maj. E-J.*, 1(2): 97-106.
- Rice, G. 1999. Islamic ethics and the implications for business. *J. Busin. Ethics*, 18(4): 345-358.
- Rosenholtz, S.J. and C. Simpson. 1984. The formation of ability conceptions: Developmental trend or social construction? *Rev. Edu. Res.*, 54(1): 31-63.
- Russell, K., M. Wilson and E. Ronald. 1992. The Color Complex: The Politics of Skin Color among African Americans.
- Schmitt, M.T., N.R. Branscombe, T. Postmes and A. Garcia. 2014. The Consequences of Perceived Discrimination for Psychological Well-Being: A Meta-Analytic Review. *Psychol. Bullet.*, 140 (4): 921–948. doi:10.1037/a0035754.
- Shaw, A. 2001. Kinship, cultural preference and immigration: consanguineous marriage among British Pakistanis. *J. Royal Anthropol. Inst.*, 7(2): 315-334.
- Singh, S. and R. Samara. 1996. Early marriage among women in developing countries. International family planning perspectives, 148-175.
- Smeding, A., C. Darnon, C. Souchal, M.C. Toczec-Capelle and F. Butera. 2013. Reducing the socio-economic status achievement gap at university by promoting mastery-oriented assessment. *PLoS One*, 8(8): e71678.
- Smedley, B.D. 2012. The Lived Experience of Race and its Health Consequences. *Am. J. Pub. Health*, 102 (5): 933–935. doi: 0.2105/ajph.2011.300643.
- Thekaekara, M.M. and N. van-der Gaag. 2005. Combatting Castell. *New Internationalist*, 380.
- Thompson, M.S. and V.M. Keith. 2001. The blacker the berry: Gender, skin tone, self-esteem, and self-efficacy. *Gend. Soc.*, 15(3): 336-357.
- Thorndike, E.L. 1913. Educational psychology (1): *The original nature of man*.
- Triana, M.D.C., M. Jayasinger and J.R. Pieper. 2015. Perceived Workplace Racial Discrimination and its Correlates: A Meta-

- Analysis. *J. Org. Behav.*, 36: 491–513.
doi:10.1002/job.1988.
- Urduan, T., C. Midgley, and E.M. Anderman. 1998. The role of classroom goal structure in students' use of self-handicapping strategies. *Am. Edu. Res. J.*, 35(1): 101-122.
- Vorster, J.M. 2002. Racism, xenophobia and human rights. *Ecumenic. Rev.*, 54(3): 296.
- Wade, T.J. 1996. The relationships between skin color and self-perceived global, physical, and sexual attractiveness, and self-esteem for African Americans. *J. Black Psychol.*, 22(3): 358-373.
- Williams, D.R. and C. Collins. 1995. US socioeconomic and racial differences in health: patterns and explanations. *Ann. Rev. Sociol.*, 21(1): 349-386.
- Williams, D.R., S.A. Mohammed, J. Leavell and C. Collins. 2010. Race, socioeconomic status, and health: complexities, ongoing challenges, and research opportunities. *Ann. N.Y. Acad. Sci.*, 1186(1): 69-101.