

Gender Equality is a question
of power.

Outline.

1. Introduction.

2. What the phrase "gender equality is a question of power" entails?

(i) Relation between gender equality and power.

(ii) Gender Equality increases economic growth.

(iii) Women's leadership results in significant positive outcomes.

(iv) Women increases productivity and innovation better than men.

(v) Educated women reduce poverty and unemployment

(vi) Gender Equality inevitably challenges patriarchal system.

(vii) Women contribution increases labour force participation rates.

3. Challenges faced by genders in the world.

(i) Unequal employment opportunities.
Case in point: World Bank data about

male and female labour participation rates.

(ii) Highly engendered system of wages leading to feminization of poverty.

Case in point: Women earn 25% less than men.

(iii) Women subjected to sexual harassment at workplace.

Case in point: 90% of women reportedly face harassment at work points. (colorado.edu).

(iv) Gender based violence quite pronounced in the society.

Case in point: Every fourth woman faced violence worldwide (dosomething.org).

(v) Deprive of basic education and health facilities put women at considerable disadvantage.

Case in point:

4. Suggestions to reduce gender inequality.

(i) Countries should start campaigns against gender inequality.

(ii) Need to invest more on women in various fields.

(iii) Governments should enter more women in management and decision making posts.

(iv) Creates awareness of women empowerment through media.

5. Conclusion:

ESSAY:

Dawn of ~~21st~~ twenty-first century saw a renewed intensity in the efforts aimed at empowering women. Feminists along with United Nations worked tirelessly to break the shackle of gender equality. However, there is still gender inequality everywhere in the world because the gender equality becomes the question of power between men and women. Males have a superior advantage over females from household to highest level of political sphere. Thus, to give women equal rights and opportunities in all sphere of life as men possess, suppresses the power domination of men. That's the reason, women face gender discrimination everyday in seeking education, health facilities, higher position in economic and political domains. In addition, they are facing sexual harassment at workplaces, gender based violence in conservative societies. as well as, they ~~are~~ deprive of getting equal wages to men for the same amount of work. The reason of this discrimination is to suppress their abilities and power. However, in this way, nations cannot progress in true sense because ~~without~~ no development is real development without women participation. This has

been proved by various researches which show that women participation increases economy, decreases poverty and their leadership also results in significant positive outcomes. Hence, to become more powerful and prosperous in the world, gender equality is so necessary factor. By adopting some positive strategies like starting campaigns and giving them equal opportunities by quota system in politics and education, gender equality would prevail in society which will ultimately succeed the nations and ~~that~~ nations would become powerful and strong.

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This essay will start off by giving a brief overview of how gender equality is a question of power and the relationship between these two terms. Moving on, the focus of discussion will shift towards the challenges faced by genders in the world, and finally, the discussion will be folded up by suggesting some remedies to overcome these challenges.

Gender equality and power relations imply a conventional approach of males have a superior advantage over females in a workplace environment by possessing more senior positions. Thus, the one of the most persistent patterns in the distribution of power is that of inequalities between men and women in the form of roles, behaviours, attitudes that societies define as appropriate for all type of gender. These can be the cause, consequence and mechanism of power relations from household to highest levels of political sphere.

There is a huge gender gap between males and females in all over the world. Females are treated as subjugative humans, and this mindset of society give dominancy to men in all spheres of life, which ultimately makes men more

powerful and stronger than women. However, women are considered as a key development in the third world country. Their participation in country's development increases economic growth, and giving women greater economic growth means to enable them to increase their rights to economic resources and control over meaningful decisions that benefit themselves in household, as well as in communities. Resultantly, power is divided between men and women.

Similarly, to make women empowered, by giving them equal educational opportunities, enable them to grow in educated environment and to take leadership roles in their country, resulting in better developmental outcome for the nations. This in turn helps to reduce inequality, and to encourage more women and girls to become powerful by creating such policies in the country that support them in future. In this sense, women become more powerful than men.

Moreover, there are certainly

made any progress on gender equality in workplace. There remains a ~~miscon~~ concept that women ~~are~~ still making 81% of same work done by men. There is still a shocking under-representation of women in suits. However, there is a productivity platform - "Hive", with an impressive roster of large companies. This company released the results of their analysis in "state of workplace report on gender" that women work 10% harder than men, which indicates they are more industrious. Thus, they also increase productivity and innovation better than men.

Higher education makes women powerful and independent as men are, and the advantage of their empowerment is that educated women reduce poverty and unemployment rate by taking part in labour force participation. Because, with the basic education, a woman is more likely to obtain job and earn higher wage. IMF studies ~~show~~ 2022-23 shown that 1% increase in female education raises the average ~~of~~ level of GDP by 0.37%. Beside this, they more likely to spend money on things that support their children.

and their household. This also improves the chances of their family's health and prosperity.

Moving on, patriarchy refers to the oppression and marginalization that women undergo as women in societies, where power is mostly detained by men. This domination of men lies in many ways, beyond strictly economic, legal or political means through religion, language stereotypes etc. However, when same power is given to women as men have, in a society, it will reduce the patriarchal system. Because, women empowerment in various fields enable them to take their own decisions. It privileges gender equality in all over the world.

Furthermore, research has shown that gender inequality in economic sector significantly results in economic cost that hinders the productivity globally. Due to differences in lifetime earnings between both genders, countries are losing \$160 trillion in wealth. So, by empowering more women to work, results in better growth of 3rd world

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countries economies, because women contribution increases labour force participation, which increases economic diversification, thus boosts productivity.

By discussing the relationship between gender equality and power, the next few paragraphs will be devoted to elucidating - with the aid of examples and illustrations - how society is still ~~being~~ suffering from gender inequality in literally all domains of life.

First and foremost, as men and women were created as equals and they shape the society in their own respective ways. But now, in all over the world, women get far less employment opportunities as compared to men. An analysis of major workplaces shows that women have extremely less opportunities to work. For instance, According to World Bank, the female labour force participation rate of 48% is extremely less than male labour force rate which is 78%. This situation is even worsen in developing countries. This indicates clearly that how women suffers heavily in terms of economic opportunities.

Moreover, highly engendered system of wages also occur. Men and women do the same amount of work and put in same amount of effort as well. However, men get paid more than women which is an extremely unfair practice. According to various estimates, women are paid 25% less than men for same amount of work. Furthermore, companies continue to violate the maternity leave policies. Hence, wage differences on the basis of gender ~~is~~ another challenge, faced by women.

Sexual harassment is another reason for one to believe that gender inequality prevails everywhere. It is a grave social evil. It not only undermines the women's worth as ~~men~~ individuals, but also spoils the upcoming generations. According to colorado.edu, around 90% of women worldwide become the victims of sexual harassment. Many of such cases are unreported, which indicates the gender inequality is a huge problem for contemporary society.

Moving on, gender based violence still quite pronounced in society. It refers to such type of aggressive

tactics against women including, arm-twisting, slapping, and emotional and verbal abuse occur. Sexual harassment is common among them. Various examples exist across the globe. The gang rape of Mukhtarai Mai is worth mentioning here, in which she used as compensatory chattel.

Proper health and basic education facilities are the rights of every human being. Because, these are the essential pillars of any society. But women have not given access to health and education.

All over the world, women are continuously suffering from health issues i.e., cancer, anemia, and other reproductive issues. The same situation is present for women in educational front. Global literacy rate of 89% versus female literacy rate of 82% is a glaring example in this regard. Hence, gender inequality in health and educational front persist in every society.

In addition, women are more likely to be subdued by traditions, customs and some religious practices. In conservative societies, women are unfortunately thought

of as liabilities. Hence, birth of baby boy is cherished while baby girl is frowned upon. Beside this, the unlawful acts like marriage with Quran, acid attacks, dowry practices and female genital mutilation occur frequently. Gender stereotypes limit the space for women in social domain. Even they are not given their due inheritance share.

Furthermore, women are always discriminated in political domain. This problem is not only faced by people of third world country but the first world countries are also facing this challenge. Moreover, in countries, where there are quotas reserved for women, critics undermine such quotas on grounds that political quotas violate the principles of meritocracy. Women in conservative societies, are not allowed to vote. This reveals that women become victims of gender inequality even in terms of political participation.

All of above issues are just related to the power distribution between men and women. Now, it becomes imperative to propose certain steps that would go about solving the problems of

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powers in between both genders i.e, male and female, and to decrease gender inequality in the world.

First of all, the government of every country must start campaigns against gender inequality in education, employment and in health sector to ensure the basic rights of every citizen and encourage all types of gender to cooperate one another for the betterment and prosperity of their country.

Secondly, as researches always show that women contribute more to increase GDP of any country. Thus, there is a need to invest more on women education because they are half of the world's population.

Governments should enter more women in management and decision making posts i.e, by giving them quotas in different fields where they can decide about country's future independently. In politics, they deserve some reserved seats. There is also a need for proper legislation to prevent women from gender based violence.

Last but not least, the awareness of gender equality

must be created through media like Sharmeen Obaid (Saving face), in which she represents the horrible accident of acid throwing at Pakistani female, and warns the people from that type of illegal acts.

To conclude, gender equality becomes the question of power. Because, in this way, men considered themselves less powerful due to giving the equal access to women to health, educational, employment sectors as well as to giving them equal rights in politics. Gender Equality reduces the patriarchal system ~~as~~ like some power is given to women as men have, it reduces the male domination in society thus, men start violating their rights by giving less economic opportunities, creating highly engendered system of wages, undermine women's worth by sexual harassment and acid throwing. However, in conservative societies, to secure their dominance and power, men subjugated women under their customs and traditions which don't allow women to go to healthcare centres or to get higher -

education. Even, the third world countries couldnot prevent from this illegal act and they also discriminates women in political and economical domain in order to make men - the powerful. However, by doing this discrimination, they cannot get success in life because, women make half of countrys population and without their participation success cannot be achieved. But to obtain some effective rules and policies, any country in the world will ~~become~~ be prosperous. The above mentioned suggestions ensure the gender equality. and Hence, gender equality enable nations to become more powerful and prosperous in the world.