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Topic: Gender Equality

Outline

1) Introduction

Gender equality not only fulfills the fundamental human rights, but also ensures a civilized society ^{that} results in a prosperous country.

2) The evolution of the concept of gender equality

3) Gender equality is inevitable as it promises

- a) A happy and healthy family life leading to a civilized society
- b) Equal right to education by males and females alike
- c) Economic prosperity of nations through
 - i) Making organizations productive
 - ii) Ensuring Greater workforce diversity leading to innovation
 - iii) Providing skillful workforce

4) Despite ^{the} educated generation, gender equality is absent because of

- a) The social values and culture of different societies
- b) The male dominated society exploits women rights
- c) Harassment and violence in the public ^{area} and workplace

5) The Gender equality gap can be further reduced through

- a) Spreading awareness and educating the different parts of the world regarding the importance of gender equality
- b) Establishing institutions to help the victims of unequal treatment
- c) Holding seminars in the organizations promoting gender equality and its importance

6) Conclusion

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In the recent years, human rights and its impacts have become one of the hot topics ~~debated~~ frequently on different newschannels and talkshows. Although some of the patriarchal societies still resist the concept of gender equality, but history has proven that gender equality not only fulfills the fundamental human rights—irrespective of gender—but also ensures a civilized society ^{that} results in a prosperous country.

The development in the science and technology ^{have} taken the humans to a new level enjoying their lives full of resources, contrary to the stone age people who used to live miserable lives. Nowadays, more food, and means of earning that food are available. However, still there persists a inequality in a society. This means one group has more access to the resources and enjoys power, while the other group is lacking such resources, and may sometimes live their lives according to the will of the former group. This inequality has resulted in a widely discussed gender equality.

After world war II, the world goes through a paradigm shift—many great powers fall and lose their hegemony. With this change, one of the ^{positive} changes occur ^{regarding} the provision of equal opportunities, and a promulgation of the freedom in the decision making by every individual irrespective of one's sex, race, creed or religion. Hence, according to the UNICEF, "Gender Equality means that women and men, and girls and boys, enjoy the same rights, resources, opportunities, and protections. It does not require that girls or boys, or women and men, be the same or that they be treated exactly alike."

In a similar manner, the equality of genders ensure the equality of sexes in the access to resources and opportunities including economic participation and decision

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making, and state of valuing different behaviors, aspirations, and needs equally, regardless of gender. Therefore it is a high time for a global North and South that equality should prevail in every sphere of life irrespective of the genders. While some societies may argue that gender equality is not according to their values, it has been proven that gender equality has a number of benefits that make the promulgation of equal access to resources and opportunities mandatory.

Firstly, gender equality ensures a healthy and happy family. In the past only male individual was responsible for everything in his family. He would have to work day in day out to bring meal to the table; he would have to save some money for other necessities of his wife and children. On the other hand, the elder woman - a wife and a mother - in a house was responsible for cooking, cleaning, childbearing, and childrearing. This would lead to many problems including extra burden on both ^{of the} genders in a house, which would lead to poor living standard, and sometimes domestic violence as well. However, if a house now follows equality of genders; it results in a situation where both genders share one another's burden. This sharing and equality leads to a good living standard of individual families, and resultantly it ensures a happy and healthy family.

In addition to promotion of a happy family, gender equality also leads to equal right to ^{the} education by males and females in a society. This means now there will be no discrimination that to what extent males ^{and females} can receive education. According to Nelsen Mandela, "Education is the most powerful tool in a world." Hence, this equality in receiving equal and quality education leads to a civilized family that promotes a civilized, and resultantly a civilized ^{society} nation.

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Apart from the role in education, gender equality also plays a vital role in making organizations productive. According to the capitalistic economic system, when there is more competition among the sellers of goods, this will not only reduce the monopoly of few but also ensures the provision of quality goods to the general public. In a similar way, when there is diversity in a workforce this will lead to a competition. When there is competition, this leads to a situation where employer hires those who are high in their skills and have the potential to make the positive impact in overall performance of the organization. This highly skilled workforce improves overall productivity of organization.

As someone has rightly said that hundred bad ideas lead to one good idea. This means, an organization will need hundred minds to come up with a good idea. Organizations achieve this goal by giving equal opportunities to every concerned authority irrespective of their gender. Research has proved that when there is more diversity in the decision making process, such organizations stay ahead than their competitors.

Google, Facebook, Apple are some of the top organizations in terms of more customers but also ^{higher} revenue generation. The only reason behind their success is that they believe in equal opportunities for all. Organizations thus make progress through ensuring diversity in their workforce and decision making which leads to innovation and new ideas.

Furthermore, gender equality is a gateway to new businesses and entrepreneurial activities. If men and women have the equal access to resources, and are allowed to make decision regarding their careers, this will lead to a situation where not only men but women as well will be seen in establishing successful businesses and organizations. The developed part of the world is a practical proof. It has proved to the rest.

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of the world that one of the factors behind their development is allowing all the genders in making them developed by giving ^{them} freedom in their lives. This means, when men and women have equal access to resources, and no coercion in their careers, this will lead to the more economic activity and will open up competitive businesses.

The economic growth of countries depend upon to what extent the natives of that country are allowed to do what they want to do. James A. Robinson explains in his book, *Why Nations Fail* that the difference between ^{the} United States and Mexico, or, South Korea and North Korea is due to the nature of their economic institutions. In the United States, for example, there is inclusive economic institutions - the means of earning or doing work is not limited to the few, but resources are broadly distributed. On the other hand, in Mexico extractive economic institutions - It is pre-determined by such institutions ^{that} who can work, and who can do what kind of business. This means, "United States means of earning are not limited to few but everyone irrespective of their gender - given that one has the skill and potential - can work, open up new business and contribute to the economic growth of a country.

However, this all seems too good, but establishment of gender equality in every society is not that easy. Especially, when it comes to the patriarchal society - prevalent in developing and some of the developed countries - gender equality faces great resistance. Furthermore, in Pakistan, according to Demographic and Health Survey (DHS) 2017-2021, only 31% women ^{surveyed} between the age 15 and 49, and 72% men own house. This means the g. wedge in the gender equality is shows a sorry state of the Pakistani society, such situation can be generalized to other orthodox societies as well.

The first reason behind the inequality in genders is the social values and prevailing culture in a society. Some of the conservative societies especially in the ^{ex} Fata region of KPK,

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and in Balochistan women are neither allowed to make decisions ^{household} nor to go out for shopping without the consent or presence of their husbands. Similarly, in Yemen, women are considered as half witness inside the court proceedings. In contrast, in the open European culture one could see women actively controlling all the matters of their houses, but also equally participate in the public life. Hence, it is the difference in the cultures and established values across the globe results in the gender inequality.

In addition to the values and culture, the authoritarian nature of men also never let women to go ahead than them. According to the world values Survey (2017-2022) 85.3pc men 'strongly agree' or 'agree' that men have more right to a job than women do. This authoritarian nature is not in the society recently, but from decades ago.

For this purpose men do anything to not to give the equal right to women. For example, in the workplace one seldom finds any woman as a CEO, or in the board of directors. In other times, women are given low skill jobs not equivalent to their skillset, and paid lower than their male counterpart despite equal input. This discriminatory discrimination leads to gender inequality.

Lastly, women are always prone to harassment ^{not only} in the public places but in the workplace as well. According to the researchers, 1 in 5 women faces violent behaviors by their male counterpart, or sexual harassment when they are in the workplace. The sole reason is the lacking institutions in place that helps women who becomes victim of such situation. Moreover, in the poor countries the irrelevant authorities make the bad situation worst for women by either asking shameful questions or by making public such cases. This phenomena is widely functional in the Pakistani society. That's why, due to

embarrassment and mal-treatment women in most cases stop working result^s in gender inequality.

Despite being part of Sustainable Development Goals (SDGs), and Millenium Development Goals (MDGs), gender inequality persists. Now, it is a high time for the world leading institutions to make ^{practical} working towards the accomplishment of such goals

Firstly, there is a need to educate the whole world harbouring different cultures with patriarchal values.

The developed part of the world need to make institutions like world Health organization (WHO), and International Monetary Fund (IMF) to propagate awareness

in the different parts of the world. It is the era of social media, and almost everyone has access to the news and talk shows. Changes comes from education. This awareness will help change the orthodox mindset of patriarchal societies.

Moreover, a separate accountability institution should be made. The purpose of this institution would be to help those women who become victim of violence and harassment in the workplace, or in the public areas. It is in human nature, that one does not perform ^{those} actions, when one knows the consequences.

Therefore, that institution would penalize such men who subjugate women to harassment, or be by not giving ^{them} their due rights.

This would definitely help in reducing gender inequality gap.

There is also a need of change of mind-set in the workplaces. As discussed above, women constantly are not given the pay, as they should be given. In other cases, they are not allowed to be in the leadership roles due to male dominated work setting.

For this purpose, seminars should be held in the different organisations that it is not about the gender, but who performs or have the potential to do a job better. There is also a need of awareness that how women

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are important in bringing innovation and diversity in the organizations.

Undoubtedly, there will always persist a resistance when it comes to the provision of equal opportunities available to every individual. However,

It is a high time for every individual and society to embrace the importance of gender equality in the form of healthy society, greater competition leading to skillful workforce, more innovation and ideas to combat real life problems, which can't be ignored.

As such, it is the responsibility of every human, to ensure equality and freedom in the decision making - by every body, which may help the world and countries in overcoming the global environmental and financial issues.