

Is Gender Equality A Myth?

Outlines

1. Introduction

Thesis Statement:

"Gender equality is a myth not a reality. Although, certain measures have been taken to eliminate the menace of gender inequality, yet gender equality could not be materialized into a tangible reality."

2) Decoding the word "Gender Equality":

3) Why Gender Equality is a myth? (Thesis)

(i) Gender disparity in the literacy rate due to unequal opportunities of education to women

(-As per UNESCO, out of 99 million illiterate youth, 56% are women

- In Pak the literacy rate of women is 47% and that of male is 68%.)

(ii) Gender inequality in the labour workforce due to gender based cultural stereotypes

(- According to ADB, 40% of women are not doing jobs because their male members do not allow them

- In Pak, 24% of women are employed in the workforce as compared to the 81% men)

(iii) Gender discrimination in the opportunities of promotion to higher posts due to the problem of glass-ceiling faced by women

(In Pak, only 4.5% women are serving on the higher posts)

(iv) Gender pay gap due to pre conceived notion of domestic responsibilities of women

(Globally the gender pay gap b/w men and women is \$172 trillion)

nearly 2 times the world's annual GDP (World Bank)

(v) Gender disparity in the political representation of women in the legislature due to restrictions on women from taking public places

(As per UN report "Women in Politics 2023", the political participation of women is only 26.5%.)

(vi) Gender inequality in the representation of women at Judiciary level due to gender stereotypes and biases

("Out of 12 Supreme court Judges, 2 are women.")

- Justice Fakhur-un-Nisa was not elevated to the position of Chief Justice of Lahore High Court despite her seniority
- WEF report, women in South Asia make up for less than 10% of Judges)

(vii) Gender digital gap due to unavailability of technology and less digital literacy of women (As per OECD, globally, 327m fewer women than men have access to smartphones and the mobile internet).

(viii) Persistent gender based violence to subordinate women

(- As per UN women report, 35% women are either physically or sexually abused by their intimate partner)
- According to Pakistan Demographic and Health Survey, 39% of Pakistan women (15-49 years age) suffered abuse and 80% married women faced domestic violence).

4) Why gender equality is not a myth? (Antithesis)

(i) Right to all citizens to education is enshrined in the constitution
(Art 25-A of the 1973 constitution)

(ii) Effective measures have been taken to eliminate gender pay gap
[Iceland: equal pay by law]

(iii) Political representation of women has been improved through quota or reserved seats
[Rwanda: 61% women in parliament]

(iv) Legislation has been done to avoid gender discrimination based on sex
(Art 25(2) of 1973 constitution of Pakistan)

5) Gender Equality is a myth not a reality.

- (i) Constitution has given women the right to education, yet gender stereotypes deter women from getting education
- (ii) Gender pay gap has been eliminated from some countries, still (yet) it persists in most countries
- (iii) Political participation (representation) of women has been improved, yet it is far below their population

6) Conclusion: