

Q: Masculinity and Femininity are the deeply engraved realities since distant past in human history. Discuss various theoretical debates on the construction of masculinity and femininity to make it explicit that the formation of both is either natural or social reality. Support your argument with real life examples.

1) Introduction:

Masculinity refers to traits that are explicitly associated with men and femininity refers to traits that are ascribed with women. Historically, women have faced discriminations as the masculine traits such as power, leadership, etc. are associated with men while ~~we~~ traits such as compassion, care are linked to women. The patriarchal societies are divided in the structures. Different theoretical debates have been documented on this debate. The proponents of nature debate argue that these traits are naturally and featured on biological basis. Whereas, the socioproponent of nurture debate argue that rather than nature, these traits reek off socio-cultural prejudices. Hence, these traits vary on socio-cultural lines.

2) Masculinity: Traits that are associated with men &

The Stanford University's official

website, Plato Stanford, describes masculinity as the phenomenon that associates certain traits with men. Traits such as leadership, political and strong are associated with men. These traits are later associated with the organization of society in which men are privileged.

3) Femininity: Traits that are ascribed with women :

Femininity refers to characteristics that are ascribed with women. Characteristics such as compassion, care, nurturing are linked with women. These traits are later made part of the organization of society in which women are given roles like remaining in homes. These roles adversely impact the social growth of women.

4) Various theoretical debates on masculinity and femininity :

The scholars have documented various debates on construction of these roles. The first school of thought is associated with nature debate while the second is supporting that these roles are rather framed by society.

a) Nature Debate: Insists that roles and behaviours are designed by biological processes.

The proponents of the nature debate argue that the delimitation of roles between males and females are motivated by

biological phenomenon. Hence, the formation of roles is ~~made~~ linked to natural processes.

b) Biological determinism: Behaviours are motivated by metabolism:

The first theoretical debate on nature is of biological determinism. This debate is mainly work of Keddes. According to biological determinism, the roles and behaviours are motivated by biological processes. These processes are different between male and female.

1) Women as anabolic & Conserve energy.

They argue that women are anabolic. It means they conserve more energy. Therefore, they ~~express~~ are not fit for holding political positions as this nature makes them reactionary.

c) Psychological determinism: Roles and behaviours are designed on the psychological patterns &

This is another debates that support the divisions of roles on the basis of nature.

Psychological determinists hold that psychological nature of women make them unfit for holding leadership positions.

5) Nurture debate: Roles and behaviours are architected by society:

The Proponents of nurture debate argue that division of roles between males and females is made by the society.

This division is made so as to advantage males while disadvantaging females. Simone de Beauvoir argues that one is not born, rather becomes a woman.

a) Queer Theory & Roles and behaviours are designed by society and sanctioned under the name of normativity :

The proponents of Queer Theory, argue that it is a society that has sanctioned some behaviours and roles as normal while making others as queer. They Judith Butler argues that patriarchy has made certain roles as normal. For example, patriarchy asserts that subjugating women is normal. Behaviours such as leadership and strength are associated with males only to make their domination entrenched.

b) Gender & roles are influenced by socio-cultural environment :

The nature subscribers of nurture debate hold that gender roles are influenced by socio-cultural contexts. These behaviours vary from society-to-society. For suppose, patriarchal societies have made leadership of women as unnatural. However, women have proved successful leaders worldwide. The examples of Benazir Bhutto in Pakistan and Jacinda Ardern in New Zealand establish that it is patriarchy that is making certain roles as natural. In reality,

~~The~~ ~~women~~ behaviours and roles are influenced by ecological factors.

c) Gender Schema: Children learn behaviours during their socialization in childhood.

The Gender Schema debate holds that gender roles are learned by children during their socialization in their childhood. They posit that if a children grows in a society where he/she experiences dominance of males, he is more likely to conform this behaviour. This debate asserts that gender roles are acquired through socialization and do not influenced naturally.

d) Gender is a fluid concept:

John Money in 1965 proposed the concept of gender to distinguish that roles and behaviours are influenced by ecological factors. The prominent feminists such as Judith Butler pose that gender is a fluid concept. It means the individuals should be assigned roles on the basis of their performance.

6) Conclusion,

The debate shed enough light that gender roles in the forms of masculinity and femininity are framed by society. These roles are not influenced by biological factors, rather they have socio-political purposes.

Q. Modernization theory blames internal cultural factors for women's subordination in the developing world. Discuss and elaborate the statement in the light of this theory.

1) Introduction:

Modernization theory posits that as the societies grow modern, the traditional roles become vanished. The modernization brings social change and technological advancements which greatly help women to uplift their status. However, in traditional the developing world where traditional and cultural values are upheld, women often remain subordination. These internal cultural adherences to traditional values where women is often given status of child grower are the major causes of subordination of women.

2) Discussing Modernization Theory

According to the Stanford University's official website, modernization theory presents that modernization is a gradual social shift. As the societies grow modern the technology and individualism precede. These features result in change in social relations where women often get advantages.

3) Salient features of modernization theory :

a) Modernization brings individualism

The theory posits that modernization eliminates traditional structure of family. It promotes individualism where women are free to decide about herself. She is no longer reliant on association with others for recognition.

b) Benefits are granted on the basis of individual performance :

In a modern society, individuals are rewarded on the basis of their performance. They do not require support of family. In such society, women is not discriminated. She receives what she performs.

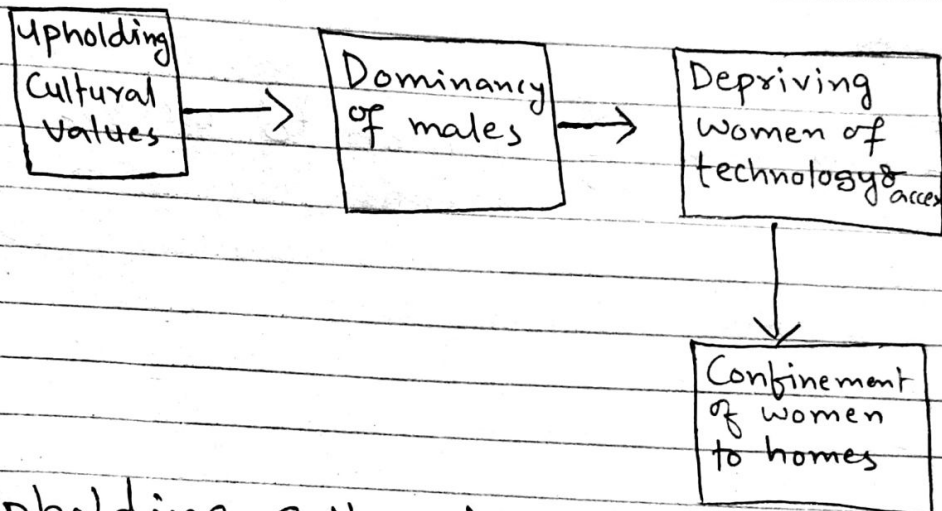
c) Traditional Structure of values is abolished :

In a modern society, traditional values such as protecting honour of man or something like pride and performance are not based on gender relationships. Women is in advantageous position in such a society. She is no longer subjugated by males as relationships are ~~not~~ based on equal terms.

d) Greater access to technology

Women in modern society have greater access to technology. She is free to utilize the technology and fully contribute to her growth.

4) Reasons of Women's Subordination in the developing world :



a) Upholding Cultural values :

Modernization theory blames that a great number of developing countries conform to cultural values. These cultural values which maintain dominance of males and subordination of women are the major reasons for subordination of women. Unlike modern society, these societies resist change and status quo oppresses women.

b) Dominancy of males prevails :

In the developing countries, the dominance of males is maintained. They continue to exert influence in all major spheres of life and in these societies patriarchal traits prevail.

c) Women is deprived of getting education
Women in developing countries are unable to acquire education. Their education is considered secondary while results in prevalence of illiteracy among women.

d) Inability of women to access technology
In these societies, access to technology remains "distant dream". Illiteracy of women coupled with inability to access technology divest women from reaping benefits of technology.

e) Elimination of competition:

In the developing countries, men occupy dominant positions which confines women to homes. In such a scenario, men easily flourish while competition in society is eliminated. Absence of field for women disadvantage them.

f) Patriarchal control of labour :

Patriarchal forces control labour of women. They are disadvantaged in dispensation of wages.

4) Critical analysis :

a) Technological access to women enfranchises them :

It is true that technology has greatly enfranchised women. They have been given freedom to work by utilizing technology. Economic advantages such as pursuing online jobs greatly alleviate sufferings of women.

b) Individualism liberate women from drudgery of domestic work:

In the Developed world, the promotion of individualism has considerably changed status of women. In comparison to the developing world, women in the developed work enjoy greater autonomy. This is evident from the World Economic Forum's Gender Development Index in which developed countries like Norway, New Zealand occupy front seats.

c) Gender-equality is the developed world still a distant dream.

Although modernization brought several benefits, gender equality in the developed world is still a distant dream. This is evident from male dominance in politics, economic, social roles, among others.

The Oxfam Report 2023 reports that only 23% of women in the world are at leader position.

d) Modernization theory disregards contribution of women in the form of informal sectors :

Modernization's claim that women in the developing countries are not contributing in economic system is not completely true. However, the modern society such as the capitalist society does not pay regard to work rendered by women in informal sectors such as agriculture or domestic.

e) Lack of consideration to the capitalists exploitation in the developing countries.

The modernization theory does not consider exploitation of the developed states in the developing states. The exploitation of the modern states such as the US' invasion, plundering of resources from Iraq adversely impact women as they become easy targets of the governments to receive their wrath in the form of social cuts.

⑥ Conclusion

Modernization theory's emphasis on adhering tradition values and conforming cultural beliefs in the developing is true to some extent. However, it disregards exploitation of capitalism and other factors in women's subordination in the developing countries.

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Critically analyze the various approaches to women's development focusing on WID, WAD and GAD.

1) Introduction :

The three gender development theories, GAD, WAD and WID take different stances on the developments and their effects on women. The WID approach holds that women have never attained benefits of developments and they have remained an untapped potential. Whereas, the WAD approach holds contrary to it and argues that women have remained an integral part of economy. However, unequal global structure and patriarchy-capitalism duo have undermined their growth. The GAD approach is neo-socialist approach that proposes that social and cultural factors are factors that have contributed to gender inequality and subsequent development

1) Introduction :

The three prominent theories of gender and development & recognizes international development from different perspectives. The WID approach emerged ~~from~~ as a criticism to modernization theory and proposed that international development as a gender process.

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Critically analyze the various approaches to women's development focusing on WID, WAD and GAD

1) Introduction :

The three prominent development theories: WID, WAD and GAD emerged as a criticism to international development process and hold that development as a gendered process impacts women differently. However, the approaches pursued by the theories are different. The WID approach states that women have not attained benefits from the traditional structure of development and they largely remain untapped potential. Contrarily, the WAD approach believes that women have traditionally remained part of economy, but unequal international system and capitalism have disregarded them. The GAD approach takes in to account social and institutional factors in studying the impacts of development on women.

2) A short overview of WID :

Women in Development (WID) is the work of Boserup published under the title of "Women's role in Economic Development".

WID approach's stand is that it criticizes the modernization theory and holds that women have been deprived of reaping benefits of the traditional global structure.

3) Discussing WAD in a nutshell :
 Women and Development is a neo-Marxist approach. It poses that women have been traditionally part of the development process. However, her contribution has been disregarded.

4) A concise introduction of GAD :
 Gender and Development is a neo-socialist approach. This approach posits that women's neglect in the development stems from socio-cultural and political factors. The international system of capitalism along with patriarchy has neglected women's development.

⑤ Comparative analysis chart

WID	WAD	GAD
1) Background: The WID approach emerged as the criticism of the modernization theory in the 70s	1) Background: The WAD approach stemmed from the First World Women Conference in Mexico	1) Background: The GAD approach emanated from the socialists' stand in 1970s
2) Theoretical Stand: Exclusion of women from development as a reason of women's subordination	2) Theoretical Stand: Unequal international structure and capitalism as a reason of women's subordination	2) Theoretical Stand: Systematic neglect of women brought about by capitalism + patriarchy as reasons of women's less development

6) Salient features of WID :

a) Women as untapped resource :

The WID approach holds that women have not been given opportunity in the development process. She remains as untapped resource.

b) Control of men in development process :

The WID views development as gendered process. They believe that development projects impact women differently. Owing to her subordination in society, she faces problems and therefore male dominance prevails in the development process.

c) Lack of access to resources :

They assert that women do not have access to resources. She largely remains under the control of her male counterpart. This lack of access to resources has made their position vulnerable. Hence, she is unable to reap benefit of development.

7) Salient features of WAD :

a) Women as integral part of development

The WAD theory disregards stand of WID. They assert that women have always remained part of development.

b) International unequal structure has exploited women :

WAD reports that unequal international structure in which the third world countries are adversely impacted is the reason. Women ~~have~~ in the developing countries are being exploited by the developed world. They are pursuing their cheap labour. In addition, the third to developed countries' predilection for men-centric development has made women more vulnerable and neglected.

C) ~~Pater~~ Capitalism reinforces inequality in development :

The WAD view that capitalism has reinforced inequality in development. The capitalists who are mainly men are neglecting women's contribution. ~~It~~ In fact, they exploit their resources and are perpetuating inequality.

8) GAD and its salient features :

a) Exclusion of women in development stems from patriarchy :

The GAD approach believes that patriarchy is the main reason of women's exclusion in development. The international structure is being led by the male-centered policy. They maintain their hold by devising policies that favour them. They often disregard women in the development sector and due to ~~others~~ this women remain neglected.

intersection of gender with other social factors like class, race, ethnicity and sexuality.

b) Capitalism-Patriarchy duo perpetuate unequal development:

The GAD approach posits that both Capitalism and Patriarchy are reasons of women's exclusion from development. The international ~~structure~~ institutions such as the World Bank or other institutions remain under the dominancy. Capitalism ~~which~~ has granted dominion status to men by giving them control of modes of production as their source of power. This duo discards women in development.

9) Integrating Women in the development Process as the solution Proposed by WID.

The WID theory believes that the development processes must consider and prioritize women in the development process. By integrating them, the development can be more plural.

10) Considering Women-only development Coupled with reevaluating international structure as the solution offered by WAD. WAD theorists argue that Women-only development can uplift status of women. This in addition to eliminating international structure is the way forward.

11) Addressing Systematic biases as a solution Proposed by GAD.

GAD theorists propose that

Socio-cultural factors as racial aspects that hinder growth of women's development needs to be considered. Their redressal can improve women's standing.

Q: Write a note on status of gender studies in Pakistan. Give your views on the autonomy versus integration debate.

1) Introduction :

Gender studies as a subject gained currently in Pakistan during the 1990s. The discipline of gender studies is being studied across various public and private institutions of the country. Besides, gender studies as an awareness mechanism has attained momentum in the country. The debate of autonomy and integration is nuanced and both have merits and demerits.

2) Historical Evolution of gender studies in Pakistan :

Introduction of five year plan :
The discipline of gender studies in Pakistan evolved in 1990. The work was largely done by the Ministry of Women. During the ^{late} 1980s, a five year plan was commenced by the ministry of Women. According to Rubina Saigol, the objectives of five year plan were as follows:

- a) To introduce discipline of gender studies in four provincial capitals and Islamabad.
- b) Inculcate awareness among the people about issues of women.
- c) Translate work of feminists in the local languages.
- d) Sensitize issues of women in the public sector.
- e) Promote contribution of women in the academia.

3) Establishment of the discipline of gender studies across the public and private institutions of the country.

After successful completion of five year plan, the discipline of gender studies gained momentum. The National Plan of Act in 1998 recommended the government of Pakistan to establish the discipline in the universities and beyond. In addition, the NPA recommended government to promote education of women. The list of prominent universities where gender studies is established as a department is given below:

- a) Department of Women's Studies at Fatima Jinnah Women's College Rawalpindi
- b) Department of Women's Studies at Quaid-e-Azam University Islamabad
- c) Department of Women's Studies at Peshawar University
- d) Department of Women's Studies at Balochistan University of Balochistan, Quetta
- e) Department of Women's Studies at University of Sindh, Jamshoro.

4) Publication of research by various universities

Various research papers are also being published by the public and private universities in the country. The research of Peshawar University on issues of women, children and their suggestive legislation was published which was also recognized.

by the international academia. The department of women in University of Balochistan has highlighted several issues of rural women in the country.

5) Publication of Magazines :

Magazines that highlight plight of women in the country are also being published by NGOs and academia. Magazines such Alam-e. Niswan clearly explain the issues and suffering of women. These magazines keep the issues of women alive in national and international discourses.

6) Establishment of associations and forums to discuss the status of women :

Women activists have also penetrated into various national and international forums.

Pakistan Women's Association, Art Council Karachi and Pakistan Literature Festival are prominent discussion forums where women and academia jointly ponder over issues of women and promote status of gender studies.

7) Establishment of Organizations :

Organizations like Human Rights Commission of Pakistan, NCSW, and other non-governmental organization are greatly championing cause of women by recommending policies and promoting status of women.

8) Discussing origin of autonomy and integration debate:

According to *Theories of Women: Gender in Transnational World* by Gloria Bowles, the debate of autonomy and integration originates in Kansas university when the discipline of gender studies was only 10 years old.

9) Autonomy: Favours organization of Women's Studies on its own:

The autonomy debate in gender studies favours establishment of Women's Studies as a discipline of its own without integrating into other discipline. The proponents of this view hold that gender studies should stand as an independent discipline where feminist scholars can contribute and flourish.

10) Integration: Advocate for integration of Women's Studies with other disciplines:

The integrationists advocate for merger of gender studies with other disciplines. They argue that by integrating gender/women studies with other disciplines the scope of women studies can be broadened.

11) Merits of autonomy:

a) Promotion of alternative and women-centric knowledge:

The discipline can promote an alternative and women-centric knowledge. Currently,

academia is replete with androcentric and knowledge. Gender studies in an autonomous realm can potentially alternate this one-sided knowledge.

b) Eliminate chances of ~~growth~~ of subordination by other disciplines:

In autonomous system, gender studies will be less likely to face barriers for its growth. It will eliminate chances of being cordoned off by the other disciplines in a patriarchal society.

Demerits of autonomy :

a) Deprived of becoming mainstreamed with other disciplines :

The autonomy can deprive gender studies to become attached with other disciplines. This may subside its chances to become mainstreamed as the students of other social sciences groups will not be able to study it.

b) Financial strains can rear head :

In many developing countries, these studies find various financial hurdles. In ~~many~~ many Afro-American universities, the discipline was closed after financial constraints, according to Judith Butler.

13) Merits of Integration :

a) Promotion of discipline in harmony with other disciplines :

An integrated discipline of gender studies will promote the discipline with other social sciences groups. This will enable more and more students to access the scholarships.

b) Ward-off patriarchal hindrances in its evolution :

Judith Butler believes that in many patriarchal societies, the discipline of women's studies is considered as ghettos. However, an integrationist approach would ward off these chances.

13) Demerits of integrationist approach:

a) Maintain powers that be in academia:

The integration approach will maintain holds of those who continue to maintain their grip. The discipline will be on the whims of them and they can hinder its progress.

b) Decrease chances of shifting focus from androcentricity :

Integration approach will minimize chances to radically alter andro-centric knowledge.

13) Conclusion: Both autonomy and integration approaches have its own merits and demerits. It is incumbent to pursue strategies by keeping ecological factors in consideration.

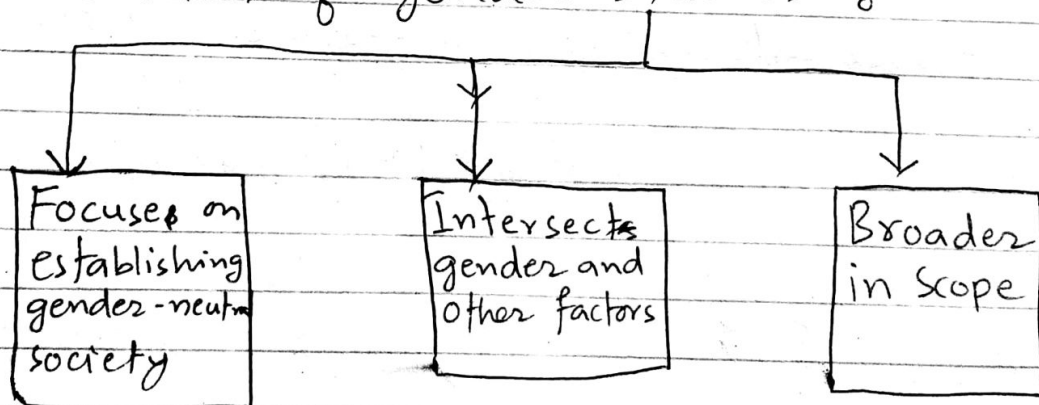
Differentiate between Gender and Women's Studies :

Women's Studies as a discipline was an outcome of feminists' movements. The discipline of women's studies focuses on presenting an analytical view to the current knowledge system and present an alternative view of knowledge. Gender Studies is a broad and inclusive field. It analyzes women's subordination from diverse perspectives. Gender studies intersects gender and other factors such as race, ethnicity to study inequality and its repercussions.

2) Defining gender studies :

Gender studies is a broader field that encompasses women, men, intersex and LGBTQ+ to study prevalent structure of inequality in the society.

a) Features of gender studies :

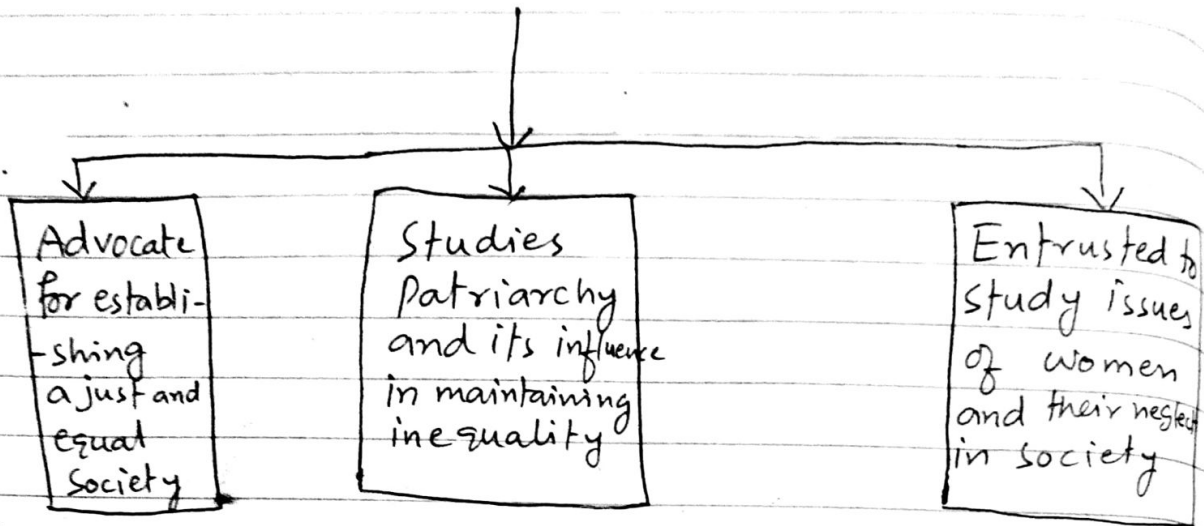


2) Discussing Women's Studies :

Women's studies as a discipline is often traced to the conference held in 1985 in Nairobi. Its scope is confined to studying women and

by presenting an analytical viewpoint to existing literature.

a) Features of Women's Studies :



3) Difference between Women and gender studies :

a) Women's Studies :

i) Historical roots : Conference in Nairobi

The roots of women's studies are often traced to conference of "End of Women's Decade" in 1985. At the end of this conference, it was recognized that an independent discipline concerning issues of women be developed.

ii) Scope : concerned to women-only :

The scope of women's studies is concerned to women. It studies the issues of women in society and discipline or literature. It also studies patriarchy and its potential impacts

on women.

iii) Nature : Interdisciplinary (Sociology)

The nature of women's studies is interdisciplinary. It encompasses sociology related disciplines such as history, societal structure & among others, to read and sense prevalent inequalities.

iv) Focus of Research : Inequality and Patriarchy :

Women's Studies primarily focuses on evaluating inequalities and patriarchy. It evaluates why ~~research~~ status of women has historically remained low and how patriarchy fuels this inequality.

v) Objectives : To eliminate inequalities in all spheres of life :

The objectives of women's studies are to eliminate inequalities in all spheres of life. It also aims to promote research and contribution of women.

vi) Need of this discipline :

Historically, women have been neglected in all spheres of life. As the consciousness raised globally, education and literature became a powerful tool. When women started to contribute in literature, their contribution was largely neglected and they were discriminated. Hence, it was resolved to maintain a self discipline.

b) Gender Studies :

i) Historical roots :

The discipline of gender studies emerged from the need to give a space to larger segment of population. As with the growing research and study, it became evident that it is not ^{only} gender, but other factors also contribute towards inequality.

ii) Need of gender studies :

According to the official website of Harvard University, the emergence of gender studies was traced to multiple factors. When the feminists took to streets in the US, the Afro-American women hold that within women there are other factors that contribute to inequality. They expressed that within framework of women, the experiences of black women, rich and poor are different. Hence, if mandated to explore inequality broadly.

iii) Scope: broad & Encompasses socio-cultural contexts :

The scope of gender studies is very broad. It adds women, intersex and LGBTQ+ in its fold. This broader frame of work reference brings nuanced knowledge and revelations. It studies non-binary or diverse groups.

iv) Nature: Multidisciplinary :

Gender studies encompasses research from

various disciplines and experts from various discipline jointly explore. For instance, the economists study the present economic structure of economy and its relation in maintaining inequality.

v) Focus of research : Social Construct :

Gender studying in harmony with gender and other factors researches how society maintains inequality. It evaluates intersection of genders with race and ethnicity. Besides, gender studies explores socio-political-economic structure and how it perpetuates inequality.

i) Objective : Establishing gender-neutral society :

The primary goal of gender studies is to sensitize how gendered nature of society has been perpetuating inequalities. It aims to establish a gender-neutral society.