

Q - 2017. what are the different forms of GBV and in your opinion what could be the workable strategies to eliminate GBV from Pak. Society?

Ans:

• Introduction:

Gender based violence is one of most systematic and essentially prevailing issue of Pakistan. It not only involves physical and sexual torture but also psychological and economic distress - especially to females. Even though GBV refers to both forms of genders i.e. males and females, the latter are seen <sup>to be</sup> more affected by it. It takes on various forms and patterns. However, several strategic steps can curb the evil of GBV.

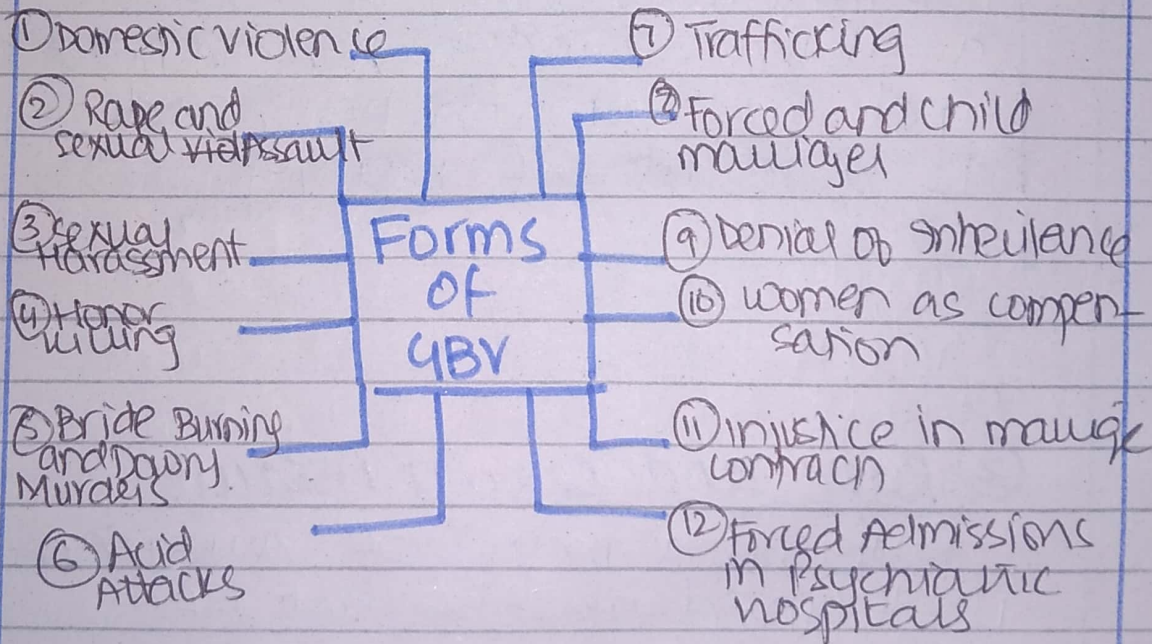
• Definition of GBV:

GBV simply refers to as,

“violence directed toward a person because of his or her gender and the expectations of social construct of it.”

## Forms of GBV:

GBV can take many different forms. Of the most common are physical, sexual, psychological and economic forms that are directed especially towards women. A study was conducted by Aurat Foundation Pakistan in 2010 that reflected grim reality of the treatment of women in Pakistan. Some of these issues are:-



## 1 Domestic violence:

Violence at home, most commonly at the hands of an intimate partner is described to be the worst social endemic of Pakistan. It is estimated that around 70% women experience DV.

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It maybe as beating, slapping, verbal violence, aggression and humiliation.

### Case Study

(Sarah Inaam - 2022)

Sarah Inaam was murdered by her husband and before that was subjected to frequent domestic violence when she denied her husband money. According to postmortem report, she had a 9cm wound on her forehead and a 12cm on her head as a result of beating.

### ② Rape and Sexual Assault:

Rape by a man of a woman is defined as the act of sexual intercourse with a woman by force or without consent or with consent with threat of hurting or murder. It is reported that 1 in 5 women experience attempt to rape or rape in their life. It maybe by family, relatives,

Friends, acquaintances and even by unknown people.

### ③ Sexual Harassment:

This may involve any unwelcome advances or undesirable activities that make the receiver uncomfortable. The rejection of such advances may result in hurt, murder or employment status being affected. According to reports, about 80% of women have to face harassment in day to day life in one form or another.

Mostly, it is seen at workplace, shops, malls, roads or even at social events such as weddings.

### ④ Honour Killing:

Honour killing can be defined as,

“unlawful killing of a woman due to her behaviour deemed to be immoral or unclean.”

Honour killing is mostly seen in

rural and tribal areas. This is an extreme form of physical violence that involves great suffering. Shirmeen Obaid Chiny in her famous documentary A Girl By The River (2015) highlighted this issue.

### Case Study

(Murder of Sandeel Baloch)

SB was an internet sensation famous for her selfies and controversial videos. She was also economically deprived and forced to take such measures to support her family. Baloch's brother strangled her to death and claims that she brought shame to family.

### ⑤ Bride Burning and Dowry Murders:

Bride burning refers to burning of a woman by drenching her in kerosene oil or other inflammable substance and then putting her on fire. Incidentally,

the percentage of bachelor girls dying this way is extremely minimal. This is often associated with no or insufficient dowry.

### ⑥ Acid Attacks:

It is one of the most distressing and rapidly growing form of violence against women. It implies throwing acid, especially on faces, in response to some sort of rejection, harm, doubt and even academic envy. Shirmeen Obaid's famous documentary *Saving Face* (2012) highlighted this issue. Around 200 cases are reported annually.

### ⑦ Trafficking:

This entails transportation by deceiving, forcing or by threat. It majority includes financial activities such as prostitution or domestic work. In 2023, around 29,000 cases were reported of trafficking, 26000 of which were females.

### ⑧ Forced and child marriages:

Marriage, including adults and children, without full and informed consent is also practiced. Such cases not only exist in rural areas but also in urban areas of Pakistan.

### ⑨ Denial of inheritance:

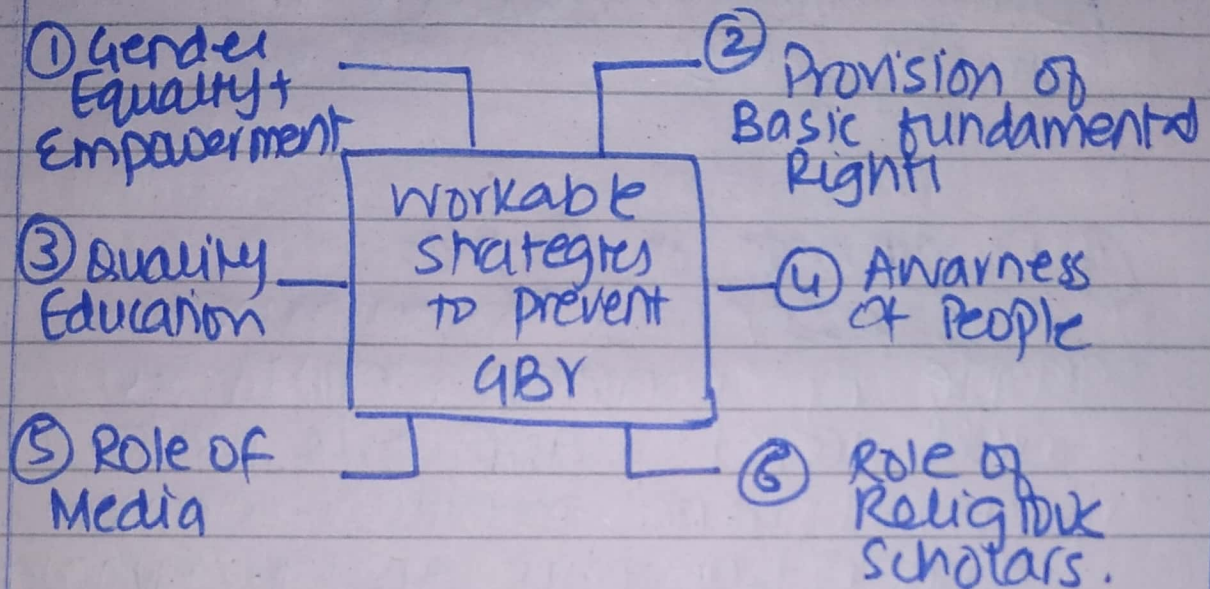
Women - as daughters, sisters, wives and mothers - are sometimes denied of this right. In some cases they are not allowed to marry or are married to Suran so that the property does not get divided.

### ⑩ Forced Admission in psychiatric hospitals:

Sometimes when women demand their property or want to marry by choice, they are accused of being overtaken by jinns and locked away.

## • Workable Strategies:

Several strategies can be adopted to prevent QBV in Pakistan.



### 1 Gender Equality and Empowerment:

It is the gender inequality that is causing the menace of QBV. In order to prevent it, gender equality and women empowerment needs to be ensured.

### 2 Provision of BFRs:

Basic human rights should be given so that women can be independent individuals in the society.



### ③ Quality Education:

Quality and safe education should be ensured so that women can learn basic knowledge and skills and participate in earning roles.

### ④ Awareness of People:

It is essential to aware people of women rights as well legal framework that prevents and protect women. Various seminars and programmes should be conducted for men + women, boys and girls.

### ⑤ Role of Media:

Media should play positive and influential role. This can be done by addressing issues in talk shows, dramas and movies.

### ⑥ Role of Religious Scholars:

Most of these crimes are based on religious stances. Therefore, it is important to

involve religious people to give Fatwa against such crimes.

• conclusion:

without a doubt, Pakistan is facing extremely grim conditions with respect to GBV. However difficult it maybe, these issues need to be addressed holistically and solutions needs to be derived promptly. Only then can a safe living space would be ensured for women in Pakistan.

Q - Problems + solutions of Gender and Employment.

Ans -

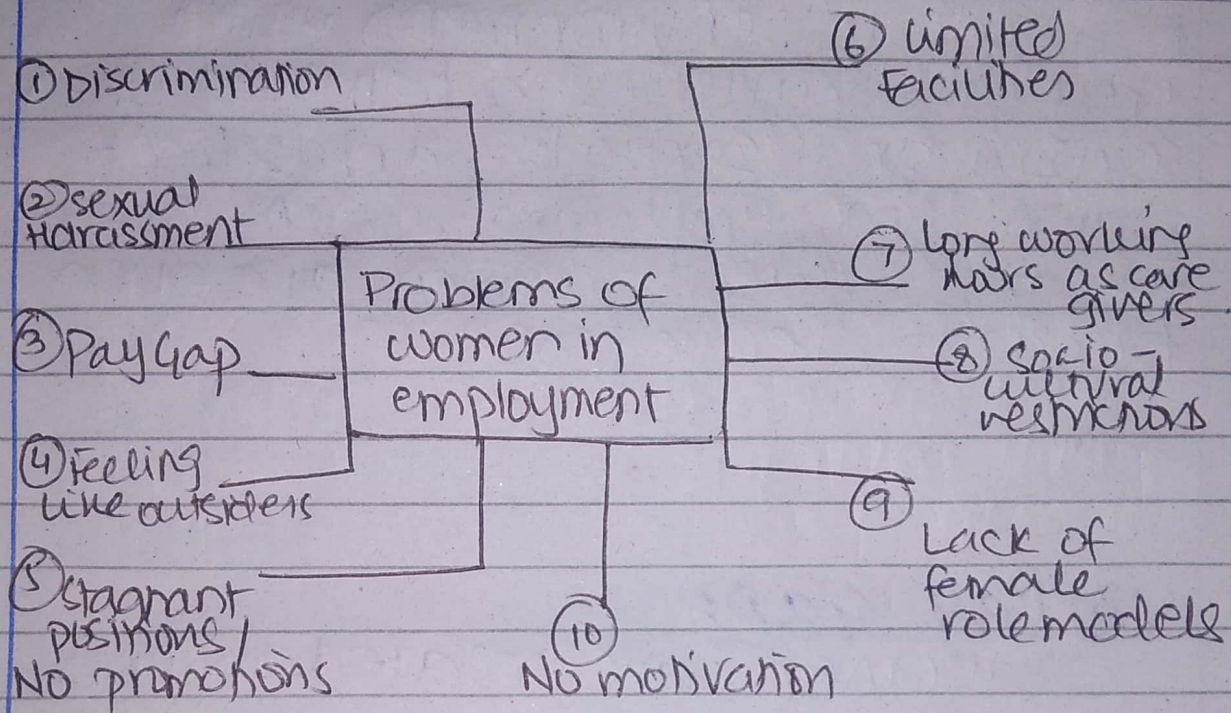
### Introduction:

Women are considered to be the driving force of a nation. If the social status of a nation is to be judged, it is imperative that the social position of women in that nation is seen. Like many other sectors, women face several issues regarding employment in Pakistan. From not being allowed to work to not being given an opportunity to do so, all contribute to the devastatingly low employment rate of women in Pakistan. According to World Economic Forum (2022), Pakistan ranks at 145 out of 146 countries in Gender Parity Index. However, certain steps can be taken towards improving the status of women and employment.

### Problems faced by women in Employment:

Pakistan's consistency in being ranked as the 2nd lowest country in Gender Gap Index owes

to the fact that the it has world's 2nd worst employment participation and opportunities for women. A few of the problems encircling the matter are described below.



## (1) Discrimination:

women tend to face discrimination at the time of employment. Mostly, men are preferred for posts, such as managers, over women. According to a study, Amazon used AI to hire people that was bias in its selection between male and female employees, and preferred male ones. Thus, it can be seen that women have to face discrimination at step one.

## (2) Sexual Harassment:

Another major issue is that women have to face sexual harassment at workplace. According to a dawn report, women have to work in environment with 'boy club' cultures entrenched with sexism and sexual harassment. (Dawn.com, Employing women, 2023). For this reason, women are even forced to leave jobs.

## (3) Pay Gap:

women are treated inferior even when it is time to pay. Not only do they have to work as much as men, but they also get paid less than them. This issue was once highlighted in Hollywood where the lead actors and actresses had more than 50% of difference. It was reported that women face difficulty in finding jobs but are also paid 34% less than men. (dawn.com, employing women, 2023)

## (5) Stagnant Positions and No Promotions:

It is also noted that women are generally promoted less than men, even if their promotion is long due. They are either promoted after a long time or are stuck in those positions forever.

## (6) Limited Facilities:

women are also primary health care givers of their children. A lot of workplaces are not female friendly as they lack daycares, lactation rooms etc + male and female maternity leaves. This makes continuing jobs after children difficult for new mothers and so they have to quit eventually.

## (7) Long working hours as caregivers:

This fact should also be noted that women are expected to take care of their families just as much after gaining employment. Not only does a woman have to work at office, but also has to fulfill the

role at house during chores. Mostly it is without any external help.

### (8) Socio cultural Restriction:

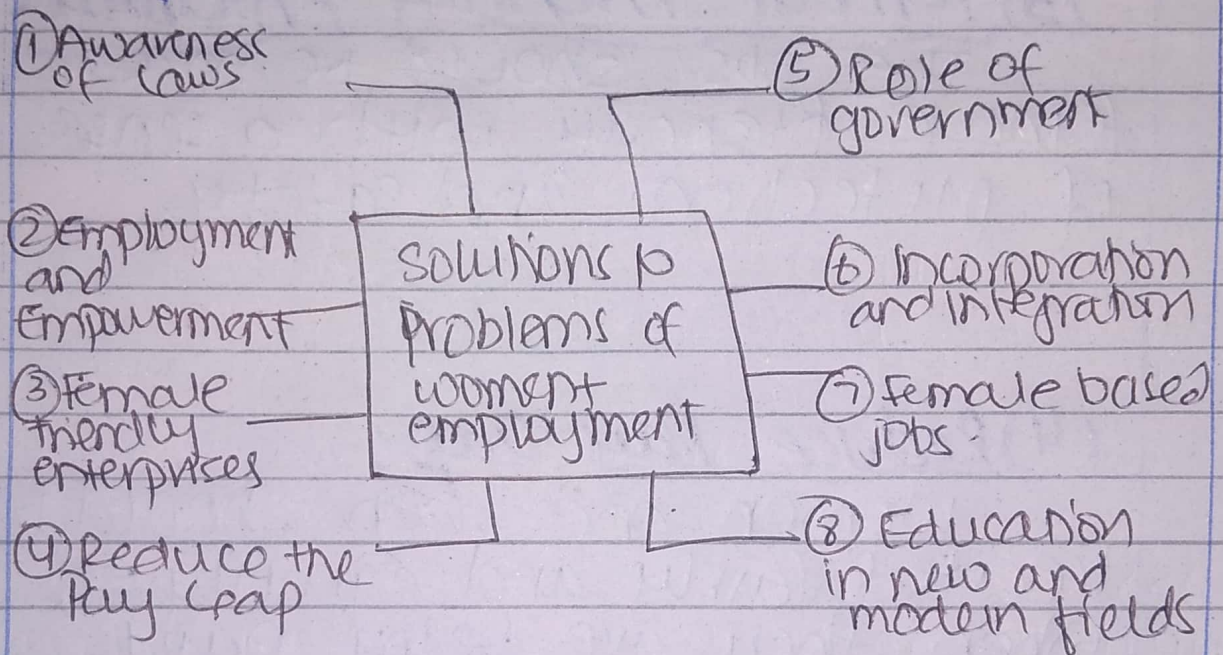
This is also seen that women have to face socio cultural restrictions by the men of their house. They are either not allowed to work or are discouraged to take up jobs such as of police or litigators. They are encouraged to do 'pink collar jobs' that are generally underpaid (Daou. com, Employing Women, 2023).

### (9) Lack of female Rolemodel:

As employment rate of women is far less than that of men, women seldom find any role-models for themselves. Instead, they have to seek help from male counterparts.

# Solutions to Problems of Employment and Gender:

There are a few steps that can be taken to improve the grim condition of female employment in Pakistan. A few of the solutions are described below.



## (1) Awareness of laws:

Several laws for protection of women such as Protection of women from Harassment at workplace, 2010 have been enforced. Women should be made aware of their legal right to report such incidents and encouraged to stand up for herself.



## (2) Employment and Empowerment:

women should be empowered and supported to step out of their homes and earn. Male counterparts need to be educated as well.

## (3) Female Friendly Enterprises:

The jobs should be made female friendly with a sense of protection and safety.

## (4) Reduce Pay Gap:

women and men should be treated fairly and equally, when they are being paid. A reduction in pay gap is necessary to ensure that the women employees are treated fairly.

## (5) Role of Government:

Government should take part in legislation and implementation of laws that privilege working

women. Strict action should be taken in case of any misdemeanors.

### (1) Female Based Jobs:

Female based jobs should be introduced in order to support and encourage them. One such initiative was taken in Karachi as Bink buses were launched.

### (2) Education and Training in modern fields.

Training such as STEM or AI should be done to widen the horizon of women employment.

### • Conclusion:

In conclusion, women in Pakistan are facing problems during employment every step of the way. The conditions should be made female friendly if Pakistan wants a rebirth and another chance towards betterment.

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