

# GENDER EQUALITY:

good effort

kindly try to be more mature in content and be more mature in expression

## A POPULAR SLOGAN

### Outline

#### 1 Introduction:

Hook

Why is gender equality a popular slogan?

Thesis Statement:

Despite all the concerns and efforts to ensure gender equality, it still remains mere a slogan because little progress has been made in uplifting the status of women in political, social and economic sectors. So some urgent attention and some serious efforts are needed to reverse the situation.

## 2 Debunking the term "gender and gender equality"

A What is gender and gender equality?

B Historical perspective of the term "gender equality"

C The recognition of issue in various world conferences.

## 3 Marginalization of women making gender equality a popular slogan.

3.1 Political perspective.

A The underrepresentation of genders women in parliament.

Case in Point: (Women in politics: 2023' map created by UN women reveals the underrepresentation of women in parliament)

B Little decision making autonomy and legislation

C Gender victimization and character assassination.

### 3-2 Economic Inequalities.

A The widened gender pay gap in the workforce.

Case in point: According to international labor organization (ILO), women in Pakistan earn 34% less than men on average.

B Employment opportunities for women are in informal sectors.

### 3-3 Social Inequalities.

A Prevalence of gender based violence.

B Education and health disparities.

C Women have been deprived from their social and legal rights.

## 4 Prospects of Gender Equality.

A Achievement of more cooperative and less prone world. Social improvement.

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Economic growth  
 Measures to achieve  
 gender equality:-

A Political participation should  
 be meaningful.

B Provision of quality education  
 and healthcare facilities.

C Gender sensitive legislation  
 and implementation.

D Economic inequalities must  
 be reduced.

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Conclusion.

### Essay

"Gender Equality is not the  
 battle of sexes, it's a  
 battle for equality, a battle  
 that men and women  
 wage side-by-side"

Gender equality is a popular  
 slogan now a days. It  
 has become a prominent

point of discussion. Many international conferences and some NGOs are emphasizing the importance of gender equality. Societies are becoming more aware about the inequalities that impacts the women in every walk of life. Gender equality is crucial as it advocates for achieving human rights and social justice irrespective of gender. It's not just a single-sex issues but a fundamental human rights problem. But as in our society, women are always on the receiving. So the debate of "gender equality demands equal rights for men and women. But sadly, despite all the efforts and concerns to ensure gender equality it

still remains mere a slogan because very little progress has been made in uplifting the status of women in political, social and economic sector. So urgent attention and some serious efforts are needed to reverse the situation.

Gender is actually a social construct, that refers to the characteristics, behaviours, and identities of people. Every gender should have access to all the rights and opportunities. This situation or state is called "gender equality". The concept of gender equality is not new, it has evolved significantly over time. In ancient civilization gender roles were often

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strictly defined with men  
typically occupying the positions  
of power and women  
neglected to domestic roles

But the men started  
to suppress the women  
by making negative  
use of the powers

given to him. From here  
the debate of "Gender  
Equality" started. Then the term  
became part of international  
Human Rights law ~~when~~

on December 10, 1948. After  
that there were <sup>held</sup> some  
conferences that discussed

the popular slogan of  
"Gender Equality". OSCE Conference

was held on 5-6 December 2023

with title of "Women and  
Men: Working together for equal

rights" also emphasized the  
importance of gender equality

Some renowned NGOs are

also working to ensure gender equality, such as Aurat Foundation, UN Women, Bedari etc are working on women empowerment and the rights of women in every walk of life. Despite all the debates and efforts gender equality could not be acquired due to some factors that are becoming hurdles in the way of gender equality.

Among these hurdles, political representation is the major hurdle. The underrepresentation of women in politics and in parliament remains the most obvious factor in this regard. In Pakistan and all around the globe the women are not given enough



representation in parliament.  
According to a report of  
UN Women with a title  
of Women in ~~2023~~ <sup>Politics</sup>: 2023,  
the representation of women  
in the parliament is only  
26.5% and there are only  
31 countries where women  
serve as Heads of State  
and Government. Even in  
Pakistan women make up  
just 21% of members of  
Parliament and only 12% of  
women appointed at ministerial  
positions. So all these  
figures are the evidences that  
women are facing underrepresentation  
in politics. With this  
much little representation  
women have little role  
in decision making and  
legislation. Furthermore, women <sup>are</sup> also  
victimized and they also  
face character assassination.

Recently, we witnessed the issue of a leaked video of a female politician. Moreover, some female politicians were targeted because of their physical appearance. So all these factors collectively contribute in becoming a hurdle for women representation in politics.

Secondly, economic inequalities are another factor in marginalization of women making gender equality a popular slogan. There is a clear difference in the wages of men and women in the workforce. According to International Labor Organization, women in Pakistan earn 34% less than men on an average. Globally, this gender pay gap is 20%. So women have to

face inequality even in economic sector. Apart from wages, women do not have opportunities in good sectors. For women, employment opportunities are in the informal sectors, such as female labourers in industries or agricultural sectors and sometimes women are hired for just packaging of items. These kind of informal sectors provide opportunities to the women.

Apart from these factors social inequalities are also making the slogan "gender equality" more popular. Gender based violence and domestic violence are prevailing not only in Pakistan but all around the world. UN women's rights committee report reveal that

there is a surge in gender based violence against women around the world. It increases 25% in 2022 as compared to the previous years. In Pakistan around, 27.3% women facing sexual violence and 21.7% are facing physical violence. The gender based violence is a serious issue in Pakistan now a days. The rural areas and the communities of Afghan refugees are the places where domestic violence is prevailed to a great extent. ~~More over there education and health disparities are also contributing to this trend.~~ In Pakistan the female literacy rate is 51%. It shows that 49% of Pakistani women are illiterate. Especially in ~~Pa~~

Some provinces for example  
KPK and Balochistan, where  
a major portion of girls  
never went to school. In  
KPK and Balochistan, the  
female literacy <sup>is</sup> 85%  
and 27% respectively. ~~This~~ With  
this less literacy rate,  
Pakistan or any other  
country cannot develop. As  
we all are well  
aware of the saying;  
"If you educate a man,  
you educate an individual;  
But if you educate a  
woman, you educate a  
nation." In addition to it,  
women are also deprived  
of some basic social  
and legal rights. For instance,  
women in Pakistan are denied  
their rightful inheritance and  
Haq Mehar. In Islam, there  
is a fixed proportion for

women in inheritance but they are not able to secure even their basic right.

All these gender based discriminations are hampering the development and growth of Pakistan. They have impacts on the economy, peace and security and development of country. ~~If the goal of gender equality is achieved it has many prospects. First of all, the world will succeed in acquiring a more cooperative and less prone environments where there will be more cooperation among men and women. Women will feel safe and secure and they will be able to contribute freely and effectively in the growth and~~

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~~development of the country.~~

When women will have the

~~same~~ equal opportunities in  
education and healthcare

facilities, the nation as a whole

~~will~~ grow as the educated

women are the backbone

of a nation. Moreover when

the women representation in

politics will be high, it

will have long-lasting

consequences on the society.

Especially, all the women

related legislations will get

benefit from this. Moreover,

the economic inequalities

should also be diminished

so that women not only

improve their own livelihood

but also help to boost

the country. ~~In simple~~

~~words~~ world will be

~~a better place if the~~

~~world instead of using~~

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~~using the slogan of gender equality, make it a reality as well.~~

But some serious efforts are required ~~to~~ change this ~~dream~~ into a reality.

Starting with the ~~measure~~ to take ~~the~~ journey from mere slogan to ~~reality~~, the political ~~representation~~ of women should be increased.

A meaningful ~~representation~~ of women ~~is~~ ~~an~~ essential that ~~will~~ be ~~helpful~~

for all the women of society. ~~It will ensure the role of women in~~

~~decision making and all the woman related legislations.~~

Furthermore, healthcare and education facilities should be improved for ~~the~~ women.

As in some rural and remote areas, women are



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dearth of the basic or  
quality education. Some serious  
efforts are needed to  
improve the literacy rate  
of women. For this, the  
government of the country,  
should initiate implementing  
policies and programs to  
promote girls' education. Some  
kind of scholarships, stipends  
and other incentives for  
female students and their  
families to encourage them.

A special quota should  
be introduced in the  
education and health department  
for the women. Another  
most important step that should  
be taken is to introduce  
gender sensitive legislation  
to stop domestic and  
gender based violence. ~~Laws~~  
~~and policies should be improved~~  
~~and should also raise~~

awareness among the women  
about their rights. Last  
but not the least, the  
economic inequalities should  
also be reduced. Women  
also deserve the employment  
in the major sectors  
and also the wage  
gap between men and  
women should be minimized.  
All these measures have  
the potential to reduce  
gender inequality but all  
we need is honest  
efforts then this goal may  
be achieved.

In a nutshell, gender  
equality is a popular slogan  
now a days because  
the world is not able  
to make gender a  
reality. Although efforts are  
being made to reduce  
the gender discriminations

but still it remains mere  
a slogan because very  
~~little~~ or no progress  
has been made to raise  
the status of women in  
political, social and economic  
sectors. still women has  
not acquired the enough  
~~majority~~ representation  
in parliament  
and they are facing  
character assassination and  
are being abused as well.  
In the social sector,  
they are facing domestic  
violence. Multiple cases are  
reported about the sexual,  
physical and psychological  
violence around the globe.  
The reason behind all  
kind of violence is  
the illiteracy and unawareness  
of women about their  
rights. So by ensuring gender  
equality, any society can

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grow; world will become a better place to live and less prone to violence. The society and country will grow as a whole, as women will be able to contribute to the economy of the country.

But to ensure all these prospects of gender equality, the state of any country especially of Pakistan should ~~not~~ adopt some measures. Such as women representation should be meaningful in politics. Moreover, women should also get the quality education same as of men. so they will be aware of their rights. ~~some strict laws should be introduced~~ ~~removed~~ and the existing laws and policies should be improved to make

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them effective to stop the  
gender based violence and  
domestic violence. Lastly, the  
economic inequalities should  
be reduced so that  
women should also work  
on equal footing with men.  
Both should have the  
same access to work  
opportunities. By taking all  
these measures we can turn  
this slogan of gender equality  
into a reality.