

①

# Is Gender Equality A Myth?

## Outlines:

### 1) Introduction

#### Thesis Statement

Gender equality is a myth ~~not~~ 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 term "Gender Equality"

### 3) Gender Equality is a myth: Manifestation (Thesis)

(i) Gender disparity in the political representation of women in legislature [UN Report of Women in politics]

(ii) Gender inequality in the employment opportunities [ADB Report]

Choice of jargons should be more specific and appropriate  
Avoid minor language mistakes  
Keep practicing

⑪

Gender discrimination in the opportunities of promotion to higher posts [Pakistan case study regarding women's elevation to higher posts].

iv) Gender inequality in the form of pay gap. [World Bank Report]

v) Gender disparity in the literacy rate [UNESCO Report]

vi) Persistent gender based violence to subordinate women [UN report].

vii) Unequal access to technology and less digital literacy of women. [OECD report].

4) Gender equality is a reality: manifestation (Antithesis).

i) Right of all citizens to

education is enshrined in constitution [Article 25A of the 1973 constitution of Pakistan].

(ii) Effective measures have been taken to eliminate gender pay gap. [Iceland case study of equal pay].

(iii) Political representation has ~~been~~ improved through quota of reserved seats [Case study of Rwanda: women members in the Parliament].

(iv) Legislation has been done to avoid gender discrimination ~~based on sex~~. based [Article 25(2) of the 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 it persists in most countries.
- (iii) Political representation of women has ~~been~~ improved, yet it is far below their population.

## 6) Conclusions

Date: \_\_\_\_\_  
⑤  
Essay

Malala Yousaf zai wrote in her book "I'm Malala" that she was born in a society where rifles were shot in the celebration of the birth of a male child. However, her husband descended on the birth of a female child on the whole family. It vividly ~~understands~~ highlights the fact that gender equality is a myth and gender inequality is rampant. Gender inequality exists in the political realm as women are barred from taking public offices. In addition, it can be **found** in the unequal employment opportunities. Similarly gender disparity can also be observed in the unequal opportunities of promotion to higher posts and gender pay gap. Moreover, a stark disparity exists in the literacy rate and access to technology. **A school of thought** However, ~~some people believe~~ that gender equality is

a reality because women are <sup>being</sup> provided with the right to education and political representation. Similarly, legislation has been passed to eliminate gender based discrimination. Despite all these measures, gender equality rings hollow; because, gender stereotypes deter women from getting education and their political representation is far below their population. Therefore, 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.

Gender equality ~~can~~ is ~~be~~ defined by UNICEF as ~~women~~ follow: "women, men, girls and boys must enjoy equal rights, resources, opportunities and protection". Hence, the definition of gender equality can be understood from the UNICEF.

Gender disparity exists in the political representation of women in the legislature. Because women are <sup>less</sup> restricted from taking public offices. Most men believe that the right place of women is inside the four walls of home. They do not need to interact with male. As a result, political participation of women is negligible. As per the <sup>2023</sup> UN report of women in politics, "Political participation of women is only 26.5%." Hence, political participation of women is low and not according to their population.

Gender inequality can be observed in the unequal employment opportunities provided to women. It is due to gender based cultural stereotypes. Society associates women with <sup>the role of</sup> raising children and homes. As a result women are not provided with equal opportunities of employment. According

to the Asian Development Bank report, "40% of women are not doing jobs because their male member of the family do not allow them. Hence proved, women do not have access to equal employment opportunities.

Gender discrimination exists in the opportunities of promotion to higher posts. Because, the invisible glass ceiling blights their prospects of elevation to higher ranks. Companies usually prefer male to woman on good posts. It has been proved from the report that only 4.5% women are serving in the higher posts in Palestine. Thus, women get less opportunities of promotion to higher posts as compared to their male counterpart.

Gender inequality can be observed is rampant in the form of gender pay gap. It is due to pre-



conceived notion of domestic responsibilities of women. Women have to take leave on several occasions like maternity leave and other social engagements etc. These reasons are used as a pretext for lower wages to female. Globally, the gender pay gap is \$172 trillion (nearly two times the world's annual GDP (World Bank Report)). Hence proved, gender pay gap is one of the reasons of gender inequality.

There is stark gender disparity in the literacy rate. It is due to unequal <sup>providing</sup> opportunities of education to women or girls. Parents prioritize the education of their sons rather than daughters because they have to marry them off. Moreover, harassment of women also deter them from sending their daughters to school. As a result, there is wide gap between the

literacy rate of male and female. UNESCO highlighted the fact that out of 992 million illiterate youth, 56% are women. According to a report, the literacy rate of women is 47% compared to 68% that of male.

Thus, there is no denying the fact that gender inequality inequalities exist in the form of different literacy rate of male and female.

→ Gender inequality can also be manifested in the form of

Persistent gender based violence to subjugate women.

As women are <sup>being</sup> denied of their rights, they live a life subservient to male members of a family.

As a result, women become victims of violence.

According to Pakistan Demographic and Health Survey, "39%

of Pakistani women suffer abuse and 80% married women face domestic violence."

Hence proved, women are being subjugated through gender based violence which results in gender inequality.

There is gender inequality due to unequal opportunities of access to technology coupled with gap in digital literacy rate. Due to social norms and antediluvian mentality, women are not allowed to have technology like smartphones. As a result, women are not adept in the digital literacy. As per the Organization of Economic Cooperation and Development (OECD), globally, 327 million fewer women than men have access to smartphones and mobile internet. Hence proved unequal access to technology and digital literacy by women are the cause of rampant gender inequality.

The above paragraphs explained the fact that gender equality is a myth due to wide ranging existent inequalities. The following paragraphs will throw light on the <sup>perception</sup> ~~fact~~ that why some people believe that gender equality is a reality.

Some people believe that gender equality is a reality because right of all citizens to education is enshrined in the constitution. Without any discrimination, constitution grant the right of education. For instance, Article 25A of the 1973 constitution provides equal opportunities of education to all irrespective of gender. Hence proved that all people can get education as it is mentioned in constitution.

Effective measures have been taken to eliminate gender pay gap. Gender pay gap was a problem before; however, countries tried to get over this by ~~making~~ <sup>doing</sup> legislation. For instance, Iceland secured the right of people to equal pay by means of legislation. Thus, measures like equal pay gap is a right step to ensure gender equality.

Political representation

of women has been improved through quota or reserved seats. Legislation has been carried out to <sup>ensure</sup> make women representation in parliament. For instance, there are 61% women in the parliament of Rwanda. Hence, gender equality is made sure through increase women participation in parliament.

Legislation has been done to avoid gender discrimination based on sex. Women often become the victim of injustice because of her gender. Therefore, such discrimination is curbed through legislation. For instance, Article 25(2) of the 1973 constitution of Pakistan prevent <sup>any kind of</sup> discrimination based on gender. Thus, discrimination based on gender has been overcome with legislation.

The preceding paragraphs prove the point of view of some people who think that

gender equality is a reality. Now, in the following paragraphs their rebuttal will be given.

Constitution has given ~~women~~ girls the right to education, yet gender stereotypes deter ~~women~~ from getting education. Because, they want to marry off girls. Moreover, they believe that ~~women~~ girls should spend more time in learning how to perform house chores. Similarly, they believe that girls education would not benefit them as they will get married at some point in life. Hence, due to all these gender stereotypes girls are not provided with equal opportunities of education, despite the right given to them by constitution.

Gender pay gap has been eliminated from some countries, still it persists in most countries. It is

due to common perception that women do not give their best as they have domestic responsibilities. Moreover, they take leave on different occasions. As a result, women are deprived of their rightful wages and they are paid less than their male co-workers. Thus, gender inequality persists as all countries have not achieved the parity in wages for all workers irrespective of the gender.

Political representation of women has been improved, yet it is far below their population. Due to conservative background males do <sup>not</sup> allow their female family members to cast vote, let alone, run for office in elections. Moreover, their representation in parliament is not at par with their population. For instance, out of 342 seats of National Assembly, only 60 are reserved for women who accounts for 49.6%.

of population of Pakistan.  
Hence, gender equality  
has not been achieved  
in the political realm as  
the women representation  
is not according to their  
population.

In a nutshell, gender  
equality is a ~~pipe~~ pipe  
dream and myth, not a  
reality. Because, there exists  
a stark difference in  
the political representation  
of men and women. In addition,  
there exists a gender discrim-  
ination in the job opportunities  
and promotion to higher  
posts. Furthermore, there is  
a huge gap in the literacy  
rate and access to technology.  
However, some people believe  
that gender equality is  
a reality as women have  
been given right of education  
and political representation.  
Moreover, gender discrimination  
has been prevented through  
legislation in constitutions.  
Having said that, the gap



Date: \_\_\_\_\_

(17)

Day: \_\_\_\_\_

between literacy rate, political participation and wages is more evident than ever before due to cultural norms and gender stereotypes. Therefore, unwavering efforts should be made by all segments of society to do away with gender discrimination and empower women to achieve gender equality.