

Topic = Gender Equality is a Myth.

Thesis Statement :-

Gender equality is a myth and has not become a reality, even in the 21st Century, women continue to face systemic discrimination of rights. Various social and cultural factors reinforce this inequality, producing widespread consequences. However, with effective reforms, nations can move toward achieving genuine gender parity.

Outline :-

- ① Introduction
- ② Defining the term "Gender Equality".

③ Root Causes of Gender Inequality

A- Poor Implementation of Laws and Policies

B- Male dominated society.

① Radicalization

C- Mobility Restriction for women

D- Lack of Women education

E- Less say in Policy Making

F- Lack of awareness among Society.

G- Economic dependence of Women on Men

H- Cruel Customs and Traditions

Consequences

④ Effects of Gender Inequality

A- Domestic Violence

B- Poor Living Conditions

C- Raise in Crime rate against Women

d- Decline in Ethical and Moral standards of the Society.

E- Gender Blind Policies

F- Poor image of a Country.

⑤ Reforms/ Remedies

A- More education institutes for Women

B- Spread awareness about Women's ~~education~~ inclusion

C- Economic empowerment of women

D- Adequate representation in decision and policy Making.

E- Punishments by States for force Marriages and Rapes

F- Anti discrimination policies in workplaces

G- Male Allyship.

⑥ Conclusion

② Reference/Bibliography

A- More education for women

B- More awareness about women's rights

C- Government employment for women

D- Appropriate laws against sexual harassment

Topic = Gender Equality is
a Myth.

"No Nation can rise to
the height of glory unless
your women are side
by side with you."

Quaid-e-Azam-

Gender equality is a major concern, even though many countries claim to support equal rights for men and women. Despite international efforts, real equality has not been achieved, especially in developing countries. This gap between promises and reality makes gender issues serious and important in today's world. Gender equality is a myth and has not become a reality, even in the 21st Century, women continue to face systemic discrimination of rights. Various social and cultural factors reinforce this inequality, producing widespread consequences. However, with effective reforms, nations

can move toward achieving genuine gender parity. There are numerous root causes of Gender inequality including Poor implementation of laws, Male dominated Society, Lack of women education, and Mobility restrictions for women. These causes lead to several consequences including Domestic violence, Poor living condition, Rise in Crime rate, and Decline in ethical and Moral standards of the Society. However, with effective reforms of Gender equality can be achieved. Reforms such as More education institutes for women, Spread awareness about women's participation, Economic empowerment of women, and Adequate representation in decision and policy making would ensure gender equality. Despite all the causes and reforms, it is hoped that societies, government and individual would openly encourage women's empowerment.

Gender equality means that all the individuals,

regardless of gender, have equal access to opportunities, rights, and resources in areas like education, employment, and decision-making. It ensures fairness and prevents discrimination, contributing to social and economic development. Gender inequality arises from systemic issues such as poor implementation of laws and policies protecting women.

The poor implementation of laws and policies designed to protect women significantly hinders the achievement of gender equality. Although legal framework exists to ensure women's rights, weak enforcement, and lack of resources prevent these laws from fully empowering women. For instance, in Pakistan, despite laws against workplace harassment, many women continue to face discrimination due to inadequate enforcement mechanisms. Similarly, UN Women reports indicate that even in countries with

Strong gender equality laws, enforcement gaps limit their real-world effectiveness. As a result, legal protection alone cannot guarantee women's safety or equal opportunities without proper implementation. Therefore, achieving gender equality depends on effective laws and their implementation specially in a Male dominated Society.

A male dominated Society, rooted in radicalised norms, continues to reinforce gender inequality. In such societies, traditional values often grant more power to men in education, employment, and decision-making, limiting women's opportunities and autonomy. For example, in rural Pakistan, cultural norms prioritise boys' education over girls', restricting women's future prospects. Globally, Patriarchal systems continue to marginalize women in leadership roles, despite policy reforms aimed at equality. Consequently, women face systemic barriers.

that prevent them from fully participating in social, economic and political life. Thus, challenging patriarchal norms is essential to achieving gender equality, especially when mobility restrictions further limit women's independence and opportunities.

Mobility restrictions on women significantly undermine their ability to fully participate in social and economic life. Cultural norms and safety concerns limit women's movement outside their homes, reducing their access to education, employment and essential services. For instance, in Pakistan, survey by the Pakistan Bureau of Statistics show that many women require a male family member's permission to travel, reducing their independence. Similarly, global studies by World Bank highlights that limited mobility directly lowers women's participation in workforce and income levels. As a result, these restrictions weaken their chances of improving

their socioeconomic status. Therefore, easing mobility restrictions is crucial for gender equality, specially when women have limited educational opportunities that further constrain their empowerment.

The lack of women education remains one of the major barriers to gender equality. Due to cultural norms, financial limitations, and safety concerns, many girls are unable to pursue education, limiting their knowledge, skills, and future opportunities. For example, in Pakistan, the Annual Status of Education report (ASER) consistently shows higher dropout rates and lower enrollment among girls compared to boys. Likewise, UNESCO reports that countries with low female literacy rates experience slower economic growth and wider gender disparity. Consequently, women with limited education struggle to secure decent employment, access information, and participate confidently in

public affairs. Thus, ensuring women's education is essential for gender equality, particularly because limited education also reduces their influence in policymaking process.

Women's limited role in policy-making further restricts progress towards gender equality. Despite legal and constitutional provisions, women are underrepresented in legislative bodies and decision making forums, which reduces their ability to influence policies that address their needs. For instance, in Pakistan although reserved seats exist, the Inter-Parliamentary Union (IPU) reports that women still hold far fewer ~~part~~ key leadership positions as compared to men. Similarly, global studies show that countries with low female political participation tend to adopt fewer gender-responsive policies. As a result, issues affecting women, - such as safety, health, and education - often receives insufficient

attention in national and local policymaking. Therefore, increasing women's representation in policy making is crucial, especially when societal lack of awareness continues to weaken support for gender equality.

The lack of awareness among society significantly contributes to the persistence of gender inequality. In many communities, ^{there is} limited understanding of women's rights and gender equality, allowing stereotype and discriminatory behaviour to continue. For example, in Pakistan, studies by Aural Foundation reveals that many people are unaware of laws protecting women from domestic violence and harassment. Similarly global survey by UN Women show that societies with low gender awareness tend to tolerate unequal treatment of women. Consequently, misinformation and deeply rooted beliefs discourage women from claiming their rights. Thus raising societal awareness is essential for gender equality, particularly when economic dependence on men further limits their autonomy.

Women's economic dependence on men remains a significant obstacle to achieving gender equality. Due to limited access to education, employment opportunities, and financial resources, many women rely on men for economic support, restricting their independence. For instance, in Pakistan, labour force surveys indicate that women's workforce participation is significantly lower than men, increasing financial dependence. Similarly, World Bank report that women without independent income have reduced bargaining power within household and society. As a result, economic dependence limits women's decision-making power and increase vulnerability to exploitation and abuse. Therefore, promoting women's economic independence is essential for gender equality, particularly when cruel societal norms and traditions continue to undermine women's rights.

Cruel customs and traditions continue to reinforce gender inequality in many societies. Practices such as forced marriages, honour-based

restrictions, preferential treatment of males over females uphold patriarchal norms and limit women's opportunities. Globally, ~~UNESCO~~ UNICEF studies highlight that harmful cultural norms limits women's participation in economic, social, and political spheres. Consequently, women are often confined to subordinate roles, facing restrictions on their personal growth and freedom. Thus, challenging harmful customs is essential to achieve gender equality, as such practices directly contribute to consequences such as domestic violence.

In the preceding section, root causes of gender inequality were discussed. The following paragraph will examine the consequences of gender inequality. Domestic violence is the severe consequence of gender inequality, affecting women's safety and well-being. Women in patriarchal societies often face physical and emotional abuse at home, which limits their freedom and sense of security. For instance, UN women studies

show that domestic violence is widespread globally, particularly in countries where gender inequality is deeply entrenched. As a result, women suffer long-term health issues, decreased productivity, and diminished participation in public life. Therefore, addressing domestic violence is critical for gender equality, especially in countries with poor living conditions that further disadvantage women.

Poor living conditions disproportionately affect women and gender inequality. Limited access to clean water, sanitation, and healthcare places women at higher risk of illness, malnutrition, and social vulnerability. For instance, according to Pakistan Bureau of Statistics, many women in rural and urban slums lack access to basic facilities. Similarly, World Bank WFP indicate that inadequate living conditions are strongly linked to higher rate of diseases and reduced educational and economic opportunities for women. Consequently, poor living conditions restrict women's

mobility and participation in societal development. Thus, improving living condition is essential for gender equality, as such conditions often contribute to rise in crime rate against women.

The rise in crime against women is a direct consequences of persistent gender inequality. In societies, where women are marginalised and lack protection, they become an easy targets for harassment and other forms of violence. For instance, in Pakistan, National Crime Records indicate increasing cases of sexual harassment, assault, and kidnapping over recent years. As a result, women's safety is constantly threatened, restricting their freedom and participating in public life. Therefore, addressing crimes against women is vital for gender equality, particularly as these incidents contribute to decline in ethical and moral standards of the society.

The decline in ethical

and moral standards further perpetuates gender inequality. When societal values do not respect women's rights, discriminatory practices and injustices become normalized, weakening social cohesion. For instance, in Pakistan, widespread tolerance of harassment and gender-based discrimination reflect eroding moral standards. Similarly, global studies show that societies with declining moral standards exhibit higher levels of gender bias and injustice. Consequently, such moral standards undermines efforts to create a safe, fair, and inclusive environment for women. ~~Therefore~~, Hence, restoring ethical and moral values is vital for gender equality, especially when gender-blind policies fail to address women's specific needs.

Gender Blind policies fail to consider women's specific needs, further perpetuating gender inequality. When policies are formulated ~~without~~ without gender perspective, they fail to address systemic barriers faced by a woman. For example, in Pakistan,

Some economic and social policies restrict women's participation, resulting in unequal access to opportunities and resources for women. Similarly, research by UN Women shows that gender neutral policies in some countries hinder women's empowerment. As a result, women remain underrepresented in key sectors, like education, slowing societal development. Therefore, implementing gender-sensitive policies is essential for gender equality, since persistent gender inequality contributes to poor image of a country.

Persistent gender inequality negatively affects the image of a country, both at national and international levels. When women face discrimination, harassment, and limited access to resources, it reflects poorly on a country's commitments to human rights and development. For instance, reports by World Economic Forum show that countries with high gender inequality are often perceived as less progressive and attract less foreign investment. Similarly, International

media frequently highlights gender issues, impacting country's credibility and reputation. Resultantly, gender disparities not only hinder social and economic development but also negatively impact country's reputation on the global stage. Hence, addressing gender equality is essential for improving country's image, particularly through reforms such as establishing more education institutes for women.

In the previous section, consequences of gender inequality were discussed. In the following paragraph, reforms to reduce gender inequality will be explained. Establishing more educational institutes for women is a crucial step towards achieving gender equality. Access to quality education equips women with knowledge, skills, and confidence, enabling them to participate fully in social, economical, and political life. For instance, UNESCO reports indicate that countries with higher female

education level and experience higher economic growth and reduced gender disparities. Consequently, educating women not only empowers them individually, but also benefits society through enhanced productivity and social development. Thus, establishing more education institutes for women reduces gender inequality, especially, when coupled with efforts to spread awareness about women's inclusion.

Spreading awareness about women's inclusion is essential to challenge societal biases and promote gender equality. When communities understand the importance of women's inclusion in education, employment, and decision making, discriminatory attitudes and practices gradually reduce. For instance, awareness campaigns by Avasat foundation have successfully encourage families to send their girls to schools and women's involvement have significantly in community activities have significantly increased. As a result, women are able to

contribute to the society, and societal attitudes toward women's involvement became more supportive.

Therefore, spreading awareness about women's inclusion is crucial for gender equality, especially when combined with measures to promote economic empowerment of women.

Economic empowerment is vital reform for achieving sustainable gender equality. When women have access to employment, financial resources, and equal pay, they gain independence and gain greater control over personal and household decisions. For instance, in Pakistan, women-led entrepreneurship programs have enabled women to start business and contribute to household incomes. Similarly, World Bank reports show that women's economic participation boost countries' national growth and reduce poverty levels. Consequently, economically empowered women are better positioned to resist exploitation and actively participate in social and

political life. Thus, economic empowerment of women is vital for gender equality; particularly, when women are given adequate representation in decision and policy making.

Adequate representation of women in policy-making is essential for gender equality. When women actively participate in political and administrative institutions, policies are more likely to address issues related to education, health, safety, and economic inclusion. For instance, global research by UN Women indicates that countries with higher female political participation adopt more gender-responsive policies. Consequently, inclusive decision-making strengthens democratic governance and ensures that women's concerns are not overlooked. Therefore, increasing women's representation in policymaking is crucial for gender equality, particularly when supported by strict state punishment for forced marriages and rapes.

the state for strict punishment by
and rape is essential to
protect women and promote gender
equality. When the legal
system enforces severe consequences
for such crimes, it reinforces
the importance of women's rights
and safety. For instance,
UN women rights reports that
countries with strict legal
frameworks see a reduction in
gender based violence. As a result,
women gain greater security,
confidence, and freedom to
participate fully in society.
Therefore, ensuring strict punishment
for forced marriages and rapes
is crucial for gender equality,
especially when complemented by
anti-discrimination policies in
workplaces.

Anti-discrimination policy
plays a crucial role in
promoting gender equality and
ensuring women safety. When
workplaces enforce equal pay,
for hiring practices, and zero

tolerance for harassment, women are more likely to participate and progress professionally. For example, in Pakistan, the Protection against Women Harassment in Workplace Act provides a legal framework to address workplace misconduct, though stronger enforcement is still needed. Similarly, International Labour Organization (ILO) reports show that organizations with inclusive workplace policies experience higher productivity and gender balance. Consequently, such policies create safer and more equitable work environments, enabling women to contribute effectively to economic growth. Thus, enforcing anti-discrimination policies is essential for gender equality, particularly when supported by male allyship that challenges bias and promotes inclusion.

Male allyship is a powerful force in advancing gender equality and promoting inclusive societies. When men actively support women's rights,

challenging harmful stereotypes, and share leadership spaces, societal attitudes toward gender roles begin to change. For example, initiatives such as the

UN's HeForShe campaign encourage men worldwide to advocate for gender equality and women's empowerment. Similarly, studies show that male-supported workplace and community initiatives lead to reduced discrimination and greater acceptance of women's participation.

As a result, collaboration between men and women fosters mutual respect and accelerates progress toward social justice. Therefore, male allyship, alongside legal, social, and economic reforms, forms a strong foundation for achieving lasting gender equality.

To conclude, it is stated that, Gender equality is a myth and has not become a reality, even in the 21st century, women continue to face systemic discrimination of rights. Various societal and

cultural factors reinforce this inequality, producing widespread consequences. However, with effective reforms, nations can move toward achieving genuine gender parity. The Root causes for gender inequality are lack of awareness among society about women's inclusion, Economic dependence of women on men, and cruel customs of societies. These causes have severe consequences such as Decline in ethical and Moral standards of society, Gender Biased policies, and portray poor image of a country. However, with effective reforms including punishment by state for forced marriages and crimes like rapes, Anti-discrimination policies at workplaces, and Male allyship would strengthen ~~promote~~ gender equality. As there is light at the end of the tunnel, it is hoped that women will achieve ~~empowerment~~ true empowerment.