

# The impact of injustice on Gender disparity in Pakistan

1. Introduction

2. Perpetuating cycles of injustice and gender disparities impact equal participation in the society

3. Injustices leading to gender disparity in Pakistan and their impacts

(i) Discrimination in education

case in point

As per 2023, census 52.87% women out of which 42% are out of school

ii. Lower wages of women

case in point

Pakistan ranks 142/146 countries in WEF's global gender gap report

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- (iii) Lowest labour force participation by half of population

Case in Point

Pakistan's female labour force participation is 22.6 pc lowest in S. Asia (WB, 2024)

- (iv) Under-representation of women in Parliament and political sphere

Case in point

In 2024-25, women made only 17 percent of Pakistan's parliament

- (v) Early and forced marriage leading to denial of basic rights

Case in point

21% of women (girls) are married before age of 18 (UNICEF, 2023)

- (vi) High maternal death rate

Case in point

UNFPA and UN: 186 per 100,000 in

early 2025 maternal mortality



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4. Factors contributing to gender disparity in Pakistan.

(i) lowest educational spending on education

Case in point

1.9% of GDP lowest as compared to 4% of global requirements

deepening socio-economic

(ii) lack of socio-economic equality

inequality

Case in Point

Women as an informal labour in Pakistan 73% informal sector

(iii) Denial of decision making and power position roles

Case in point

Global gender gap index 148/148 (Top in gender inequality)

(iv) Malpractice of honour killing and bride price.

### Case in Point

Pakistan has 1000 honour killing annually (Human rights watch commission, 2024)

2. Future roadmap to fight against gender disparities in Pakistan.

(i) ~~Providing equal opportunities for women in education~~

(ii) Access to free health care facilities and maternity leaves.

(iii) Inclusion of women in workforce reducing labour force participation

(iv) Participation of women in electoral process

(v) Safety insurance at schools and workplace.



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## 6. Conclusion

In conclusion, addressing gender disparities and injustices in Pakistan requires multifaceted approach at all levels, to transform half of population into economic growth.

A Chinese proverb says; "Women hold up half the sky". Similarly, Michelle Obama once said, "We cannot succeed when half of us are held back." Therefore, holding women back is actually a signal of weak economic growth of a country. The inherent gender biases and inequalities perpetuating in a society lead to denial of women's basic rights. These injustices have significant implications for gender disparity.

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in Pakistan such as discrimination in accessing education, healthcare facilities, unequal representation, forced marriages, higher mortality rates and honour killings. These implications are caused by certain factors including lowest educational budget, lack of economic participation, denial of women in leadership roles and lesser autonomy at their own bodies. However, these inequalities can be transformed into change in inclusivity of women at workplace is ensured. Similarly, by providing access to education and healthcare and representation in power position can enhance the way for more equitable future.

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