

Perception is the Primary Barrier to Women Empowerment

1: Introduction

Thesis Statement: Perception is an primary obstacle in achieving women empowerment coupled with societal stereotypes and norms which hinder women's progress in various aspects. Holistic efforts needed from society and state to reduce the perception.

In one sentence we can define perception then how perception and empowerment are interlinked

2: Historical linkage of women Empowerment and perception

3: How Perception is a primary Barrier for women Empowerment

- Women cannot manage high positions.
- Women are weak for difficult task.
- Women are not good leaders.
- Women are unable to manage home and office together.

Women and effective leadership is inconsistent

- e) Women bring social taboos in home.
- f) They are not good decision makers.
- g) Women are economic burden and produce less economic outcome.

4: Impacts of Perception on Women Empowerment

- a) Perception leads to limited access to education
- b) Perception leads to less economic opportunities to women
- c) It leads to underrepresentation in leadership position.

5: Strategies to overcome perception about women

Plz diversify your expression

- a) Raising awareness in the community
- b) Highlighting the success stories of women
- c) Strict implementation of gender friendly legislations

6: Conclusion

Constructivism, a primary theory of international relations states that "Perception is bigger than reality." In post-truth era, perception overtakes the objective reality. It shapes the narrative about everything.

It has been the main obstacle. Similarly, perception also shapes the discourse about women. Unfortunately, not in a good way. It is hindering women's empowerment in every sphere of life. Women are considered that they cannot manage top-positions, not able to lead, weak for difficult tasks, and cannot manage home and office together.

Similarly, it is perceived that women bring social issues in home, they are emotional and not good decision makers. Moreover, there is notion that women are economic burden on the family and on organisations. These perceptions negatively impacts women in education, economic domains and leadership roles. However, women's perception can be improved by raising awareness, highlighting success stories.

Avoid writing in passive plz

and strict implementation of gender friendly laws.

Therefore, perception is a primary obstacle in achieving women empowerment, laced with stereotypes, biases and societal norms which hinder women's progress in various aspects. Efforts are needed from society and state to reduce the perceptions.

Throughout history, women have faced discrimination due to societal perceptions.

Before the suffrage movement, they were not allowed to cast votes. Similarly, in ancient Roman and English civilization, they were treated as commodity and slave. In Hindu

society, manuz Smritis dictate that women are weaker individual which require lifelong protection. First from their fathers then their husbands and after from sons. Even in 21st century, patriarchal societies are still dictating norms to not pursue education

and employment. These perceptions
having women are emotional,
inferior, weaker and private
are not limited to any
one sphere of life but
in every domains.

No need of such perception

The following paragraphs
will discuss how perception
is a primary barrier to
women empowerment.

Firstly, there is a perception
that women cannot hold
high positions. They are not
made for higher bodies.

Top-positions require grit and
agency and women lacks
in them. This shows in

statistics that women are
behind in attaining top
positions. According to UN

estimates from 2023, women
only holds 21% of top
executive positions and rest are
held by men. Therefore, societal
perception stops women in
achieving excellence in hierarchy.

secondly, women cannot
manage home and office
together. This perception is
widely common in the
corporate sectors. Office
colleagues believe that

women are low-performers because they have to manage home too similarly family think they are not good because they are doing job. ultimately, perception is developed that women cannot perform in second-shift. They are failed creature in achieving excellence in multitasking.

Thirdly, women are not good leaders. They are not able to lead the office. Consider the case study of Talyn F. Kehman, a UK diplomat, who was once sent to Azerbaijan as an ambassador but she received negative backlash from male officials who stated on their national television that UK actually downgraded the importance of Azerbaijan by sending a female ambassador.

Similarly, it is perceived that women are not good for difficult tasks. Society stops women in taking socially accepted difficult jobs like journalism, practising law and politics. According to UN Women 2024, women only account

26% in National Parliaments
Even in some areas of
Asia and Africa, it is
less than 20%. Main reason
is that it is a general
perception that politics is
not for women.

Moreover, ~~some~~ bring
social taboos in home. This
perception is widely accepted
in conservative societies of
Asia, Africa and Middle East.
For example, love marriage
is a social taboo for
these societies. Giving freedom
to women in education and
employment will ultimately
lead to accepting this in
home. Therefore, a survey
conducted by Egyptian
Center for Women's Rights
found that 60% Egyptian
believed that a woman
who chooses her own husband
without family approval
has brought name to
her family. Thus, fear of
societal taboos also stopped
women in achieving growth.
In addition, women
are not good decision makers.

There is a perception that

are emotional. They are away from rationale and logic. This perception stops them in growth and development. Consider the case study of Pakistan's judiciary, there are more than 510 judges in Supreme court and High courts but only 51 are women. This data shows the significant gender imbalance because of societal perception about women empowerment.

Also women are considered as economic burden. There is perception that women require more financing but produce less financial outcome. In family, parents prioritize the education of boys as compared to daughter as they think that investing in boy's education will ultimately pay off. Similar cases with organization, these organization does not prioritize women. Considering the case study of ICC's cricket worldcup, ICC glorifies the ICC men's world cup because they

Produce more financial outcome.
The ICC Men's world cup 2019 generated \$2.5 billion in TV rights, while ICC women's WC generated only \$60 million. Therefore, women are considered liability for organisations as they does not produce enough economic resources.

Following paragraphs will also discuss the impacts of perception on women empowerment.

First, perception leads to limited access to education, women are major victim. societal perception stops women in getting equitable education. according to UNICEF, 127 million are out of school, ratio is much higher in asia, africa and latin america. There is reason in high proportion of out-of-school primarily in patriarchal societies because women are expected to perform domestic chores as compared to education. Secondly, perception produces less economic opportunities to women.

There is false connotation
attach with women that
they produce less, therefore
they deserve less. According
to Pew Research Center,
women earned an average
80 cents for every dollar
earned by men in the
same age and group.

This gap is much higher
in particularly tech companies.
Thirdly, this perception
also leads to underrepresentation
in leadership positions. There
is perception that women
are not good leaders. This
impacts overall status of
women empowerment. Considering
the world's largest companies,
only 15% of board seats
are occupied by women,
rests with old-boy hands.

Therefore, perception is a
primary barrier in achieving
equality in leadership roles.

No need of such paragraphs

More mentioned paragraphs
discussed about perception as
primary barrier to women
empowerment and its effects
on women's growth. Following
paragraphs will discuss the

Strategies to ~~improve~~ the perception about women.

Raising awareness in the community can be an important strategy to ~~improve~~ the perception about women in ~~the~~ society. State actors along with local social and religious stakeholders can hold ~~an~~ advocacy campaign like workshops, which emphasizes the women empowerment. Local and social stakeholders can directly impact the mindset of the community.

Another strategy can be the highlighting of the success stories of women. Media can play an important role in shaping the narrative about women. Media should highlight the achievements of Margret Thatcher, Benazir Bhutto and Arfa Karim. Through this way, women empowerment can also be sensitized.

Similarly, strict implementation of gender-friendly legislation can also be a

fruitful strategy to improve
the some societal
constraints. Legislation like
Beijing Declaration 1995, UN
Gender Parity Law, EU
Gender Equality Strategy 2020
must be implemented
in true spirit. Similarly,
states at their own demand
strict mechanism to improve
the pathways which ultimate-
ly leads to women empowerme-
nt.

In a nutshell, perception is
key obstacle in achieving women's
growth and mindset. Perceptions
about women like irrational
creature, illogical, emotional,
spontaneous, weak, submissive
and private are not
limited to any one
domain of life. It is
stopping them in achieving
excellence and prosperity.
This perception regarding
impacting women in
education, economic spheres
and leadership roles.
However, perception can be
improved by raising awareness
in community through
involving all stakeholders.

It can also be improved by creating positive discourse about women through media by highlighting the success stories of women who are high achievers. Similarly, it can be improved by the strict reinforcement of gender equality legislation done globally as well as national level.