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'One is not born a woman, but becomes one' Simon de Beauvoir

A Introduction

a. Difference between the term gender and sex.

b. Plight of women: a built-in feature of unconscious mind.

c. Thesis Statement.

B. Society's Collective unconscious failing to Liberate women

1. Women as perpetual victims of unconsciously driven objectification;

a: Beauty Soap ads

b: Beauty is the virtue of women

2. Gender norms through unconscious socialization of boys and girls;

a. Boys do not cry.

b. Girls play with doll.

3. Tradition of biased cultural norms and Practices;

a: Complete dress code for girls

b: Girls are emotional

4. The Stigmatization and (Gender) Language bias of genders;

a. Pink colour dresses for girls.

b. Kitchen set toys for girls.

5. Pink Collar jobs for girls.

a. Teacher and nursing job

b. Women are irrational and emotional.
b. Glass ceiling as unconsciously erected barrier women to reach the top position.

a. Migration to another city.

b. Women can not stay outside after working hours or extra time

7. Economic System as psychodynamic fallacy Led by fear of financial replacement

a: Less women in workforce

b: Women Pushed to underpaid Jobs.

8. Domestic violence as collective Cognitive fallacy aimed at taming women;

a: 41% ^{of} men thinking hitting their wives is right

b: Rafia Zakria Report

9. Less Participation in decision related marriage and inheritance Property;

a; The issue of Honour killing if a family decision is not followed.

10: Less accessibility to choose their Career Paths;

a. ^{women} Literacy rate in Pakistan

11: Digital division among Genders

a: Less accessibility to Digital devices

b: Digital divide report

C. Conclusion

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"Gender Equality is not a women issue, it is a human right it effect us all" US Secretary General Antonio Guterres. Gender is a socialy construction of behaviors, values and roles that assigned to a women or men is society. Biologically men and women are different, there is no debate about this, ~~this~~ but gender is social construction that one learn from others behavior, and repeated actions in society. The quote "One is not born a woman but becomes one." by * Simon de Beavior stand that societies are driven by cognitive processes. The plight is an unconcious feature of the collective mentality of the society. This is to say that society creates the grounds, unknowingly that pushe women towards backwardness. All this is a manifest by various facts that objectification of women through society's set mindset that is unaware of the cognitive bias. Also gender norms in society are established passively through socialization process. The stigmatization and language biase for women, pink colour, emotional and shyness in girls. Teaching and nursing jobs for women because that relate them to bringing society up. Glass ceiling as unconsciously erected barrier to reach the top position for women. ~~Women~~ Women are generally consider irrational and emotional

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So they can not take part in decision making. Economically degraded by low wages and less participation in Economy.

To start with women are unconsciously driven objectification. Beauty Soaps ads are great example for this. Beauty is virtue for a women, if she is beautiful so she fulfilled the definition of women in society. These standards set in society for a girl that push her to become beautiful because she is a girl.

Secondly gender norms through unconscious socialization of boys and girls. These gender norms ostensibly lead to exclusion of women in various spheres of life. From early socialization at home to the school and at community level, boys and girls are made the ^{agents} ~~agent~~ of the ^{gender} ~~gender~~ exclusion. The boys when they weep, are told by their unconscious nannies, "Shut up! Boys do not cry". Similarly when girls picked up bat and balls, they are schooled, "Girls play with dolls not with bat and ball". These words of training are not ^{but} unconscious tool to support gender spheres and training for a girl to staying at home is better for her.

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Thirdly, The culture of traditional norms and Practices are the repeated actions for girls that they learn from their mothers and followed them. The dress code for girls should be complete and colorful than the boys. These traditional are repeated action of society that a child even girl or boy learn through observation. Girls dresses must be colourful and designed with different accessories while the boys can wear some specific colors that are like black, white and gray. Their dressing reflects that they have strong personality. Women are emotional and irrational. is something that grown up with girls at home to school level. Parents treat their girls as princess and tell them they are emotional and softhearted that makes them sensitive to face the world.

Fourthly, The stigmatization and language bias of gender that started when a girl born. The pink colour is considered a colour for girls - Parents decorate their girls room with this colour and blue colour for boys. In 18th century, blue colour were considered for girls and pink for boys in Europe. Then in 19th century people have changed their mindset through marketing techniques that pink

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color for girls and blue for boys. These make a gender language that one can learn through observation. When girls are growing up, they Parents bring toys like kitchen set toys for girls and cars and Airplanes for boys. It encourage them to girls are going to set household and taking care of others while the boys are strong, drive the car and responsibility of finances.

These language bias gender stigmatization that injected in girls mind to stay at home, cooking and taking care of others.

Fifthly, Society claims that girls are not safe everywhere so they can't job in every field. There are only few jobs that people prefer women to opt for. These jobs are called pink collar jobs that include teaching, nursing etc. This is because women has always synonymous with custodians of bringing up people well. People always stressed that women are emotional and irrational so they cannot do jobs in other sectors where a strong person required and this is injected to their mind that these jobs are for boys because they are strong. These all are force a woman to become woman.

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Sixthly, Glass ceiling as unconsciously erected barriers women to reach the top positions. This include that working women can not migrate alone to another city individually. Their families did not allow them to go to another city and live there alone. Women can not stay outside after evening and extra working hours that affect their working life and they cannot achieve their top position. These are just glass barriers that a working women faced and society expect that they should be thankful because they are doing job, and always face threats. Harassment in workplace is another challenge for women that all make them to be a women.

Women face economic system as psychodynamic fallacy led by fear of financial replacement. They are not allowed to job and independency in most of cases. According to National report on status of women in Pakistan, women in overall labour force participation rate is 21% which is below the global percentage 39%. Women always push to underpaid jobs and even they are doing job at the same position with male colleagues, there is wage gap in this

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male dominant society. According to Nation Report on status of women 2023 gender wage gap monthly median gap female 12000 and male 18900. So this show that one is not born women, but become one because society treat them.

Eightly domestic violence as collective cognitive fallacy aimed at taming women this could be briefed that 41% of male in Pakistan think that they can hit their wives because it is their right.

When a girl married to this type of guy and tell her mother; she advised her to be patient everything will be fine after some time. ~~This~~ We also faced this, that's this society claims. According to Rafia Zakia report Seventy five percent women in Pakistan face abuses. This Patriarchal society forced a women to become obedient and objectification for others.

Women are always consider irrational is this society so they are not even involve to take decision about their marriages and family planning. They face the issue of honour killing if they did not followed the decisions of their own marriage. They did not have choice to participate in decision related to personal health including reproductive health, sanitation and abortion.

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They are always dependent to their parents and husbands. These all factors that make emotionally unstable a women that she even cannot take decision of her own life. In this society women even cannot claim for parental and inheritance society because these all are not for her and how can she manage all this, and if she did not follow decisions taken by father or husband they kill her because she deserve it. Akbar, Bhugti was always read Shakespare and all that when a women killed he said "This is a good decision and honour restored" these all in society makes women a burden and then killed her if she is against them.

Another issue for women is to less accessibility to educational institutes. This can be seen by 81% of women in Pakistan did not get higher education and in 25 million out of school children included 15 million girls of Pakistan. They did not even make their career choices. They ^{could} opt the career what their parents decide for them.

Lastly but not the least there is digital division among gender. Women have even less accessibility to digital devices. According to digital divide

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report, digital divide is upto 60% in this age of information through. Even if they have digital phones, they are not given any privacy to use cell phones.

These all are the factors that stressed a woman to become woman because they have less accessibility than man.