

## Part - II

Answer 21

### 1. Introduction:

Robina Segal, the author of *The State of Women's Studies in Pakistan*, claims that gender studies is a social discipline within the women's movement and feminist fights. For millennia, women have learnt and communicated their wants and desires. In Pakistan the field of ~~the~~ women / gender studies have been spreading and expanding. The Pakistan government ~~establishment~~ established Center of Excellence for Gender Studies in Pakistan in 1989. The wide-spread of gender studies brings us to the debate of integration and autonomy. The integration debate is of the view of integrating gender studies with other disciplines. While, the autonomy debate is proponent of the idea of autonomously siding the discipline.

### 2. Status of gender studies in ~~Part~~ Pakistan:

In Pakistan women issues got attention in 1970s due to efforts of committed feminist. To fully introduce the field the Center of Excellence for Gender Studies

established in 1989 by the Ministry of Women's Development. The ministry is committed to overall development of women. The aims and objectives of Ministry are following:

1. Enhance women's literacy rate.
2. Reduce gender gap by re-orienting the curricula and making it gender sensitive.
3. Encouraging generating information about women.
4. Improving analysis and studies related to women and gender issues.
5. Generating awareness among masses about real concept of equality.
6. ~~Developing~~ Developing introductory courses for students in Universities.

## 2.1 Investing in Plan to promote gender studies:

The plan of action was fully endorsed by the government of Pakistan. In 1989, the women's development division issued a 5-year plan to make gender studies a proper subject in academia to make women more visible.

## 2.2 Initiatives under the Curriculum Revision Committee:

The committee was established to promote a number of commendations through which gender

studies is added as a subject in academic studies.

Recommendation:

1. Addition of gender studies in Civil Service exam.
2. Active collaboration between different departments.
3. Urdu-translation of gender studies book available.
4. Higher education commission should create a fund.

### 2.3 Centre of excellence for women studies:

The women studies is funded both by the private and public sector. In 1989, the ministry of women development established women's studies centres in numerous universities, initially as a 5-year project. The Centre of excellence was developed in Karachi University in 1989 and first NTA was introduced in KU as well.

### 2.4 Alam-e-Niswan - Cornerstone of gender equality

Alam-e-Niswan is a research journal primarily dedicated to raising awareness about women's issues and problems. First was issued in 1994. Since, it is published twice in a year. Alam-e-Niswan is one of the cornerstone of gender studies.

## 2.5 Efforts by Pakistan Association for Women Studies (PAWS)

Pakistan Women Association has also been actively working since 1991.

The University masters and doctoral programs are flourishing. Some University which offer gender studies are Allama Iqbal University, Fatima Jinnah University, University of Sindh, Quaid-e-Azam University, Balochistan University and Punjab University.

## 3. Autonomy vs Integration debate:

Autonomy vs Integration debate are two sides of the same coin.

The approaches talk about how to involve gender studies in the academic discipline.

The advocates for a choice based approach, while the integration debate is proponent of integrating the discipline in Academics.

### 3.1 The autonomy side of the debate:



### 3.1.1 Study women in isolation.

The autonomous school of thought advocates to focus solely on women. The idea is that by solely studying women the problems of women will be better highlighted. Studying women from already existing norms and values diminishes the issues of women.

### 3.1.2: Only way to progress

The stance of autonomy school of thought is that "we can progress only if the field is autonomous and free of other disciplines." Therefore, the subject will be free of influence of other subjects and progress.

### 3.1.3 Tilts towards radical tendencies.

The autonomous school of thought harbours more radical ideas. The reason is autonomous perspective calls for complete isolation of women's problem. Additionally, an end to all patriarchal norms. Hence, demanding a larger change in society.

## 3.2 The integration side

### 3.1.1 Greater outreach of the gender studies:

The supporter believes by integrating the subject, the subject will have an greater outreach. The advantage of this is that a wide range of will read it and various academic field will be exposed to the field.

### 3.1.2 Incorporation of more means the incorporation of big changes:

The integrator believes that there is a need to bring about big changes in society related to gender and gender and gender-based issues. This change can only be brought about by integrating gender studies in major disciplines.

### 3.1.3 Gender studies understood by a number of people:

Inculcation of gender studies will lead to more students and people studying the discipline. Therefore, more people will understand the lived experiences of women and their issues.

**Answer 6:****1. Introduction:**

The concept of women's quota and affirmative action policies increase the representation of women in various spheres of society, has been debated and implemented in many countries. Proponents argue that such measures can help address gender disparities in economic, political and social spheres. Quota is quite beneficial to women as it can increase political representation, economic empowerment, has a social impact, educates and develop women skill and cause corporate leadership.

**2. How can quota**

eliminate Gender Disparities at Economic, political and social levels:

**2.1 Political Representation:****2.1.1 Breaking Glass Ceiling:**

Quota makes sure that there is women representation in all field. It is not that traditional bar barriers limit women's access to leadership side. Often competent women are denied leadership positions.

**Example:** Rwanda has the highest % of women in parliament.

## 2.1.2 Diverse perspectives:

Increased representation of women can bring diverse perspectives to policymaking, leading to more comprehensive and equitable decisions.

**Example:**

## 2.2 Economic Empowerment:

### 2.2.1 Workforce Diversity:

Quotas encourage business to diversify their workforce by ensuring more women are represented in leadership and decision-making roles.

**Example:** Norway introduced a 40% quota of women in Boards.

### 2.2.2 Reducing Wage Gap:

The promotion of women in higher positions, may contribute to overall reduction in wage gap.

**Example:**

## 2.3 Social Impact:

### 2.3.1 Role Modeling

Increased representation of women in various fields can serve as role models to younger generation.

**Example:** India has reserved seat for women in local government panchayat sary.

### 2.3.2 Cultural Change.

Overtime quota can bring



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change societal attitudes  
towards women's capabilities  
and role.

Example:

### 3.4 Education and Skill Development:

#### 3.4.1 Building confidence.

Quotas may incentivize  
investments in education and skill  
development for women, as a more  
educated woman bridges the gender gap.

#### 3.4.2 Encouraging leadership skills.

Knowing that leadership positions  
are available and attainable  
more women actively pursue  
the leadership roles.

### Challenge and considerations:

#### 4.1 Meritocracy compromised:

Critics argue the quota

undermines meritocracy.

Need balance between diversity & merit.

#### 4.2 Long term impact.

While, helps short term only.

Leaving the root causes aside.

#### 4.3 Intersectionality:

Women are not  
homogenous groups. Should be  
considered across domain of  
class, race and ethnicity.