

# Gender Studies

## Mock - 1

Q: 4

Understanding gender as a social construct:

### 1- Social constructionism:

Social constructionism is a theoretical perspective asserting that our understanding of reality, including concepts like gender, is shaped through social processes rather than being purely inherent or biological.

Peter Berger and Thomas Luckmann in their seminal work *The Social Construction of Reality* (1966), argue that our knowledge and perceptions are constructed through social interactions. This perspective posits that gender, like other social phenomena, is not a natural given but is created through social practices and institutions.

"All institutions human beings knowledge is constructed through social processes, not merely a reflection of an objective reality."

Berger and Luckmann.

### 2- Gender Theory Role:

Gender role theory, influenced by scholars like George Herbert Mead and Erving Goffman, examines how gender roles are learned and maintained through socialization. According to this theory, individuals internalize gender roles through family, education systems, and media, which then shape their behaviors and expectations.

- **George Herbert Mead:**

Mead's work on symbolic interactionism emphasizes how gender roles are learned through social interactions. He argued that individuals learn to perform gender roles through the process of socialization and interaction with others.

- **Erving Goffman:**

In "the presentation of Self in Everyday Life" (1959), Goffman explores how individuals manage and perform their social identities, including gender, in everyday interactions. He described how people "perform" their gender roles to fit social expectations and gain social approval.

"Gender is a performance enacted in social interactions, shaped by social norms and expectations."

Erving Goffman.

### 3- Doing Gender

The concept of "doing gender," introduced by Candace West and Don Zimmerman in their influential 1987 paper, highlights that gender is not something one possesses but something one actively does. This theory argues that gender is a routine, methodical, and recurring accomplishment that emerges in social interactions.

#### • West and Zimmerman:

They suggest that gender is not a static attribute but an ongoing activity that is continually performed and reinforced in everyday life. According to their theory, gender is produced through interactions and is a social accomplishment rather than an individual trait.

"Gender is a social construct that people enact through their behaviors and interactions. It is a performance that is continuously reaffirmed."  
'Candace West and Don Zimmerman'

### 4. Gender Performative Theory

Judith Butler's theory of gender performativity, articulated in her groundbreaking book *Gender Trouble* (1990),

extends the idea of doing gender by suggesting that gender is not merely performed but is constituted through repeated acts. Butler argues that gender identity is constructed through these repeated performances, which create the illusion of a stable gender identity.

- **Judith Butler:**

Butler's work challenges the notion of gender as a fixed identity and posits that gender is an ongoing act that is regulated by societal norms. According to her, gender is not something one is but something one does repeatedly, creating the perception of gendered identity.

“Gender is not a stable identity but an ongoing performance of acts, which creates the illusion of a stable identity.”  
Judith Butler

### 5- **Intersectionality:**

Kimberlé Crenshaw's concept of intersectionality explores how various social identities, such as race, class, and gender, intersect to shape individuals' experiences of oppression and privilege. This perspective argues that gender cannot be fully understood in isolation but must be

examined in relation to other dimensions of identity.

- **Kimberlé Crenshaw:**

Crenshaw introduced intersectionality to highlight how overlapping systems of discrimination affect individuals differently depending on their intersecting identities. This approach helps in understanding how gender discrimination can vary based on other social categories.

“Intersectionality provides a framework for understanding how various forms of inequality and oppression intersect and interact.”  
Kimberlé Crenshaw

## 6- Feminist Theories

Feminist theories contribute significantly to the understanding of gender as a social construct by examining how gender norms and roles are maintained through societal institutions and power dynamics.

- **Liberal Feminism:**

This perspective focuses on achieving gender equality through legal and policy reforms. Liberal feminists argue that gender roles are socially constructed and that changing laws and

policies can help dismantle restrictive gender norms.

- **Radical Feminism:**

Radical feminists critique the patriarchal structures that perpetuate gender inequality. They argue that gender roles are a means of maintaining male dominance and that fundamental social changes are necessary to address gender-based oppression.

“Feminism challenges the societal norms that perpetuates gender inequality and advocates for fundamental changes to achieve gender justice.”

### Various Feminist Theorists

## Practical Implications

Understanding gender as a social construct has significant implications:

- **Deconstructing Gender Norms:**

Recognizing gender as a social construct allows individuals and societies to challenge and change restrictive gender norms and stereotypes.

- **Policy and Education:**

Policies and educational practices can be designed to promote gender equality and support diverse gender identities, moving

beyond traditional gender roles.

### • Personal Reflection:

Individuals may critically examine their own gendered behaviors and challenge internalized stereotypes, leading to greater personal and social awareness.

In summary, these theories collectively suggest that gender is a dynamic and context-dependent construct shaped by social interactions and institutional forces rather than being an inherent attribute. Understanding gender through these lenses helps to reveal the ways in which gender roles and identities are continually negotiated and performed within society.

### Q: 6

Gender analysis development theories is crucial in understanding how different frameworks address, or fail to address, the needs and roles of women in development. Here's a look at how major development theories approach gender and some suggestions for elevating the status of women worldwide, particularly in light of Modernization Theory.

# Gender Analysis of Development Theories

## 1. Modernization Theory:

### • Overview:

Modernization theory posits that development progresses in a linear process from traditional to modern societies. It emphasizes economic growth, technological advancements, and institutional development as pathways to modernization.

### • Gender perspective:

Historically, Modernization theory has been criticized for its gender-blind approach. It often overlooks how modernization processes impact women differently from men, typically focusing on economic indicators without considering gender-specific barriers or contributions. Women's roles in both traditional and modern economies are often underrepresented.

### • Criticism:

The theory does not fully account for the entrenched social structures and inequalities that affect women's ability to benefit equally from modernization. It can perpetuate gender biases by assuming that the benefits of economic growth will automatically translate into



improved status for women.

## 2. Dependency theory:

### • Overview:

Dependency theory argues that global inequalities are rooted in historical exploitation, and the current economic dependency of developing countries on developed nations.

### • Gender perspectives:

This theory highlights how global economic structures disadvantage poorer countries, but it may not always adequately address how these structures differentially affect men and women within these countries. Women often bear a disproportionate burden of poverty and are more likely to be involved in informal, low-paid or exploitative work.

## 3. World Systems Theory:

### • Overview:

World-Systems Theory expands on Dependency Theory by framing the global economy as a complex system with core, semi-peripheral, and peripheral nations.

### • Gender perspective:

It provides a broader context for understanding economic inequalities.

but gender analysis can be uneven. Women in peripheral nations often face more severe exploitation and marginalization, and their roles in informal economics or unpaid labor are not always highlighted in this framework.

#### 4. Feminist Theory:

- **Overview:**

Feminist development theory focuses explicitly on gender relations and seeks to understand and address the systematic inequalities that women face.

- **Gender perspective:**

This theory critiques traditional development models for ignoring or reinforcing gender biases. It advocates for women's empowerment, equal participation in decision-making, and the recognition of women's contributions to development.

#### 5. Capabilities approach:

- **Overview:**

Developed by Amartya Sen, this approach emphasizes expanding individuals' capabilities and freedoms as the central aspect of development.

- **Gender Perspective:**

The Capabilities approach can be quite inclusive of gender concerns,

focusing on enhancing women's capabilities and addressing gender-specific barriers. It supports the idea that development should improve both the qualities of life and the substantive freedom of women.

**Way forward for elevating the status of women: In the light of modernization theory**

**1. Integrate Gender analysis into Policy frameworks:**

Modernization policies should be incorporated with detailed gender analysis to understand how modernization affects men and women differently. This means that designing policies that address specific barriers women face in accessing education, healthcare, and economic opportunities.

**2. Promote inclusive economic growth:**

Ensure that economic growth strategies include measures to enhance women's economic participation. This involves supporting women-owned businesses, improving access to credits and creating jobs that are accessible to women, particularly in sectors where they are underrepresented.

### 3- Strengthen Legal and institutional Frameworks:

Develop and enforce laws that protect women's rights and promotes gender equality. This includes addressing issues like gender-based violence, unequal pay, and discrimination in workplace.

### 4- Invest in Education and skill development:

Focus on closing the gender gap in education and vocational training.

Empowering women with skills and knowledge enhances their economic opportunities and participation in the modern workforce.

### 5- Encourage female Leadership and Participation:

Increased women's representation in decision-making roles across all levels of Government, business, and civil society. This ensures that women's perspectives are included in shaping policies and programs.

### 6- Address cultural and social norms:

Challenge and change cultural and social norms that perpetuate gender inequality. Public awareness campaigns, community programs, and educational

initiatives can help shift perceptions and promote gender equality.

## 7- Promote Gender-Sensitive Data collection:

Improve data collection on gender-specific issues to better understand and address the needs of women. This includes collecting data on women's economic participation, health, and education outcomes.

By integrating these approaches within the framework of Modernization Theory, it is possible to create a more inclusive and equitable process of development that elevates the status of women and ensures that the benefits of modernization are shared more equally.

### Q:7

Gender-based violence (GBV) is a complex issue deeply rooted in societal norms, structures, and power dynamics. Several theories help explain the causes and perpetuation of GBV, each offering different insights into how violence against women and marginalized genders occurs and persists. Here, I will discuss various theories of GBV, highlight the forms of violence that

are prevalent in Pakistan, and suggest strategies for eradication.

## Theories of Gender-Based Violence

### 1- Social Learning Theory:

#### • Overview:

This theory posits that individuals learn behaviors through interactions with others, particularly through observation and imitation. In the context of GBV, it suggests that violent behaviors are learned from family, peers, and media.

#### • Application:

Exposure to domestic violence during childhood can normalize violence as a means of resolving conflict. For instance, children who witness violence may perceive it as an acceptable behavior.

### 2- Feminist Theory:

#### • Overview:

Feminist theory views GBV as a manifestation of patriarchal power and control. It emphasizes that violence against women is a systemic issue arising from the unequal distribution of power between genders.

#### Application:

GBV is seen as a tool for maintaining male dominance and control over women.

This theory highlights how societal structures, such as legal systems and cultural norms, reinforce and perpetuate violence.

### 3- Ecological Model:

#### • Overview:

This model examines GBV through multiple levels of influence, including individual, relationship, community, and societal factors. It suggests that violence results from the interplay of these levels.

#### • Application:

Factors such as individual attitudes towards violence, relationship dynamics, community norms, and societal structures contribute to the prevalence of GBV. For example, community norms that tolerate violence against women can perpetuate the problem.

### 4. Structural violence theory:

#### • Overview:

Structural violence theory focuses on how social structures and institutions create and perpetuate inequalities and injustices. It argues that violence is embedded in societal structures and institutions that disadvantage certain groups.

## Application:

Inequities in access to resources, legal protection, and social services can exacerbate the vulnerability of women to violence. Structural violence can manifest in inadequate legal frameworks and lack of support service.

## 5. Intersadionality Theory:

### Overview:

It explores how overlapping social identities, such as race, class, genders and sexual orientation, intersect to create unique experiences of violence and oppression.

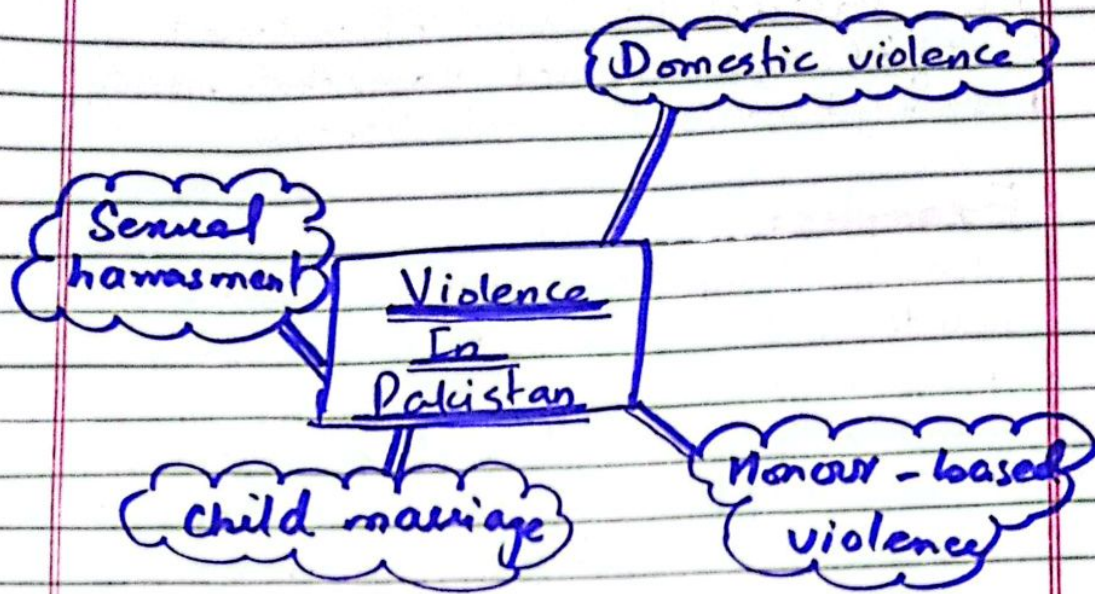
### Application:

Women who face multiple forms of marginalization, such as those from lower socio-economic backgrounds or minority groups, may experience CBU in more severe or complex ways. For instance, a women from a marginalized ethnic group may face additional barriers to accessing justice.

## Forms of CBU in Pakistan

In Pakistan, several forms of CBU are prevalent, deeply rooted in cultural, social, and legal issues:





## 1. Domestic violence:

### • Prevalence:

Domestic violence is a significant issue in Pakistan. According to the 2021 Pakistan Demographic and Health Survey, around 33% women report experiencing physical violence from their partners.

### Examples:

Domestic violence often includes physical abuse, emotional abuse, and coercive control. Reports highlight cases of severe beatings, torture, and psychological abuse inflicted by partners or family members.

## 2. Honour-based violence:

### • Prevalence:

Honour-based violence, including honour killings, is prevalent in certain regions

of Pakistan. This form of violence is justified by cultural norms that equate family honor with female behavior.

### Examples:

Honor killings occur when a woman is murdered by family members for perceived violations of family or community honor. Reports from the Human Rights Commission of Pakistan indicate that hundreds of honor killings occur annually.

### 3- Child marriage:

#### Prevalence:

Child marriage is another serious issue. According to UNICEF, 21% of girls in Pakistan are married before the age of 18.

#### Examples:

Child marriage often leads to early pregnancies, limited educational opportunities, and increased risk of domestic violence.

### 4. Sexual harassment:

#### Prevalence:

Sexual harassment in public spaces and workplaces is widespread. The Pakistan Bureau of Statistics reported that around 40% of women have experienced some form of sexual

harassment.

### Examples:

Sexual harassment includes unwanted advances, inappropriate touching, and verbal abuse. Women face harassment in public transport, workplaces, and educational institutions.

## Strategies for Eradication

To address and eradicate GBV in Pakistan, a multi-faceted approach is necessary.

### 1- Strengthening legal frameworks:

#### Example:

Pakistan has enacted laws such as the Domestic Violence (Prevention and Protection) Act, 2012, but enforcement remains weak. Strengthening and effectively implementing legal frameworks is essential to protect victims and prosecute offenders.

“Laws are only as good as their implementation. Without effective enforcement, legal protections for women are meaningless.”

— Human Rights Advocate

## 2. Promoting educational awareness :

### Examples:

Public awareness campaigns and educational programs can challenge cultural norms and educate communities about the harms of GBV.

"Education is the most powerful weapon which you can use to change the world."  
- Nelson Mandela

## 3- Supporting Victims :

Providing comprehensive support services, including shelters, counseling, and legal aid, helps victims of GBV.

Organizations like the Aurat Foundation and the women's Protection Group offer crucial support services.

"Empowering women and girls is not just the right thing to do; it is the smart thing to do."  
Melinda Gates

## 4- Engaging Men and Boys.:

### Example:

Programs that involve men and boys in gender inequality advocacy can help change attitudes and behaviors.

Initiatives like the "HeForShe" campaign aim to engage men in supporting gender

equality.

"Men are not the problem.  
They are part of the solution."  
— Micheal Kaufman, Gender  
Equality Advocate

#### 5- Enhancing Community Involvement: Example:

Local communities must be engaged in addressing GBV. Community based interventions, such as local support networks and community dialogues, can foster collective action against GBV.

"The power of community to create health is far greater than any physician, clinic, or hospital."  
— Mark Hyman, MD.

#### 6- Improving Data collection: Example:

Collecting and analyzing data of GBV helps in understanding the scope of the problem and designing effective interventions.

"Without data, you're just another person with an opinion."  
— W. Edward Deming

By addressing these strategies, Pakistan can make significant progress in

eradicating GBV and promoting gender equality. The integration of legal, educational, and community-based approaches, supported by robust data collection and public awareness, is key to achieving lasting change.

Q:8

## a) Women Quota in Politics.

### Introduction:

Women quota in politics refers to policies designed to ensure that women are represented in political institutions through reserved seats or other measures. These quotas are implemented to address historical gender imbalances and promote greater female participation in governance and decision-making processes.

### Rationale for Women-Quotas

#### 1. Addressing historical Inequalities:

Women have historically been under-represented in political spheres. Quotas aim to rectify this imbalance by creating opportunities for women to participate in politics on an equal footing with men.

#### 2. Promoting gender Equality:

Quotas help ensure that women have a voice in decision-making processes, contributing to more inclusive and equitable governance.

### 3- Encouraging diverse perspectives:

Women participation brings different viewpoints and priorities to the policy-making process, which can lead to more comprehensive and representative policies.

## 1- Types of Women's Quotas

### 1- Reserved seats:

#### - Description:

Specific seats in legislative bodies are reserved exclusively for women. This method guarantees a minimum level of a female representation.

#### Example:

Rwanda reserves seats in its parliament for women, resulting the highest percentage of female legislators globally.

### 2- Candidate Quotas:

#### - Description:

Political parties are required to nominate a certain percentage of women candidates. This helps increase the likelihood of women being elected.

### Example:

Norway requires political parties to ensure that at least 40% of candidates on party lists are women.

### Party Quotas:

#### • Description:

Political parties implement internal quotas to ensure a minimum percentage of female candidates are fielded in elections.

### Example:

In Mexico, political parties must nominate a balanced number of male and female candidates, leading to a significant increase in women's representation in the legislature.

## Examples from Around the world

### 1- Rwanda:

#### Impact:

Rwanda's use of reserved seats has led to 61% female representation in its chamber of Deputies as of 2023, the highest globally.

or Rwanda's model demonstrates that political quotas can result in transformative change in gender representation.  
- UN Women Report.



## 2- Norway:

### Impact:

Norway's gender quota law for corporate boards, which mandates at least 40% female representation, has been extended to other areas, improving female participation in politics.

“Gender quotas are not about setting women up to fail but ensuring that they have the opportunity to succeed.”  
— Gro Harlem Brundtland,  
former PM of Norway.

## 3- India:

### Impact:

India has reserved seats for women in local governments (Panchayats and municipalities), resulting in around 33% female representation at the local level.

“Reservations is a means to an end, not an end in itself. It's about opening doors for women to enter politics.”

— Kamla Bhasin,  
Women Rights Activist.

## 4 Mexico:

### Impact:

Mexico's gender quotas for political candidates have led to 48% female representation in the chamber of Deputies.

• "Quotas are a powerful tool to ensure that women's voices are included in the political process."  
- Mexican legislator

## Women's Quotas In Pakistan

### • Historical Context:

Pakistan has implemented various quota systems to increase female representation in politics. These include reserved seats for women in both national and provincial assemblies.

### • Current Quota System:

#### 1) Reserved Seats:

Pakistan reserves 17% of seats in the national Assembly and provincial assemblies for women.

#### 2) Local governments:

Local government elections also include reserved seats for women, ensuring their representation at the grass root level.

### • Impacts and Challenges:

#### \* Impacts:

The quota system has led to an increase in female representation in Pakistan's legislature. Women hold around 22% of the seats in the National Assembly as of 2023.

#### \* Challenges:

Despite the increase in representation, women face barriers such as socio-cultural norms, political violence, and lack of resources, which hinder their full participation.

"While quotas are an important step towards gender equality, real change requires addressing the systemic barriers that women face."

- Dr. Sima Kamil

(Gender Equality Advocate)

#### \* Recent developments:

Efforts are on-going to improve the effectiveness of quotas and ensure that reserved seats are occupied by influential and active female politicians.

#### Conclusion:

Women's quotas in politics are a crucial mechanism for promoting gender equality and ensuring that

women are represented in decision-making bodies. By providing reserved seats, candidate quotas, or party quotas, countries can increase female participation and influence in political processes. While Pakistan has made progress through its quota system, continued efforts are needed to address the challenges and ensure that women can fully participate in and benefit from political life.

## b) WID, WAD and GAD:

### 1. Women In Development (WID):

#### \* Concept:

It emerged in the 1970s as a response to the fact that development policies often neglected women's roles and contributions. It focuses on integrating women into development processes to improve their status and economic position. It assumes that women can contribute to development if given equal opportunities.

#### \* Examples:

The introduction of microfinance programs like the Grameen bank in Bangladesh, which provided small loans to women to start businesses.

WID initiatives often emphasizes providing women with access to education, healthcare, and economic opportunities. Research indicates that women's economic empowerment can lead to improved community health, education, and economic growth.

"When women are economically empowered, they become the backbone of economic development."

— Kofi Annan.

#### \* Pakistan's perspective:

Pakistan has seen some WID initiatives like programs aimed at improving women's literacy rates and economic opportunities. Organizations like the Khushtali Bank offer micro finance services targeting women entrepreneurs.

#### 2- Women And Development (WAD):

##### \* Concept:

It was developed in 1980's as a critique of WID, WAD focuses on the structural factors that perpetuate gender inequalities. It emphasizes the need to address the broader socio-economic and cultural contexts affecting women. It advocates for more holistic approach to development.

that includes addressing power relations and systemic barriers. WAD frameworks often involve grassroots organizations and community-based interventions. Research suggests that inclusive development strategies that address structural inequalities are more effective in achieving gender equity.

### \* Examples:

- It includes efforts to reform legal frameworks to protect women's rights and enhance their participation in decision-making processes.
- community development programs that integrate gender sensitivity and aim to address the root causes of inequality.

“Development should be about changing the power relations and structures that create and perpetuate inequalities.”

Naila Kabeer.

### \* Pakistan's perspective:

- Pakistan has enacted various legal reforms aimed at protecting women's rights, such as the Protection against Harassment of Women at the Workplace Act.
- There are also grassroots movements

and NGOs working to address gender-based violence and promote women's participation in community development.

### 3- **Gender And Development: (GAD)**

#### \* **Concept:**

It emerged in 1990s and focuses on gender relations and aims to address both women's and men's roles and inequalities in development processes.

It seeks to understand and challenge the power dynamics that influence gender relations. It also emphasizes on the importance of transforming

gender norms and ensuring that development benefits are equitably distributed. GAD approaches often involve interdisciplinary research and interventions that tackle both economic and social dimensions of gender inequality. Evidence shows that gender-transformative approaches can lead to more sustainable and equitable development outcomes.

#### \* **Examples:**

- Gender-responsive budgeting initiatives that ensure resources are allocated to address gender disparities.
- Programs that work to change social norms and attitudes towards gender

roles and responsibilities

"To achieve gender equality, we must not only focus on Women's needs but also on transforming the systems and norms that perpetuate inequality."

Joan Wallach Scott.

### • Pakistan's Perspective:

Pakistan has adopted gender-responsive policies and frameworks, such as the National Policy for Development and Empowerment of Women. The country faces challenges in implementing these policies fully, including persistent gender norms and socio-cultural barriers.