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# \* Gender Studies \*

## \* NOA-MOCK6 \*

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## (PART-II)

### \* Question #5 \*

#### I. Introduction

It is true that Pakistan is currently at its lowest ebb in maintaining gender equality in the country. There are many socio-political and economic reasons that drive this phenomenon. It includes lesser number of women representatives in mainstream political parties, specification of jobs for women, and the large number of women are doing by in unpaid work in their homes. Moreover, unequal opportunities of higher education for women. These all collectively drive this phenomenon of gender inequality in Pakistan.

#### II. What are the Reasons for Ranking Pakistan as the second-worst country in the world for Gender Inequality:-

There are numerous reasons that cause this gender inequality. The important ones are outlined below:

### i. Unequal Job Opportunities for women in Pakistan

In Pakistan, a large number of women are facing job segregation problem. The women are specified for only particular jobs, such as banking, teaching, nursing, and other sophisticated jobs.

“Almost half of the women face job segregation in Pakistan.”

- Aurat Foundation

Hence, this indicates that the unequal job opportunities is one of the reasons of gender inequality in Pakistan.

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## ii. Inadequate opportunities for higher education for women in Pakistan

The women in Pakistan is facing a severe problem. A large number of women is deprived of higher education. It is due to the socio-economic factors. Moreover, early marriages also derive this factors. According to a social rights organisation for women,

Only 25% of women in Pakistan are able to achieve higher education.

- Bedari, NGO

It indicates that women are deprived of their basic right.

## iii. Less Political Representation

Women in Pakistan

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have reserved quota of 60 seats in Nation Assembly. However, these seats are only awarded on the basis of family and friends relationships. All the mainstream parties have a very minimum number of women representatives in higher positions. Therefore, the women face severe challenges in General elections.

“In 2024 General Elections, Shandana Gulzar was the 1st elected woman in the 77 years of KPK history.”

Hence, this indicates that there is a acute number of women in Pakistani mainstream politics, which is one of the reasons of inequality.

iv. A large number of women are doing unpaid work in their homes

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It is also one of the reasons for this gender inequality in Pakistan. Many women are confined into the boundary walls. They are limited to household work. They have no economic independence.

According to Human Rights Commission of Pakistan,

“More than half of the women population in Pakistan are involved only in House chores.”

- HRCP

This emphasize that women are doing unpaid work without salary. Hence, this indicates that this is one of the reasons.

V. A Minimal number of women enjoy executive positions

women in Pakistan face severe job discriminations.

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Under these circumstances, a very few number enjoy executive positions.

For example,

- Mariam Nawaz as Chief Minister of Punjab
- Shazia Sayed, CEO and Chairperson of Unilever Pakistan

However, this is iota of number. According to an organisation,

“Only 5% of women enjoy executive positions in Government as well as in Corporate Sector.”

- Aurat, Foundation

Hence, this indicates that only iota of number of women enjoy this privilege in Pakistan.

III.

## Conclusion

It is suffice to say that there are numerous reasons that lead Pakistan towards its shattering standing in the world's gender inequality ranking. From job segregation to unequal job opportunities and inadequate representation of women in politics, among others leads this phenomenon.

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## Question #02

### I. Introduction

The autonomy and integration debate in gender studies have played significant role in the development of its knowledge. On one hand, this debate have inspired many institutions around the world to offer it separate discipline of education. On the other, many educational institutions are offering as a minor subject in other specific subjects. As a result, it has promoted the phenomenon to study all the context of Gender studies. Moreover, it has promoted research culture in other subjects as well on gender related topics.

### II. The contribution of the Autonomy and Integration Debate in the Development of Gender Studies:

The important

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Contributions are outlined below:

- i. This Debate has Inspired Many Institutions that offer Gender Studies as Minor Subject with in other Courses

The autonomy and Integration debate is inspiring many other institutions around the world. Few universities are offering it as a separate discipline. On the other, a few are offering it along with other courses.

For example,

“In LUMS University Pakistan, the department of Psychology offer Gender Studies as minor course.”

Hence, this shows that this department debate has inspired many.

## ii. Growth in the Research Work of the Field

This debate has enhanced the scope of the field. Many institutions are working on the field on different issues.

According to Scopus,

“Over 5,000 papers indexed annually under Gender Studies.”

Hence, these statistics indicates that the debate have contribution.

## iii. Proponents of Autonomy are more focused in the literature development of Gender Studies

The proponents of autonomy of Gender studies are working tirelessly to enhance its field of knowledge. They cater different raising

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issues of the subject.

Moreover, they are working its syllabus offered as a separate discipline in the different universities.

Hence, autonomy proponents are adhere to work more on the expansion of the field and its scope of knowledge.

iv. Proponents of integration have enhanced their focus in multidisciplinary knowledge of the field

This is also one of the contributions that the proponents of integration have left no stone unturned to enhance multiplicity knowledge in the field. They want to broader its scope from multi-disciplinary.

v. Inundated increase in Book Publications on Gender Studies

It is observed that globally hundreds of books published on gender studies after this debate.

“The New York Times Best Seller List reveal trends in 2023.”

This list reveals the growth in the Gender Studies Publication. Moreover,

“1000-2000 are Academic Publications of Gender-Studies in the renowned universities.”

- Oxford Press

Hence, this indicates that the debate has enhanced book publications.

### III Conclusion

The autonomy vs intergeration has played significant role in the development

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of Gender Studies. On one side its scope has been broader. On the other, many research papers and books are being published annually.

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## (Question # 08)

(A)

I.

### Introduction

## Globalization and Women

The Globalization and women are the two sides of the coin. However, they are interconnected in many ways. Globalization has profoundly impacted women. It has brought opportunities as well as significant challenges for women.

### Globalization opportunities for women :-

The important opportunities are outlined below one-by-one.

#### i. Access to information

The Globalization has enhanced the access

of information to women. The easy access to mobile phones, internet, different information sources have bridged the gaps.

## ii. Access to Better Jobs

The Globalization has enhanced the opportunities for women to acquire better jobs. Many international firms appoint many women on higher positions. Many corporate sectors offer women good jobs at good pay.

## iii. Access to Education

Globalization has offered different avenues for women to get higher education in international institutions. Moreover, they get scholarships by different countries around the world.



## Globalization Challenges for women :-

- i. Poor working conditions particularly in developing countries

This is one of the important negative impact of Globalization. The women face very severe and hard condition.

“Almost half of the developing countries offer poor working conditions to women.”

— UN women

- ii. Women exploitation on low wages

Many countries consider women as low income payer. They offer them very low income.

This phenomenon is particularly in developing countries.

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## No Labour Rights for women in Developing Countries.

The women face many casualties and other hardships. They are not compensated, particularly in developing countries. Therefore, no labour rights for women is among its biggest challenges.

In conclusion, Globalization has numerous advantages for women, but significant challenges as well.

(B)

## WID, WAD, GAD

The WID, WAD, and GAD are three different approaches of women movements of rights.

### i. Women in Development (WID):

The WID approach emerged in 1970s. It was in a response to the recognition of women exclusion from development processes.

WID advocates for the integration of women into development by focusing on their economic roles.

Pioneers of WID,

- Esther Boseup

- Margaret Secombe

## ii. Women and Development (WAD)

The approach emerged in 1980s, evolving from WID by placing greater emphasis on the social, cultural, and political context of women's role in development. WAD highlights the importance of understanding the relationships between gender, class, race, and power. It also aims to empower women by examining the systems that maintain their marginalization.

Pioneers,

— Naila Kabeer

— Maxine Molyneux

## iii. Gender and Development (GAD)

The GAD approach emerged in the 1990s as further evolution of

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WAD. It shifts focus from women to broader analysis of gender relations recognizing that both men and women are shaped by social, cultural, and economic processes. It emphasizes the importance of addressing gender systematic inequalities and seeks to reshape development to ensure fairness and justice for all genders.

Pioneers,

- Ruth Pearson
- Betty Fried

In conclusion, WID, WAD, and GAD are three strategies. These are three different approaches of women rights movements.