

The ambitious journey towards Gender Equality

Outline:

1 Introduction

1.1 Hook

1.2 General Statement

1.3 Thesis statement: Various challenges has faced still towards the journey of gender equality. Despite of this, many progresses also happened in it.

2

Positive trends has become which lead to words the gender equality

2.1 Rise of women participation role in leadership

(Maryam Nawaz Sharif, Dr. Asma Anjum, Benazir Bhutto references)

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2.2 Leadership role by women in digital revolution

(Jahan Ara, Sabeen Ali)

2.3 Labour Participation rate of women increase in recent years

(McKinsey Global Institute and ILO model report)

2.4 Government initiative to promote access of women to achieve justice

(Article 35, and 25 of the Constitution.)

(3) Challenges occur toward the ambitious journey of gender equality

3.1 Limited opportunity toward education for women

(force marriage, poverty, limited opportunities of transportation)

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3.2 Social and cultural norm creat hindrance in way of gender equality
(patriachal society, dawn newspaper report, limited authority.)

3.3

Limited job opportunities due to gender issue
(pay, gap Harassment case, no childcare facilities)

3.4

Less Economic empowerment for women as compared to men
(credit, loans, proper right issue, low wages)

(4)

Way forward to bridge the gender gap and create equal opportunities for women
(education opportunities, economic empowerment, policy reform, and legal protection.)

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(5)

Conclusion:

The Essay

"If you give an education to a girl, that's how you're changing her life and that how you are also changing the world" stated by Malala Yousafzai.

In this, it is clear that gender equality is not just a concept, it is transformative force which changes the society and also bring the progress. Gender equality is all about equal rights, participation and integration of women and men in all fields of life. Many progress has been achieved towards the ambitious journey of gender equality. The progress which has achieved is following; the rise of Pakistani women in the various fields, Labour participation rate also increase, digital revolution in the tech, and legal landscape towards

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gender equality also improved. On the other many challenges also still occur in this journey which are illiteracy rate of women, safety and security concern, limited job opportunities and social, cultural restriction. However, by some improvement, it is possible to achieve gender equality which are education, equal opportunities for job, awareness and safety in workplace.

The rise of Pakistani women leadership role increase. In any country when a woman has gained, the leadership role, it will ultimately lead toward progress. By diversity in the headship, generate various ideas of progress. In Pakistan, **Maryam Nawaz Sharif** became 20th Chief Minister on 26 March, 2024. It is a good step towards the gender equality. Such women become an inspiration

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for youth. Furthermore, **Dr. Asma Anjum** vice Chancellor of **Fatima Jinnah Women University**. She is playing a championship role for girls in the field of education. It is seen that whenever, a women achieved the opportunity of leadership, she give benefit toward various ways. It is important for any country to become more develop, creat more leadership opportunities for women. Like **Dr. Asma Anjum**, there are many other women which are playing a positive role for the progress of country. Moreover if one's analyze the history of pakistan, it is proved that women also creat a ~~name~~ name in thier field. **Benazir Bhutto** the first female prime Minister of pakistan. Under her leadership, a remarkable achievements occur like **Benazir Income Support Programme**. Therefore, it is

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proved that women leadership role can create more gender equality in society.

like leadership roles, women has also play a major role in the digital revolution. In this modern, era, digital revolution create many ways for the development of the country. It is not only a way for the progress, but also a inspiration for youth to learn skill in the tech field. **Jehan Ara**, a driving force behind Pakistani tech ecosystem. She is a passionate advocate for women in technology. She co-founded pasha a leading organization that supports tech startups and entrepreneurs. Such a opportunity also motivate the girls to pursue her career in this field. It create more job opportunities which automatically reduce poverty. Such a achievements bring the path of

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country towards progress. **Sabeen Ali**;
another leader in the tech field.

She is founder of Girl's code. She play
a role in mentoring the girl to
learn coding skills. No doubt, she
is also a great leader in tech field.

So, the women promoted digital
revolution in the country.

Similar to tech revolution,
there are many Government initiatives
to promote access to justice in Pakistan.

Justice is based of any society. Justice
can help to creat a society which
gave equal right both to women
and men. Such justic system is a
necessity to create gender equality.

The constitution of pakistan guarantees
a number of fundamental rights to
all citizen regardless of gonder,
including right of equality and the
non-discrimination.

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Article 25 of Constitution states that all citizen are equal in front of law and entitled equal protection of the law. This means that there is no discrimination in genders before in front of Law. Furthermore, Article 35 of Constitution state that protection of institution of marriage, and marriage should be performed in accordance to religious and social protection. Women has right to select her spouse. So, it is all about the government initiative toward prohibition of gender equality.

In the same way of Government initiatives, there is also increase the labour participation rate of women in Pakistan. In any country, when the labour participation rate of women increase, it will create increase in GDP growth.

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A report by McKinsey Global Institute found that if women were to participate in economy at the same rate as men, the Global GDP would increase by 26%. Women can play a better role in increasing country economy if they attain jobs in various fields. Like this, the participation in labour force increase in Pakistan in recent years. It is a remarkable achievement in the way of achieving gender equality. According to ILO ^(model) estimate that the labour participation of women in Pakistan in 1990 is 13.95% and 21.9% in 2024. It is a positive trend in Pakistan because women gain more chances to come out their houses and do work. Hence, it will play a role in gender equality because women and men both work in a society for their ~~and~~ living standards improvement.

Legal landscape of Pakistan also improved and play a crucial role towards the gender equality.

A good legal system is necessary for giving the protection to the citizens of a country. The citizens work for the welfare of country and state, in return they need protection regardless of gender discrimination.

Pakistan's women protected by the legal system through various laws. **Domestic Violence Act 2009**, for the protection of domestic violence against the women. **Acid Control and Acid**

Crime Prevention Act 2010, this law provide protection against acid attack and impose severe punishment for the acid attacks. Furthermore, many articles also passed for protection of women.

Muslim Family Laws Ordinance 1961 which provide right of divorce, marriage

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and inheritance to citizen. So, it is analyzed women have achieved legal protection in Pakistan.

These are positive trends towards the journey for achieving gender equality which are explain above. The challenges in Pakistan for achieving the gender equality is following:

Limited opportunity towards the education is a big challenge in the way of gender equality. Education is basic need for both men and women but in Pakistan due to many issue, girls have less chances to gain education. The families prefer to educate sons as compared to women. It is because, they face financial issue and have less money to give better quality of education to

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their children. Furthermore, it is considered girls are for the domestic work and men for giving better lifestyle to their women. So it is not needed for girls to achieve higher education.

Generally, people gain education for achieving ~~extra~~ job. but it is important for intellectual ability of human.

Moreover due to distance and lack of transportation girls can not have access to achieve education. It is

most common in rural areas of Pakistan. So, it is analyzed that due to many reasons women has not access to education.

Like education social and cultural norms also a big hindrance for the journey of gender equality.

In this, firstly the patriarchal society has profound impact in different areas of Pakistan.

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The patriarchal society stop girls to taking part in the male dominant society. According to a dawn newspaper published in October 2, 2013 a group of charabagh resident and some prayer leader intervened to halt a women Cricket match at charabagh District. Ayesha Ayaz that had take an initiative to arrange a match among girls. Before starting the game, a religious group come, they shouting and said it is immodest for girls to play in open ground. Such cases still exist in various areas of Pakistan. Moreover, when a young girls. tries to take part in social activities, she face various type of criticism. It become a trend to discourage the women who take part, or do job. Therefore, above mention explanation shows social or cultural norm is

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a challenge in journey of gender equality.

Limited job opportunity due to gender bias is also a challenge. Firstly, the gender pay gap and unequal compensation is mostly seen in various sector of Pakistan. It is totally unfair because women come out their house to fulfill their needs and also for improving their living standard. Secondly, there are many cases which women face relate to Harassment. The protection is necessary for every women and men in the workplace. It is responsibility of a boss to create security policies for women in workplace. But in Pakistan women always face this issue. Furthermore, no childcare facilities

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in the workplace also a problem. Many women which are degree holder also can not do job because of this issue. Low information about the job vacancies is also faced by the women because of low network facilities. So, harassment, pay gap and ^{no} child care facilities are create hurdle and gender disparity.