

Critical Review of Past Literature on Gender Inequality in the World

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Abstract

Now a day gender inequality is a great problem in the world. This problem has developed the poverty in particularly, in the developing country. Seeing to its importance the present study was arranged to critically review the inequality in the world between men and women. The study based on secondary data. Total 17 past studies were downloaded from the net and critically reviewed each study 20 times and analyzed the situation. The review explains that women have treated very bad and the men is considered superior in the world society and women is only regarded as the caretaker of the home and no share in land is giving to them in inheritance. On the birth of son the people fire for congratulation while on the girl, parents express grief at their home. When male child is born, the status of the mother confirmed as a wife in the family. In food, education and health etc attention is paid to son while daughters are ignored. The quota in government employment is less than the men while wage and salary is also less than them. Economically men are considered stronger than women. The number of seat in the parliament is less than the female in the world. In European countries the gap between male and female is less however in Asian Countries gap is high. There are 16 countries of the world Turkey, Pakistan, Saudia Arabia, Iran etc the women population is higher than the men while due rights are not given to them in country politics. The study further explains that in Pukhthun culture women is gifted as compensation in the time of dispute settlement. There are few lag behind the bar which not allow female for education. The society focus on purda and consider co-education problematic for their girls. However on the other side poverty is also a great hurdle which not affords the cost of the education to send their daughters to school. Security is the third option in the developing countries which make terror for parent to not send their daughters to colleges or schools due to sexual harassment and honor killing. Islam has focus on female education and told that if possible they will have to go to China for getting education while women are tortured everywhere in the world and do not give due attention to their rights. On the basis of problems the study recommend that to multiply female colleges and schools ; provide free education to girls and facilitate good security to girls and boys in the world particularly in the developing countries: Give due share to them in their land according to law. Without equality the development of the world is impossible.

Keywords:- Critical review, Past Literature, Gender , Inequality, World

1. Introduction

Gender inequality means discrepancy between men and women and different access to resources in health, education, political empowerment and economic empowerment and women is consider the caretaker of the houses and producer of children (<https://www.peacecorps.gov/educators/resources/global-issues-gender-equality-and-womens-empowerment/>) Natural difference present in morphological structure in men and women. Men is physically stronger and longer than women. Men lung volumes is larger and blood cells are more circulating while white blood cells of the women is more circulating and produce antibodies faster than men. The main reason is the sexual specialization while in general no intelligence in both is existed. Men are risky and aggressive than women and these differences, representing sexual division of labor.

A second theory told that females are more empathetic than male and both have better verbal memory which is influenced by male sex hormone testosterone and create visuospatial memory in both male and female when administered. Since birth men and women experience are raised different throughout their lives. Males and females lead through different paths and try to able to select their own path. Girls are considered the color pink and they like dolls, dresses, and playing with doll in their houses. The norm of blue is for boys and these paths are set by parents and surrounding environment. Throughout life males and females are considered different species who keep different personalities lead on separate paths.

God has produced men and women for different purpose and women is consider the caretaker of the home while now a day this trend has been changed and both play equal part in day to day life. The women and men both work outside the home while still the men loading outside the home is greater than women .. In the beginning women role only in the home was more than the men while now the trend have been changed and women play equal part in daily business. They conduct duties in houses as well in farming and offices of the parliament of the country. Before the women strength in the parliament was less while now it is more than before and slowly gradually increasing day by day because without female inclusion the development of the country is impossible. The population ratio of the female is more than the men in the world and the women duty in every field of the economy is less in the developing than the developed countries, so it is the need of the day to also

involve women in different activities of daily business for the development of a country such like developed countries America and Japan. So this is the big reason that the developed countries GDP and per capita income are mostly higher than the developing countries (https://en.wikipedia.org/wiki/Gender_inequality). Seeing to its importance the present study was arranged to critically review the gender inequality in the world.

2. Methods And Material

The universe of the study is the world. The study is based on secondary data. Total 15 past studies were downloaded from the net and critically reviewed each article 29 times and analyzed the situation how gender inequality are existed in the world

3. Critical Review on Past Literature of Gender Inequality in the World

Osman et. al (2018) investigated that the women's role in local governance is lower than the men and reason behind the low contribution is the culture, religion and injustice against, low economic empowerment, the low self-confidence, low educational levels and excessive marital obligations. The study finding recommend the education of women in the country; Economic power of the women; leadership training and involvement in local governance at district level

But and Asad (2017) studied that the son preference problem around the globe is present. The son is considered superior than daughter. They told that women after marriage left the house and enter into another home while son for ever help the parents and give support to them in every corner of life. They help them in the time of sickness and give support to them till death, so son is consider the real owner of the houses while daughter considered temporary owner of the house. Being a mother of a son is the only channel which is a final source of the parents for long live and if the son is king everyone give high status to both in society. This discussion confirms that ideology of son is superior than daughter and State policies are still unable to uplift the women status and to eliminate discriminatory customs roles in Sissala East District of Ghana.

Ninety three percent of workplace deaths (fatal occupational injuries) in the US between 1980 and 1997 were men (97,053 deaths). The male fatality rate (8.6 per 100,000 workers) was 11 times greater than the female death rate of the 1980-97 time range (0.8). This accounts for the other 7% of work place deaths (6,886 deaths). The gender pay gap is the average difference between men's and women's aggregate wages or salaries. The gap is due to a variety of factors, including differences in education choices, differences in preferred job and industry, differences in the types of positions held by men and women, differences in the type of jobs men typically go into as opposed to women (especially highly paid high risk jobs), differences in amount of work experiences, difference in length of the work week, and breaks in employment. These factors resolve 60% to 75% of the pay gap, depending on the source. Various explanations for the remaining 25% to 40% have been suggested, including women's lower willingness and ability to negotiate salaries and sexual discrimination.

According to the European Commission direct discrimination only explains a small part of gender wage differences. They told that there is a gap between men and women in the wage rate in the world. The main reason is the skill and knowledge. Men skill and knowledge is more than the women and because of this they receive more pay than the women. Human capital theories discussed that education, knowledge, training, experience, or skill of a person pay more wage rate than women. The women mostly work in home as a caretaker and the whole family expenditure is depend on the men, so the men improve their knowledge, education skill for the livelihood of their family to facilitated their house expenditure. Women have less access to education and skill while the family head spend more on education on men for the future protection of their family. This earnings discrimination is considered to be a part of pollution theory. This theory suggests that jobs which are predominated by women offer lower wages than do jobs simply because of the presence of women within the occupation. As women enter an occupation, this reduces the amount of prestige associated with the job and men subsequently leave these occupations. The entering of women into specific occupations suggests that less competent workers have begun to be hired or that the occupation is becoming deskilled. Men are reluctant to enter female-dominated occupations because of this and similarly resist the entrance of women into male-dominated occupations. The gendered income disparity can also be attributed in part to occupational segregation, where groups of people are distributed across occupations according to ascribed characteristics; in this case, gender. Occupational gender segregation can be understood to contain two components or dimensions; horizontal segregation and vertical segregation. With horizontal segregation, occupational sex segregation occurs as men and women are thought to possess different physical, emotional, and mental capabilities. These different capabilities make the genders vary in the types of jobs they are suited for. This can be specifically viewed with the gendered division between manual and non-manual labor. With vertical segregation, occupational sex segregation occurs as occupations are stratified according to the power, authority, income, and prestige associated with the occupation and women are excluded from holding such jobs.

As women entered the workforce in larger numbers since the 1960s, occupations have become segregated based on the amount femininity or masculinity presupposed to be associated with each occupation¹ Census data

suggests that while some occupations have become more gender integrated (mail carriers, bartenders, bus drivers, and real estate agents), occupations including teachers, nurses, secretaries, and librarians have become female-dominated while occupations including architects, electrical engineers, and airplane pilots remain predominately male in composition. Based on the census data, women occupy the service sector jobs at higher rates than men. Women's overrepresentation in service sector jobs, as opposed to jobs that require managerial work acts as a reinforcement of women and men into traditional gender roles that causes gender inequality. The gender earnings ratio suggests that there has been an increase in women's earnings comparative to men.

Men's plateau in earnings began after the 1970s, allowing for the increase in women's wages to close the ratio between incomes. Despite the smaller ratio between men and women's wages, disparity still exists. Census data suggests that women's earnings are 71 percent of men's earnings in 1999. The gendered wage gap varies in its width among different races. Whites comparatively have the greatest wage gap between the genders. With whites, women earn 78% of the wages that white men do. With African Americans, women earn 90% of the wages that African American men do. There are some exceptions where women earn more than men: According to a survey on gender pay inequality by the International Trade Union Confederation, female workers in the Gulf state of Bahrain earn 40 percent more than male workers. In 2014, a report by the International Labor Organization (ILO) reveals the wage gap between Cambodian women factory workers and other male counterparts. There was a \$25 USD monthly pay difference conveying that women have a much lower power and being devalued not only at home but also in the workplace.

The gender gap also appeared to narrow considerably beginning in the mid-1960s. Where some 5% of first-year students in professional programs were female in 1965, by 1985 this number had jumped to 40% in law and medicine, and over 30% in dentistry and business school. Before the highly effective birth control pill was available, women planning professional careers, which required a long-term, expensive commitment, had to "pay the penalty of abstinence or cope with considerable uncertainty regarding pregnancy. This control over their reproductive decisions allowed women to more easily make long-term decisions about their education and professional opportunities. Women are highly underrepresented on boards of directors and in senior positions in the private sector. Additionally, with reliable birth control, young men and women had more reason to delay marriage. This meant that the marriage market available to any women who "delay marriage to pursue a career... would not be as depleted. Thus the Pill could have influenced women's careers, college majors, professional degrees, and the age at marriage. Studies on sexism in science and technology fields have produced conflicting results. Corinne et al. found that science faculty of both sexes rated a male applicant as significantly more competent and hireable than an identical female applicant. These participants also selected a higher starting salary and offered more career mentoring to the male applicant.

Williams and Ceci, however, found that science and technology faculty of both sexes "preferred female applicants 2:1 over identically qualified males with matching lifestyles" for tenure-track positions. Studies show parents are more likely to expect their sons, rather than their daughters, to work in a science, technology, engineering or mathematics field – even when their 15-year-old boys and girls perform at the same level in mathematics. A survey by the U.K. Office for National Statistics in 2016 showed that in the health sector 56% of roles are held by women, while in teaching it is 68%. However equality is less evident in other areas; only 30% of M.P.'s are women and only 32% of finance and investment analysts. In the natural and social sciences 43% of employees are women, and in the environmental sector 42%.

David and Hekman (2010) found that customers who viewed videos featuring a black male, a white female, or a white male actor playing the role of an employee helping a customer were 19 percent more satisfied with the white male employee's performance. This discrepancy with race can be found as early as 1947, when Kenneth Clark conducted a study in which black children were asked to choose between white and black dolls. White male dolls were the ones children preferred to play with. Although the disparities between men and women are decreasing in the medical field gender inequalities still exist as social problems.

From 1999 to 2008, recently qualified female doctors in the US made almost \$170,000,000 less than their male counterparts. The pay discrepancy could not be explained by specialty choice, practice setting, work hours, or other characteristics. A case study carried out on Swedish medical doctors showed that the gender wage gap among physicians was greater in 2007 than in 1975. Gender equality in relationships has been growing over the years but for the majority of relationships, the power lies with the male. Even now men and women present themselves as divided along gender lines.

Szymanowicz and Furnham told that cultural stereotypes of intelligence in men and women, showing the gender inequality in self-presentation. This study showed that females thought if they revealed their intelligence to a potential partner, then it would diminish their chance with him. Men however would much more readily discuss their own intelligence with a potential partner. Also, women are aware of people's negative reactions to IQ, so they limit its disclosure to only trusted friends. Females would disclose IQ more often than men with the expectation that a real true friend would respond in a positive way. Intelligence continues to be viewed as a more masculine trait, than feminine trait. The article suggested that men might think women with a high IQ would lack

traits that were desirable in a mate such as warmth, nurturance, sensitivity, or kindness. Another discovery was that females thought that friends should be told about one's IQ more so than males. However, males expressed doubts about the test's reliability and the importance of IQ in real life more so than women. The inequality is highlighted when a couple starts to decide who is in charge of family issues and who is primarily responsible for earning income.

Londa Schiebinger's book, "Has Feminism Changed Science?", She claimed that "Married men with families on average earn more money, live longer and happier, and progress faster in their careers," while "for a working woman, a family is a liability, extra baggage threatening to drag down her career. Furthermore, statistics had shown that "only 17 percent of the women who are full professors of engineering have children, while 82 percent of the men do." Despite the increase in women in the labour force since the mid-1900s, traditional gender roles are still prevalent in American society. Women may be expected to put their educational and career goals on hold in order to raise children, while their husbands work. However, women who choose to work as well as fulfill a superficial gender role of cleaning the house and taking care of the children. Despite the fact that different households may divide household tasks more evenly, there is evidence that supports that women have retained the primary care giver role within ancestral life despite contributions economically. This evidence suggest that women who work outside the home often put an extra 18 hours a week doing household or childcare related tasks as opposed to men who average 12 minutes a day in childcare activities.

Hooff showed that modern couples, do not necessarily purposefully divide things like household tasks along gender lines, but instead may rationalize it and make excuses. One excuse used is that women are more competent at household tasks and have more motivation to do them. Another is that some say the demands of the males' jobs is higher. There was a study conducted at an "urban comprehensive school". They were asked questions regarding their views in sexual inequality. Many parents were for the equal pay for men and women. They also were in favor for men to help with the housework. In this study, the majority of the people who were interviewed wanted gender equality and more people wants a change in gender roles. Where men stay home, cleans, and cooks while the women can work and help support the family Gender roles have changed drastically over the past few decades. In the article, it says that in 1920-1966, there was data recorded that women spent the most time care-tending with the home and family. There was a study made with the gender roles with the males and females, The results showed that as women spend less time in the house, men have taken over the role as the mother. The article also said that women who work spend less time within the house and with their children if they have any. Furthermore, men are taking the roles of women in the homes and its changing as time goes on.

Robin and Douthitt, the author of the article, "The Division of Labor Within the Home: Have Gender Roles Changed?" concluded by saying, "(1) men do not spend significantly more time with children when their wives are employed and (2) employed women spend significantly less time in child care than their full-time homemaker counterparts, over a 10-year period both mothers and fathers are spending more total time with children. One survey showed that men rate their technological skills in activities such as basic computer functions and online participatory communication higher than women. However, it should be noted that this study was a self-reporting study, where men evaluate themselves on their own perceived capabilities. It thus is not data based on actual ability, but merely perceived ability, as participants' ability was not assessed. Additionally, this study is inevitably subject to the significant bias associated with self-reported data. In contrary to such findings, a carefully controlled study that analyzed data sets from 25 developing countries led to the consistent finding that the reason why fewer women access and use digital technology is a direct result of their unfavorable conditions and ongoing discrimination with respect to employment, education and income. When controlling for these variables, women turn out to be more active users of digital tools than men. This turns the alleged digital gender divide into an opportunity: given women's affinity for ICT, and given that digital technologies are tools that can improve living conditions, ICT represents a concrete and tangible opportunity to tackle longstanding challenges of gender inequalities in developing countries, including access to employment, income, education and health services. Many countries have laws that give less inheritance of ancestral property for women compared to men. Gender inequalities often stem from social structures that have institutionalized conceptions of gender differences.

Marginalization occurs on an individual level when someone feels as if they are on the fringes or margins of their respective society. This is a social process and displays how current policies in place can affect people. For example, media advertisements display young girls with easy bake ovens (promoting being a housewife) as well as with dolls that they can feed and change the diaper of (promoting being a mother). Cultural stereotypes, which can dictate specific roles, are engrained in both men and women and these stereotypes are a possible explanation for gender inequality and the resulting gendered wage disparity. Women have traditionally been viewed as being caring and nurturing and are designated to occupations which require such skills. While these skills are culturally valued, they were typically associated with domesticity, so occupations requiring these same skills are not economically valued. Men have traditionally been viewed as the main worker in the home, so jobs held by men have been historically economically valued and occupations predominated by men continue to be economically

valued and earn higher wage. Gender Stereotypes influenced greatly by gender expectations, different expectations on gender influence how people determine their roles, appearance, behaviors, etc. When expectations of gender roles deeply rooted in people's mind, people's values and ideas started to be influenced and leading to situation of stereotypes, which actualize their ideas into actions and perform different standards labeling the behaviors of people. Gender stereotypes limit opportunities of different gender when their performance or abilities were standardizing according to their gender-at-birth, that women and men may encounter limitations and difficulties when challenging the society through performing behaviors that their gender "not supposed" to perform. For example, men may receive judgments when they trying to stay at home and finish housework and allow their wives to go out and work instead, as men are expected to be work outside for earning money for the family. The traditional concepts of gender stereotypes are being challenged nowadays in different societies and improvement could be observed that men could also be responsible for housework, women could also be construction worker in some societies. It is still a long process when traditional concepts and values have deep-rooted in people's mind, that higher acceptance towards gender roles and characteristics is homely to be gradually developed. Gender inequality can further be understood through the mechanisms of sexism. Discrimination takes place in this manner as men and women are subject to prejudicial treatment on the basis of gender alone. Sexism occurs when men and women are framed within two dimensions of social cognition. Discrimination also plays out with networking and in preferential treatment within the economic market. Men typically occupy positions of power within the job economy. Due to taste or preference for other men because they share similar characteristics, men in these positions of power are more likely to hire or promote other men, thus discriminating against women.

Sonja B. Starr conducted a study in the US that found that the prison sentences that men serve are on average 63% longer than those that women serve when controlling for arrest offense and criminal history. However, the study does not purport to explain why this is the case. Starr does not believe that men are disadvantaged generally. Men's rights advocates have argued that men being over-represented in both those who commit murder and the victims of murder is evidence that men are being harmed by outmoded cultural attitudes.

The New York Film Academy took a closer look at the women in Hollywood and gathered statistics from the top 500 films from 2007 to 2012, for their history and achievements, or lack of. There was a 5:1 ratio of men to women working in films. 30.8% of women having speaking characters, who may or may not have been a part of the 28.8% of women who were written to wear revealing clothing compared to the 7% of men who did, or the 26.2% of women who wore little to no clothing opposed to the 9.4% of men who did the same. Hollywood actresses are paid less than actors. Topping Forbes' highest paid actors list of 2013 was Robert Downey Jr. with \$75 million, yet Angelina Jolie topped the highest paid actresses list with only \$33 million, which tied with Denzel Washington (\$33 million) and Liam Neeson (\$32 million), who were the last two on the top ten highest paid actors list.

In the 2013 Academy Awards, 140 men were nominated for an award, but only 35 women were nominated. No woman was nominated for directing, cinematography, film editing, writing (original screenplay), or original score that year. Since the Academy Awards began in 1929, only seven women producers have won the Best Picture category (all of whom were co-producers with men), and only eight women have been nominated for Best Original Screenplay.

Lina Wertmuller (1976), Jane Campion(1994), Sofia Coppola (2004), and Kathryn Bigelow (2012) were the only four women to be nominated for Best Director, with Bigelow being the first woman to win for her film *The Hurt Locker*. 77% of the Academy Awards' voters are male. Gender inequality and discrimination are argued to cause and perpetuate poverty and vulnerability in society as a whole. Household and intra-household knowledge and resources are key influences in individuals' abilities to take advantage of external livelihood opportunities or respond appropriately to threats. High education levels and social integration significantly improve the productivity of all members of the household and improve equity throughout society. Gender Equity Indices seek to provide the tools to demonstrate this feature of poverty. Poverty has many different factors, one of which is the gender wage gap. Women are more likely to be living in poverty and the wage gap is one of the causes.

There are many difficulties in creating a comprehensive response. It is argue that the Millennium Development Goals (MDGs) fail to acknowledge gender inequality as a cross-cutting issue. Gender is mentioned in MDG3 and MDG5: MDG3 measures gender parity in education, the share of women in wage employment and the proportion women in national legislatures. MDG5 focuses on maternal mortality and on universal access to reproductive health. These targets are significantly off-track. Addressing gender inequality through social protection programmes designed to increase equity would be an effective way of reducing gender inequality, according to the Overseas Development Institute (ODI).

Researchers at the ODI argue for the need to develop the following in social protection in order to reduce gender inequality and increase growth: Community childcare to give women greater opportunities to seek employment. Support parents with the care costs (e.g. South African child/disability grants). Education stipends for girls (e.g. Bangladesh's Girls Education Stipend scheme). Awareness-raising regarding gender-based violence,

and other preventive measures, such as financial support for women and children escaping abusive environments (e.g. NGO pilot initiatives in Ghana). Inclusion of programme participants (women and men) in designing and evaluating social protection programmes. Gender-awareness and analysis training for programme staff. Collect and distribute information on coordinated care and service facilities (e.g. access to micro-credit and micro-entrepreneurial training for women. Developing monitoring and evaluation systems that include sex-disaggregated data. The ODI maintains that society limits governments' ability to act on economic incentives. NGOs tend to protect women against gender inequality and structural violence. During war, combatants primarily target men. Both sexes die however, due to disease, malnutrition and incidental crime and violence, as well as the battlefield injuries which predominately affect men.

A 2009 review of papers and data covering war related deaths disaggregated by gender concluded "It appears to be difficult to say whether more men or women die from conflict conditions overall." The ratio also depends on the type of war, for example in the Falklands War 904 of the 907 dead were men. Conversely figures for war deaths in 1990, almost all relating to civil war, gave ratios in the order of 1.3 males per female. Another opportunity to tackle gender inequality is presented by modern information and communication technologies. In a carefully controlled study, it has been shown that women embrace digital technology more than men. Given that digital information and communication technologies have the potential to provide access to employment, education, income, health services, participation, protection, and safety, among others (ICT4D), the natural affinity of women with these new communication tools provide women with a tangible bootstrapping opportunity to tackle social discrimination.

Gender inequality is a result of the persistent discrimination of one group of people based upon gender and it manifests itself differently according to race, culture, politics, country, and economic situation. It is furthermore considered a causal factor of violence against women. While gender discrimination happens to both men and women in individual situations, discrimination against women is an entrenched, global pandemic. In the Democratic Republic of the Congo, rape and violence against women and girls is used as a tool of war. In Afghanistan, girls have had acid thrown in their faces for attending school. Considerable focus has been given to the issue of gender inequality at the international level by organizations such as the United Nations (UN), the Organisation for Economic Co-operation and Development (OECD), and the World Bank, particularly in developing countries. The causes and effects of gender inequality vary geographically, as do methods for combating it. One example of the continued existence of gender inequality in Asia is the "missing girls" phenomenon. "Many families desire male children in order to ensure an extra source of income. In China, females are perceived as less valuable for labor and unable to provide sustenance." Moreover, gender inequality also reflected in educational aspect in rural China. Gender inequality existed because of gender stereotypes in rural China, families may consider that is useless for girls to acquire knowledge at school because they will marry someone one day and their major responsibility is to take care of housework. When people have expectations on the gender roles, that considering marriage is the major goals of a girl's life in rural China, gender inequality easily existed to limit the rights and opportunities of women. A Cambodian said, "Men are gold, women are white cloth", emphasizing that women had a lower value and importance compared to men.

In Cambodia, approximately 15% (485,000 hectares) of land was owned by women. In Asian culture, there is a stereotype that women usually have lower status than men because males carry on the family name and hold the responsibilities to take care of the family. Females have a less important role, mainly to carry out domestic chores, and taking care of husbands and children. Women are also the main victims of poverty as they have little or no access to education, low pay and low chances owning assets such as lands, homes or even basic items. In Cambodia, the Ministry of Women's Affairs (MoWA) was formed in 1998 with the role of improving women's overall power and status in the country. Europe, as a whole, has a decent amount of disparity when in reference to Global Gender Gap Report put out by the World Economic Forum (WEF) in 2013. The Global Gender Gap Report ranks nation between 0 and 1. A nation with 35 women in political office and 65 men in political office would get a score of 0.538 as the WEF is measuring the gap between the two figures and not the actual percentage of women in a given category. While Europe holds the top four spots for gender equality, with Iceland, Finland, Norway and Sweden ranking 1st through 4th respectively, it also contains two nations ranked in the bottom 30 countries, Albania at 108 and Turkey at 120. The Nordic Countries, for several years, have been at the forefront of bridging the gap in gender inequality. Every Nordic country, aside from Denmark who is at 0.778, has reached above a 0.800 score. In contrast to the Nordic nations, the countries of Albania and Turkey continue to struggle with gender inequality. Albania and Turkey failed to break the top 100 nations in 2 of 4 and 3 of 4 factors, respectively. However, despite the disparity, European nations continue to make advances in the many factors that are used to determine a nation's gender gap score. Western Europe, a region most often described as comprising the non-communist members of post-WWII Europe, has, for the most part been doing well in eliminating the gender gap. Western Europe holds 12 of the top 20 spots on the Global Gender Gap Report for overall score. While remaining mostly in the top 50 nations, four Western European nations fall below that benchmark. Portugal is just outside of the top 50 at number 51 with score of 0.706 while

Italy (71), Greece (81) and Malta (84) received scores of 0.689, 0.678 and 0.676, respectively. A large portion of Eastern Europe, a region most often described as the former communist members of post-WWII Europe, resides between 40th and 100th place in the Global Gender Gap Report. A few outlier countries include Lithuania, which jumped nine places (37th to 28th) from 2011 to 2013, Latvia, which has held the 12th spot for two consecutive years, Albania and Turkey. India ranking remains low in gender equality measures by the World Economic Forum, although the rank has been improving in recent years. When broken down into components that contribute the rank, India performs well on political empowerment, but is scored near the bottom with China on sex selective abortion. India also scores poorly on overall female to male literacy and health rankings. India with a 2013 ranking of 101 out of 136 countries had an overall score of 0.6551, while Iceland, the nation that topped the list, had an overall score of 0.8731 (no gender gap would yield a score of 1.0). Gender inequalities impact India's sex ratio, women's health over their lifetimes, their educational attainment, and economic conditions. It is a multifaceted issue that concerns men and women alike. The labor force participation rate of women was 80.7% in 2013.

Nancy Lockwood of the Society for Human Resource Management, the world's largest human resources association with members in 140 countries, in a 2009 report wrote that female labor participation is lower than men, but has been rapidly increasing since the 1990s. Out of India's 397 million workers in 2001, 124 million were women, states Lockwood. India is on target to meet its Millennium Development Goal of gender parity in education before 2016. UNICEF's measures of attendance rate and Gender Equality in Education Index (GEEI) attempt to capture the quality of education. Despite some gains, India needs to triple its rate of improvement to reach GEEI score of 95% by 2015 under the Millennium Development Goals. A 1998 report stated that rural India girls continue to be less educated than the boys. The World Economic Forum measures gender equity through a series of economic, educational, and political benchmarks. It has ranked the United States as 19th (up from 31st in 2009) in terms of achieving gender equity. The US Department of Labor has indicated that in 2009, "the median weekly earnings of women who were full-time wage and salary workers was... 80 percent of men's". The Department of Justice found that in 2009, "the percentage of female victims (26%) of intimate partner violence was about 5 times that of male victims (5%)" "The United States ranks 41st in a ranking of 184 countries on maternal deaths during pregnancy and childbirth, below all other industrialized nations and a number of developing countries and women only represent 20% of members of Congress. Existing research on the topic of gender/sex and politics has found differences in political affiliation, beliefs, and voting behavior between men and women, although these differences vary across cultures.

Gender is omnipresent in every culture, and while there are many factors to consider when labeling people "Democrat" or "Republican"—such as race and religion—gender is especially prominent in politics. Studying gender and political behavior poses challenges, as it can be difficult to determine if men and women actually differ in substantial ways in their political views and voting behavior, or if biases and stereotypes about gender cause people to make assumptions. However, trends in voting behavior among men and women have been proven through research. Research shows that women in postindustrial countries like the United States, Canada, and Germany primarily identified as conservative before the 1960s; however, as time has progressed and new waves of feminism have occurred, women have become more left-wing due to shared beliefs and values between women and parties more on the left. Women in these countries typically oppose war and the death penalty, favor gun control, support environment protection, and are more supportive of programs that help people of lower socioeconomic statuses. Voting behaviors of men have not experienced as drastic of a shift over the last fifty years as women in their voting behavior and political affiliations. These behaviors tend to consistently be more conservative than women overall. These trends change with every generation, and factors such as culture, race, and religion also must be considered when discussing political affiliation.

These factors make the connection between gender and political affiliation complex due to inter sectionalism. Candidate gender also plays a role in voting behavior. Women candidates are far more likely than male candidates to be scrutinized and have their competence questioned by both men and women when they are seeking information on candidates in the beginning stages of election campaigns. Democrat male voters tend to seek more information about female Democrat candidates over male Democrat candidates. Female Republican voters tend to seek more information about female Republican candidates. For this reason, female candidates in either party typically need to work harder to prove themselves competent more than their male counterparts.

Overall, politics in the United States are dominated by men, which can pose many challenges to women who decide to enter the political sphere. As the number of women participants in politics continue to increase around the world, the gender of female candidates serves as both a benefit and a hindrance within their campaign themes and advertising practices. The overarching challenge seems to be that—no matter their actions—women are unable to win in the political sphere as different standards are used to judge them when compared to their male counterparts. One area in particular that exemplifies varying perceptions between male and female candidates is the way female candidates decide to dress and how their choice is evaluated. When women decide to dress more masculine, they are perceived as being "conspicuous." When they decide to dress more feminine,

they are perceived as "deficient." At the same time, however, women in politics are generally expected to adhere to the masculine standard, thereby validating the idea that gender is binary and that power is associated with masculinity. As illustrated by the points above, these simultaneous, mixed messages create a "double-bind" for women. Some scholars go on to claim that this masculine standard represents symbolic violence against women in politics. Political knowledge is a second area where male and female candidates are evaluated differently and where political science research has consistently shown women with a lower level of knowledge than their male counterparts. One reason for this finding is the argument that there are different areas of political knowledge that different groups consider. Due to this line of thought, scholars are advocating the replacement of traditional political knowledge with gender-relevant political knowledge because women are not as politically disadvantaged as it may appear. A third area that affects women's engagement in politics is their low level of political interest and perception of politics as a "men's game."

Despite female candidates' political contributions being equal to that of male candidates, research has shown that women perceive more barriers to office in the form of rigorous campaigns, less overall recruitment, inability to balance office and family commitments, hesitancy to enter competitive environments, and a general lack of belief in their own merit and competence. Male candidates are evaluated most heavily on their achievements, while female candidates are evaluated on their appearance, voice, verbal dexterity, and facial features in addition to their achievements. Several forms of action have been taken to combat institutionalized sexism. People are beginning to speak up or "talk back" in a constructive way to expose gender inequality in politics, as well as gender inequality and under-representation in other institutions. Researchers who have delved into the topic of institutionalized sexism in politics have introduced the term "undoing gender." This term focuses on education and an overarching understanding of gender by encouraging "social interactions that reduce gender difference." Some feminists argue that "undoing gender" is problematic because it is context-dependent and may actually reinforce gender. For this reason, researchers suggest "doing gender differently" by dismantling gender norms and expectations in politics, but this can also depend on culture and level of government (e.g. local versus federal). Another key to combating institutionalized sexism in politics is to diffuse gender norms through "gender-balanced decision-making," particularly at the international level, which "establishes expectations about appropriate levels of women in decision-making positions. In conjunction with this solution, scholars have started placing emphasis on "the value of the individual and the importance of capturing individual experience." This is done throughout a candidate's political career—whether that candidate is male or female—instead of the collective male or female candidate experience. Five recommended areas of further study for examining the role of gender in U.S. political participation are (1) realizing the "intersection between gender and perceptions"; (2) investigating the influence of "local electoral politics"; (3) examining "gender socialization"; (4) discerning the connection "between gender and political conservatism"; and (5) recognizing the influence of female political role models in recent years. Due to the fact that gender is intricately entwined in every societal institution, gender in politics can only change once gender norms in other institutions change, as well. (https://en.wikipedia.org/wiki/Gender_inequality).

In rural area of Pakistan gender discrimination is at peak. Male are provided all the opportunities and rights while the female are deprived of it. All the bread earning activities are performed by male and all the money go to their hands. Male are the king of their homes. They run their homes. They generate the income and perform all the primary activities. They take their shares and rights according to the law of inheritance. Females are not given their rights according to the law of inheritance. They perform the secondary jobs and tasks like running kitchens and all the activities within the boundary walls of their homes. They are not given their share in the generated income which is appreciation for them. Women play a vital role in the management of livestock. They rear cattle and do domestic birds like hen at their homes. The milk of these cattle are sold out which is the source of their family income. The organic eggs are the another way to generate income. Feeding these domestic animals and birds and tying them outside at days and inside at night is all controlled by women.

It means that without women the sector of livestock will collapse. In order to strengthen this sector we should educate our women about livestock. In case giving rights women are deprived but if it comes to their role in development of rural area they play a key and vital role in it. The livestock sector is all controlled by women. They rear animals and birds which is a good source of income. Cottage industry is another field which is controlled by women. They make traditional pots, embroidery, shawls and clothes by hand which are sold and earn good amount of money. Women are the pillars of rural areas if we remove these pillars the rural areas cannot be developed. It means that women should be Although women play a vital role in some of the major income generating activities like livestock and cottage industry but unfortunately when it comes to decision making the women are deprived of it in rural areas. Their point of view is not considered at this stage because the male is consider themselves superior and the females inferior because our society is patriarchal.

Women should be given importance and their share in decision making should be considered because they are competent enough to give valuable suggestion and women should be treated equally. It is a fact that women are deprived of many things in our rural areas but if it comes to laborious task, women perform them whole

heartedly. In the harvesting season they accompany their male counterpart in manual harvesting. The manual threshing of corn and wheat spikes at home are all performed by women. Their role in livestock is also a laborious job. It is a critical part of the rural labor force and cannot be neglected in this aspect. They work free of cost and save the money of hired labor. The role of women is very prominent and active. As we know that Pakistan is the only Islamic country to have female prime minister not only once but also twice and her name is Benazir Bhutto. So we can clearly see the dominance of women. Besides her other female politician includes Hina Rabani Kar the former foreign minister of Pakistan. Women now a days in Pakistan take key interest in the politics (Field survey by Dr. Naushad Khan).

There are 16 worst countries in the world which not give due right to women. Among these Pakistan is also in the top list. In gender gap the Egypt score in ranking is 0.608 and does not have non-discrimination laws when it comes to hiring women, and the law does not mandate equal pay. Men and women also do not have equal rights in marriage or after divorce. Kuwait is 0.628 and in 50 year no single woman is the head of the state while on only 3.1 percent women are in the parliament. However, more women enrolled in both secondary and tertiary education. Jordan is 0.604 while still no women is working as ministerial position in the country and they have only the right to cast vote in the election. and the law does not mandate equal pay. Qatar is 0.626. This country has three times as many men than women working as professional and technical workers, and no women in parliament. However, almost seven times as many women enrolled in tertiary education. Turkey score is 0.625. The vast majority of legislators, senior officials and managers in this country are men, although the law mandates equal pay for men and women. There are almost no women in ministerial positions. Mauritania female in the country is 0.614 while the law of this country does not require men and women to be paid the same amount for comparable work, and women do not have the same rights as men in marriage or after divorce. Cote d'Ivoire score is 0.611. There has not been a female head of state in this country at any time in the last 50 years. However, more women than men hold business, admin and law degrees, which are by far the most common types held. Syria score is 0.568. The vast majority of the labour force and those with political power in this country are male. The law does not mandate equal pay, and daughters do not have inheritance rights. Mali score is 0.583. This country does not have non-discrimination laws when it comes to hiring women, and the law does not mandate equal pay. Daughters only have partial inheritance rights, and women only have partial rights to land use, control and ownership. Chad score is 0.575. Women in this country are much less likely to be literate or educated than men, and there has never been a female head of state. Iran score is 0.583. Women only have partial access to financial services in this country, and only partial access to the ownership and control of land and assets while Saudi Arabia score is 0.584. There women were only allowed to vote and stand as candidates in municipal elections for the first time in 2015. This year they were permitted to drive for the first time however Pakistan score is 0.546. This country does not have non-discrimination laws when it comes to hiring women, nor does the law mandate equal pay. However, to date there has been one female head of state, Benazir Bhutto, who was assassinated in 2007. Yemen score is 0.516. This country has no women in parliament and has never had a female head of state. The law does not mandate equal pay, and women only have partial access to financial services. On the other side the Lebanon score is 59.6. The law in this country does not mandate equal pay, and daughters do not have inheritance rights. There are almost no women working either in parliament or in ministerial positions while the Morocco score is 0.598 and there daughters do not have inheritance rights in the country and no female heads of state to date has not come in this country. (<https://www.makers.com/blog/21-facts-you-never-knew-about-international-gender-inequality>)

Women have been particularly marginalized from cultural life. They face many barriers to access, contribute and participate equally in theatre, cinema, arts, music and heritage, which prevents them from developing their full potential and impedes social and inclusive sustainable development. The UNESCO report on Gender Equality, Heritage and Creativity demonstrates the need to enhance debate, research and awareness-raising regarding equal rights, responsibilities and opportunities for women and men, girls and boys in the areas of heritage and creativity. The report points out symptoms encountered in other areas of socio-economic life: limited participation of women in decision-making positions; discrimination in certain activities; restricted opportunities for continuing education, capacity building and networking; women's unequal share of unpaid care work, poor conditions of employment (e.g., part-time, contract or informal work) as well as gender stereotypes and fixed ideas about culturally appropriate roles for men and women, not necessarily based on the consent of those involved. Initiated by the Culture Sector of UNESCO, the report brings together for the first time research, policies, case studies and existing statistics on gender equality and empowerment of women, conducted by the Special Reporter of the United Nations in the field of cultural rights, Farida Shaheed, by government officials, research groups, think tanks, academics, artists and heritage professionals. This report includes recommendations in the areas of heritage and creativity for governments, policy makers and the larger international community. (<https://en.unesco.org/news/gender-inequality-persists-world-culture-underlines-new-report>). Women played by seven different roles in a society namely, parental, occupational, conjugal, domestic, kin, community and individual to determine status of a woman. Despite of the several roles played, women were not accepted and

didn't get proper regard in their husbands' families until and unless they had a son. Discrimination against females in the allocation of food and health care within the household was one of the major problems faced by women in South Asia. The situation was more critical in Hindu's traditions where women were not allowed to perform birth, death and marriage rituals. Women were mostly living inside the four walls of a house and their activities were mostly to bear and raise children and do household chores. Women were rated less wise than men in most of the societies and in Pakistan people were of the view to keep women in certain limits as if women became modern, they would lose their respect. One half of the female university students in Karachi and more than one third in Lahore believing that their parents wouldn't allow them to do paid job with men, rather they would like them to be mostly involved in household chores. Study conducted on women role and status in Nepal revealed that status of women was not uniform and senior females were controlling resources and determining expenses and budget allocations for the family. However, women life was mostly centered on their traditional roles like taking care of most household chores, fetching water, feeding animals and doing farm work. Their status was mostly contingent on their husbands and parents. Women were far from achieving equal participation in decision making and leadership and or had small share in decision making and leadership in most parts of the world, because girls, in contrast to boys, were socialized to play passive roles and given little opportunities to make decisions or develop leadership skills outside the family context. Paying due attention to women and providing more opportunities to women to fully exploit their potentials for development of the Country (Shah, et al.,2006)

Globally, women have fewer opportunities for economic participation than men, less access to basic and higher education, greater health and safety risks, and less political representation. Guaranteeing the rights of women and giving them opportunities to reach their full potential is critical not only for attaining gender equality, but also for meeting a wide range of international development goals. Empowered women and girls contribute to the health and productivity of their families, communities, and countries, creating a ripple effect that benefits everyone. The word gender describes the socially-constructed roles and responsibilities that societies consider appropriate for men and women. Gender equality means that men and women have equal power and equal opportunities for financial independence, education, and personal development. Women's empowerment is a critical aspect of achieving gender equality. It includes increasing a woman's sense of self-worth, her decision-making power, her access to opportunities and resources, her power and control over her own life inside and outside the home, and her ability to effect change. Yet gender issues are not focused on women alone, but on the relationship between men and women in society. The actions and attitudes of men and boys play an essential role in achieving gender equality. Education is a key area of focus. Although the world is making progress in achieving gender parity in education, girls still make up a higher percentage of out-of-school children than boys. Approximately one quarter of girls in the developing world do not attend school. Typically, families with limited means who cannot afford costs such as school fees, uniforms, and supplies for all of their children will prioritize education for their sons. Families may also rely on girls' labor for household chores, carrying water, and childcare, leaving limited time for schooling. But prioritizing girls' education provides perhaps the single highest return on investment in the developing world. An educated girl is more likely to postpone marriage, raise a smaller family, have healthier children, and send her own children to school. She has more opportunities to earn an income and to participate in political processes, and she is less likely to become infected with HIV. Women's health and safety is another important area. HIV/AIDS is becoming an increasingly impactful issue for women. This can be related to women having fewer opportunities for health education, unequal power in sexual partnership, or as a result of gender-based violence. Maternal health is also an issue of specific concern. In many countries, women have limited access to prenatal and infant care, and are more likely to experience complications during pregnancy and childbirth. This is a critical concern in countries where girls marry and have children before they are ready; often well before the age of 18. Quality maternal health care can provide an important entry point for information and services that empower mothers as informed decision-makers concerning their own health and the health of their children. A final area of focus in attaining gender equality is women's economic and political empowerment. Though women comprise more than 50% of the world's population, they only own 1% of the world's wealth. Throughout the world, women and girls perform long hours of unpaid domestic work. In some places, women still lack rights to own land or to inherit property, obtain access to credit, earn income, or to move up in their workplace, free from job discrimination. At all levels, including at home and in the public arena, women are widely underrepresented as decision-makers. In legislatures around the world, women are outnumbered 4 to 1, yet women's political participation is crucial for achieving gender equality and genuine democracy. The World Economic Forum recently ranked the United States as 19th in the world on its gender gap index. With women comprising less than one fifth of elected members of Congress, the report identifies political empowerment as the greatest gender equity issue for the United States. The U.S. ranked higher in economic empowerment, but women's earning power remains approximately 20% lower than men's. Women in the United States have a very high ranking of educational attainment, though, with high levels of literacy and enrollment in primary, secondary, and university education.

At present, there are more U.S. women attending college than men. Globally, no country has fully attained gender equality. Scandinavian countries like Iceland, Norway, Finland, and Sweden lead the world in their progress toward closing the gender gap. In these countries, there is relatively equitable distribution of available income, resources, and opportunities for men and women. The greatest gender gaps are identified primarily in the Middle East, Africa, and South Asia. However, a number of countries in these regions, including Lesotho, South Africa, and Sri Lanka outrank the United States in gender equality. Around the world, Peace Corps Volunteers are working with communities to address gender equality and empower women and girls. In 1974, Congress signed the Percy Amendment requiring Peace Corps Volunteers to actively integrate women into the economic, political, and social development of their countries. Many Peace Corps Volunteers implement the Camp GLOW program, or Girls Leading Our World, to help girls develop self-esteem and leadership skills. Recognizing that men and boys must be equal partners in achieving gender equality, Volunteers also teach leadership and life skills to boys through Teaching Our Boys Excellence (TOBE) camps. Peace Corps Volunteers promote gender equality and women's empowerment through health education, business development, and by raising awareness of women's rights and contributions to their communities. Learn more about how Peace Corps Volunteers are working with communities by visiting the Paul D. Coverdell World Wise Schools.

(<https://www.peacecorps.gov/educators/resources/global-issues-gender-equality-and-womens-empowerment/>).

Ali et al study the association of divorce with cultural non adjustment of female. The study universe comprised of Darul Aman Malakand division (abode) where most of divorced women from surrounding areas were residing. A total of 210 respondents (divorced women) was taken randomly selected for in-depth interview. Chi square test was used to test the association among variables. Moreover, reliability analysis was also carried out and overall reliability coefficient was explored between 0.6 and 0.8 respectively. Further, disputes over dowry, ugliness of women, patri local residence and social stigma to either gender were the causes of divorce litigation between couple, pushing women for living in patrilocal residence. The study further explored that love marriage had no acceptance in cultural dynamics of the study while controlling marriage type. Illiteracy had high level of effects leading to divorce, but culturally the literate had the acknowledgement of the effects of divorce on women folk in the study area. Provision of literacy with special package to both genders admonishing early age marriage were some of the recommendations in light of the present stud(26) Divorce as an Outcome of Cultural Non Adjustment in Traditional Society of Malakand, Khyber Pakhtunkhwa. Available from: https://www.researchgate.net/publication/325597708_Divorce_as_an_Outcome_of_Cultural_Non_Adjustment_in_Traditional_Society_of_Malakand_Khyber_Pakhtunkhwa [accessed Jun 08 2018].

Mona Foundation was founded in 1999 by a small group of people committed to making life better for all of our children. The Foundation supports grassroots educational initiatives that provide education to all children, increase opportunities for women and girls, and emphasize service to the community. Our goal is to alleviate global poverty and support community led transformation such that no child ever goes to bed hungry, is lost to preventable diseases, or is deprived of gift of education for lack of resources. We believe that the keys to alleviating poverty are universal education, gender equality, and community building. We also believe that regardless of who they are or what their economic status is, people have the right and the responsibility to lead the development of their own communities. The programs we support have proven records of success, backed by the local community. Since 1999, Mona has awarded more than \$10 million to 35 educational initiatives in 18 countries, providing access to quality education and training for more than 246,000 students, teachers and parents. Three principles guide our work are everyone deserves the opportunity to receive a quality education.

The World Bank data confirms over and over again that universal education is one of the most powerful instruments for reducing poverty and inequality and lays a foundation for sustained economic growth. Mona Foundation finds locally operated programs that educate people of all backgrounds and raise the status of girls and women. They believe that sustainable development is a process of individuals, communities, and institutions building capacity—where local people lead the process of their own development. Educated communities are healthier, more sustainable, and less vulnerable to economic volatility. Providing equal educational opportunities to girls and women yields a higher rate of return than any other investment that can be made in the developing world. Equality not only guarantees basic rights, it enables girls and women to have a voice and equally participate in the development of their own communities. It is also vital to promoting the robust, shared growth needed to end extreme poverty.

World Bank data demonstrates that gender equality and economic development are inextricably linked. Studies show that providing educational opportunities specifically for girls and women has a direct effect on a nation's economic development. "Educated girls is the most powerful and effective way to reduce global poverty. A core value of Mona Foundation is the belief in Oneness of Humanity. In practice, this means that we believe all people have the right, capacity and the responsibility to lead themselves and their communities. The individuals most affected are the ones most ready to affect change. Supporting communities in their own self-advocacy promotes empowerment, rather than dependency. Many students we support work with their

communities to establish literacy programs, women health centers, parental trainings, cleanliness drives, tree plantations, and many other programs that stimulate harmony and community building in their communities. (https://www.monafoundation.org/overlook/who_we_are?gclid=EAIaIQobChMI-_777t-Z2wIVmR0rCh265AcPEAAAYASAAEgJm_fD_BwE)

This study reviews empirical findings from economic analyses of the role of gender equality and women's empowerment in reducing poverty and stimulating growth. Going beyond the large literature documenting the impact of female education on a range of development outcomes, the study presents evidence on the impact of women's access to markets (labor, land, and credit) and women's decision-making power within households on poverty reduction and productivity at the individual and household level. The study further summarizes evidence from studies examining the relationship between gender equality and poverty reduction and growth at the macro level. Although micro level effects of gender equality on individual productivity and human development outcomes have been well documented and have important ramifications for aggregate economic performance, establishing an empirical relationship between gender equality and poverty reduction and growth at the macro level has proven to be more challenging. The study concludes by identifying priority areas for future research. (https://www.researchgate.net/publication/289907271_The_Impact_of_Gender_Inequality_in_Education_on_Rural_Poverty_in_Pakistan_An_Empirical_Analysis)

Madeline et. al (2015) reviewed that in different ways gender stereotypes create obstacles for women in the workplace. These challenges are wide-ranging and troublesome, with descriptive gender stereotypes resulting in women not being seen as competent and prescriptive gender stereotypes resulting in them not being seen as likable. Specifically, we discussed how descriptive stereotypes promote the perception that women in male-typed jobs lack the requisite attributes for success. Scholars also examined how prescriptive stereotypes create norms for how women "should" and "should not" behave and described the derogation and social penalties that women incur when they violate these norms. They also noted the conditions under which gender stereotypes are most and least likely to promote gender bias and discrimination. Despite changes in the landscape for women in the workplace, considerable inequities continue to exist, and the evidence discussed in this study points to gender discrimination as a likely cause. Today, women are still thought to lack what it takes to thrive in male-typed positions, and they are often shunned for behaving in ways that conflict with gender prescriptions. Understanding why these inequities occur is an important first step in trying to minimize them, and they hoped that scholars continue to heed this call.

Lincon et. al(1981) examined the behavioral antecedents to the higher female than male mortality from shortly after birth through the childbearing ages in a rural area of Bangladesh. A framework is presented in which the intermediate variables through which sex-biased attitudes and practices might operate to affect health, nutrition, and mortality are postulated. The malnutrition rate was found to be substantially higher among female children than among male children. In-depth dietary surveys showed that males consistently consumed more calories and proteins than females at all ages, even when nutrient requirements due to varying body weight, pregnancy, lactation, and activity levels were considered. Although child infection rates were similar between sexes, utilization of health care services at a free treatment unit showed marked male preferences.

Khan (2017) reported that discrimination represents a significant social problem in Pakistan as well as throughout the world. Girls face discrimination everywhere in the world. They often receive less food than boys do, have less access to schooling and work long hours. Why can't we see the helpless agony of girls in our society? In societies where a male child is regarded as more valuable to the family, girls often are denied the right of life, denied the right to name and nationality. And by being married off early or forced to stay at home and help in domestic chores, girls are often denied the right to education and all the advantages that go with it, the right to associate freely and the rights that come with having liberty. These all are ways of basic humiliation from family to girls when boys are regarded as the pillars of tomorrow. The Global Gender Gap Report 2016 compiled by the World Economic Forum ranks countries on gender gap and includes factors such as economic participation and opportunity, educational attainment, health and survival and political empowerment. The report has ranked Pakistan 143 out of 144 countries. Unfortunately, Pakistan has not only fared particularly poorly in 2016, but its rankings have deteriorated for a decade.

Comparing Pakistan's performance in the South Asian region, India has done much better being ranked 87 out of 144 countries. Pakistan ranked 112th in 2006, the first year of the report. Since then, its position has been deteriorating every year. Pakistan ranked 135th in 2013, 141st in 2014 and 143rd in 2015. The report captures progress towards parity between men and women in four areas: educational attainment, health and survival, economic opportunity and political empowerment. It is obvious but worth stating that women cannot enter the workforce and contribute to the economy's productivity without a proper environment of education, training and health is in place. There are several gender discrimination related consequences of child labour as well. Most obvious are the problems faced by girls who have been sexually exploited. Also girls working as child domestic workers are often denied medical treatment when required since they are domestic help and do not share the same status as the other children in the household. Children who suffer an accident at work may also feel that

this is their own fault for being clumsy or bad at their job, and the adults and medical personnel who they encounter may have the same attitude.

Pakistan is also the worst performing state in South Asia and has been for the last couple of years, while Sri Lanka ranks 100th, Nepal 110th, the Maldives 115th and Bhutan 121st. Education is the tool that can help break the pattern of gender discrimination and bring lasting changes for women in developing countries like ours. Pakistan has for decades grossly underinvested in education, and in particular, girls' education. Girls' education also means comprehensive change for a society. Educated women are essential to ending gender bias, starting by reducing the poverty that makes discrimination even worse in the developing world. Investing in women's health and education also has spillover benefits to other members of the household. Recent research has pointed out that good maternal health benefits children's cognitive development, behavior and school performance as well as improving the health and productivity of other family members. (Published in Daily Times, September 27th 2017).

The United Nations released on Wednesday a report on gender equality for its Sustainable Development Agenda 2030 with Pakistan being one of the main four countries in focus. The report identifies inequality among women and girls and paints a sorry picture for the country. Using data from a UN Demographic and Health Surveys 2012-2013 report which takes into account variables such as wealth, location and ethnicity, the report reveals that 12 per cent of women in Pakistan (4.9 million) aged 18-49 are simultaneously deprived in for Sustainable Development Goals-related dimensions: 1. Child marriages, 2. Education, 3. Healthcare, and 4. Employment. 79.8 per cent of the women in this cluster live in rural areas and households concentrated in the bottom 40 per cent of the wealth distribution. The data highlights that women from marginalized ethnic groups living in poor rural households fare worse across a variety of well-being and empowerment. The most disadvantaged ethnic group oscillates between Sindhi, Saraiki and Pashtun. "Sindhi women and girls from the poorest rural households fare far worse than any other group across all wealth quintiles and locations," the report notes. The report found that around 79.8 per cent of the women lack access to clean cooking fuel while a quarter is deprived of sanitation services with seven per cent living more than 30 minutes from the closest water source. A unique disparity was found in employment with the richest more likely to lack employment as compared to the poorest – at 86.8 per cent and 53.3 per cent respectively. While poverty pushed the poorest women into precarious, often informal and unpaid work, the rich face significant barriers including biased gender norms, discrimination in wages and limited job options. While inequality is observed across all indicators, the largest disparity is seen in regards to education. Where 98.8 per cent of the women belonging to rural background, and 29.3 per cent belonging to the richest urban dwellers lack access to education. In total 74 per cent of have an average of less than 6 years of education.

The data reveals that poor, rural Pashtun women are the most disadvantaged in literacy. Looking at healthcare, women and girls from rural areas with high concentrations of poverty have less access to medical services. The difference between the most advantaged and most disadvantaged groups is significantly large (13.4 and 70.2 per cent, respectively). The report stated, on average, 48.1 per cent of women and girls aged 15 have no say in decisions relating to their own health care, however, percentages vary significantly by location, wealth and ethnicity. Food insecurity among women was a staggering 11 per cent higher than among men. Only 32 per cent of rural households have access to safely managed drinking water compared to the 41 per cent of urban households. The large differences also exist across income and ethnic groups. Almost 70 per cent of the female urban population in Pakistan lives in slums where they lack at least one of the following: access to clean water, improved sanitation facilities, durable housing or sufficient living area. Sherrie discussed that gender discrimination occurs when sexes are treated unequally. Gender discrimination is not based solely on gender differences but on how people are treated differently because of their sex. Employers who provide different working conditions and promotional opportunities for men and women violate anti-discrimination laws. Lenders who offer better terms to one gender over another are in violation of anti-discrimination laws.

Gender discrimination is illegal and several laws are in place to prevent and eliminate discriminatory practices. Gender discrimination is the unfair treatment of a person because of gender. Gender discrimination affects both men and women. It is apparent in work situations where one gender is given preferential treatment or one gender receives less pay or job responsibilities because of gender bias and unfair stereotypes. Gender discrimination also exists in sports, educational institutions and political organizations. Genders also experience sex discrimination when applying for housing or applying for credit. The long history of inequality among the sexes in the United States is the basis for gender discrimination and the foundation for efforts to decrease inequality among the sexes. Historically, women were underrepresented in the workplace, athletics and academics. The residual effects of favoritism towards men and unfair treatment of women is the primary cause of gender discrimination. There are several effects and consequences of gender discrimination, especially in employment. Gender discrimination in the workplace leads to an increase in employee turnover and creates a hostile work environment. Gender discrimination also promotes harassment and possible workplace violence. (<http://smallbusiness.chron.com/causes-effects-remedies-gender-discrimination-10726.html>).

Riaz (2016) told that if a country is Islamic country and women is beaten mercilessly and no one can say about this. It is not the fault of traditional Mulla but it is the fault of the parent. On the other side there allow son to school after Matric while not allow the daughter, so, this is the discrimination with the daughter. Gradually the whole society accepts it as a way of life. Gender discrimination is only one of the major problems faced by Pakistan, amongst terrorism, intolerance and poverty. According to the Global Gender Gap Index, 2015, Pakistan stands at the bottom – 144 out of 145 countries in the world. The index, prepared annually by the World Economic Forum, examines the gap between men and women covering four fundamental aspects: economic participation and opportunity, educational attainment, health and survival, and political empowerment. It has resulted in girls being deprived of basic primary education, honor killings, inequality in job offers and wages etc. Gender inequality stems from the Pakistani social custom of placing sons above daughters as it is believed that males will grow up to work and sustain the house, while females will become housewives and stay at home. Men are perceived as the major providers and protectors of a family while women are perceived as playing only a supportive role, attending to the hearth. Boys and girls are accordingly trained for different adult roles, status and authority. This results in education for boys are being prioritized, while girls are forced to stay at home.

A survey carried out in urban areas of Sindh showed 75.35%, of the survey respondents – the mothers of newborn babies, were of the opinion that their husbands and mother-in-law always wanted to have a son; however, 24.65% admitted that having son is their biggest desire. In many families, daughters are linked to severe economic and financial loss. One of the responding mothers informed that she works as an accountant in local office; she said that her brothers always mentioned the high expenses the family has borne upon her education and marriage. She added that it has been her untold duty to give water or press the clothes of her brother and now to her husband. “In my entire life neither my brother nor my husband ever give me water or press my clothes,” the mother of three children informed. Gender discrimination has resulted in multiple injustices being carried out such as a large gender pay gap, occupational segregation, denial of promotions to leadership, a glass ceiling in different professions, increased casualization of women workers and feminization of poverty, trafficking, forced marriage, female genital mutilation, honor killings, violence against women in domestic spheres, work place and public spaces, and lower levels of education and work opportunities. The gender pay gap in Pakistan is so great that the female labor force participation rate is 22 percent versus that for men at 67.8 percent; women are paid 23 percent less than men for similar work; women’s average monthly income is Rs 9,760 when compared to men’s monthly earnings of Rs 15,884, and only 0.3 percent women are employed as managers, 6.4 percent as professionals and 0.9 percent as technical workers (Labour Force Survey 2014-2015). Compensation marriages, known variously as vanni, swara and sang chatti, occur, which are the traditional practice of forced marriage of women and young girls in order to resolve tribal feuds in parts of Pakistan. Although illegal, it is still widely practiced in the Khyber Pakhtunkhwa. Today’s estimates indicate that one in three girls in Pakistan is married before her 18th birthday. Child marriage’s consequences can be crippling.

Fortunately, last month, a new law was passed: Sindh became the first individual province in Pakistan to declare marriage before age 18 a violation of the rights of children. Child marriage now carries a punishment of Rs 45,000 (\$457) and up to three years in prison. Poverty is among the primary motivations for child marriage in Pakistan, and for some girls, marriage can be a path to greater financial stability and well being, especially if their husbands’ families are able to pay for these girls to continue their education. The reality is that there are few job opportunities for girls to contribute to the household income, particularly in rural communities. Families with girls must choose between living in deep poverty or getting rid of the economic burden of daughters.

Raza and Murad (2010) analyzed various aspects of gender gap (gender inequalities) in Pakistan. The analysis is based on the secondary data drawn from reports published by several governmental, international development agencies, and local non-governmental organizations. The analysis is descriptive in nature and interprets certain social and demographic data to ascertain the states of affairs about the prevailing social conditions relating to gender inequalities in Pakistan. Besides review of literature, the paper focuses on sectoral discussion of gender gap in population, health, education, political, and economic empowerment. In light of the secondary data analysis, suggestions to improve the current gender inequalities and possible recommendations to improve the current gender inequalities in Pakistan are also given. Findings – The study demonstrates that there are significant socio-demographic and cultural factors, due to which gender gap persists in Pakistani society..

Hanan et al. 2017 studied that social dynamics of relationship play an instrumental role in addressing the social issues in a society. Judicial systems under the partridge of constitutional frame always guarantee to redress the agonies of the people with multi-dimension a amelioration. The institutional frame of the society has a dynamic role to perform. However, it has been observed that in Pakistan like other developing countries the provision of justice through constitutional laws and enactment in regard equal access to justice for all segments of societies is still a dream. Most of the inter and intra family dispute are settled outside the domain of constitutional approach, rather, going for reconciling through cultural and traditional mechanics of society. Class discrimination and marginalized position of women have further added to the miseries and agonies of this

neglected segment with the consistent and dominating role of patriarchy. In most of the rural communities of Pakistan women are seldom allowed to decide over their destiny, rather, the males have to decide over. Local traditional mechanism through various traditional institutions like Jirga, Panchayat etc have also denied them of membership to decide over pertaining to their plight in society. Male with all support and supremacy from patriarchy are doing all sort of evils without any responsibility to pay back, rather, women are forced to reciprocate for their deeds through traditionally justified mechanism irrespective of its repugnance to constitution of Pakistan, religion of the area and other moral and social yardstick of civilized world.

Hanan et al. (2017) discover all the hidden facts either cultural, traditional, structural, religious, with economic deprivation and prevalent illiteracy for the purpose of coming up workable methodologies to mitigate the distress in agonies of women folk in the study area. The review also shows that this traditional mechanism is present in Pakistan and Afghanistan where women are used as compensation in dispute settlement. Subsequently the study further explained that poverty, illiteracy, culture, education, income are the factors which have significant association between women used as compensation in the developing countries of the world. The study finally recommended that equal right are given to women in society; Women education should be compulsory in the developing world; Proper right should be provided to women according to Islam. Alternative way should be used in dispute settlement as compensation instead of women. Human Rights should have given power in the world for implementation of the law. Proper law should be developed for problem solution; and judicial mechanism should be developed particular in developing countries.

4. Conclusion And Recommendations

The study finally concludes that women have treated very bad and the men is considered superior in the whole world and women is only considered the caretaker of the home. According to inheritance no proper land is given to the women. On the birth of son the people fire for congratulation while on the female the people of the community are weeping. In food, education and health etc attentions are given to male while daughters are ignored. The quota in government employment is less than the men. Economically men are stronger than women. The number of seat in the parliament is less than the female. In education due attention are given to male and female are ignored while spent more money on the son and less on daughter. In European countries the gap between male and female is less however in Asian Countries gap is high. There are 16 countries of the world such as Turkey, Pakistan, Saudia Arabia, Iran etc have high score in gender gap in the world. If the situation is such that how the world will be developed and how it solves the problem of the poverty of the nation. Education is the instrument which only solves this problem, when education is given to all male and female equally in the world. Through this way all countries will be economically improved and poverty will be controlled because the whole engine will be start the work and the income level will be improved which further positively affect the other activities of the daily business of the female and prosperity will be come in the whole world. There are some lag behind the bar which not allow their female for education. They highly focus on purda and consider co-education problematic for their daughters. Poverty is also a great hurdle which not affords the cost of the education to send their daughters to school. Security is the third issues particular in Pakistan which make terror for parent to send their daughters to college or school. On the basis of problems the study recommend that to multiply female colleges and schools ; provide free education to girls and boys and facilitate good security to girls and boys in the world particularly in the developing countries and give due rights in land and jobs in the country.

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