

**LEARNING LESSONS FROM KOREAN POLICY FOR GENDER EQUALITY AND
EMPOWERMENT, RECOMMENDATION FOR PAKISTAN**

By

Mangi, Sanaullah

THESIS

Submitted to
KDI School of Public Policy and Management
In partial fulfillment of the requirements
For the degree of

MASTER OF PUBLIC POLICY & MANAGEMENT

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PROFESSOR YEON, HACHEONG

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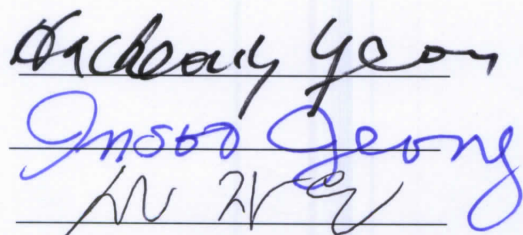
MASTER OF PUBLIC POLICY

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The image shows three handwritten signatures in blue ink, each written over a horizontal line. The first signature is 'Ha Cheong Yeon', the second is 'In Soo Jeong', and the third is 'Ja Eun Shin'.

Approval as of August, 2014

ABBREVIATIONS

AA	-	Affirmative Actions
GDP	-	Gross Domestic Product
GE	-	Gender Equality
GEM	-	Gender Empowerment Measure
GGGI	-	Global Gender Gap Index
GI	-	Gender Inequality
GID	-	Gender Inequality Index
GII	-	Gender Inequality Index
GM	-	Gender Mainstreaming
GRDI	-	Gender Related Development Index
HDI	-	Human Development Index
HLF	-	High Level Forum
KDWI	-	Korean Women's Development Institute
MDGs	-	Millennium Development Goals
NGO	-	Non Governmental Organization
ODA	-	Official Development Assistance
OECD	-	Organization of Economic Cooperation and Development
PEE	-	Political & economic Empowerment
PPP	-	Purchasing Power Parity
PR	-	Proportional Representation
SIGI	-	Social Institution & Gender Development Index
UK	-	United Kingdom
UNDP	-	United Nation Development Program
UNO	-	United Nation Organization
US	-	United States of America
WB	-	World Bank

ABSTRACT

LEARNING LESSONS FROM KOREAN POLICY FOR GENDER EQUALITY AND EMPOWERMENT, RECOMMENDATION FOR PAKISTAN

By

Mangi, Sanaullah

Founding father of Pakistan namely Muhammad Ali Jinnah well known as Quaid-e-Azam, visualized for the country as non discriminatory state for all its residents with indifference to caste, color, creed and gender but unfortunately, even passing of more than six decades, the dream of great leader & founding father remained unfulfilled & unrealized. Almost half (1/2) of its population consisted of females are discriminated in Pakistan, on the basis of gender, in all walks of life. For studying the gender equality and empowerment and modes and trends of prevalence, seven countries have been selected for the purposes. That group of countries consisted of Korea, Philippine, India, Malaysia, Indonesia, Saudi Arabia and Pakistan. The religious affinity, proximity of land and the period spent as an independent country are reasons and selection criteria for choosing that group of country. The group of seven countries was examined through cross cutting and sector wise comparison for the assigned 3rd target of Millennium Development Goals (MDGs). It is observed that in almost all indicators assigned for meeting the targets of 3rd Goal of MDG, Pakistan is unfortunately found very poor, even in some indicators, she is found far behind.

Korea, on the other hand, is found leading in all indicators for the assigned 3rd target

of Millennium Development Goals (MDGs). She is found ranked better in the group of countries. Korea having many characteristics & back ground identical to Pakistan; came out on the front of political arena as an independent state after Pakistan, has achieved marvelous progress and development in almost all the fields. Role of (male & female) population of Korea as a human resource; in Korea's rapid growth and development is a beacon light for underdeveloped states and lesson learning for sister developing state.

Pakistan being developing state is required to provide the equal opportunities to female population at par with the counterparts to participate in economic development in line with lessons learnt from the Korean development. Women's employment and access to education is critical for economic development, but keeping in view the Korean model, it is noticeable that increase number of Korean women in job sector has not automatically led the Korean women in decision making or their empowerment in the Korea. The status of female population in the country would not automatically improve with the increase of education, income, health or legal reforms. The real success lies over to challenge the discriminatory traditions and taboos that only benefited the male segment of the society since centuries against the female.

Therefore, concentrate efforts at the part of Government of Pakistan must be taken to empower women through employment and participation in political and decision making processes. Any reform for narrow down the gender inequality and improving women empowerment lies in the minds and thinking. Real challenge lies to think beyond bread winner model to develop and design system which in reality brings visible change. The success of any initiative in the country depends not on the size of the initiative but on the size of commitment of the people of the country.

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Dedicated to Life partner and spouse Najia Sana,
her company remained a source of encouragement during my studies in Korea.

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REVIEW AND SUMMARY

The society which promotes stereo type socio – political role to their citizens based on gender is called gender discriminatory society, in such society it is believed that man is superior over woman. Dictionary defines the Gender Discrimination (GD)¹ as “i) Discrimination based on gender, especially discrimination against women. ii) Attitudes, conditions, or behaviors that promote stereotyping of social roles based on gender.” The society’s preference of one segment over the other on the basis of gender / sex results the discriminatory and gender biased society, where inequality (i.e. favorable to one gender and unfavorable to other) of various shapes and dynamics prevails. No any civilized society can afford to allow discrimination or discriminatory behavior on the basis of sex / gender in modern era. Gender Discrimination (GD) and Inequality may not be pursued hotly just a matter of principle as a moral issue. To understand the gender discrimination only a moral issue, is infact neglecting the socio – economic impact of the issue and ignoring the contribution of females in the development of the country and denying the equal opportunity and status to female population as an equal citizen.

Chapter #1:

In this chapter we introduce the topic of Gender Discrimination and Inequality along with defining the terms Gender Discrimination (GD) and inequality. In the case study, we examine the gender discrimination and inequality in Pakistan keeping in view the 3rd target of Millennium Development Goals (MDGs). Pakistan is one of 193 UNO member states, who signed and agreed along with 23 International Organizations to achieve 08 international

¹ American Heritage Dictionary of the English Language, IV Edition, by Houghton Mifflin Company.

development goals for the year 2015.² ‘Promoting Gender Equality & Empowering Women’ is one of the eight targets / goals of Millennium Development Goals (MDGs). This goal is basically depending on three following indicators to monitor the progress of any country regarding Gender Equality and Empowerment of women in any country:

- a) Reduce the gender gap at all levels in education sector in the country;
- b) Increasing women’s share of wage in employment sector in the country;
- c) Increasing the number of women in decision making bodies i.e. parliaments.³

In this chapter we also give rationale and objectives of the in hand study.

Chapter#2

Second chapter is “Review of Relevant Literature” where the main source, Gender & Development, Vol. 13, No.1, Millennium Development Goals (March, 2005), is focused. The 3rd goal of MDGs will provide us the targets and responsibilities assigned by the world community and bench mark for understanding and comparing seven countries, under the study, in achieving the progress and failure in the field of gender equality and development. That group of countries consisted of Korea, Philippine, India, Malaysia, Indonesia, Saudi Arabia and Pakistan. Seven countries are examined through cross cutting and sector wise comparison for the 3rd target of MDGs.

To understand in depth the sensitivity and desired results of dynamics of gender discrimination and disparity, we consider the Naila Kabeer’s critical analysis as a support to our understanding. The Naila Kabeer has critically analyzed not only the third Millennium Development Goal in her article, ‘Gender Equality and Women’s Empowerment: a critical analysis of the third Millennium Development Goal’ but also highlighted the ways and means to achieve the requisite indicators for meeting the 3rd Millennium Development Goal, i.e.

² <http://www.undp.org/content/pakistan/en/home/mdgoverview/>

³ <http://www.undp.org/content/pakistan/en/home/mdgoverview/overview/mdg3/>

Education of Women, Employment for Women, and Political Participation of Women in all sectors of state affairs.

Further, we also look at the literature of “OECD Development Centre Working Paper No. 247” under title, Measuring Gender (in) Equality: Introducing the Gender, Institutions and Development Data Base (GID), Research program on: Social Institutions and Dialogue, March 2006 to understand the measuring tool for gender discrimination.

Chapter # 3:

The chapter covers the case of gender discrimination and inequality in Pakistan with historical review in period wise. Such as, Post Creation of Pakistan to Her Disintegration (1947-1970); Post Disintegration of Pakistan (1970-1977); Marshall Law and Islamiazation (1977-1988); First Women Prime Minister Rule (1988-1990 and 1993-1996); Two Interruptions to Ms. Bhutto’s Rule (1990-1993 and 1997-1998); General Pervez Musharraf’s Rule (1999-2008) and Current Government of President Asif Ali Zardari (Husband of Ms. Bhutto). We also analyze and review Gender Discrimination & Inequality in Pakistan. It is observed that Pakistan’s estimated population is over 177 million in 2011, consisted of 49.187% of females. Females are the poorest segment of the society in the state. Women of Pakistan are deprived of basic facilities of life such as education, health, food & cloth; even they have no right to live as they like or wish.

The Gender Discrimination & Inequality in Pakistan is found at Central or Federal, Provincial or group and individual or the lowest level. The factors causing Gender Discrimination & Inequality are pointed out, with their dynamics, effects, impacts and consequences in the society of Pakistan. Discuss and analyze the adversity of gender discrimination & inequality and its impact as is found in all fields especially in education, employment and decision making in Pakistan.

Chapter # 4:

Seven countries' group consisting of India, Indonesia, Korea, Malaysia, Pakistan, Philippine and Saudi Arabia have been selected for the said study. Korea, India and Philippine has secular type of governance. Pakistan and Saudi Arabia has conservative and religious back ground. Indonesia and Malaysia are Muslim liberal countries. By using following different tools, we examine the status and position of gender equality and women empowerment through cross cutting and cross sectional examination:

- i. Gender Empowerment Measure (GEM)
- ii. Gender Inequality Index (GII)
- iii. Global Gender Gap Index (GGGI)
- iv. Gender Related Development Index (GRDI)
- v. Political & Economic Empowerment (PEE)
- vi. Social Institution & Gender Development Index (SIGI)

Chapter # 5:

In previous chapter # 4, by applying all given above tools, it is viewed that Korea has achieved not only economic growth and development on one hand but also have got better position of Korean women empowerment and equality in the studied group of countries. Korean has achieved the position in respect of development and growth as well as improvement of gender equality and empowerment in short span of time. In its 60 years of period after her independence what Korea has achieved which western countries have achieved the same in centuries! Socio- political indicators such as health, education, employment, better life and economic opportunities make Korea a model for the other sister developing states to emulate the same. We also see and analyze whether Korean gender equality is a silver bullet for Pakistan or otherwise.

Further Gender equality and empowerment in Korea is reviewed historically by dividing into following periods of its historical times: Post war reconstruction of Korea (1948-1960), Pre take off (1960-1980), Journey to Democratization (1980-1990) and stabilization and recovery from socio- economic crisis (1990 – 2012).

In analyzing the Korean Gender Equality and Empowerment, one can observe the Korea's marvelous achievement in the field of Education, Health and better life. Development of Gender Budgeting in Korea and establishment of Ministry of Gender Equality & Family, the steps taken for narrowing down the wage rate discrimination and increasing employment in Korea along with eradicating violence against women are some of the important steps taken in Korea for improving the socio- political conditions of women. Through Affirmative Action Program and Gender Mainstreaming, Korea has achieved better position in all indicators to measure the gender equality and empowerment in the group of countries under study.

Chapter # 6:

In this chapter some important recommendations along with conclusion of the study is submitted as the road map for future course. It is viewed that countries which do not harness the population potential fully at present and think to keep population intentionally or unintentionally at a lower rate than the other competitors in the global competition, definitely remain far behind in the development and lose out in the future.

It is therefore, important for Pakistan being developing state to provide the equal opportunities to female population at par with the counterparts to participate in economic development of the country in line with lessons learnt from the Korean development in the gender equality and empowerment.

The status and position of women in the country would not automatically improve with the increase of education, income, health or legal reforms regarding female population. These all actions and efforts are futile, if long standing traditional taboos, mindset and discriminatory society in favor of male prevailed or allowed to exist. The success of any initiative in the country depends not on the size of the initiative but on the size of commitment of the people of the country.

CHAPTER ONE

INTRODUCTION

1.1 Definition of Gender Discrimination and Inequality:

Unfavorable treatment meted out to two identical and similar actions or behaviors on the basis of gender or sex may be called gender discrimination or gender inequality. The society which promotes stereo type socio – political role to their citizens based on gender is called gender discriminatory society, in such society it is believed that man is superior over woman. The society's preference of one segment over the other on the basis of gender / sex results the discriminatory and gender biased society, where inequality (i.e. favorable to one gender and unfavorable to other) of various shapes and dynamics prevails. In such society, women are denied of their rights or opportunities or misjudged on the basis of gender. Such society lags behind in competitiveness in almost all socio – political indicators among the comity of nations as a member of global economy.

In modern era, civilized society, being a part of a global village, understands the gender discrimination as a curse and treats the policy or practice that creates discrimination or inequality on the basis of gender / sex as illegal on the moral and socio – economic grounds. It is globally treated as a violation of basic human rights and civil rights. No any civilized society can afford to allow such discrimination on the basis of gender in modern era of development & prosperity. GD may not be pursued hotly just a matter of principle as a moral issue. To understand the gender discrimination only a moral issue, is in fact neglecting the socio – economic impact of the issue and ignoring the contribution of females in the

development of the country and denying the equal opportunity and status to female population as an equal citizen.

1.2 Gender Discrimination & Inequality, Case Study:

Pakistan as a country is found affected of discrimination of various kinds against her female folk. Almost half of the population consisted of females are secluded due to rampant discrimination in all walks of life on the basis of gender disparity and females found even not playing their vital role in the development of the country. The female are deprived of their basic right and choice of living of their own life. On the other hand, Korea has spent almost same span of time as an independent state & back ground like Pakistan. Korea has achieved marvelous development and progress, due to her female participation, in every sphere of life. At present Korean economy is one of the fastest growing economies and remained no more an aid recipient country. Korea is a donor country. Korea's experiences and fast transition from developing to developed country is a lesson for the developing country. The secret of such fast development and progress of Korea is the role played by their female population. The gender equality and empowerment of Korea is lesson for other developing states to follow. Korea's steps for narrow down the gender gap and achieving gender equality and empowerment has proved a foundation for Korea's marvelous growth. Role of (male & female) population of Korea in the fastest growth and development of Korea is a beacon light for underdeveloped / developing states.

1.3 Rationale for the Study:

Pakistan is one of 193 UNO member states, who signed and agreed along with 23 International Organizations to achieve 08 international development goals for the year 2015. Millennium Development Goals (MDGs) i.e. 'Promoting Gender Equality & Empowering

Women' is one of the eight targets / goals of MDGs. This goal is basically depending on the following three indicators to monitor the progress of any country regarding Gender Equality, and their Empowerment in a country:

- a) Reduce the gender discrimination at all levels in education sector in the country;
- b) Increasing wage share of women in employment sector in the country;
- c) Increasing the female number in decision making bodies i.e. parliaments of the country.

For studying the gender equality and empowerment and modes and trends of prevalence, seven countries have been selected for the study purposes. That group of countries consisted of Korea, Philippine, India, Malaysia, Indonesia, Saudi Arabia and Pakistan. This group of seven countries was examined through cross cutting and sector wise comparison for the assigned 3rd target of MDGs. It is observed that in almost all above indicators, Pakistan is unfortunately found very poor, even in some indicators, she is found far behind the remote countries of the world. Korea, on the other hand, is found leading in all three indicators. She is found ranked better in the said group of countries.

These three indicators i.e. Education, employment and empowerment, females are found deprived of their due right. One should realize that without women empowerment and gender equality, a nation can hardly be able to achieve the prosperity and development in modern era. For the purposes, we should dig out the Korea's policies and measures regarding decreasing gender discrimination, their mechanism, implementation method, barriers and hindrances they faced, how they resolved the bottlenecks and issues, what were the outcomes in short run and long run. Compare with the policies and measures adopted by Pakistan and analyze the steps taken in this regard by both countries. Point out and recommend the best practices, help out to develop institutional mechanism to decrease the gender discrimination, empower women and develop gender equality in the society of Pakistan.

1.4 Objectives of Study:

The fixing man or women is not the objective of our study, it is all about to fix the society and environment in Pakistan, as good male and good female can play their pivotal & great roles equally in daily life for the betterment of the country. The major objectives of the study are given as under:

- i. To understand Gender Discrimination & Inequality in Pakistan, from her historical perspectives and analyze the factors, adverse affects and dynamics of gender inequality and discrimination in the country.
- ii. Cross cutting and cross section study of a group of countries i.e. Pakistan, India, Saudi Arabia, Philippines, Malaysia, Indonesia and Korea, in respect to gender equality and women empowerment. East Asian countries of diverse system of governance, religious, secular and liberal Muslim states are being selected for the study.
- iii. Selecting the best policies and the models which help in bringing gender equality and female participation in politics of the country, keeping in view 3rd target of MDGs and OECD standards.
- iv. Study the dynamics of model policies from their historical and analytical perspective and their applicability in narrowing down the gender discrimination and bringing gender equality in society.
- v. Recommend the best policies and probable implementation plan to increase gender equality and women empowerment in Pakistan.

CHAPTER TWO

REVIEW OF RELEVANT LITERATURE

Considering the importance of gender equality and participation of female folk in routine business of the country, shoulder to shoulder as equal partner with males in the society, we focus the main source “Gender & Development”, Vol. 13, No.1, Millennium Development Goals (March, 2005). The third Millennium Development Goal will provide us the targets and responsibilities assigned by the world community and bench mark for understanding and comparing the both countries (Pakistan & Korea) in achieving the progress and failure in the field of gender equality and development. As we know that “Gender equality and Women’s empowerment” is one of the eight goals / targets of MDGs. This goal / target is basically depending on the following three indicators to monitor the progress for achieving it:

- a) Reduce the gender discrimination at all levels in education sector in the country;
- b) Increasing wage share of women in employment sector in the country;
- c) Increasing the female number in decision making bodies i.e. parliaments of the country.

Gender Equality is in its own right a development goal and is important factor in the long term prospects of the state (see, Klasen, 2002; World Bank, 2001). Linking women’s empowerment and gender development with the level of country’s development has two conflicting views: first school of thought opines that economic development of state or rise of incomes of population is closely related with the gender equality; Forsythe et al. (2000) call the view as the modernization- neoclassical approach. This opinion is supported with the arguments and views of Becker, 1985, O’Neill and Polachek, 1993. The other school of

thought views Gender Discrimination as the result of patriarchal institutions and mentality in the world. Even in the face of economic advancement, women participation in the employment sector of the world remained constrained. Simply means the “Gender Inequality is cemented and will not easily be changed in the course of development” (Morrison and Jutting, 2005) It is supported by the researcher and scholars such as Marchand and Parpart as well as Saudi Arabia, as a model country to be cited, is available where a state has high average income per capita but her indicators of gender equality and women participation are very poor.

To understand in depth the sensitivity and desired results of dynamics of gender discrimination and disparity, we consider the Naila Kabeer’s critical analysis as a support to our understanding. The Naila Kabeer has critically analyzed not only the third Millennium Development Goal in her article⁴ but also highlighted the ways and means to achieve good results regarding all the indicators associated with goal under MDGs i.e. literacy rate of Women, Employment for Women, and Women role as decision making in a country. To understand the gender equality and women’s empowerment in society, we have to see the changes these three sources bring in the society and what role they play in the empowerment of the female folk and their encouragement as equal citizens. Naila kabeer tells that there are both evidences available i.e. good, favorable and positive as well as negative, repressive and discouraging regarding the impact of women’s approach and access to the resources on the lives of women in a country, from both the perspectives, the lessons to be examined and learned.

The article of Naila Kabeer provides us the understanding and the basis for the measuring the Empowerment of female folk in the society in its true sense. Not merely the empowerment means the ability to make choice but the changes inherently invisible, which

⁴ ‘Gender Equality and Women’s Empowerment: a critical analysis of the third Millennium Development Goal’

exercise the ability to choice. These choices and options for the way of life, one will and wishes to live should not only exist but should be visible in the society. Life choices may include tells Naila kabeer, personal life where and how to live, choice of marriage, option for children, number of children to have, custody and authority over the children, freedom of speech, movement and association, etc. Through this article, one may get in depth perception and capacity to utilize these choices with alternative uses but not at the sacrifice of male counterpart. It means by keeping care of the male partner, choices should be opted without violating the capacity and part of male members.

To understand the concept of women' due role in the development of the countries, we explore it through three dimensions; targeted outcome or achievements, medium through which it is achieved and agency or processes, one may apply to achieve the targets or goals. The processes as an agency (may be with positive or negative connotations), resources as the medium and achievement as the outcomes of agency as viewed by the Naila Kabeer are essential for women's perception & thinking and as a sense of independence. Just not simply meeting livelihood or survival for women folk in a country, should be the sign of relief or to be proud as feather in the cap.

To understand the Women Education as a means of women empowerment and an indicator for measuring the achievement of 3rd goal of MDGs, we see the positive effects of education such as role of education which brings changes in ones vistas of mind as cognitive ability, consciousness of understanding, well being of oneself and the society, embolden to decide oneself as the way of life and protection as a shield from domestic violence. But on the other hand Naila Kabeer views limits to education as an impediment for the women empowerment such as to focus the role of women in society mere as a reproductive machine, and educating females in stereotype such as to play a role of wives and mothers. Educating females with the motive of becoming better wives or increasing their chances of getting

handsome partners is definitely not a good way in granting women's equality with males and liberty in society. Imparting education in the curriculum portraying girls tender, passive, shy and modest and on the other hand other gender may be depicted as active, bold, brave and clever is definitely a stereo type of education and ultimately results gender discriminatory society. Social inequalities in the field of education e.g. teachers, parents or society's misbehaving and discouraging behavior toward the girls in comparison to boys should be kept in mind in understanding the comparison and analyzing of the both the countries.

The female participation in the employment sector is always viewed as a means of female empowerment in the society. It is also one of the basis or indicator for 3rd goal of MDGs. In home, paid work results potentially the shift of balance of power from males to females or at least little bit improvement in the women empowerment. It leads in long term reduction in domestic violence, increase of female access to credit, brings confidence and understanding of the society in wider aspects as well as embolden to their decision of marriage and choice in marriage. On the other hand, Naila Kabeer viewed the limits of paid works in women empowerment such as health hazards, long hours of work, over burden of domestic work in house as well as in job / work at working place, working under worst conditions and layoffs in the slack season.

The political representation in decision making body i.e. National Parliaments is the 3rd most important indicator for monitoring and measuring progress and development on gender equality and narrowing down the gender discrimination or bringing women's empowerment in the 3rd MDG. The women empowerment is focused in the arena of politics and representation in the decision making structures. Female folk is almost consisting half of the population, therefore their right of desirable representation, according to their ratio should be as their proportional representation (PR). Where females are found in decision making bodies the condition of female population is found better in such societies. Majority of states

in the comity of nation lags behind in providing equal opportunity and representation to their females in political affairs. Because, Majoritarian System, where single candidate fielded per constituency to get majority vote as well as religious opposition along with patriarchal back ground created advantageous societies in favor of male and females have been marginalized far behind in the decision making processes. Naila Kabeer viewed that where ever female numbers of elected representatives exceed more than 15% in the country, perhaps it is because of special measures, may be by allocating separate quota. There are some limits to empowerment through political representation such as female representatives who enter in legislative body seldom belong to poor families, therefore they represent their class not the majority of poor women as well as some cases, these representing females are found proxies of their powerful man or husbands and mostly in developing countries the female representatives have been found to face threats and harassment for allocation of funds.

“Measuring Gender (in) Equality: Introducing the Gender, Institutions and Development Data Base (GID), Research program on: Social Institutions and Dialogue, March 2006”⁵ is also reviewed to understand the measuring tool for gender discrimination in 162 countries based on negligence of institution setting (especially social institutions and broader framework in developing countries) that remains a main cause of gender disparity in those countries. This paper is useful for our study, as it imparts in depth the learning of construction of Gender, Institution and Development (GID) database with conceptual framework. GID includes and imparts as an overview of gender inequality, discrimination and disparity prevailing along with its variations, across the world (countries studied). By analyzing the GID data and women’s empowerment through their participation in labor force, one can get true level of earnings / income of each segment of the society and the role of women at different tiers in the society. The OECD study helps us to measure gender

⁵ “OECD Development Centre Working Paper No. 247”

inequality with a new analytical tool of GID data. One cannot deny the fact that the gender equality is important for the development of the country in the entire field, hence measurement of the gender equality is vital for the purposes, because of its variety of dimensions and aspects of various kinds make it more complex to understand the discrimination against woman folk in any society. The OECD also has developed Social Institutions and Gender Development Index (SIGI) under the title, “Atlas of Gender and Development, How Social Norms Affect Gender Equality in non OECD countries”. Wherein, the dimensions and dynamics of social norms and values affect the gender development in Non OECD countries have been focused, this is often neglected by the other gender related measures.

CHAPTER THREE

GENDER DISCRIMINATION & INEQUALITY IN PAKISTAN

3.1 Historical Review of Gender Equality and Empowerment in Pakistan:

i. Post Creation of Pakistan to Her Disintegration (1947-1970):

Pakistan is not found even in socio – economic development across the country, accordingly, Gender Discrimination and inequality varies from region to region, province to province, class to class and rural / urban divide. At the time of creation of Pakistan, the country consisted of two parts well known as East Pakistan (now Bangladesh) and West Pakistan (existing Pakistan). It was very difficult to manage both regions having 1000 miles enemy Indian's territory between them. Both regions were socio- culturally and economic-politically different. In 1970 war with neighboring India, East Pakistan disintegrated from the west and Bangladesh was formed.

Though presently Pakistan has better rank & position in gender equality than the neighbor state i.e. India yet she has very dismal picture in all indicators of Gender Inequality as comparison to developed countries. Today Pakistani women mostly enjoy better status as compare to other sisters in Muslim world, it is credited to many muslim reformers who took action to ameliorate the women position in south Asia and their steps improved the status of women in the region. Such as introduction of PURDA (Cover) for the muslim women in the system meant to isolate women by providing special attention and status.

Sir Syed Ahmed khan's step for educating the muslim women in South Asia are praise worthy but unfortunately still inequality on the basis of gender exists. The dream of founder father, Muhammad Ali Jinnah has not been realized yet and gender disparity and discrimination is prevailing in the Pakistani society as a norm of the day.

If we study the role of women in Independence Movement of Pakistan, we see women played their vital role in creation of Pakistan shoulder to shoulder with muslim brothers. After creation of a state, Sister of great leader Mohtarma Fatima Jinnah started and organized the women's group and feminist movement to eliminate gender discrimination and injustices against women in Pakistan.

Pakistani women were granted equal rights under Creation of Pakistan Ordinance, 1947 and the first Constitution of Pakistan (1956) and second constitution of Pakistan (1962) reaffirmed the right of vote to women in the country as well as reservation of quota for women in the parliament. But practically the society was found gender discriminatory due to illiteracy and traditional patriarchal society.

ii. Post Disintegration of Pakistan (1970 -1977):

This period is well known as Bhutto era in the history of Pakistan. After disintegration of East Pakistan, Bhutto formed the government in remaining Pakistan (formerly known as West Pakistan). The tenure of Bhutto rule is found liberal towards the female folk in the country. The 3rd Constitution of Pakistan was promulgated in the country. Gender equality was guaranteed in the 3rd Constitution of Pakistan, 1973. It stated that “there shall be no discrimination on the basis of sex alone” and further ensured “full participation of women in all spheres of national life”.⁶ Moreover, following two important steps were taking for the narrow down the gender discrimination and empowerment of women in the society:

- A. First time in the history of Pakistan, Government jobs were allowed to women in civil services of Pakistan, even in DMG (District Management Group) and Foreign Service.

⁶ Constitution of Pakistan, 1973

- B. Steps for Women participation in decision making bodies were taken by allocating 10% in National assembly and 5% in Provincial assemblies along with the general seats.

Implementation of these policies was poor due to lack of finance and crisis after war with neighboring India on one hand and on the other misinterpretation of many judges who upheld the laws of religion (Islam). Religious laws and teachings were misinterpreted over the dictum of constitution which guaranteed gender equality and non discriminatory society.

iii. Marshall Law and Islamiazation (1977- 1988):

The democratic regime of Bhutto was over thrown by the Army chief through a military coup in 1977. His tenure of rule in the history of Pakistan is full of contradiction for the policies regarding gender equality and women empowerment.

On the one hand, The Dictator General took many steps regarding women empowerment such as, women's Division in the Cabinet secretariat along with commission for status of women in the country was established, Federal Advisory Council (Majlis-e-Shoora) was constituted where 20 women were inducted as member and 20% quota was reserved for women in decision making body i.e. National Assembly. On the other hand, in the name of Islamization, discriminatory rules and laws against women were introduced such as Haddood Ordinances, Qanun-e- Shahadat law (law of Evidence), Qisas (Retribution) and Deyat (Compensation). In all ordinance and laws women were given discriminatory status not at par with man and they were kept almost half in status as compare to man. He promoted Purdah (cover) for women and banned their participation not even in sports but also from watching as spectators.

In and outside of country, a full-fledged national movement (MRD) by criticizing the steps and policies of his rule took place. The movement was led by a woman i.e. Ms. Benazir

Bhutto. On the platform of Women Action Forum (WAF) country wise protests and campaigns were started.

International Commission of Jurists mission in 1986 in Pakistan called repealing all such punishments and discriminatory laws against women in the country. The Dictators rule could be called as draconian era against women rights in the country, which impacted negatively to the lives of women in Pakistan. Under these laws women were victimized. Women were found more vulnerable to violence under these laws and majority of women prisoners in the country were found victim under this law.

iv. First Women Prime Minister Rule (1988-1990 and 1993-1996):

After long span of dictatorial rule of General Zia, Ms. Benazir Bhutto, the daughter of Zulfikar Ali Bhutto became the first women PM in the country. She was the champion of women rights and took many steps for women empowerment and gender equality. First time in Pakistan, Women Police Stations with women police staff, Women Banks with female staff were introduced. Ministry of Women's Development (MWD) was established and five Women Study Centers in the country started to work for the empowerment of women.

Ms Bhutto supported all legislations to improve the women welfare in the country. But unfortunately, she could not repeal the General Zia's Hudood laws. However, these laws were protected under 8th amendment of the constitution by her government.

The CEDAW (Convention on the Elimination of All Forms of Discrimination against Women) was signed by Pakistan (1996) in Ms. Bhutto's second government.

v. Two Interruptions to Ms. Bhutto's Rule (1990-1993 and 1997-1998):

Nawaz Sharif, politically the protégé of General Zia-ul- Haq, became the Prime Minister of Pakistan with the promise to adopt Islamic Law as supreme law of the land. His

regime enacted again the draconian Haddood laws and proposed 15th amendment in the constitution of Pakistan which tried to over ride the entire legal system with an Islamic one. The proposal was approved in the National assembly but remained stalled in upper house (Senate) due to strong opposition from all quarters i.e. Human Rights, Women Rights and Minorities' Wing.

Empowerment of women was one of the 16 goals under "Pakistan 2010 program" (1997), conceived by the Sharif's government in the country as well as Human development & Poverty Reduction Strategy, (1999) pointed out women as the targeted group but both the programs lacked the basic gender framework and failed in their inception due to lack of finance. Similarly first women university named Fatima Jinnah remained stuck up due to federal government's delay in release of funds.

vi. General Pervez Musharraf's Rule (1999-2008):

Musharraf's rule can be called a golden period in the history, for women empowerment and narrowing down gender discrimination in the country. First time in history of Pakistan, Ministry of Women Development became an independent Ministry (2004), by separating it from social welfare and education. The general also started to work on amendments to controversial Hudood laws of General Zia. He ordered to release majority of women from jails who languished in jails due to such draconian laws.

In 2004, honor killing bill (murder of a person under illicit liaison / Karo kari) was passed that made honor killing punishable offence equal to murder in penal code. Women's Protection Bill was passed in 2006, by repealing some of the Hudood laws. Bill also introduced modern techniques e.g. DNA test and other scientific methods for determining rape cases. In 2006, the Protection of Women Act under Criminal Laws Amendment was passed in Pakistan.

Strict actions were initiated against old taboos and traditions which created the cause of victimization of women in the country. All such stupid acts of victimization for women were banned i.e. Marriage to Quran (Holy Book), Honor killing, Watta Satta (tribal custom where female as brides are traded), Vani (Giving Child under the age of 16 years for marriage).

In 2006, 10% quota was reserved for women for recruitments in Central Services along with permission to compete on general posts. First time, female cadets assumed the guard duty of Kakul Academy (Military) at the mausoleum of Father of Nation in Karachi.

vii. Current Government of President Asif Ali Zardari (Husband of Ms. Bhutto):

The Zardari government continued the policies of gender equality and empowerment in all fields. The Protection against Harassment of Women at work place Bill, 2009 was passed in 2010, this encouraged the women participation in all walks of life. In his tenure women participated equally with the male counter parts in all political activities. Recently a political party held world's largest women political rally in Karachi in February, 2012, with an estimated participation of more than 100,000 female political workers.

3.2 Analytical Review of Gender Discrimination & Inequality in Pakistan:

Pakistan's estimated population is over 177 million in 2011, consisted of 49.187% of females. Females are the poorest segment of the society in the state.⁷ They are deprived of basic facilities of life such as education, health, food & cloth; even they have no right to live as they like or wish.

Female population is required to work equally with male population in the development of the country in the same atmosphere in a free market mechanism.

⁷ (Source: Pakistan Bureau of statistics, 2011)

Unfortunately the atmosphere in Pakistan is based on patriarchal traditional mind set and outcome of male dominated society, resultantly discouraging to female folk to work shoulder to shoulder with male counter parts. Low female participation in the economic activities, their low access to business & entrepreneurship, restricted interactions and mobility and even very weak civil liberty for their life, is visible in that society. It should not be mistaken that female population of Pakistan is not working or not contributive in the field of socio - economic activities in the country or should not be conceived as unwilling workers or unproductive for development of the country, who are not playing their active role in the society or passive participants in the society. One should keep in mind that though female participation & contribution in socio - economic activity and share in country's labor force is more than the male counterpart but female are found deprived of their right of ownership to even their own wages and share of their hard earned income. They are found deprived of their right of exercising decision for choice of making marriage or selecting spouse of their choice. They lack socio - economic empowerment and remained as secondary citizens in the society. This way females are found discriminated in Pakistani society.

Resultantly, discriminated by the male on the one hand and discouragement for exercising their vital role as an owner of their earnings on the other hand, have resulted female isolation from playing active role in spheres of economic activities, generate the unbalanced society. Country's mechanism and institutions though not legally bar this segment of society from playing their active role nor favor for the other, but the outcome one can easily see and perceive in favor of one gender, i.e. male. Female segment of society can be observed lagging behind in the daily routine life.

3.3 The Levels of Gender Discrimination & Inequality in Pakistan:

i. On the federal / state level:

Various religions, cultural & social rules segregate roles of male and female to play as citizens of the state. Pakistan is a federal state; four provinces are controlled or ruled by a central government with the capital at Islamabad. Pakistan is an agriculture country; the contribution of agriculture in GDP is more than 63% where as directly and indirectly 65% to 75% are associated with the agriculture sector.⁸ Due to traditional living standard of life dominated by the traditional values and norms, culture and social roles are segregated for male and female to play, feudal mentality always favors male. Another important factor which is dominant is majority of population consisted of one religion, i.e. Islam. Though religion itself does not deprive female from their active role to play as a citizen of the comity but interpretation of teachings of that ideology with traditional mind set discriminate the roles of male and female in the society. The constitution of Pakistan declares the religion of state being Islam, resultantly the law, rule and jurisprudence is dependent on that ideology. All the legal forums seldom favors female as active citizen.

ii. On the provincial / group level:

Where the discrimination on the basis of individual's attachment or belonging surfaces, may be said as parochialism. As discussed above, Pakistan as a state consisted of four provinces namely, Punjab (land of Punjabi speaking), sindh (people descendant of Indus valley civilization), Khyber Pakhtunkhuwa (dominated by Pashtu / Pakhton speaking people) and Balochistan (land of Balochi speaking population). Three other lingual groups have their influential dominance in the main stream of the society are Urdu, Seraiki and Hindko. Urdu is

⁸ Pakistan Economic Survey, 2011

a national language and a mode of communication for the people of Pakistan. Seraiki and Hindko speaking people have their good number and influence in the Punjab and khyber Pakhtun Khuwa respectively. All these groups are the progenitors of male dominant traditional society. The attachment or belonging with any group always favor to the male citizen. The culture, values, norms and social life always favor male member in the community, considering him important for family and group and female are considered as the secondary citizen in the society and assigned traditional roles to play. Male is considered as bread earner and female as house keeper.

iii. On the individual / lowest level:

The individual's personal choice to opt his / her own identification could be the basis for theorizing the discrimination in Pakistan. The lowest tier or level, from where one can visualize the gender discrimination is family belonging and personal identification. Pakistan as traditional and agricultural dominated society is divided in hundred thousand "Braderies" or "families". The Braderi-ism is based on the caste system of lineage of descending from ancestors to date. Where also male is understood to the career of family name and female has no identity. Resultantly birth of male child is much celebrated as the successor and flag career of the family.

3.4 Factors of Gender Discrimination & Inequality in Pakistan:

Main factors of adverse impact of current gender discriminated society in the country can be categorized into two broad aspects; the first is the outcome of cultural, traditional, historical, social & religious elements. This aspect is the outcome of many centuries. The diversified society came into being with traditional mind set; rigid & deep rooted create diverse rituals and a firm belief system. The norms and values support to the one specific

gender, the same may be understood as a sign for expected successor and flag career in the society. On the other hand, the feminine is symbolized as the soft, shy, passive, tender, this mind set assign them secondary role to play in the society. This segment of society seldom valued as an important contributor to the society and treated as the source of pleasure for man.

Other aspect also derived from the first which contains major elements of constitutional frame work, rules & regulations, policy documents, institutional frame work and day to day regulatory arrangement. This aspect could be called as “Contemporary” than the previous one “Traditional”. As is detailed earlier that Pakistan is an ideological state. It has Islam as dominant religion to rule the daily lives of people. Therefore main source of constitution making or framing the rules and regulation in Pakistan is “Shareia” (way of living) which is mainly derived from “Quran” (Holy Book of Islam) and Sunnah (sayings/quotes and way of life of Prophet). Therefore, existing policy documents and institutional frame work is supportive to the specific gender and the other has to play traditional role in present day life.

Both aspects of diversification created hurdles and obstacles for one sex/ gender, i.e. female feminine and discriminate it from the other to play active role in socio-economic and political role in the society. As the existing modern institutions are the result of traditional system & mind set which prohibits and discriminate in the fair working of individuals in equal & transparent environment.

3.5 Adversity of Gender Discrimination & Inequality in Pakistan:

Development and progress of the country is badly affected due to gender discrimination and polarization of females in the society. Resultantly majority of population consisted of female has passive role to play in development of country’s economy and this situation even aggravates when one group segregated on the basis of gender feels deprived

and have no useful role to play fairly in the society. If majority population in a society is deprived of their due role to play for the betterment and development of the society, then how such society could develop and progress where majority folk are found passive, restricted and deprived, have discriminated rights, and to be considered as secondary citizens?

The gender inequality and discrimination in Pakistan is monitored and measured, keeping in view the following three indicators as envisaged under the Gender equality and Women's participation in decision making and their empowerment in the 3rd target of MDGs:

i. The Gender Discrimination & Inequality in Education at all levels:

We see Pakistan is one of the lowest literacy rates holding state in the region. Pakistan's total Government expenditure for education is only 17.1% and 3% of her GDP only. In view of OECD, Pakistan's Education Index (expected & mean years of schooling) for the year 2011 is 0.584.

According to Economic Survey of Pakistan (2011-12), total literacy rate in Pakistan is 57.4%, consisting 69.5% male and 45.2% female. In urban areas literacy rate is 73.2% and in rural areas 49.2%. The Primary schooling from the age 5 years to 9 years is 57% and 48% for male and female respectively. Secondary schooling from the age 10 to 14 years age is 32% and 22% for male and female respectively. In urban areas 66% and 64% of primary schooling rate for male and female respectively and this gap is much more higher in rural areas, where 53% and 42% for male and female is found respectively.

It is viewed that in urban areas of Pakistan, the trend is little bit better than the rural areas, where religious institutions called "Madrasah" provide free of charge basic religious education and people have excess to primary education. Further, bulk of female in primary school leaving rate or dropout level indicate that majority of age 5 to 9 years age girls either remain out of school or cannot afford to complete even primary education. Moreover, in

secondary schooling the gap increases very high. This trend shows that government steps regarding education, composition and considering of female education, gender equality in primary education is not sufficient enough to make break through to eliminate gender gap even in providing primary education across the country as basic fundamentals of MDGs.

ii. Women's Share of Wage and Employment Contribution:

According to Pakistan Economic Survey for the year 2011-12, in the world, Pakistan stands the 9th largest state in the size of labor force, i.e.45.92% in 2010. Unfortunately, in the country, 3.05 million labor is found unemployed and unemployment rate is 5.6% for the year 2010 is estimated. Whereas ratio of female to male in labor of the country or Labor force participation rate in Pakistan is 0.256 only for the same year. Estimated earned income (PPP US\$) is 1076 and 3569 for female and male respectively. As well as ratio of earned Income for females to males is estimated 0.3 only. Only 16% Professional and Tech. workers belongs to females (% of total) in the country.

The wage and employment figures stated above are very disappointing and show a big gap between male and female as a wage earner in the employment sector of the country.

iii. Proportion of Seats held by Women in Decision Making Body:

Exercising of right of vote is universally recognized all over the world but the disparity between male and female is found in political participation in the field of politics, e.g. only there are 23 females out of 139 heads of states in OECD report, 2011. In Pakistan 21.3% of total female in the parliament (female representation in the parliament means the parliamentary seats held by the females in both the houses i.e. lower / National Assembly and upper house / Senate. Female participation at the rate of 21.3% in legislative body is appreciating but when it is compared with the total female participation rate in all decision

making bodies in the country (such as senior officials and managers along with the figure of legislatures), it is very disappointing as that is only 3% of the total.

3.6 Gender Equality & Empowerment As a Path Way To Progress & Development:

Gender equality is the only way forward, through which both genders with their equal rights and privileges can play their contributory roles in development and progress of the country. It would be a process of creating unity, inclusion and participation of female folk at all levels of society. The diversity of personal attributes would not hinder or be an obstacle for ones role and rights, so every person is free to be the person he/she wants to be. Gender Equality enables persons, to enjoy equal opportunities, rights and services that are available to all without discrimination. Gender equality is an antonym to gender discrimination, which is broader than poverty and deprivation, and which neglects female rights as an equal citizen. It is a way through which a solution can be visualized to get away from unnecessary gender or sex discrimination.

CHAPTER FOUR

GENDER EQUALITY & EMPOWERMENT IN SEVEN COUNTRIES

Seven countries' group have been selected for the study purposes, all these countries exist in the same region i.e. Asia; geographically located in the east of the world and well known in the world as eastern states. Somewhat similar socio- political and cultural conditions also prevails, all countries are democratic states except Saudi Arabia, which has Monarchy system of rule. Korea, India and Philippine have secular type of governance, Pakistan and Saudi Arabia have conservative religious back ground and Indonesia and Malaysia are Muslim liberal countries.

4.1 Population: Demographic position (in thousands) under UNDP for the year 2011 is detailed as under:

TABLE.1: (Population Statistics of Seven States)

	Total Population	Female	% of female population
Pakistan	176,745.4	86,937.25	49.187
Korea	48,391.3	24,270.34	50.154
India	12,41,492.0	600,477.34	48.367
Indonesia	242,325.6	121,506.68	50.141
Malaysia	28,859.2	14225.36	49.292
Philippine	94,852	47,285.31	49.851
Saudi Arabia	28,082.5	12,575.93	44.782

SOURCE: UNDP Report, 2012

The above table shows that female population ratio in the stated countries ranges

from 44.782% to 50.154% means there is not a big variance in the female ratio but the gender in equality and gender empowerment measures provide us the real scenario of female position and status in the population of stated countries. UNDP Report, 2012 helps us to provide the requisite data of given set of countries for the year 2011. Combination and cross cutting and cross section comparison of the grouped countries will help us, in finding the various dimensions and aspects of gender discrimination in these countries.

4.2 Gender Empowerment Measure (GEM): An index used as a way to measure empowerment of women and female participation as gender equality in three basic dimensions i.e. participation of females in job sector & decision making, Participation of females in politics & decision making and authority and ownership over economic resources. In given below table, seven stated group of countries shows that Pakistan and Saudi- Arabia are at the lowest in respect of gender Empowerment Measure in the group i.e.0.392 and 0.297 having ranking 98 & 106 respectively. Whereas Korea and Philippine is at the top containing score of GEM 0.54 and 0.56 respectively. Korea ranked 68 where as Philippine is at 61.

4.3 Gender Related Development Index (GRDI): An index used to measure gender equality as an average achievement of every individual in a society, with three basic dimensions, measured under HDI and adjusted to account for in equalities between male and female - a long prosperous or healthy life, knowledge or openness of mind and living standard or way of happy & satisfactory life. GRD index provides information regarding gender gaps in the life expectancy, Education and Distribution of income with in a country. Korea's GRD index is 0.917, better position to all other countries in the group and ranked

25th position. Whereas Pakistan 0.537 having ranking at the 121st position. Unfortunately, in 2008 Korea's ranking has fallen from 68th (2007) to 64th, based on the (GEM) released in 2009.⁹ It may be because of economic crisis of the world. Web portal of Job Korea revealed that 90% of employees / labor or workers, downsized and lost their jobs due to such crises were women. Since November, 2008, 98% women workers were declared redundant, remained jobless or daily wage or irregular jobs, reported by the Korea Labor Institute.¹⁰

TABLE.2: (GEM & GRDI of Seven States)

Name of Country	GEM		GRDI	
	Rank	Measure	Rank	Measure
Pakistan	98	0.392	121	0.537
Korea	68	0.54	25	0.917
India	-	-	116	0.591
Indonesia	87	0.441	93	0.719
Malaysia	69	0.538	57	0.817
Philippine	61	0.56	86	0.743
Saudi Arabia	106	0.297	-	-

GEM= Gender Empowerment Measure,
 GRDI= Gender Related Development Index
 SOURCE: UNDP Report, 2012

⁹ http://www.kli.re.kr/kli_ehome/main/main.jsp

¹⁰ Ibid.

4.4 Political And Economic Empowerment: Exercising of right of vote is universally recognized all over the world but the disparity between male and female is found in political participation in the field of politics, e.g. only 23 females are out of 139 heads of states in OECD Report, 2011. Female representation in parliament means the seats held by women in lower &/or upper house &/or in senate is detailed under, further provision of equal employment opportunities to all citizens without discrimination is for most basic task of welfare states.

TABLE.3: (Political & Economic Empowerment of Women in Seven States)

Name of Country	Female in Parliament (% of total)	Female Legislators, Sr. Officials & Managers (% of Total)	Estimate Earned Income (PPP U\$) Female	Estimated Earned Income (PPP US\$) Male	Ratio of estimated female to male Earned Income
Pakistan	21.3	3	1076	3569	0.3
Korea	13.4	8	15781	30143	0.52
India	8.3	-	1185	3698	0.32
Indonesia	11.3	22	2179	4729	0.46
Malaysia	9.1	23	7596	17301	0.44
Philippine	15.7	58	02394	03899	0.61
Saudi Arabia	0	9	5938	35137	0.17

PPP= purchasing power parity in dollars
SOURCE: OECD Report, 2011

4.5 Social Institution & Gender Development Index (SIGI): The OECD Development Centre has developed SIGI as a measure for Gender Equality. It is based on the

OECD's Gender, Institution & Development data base. Perhaps SIGI has been devised only for the developing countries. Therefore SIGI for Korea and Saudi Arabia is not available in OECD report. In 2012, total 86 countries were ranked according to SIGI (OECD Report, 2012).

4.6 Gender Inequality Index (GII): The Gender Inequality Index (GII) is a measure depended on the gap between female and male in the following eight (8) sectors: Family, Welfare, Public Health, Economic Activities, Decision Making, Education / Vocational training, Culture / Information, and Safety. For measuring the GII, 03 dimensions i.e. labor market, Empowerment & reproductive Health along with 05 indicators i.e. labor force participation, educational attainment (Secondary level & above), Parliamentary representation, Adolescent fertility & Maternal Mortality are considered relative to male population.

As we know Gender Empowerment Measure (GEM) and Gender Development Index (GDI) are based on income level in a country. GEM & GDI are more relevant to measure the Gender Inequality / Gender Gap or Gender Discrimination in developed countries, where in low income countries cannot achieve an appreciating and high score even with excellent record of gender equality in the distribution of income, earnings and other indices because income is not a component in GII.

4.7 Global Gender Gap Index (GGGI): GGG Index provides information regarding gender gap in allocating & dividing resources and opportunities between male and female in a country. It critically examined 4 areas of inequality between man & woman i.e. participation in job sector & opportunity for job, attainment of education and facilities

available for it, Empowerment of female as decision maker and Health & Survival. It is scored as a range from 0 (Inequality) to 1 (Equality). In the table given below, we see Pakistan and Saudi Arabia's GGG Index is 0.558 and 0.5753 means more towards to Inequality. Whereas Philippines ranked the 0.769 near to 1 has the lowest inequality in the group.

TABLE.4: SIG Index, GI index & GGG Index in Seven States

Name of Country	SIGI		Gender Inequality Index(2012)	Global Gender Gap Index(2012)
	Rank	Value		
Pakistan	55	940.294459	0.373	0.558
Korea	-	-	0.111	-
India	57	0.304458	0.617	0.619
Indonesia	32	0.174232	0.505	0.659
Malaysia	-	-	0.286	-
Philippine	12	0.119287	0.427	0.769
Saudi Arabia	-	-	0.646	0.5753

GII= Gender Inequality Index
GGGI= Global Gender Gap Index
SIGI= Social Institution and Gender Development Index
SOURCE: OECD Report, 2011

CHAPTER FIVE

KOREA AS A MODEL FOR GENDER EQUALITY & EMPOWERMENT

Here question arises that why Korea should be inspired for lesson learning as a model for the developing country like Pakistan. To reply to this question, it is stated that following identical characteristics in the field of gender equality and development make Korea as a model to be emulated especially for Pakistan:

- i. Socio – Culturally Korea has her roots in “Confucianism” that is Asian traditional way of living, where male member is regarded as the flag bearer of the family and bread earner, identical to today’s society based on patriarchal system in Pakistan where birth of son is celebrated highly as a token of successor to the family name.
- ii. Politically both countries are democratic states and have homogenous society, as Pakistan consist of 90% Muslim population¹¹, both are UNO members and signatories of all international protocols regarding gender equality and empowerment.
- iii. Korea has 5 year Economic Plan system for the economic development of the country; similarly Pakistan has 5 years economic development plan for her development.

¹¹ (Source: Pakistan Bureau of statistics, 2011)

- iv. Korean has achieved the position in respect of development and growth as well as improvement of gender equality and empowerment in short span of time in her 60 years of period after her independence which western countries have achieved the same in centuries.
- v. Socio- political indicators such as health, education, employment, better life and economic opportunities make Korea a model for the other developing states to emulate the same.

5.1 Korean Gender Equality Is A Silver Bullet For Pakistan?

Of course, we believe that no society is identical and perfect and one society's model cannot be recommended for the other as a silver bullet. Similarly, Korean model of gender equality and gender empowerment cannot be copied for the conservative society in Pakistan. But Korea's efforts in gender equality and development, woman movements in Korea, Empowerment of women in Korea and role of Ministry of Gender Equality and Family and Korea Women's Development Institute are praise worthy. To understand the Korean model we have to analyze the back ground of the issue in Korea, level of discrimination prevailing in Korea from her historical perspective and ways and means adopted by the Korean society to come out from that quagmire and what Lessons can be learnt and valuable guidance may be recommended from Korean experience to the other society, i.e. Pakistan.

Yoshiko Namikoshi, a Japanese national & Women's rights activist seems rightly inspired of Korean progress in gender development; she has stated that South Korea, like Japan has conservative back ground, depended male-dominated norms and values, has achieved marvelous progress in Gender Equality and Empowerment of Women, even it is better than Japan in achieving it in some aspects. She added that she is rather envious of

Korean progress.¹² Korean society has achieved progress in narrow down the gender gap in short span of time, is really marvelous. Therefore, this paper only focuses the identical issues with respect to Korea, where Korea is in advantageous position and lessons for Pakistan in improving the gender equality and development.

5.2 Historical Review of Women Empowerment and Development in Korea:

Role of women remained much appreciating in development of Korea especially in the development of economy; the journey of Korean economy into double digit is credited to hard efforts of Korean women. Korean female remained a pivotal force and main contributors in economic development in her 60 years history. The initial period in Korean history is known as “Compressed Period”, there was chaos, devastation and war ravaged Korea. To get out from plunges of war destruction and reconstruction needed great efforts at the part of people of Korea. In that period female played their important role in various ways in the development and reconstruction of the country. Not crediting the women for their vital and important role or underestimating their role as secondary is injustice to their hard efforts and scarifies.

Now here we evaluate the policies regarding improving the gender equality and empowerment in Korea as well as role played by her womenfolk, in its development of 60 years period. Marvelous role, one can not underestimate, played by the female folk of Korea even during the 1997 and 2008 economic crisis. The role of female in rapid economic growth and development of women and empowerment have great lessons for the world and especially social and economic participation of Korean in the development of society are beacon light.

Keeping in mind the three most important indicators for meeting the 3rd target of

¹² <http://business.highbeam.com/409433/article-1G1-230185022/korea-equal-rights-still-elude-south-korean-women>

MDGs i.e. Female education, women employment and women participation in decision making bodies of the country, we focus and examine the development of society and progress of Korean society in the field of women development & empowerment in Korea's history. We see that women development and empowerment in Korea is found boosted in that tenure as well as women participation in all areas of economy and increased political representation in decision making bodies. This dual interaction is closely connected with the socio – economic development of the country on one hand and on the other, development and empowerment of the female of the country to play shoulder to shoulder with their counter parts as an equal citizen of the country.

Introducing of Affirmative Action program in Korea is viewed as an important step in respect of gender equality to meet the requirement of developed countries and global civilized world. For example introducing gender related policies in the Korea, such as introducing female quota in recruitment and promotion of public officers and even in electing legislative body / parliament. Through affirmative Action Program Korean developed society can be transited to mature society.¹³

On the other hand Korean legal and constitution frame work in making women friendly policies in the Korea are important to be examined for the understanding the gender equality and empowerment in Korea. After becoming an independence country in 1948, Korea framed various rules and regulations through legislation in the country which provided foundations for the development of policies in the country and developing institutions for increasing the gender equality and empowerment in Korea as well as helping out in narrowing down the gender gap in the society.

In fact 60 years history of constitution making in Korea can be called as history of women development and empowerment. The period witnessed the pace of development and

¹³ Lee, Jae Yeol 2008

empowerment of women in Korea as some time slow and some time very fast. These laws and legislation in favor of women in Korea provided in depth information of socio – economic empowerment and women participation in Korea for the countries to replicate the same for improvement of their condition of female folk in their respective countries.

We can see Korea has achieved the position and progress very rapidly in short span of limited time of 60 years only where as western countries have taken centuries to reach and achieve the same. To understand the women development and empowerment in Korea, we divide the Korean history in smaller segments to get analytic results more clearly.

- I. Increasing women participation in labor force of the country; participation of female in post war construction of Korea, economic development, transition period to market economy and recovering from economic crisis.
- II. Human source development of women in quality and quantity; Development of primary education, secondary education and generalization of secondary education and higher education and generalization of higher education.
- III. Legislation and formation of law in the country to support women economic participation in the Korea; formation of relevant laws, their improvement and strengthening.
- IV. Enhancing social participation of women in the Korean society; social participation, expansion of women participation, activation of civil society and expansion gender related policies and institutionalization to support women social role to play in the society as an important contributor.

5.3 Period wise Women Development and Empowerment in Korea:

i. After Independence, Post War Reconstruction of Korea (1948- 1960):

Korea as war ridden country faced extreme poverty and chaos when started her journey to reconstruct society after war of independence. 70 % labor force employed in only three sectors i.e. agriculture, fishery and forestry. The same contributed 43.7% of GDP in 1953.¹⁴ Only 50,000 jobs were non agro sector. Majority number of female population participation was estimated in the agriculture sector only. Ministry of Social Affairs through its labor department conducted its survey in 1948, pointed out that only 18% women (40,268) were engaged in companies with more than 5 employees out of total (223,030) women workers.

Full focus of administration and government of their social policies was to protect the women, provide sustenance for livelihood, and support the war widows (number estimated around 700,000 at that one time). Primary education and vocational trainings were introduced for the women specially by providing material i.e. sewing and knitting machines especially to support war widows through single mother families support program. For providing opportunity to female workers labor department under Ministry of Social Affairs set up the labor standards covering women and youth. It was the first public policy work in respect of women labor in the Korea. Along with reconstruction of war destruction, women were encouraged to participate and mobilize in respect of restoration of social order in the war ravaged country.

In line with developed countries, Korea adopted right to vote for women, maternity protection and ban on gender discrimination. In 1957, labor guidance institution was formed for the elderly girls, who could not achieved the primary and middle school or girls who run

¹⁴ Kim Seung Kwon

away to prevent themselves from becoming prostitute.

ii. Pre Take off Period for Economic Development (1960- 1980):

Women were mobilized due to government policies with respect to economic development of the country. The period witnessed the low wages, the comparative advantage of low wages enjoyed by the labor intensive light firms and industries. This period witnessed the Female participation in raising their voice on the platform of labor movement against 1970's yellow unions.

Women labor force proved the excellent workers for boosting the fragile industries. The cheap and low wages labor and lengthy working hours provided comparative advantage to local industry. Young women were the workers who led the industrialization in Korea. 15-19 years age workers consisted 14.4% in 1963 which increased many fold in 1970s. The number of women workers stood 17%. Women workers worked 2 or 3 shifts for lengthy hours.

Women moved to the cities for jobs in that time, and lived dormitories and at poor houses well known as "chicken cages" and worked for more than 12 hours daily. More than 2 million females worked for a period of time. Light industries such as textile, garment and leather were also got talent and skills of female. The finishing of goods, female suited for the purposes. Resultantly female labor structure transformed from agriculture, forestry and fishery (traditional job work) to manufacturing industry. 1963 survey reported female active labor force, which were in jobs or waiting for jobs, figured as 2,835,000 and 37% was the share of labor force. Same ratio increased up to 43.3% according to survey conducted in 1979. The annual average growth has been recorded 3.9% and 5% in decades of 60s and 70s respectively.

After the middle of 1970s Korean government focused and supported to heavy

industries such as oil, chemical and automobile from textile, garment and wigs. This way jobs staggered up to 22.4% and more women found jobs, new jobs were created. Sales jobs, clerical and service jobs needed educated labor. The secondary education increased in the period. Before this, without finishing the elementary schooling, women entered in the job sector.

In that period more than half of women participated in work force was just elementary pass and very small number of women were in higher education. Similarly women participation in politics and decision making bodies were very low, but in community development projects, female remained at fore front & played their due role. e.g. Family planning, Saemuaeul Movement or the new village movement, etc.

iii. Korean Journey to Democratization (1980 –1990):

Special measure were taken to improve the literacy rate in the country, by starting the No examination for middle school admission in 1971 to 1974, which improved the female ratio in middle school education up to 99.1% in 1985. Resultantly each female was almost gone to middle school. But due to traditional preference to son in the family, the male were given opportunity and preference to high education, only 36.2% females were students in higher education in 1995.

This period witnessed the information technology revolution, which created many jobs in service and sales sector for female than manufacturing industry. Similarly number of married women in middle and old age increased in the labor force as well as level of education improved.

The working women's centers were established to accommodate and facilitate to the working married women, the centers were run by the women's groups such as YWCA and funded by the government. Vocational training centers with short term training courses in the

field of dress making, cooking and nursing (care taking for patients). This increased the double burden of women, married women have to take care of home as well as work job. Resultantly the trend of late marriages up to 30s from 20s and deferred child bearing & delivery and child care were witnessed. The career interruption of women was observed along with boom of contract and daily wage jobs for women.

Women movements and organization were formed to support the women workers, and many cases of loss of job came to surface and labor and clerical staff became organized. Several cases were waged in the court to abolish gender discrimination in recruitment and retirement.

Similarly harassment and sexual assault in work place were pointed out along with working condition. Awareness for gender inequality and female empowerment became in the lime light. Women's groups actively pursued the policies and laws to protect the females and prevent violence against women and human rights which compelled government to accept and act to institutionalize the women's policies for gender equality and empowerment as a civil society.

One such example is introduction of Equal employment law in 1988 which banned discrimination against women in all fields from recruitment, salary, employment, training, promotion, retirement, placement and replacement. First time second State Ministry for Women's Affairs as custodian and authority as well as in charge of women affairs in Korea were established in the central government.

iv. Stabilization and Recovery from Socio- Economic Crisis (1990- 2012):

This was the period when women were stabilized through their capacity building and education and encouraged to play their social- economic role more actively. Women policies were institutionalized through frame work act on women's development in 1995. This way

Affirmative Action (AA) program was introduced by ensuring female participation in parliament & legislative bodies i.e. local bodies, etc. and job employment as officer for high ranks / posts.

Equal employment law was changed and new name and contents to the act as Equal Employment and Support for Work- Family Reconciliation were introduced. It is not only supporting to family- work balance but also support and encourage female to participate in economic development without interrupted.

University enrollment quota was abolished in 1995, which improved women's reach to higher education. Ewha Women University for females was established to encourage and increase the female students for higher education. Women were allowed to get admission in many faculties of various universities, earlier all those were banned for the women, such as Air Force Academy, Military Academy, NT (national tax) College, Korean National Police University and Korean National Railroad (KNR) College University.

In the same period many jobs were created due to industrialization and revolution of information technology. In finance, health, education and public service sectors needed more human resource. Massive unemployment of female was brought by the economic crisis during 1997 and 1998. Wherein 7.5% decline in women employment rate was observed.

Economic crisis mainly hit the manufacturing industries where women were found mostly employee. That caused to lay off services of women in first phase. Almost 270,000 workers lost their jobs. Share of women were in higher ratio in all sectors and industry in the lay off.¹⁵ Women number of irregular jobs increased dramatically.

In 1998, half- forced out of 86.2% workers were women who were compelled to "Voluntary Resign".¹⁶ The similar victimization of females was also observed in the Korea during the credit card default in 2003 and 2008's global economic crisis in the world.

15 Cho, Soon kyung, 1999

16 Kim, Young Ju, 1998

The main reason of adverse affect to the female population in Korea is that women are mostly working in lower wage jobs and usually on contract / daily wage basis, therefore remained vulnerable to financial crisis. Korea's relative wage between male and female employee shows positive sign in the labor market. Where female's average wage is 66 as compare to male counterpart's 100.

5.4 Analytical Review of Current Scenario of Gender Equality in Korea:

Following may be the core issues to be focused in respect of gender equality and empowerment in Korea, keeping in mind the socio- cultural environment in Pakistan and third Millennium Development Goal (MDG) as stated in previous chapters:

i. Education & Health of Woman in Korea:

In year 1952, the percentage of enrolment of women in education at Korea was about 35 % (i.e. in primary school, 20% and in middle school, 15% in high school respectively.) In 2011, the female literacy rate in Korea stands almost 100% (i.e. 99.9%). In 2010 in Korea, girls accounted for 98.6 % of students enrolled in primary education.¹⁷ Enrollment rates in primary and secondary education are more equal to men and women in Korea. Similarly, in the field of health, female has equal opportunities as there is universal health insurance system in Korea; it means all the residents are medically insured in Korea.

ii. Ministry of Gender Equality and Family and Gender Budgeting:

Ministry of Gender Equality and Family in Korea provides a great momentum for promotion of gender equality in Korea, formation or amendment of Act(s), Rules and Regulations, legal proceedings in bringing women at par with the male population is the core fields, where its contribution is very much visible in Korea. In 2000, Korean government

¹⁷ Professor, Eunjin Oh, KWDI

through a law has set 30% quota for females, who could run for elections in electoral districts and 50% seats for the National Assembly.¹⁸ Anti-Sexual Harassment Law has been enacted recently wherein punishment of imprisonment as well as convicted offenders could be awarded a stiff fine amounting to 2,500 U.S. dollars.¹⁹ Through law, Korean government provides support to women entrepreneurs. It extends financial subsidies and assistance / help to career-interrupted women. Career-interrupted women, who need and want to engage in economic activities, are given moral and financial assistance by the Korean Government. Korean Women's Development Institute (KWDI), a government funded research institute has been established to carry out comprehensive research on women's issues, collect statistics & develop policies along with taking necessary steps for gender budgeting in Korea. The purpose of gender budgeting is to promote the equality between male and female in Korea. Steps taken at central as well as local level for allocating and managing the funds for gender equality are thought provoking and lesson learning for the developing countries.

iii. Female Employment and Narrow down the Wage Rate Discrimination:

Working-age South Korean women are doing jobs over 45 percent of the total in Korea. We believe that compared with 73 percent of men²⁰, the female labor participation is lower. According to the Korean Employment Information Service, women get wages only 66 percent of what men earn in Korea.²¹ No doubt these statistics are far behind comparison to developed countries but are better to almost all developing states. In Korea majority of females are hired as daily wages or part-time labor on a contract basis that makes females vulnerable to losing their jobs unlike men.

18 <http://kosis.kr/eng/>

19 http://www2.kwdi.re.kr/kw_document/statistics.jsp

20 Korean statistical information service statistical data base

21 http://www2.kwdi.re.kr/kw_document/statistics.jsp

In its report Organization for Economic Cooperation and Development (OECD) stated that gender pay gap in Korea stands at 38%, is the largest among its 30 member states (released in March, 2012).²² Korea is trying her hard to improve the female labor participation in the country.

For the purposes, the Scandinavian countries are followed as role model. Industrialized countries have achieved marvelous feats in narrowing down the gender gap in employment sector. It is a rare feat to be seen, a country having high female employment rate in the job sector and simultaneously possessing a high birth rate. Approximately 80% job rate of working women is found with 2% birth rate in Norway.²³ As 90% fathers in Norway take 03 months leave for rearing their new born baby. For the successful policy for bringing women empowerment in the country is to facilitate the female folk in playing their role not only at home but also at work place. One should not expect women to participate at the same time at home as well as at work in modern days, as it is not possible to do dual job at a time. Men should participate equally in domestic work being companion. “Modern men don’t want to miss out on their child’s upbringing,” Mr. Trond Giske, Norwegian Minister of trade and commerce said. “It’s a gift in life to have a child and we want to be part of it. And it’s good for the economy.”²⁴

iv. Korea’s Steps For Eradicating Violence Against Women:

Similar to other developed countries, i.e. UK, the United States and Australia, the steps for eradicating violence against women was initiated by women’s activists and NGOs in Korea. Women’s Hot Line is formed for support the victims, Counseling service and shelter for battered women by phone, empowering the victims, Act on Punishing Sexual Violence Crimes and Protecting Victims as well as Act on Preventing Domestic Violence have been

22 OECD Report, 2011

23 <http://www.regjeringen.no/en/dep/ud.html?id=833>

24 <http://blogs.wsj.com/korearealtime/2012/05/16/easy-economic-boost-more-women-at-work/>

introduced, even Law enforcement agencies could intervene domestic violence within households based on it. Korea Sexual Violence Relief Center is formed to provide relief to the victims.

v. Korea's ODA for Gender Equality and Empowerment:

Paris Declaration with respect to Aid effectiveness (1995 HLF-2) recognized the gender equality as a central goal for development. On similar lines, Korea's ODA in gender is praise worthy, as 0.74 % (\$2 million) is shared in ODA budget (2008).²⁵ KWDI & Ministry of gender equality & family in Korea carry out the gender responsive aid programs, conduct research on gender related ODA programs, integrate gender perspective into law, policy and budget and raise consciousness of gender equality throughout society. These institutions also promote development assistance for woman and children and realize gender equality throughout all Korean aid programs.

The main objectives and implications of ODA programs are as under:

- i. Develop and implement local policy for women development and empowerment in the developing countries.
- ii. Encourage and foster the personnel, who help out and contribute in the development of women and gender equality.
- iii. Prepare locally tailored women programs to strengthen gender equality.
- iv. Support in preparing short/ mid/ long term plan and projects with respect to uplift women in recipient countries.
- v. Support women in decision making and implementation of the policy for gender equality.

²⁵ Professor, Eun Mee Kim

vi. Introducing Affirmative Action (AA) Program:

Reverse of discrimination is Affirmative action. Affirmative action helps in promotion of equality and a policy taking care of ethnicity, race and gender can be formulated. Such policies are usually based for employment, education, health and participation in decision making. Through AA plans can be conceived which cover all the possibilities for bringing equal rights and opportunities in a society, and help could be extended to disadvantaged groups. It provides skills and confidence to disadvantages groups in the society to compete on equal terms with the others. AA ensures the equal rights and opportunities as a reality for all in the society.

Affirmative action program contains policies that benefit the female folk in the country being discriminated segment of the society in areas of employment, business and education. The sole purpose and intention of introducing AA program should be to promote equal opportunities to all citizens without discrimination of gender / sex and ensure the participation of female in all state programs.

This program will help out to bring at par the female population in development of the country, where they remained secluded since past from playing their due role in the society. It is a step ahead to formulation of anti discriminatory policies and it is a practical approach through which representation of female population could be increased many fold in work force at all levels from lower ranks to prestigious positions, from school education to creating think tank from conscious law abiding citizen to policy formulator or legislators.

Korean experience of introducing AA Act in 2006 which is popularly known as “Equal Employment Program” is a guide line for developing country like Pakistan, to introduce the same in public and private sectors. The bench mark of female employment rate is 60% (of the 15 -64 years old). This would not only reduce unemployment on one hand, on the other create employment along with decreasing gender gap in the society.

vii. Gender Main Streaming (GM):

It is actually a gender equality strategy which aims to transform the gender discriminated society into well established and modern society where equal opportunities to all citizens without discrimination of gender are provided.

It may not be misled that Gender Mainstreaming is the replacement of AA policy / program but it is a complement and work with AA program shoulder to shoulder in amelioration of society for betterment of female folk of the country.

It provides structural and cultural basis for reformation of society, through which by raising awareness among people of the country, regarding barriers to gender equality and suggest tools to combat inequalities through equal opportunity policy.

Through GM, one can discover the real and different roles and positions of male and female in the employment sector of public and private enterprises. It does not only look into prevailing gender gap in the labor market and society but also shed light on the taxation and expenditure of government on each segment i.e. men & women in the society. In Government sector's budget – Gender Budgeting – is an integral part of gender mainstreaming. The sole purpose of gender budgeting through GM is to identify & monitor the flow of public expenditure so that gender equality can be achieved.

GM strategy program contains following tools to attain the major goal of integrating the women's experiences and interests in the planning phase of country's policies and projects:

- i. Gender Impact Assessment
- ii. Gender Budgeting
- iii. Gender- Disaggregated Statistics

CHAPTER SIX

CONCLUSION & POLICY RECOMMENDATIONS

As we know that states / countries which do not use population potential fully at present and think to afford to untapped the potential of its population, as compare to the other competitors in the global competition, definitely remain far behind in the development in the future and lose out. It is therefore, important for Pakistan being developing state to provide the equal opportunities to female population at par with the counterparts to participate in economic development of the country in line with lessons learnt from the Korean development in the gender equality and development. It must be kept in mind that women's employment and access to education is critical for economic development, but keeping in view the Korean model it is noticeable that women's employment does not automatically lead to women's empowerment. Therefore, concentrate efforts at the part of Government of Pakistan must be taken to empower women through employment and participation in political and decision making processes.

As we know all socio - economic theories only can provide understanding for the market & society mechanism and their complexities within a country, in perspective of their legal and intuitional social framework. But the role of the female in house hold sector, e.g. child bearing & rearing, moral brought up of child, nutrition, health, care & education, etc. comes to the fore with her work / job, when public sector would take over these functions or at least share some of her responsibilities, in response to society's dire need for growth & development of the existing human capital stock. Road toward equal opportunities on the basis of gender equality in Pakistan may be lead by following important points:

- i. Eradication of all forms of Gender biases and discriminations against female

- population in the country by ratifying fully the United Nation's Conventions.
- ii. Introduction of Affirmative Action Program in Pakistan in line with the Korea are needed to narrow down the gender discrimination and women empowerment in all walks of life.
 - iii. Property and Inheritance rights to female population must be ensured in Pakistan to empower the women in the country.
 - iv. Resources should be allocated for implementation of policies and improving education and literacy rate at all levels of female folk in the country along with long term sustainable policies for the women empowerment are required to rectify the inequalities and discrimination that women have faced in the society since centuries.
 - v. Educational reforms are the call of time, i.e. the construction of schools, close to girls for providing reach and affordability to females. Quality and contents of the Curriculum which should not be specific for female to play a role of house keeper and financial support with female friendly schools are required to be initiated to improve female literacy in the country.
 - vi. A whole package of legislative reforms including prohibition of discrimination against female population in the country is important to be promulgated. Direct and indirect discrimination against women in the laws / Acts must be phased out in the country.
 - vii. Implementation and penalization of harassment and discrimination on the basis of gender should be introduced in the society.
 - viii. Steps to increase employment opportunities as well as facilitate the female to encourage them for work by taking serious steps such as equal pay for equal work, gender neutral job advertisement, regulations for part time job,

minimum wage regulation, introducing conducive and women friendly atmosphere and maternity leave, etc.

- ix. Sanctions to employers who do not adhere to gender equality policy may be imposed in the country.
- x. Serious efforts may be taken to bring female under Gender main Streaming Program.

“Women Education” is a means of women empowerment and prominent indicator for the achievement of 3rd goal of MDGs. One should realize the positive effects of education; Education brings positive changes in ones cognitive ability, consciousness of understanding, well being of oneself as well as contribute in development of the society. Education emboldens females to decide oneself as the way of life and protect them as a shield from domestic violence.

On the other hand, traditional education is an impediment for the women empowerment. It limits women to act with liberty, such as to focus the role of women in society mere as a reproductive machine, and educating females to be better mothers, and inculcating them to be good wife. Educating females with the sole motive to increase chances of getting a suitable life partner or handsome husband is stereotype and definitely is not a good idea. Portraying girls as passive, tender, modest and shy and imparting such education, in the curriculum that is a gender stereotyping way of thinking. On the other hand, depicting boys as active, bold, clever & ambitious is definitely a way forward to create a gender discriminatory society. Therefore curriculum to modern needs must be revitalized along with eradication of Social inequalities in the field of education e.g. teachers, parents or society’s misbehaving and discouraging behavior toward the girls in comparison to boys.

The female participation in the employment sector is viewed as a means of female empowerment in the society. In home, paid work results potentially the shift of balance of

power from males to females or at least little bit improvement in the women empowerment. It leads in long term reduction in domestic violence, increase of female access to credit, brings confidence and understanding of the society in wider aspects as well as embolden to their decision of marriage and choice in marriage. On the other hand, one should consider the limits of paid works in women empowerment such as health hazards, long hours of work, over burden of domestic work in house as well as in job / work at working place, working under worst conditions and layoffs in the slack season.

The political representation in decision making body i.e. National Parliaments is the 3rd goal of MDGs. The women empowerment is focused in the arena of politics and representation in the decision making structures. Female folk is almost consisting half of the population, therefore their right of desirable representation, according to their ratio should be as their proportional representation (PR). Where females are found in decision making bodies the condition of female population is found better in such societies. Majoritarian System, where single candidate fielded in the elections to get majority vote is found advantageous in favor of male and females are marginalized. Therefore, separate quota for women should be introduced, as it is observed that female representatives where ever exceed more than 10% in the parliament, it is because of their separate quota. There are some limits to empowerment through political representation, those must be addressed well in time and female must be protected from political harassment such as female representatives who enter in legislative body seldom belong to poor families, and they represent their class not the majority of poor women. Some representing females are also found proxies of their powerful man or husbands. Mostly in developing countries the female representatives have been found to face threats and harassment for allocation of funds. The necessary steps must be taken to protect females from such harassment and victimization.

The status of female population in the country would not automatically improve with

the increase of education, income, health or legal reforms. These all actions and efforts are futile, if long standing traditional taboos, mindset and discriminatory society in favor of male prevailed or remained existed. The real success lies over to challenge the discriminatory traditions and privileges that only benefited the one segment of the society since centuries against the female.

In the last but not the least, any reform for narrow down the gender inequality and improving women empowerment lies in the minds and thinking of their people. Real challenge lies to think beyond bread winner model to develop and design system which in reality brings change into gender stereotyping and traditional roles & norms. The success of any initiative in the country depends not on the size of the initiative but on the size of commitment of the people of the country.

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