

میان ماحولیات ڈیویژن



5 GENDER EQUALITY



GENDER EQUALITY AND WOMEN EMPOWERMENT: A CATALYST FOR CHANGE IN PAKISTAN

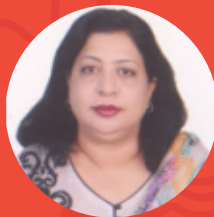
A webinar in connection with UNSDG-5, Gender Equality was hosted by the Department of Psychology under the title of “Gender Equality and Women Empowerment: A Catalyst for Change in Pakistan” on August 11, 2020.

The panelists laid great emphasis on the incorporation of a gender-inclusive approach in knowledge and economy for achieving sustainable development and economic growth by deconstructing stereotypical gender dichotomy arising from socio-cultural and religious narratives.



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Findings & Recommendations



The inherited cultural and religious notions inadvertently foster a gender dichotomy that should be resolved through a gender-inclusive approach in knowledge and economy.



Global 'Me Too' Twitter campaign and local Aurat March with slogans like 'Mera jism meri marzi,' belittle the larger quest for gender equity. These campaigns distract the policy-makers from addressing the fundamental issues emanating from deep-rooted patriarchal and misogynic expressions in primordial socio-cultural structures such as in Pakistan and much of the Muslim world.



The root causes of gender inequality should be addressed that arise from abandoning the fundamental rights of women, denial of equal opportunities in public life, discrimination in the distribution of resources, economic dependency, no participation in decision making, and unequal property rights.



The focus of policy-makers and stakeholders must be on rectifying the fundamental issues marginalizing the status of women in socio-economic growth, rather than merely dealing with its ramifications and symptoms.



An effective way of tackling gender inequality is entrusting women with entrepreneurial work. By providing them with entrepreneurial opportunities, the unequal pay gap can be ruled out and encourage women to increase their participation in the supply chain.



With information revolution and urbanization, a sweeping wave of progressive reforms is taking place even in most conservative Muslim states like Saudi Arabia. Such a revolutionary trend is challenging the dominant narrative of traditional forces by encouraging equal opportunities, and diminishing gender bias and segregation in many other developing countries, including Pakistan.



Achieving equality between women and men also requires institutionalizing a gender-responsive approach to financing and ensuring that adequate investments are made to implement national plans and policies for gender equality and women empowerment.



Our Inclusive Approach to Gender Equality



A **Gender-Free and Open Merit Policy** during the recruitment process.

A session on **Woman Voice In Punjabi Literature**



to produce literature for women empowerment.



The **Women Entrepreneurship Project** by Sargodha University Incubation Center.

The policies on **Protection Against Harassment of Women Act 2010.**



The **Anti-Harassment Committee** to ensure strict compliance with government policies.



Over **50%** Female student ratio.



Equal Opportunity to women in jobs, management and faculty positions.

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