

**RESEARCH PAPER****Gender inequality in Pakistan: Causes and Consequences****Dr. Muhammad Rashid**

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ABSTRACT

The study's goal is to establish a connection between gender inequality and its root causes in Pakistan. The study's quantitative methodology focuses on the factors that affect gender disparity in Pakistan, also the effectiveness of surveys conducted on various populations and it investigate the thoughts of men and women on gender inequality in Pakistan. The data is collected using survey method, and 63% people give opinions that women are not treated fairly, while 71% feel discrimination between men and women in education and 57% say that parents give more importance to their sons as compared to daughters in Pakistan. The significant results demonstrate that women face gender inequality at home, in education and at workplace. The internal and external factors contributing to gender inequality are also emphasized. Finally, it is suggested that Government and public both should work to promote education and professional development for women. Moreover, for the success of a country, there is need to remove the discriminatory attitude of the society towards the women.

KEYWORDS: Discrimination, Gender Inequality, Gender Indicators, Inherited Charisma, Public Policies

Introduction

Allamah Gender Inequality is the phenomenon in which men and women are not treated equally in society, which is referred to as gender inequality. Distinctions in genetics, psychology, or prevailing cultural norms in the society may be the cause of the treatment. While some of these distinctions are based on scientific research, others seem to be social constructs. Although inequality exists due to existing policies worldwide, women are the ones that suffer the most areas, including health, education, and the workplace, gender disparity weakens women. Numerous areas of study, such as education, life expectancy, personality, interests, family life, careers, and political affiliation, demonstrate the differences in gender experiences. Gender inequality impacts non-binary people and is experienced differently across cultural boundaries. The first and most significant example of gender inequality is male dominance, sexual harassment, home servants, forced child marriage, lower pay for women working, and a gender education gap (Backward society) a lack of access to healthcare. These include variations in educational preferences, desired occupations and industries, work experience, hours worked, and employment pauses. Men are also more likely than women to work in jobs that are riskier and higher paying. Depending on the source, these factors cause the average aggregate incomes or salaries of men and women to differ by (60% to 75). The reasons for the remaining 25% to 40% range from sexual discrimination to women's lesser willingness and ability to negotiate wage. The European Commission claims that direct discrimination only partially accounts for the inequalities in wages between men and women. Inequality between the sexes stops violence against women and girls. It is necessary for the health of the economy. Women and men are valued equally in societies, which are safer and healthier. Human rights include gender equality. In reality, gender inequality exists because it impacts not only women and girls but also

boys and men on all levels of relationships—personal, familial, and social—as well as in institutions and public policy.

Men and women have different possibilities and levels of access to resources around the world. Women and men are valued equally in societies, which are safer and healthier. Human rights include gender equality. In reality, gender inequality exists because it impacts not only women and girls but also boys and men on all levels of relationships—personal, familial, and social—as well as in institutions and public policy and health spending than girls. Many developing nations, girls are given less educational opportunities than boys by their families, as seen by the lower enrollment of females in elementary schools and lower female literacy rates. Women consequently have fewer employment options, particularly in the formal sectors. (Moheyuddin, 2005)

The typical female's unadjusted annual wage in the US has been reported to be 78% of the average males. However, numerous studies from the OECD, AAUW, and the US Department of Labor have concluded that the pay gap between men and women was either 5.6% to 6.6% for men or 5.6% to 6.6% for women. Salaries were adjusted to reflect the differences in individual decisions made by male and female workers about their college major; occupation, working hours, and parental leave, females received 94 cents for every \$1 earned by their male counterparts. It has been hypothesized that sexual discrimination and a lack of salary bargaining abilities are responsible for the remaining 6% of the discrepancy. Human capital theories discuss a person's potential value to an employer based on their education, knowledge, training, experience, or ability. This was often thought to be the reason for the gender wage difference, but it is no longer the main factor because women and men in several professions tend to have comparable educational backgrounds or other credentials even after controlling for factors like job and worker characteristics, the remaining 6% of the disparity is thought to be the result of sexual discrimination and a lack of salary negotiating expertise. Human capital theories discuss a person's potential value to an employer based on their education, knowledge, training, experience, or ability. This was often thought to be the reason for the gender wage difference, but it is no longer the main factor because women and men in several professions tend to have comparable educational backgrounds or other credentials. Even when these aspects of jobs and workers are taken into account, having more women in a given occupation lowers salaries.

Girls are subjected to the prospect of child marriage, child labor, inadequate education, poor health, sexual abuse, exploitation, and violence due to discrimination, social norms, and practices. Numerous of these manifestations won't alter unless ladies are given greater value. Girls were already more likely than boys to never enter a classroom and to be denied equal opportunities before the pandemic. Inequality between men and women in education is also made worse by conflict, poverty, and other forms of socio economic disadvantage. For instance, there is a 2.5 times greater likelihood for girls than for boys to drop out of school in nations where there is conflict. By the end of 2020, 9.7 million kids faced the possibility of being expelled from school, with girls at higher risk.

Gender-based violence, such as child marriage, is both a cause and an effect of gender inequality and discrimination. The COVID-19 epidemic is expected to undo 25 years of progress that witnessed a drop in the number of underage marriages, according to experts. In fact, according to Save the Children analysis, the epidemic will put an additional 2.5 million girls at danger of getting married by 2025, marking the biggest increase in the number of child marriages in almost three decades. Everywhere in the world, across all echelons of society and economic class, gender-based violence occurs. While both boys and girls suffer unfavorable effects, girls are more vulnerable. According to estimates, one in three women worldwide has been the victims of physical or sexual

abuse at some point in their lives, often at the hands of their spouses. Among the various forms of violence:

Literature review

The harm of gender dignity and gender stereotypes will result from gender inequality brought on by generalized gender control and prejudice. The lack of widespread acceptance of the topic is a factor in this form of gender-based social discrimination. Social prejudice can result in unpleasant emotional experiences, which restricts a person's ability to become independent. Gender prejudice, such as gender harm to dignity and gender stereotypes, are already present in the school setting, which bears the major responsibility of individual socialization. This would substantially impede the holistic development of both men and women. Real education about gender justice should begin with recognizing and respecting gender differences and having a conversation to eliminate sexism. (Duan, 2019)

In order to trick students into thinking they had a female or male teaching assistant, researchers in this article employed an online course and fabricated the identities of the assistant teachers. They required the students to complete a course review at the conclusion of the semester. Teaching assistants who were regarded as female received worse course evaluations overall and noticeably poorer ratings in the categories of promptness, commendation, fairness, and professionalism, regardless of whether the assistant was truly a male or a female. Men and women are not equal in daily life or in people's ingrained cultural notions. Feminists have advocated for gender equality, yet they have had positive outcomes. But from the standpoint of the entire society, a number of factors continue to undermine gender equality in education (Chaudhry & Rahman, 2009)

Human beings are divided into two genders and both are given responsibilities and rights which suit them, discrimination is the practice of granting or denying rights or offer privileges based on the gender. The aim of this study is to enrich the understanding of existence of gender discrimination in reality in Islamic perspective. It further explores is there any relationship between practiced gender roles in Pakistan and gender roles described in religion Islam. (

In some areas of the educational systems, gender disparity is more pronounced than in others. These many areas of study should be distinguished in explanations of gender inequality in higher education, which should also explain circumstances where women have achieved parity as well as those where they still trail behind males. This book also discusses feminism, which is a social movement that primarily seeks gender equality. It is difficult to imagine that these rights, including the right to vote (suffrage), to own property and capital, to borrow money, to inherit, to keep money earned, to start a divorce, to keep custody of children, to travel, were once denied to women of every social class, racial category, ethnicity, and religion. (Jacobs, 1996)

This article explores a number of processes that help gender gaps close as nations develop. I contend that although the process of development can account for a large portion of the relationship between GDP and gender inequality, society-specific variables are also at work: Many nations have addressed gender inequality and eliminated the gap between men and women. I conclude by outlining some policy options for addressing gender inequity. (Cotter, Hermsen, & Vanneman, 2004)

We research how children's experiences affect gender disparity in the workforce. The birth of children causes a long-term gender wage disparity of about 20%, which is influenced by participation; hours worked, and wage rates. We pinpoint the factors influencing these "child penalties" in terms of business, industry, and occupation

decisions. We discover that over the past three to four decades, the percentage of gender imbalance brought on by child penalty has dramatically increased. Finally, we demonstrate that parental punishments for children are passed down to daughters, suggesting that the early environment has an impact on gender identity. (Rabia, Tanveer, Gillani, Naeem, & Akbar, 2019)

Gender analysis acknowledges that men and women experience violence and abuse differently, which can inform the creation of programmes to address the effects of abuse and, more crucially, activities that ultimately decrease the risk that domestic abuse will occur. Understanding gender as the primary cause of domestic abuse allows us to provide services that are considerate of the many needs of those who are impacted by domestic abuse. It emphasizes how diverse requirements between men and women necessitate distinct services and service delivery methods. (Charmes & Wieringa, 2003)

In this article uses legit regression analysis on primary data sets to examine the effect of gender inequality in education on rural poverty in Pakistan. They come to the conclusion that rural poverty is negatively impacted by gender imbalance in schooling. Additionally, they draw the conclusion that the size of the household and the female-to-male ratio are strongly associated with the likelihood of poverty and that improving girls' education will increase the number of employment options for women and lessen poverty in Pakistan. (Chaudhry & Rehman, 2009)

Focus is placed more on the gender inequality concerns in this book, which make it difficult or even impossible for women to receive health treatments in Pakistan. On page 273, it is said that "female children are, therefore, susceptible to face more neglect and live in poor health compared to male children" and that "male infants enjoy more family resources and care in terms of better nutrition and healthcare access than females of the same age." Furthermore, they detail the numerous ways that women's inadequate health conditions and resources impact their day-to-day lives. (Paynter, 2018)

The reasons for the prejudice against women in higher education in Pakistan are examined in this essay. They go on to discuss how that affects women before making a declaration of future potential. More efforts must be made to make more institutions accessible to women who may reside farther away in order to address the disparities in women's educational opportunities. There would be more opportunities for higher-paying employment and better lifestyles for them and their children if more women were given the chance to have an education on par with men's. (Salik & Zhiyong, 2014)

Regarding gender disparity, it was reported that Pakistan was ranked as the second-worst nation in the world. In Pakistan, males make up 98 percent of top management positions in manufacturing, financial, and other organisations. This demonstrates unequivocally that women are not treated equally when applying for positions in senior management. In a nation where women outnumber men, men are prioritized over women. (Daraz, Ahmad, & Bilal, 2018)

Gender inequality is an issue in Pakistan. The status of women's education in Pakistan, women's lack of access to healthcare, and women's participation in the workforce are all discussed in this article. Pakistan still struggles to provide equal opportunities for women in the workplace. Every woman has a right to education, health care, and a stable work. According to the World Bank (2005), increasing education and female empowerment while investing in the abilities of female employees might be a significant first step towards bringing about change. Globally, gender inequality is a widespread issue. We might be able to envision a world in which men and women are treated equally if more people become aware, informed, and educated. (Paynter, 2018)

Causes of Gender Inequality

The globe has made progress towards achieving gender equality over time. In many parts of the world, there are greater economic opportunities, better healthcare options, and higher representation of women in politics. But according to the World Economic Forum, it will be another century before complete gender equality is achieved. A few reasons for gender inequality are listed below: Extreme disparities in how women and men share the burden of adversity define the troubled world in which we live. The majority of the world, from Japan to Morocco, from Uzbekistan to the United States of America, is not just affected by gender inequality. (USA).

The problem of gender inequality is even present in the most industrialised nations, such as the United States and Japan. For instance, 700,000 women are raped or subjected to sexual assault each year in the USA, with 14.8% of women claiming that they were sexually attacked before the age of 17. There are numerous different ways in which men and women are treated unequally. There is no doubt that gender inequality is a complex, interconnected set of issues rather than a single, homogeneous reality. Let's examine many instances of gender discrimination in Pakistan.

Table 1
Gender gap in human development

Indicators	(2015)	(2019)	(2020-2021)
Gross Domestic product (GDP) annual growth rate	4.7	1.0	3.94
Agriculture of (GDP)	25.1	23.4	19.19
Proportion of population living below the poverty line	24.3	24.3	-
Estimated gross national income Per capita , female	1,393	1,393	-
Economic gross national income per capita ,male	7,496	8,412	-

- Uneven access to education
- Lack of employment equality
- Job segregation
- Lack of legal protections
- Poor medical care
- Lack of Religious Freedom
- Lack of Political Representation
- Restricting Education access for Girls
- Societal Mindsets

Women and Poverty

Although Pakistan has experienced quite continuous growth over the past 50 years, this growth hasn't been able to lower the nation's overall level of poverty. 42 million people were classified as poor in total in 1995, up from 19 million in 1960. (UNDP, 1999). Due to a lack of gender-disaggregated poverty-related data, a systematic gender study of poverty in Pakistan remains ambiguous. According to both income poverty and more general indicators, the incidence of poverty in rural areas is higher than in urban areas, even though three-quarters of Pakistan's poor reside there. All around the world, there is a clear connection between gender and poverty.

70% of the 1.3 billion individuals who live in poverty are women. (ADB, 2000)⁹. The feminization of poverty is an international issue. Women are the most vulnerable members of communities and are the poorest of the impoverished. Pakistani poverty "has a woman's face." There are significant intra-household differences in how food is distributed and how resources are allocated between male and female family members.

Female children are more likely to experience chronic malnutrition in disadvantaged households.⁶ Women have very little access to and power over productive resources. Women undergo additional hardship due to unequal access to education, health, and other social services as a result of patriarchal control over their sexuality and cultural limitations on their mobility, in addition to experiencing the same deprivations as male.

Education and Health for Women

Women's poorer social, economic, and cultural status contributes to their lower levels of health and education. Differential access to health treatments for men and women is caused by social and familial limits on women's sexuality, their economic dependency on men, and mobility limitations. Nutritional deficits in female children are caused by intra-household discrimination in food allocation. Women's health is negatively impacted by early marriages for girls, overcrowding, lack of control over their bodies, and a high rate of illiteracy. Women's disadvantaged health condition is made worse by institutionalized gender bias in the health service delivery system, which includes a paucity of female service providers and a disregard for their basic and reproductive health requirements.

Between rural and urban areas, as well as within the provinces, there are significant gender differences in educational achievement. The literacy rate in 1996–1997 was 58.3 percent in urban areas, 28.3 percent in rural regions, and only 12 percent among rural women. Between the four provinces, there are significant variations in literacy rates, particularly between men and women.

Lack of Political participation of Women

Women have been the main victims of macroeconomic and social policies despite not playing a part in their creation. At the local, provincial, and national levels, women are excluded from decision-making bodies, therefore they are unable to express their concerns or advance their governance viewpoint. Gender disparities have been created and reinforced by the male-dominated government structure. (ADB, 2000). In Pakistan, there are still fewer women in parliament, although the current administration has increased their representation in municipal, national, and provincial governments. Only 24.3% of seats in national parliaments were occupied by women in the beginning of 2019. Heads of State as of June 2019 were women. Women have made progress in this area throughout the years, however are still egregiously underrepresented in politics and government. As a result, problems like maternity leave and childcare, pensions, laws enacting gender equality, and gender-based violence that female politicians frequently bring up are frequently disregarded.

Table 2
Seats held in Government (2016-2019)

Indicators	(2016-2019)
Proportion of seats held by women in parliament	20
Proportion of seats held by women in local government	16.9

Violence against Women

The most effective tactic used by family, society, and the state to suppress critics of the established gender-based social order is violence against women. The rights to life, bodily safety, self-respect, and dignity are all gravely violated by this. It is an example of historically discriminatory power dynamics between men and women. The foundation for gender-based violence in society is the social construction of gender, which places men in positions of authority and power over women. The various types of violence against women in Pakistan include kidnapping, trafficking in women, murder, honour killing, physical and mental torture, and forced prostitution. Due to a paucity of data, it is challenging

nging to determine the level of violence against women. The most effective tactic utilized by family, society, and the state to suppress critics of the established gender-based social order is violence against women. The rights to life, bodily safety, self-respect, and dignity are all gravely violated by this. It is an example of historically discriminatory power dynamics between men and women. The foundation for gender-based violence in society is the social construction of gender, which places men in positions of authority and power over women. The various types of violence against women in Pakistan include kidnapping, women trafficking, forced prostitution, murder and Honour killings, physical and mental torture, sexual harassment and rape, and murder. Due to a paucity of data, it is challenging to determine the level of violence against women. Additionally, violent crimes are vastly underreported.

Table 3
Gender based Violence

Percentage of women who experienced violence in intimate Partner relations ,2019	24.5
Child marriage, women married by age of 18(women aged 20 to 24 years married or in union)	18.30
Percentage of children (aged 5-17 years) engaged in child labor economic activities and household chores),2018	12.80
Female	12.90
Male	12.70
Percentage of women (aged 15-49 years) who consider a husband to be justified in hitting or beating his wife for at least one of the specified reasons,2018	41
Percentage of men (aged 15-49 years)	37

Lack of Employment and Opportunities for Women

Women don't own enough useful resources. Despite having the legal right to own prtrol over these assets. In Punjab, a micro-level survey done in 1995 revealed that just 36 women possessed land in their own names and that only 9 of them had power over it. (MWD, 1995)12. A similar preconception about women's roles in the reproductive sector prevents formal financial institutions from meeting the credit demands of women. The only banks that offer women-specific small-scale lending programs are the Agriculture Development Bank of Pakistan (currently known as Zarai Taraqiyati Bank Ltd), Khushhali Bank, and First Women's Bank Limited. Alternative sources of credit include unofficial sources such acquaintances, family, relatives, and moneylenders who lend money to women. Only six nations in the world grant women the same legal rights to employment as do males. In fact, women in most economies only have 3/4 of the rights that men do. According to studies, creating a more level playing field in the workplace would have a good snowball impact on other sectors that are prone to gender disparity. Only six nations in the world grant women the same legal rights to employment as do males. In fact, women in most economies only have 3/4 of the rights that men do. According to studies, creating a more level playing field in the workplace would have a good snowball impact on other sectors that are prone to gender disparity.

Lack of legal protections

Over a billion women lack legal protection from domestic economic or sexual violence, according to research from the World Bank. Both have a profound effect on women's capacity to flourish and enjoy freedom. Additionally, there are frequently no legal safeguards against harassment at work, in school, or in public. Without protection, women frequently have to make choices that compromise and restrict their ambitions in these risky environments.

Poor medical care

In addition to having less access to contraception than men, women generally receive poorer medical care. This is related to other factors that contribute to gender

inequality, such as the fact that more women experience poverty due to a lack of employment and educational options. They have a lower chance of being able to afford quality medical treatment. Additionally, less study has been done on diseases including autoimmune disorders and chronic pain syndromes that are more prevalent in women than men. The gender disparity in healthcare quality is widened by the discrimination and dismissal that many women encounter from their doctors.

Lack of religious freedom

Women are most negatively impacted when religious freedom is violated. The World Economic Forum asserts that gender inequality increases when radical ideas hinder religious freedom in a community. Researchers from Georgetown University and Brigham Young University were able to link religious intolerance and women's capacity to engage in the economy in their study. Thanks to women's engagement, economies become more stable when there is greater religious freedom.

Racism

Without addressing racism, a discussion of gender inequality would be impossible. It has an impact on the types of professions that women of color can obtain, the pay they receive, how the legal and healthcare systems see them, and more. Racism and gender inequality have long had a tight relationship. Professor and author Sally Kitch claims that European colonists in Virginia chose whose labor may be taxed based on the race of the woman doing the task. African women's labor was taxed, whereas English women's labor was domestic and exempt from taxation. Pay disparities between white women and women of color carry on this history of prejudice and exacerbate gender inequality.

Societal mindsets

Although it may not be as obvious as some of the other factors on this list, a society's general mentality has a big impact on gender inequality. Whether it's employment, the legal system, or healthcare, how society views men and women differently and how much they are worth is prominent in all of these areas. Although progress can be made through laws and institutional changes, there is frequently opposition after periods of significant change because gender beliefs run deep. Men and women alike frequently fail to recognize other forms of gender inequity when they occur, such as when women are more evenly represented in leadership positions. These mentalities support gender inequity and stall meaningful change.

Job Segregations

The division of labor is one of the factors that contribute to gender inequality in the workplace. Most communities have an ingrained notion that men are just more capable of doing particular tasks. These are frequently the positions with the highest salaries. Women experience reduced income as a result of this prejudice. Women also shoulder the majority of the obligation for unpaid labor, therefore despite their participation in the paid sector, they perform extra tasks that are never compensated financially. The gender pay gap is a universal problem. Women earn around 20 cents less than males do, according to the International Labor Organization. Gender discrimination is a crucial role, as well as things like variations in jobs, education, abilities, and experience. Almost two decades Ledbetter held administrative positions at a Goodyear tyre factory for nearly 20 years. Her manager, who believed that women shouldn't work at the facility, subjected her to sexual harassment and discrimination, according to a report from the National Women's Law Center. Ledbetter was also forbidden from

discussing her pay, so she didn't find out that she was paid less than men in the same position until she received an anonymous note.

In the beginning, a jury found in her favour and gave her back pay and damages. Then Goodyear attempted to have the ruling overturned. Finally, the Supreme Court heard the case, and Goodyear won. The majority concluded that because Ledbetter hadn't filed her claim for wage discrimination within 180 days after receiving the initial discriminatory check, she had forfeited her ability to do so. This decision disregarded the fact that the discrimination persisted and that Ledbetter could not have realized she was receiving a lower salary due to the salary-related concealment. Every time there is a prejudice incident, the 180-day filing window is reset. People who fight to pass laws like this aid in bridging the gender gap in economic opportunity and participation.

Restricting education access for girls

One of the main factors contributing to gender inequality around the world is gender discrimination in education. People's employment options are significantly constrained without a strong education. Following that, a person becomes more susceptible to a variety of negative outcomes, including poverty, violence, human trafficking, bad health, and more. Globally, discrimination frequently targets girls. Afghanistan's recent events serve as an excellent illustration. The Taliban prohibited girls from attending school from 1996 until 2001. When the Taliban retook power in the area in August 2021, they once more started banning girls from attending school. The violent fundamentalist party initially pledged to permit girls to attend secondary school, but in 2022 they went back on their word. Girls had already arrived in their classrooms but were sent away.

They were debating what to wear to school. This is notable because the Taliban did not officially forbid girls from attending school between 1996 and 2001. They insisted that girls could return to class as soon as matters were resolved and that school closings were just temporary. That never took place. People now worry that a similar scenario is developing right now. University-level limitations have also existed. Only seven of the university's 13 faculties are available to female students. They are not permitted to enroll in courses in journalism, engineering, economics, agriculture, or veterinary medicine.

Not just its targets, gender inequality has a negative impact on everyone. Gender stereotypes harm both boys and girls, according to a global early research study. Boys are frequently trained to use violence as a form of conflict resolution. It causes gender inequity, which harms an economy. Gender discrimination in social institutions costs the global economy \$6 trillion annually, according to the Organization for Economic Cooperation and Development. It only makes sense that the entire economy benefits when everyone is given full access to economic freedom and opportunities. Ending gender discrimination is crucial for the benefit of everyone in society.

Table 4
Educational level

Educational level	Both	Female	Both	Female
Middle but below matric (less than 10 years of education)	0.5	0.8	1.0	1.5
Matric but below Intermediate(10 to11years of education)	1.5	2.4	3.1	4.7
Intermediate but below degree (12 to 13 years of education)	1.3	1.9	2.7	3.9
Degree (14 or more years of education)	1.2	1.6	2.4	2.9

The study focused on Gender Inequality among students therefore the sample of the study were the students of Govt College Women University Sialkot . A sample of

100 students of GCWUS was taken as target population . Collect data from different departments of natural sciences or social sciences. There were 50respondents from Social Sciences and 50from Natural Sciences. To collect data from a questionair was formulated. Table 1 shows that (0.05) of respondents believe that women in Pakistan are not treated decently (0.025) % of respondents firmly concurs. 0 .05 percent of respondents agree, 0.025% disagree, and (0.075) % strongly disagree that they experience discrimination in the sphere of education against women. Responses are evenly divided: 0.09% strongly agree, 0.12% agree,. That parents value their sons more than their daughters is disputed with by 26.89% of respondents, and 0.02% strongly disagree. 0.05% of respondents said they did not experience gender discrimination, compared to 0.13% who said they did. Women should work outside the home, according home, according to 0.09% who strongly agrees, 0.175% who agree, 0.01% who disagree, and 0.12% who strongly disagree (0.12). Men and women are equal and gender is irrelevant, according to 0.09 percent of respondents, whereas gender is irrelevant to 0.02 percent of respondents.

Table 5
Survey Table

Variable	Categories	Frequencies
In Pakistan do you feel that women’s are treated fairly?	Yes	10 (0.05)
	No	24 (0.12)
Do you feel any discrimination between men and women in education?	Strongly Agree	5 (0.025)
	Agree	10 (0.05)
	Strongly disagree	15 (0.075)
	Disagree	5 (0.25)
Do you think that parents give more importance to their son as compare to daughter?	Agree	24 (0.12)
	Disagree	5 (0.025)
	Strongly agree	18 (0.09)
	Strongly disagree	8 (0.02)
Did you experience gender inequality?	Yes	26 (0.13)
	No	10 (0.05)
Do you think that women should work outside their home?	Agree	35 (0.175)
	Disagree	2 (0.01)
	Strongly agree	18 (0.09)
	Strongly disagree	24 (0.12)
All peoples are equal and gender doesn’t matter?	Yes	18 (0.09)
	No	40 (0.2)
Men make a better employ than women?	Yes	18 (0.09)
	No	25 (0.125)
How do you think that these inequalities are removed	Collective efforts by government Harasser	10 (0.05))
	Parents should give equal importance to their son and daughter?	28(0.14)
All peoples are equal and gender doesn’t matter?	Yes	24 (0.12)
	No	4 (0.02)
In future will government remove gender gap?	Yes	18(0.09)
	No	5 (0.025)

People generally agree that men make better leaders than women by a margin of 0.09% to 0.125%. In accordance with the opinions of respondents, gender inequality can be eliminated by government collective efforts in 8.96% of cases, in 7.84% of cases, by taking action against harassers, and in 0.14% of cases, Parents should give equal importance to their son and daughter both, 0.09 of respondents agree that gender inequality can be eliminated by government efforts taken collectively, action taken against harasser, and 0.05)% of respondents believe that there is no discrimination between men and women. Than 0.09 percent peoples said government will remove

gender gap while 0.025 percent peoples no believe that government take action about gender inequality.

Results and Discussions

The study’s findings indicated that while gender inequality was a significant issue in the past, it is no longer a factor in modern Pakistan's progress and development. The study's findings indicated that gender inequality does exist in Pakistan, but at a lower rate than it might otherwise because most people there are educated, and they educate their kids as well. Finally, we can claim that gender discrimination has slowly but surely disappeared in Pakistan as it develops. Discussion.

table 1 demonstrates that 25.25% of responders were women and 15.74% were men. 3.08% of respondents are between the ages of 15 and 17; 23.91% are between the ages of 18 and 20; and 21% are between the ages of 21 and over. 24.05% of them are from rural areas, compared to 26.30% who are from urban areas. These numbers also show how many the respondent’s families made. It is evident that 25.36% of respondents earn between \$10,000 and \$30,000, 39.50% earn between \$31,000 and \$50,000, 9.52% earn between \$51,000 and \$75,000, and 9.24% earn between \$51,000 and \$75,000, respectively. 1.12% of respondents had incomes in the range of \$101,000 to 125,000, and 2.52% of respondents fall into the range of \$151,000 to \$200,000 and 1.68% of respondents have a family income of more than \$200,000. 17.65% of respondents say they have one to two siblings, 41.74% say they have three to four, 31.09% say they have five to six, 7% say they have seven to eight, 1.68% say they have nine to ten, and 0.84% says they have more than eleven.

**Table 6
Summary Achievement Test**

Respondents	Correct Answer	Incorrect answer	Hypothesis
Male	44.76 (A)	55.24 (B)	Accepted
Female	42.96 (C)	57.04 (D)	Accepted
Male(U)	45.35 (A)	54.65 (D)	Accepted
Male(R)	43.90 (B)	56.10 (A)	No
Female(U)	45.35 (D)	54.65 (C)	Accepted
Female(R)	43.90 (A)	56.10 (D)	No

Findings and Analysis

First of all we find in this research what is gender inequality or how gender discrimination between men and women than we find some causes of gender inequality first and foremost cause is poverty. Although Pakistan has experienced quite continuous growth over the past 50 years, this growth hasn't been able to lower the nation's overall level of poverty. 42 million people were classified as poor in total in 1995, up from 19 million in 1960. (UNDP, 1999). Due to a lack of gender-disaggregated poverty-related data, a systematic gender study of poverty in Pakistan remains ambiguous. According to both income poverty and more general indicators, the incidence of poverty in rural areas is higher than in urban areas, even though three-quarters of Pakistan's poor reside there. All around the world, there is a clear connection between gender and poverty.

The next one is Participation of women’s in politics women have been the main victims of macroeconomic and social policies despite not playing a part in their creation. At the local, provincial, and national levels, women are excluded from decision-making bodies, therefore they are unable to express their concerns or advance their governance viewpoint. Gender disparities have been created and reinforced by the male-dominated

Than violence against women is most effective tactic used by family, society, and the state to suppress critics of the established gender based social order is violence against women. The rights to life, bodily safety, self-respect, and dignity are all gravely

violated by this. It is an example of historically discriminatory power dynamics between men and women. Than job segregation, in this cause division of labor is one of the factors that contributes to gender inequality in the workplace.

Most communities have an ingrained notion that men are just more capable of doing particular tasks. These are frequently the positions with the highest salaries. Women experience reduced income as a result of this prejudice. Women also shoulder the majority of the obligation for unpaid labor, therefore despite participation in the paid sector; they perform extra tasks that are never compensated financially. The gender pay gap is a universal problem. Than racism and lack of employment Women don't own enough useful resources. Despite having the legal right to own prtrol over these assets. In Punjab, a micro-level survey done in 1995 revealed that just 36 women possessed land in their own names and that only 9 of them had power over it. (MWD, 1995)¹². Than we form a survey and conservative analysis are find out how peoples are educated or how peoples feel gender discrimination or not educate their children or form difference between their son and daughter .

Conclusion

Since gender inequality is a significant problem in Pakistan, the study's primary goal is to understand how males and females feel about it. The findings show that the majority of people believe that parents priorities boys over girls and that there is prejudice in the educational system. People in mostly backward areas have contentious ideas regarding women. In the study, gender disparity was experienced by more than half of the participants. The correlation coefficient's value indicates that the more possibilities offered to women in social work, the more they may contribute to the nation's economic development. Additionally, it illustrates how men and women are not equal in gender base.

The significant results from simple linear regression demonstrate that gender inequality occurs in society when parents place greater value on their sons. Similar to this, multiple regressions shows that women's employment outside the home is influenced by their low family income and social engagements. While gender inequality cannot be abolished completely, it can be eliminated over time. Women would be able to contribute to the improvement of their community and nation if the government gives those chances for social work and other social activities and also encourages their participation in these activities.

Recommendations

- The government and civil society should collaborate strategies for putting NPA into practice.
- Financial and informational support must be given to civil society organisations from the funds on hand.
- Males need to be educated to support getting women involved in the economy.
- Increase financial institutions' outreach to women and encourage institutional empowerment of women.
- Uniform pay scale in the private and unorganized sectors (for men and women). Women's skills programs (single, divorced, widowed).
- Rebate on taxes and electricity expenses for small-scale female business owners.

- Provision of marketing resources, including stores and exhibitions, as well as connections for women's cottage industries.
- The Pakistani government must develop jobs in both urban and rural areas in order to lower the crime rate. Through several initiatives, the Pakistani government ought to reduce poverty. Sustainable development requires a reduction in crime and violence.
- To encourage people to move from rural to urban areas in search of work, the government could offer a 20 percent rental housing discount for a period of one year.
- The provision of marketing resources, including outlets and exhibitions, as well as connections for women's cottage industries.

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