



YOUNG WOMEN'S ACCESS TO

EDUCATION, EMPLOYMENT AND TRAINING

IN PAKISTAN



The NEET Rate provides a snapshot of the percentage of young women in a particular age group who are Not in Education, Employment or Training.

| | Not in Education | Not in Employment | Not in Training | NEET Rate |
|-----------------|------------------|-------------------|-----------------|-----------|
| National | 72 | 83 | 87 | 48 |
| Punjab | 69 | 77 | 85 | 39 |
| Sindh | 73 | 91 | 95 | 61 |
| KP | 79 | 91 | 85 | 59 |
| Balochistan | 79 | 93 | 99 | 72 |

Basic ideas of liberal feminists

- liberal feminists believe in individualism. According to them both man and women possess rationality. They are equal so there should be no discrimination on the basis of sex.
- These feminists are reformists in nature and are not against the structures of society.
- They demand government should interfere in personal and private spheres.
- These feminists do not believe in any radical change or revolution.
- According to them, opportunities should be given to both men and women regardless of their gender. Whosoever is capable of any role, it should be given to him/her.

Salient features

- Individual rights and autonomy.
- Equal pay and employment.
- Change through legislation/law.

Notable contributors

- (i) Mary Wollstonecraft wrote a book "Vindication of rights of women".
- (ii) John Stuart Mill's book "Subjugation of women".

Criticism

- These feminists do not focus on patriarchal structure of society. They do not focus on traditional roles assigned to women.
- Treating people equal means treating women like men.
- Stress on individualism makes collective efforts difficult.

Basic ideas of Radical feminists

- These feminists represent extreme view and want total change of structures of society.
- According to them men are part of problem, they would not help in solving the problems of women.
- They believe in policy of separation and universal sisterhood.
- They do belong to left wing and are rude in talking.
- According to them the root cause of women oppression is patriarchy.
- Till 1960, there was no distinction among feminists.
- According to radical feminists socialism or liberalism can not understand feminists issues, because these ideologies are made by men. They have designed these ideologies to keep women subjugated.
- They believe that systematic theory of women oppression is needed. This theory or ideology should be originated from the one who is oppressed.

Salient features

- Discrimination by male.
- Patriarchy
- Division of labor.
- Socialization of gender.
- No gradual change but to overhaul
- Reproductive rights
- females are treated like objects because of their sexuality.

Period.

- Second wave of feminism, ^{1960.} Miss America, Freedom Trash can.

Notable Advocates:

→ The Metaethics of radical feminism by Mary Daly 1978.

Criticism

- What about different races and classes.
- Universal sisterhood create difference and reinforce that men and women are ~~equal~~ different.
- Hate speech and radicalism is not good.
- Ideas are impracticable, how to create sisterhood.
- How are women would perform work specially performed by men.

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Basic ideas of Socialist feminism

- Capitalism is root cause of suffering of women.
- These feminists follow socialism and socialist framework.
- Women under capitalism is considered to maintain and produce cheap labor, act as a reserve army and treated as a slave of slave.

Salient features

- Capitalism is main cause of suppression of women.
- Division of labor is mainly responsible for it.
- Revolution needed to set things right. Something common with radical feminism.
- As people think private property, want to own women like that.
- Subordination of women is not due to biological difference but due to difference in social status.
- Power is result of sex and class.

Notable contributors

- Friedrich Engel: The origin of family, private property and the state 1884.
- According to book, the society was matriarchal before capitalism. Property was transferred along maternal line. Center of production was family and men and women worked together.
- After capitalism society became patriarchal. Center of production became factory and women were confined to the home.

Criticism

- The focus is on only economic aspect, religious and social aspects are ignored.
- Mindset of people and inner attitudes are ignored.

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How are Women?

- Women are close to nature. Both are associated with reproduction and nurturing.
- Nature is not an object to be exploited. Nature is not a force to be subjugated, subdued.
- Women find fulfillment working with nature not against it.

How are Men?

- Men do not have nurturing capacity. They are not close to nature. They do not have feminine qualities which nature possess.
- According men nature object to be exploited and a force to be subdued.
- Men work against nature.
- There is threat to environment not from entire mankind but from men and institution of manpower.

What should be done?

- Only throwing patriarchy we can save save nature and women. Because men masters in exploiting both women and nature.
- Overthrowing patriarchy will establish new relationship between society and nature. Relations based on female value of love, reciprocity, caring and cooperation.

Conclusion

- Ecological destructions and women oppression are caused by same thing - patriarchy.

Men's Feminism

Concept of Men's feminism

- Men's participation is essential in achieving gender equality
- It studies women in relation to men and masculinity and masculine traits
- How power relations between men and women develop. It analyzes the superiority and inferiority complex.
- According to them, there are no universal masculinity characteristics that are same in every society.
- Neither men nor women can be studied separately. The question of gender inequality involves, the relationship of haves and have-nots of dominance and subordination advantages and disadvantages.

Historical context

- Since 19th century men have taken part in significant cultural and political responses to feminism within each wave of feminism
- Men's Liberation Movement began in early ~~1970s~~ 1970s as a conscious raising group to help men free themselves from limits of sex roles.
- Men's Rights Movement also known as Men's Human Rights Movement MHRM is pluralistic movement of men and women, who have identified certain problems facing men and boys.

Can men be feminist?

- Men can not be feminist because of ^{Wes}intrinsic differences. According to separatist feminists only by rejecting masculine perspective feminism can grow.
- They view that men do not suffer the same oppression so they can not comprehend the problems of women.

Psychoanalytic Feminism

Concept of psychoanalytic feminism

- Psychoanalytic feminists assert that men have an inherent psychological need to subjugate women. It's men's compulsion to subjugate women.
- Women's minimum resistance to subjugation lies in deep in human psyche
- Women are easily subjugated because of unconscious desire of emotional connectedness with men.
- Social change can be brought about by discovering the sources of domination in men's psyche and subordination of women
- It considers early child development before the age of three, examining how gender is constructed and practiced in societal, family and individual level.
- Freudian psychoanalytic theory maintains that gender is not biological but psycho-sexual development of the individual.
- Psychoanalytic feminists believe that gender inequalities come from early childhood experiences.

Micro and Macro levels of construction of gender.

- Gender is constructed through childhood parenting at micro level.
- Society reinforces it through various societal structures. It is macro level construction of gender.

Period

- 1980s and 1970s.

Proponent

- Sigmund Freud.

First Wave of Feminism

Core ideas of first wave.

- First Wave feminists believed that a movement driven by ideology is needed to bring change in status of women.
- They analyze between how women are treated and viewed in society and how they should be viewed and treated.
- Women experience subordination, discrimination and oppression in Ancient, Medieval and modern society.
- There is an age old view that women are by nature weak and irrational thus they need protection and guidance.

Key features of first wave of feminism

- Discrimination
- Emancipation
- Equality

Period.

- Period of first wave of feminism was between 1848 to 1920.
- Seneca Seneca Falls convention of USA in 1848.

Notable contributors

- Mary Wollstonecraft wrote a book, "Vindication of rights of women" in 1792.
- She opined that women are equally capable of men. Women also possess reason and rationality, so they should have all rights that men have.

Main demands of first wave.

- (i) Full Citizenship like men.
- (ii) Suffrage or right to vote; women thought that right to vote would solve all problems.
 - In USA national Women Suffrage Association was established in 1869.
 - Women's Social and Political Union was established in 1903.

Right to vote granted.

- In New Zealand in 1893.
- In UK in 1918
- In USA in 1920, with passage of 19th Constitutional Amendment Act.

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Core concept of Second wave of feminism

- First wave feminists achieved legal and political equality, but movement ended with faulty assumption that political equality will bring social, economic and educational equality.
- Women got Jobs but only in those sectors which were considered extension of their nature e.g nurse and teacher.
- Women got to study in collage but choice of subject was very limited.
- According to second wave feminists, for dismantling the various structures of society oppression new theories and tools of explanation are required.
- Concepts such as patriarchy, Gender sea distinction, public private divide emerged.
- Academic study of feminism started.

Key features of second wave of feminism

- Oppression:- Women all over world face male dominance and oppression. On the basis of shared experience of oppression women constitute a United Group, Social group, sisterhood.
- Liberation:- Women oppression will only end through liberation. No laws or social reforms would bring change. Revolution is required.
- Difference:- Women can not be accommodated in a society which is based on the principles made by man. Women need different set of theories, philosophies and concepts to explain their condition. Women are different from men in terms of qualities and nature. Women's qualities and nature is superior than man. Women should celebrate their distinct

qualities and nature rather than in abandoning it.

Notable Contributors

- > Betty Friedan's landmark book of 1963, "The Feminist Mystique"
- > Simon De Beauvoir, "The Second Sex" 1949.
- > Kate Millet's book "Sexual Politics"
- > Shulamith Firestone's book, "The Dialectic of Sex"

Main demands

- > Revival of demands of first wave of feminism
- > Demand for social, political, economic and educational equality.
- > Movement to pass "Equal Rights" amendment to US constitution.

Approaches of second wave of feminism

- (i) Liberal approach.
- (ii) Radical approach.

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Third wave of feminism

Core ideas of third wave

- The basic idea of second wave of feminism was women oppression, common to all women, women constitute as a social group, sisterhood.
- Does universal category of women represent common category grievances? Represent interests of all women?
- Experiences of women depend upon context, context is different so experiences will be different.
- The universal category of women ignored group differences.
- Women face oppression not on the basis of gender but on the basis of race, class, caste and ethnicity.
- Experiences and interests of women belonging to different race, class and ethnicities are made invisible and marginalized by second wave feminists.
- The universal category of women represent experiences and interests of white middle class of American and European women.
- Third wave of feminism started with the influence of postmodernism.

Key features of third wave of feminism

- (i) Non universalist: - Rejection of universal category of women.
- (ii) Intersectionality: - Women's conditions is determined by intersection of many factors, race, class, caste, ethnicity.
- (iii) Cultural Relativism: - Different cultures have different practices and traditions.
- (iv) Diversity: - Diverse voices and positions should be accepted.

Implications of third wave of feminism

- (i) Diversification of feminism
 - 1a) Black feminism

(A) Post-colonial feminism

(C) Dalit feminism

(ii) Weakening of feminist politics

(iii) Rise of LGBT

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Nature vs Culture Debate in Gender Studies

Concept of nature vs Culture debate in gender studies.

- Debate started in Eighteenth Century. It analyzed whether biological or social factors causes gender differences.
- Which factors develop a human behavior social or biological?
- After various researches and experiments, some people argued that biological factors create differences, others believed that social and cultural factors create gender difference.

Arguments in favor of nature construct.

- Genetic/Biological theory tells that gene determine the sex as well as gender roles. Abnormality is due to gene and chromosomes disorder.
- Puberty of a girl is developed earlier.
- There is difference in bone development.

Arguments in favor of culture construct.

- Cognitive learning theory tells social factors are responsible in gender construct.
- Socialization in family, educational institutions and at other various places play role in construction of gender roles.

Homosexuality and gender.

- Parent and child differences in sexual orientations show that homosexuality is socially determined.
- Brain development theories propose that homosexuality is biologically determined.
- Ego and super ego is socially constructed. Their roles are socially constructed.

Comparative Analysis of WID, WAD, GAD**Changing Perspectives on Women, Gender and Development**

| | <i>Women in Development (WID)</i> | <i>Women and Development (WAD)</i> | <i>Gender and Development (GAD)</i> |
|------------------|--|---|---|
| Origins | Early 1970s after the publication of Ester Boserup's book <i>Women's Role in economic Development</i> . Term WID articulated by American liberal feminists. | Emerged from a critique of the modernization theory and the WID approach in the second half of the 1970s. | As an alternative to the WID focus this approach developed in the 1980s. |
| Theoretical Base | Linked with the modernization theory of the 1950s to 1970s. By the 1970s, it was realized that benefits of modernization had somehow not reached women, and in some sectors undermined their existing position. | Draws from the dependency theory. | Influenced by socialist feminist thinking. |
| Focus | Need to integrate women in economic systems, through necessary legal and administrative changes. Women's productive role emphasized. Strategies to be developed to minimize disadvantages of women in the productive sector. | Women have always been part of development processes – therefore integrating women in development is a myth. Focuses on relationship between women and development processes. | Offers a holistic perspective, looking at all aspects of women's lives. It questions the basis of assigning specific gender roles to different sexes. |
| Contribution | Women's questions became visible in the arena of development theory and practice. | Accepts women as important economic actors in their societies. Women's work in the | Does not exclusively emphasize female solidarity – welcomes |

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| | | <p>public and private domain is central to the maintenance of their societal structures. Looks at the nature of integration of women in development which sustains existing international structures of inequality.</p> | <p>contributions of sensitive men. Recognizes women's contribution inside and outside the household, including non-commodity production.</p> |
| Features | <p>WID was solidly grounded in traditional modernization theory which assumed wrongly that women were not integrated in the process of development. It accepted existing social structures – it did not question the sources of women's subordination and oppression. Non-confrontational approach. It did not question why women had not benefitted from development strategies. It treated women as an undifferentiated category overlooking the influence of class, race and culture. Focused exclusively on productive aspects of women's work, ignoring or minimizing the reproductive side of women's lives.</p> | <p>Fails to analyze the relationship between patriarchy, differing modes of production and women's subordination and oppression. Discourages a strict analytical focus on the problems of women independent of those of men since both sexes are seen to be disadvantaged with oppressive global structure based on class and capital. Singular preoccupation with women's productive role at the expense of the reproductive side of women's work and lives. Assumes that once international structures become more equitable, Women's position</p> | <p>GAD rejects the public/private dichotomy. It gives special attention to oppression of women in the family by entering the so-called 'private sphere'. It emphasizes the state's duty to provide social services in promoting women's emancipation. Women seen as agents of change rather than passive recipients of development assistance. Stresses the need for women to organize themselves for a more effective political voice. Recognizes that</p> |

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| | | would improve. WAD does not question the relations between gender roles. | patriarchy operates within and across classes to oppress women. Focuses on strengthening women's legal rights, including the reform of inheritance |
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