The gender gap is the difference between women and men as reflected in social, political, intellectual, cultural, or economic attainments or attitudes. The [Global Gender Gap Index](http://wef.ch/gendergap17) aims to measure this gap in four key areas: health, education, economics and politics.

So the gap in economics, for example, is the difference between men and women when it comes to salaries, the number of leaders and participation in the workplace.

Education encompasses access to basic and higher levels of education, while health looks at life expectancy and politics examines the difference between how men and women are represented within decision-making organizations.

**Inequality in Opportunity**

**Pay Gap**

pay gap refers to the difference in wages and salaries between men and women. On average, women make about 80 percent of what men do. There are also racial disparities. It's not just pay that's unequal, though. It's also the type of jobs that women do. According to researchers at Stanford, only about 2% of executives at major corporations are women.

|  |
| --- |
|  |

**Education**

One bit of good news is in education. In the past, women were much less likely to obtain higher education than men. But recently, that has been changing. We now see women surpassing men in terms of educational attainment. In fact, about 57% of college students are now women. But this picture is a little bit more complicated.

**Political Power**

The political sphere shows inequality between men and women diminishing in some ways. For example, the United Nations reports that, globally, the number of women who hold political office has doubled compared to twenty years ago. But there are still disparities. In the U.S., women make up only 20% of congress. But even though the number of female leaders has doubled, women still only make up 22% of parliament members.

**Women in the Global Economy**

Women also have less access to formal financial tools, like bank accounts — the United Nations found that 55% of men have a formal bank account while only 47% of women do. In terms of work, only about 24% of senior management roles across the globe are held by women — in fact, women are much more likely to work in low-paying jobs in the informal sector. Sometimes there are legal obstacles, as well. The UN reports that in some countries, women are legally prevented from accepting some kinds of jobs, and in some places, a husband can deny his wife the opportunity to work.

**Causes of the Gender Gap**

In the past, Pakistan was put under pressure by the international community to address [gender inequality.](https://www.dw.com/en/pakistani-women-continue-to-fight-gender-inequality/a-16264593) In 1979, Pakistan established the Ministry for Women's Development in response to recommendations from the UN Commission on the Status of Women. This ministry facilitated women's access to education, health, legal services and ensured their placement in provincial and national legislatures. It also set up services like credit facilities for women, study and computer centers, child care and hostels for working women.

**Nothing but good intentions**

These steps indeed helped women, but because of the patriarchal nature of the society and religious backlash, they never became a normal part of Pakistan's social structure and political system.

Even when Pakistan had a female chief executive, Pakistan's women never felt that they had a representative in the prime minister's house. And after the dissolution of the Ministry for Women's Development in 2010, these initiatives were left at the mercy of provincial governments.

**Taking the gender gap seriously**

Shahida Jameel was the first woman to be appointed as the Federal Minister of Law, Justice, and Parliamentary Affairs of Pakistan. She said that nobody in Pakistan has ever taken the issue of gender disparity seriously, including the former prime minister, and first female leader of Pakistan, Benazir Bhutto.

no women besides the late Nusrat Bhutto and the late Benazir Bhutto were allowed to be mainstream members of their party," said Jameel. "All the other women were limited to the women's wing and were not allowed to occupy mainstream membership.

**Role of women in technology and development**

In early 1940 50 60 ….

**Women in Islam**

Islamic law makes no demand that women should confine themselves to the household duties. In fact the early women were found in all walks of life. The first wife of a prophet was a business women.

Women traded in the market place and the khalifah umar, not normally noted for his liberal attitude to women, appointed a women shaffa bint Abdullah to supervise the market. Other women took part in battles carrying water and nursing the wounded.

**Working women in Pakistan**

Women perform two thirds of a worlds work. Women in Pakistan have progressed in various fields of life such as politics, education, health, services, economy. 16% of Pakistani women were economically active. Rural women are major contributors in four sub sectors of the rural economy, crop production, live stock production, cottage industry, household and family maintenance activities.

In urban areas females find there way to schools, colleges, universities, scholarship abroad. Other then the medicine, which was once considered the only profession which women joined. Now even the most technical spheres like engineering, architecture, communications and IT. Women now can be seen encouraging cricket teams and participating all types of sports from cricket to athletics.

Today women in Pakistan has high ranking positions as the CEOs and the executives. Recently the president has appointed Dr. shamshad akhtar as the first female governer of the state bank of Pakistan. Two lady doctors of the Pakistan army has also risen to the rank of major general.