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Gender Discrimination in Pakistani Society and its Impact on Youth and Women

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Abstract

Pakistanis know that masculine attitudes inhibit emotions based on masculinity. Nationwide, women face work, education, and movement impediments. The patriarchal system limits women's autonomy, and sons' preference often hurts daughters financially and academically. The study aims to show youth and women's different forms of discrimination. It also investigates how social norms and cultural practices perpetuate gender inequity. Furthermore, the study examines how inequality affects women's status. The study uses interpretive, inductive qualitative research, and collected secondary data. Content analysis was used for data analysis, which guided the analysis of gender inequality themes and trends in Pakistani society. Pakistani gender discrimination affects both men and women, according to a study. Cultural norms, economic inequality, and biased practices hinder women's autonomy and education and employment opportunities. The impact on women's position is enormous, emphasizing the need for awareness, collaboration, and government action to reduce discrimination and empower women. The study examined gender imbalance in Pakistan, highlighting cultural context and offering solutions.

Keywords: Gender Discrimination, Cultural norms, Economic Inequality, Patriarchy, Pakistani Society.

Introduction

Pakistan, a nation renowned for its extensive historical and cultural heritage, suffers from gender disparity. There is a need to learn more about the fundamental problems causing this inequality to advance reform and encourage a more equitable future (Taj, 2022). In Pakistan, gender inequality has an early impact on both men and women. Males are frequently expected to exhibit the traditional masculine qualities of physical strength, aggression, and emotional reserve. This could impede emotional expressiveness, so restricting emotional growth and overall well-being. Nevertheless, obstacles to employment, education, and mobility are frequently encountered by women (McAllister et al., 2019). The societal norm that places a premium on domestic duties restricts women's engagement in public spaces and hinders their personal development.

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Gender disparity in Pakistan is influenced by societal practices, religious beliefs, and cultural norms. Women's autonomy is restricted by a patriarchal system that grants men power in the home and society. Son preference harms women in certain cultures. Daughters are deprived of finances and education due to this tendency (Ali et al., 2023). Gender inequality may also be exacerbated by some who see religious teachings as supporting discrimination against women. The social status of Pakistani women and children is undermined by prejudice. People with low levels of education face significant obstacles while trying to find work and financial independence (Zamfir, 2018). Fear, insecurity, and exclusion brought on by gender-based abuse and harassment hinder women's growth and achievement. Young marriages and cultural constraints that prioritize family responsibilities limit women's personal development (Peltola, 2022).

Current trends and patterns are shed light on by the literature on gender inequality in Pakistan. It is still unclear whether kinds of prejudice specifically affect youth and women in Pakistani society (Koburtay et al., 2020). While bias in Pakistani society has received minimal attention, a few studies have examined gender inequality. Research generally ignores the interaction between discriminatory actions and cultural norms, which restricts our comprehension of the fundamental factors that lead to gender inequality (Dahal et al., 2022).

Moreover, there needs to be a more comprehensive study on the impact of bias on women in Pakistan. Many contemporary research studies focus on specific areas without taking the more considerable consequences for the social, economic, and political spheres into account (Douglass, 2018). This research gap emphasizes the need for an extensive study that looks into bias, its cultural roots, and how it affects Pakistani women's socioeconomic standing. By addressing the current gaps in the literature, a thorough grasp of the implications of gender dynamics on Pakistani society can be attained. This would give a more comprehensive viewpoint and support the creation of policies about gender equality.

This study found that Pakistan discriminates against both males and women. This investigation also examines the impact of these discriminatory practices on women's social standing. This study is essential to empower women and achieve gender equality in Pakistan. To provide legislators, social activists, and educators with accurate information, this study carefully identified discrimination, looked into its origins, and quantified its effects on women. Programs and efforts to end discrimination, question damaging societal norms, and build a more just and equal society where men and women may thrive will all benefit from this research.

Aims and Objectives

- To identify forms of discrimination faced by males and females within Pakistani culture.
- Investigate the social norms and cultural practices that contribute to gender inequality in Pakistani society.
- To assess the impact of discrimination on women's status in Pakistan.
- To provide recommendations to minimize discrimination among males and females in Pakistani culture.

Research Question

- What are the various forms of discrimination faced by males and females in Pakistani culture, and how do social norms and cultural practices contribute to gender inequality, ultimately impacting the status of women in Pakistan?

Review of the Literature

Forms of Discrimination Faced by Youth and Women within Pakistani Culture

Discrimination against women is pervasive, both in Pakistan and globally. Cultural norms and beliefs influence the experiences of males and females in this nation. Discrimination in schooling is common for Pakistani girls (Tajammal, 2018). Girls still have challenges getting a good education, even with breakthroughs. These consist of physical, cultural, and socioeconomic impediments—all these girls' education barriers. Pakistani patriarchy restricts girls' freedom of movement and civic engagement (Walker et al., 2019). Cultural standards keep girls apart. Family obligations precede one's own and career growth in these rules (Ngulube, 2018). Few opportunities restrict girls' potential and perpetuate gender norms that restrict women to household duties.

In the meantime, cultural expectations for males to adhere to masculine norms lead to prejudice against them. Guys are pressured by society to adhere to gender standards that prohibit them from showing vulnerability or pursuing non-traditional interests (Lian, 2018). Men suffer because of the pressure from society to project a macho image. It maintains toxic masculinity, which prevents people from expressing a wide range of human feelings and impedes emotional maturation. There is extreme discrimination against women from Pakistan. According to Neumann (2020), females' poor educational

possibilities are linked to the gendered employment discrepancy. Women are usually driven into less respected, lower-paying positions. Gender equality is hindered, and prejudice is perpetuated by economic inequality, which also exacerbates power discrepancies between women.

Social Norms and Cultural Practices Contribute to Gender Inequality in Pakistani Society

There is a problem with gender inequality everywhere, even in Pakistan. Discriminatory attitudes and practices towards youth and women are well ingrained in Pakistani culture (Dinar, 2020). To address gender disparity and its consequences for Pakistani women, the reasons behind these disparities must be understood. In Pakistan, gender inequality is sustained by social expectations and conventional standards (Ali et al., 2022). In patriarchal societies, male progeny are seen as heirs and stewards of family honor. This preference for male kids is reflected in family dynamics and inheritance practices (Hussain, 2020). Prejudice is reinforced through the expectation that males will manage property, perpetuate the family name, and provide financial support.

Cultural customs worsen prejudice against Pakistani girls. Although dowries are officially banned, they are still prevalent and devalue women. Families often see the birth of a daughter as a financial duty due to the expected expenses of her future marriage (Rotter, 2019). The economic perspective suggests that investing in male opportunities yields greater benefits compared to investing in girls' education or well-being. Girls may have limited access to opportunities and resources, hindering their socioeconomic and educational progress. Restrictive gender roles imposed by society limit girls' independence and perpetuate inequality. According to Subramanian (2023), girls are expected to do domestic tasks and follow conservative dress codes. Their current detention conditions hinder their access to education and employment, perpetuating their reliance on male family members. The belief that women should focus on homemaking is supported by their reliance on others, which hinders women's progress. Cultural customs and social norms affect women's status in Pakistani culture in complex ways (Ngulube, 2018). Gender inequality worsens poverty and dependency by limiting women's access to education and economic opportunities. Devaluing women leads to abuse and discriminatory practices contribute to violence against women (Breger et al., 2019). To effectively address these deeply embedded issues, a comprehensive strategy is needed. This strategy challenges social norms, prioritizes education, and empowers women to overcome cultural constraints.

Influence of Discrimination on Gender Inequality and Women's Status

In Pakistan, discrimination against women has a significant impact on gender inequality. They impact every generation (Ali et al., 2022). In many facets of life, early bias against

girls leads to long-lasting disparities. There has been an impact on education. Girls still have fewer educational alternatives than males, even with recent advancements in the field (Psaki et al., 2022). Families frequently prioritize their males's education above that of their daughters due to cultural prejudices. According to Brown et al. (2020), discrimination against women in schools impedes their intellectual and economic freedom and perpetuates gender stereotypes.

Apart from disparities in schooling, prejudice also impedes women's employment and financial opportunities. Sometimes, women are prevented from working by the social norm that says they should take care of the house and other household tasks. The notion that a woman's primary responsibility is caring for her home limits her ability to work and become financially independent (Woskie and Wenham, 2021). The gender gap is exacerbated by discriminatory behaviors such as pay disparities and unequal professional advancement. These disparities promote gender-based prejudice in Pakistan and impede women's economic progress (Barzilay, 2018). Access to and quality of healthcare is also impacted by gender bias. The fact that men's health is valued higher in society is demonstrated by the frequent disrespect for women's health. Women may be harmed by this neglect, which could widen the gender health disparity (de la Torre-Pérez et al., 2022). O'Brien and Newport (2023), claim that discriminatory practices can also deny women access to family planning resources and healthcare related to reproductive health, thus reducing their agency over their bodies and reproductive decisions.

The effects of discrimination are vast. Inequitable treatment of women affects public opinion and gender norms by minimizing their value and ability (Stewart et al., 2021). By undervaluing half the population's brains and creativity, these preconceptions hinder women's development. Society accepts discrimination. As gender-based violence rises, stopping it gets harder (Cayir et al., 2021). Cultural and religious attitudes, together with discrimination, can worsen gender inequity. Pakistan's major religion, Islam, promotes gender equality, however, cultural differences may cause deviations. Misinterpreting religious principles to justify the unjust treatment of groups worsens prejudice and hinders efforts to change unfair social norms (Heise et al., 2019).

Effective Strategies and Practices to Minimize Discrimination among Youth and Women in Pakistani Culture

To solve gender inequality in Pakistani society, it is essential to comprehend the various socio-cultural aspects that contribute to it (Chikwizo, 2020). Girls' education both challenges and empowers gender stereotypes. Barriers have been broken down and a more egalitarian environment has been created by expanding girls' access to high-quality education and altering society's view of girls' education (Iddy, 2023). Eliminating gender

discrimination must start in the workplace. Long-standing social biases can be questioned and disproved by promoting inclusive workplaces, equal remuneration for equal labor, and the fight against gender stereotypes (Das and Kotikula, 2019). Promoting women's involvement in fields where males predominate has many benefits. It lessens economic inequalities and questions gender norms (Bridges et al., 2023). Opportunities and duties can be balanced in the workplace by implementing rules that support work-life balance and address family obligations.

Legislative changes may lessen discrimination. A stronger and more effective legal framework for women's rights contributes to the eradication of bias. Enacting laws to address issues such as workplace harassment, unequal inheritance rights, and domestic violence has the potential to improve equity in society (Okongwu, 2021). Systemic change requires a legislative framework that actively encourages women's decision-making and supports gender-neutral policies. The fight against discrimination must be led by community-based initiatives. According to Kalpazidou Schmidt and Cacace (2019), conversations on gender equality at the grassroots level, the dismantling of stereotypes, and the development of good role models can alter attitudes.

Religious and community leaders must spearhead grassroots initiatives to change social and cultural norms. By highlighting the advantages of gender equality for the entire community rather than just one side, we can increase support for change. Pastor and colleagues (2022) underscore the significance of media and communication techniques in molding societal attitudes. Promoting varied and positive representations of women in the media has the power to dispel preconceptions and change society. Public awareness campaigns that emphasize the advantages of gender equality and the detrimental effects of discrimination have the power to change social norms (McKinnon and O'Connell, 2020). Positive stories can spread widely on social media, and dispelling negative perceptions can help create a more inclusive cultural narrative.

Research Methodology

Research technique involves creating, conducting, and evaluating research projects to answer questions or comprehend a phenomenon (Haydam and Steenkamp, 2020). The methodology helps the researcher choose data collecting, sampling, and analytic methods to ensure study validity and reliability. Saunders created the "research onion," which is a framework used to simplify the complex research process. Mumani et al. (2021), state that this phenomenon's phases vary in technique and decision-making independence. The phases normally encompass approach, strategy, research design, philosophy, data collection, and analysis methods.

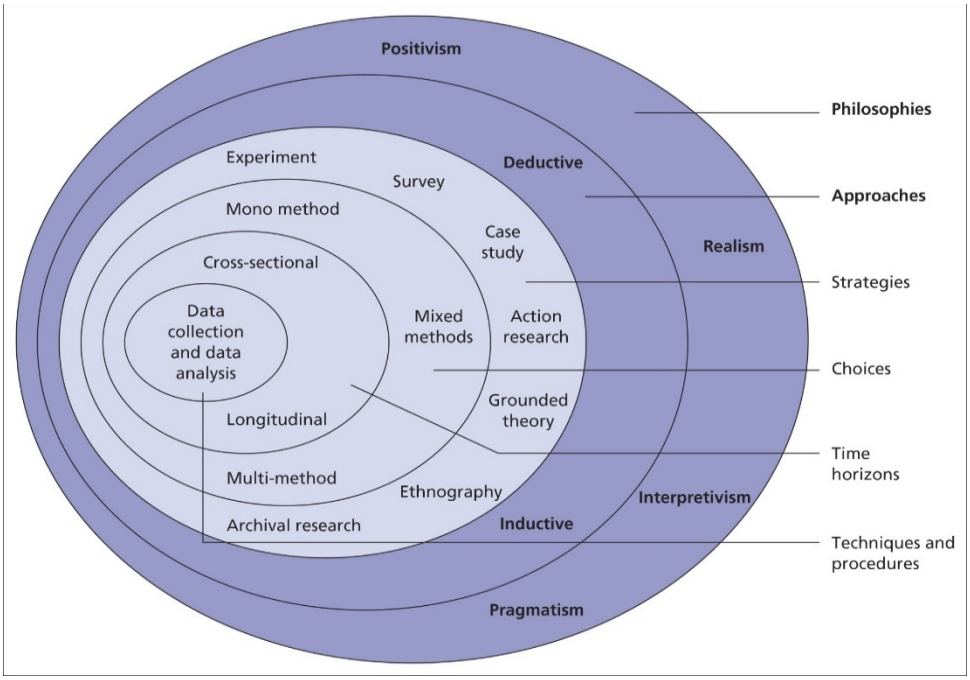


Figure 1: Saunder's onion (Source: Mumani et al., 2021)

This research employs interpretivism. When studying social processes, interpretation prioritizes cultural viewpoints and experiences (Dewi, 2021). Interpretivism contributes to a better understanding of the social dynamics, cultural practices, and interpersonal relationships that contribute to gender disparities in Pakistani society. This technique enabled the examination of life events, cultural differences, and personal beliefs that may have an impact on discrimination. Considering the approach of the study this study adopts an inductive research approach. According to Welch et al. (2020), the inductive approach generalizes from specific observations and settings. In the Pakistani gender discrimination study, an inductive technique was needed to identify local bias variables. This study examined specific circumstances and stories to discover gender disparity trends, themes, and causes. Inductive methods are effective for situations that are complicated or sensitive to other cultures because they provide an opportunity to understand the problem as the study moves further. Furthermore, this makes cultural and contextual research better (Hong & Cross, 2020).

Research Design

Qualitative research uses non-numerical data to study human behavior, experiences, and social phenomena (Renjith et al., 2021). Usually, content analysis, focus groups, interviews, and observations are used to gather participants' complicated and nuanced perspectives. This study required a thorough understanding of social and cultural factors that support gender inequality. Qualitative methods help researchers comprehend cultural

differences and different perspectives (Rana et al., 2023). Thus, this study utilizes the qualitative research design. This study used a qualitative approach to examine Pakistani individuals' subjective experiences, perceptions, and interpretations. Secondary data from credible sources illuminates cultural norms, discriminatory practices, and gender roles to give a complete picture of the issue being examined. Qualitative research's flexibility allowed emergent themes to be explored and a comprehensive and culturally appropriate analysis was created (Hina et al., 2022). Qualitative research can also examine deeply ingrained cultural practices that cause gender inequity, making it ideal for complex and delicate topics.

Data Collection

Secondary data is obtained for another study through an individual other than the researcher (Ruggiano and Perry, 2019). Government statistics, reports, and research publications are all considered secondary data. Secondary data delivers a wealth of information in a timely and cost-effective manner (Case, 2018). According to Das et al. (2023), researchers can learn a lot from using existing data instead of collecting new data, which takes a lot of time and resources. This is because the study is so broad and needs background information. Secondary data is more temporal and geographical. Comparing sociological and cultural patterns across Pakistani places and time is also important (Davidson et al., 2019). Therefore, secondary data was deemed more appropriate for this study. Secondary data was collected using the keywords "gender roles in Pakistani society," "gender discrimination in Pakistani culture," "women's status in Pakistan," and "cultural practices and gender inequality." "AND," "OR," and "NOT" were used to refine the search and find pertinent information. Academic databases like Elsevier, Google Scholar, JSTOR, and ProQuest can collect secondary data. These databases contain scholarly papers. Demographic and socioeconomic data is collected from the World Bank, Pakistani government websites, and national statistics agencies.

Table 1: Inclusion/Exclusion criteria of the study

Inclusion Criteria	Exclusion Criteria
Data published in the last 10 years	Outdated or irrelevant information
Peer-reviewed academic articles	Non-peer-reviewed sources
Studies published in the English language only	Studies that are not published in the English language
Data focusing on gender discrimination and selected keywords	Studies unrelated to the research topic
Comprehensive coverage of cultural practices and societal norms in Pakistan	Insufficient information on cultural practices and societal norms

Data Analysis

Data analysis steps include cleansing, altering, modeling, and analysis. Prediction, insight-gathering, and decision-making are the goals of data analysis. This is necessary to collect relevant data and make wise decisions (Ismail et al., 2019). With the use of computation and statistics, data analysis identifies linkages, patterns, and trends. To reach findings, content analysis evaluates spoken, written, and visual data. Tracy (2019) described qualitative methods for understanding and content analysis. Themes, patterns, and meanings are categorized through content analysis. Evidence comprehension and inference are aided by this. Studies are conducted on gender discrimination against women in Pakistan. The study uses content analysis to examine secondary data. Understanding gender dynamics and Pakistani culture and traditions is necessary to fully appreciate these subtleties. Content analysis is the systematic assessment of official documents, media, and literature. It looks for and investigates themes and patterns related to gender inequality (Islam and Asadullah, 2018). The approach made it possible to do methodical, repeatable qualitative research on cultural norms. This sheds light on gender relations in Pakistan. Using this approach, the study discovered the cultural foundations of gender prejudice. Using content analysis to investigate problems in-depth proved to be successful.

Results and Discussion

This chapter underpins the key findings of the literature about shed light on discrimination and its impact on the genders. In this chapter, forms of discrimination in Pakistani culture are evaluated, and the role of culture in inducing gender discrimination. In this chapter, four themes are developed in which the impact of discrimination on women and recommendations are emphasized in the context of addressing the research question. In addition to this, after evaluating the findings of the literature, discussion is also provided.

Analysis

Theme 1: Forms of Discrimination in Pakistani Culture

In Pakistan, different complications are faced in terms of discrimination which gender-based discrimination is one of the major discrimination found from 1947 to till date. Apart from this cultural and racial discrimination is also considered significant discrimination in Pakistan. To shed light on this efficient aspect, Mumtaz et al., (2017) emphasized in the study that gender-based discrimination has disrupted the environment of Pakistan in which a man has the right to apply for Pakistani citizenship for a foreign

wife but a woman having Pakistani nationality is not allowed to apply for this citizenship for foreigner husband. For eliminating this discrimination a conviction was established in 1996 but not implemented yet. Apart from this discrimination, Pakistan Today, (2023) highlighted that religious discrimination is also enhanced in Pakistan in which minorities are forced to convert their religion to Islam and forced women from minority to marry Muslim men. This religious discrimination also enhanced the social complications for an individual in Pakistan.

Pervez and Iraqi, (2018) also stated in the study that gender-based discrimination in Pakistani culture has been raised and females are treated unequally to men. This discrimination causes social complications for women to raise their voices for their rights. In Pakistani culture, females are not provided adequate independence, education, and financial and emotional support. In addition to this, economic benefits and education are not allocated for women, and at the workplace, these women are not supported proficiently. Ali et al., (2022) also mentioned in the study that gender discrimination in Pakistan culture has been reached to an optimum level where the male is considered as dominant and keeps financial information personally. Women are not allowed to work outcome in most areas of Pakistan where males are only supporting the family. However, these are the discriminations in Pakistani culture where women are treated inadequately.

Theme 2: Cultural Contributors to Gender Inequality

The role of culture is significant in enhancing gender inequality within the society. In the context of Pakistan where different cultures interact and share their norms, meanwhile, the chances of discrimination are increased. Jayachandran, (2015) mentioned in the study that culture plays a crucial role in enhancing gender discrimination in which poverty of a single culture enables the poor people to take resources without focusing on the equality of gender. The traditional lifestyle of families is also involved in gender discrimination in which when a woman is married, the family of the husband focuses on the health and financial status of the male in comparison to newly married women. This concept emphasizes that family background and culture play a pivotal role in enhancing gender discrimination within the society of Pakistan. In addition to this, Jayachandran, (2015) also stated that the stated that dowry system in society contributes to exacerbating the environment and financially impact the family of women at the time of marriage. In Pakistan, the dowry system is common and a family of men asks for a dowry before marriage and if the family fails to fulfill the demand, the family is liable to face social complications. This factor enhances gender-based discrimination because dowry is demanded by men's side and women have no right to ask.

On the other hand, Nardone (2018), mentioned in the study that gender inequality is caused by culture powerful force. In this aspect, unawareness of cultural norms and key traits of gender equality, people fall in raising discrimination and contribute to gender-

based discrimination. People with strict concepts of culture are unable to maintain equilibrium about women's rights. In Pakistan, racial and cultural influence is increased and women are not allowed to participate in male and family's decisions. However, this implication by families contributes to treating them unfairly and as a result, gender inequality occurs. On the other hand, Rwafa, (2016) since the culture and religions are socially constructed, it is difficult to highlight the role of gender equality and its significance. Participation of a specific gender is focused on the culture and the opposite gender is supposed to follow the instruction. This can be considered a worldwide problem through which many people are undergoing this complication. Dastidar (2018) emphasized in the study that gender inequality is a global issue and to address this problem, it is necessary to cultural context that is enhancing this discrimination.

Theme 3: Discrimination Impact on Women's Status in Pakistan

Gender discrimination is a sensitive issue that affects women not only in Pakistan but also worldwide. In the context of Pakistan, Zarar, Abrar, and Gul, (2021) mentioned in the study that women experience gender discrimination in both rural and urban areas, where females are supposed to face social, economic, and educational crises. In addition to this, it is also highlighted that females in Pakistan have to undergo a low educational environment specifically in highly cultured or ethnic areas such as Quetta where women are not independent and need to follow the order of men. Females are restricted to the house and not provided adequate resources to take high-level education. Apart from this, the social impact also recognized in the study of Zarar, Abrar, and Gul, (2021) in which healthcare services are also not accessible for the women and if the baby is not conceived, this is also impacts the women because males are not focused in this matter.

On the other hand, Ashraf and Ali, (2018) stated that economic deprivation has significant and negative effects on the women in Pakistan. If economic deprivation is decreased in Pakistan, the complications of women can be reduced because due to gender discrimination females are not supported by the family financially. Furthermore, employment issue is also considered a key complication for women in Pakistan because of cultural and religious norms, females are not supposed to work as efficiently in the market as a man can do. Hussain and Jullandhry, (2020) highlight that these employment consequences foster dependency of women on the family and their decisions. In Pakistan, females are also unable to make decisions and they need to follow the instructions provided by the family. However, gender discrimination limits women from actively participating in family decisions and fulfilling the needs of the family. In the employment market, females are also paid less in comparison to males. These are the key impacts of gender discrimination in the context of Pakistan.

Theme 4: Recommendations for Minimizing Discrimination

Deploying, a few strategies can foster positive outcomes in the context of promoting independence among women. For this purpose, it is necessary to educate all people living in Pakistan because, through education, awareness about discrimination and its impact is spread efficiently (MacDougall, 2017). After spreading awareness, the socio-economic crisis of women will be reduced effectively. In addition to this, it is recommended to encourage all genders to collaborate and work together so that discrimination is eliminated efficiently. By communicating and collaborating among different cultures and social societies to induce interaction between males and females and as a result, women can achieve their goals. MacDougall, (2017) also mentioned in the study that it is indeed to respond to any inappropriate behavior highlighted at the workplace, home, and society which enables females to raise their voice against discrimination. In Pakistan, the response to gender discrimination fosters significant outcomes in reducing gender and different kinds of discrimination.

In comparison to this, government initiatives are pivotal to eliminating discrimination because policies of government can foster significant outcomes. The government can establish policies for women's independence because women can work according to the Acts and women's rights in the workplace and society (Kandiyoti, 2015). Moreover, it has been recognized that in urban and rural areas, women must provide education and allow them to acquire education from recognized institutes so that the level of literacy among women can be enhanced proficiently. However, these are the key recommendations for eliminating gender discrimination in Pakistan, and specifically, women can be empowered efficiently.

Discussion

The findings of the study revealed that in Pakistan, different discriminations occur including gender discrimination and cultural and racial discrimination. According to the analysis, it has been recognized that gender discrimination is considered as most significant discrimination in Pakistan in which females are not provided adequate rights to participate in family decisions (Mumtaz et al., 2017). In addition to this, the findings of the study revealed that after the separation of Pakistan, females were not provided their rights and to eliminate discrimination, the Pakistani government has established a law for women's rights but it is not implemented efficiently yet. According to the policy of Pakistan, a male can apply for Pakistani citizenship but women are unable to apply for this citizenship. This sheds light on the gender discrimination in Pakistan. Religion also influences gender discrimination however, in the context of Pakistan, minorities are assisted to convert their religion to Islam, and females are encouraged to marry Muslim men. On the other hand, Pervez and Iraqi, (2018) stated in the study that women in rural and urban areas of Pakistan are not provided educational, economic, financial, and

emotional support. Specifically, Quetta is mentioned in the study where ethnic groups are impacting and promoting gender discrimination where females are supposed to follow the decisions of males because males are dominant in society. However, the findings emphasized that culture contributes significantly to enhancing gender discrimination in the society of Pakistan. Developing countries like Pakistan have vast ethnic groups where males are dominant and support families. Males make decisions to lead the family in all aspects.

Apart from this, in developed countries females are independent but in Pakistan, females are considered a burden on the family because in the culture of Pakistan family of a female is to provide a dowry at the time of marriage. This aspect puts a burden on the families and as a result, discrimination occurs (Rotter, 2019). This discrimination creates several complications specifically for females including socio-economic crisis where females have less opportunity to work in the environment of Pakistan. Women in Pakistan have to struggle for jobs because men are dominant and they have educational and economic support. Education is for men and women are restricted to focusing on the households and traditional lifestyle, this implication promotes gender discrimination in the community. Hussain and Jullandhry, (2020) shed light on the dependency of women in family decisions in which women need to follow the decisions that are made by men of the family. These implications of traditional and cultural norms lead to enhanced gender discrimination. Apart from this, a few recommendations are provided in which the role of government is considered pivotal because the government of Pakistan can establish policies based on the rights of women. In addition, it is also recommended that education and awareness must be provided to the people so that discrimination can be eliminated proficiently.

Conclusion and Recommendations

It is concluded that in Pakistan, the gender discrimination has been increased because of different factors. Males are more focused and dominant in comparison to women. Men have vast areas of development and opportunity in the market but women are restricted to cultural norms. In this study, the fundamental focus of the researcher is to highlight the key aspect of culture about enhancing gender discrimination in Pakistan. For this purpose, the researcher has adopted a secondary method for collecting information from the literature where authors contributed their essential role in highlighting the influence of culture and the impact of discrimination on the women of Pakistan. However, according to the findings, it has been recognized that religious and cultural traits are the key factor that contributes to increased gender discrimination. A social, economic, financial, educational, and emotional crisis occurs for women when they are not provided an equal chance for approval of their gender.

In addition, the findings also suggested a few recommendations through which women in Pakistan can be prevented from discrimination. According to the study of MacDougall, (2017), it is suggested that education based on discrimination and its negative impact should be provided to all public in Pakistan in the context of spreading positivity among the population. Similarly, it is also suggested that behavior modification is necessary for employing new policies (West et al., 2020). By considering this perspective, it is recommended that legislative bodies must alter the behavior of people in Pakistan to eliminate gender discrimination.

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