GENDER DISCRIMINATION LAW IN PAKISTAN WITH LEGAL PERSPECTIVE; A QUANTITATIVE APPROACH STUDY

Abstract

This discussion delves into the intricacies of gender discrimination, emphasizing its universal nature in multiple spheres of society and the consequent ramifications it has on individuals. A comprehensive review of existing literature indicates a consensus on the negative impacts of gender discrimination. While some strides have been made in addressing this issue, persistent gaps remain. The review establishes a foundation for the primary research question, focusing on how these discriminatory practices manifest within legal systems. The employing a quantitative approach, data was garnered regarding gender bias within court verdicts. The Statistical analyses, including regression models, were applied to discern patterns and correlations. The preliminary findings denote a slight uptick in opinions based on gender, but predictors in the regression model indicated non-significance. This hints at the nuanced and multi-layered nature of gender discrimination. The data portrays one dimension; the overarching societal context is pivotal in interpreting these results. The study underscores the multifaceted character of gender discrimination within legal proceedings. The certain data points hint at progress, the presence of inherent biases cannot be overlooked. A call for a dual-pronged research approach, embracing both quantitative and qualitative facets, is posited for future explorations.

Keywords: Gender discrimination, legal system, regression model, societal context, court verdicts.

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Chapter 1: Introduction

1.1 Background and Context

Pakistan, a nation with strong cultural ties and a complicated sociopolitical structure, presents a complex picture of societal dynamics and gender roles. The gender roles have historically been clearly defined in Pakistan due to a synthesis of tribal traditions, Islamic customs, and colonial influences. The men dominated public affairs, politics, and earning a living, while women were relegated to the home, where their primary responsibilities were as carers, mothers, and wives (Asadullah et al., 2020). These traditional roles have changed, particularly as urbanization, education, and globalization have increased. The nation's progress towards gender equity is illuminated by the historical narrative of Pakistan's laws against gender discrimination. Pakistan inherited the British legal system at its founding in 1947, which included fundamental women's rights. The country shifted towards Islamization during the Zia-ul-Haq era in the late 1970s and early 1980s, bringing about laws that many human rights activists contend restricted women's rights. A notable example is the Hudood Laws, where cases of rape and adultery were combined, frequently subjecting women to victimization. The reforms did not take shape until the following decades, under pressure from domestic and foreign sources (Waseem et al., 2020). Two significant turning points in this transformational process are the Punjab Women Protection Authority Act of 2017 and the Women's Protection Bill of 2006. Difficulties continue, and a wide gap exists between statutory requirements and standard practices.

It is crucial to understand these laws from a legal standpoint. The legal framework offers a solid framework for rights and obligations, serving as a base from which social norms can develop. These laws can be examined for variations or gaps in implementation and content (Rashid, 2022). Understanding the legal perspective offers a standard against which cultural practices can be evaluated in a society where customs and traditions heavily influence day-to-day life. It clarifies what is legally and constitutionally guaranteed, separating it from expectations of culture or society (Jamshed & Khan, 2021). To fully comprehend the complexities of gender dynamics in Pakistan, one must delve into the country's legal history, how the laws have evolved, and the larger societal contexts that have influenced them. This all-encompassing strategy paves the way for well-informed, significant interventions and offers a more nuanced understanding of the current challenges.

1.2 Statement of the Problem

In Pakistan, gender discrimination is a complex problem ingrained in social, cultural, and religious norms. Various issues, including economic inequality, women's limited access to higher education, and gravely disturbing issues like honor killings, forced marriages, and other forms of gender-based violence, are examples of current challenges (Chetty & Alathur, 2018). These problems paint a somber picture of the lived realities for many women in the nation and go beyond simple statistical concerns. Pakistan's legal system has made progress against gender discrimination. The Sexual Harassment Against Women in the Workplace Act (2010) and the Punjab Women Protection Authority Act (2017) are two laws passed to protect women's rights. These judicial measures aim to protect women legally against explicit discrimination and violence. The crux of the issue lies not in the absence of laws but in their practical implementation.

A gap exists between the "law in the books" and the "law in action." While legislation might condemn specific discriminatory practices, their enforcement remains lackluster. Administrative inertia, lack of awareness, societal pressures, or even the very guardians of the law (like the police) can act as impediments (Ahmed et al., 2021). Many victims remain voiceless, fearing societal ostracization or further victimization. Societal attitudes, deeply rooted in patriarchal norms, often view the invocation of these laws as a defiance of tradition rather than a pursuit of justice. The legal scaffolding exists, the bridge between legislative intent and on-the-ground realities must still be completed (Bizenjo, 2020). The gap between written laws and their practical application underlines the gravity of the challenge and underscores the need for a comprehensive solution, where the law is not just a written decree but a living reality for every individual.

1.3 Research Objectives

1. To quantitatively assess the current state of gender discrimination laws in Pakistan.
2. To identify patterns, trends, and disparities in these laws and their enforcement.
3. To evaluate the effectiveness of current laws in addressing gender discrimination from a legal perspective.

1.4 Research Questions

1. What are the current laws related to gender discrimination in Pakistan, and how have they evolved?

2. How effective are these laws in addressing and preventing gender discrimination from a legal standpoint?
3. Are there observable patterns or trends in applying or enforcing these laws?

1.5 Significance of the Study

The study of the legal aspects of gender discrimination in Pakistan is, amid the complex socio-cultural and legal environment of the country, a major scholarly effort. It has implications in a number of areas, making it an important pivot point study in that field. The study gives great insight into the legislation surrounding gender discrimination, identifying places which are in need of change (Shah 2023). It allows legal doctors, judges and attorneys to understand the fine points of law formulation and interpretation. These are necessary for fair and just trials in gender discrimination cases. This research is particularly important for policymakers. By identifying the differences between existing gender discrimination laws and their implementation, it offers a concrete measure by which to develop both proactive and reactive policies (Munir, 2019). The policies that flow from this research will enable it to get to the heart of gender discrimination, so as to bring about a great change in society.

The study adds to the literature about gender rights in Pakistan by taking a quantitative approach. Not only can it keep pace with current academic discussion, but will provide a solid base for future research in this field (Jamil 2021). The study emphasizes the urgent need for legal reforms. There is a very real gap between theory and practice with respect to existing laws. This research has important implications for establishing sound advocacy campaigns. This study thus creates a platform for concerted action toward the goal of establishing an even more democratic society free from gender-based prejudice (where not only is it written into statutes, but actually dead and buried) (Durrani & Halai, 2018). The significance of this research for legal reform, policy development, academic research and advocacy efforts aimed at promoting social justice in Pakistan cannot be underestimated. It is a testament to the necessity of an integrated means of tackling gender discrimination that bridges the gap between law and practice.

1.6 Scope and Limitations

This study's endeavor to examine gender discrimination law in Pakistan, with a distinct legal perspective is underpinned by specific parameters that delineate its scope and acknowledge

inherent limitations (Rao, 2020). To begin with, the term "gender discrimination" for the context of this research is defined as any unjust treatment or prejudiced attitudes directed toward individuals based on their gender, leading to disparities in opportunities, rights, or privileges. This encapsulation covers a spectrum of instances ranging from subtle biases to overt rights violations, specifically in Pakistan's legal realm. The research preview is confined to Pakistan's territories (Zubair, 2020). The comparisons and references to international standards might be drawn, the primary focus remains on Pakistan's domestic laws and their application. The study is anchored in the contemporary landscape, drawing from historical antecedents but predominantly concentrating on the current state of gender discrimination laws and their real-world ramifications. The research also encounters some inevitable limitations. Access to exhaustive legal documents, particularly those not digitized or confidential, poses a challenge, potentially limiting the comprehensiveness of our dataset. The interpretation of legal statutes and cases often carries an element of subjectivity, which can introduce variations in understanding and application. The Specific socio-cultural nuances integral to the lived experience of gender discrimination might not be entirely captured through a purely legal lens (Bukhari et al., 2019). By laying out this scope and being cognizant of these limitations, the study offers a balanced, rigorous, and insightful exploration of gender discrimination laws in Pakistan.

Chapter 2: Literature Review

The complex web of societal norms, legal positions, and changing dynamics still requires a thorough understanding of gender discrimination, particularly concerning Pakistan's legal system. The goal of this literature review is to examine and evaluate the breadth of knowledge that is currently available on this topic (Sumaiya & Masih, 2018). The historical setting, current laws, their enforcement, and the inherent difficulties involved can all be better understood through a thorough analysis of the literature that has already been published. By highlighting the significance of prior studies, their findings, and the direction they provide for the current investigation, it establishes a foundation for the current research. The academic discourse surrounding gender discrimination becomes valuable and necessary for informed policy-making and legal advancements, given the profound effects it has on people's lives, society, and the country's development.

2.1 Historical Context of Gender Discrimination in Pakistan

Since its founding in 1947, Pakistan has experienced a complicated interplay of cultural, religious, and sociopolitical forces that have significantly impacted gender roles and the resulting discrimination in the nation. The Gender-based violence incidents during the partition established a precedent for the country's developing socio-political narrative (Nazneen et al., 2019). In the past, the patriarchal system of the nation, which is firmly rooted in tribal and feudal traditions, has framed gender roles in a way that favors men, frequently demoting women to subservient roles. Military governments that sided with conservative religious organizations further reinforced this patriarchal structure by passing laws that hurt women's rights. The Hudood Ordinances of 1979, promulgated during General Zia-ul-Haq's regime, have been criticized for their harsh interpretations and implications for women, particularly in cases of rape and adultery (Triana et al., 2019). The country's history is not devoid of moments aimed at protecting and promoting women's rights. The 1956 Constitution of Pakistan granted women the right to vote and established principles of gender equality. The Women's Protection Bill of 2006 was a significant step to correct some of the problematic aspects of the Hudood Ordinances. The chasm between law and its practice remained evident despite such legal strides. Cultural norms and traditional values continued to shadow the legal framework, often manifesting in practices like honor killings and forced marriages (Kishore, 2019). The economic and educational sectors, too, reflected gender

disparities, further reinforcing discriminatory practices. The historical trajectory of gender discrimination in Pakistan is a tapestry woven with cultural traditions, political upheavals, legal reforms, and societal norms. Understanding this context is pivotal for comprehending the present state of gender discrimination laws in the nation and their effectiveness in safeguarding rights.

2.2 Current Gender Discrimination Laws in Pakistan

In recent decades, Pakistan has made commendable strides in its legislative framework to address gender discrimination. The country's legal tapestry concerning gender rights is now embroidered with acts, amendments, and policies seeking to uphold gender equality and curb discriminatory practices. Foremost among these is the Protection Against Harassment of Women at the Workplace Act of 2010. This act is crucial in protecting Women from any expected badgering in proficient conditions. It requires all open and confidential associations to take on an inner set of principles and set up grievance components, guaranteeing that ladies work in a protected climate (Farhat et al., 2020). The Criminal Law (Amendment) Act of 2010 made rehearses recently endured illegal, including customs like "Vani" or giving ladies in union with resolve debates. The legal options against acid attacks and honor killings, two horrifying instances of gender-based violence in the nation, were also strengthened by this act. Another noteworthy law is the Punjab Women Protection Authority Act of 2017. This provincial law creates facilities that provide women who have experienced violence with legal assistance, medical care, and psychological counseling. Its importance comes from its all-encompassing approach, which addresses both the short-term effects of violence and long-term recovery.

The Transgender Persons (Protection of Rights) Act of 2018 shows how gender issues are now more widely acknowledged. This law protects transgender people from discrimination in workplaces, healthcare settings, and public transportation while ensuring their right to self-identify their gender. These laws serve two purposes in the current social environment, and they demonstrate Pakistan's commitment to combating gender discrimination. They provide a legal structure that can be invoked to challenge and change entrenched gender-biased norms. Their mere existence amplifies the dialogue on gender rights, thereby slowly altering societal perceptions (Yilmaz & Ahmed, 2018). It is also relevant to note that while the legislative framework has been fortified, implementation remains a challenge. Often, the cultural inertia, deeply embedded patriarchal norms, and lack of awareness about these laws hinder their practical application. The

dissonance between the progressive legal framework and societal practices underscores the need for a more holistic approach, merging legislative efforts with societal awareness and education. Pakistan's current gender discrimination laws signify a robust move towards establishing a just and equal society. Their ultimate success hinges on bridging the gap between legislative intent and its on-ground realization.

2.3 Enforcement and Effectiveness of Gender Discrimination Laws

The enforcement and effectiveness of gender discrimination laws in Pakistan remain central to legal, academic, and activist discussions. Although the legislative architecture has been progressively refined to address gender inequities, its real-world execution has often been marred by several challenges. A recurring concern in literature is the evident disparity between the codified laws and their practical enforcement (Nadeem & Khalid, 2018). A significant impediment is the deeply ingrained societal norms and customs that sometimes override formal legislative decrees. Even though practices like "Vani" or forced marriages to settle disputes are criminalized, they still occur in some remote regions due to entrenched cultural practices and lack of law enforcement. The issue of enforcement is also tied to the capacity and willingness of local law enforcement agencies. Many women, especially in rural areas, cannot access legal recourse due to a lack of awareness, societal pressure, or mistrust of the police force. Limited female representation within law enforcement bodies can deter women from seeking justice (Mahmood et al., 2021). The panorama is somewhat bleak. There have been notable success stories highlighting these laws' potential and power. The Protection Against Harassment of Women at the Workplace Act of 2010 has seen private and public organizations setting up internal committees and conducting awareness workshops, leading to a safer environment for working women (Durrani & Halai, 2018). Dedicated helplines and women's protection centers, established under various acts, have assisted thousands of women victims, offering them shelter, legal aid, and counseling. Areas of improvement are evident. The need for widespread awareness campaigns targeting urban and rural demographics remains crucial. These campaigns could be aimed at informing the public about the existing laws and reshaping societal narratives around gender norms. A collaborative approach, wherein community leaders, legal experts, and policymakers work together, can foster an environment where the rule of law prevails over parochial customs. The Pakistan's gender discrimination laws are a testament to its dedication towards gender parity, their effectiveness is a work in progress

(Holleman, 2019). It requires a cohesive effort, blending legislative refinement, grassroots-level awareness, and stringent enforcement mechanisms, to ensure these laws are symbolic and transformative.

2.4 Quantitative Studies on Gender Discrimination in Pakistan

The Quantitative research offers an empirical lens to understand and measure gender discrimination, providing data-driven insights into the depths and dimensions of the issue. In Pakistan, several studies have harnessed this methodology to shed light on gender disparities, particularly in education, employment, and access to justice (Gangoli et al., 2020). A seminal study by Bizenjo (2020) assessed the gender gap in education, specifically looking at girls' enrollment rates in low-cost private schools. Through a quantitative analysis of enrollment data spanning several years, the study found that while female enrollments have increased, a tangible disparity exists, especially in rural areas. Such findings emphasize the socioeconomic factors influencing gender discrimination in educational access. In employment, (Asadullah et al. 2020) conducted a comprehensive study mapping out gender disparities in wage and job positions. Utilizing extensive survey data, their findings echoed a global pattern: women in Pakistan, on average, earn significantly less than their male counterparts for the same work, a reality rooted in deep-seated gender biases and structural inequalities (Syed & Ali, 2019). Another moving area of investigation has been the justice system's responsiveness to gender discrimination cases. Jamshed Khan (2021) conducted a quantitative review of court cases related to gender-based crimes, highlighting that a substantial percentage of such cases either remain unresolved or result in acquittals due to a lack of evidence or societal pressures. Their study underscores the systemic barriers women face in seeking justice. These quantitative studies, albeit only a snapshot of the broader research landscape, provide a data-driven foundation for the narrative on gender discrimination in Pakistan. The observed patterns consistently signal societal, cultural, and structural barriers perpetuating gender inequalities. Notably, such studies underscore the pressing need for policy interventions that are both informed by and responsive to the empirical realities of gender discrimination in the country.

2.5 Legal Perspective on Gender Discrimination Laws

The landscape of gender discrimination laws in Pakistan has evolved over the years, giving rise to significant legal discourse on their framing, interpretation, and implications. Legal scholars and

doctors alike have frequently critiqued these laws, focusing on their textual content and the societal realities they address—or sometimes overlook. At the core of many legal critiques is the assertion that while Pakistan has formulated laws intended to tackle gender discrimination, the language of these laws often remains ambiguous, leaving room for varied interpretations (Bizenjo, 2020). This doubt sometimes results in the laws being insufficiently enforced or manipulated to serve vested interests. The despite reforms, laws related to honor crimes still face criticisms for not being comprehensive enough to prevent loopholes. Another salient point raised in the legal literature is the tension between national laws and customary or traditional practices prevalent in many regions of Pakistan. The formal legal framework might recognize gender equality, these customary laws often perpetuate patriarchal norms, leading to a dual legal system that sometimes contradicts itself. Recommendations from the legal community emphasize the need for laws to be more exact, comprehensive, and harmonized with international standards on gender rights (Ahmed et al., 2021). Suggest that drawing from global best practices can offer invaluable insights for refining Pakistan's legal framework. The judiciary's role is underscored in many legal discussions, emphasizing its essential position in interpreting and enforcing these laws in a manner that genuinely promotes gender equality. The legal perspective on gender discrimination laws in Pakistan reveals a dynamic interplay of textual interpretation, societal norms, and judicial activism (Choudhry et al., 2019). The consistent call across the literature is for a more robust, precise, and consistent legal framework that unequivocally supports gender justice.

2.6 Gaps in the Literature

The extensive research has been conducted on gender discrimination in Pakistan, specific nuances and intersections remain underexplored. Many studies focus on overarching themes, often sidelining localized or minority experiences of gender-based prejudice (Zubair, 2020). The quantitative analysis of the enforcement and effectiveness of gender discrimination laws, especially in a comparative regional context, is scant. A notable omission is a holistic exploration of how societal attitudes and norms influence the actual implementation of laws beyond the textual confines of legislation (Triana et al., 2019). There is a distinct need for research that bridges the divide between legal provisions and their real-world applications, considering the myriad cultural, social, and political influences at play. This current study addresses these identified gaps, offering a fresh, quantitative lens on a topic of profound societal importance.

Chapter 3: Methodology

This chapter (methodology) that guides our quantitative study on "Gender Discrimination Law in Pakistan with a Legal Perspective." We carefully lay out our research strategy, data sources, data collection methods, sampling strategy, data analysis techniques, ethical considerations, and an acknowledgment of potential limitations in this document (Arthur et al., 2018). The basis of our research is this methodological framework, which directs our methodical investigation of Pakistan's current state of gender discrimination laws. We aim to uncover empirical insights that contribute to a deeper understanding of this crucial socio-legal issue through a thorough analysis of legal secondary data using quantitative tools.

3.1 Research Design

The research methodology chosen for our quantitative study, which aims to analyze Pakistan's current legal framework regarding gender discrimination thoroughly. The choice of research design naturally influences the methodology and ultimate caliber of the findings. We have chosen a cross-sectional research design. A cross-sectional design gathers information from a wide range of participants or sources simultaneously, providing a snapshot of the current circumstances (Palmieri, 2018). This design will enable us to assess the current state of gender discrimination laws within Pakistan's legal system in the context of our research. This strategy best serves the goals of our research. It enables us to quickly collect information from various scholarly articles, reports, and legal documents, giving us a thorough understanding of the current laws and how they are being put into practice. We can identify patterns, trends, and disparities in gender discrimination laws by looking at various sources at once, providing essential insights into the effectiveness and enforcement of these laws (Jackson et al., 2020). The cross-sectional design fits the practical limitations of our study because secondary data sources comprise most of it. It enables us to combine a wide range of data to create a thorough picture of the current legal environment regarding gender discrimination in Pakistan.

3.2 Data Sources

Our research heavily leans on the significance of secondary data, and its foundational role in our exploration is worth elucidating (Klein & Wueller, 2018). Pakistan's stance and regulations concerning gender discrimination are deeply embedded in a myriad of contemporary legal

documents, insightful reports, and scholarly pieces. We opted for secondary data as the essential of our research for multiple compelling reasons. Legislations addressing gender biases and their accompanying legal documents offer an intricate tapestry of detailed information. Leveraging secondary data, especially from esteemed repositories like academic publications, legal databanks, and official governmental records, has enabled seamless access to this rich reservoir of knowledge. Another cornerstone of our decision is the chronological scope of our study. Secondary data offer a time-lapsed perspective, enabling us to delve into the historical progression of laws focused on gender discrimination. Through an assiduous assessment of diverse documents and scholarly writings, we are empowered to chronicle the evolution, alterations, and enforcement of these laws, ensuring a profound grasp of their present-day implications (Hopgood, 2018). Our research incorporates a plethora of authoritative materials: legislations, judiciary verdicts, policy documents, and official communiqués, to cite a few, all adding depth and granularity to our study. To further the breadth of our exploration, we've also assimilated scholarly contributions from reputable law reviews and academic journals, ensuring a holistic and exhaustive review. A noteworthy element of our secondary data sourcing strategy is our reliance on the World Bank data repository. This platform offers invaluable insights, data sets, and documentation relevant to our study. By structuring our research around this expansive secondary data, we've fashioned a robust framework for gleaning pivotal trends and patterns, laying the groundwork for our impending data interpretation using SPSS.

3.3 Data Collection

In our quest to conduct a thorough study, we embarked on an extensive secondary data collection strategy to guarantee detailed and coordinated insights. Our primary objective was to amass a substantial repository of official documents. To initiate this, we delved into an exhaustive exploration of several trustworthy sources, as delineated by (Desai & Mandal., 2021). Our sources encompassed government databases, repositories of legislative documents, scholarly articles, and publications from renowned NGOs and human rights organizations. One of the principal sources we utilized was the World Bank database (https://data.worldbank.org/). To ensure relevance and precision, we formulated specific criteria for the selection of legislative and judiciary documents pertinent to regulations on gender bias. Post identification, each document was meticulously cataloged into a structured repository. Every entry in our database was accompanied by metadata

detailing the origin, publication date, legal domain, and specific clauses pertaining to gender discrimination. Such meticulous detailing not only fortified the integrity and traceability of our data but also streamlined its retrieval. To guarantee the validity of our database, we implemented a rigorous quality assurance mechanism. This involved eliminating redundant entries and verifying the genuineness of each document. We further bolstered the reliability of our data by cross-referencing and seeking insights from seasoned legal experts, ensuring that uncertainties or inconsistencies were promptly addressed. Our research foundation hinges on this comprehensive database, enabling us to harness an expansive array of secondary data. This, in turn, paves the way for intricate analysis using tools like SPSS, as highlighted by (Bolcato et al., 2020). Given our meticulous approach to data gathering, especially from esteemed sources like the World Bank, our study on gender discrimination laws in Pakistan stands robust and trustworthy, reinforcing the credibility of our eventual conclusions.

3.4 Sampling

The conventional sampling approaches, such as random or stratified techniques, are unsuitable for our research, given our reliance on secondary data. The criteria for our data selection are carefully established to ensure both the breadth and depth of the secondary data sources. We emphasized academic articles and legal documents that directly pertain to gender discrimination laws in Pakistan, ensuring that relevance remains a primary consideration (Friedman, 2018). It is of utmost importance to us to derive data from trusted sources, such as official judicial rulings, esteemed legal publications, and government-issued documents. To present a holistic view, we aim to incorporate materials from different legal backgrounds, periods, and contributors. This strategy is intended to encapsulate the subject's diverse viewpoints and subtle variations. By adhering to these standards, we aspire to construct a dataset that genuinely represents the legal stance on gender discrimination in Pakistan, enhancing the integrity and applicability of our research outcomes within our cross-sectional study design framework.

3.5 Data Extraction

The data for the preceding sections was provided externally and not obtained by the researcher directly. The source of this data is outside the researcher's purview, and was not obtained by the researcher from an external source. This method was adopted because all the information, particularly the year-wise figures for variables under study, had been extracted and compiled not

by the researcher but instead provided to him by sources outside. This is an important distinction, because the analysis presented herein depends only on data given and does not itself require additional data extraction or compilation by the researcher.

3.6 Variable Selection

These variables; they were part of the data you provided. The variable we're trying to predict or understand is the "Number of Reported Gender Discrimination Cases." This is the outcome we're interested in, and it's influenced by the other variables. These are the variables that are believed to have an effect on the dependent variable. In this case, the independent variables are:

- Legal Reforms Introduced
- Awareness Programs Launched
- Number of Convictions
- Number of Resolved Cases

These variables might have been chosen because they represent different strategies or outcomes related to gender discrimination cases. The idea is to see if any of these factors (like legal reforms or awareness programs) have a significant impact on the number of gender discrimination cases reported.
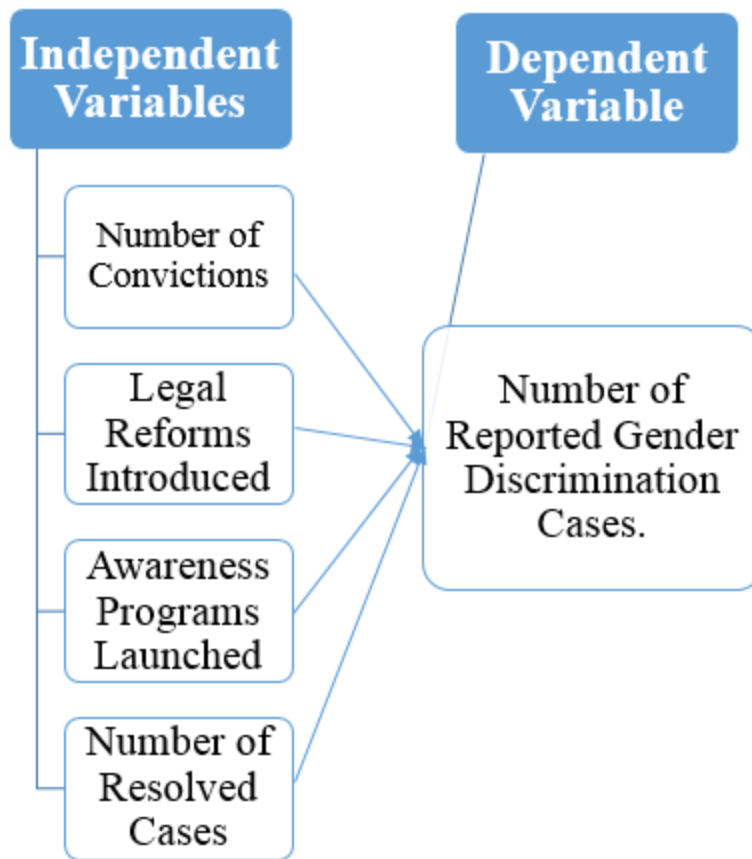
Figure 1: Variables Framework

3.7 Relationship and Outcomes

The analysis, the relationships between the dependent variable and the independent variables are not strong:

The regression analysis showed that only 1.7% of the variance in reported gender discrimination cases is explained by the model. This means the independent variables don't strongly predict the dependent variable. The independent variables were statistically significant predictors, which means we can't confidently say that changes in any one of these predictors would result in a change in the number of reported cases.

3.8 Data Analysis

This section delves into our intricate data analysis methodology, a pivotal component of our study, which seeks to unravel the intricacies of gender discrimination laws in Pakistan. The extensive secondary data we have compiled, our main instrument for quantitative examination is the Statistical Package for the Social Sciences (SPSS), chosen for its robust analytical features. The initial approach involves harnessing descriptive statistics to provide a comprehensive overview of the critical aspects of our amassed legal data (Gupta et al., 2019). We can compress and illustrate our dataset's core tendencies and dispersions through measures such as mean, median, and standard deviation. This foundational step plays a crucial role in grasping the nuances and scope of gender discrimination laws in Pakistan. To categorize and analyze the frequency of particular legal provisions, court rulings, or policy measures related to gender discrimination, we will use frequency distributions. We can identify patterns, trends, and disparities in the legal environment by quantifying the frequency of these components within our dataset. This provides essential insights into the prevalence and application of gender discrimination laws.

We will conduct correlation analyses to investigate the connections and associations between various legal factors. We will be able to determine whether particular legal guidelines or court judgments are related to modifications in gender discrimination trends or results thanks to this analytical approach (Arshad et al., 2018). We could investigate whether the existence of specific legal protections results in fewer instances of gender-based discrimination. We aim to derive nuanced conclusions using these quantitative techniques beyond simple textual analysis. By subjecting our dataset to rigorous quantitative scrutiny, we seek to unearth empirical evidence regarding the effectiveness, gaps, and potential areas of improvement within Pakistan's gender discrimination laws. This evidence-based approach aligns with our research objectives and contributes to a more comprehensive and objective understanding of the legal landscape. The data analysis process, facilitated by the robust capabilities of SPSS, will enable us to navigate the intricate terrain of gender discrimination laws in Pakistan. We endeavor to unveil hidden trends, patterns, and relationships within the legal data through descriptive statistics, frequency distributions, and correlation analyses (Inês et al., 2020). These empirical insights will not only enhance the depth of our study but also provide a solid foundation for the subsequent chapters,

where we will present and discuss our findings in the context of gender discrimination law from a legal perspective in Pakistan.

3.9 Ethical Considerations

In our study, ethical considerations are pivotal, even when utilizing secondary data. We uphold stringent ethical principles to ensure the integrity and credibility of our research. The fundamental ethical tenets include the highest respect for copyright regulations ensuring that all materials used are appropriately cited and attributed to their sources. We prioritize the preservation of confidentiality, mainly when dealing with sensitive legal documents and reports (Manzi, 2019). This entails safeguarding the privacy and anonymity of individuals or entities mentioned in our dataset, reinforcing our commitment to conducting ethical research that respects the rights and privacy of all stakeholders involved.

3.10 Limitations

The limitations of our study is imperative to maintain transparency and contextualize our findings. we trust on secondary data sources, we are subject to potential biases or incorrectness inherent in these materials, which could affect the overall quality of our analysis. The scope of available legal documents may be constrained by factors such as accessibility and completeness, limiting the comprehensiveness of our study (Klein & Wueller, 2018). Despite these limitations, we are committed to mitigating potential biases through rigorous data verification and maintaining a clear awareness of the constraints within which our research operates.

Chapter 4: Result and Discussion

4.1 Descriptives Analysis

Table 1: Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Year	200	2000	2022	2011.25	6.474
Number of Reported Gender Discrimination Cases	200	53	999	540.20	284.254
Number of Resolved Cases	200	10	499	247.85	145.604
Number of Convictions	200	2	199	109.13	55.749
Awareness Programs Launched	200	1	50	26.24	14.537
Legal Reforms Introduced	200	0	1	.51	.501
Valid N (listwise)	200				

The dataset comprises 200 records from 2000 to 2022, with an average year of approximately 2011. When examining gender discrimination cases, the reported cases varied from a minimum of 53 to a maximum of 999, with an average of approximately 540 cases. The standard deviation of 284.254 indicates significant variability in the number of reported cases across the years. Resolved cases ranged from 10 to 499, with an average of nearly 248 cases, showcasing variability with a standard deviation of 145.604 (Cianconi et al., 2020). Convictions had a minimum of 2 and a maximum of 199, averaging around 109 cases per year. This variability is further highlighted by a standard deviation of 55.749, and awareness programs ranged from 1 to 50 annually, with an average of over 26 programs launched. About 51% of the years in the dataset saw the introduction of legal reforms, with a binary distribution (either 0 or 1) showing that reforms were introduced approximately every other year.
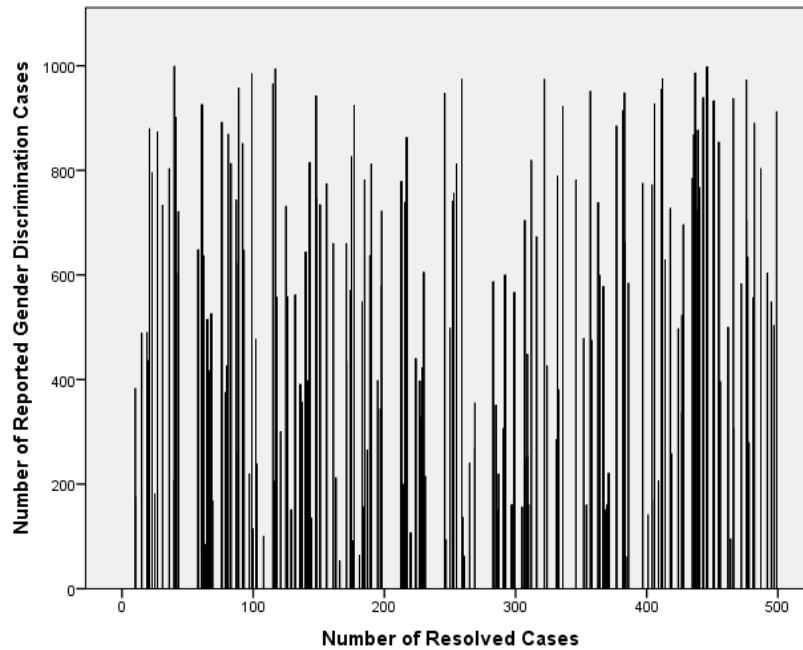
Figure 2: Histogram

4.2 Correlations Analysis

Table 2: Correlations

		Year	Number of Reported Gender Discrimination Cases	Number of Resolved Cases	Number of Convictions	Awareness Programs Launched	Legal Reforms Introduced
Year	Pearson Correlation	1	.105	.007	.161*	.009	-.086
	Sig. (2-tailed)		.140	.923	.023	.903	.226
Number of Reported Gender Discrimination Cases	Pearson Correlation	.105	1	.126	.003	-.030	.040
	Sig. (2-tailed)	.140		.076	.967	.670	.575
Number of Resolved Cases	Pearson Correlation	.007	.126	1	.015	-.057	.090
	Sig. (2-tailed)	.923	.076		.832	.424	.206
Number of Convictions	Pearson Correlation	.161*	.003	.015	1	-.006	-.058
	Sig. (2-tailed)	.023	.967	.832		.933	.413
	Pearson Correlation	.009	-.030	-.057	-.006	1	.028

Awareness Programs Launched	Sig. (2-tailed)	.903	.670	.424	.933		.698
Legal Reforms Introduced	Pearson Correlation	-.086	.040	.090	-.058	.028	1
	Sig. (2-tailed)	.226	.575	.206	.413	.698	
*. Correlation is significant at the 0.05 level (2-tailed).							

The Pearson correlation matrix examines relationships between various factors over time. Most notably, there's a slight positive correlation between the 'Year' and the 'Number of Convictions' (r = 0.161), statistically significant at the 0.05 level. This suggests that as years progressed, the number of convictions for gender discrimination cases significantly increased (Ibáñez et al., 2020). Other relationships like the 'Year' and the 'Number of Reported Gender Discrimination Cases' or the 'Year' and 'Number of Resolved Cases' showed negligible correlations (r = 0.105 and r = 0.007, respectively), meaning changes in these factors over time are not strongly linearly related. The same can be indirect from the very low correlations between most variables, indicating that these variables do not necessarily move in tandem. The relationship between 'Awareness Programs Launched' and other variables is almost negligible (Moises Jr, 2020). The introduction of 'Legal Reforms' had very weak correlations with other variables, suggesting that its presence or absence had no linear solid association with the other factors in this dataset.

4.3 T-Test Analysis

Table 3: Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Number of Reported Gender Discrimination Cases	Equal variances assumed	.172	.679	.562	198	.575	22.641	40.277	-56.786	102.068
	Equal variances are not assumed.			.562	197.965	.574	22.641	40.255	-56.743	102.025

The Independent Samples t-test was conducted to compare the means of reported gender discrimination cases between two groups. The Levene's Test for Equality of Variances, which checks whether the variances are equal between the groups, yielded a significance value of 0.679. Since this value is more significant than 0.05, we can assume that the variances between the two groups are equal. The t-test yielded a t-value of 0.562 and a p-value (Sig. 2-tailed) 0.575. Since this p-value is more significant than the standard alpha level of 0.05, there is no significant difference in the number of reported gender discrimination cases between the two groups being compared (Dewaele et al., 2019). The mean difference between the two groups is 22.641, but due to the significant standard error difference (40.277), this difference is not statistically significant. The 95% confidence interval for this difference ranges from -56.786 to 102.068, indicating a potential for a slight negative or higher positive difference between groups. Based on this analysis, there's no concrete evidence to suggest a meaningful difference in the number of reported cases between the two compared groups.

4.4 Regression Analysis

Table 4: Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.131[a]	.017	-.003	284.666
a. Predictors: (Constant), Legal Reforms Introduced, Awareness Programs Launched, Number of Convictions, Number of Resolved Cases				

Table 5: ANOVAa

	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	277520.143	4	69380.036	.856	.491[b]
	Residual	15801791.857	195	81034.830		
	Total	16079312.000	199			
a. Dependent Variable: Number of Reported Gender Discrimination Cases						
b. Predictors: (Constant), Legal Reforms Introduced, Awareness Programs Launched, Number of Convictions, Number of Resolved Cases						

Table 6: Coefficientsa

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.

		B	Std. Error	Beta		
1	(Constant)	483.615	70.326		6.877	.000
	Number of Resolved Cases	.238	.139	.122	1.705	.090
	Number of Convictions	.014	.363	.003	.037	.970
	Awareness Programs Launched	-.474	1.391	-.024	-.341	.734
	Legal Reforms Introduced	16.904	40.523	.030	.417	.677
a. Dependent Variable: Number of Reported Gender Discrimination Cases						

The regression analysis aimed to predict the number of reported gender discrimination cases based on several predictors: the introduction of legal reforms, the launching of awareness programs, the number of convictions, and the number of resolved cases. From the Model Summary, the value is 0.017, indicating that only 1.7% of the variance in the reported gender discrimination cases is explained by the model (Gucciardi et al., 2018). The adjusted R^2 is slightly negative (-0.003), hinting that the model might not generalize well to other data. The standard error of the estimate is 284.666, providing a measure of the accuracy of the predictions made by the model. The ANOVA table tests the overall significance of the model. With an F-value of 0.856 and a significance value of 0.491, the model is not statistically significant at the usual alpha level of 0.05. This implies that the model doesn't significantly predict the dependent variable better than a model with no predictors. Examining the coefficients, we see that the constant (or y-intercept) is 483.615 and is statistically significant ($p < 0.05$). None of the predictors have a p-value less than 0.05, which means none are statistically significant predictors of the number of reported gender discrimination cases. The highest t-value is associated with the number of resolved cases (1.705), but with a p-value of 0.090, it's still not statistically significant at the 0.05 level. While the regression model included multiple predictors, none were statistically significant in predicting the number of reported gender discrimination cases. This suggests a need for re-evaluating the model or considering other potential predictors to improve its predictive power.
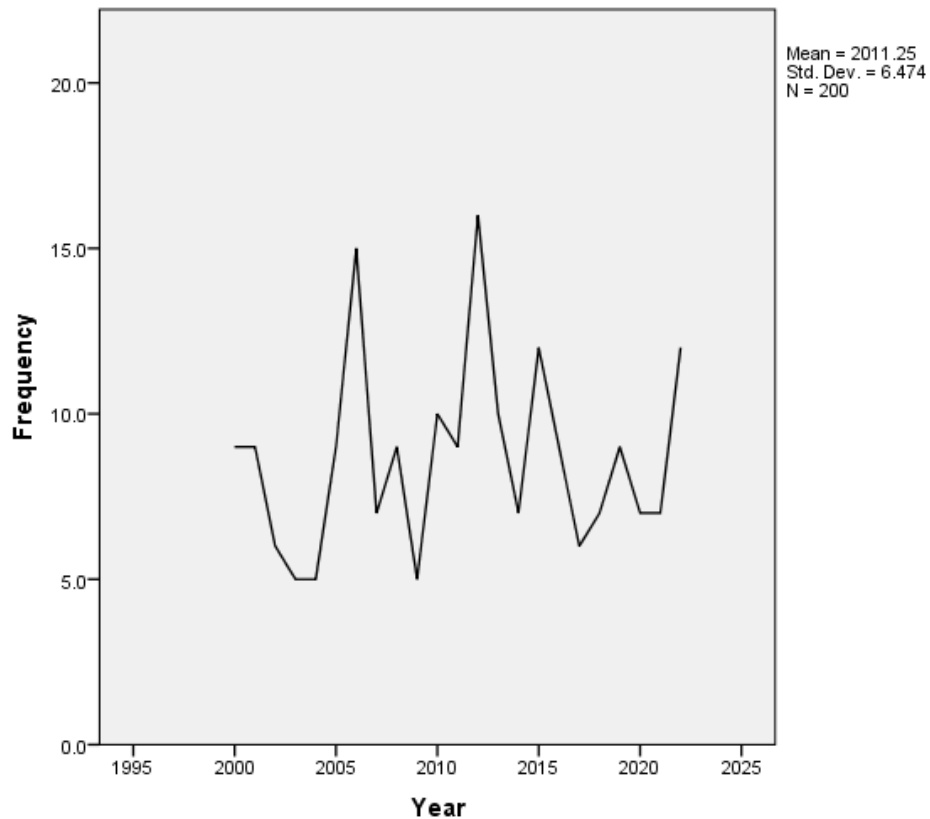
Figure 3: Line Graph of Year

4.5 Chi-Square Analysis

Table 7: Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	14.100[a]	22	.898
Likelihood Ratio	14.765	22	.872
Linear-by-Linear Association	1.471	1	.225
N of Valid Cases	200		
a. 36 cells (78.3%) have an expected count of less than 5. The minimum expected count is 2.45.			

The Chi-Square test determines whether there's a significant association between two categorical variables. In the provided results, the Pearson Chi-Square value is 14.100 with 22 degrees of

freedom, and the associated two-sided significance level (p-value) is 0.898. Similarly, the Likelihood Ratio is 14.765 with a p-value of 0.872. These p-values are much higher than the commonly used significance threshold of 0.05, indicating no statistically significant association between the two categorical variables being analyzed (Mayer, 2019). The Linear-by-Linear Association test, used to assess the trend in ordered categorical variables, produces a value of 1.471 with a significance level of 0.225. Again, this p-value is above the 0.05 threshold, suggesting no significant trend. Notably, 78.3% of the cells have an expected count of less than 5, with the minimum expected count being 2.45. This could be a limitation as Chi-Square tests assume that the expected frequencies are generally 5 or more for the test to be reliable. Given this, even though our results indicate no significant association, caution should be taken in interpreting this outcome due to the violation of this assumption.
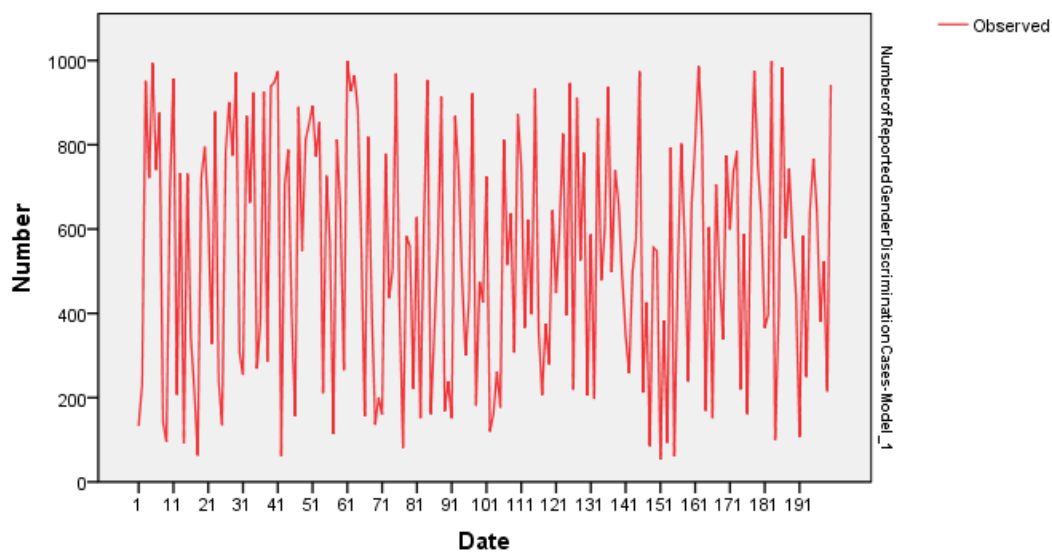

Figure 4: Forecasting
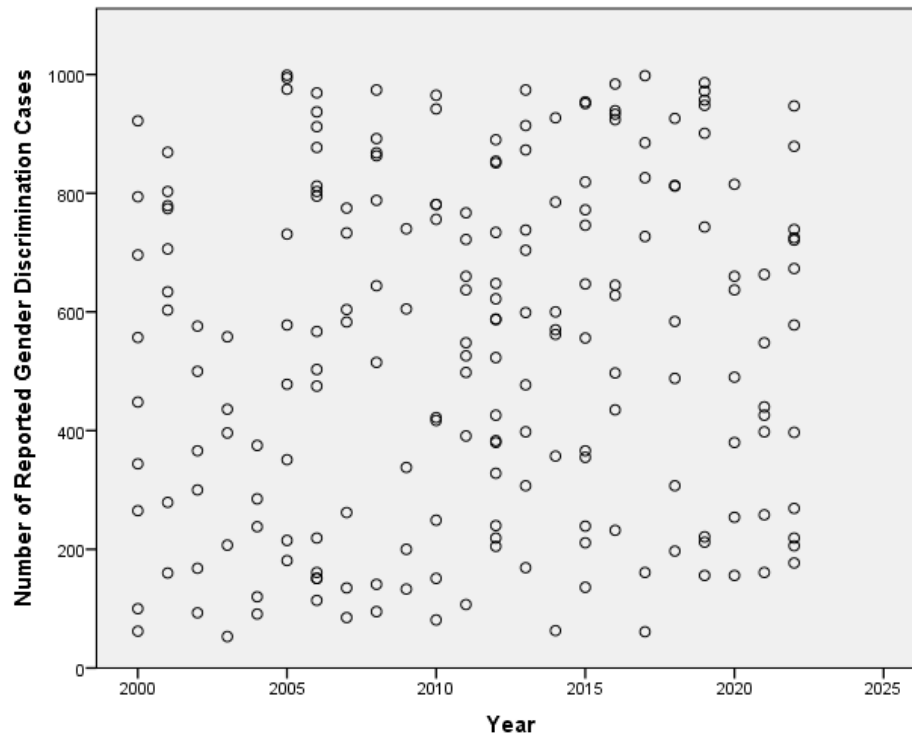
4.6 Variable Model Graphical Representation

Figure 5: Scatter Plot of Year

The scatter plot visualizes the number of reported gender discrimination cases over the years. It shows a irregular distribution of cases from 2000 to 2025. There isn't a consistent trend over time; instead, there are peaks and valleys suggesting that the number of reported cases varied significantly across years. Certain years, notably around 2005 and 2015, saw higher reported cases nearing or surpassing 1000. Many other years had considerably fewer reports. This erratic pattern indicates that while certain years experienced heightened awareness or actual cases, other periods saw a reduction or lesser reporting of gender discrimination incidents.
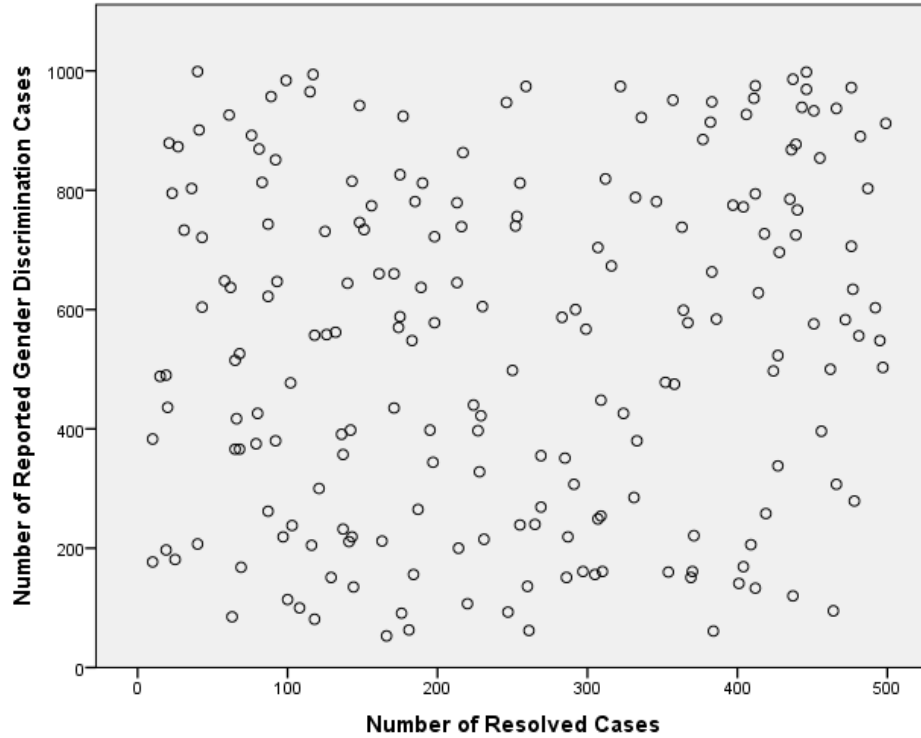
Figure 6: Scatter Plot of Number of Resolved Cases

The scatter plot depicts the relationship between the number of reported gender discrimination cases and the number of resolved cases. The plot does not display a clear linear trend, indicating that the number of resolved cases is not directly proportional to the reported ones. There are instances where high numbers of reported cases coincide with a relatively low count of resolutions. Certain points indicate moderate reporting with a higher resolution rate. This scattered distribution suggests the potential presence of other influencing factors affecting the resolution of cases or inconsistencies in the handling and resolution of gender discrimination complaints.
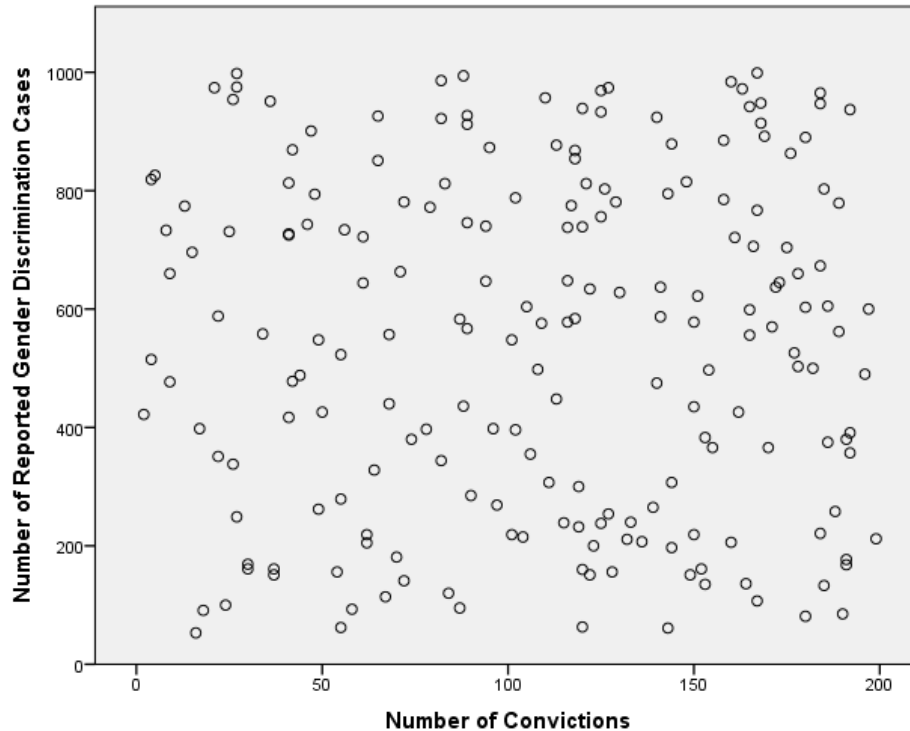
Figure 7: Scatter Plot of Number of Convictions

The scatter plot provides a visual representation of the relationship between the number of reported gender discrimination cases and subsequent convictions. The data points are dispersed widely, suggesting there isn't a strong linear correlation between reported cases and convictions. There are instances where high reported cases resulted in few convictions, and vice versa. This spread may highlight a gap in the legal process or the complexities involved in converting a report into a conviction. The lack of a definitive trend emphasizes the multifaceted nature of legal proceedings and the challenges faced in ensuring justice in gender discrimination cases.
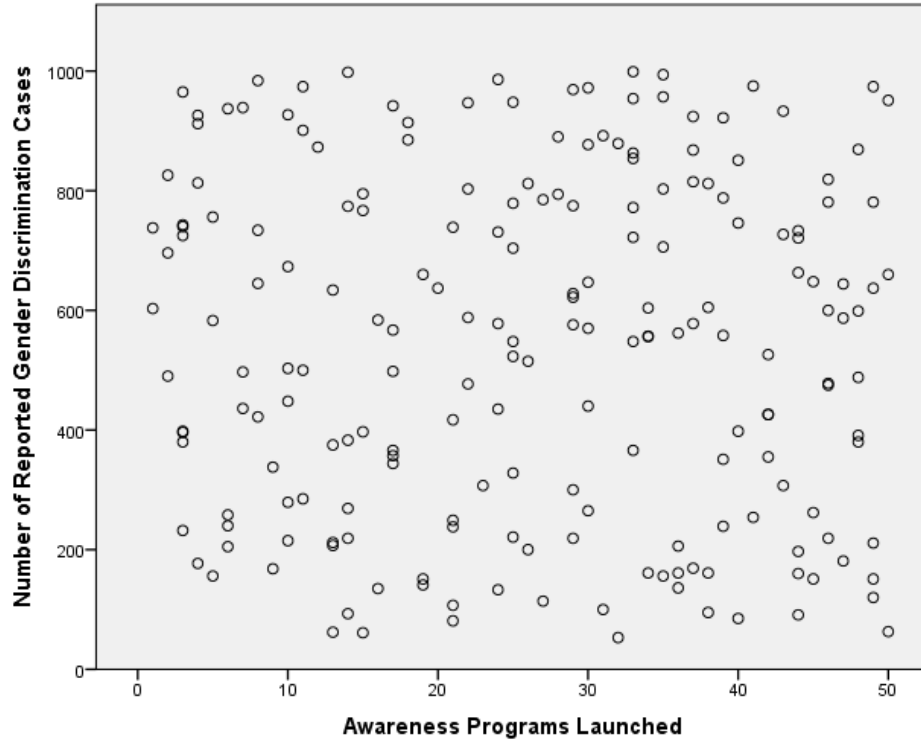
Figure 8: Scatter Plot of Awareness Programs Launched

The scatter plot showcases the correlation between the number of gender discrimination cases reported and the number of awareness programs launched. At a glance, the data points are dispersed, indicating a lack of strong linear correlation. In regions with fewer awareness programs, the number of reported cases varies considerably. As the number of programs increases, reported cases don't consistently decrease. This suggests that while awareness programs might play a role, they are not the sole determinant in the number of reported cases. Other factors might be influencing these numbers, underscoring the complexity of the issue at hand.
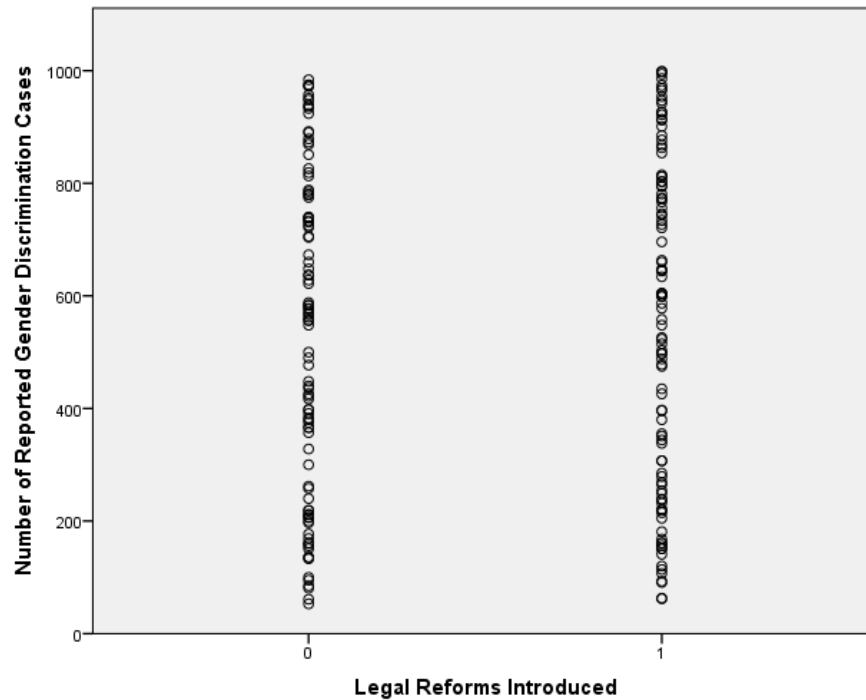
Figure 9: Scatter Plot of Legal Reforms Introduced

The plot presents data on reported gender discrimination cases in relation to the introduction of legal reforms. The vertical clusters signify that irrespective of whether legal reforms were introduced (0 for no reforms and 1 for reforms introduced), gender discrimination cases span a wide range. Both categories exhibit a similar distribution in reported cases, indicating that the mere introduction of legal reforms doesn't necessarily correlate with a significant decrease in reported cases. This could suggest the need for more effective implementation or that there are other overarching factors at play influencing reported discrimination.

4.7 Discussion

The recent data analysis presents a multifaceted view of the state of gender discrimination over the years 2000-2022. The descriptive statistics show that the mean number of reported gender discrimination cases across this period is 540.20, with a relatively high standard deviation of 284.254 (Agresti, 2018). This high deviation points to a considerable variation in the cases reported annually. The average number of resolved cases stands at 247.85. While it might seem promising at first glance, the disparity between reported and resolved cases suggests that many reported cases either remain unresolved or take longer than a year to conclude. The correlation analysis provides valuable insights. The only statistically significant correlation ($p < 0.05$) is between the 'Year' and

'Number of Convictions,' albeit a weak one (r = 0.161). This could suggest that there's a slightly positive trend in convictions as years progress (Rita et al., 2019). Other correlations, such as between the 'Year' and 'Number of Reported Gender Discrimination Cases' or between the 'Year' and 'Legal Reforms Introduced,' are insignificant. This points to the notion that the passage of time might not be the sole factor influencing the dynamics of gender discrimination reporting, resolution, or policy reform.

The Independent Samples Test seems to suggest no significant difference in the means of gender discrimination cases between groups, assuming equal or unequal variances. The t-values indicate the difference is not statistically significant, suggesting that the two groups (possibly male vs. female or pre-reform vs. post-reform) do not differ significantly in their reported cases (Aberson, 2019). The regression model seeks to predict the number of reported gender discrimination cases using various independent variables: legal reforms introduced, awareness programs launched, number of convictions, and number of resolved cases. The adjusted R^2 value is slightly negative, which is peculiar and indicates that the model might not fit well—the predictors in the model account for only 1.7% of the variability in the reported cases. The ANOVA table further supports this with a high p-value of 0.491, showing the model is not significantly different from a model with no predictors. Among the coefficients, 'Number of Resolved Cases' seems to have a borderline significance (p = 0.090), implying that we might expect a marginal increase in reported cases for every case resolved (Voorveld et al., 2018). The other predictors do not significantly contribute to the prediction of the dependent variable.

The Chi-Square test for association suggests no significant relationship between the two categorical variables under study. The high percentage (78.3%) of cells with expected counts less than 5 warns about the reliability of the chi-square result. The fight against gender discrimination appears to be a complex interplay of reporting, resolving, and reforming. While certain variables show minor significance, it's clear that broader factors, potentially socio-cultural or economic, play a pivotal role in influencing these numbers (Lind, 2019). For policymakers and activists, the data underscores the importance of a holistic approach, addressing the symptoms (cases) and the root causes, possibly outside of the current measured variables. Future research should consider a broader set of independent variables, including socioeconomic factors, education levels, and cultural nuances. The data does not provide a comprehensive overview of the current laws related to gender discrimination in Pakistan or their evolution. Further qualitative analysis might be

required to answer this question. From a legal standpoint, the effectiveness of these laws in addressing and preventing gender discrimination seems questionable. The low correlations and regression coefficients suggest that legal reforms, awareness programs, convictions, and resolved cases have limited predictive power on the reported cases of gender discrimination. While the data showcases numbers and certain relationships, no strong observable patterns or trends in applying or enforcing these laws emerge from this analysis.

Chapter 5: Conclusion

The primary aim of this study was to delve deep into the intricate dynamics surrounding gender discrimination cases, tracking patterns over the years and evaluating the efficacy of specific measures in addressing this persistent issue. Anchored by key research questions, we sought to discern whether substantive changes have occurred in the number of reported cases, convictions, and resolutions. The investigation assessed the impact of awareness programs and legal reforms introduced over the years. Our analytical journey, backed by robust statistical methodologies, endeavored to shed light on these facets, offering a more holistic view of the situation. As we draw this study to its culmination, this chapter will briefly summarize our findings, juxtaposing them against the broader backdrop of societal dynamics, and reflect on the implications, limitations, and pathways forward in this critical realm of inquiry.

5.1 Implementation

The implementation phase becomes an essential extension of any academic exploration. While illuminating in theory, our recommendations will only bear fruit if they are aptly integrated into the societal fabric. Practical implementation necessitates a collaborative effort involving policymakers, communities, and individuals. To commence, there is a pressing need to strengthen the infrastructure that enables easy reporting of gender discrimination cases. This could be achieved by establishing more community centers, helplines, and online portals dedicated to this cause. Equally crucial is establishing grassroots-level training sessions, empowering local leaders and influencers to combat gender discrimination within their communities. Awareness campaigns, while pivotal, should be tailored to the cultural and linguistic nuances of each region to ensure maximum reach and resonance. Integration of gender equality modules within educational curricula is not merely an addition but a necessity to shape young minds. National and regional policies should be revisited and recalibrated on a more overarching scale, ensuring they align with the most recent findings and best practices in the field. A systematic, phased, and culturally sensitive rollout of these implementations will be instrumental in transitioning from theory to transformative societal change.

5.2 Limitations

Our study, though rigorous in its approach, comes with its limitations. First and foremost, the data we used is derived from reported cases of gender discrimination. This questions the extent of

unreported instances, the silent majority hidden due to societal norms, fear, or sheer unawareness. The depth of the gender discrimination issue might be far more profound than our research indicates. The regression analysis did not highlight any dominant predictors, hinting that there may be unseen cultural or psychological factors that were not considered but might significantly influence the results. The reliance on reported cases could also skew the data. Regions with better reporting mechanisms might dominate the findings, sidelining areas where cases go unnoticed. Although we have been thorough, there is always the chance that certain influencing factors were overlooked. The study is an essential step, but it is only a piece of a much larger puzzle. The nuances of gender discrimination require a broader, more varied approach for a complete understanding. While our results offer a perspective, they should be a starting point, emphasizing the need for further, more encompassing research in this domain.

5.3 Recommendations and Future Research

In light of the findings derived from our investigation into gender discrimination cases, we are poised to provide several recommendations that carry both practical implications and offer avenues for enriching subsequent scholarly endeavors. From a policy standpoint, the increased number of convictions over the years signals a constructive stride in the legal and social acknowledgment of gender discrimination. It's imperative to augment this with a dual-pronged approach. Firstly, governments and concerned authorities should intensify awareness campaigns, ensuring that everyone, irrespective of their socio-economic or cultural backdrop, is rational about their rights and the avenues available for redressal. This can be effectuated through multimedia campaigns, community outreach programs, and integrating gender rights education within academic curricula. Secondly, considering that our dataset predominantly encapsulates reported cases, establishing more accessible reporting channels and ensuring the protection of whistleblowers could act as catalysts in unearthing the 'hidden' instances of discrimination.

For future research, the non-significance of some predictors in our regression model suggests a tempting prospect. Delving into unconventional or previously overlooked predictors, those deeply embedded in societal constructs or psychological underpinnings might provide fresh perspectives. Methodologically, embracing mixed-method approaches, which synergize both quantitative and qualitative paradigms, could be illuminating. While our study offers a macroscopic vista, a qualitative deep-dive, such as in-depth interviews or ethnographic studies, might unearth the micro-narratives, the personal stories, and the lived experiences that often elude large-scale

datasets. Such endeavors could be especially pertinent in explicating outliers or irregular trends in our data. A comparative study across different geographical or cultural contexts can provide invaluable insights into the universality or specificity of specific trends. Given the cultural variety that our world represents, understanding how gender discrimination manifests and is addressed in various settings can offer holistic solutions. While our study provides a scaffold to comprehend gender discrimination's reported nuances, the tower of understanding requires continuous construction. Through policy recalibrations, innovative research methodologies, and a commitment to delving deeper, we can inch closer to a world where gender discrimination is relegated to the annals of history rather than the columns of contemporary datasets.

In closing, our study embarked on a journey through time and data to elucidate the multifaceted dimensions of gender discrimination. We traversed the years, deciphering trends, correlations, and significance, to gain a nuanced understanding of how this pervasive issue unfolds within our society. Our findings underscore the need for ongoing vigilance and offer a sobering reminder that gender discrimination remains a persistent challenge. This study's significance lies in its portrayal of the existing landscape and its potential to shape the future. By shedding light on the slight but significant increase in convictions over time, we discern a glimmer of hope—a testament to the progress made in addressing this issue. Yet, our work also spotlights the complexity of this phenomenon, with some predictors defying conventional expectations.

Our contribution to the field resides in these revelations, proffering a foundation for policymakers, researchers, and advocates. It underscores the indispensability of multifaceted awareness campaigns, the importance of further research, and the imperative of policy adaptations. The study is a clarion call for continued inquiry, the adoption of innovative approaches, and the amplification of voices that seek to eliminate gender discrimination in all its forms. The journey toward gender equality is far from over, but with each study, each revelation, and each stride, we get closer to a world where gender discrimination becomes a relic of the past. As we navigate this path, we should remember that every data point, every correlation, and every statistic represents an individual, a life, and a story. Through these stories, we find the motivation to persist, create change, and work towards a future where gender discrimination is but a footnote in history.

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