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### **Informal Institutions relating to Gender Equality**

Informal institutions are different than formal institutions, or legally recognized rules, that civilization follows. Many informal institutions are evolved from the cultures of individual micro and macro groups of society. Also, they can come in many different shapes and forms because they arise from different reasons. Most of the time, they coexist with the formal institutions created by governments and bureaucracy, and therefore, informal institutions can even be 'respected' by society more than that written rulebook referred to by the structure of a formal institution.

The four main forms are complementary, accommodating, competing, and substituting informal institutions as described on page 6 citing (Helmke and Levitsky 2004). In short, the informal institutions are more secondary in the first two forms, complementary and accommodating, and are a more primary form of an institution in the second two forms, competing and substituting.

I believe that by looking at history, even in the past few centuries, it is clear to see that gender equality, from the perspective of women, is already in the process of being overcome. There are many examples of this. To name a few, women are no longer looked at as property. Also, they have voting rights, and are quickly gaining equal respect in the workforce in much, if not all, of western civilization. Agreed, this is not clearly outlined across the entire world, but progress is being made. Sometimes many pessimists might disagree that there is progress because not much of it has passed in their lifetime.

As a side note, this is the same process that happens to many other particular issues, not only the subject of gender equality.

Specifically with gender equality, some advocates of gender equality may want instant gratification. By this I mean that because it has not happened, metaphorically, in the span of a day, or realistically in the period of their generation's turn at providing change, no progress has been made.

Great change does not happen overnight, just like the idiomatic saying: Rome was not built in one day. Because a formal institution must be clearly defined in a perfectly rational and logical sense, meaning that it must be formally written and made into policy, it would have great difficulty combating an informal institution that has been established over the span of time through chaos. If it was my decision, I would suggest that a formal institution be created; however, at the same time begin educating the populous in an attempt to redefine the informal one that contradicts the goals and outcomes that are desired. It makes sense to attack an issue from multiple angles in any discipline. This formula could be used for any problem being faced; unfortunately it is a lengthy process that could span many generations. That argument left aside, the desired outcome would ultimately be guaranteed.

Actually, the idea I propose is not uniquely my own. With the issue of gender equality, a formal international law has been created in the form of commonly accepted human rights. The reading suggests that "governments [should] foster...environments" in an attempt to do what I describe as a perfect skeleton. To put it simply, gender equality will one day be overcome if we stay the course, it just may not be as soon as everyone would like.