

# Gender Inequality: African Union Strategy to Combat Women Poverty Crisis in Somalia

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## Abstract

Globalization has led to national security issues to occurred and resulted in people losing their fundamental human rights in some cases. Women's poverty is clearly the deprivation of human rights for both women and young girls. Somalia, one of the nations in Africa regions, has suffered from the act of gender inequality that deprived the rights of women which led them to live in poverty. Social norms or traditions are playing a crucial role in worsening the condition of living hood among women in Somalia. While both men and women are indeed suffered poverty, however, men are getting wide chances to access job opportunities compared to women. However, in recent years, African Union has acknowledged the importance of women's role in the economic development of the region, therefore African Union established the Gender Equality and Women's Empowerment Strategy as a guide to both the government of the states and women's agency to spread awareness regarding the rights of the women to be equal as men. Therefore, this paper further will discuss how successful such strategies are to be able to construct new ideas and social norms in Somalia.

**Keywords:** African Union; Somalia; globalization; strategy; gender inequality; women poverty; social norm.

*Globalisasi telah menyebabkan beberapa isu berkaitan keamanan nasional terjadi, dan dalam beberapa kasus telah mengakibatkan manusia kehilangan hak asasi mereka. Kemiskinan bagi kelompok wanita jelas merupakan perampasan hak asasi manusia untuk wanita dan kanak-kanak perempuan. Somalia, menjadi salah satu negara di benua Afrika yang menderita akibat tindakan ketidaksetaraan gender yang kemudiannya telah merampas hak-hak wanita dan mengakibatkan mereka untuk terpaksa hidup dalam kemiskinan. Norma sosial atau tradisi sosial telah memainkan peran penting dalam memperburuk kondisi tudung hidup di antara wanita di Somalia. Tidak dinafikan bahwa laki-laki dan wanita di Somalia memang menderita kemiskinan, namun laki-laki memiliki lebih banyak peluang peluang kerja dibandingkan dengan wanita. Namun, dalam beberapa tahun terakhir ini, Uni Afrika telah mengakui peran penting wanita bagi perkembangan ekonomi di benua tersebut, oleh karena itu Uni Afrika telah menubuhkan strategi berkenaan kesetaraan gender strategi tersebut dijadikan sebagai panduan bagi pemerintah negara bagian dan organisasi non-profit untuk menyebarkan dan meningkatkan kesadaran kesetaraan hak-hak wanita dengan laki-laki. Oleh karena itu, makalah ini lebih lanjut akan membahas seberapa sukses strategi tersebut dalam membangunkan ide-ide dan norma sosial yang baru di Somalia.*

**Kata kunci:** Uni Afrika; Somalia; globalisasi; strategi; ketidaksetaraan gender; kemiskinan wanita; norma sosial.



## Introduction

In the early years of the twentieth century, feminism was often associated with the cause or outcome of women's struggle for the vote, the modification of social policy, interactions with socialism, anti-fascist organizations and national liberation. Feminism also took a wider concerns issue for instance sexuality, education, violence against women, their roles in the family, and inheritance which has brought political attention to spring into action to address the issues (Fennell and Arnot 2008). The development process has undoubtedly affected men and women in the same way. Gender in development policies has become a focus and emerged from major national and international aid agencies (Momsen 2004). Most international governmental and non-governmental organizations emerged from every corner of the world to uphold justice and fight to secure gender equality, especially when it comes to women's rights.

Development can be seen as a complex process that involves transitioning from a social condition that is less desirable to one that is more desirable, and it can only be comprehended as a whole within an ideological framework. The lack of attention given to development issues is a consequence of the fact that neither viewers nor advertisers wanted to see images of poor and starving people on their televisions. As a result, the crisis of chronic poverty and hunger is typically not considered very worthy of attention by the global media industries and is seen as a challenging problem to solve. Development seems worth attracting the media's attention only during a sudden, dramatic, or catastrophic incident occurs, then it will be appropriate to be presented. For example, incidents involving famines or the spread of lethal infections, but never included the deaths caused by hunger or poverty. As a result of people's suffering and agony, we now experience severe problems. Despite nearly 40 years of government development projects and programs, statistics show that about 26% of the world's population continues to live in extreme poverty, 800 million people are malnourished, and 40,000 people die each year as a result of hunger-related problems (Thomas and Reader 1997).

Women's role in Africa historically was largely ignored until over the last three or four decades. It is well known previously that the women in Africa were and still are struggling for their rights and freedom for instance freedom from oppression, community rights, gender equality, and even rights to their own health and body. Their voices are being ignored, and people only focus on the achievements of the men which eventually left the women out of African history. The reason for this invisibility of women in Africa is that the men had the authority in the society and women are subordinate to the men (Gosani et al. 2021). Women, making up half

of the world's population, are unfortunately still living in poverty at a rate of 70%, hence this has become a continuous concern in developing countries. This situation is rooted in three fundamental factors which are poor governance, prohibitions on women's property rights because of the culture and violent civil conflict. Having a bunch of movements that have the same interest, regardless of their background, making it easier to focus on and uphold the rights of certain issues involving women (Reily 2007).

Somalia, a country situated in South Africa is currently in the top three of the poorest countries in Africa and in the world as well as the result of the aftermath of civil war and the ongoing conflict. The division in the nation caused by the dissolution of the Somali Democratic Republic in 1991 is mainly responsible for this situation. The war that has killed hundreds of Somali natives and their lives abruptly turned upside down has caused the people to need to leave their place in order to be able to survive. Today, Somalia has reached the number of 73% poverty rate and the people of the nation are struggling to make a living to survive (Page 2020). Women and girls in Somalia are among the group of people that are being affected the most as a result of poverty as they lack various basic things such as the risk of malnutrition as they are often the ones who skip meals during the drought, being the one who is at risk in losing income because of their restrictions in job opportunities compared to men (Svensson and Carlsson 2022). Therefore, African Union which is responsible for implementing strategies to provide a better life for the people on the continent has established various strategies to uphold gender equality in the nation. African Union, together with the support from United Nations will work together to overcome the issues and challenges faced by women and girls in Africa that put a limit to their rights (Nations 2020). This further led to the research question of how successful is the strategy implemented by the African Union to combat women's poverty in Somalia?

### **Thesis Statement**

Women and girls in Somalia are among those that are being affected the most by poverty because of their limited access to exercise their rights, be it in job opportunities or even the basic necessities. When the state itself is unable to provide full protection to the rights of its citizens, African Union as an intergovernmental organization, together with other non-state actors are considered to be the remedy to fill the loophole and uphold their fundamental human rights. The strategies established by African Union are meant to help to boost the economy and bring them out of poverty and misery. Therefore, it has become successful guidance for those organizations, specifically women-related agencies to be able to carry out and implement the initiatives into their programs, in order to spread more

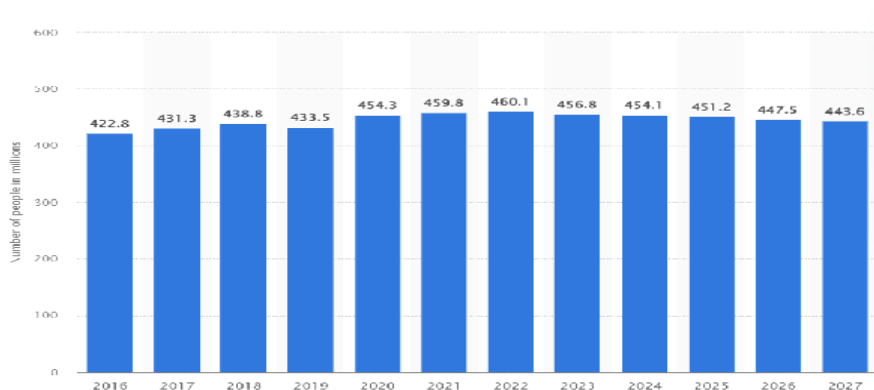
awareness regarding women's poverty and achieve a significant change in regards to poverty in the nation.

## Findings and Analysis

### Women's Poverty in Africa

Hunger, lack to have access to a house, illiteracy, and insufficient health care are all symptoms of poverty. The main reasons for poverty in Africa, are frequently linked to ethnic minorities, having a low income and assets in either human capital or physical capital, lack of economic opportunity due to a poor location or other circumstances, and social inequality. The level of poverty in Africa is second following after some areas of South Asia and the absolute number of poor people has increased to over 400 million, from under 300 million (McFerson 2010). Unfortunately, the level of poverty and vulnerability for someone to may slip into poverty are higher in Africa compared to any other place. For a long period of time, African women and girls have been subjected to discrimination and disparities in their workplace that not only cause harm to them, but to their families, as well as communities and countries as a whole.

**Figure 1: Amount of people living in chronic poverty in Africa, 2016-2027**



Source: Statista (2022)

The figure 1 above shown the data of people in Africa living in chronic poverty, and in the year 2022, the amount reached 460 million. However, it was predicted that the amount will be declined to 444 million in 2027 (Saleh 2022). In most countries, even though at least half of the population are female, the amount of female in the workforce are not even past the half of the population. There are a considerable number of high-potential girls and women that still do not have access to education

or other sort of development skills. Contrary to men, girls and women most likely are unable to attend school and even if they do, they are only able to finish secondary school or worse, they are not able to even finish it at all. Those who can finish are not guaranteed to have the same employment opportunities, especially in the formal sector as men, therefore their situation is likely the same as those who are unable to finish school. Even those that are working in the agricultural sector have limited rights to land and other agricultural commodities (Bank 2015).

Hence, because of the main reason above, having limited access to education as well as in the economic sector are the reason why women in Africa are still positioned at the bottom of the ladder, and working in tough conditions only to get paid so little, not worth with the energy poured by them. The disparity in salary between men and women approximately reached 30%, in which a woman receives seventy cents only for every \$1 that was earned by a man. Age, occupation, and educational attainment are the factors that contributed to this disparity. This lack of integration of women into the country's economic growth has left a large impact on the countries involved. In the 2016 United Nations Development Programme (UNDP) analysis, the overall yearly economic losses in Sub-Saharan Africa due to gender disparities between the years 2010 and 2014 totalled US\$95 billion and rose to US\$105 billion in 2014 (Bank 2015).

Men and women are indeed affected by the poverty situation in Africa, however, the level of disparities between these two are indeed undeniable different because the women are more lacking in getting access to stabilise their financial situation (UN Women n.d.). They experienced different aspects and levels of poverty. These interact closely with age, gender, and socio-economic status which resulted in diverse and complex patterns of poverty in Africa. The vulnerability in many aspects has created a dynamic nature of poverty. For instance, other than vulnerability in regards to education and job opportunities, the traditional system regards to their asset also part of a crucial role in the livelihood of women in Africa. For instance, based on the culture, women and children are more vulnerable in this case as they are given less decision-making power and are unable to fully control their assets compared to men. These gender inequalities have been marked as a key role in the financial vulnerability suffered by women in Africa (Bhanu and Blackden 1999).

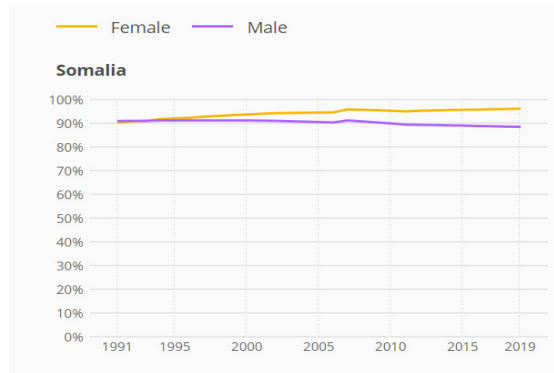
### **The Livelihood Among Women in Somalia**

If we narrow it down to the situation in Somalia, women endure a disproportionate amount of the burdens caused by the crisis, poverty, and a clan-based culture that upholds a rigid male hierarchical structure and

power. This is magnified further by religious and cultural restrictions on women's roles and status in Somali society. As a consequence, this prevails situation of deeply-rooted gender inequality in which the women in Somalia are either being excluded from making any formal decision regarding assets ownership or they will go through it through a patriarchal system. Women in Somalia suffered through many challenges that undermine their potential for political participation. Their economic empowerment cannot be fully exercised as they have a weak position in the labour market, even though in fact women are making more gains compared to men when they were given the opportunity to be employed (African Union 2022).

While the majority of African governments do acknowledge that empowering women and girls is essential for the continent's economic development, however, the continent's reproductive shift has been slower than in other areas of the world, which is a key factor in long-term economic success. When women have access to family planning and maternal health care, their economic prospects, fertility rates, and girls' educational possibilities all can be improved (Diop 2015). Achieving gender equality has become essential to The World Bank and they have established the Africa Gender Innovation Lab in 2013 as a method to address the real issues of gender inequality by conducting thorough performance evaluations and identifying solutions to eliminate the gender gap. In order to truly comprehend how people in Somalia live their life, the statistical authorities of the World Bank and Somali have developed the Somali High Frequency Survey (SHFS). This survey was conducted in all approachable locations, questioning families in both urban and rural areas to collect information on consumption, safety, employment, and a few other issues (Pape and Karamba 2019).

**Figure 1: Amount of people living in chronic poverty in Africa, 2016-2027**



Source: The Gender Data Portal (2021)

Figure 2 above shows the vulnerable employment rate among males and females in Somalia with the latter having a higher risk of 96.5% compared to 88.8% for males in 2019 (The World Bank Organization 2022). The testimonials video is also being recorded as an encouragement to the organization to continue finding better and more effective initiatives to help millions of them escape from poverty. The Somali Poverty and Vulnerability Assessment (SPVA) conducted an analysis of the collected data to provide significant insights into the root cause of poverty and the most effective measures to counter it. They claim that at least one of the following key aspects, such as access to money, energy, education, water, and sanitation, has been denied to Somali households. Even individuals who reside in urban areas still experience hunger, with a total absolute poverty rate of 64% and a high non-monetary poverty rate of 41%. The limited access to education also poses a threat to Somalia's ability to build its human capital and sustain its economic expansion. As a result, the age of most of the kids enrolled on primary school is more than 13 years old and approximately 27%. This is because Somalia's traditional culture preferred the children to begin their school later than they were required to. Other than that, the distance between the households to the schools also plays a crucial role in this matter (Pape and Karamba 2019).

In addition to the aforementioned factors, climate change-related factors including extended droughts, floods, and infestations of locusts certainly contributed to Somalia's poverty. These catastrophes have forced thousands of Somali farmers to leave their land and put themselves at risk for food insecurity in the Horn of the African nation. In August 2017, around 6.7 million people have lost their livelihoods and 3.2 million people are unable to meet minimum daily requirements and require emergency assistance. The low economic growth and development are part of the causes of the crisis and this resulted in a higher chance of food insecurity (UNDP 2017). In Somalia, the rate of poverty is 73% according to UNDP analysis and thus making them one of the most impoverished countries in Sub-Saharan Africa. The experienced of higher levels of famine, political instability, and droughts have resulted in millions of people becoming displaced as stated above (Hood 2022).

Such poor conditions have forced the majority of them to flee from their house and livelihood, to go to the camps that are available either inside or around the cities with the hope to find a way to survive and live a better life. While indeed poverty has affected all categories of people in the nation, however, it cannot be denied that women have limited access to the betterment of life as they are not getting the same opportunities as men. Displaced women for instance cannot apply for a formal bank account

because they do not fulfil the requirement to apply for it. Other than that, some of them also being scared of living in poverty because they are becoming more vulnerable to violence in the household or sexual violence. All of these concerns have contributed to the fact that females living in poverty have been affected way more than men in Somalia (Hood 2022).

### **African Union Strategy to Combat Poverty among Women in Africa**

Africa has enormous potential and is home to some of the fastest-growing economies in the world, making it a desirable location for businesses that are looking for markets and business prospects. However, as gender inequality continues, it has limited its potential. There are spots of good news, but they are typical examples of success for women at the top of society, but not the ordinary women of Africa. The progress of African women's social and economic progress are hampered by a refusal to accept gender diversity. This situation then has led to the economic growth of Africa not improving as it only limited that only the men have the ability to access work. Women, on the other hand, are restricted from having the same right to their finances hence why the economic status of women is not improving. If Africa enhances its effort to end the gender gaps, there with no doubt that it will be able to secure substantial growth and could boost the African economies based on the new research conducted by McKinsey Global Institute (Institute 2019).

Africa Union has made significant advances in promoting gender equality and making it easier for women to participate in all types of decision-making processes, including political, economic, and sociocultural sectors. The African Charter on Human and People's Rights on the Rights of Women in Africa and the African Union's Constitutive Act and Protocol, both specifically mention this while emphasizing how crucial gender equality is to establish inclusive and long-lasting prosperity in the region. All of these legal frameworks, including any other international treaties regarding women's rights, have become a form of foundation for the African Union's Strategy for Gender Equality and Women's Empowerment (GEWE). This policy has a plan for the period of time starting from 2018-2028 and was purposely established to identify and propose appropriate measures to eradicate the barriers of social and economic regarding gender equality and women's empowerment (African Union, 2021a). This strategy offers specific actions that can be implemented by the institutions, governments, and organizations that are working on gender development to help more women and girls across the continent and achieve the outcomes they desired (African Union, 2021b).



The GEWE Strategy is a roadmap for enhancing the capacity of the African women's organization and ensuring that women's concerns are properly taken into account through the execution of legislation and enough funding for gender equality activities. It serves as a guide for the women's organizations that are capable to carry out the AU's GEWE objectives and will be implemented to develop transformational programs that will help African women and young girls, both inside and outside of their home countries. This strategy framework has four pillars, each of which lays out the results and suggested actions that should be taken to further the success of that particular pillar. The primary objectives of pillar 1 are to maximize chances, outcomes, and e-tech profits. It acknowledges, among many other things, women must have an access to top-notch education, and be able to control productive resources in order for them to be economically independent and actively participate in sustainable development (African Union 2022).

The GEWE strategy recommends launching an initiative to demonize "illiteracy" as a negative cultural norm, making dropping out of school a crime, promoting and lobbying e-Tech industries and financial institutions to encourage fundraising for start-ups and innovation centers that facilitate solutions to gender-related problems, and improving the participation of women and girls in the technology sector on an equal and effective basis. The second pillar, which concerns perseverance, safety, and a person's physical and psychological integrity, recognizes that the above rights are often violated when women have become victims of all kinds of violence including harmful cultural practices like early marriage and female genital mutilation. The GEWE Strategy recommends putting into practice the AU recommendations for Ending Violence against Women and Girls (VAWG) and supporting national campaigns to condemn any kind of violence against women and girls (African Union 2022).

Meanwhile, the third pillar emphasizes the necessity of effective institutions, laws, and policies. Although there has been improvement in Africa in terms of progressive legislation, regulations, and organizations that protect and support women's rights, the organizations that deal with gender issues, however, continue to be among the least effective public organizations while supposedly they are apparently should be the most necessary institutions to advance the gender equality agenda. There is still a significant disparity in how successfully they are being implemented. In order to facilitate the broad and universal ratification, adaptation, and enforcement of the Maputo Protocol, the GEWE Strategy suggests developing and implementing the "All for Maputo Protocol Programme" project. The final pillar acknowledges that in order for women to be able to

voice out their rights, they must be fairly treated in any decision-making processes as well as have the opportunity to get involved practically, which is required to remove all types of barriers. The strategy asks for rewriting the African story to incorporate gender equality. “If we don’t include women in historical texts, they get cut out of history,” said H.E. Dr. Nkosazana Dlamini-Zuma, a former chair of the AUC. Therefore, the Women Gender and Development Directorate (WGDD) will publish a series of items that will document the tales of African women who courageously participated in African independence battles (African Union 2022).

Other than that, recently this year, African Union also has launched the “What African Women Want” Campaign to help in promoting and supporting for the full implementation of The African Union Strategy for Gender Equality and Women’s Empowerment (2018-2028) worldwide in all levels for the women to realize that they have the right to enjoy and benefits from their rights, as well to enlarge areas for empowerment. This campaign portrays that all genders have equal access to information, choices, and control over their lives. The strategy above serves as a clear measurable planning and communication tool as well as an investment strategy to spread awareness, and as a balance for women and girls on the continent to create a harmonious environment where everyone is accepted regardless of their gender. It is a comprehensive strategy that outlines the initiatives to be carried out at the national, regional, and continental levels in order to ensure that Agenda 2063 addresses the matters regarding gender equality. For instance, it enables women in all economic areas including their right to own and inherit property, to manage a business, to have access to financial services, and many more (Ali 2022).

### **Organizations Implemented the GEWE Strategy in Somalia**

The differences regarding gender inequality have resulted in the emergence of the feminist movement to fight for justice to be able to claim their rights from this gender inequality treatment that has been received by girls and women in Africa. The existence of the feminist movement and organizations become a place for women to strengthen their social ties in order to create solidarity to uphold their rights to have the same access to the economy just like men. By promoting the idea of sisterhood, enables them to balance their personal and professional life (Kakandar 2021). There are a variety of movements, such as The African Women’s Development Fund, which give fully supports to the local, national, and regional women’s agency that is working to promote and acknowledge the rights of African women through the establishment of movement-building activities to encourage and support other African women’s organizations (Circuit 2021).

GEWE Strategy was established as a guideline for the women's organizations and agencies to execute the plan in spreading awareness of the poverty suffered by women in Africa (African Union 2022). Therefore, there are many organizations that already stepping up in planning various programs for the betterment of the living hood of the women in Somalia. Plan International, which began operating in 2019, is an organization that is upholding children's rights and equality for girls and women in more than 75 countries, including Somalia. Their work are focusing on women's empowerment and are very vocal advocates regarding the rights of girls, including child marriage and female gender mutilation. They also provide humanitarian assistance programs for vulnerable women and girls that suffered from poverty crises such as hunger (Allin 2019).

Recently in 2022, as there are many of the Due to the drought, Somalis have been internally displaced. In a letter to donors and the global community, Plan International expressly warns of the urgency of humanitarian aid while calling out on the donors to support the United Nations humanitarian fund, which is currently 98% underfunded. This urgent assistance is required because the lives of Somalis are in danger as a result of the worst drought in forty years, and the impact on young girls and women is often overlooked (Plan International 2022a). Together with its local partners Taakulo and Nafis, it offers life-saving humanitarian aid to young girls and women, including financial aid, drinking water, and dignity kits. Therefore, currently, the organization are still asking for donors to fund the organization's famine prevention programs in Somalia which still need \$4.1 million, for a total of \$5 million (Plan International 2022b).

Other than that, Relief International assisted in giving early exposure in education for the girls to put an end to poverty in Somalia. As poverty has extremely left deep scars on women and girls, as they become a victim of domestic violence, sexual violence, or even inequality in employment, therefore as a response the Relief International Organization has implemented a program in Somali called Educate Girls, End Poverty to provide the girls with the chances to get a proper education and will be able to free themselves from the terrible poverty, with a promising future. The poverty has left the young girls to not be able to receive a proper education at school, and were forced to stay at home instead. On top of it, some households hold onto the tradition that gender roles are important in determining whether girls should attend school or otherwise. As a result, a program was developed to counter political, economic, and cultural standards by promoting inclusive, safe learning spaces in 227 both primary and secondary schools across Somalia, and providing experienced and certified female teachers, as well as giving a better understanding to

the boys to respect the value and dignity of girls and women in their society (Relief International 2017).

Generally, GEWE has become a strategy that is being implemented not only in the African region but in other regions as well such as Asia to narrow the gender gap in equality. Even though the African Union just formally established the strategy for the period of 2018-2028, however many of the organizations executed the strategy way before African Union announced it. Thus, with the commitment shown by the African Union to implement such a strategy as a guideline to the women's agencies, or any organizations as a whole to carry out their plan and programs to uphold the rights of the women and young girls in Africa, including Somalia, shown that the region already acknowledges the importance of the gender equality and fundamental human right to combat the poverty and all forms of discrimination against women through appropriate legislative measures (African Union n.d.).

### **Constructivism Approach Helps in Changing the Social Relations**

Constructivism is one way to study any kind of social relations which applies to all fields of social inquiry. In recent decades, many scholars have criticized the existing social norms arrangements and practices. In international relations, this theory is applied to a particular system of concepts and propositions. The fundamental of constructivism theory is that human beings are social beings, and every individual needs to be a human to secure or protect social relations. Therefore, social relations are the ones that construct people to be the kind of human beings they are. In other words, society holds the people and people hold the society. These two are needed for each other and have always been made for each other, either in any situation that already exists, changed, or even planned to be changed. In every case, the rules are being created to control the people and establish social relations that are supposed to be safe to be live in, and every rule has its participants, which known as people (Onuf 2013).

The idea of humanity as a whole has its origin the Western roots. In the 20th century, the world has witnessed many wars, the rise of powerful states, universal international organizations, and the emergence of global civil society. Hegel defined civil society as a 'system of needs' in which the state has its place in the system of needs that constitutes the civil society, to fulfil the needs of the individuals. The various social movements that work along together with the states are the consequences of the state itself that partially or fully failed to assist in crises that threatened the human rights of its people (Onuf 2013). By implementing this theory into this paper, the

existence of the African Union as global governance that is responsible for providing peace and well-being of African people, the GEWE strategy established by them shows the effort and readiness of the states in Africa to change and construct the new social relations that bring out the equality of all genders, especially women. Traditionally, women in Somalia are known to be the ones who suffer from the patriarchal situation which led to them living in poverty. However, with this new era of globalization, the states are slowly acknowledging the absurdity of such tradition and realizing that giving equal treatment, especially to women, will help the economic development of the region.

Therefore, even though the act was claimed by some of the states in Africa as something involving their culture or social norms, culture can be changed and cannot be a solid argument to allow the act of gender inequality and violence to continue. Ideas keep changing, therefore the constructivism approach has been an ideal for changing and adopting ideas. Constructivism sees the world as socially constructed, therefore reality is always open to the prospects for change. Ideas and beliefs can change over time depending on how the actors hold these two (Theys 2018). As stated by Nicholas Onus (1989) that “the people and society, constructs or constitute each other”, constructivists argued that the agency and structure are mutually constructed, and this implies how it will influence the structures (Theys 2018). Global approaches, in this case, both governmental and non-governmental have believed that the act of gender disparities should not be longer practice in the community towards women and young girls, hence the reason why the organizations are getting involved in fighting to bring out justice for these unfortunate community and to preserve and upholding their rights to have the equal access in not only financially, but in all aspects as well.

### **Conclusion**

Women’s poverty in Somalia has brought the attention and cooperation from both state and non-state actors, between non-governmental organizations and international organizations accordingly with their own strategies, to provide such rights towards women and young girls, contrary to the men. Therefore, Africa Union’s effort to combat gender inequality in the region has shown its willingness of it as global governance and its acknowledgement regarding the issue to provide equal economic rights among both men and women by establishing more of a regional framework or strategies that later being carried out and implemented by the states individually, or even women’s agency to spread more awareness globally. Globalization indeed has brought together both international organizations and non-governmental organizations to share the same ideas and beliefs

that this is no longer a cultural practice where only men are eligible for work with higher income, and women are only eligible for lower income, therefore they constructed the new ideas that this culture should and can be change over time by spreading the awareness to the world together with the implementation of various protocols, frameworks, and strategies.

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