

# The Challenges of Gender Equality and Women's Rights in Yemen: A Sociological Survey

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**Abstract:** The study explores the complicated issues of women's rights and gender equality in Yemen, a nation whose deeply ingrained cultural norms and patriarchal standards limit women's participation in public life and sustain economic inequality. It seeks to advance the conversation on gender equality worldwide by offering a comprehensive analysis of the Yemeni environment and suggesting future directions for development. Using a mixed-methods approach that includes a theoretical analysis, a literature study, and an across-sectional sociological survey, the research examines gender systems locally and globally. It evaluates Yemen's women's rights situation. Results reveal a generational gap in knowledge of gender rights, with younger respondents being more informed than older generations, who were more influenced by conventional standards. Gender discrimination endures despite advancements in healthcare and education, with issues of pay inequality and violence against women being significant concerns. The report highlights the main obstacles to gender equality as patriarchal attitudes, economic inequalities, difficulties in education and the workplace, and widespread violence against women. The goal of improving women's political representation ends by promoting the creation of a Gender Equality Commission, encouraging female entrepreneurship, questioning patriarchal conventions, and putting affirmative action laws into place. It emphasises the importance of continual research and observation to evaluate how well these policies promote social justice in Yemen.

**Keywords:** Gender Equality; Gender Discrimination; Women's Rights; Challenges, Yemen.

**Abstrak:** Penelitian ini mengeksplorasi isu-isu rumit tentang hak-hak perempuan dan kesetaraan gender di Yaman, sebuah negara dengan norma-norma budaya yang tertanam kuat dan standar patriarki yang membatasi partisipasi perempuan dalam kehidupan publik dan mempertahankan ketidaksetaraan ekonomi. Penelitian ini bertujuan untuk memajukan pembicaraan tentang kesetaraan gender di seluruh dunia dengan menawarkan analisis komprehensif tentang lingkungan Yaman dan menyarankan arah pembangunan di masa depan. Dengan menggunakan pendekatan metode campuran yang mencakup analisis teoretis, studi literatur, dan survei sosiologis, penelitian ini mengkaji sistem gender baik secara lokal maupun global dan mengevaluasi situasi hak-hak perempuan di Yaman. Hasil penelitian menunjukkan bahwa ada kesenjangan generasi dalam pengetahuan tentang hak-hak gender, dengan responden yang lebih muda lebih terinformasi dibandingkan generasi yang lebih tua, yang lebih dipengaruhi oleh standar konvensional. Diskriminasi gender masih tetap ada meskipun ada kemajuan di bidang kesehatan dan pendidikan, dengan masalah ketidaksetaraan upah dan kekerasan terhadap perempuan menjadi perhatian utama. Laporan ini menyoroti hambatan utama terhadap kesetaraan gender seperti sikap patriarki, ketidaksetaraan ekonomi, kesulitan dalam pendidikan dan tempat kerja, dan kekerasan yang meluas

terhadap perempuan. Untuk meningkatkan representasi politik perempuan, laporan ini diakhiri dengan mendorong pembentukan Komisi Kesetaraan Gender, mendorong kewirausahaan perempuan, mempertanyakan konvensi patriarki, dan memberlakukan undang-undang tindakan afirmatif. Laporan ini menekankan pentingnya melakukan penelitian dan pengamatan yang berkelanjutan untuk mengevaluasi seberapa baik kebijakan-kebijakan ini mempromosikan keadilan sosial di Yaman.

**Kata kunci:** Kesetaraan Gender; Diskriminasi Gender; Hak-hak Perempuan; Tantangan; Yaman.

## 1. Introduction

Gender equality is a human right, ensuring equal rights, responsibilities, and opportunities for women and men, recognising diversity, and promoting sustainable development (Shannon et al., 2019). The UNDP's mission and strategic approach to implementing the 2030 Agenda for Sustainable Development are deeply rooted in promoting women's rights and ensuring gender sensitivity across all dimensions of their work. This foundational focus on gender equality is crucial for realising sustainable development goals. It highlights the commitment of the UNDP to integrating gender perspectives into its agenda, which underscores the interconnectedness of gender equality with other development objectives. Addressing gender disparities is a matter of social justice and a strategic imperative for achieving comprehensive and equitable progress in various sectors (Yavorska et al., 2024).

The concept of gender equality has been enshrined in various international, national, and regulatory documents by the global scientific and political communities. Notable among these are the Universal Declaration of Human Rights and the International Covenant on Economic, Social, and Cultural Rights, which enshrine the right to science and underscore the principle of gender equality (Mann et al., 2020). Another pivotal instrument is the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), which provides a comprehensive framework to address and resolve health disparities linked to gender. This convention is instrumental in setting global standards and promoting actions that seek to eliminate gender-based discrimination, thereby contributing to more equitable health outcomes. Research indicates that advancements in gender equality enhance women's health and positively affect men's health, thus supporting the notion that gender equity benefits all (Shanthosh et al., 2022). However, achieving these improvements may require encouraging men to embrace roles traditionally considered non-traditional.

Gender equality refers to the equal rights, obligations, and opportunities enjoyed by men and women and by boys and girls. It suggests that the various groupings of women and men be acknowledged and that the needs, interests, and priorities of both sexes are considered. This idea highlights how crucial it is to provide justice and fairness for everyone, regardless of gender. As a fundamental human right, gender equality is necessary for building peaceful societies, sustainable development, and advancing social justice and health for everyone. Meanwhile, women's rights refer to the freedoms and rights that women ought to have in society, such as the ability to vote, access healthcare and education, and be free from violence and discrimination. These rights are crucial for guaranteeing women equal opportunity and the ability to fully engage in all facets of society. Women's rights, which aim to overcome systematic and historical injustices that have harmed women in many areas of life, are essential to gender equality. The advancement of women's rights and building a more just and equitable society for all depend on these goals being realised (Shannon et al., 2019).

The gender gap and women's rights in Yemen are examined in earlier research, which presents significant obstacles. According to Krishnan (2014), there are notable gender differences in Yemen that are caused by both societal norms and legislative restrictions, which limit women's access to work, family life, and education. Al-Sakkaf (2020a) notes that although women's empowerment techniques have existed since the late 1990s, their application has yet to improve women's lives significantly. Family laws in Yemen became controversial after the country's unification in 1990, with the more

conservative regulations in the North overriding the more egalitarian policies in the South (Molyneux, 1995). The continued violence and instability in Yemen have made it more difficult to achieve justice and gender equality (Anderson & Myrntinen, 2017). Based on the necessity of establishing a more inclusive society and economy, these studies underscore the importance of prioritising gender equality throughout Yemen's transition period (Krishnan, 2014).

Moreover, in Yemen, women spend about 14 hours a week on housekeeping, 13.3 hours on childcare, and 14.7 hours on cooking, according to a 2015 research report (Gressmann, 2016a). Additionally, women handle many domestic duties and care for the young, the old, the ill, and the disabled. Traditionally, they have been the main housekeepers responsible for cleaning, cooking, and gathering firewood and water. Also, women account for 90% of agricultural labour in rural areas, yet their earnings are 30% lower than men's. Yemeni women frequently shoulder dual burdens: they manage household chores while participating in paid and unpaid labour. It suggests that women continue to perform their customary domestic duties alongside increased involvement in commercial activities (Thematic report, 2023a). Despite the apparent support for women's rights under Yemen's Constitution and judicial system, these provisions are not consistently upheld in practice. To achieve gender equality, 61 laws need to be amended because the current framework does not adequately protect women's rights (N. Al-Sakkaf, 2019).

In light of these considerations, this study scrutinises the progress and challenges related to gender equality and compliance with women's rights. Given that gender dynamics are central to development in contemporary society, the study aims to evaluate the state of women's rights and gender equality in Yemen. It involves a sociological survey of public attitudes and an analysis of Yemeni and global gender systems. Additionally, examining successful instances of women's rights advancements is crucial for informing and shaping effective policy in Yemen. By understanding these successes and challenges, policymakers can better address the barriers to achieving gender equality and improve the implementation of women's rights initiatives.

## 2. Challenges and Successes in Gender Equality and Women's Rights

Success in resolving gender issues provides significant influences in international political and economic events, as highlighted by (Bullough, 1993). The impact extends beyond mere policy changes; it profoundly impacts the quality of life for various population groups continuously fighting for their rights. Feminism has played a crucial role in providing a framework for understanding and addressing the issues oppressed groups face. This framework has been instrumental in both recognising and dealing with their challenges.

Numerous studies consistently show that there are significant differences in perceptions and attitudes between men and women, particularly in the realms of sexuality and intellect. Garcia-Gonzalez et al. (2019) remarks that women in research perceive gender inequality more acutely than their male counterparts. This finding heightened awareness among women and can influence their opportunities for equitable advancement to senior positions. Gadelrab (2010) further corroborates this by discussing the diverse and complex concepts of gender inequalities present in medieval Islamic philosophy. David Knox et al. (2008) expand on this topic by highlighting the significant differences in men's and women's sexual attitudes, including their views on oral sex and cybersex. These studies collectively illustrate the varied and often conflicting perspectives held by men and women, especially in the sexual and intellectual domains.

Regarding gender issues, substantial progress has been achieved, particularly in development, women's empowerment, and human rights. International and regional human rights authorities increasingly incorporate women's experiences and viewpoints into their recommendations (2009). Gender research, with a strong emphasis on gender equality as a fundamental human right, has become integral to development initiatives and policymaking (Quisumbing & McClafferty, 2007). Despite resistance from conservative counter-movements, the transnational women's rights movement has successfully integrated gender analysis into international conferences (Friedman, 2003). However, despite these significant strides, persistent issues remain. Gender-based discrimination, violence

against women, and challenges in accessing justice are still prevalent problems (Farrior, 2009). These ongoing issues highlight the need for continued efforts and advocacy to fully address gender inequalities and ensure the protection and advancement of women's rights globally.

### *Women's Rights and Gender Equality: Analysis of Issues and Achievements*

Gender equality and women's rights are essential to achieving sustainable development and reducing maternal and child mortality rates globally. Studies have demonstrated that investing in women's education, employment opportunities, leadership roles, and combating gender-based violence can significantly decrease maternal mortality rates (Bagade et al., 2022a). The global women's movement has played a key role in advancing women's rights, particularly in areas such as labour market participation, education, and health. However, challenges like low political representation and persistent violence against women remain (Ramadhani et al., 2022). Furthermore, international human rights frameworks emphasise the importance of addressing diverse aspects of women's rights, including socioeconomic, cultural, and environmental rights, to ensure equality and justice for all. Minico (2015) underscores the role of cultural stereotypes, religious and traditional practices, and patriarchal structures in perpetuating gender inequality in Nigeria. Arribas (2003) discusses the E.U.'s legislative developments and the implementation of gender mainstreaming, and Shastri (2019) focuses on the importance of women's education and human rights in achieving gender equality. These studies collectively underscore the complex and multifaceted nature of the problem (Bagade et al., 2022b).

For example, the Equality and Human Rights Commission (EHRC) is a legally mandated organisation in the U.K. People are shielded from discrimination under the EHRC based on protected characteristics such as age, gender, sexual orientation, and disability. It guarantees equitable treatment and advances human rights. The commission oversees the legislation, investigates, offers counsel, and prosecutes offenders. In addition, it promotes equality, increases consciousness, and offers advice to people and institutions (Barrett, 2019). The Arab Human Rights Committee for Human Rights safeguards human rights in the Arab region, ensuring compliance with global standards, addressing violations, and enhancing monitoring capacity. The Arab human rights system supports 22 League of Arab States member states, including Algeria, Bahrain, Egypt, Iraq, Jordan, Kuwait, Lebanon, Libya, Mauritania, Morocco, Oman, Palestine, Qatar, Saudi Arabia, Somalia, Sudan, Syria, Tunisia, the United Arab Emirates, and Yemen (Sadri, 2019).

The three core objectives of Amnesty International's 2022–2030 Gender Equality Strategy for Arabic countries are advancing diversity and inclusion, fighting discrimination, and supporting feminist leadership. It strongly emphasises stopping human rights violations, collaborating with allies and grassroots movements to boost anti-racism and gender equality initiatives, and developing inclusive workplace cultures. In addition, gender equality, feminist leadership, and substantive equality are prioritised in Amnesty International's Global Strategic Framework (2022–2030), which supports initiatives like securing climate justice, bolstering feminist leadership, and defending refugees and migrants. These programs demonstrate Amnesty International's dedication to racial justice and gender equality. While the organisation's commitment to monitoring, assessing, and revising its strategies—with evaluations scheduled for 2025 and 2028—reflects a proactive effort to guarantee accountability and track progress, it is unclear how these aims are currently progressing, according to Amnesty International (2021).

As we can see, the countries in the MENA region, particularly the Maghreb nations such as Algeria, Morocco, and Tunisia, have undergone significant sociopolitical and gender transformations, marked by increases in women's political and parliamentary representation, educational attainment, and involvement in civil society and professional fields. These changes include family law reforms, laws addressing violence against women, and shifts in societal attitudes and norms, signalling a transition from private to public patriarchy or from a domestic to a shared gender regime. Despite these advancements, patriarchy persists in socially and historically specific forms, with the family continuing to regulate gender relations and maintain female control and social reproduction in both repatriation and conservative-corporatist contexts. The consequences of gender policies in the MENA region are

multifaceted, emphasising the critical role of feminist activism in shaping gender regimes and influencing legal and policy reforms. It also underscores the impact of state policies and legal frameworks on women's rights and participation and the importance of civil society, feminist organisations, and international standards in driving changes in gender relations (Moghadam, 2020a).

Egypt has serious problems with gender policy, especially when it now comes to employment. Women's obstacles include expensive daycare, domestic duties, and unfavourable views at work (Constant et al., 2020). Concerns have been expressed about the state of women in Egypt, where political expediency sometimes causes their issues to be neglected (Guenena & Wassef, 1999). Despite recent legislative improvements, the Egyptian marriage paradigm undermines its revolutionary potential by maintaining gendered roles and entitlements (Al-Sharmani, 2010). Women's historically high status in Egypt has decreased, and gender inequality remains a significant barrier (Hassan, 2019). Gender inequality in education still exists, even though there has been an opportunity for reform with the fall of authoritarian governments in Egypt and Tunisia (Megahed & Lack, 2013).

In the 2016 Global Gender Gap Report, Indonesia is ranked 88th out of 144 nations, with a score of 0.682, much lower than other countries. It indicates persistent challenges, particularly in the political and economic arenas. Even though Megawati Sukarnoputri served as president from 2001 to 2004, more progress was needed toward improving women's rights. Women still make up 52% of the labour force, earning \$7,200 less annually than men. However, the Philippines, which showed noteworthy advancements in political representation, economic engagement, and education, rated seventh in the world in the same survey. Although opinions on the efficacy of their programs are still divided, the nation's two female presidents, Corazon Aquino and Gloria Macapagal-Arroyo, contributed to the advancement of women's problems. Although women make up 52.2% of the workforce, Similar to Indonesia, the Philippines experiences salary disparities and a lack of women in higher-paying occupations, even though women make up 52.2% of the labour force. Nevertheless, initiatives are being taken to encourage women's economic empowerment in both countries (Hauser, 2017b).

Research indicates that family policies, namely those about parental leave, in conjunction with investments in childcare, can enhance female employment rates and mitigate gender inequities in the workforce. Women in leadership roles often prioritise policies that promote gender equality, including enhanced support for families and childcare. Even though women still perform a disproportionate amount of household chores, the pandemic has brought attention to the value of flexible work schedules in closing the gender gap in domestic duties and based on preliminary data, women-led European countries, including Denmark, Finland, Germany, Iceland, New Zealand, Norway, and Taiwan, handled the COVID-19 crisis better than men did. It could be because women leaders are likelier to be truthful and decisive. Nevertheless, more research is needed to fully understand how gender equality and public policy change over time (Profeta, 2020a).

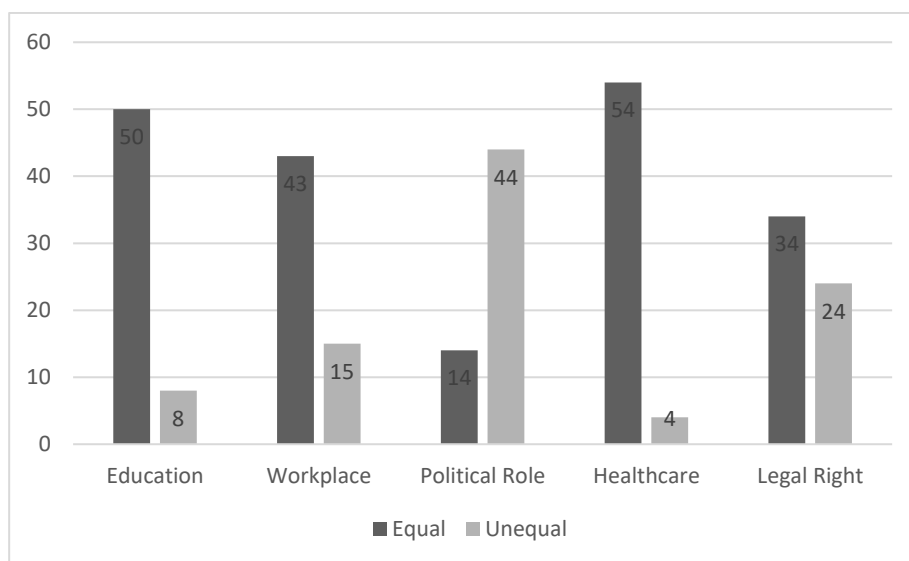
The study used several techniques to provide a comprehensive investigation and precise results. The study employs a mixed-methods approach, utilising both qualitative and quantitative methods. The research base was laid with, and literature sources and webpages were studied using theoretical procedures such as analysis, synthesis, and generalisation. These techniques enabled it to fully comprehend and incorporate the body of knowledge ever known about the subject. The data collected from the sociological survey was analysed using empirical methods, more precisely, a sociological survey and description. This methodology yielded significant insights into the viewpoints and experiences of the respondents. The growth of gender policy in Yemen, the Middle East, Southeast Asia, and Europe, such as Egypt, the Philippines, Indonesia, Denmark, and many others, was also compared using the generalisation technique, which revealed both successes and shortcomings in this field. The research was able to provide a thorough and nuanced assessment of gender policy development, backed by both theoretical understanding and empirical evidence, thanks to the combination of these various approaches.

### 3. Sociological Survey on Women's Rights in Yemen

To investigate and gauge the level of awareness among Yemeni men and women regarding gender equality and the importance of upholding women's rights, we conducted a cross-sectional survey using both quantitative and qualitative methods on May 20, 2024, involving sample sizes of 58 respondents, equally divided between males and females, random sampling aged 40 to 55, from various Yemeni urban cities such as Sana'a, Hodeidah, Taiz, and Marib. We aimed to balance by including individuals with significant life and professional experiences because those who can provide mature and practical insights into gender issues.

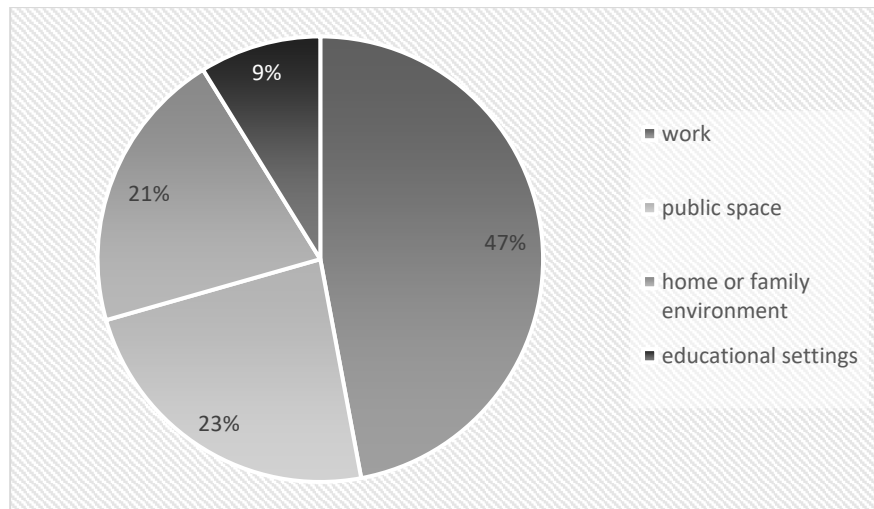
Our research indicates that younger generations, particularly adolescents and young adults, are generally more aware of their rights, freedoms, and opportunities. They tend to exhibit a progressive and humane attitude towards gender equality, showing a strong intolerance for violence and other environmental threats. However, our survey focused on the 40–55 age group, recognising that this cohort, with their extensive life and professional experiences, would provide a more nuanced understanding of gender disparity.

We designed the survey to determine whether women have equal opportunities compared to men across different sectors. The results revealed that the respondents believed women had equal opportunities: 50 in education, 43 in the workplace, 14 in political roles, 54 in healthcare, and 34 in legal rights. Conversely, some respondents believed that women lacked equal chances, with 8 citing differences in education, 15 in the workplace, 44 in political roles, 4 in healthcare, and 24 in legal rights, as shown in Figure 1.



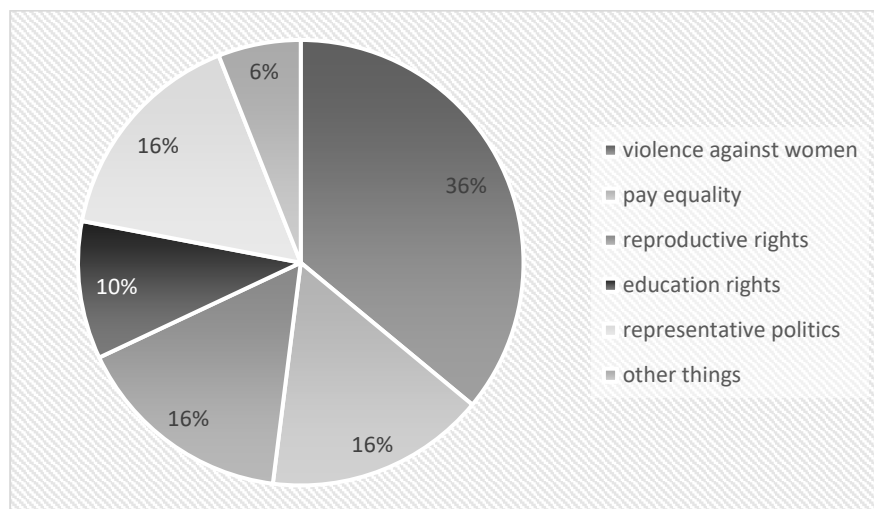
**Figure 1.** The results determine whether women have equal opportunities compared to men across different sectors

Despite this perception, a notable number of respondents reported experiencing gender discrimination in diverse areas: 16 (47%) at work, 8 (23%) in public spaces, 7 (21%) within the home or family environment, and 3 (9%) in educational settings, as shown in Figure 2.



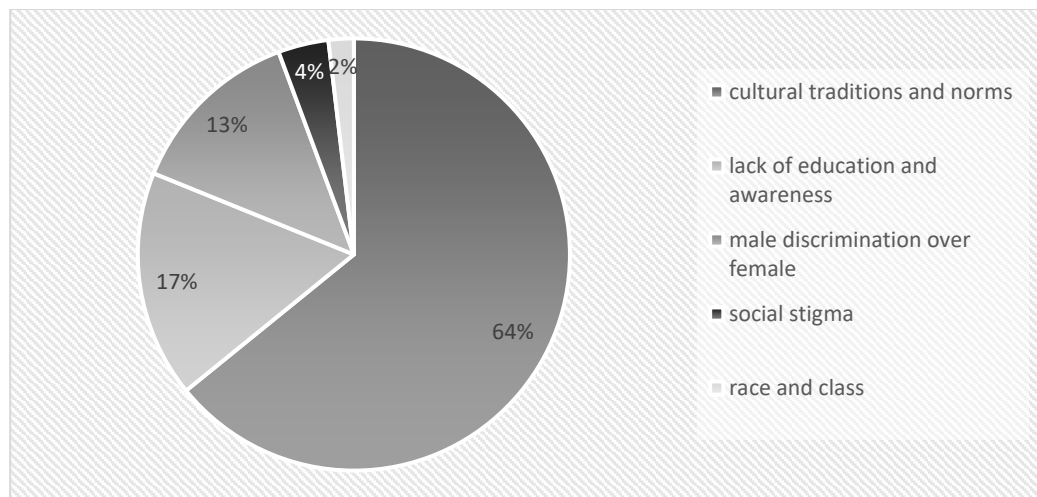
**Figure 2.** The results of experiencing gender discrimination in diverse areas

When asked about the most pressing women's rights issues that require attention, the respondents identified the following priorities: 18 (36%) cited violence against women, 8 (16%) highlighted the need for pay equality, 8 (16%) reproductive rights, 5 (10%) pointed to education rights, 8 (16%) focused on representative politics, and 3 (6%) for other things, as shown in Figure 3.



**Figure 3.** The results of women's rights issues that require attention

Regarding the reasons why society in their cities does not adequately address women's equality or provide women with the same rights as men, the respondents attributed the issue primarily to cultural traditions and norms 34 (64%), followed by a lack of education and awareness 9 (17%), male discrimination over female 7 (13%), 2 (4%) social stigma, and the intersection of excellence such as race and class 1 (2%) responses, as shown in Figure 4.



**Figure 4.** The results of not providing women with the same rights as men

The comparison of Yemen's gender system to global frameworks exposes significant differences and contextualises the unique challenges that Yemeni women face. Table 1 shows critical areas where Yemen lags behind worldwide trends, such as female labour force participation, access to education, and healthcare. By juxtaposing these variables, the table provides a thorough framework for understanding Yemen's role in the global context. This comparison is crucial for identifying targeted measures to minimise gender disparities and promote informed policymaking.

**Table 1:** Comprehensive examination of Yemen's and the world's gender systems

Dimension	Yemen's Gender System	Global Comparisons	Implications
Labor Force	Low involvement: women conduct unpaid homework alongside limited economic activities (Thematic report, 2023).	Western countries have high female labour force participation, supported by family-friendly laws (Profeta, 2020).	Promoting female business and vocational training can help to overcome these barriers. Microfinance and educational efforts can help women gain economic independence and minimise their reliance on others.
Education	Early marriage and cultural norms contribute to low female literacy and education (Moghadam, 2020).	Progress in literacy rates and gender-sensitive educational reforms in East Asia and Sub-Saharan Africa (Shannon et al., 2019).	Policy initiatives should prioritise females' educational access, address security issues, and challenge cultural norms through community involvement and lobbying.
Healthcare	High maternal mortality is due to insufficient infrastructure and gender norms (Bagade et al., 2022).	Improved maternal healthcare in Latin America and East Asia resulted from specific interventions (Gressmann, 2016).	Improved healthcare infrastructure and education campaigns on women's health rights can improve outcomes.



Dimension	Yemen's Gender System	Global Comparisons	Implications
Political Roles	Women are severely underrepresented in decision-making positions ( Al-Sakkaf, 2020).	Increased representation in Scandinavian and Southeast Asian countries through affirmative action and quotas (Hauser, 2017 ).	Introducing quota systems and leadership training programs for women can help increase their government representation.

#### 4. Gender Equality and Women's Rights in Yemen

While the manuscript acknowledges that gender discrimination still exists despite improvements in healthcare and education, the findings of Yemen's sociological survey point to a complex web of social, cultural, and economic factors—particularly in the workplace and public spaces—that impede progress despite regional and international efforts. These problems are strongly related to the problems of gender inequality that feminist thought aims to solve. The sociological poll shows that attitudes toward gender equality and awareness vary by generation, with younger generations being more aware of and intolerant of gender-based violence. It implies that as younger, better-informed people assume leadership positions, things may alter in the future. However, things are terrible right now, especially for women who still have few possibilities to deal with prejudice.

According to feminist theory, Mary Wollstonecraft offers a comprehensive framework for analysing gender inequality and advocating for women's rights. Her theory adopts an interdisciplinary approach that examines the social, political, economic, and cultural structures contributing to gender inequality and oppression. Wollstonecraft's work challenges traditional ideas about masculinity and femininity, emphasising their social construction through norms, expectations, and power dynamics. Feminist thinking encompasses the ideas and movements that support women's rights, equality, and empowerment. A significant work in this genre is Mary Wollstonecraft's "A Vindication of the Rights of Woman."

On the other hand, Wollstonecraft argues against the notion that women are inherently inferior to men and advocates for women's education and freedom. She highlights that women should be respected as intelligent individuals capable of making valuable contributions to society rather than viewed solely as men's partners. Wollstonecraft's advocacy for women's rights to equality in all spheres of life, including education and politics, served as a foundation for contemporary feminist philosophy (Wollstonecraft, 2016).

Moreover, feminist theory offers a comprehensive framework to analyse gender inequality and advocate for women's rights in Yemen. It challenges traditional ideas about masculinity and femininity, focusing on their social construction through norms, expectations, and power dynamics. Feminist theory emphasises intersectionality, recognising how gender intersects with other social categories to create unique experiences of privilege and marginalisation. It critiques patriarchal power systems, emphasising the importance of empowering women and marginalised groups to challenge oppressive structures (Adhikari & Saha, 2022).

Feminist theory emphasises how women in Yemen are subject to systemic discrimination and marginalisation because of well-ingrained societal norms, cultural practices, and views. It highlights the unequal allocation of power and resources among genders and the gendered division of labour, which disproportionately burdens women with household and work. Although the Yemeni Constitution nominally supports women's rights, these rights are frequently not adequately protected by the judicial system, which is influenced by tribal customs and Sharia law. In addition to undermining women's access to justice, this legal discrepancy upholds male supremacy in both the public and private domains. Depending on feminist theory, measures that empower women and subvert patriarchal norms must be implemented, as well as a critical analysis of the current power structures.

The study emphasises how Yemeni women's marginalisation results from prevailing gender norms. Women's domestic duties in Yemen perpetuate firmly embedded gender norms, which restrict their access to decision-making, learning opportunities, and professional opportunities. The idea of intersectionality clarifies how class and race interact with gender inequality to exacerbate the oppression faced by women from marginalised communities and to exacerbate their financial challenges. A recent sociological survey conducted in Yemen shows that there is a rising awareness of gender differences among Yemeni men and women, along with a desire to avoid violence and a commitment to feminist ideas of empowerment and struggle against oppression.

The rational model of policy formulation represents a conventional methodology for comprehending the creation and execution of policies. It is assumed that decision-makers are logical agents that thoroughly examine the available data, balance the advantages and disadvantages, and select the course of action that best serves their goals. Systematic analysis, precise objectives, alternative identification, cost-benefit analysis, decision-making, implementation planning, monitoring, and assessment are important components. Opponents contend that the policymaking process is frequently impacted by bureaucratic dynamics, interest group pressures, and political considerations (Norris, 2014). While the rational connection model of equality examines the relationship between legislative classification and the goal of the law, it implies that a legislative provision is constitutionally lawful if legislative classifications align with just objectives. In the meantime, this paradigm has come under fire for being manipulable by legislators and failing to challenge the legislative goal. It has been used in other countries, including Singapore, Malaysia, and India (Minico, 2021).

Comparing Yemen with other parts of the world reveals that its gender issues are not unique but part of a broader struggle faced by many developing countries. Societal and legal obstacles to gender equality are prevalent in regions like the Middle East and North Africa, despite the presence of feminist movements and some progress in women's rights. In contrast, Western countries have achieved more substantial advancements in gender equality through robust legal frameworks, higher female labour force participation, and more excellent political representation, although challenges remain.

The study's mixed-methods approach, integrating theoretical analysis with empirical data from a sociological survey, provides a comprehensive understanding of gender equality issues in Yemen. Despite some progress, such as increased awareness among younger generations, significant challenges persist, including gender-based violence, unequal pay, and limited political representation. The report suggests establishing a gender equality commission, promoting female entrepreneurship, and addressing patriarchal practices through legislative and educational reforms. Ensuring the effectiveness of gender equality measures and tracking progress will depend on the implementation of affirmative action laws and ongoing research.

Creating effective policies for women's rights and gender equality in Yemen can be structured using the rational model of policy formation. Setting goals and doing a systematic analysis are the first steps in this strategy. Before making any decisions, policymakers must compile and carefully examine extensive data regarding women's rights and gender disparity in various fields, including work, education, and healthcare. The policies are based on reality, thanks to this data-driven approach. Specific, quantifiable targets should be defined based on the data analysis. These objectives could include closing the gender pay gap, raising the representation of women in politics, and facilitating better access to healthcare and education for women. Policymakers can focus on the most urgent problems and develop workable solutions by establishing clear goals.

Policymakers must identify a range of policy possibilities and do cost-benefit evaluations to find the best answers in the following step. Every possible strategy should be assessed, considering its possible advantages and disadvantages in light of Yemen's socioeconomic and cultural landscape. Cultural and societal considerations are essential to this review to ensure that policies are both culturally responsive and able to overcome societal hurdles. Developing educational programs and involving community leaders can help change people's perceptions of gender equality. Lastly, implementation and monitoring are crucial phases. Creating a thorough implementation strategy that outlines the necessary actions, resources, and deadlines is important. Ongoing monitoring and

assessment are required to determine the impact and efficacy of the policies and make any revisions based on input from women and other stakeholders. Through this iterative approach, policies supporting women's rights and gender equality in Yemen are kept current and effective.

Also, laws promoting women's rights in Yemen must consider cultural, societal, and local obstacles, address core causes of gender inequality, and be inclusive. Policymakers can use feminist theory and rational models to develop effective strategies. Examining socioeconomic and cultural elements, establishing clear goals, exploring alternative approaches, conducting cost-benefit evaluations, and continuously monitoring policies can lead to long-term societal benefits and efficient implementation.

## 5. Conclusions

This research aimed to assess women's rights and gender equality in Yemen through a sociological survey, offering a detailed analysis of the current state of gender equality, a comparison with global standards, and insights into successes that can guide future policy development. The study highlighted significant challenges and achievements, focusing on women's cultural, social, and economic barriers. Key findings revealed the profound influence of entrenched patriarchal norms, which restrict women's roles to domestic spheres and limit their participation in public life. These norms perpetuate systemic gender disparities, especially economic inequalities, as women earn less than men and face the dual burden of household responsibilities and paid employment. The study also uncovered gender biases that restrict access to education and professional opportunities, undermining women's financial independence and workforce participation. Additionally, violence against women was identified as a critical issue, necessitating effective protective policies and legal frameworks.

The research calls for future studies to assess the effectiveness of existing gender equality legislation and policies in Yemen, including legal reforms and protections against discrimination in various settings. It emphasises the importance of exploring the impact of educational and vocational training on women's employment prospects and economic independence. Furthermore, the study suggests examining national initiatives that challenge patriarchal norms and engage regional leaders in promoting gender equality, which could help shift societal attitudes. Additionally, evaluating the success of training programs, financial assistance, and micro-lending for female entrepreneurship could provide valuable insights into economic empowerment. Finally, analysing affirmative action or quota systems aimed at increasing women's representation in political and decision-making roles could guide efforts to enhance women's participation in governance, contributing to a more equitable society in Yemen.

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