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# English Essay Outline

Well attempted

## "Pakistan Needs to Focus on Female Entrepreneurship"

### 1. Introduction

### 2. Reasons Why Pakistan Needs to Focus on Female Entrepreneurship

2.1 Low workforce participation by females stifles potential economic growth.

2.2 Absence of female entrepreneurship makes the economy significantly unproductive.

2.3 Lack of female entrepreneurship contributes to lower exports and higher unemployment rates.

2.4 Females are subject to severe discrimination and exploitation within the job market.

2.5 Inability of male entrepreneurs

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to fully understand and fulfill female product needs.

2.6

Low levels of female entrepreneurship leads to lack of financial independence and empowerment for females.

2.7

Weak and dependent women are denied right to education and are subject to violence.

3.

### Potential Impacts if Pakistan Promotes Female Entrepreneurship

3.1

Female entrepreneurship would bring a generational change by breaking cultural barriers.

3.2

Encourage female literacy and increase skilled workforce of the country.

3.3

Increased entrepreneurship would increase exports, reduce unemployment and decrease poverty.

3.4

Improved economic conditions and financial independence for females would reduce domestic violence and

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gender discrimination.

## 4. Barriers Faced in Promoting Female Entrepreneurship in Pakistan

4.1 Cultural beliefs restrict female participation within the society.

4.2 Patriarchal social structure has a lower trust and confidence in female entrepreneurs.

4.3 Significant barriers to entry for females in entrepreneurship in Pakistan.

4.4 Overall weak entrepreneurial culture in the country.

## 5. Strategies to Overcome The Barriers to Promote Female Entrepreneurship in Pakistan

5.1 Increase skill-based training and awareness programs for female entrepreneurs.

5.2 Dedicated incubation centers

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Focused on promoting female entrepreneurs.

5.3

Investment grants for female-led ventures by the government.

5.4

Reduce barriers and regulatory challenges faced by female entrepreneurs.

6.

Conclusion

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Female participation within the economic sphere in Pakistan is almost non-existent. As per The Global Gender Gap Index, Pakistan ranked 145th out of 146 countries, indicating significant gender gap across various sectors. One of the dimensions observed by The index includes economic participation and opportunity. As per studies, only 1%<sup>per-cent</sup> of females participate in entrepreneurship. Resultantly, Pakistan's majority population remains economically unproductive, leading to low economic growth. Independently observing its impacts on women, The lack of economic participation creates male dependency. This dependency is exploited and thus takes the form of gender-based violence. If female entrepreneurship is promoted in Pakistan it could provide women financial independence, stimulate economic growth, and decrease gender-based violence. However,

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deep-rooted cultural beliefs against female participation in the economic sphere along with patriarchal social structure act as a major barrier to female entrepreneurship. Focusing on awareness and promoting female entrepreneurship through dedicated platforms could reduce the barriers, allowing Pakistan to grow economically with a more inclusive social structure.

Women make up 49.58% of Pakistan's population. However, only 23.2% women are part of Pakistan's labour force. The lack of female participation in the workforce is due to fewer opportunities and cultural restrictions. Resultantly, majority women in Pakistan are economically unproductive. Due to lower female participation in the workforce, Pakistan is unable to achieve high economic growth. Bangladesh has been able to achieve high economic

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growth because of high female participation within the workforce, which currently stands at 36.4%.

Bangladesh increased the female workforce participation by promoting female entrepreneurship, which eventually allowed them to attain an average 6.8% GDP growth rate during 2010 to 2020.

The absence of female entrepreneurship leads to lack of female workforce participation. Due to lack of entrepreneurship, females have restricted opportunities to be economically productive. Resultantly, females become economically unproductive and financially dependent on male counterparts. This reduces household income and reduces the potential economic output of a country. As a result, Pakistan's economy remains unproductive and weak.

As entrepreneurship among females remains significantly low in

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Pakistan, The potential output is unable to grow. Female entrepreneurship in Pakistan remains at 1% while it is 21% among males. The stark difference reduces the number of businesses that Pakistan could have. Consequently, Pakistan's exports remain abysmally low. Lack of entrepreneurship means limited employment opportunities, a reason why Pakistan's unemployment rate has not decreased from 7% - 8% in the past few years.

As females are not actively engaged in entrepreneurship and do not make up a significant portion of the workforce, they are discriminated against. Women who do seek employment are often exploited with lower wages or are subject to degrading behaviour within the Pakistani job market. The reason behind this is that women do not have any other option and the lack of opportunity for them is exploited by the employer.



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Lack of female entrepreneurs in Pakistan is a reason why local businesses fail to meet the needs of women as per requirements. At times, male entrepreneurs are unable to comprehend female needs and end up making products for them which partially meet their demand. The gap between the products supplied and the existing demand is linked to the absence of female entrepreneurs. Resultantly, local companies are unable to grow within certain industries as women end up going for alternate options provided by foreign companies.

Female entrepreneurship is not only beneficial for the economy but also helps create an inclusive environment. Low levels of female entrepreneurship is a reason why females majorly lack financial independence in Pakistan. Although Pakistan has pledged to empower

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women, The lack of initiatives which promote female entrepreneurship denies the goal to be achieved.

Lack of financial independence for women makes them weak and dependant. Many women are then denied the right of education which the constitution of Pakistan ensures under Article 25-A. Moreover, dependent women are subjected to higher occurrences of domestic violence. Studies report that housewives are subjected to higher frequency of violence because of their dependency.

~~could~~ <sup>could</sup> Female entrepreneurship could have a major impact on women within Pakistan. Promoting female entrepreneurship would challenge the social construction of gender roles prevalent in the country. Female entrepreneurship would promote autonomy and independence which could directly break long-standing cultural barriers. The generational

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change would alter Pakistan's social dynamics & in a positive manner.

Rise in female entrepreneurship would encourage female literacy.

The impact created by female entrepreneurs would positively impact other women who would be more

motivated in contributing economically.

Moreover, higher female entrepreneurship would allow an increase in skilled

workforce within a country as the new ventures would create more job

opportunities. Increased labour demand

would promote the Pakistani populace to be more skilled.

Increased entrepreneurship ventures would allow increased

economic output. New businesses would

focus on exporting their goods that

would positively contribute towards the

economy and improve the balance of

trade. Moreover, new businesses would

require labour which would also

lower unemployment rates in

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Pakistan. Increased job opportunities and higher exports would eventually lower Pakistan's poverty rate. At present around 40% of Pakistan's population lives below the poverty line. The population cannot be taken out from poverty without a surge in entrepreneurship.

Female entrepreneurship would improve the economic conditions of women in Pakistan. Pakistan's position within the Global Gender Gap cannot be improved without a focus on improving the economic participation and opportunities for women. Entrepreneurship would provide females financial independence that would allow them autonomy in decision-making and reduce domestic violence. Moreover, female-led businesses are less likely to uphold gender discrimination practices present in the Pakistani job market.

Although the need for female entrepreneurship in Pakistan

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is widely accepted, its manifestation faces major barriers. Pakistan is a culturally conservative society which distills female mobility and economic participation. Strongly embedded cultural beliefs reduce the possibility of effectively promoting female entrepreneurship in the country. The idea is distilled, wrongfully considered as un-Islamic, and is politically unpopular.

Pakistan is dominantly a patriarchal society. The economic sphere is exclusively understood to be the domain of men. Female entrepreneurs would require investment within a society which not only mistrusts them but also questions their capability. Raising investment would be a major obstacle for female entrepreneurs.

Businesses create barriers to entry within industries they are operating within. Provided Pakistan's male-dominated

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business landscape, female entrepreneurs would face major challenges. The likelihood of female-led businesses getting acceptance within any industry remains unlikely. Female entrepreneurs would be required to go an extra mile to enter an industry and establish their position. Moreover, certain businesses such as retail, workshops, and manufacturing are considered as the realm of men. The reasoning behind this is the socially constructed gender roles within Pakistan. Breaking the long standing norms would be a severe challenge for women entrepreneurs.

Even if female entrepreneurs manage to break the cultural barriers, the overall entrepreneurship environment within the country is unstable and weak. Pakistan does not have a thriving entrepreneurship environment like India and Bangladesh. Provided the restricted entrepreneurship space within the country, the likelihood

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of female entrepreneurs attaining success without certain reforms remains slim.

Female entrepreneurship requires a skill-based training model to operate alongside to yield effective results. The government of Pakistan should conduct awareness programs which highlight the potential impact of female entrepreneurship to bring a cultural change. Then skill-based training should be conducted for females interested to pursue entrepreneurship to ensure they have the capacity and essential skills required to execute their ventures successfully.

Interested female entrepreneurs should be provided a platform through dedicated incubation centers, similar to The National Incubation Centers (NICs). A dedicated platform for female entrepreneurs would allow them to attain necessary investments without socially constructed barriers. Moreover, the

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inclusive and friendly environment would attract more females to pursue entrepreneurship.

Along with dedicated incubation centers, it is important for the government to launch investment grants. The funding facility is essential if the goal is to achieve thriving female entrepreneurship atmosphere. The support for the government would help female entrepreneurs to overcome barriers and the financial support would allow them to establish their ventures.

Pakistan needs to create a cohesive and supportive entrepreneurial atmosphere in order to increase female participation and achieve the goals attached with it. Female entrepreneurs should be supported through reduction in barriers which restrict entry. Moreover, they should be aided through relaxation in regulatory obstacles. Female entrepreneurship cannot be promoted in the current restricted



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environment which is surrounded by severe regulatory hurdles.

Pakistan needs to promote female entrepreneurship to attain economic growth and to bridge the severe gender gap. Strategies to counter the existing barriers which hinder female entrepreneurship should be implemented by the government in full spirit. Breaking the cultural barriers through supporting female entrepreneurship would allow Pakistan to achieve a more inclusive environment.

Moreover, the economic contribution by female-led ventures would allow Pakistan to increase exports, achieve higher levels of economic growth, reduce unemployment, and empower women.

In the modern era, a country cannot thrive without effective female contribution economically, which makes promoting female entrepreneurship in Pakistan a necessity.