

Topic = Women's Empowerment is  
Essential for National  
Development.

Thesis Statement :

Women empowerment plays pivotal  
role in the development of  
a nation. Although various  
cultural and social hindrances  
persist, effective measures by  
individuals and society can ensure  
women empowerment, thereby fostering  
sustainable national progress.

Outline :

① Introduction.

② Women empowerment  
leads to National  
Progress.

2.1- Women's role in  
governance promotes inclusive  
decision making, which leads  
to national development.

2.2- Women's inclusivity act  
as a <sup>major</sup> contributor  
to the economy.



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2.3- Better living standards stem from women's empowerment.

2.4- Women's empowerment plays a pivotal role in reducing Gender-based violence.

2.5- Women's empowerment raises vital standards of which creates peaceful harmony thus leads to national progress.

2.6- Women's empowerment improve reputation of a Nation.

### (3) Various Hindrances

3.1- Radicalization is Society impedes Women's empowerment.

3.2- Major hindrance for women's empowerment is Harassment in Workplaces.



3.3- Lack of Women education about the empowerment of Women.

34- The Concept of Glass Ceiling Acts as the ~~major~~ huge obstacle for women's empowerment.

3.5- Male dominant society is the reason for Women's exclusion.

3.6- Mobility restrictions for Women is the reason behind Gender inequality.

④ Effective measures to promote Women empowerment

4.1- Spreading awareness about women empowerment would encourage women inclusion.

4.2- Anti-Discrimination policies in workplaces would reduce gender inequality gap.



4.3- Ensure women safety will encourage more women participation.

4.4- Male allyship strengthens women empowerment

4.5- ~~Women~~ Promotion of Women's education is essential for women's inclusion.

4.6- Providing Career growth opportunities strengthen's women's empowerment

⑤ Conclusion



Topic = Women's Empowerment is  
Essential for National Development.

Women's empowerment plays a <sup>②</sup> pivotal role in the ~~development~~ <sup>success</sup> of a Nation. Many Nations that encourage women's empowerment have made tremendous progress. On the other hand, the countries that ignored women inclusion are still lacking behind. Women's empowerment plays significant role in the development of a nation. Although various cultural and societal hindrances persist, effective measures by individuals and society can ensure women's empowerment, thereby fostering sustainable national progress. There are number of factors that showing that women's empowerment leads to national progress. Women's inclusivity in decision making, Women's contribution to the economy, reduction in gender based violence are the major factors responsible for the national development. Other factors include better living standards, ~~re~~ and reputations building of a nation due to women's inclusion. National development stems from women's



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empowerment, but women's empowerment faces severe hindrances from ~~each~~ individuals as well as society. Radicalization in Society, Harassment in workplaces, and lack of Women's education are the top obstacles to ~~form~~ the society. In addition, to these, Male Dominant ~~in~~ society and concepts of glass ceiling are other major factors that ~~are~~ <sup>impose</sup> hindrances to women's inclusion. However, these ~~hindrances~~ can be solved by taking various measures. Society should spread awareness about women's ~~inclusion~~ inclusion, ~~implement~~ <sup>Anti</sup> introduce Anti-discrimination policies in workplaces, ensure women safety which will strengthen women's empowerment. Further steps including Male allyship and women education would <sup>prevent</sup> ~~impeate~~ women's exclusion. Despite all the ~~pro~~ hindrances and effective measures, it is hoped that societies, government and individuals would ~~be~~ openly encourage women's empowerment and ultimately it would help a nation become prosperous.



Women's role in governance promotes inclusive decision making which leads to national development. Inclusive decision making play a great role in progress of a nation.

Women's participation brings diverse perspectives, thus improving governance quality.

For instance, According to the UNDP (2023), countries with higher female representation in governance, show better social investment and

institutional trust. The World Bank (2022) notes that women's leadership increases the probability of

pro-poor policy adoption by nearly 20%.

Due to lack of Women's inclusion whole country suffers and continue to lag behind in all sectors. Therefore, it

is said that Women's role in governance promotes inclusivity in decision making and which has also

led to the fact that women is the major contributor to the economy.



Women's inclusivity serves as a major contributor to the economy, as their participation enhances productivity, innovation, and national income. When women gain equal access to employment and entrepreneurship, the overall economic output rises significantly. The United Nations reports that increasing women participation in the economy can raise national GDP by up to 35% in developing countries. The World Bank highlights that countries with higher female labour force participation experience faster economic growth. However, lack of women participation in an economy can result in reduction in overall economic growth. Thus, it is analysed that women's inclusivity in economic sectors not only enhance productivity but also improve the living standards of the people.

Better living standards stem from women's empowerment as empowered women make informed



decisions about health, education, and household finances. Women who have autonomy are able to provide improved nutrition, ~~education~~ better schooling to their families. ~~UNDP~~ UNDP findings shows that families with empowered women spend more on children's health and education, improving overall living standards. In Pakistan, women's participation in microfinance programs like Akhuwat and Kashf Foundation has enabled families to improve housing, health care, and education. Hence, it is analysed that better living standards stem from women's ~~part~~ inclusion ~~and~~ resulting in Gender based violence.

Women's empowerment plays a pivotal role in reducing Gender-Based Violence, as empowered women are better aware of their legal rights, economically independent, and socially confident to report, resist, and prevent abuse. In Pakistan, women using protection under the Punjab Violence Against Women Act (2016) have shown reduced ~~vulnerability~~ vulnerability to domestic abuse. In Bangladesh, women's financial empowerment through



microcredit ~~empowerment~~ ~~programs~~ programs has led to a decline in household violence. When women are empowered, they can speak up and get help more easily, which reduces gender based violence. Therefore it is said that women's inclusion not only reduces gender based violence but it also creates, also promotes a more peaceful ~~harmony~~ <sup>society</sup> due to strong improve moral standards of society. moral values.

Women's empowerment raises moral standards which creates peaceful harmony thus leads national progress. When women are empowered, they promote fairness, respect, and ethical behavior in the society, creating peaceful ~~harmony~~ social harmony and contributing national progress development. In Pakistan, women-led awareness programs in schools and communities have promoted respect, tolerance, and ethical behavior, helping reduce social conflicts. In Rwandan, women's participation in community councils has improved social harmony by encouraging fairness, dialogue, and peaceful conflict resolution. This demonstrates that women's empowerment strengthens



moral values and fosters lasting social harmony. Hence, strong moral values leads to social harmony and ~~improve~~ overall reputation of ~~a nation~~ enhance nation's reputation.

Women's empowerment improves reputation of a Nation, both domestically and internationally. Women's empowerment enhances a nation's reputation, making it more attractive for investment and trade, as well as being recognised as progressive and gender inclusive. The UN Gender Equality Report notes that countries with high female participation like Norway and ~~and~~ Sweden, are ranked as more attractive for investment and trade due to progressive policies. According to Pakistan Economic Survey, provinces with higher women workforce participation, such as Punjab in Education and health sectors, are seen as more investment friendly and clearly socially progressive. Therefore, it is ~~argued~~ that women's inclusion enhances nation's reputation, but it also faces various hindrances such as Radicalization in Society.



In the preceding section, the role of women's empowerment in national development was discussed. The following paragraph will examine the major hindrances that impede women's inclusion. Radicalization in ~~women's~~ society, obscures women's inclusion. In radicalised societies, women are discouraged from pursuing education, employment, and leadership roles, limiting their potential to contribute to national progress. In Afghanistan, extremist ideologies severely limit women's education, and employment resulting in minimal female participation in national institutions. In parts of Pakistan, radical groups have attacked girls schools - such as the Swat school attacks - discouraging families from sending their daughters to study or work. Thus, radicalization as well as harassments in workplaces remains as a major barrier to women's employment and ultimately slows national development.

Major hindrance for women's empowerment is Harassments in workplaces, as it discourages women from participating fully in professional environments.



~~It~~

It creates fear and insecurity, limiting career growth opportunities for women.

According to UN, Women, nearly 35% of working women in

developing countries face workplace harassment, pushing many out of formal employment.

Many women in Pakistan leave their jobs due to harassment from colleagues and supervisors, which reduces their chance of

career growth. Unsafe professional spaces severely restrict women's empowerment and national progress. Thus, it is clear

that harassment, along with lack of women's education, ~~set~~ severely limits women's inclusion in society.

Lack of women's education obstructs the empowerment of women, as uneducated women are often unaware of their rights and freedom,

preventing them from demanding opportunities and participating in societal development. According to UENCO,

in Pakistan nearly 22% of girls do not complete primary education, limiting their social and

economic opportunities. In Afghanistan, the closure of <sup>girls</sup> schools under Taliban rule has prevented thousands of girls



from acquiring basic knowledge and participating in society. Lack of education remains a major barrier to women's empowerment and hinders national development. Hence, lack of women's education also leads to the concept of 'glass ceiling' in the workplace.

The concept of Glass ceiling acts as a huge obstacle for women's empowerment, as women are often denied promotions beyond a certain level, discouraging their participation in decision-making. In Pakistan, women in senior government positions often face promotion barriers despite qualifications, limiting their influence in policy-making. Globally, studies by World Economic Forum show that women hold less than 25% of senior leadership roles in corporations due to the glass ceiling. The glass ceiling significantly restricts women's empowerment and slows national development. Therefore, it is said that glass ceiling as well as male dominant society, both limits women's empowerment. Male dominant society is the reason for women's exclusion, as



men often control decision making both at home and in public spaces. Such social structure restricts women's choices, and opportunities, limiting their role in national development. In many rural areas of Pakistan, men prevent women from pursuing education and employment, reducing female participation in the workforce. According to UNDP, reports, patriarchal norms across South Asia continue to confine women to unpaid domestic roles, weakening their economic inclusion. Male dominant society continues to obstruct women's inclusion and slows progress toward national development. Hence, a male dominant society not only limits women's role in decision making but also enforces strict mobility restriction imposed on them.

Mobility restrictions on women is the reason behind gender inequality, as limited freedom of movement reduces their access to education, employment, and social participation. When women are not allowed to commute freely, they miss out on numerous professional and personal growth opportunities. In many parts of Pakistan, families prohibit women from travelling alone, preventing them from attending



school, universities, and workplaces. According to World Bank, restricted mobility is one of the top factors keeping South Asian women out of labour market. Restricted women not only limits women's choices but also weakens their confidence. Therefore, it is clear that women's empowerment faces serious hindrances, but with effective measures by society and individuals would play key role in promoting women empowerment.

In the previous section, hindrances of women's empowerment were discussed. Now, in the following paragraphs effective measures to enhance women's inclusion will be explained. Spreading awareness about women empowerment would encourage women inclusion. When individuals and communities understand the importance of gender equality, women are more likely to pursue education, employment, and leadership roles, contributing effectively to national development. In Pakistan, Government campaigns like "Girls education campaign" have increased school enrollment rates among girls. Globally, UN women programs promoting gender awareness in community have led to high participation of women in governance and leadership roles. Awareness initiatives not only inform women of their rights but



also challenges societal norms that limit their empowerment. Thus, spreading awareness paves the way for women's inclusion and support the implementation of anti discrimination policies in workplaces, further strengthening empowerment.

Anti-discrimination policies in workplaces would reduce gender inequality gap. Such policies prevent gender-based biases in hiring, promotions, creating a fair and inclusive professional environment. In Pakistan, the Protection Against Harassment of Women at the Workplace Act (2010) has helped women report discrimination and seek justice. Globally, companies following ~~the~~ UN Women's Gender Equality principles show higher female representation in leadership positions due to strict anti-discrimination measures. Anti discrimination policies empower women by ensuring they can work without fear of bias or unfair treatment. Thus, implementing such policies not only encourages women's participation but also complements efforts to ensure their safety, further promoting empowerment.

Ensuring women's ~~right~~ safety will encourage more women participation. When women feel secure at home, public spaces, and at workplaces, they are



more confident to pursue education, careers, and leadership roles. In Pakistan, initiatives like Women's safety Police cells and emergency helplines have enabled women to report threats and harassments more effectively. Globally, the UN Women Safe Cities programme has improved public infrastructure and safety measures, encouraging women to move freely and participate in public life. Safe environments empower women to exercise their rights without fear, increasing their social and economic contribution. Hence, ensuring women safety not only boosts their participation but also sets the stage for male allyship, which is essential for sustainable women's inclusion.

Male allyship strengthens women's empowerment, by supporting their rights and opportunities in society. When men actively encourage, mentor, and advocate for women, it challenges patriarchal norms and creates an inclusive environment where women can thrive. In Pakistan, Programme like HeForShe engage men in promoting gender equality, leading to increased women's participation in workplaces. Active male support not only motivates women but also dismantles societal barriers that restrict their growth. Thus,



male allyship factors women's inclusion and supports their access to education.

Promotion of women's education is essential for women's inclusion. Educated women are more aware of their rights, better equipped to make decisions, and able to contribute effectively to economic and social development. In Pakistan, initiatives like Bimazid Income support program (BISP) with educational components have increased girls' school enrollment and literacy rates. Globally, ~~the~~ UNESCO reports that countries with higher female education levels experience stronger economic growth and reduced gender inequality. Access to education equips women with knowledge and confidence to pursue professional and leadership opportunities. Thus, it is clear that women's education provide ~~professional~~ personal growth opportunities as well as ~~careers~~ provide career growth opportunities.

Providing career growth opportunities strengthens women's empowerment. When women have access to promotions, skills development, and leadership roles, they can effectively contribute to organizational and national development. In Pakistan, programs by organizations like Women Development



Departments and NGOs offer training and Mentorship, enabling women to advance in their careers. Career growth opportunities motivate women to excel professionally and help break traditional barriers in male dominated fields.

To Conclude, it is stated that Women empowerment plays pivotal role in the development of a nation. Although various cultural and societal hindrances persists, effective measures by individuals and society can ensure women empowerment, thereby fostering sustainable national progress. Women's inclusion in decision making, economic sector, improving moral standards and reputation of nation, all these factors leads to national progress. Furthermore, hindrances women faces are both societal and individual including, Radicalisation in society, lack of women's education and Mobility restrictions for women are considered as major obstacles. However, with effective measure such as spreading awareness about women's inclusion, male allyship, and providing career growth opportunities to women would strengthen women's empowerment. As there is light at the end of the tunnel, it is hoped that women will achieve empowerment and nations which are lagging behind will be on the path to progress and prosperity due to empowered women.