

PAKISTANI WOMEN HAVE EQUAL OPPORTUNITIES AS MEN

OUTLINE:-

1. INTRODUCTION

Hook: "A nation cannot rise to glory unless your women side-by-side with you."
- Quaid-e-Azam.

2. BACKGROUND

3. THESIS STATEMENT: "Despite equality women do not enjoy equal opportunities as to that of men due to the deep-rooted Patriarchal norms, workplace discrimination, limited access to education and resources that hinder women full participation and advancement in public and private sectors."

4. SPHERE'S WHERE PAKISTANI WOMEN ARE GRANTED EQUAL OPPORTUNITIES AS COMPARED TO MEN.

5. HEALTH SECTOR:-

- Women medicine aspirants.
- Women nursing and paralegal staff.
- Gynaecology and Dermatology - women domination.

2b. EDUCATIONAL SECTOR:

- Women domination of educational sector.
- Delayed marriages to get higher education.
- High university enrollment
- Reserved seats for women in universities and colleges.

2c. LEGAL SECTOR:

- Increase in number of women lawyers.
- Increase in Judicial appointments.

2d. ECONOMIC SECTOR:

- Beauty industry ^{-women} domination.
- Domination of textile industry.
- Ownership of NGOs (Non-governmental Organizations)
- Women as small business owners.

2e. POLITICAL SECTOR:

- Role of Fatima Jinnah in Nation-Building.

role of Begum Rana Liaquat Ali Khan -
diplomat, Ambassador and social work.

Benazir Bhutto - The first ~~the~~ women Prime
Minister of the Muslim World.

Zaitaj Gul Wazir - ~~Minister~~ Ex - Minister
of ^{Ministry of} climate change of Pakistan and
serving MNA of National Assembly of
Pakistan.

→ Mayam Nawaz Shaif - The first women
chief Minister of Punjab.

5. EQUAL OPPORTUNITIES FOR WOMEN -
A MYTH OR A DISTANT REALITY.

3a. HEALTH SECTOR:

→ Lady doctors compelled to resign after
marriage.

→ Low salary packages for women nurses
and paralegal staff.

→ Rural women fail to compete with
urban ^{educated} class.

- No seats reservation in medical colleges.
- Lack of respect for ~~women~~ nursing and para legal staff.

3b. EDUCATIONAL SECTOR:

- Lack of women ~~school~~ and educational institutions.
- Early marriages - A burden for rural women.
- Investment in male education.
- Restriction on achieving higher education.

3c. LEGAL SECTOR:

- Resignation of women judicial officers due to harsh working conditions/difficult postings.
- Male dominated legal fraternity
- Low women Judicial appointments.

3d. ECONOMIC SECTOR:

- Restricted workforce participation.
- Character assassination of working women.
- Wage gap.
- Gender discrimination

1. POLITICAL SECTOR:

- Scandalous environment.
- Lack of representation from lower or middle class.
- Appointment of men on ^{women reserved} seats. ~~men~~

2. CONCLUSION:

4. HOW WOMEN CAN BE GRANTED EQUAL OPPORTUNITIES AS COMPARED TO MEN

- Practical implementation of the Constitutional guarantees.

• Increase salaries, ~~if the money is not~~ should be same as compared

- Increase salaries to encourage women workforce participation.

• Safe working environment.

• Establishment of women educational institutions.

• Liberty to Participate in the workforce.

• Appointment of women on ~~women~~ seats reserved for women.

3. CONCLUSION.

"A NATION CANNOT RISE TO THE HEIGHT
OF GLORY UNLESS YOUR WOMEN WORK
SIDE-BY-SIDE YOUR MEN"
- Quaid-e-Azam.

No Nation can progress when half of its population ~~is~~ ~~charactered~~ remains behind the walls of inequality. The development of a nation depends upon the equal participation of both men and women in every field of life. Since the creation of Pakistan, women have been an active force - Fatima Jinnah stood beside her brother Quaid-e-Azam Muhammad Ali Jinnah in the freedom struggle, symbolizing women in nation-building. Today, Pakistani women are serving as doctors, lawyers, Judges, teachers, pilots and parliamentarians, Proving their potential and dedication. The Constitution of Pakistan, 1973 ~~gives~~ ^{and various laws} under Article 25, guarantees equal rights to both men and women in education, legal, Political and health sector. However, despite equality women don't enjoy equal opportunities as to that of men due to the deep-rooted Patriarchal norms, workplace discriminations, limited access to education ^{and} resource constraints that hinder women full

participation and advancement in the public and private sectors.

However, women in Pakistan dominate various spheres of the society, among them one is the health sector. Girls prefer to opt medical profession as it ~~comply with~~ ~~provides~~ offers a suitable working environment with a handsome amount of salary. Recently, in the entry test for medical colleges, 67% of the aspirants were women. This ~~shows~~ reflects the increase in the literacy rate of women. ~~They~~ other than the field of medicine, women ~~is~~ also rule ~~in~~ the field of nursing and paramedics. ~~According~~ According to a report published by Dawn, in 2020, "90% of the paramedical and nursing staff is that of women". ~~Lady doctors~~ ~~paramedics~~ ~~whole~~
In medicine, the fields of dermatology and gynaecology are wholly dominated by the lady ^{This is due to the fact that,} ~~doctors because~~ in Pakistan keeping in view the religious aspect of the society women patients prefer lady doctors over the male doctors. Therefore, ~~the~~ ~~outside~~ ~~health~~ in health sector, majority of the fields are ~~wholly~~ purely dominated by women.

Similarly, the second sphere of the Pakistani Society where women truly dominate

is that of education. From Primary schools to university the role of women teachers is irreplaceable. A large number of teachers are ~~employed~~ ^{employed} across Pakistan in various educational institutions. The number of women ^{of women} In recent times, a significant increase ^{enrollment} have been witnessed in the ~~education~~ ^{graduate and post-graduate degree programs} after a large number of seats ~~have been~~ were reserved for women. The ~~Govt~~ government of Pakistan ~~have~~ ^{has} adopted in order to promote education and to empower women have declared it a Fundamental right under Article (25A) of the Constitution of Pakistan. ~~Parents~~ To crown up, Parents understanding the importance of education are delaying the marriages of their daughters and instead educating them to make them an instrumental member of the Society.

Moreover, the third sphere of the Society, where Pakistani women dominate is ~~the~~ the legal sector. The awareness regarding the legal profession and changing attitudes of the society encouraged women to ^{choose} ~~get~~ this field. In contemporary times, a significant ^{Shift} ~~increase~~ has been witnessed in number of ^{Positive} ~~increase~~

Women Practising Law as compared
to earlier, ~~now~~ where women ⁱⁿ legal profession
was considered a taboo in our society. ~~the~~
~~now~~ Further, women have even proved their
mettle / ~~strength~~ / capabilities in the legal
sector with the appointment of Justice Aysha
Malik as the first female Judge of Supreme
Court of Pakistan followed by Justice Mus-
rat Hudaib. ~~who~~ she first served as the
Chief Justice of the Peshawar High Court
and later on, ^{got} elevated to the apex court.
To add up, a large number of female judges
are serving as civil Judges, Magistrates and
Additional district and Session Judges ~~is~~
even in the ~~less~~ ~~and~~ Pashtun dominated
tribal areas ~~such~~ of Pakistan. Hence, the
strength of lawyers & Judges ~~is~~ ~~are~~ ~~at~~ have
proved to be of ~~with~~ utmost importance
in attracting other women towards this
field and to reflect a positive image of
the legal sector.

Furthermore, the fourth sphere where
Pakistani women dominate is the economic
sector of Pakistan. ~~at~~ ~~best~~ of Beauty industry
where majority of the ^{beauty} salons are owned
by women. They also control the fashion industry
because majority models, fashion designers,

Cosmetic brand ~~business~~ owners are women. Additionally, the textile industry is no exception, majority of the brands such as Sapphire, generation, Marium ~~a~~ main, cross stitch and khaadi all owned by women. Major small Scale industry ~~own~~ industries are established by them, which not only ~~for~~ the women serves good to ~~the~~ the owner but also provides job opportunities to other women of the neighbourhood. Majority of the NGOs are established by women ~~to~~ such as, Lawomen, Rooshan Murtaza, ~~Rooshan~~ Sirkhat Gah, and kashf foundation. These NGOs provide economic as well as social stability to women ~~to help~~ ~~in order~~ to take ~~the~~ ~~benefit~~ them active members of the Society.

Likewise, the fifth sphere where Pakistani women dominate lead is the Political sector of Pakistan. Since the creation of Pakistan, women actively participated in the struggle for independence. Firstly, the role of Fatima Jinnah - bestowed with the title of "Madar-e-Millat" for her ~~active~~ role in the struggle for ~~Pakistan~~ independence. she stood beside her brother in ~~motherhood~~ ~~freedom-struggle~~ symbolizing her role in nation-building. Secondly, Begum Rana Liaquat Ali Khan,

is decisive in the history of Pakistan. she served as the diplomat initially in Netherlands (1954-1964) and then later on to Italy and Tunisia. she also served as the Ambassador of Pakistan on several UN conferences and later on, to keep the strength ~~po~~ alive. The political strength of her husband she joined Pakistan Peoples Party. Thirdly, Benazir Bhutto, the first women Prime Minister of the Muslim World. she through her political mettle succeeded in increasing women Political representation. A number of women ministers were appointed in her Cabinet. she also established a number of social welfare programs in order to economically support women. The most common and still functioning is the "Benazir Income Support Programme". Fourthly, Zartaj Gul Waris, ~~belonging from the~~ serving MNA of National Assembly of Pakistan and Ex-Minister of ministry of climate change of Pakistan. she ~~belongs from the~~ belongs from the Pashtun Waziri-tribe of Pakistan, where women are barely even allowed to leave their house but Miss Waris joined politics, breaking the shackles of the society & setting an example not only for the women of Waziristan but also for all women out there struggling to get independent. Fifthly,

the appointed Mayam Nawaz Sharif, the first female women chief minister of Punjab. She with her political capabilities tactfully handled the complex issues of Punjab setting an example for man headed chief ministers of other provinces.

As of Pakistan, 62% of the total population lives in the rural area, where even the basic facilities are not available. In such circumstances, equal opportunities for women seems a distant reality. The first sphere where equal opportunities for women seems a distant reality is - the health sector of Pakistan. A majority of the lady doctors are forced to ~~quit~~ ^{resign} ~~leave~~ ^{resign} compelled to resign after marriage. According to a report published by BBC in 2017; 'almost 67% of the lady doctors leave their jobs ~~due to non-management of work~~ ^{due to non-management of work} domestic life with stressful working environment.' To add up, the nurses and para-legal staff are either paid less who perform the core duties in the health sector are ~~also~~ paid less than the work they do or with no respect at all for their profession. As per the report published

by the 'Economic Research Institute'; the average salary of a nurse in Pakistan is about Rs 2,263/- annually almost ~~Rs~~ Rs 1068/- an hour. Resultantly, in ~~recent years~~ less than a decade, almost 78% of the nurses and para-legal staff left Pakistan in search of better opportunities abroad. They are paid a handsome amount of \$70,000 - \$110,000 annually. ~~The women~~ ^{majority belonging from rural areas} ~~aspire to~~ ^{spt} ~~additionally~~ To crown up, the women aspiring to medicine as a career fail the entry test due to the fact that, they either have little or no access to modern education. The main cause is ^{the} mobility issue, as they are not allowed to live in hostels in urban cities alone. To add up despite lack of facilities no seats are reserved for women in medical colleges which further adds up to their problem.

Furthermore, the second sphere where equal opportunities for women seem to be a distant reality is the educational sector of Pakistan. Although the Article 25A of -The Constitution of Pakistan, 1973 ~~provides~~ declares 'Right to education' as a fundamental right. According to

which all children of age five to sixteen years shall be given free education. ~~other~~ Despite the of constitutional guarantees, practical implementation not nearly possible. ~~other~~ According to a report published by UNICEF, ~~about 62% of the~~ ~~children are in Pakistan are undereducated.~~ Pakistan ranks 136th in the global literacy ~~rate~~ index. ~~Other than this, the~~ ~~one~~ The other hurdle, that hinders the educational progress of women is the early marriages. It is considered as one of the means of the Pakistani society which took away the dreams of many young girls. As after marriage they are not reflected to the domestic affairs and not allowed to participate in the workforce. Further, in patriarchal society of Pakistan, it is considered wastage of money to be spend upon ^{-the daughters} ~~women~~ education but as compared to that; parents happily spend on the son's education and took pride in it.

Additionally, the third sphere ~~where~~ where equal opportunities for Pakistani women is more a myth than reality is the legal sector of Pakistan.

The field of law is dominated by male where the existence of women is equal to none. ~~That's why~~ ~~2007~~ of As in Khyber Pakhtunkhwa Bar Council out of 230,879 lawyers only 17% are women. Similarly, the female judicial officers are posted at the far flung areas of Pakistan, due to which they resign their jobs. It becomes very difficult for them to manage domestic life together with the ~~work~~ ~~harsh~~ stressful working conditions, resultantly, they quit their jobs. Other than that, in Pakistan, the women are even denied of their ^{inheritance} share in their ^{ancestral} property. ~~due to which~~ ~~the~~ As evident, the number of such cases are so high that a separate 'Inheritance Court' have been established in Peshawar to deal with inheritance cases. Hence, due to all these above given facts, women are not granted equal opportunities in the ~~field~~ of legal sector.

The Fourth sphere was equal opportunities for women seems to be a distant reality instead of in the economic sector. Keeping in view, the strict Pashtun Patriarchy

Society; women are not allowed to participate in the workforce. ^{secondly} ~~the~~ women even who succeeds in breaking the taboos of the society and gets a job, the society starts character assassinating her. Due to this reason the males of ^{family} don't allow their women to work. Thirdly, the one main cause of low women workforce participation is the ~~low~~ less income. They are paid less as compared to their male-counter parts which lowers their morals and ultimately leads to their resignation. Fourthly, the unsafe working environment, acts as a cherry on the top due to which they gave up upon their careers ^{because} as the parents fear to ~~spread~~ send their daughters to ~~take~~ ~~part~~ in ~~the~~ job/work at the risk of their dignity. ~~Resultantly~~ ^{are the} all these factors, that limit the economic independence of women.

The fifth sphere where equal opportunities for women seems to be a distant reality is the political sector of Pakistan. Firstly, due to the scandalous environment of our political system, women refrain from taking ^{up} ~~part~~ in the leadership roles. ~~Even~~ Due to the low women represent-

ation, even the seats reserved for women men are appointed upon them. Secondly, due to the resource constraints, only the women belonging from upper class or political background succeeds to secure a place in Parliament of Pakistan. Contrary to that, there is no room for lower or middle-class women in politics. All these factors hinder women political representation.

CONCLUSION:

'Give women equal opportunities as compared to men and you will witness how quickly the world changes'

« Malala Yousafzai

women in Pakistan have come long way, from confined to domestic roles to contributing to in various spheres of life. The state has provided the framework for equality through laws, education and representation; but real empowerment requires more than ^{just} policies. It demands the change of mindset. True equality will emerge only when opportunities are not just available but accessible, safe and respected. Empowering women is not merely a social ideal; it's a moral and economic necessity.