

# PAKISTANI WOMEN HAVE EQUAL OPPORTUNITIES AS MEN

## OUTLINE :-

### 1. INTRODUCTION

Hook: "A nation ~~can~~ cannot rise to glory unless your women ~~are~~ side-by-side with you."

— Quaid-e-Azam.

### 2. BACKGROUND

plz start with subject

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."

plz work on improving grammar

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 <sup>women</sup> 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 worker.

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

Zartaj Gul Wazir - ~~Minister of~~ Ex - Minister of Climate Change of Pakistan and serving MNA of National Assembly of Pakistan.

→ Maryam Nawaz Sharif - The first women chief Minister of Punjab.

### 3. 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 <sup>educated</sup> urban class.

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

### 3b. EDUCATIONAL SECTOR:

- Lack of women school and educational institutions.
- Early marriage - A bundle 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

### ✓ POLITICAL SECTOR:

- ✓ Scandalous environment.
- ✓ Lack of representation from lower or middle class.
- ✓ Appointment of men <sup>women present</sup> on seats.

### ✓ CONCLUSION:

#### ✓ HOW WOMEN CAN BE GRANTED EQUAL OPPORTUNITIES AS COMPARED TO MEN

✓ Practical implementation of the constitutional guarantees.

✓ Increase salaries, if the necessary ~~to meet~~  
~~standards~~ 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.

✓ 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 ~~chained~~ 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, under Article 25<sup>and various laws</sup>, guarantees equal rights to both men and women in education, legal, political and health sectors. However, 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 resource constraints that hinder women's full

participation and advancement in the public and ~~private~~ sectors.

However, women ~~do~~ Pakistan dominate various spheres of the society, among them one in the health sector. Girls ~~do~~ 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 nursing and paramedics. According to a report published by Dawn in 2020, "90% of the paramedical and nursing staff is that of women". Lady doctors ~~paramedical~~ whole In medicine, the fields of dermatology and gynaecology are wholly dominated by the lady doctors. This is due to the fact that, ~~because~~ in Pakistan keeping in view the religious aspect of the society women patients prefer lady doctors over the male doctors. Therefore, ~~the~~ ~~whole~~ ~~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

what of education. From primary schools to university the role of women teachers is irreplaceable. A large number of teachers are employed across Pakistan in various educational institutions. The number of women in recent times, a significant increase has been witnessed in the education sector graduate and post-graduate degree programs after a large number of seats have been reserved for women.

The 2006 government of Pakistan have 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 the legal sector. The awareness regarding the legal profession and changing attitudes of the society encouraged women to choose this field. In contemporary times, a significant shift has been witnessed in number of

Women Practising lawyer is compared  
in court, and where women in legal profession  
is considered a taboo in society. ~~in~~  
Further, women have even proved their  
mettle/ strength in the legal  
sector with the appointment of Justice Ayesha  
Malik as the first female Judge of Supreme  
Court of Pakistan followed by Justice Mus-  
rat H. Iqbal. ~~also~~ 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 in  
even in the ~~Kashmir~~ and ~~Pashtun~~ dominated  
tribal areas ~~such~~ of Pakistan. Hence, the  
strength of lawyers & Judges ~~knows~~ have  
proved to be of ~~value~~ ~~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. ~~most~~ of Beauty industry  
where majority of the <sup>beauty</sup> Saloons are owned  
by women. They also control the fashion industry  
because majority models, fashion designers,

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

Likewise, the fifth sphere where Pakistani Women dominate/lead in 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's independence. She stood beside her brother in making Pakistan's 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. Later on, to keep the strength ~~go~~ 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~~ ~~from~~ ~~from~~ serving MNA of National Assembly of Pakistan and Ex-Minister of Ministry of Climate Change of Pakistan. She

~~belongs~~ ~~from~~ ~~from~~ ~~from~~ 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~~ ~~for~~ ~~for~~ for the women of Waziristan but also for all women out there struggling to get independent. Fifthly,

was appointed Maryam Nawaz Sharif, the first female women chief minister of Punjab. She with her political capability 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. As majority of the lady doctors are forced to resign after marriage. According to a report published by BBC in 2017, 'almost 67% of the lady doctors leave their jobs' due to the high pressure to manage due to non-management of work domestic life with stressful working environment.' To add up, the nurses and paralegal staff are either paid less who perform the core duties in the health sector are often 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 2,26300/- annually almost to Rs 1062/- an hour. Resultantly, in ~~recent years~~ less than a decade, almost 78% of the nurses and ~~paralegal~~ staff left Pakistan in search of better opportunities abroad. They are paid a handsome amount of \$ 70,000 - \$ 110,000/- annually. ~~The women~~ <sup>aspire</sup> ~~aspire~~ <sup>to</sup> ~~to~~ <sup>and</sup> ~~and~~ <sup>additionally</sup> ~~additionally~~ To cover up, <sup>majority belonging from rural areas</sup> ~~opt~~ <sup>the</sup> ~~the~~ <sup>majority</sup> ~~majority~~ women <sup>aspire</sup> ~~aspire~~ 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 <sup>the</sup> ~~main cause~~ <sup>is</sup> ~~is~~ mobility issues, as they are not allowed to live in hostels in urban cities alone. To addup 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 seems to be a ~~distant reality~~ in the educational sector of Pakistan. ~~Although~~

The Article 25A of the Constitution of Pakistan, 1973 ~~guarantees~~ 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~~ ~~the~~ Despite the ~~of~~ constitutional guarantee, practical implementation not nearly possible. ~~other~~ According to a report published by UNICEF, ~~about~~ ~~62%~~ of the children ~~are in Pakistan are~~ uneducated. Pakistan ranks 136<sup>th</sup> in the global literacy rate index. Other than this, the ~~now~~ ~~the other~~ huddle, that hinders the educational progress of women is the early marriages. It is considered as one of the meance of the Pakistani society which took away the dreams of many young girls. As after marriage they are not reglecked 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 <sup>The daughter</sup> ~~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~~ ~~when~~ equal opportunities for Pakistani women is more a myth than reality in the legal sector of Pakistan.

avoid  
writing in  
gossiping  
style  
please

The field of law is dominated by male where the existence of women is equal to none. Thus only 22% of the 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. Such stressful working conditions, resultantly, they quit their job. Other than that, in Pakistan, the women are even denied of their share in inheritance and ancestral property, due to which 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 patriarchal

Society; women are not allowed to participate in the workforce. <sup>secondly</sup> The women even who succeeds in breaking the labours 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 in less income. They are paid less as compared to their male-counterparts which lowers their morale and ultimately leads to their resignation. Fourthly, the unsafe working environment, acts as a ~~key~~ <sup>are the</sup> on the top due to which they gave up upon their careers <sup>because</sup> the parents fear to expose their daughters to ~~take~~ <sup>take</sup> part in the job/work at the risk of their dignity. Resultantly, 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 <sup>up</sup> 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:

no need of heading

'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 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 is a moral and economic necessity.