

# Can Women BE EQUAL TO MEN Date: \_\_\_\_\_

## IN PAKISTAN?

### OUTLINE:-

1. Introduction:
  - 1.1 Hook
  - 1.2 General Statement
  - 1.3 Thesis ~~Statement~~
2. Significance of Women's Equality in Pakistan
3. Women can be equal to men in navigating their personal life.
4. Women can be equal to men in deciding educational path  
case in point: Haripuri's 5 ~~4~~SPs sisters
5. Women can be equal to men in initiating their own business  
case in point: Sana Saffarz and Maria B.
6. Women can be equal to men in Politics  
case in Point: Benazir Bhutto and Maryam Nawaz
7. Pakistani Women can be equal to men in <sup>getting jobs</sup> ~~in jobs~~
8. Women can be equal to men in sports industry  
Case in point: current captain of Pakistan Women's cricket team, Bismah Maroof

9. Women can be equal to men in Social welfare  
 case in point: Women Rights Activist, Sharmeen Obaid-Chinoy

10. Women can be equal to men in litigation and advocacy  
 case in point: Supreme Court Judge, Justice Ayesha A. Malik

11. Counter Argument:- Women can not be equal to men in  
 Patriarchy

male dominance

11.1 Still men dominance and Patriarchy

11.2 Rebuttal: Quota based system in government sector  
 and in competitive exams, requirement of at least  
 1 woman in Board of Directors in private  
 companies as per SECP.

12. Conclusion

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"No nation can rise to the height of glory  
 unless your women are side by side with you."  
 Muhammad Ali Jinnah. After the independence in 1947,  
 founder of Pakistan mentioned this statement in his  
 address. This quotation highlights the importance of  
 women's equality in Pakistan. Women, who once  
 used to be buried alive in the dark ages,  
 have struggled a lot for their basic rights.  
 Women were considered as inferior than men in  
 multiple societies and regions. Thanks to those  
 series of revolutions, that not only brought  
 men rights but also provided equal chance to

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IN women in every sphere of life from their basic personal lives to ground fields women are almost successful in their lives. Unfortunately, underdeveloped countries and unprivileged areas women are still suffering, just like Afghanisthan and remote areas of Pakistan, they are deprived from the basic rights and unequal treatment. International human rights organisations are working painstakingly to reduce the gap and offer equal chances of to women so that inequality between women and men do not prevail. Therefore, this essay will explore about the significance of women's equality in Pakistan at first. Moving forward, it will discuss about women can be equal in Pakistan in navigating their personal life, deciding their favourite educational path, initiating their own business, can be part of politics, can do jobs, participate in sports industry, work in social welfare programs, and lastly women can be equal in litigation and advocacy.

At the end, rebuking the argument that women do not have be equal to men in Pakistan because of male dominance and patriarchy.

Rebutting that, with compulsory requirement of 33% Security Exchange of Pakistan in the organisations.

7. To begin with, women's equality in Pakistan is fundamentally important and crucial. As according to Pakistan census 2023, 49% (approx.) approximately of Pakistan's total population

consist of women. Mainstreaming women is not only just a matter of justice but also a necessity for Pakistan's social, economic and political progress. Countless of women are performing astonishingly in their lives a part from their personal lives, Some of them are successful entrepreneurs, politicians and sport women. Such women inspire other girls and succeeding generations to take stance for themselves in their live. Improving Pakistan's standing internationally by showing and adhering commitment to human rights and modern development goals like Sustainable Development Goals. Thus, women's equality in Pakistan is significant as it motivates other women and creates better global image.

Firstly, women are equal to men in deciding and navigating their personal life in Pakistan. Women have equal chance to decide their life partners, marry late, establish career and have opportunity to travel around the world without spouse, brother and father. Pakistan's constitution and state do not bind women from any angel of life. Women are allowed to do whatever they want unless it is not against the sanctity of state and harming others. ~~Even~~ Half of women drive the car, smoke the cigarette, ride the bicycle and cycle. Women have freedom in Pakistan. Thus, having equal chances to men.

Secondly, there is no criteria which can restrict women to in deciding their educational path. All the disciplines in education sector are open to women. Admission in colleges and universities is based on competency not on gender bases. There is quota system in all competitive exams to give equal chance to both genders. The quintessential example is Haripuri's five sisters, who qualified the competitive exam without any references, or any ambiguity. This ensures that women have equal chance in education as men and women are allowed to decide their favorite educational trajectory.

Thirdly, women are allowed to run the business. At innumerable festivals, women run stalls and carts. Every year more than 80% of the businesses are owned by women in Karrdi East festival and Soul fest. With that, women are encouraged to register their own brand and business in SECP that help women to acquire loans and subsidies by the government. When businesses are registered in SECP, it becomes easy for government to monitor and regulate the business. Women in case of trademark, patent and copyright violation can easily file a suit against the accused. Sana Safinaz and Maria B are the one of successful business women who had set precedent that women

can do entrepreneurship successfully. This also motivates home-based business to effectively run and operate their business. Clearly, successful businesses by women respect showcase that women are equal to men in business sectors.

Benazir Bhutto and Marium Nawaz are the leaders who proved that women can be in politics. After burning midnight oil, Benazir Bhutto became first women Prime minister of Pakistan and currently Marium Nawaz is serving first Chief minister of Punjab. This highlights that women can also participate and have equal chance in politics as well. Just like minority reserved seats, women's seats are also reserved with 20 percent representation in each house of parliament. Women have having aura, enthusiasm and eagerness to be part of politics, women can be representative in the parliament. Hence, women can be in politics and have equal chance as men.

According to Securities and Exchange Commission of Pakistan (SEC) data showed in early 2021 that over 58% of Pakistani listed companies had women on their boards. Private businesses and limited companies hire women for in order to ensure inclusive of women in their organization. With women, companies welcome code of conduct is strictly followed. Companies prefer to hire women staff. <sup>for stance</sup> First life Habib Bank Limited (HBL) is following fifty-fifty ratio of women and

men staff that in their ~~or~~ whole organisation. So much so that, it is their policy of having 50:50 men to women participation and representation in their company. Moreover, in Human Resource department of corporation ensures candidate is competent ~~than~~ regardless of ~~their~~ gender. Therefore, women can be equal to men in job employment if they are competent.

Have you ever seen a women playing any sport in broad day light? The answer can be no because of ~~sex~~ ~~or~~ culture and norms of the Pakistani society. But still many women are ~~great~~ breaking the stereotypes. ~~such~~ Countable number of women are taking part in sports industry such as hockey, ~~and~~ cricket and cricket and football. Bisma Maroof is the current captain of Pakistan's women cricket team. Setting examples like these, ~~so~~ women can be equal to men when ~~social norms~~ and cultures are sidelined by women.

~~6.5~~ Equality in social welfare is the seventh point where women can be equal to ~~some~~ men. ~~Coratless~~ women have contributed their significant work in social welfare. Malala Yousafzai, Parveen Rehman, ~~she~~ and Bilquis Ehsan are some of those women. A social activist who ~~highlighted~~ highlighted issues like ~~honor~~ killing and acid attacks through her documentaries, Sharmeer

Gbaid-Chinoy contributed her ~~excell~~ works in the social welfare of Pakistani society. There are women who proved that women can be equal to men in Pakistani society in the field of social welfare.

lastly, women can be equal to men if she choose ~~her~~ <sup>career</sup> ~~careers~~ in litigation and advocacy, she ~~can~~ women can get chance to enrol in any bar court and present case in the courtroom. women can be civil and criminal judge if she qualified the respective exam. Justice Ayesha A. Malik created an example when she became Supreme court judge. She ensured that women can be advocate, and judge after the qualifying exam. Rest of women can follow her steps and create a goodwill in the judiciary as well. Ergo, women can be equal to men in judiciary also.

Women <sup>not</sup> do ~~can~~ be, however, equal to men in Pakistan, because majority of women believe and witness that ~~up~~ Pakistan is still patriarchal society and everywhere they encounter is male dominance. As per Global Gender Gap Ranking, Pakistan ranked at bottom in WEF Gender report 2025. This stats undermines broad systemic inequality across Pakistan in economy, politics, education and health dimensions. To combat this dominance, government had already introduced quota-based system in the government sectors and in competitive <sup>exams.</sup> ~~SECP~~ sectors furthermore, to reduce patriarchy, SECP, on the

directories of states had made a compulsory requirement of at least one female or one-third female in board of directors and fifty-fifty ratio of men and women in job employment. Therefore, these quota based system and SECP requirement ensure that women can be equal to men in Pakistan.

To cap it all, if women are equal to men in every aspect of life, then Pakistan would ~~can~~ ~~make~~ flourish. Women are equal to men, but the other factors such as political instability and economic ~~instability~~ uncertainty have sidelined the women's equality in Pakistan. legally, the constitution already ensure equality as per Article 25. which grants, women's right to education, property, inheritance, and dignity. If 49% of the population is ~~not~~ not consider equal then Pakistan will face persistent economic instability. Awareness campaigns among the masses must be provided about women's equality because equality is not just about right for women, it's about national progress as no country can rise if half its population is held back. Thus, this essay shed lights on significance of women's equality and then ~~will~~ <sup>be</sup> used to point out women can be equal to men in their personal life, education, business, politics, sports, social welfare, <sup>counter</sup> advocacy, and <sup>energy</sup> argument about male dominance and patriarchy that was rebutted by quota-system and SECP's compulsory requirement.