

## "Women in Power Structure of Pakistan : Presence, Impact, and Limitations"

### Outline :

#### 1- Introduction :

The presence of women in power structure in Pakistan encourages national development by positively impacting multiple domains. However, certain limitations in their effective participation and performance need to be addressed for better outcome.

#### 2- Presence of Women in Power Structure of Pakistan :

i) Women serve as political leaders and parliamentarians.

Case in point : 60 seats reserved for women in Parliament.

ii) Women serve in civil services as effective government representatives.

Case in point : 40% of civil servants in 2024 as women.

iii) Women in military serve as efficient

decision-makers and security providers.

Case in point: Shahida Malik as first female Major-General.

i) Women serve in economic sector as industrialists, business elites and as workforce.

ii) Women serve as judges and lawyers in judicial system.

Case in point: Ayesha Malik as first Chief of ~~Judge~~ of Pakistan's Supreme Court.

### 3- Impact of Women's Presence in Power Structure of Pakistan:

i) Women in political leadership ensure good and inclusive governance by fostering socio-economic growth.

Case in point: Benazir Income Support Program encourages social and economic development.

ii) Women as Parliamentarians ensure gender sensitive governance.

Case in point: Protection of Women Against Domestic Violence Act 2025 proposed by Sharmila Farooqi.

iii) Women's presence in civil services improve inclusivity through better reflection of

needs of women and other marginalized groups.

iv) Military and security services participation ensure female inclusion in important decision-making processes.

v) Women's inclusion in economy accelerates GDP growth.

Case in point: The higher the female participation in economy, the higher the rating on Human Development Index.

vi) Women's presence in justice system strengthens rule of law.

vii) Women's presence in power structure brings international recognition as modern democratic state.

#### 4- Limitations in Women's Presence in Power Structure of Pakistan:

i) Cultural and religious misinterpretation discourage women participation in multiple domains.

ii) As political leaders, mobility and resource constraints and security issues marginalize women.

iii) As parliamentarians, women are non-

participatory, serving as party gate-keepers due to pressure from party heads.

iv) Women face exploitation in economic sector.

v) Patriarchal narratives discourage female participation in legal and military domains.

## 5- The Way Forward :

i) Government needs to address <sup>security</sup> issues and resource constraints to encourage female participation in politics.

ii) Government needs to support female business owners through micro-financing and workers by ensuring socio-economic security.

iii) Government needs to work with religious scholars and civil societies to encourage female participation in legal and security domains.

## 6- Conclusion :

As women's presence in power structure and their impact on national growth is considerable, the aforementioned limitations need to be addressed.

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to accelerate national development  
and ensure gender equality.

Women in Pakistan serve in multiple domains, encouraging national development. Their presence in power structure of the country is considerable which highlights the potential for growth. Women serve as political leaders, parliamentarians, civil servants, strengthening governance. In military and security domains, they serve as efficient decision makers. Moreover, their presence in economic and judicial system strengthen rule of law and social conditions. Hence, the women's presence in power structure of Pakistan has significant impact on the country's development. They ensure good and inclusive governance by accelerating socio-economic growth. As parliamentarians, women ensure gender sensitive governance. Moreover, their presence in civil services improve

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inclusivity as they better reflect the needs of women and marginalized groups. The economic participation of women accelerates GDP growth.

Furthermore, they strengthen rule of law when enjoin in justice system.

All these factors collectively bring international recognition for Pakistan as modern democratic state which ensures and encourages female inclusion in power structure. However,

there are certain limitations which resist female participation and hinder development in power structure of Pakistan. The primary factor in this regard is cultural and religious misinterpretation. Furthermore, security concerns and resource constraints marginalize women in politics. Due to the prevalence of norm of party gate-keeping, women parliamentarians are non-participatory.

Similarly, female exploitation in economic sector hinders development. Their participation in military and legal domains is also limited due to patriarchal

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narratives. Hence, all these limitations need to be addressed to accelerate national development.