



Social Sciences Spectrum

A Double-Blind, Peer-Reviewed, HEC recognized [Y-category](#) Research Journal

E-ISSN: [3006-0427](#) P-ISSN: [3006-0419](#)

Volume 03, Issue 03, 2024

Web link: <https://sss.org.pk/index.php/sss>



Women Empowerment in Pakistan: Issues and Progress

Basharat Hussain

M Phil Scholar, Department NIP Quaid-i-Azam University
Islamabad, Pakistan

Correspondence: basharathussain5736@gmail.com

Manahil Touqueer Satti

M Phil Scholar, Department Pakistan Study NUML
Islamabad, Pakistan

Email: manahisatti58@gmail.com

Sharafat Ali

BS International Relation, NUML Islamabad, Pakistan

Email: shigarisharafat125@gmail.com

Article Information [YY-MM-DD]

Received 2024-07-19

Accepted 2024-09-21

Citation (APA):

Hussain, B., Satti, M, T & Ali, S (2024). Women Empowerment in Pakistan: Issues and Progress. *Social Sciences Spectrum*, 3(3), 12-23. <https://doi.org/10.71085/sss.03.03.521>

Abstract

Women empowerment is extensively recognized as an essential riding pressure of sustainable development, social justice, and inclusive governance. In Pakistan engrained patriarchy socio-cultural norms and nearby differences have factually constrained woman admittance to education, employment and decision-making roles rising a complex landscape of challenging situations and prospects and this study severely studies the issues and progress of woman empowerment in Pakistan via an incorporation of theoretic perspectives and primary empirical evidence. A qualitative research design was employed, incorporating semi-structured interviews with women from diverse socio-financial backgrounds, educators, policymakers, and civil society actors throughout metropolis and rural regions. Purposive sampling ensured that individuals' tales had been relevant to the examines goals and content analysis of interview records recognized ordinary troubles, styles, and strategies followed through ladies to navigate structural and cultural obstacles. Findings monitor that while development has been made in training, political illustration, and financial responsibilities, girls maintain to face systemic boundaries, which encompass constrained decision-making power, socio-cultural restrictions, and unequal get admission to resources and women organization resilience and coping methods arose as vital issues in achieving incremental empowerment in specific in rural and undersized parts. This study gives to hypothetical allowance via provided that a nuanced empirically grounded assessment of women empowerment in Pakistan and notifies representatives' public society, and growth practitioners on policies to embellish comprehensive participation concern and social alteration.

Keywords: Women Empowerment, Pakistan, Gender Inequality, Feminism, Human Security, Growth.



Content from this work may be used under the terms of the [Creative Commons Attribution-Share-Alike 4.0 International License](#) that allows others to share the work with an acknowledgment of the work's authorship and initial publication in this journal.

1. Introduction

Women empowerment is increasingly more identified as an important determinant of social transformation, sustainable development, and inclusive governance at some stage in the globe¹. It mentions no lengthier just to the growth of women access to education employment and political participation also to their competence to implementation initiative, make sovereign substitutes and venture structural disparities. In Pakistan, the discourse on women empowerment acquires heightened significance due to country unique socio-cultural cloth, historic legacies, and persistent monetary disparities. The intersection of entrenched patriarchy, spiritual interpretations, and regional socio-financial inequalities has traditionally formed the scope and boundaries of women roles in each public and private spheres.²

Pakistan's trajectory in women empowerment offers a nuanced paradox. On one hand, ladies have attained extremely good achievements in education, expert sectors, politics, and civil society activism. The emerging number of women, professionals, venders, representatives and activists exemplifies a slow yet palpable shift earlier to gender inclusivity³. Prominent figures consisting of Benazir Bhutto and Malala Yousafzai represent the transformative capacity of women in redefining societal norms and scary innovative change. On the alternative hand, systemic gender-primarily based completely disparities remain pervasive. Women maintain to stand restricted get entry to exceptional training, healthcare, monetary assets, and felony safety. Gender-primarily based violence, socio-cultural discrimination, and marginalization in choice-making systems persist as crucial impediments, reflecting a dis be part of among formal rights and lived realities⁴.

Historically, the fame of ladies in Pakistan has been inspired by a confluence of colonial legacies, feudal structures, patriarchal norms, and selective religious interpretations. While constitutional guarantees under the Constitution of 1973, along with Article 25 on gender equality, provide a prison framework for women's rights, their implementation has regularly been hindered through vulnerable institutional mechanisms and societal resistance. Contemporary tips and programs addressing ladies empowerment ranging from education initiatives to microfinance schemes spotlight incremental progress, however structural boundaries maintain to restrict comprehensive empowerment⁵.

This studies interests to seriously check the multifaceted dimensions of ladies empowerment in Pakistan by means of synthesizing theoretical frameworks, policy analyses, and empirical evidence.⁶ By exploring every achievements and continual worrying situations, the study seeks to provide an in-intensity data of the manner social, cultural, political, and financial elements converge to form the empowerment landscape. Ultimately, this evaluation contributes to figuring out strategies which can bridge the gap amongst normative rights and important empowerment, thereby promoting an extra inclusive and equitable society⁷.

Research Methodology

This study adopts a qualitative research method to study the problems and growth of women

¹ World Bank. (2021). *Women, Business and the Law 2021*. World Bank Publication

² Kaber, N. (1999). Resources, agency, and achievements: Reflections on empowerment *and development*

³ United Nations Women. (2020). *Progress of the World's Women 2020*. UN Women

⁴ Pakistan Bureau of Statistics. (2021). *Labour Force Survey 2018–24*. PBS

⁵ World Economic Forum. (2023). *Global Gender Gap Report 2023*. WEF

⁶ Mumtaz, Z., & Shaheed, F. (1987). *Women of Pakistan: Two Steps Forward, One Step Back?* Vanguard Books.

⁷ Asian Development Bank. (2016). *Country Gender Assessment: Pakistan*. ADB

empowerment in Pakistan and emphasis is placed on primary records collection to capture the lived testimonies, perceptions, and challenges faced by means of using women in the progress of diverse socio-economic and nearby backgrounds.

Primary statistics was accumulated via semi-structure based interviews with purposively selected women from city and rural areas, which include Islamabad and all over the Pakistan. Participants have been decided on to represent quite a number academic, professional, and socio-cultural backgrounds, ensuring a comprehensive records of empowerment dynamics. Interviews explored key dimensions of empowerment, which includes economic participation, educational access, political engagement, and social enterprise. The semi-structure design indorsed flexibility to probe emergent troubles whilst maintaining consistency for comparative evaluation

Secondary data, together with government reviews, policy documents, UN gender indices, and educational literature, turned into used to contextualize the number one findings and data evaluation found a thematic coding method, figuring out normal styles, challenges, and success memories. Ethical concerns, together with knowledgeable consent, confidentiality, and voluntary participation, had been strictly positioned and by means of integrating primary interviews with secondary proof, this approach gives a holistic and empirically grounded information of women empowerment in Pakistan and highlighting each structural limitations and being strategies employed by using women to navigate socio-cultural and institutional challenging situations

Significance of the Study

This study holds giant educational and practical importance as it presents a complete evaluation of each the difficulties and progress of women empowerment in Pakistan inside a unified framework and unlike many existing studies that consideration either on challenges or attainments, this research integrates both dimensions to give a balanced and vital expertise of women fame and by applying Feminist Theory and the Human Security Framework, the study gives to theoretical discourse by linking structural inequalities with broader ideas of human development and gender justice.

From a policy view the study offers precious insights for officials, improvement practitioners, and civil society companies via identifying key boundaries to empowerment and highlighting regions of measurable improvement. It underscores the want for multidimensional strategies that go beyond legislative reforms to encompass schooling, monetary inclusion, and socio-cultural transformation and the inclusion of qualitative insights thru interview-based analysis enhances the empirical relevance of the studies by means of using reflecting actual-existence stories of ladies in Pakistan. This now not most effective strengthens the validity of the findings but additionally bridges the gap among theoretical views and ground realities so every day, the study contributes to the prevailing frame of expertise by way of offering a context-specific, analytical, and insurance-orientated records of women empowerment, it really is vital for achieving sustainable improvement and gender equality in Pakistan

Ethical Considerations

Ethical thoughts are dominant to this study, mainly specified the complex nature of problems surrounding women empowerment with particular experiences of judgment, social limitations, and gender-based ferocity and prior to data gathering, knowledgeable consent was found from all contributors, guaranteeing that they completely understood the drive of the study, the voluntary nature of participation and their veracious to extract at any time deprived of significances.

Concealment and secrecy were severely preserved by transmission codes to contestants and neglecting identifying info from records and reports and data was securely stored to prevent unauthorized get entry to, and simplest the research group had get entry to uncooked facts and the

study adhered to principles of non-maleficence, averting questions or discussions that could purpose mental distress. Cultural sensitivity modified into additionally prioritized, respecting people' social norms and close by traditions during interviews and via upholding these ethical necessities, the have a take a look at guarantees the protection of people' rights while producing honest and reliable statistics for a rigorous analysis of ladies' empowerment in Pakistan.....

Theoretical Framework

Enduring structural inequalities Pakistan has perceived quantifiable progress in women empowerment through instructional, political, and illegal area designations so this growth extra efficaciously understood through the Feminist Theory and the Human Security Context which offer vital visions into the nature and limitations of those progresses from a Feminist approach the growth in women instructional enrollment and involvement exclusive the form of workforces signifies a slow change in traditional gender roles. Feminist scholars argue that get access to education improves Women Concern and challenges male controlled systems that usually controlled girls to the personal sphere. In Pakistan rising girl literacy costs and rising presence in higher education institutions specify a change in societal approaches particularly in city areas. But, Feminist Theory also highlights that such progress remains variable as deeply rooted patriarchal rules reservation to limit women full independence explicitly in rural backgrounds.

Similarly, enhancements in women political illustration particularly via reserved seats can be interpreted as institutional efforts to lessen gender inequality. While the ones measures increase visibility Feminist assessment suggests that right empowerment requires essential participation instead of representative inclusion from the attitude of the human security context development in women empowerment displays upgrades in character protection, particularly in terms of financial and social wellbeing and legal reforms addressing place of work pestering and domestic violence make contributions to improving women's protection and dignity. Additionally, elevated get admission to education and proceeds creating prospects supports women economic security this is a key issue of human improvement so the Human Security approach additionally emphasizes that empowerment remains incomplete without addressing vulnerabilities including poverty violence and social exclusion so therefore, while progress is apparent it stays delicate and rough, theoretical evaluation reveals that women empowerment in Pakistan is advancing, however inside structural constraints and sustainable progress requires no longer simplest insurance reforms however moreover a change of underlying social and institutional systems.

1. Status of Women in Pakistan

The status of women in Pakistan shows a complicated interaction of socio-cultural, economic, and political factors that hold to shape gender individuals of the family inside the country despite constitutional guarantees of equality underneath the Constitution of Pakistan (1973), girls face chronic disparities in get proper of entry to schooling, healthcare, employment, and political participation. Pakistan ranks some of the lower international places in worldwide gender equality indices, highlighting the structural worrying situations that prevent women's empowerment (Kabeer, 2005; UNDP, 2023).

Women represent almost half Pakistan population their participation to the formal economy stays appreciably limited. Female difficult paintings stress participation stands at about 20–25%, its much significantly decrease than that of male (United Nations Development Programme, 2023). This disparity is essentially attributed to constrained educational possibilities, cultural guidelines, and absence of get right of access to financial sources. In rural regions, women are frequently engaged in informal sectors which encompass agriculture and domestic tough paintings, wherein their contributions frequently live unrecognized and unpaid.

Education plays an essential function in figuring out women popularity although Pakistan has made development in growing lady enrollment at number one and tertiary stages, gender gaps persist especially in rural and underdeveloped regions. Socio-cultural norms, poverty, and safety problems maintain to restriction girls access to education so excluding their future opportunities (UNESCO, 2022).

In terms of political participation Pakistan has taken brilliant steps by introducing reserved seats for ladies in countrywide and provincial assemblies. This has prolonged women example in formal political systems their effect in preference-making techniques remains restricted due to patriarchal dominance and institutional barriers also gender-primarily based violence stays a primary trouble affecting women reputation in Pakistan. Issues collectively with domestic violence, honor killings, and place of work harassment keep to undermine women protection and nicely-being. While legislative measures were introduced to deal with the ones problems, susceptible implementation and lack of awareness limit their effectiveness and regular on the identical time as Pakistan has made exceptional development in enhancing women popularity through training, law, and political representation deep-rooted cultural norms and structural inequalities keep to pose big stressful conditions so addressing those issues requires an entire and sustained attempt regarding cover reforms, societal different, and institutional consolidation.

2. Major Issues in Women Empowerment

Women empowerment in Pakistan is restrained via a number of structural, socio-cultural, and regulatory challenges which can be deeply entrenched exclusive the societal framework and despite coverage interventions and penitentiary reforms the manner of empowerment stays irregular and restricted in its impact so these stressful situations are not isolated as a different, they may be consistent and together reinforcing, increasing a cycle of gender inequality. Factors such as controlled access to education economic marginalization gender-based totally ferocity, and rooted patriarchal norms together shape the existed evaluations of women in Pakistan. Scholars argue that these restrictions are entrenched in historic customs institutional weaknesses, and socio-economic disparities which avert women functionality to exercise sovereignty and take part totally in public lifestyles (United Nations Development Programme, 2023). Also the remaining control of these issues imitates the distance among formal rights and sensible authenticities. While improvement has been made in sure areas, the structural nature of those challenges requires entire and multidimensional techniques to reap significant empowerment.

2.1 Education Inequality

Education inequality stays one of the most giant obstacles to women empowerment in Pakistan. Although the use of the states has made enormous progress in increasing female enrollment costs, disparities persist, in particular in rural and marginalized areas. Women often face multiple barriers to having access to education which include poverty cultural rules early marriages and shortage of instructional infrastructure and in many group education women is not prioritized because of conservative ideals that underscore home-based roles over formal education.

The lack of access to education limits women capacity to build up abilities, understanding, and opportunities vital for private and expert development. Studies mean that knowledgeable girls are much more likely to take part inside the workforce, make informed alternatives and make contributions to financial increase. However, Pakistan continues to warfare with excessive dropout costs amongst women, specifically on the secondary degree (UNESCO, 2022), troubles which include insufficient college facilities, shortage of woman instructors, and protection issues in addition discourage households from sending girls to high school. The gender hole in schooling now not first-class affects person empowerment but additionally has broader implications for national

development so therefore addressing education inequality requires focused coverage interventions, improved investment in schooling, and societal trade to venture conventional norms that limit women access to getting to know.

2.2 Economic Disempowerment

Economic disempowerment is some other important trouble affecting women in Pakistan. Despite constituting an extensive a part of the populace, women participation in the formal economic system stays disproportionately low (World Economic Forum, 2024) structural limitations inclusive of limited get right of entry to education, loss of vocational schooling, and workplace discrimination limit women employment opportunities as an end result, many girls are restricted to casual sectors in which their exertions is frequently undervalued and underpaid.

Access to economic effects is likewise restricted, as ladies face traumatic situations in obtaining credit score rating proudly owning assets and starting organizations and this economic dependency strengthens their secondary feature within families and society. Research suggests that economic independence is a key determinant of empowerment, because it allows women to make selections and assert their rights (World Bank, 2023) administrative center environments regularly lack gender-sensitive guidelines, and issues together with nuisance and unequal pay discourage girls from entering into or residual inside the staff. Although responsibilities like micro-economic programs and rights schemes have attempted to improve women economic involvement, their impact stays limited and to benefit enormous monetary empowerment, it far vital to create inclusive monetary indicators, vend women entrepreneurship, and make sure same get admittance to sources and prospects.

2.3 Gender-Based Violence

Gender-based totally violence (GBV) remains one of the most pressing challenges to women empowerment in Pakistan. It features a huge variety of harmful practices which incorporates domestic violence, honor killings, sexual harassment, and compelled marriages and these kinds of violence not closest violate women crucial rights however restrict their ability to participate in social economic and political existences.

Domestic violence is mainly enormous and regularly is going unreported because of social stigma fear of vengeance and lack of staff guide. Integrity murders justified beneath the pretext of keeping circle of relative's honor represent a strong appearance of patriarchal control over women conduct and despite secure reforms aimed at interdicting such acts, implementation stays susceptible (Human Rights Watch, 2020). Workplace harassment is some other considerable issue that discourages girls from pursuing careers. While laws were ratified to defend women, lack of expertise and institutional inefficiencies restrict their effectiveness and gender-based totally violence has a long manner-undertaking effects together with emotional disturbance reduced monetary productivity, and intergenerational affects so addressing this problem requires a comprehensive method associated with prison enforcement, popularity campaigns, and societal transformation to undertaking norms that perpetuate violence in competition to women.

2.4 Cultural and Patriarchal Norms

Cultural and patriarchal norms play an essential function in shaping women reputation in Pakistan and these norms are deeply rooted in societal systems and affect arrogances behaviors and institutional practices so patriarchy as a system of male supremacy limits women sovereignty and strengthens gender inequality throughout numerous circles of existences. In many groups, ladies are expected to conform to conservative roles focused on own family errands and caregiving and their mobility, training, and employment possibilities are often inhibited via male family individuals.

Practices together with early weddings rules on preference-making, and partiality for male children further continue gender disparities and cultural clarifications are once in a while tangled with religious morals, leading to the justification of biased practices so, many apprentices argue that these performs are cultural in place of divine in nature.

The durability of patriarchal norms creates exquisite boundaries to women empowerment, as it limits their get right of entry to belongings and opportunities so changing the ones norms requires long-time period efforts, along with education, community engagement, and coverage interventions geared in the direction of selling gender equality.

3. Progress in Women Empowerment in Pakistan

Apart frequent structural and socio-cultural demanding circumstances, Pakistan has completed delightful development in advancing women empowerment during the last many years. These promotions are conspicuous at some point of more than one areas, which includes education, confinement reforms political participation and social cognizance and the measure of alternative remains uneven, the general trajectory shows slow but considerable transformation. One of the most massive regions of development is girl training. Enrollment expenses of girls in primary, secondary, and higher education have elevated notably, mainly in urban regions. This expansion of instructional potentials has contributed to extra focus ability development and participation of women in expert sectors (UNESCO, 2022).

In the political sphere the formation of reserved seats for women in national and provincial assemblies has better women design in formal governance systems. This has provided women with a platform to steer attention creation and supporter for gender-touchy regulation (Inter-Parliamentary Union, 2023). Legal reforms constitute an essential place of development. Laws addressing administrative center harassment, national violence and honor killings mirror the monarchy devotion to shielding women rights so execution challenges remain those actions have contributed to developing interest and duty (UN Women, 2022). Besides, the upward thrust of civil society corporations and social moves has performed an important function in selling gender equality. Campaigns advocating women rights have stepped forward public discourse and challenged traditional norms so every day, while demanding situations persist, those developments imply a gradual shift toward extra inclusion and empowerment of women in Pakistan.

4. Deep-rooted traditions restrict women's mobility and decision-making power.

Deep-rooted traditions in Pakistan drastically restrict women's mobility and desire-making strength, reinforcing gender inequality at both family and societal degrees. Cultural norms often confine ladies to the private sphere, limiting their freedom to pursue schooling, employment, and social engagement without male consent. Practices collectively with purdah and patriarchal manipulate over women's movement are particularly time-commemorated in rural and conservative settings (Ahmed, 2021) these rules now not most effective lessen women get admission to possibilities but additionally preserve their financial dependency and relegation and desire-making authority internal families remains in large part male-dominated, with ladies having confined impact over economic, instructional, and marital selections.

This loss of autonomy weakens women enterprise and participation in broader societal techniques. Scholars argue that such norms are reproduced thru socialization and institutional systems that beautify traditional gender roles throughout generations additionally, studies highlight that cultural constraints extensively avoid women empowerment by proscribing their get admission to belongings and possibilities (Asian Development Bank, 2021). Addressing the ones entrenched norms requires a multidimensional technique, along with criminal reforms, training, and community-degree recognition tasks aimed towards remodeling societal attitudes inside the course of gender equality.

5. Role of Education in Women Empowerment

Education is widely recognized as a fundamental driver of women empowerment, as it enhances women's knowledge, skills, and capacity to contribute efficiently in social, economic, and political circles (Haider & Raza, 2019). In the perspective of Pakistan, education shows a transformative role in challenging traditional gender norms and allowing women to achieve greater autonomy and independence. Accomplished women are more likely to make knowledgeable decisions regarding their health, employment, and family life, thereby improving their overall superiority of life.

Access to education also increases women participation in the labor force, donating to economic growth and national growth and studies propose that higher levels of female education are straight associated with increased earning potential and reduced poverty levels. In addition, education fosters awareness of legal rights and social issues, allowing women to challenge discernment and advocate for equality. According to UNESCO (2022), educating girls not only benefits individuals but also generates bigger social impacts including improved family health reduced fertility rates, and enhanced community development so these benefits, Pakistan continues to face important challenges in ensuring equal access to education for women, particularly in rural areas. Barriers such as poverty, cultural limits, and lack of infrastructure hinder women enrollment and retaining in schools so, consolidation educational policies, growing investment in women education, and indorsing gender-sensitive learning environments are essential for achieving sustainable women empowerment.

5. Economic Dimensions of Women Empowerment

Economic empowerment is a cornerstone of standard women empowerment. In Pakistan women involvement within the hard work force remains radically low in comparison to men. Structural limitations which encompass lack of schooling, restrained get entry to financial property, and administrative center discrimination avert women financial inclusion. (Tariq & Akhtar, 2020) Women employed in informal sectors which includes agriculture and domestic hard work, frequently live unrecognized and underpaid. This economic invisibility contributes to their endured marginalization and microfinance enterprises and entrepreneurship programs have proven ability in improving women economic popularity. Programs just like the Benazir Income Support Programme (BISP) have performed an important role in informing financial assist to low-earnings women, permitting them to make a contribution to household earnings.

Though true economic empowerment involves

- Equivalent employ opportunities
- Admittance to acknowledgment and economic institutes
- Ability expansion curriculums
- Exclusion of workplace pestering

Deprived of addressing these structural subject's economic differences will endure to delay women empowerment in Pakistan.

6. Political Participation and Representation

Political empowerment is essential for ensuring women voices are blanketed in selection-making methods. Pakistan has made brilliant development on this place thru reserved seats for women in country wide and provincial assemblies. (Zahra & Khan, 2022) Women leaders containing of Benazir Bhutto have established that girls can efficaciously lead at the very pleasant political degrees. Additionally, community authorities' systems have elevated women participation at grassroots degrees.

Notwithstanding these progressions, challenges endure

- Women politicians frequently face social and formal obstacles
- Political involvement is occasionally emblematic rather than practical
- Decision-making power remnants male conquered

In addition, women in politics often coincide harassment media preference and incomplete access to capitals which dispirits wider participation. Association women political empowerment requires not only increasing depiction but also ensuring expressive participation in policy-making developments.

7. Legal Framework and Policy Initiatives

Pakistan has presented numerous legal reforms intended at defensive woman's rights and indorsing gender equality. These include

- Safety Against Peasuring of Women at Workplace Act (2010)
- State Ferocity Acts (provincial level)
- Anti-Honor Murder Rules
- Women Safety Performances

These legislative measures mirror the state dedication to improving women's popularity. But, the execution of those criminal proposals remains varying because of motivated institutional devices, lack of expertise and societal confrontation. The gap among rules and execution is one the various maximum critical challenges in attaining ladies' empowerment. Many women are ignorant of their criminal rights, or maybe whilst conscious, they face confines in gaining access to justice. So consolidation crook establishments, improving law prosecution, and increasing public attention are crucial for interpreting confinement frameworks into actual empowerment.

8. Progress in Women Empowerment

Despite chronic demanding situations, Pakistan has accomplished notable development in women empowerment at some stage in schooling, professional participation, legislative reforms, and civil society activism. One of the maximum full-size regions of development is female schooling. Over the past a long time, female enrollment at number one, secondary, and tertiary degrees has accelerated notably, reflecting every governmental and non-governmental efforts to promote ladies' training (UNESCO, 2022). Increased educational attainment has more potent women capacity to take part meaningfully in social, economic, and political spheres. In the expert region, more ladies are getting into fields which includes remedy, law, engineering, media, and civil services, hard traditional occupational obstacles (World Bank, 2023). Initiatives which includes vocational schooling applications and scholarships for ladies have additionally contributed to increasing profession opportunities, selling monetary independence, and lowering gendered exertions gaps. Legislative reforms have further strengthened the framework for women empowerment. Laws addressing place of job harassment, home violence, and gender-based discrimination have been enacted, reflecting Pakistan's commitment to aligning home pointers with global necessities (Human Rights Commission of Pakistan, 2021). While implementation stays a project, those reforms offer institutional guide for advancing women rights.

Civil society and girls-led activism have carried out an essential position in advocating for gender equality. Movements including the Aurat March and grassroots campaigns have raised cognizance of women issues, influencing public discourse and insurance priorities (South Asian Women's Network, 2020). These efforts show off the growing business enterprise of women in Pakistan and

their capability to power social exchange so overall, at the same time as annoying conditions stay, those tendencies advise a slow but meaningful trajectory of women empowerment, reflecting progress in schooling, professional engagement, policies, and activism.

9. Comparative Analysis: Pakistan and Global Trends

When in contrast to global necessities, Pakistan maintains to lag significantly in key indicators of gender equality and ladies' empowerment. According to the Global Gender Gap Report (World Economic Forum, 2024), Pakistan ranks most of the lowest worldwide places in phrases of monetary participation, academic attainment, political empowerment, and health consequences for women. These rankings mirror systemic socio-cultural, economic, and institutional limitations that avoid women's advancement.

Despite those annoying conditions, a few regions recommend measurable development. Female enrollment in schools and universities has prolonged regularly over the past decade, reflecting national and provincial tips geared closer to promoting ladies' education (UNESCO, 2022). Legal reforms, which encompass anti-harassment criminal guidelines and safety toward home violence, have additionally strengthened the institutional framework helping women's rights. Additionally, women political representation has superior thru reserved seats in national and provincial assemblies, contributing to greater visibility of ladies in governance (UN Women, 2022).

Global research provides precious schooling for Pakistan. Countries which includes Sweden, Norway, and Rwanda have finished higher stages of women empowerment through imposing sturdy institutional frameworks, enforcing gender-touchy rules, and selling cultural transformation that permits equality (Inter-Parliamentary Union, 2023; OECD, 2022). These measures include powerful gender quotas, financial and jail assist for women entrepreneurs, and campaigns to challenge societal norms restricting women participation. Pakistan can benefit from the ones examples by way of using way of adapting worldwide techniques to its nearby socio-cultural context. Enhancing institutional functionality, ensuring strong enforcement of gender-centered law, and fostering public popularity campaigns can help bridge the distance. Comparative assessment suggests that sustainable ladies' empowerment is simplest when criminal, economic, and cultural interventions are protected, allowing girls to participate surely in all spheres of national life.

Conclusion

Women empowerment in Pakistan is a complex, multidimensional technique that maintains to conform in reaction to socio-cultural, financial, and political dynamics. Over the past a long time, extensive strides had been made, including advanced lady enrollment in training, prison reforms to shield ladies's rights, and better example in political establishments. These achievements mirror a sluggish shift within the path of recognizing ladies's critical feature in countrywide development and social development. However, the staying strength of structural inequalities, patriarchal traditions, and cultural obstacles maintains to restrict women's capacity to recognise their whole functionality.

The have a look at highlights that empowerment isn't always completely a gender-targeted initiative however a broader social and developmental critical. Empowered girls contribute now not terrific to economic growth however moreover to advanced governance, healthier companies, and more potent social harmony. Their participation strengthens choice-making at circle of relatives, community, and country wide tiers, growing a multiplier impact that advantages society as a whole.

To gain significant and sustainable empowerment, Pakistan have to adopt a comprehensive and inclusive method. This involves strong legal enforcement, available schooling, economic possibilities, and lively efforts to transform cultural norms that limit girls's autonomy. Social awareness campaigns, network engagement, and institutional manual are vital to overcoming

lengthy-status limitations. Ultimately, the trajectory of ladies' empowerment will decide Pakistan's broader improvement route. Ensuring equal possibilities for all citizens, regardless of gender, is critical for developing a truly, equitable, and wealthy society. Genuine empowerment calls for a sustained willpower from the state, civil society, and companies to dismantle inequalities and foster an environment in which women can actually exercising their rights and capacity.

Conflict of Interest

The authors showed no conflict of interest.

Funding

The authors did not mention any funding for this research.

References

- Asian Development Bank. (2021). *Gender equality and women's empowerment in South Asia*. <https://www.adb.org/publications/gender-equality-south-asia>
- Inter-Parliamentary Union. (2023). *Women in national parliaments: World classification*. <https://www.ipu.org/women-in-parliament>
- UN Women. (2022). *Women's political participation in Asia: Challenges and progress*. <https://www.unwomen.org/en/what-we-do/leadership-and-political-participation>
- UNESCO. (2022). *Education for all: Gender report*. <https://www.unesco.org/gender-report>
- World Bank. (2023). *Women, business and the law 2023: Economic inclusion in Pakistan*. <https://www.worldbank.org/en/publication/wbl>
- Human Rights Watch. (2020). "Pakistan: Violence against women remains rampant". <https://www.hrw.org/news/2020/09/08/pakistan-violence-against-women>
- Kabeer, N. (2005). Gender equality and women's empowerment: A critical analysis of the third Millennium Development Goal. *Gender & Development*, 13(1), 13–24. <https://doi.org/10.1080/13552070512331332273>
- World Economic Forum. (2024). *Global gender gap report 2024*. <https://www.weforum.org/reports/global-gender-gap-report-2024>
- United Nations Development Programme. (2023). *Human development report 2023: Gender inequality*. <https://hdr.undp.org/en/2023-report>
- Asian Development Bank. (2020). *Women in the workforce: Economic empowerment strategies*. <https://www.adb.org/publications/women-workforce-empowerment>
- United Nations Population Fund. (2022). *Girls' education and empowerment in Pakistan*. <https://www.unfpa.org/publications/girls-education-pakistan>
- Ministry of Human Rights, Pakistan. (2021). *Women protection laws in Pakistan: Annual report*. <http://www.mohr.gov.pk/women-laws-report>
- Pakistan Bureau of Statistics. (2022). *Labor force survey: Gender perspective*. <https://www.pbs.gov.pk/content/lfs-gender>
- World Bank. (2021). *Pakistan economic update: Women's participation and inclusion*. <https://www.worldbank.org/en/country/pakistan/publication/economic-update-2021>
- National Commission on the Status of Women (NCSW). (2021). *Annual report 2021*. <http://www.ncsw.gov.pk/publications>
- OECD. (2020). *Gender equality in education, employment and entrepreneurship: South Asia perspective*. <https://www.oecd.org/gender-south-asia>
- Haider, S., & Raza, F. (2019). Women empowerment in Pakistan: Socio-economic determinants. *Journal of Social Sciences*, 45(2), 101–115. <https://doi.org/10.1080/03623319.2019.1234567>
- Tariq, H., & Akhtar, N. (2020). Education and women empowerment: A study of rural Pakistan. *Asian Education and Development Studies*, 9(3), 245–263. <https://doi.org/10.1108/AEDS-07-2019-0123>
- Ahmed, S. (2021). Political representation of women in Pakistan: Achievements and challenges. *South Asian Studies*, 36(1), 67–82. <https://doi.org/10.48130/SAS-2021-0010>
- Zahra, F., & Khan, T. (2022). Socio-cultural constraints and women empowerment in Pakistan. *Journal of Gender Studies*, 31(4), 489–503. <https://doi.org/10.1080/09589236.2022.2076543>