

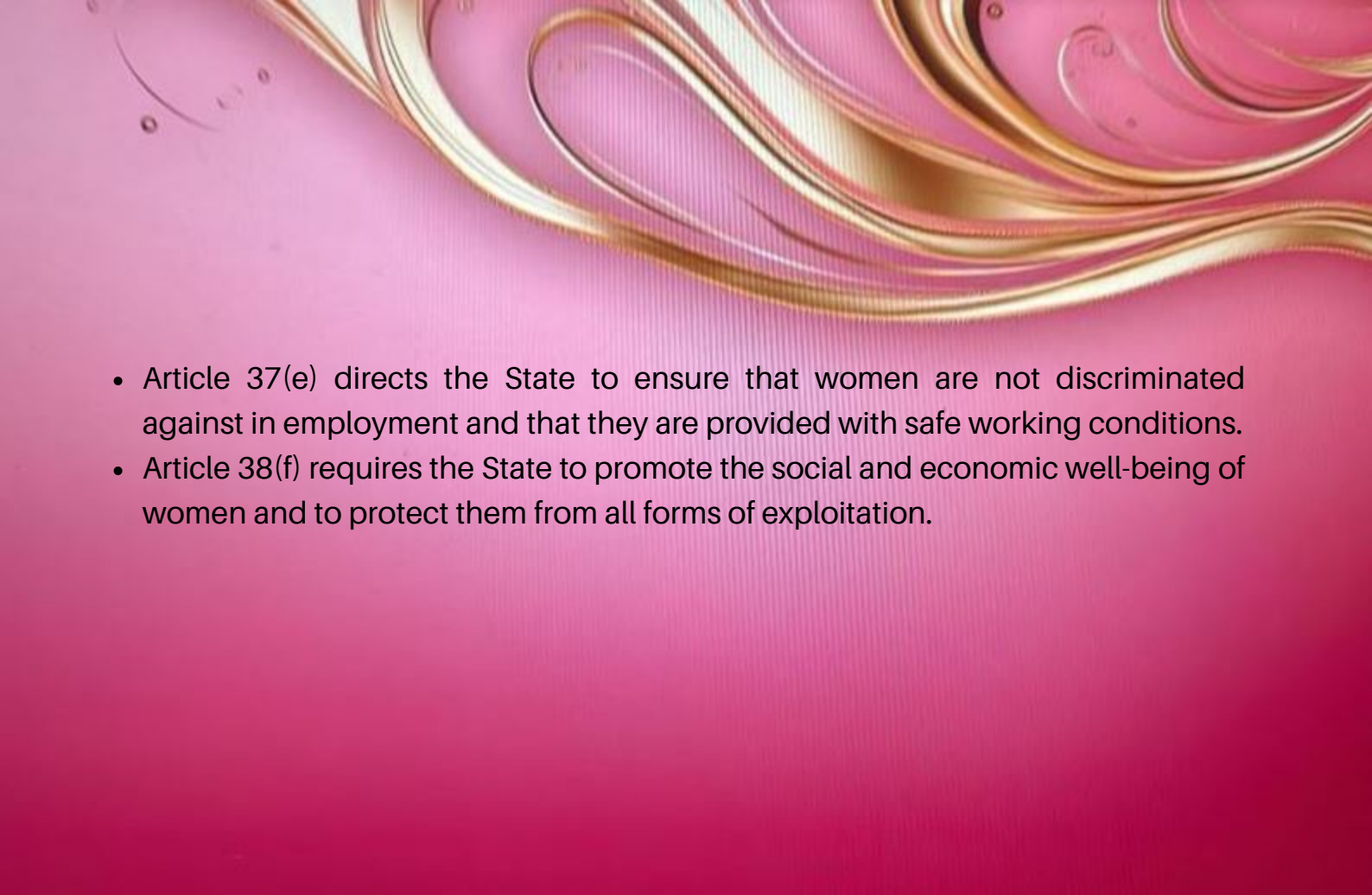


National Gender Policy - Pakistan's Case

Dr Shabana Fayyaz
Advisor - COPAIR Chairperson
Defence & Strategic Studies Department
Quaid-i-Azam University, Islamabad.
Email: sfayyaz@qau.edu.pk

Constitutional Provision for Gender Equality

- Pakistan's Constitution guarantees equal rights and opportunities for all citizens regardless of gender.
- Article 25(1) of the Constitution states that all citizens are equal before the law and are entitled to equal protection of the law.
- Additionally, Article 25(2) prohibits discrimination on the basis of gender in any sphere of life, including employment, education, and healthcare.
- The Constitution also includes provisions specifically aimed at promoting gender equality.
- Article 34 ensures that women have the same rights as men to participate in political life and to vote and run for office.

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- Article 37(e) directs the State to ensure that women are not discriminated against in employment and that they are provided with safe working conditions.
 - Article 38(f) requires the State to promote the social and economic well-being of women and to protect them from all forms of exploitation.

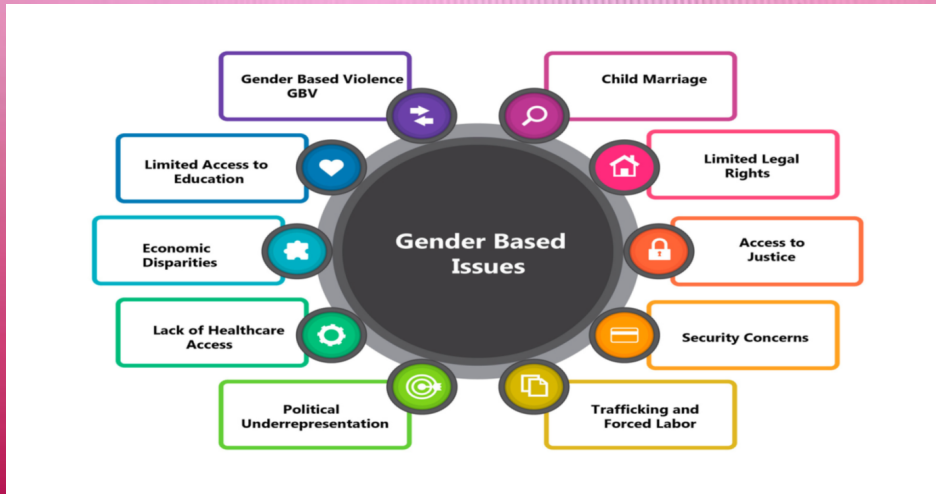
Basis of National Gender Policy – Pakistan – Proposed!

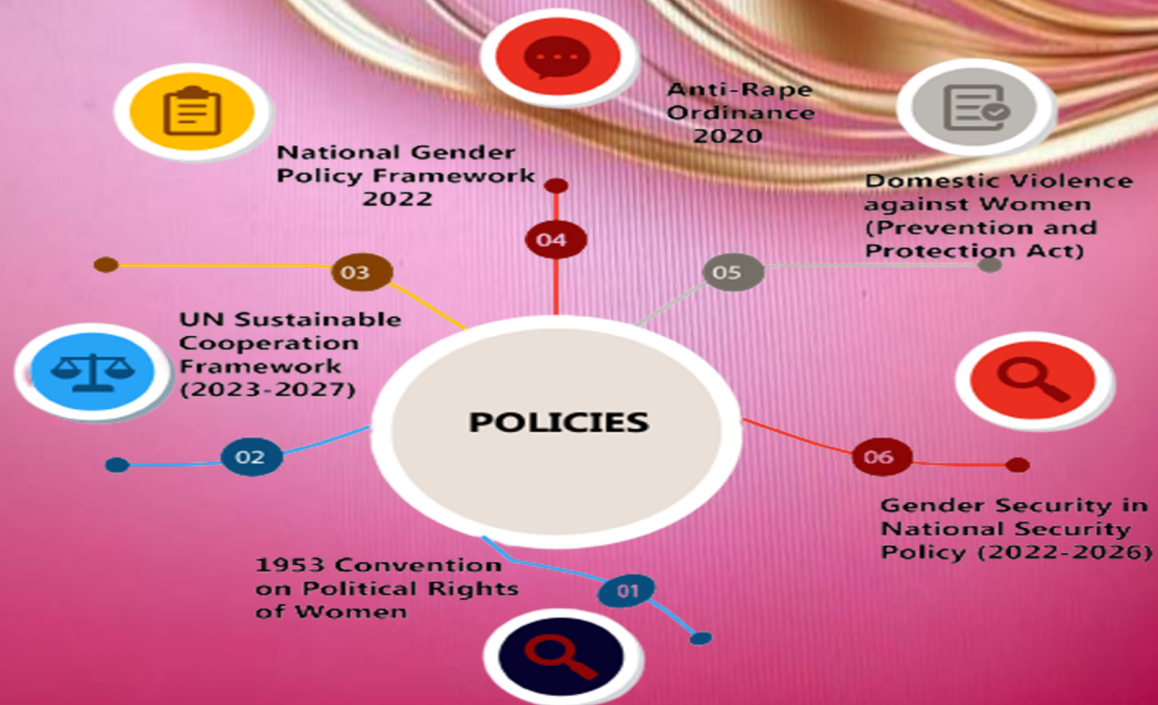
- Gender equality is key to sustainable development and is universally accepted as a critical factor in fostering peace, prosperity and justice across the board.
- An in-depth understanding of the complex web of indigenous ground realities (ideational, economic, political, educational, etc) in Pakistan is a pre-requisite to deliberate, debate and design National Gender Policy.
- National Gender Policy should be envisioned as ***Means to an End & not an End in itself...***

COPAIR – Gender Policy Deliberation – Snapshot!

- National Gender Policy should be solution-driven not from one quarter of the society only but a distillation of proactive engagements across the board, on how to mainstream women that consist almost 50% of the country.
- This dialogue will focus on the three key areas that underpin Women and Gender Equality:
 1. Increasing women's economic security and prosperity.
 2. Encouraging women's leadership in the democratic process.
 3. Ending discrimination and violence against women and girls.
 4. Reflect on ways and means to instill gender-sensitive governance system & promote women empowerment in all sections of society.

- Gender-based issues in Pakistan exhibit: pervasive gender-based violence, disparities in education access, marginal economic opportunities, with wage gaps and workplace discrimination. Poor quality healthcare, particularly maternal and reproductive health, is often lacking in rural areas. Despite reserved seats in politics, women's participation in leadership roles remains low.







Policies (contd..)

- To increase female representation in political bodies, reserved seats have been introduced.
- The National Action Plan on Human Rights, Protection against Harassment of Women at the Workplace Act, Girls' Education Initiatives, and the National Commission on the Status of Women (NCSW) have also been launched to provide support for women's rights.
- *Despite these initiatives, their success has been mixed, and there is still a long way to go to create a more equal and just society for women in Pakistan.*





Recommendations

- Need for a Comprehensive Approach to address various aspects of Gender Inequality.
- To do this, laws should be reviewed, amended and enforcement ensured across the board.
- Nationwide awareness campaigns should be launched to raise awareness about Gender parity.
- Equal rights to education, health, economic empowerment and political participation should be promoted.
- Additionally, data collection, monitoring mechanisms and review of gender policies should be undertaken on regular basis.



Concluding Thoughts....

- Pakistan's National Gender Policy should be perceived as holistic, proactive and sustainable Teamwork.
- An understanding of indigenous challenges and strengths embedded in the complex mosaic of diverse cultural & social norms, religious undertakings, economic disparities, and gaps in policy implementation - needs to be registered.
- Sustained efforts, legislative reforms, awareness campaigns, and community engagement are necessary to make progress towards a society where gender equality is a fundamental right for all.



Thank You