

WOMEN'S CAREER AND EDUCATION

Career An occupation undertaken for a significant period of a person's life, with opportunities for progress.

Education It is the process of facilitating learning, or the attainment of knowledge, skills, values, beliefs, and habits.

Women's Career

Top 10 careers for women in Pakistan:

Women today enjoy a better status compared to the past. In the 21st century where women have gained lot of confidence and have dared to enter the horizons which were forbidden to them. Women are still discriminated against on grounds of sex but today she has enough courage to answer back. Working women have dual responsibilities to earn income and look after their families. Choosing a career can be very tough so you have to survey a lot while deciding. You must choose a career, which not only benefits you monetarily but also helps you in meeting your family obligations.

1. MEDICINE

It not only is considered the most noble profession but also very vast and challenging. It can further be divided in to 4 subfields i.e. doctor, nursing, teaching medicine and pharmacy.

DOCTOR: nothing compares to like saving a life. Very tough field indeed as it not only requires extensive hard work but also for a lot of years. If you want to be associated with a hospital and still want to keep your family your top priority you always have a choice to go for fields which don't deal with emergencies like radiology, skin specialization, BDS, laboratory analyses, etc. **NURSING:** women by nature are very empathetic and compassionate and this profession suits them well. Girls, who due to one reason or the other, can't pursue higher education after matriculation can always do courses in nursing and can work in government and private hospitals which can give them good pay with other benefits or they can work with a private practicing doctor depending on their needs. **TEACHING MEDICINE:** there are so many private and government medical colleges in our country. If somehow you don't see yourself as a practicing doctor, then you can always join the teaching field giving you flexing working hours.

PHARMACY: if you are interested more in effective use of drugs and reviewing of medicines, you can always opt for pharmaceutical studies. A good challenging field with lot of research work

involved.

2. TEACHING

No doubt women are considered the best teachers in the world, a highly suitable profession for women. Different levels of teaching are available from Montessori level teaching to PhD level. You can choose according to your level of interest. The timings of school and university are also reasonable. Universities also offer visiting faculty option which requires very few working hours. If nothing suits you, you can also do private coaching or start your own coaching business. Over all teaching is a very lucrative source of income.

3. LAW

A woman has natural inclination for justice because many times they see themselves victims of discrimination and abuse. Law is a perfect field demanding effort, hard work, memory, intelligence and conviction and she has the guts to do all. The initial years of establishing oneself as a competitive lawyer can be very tough but after achieving this, she can do work on her own terms and conditions. You can also do consultancy with other companies and NGOs.

4. AVIATION

A very promising career for young girl whether they want to be pilot or air hostess

PILOT: Few years back, Pakistan Air Force (PAF) opened recruitment for female pilots; a policy indeed deserves applause, thus creating exciting opportunity for girls to serve their country in a completely different style. If you have passion and love for adventure, flying could be the answer to it.

AIR HOSTESS: air hostess/stewardess has to meet certain criteria like height, command over 2 or 3 languages, she has to be compassionate, friendly, and quick in responding to emergencies.

5. BANKING

working hours of banking are quite long and tough but the pay is quite good. The environment of banks is safe and the chances of promotion are quite high if you are hardworking and honest.

6. INFORMATION TECHNOLOGY

With extreme dependency on computers in every aspect of life, the demand for IT professionals is rising every day. If a woman is IT specialist, she has the freedom to do either office job or home based projects depending on her own priorities. She can be a stay at home mom and still can do work like web designing, graphic designing, multimedia 3D animation, etc.

7. MEDIA

a best way to express one's self and show creativity. Few years back this field was not an eye candy of our society, but recently with lot of private TV channels sprouting to surface, this has opened lot of job opportunities for women. Acting, modeling, directing, producing, anchoring,

hosting, game shows, etc. Media industry also provides good salary packages.

8. DESIGNER

Designing field depends on your own set of skills. FASHION DESIGNING: If you are creative and love to play with color and fabric you can open yourself a boutique or do 2 or 3 exhibitions per year locally or have your specific clients to work for. JEWELLERY DESIGNING: jewelry is something just for women and many are entering this field. You can work with gold, silver, platinum, stones, artificial jewelry. You can do exhibitions to sale off your work. INTERIOR DESIGNING: it's a natural urge in a woman to beautify and decorate her surroundings that is why women tend to become more successful interior designer. After studying interior designing, you can either work with a company or do work solely on projects that seem challenging to you.

9. BEAUTITION

A very creative field for women, you can do professional courses from abroad as well as from established beauty salons. You can become a hair specialist, makeup artist, nail specialist or open up your own saloon and be everything. You can even dedicate a certain part of your own home for this purpose and enjoy your business, family and lot of money.

10. ENTREPRENEURSHIP

In villages, women do handicraft work and embroidery to earn money, in cities however this business trend is not common but is becoming so. You can invest wisely according to your interest and keeping in mind the society requirements/trends. You can do transport business like giving pick and drop facility to college students, doing food business in fresh, frozen and bakery items, fitness gyms, event management, etc. Either you want to do large scale business or small scale; it all depends on your investment and availability of your time.

Women's education:

Pakistan has one of the lowest literacy rates in the world. The picture of educational condition is grim in Pakistan. At most all the urban areas of Pakistan are well packed with developed institutes, universities but in spite of this most of the citizens seem to be unemployed. The situation is also especially alarming in rural areas due to social and cultural obstacles. Girls of rural areas are facing many problems regarding their studies. There are several issues and causes of education problems for girls in rural areas of Pakistan.

Inaccessibility of education in Pakistan, especially in backward areas is a result of distance, child labor, lack of teachers, local leaders, frequent policy changes and fear of losing power.

In KPK and Balochistan women are severely bound by cultural constraints and prejudices. They are involved in reproductive and productive and community work for 14 to 18 hours. Women which are the 51% on the country population have been forced to just bear children for their husband and remain within their houses. In Balochistan, female literacy rate stands between 15 to 25%.

In backward areas, girls schools are far away from their homes, many families cannot afford traveling expenses for their children. Separate schools for girls are not available. Girls are living under the fear of extremist. In KPK militant groups have blasted thousands of schools because they are against women education , they have given threats to several governments and private girls school for stopping girls education. Parents favor the education of their sons over their daughters because they think that boys are the future earning hands of their family while girl's education is not necessarily desirable. Owing to all these circumstances, women have lost their employment and they are unaware about this fact that they can also play an important role in the development of the country.

Frequent change in education policies is also an issue regarding education. Government has announced different plans and policies to promote literacy among women, they have announced various programs to achieve its educational objectives but they have been unable to translate their words into action.

Our country is facing many social, cultural, economic and political obstacles. We should find out the solution of these problems. Policies of education should be changed and we should bring change in local level through awareness and practical action. We should spread awareness among people that there is need of equal access of education among male and female.

VOCATIONAL AND TECHNICAL EDUCATION

Vocational Education

Vocational education is education that prepares people to work as a technician or in various jobs such as a trade or a craft. Vocational education is sometimes referred to as career education or technical education. Vocational education can take place at the post-secondary, further education, and higher education level; and can interact with the apprenticeship system. At the post-secondary level vocational education is often provided by highly specialized trade Technical schools, community colleges, colleges of further education (UK), universities, as well as Polytechnic Institutes (Institutes of technology). Almost all vocational education took place in the classroom, or on the job site, with students learning trade skills and trade theory from accredited professors or established professionals. However, online vocational education has grown

in popularity, and made it easier than ever for students to learn various trade skills and soft skills from established professionals in the industry.

Vocational school:

A vocational school is a type of educational institution specifically designed to provide vocational education.

Purpose of Vocational Training

It is a common thing to observe that women are unable to complete their studies or do not get proper jobs or lack in skills, which lead to their deteriorating financial condition, they are dependent on others or they are unable to support their families. By providing vocational training to the girls and women, we can help them a step further so that they could do things on their own and earn their bread. With the vocational training, women can get economically empowered even when they do not have any proper job. They can start their businesses, they can make and sell things from home, they can get jobs in manufacturing units, etc. There are many training sessions conduct online as well so women who are working from home or working online, can enhance their skills.

Vocational Training Program

Vocational and Technical Education, for unemployed rural poor, is the key to income generation and better employment opportunities. Recent experiments in the developing world have proved that employable technical skills have a positive impact on the economic growth rate. Before initiating any Vocational Training Program, it is imperative that needs of the industrial and agricultural sector be studied in detail and courses pertaining to vocational training be defined in accordance with that, so as to benefit the economy and the individual.

Objectives

The vocational training program is designed to empower underprivileged marginalized youth of rural areas:

- To obtain employment opportunities
- To provide knowledge and practice of the required attributes and challenges for setting and operating a successful enterprise, particularly a small business
- To prepare beneficiaries to work productively in small and medium-sized enterprises and more generally for an environment in which formal, full- time wage employment may be scarce or unavailable.

WOMEN IN EMPLOYMENT AND EDUCATION

Women's Education In Pakistan

Women's education in Pakistan is a fundamental right of every female citizen, according to article thirty-seven of the Constitution of Pakistan, but gender discrepancies still exist in the educational sector. According to the 2011 Human Development Report of the United Nations Development Program, approximately twice as many males as females receive a secondary education in Pakistan, and public expenditures on education amount to only 2.7% of the GDP of the country.

Role Of Government In Women's Education

Officially the government of Pakistan is committed to provide every citizen an access to education, but critics say that its budget allocation towards education does not correspond with its former commitment. The expenditure on education as a percentage of GDP was 1.82% in 2000–2001, while it has been raised slightly in 2006–2007 to 2.42%, and it is still relatively lower than most neighboring countries. Feminist economists argue that the government of Pakistan needs to fully address and resolve the gender concerns that exist in the educational sector. They suggest that one of the ways to improve this situation is by increasing funding for women's education, encourage and financially incentivize people in the rural areas to send their girls to schools. In the gender division of labor is considered patriarchal, and feminists argue that it can be consciously neutralized by the public policies, i.e. encouraging girls to study mathematics, science, computers, and business administration etc. This way, girls will specialize in higher paying fields (jobs) instead of solely focusing on care work.

Importance of Employment of Women in Pakistan

Women play a vital role in our society; we can see they play role in almost every field followed by numerous challenges. One cannot deny that women represent an important source of power for the economy. Although incorporating women fully into the job market may not be achieved overnight, it can—and must—be achieved if Pakistan is to transition to a knowledge-based economy.

With an economic crisis looming in the country, more women have decided to go out and earn supplemental income for the family. Since women are taking an active role in sharing household responsibilities, they are also entitled to be treated equally. It is true that women still get paid less and few make it to the top of companies, but, as prejudice fades over coming years, women will have great scope to boost their productivity—and incomes.

People, who try to speak more of women's freedom, argue that women are a fitting member of the society to perform any work as a man. Islam itself lays great emphasis on the importance of equality between men and women. As a mother, her position is very unique.

Importance Of Women In Agriculture Sector

Women are the backbone of the agricultural workforce but worldwide their hard work has mostly been unpaid. A woman does the most tedious and back-breaking tasks in agriculture, animal husbandry and homes.

As farmers, women in subsistence production ensure the survival of millions of people in the world. Women's indigenous knowledge and skills are vitally necessary for food production and sustainable agriculture. Pakistani women often devote more time to these tasks than men do. They participate in all operations related to crop production such as sowing, transplanting, weeding and harvesting, as well as in post-harvest operations such as threshing, winnowing, drying, grinding, husking and storage (including making mud bins for storage).

According to the 2010-2011 Labor Force Survey, 74.2 % worked in agriculture, predominantly in subsistence-level farming under harsh conditions and with little or no economic security. The share has slightly decreased over time (from 73.7% in 1999-2000 to 71.4% in 2006-2007). The move of male workers away from agriculture has happened at a much quicker pace.

Women employment in urban areas

the role of women in Urban Pakistan has changed since the past 30-40 years. Women are becoming more educated, liberalized and are working in reputed organizations at high posts. They are equally giving competition to men in almost every field. Now that the trends of early marriages have faded away in cities, women are more career-oriented and focused towards their goals. In urban areas, women are performing all duties with full responsibility and now society has started giving them credit for all their achievements. Pakistani working women try their best to balance work and family together and most are successful in it.

Efforts by Organizations To Improve Women Employment

It is worth recalling that enhancing the participation of women in mainstream development would mean providing greater opportunities and accessibility for them to make decisions, to manage their own resources

and to be self-reliant. Therefore, considering the plight of women and to uplift the status of women in society, the government of Punjab has started many initiatives. One of them is the implementation of *Gender Reform Action Plan (GRAP), Punjab*.

The main goal of the GRAP is to bring about such changes in the structures and process of the government that it brings equity among men and women. GRAP is implementing its agenda of gender main-streaming and women empowerment through its four key reforms i.e., women employment in public sector, political participation, policy and fiscal reform and institutional restructuring. The main purpose of the GRAP is to initiate proposals for bringing about institutional reforms to include gender perspective at provincial and at district level.

Undoubtedly, the Pakistani government is making major efforts to improve the status of women in terms of employment. Many international and national commitments have been signed like Convention on Elimination of all Forms of Discrimination. Against Women (CEDAW), National Plan Of Action (NPA) and Millennium Development Goals (MDGs). Despite all these international and national commitments, women, as compared to men, are much poorer, malnourished, illiterate and have less access to decision making, property ownership, credit, training and employment.

A number of social, legal, educational, and occupational factors continue to hinder Pakistani women's full participation in the labor market. Some non-profit organizations in Pakistan are working for the development of women in Pakistan like Oriental Women Organization, Aurat Foundation, Behbud and Bedari.

Women Labor Force Participation Rate In Pakistan

According to Pakistan Labor Force Survey, the women participation rate has continued to rise since the beginning of the decade, with an increase of 5.0 percentage points in the period 1999-2000 to 2006-2007, and the same trend has been observed with an increase of 3.1 percentage points in 2006-2007 to 2010-2011. During the last few years, women particularly benefited from overall job market developments in Pakistan. The women unemployment rate was at 8.6 percent in 2006-2007, the lowest in the decade. The women unemployment rate decreased from 15.8 percent (1999-2000) to 9.0 percent (2010-2011). The positive developments in women labor force participation rate are, to a large extent, due to an improvement of the labor market position of young women.

Solutions for Overcoming Problems Regarding Women Employment

Working together, the government, the private sector, and NGOs should ensure that legislation promotes women's equal participation in the labor market. Existing legislation must be rigorously implemented, with an eye towards ensuring that women can work autonomously, with appropriate training and fair workplace practices in place.

More gender training initiatives should encourage women to become a part of all aspects of public life. Another key issue is raising the number of women in law enforcement and creating a society that has zero tolerance towards sexual harassment so women feel comfortable working outside their homes. Another major challenge is battling global perceptions that Pakistani culture does not respect women.

The public education system must be revamped to prepare women for the digital marketplace, and strong support systems for women must be established. Going forward, a special unit should be established to handle women labor issues at the Ministry of Labor, and women should be prepared for positions at the highest levels of decision making and responsibility. These measures will ensure that the women are robust, capable, and equipped to deal with tomorrow's challenges—and reap its opportunities.

The several persisting gender gaps need to be closed, in order to fully utilize Pakistan's labor potential. The gender issue as a cross cutting theme needs to be strengthened in policies, in order to improve the situation for women in the labor market with regard to labor market access and quality of jobs.

WOMEN AT WORKPLACE

Introduction

Women in the workforce earning wages or salary are part of a modern phenomenon, one that developed at the same time as the growth of paid employment for men, but women have been challenged by inequality in the workforce. Women's lack of access to higher education had effectively excluded them from the practice of well-paid and high-status occupations. Entry of women into the higher professions like law and medicine was delayed in most countries due to women being denied entry to universities and qualification for degrees.

Women were largely limited to low-paid and poor status occupations for most of the 19th and 20th centuries, or earned less pay than men for doing the same work.

What do you think is the biggest obstacle for gender equality in the workplace today?

There is not a problem with female achievement. Women have caught up with men in terms of education. In fact, in the number of countries, women now actually surpass men in educational achievement.

The problem arises when young adults try to balance work and family, and women end up carrying nearly all of the caregiving responsibilities.

If women put many more hours into these household activities than men, this greatly disadvantages women in the workplace.

Barriers for Women in the Workplace

- **Pay Inequality**

One of the most disappointing barriers for women at work is the fact that women today still make significantly less than men. On average, full-time female employees made approximately 19.1 percent less than full-time male workers, according to the Bureau of Labor Statistics (BLS).

Women also tend to work in jobs that don't pay as much as those often held by their male counterparts. The Department of Labor reported that the top five most common occupations for women in 2010 were secretaries or administrative assistants, registered nurses, elementary and middle school teachers, cashiers and health aides.

- **Work Experience** According to the Department of Labor, women are almost two times more likely than men to work part-time. This results in no benefits, fewer hours and once again, less money. Additionally, the Department of Labor also reported that 20 percent of these part-timers want to work full-time but are unable to find full-time employment. Many women also find themselves taking time off to raise families.

Although some companies today are offering paternity leave, most men don't have these gaps in employment, so their career is less likely to suffer. Women who take more than their allotted maternity leave often struggle when reentering the workforce at the same level of employment they earned when they left.

- **Miscommunication**

Although men and women do have many similarities when it comes to communication, there are several issues that create barriers in the workplace for women. Men tend to communicate with the goal of sharing information while most women communicate to create meaningful relationships.

Many men communicate their dominance through their posture, voice and gestures. Women tend to communicate understanding and empathy through animated expressions, including smiling and frequent nodding, and using a pleasant voice. PsychologyToday.com states that these differences often put women at a disadvantage leaving them feeling “defensive and submissive.”

- **Stereotyping**

Stereotyping is still prevalent in today’s workforce and in many cases, is women’s double-edged sword. For example, when many people think of a leader, they may think of someone who is assertive, decisive and strong. However, when women take on these traits, they sometimes are negatively labeled as aggressive and insensitive. This may be because women are still viewed as care-takers and nurturers, while men tend to be viewed as authoritative and problem-solvers.

Women do tend to be more emotionally empathetic, women who exhibit these traits run the risk of being called emotional and irrational.

Laws for Women Protection At Workplace

Protection against Harassment of Women at the workplace Act, 2010:

To protect women against such harassment at their workplace, Government of Pakistan has implemented “Protection against Harassment of Women at the workplace Act, 2010” in all organizations. Every organization has an internal committee to work in this regard and to undertake the following measures for implementation of this act:

- Adaptation of code of conduct prescribed by law.
- The committee will immediately address the complaints of sexual harassment as per law, as and when received.
- Ensuring the justice is done swiftly and retaliation against the complaints is curbed.
- Informing and educating the employees to make them more aware of the provisions of the act and to encourage a professional and dignified work environment for the women in public and private sectors.

Code of Conduct for the Employees:

- During the discharge of official duties in the office, all functionaries should behave in proper manner according to the official decorum.
- The language should be civilized and simple. Words and sentences having more than one meaning should be strictly avoided.

- The dress should be proper as per office norms. Casual dress should not be worn.
- Unnecessary stay and unnecessary visits to women's workplace and near women washrooms are strictly prohibited.
- Staring is also a menace in our society and should be avoided.
- Duties after office hours and duties on holidays for women must be approved from the concerned Head of Wing.
- Any other action which tantamount to harassment of lady officials/officers of this ministry will be considered a serious offence and disciplinary action will be taken under the Government Servants (efficiency and Disciplinary) rules, 1973 against the offenders.
- All lady officers/officials are advised to lodge a complaint immediately to the administration wing in case of harassment from any male officer/official.