



RESEARCH PAPER

**Analyzing the Factors Influencing the Legislative Performance of
Female Parliamentarians in Pakistan (2013-2023)**

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ABSTRACT

The objective of this study is to analyze the changes that occurred in female parliamentarians of the National Assembly in Pakistan and they have faced very dynamic political and social changes from 2013 to 2023. In different parts of the world, the advancement of women in political positions is a big sign. The development of egalitarian relations between the sexes in cultures such as Pakistani culture, for a long time limited women in their interactions with the public domain. This study uses a qualitative research design to examine the nature of gender based political participation and uses data collected from interviews with female lawmakers and legislative and media records and also seeks to use intersectional analysis to determine the various ways in which the female parliamentarians are discriminated against such as the social-cultural practices, political marginalization and legislations. The examination reveals substantial challenges that curb their legislative impact: they are locked out from occupying key leadership positions in their parties, are met with pervasive hostility from male counterparts who do not wish to see women's rights advanced, and are denied institutional help in enacting the laws passed, making them ineffectual on various fronts – policy-making inclusive. Separate women's wings should be formed within various parties through which women members can foster sisterhood, gain experience as well as some form of leadership and will train women leaders on matters such as public speaking, policy formulation and political campaign among others, in order to prepare them to effectively compete for higher posts.

KEYWORDS Female Parliamentarians, Gender Barriers, Legislative Influence, Political Representation

Introduction

Women's engagement in Pakistan's political arena has gone through a process of transformation which owe to a variety of legal changes, social transformation, and robust advocacy (Ali, 2023). These have resulted into separate eras in the history of women in politics with each era being characterized by an improved political endorsement. From fundamental political rights to voting rights, Gender quotas, and reserved seats in parliament, Pakistani women have been given more impactful roles in government. These changes are part and parcel of the struggle for gender equality but some hurdles still persist in the actualization of these reforms.

At the time of Pakistan's formation in 1947 women were not actively participating in politics; rather they were just present symbolically. Culture and politics had also upheld very autocratic and hegemonic male chauvinistic norms which restricted women for the most part to household duties. The political configuration did not consider gender inclusion because the population encouraged the male-dominated aspect of governance

and leadership. This limited women's chances to become political players in their own right, and they became involved in political activities only nominally, as appendages of their male relatives. It was in this context that the struggle for more gender equality and parity in the political arena of Pakistan began.

In an assembly that was first established in 1947, there were only two women in the legislation body which proved how little women had representation in the then Pakistan political realm. These women were given only ceremonial roles because of the prevailing society feeling that politics was a domain that did not suit women. The situation at the time was not only unfavorable for a female since neither the social culture, nor the law provided the sort of incentive required to promote inclusion of women in political spheres. This early period of Pakistan's political history evidences the challenges, women had to compel to achieve substantive political power and participate in the administration of the new state.

Literature Review

Begum (2023) conducted an extensive study for exploring the prospects and challenges of the Pakistani women, willing to enter into politics. Some of the variables studied in this qualitative study therefore included social norms, economic constraints and institutions when it comes to women's political engagement. However, as it was revealed by the contemporary research, there are still some barriers that do not allow women to be involved in political decision making. What women in Pakistan face when it comes to being involved in politics is a lot of hindrance. Culture and other social norms that separate men and women by their gender ensure that the later remain locked in their homes instead of getting elected to serve the nation. Women in Pakistan have a major hurdle to overcome for their political progress; this reflected in Pakistan's worst ranking of 151 out of 153 in the World Economic Forum Gender Gap Index 2020. Due to economic restrictions and the fact that women might lack the means or freedom to engage in political processes, things are worse. Currently, Pakistan has male labor force participation rate of 82.7% and a female labor force participation rate of 22%, which is only 3% of the total population, according to the Pakistan Bureau of Statistics. On the competitiveness of women there is still bias where they face challenges when it comes to the aspect of the economy hence difficulty to vie for a position in politics.

Ashfaq & Roofi (2023) looked at the interaction between Pakistan political elites' culture and level of women political participation. The goal of this case study that was focused on the period 2008–2018 was to explore how the components of elite political culture either enable the opportunities or present the challenges for women vying for political positions. The principal areas of interest for the study were gender roles especially in decision making, culture of power and dominance associated with male gender. In analyzing the reasons why the current difference continues to persist, the study established that male-dominated culture and other pre-existing power dynamics among politicians do not help in women's ascension to leadership positions. Pakistan stands at 171 out of 193 countries in terms of women's representation in national legislatures as reported by the Women in Politics 2021 report by the Inter-Parliamentary Union; the National Assembly has fewer than 20% of female members.

When the use of gender quotas was adopted, there was a dramatic rise in the rate of the female legislators in the thirteenth National Assembly of Pakistan, as depicted by Jabeen & Muhammad (2021). This particular research used quantitative research techniques to analyze the impact of quota laws on the proportion of women who are accorded legislative seats. Anyway, to comprehend further strengths and weaknesses of

gender quotas concerning the rise of women to political leadership, the results are quite helpful. Due to quotas, more females are heading to Pakistan's National Assembly as a percent of the whole female membership. Using the data from IPU reveals that after most of the gender quota legislations were implemented in Pakistan, the percentage of women legislators increased from 20.7% in 2018 to 22.2% in 2020. This has shown that quota legislation is effective in increasing women's representation and increasing political institution's diversity. However, there are still limitations on women and ability for them to have a true input in legislative decision process despite the fact that there is women representation in the parliaments.

A comparative study of the lower House legislative business during civilian and military administrators in Pakistan was done by Begum & Jamal (2021). In the pursuit of the study's objectives, thereby employing qualitative research techniques, the dynamics of legislation as well as the roles of different political players in this process was explored. The findings of the study describe on how the lower chamber functions in relative to the prevailing political climate and power balance. The findings revealed a lot of differences in the approaches that the civilian government of Pakistan and the military government of Pakistan adopt in the process of legislation. This was the case during civilian administration with increased discussion, negotiations and consultations among the political factions and interested groups in the legislative process. The contrary can be said in the period of military rule where the legislature was much more centralized and the ruling regime tends to make decision independently.

Ahmed, Mushtaq, and Ahmed (Nawaz Ahmed, Habiba Mushtaq & Jamil Ahmed, 2021) examined the several function which performed by the female members in Pakistan parliament and the issues which they raised. Therefore, this qualitative study aimed at doing so in a bid to add to the body of knowledge regarding generalization of the effect of legislative representation on policies and social change by women. The conclusions explain how nuanced women politicians' work for the cause and promotion of gender equity and social uplift are, including, but not limited to lobbying for legal changes, engagement in community development projects, as well as the support of women's rights. A study PM&N done on Pakistan demonstrates that women parliamentarians are actively involved in deciding policy priorities and pushing for reforms of necessary socioeconomic legislation.

Research Methodology

This study employs multiple methods to establish the effect of women parliamentarians in the legislative process of the National Assembly of Pakistan. This paper employs a qualitative research approach and employs different data collection and analysis methods to give a rich insight into the findings of the study concerning the roles and the difficulties encountered by the female legislators.

Furthermore, this study uses a qualitative research design, which is appropriate when studying social phenomena and is effective in providing an understanding of the respondents' experiences of the phenomenon of interest, namely female parliamentarians. This approach enables an investigation into the legislative activities, policy factors and challenges faced by female legislators in Pakistan.

The data gathering tool used in this study was face-to-face interviews with the female parliamentarians who were remain part of the National Assembly of Pakistan. Participants were purposively chosen to capture the political affiliation, years of service, and the legislative position of the respondents. They were semi-structured in nature to

ensure that certain issues could be followed up in a standard manner with all subjects. All the interviews were semi-structured and took between 60 and 90 minutes depending on the participants' schedules and their choice of either face-to-face or online interviews through Skype.

Constitutional and Legal Milestones: Establishing a Framework for Participation

- **1973 Constitutional Amendment:** The constitutional provision of women's reserved seats in the National and Provincial Assembly was made in the 1973 Constitution of Pakistan. This constitutional provision was a form of progress towards the establishment of women's right to be represented in a legislative capacity though in a highly regulated manner. Deserving representation of women was initiated through the policy of reserved seats because for decades women did not have their say in the government of Pakistan. While quantity of the seats, which were proposed for women only, was insignificant, it was this amendment that set the prerequisites for the future changes in the political arena regarding the women's status. It also signified a gradually emerging understanding, at least on paper, of the need to address the question of female representation in the administration of the nation. Nevertheless the amendment remained somewhat symbolic due to the fact that, despite the official incorporation of women into the political processes, they still did not experience a drastic change of their political status due to the persistent patriarchal culture and tradition that excluded them to remain only a figurehead of the political system.
- **2002 Legal Reforms:** The most remarkable increase in women's political participation in Pakistan was achieved in 2002 with the government of Pervez Musharraf. It was done as a part of the wide range of legal and political changes which aimed at the modernization of the country's political institutional system, and the number of women's seats reserved for the national and provincial assemblies was significantly raised. This was done with the intention of increasing the level of equity in governance and enhancing the political culture that is deficit of women. In particular, their seats in the National Assembly were expanded from 49 to 60, which at the time was 17 percent of the lower house. The drastic rise in the numbers granted females an enabling seat in the legislatures and empowered them to active participate in the decision making processes. Many saw the new changes in 2002 as positive, as it was not only a surge of female participation into the political world, but also as a society's gradual acceptance of women in the superior positions. These have remained long lasting reforms since they played an instrumental role in the advancement of women positions in the political map of Pakistan and also prepared ground for the further developments in the rights' of women in the governance systems of the country.

Modern Developments: Strengthening Women's Legislative Impact

Establishment of the Women's Parliamentary Caucus in 2008: However, to act as a common front in 2008 the Women's Parliamentary Caucus (WPC) was formed in Pakistan to formulate a more coherent and co-ordinated response to gender problems in the parliament. It was for such reasons, therefore, that there was a need to ensure that female legislators came together and work collectively on legislative initiatives that impacted on women and girls hence the formation of the WPC that offered a multi-party basis that enabled female members to join hands on the most important points. That has been important in influencing change in support and passing of legislation that is

sensitive to women's needs; allowing women from both sides of political divide to unite and push for the needed change. The WPC is a step forward in the process of bringing women's voice into Pakistan's political structure, and towards making their issues an important part of this country's legislatures.

Impact of the WPC: The WPC has espoused core reforms within legal standards within the parliamentary sphere in Pakistan since its establishment and formation. Its major achievement was when the WPC gave its support in the enactment of the Protection Against Harassment of Women at the Workplace Act in the year 2010 to offer the women necessary protection against workplace harassment. Likewise, the Caucus was instrumental in passing of the Anti-Rape (Criminal Laws Amendment) Act in 2016 enhancing the legal provisions against sexual violence. These legislative landmarks demonstrate how useful the WPC has been in advancing paramount gender-sensitive policies which afford women far better legal standing.

Recent Developments: Recently, the combination of advocacy by WPC has extended an emphasis to the role of women in legislation formulation. It has taken half a century for women to move from positions to symbolic positions with some responsibilities of being within the parliamentary committees and the legislative drafting. This increase show that women are now more participative in the making and arguing of laws and are now also prominent in the Pakistan political system. This progression has put the WPC on a successful trend not only on enhancing gender sensitive legislation but also in enhancing the general representation of women in the country's governance structures.

The progressive journey of the women of Pakistan from the very initial phase of independence to today mentors the legal assurances, the legislative changes and the strenuous efforts that led to this path of change. However, the struggle for the women to gain full and equal rights, an opportunity to occupy political positions in independent Pakistan has continued; the process of facilitating the changes in the structure of the political systems to ensure women's equal rights still remains restless. These historical and legal realities offer a significant background to present-day female politicization and subsequent political engagement in Pakistan; as well as the tasks pending in the way to genuine political gender equality (Habib et al. , 2023).

Case Studies of Notable Female Parliamentarians

Mainstream political women players in Pakistan and contextualized case studies show that they do perform legislations in different ways and make substantial impacts. Here, we focus on two prominent figures: Kashmala Tariq and Maryam Nawaz that will cover in the roles they played, the accomplishment they gained and the obstacles they encounter.

Kashmala Tariq: Advocate for Human Rights and Gender Equality

- **Background and Early Career:** Background and Early Career: Kashmala Tariq sitting in National Assembly first time in 2002 brings the experience of lawyer and is struggling to bring change in legislation regarding women rights. Clever speaker and a fighter for women's rights Tariq became prominent politician very soon. Her legal knowledge and determination for justice enabled her to understand Pakistan's legislative procedures and hence be a key icon of women's rights. Right from her entry into practice, she set out to fight the injustices that women faced in the world and the law.

- **Legislative Contributions:** Kashmala Tariq, the key figure in enshrining the 'Protection against Harassment of Women at the Workplace Act 2010' in Pakistan. Tariq was yet another unsung hero campaigning for legislation at a time when few people wanted to speak about workplace harassment. She managed to assemble supporters cutting across the party divide for a cause that none of them could publicly proclaim they had been victims of because such a thing was unheard of and would socially eject anyone who claimed to be a victim of it. It was due to her hard work that a shift of discussion and the formulation of legal rights where there were none had made a significant difference in the harassment in the workplaces in Pakistan.
- **Key Incident:** When in 2009 the bill hit the legislative debates, Kashmala Tariq came under personal attack from some conservative elements within the National Assembly. However, she did not wane in her support for the Protection Against Harassment of Women at the Workplace Act. Instead of resenting these, Tariq exploited these to emphasize the importance of the bill by pointing out that the resistance she received is the same prejudice women receive every day. This dedication made her continue fighting for the bill which was however passed in 2010 as a victory for women in Pakistan.
- **Impact:** Specifically, work harassment was legalized in Pakistan with the passing of the Harassment Act in 2010, though placing the law into practice was still an issue that many companies in the nation struggled with at the time this project was being conducted. It spearheaded and prompted formation of veritable harassment committees in organizations across the country, this paved way for institutional recognition of harassment incidences. The act also increased the visibility of women's rights concerns, so more women came forward to report abuse. Thus, with this legislation, numerous women were literally emancipated from legal and social constraints which, having defined the precedent, can be overthrown further and with efficacy. These changes were very instrumental in protecting the women in the workplaces across the country, and the role of Kashmala Tariq was entirely invaluable in these changes (Haroon, 2023).

Maryam Nawaz: Navigating Political Lineage and Leadership

- **Political Lineage:** Maryam Nawaz, the daughter of Nawaz Sharif who is thrice dismissed as Prime minister of Pakistan has been very active member of Pakistan Muslim League (Nawaz) -PML(N). She was the first member of her family to enter the political arena and her interfamily dynamics, while helping her get a foot in the political door, proved to be quite a ratcheting factor.
- **Political Role and Challenges:** Maryam has been most actively involved at the time of 2013 elections where she was in charge of media and communications campaign of the party. As she assumed more conspicuous, senior positions within the party, she also increasingly emerged as its spokesperson on issues such as youth and gender-politics.
- **Key Incident:** After her father's disqualification in 2017, Maryam Nawaz' political career had a rocky start as the heir apparent of a political family. She was in the vanguard during this crisis, especially in organizing and spearheading rallies as well as public meetings. She was arrested in July 2018 together with her father after arriving from London for charges in connection to corruption and

misuse of authority and is an example of how political instability is rife in Pakistan and especially how women in leadership positions are vulnerable.

- **Impact:** Despite many a legal confrontation and political scandal, Maryam continues to be a figurehead figure for her party's platforms and a powerful image of womanhood in the in Pakistan's political realm. She has had some success in mobilizing support which in light of the above shows that her potential on policy changes and party strategies.
- Kashmala Tariq's and Maryam Nawaz's examples show that Pakistani women employ a range of strategies and make various types of contribution to politics. It is for this reason that their experiences are a good reminder of the challenges of promoting and achieving gender equality as well as, especially in a political context such as that of Pakistan. These narratives not only outline achievements of each woman but also explain government positions and opportunities for females in Pakistani politics (Fayaz, 2023).

Result and Discussion: Analysis of Participation Trends 2013-2023

This section talks about an empirical analysis of the status of women in the national assembly of Pakistan in the decade between 2013 and 2023. It measures the spread and quality, it remarks increased participation, and still-existing issues that constrict them from expanded roles in legislative spheres.

Statistical Trends: Increased Participation in Committees

- **Growth in Committee Roles:** In the past decade we have noted a rise in the active participation of women in parliamentary committees. This change is in line with the general attempts to encourage women to participate in critical legislative activities that would enable them make decisions on issues to do with human rights, education and health.
- **Committee Leadership:** Over the years, there has been enhancements of women sitting in these committees, although the chances of these women occupying leadership position within the given committees are still limited. To date, just over 86 % of all parliamentary committees do not have a single woman in the chairing position, and out of 1,082 chairs, only 87 are women. This differential makes it possible to argue that although women are involved in committee work in a considerable way, they have not been able to gain leadership positions to the same extent.
- **Representation in High-Impact Committees:** Compared to other areas, women's representation is even smaller in the high-stake committees, including Finance, Defense, and Foreign Affairs, which comprise a broad selection of legislative priorities. This despite the fact that women are still underrepresented in sectors that are considered sensitive and core to legislative operations; this therefore explains why gender parity is still a dream in legislative governance.

Legislative Impact: Proactive in Societal Welfare Legislation

- **Scope of Legislative Initiatives:** Women parliamentarians have over the years been pioneered in sponsoring and supporting most bills that seek to address society related issues. Concerning their activity in various spheres, including child protection, education innovations, and economic opportunities, some of the

parties identified reflect their focus on addressing multi-sectoral issues of social concern by legislating means.

- **Notable Legislation:** One exemplary of this trend is the advancement of the 'Child Marriage Restraint (Amendment) Bill' by female parliamentarians who advocated to set the legal age at which one can get married to 18 years throughout the country. An example of this is the "Domestic Workers' Protection Bill" which aimed to protect the employment rights of domestic workers, a subjugated population majority of which is made of women and children.
- **Impact and Reception:** These legislative amendments by the women parliamentarians not only allowed them to give Policies at legislative level but also have contributed for slow change in social attitude regarding the role and competence of women in politics in Pakistan. The reaction to such legislation has been mainly favorable suggesting that there is an evolving appreciation of women's input in law making (Khan, 2021). The examination of the fluctuations in the participation rates of women in Pakistan's National Assembly from 2013 to 2023 shows that it is not quite so simple. Despite having observed some gains in terms of leadership roles and overall activism and commit membership in legislative committees especially on human rights, education, health and related committees, leadership in these committees as well as at times in core areas of governance is still a problem. The involvement of female parliamentarians in positive streams of societal legislation shows the best potential and therefore calls for more efforts in improving the leadership quota that women in the legislative assemblies of the world deserve. This will not only help the legislative processes in terms of infusing different views but will also help contribute to more strategic and more sensitive governance.
- **Barriers to Effective Participation:** It is thus important to identify and comprehend the challenges that affect female parliamentarians in view of developing strategies that would increase their impact and recognition in the parliament. The following are the main difficulties in the implementation of women's voting and representation in the Pakistan National Assembly: the electoral and political aspects, economic problems, and socio-cultural aspects (Ali, 2023).

Electoral and Political Challenges

- **Challenges in Securing Nominations:** Generally speaking, the greatest challenge that confronts women is the ability to clinch party nominations for general seats. There is still the question of the endurance of gender prejudices within the political parties and cultural attitudes to women's viability in the political arena. The political system of Pakistan to this very day is heavily influenced by the conventional attitudes that deny women's suitability for leadership positions.
- **Impact of Political Dynasties:** Superimposing over this is the issue of political dynasties in Pakistan, which adds to the problem. These dynasties usually wield power over the authorization of party apparatuses and decisions on party candidates who are usually male dominated. This dynastic politics means that persons are selected based on their relations or affiliations with candidates making it very difficult for women, particularly the ones without political or family support.

Economic Constraints

Burdens of economic nature are peculiar challenges that influence the ability to work and contribute to female parliamentarians in Pakistan. These issues principally focus on the campaign financing, management of constituency relations and, most importantly, the financial feasibility of women political careers in the context where the monetary constraints often may determine political appropriateness.

Financial Barriers to Campaigning

Cost of Campaigning: Campaigning in Pakistan proves to be very costly, expenditure range from mainly covered in meeting the expenses of having public meetings, transport, distribution of political leaflets and other campaign material, media advertisement etc. For instance, a standard campaign for a National Assembly seat, a person needs PKR 5 to 10 million that can be counted costly for many people seeking for the political careers, especially female ones, who often can hardly organize a campaign with their own or their family's money (Habib et al. , 2023).

Access to Party Funds: Candidates especially women are however barred from accessing some of the party funds that are very vital in campaigning. Analyses and research show that political parties are likely to provide large amounts of money to their male candidates and those they consider more likely to win because of gendered beliefs.

Economic Barriers in Constituency Maintenance

- **Costs of Constituency Offices:** Constituency office keeps on having fixed cost such as rental, electricity, wages, and other community-oriented exercises. These costs could easily be running to several thousand dollars per month which must be quite an income-drain for a woman who is unlikely to be as economically liberated as her male counterpart.
- **Impact on Voter Engagement:** Inadequate funds prevent women parliamentarians from frequently traversing and interacting with their voters and most importantly those in the rural or remote areas as this is often hectic and costly. This decreased public interaction can manifest in their having poor voting results and a weaker decision-making role in the future.

Overall Economic Impact on Political Participation

- **Electoral Security:** Party and candidate financing involves costs of political campaigns as well as constituency maintenance and may affect the security of electoral systems for women. If the African American's doing not get the financial backing that should come with their candidacies, it becomes difficult for them to win and even if they do win the first time around they may be unable to retain their seats which makes it even harder for them to break the monotony of minority representation.
- **Gender Disparity in Funding:** The differences in campaign financing based on the gender are not unique to Pakistan but it is a reflection of general gender imbalance in economic sphere of the country. Based on the WB report 2021, labour force participation rates for woman in Pakistan remain shockingly low at a mere 22% while that of men is 82%. 6 % for men, and it can also be seen that the stagiest transition refers to the economic differences at the same time reflecting the existing political differences.

- Looking at the economic challenges faced by women parliamentarians in Pakistan suggest that there is still a long way to go before one can talk of equal rights and opportunities. Some opportunities include the development of funds to finance women candidates (Haroon, 2023), reform of party systems to ensure equal share of resources for women campaigns, as well as policies that enhance women's economic self-reliance. Thus, it becomes essential to eliminate these economic constraints that help to improve the performance and duration of women's engagement in the political processes of Pakistan.

Socio-cultural Constraints

Patriarchal Norms: The deeply seated cultural practices of Patriarchy in the Pakistani society greatly hamper the chances of women in politics. These norms not only regulate the perception of citizens and several directions of political activity but also the internal processes of political parties. They are typecast to certain positions or issues, normally those which are womanly or woman oriented or those relating to women's affairs or social causes which may not always be in tandem with their capacity or desire to climb the political ladder.

Limited Influence on Policy: For these reasons, women's input into determinative policy sectors that do not have conventional links with the female sex remains negligible. This success has prescriptive consequences limiting legislative roles, sufficiency and scope of women's contribution and hence their political influence. Various obstacles affecting women parliamentarians in Pakistan are based on multiple sectors, such as; Electoral, Economic and socio-cultural barriers. These challenges underscore the necessity for specific changes that would aim not only at reducing inequalities but also at treating their origins, which lie in the unequal access of women and men to political activities. Measures characteristic for them include increasing funding for campaigns, promotion of quotas at the party level, and changing overall cultural perceptions about women in politics. By removing these barriers, Pakistan has the ability to ensure women parliamentarians are able to effectively and meaningfully contribute to the legislative and governance progress in the country. This analysis (Ette & Akpan-Obong, 2023), does not only enrich literature on gender, and politics but it also gives real-life application for active politics and policy makers who seek the achievement of equal participation of both female and male in the political sphere of a countries.

Conclusion

There is no doubt that raising level of politically education and informed of women especially the grassroots women is crucial in promoting the political roles of women. Civic education programmes and activities must particularly explain the importance of women in politics and process involved in participation in government. It's also possible for such organizations to provide information on how to contest for an election, how the various political parties are structured, and how to engage for the support to address certain issues within the community. In this way, such initiatives can give women the chance to engage themselves more actively into political life as well. Also preparing women with the necessary materials and informing them about how politics work can assist them considerably in political context. Such an empowerment through education and awareness does not only expand the political active voters, especially women, but also enhances their competence in policy-making and leadership.

For there to be political transformation, there is need to change cultural values which deny women political space. Being a social issue, awareness campaigns should be

socially counter in nature, reversing bias and social paradigm to allow for women into leadership seats. These campaigns can feature good female leaders and their work in order to change the perception of society towards female politicians. Furthermore, parties in governance and government agencies should require and be committed to professional non-discrimination policies in the support of women. This ranges from the rights of women to become heard, or to participate in issue identification processes, exercising their political freedom fully without any fear of being harmed by their male counterparts. Education for sex equality, as well as tackling the discrimination of female political participation, will lead to a change of attitudes within political arenas, where women will feel wanted, or encouraged enough to get involved within their society's political processes.

It has been found out that increased international support and similar best practices have a very important role to play in the increase of the female participation in politics. Foreign bodies placed in Uganda and other parts of the world can help in ways of availing technical support, finance, and capacity-building projects that propel women in political offices. These assets can also be used in the provision of successful steps which can be used in enhancing the femininity quota. Comparing with successful samples of the countries where women actively participate in politics – the examples of the Nordic countries might be helpful. These countries have catered the gender perspectives into their political systems and are in a position to act as models for gender mainstreaming across the world by implementing the models that can work in the respective countries. Thus, using international support and following the successful strategies can increase effectiveness of the countries' actions aimed at increasing the representation of women in politics and improving the political participation of women.

Recommendations

Due to the current complaints and dissatisfaction from female politicians, political parties require to strategically create women's pipelines. This can begin with formation of separate women's wings within various parties through which women members can foster sisterhood, gain experience as well as some form of leadership. It is advisable that parties should come up with programmes that will train women leaders on matters such as public speaking, policy formulation and political campaign among others, in order to prepare them to effectively compete for higher posts. Also, showcasing them in social events, and other activities, and filling them in high-ranked positions will give them a voice. It is only necessary for the parties to declare their intention to advance women within their party to executive positions, so that women leaders should not only be seen and heard but also make a difference in the party and to the public. In this manner, it assists in establishing a pipeline of women leadership that are ready to undertake additional responsibilities in governance.

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