

**RESEARCH PAPER****Women in Legislature-Representation and Participation Challenges:
Analysis of Punjab Assembly (2013-2018)****Dr. Hina Rashid**Assistant Professor, Department of Political Science, Government Graduate College for Women,
Gulberg Lahore, Punjab, Pakistan**Corresponding Author**hina.rashid@punjab.gov.pk**ABSTRACT**

The study highlights that women's inclusion in decision-making processes is a transformative dynamic that ultimately leads to the Community empowerment. It evaluates the extent of women's representation on decision-making positions and their inclusion in the legislative process, with the focused analysis of Punjab Assembly during the democratic era of 2013-2018. Despite various International measures aimed at enhancing gender parity, women's insufficient representation and inactive participation in political decision-making perpetuates barriers to achieving societal gender equality. The situation in Pakistan remains dire, as entrenched patriarchal structures and many other factors continue to impede women's meaningful participation in decision-making processes. The study adopts mix method approach, utilizing secondary data sources and identifies various factors that constrain women's effective participation. It contends that despite the establishment of reserved seats for women, their substantive engagement in decision-making remains suboptimal. It recommends that certain measures will be helpful to ensure women's effective and operative role in the legislature, including consensus building between women legislators, their appointment on decision-making positions, and conduction of training regarding parliamentary proceedings.

Keywords: Empowerment, Legislature, Participation, Representation, Women**Introduction**

Power is the key concern of politics, and political participation is the primary source to get power. Participation in the political process ensures the welfare and protection of rights. In a democratic structure, most of political decisions are taken through legislative procedures. The legislature is a platform that legitimizes the entitlements and rights of any community. (Muzaffar, et. al., 2017) No community can properly express or protects its interest without being part of legislative process. The application of the concept of Women Empowerment is highly dependent on their effective participation and representation in political structures. Participation of women in political activities ultimately leads to their representation in legislative assemblies. Women representatives can better highlight women's concerns in the legislatures. Through effectively partaking in legislative process, women representatives can increase the socio-economic and political status of their gender.

Women constitute about half of the world's total population but are highly dependent on the opposite gender, even for their basic needs. This trend is associated with various socio-cultural and political factors that obstruct women's inclusion in the development process and in capturing political, economic, and administrative post. While having enormous voting power, they are under-represented in political structures too. Women's lack of representation restricts their effective participation in the political decision-making process that ultimately confines the way to empowerment.

Like many other countries of the globe, in Pakistan conditions are not favorable to women's empowerment and their participation in political decision-making. Muzaffar,

Yaseen, & Ahmad, 2018). It is observed that Pakistan has a highly vulnerable political system with low figures of women participation and representation in political affairs and decision-making processes (Hashmi, R,S & Rashid, H, 2019). Global Gender Gap Report 2021 by World Economic Forum ranked Pakistan 153rd, out of 156 countries on the gender parity index. The gap has been widened by 0.7 % in 2021, compared to 2020 (Iqbal, N, The News, 12th April, 2021). Despite constituting 49.2% share of total population, women, here, feel isolated and omitted from significant development sectors and are restricted to domestic sphere only due to traditional socio-cultural trends.

Punjab Assembly has taken as a case study for this research. The selected unit of analysis is women legislators. The selected era is democratic period from 2013-2018. The role of women legislators of the Punjab Assembly, in the political decision-making process, particularly for the pursuance of women empowerment, is the primary focus of the study. It also analyzes the proportion of women on decision-making positions in the Punjab Assembly and found it insufficient particularly in the cabinet, as parliamentary secretaries and chairpersons of standing committees. The study also intensely evaluates the input rate and role of women legislators in the legislative process of the Punjab Assembly. The statistical analysis to measure the degree of women's inclusion in various sectors, particularly in legislative process, use of qualitative data to support the main argument, the incorporation of broad literature of various disciplines and investigation of various dynamics contribute to generate comprehensive recommendations. The primary objective of the study is to pave the way for effective participation of women in political decision-making process to make their empowerment a certain reality.

Literature Review

Philips, A, points out that post-industrial democracies are failing to represent women's interest and needs adequately. They neither include women in positions of power nor routinely incorporate gender perspectives in the policy process. That is why public policies in many post-industrial democracies are gender biased and therefore discriminate against women (1995). Afkhami, M, and Friedl, E, highlight the primary challenges faced by Muslim women to actively participate in political process for getting their human rights. By highlighting the significant impacts of fourth world conference held in Beijing, they claimed that this action restricted the international community to ensure women's incorporation into development projects and politics (1997).

Shvedova(2005), categorized the constraint on women political participation into political, ideological or psychological and socio-economic limitations and concluded that without inclusion of women, no society can develop economically and democratically. There is need to adopt positive measures to ensure women representation in order to formulate gender-balanced legislatures. Wangnerud (2005), also stresses that politicians' gender has significant effect on shaping their attitudes. Mostly, the gender gap is observed in ideological affiliation and in support of new strategies, and gender quotas

Iwanaga (2008), analyzes obstacles and challenges faced by women of Asia on political participation and representation. The researcher claimed that only few countries of Asia have appointed women on high decision making positions and notable presence in parliaments. Study put Pakistan in one among these countries. According to the report of National Commission on Status of Women (2010), besides ensuring the inclusion of women in political institutions of Pakistan, they are not playing an active role in mainstream politics due to traditional patriarchal nature of social structure. The report entitles the gender stereo typing as the key factor behind lack of women participation in politics.

Bhattacharya (2014), highlights the factors that curtail women in Pakistan to enjoy the freedom of choice and it includes their submissive attitudes, Customs, traditions and religious boundaries. In order to evaporate the discriminatory legislation in the name of

custom or religion, it is essential to change existing laws and women must be aware about their legal rights. A research is published by World Bank Group (2014), highlights the socio-cultural constraints that determine the status and behavior of women and concludes that for the elimination of extreme poverty and boosting shared prosperity, the complete and equal participation of women is mandatory.

Zaheer & Jabeen (2016), also claim that the lack of skills and education, traditional social patterns, low political empowerment is the key barriers behind low inclusion of women in political structures. The researchers suggest that women needed to behave as active agents in the decision-making process. However Awan (2018), suggests that there is need to improve social and economic empowerment of women to ensure their influential role in political system.

Hanif & Ali (2019), asserts women's participation in policy making and political process, unsatisfactory in Punjab, where it is comparatively higher than the other provinces of Pakistan. The research finds out that illiteracy, uneven distribution of domestic responsibilities, financial dependency, lack of openness in political parties decision-making are primary hurdles in development of women's participatory trends. The policy report of Institute of Development and Economic Alternatives (2019), also highlight that condition in Pakistan's largest cities in terms of gender inequality in voter turnout in general elections of 2018, was much worse as compared to remaining constituencies of each province. This variation was highest in Punjab province, with the gender gap in turnout in the metropolis of Lahore was 12.5 %.the study concluded that for building a gender inclusive democracy, reduction of gender gap in both domains is essential.

Material and Methods

The study adopts a mixture of qualitative and quantitative research designs to investigate the selected phenomenon that is called the mix method approach. Under the mixed method paradigm, the study adopts a sequential explanatory design that involves collection, analysis, and development of a connection between qualitative and quantitative data to integrate the results. Within the sequential explanatory design, the case study method is selected by the researcher to conduct an in-depth investigation of a small number of units at a point in time. It makes a comprehensive study of the selected units by covering all facets. Under a case study method, an effort is made to investigate the inter-relationship of basic themes and variables that affects their relationship. The sources of data include Government documents, books, journals, articles, magazines, encyclopedia, electronic books, reports and newspapers. Secondary data is used to establish the theoretical framework of chosen concepts.

Results and Discussion

From 2013-2018, total number of members of Punjab Assembly was 371, while sitting members were 367. Out of which 292 were men and 75 were women. The percentage of women representatives was 20.4%. Out of total 75 women legislators, selected on both reserved and general seats, 76% belonged to PML-N (PAP, Member's directory, and 2013-2018). This dominating figure of women members from ruling party added to the expectation that it would be much easier for these members to take any initiative for collective betterment for their community. The majority of female members were serving their 1st term during this tenure. Eleven women were also being the members of the assembly in the previous tenure.

Women Legislators on Decision-Making Positions

An evaluation of the rate of appointment of women members to high ranking positions in the Punjab assembly reveals that very few women were given an opportunity to hold these positions.

Leader of the House and Opposition

No female has been appointed as leader of the house or leader of opposition in the provincial assembly of the Punjab since 1947. In the era of 2013-2018, again men were designated on said two posts named as Mian Muhammad Shehbaz Sharif and Mian Mehmood-ur-Rasheed respectively (PAP, About Assembly, 2013-2018),

Cabinet and Functionaries

Following table is illustrating the percentage of women representatives versus men, designated on various significant positions in the cabinet of Chief Minister.

Table: 01
Percentage of Women Representatives on Various Designations

Post	Total designated	Women designated	Percentage
Provincial Minister	34	4	11%
Advisor to CM	1	0	Nil
Special Assistant to CM	4	0	Nil
Parliamentary Secretary	42	5	11%

Provincial Ministers

From 2013-2018, 34 Provincial Ministers were designated by Chief Minister in his cabinet. Out of which four were women. The proportion of women representation was 11.7%.

Advisor to Chief Minister

During the selected era, only one male was appointed as advisor to chief minister. The ratio of women representation in this category was nil.

Special Assistant to Chief Minister

Out of four individual, appointed as special assistant to chief minister, none was women.

Parliamentary Secretaries

According to the data of Punjab assembly, total 42 members of provincial assembly of the Punjab were appointed as parliamentary secretaries, of which five were women. The turnout of women's representation in this category was 11.9%.

Standing Committees for Government Department

According to the data of Punjab Assembly, during the era of 2013-2018, there were total 36 standing committees for government departments. Total number of members of these committees was 358, of which 271 were male members and 87 were female. The participation rate of women members of provincial assembly of the Punjab in this category was 24%.

Chairpersons

Out of total of 36 Parliamentary standing committees for government departments, women were the chairpersons of only two committees. Sultana Shaheen was the

chairperson of Zakat and Usher while Madiha Rana was of Information and Culture. It makes only 5.5% representation.

Members

Out of total of 36 committees, women members didn't get membership of five committees named Agriculture, Revenue, Relief & Consolidation, Excise & Taxation, Housing, Urban Development & Public Health Engineering, and Food. There were also such four committees in which number of women members was more than male members named Gender Mainstreaming, Social Welfare & Bait-ul-Mal, Population Welfare, and Chief Minister's inspection team. In one committee the number of male and female members was equal named Labor & Human Resource (PAP, Committees, 2013-2018).

Special Committees

According to the available data of Punjab assembly, there were total 8 special committees working in the house. Total number of members of these committees was 92, of which number of men and women members was 78 and 14 respectively (PAP, Special Committees, and 2013-2018). The proportion of women's representation in these special committees was 15%.

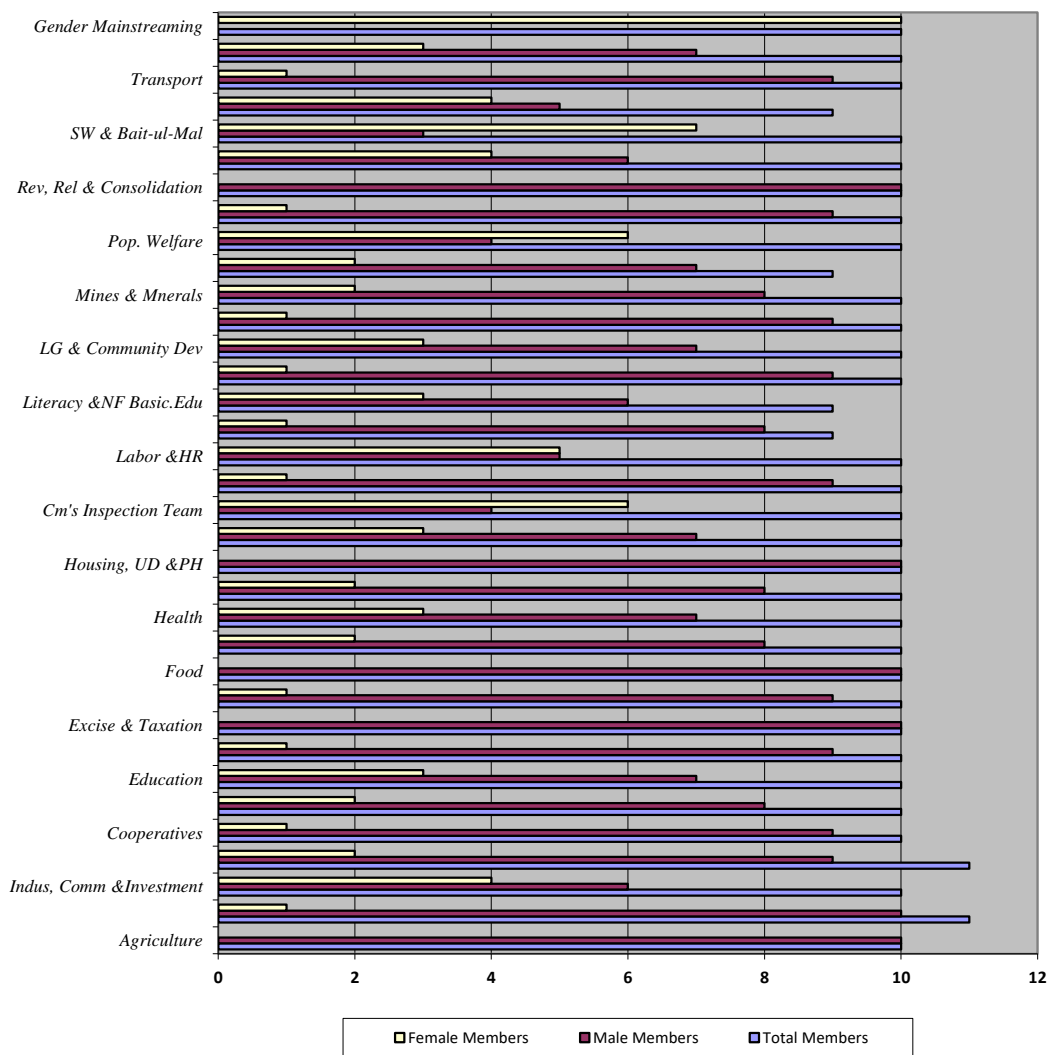


Figure: 01 Representation of Women legislators versus Male in Standing Committees

Source: Developed by the Researcher, assembled data from <https://www.pap.gov.pk/committees/type/en/20/1/9?filter=true>

Participation of Women Legislators in the Decision-Making Process of the Punjab Assembly

Hillary Rodham Clinton narrates that “Women’s equal, full participation –their voice and agency-is not only the right thing to do but the smart thing” (WBG, 2014) Keeping in focus the said argument, to find out that women legislators of Punjab Assembly remained successful or not in raising their voice to be heard at the provincial platform for decision-making, detailed review of their participation in introducing bills, Resolutions, Questions, Motions and other Assembly Proceedings is stated below.

Bills

During the era from 2013-2018, total 210 bills were initiated in Punjab Assembly, Out of total, 7 were initiated by female legislators of the house, out of which 4 by private members and 3 by government members. The percentage of bills moved by women was 3.3%. Following table is showing year wise details of bills presented by male and female members of the house.

Table 02
Contribution of Male and Female Members in Introducing Bills

Year	Total Passed Bills	Presented by Men	Presented by Women	Women’s Inclusion %age
2013	18	18	0	0%
2014	33	33	0	0%
2015	48	46	2	4.1%
2016	43	42	1	2.3%
2017	26	22	4	15%
2018	20	20	0	0%

Source: Compiled by the Researcher

According to the data of provincial Assembly of the Punjab, the bills introduced by female members are given below:

Bill no.33 of 2015 entitled “The Punjab Finance bill, 2015”, was moved by Aisha Ghous Pasha on 12th June 2015.

Bill no. 34 of 2015 entitled “Punjab Infrastructure Development Case Bill, 2015” was initiated by Aisha Ghous Pasha on 12th June 2015.

Bill no.30 of 2016 entitled “The Prison (Amendment) Bill, 2016” initiated by Hina Pervez Butt on 23rd August, 2016.

Bill no. 05 of 2017 entitled “The Punjab Animal Slaughter Control (Amendment) Bill 2016” was initiated by Nausheen Hamid on 31st July, 2017.

Bill no.08 of 2017 entitled “The Punjab private Educational Institutions (Promotion and Regulation Amendment) Bill 2017” was moved by Gulnaz Shehzadi on 25th April 2017.

Bill no. 9 of 2017 entitled “The Punjab Tobacco Vendor (Amendment) Bill 2017” was moved by Faiza Mushtaq on 25th April 2017.

Bill no.16 of 2017 entitled “The Punjab Finance Bill, 2017” was presented by Aisha Ghous Pasha on 2nd June 2017 (PAP, Bills, 2013-2018).

The detailed evaluation of women’s inclusion in term of presenting bills indicate low rate of their participation in legislative process.

However, the Assembly has seen a positive development during this period in terms of women's rights and protection. The government has introduced nine bills aimed at providing protection, welfare and better representation to women. All of these bills were motivated by male members of the house. The House unanimously approved all these bills.

Table 03
Bills Approved in the Favor of Women

Bill no	Title	Status
10(2013)	The Punjab Commission on the Status of Women	Approved
4 (2014)	The Punjab Fair Representation of Women Bill	Approved
12(2014)	The Punjab Reproductive, Maternal ,Neo-natal &Child Health Authority Bill	Approved
8 (2015)	The Punjab Social Protection Authority Bill	Approved
16(2015)	The Punjab Muslim Family Laws (Amendment) Bill	Approved
26(2015)	The Punjab Maternity Benefits (Amendment) Bill	Approved
30(2015)	The Punjab Commission on the Status of Women (Amendment) Bill	Approved
31(2015)	The Punjab Protection of Women Against Violence Bill	Approved
7(2017)	The Punjab Women Protection Authority Bill	Approved

Source: Compiled by the Researcher, collecting data from: https://www.pap.gov.pk/bills/show/en/20?filter=true&bill_type=&committee_id=

The importance of these laws in empowering women cannot be denied but in the process of presenting these women-friendly bills and until their approval, no significant contribution of the female members is observed.

Resolutions

The house of Provincial Assembly of the Punjab has passed total 217 resolutions; during the era of 2013-2018. The number of approved resolutions presented by women legislators was 66. The ratio of participation of both male and female members, in term of presenting resolutions was 70% and 30% respectively that indicates Lower GPI value of 0.423.

Moreover, out of 66 resolutions moved by women members of Punjab assembly, 51 were relevant to miscellaneous affairs and only 15 addressed to the concerns and issues of women. The particulars of the women-related resolutions are mentioned briefly according to the data available at the website of Punjab Assembly.

- **Resolution no 25**, presented by Nighat Sheikh on 11-02-2014, recommended the Federal Government to make appropriate amendments to existing laws to control the increasing ratio of cyber-crimes against women and girls.
- **Resolution no 27**, presented by Hameeda Waheed –ud-Din on 08-03-2014, recommended the establishment of Punjab Women Parliamentary Group for the rights and progress of women.
- **Resolution no 28**, presented by Hina Pervez Butt on 08-03-2014, exhibited commitment of the House to end the violence against women and giving women a dignified place in society. Effective legislation will be enacted to ensure equal rights.

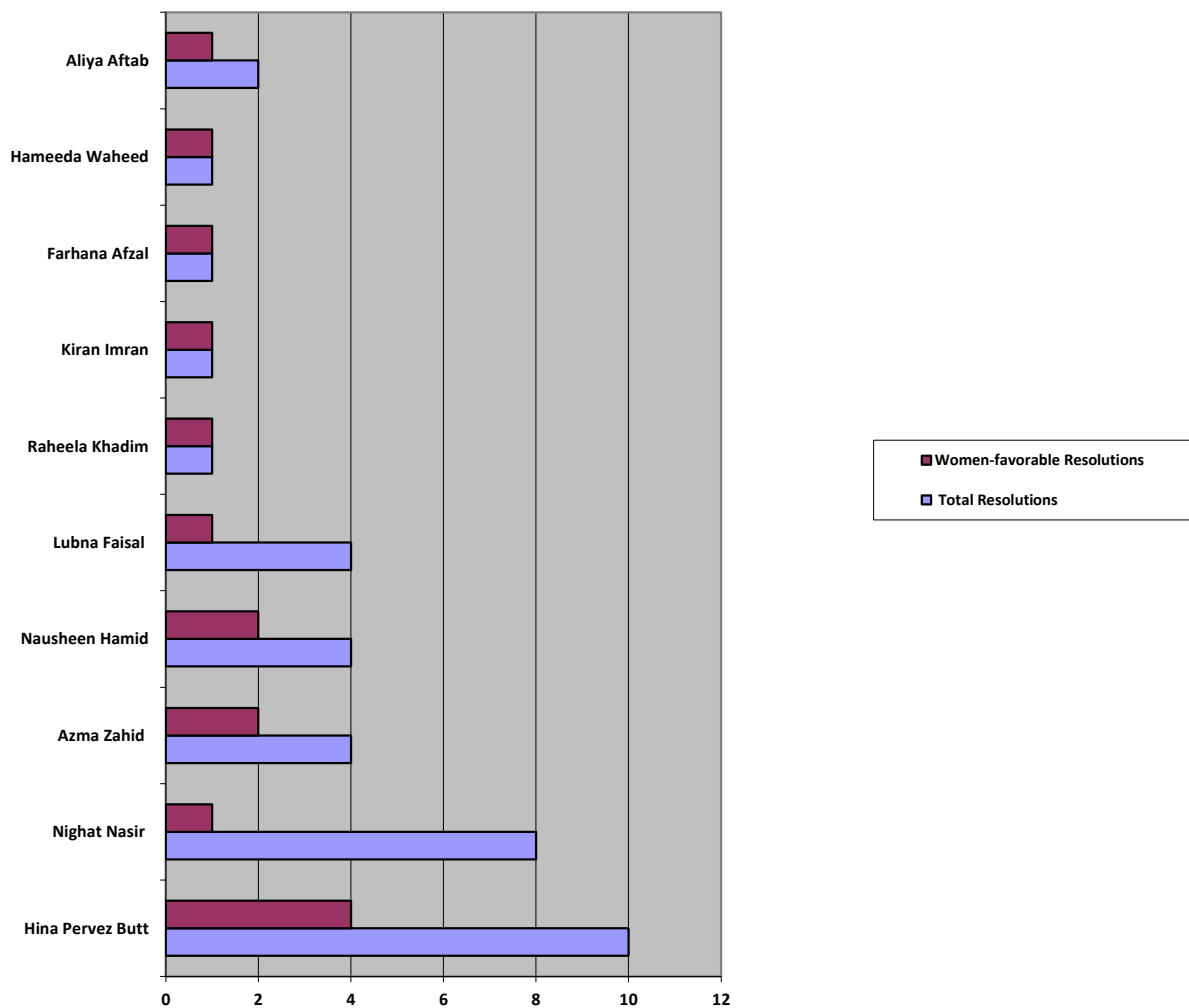
- **Resolution no 30**, presented by Dr Nausheen Hamid on 11-03-2014, seek for the establishment of women police stations or at least a separate room allocation for women, in existing police stations in all the districts of the Punjab.
- **Resolution no 45**, presented by Farhana Afzal on 27-05-2014, opined to set up a help desk in DCO office of each district, and appointment of a women officials on these desks, to protect women's rights and address their problems.
- **Resolution no 51**, presented by Hina Pervez Butt on 21-10-14, recommended the Federal Government to restrict all channels of the country, from showing clips of abused girls and women.
- **Resolution no 64**, presented by Azma Zahid Bukhari on 23-10-14, opined to enact effective legislation to prevent underage marriages.
- **Resolution no 70**, presented by Lubna Faisal on 30-10-14, seek for maintenance of the Record of NGOs and other organizations, established for the welfare of women in Punjab Province.
- **Resolution no 76**, presented by Aliya Aaftab on 24-2-15, pursue to make it mandatory for women to undergo a blood test at the time of pregnancy of six months.
- **Resolution no77**, presented by Kiran Imran on 24-2-15, recommended deploying women labor inspector to protect the rights of women workers, in all industrial zones of the Punjab.
- **Resolution no118**, presented by Hina Pervez Butt on 16-02-16, recommended the deployment of Woman officers in NADRA and passport office to take pictures of women.
- **Resolution no 125**, presented by Hina Pervez Butt on 5-4-16, recommended to take further steps to provide technical educational facilities to women across the province.
- **Resolution no 136**, presented by Raheela Khadim Hussain on 10-05-16, demanded the federal government to take action against these so-called Jirgas and plays his role in preventing incidents like Abbottabad where a women was burnt alive as per Jirga's decision..
- **Resolution no 139**, presented by Nausheen Hamid on 17-5-16, opined to ensure the awareness campaign, provision of vaccines, free tests and treatment facilities for the prevention of cervical cancer.
- **Resolution no 178**, presented by Azma Zahid Bukhari on 9-3-17, appreciated the Government efforts for the development of women on the occasion of International Women Day. It was intended that the House will continue to strive to improve women's representation, promote gender equality, legitimacy of women in society and reduction of violence against women (PAP, Resolutions, and 2013-2018).

An analysis of the text of these resolutions revealed that the main purpose of most among them was to curb the practice of violence against women in through effective legislation. Moreover, to ensure their safety and well-being, to raise their voices for the solution of problems related to health and treatment, to give them a dignified place in the society and to ensure the restoration and protection of their self-esteem. The above data demonstrates that the most active women member, in term of presenting women-favorable

resolutions in the house, was Hina Pervez Butt of PML-N. She initiated 4 resolutions that addressed the women’s issues. Most of resolutions were presented by same member repeatedly.

Following charts shows detail depiction of few active women legislators, participated in presenting women-favorable resolutions.

• **Figure: 02 Total versus Women-favorable Resolutions Moved by Women Legislators**



Source: Compiled by the Researcher, assembled data from https://www.pap.gov.pk/assembly_business/resolutions/en/20?filter=true&limit=

Questions

From 2013 to 2018, a total of 36 sessions of Punjab assembly were held. These sessions consisted of a total of 352 sittings. According to the data available in Punjab Assembly, the total number of questions asked during this period was 8009. The number of starred questions was approximately 6909 and the number of un-starred questions was 1099. Out of these questions, the number of questions raised by female members was 2046. Of these, the number of marked questions was 1734 and the number of unmarked questions was 312. According to statistics, following figure shows that participation of women legislators in the questioning process was 26% (PAP, Questions, 2013-2018).

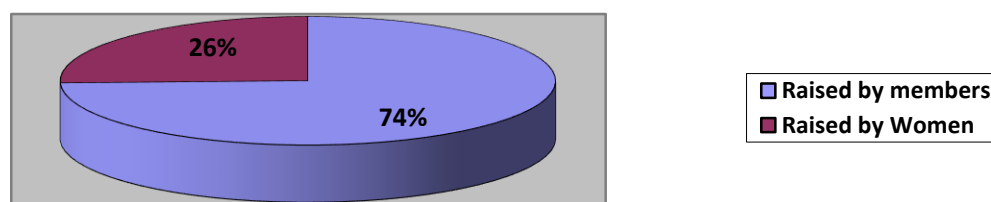


Figure: 03 Questions Raised by Women Legislators

The chart below displays the details of collective statistics of both starred and un-starred questions raised by women members on annual basis.

Table 04
Year-wise Statistics of Questions

Year	Total Question	Raised by Women	Percentage
2013	425	132+0= 132	32%
2014	1282	465+5=470	36%
2015	2604	380+14=394	15%
2016	1842	363+131= 494	26%
2017	1628	332+158=490	30%
2018	227	62+4= 66	29%

Source: Developed by the Researcher, compiling data from https://www.pap.gov.pk/assembly_business/questions/en/20?filter=true&limit=

In this chart, we can see a very consistent performance of women members in raising questions except 2015, when their performance appears to be lower comparatively.

Call Attention Notices

According to data of the Punjab Assembly, Call attention notice means “a notice by which a special question of public importance involving law and order may be raised” (PAP: Rule of Procedures- IX, 2013-2018). A total of about 103 Call Attention Notices were presented in the Punjab Assembly from 2013-2018. Of these notices, 23 were submitted by female members. Thus, the participation rate of female members in the category of submission of notices was 18%. The chart below shows the rate of presentation of Call Attention Notices by women members of Punjab Assembly on annual basis.

Table: 05
Annual Figures of ‘Call Attention Notices’

Year	Total Notice	Submitted by Women	Participation Rate
2013	06	00	0%
2014	22	07	31%
2015	27	03	11%
2016	24	07	29%
2017	15	04	26%
2018	09	02	22%
Total	103	23	22%

Source: Developed by the Researcher, compiling data from https://www.pap.gov.pk/assembly_business/sop/en/20?filter=true&search=&limit=

Collectively, the proportion of women's participation in this category was better, but if we look into the detailed list of women members who submitted these notices, it comes out that out of total 75 women members, selected on both on general and reserved seats, these notices were submitted by only 7 members. Three women members, out of 7 appeared to be more active compared to remaining 4. These three were Faiza Ahmed, Nabila Hakim and Khdiya Umer. The female member who submitted the most, out of these 3 was named Faiza Ahmed. Judging by the parameter of women's total number in Assembly, the proportion of participation of women's legislators was only 9% that is very low.

Adjournment Motions

According to the Punjab Assembly, "A motion for an Adjournment of the business of the house for the purpose of discussion or a definite matter of urgent public importance may be made with the consent of speaker". There are few conditions of admissibility of a motion, e.g.; it must be raised to highlight a matter of urgent public importance and relevant to recent events or incident or matter (PAP: Rule of Procedure-XI, 2013-2018). Parliament of United Kingdom defines Adjournment motion as, "it is literally a motion; that the house do now adjourn" (UK: Parliament, 2021). The importance of these motions can be better gauge from this definition. The proceeding of the house is interrupted when it has to take up these motions.

From 2013-2018, According to the available data of the Provincial Assembly of Punjab, the house has taken up about 435 adjournment motions, of which 116 motions were tabled by women members of the assembly. The review of statistics of overall participation rate of women legislators in rising up these motions was 20%. The following table displays approximate total figure of adjournment motions and participation ratio of women in this category on annual basis:

Table: 06
Annual Statistics of Adjournment Motions

Year	Total Adj. Motions	Submitted by Women	Percentage %
2013	65	22	33%
2014	132	35	22%
2015	67	14	20%
2016	111	30	27%
2017	36	06	16%
2018	24	09	37.5%
Total	435	116	20%

Source: Developed by the Researcher, compiling data from https://www.pap.gov.pk/assembly_business/sop/en/20?filter=true&search=&limit

The collective review of statistics of input of women legislators in submitting adjournment motions during the whole tenure shows 20% rate of participation.

Privileged Motions

From 2013-2018, the total number of privilege motions taken up by the house of Punjab Assembly was about 95, of which number of motions submitted by women legislators was 13. As a result, the input rate of women's participation was 13.6%. The statistics demonstrates that the contribution of women in this category to submitting business in the assembly was much lower than in all previously mentioned categories. Following chart displays per-annum input of women versus total figures:

Table 07
Annual Figures of Total versus Women's Submitted Privilege Motions

Year	Total Privilege Motions	Women Movers	Percentage
2013	09	01	11%
2014	14	02	14%
2015	18	03	16%
2016	39	06	15%
2017	14	01	7%
2018	01	00	0%
Total	95	13	13%

Source: Compiled by the Researcher, assembling data from https://www.pap.gov.pk/assembly_business/sop/en/20?filter=true&search=&limit=

Conclusion

The study finds out that women's effective representation and active inclusion in the political decision-making process is still a distant dream in the provincial Assembly of Punjab. Even the women representatives in the chambers of power, who represent ordinary women, do not appear to be empowered. Despite getting about 20% of share of membership in the Punjab Assembly, the role of women legislators is not persuasive. It has been analyzed that only a limited number of women legislators actively partake in the proceedings of the Assembly. Most of members appear to be inactive and inoperative. The input of women legislators in submitting questions, motions, and resolutions is quite satisfactory but they were repeatedly submitted by a few specific members. Even the participating members could not play significant role in the legislative process. In the process of billing, there is no notable effort on the part of these women members to achieve the goal of women's empowerment. The study finds out that lack of training or technical skills is a key barrier for low rate of inclusion of women legislators to the decision-making positions or process.

Recommendations

- Women legislators needed to play an influential role in the political decision-making process, through the adoption of collective measure and consensus-building.
- To strengthen the status and role of women legislators in the Punjab assembly, they should be appointed to the decision-making positions as cabinet ministers, parliamentary secretaries, chairpersons of committees.
- Members, who are elected on general seats or selected on a reserved seat for the first time, must receive training regarding Assembly's preceding, method for legislation, and all other relevant matters.
- In the legislative assemblies, women should be given seats in proportion to their population. For general seats, Quota for women should be fixed or the reserved seats can convert into general seats for women. Only women candidates can be contested in these seats. Constituencies should be demarcated in such a way that the number of women voters in women's reserved constituencies should be higher. Or else such an arrangement should be made that only female voters can vote for the female candidates. In this way, representation of women in the general seats can be ensured.
- Men should play the role of supporter for women, not as competitors or barriers. Together they can bring change at every level. There is a need to organize such platforms where both genders can work together to sort out the gender-related issues and apprehensions through negotiations and deliberations. The same practice should be adopted in the legislative Assembly that will ultimately assure the support of male legislators on women-related legislations.

Empowering women legislators in the chambers of power will lead to empowerment of the whole community. It can be concluded in a way that the more status will be given to women in social and political institutions, the most effective would be their contribution in political decision-making and the greater women's empowerment will be achieved.

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