

# Education to profession! Challenges of being women in Pakistan

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**Abstract** Over the past decades, the employment ratio of women has increased throughout the world and especially in Pakistan. This has been because of multiple socioeconomic factors that include increased market liberalization, enhanced household economic pressure, demand of a house to have more than one earner and greater awareness among women. A general assumption that hinders women's career development, in Pakistan, is that by dint of being women, they cannot fully participate in work. Women intend to work find it difficult to pursue a career where they have to travel or work irregular hours, though nobody implies such hindrances when men work. This paper discusses the issues related to the professional education for women and career opportunities for them in Pakistan. Even though more and more changes are being adopted and women are being empowered through learning, crossing cultural, and geographical barricade, but still a lot is required to be done. In spite of all the barriers, Pakistani women today can be seen actively participating in the society, employing their technical skills in all sectors.

**Keywords** Challenges of women in technology · Women in Pakistan · Women empowerment · Technical education for women in Pakistan

## 1 Introduction

In past, one used to turn on the radio or try to grab a newspaper upon waking up in the morning to know where

the world is heading. Today, instead of pushing a button on the stereo, you push button on your portable telecommunication devices. Computers and tablets have taken over from chattering local radio and have provided us with a choice of world's major radio and television broadcasts, newspapers, or social networking with video footage and full column images—all with a click. This is the age of modern technology where knowledge is not only the center of attraction but has become the main driving force for economic, social, and human development. This transformation of knowledge has converted the industrial and agrarian society into one which is knowledge based. This advancement in technology has primarily impacted developed and industrialized countries, but developing countries are also not far behind from its impact.

Technology is now the crucial factor that drives the economy, thus increasing the demand for more and more knowledge-based skilled workers. The more the skilled workers are required, the more the technology prevails into the society. Escalating trend in technology is driving increased global competition in the society, transforming the way the organizations work. The situation also propels the decision-making processes of politics, influencing the concepts of equality and diversity and thus facilitating individuals with multiple choices. All of these factors directly or indirectly have pushed gender relations to new dimensions as well. “The term ‘gender’ refers to the socially constructed attributes of the roles women and men play in society” (Taeb et al. 2005). These roles are changeable over time and have a wide variation between and within cultures. They encompass economic, social, political, and cultural attributes and opportunities associated with being women or men.

Ongoing advancements and innovation in technology and greater globalized market have led to many lucrative opportunities sprouting up not only in developed economies

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