



## TOGETHER FOR A BETTER FUTURE



- Inducted in 2007 in Corps of EME as one of pioneer amongst Lady Officers
- Team Leader with Pakistan Army Lady Officers Contingent in DR Congo in 2021-22 and also performed several assignments as Gender Advisor
- Amongst first ever Lady Officers who become Lt Col other than Army Medical Corps





- Pakistani women in military – at a glance
- Pakistani women contributions in peace operations
- Challenges of women in Pakistan military
- Best practices on women working in military to counter sexual harassment /abuse
- Conclusion



# PAKISTANI WOMEN IN MILITARY

- In 1948, formation of women's unit in Pakistan Army Medical Corps
- Pakistan Army introduced lady cadet course in 2006 - commissioned in April 2007
- Till 2024, 23 x lady course batches have been commissioned in Ord, EME, RVF&C, ASC, AEC, Signals, JAG Branch
- Since 2019, Lady Officers start serving in UN / foreign assignments







# PAKISTANI WOMEN IN PEACE OPERATIONS

- Currently Pakistan is 5th largest TCC
- 3505 x peacekeepers are serving in 8 x UN missions
- 148 x female peacekeepers are included in overall strength deployed in 7x UN Missions
- Since 2017, over 450 x Pakistani female peacekeepers have served under UN flag
- 150% increase in number of female officers receiving military training in US



MULHERES PAQUISTANESAS NAS OPERACOES DE PAZ



# CHALLENGES FOR WOMEN IN PAKISTAN MILITARY






# CHALLENGES FOR WOMEN

- Family management issues because of frequent postings / foreign assignments
- Military readiness reduced during pregnancies
- Social and cultural norms vs on duty requirements
- Gender preferences / unequal pay
- Gender based violence







**BEST PRACTICES ON WOMEN  
WORKING IN MILITARY TO  
COUNTER SEXUAL  
HARASSMENT /ABUSE**



# BEST PRACTICES - INITIAL DEPLOYMENT / LADY OFFICERS

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- Women are inducted only in **officer ranks after graduation / Masters /PHDs**
- Initially employed on their family stations / nearer to family stations
- Lady officers posted in group of two or more in case of other than family station deployment
- Lady officers are posted to static Installations only. On later stages, deployed in units nearer to spouse / family stations
- It is preferred, no single Lady employed on field duties rather in groups
- Special arrangements to be made in order to provide privacy and comfortable working environment
- Strict standard operating procedures followed and circulated to all on routine basis



BOAS PRATICAS – ALOCAMENTO INICAL / OFICIAIS MULHERES



# BEST PRACTICES - FOREIGN DEPLOYMENT / LADY OFFICERS

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- UN human rights / charter of duties strictly followed and implemented
- Lady officers in higher ranks / after gaining experience are detailed for foreign assignments
- Officers irrespective of gender to intimate reporting channel their whereabouts for any duty / foreign assignments / visits
- Special briefings are mandatory to attend by male / female officers for any foreign assignments to ensure their security protocols
- Officers to report GHQ / sponsors after completion of foreign assignment for debrief
- Proper dress code to be followed after working hours besides uniform in working hours
- Strict disciplinary actions by PS Dte in case of any failures



BOAS PRATICAS – ALOCAMENTO ESTRANGEIRO / OFICIAIS MULHERES



# BEST PRACTICES - LADIES DEPLOYEMENT LOWER RANKS

- Women inducted in lower ranks as nurses, helpers, civilian staff to be served under lady supervision
- Leaves, duties, to be managed by lady supervisor resulting less vulnerable to be exploited by male supervisors
- Extra working hours / late hour sittings discouraged
- Separate rest rooms, messing areas ensured for ladies
- Strict standard operating procedures followed and circulated to all as routine basis
- In case of field duties, ladies deployed in groups, preferably under supervision of ladies
- Proper dress code to be followed during working hours / deployment





# CONCLUSION

**No Rape Cases** in Pakistan  
Military in Officer / lower ranks



**No Harassment Cases** in  
Pakistan Military in Officer /  
lower ranks



**THANK YOU**

