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An Observational Study Of Verbal And Nonverbal Communication In Female And Male University Students

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Abstract

Gender based sociological and linguistic studies show that differences exist in communication style of men and women, boys and girls. Although many gender stereotypes have changed with modernization and awareness about gender issues however common assumption is that 'girls are talkative' and boys are 'less emotional'. In the context of transitions in culture and society, this study explored verbal and nonverbal communication differences among male and female university students. Using purposive sampling method, male and female students were observed in three types of groups sitting at different social spots in University of Karachi. In total 30 male and 30 female students were observed for verbal and nonverbal communication. The units of observations were Paralanguage (words, pitch, volume, speaking rate) for verbal communication and gestures, facial expressions, eye contact, distance and space when sitting and standing. Results showed that overall both boys and girls were talkative and used slang language within same sex groups. However, the topic of discussion was personal for girls and politics for boys. Females kept a space and distance while sitting and standing as compared to boys. Within groups, male and female student's body language showed superiority. The study has limitations therefore generalization of results for other gender-typed situations are not promising. Future studies could examine in other situations where status and power difference exist within relationships.

Keywords: Verbal Communication, Non-Verbal Communication, Observation.

تلخیص

صنفی، معاشرتی اور لسانی بنیاد پر کیے گئے مطالعے سے یہ ظاہر ہوتا ہے کہ مردوں اور عورتوں، لڑکے اور لڑکیوں کے اندازِ گفتگو میں واضح فرق ہے۔ اگرچہ کافی حد تک صنفی آگہی کی وجہ سے دقیانوسی خیالات کو جدیدیت نے تبدیل کر دیا ہے۔ ایک عام تاثر یہ ہے کہ لڑکیاں بات چیت زیادہ کرتی ہیں اور لڑکے کم جذباتی ہوتے ہیں۔ معاشرے میں ثقافت کی منتقلی کے تناظر میں یہ مطالعہ جامعہ کراچی کے طلباء و طالبات میں پائے جانے والے اختلافات کا جائزہ لیتی ہے۔ جامعہ کراچی میں مختلف جگہوں پر بیٹھے ہوئے ۳۰ لڑکے اور ۳۰

لڑکیوں کا مشاہدہ کیا گیا جس میں ان کے اندازِ گفتگو، ایک دوسرے سے نظریں ملانے کا انداز، ایک دوسرے کے ساتھ کھڑے اور بیٹھنے کے درمیان فاصلہ شامل ہے۔ نتائج یہ ظاہر کرتے ہیں کہ دونوں صنف اپنے ہم عمر کے ساتھ بلا تکلف الفاظ کے استعمال کے ساتھ زیادہ باتیں کرتے ہیں۔ لڑکیاں لڑکوں کی بہ نسبت کھڑے اور بیٹھنے کے درمیان فاصلہ رکھتی ہیں۔ طلباء وطالبات اپنے گروپس میں اندازِ گفتگو کے ذریعے احساس برتری ظاہر کرتے ہیں۔ اس مطالعے کی کچھ حدود ہیں جن کی بناء پر دوسرے صنفی حالات وواقعات کو عام نہیں کیا جاسکتا۔ مستقبل کے حالات وواقعات کا تجزیہ کرسکتے ہیں کہ رشتوں کے ساتھ کہاں حیثیت اور طاقت کا فرق موجود ہے۔

کلیدی الفاظ: لفظی گفتگو، غیر لفظی گفتگو، مشاہدہ

Introduction

Communication and language are two important ways that connect people and also shape the concept of gender with passage of time. Gender differences in communication have attracted researcher's attention in sociology and linguistics. Researchers have substantiated in earlier studies that verbal and non verbal communication patterns of men and women are quite different (Eagly & Johnson, 1990; Kring & Gordon, 1998). Gender differences at work place and education has been studied in the context of Pakistani Culture (mention studies) however there is less focus on verbal and non-verbal communication in educational institution. It is important to study the differences because Pakistani society is in transition and new gender identities and roles are emerging. Gender differences in communication include verbal aspects such as language style, content of speech and how talkative is someone (Tannen, 1990) and non-verbal aspects such as body posture, space, eye-contact, way of sitting and standing, moving hands during talk (Andersen, 1999). Earlier research shows that there are distinct communication differences for males and females. This research is important because gender stereotypes creates identities and roles that are assumed to be fixed and natural such as girls are shy and soft spoken while boys are aggressive and loud. The communication study is dynamic opine that gender is not fixed but is changing process. Hence this research in continuation of past communication researches explores that how communication creates gender.

Perry (1992) explains communication as the way to express opinions, emotions and feelings. Communication skills such as reading, writing and speaking vary for people and it is influenced by different settings and shapes ideas and information prevailing in the society or among individuals. The purpose of communication is to teach and learn new knowledge, skills to be progressive. Thus communication is essential for human interaction between children and parents, among workers, between employers and workers and for social development or even husband and wife. However people's diverse nature and characteristics affects the way they communicate.

DeFrancisco & Palczewski (2007) focus on the social constructionist approach to understand gender and communication in contrast to the how gender influences communication approach. The way male and female communicates is interesting as the gender does matter in communication but first it is important to understand gender. The word gender and sex is often used interchangeably however the definition of words is not same. The word sex means biological difference between male and female, and gender means the socio- political constructed roles of males and females given by any society (Lippa, 2002). Therefore gender focuses on the psychological, cultural and behavioral traits associated with one sex. Interaction among culture, society and environment developed the roles, responsibilities, expectation and aptitude were developed and learned by males and females of vary society and modified. There are two theories about gender, one is the essentialist and the other is the social constructionist. According to the essentialist view we are born with gender traits. On the other hand social constructionist presents the view that attributes, characteristics, behaviors and expectations from males and females are socially constructed (Jihn& Janet, 1998).

Various researches conducted in the past explore that generally the verbal and non verbal communication patterns of men and women are quite different (Eagly & Johnson, 1990; Kring & Gordon, 1998). The important factors to develop the communication patterns are personal traits (Feingold, 1994), experiences from socializing processes (Eagly, 1987), and status in society (Hollingshead, 1996). Further, living in specific social communities and their status is reflected from communication styles. In social interaction when individuals interact and communicate their behaviors are reflective of the social group and social status of all interaction partners in that situation. Diversity in gender roles is reflected in communication at individual, interpersonal and societal level. Holmstrom (2009) argues that gender differences in communication exist as women are akin to listening and comforting skills while men value the narrative and persuasive skills.

Many people have the ability in verbal communication and many other individuals have the skills to consider non verbal interactions. The research studies reinforce the focus on both the microscopic and the macroscopic levels of communication. The performance of verbal and nonverbal behavior is concerned with microscopic level and globally behaviors were evaluated by macroscopic (Canary & Dindia, 1998). The right side of the brain governed the nonverbal communication and left side rule the verbal (Andersen, 1999). For instance people who have the trauma of right side of the brain also fail to learn the facial expressions but able to continue verbal communication. On the contrary, people whose left side of the brain damaged they are failed to understand language, to speak and read. Verbal and non verbal communication is also different in content and composition. Non verbal communication communicates emotions in terms of content (Owen, 2011).

Gender differences in communication are studied from different perspectives. Women are influenced from communication skills since their childhood. In every span of life male and

female speak and express feelings differently as to support situation and in conveying messages women provide detailed information than men (Burleson et al, 2011). Another research (Tenenbaum, Ford, & Alkhedairy, 2011) identified that parents style of communication influenced the children and they copy their style when in conversation with their siblings .The interesting fact is that mothers of daughters usually use more sentimental words than mothers of sons when talking to their children (Tenenbaum et al. 2011,). Whereas, girls learn emotional communication style from their mothers and boys enforce to show fearless and do rough and aggressive conversation. In different age groups the etiquette of conversation have developed the different communication styles as apart from age same rules applied to same sex dialogues (Croft, Boddy, and Pentucci, 2007).

According to many published research work bias in gender differences has two forms a) alpha which shows an overrated difference (b) beta which suppose that between the sexes there are a few differences (if exist) (Canary & Dindia, 1992). According to the bias approach, "similarities rather than differences characterize men and women" and that while "some noteworthy differences between men and women exist, when both within- and between-gender comparisons are made; the similarities are as important--if not more important--than the differences" (Canary & Dindia, 1992)).

Another important aspect of communication is nonverbal communication as stated by DeFrancisco & Palczewski (2007) ‘how our body does gender’. Nonverbal communication is known to be the reliable source of communication along with the important source of information for research on human behaviours (e.g., Bull, 2002; Duncan, 1969; Frels & Onwuegbuzie, 2013; Mehrabian, 1981, 2009; Morris, 1977). South Asian culture is not an exception where expression of bodies for males and females differ. Women are expected to sit and stand with tight body while men can be more open not crossing their legs and standing free. Eye contact, voice and use of words in same gender groups and different gender groups vary as well. In this paper we explore what are the verbal and nonverbal differences among young males and females.

Literature Review

The topic of gender differences in social behaviors is not new. In 1974 Maccoby and Jacklin’s *The Psychology of Sex Differences* introduced several pioneering theories. According to their observation based analysis they observed a lot of personality and behavioral differences between men and women due to many social and biological causes. Interestingly these differences were shown more clearly with in groups (among women and among men) than between gender groups. This research opens new areas for other researchers .They explore first that men were more dominant and aggressive than women but women were higher in affection, acceptability and concerned. These findings were proven right by another study by Feingold (1994). By using meta-analysis, Fein Gold identified that in America, male participants were bold and confident overall compared to

women. While women were more superior in extraversion, trust, nurturance, and general anxiety.

As mentioned before men and women have different styles of communication as “debate vs. relate” “report vs. rapport”, “competitive vs. cooperative”. As Kohlberg explained the levels since childhood how these differences develop in males and females preconventional, conventional, and post conventional. Each level has its own categories but in the conventional level stage 3 is the concept of “Good boy, Nice Girl orientation”. As the children grow this concept was build up in their minds that their body language, conversation and behavior should be nice to others moreover according to the society approval. This thinking also made gender differences in verbal and non verbal communications as girls should be soft spoken, cooperative and composed in their gestures and postures as well as boys can be loud, decisive in speaking and graceful in their gestures and postures (Kohlberg,). This fact also proven by the work of Vygotsky (1962) that children’s environment in which they grow up influence their thinking and social interactions which is connected with their language and ways of communication.

A number of causes develop gender differences in social personality traits and behavior. For example social behavior linked to biological characteristics which are permanent and natural. Particularly evolutionary causes were attributed to nurturance, dominance and aggression. As per evolutionary psychology reproductive health develop the feeling of aggression in men and nurturing behaviors in women (Archer, 1996). According to Nolen – Hoeksema (1987) different hormone levels of men and women and chromosomal differences were responsible for depression, anxiety and neuroticism. In a recent study a bio-psychosocial framework in which men and women differences regarding social interactions created by brain structure, function, and chemistry were discussed that how gendered communication was caused by certain sex-based brain differences.

According to Jennifer Coates (1986) found through only male and only female discussion groups that during conversation women revealed more about their private lives have long talks on one topic and let everyone participate, whether men avoid to talk about their personal life or emotions they rather talk about current affairs to show that they are well informed about worldly situation and sport and travel etc. Males change topics more rapidly and speak very less also some men tried to be dominating in her book *Women, Men and Language* (New York: Longman Inc., 1986). Gender differences show both in professional and social settings. It is no wonder that art of conversation is the key to success.

The young people have various methods for correspondence verbally and nonverbally. These distinctions are obviously been seen in their practices. In another research of Mexican and Central American grade school students ' play ground exercises close Los Angeles , Linguist Marjorie Goodwin (1998) found that the children played in same sex

gatherings ,yet the young girls playing hopscotch were profoundly focused and speedy to call others" out of the line". In an examination of mainland Chinese and U.S. youngsters' play, the U.S. boys were to establish to be more emphatic than the girls in same sex play, yet the switch was valid for the Chinese kids. Language specialist Penelope Eckert calls attention to that the idea of play as a rule changes from youth to pre-adulthood. She recommends that this change is straightforwardly connections to gender and heterosoi ability, or the strain to make a hetero character, and that language assumes a focal job in this move especially for girls. She saw those children's play ground action changes from making recreations to performing manliness as competitors. Young girl's play ground exercises changes from recreations to "standing, sitting, or strolling around the outskirts, viewing the young men, harassing them, or talking strongly together. This discussion movement is an expertise that young girls deliberately create. However specialists utilizing the hypothesis guarantee that standards of sex segregated data children's play set the establishment for restricting adult feminine and manly styles of discussion.

The style of communication or conversation shows patterns and capabilities of communication. The word patterns highlights that a person does not always behave in exactly the same way but changes behavior with time and these changes are described for that person by other people. Verbal communication and nonverbal communication have separate evolutionary functions and has a diverse past .As verbal communication has cultural biasness while non verbal communication is biologically based. The evidence is a few non verbal communications same in all cultures but all systems of verbal communication does not have the same meaning in whole world (Andersen, 1999).

Historically nonverbal communication was also developed before verbal communication and proved to be an initial and essential support of humans and also create verbal communication later. As discussed before that men and women have different ways to communicate both in verbal and non verbal. Although many non verbal characteristics influenced the way of communication as the rate of speech, pitch, vocal inflection, words pronunciation, volume, amount of talk and silence and even favorite subjects of talk. Culture also influenced the verbal and nonverbal communication as ethnicity, race, social class, national origin, region of the country and language (Carbaugh, 2002; Kikoski & KiKoski 1999; Kochman 1990). Many authors have debated the true meaning and objectives of silence people often adopt during conversation. As Mazzei (2008) study the personality and intention which she termed as "racially inhabited silences".

Communication Approaches

One reason that people vary in their utilization of nonverbal correspondence is that their explanations behind imparting are frequently unique, as indicated by John Gray, creator of the success "Men are from Mars, Women are from Venus." Men for the most part convey

to transmit data and take care of explicit issues, while women generally use correspondence to express sentiments and accomplish enthusiastic closeness. Thus, women will in general utilize nonverbal correspondence more than men**.** Jo Freeman, creator of "Women: A Feminist Perspective," asserts that men depend on progressively evident motions and are bound to utilize their hands to communicate. Women, then again, will in general utilize progressively unpretentious and controlled signals and display respectful motions, for example, bringing down the eyes when hindered or stood up to.

Men will in general favor up close and personal correspondence, while women are typically similarly agreeable one next to the other with their accomplice. As per their more noteworthy want for touching, women are commonly more tolerant of close real vicinity than men; truth be told, men are bound to see touching as an indication of forceful or fierce purpose.

By the by, various societies have various resilience's for real closeness, and these distinctions regularly surpass the contrast between gender roles. Contacting since men are almost certain than women to connect contacting with sexual expectations, hetero men are more averse to utilize contact during discussion with other men. Women, then again, are far less hesitant about contacting other women since they likewise utilize contacting as a declaration of fellowship or compassion.

Feminist Perspective

It is universally understood that language brings revolution in world. Its main function was to communicate and to show the social changes. Language also has a strong relationship with power. Many social thinkers, anthropologists, linguistics and feminists agreed on that point that power and discourse has linkage. In the socialization process language plays an important role. But gender differences in language also exist, which was identified by Jesperson (1922) in The Woman as "women's language is something deviant from the standard, men's language". However, feminist movement's role should not be forgotten which truly highlights the issue of gendered language. The socio-political context in which the language was spoken matters a lot. Another important point raised by feminist movement is the language used by women and the language used about women by men. The term "power' actually shows these gender differences as the word of power is used in the meanings of influencing others often associated with men(Siddiqui, 2014).

Many researchers stated that children sense danger and express it through facial expressions (e.g., Abramovitch, 1977). The research studies on non verbal communication and linguistic expression combined proved to be use ful on aphasia regarding neurolinguistic (e.g., Loveland et al., 1997; McNeill, 1985), the findings from the researches on autistic children non verbal communication are very helpful in

collecting information. To avoid deception detection researchers have developed assessment of non verbal communication as essential part (Ekman & Friesen, 1974; Ekman, O'Sullivan, Friesen, & Scherer, 1999; Fiedler & Walka, 1993; Warren, Schertler, & Bull, 2009). Non verbal communication can provide support in business sector in taking decisions (e.g., Manusov & Patterson, 2006).

According to Mehrabian (1981) 93% of people feelings and behaviors formatted through paralingual and facial expressions (i.e., facial expressions 55%, and paralingual 38% respectively). Additionally verbal and nonverbal phenomenon process in different parts of mind (e.g., Kelly, Barr, Church, & Lynch, 1999), which creates connectivity and interdependence (e.g., Bull, 2002; Jones & LeBaron, 2002; Kendon, 2000, 2004; Knapp & Hall, 2010; Manusov & Patterson, 2006). Empirical knowledge is also lacking about how qualitative researchers used non verbal communication data and to what extent to improve their studies (Onwuegbuzie, Leech, & Collins, 2010) undeniably, exemplar models (e.g., Ekman& Friesen 1974).

The purpose of the present study was to explore the gender effect on verbal and nonverbal communication style. Female and male university students were observed while sitting out of the classrooms in male groups, female groups and mixed groups. It was expected that the study will be in line with earlier researches showing different interactions in different gender groups. Further it was expected that differences may be observed as compared to pre-conceived notations about young boy's and girl's behaviors discussed in earlier researches?

Methodology

The study was conducted purposively selecting groups of students sitting and relaxing at different social spots in campus. Each researcher observed one group with all females, one group with all male students and a mixed group of students. In total, 30 male and 30 female university students were observed. The study was conducted in University of Karachi. No demographic information was collected as the method of data collection was observation. Observation is a category of qualitative research method. In this type of research the researcher observe different groups of people without any interference and is not a member of the group (Onwuegbuzie et al, 2010). On average the age group was between 18 to 20 years male and female students. The groups of students were randomly observed at different places out of the classrooms and departments interacting with same gender and mixed gender groups. The groups were observed to collect data about language, content, eye-contact, way of sitting and standing using the following framework.

Table: 1
Vocal and nonvocal elements of communication

	Verbal Communication	Nonverbal Communication
Vocal	Spoken words	Paralanguage (words, pitch, volume, speaking rate)
Non-vocal	Body language	(gestures, facial expressions eye contact, distance and space)

Source: Adapted from Owen Hargie, Skilled Interpersonal Interaction: Research, Theory, and Practice (London: Routledge, 2011), p. 45.

Observations were made with the help of five undergraduate female students who were initially briefed about the process and procedure. There were several limitations to this study. First, an observational study cannot directly examine the cause of the verbal and nonverbal behavior in an uncontrolled environment. Secondly, the groups of students were observed at different places randomly; therefore generalization of data is difficult. The students who were observed realized that they were being observed but were unaware of the purpose of observations. They received a debriefing about the objective of the research after observations.

Results & Discussion

The primary goal of analysis was to examine differences in verbal and nonverbal communication of male and female students outside the classrooms.

Gender Differences in verbal and nonverbal communication among students

Communication	Male group of students	Female group of students
Verbal		
Words (Use of slangs)	5/30	1/30
High pitch	19/30	3/30
Talk with High Volume	21/30	5/30
Topic of discussion Politics Personal issues	 24/30 4/30	 6/30 26/30
Speaking rate Rapid	 24/30	 6/30
Nonverbal		
Expressive	11/30	19/30
Eye contact	15/30	15/30
Distance and space during conversation(yes)	6/30	27/30
Touch	21/30	9/30

Source: Observations in the research for verbal and nonverbal communication

The table above shows that communication differences exist between male and female students. However,

Observations:

Mixed group

> A mixed group of students with three boys and four girls were playing a board game sitting in social interactive space called "Arts lobby". It's a space connecting corridors of majority of Arts departments, majority of students get interacted here and use it as a social space. Sitting on the floor the main topic of discussion was winning of Pakistan's cricket team. They were discussing about a cricket match which Pakistan won from Bangladesh and Bengali female fans were showed crying on TV after losing the match. Boys were loud and stressing that 'all girls are emotional' by giving example of those female fans of the loosing team. The boys were constantly using slangs such as "abbey chal' "chamat parey gay" with each other, while girls were using "hey dude' and 'seriously' again and again. Boys were touching each other more as compared to girls and were louder and cracking jokes. The group was observed for thirty minutes.

The two culture theory of gender and communication proposed that both girls and boys are raised in segregated gender/sex language spoken communities which format their speaking style in opposite ways. As often seen in children's playing, girls copy their mother or elder sister's style and boys followed their fathers and elder brother. Girls like to play in smaller groups where they can easily talk. According to communication scholar Julia Wood (2007)the summary of girls play is they do mutual and cooperative talk to develop and sustain relationships , they do avoid criticizing , outdoing or make others feel embarrass . On the other hand boys like to play in large groups which are less emotional, focus on activities not conversation be competitive and asserting one's independence. The objective of this group is to achieve some goal.

Girls Group

> A group of five girls standing in another department discussing about diet plans. Three of them were skinny while one of them was fat. Her peers were suggesting diet plans and she was listening very carefully. She seemed desperate to lose weight. She appeared nervous and had lack of confidence. She was continuously setting her scarf and her body language showed that she was feeling less confident. The skinny girl on the other hand was very loud, funny and hosing off that she is 'superior'. She was

> running her hand through her hair, then she tied them up and after two or three minutes again she unties them. Another girl was using words "like" and 'literally' repeatedly in her conversation. It was fifteen minutes observation.

Pakistani culture is quite different from other culture and in construction of gender roles is complicated because it's a mixture of religion, rituals of family and cast, societal hierarchies and modernization. Therefore the role of men and women and how to communicate with others is also different. Since childhood a girl has been started to learn how to talk, sit and listening to others, moreover her body language also matters. Boys too learn all these ways accordingly. These factors can be explained by Gorden's (1980) indicators are the typology of nonverbal communication

> ": kinesics (i.e., behaviors reflected by body displacements and postures), proxemics (i.e., behaviors denoting special relationships of the interviewees/interviewers), chronemics (i.e., temporal speech markers such as gaps, silences, and hesitations), and paralinguistics (i.e., behaviors linked to tenor, strength, or emotive color of the vocal expression). For instance, with respect to silence, qualitative researchers can glean important information from silence exhibited by participants—indeed, sometimes more can be learned from what a person does not utter than from what he/she utters".

Boys group

> The third observation was in an Arts department. A group of five male students, standing and discussing politics. One boy had long hair and a beard. He was quite loud and blaming politicians for all the problems of the country. During conversation he was acting superior and his body language was confident. In fifteen minutes he used abusive word '*kamina*' (a mean person' at least 10 to 15 times. It was not used as an abuse rather as slang between friends. All boys were punching each other and laughing a loud.

It is very interesting that the verbal behaviors of men and women show their subordinate or super ordinate position (Johnson, 1994). Though non verbal communication was also dependent on the conditions and gender roles no doubt in it that in Pakistani society men have all powers and authority over women in both public and private sphere which even shows in their student life . As discussed above communication is the means by which ideas and information are spread from person to person. However, interestingly men and women differ psychologically from the way in which they communicate to influence others. Academic researches prove that women tend to be more expressive, tentative, and cooperative and have polite communication characteristics while men use more

aggressive, assertive, direct and powerful communication traits. The non verbal communication although difficult to observe but commonly many things we heard and said about these differences as we are habitual to say boys that “don’t cry like girls” or don’t walk like girls as Marion Young (1990) discussed Straus’s observation in regard to what it means to “throw like a girl” as boys are taught to throw “walking like a girl, tilting her head like a girl, standing and sitting like a girl, gesturing like a girl, and so on. The girl learns actively to hamper her movements. She is told that she must be careful not to get hurt, not to get dirty, not to tear her clothes, that the things she desire are dangerous for her. Thus she develops a bodily timidity that increases with age.

These factors can be related to our research findings as 37% boys showed less expressions when it comes to non verbal communication and 37% boys also avoided eye contact while having a conversation. While 70% girls showed more expressions during conversations also 17% women were moving their hands and arms. It was observed that during verbal communication 63% boys used high pitch tone and 70% girls were cracking out jokes during verbal communication. Girls are more inclined to face each other and make eye contact when talking, while men are more likely to look away from each other. Researches on communication differences between men and women has shown that while men are more task oriented, women tend to be more people and relationship oriented in their communication style

Another interesting finding is that both 100 % boys and girls used slang language during conversation but 73% girls used vocabulary and phrases precisely whether on 27% boys have this skill. 67% of girls like to talk about personal issue and 80% boys were interested in politics. These findings have been supported by another observation based unpublished research conducted by the students of Centre of Excellence for Women’s Studies, University of Karachi in 2017. The results of this research showed that girls are more talkative tan boys , girls often talk about domestic issues, fashion and domestic chores whether boys conversation topics were about politics and sports . The group of boys was bigger and girl’s sittings were small.

In Pakistani society girls are taught to speak less, in low voice, laugh in low tone and their gestures and postures should be composed, they should walk slowly, whether boys can talk and laugh loudly, walk firmly and masculinity should be shown from their style of verbal and non verbal communication. Many proverbs are famous in our society as “Larkion ki tarah baat kion kar rahay ho haath hila hila kar” why you are talking like girls by waving your hands, or “Larkion ki tarah kion chal rahay ho”, why you are walking like girls, as well criticizing girls also “Larkon ki taraz mat betho” do not sit like boys, “Aunchy awaz may mat bolo” do not talk loudly.

Advancement toward considering verbal and nonverbal conduct simultaneously might be hindered through specific components. Another issue is direct configuration of books and diaries, which is fairly inconsistent by revealing the multidimensional cooperation complications. It is a lot simpler to introduce oral transcription or measurable tables than it is to portray and break down combinations among fluctuated message modalities. Another obstruction is that there isn't far reaching understanding about how all encompassing examinations ought to be directed.

In qualitative research explicitly, a few researchers (e.g., Begley, 1996) have voiced uncertainties that an undocumented, non-rich consideration, or an exclusion of non-verbal correspondence as information, could add to constraints, for example, justification just as the absence of mindfulness by the specialists and, henceforth, compromise the verisimilitude of the naturalistic request. Without a doubt, scientists have exhibited that nonverbal correspondence, for example, hand motions pass on center semantic data past discourse and are basic to semantic correspondence (Beattie and Shovelton, 1999, 2002, 2003, 2005, 2011; Holler, Shovelton, and Beattie, 2009; McNeill, 1992). Others (e.g., Burgoon, 1994; Graham and Argyle, 1975) have contended that progressively significant fundamental implications could be recognized through nonverbal correspondence than through discourse.

Conclusions

As the study is an observational research it is difficult to identify the root causes of gender differences in verbal and non verbal communication styles of teen ager students of University of Karachi. However confusion about many gestures and postures were cleared for instance usually girls smile more than boys because it’s a sign that they were listening attentively. It is highly recommended that in future research studies should examine the gender differences of verbal and non verbal communication behaviors regarding their social status, culture and specific background.

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The Nexus Between Economic Globalization And Female Labor Force Participation

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Abstract

Female labor participation is now being considered as one of the main elements of development among policy makers, feminist, sociologists and economists. Female labor supply is an essential factor not only for economic development but also for socio-economic development of a nation. This paper empirically examines the nexus between economic globalization and female labor force participation (FLFP) for Pakistan from 1973 to 2014. Furthermore, this study also explores the role of economic stability through female's unemployment rate, inflation rate and per capita income, and increase in productivity through human capital investment on female labor force. This study also finds out the impact of gender disparity on female labour force participation in Pakistan. For estimation of result, Autoregressive Distributive Lag Model ARDL approach to co-integration has been applied which identifies co-integrating vector(s). After identification of co-integrating vector(s) ARDL model is re-parameterized into ECM. The empirical finding proves a positive and significant relationship between economic globalization and FLFP in long run as well as in short run for Pakistan. Beyond labor laws, policy maker should focus on whether female will get new job opportunities and benefits of new markets especially for females when a country opens it economy. For this purpose, it is necessary to improve access to education for females and developing their skills by providing training program, promote children care centers, legal measures to reduce the burden of domestic chores, and encourage private sector development in different sectors especially in industries that may help to increase employment opportunities for females in Pakistan.

Keywords: Economic Globalization, Female Labor Force Participation, Economic Stability, Foreign Direct Investment, Trade Openness.

تلخیص

پالیسی ساز، نسائی، معاشرتی ماہرین اور ماہرین اقتصادیات خواتین کی روزگار میں شمولیت کو ترقی کی اہم عناصر کے طور پر لیتے ہیں۔ خواتین لیبر کی فراہمی نہ صرف معاشی ترقی کے لئے بلکہ قوم کی سماجی و اقتصادی ترقی کے لئے بھی ایک لازمی عنصر ہے۔ یہ مطالعہ ۱۹۷۳ سے ۲۰۱۴ کے سالانہ اعداد و شمار کے مطابق پاکستان میں معاشی گلوبلائزیشن اور خواتین کی لیبر فورس میں شرکت کے درمیان تعلق کا تجزیہ کرتا ہے۔ اس کے علاوہ یہ مطالعہ خواتین کی مزدور قوت پر اقتصادی استحکام، صنفی عدم مساوات اور انسانی سرمایہ کاری کے ذریعے خواتین کی صلاحیت میں اضافے کا بھی مطالعہ کرتا ہے۔ نتائج کے تخمینہ کے لئے (اے آر ڈی ایل)

طویل مدتی تعلق کے لئے اور (ای سی ایم) مختصر مدتی تعلق کے لئے استعمال کیا گیا ہے۔ تحقیق کے نتائج ظاہر کرتی ہیں کہ طویل اور مختصر دونوں مدت میں پاکستان میں اقتصادی گلوبلائزیشن اور خواتین کی لیبر فورس میں شمولیت کی شرح کے درمیان مثبت تعلق موجود ہے۔ مزدور قوانین کے علاوہ پالیسی سازوں کو اس پر توجہ دینا چاہئے کہ آیا جب ملک اپنی معیشت کے دروازے کھولتا ہے تو خواتین کو نئی ملازمتوں کے مواقع اور نئے بازاروں کے فوائد ملیں گے یا نہیں۔ اس مقصد کے لئے بہت سے اقدامات کرنے کی ضرورت ہے جیسا کہ خواتین کی تعلیم تک رسائی کو بہتر بنانا، تربیتی پروگرام کے ذریعے مہارت فراہم کرنا، بچوں کی دیکھ بھال کے مرکز کو فروغ دینا، گھریلو کاموں کے بوجھ کو کم کرنے کے لئے دیگر قانونی اقدامات اور مختلف شعبوں میں خاص طور پر صنعتوں میں نجی شعبے کو فروغ دینا بہت ضروری ہے تاکہ پاکستان میں عورتوں کے روزگار کے مواقع کو بڑھایا جاسکے۔

کلیدی الفاظ: اقتصادی گلوبلائزیشن، مزدور قوت میں خواتین کی شمولیت، اقتصادی استحکام، غیر ملکی براہ راست سرمایہ کاری، آزادانہ تجارت

Introduction

Female labor supply is being focused by policy makers, feminist, sociologists, activists and economists. Female labor supply is very essential for not only for economic development but also socio-economic development of a nation. It is also obliging in reducing of poverty ratio. However, due to structural changes and transition process in the economy from agriculture to manufacturing and then service, the demand for female labor is declining in many developing countries (Mujahid, 2013). Nevertheless, increasing participation of female in economic activity will support in reducing gender biasness in every field of life such as in terms of getting facilities in health, education, training and even job opportunities in formal sectors (Esping-Andersen, 2009; Esping-Andersen, Gallie, Hemerijk & Myers, 2002). As more than 48 % of population, consist of female, who are involved in informal sectors and non-market activities however, female participation in not impressive despite of high economic growth and structural transformation. Female labor also plays the role of a driver for the economic development of the economy.

Due to transition in economy, demand for labor is continuously increasing in the manufacturing sector therefore; many male labors switch over from one sector to another sector. Moreover, females are also entering in labor force that stimulates the industrial growth in response of higher demand for female labor. Furthermore, as economy is developed, the abilities and skills of females improve over time and social constraints that are associated with the conventional mindset change that encourage females to take part in economic activities. The evidence proves that male and female both employments in agriculture sector have declined significantly from 62% to 14 %. Even females are involved in assembly production due to lack of skills, training and opportunities for employments in other industrial sectors (Schultz, 1990).

Therefore, policy maker must analyze the nature of female labor supply in any particular economy. Eventually, labor force participation by female is considered by both demand and supply. Along with economic benefits, female participation in labor force is an indication of failing unfairness and inequality and improving female empowerment (Mammen & Paxson, 2000). Moreover feminization or de-feminization of labor force can also be a reaction of depression or increasing uncertainty in labor market thus, female labor supply can maneuver essentially as a protection device for females (Standing, 1989; Balart and Umaña-Aponte, 2010). During the last two decades, emerging and Latin American economies are experiencing a rapid increase of female participation in labor force. More active contribution of female in labor market may uplift the socio-economic position in society. Moreover; high economic growth, narrowing gender inequality, declining fertility rate and technological advancement are major factors that increased female participation in labour market (Galor & Weil, 1996; Fernandez & Felício, 2005).

Economic globalization is the a process that increases economic interdependence among different economies at regional and international level through a fast increase in movement of goods and service, financial liberalization and decrease in tariff and non-tariff barriers. It is also a process of restructuring and readjustment of domestic and non-domestic resources across globe. Furthermore; structural transition in economy from agriculture to industry and then service sector has reduced female labour force participation in developing countries (Mujahid, 2013). However, increasing female's participation in the economic activities help in reducing gender inequality while providing access to resources. Female participation is also increasing on different sectors which show hidden involvement of females as unpaid family labour. As, 48% of population is consists of females who are mostly involved in informal sectors and nonmarket activities. Female participation in labour force is not encouraging in Pakistan as compared to other countries of South Asia despite of experiencing structural transformation from agriculture to service sector.

With the development of technology and increasing income level, industrial structures are also experiencing readjustment and upgrading (Shangquan, 2000). In the economic era, trade and foreign investment are playing vital role in order to globalize the entire world. Since, the last two decades, all economies of the world have observed the process of globalization through market openness and economic integration via trade and foreign investment flows (Nissanke & Thorbecke, 2005). Usually economic globalization has very strong impact on different sectors including labor markets of underdeveloped countries due to insufficient domestic funds. Although there are different aspect of analyzing female labor participation. However, there is a line of few literatures arguing the role of trade and foreign direct investment (FDI) that trade and financial liberalization can increase female participation in labor force in many developing countries. Because there are various interrelated ways through which economic globalization leads to feminizations in labour market (Mujahid, Shabbir & Shahbaz, 2016).

Economic globalization refers trade openness, foreign direct and portfolio investment and all structural adjustment policies. Trade liberalization adjusts prices of goods in international and domestics market including wages of labor, inputs composition in production and also income and resources distribution among different economic agents. Trade openness and FDI may also adjust employment and wages of male and females. Although, it depends on the sectors where the demand for labor increases after FDI and trade. Even, foreign investment may also reshape relative wages and employment of different social groups in society and change labor market conditions (Aguayo-Tellez, 2012). The processes of economic globalization have formed new significant ways of analyzing the increasing trend of female's participation in labour force due to trade and financial liberalization which have become crucial elements for growth (Cagatay & Ozler, 1995; Jokes & Weston, 1994; Wood, 1991).

There are also some other factors that encourage female labour supply. The splendid growth in manufacturing sectors related to export and export processing zone have improved female's share in non-agriculture labour force among semi-industrialized developing countries in the past (Dolan & Sorby, 2003). Furthermore, other aspects such as increasing level of education, declining in fertility rate, growth in economy have also significant impacts on FLFP. The new theorists of international division of labour school have introduced gender aspect into the Marxian Theory of Surplus Labour and argue that female can provide a low-cost input from developing countries to developed capitalists countries (Standing,1989). Moreover, there is also relationship exist between female' traditional characteristic and skills with increasing demand for female labour in the small manufacturing industry which leads to enhance trade in developing countries (Elson & Pearson, 1981).

However; gender specific statistics are very disturbing in Pakistan. Females have no right of ownership privately, to participate in labour market, less access over education and health care, and employment opportunities (Pervaiz, Chani, Jan & Chaudhary, 2011). By summing up this discussion, we will empirically analyze that how the process of economic integration with world through trade and FDI increase FLFP in Pakistan. The study will also investigate the impact of other factors such as education, fertility rate, gender inequality and economic stability in female labor force participation.

Review of Literature

Various studies have proved the relationship between economic globalization on female labour force participation. Fatima and Khan (2019) have found impact of globalization on employment share of female in trade-oriented sectors of 21 developing and emerging countries. The finding reveals that global linkage through trade with developed economies can enhance female's employment if developing economies improve skills of

female labours. Asongu et al.,(2019) examines the association between globalization and female participation in labour force in 47 Sub-Saharan Africa countries. The finding reveals positive impact of overall globalization index on economic participation of women in Africa.

Oksak & Koyuncu (2017) examine the impact of globalization on female participation in the labor force with different dimensions such as economic, social, political and overall globalization. While using unbalanced panel data from 1990 to 2015 for 101 countries, the study proves statistically significant relationship between economic, social and overall globalization and FLFP whereas; negative but significant association between FLFP and political globalization. Gaddis & Pieters (2017), investigate the impact of trade liberalization policies on labour market of Brazil in the 1990s. The result reveals that trade liberalization discourages gender gap between male and female labour force participation and employment rate; however, the effect is larger for male. Therefore, reductions in tariff and non-tariff barriers contribute significantly for the convergence of gender gap in employment and labour force rate. Gender differences are concentrated in tradable sector and low skilled labours however; it pressurizes labour to move from tradable to non-tradable sectors.

Consequently, trade liberalization and increasing male unemployment have also encouraged females to enter in the labour force. While taking data from 1980 to 2010, Mujahid et al., (2016) examine the effects of globalization, female wages, foreign remittance and unemployment on female labour supply. While using ARDL bound testing approach, the result proves long run association among variables. Female wage, foreign remittance and globalization support to increase female labour supply however; unemployment rate has negative effect on labour supply of female. They suggest that informal sectors require more attention and regulations in the era of globalization, because mostly females are employed in informal sectors. Moreover, female entrepreneurship should be encouraged especially in those sectors which are related to females.

Kuete & Voufo, (2016) empirically investigate increasing level of trade openness and its impact on jobs opportunities and earning for male and female in Cameroon. The data has been taken from national survey of employment and informal sectors that has been conducted on 2005 and 2010. The methodology compares the evolution of trade indicators and female's employment and decomposes the wage gap for identifying the exposure of trade. Three indicators of trade have been used such as import penetration, export intensity and share of trade. The finding of the study shows that trade openness has not provided employment opportunities in exporting sectors where most of the female are employed however it narrowed the gender wage gap. Gupta, (2015) examines the impact of trade liberalization in 1991 on employment share of female in India while using panel data that have been taken from annual survey of industries. although, taste based-discrimination theory predict that trade liberalization benefited females however, the

author found that reduction in tariff and import competition gas reduced female's share in labor force. Larger output tariff increase demand of more skill labors and increase working hours. Therefore, female are prohibited to work long hours by law in India and therefore employment declined.

Maqsood & Ullah (2014) have investigated the role of globalization on female labor force participation in SAARC countries from the period of 1990 to 2010. For measuring globalization impact, foreign direct investment, trade openness, and urbanization had been used. Panel fixed and panel random effects models have been applied for empirical investigations. The result proved positive and significant impact on urbanization and foreign direct investment in female labor force and negative but significant impact of trade openness on female labor force participation in SAARC countries. Trade openness brought competition in developing countries that require skilled labors. Furthermore, urbanization and FDI have also played significant role in encouraging female's employment in SAAR countries. She suggested that government should create employment opportunities for female and ensure a secure and profitable investment environment in order to attain desired level of economic growth.

Meyer, (2013) examines the effects of economic globalization on occupational inequality and sex segregation. The theory of global economic restructuring and its impact on female work highlights that more economic integration with world brings more opportunities for females in workplace however, it does not remove constraints to female's advancement or improvement in low-paying in unskilled jobs. While taking panel data from 1970 to 1990 for fifty six countries, the finding reveals that global integration reduce occupational inequality and sex segregation. It has been highlighted that global economic restructuring is a gendered process which transform gender inequalities. Yasmin et al., (2013) studied why women do not participate and leave market early in Tehsil Vehari which is a small area of Pakistan. Fro results estimation, random sample of 200 female from rural and urban have been selected through filed survey. The OLS and Logit Model have been applied for analysis. The result indicates that education has positive relation with female participating and earning. Location of female resident shows that women of urban area take more participation as compared to rural women. She suggested that female should achieve at least secondary level education along with technical and specialized knowledge. Ejaz (2011) explored the determinant of female participation in Pakistan and the proved that due to economic development female involvement increased in labor market. Age and marriages factors revealed negative effect on female labor force due to household works however education and income of household have positive association with FLFP. Female participation has been recorded more in agriculture sector as compared to industry or service where females are playing their role in manual labor. Several demographic, social and economic factors determine FLFP for all four provinces.

Mujhaid & Zafar (2012) has investigated the role of economic development that encourages female labor force participation in Pakistan from the period of 1980-2010. The finding of the study reveals that encouraging economic policies raise female labor supply in economy and productive activities. The outcome indicates that economic development encourages female labour supply in short and long run periods both. She suggested that government should more concentrate for promoting female labor in formal sectors and informal sectors needs to restructure through encouragement of females. Some feminist scholars like Patel, (1994); Cagatay, Elsoon and Grown, (1995) and Joekes (1995) have also focused also studied the impact of structural adjustment policies (SAPs) for the promotion of export-oriented industries on trade, globalization and employment opportunities of female labor since mid-1980s. Literature reveals that external and internal debts depressed economic growth instead of increase, which further increased the burden of government expenditures and uncertainties in the economy due to policies of governments. Debt also depresses the fiscal and structural reforms due to a huge pressure for repaying to the foreign credits and loans. Binzel & Assaad (2011) investigate the role of migration of male member of the family to abroad on females decision to increase their participation in labour force both rural and urban areas of Egypt. Through parametric and non-parametric techniques and using cross sectional data of Market Panel Survey 2006, result proves that remittance income decrease working hours of females in urban and rural areas of Egypt. Furthermore, females of rural area are more engaged in non-wage jobs due to international migration. Bhalla & Kaur, (2011) explore the several aspects that determine female participation in India. They highlight that India has one of the lowest female labour force participation in the world. Females are taking more active part in economic activities in rural areas as compared to urban areas due to poverty. India has also experienced U-shaped relation between female labour force participation and income.

Jadotte (2009) explored the impact of migration and remittances on the outcomes of labor markets by using Haitian Living Conditions Survey of Haiti. He used Zero-altered negative binomial test and Two Stage Least Square (TSLS) method for estimation. The outcome of the study suggested that remittance income has negative impact on labor market for male and female both and reduced their working hours however, the result did not proved the theoretical aspect of female labor that female supply of labor are more sensitive with income remittances. Moghadam (1999) has explained that globalization is a complex phenomenon in this recent year for developed and developing countries both. Economic globalization requires more interaction among countries' in production and trade. After opening of the economics, countries heavily depend on the work of female. As a result of trade expansion, price of imported goods have become competent with domestic price that give pressure to local producers for reducing the cost of factors of production by using cheap labor.

Plenty of studies of such as Catagay & Ozler, (1995), Joekes and Weston, (1994) and Standing, (1989) have investigated the role of trade and FDI in employment of females. Export expansion activities are considerably related with feminization of labor in industrial sector. Wood (1991) proved the strong association between feminization of labor in manufacturing sector and export of Sri Lanka, Tunisia, Mauritius, Malaysia and four East Asian countries for the year of 1980-1985. Fontana, Joekes & Masika, (1998) have explained that women and men achieve different level of advantages from expansion of trade. Furthermore, these benefits which are associated with women are also different with different group and skills of women. Elson (1991) and Palmer (1991) have examined the cost of implication of structural adjustment policies in developing countries. The findings of the study show that macroeconomic and structural adjustment policies are gender neutral that mainly focused on economic growth however, and it impacted more badly on female as compared to male due to distant social and economic role in the society. Structural adjustment policies and macro-economic adjustment are gender bias in developing countries and it tends to advantage men along with an unfriendly social and economic impact on women. There are two different perspective related to trade and gender. On the one hand, trade expansion provides costs and benefits to male and female, however, on the other hand, inference of trade are arbitrated by gender relation with respect to economic, political and social structure of the society. All these perspective related to trade and gender brings diverse effects in different sphere of life for female in term of education, health, labor market for female. It is noticeable that these gender biases in the society influence the policy of trade and outcomes.

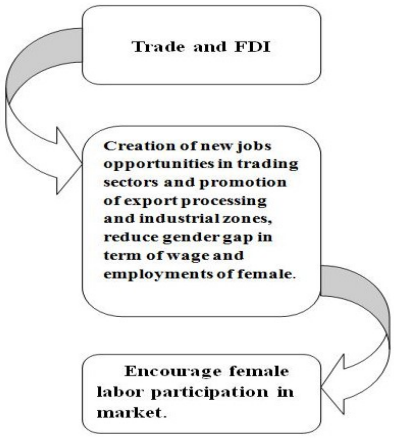
Theoretical and Conceptual Framework

Trade liberalization can affect outcomes of labor market through various channels. The debate on changing labor market outcomes due to trade has been initially analyzed in the traditional theory of trade, such as the Heckscher-Ohlin (HO) theory and Stolper-Samuelson Theorem. The HO-model suggests static efficiency advantages from trade through specialization on those goods which has comparative advantage then trade it with those goods in which country have comparative disadvantages. It encourages structural changes in production pattern and reallocation of inputs which are abundant factors and used most intensively (Gaddis & Pieters,2012). The Stolper-Samuelson theory argues that international trade leads to increase real income of the factors that are used extensively in production, while the returns or income of other factors declined (Winters, 1991).

However, a possible reason of restructuring of production and reallocation of resources due to presence of gender elements in labor market. Male and female labour are considered as imperfect substitute as inputs of production (Galor & Weil, 1996; Sauré & Zoabi, 2009; Rees & Riezman, 2012). Similarly, differences in gender perspective in social and cultural comparative inclination have also become a reason of employing females in particular

sectors (Goldin, 1990). The impact of economic globalization on female have a positive impact that creates job opportunities for both genders particularly for females (Kaur,2018). It encourages different industrial and export zones that requires more domestic labors and foreign direct investment allows more female employments in these areas due to demand of cheap labor force with low wages. Although, it is benefiting to women in terms of jobs accessibility but it deteriorates the position of females in labor markets due to more demand for training, skills and job-related segregation (Seguino, 2006). The theoretical framework shows that female labor force participation may rises due to trade and foreign direct investment which encourages economic activities while creating job opportunities for the females. Foreign firms and organizations bring their investment in host countries through developing more production units. These foreign firms operate under an extremely competitive environment with low level of cost as compared to local firms. Consequently, they maximize their objective by recruiting female labor from developing countries as it is also considered cheap inputs. Because, cheap inputs are an important determinant of FDI therefore, female labour encourages more FDI. Due to gender differences and limited job opportunities, females always prefer low wage jobs in developing countries and hence, upsurge their participation in labor force.

Figure: 1 postulates the association with economic globalization with female participation



Source: Inspired by Gaddis and Pieters (2012)

In the study of Gaddis and Pieters (2012), it has been proved due to expansion of trade activities and foreign investment new job opportunities have been generated for female that increased supply of female labor supply. The globalization is a multifaceted and exciting phenomenon which requires more incorporation, interaction and collaboration among countries in production, exports and imports. While, the trade and capital liberalization policies have reduced the gender gap in labor force due to structural transformation of the economy from agriculture to manufacturing that encouraged female to take part actively in economic activity (Hayder & Behrman, 2012).

Methodology

Data Source

The time series data for the period of 1973 to 2014 has been taken from, Global Economy, World Bank indicators, various publication of economic survey of Pakistan, except Composite Gender Inequality Index. Ahmed & Hyder, (2006) generated composite gender inequality index for Pakistan. This study examines that how economic globalization will help in raising female participation in labor market in Pakistan while taking into account other aspect such as economic stability and gender inequality.

Description of Variables

This study will explore the nexus between economic globalization and female labor force participation for Pakistan. We have taken trade openness and foreign direct investment as a proxy of economic globalization (Cooray, Gaddis & Wacker, 2012; Mujahid, 2013; Jaffri, Sana & Asjed, 2015). Primary and secondary female enrolment ratio and fertility rate (Cooray, Gaddis & Wacker, 2012; Maqsood & Ullah, 2014; Jaffri, Sana & Asjed, 2015; Okşak & Koyuncu, 2017) are being used to measure the productivity of female because better health and education opportunities increase skill and ability to work and chance to get more employment. Gender Inequity Index measures the inequality in education, health and female labor participation which demonstrates that decline in inequality will help female to take decisions regarding female labor supply. While, per capita income (Mujahid, 2013; Jaffri, Sana & Asjed, 2015), inflation rate (Mujahid, 2013; Okşak & Koyuncu, 2017) and female unemployment rate (Mujahid, Shabbir & Shahbaz, 2016; Tsani et al.,2013) have been taken for measuring impact of macroeconomic factors on female participation in labor force. Economic factors will encourage female to take part in economic activities due to decrease in employment rate or increase in prices due to inflation in the economy.

Modeling Framework

This study examines the effect of economic globalization for female labor force while taking some other macroeconomic variables. We have taken all data in percentage form except Gender Inequality Index. The general model can be modeled;

FLFP = f(FDI, TOP, GII, PCI , CPI, UNF, FR, ENRL)……(1)
Where,
FLFP = female labor force participation rate
FDI = foreign direct investment
TOP = trade openness

GII = Gender Inequality Index
PCI = per capita income
CPI = inflation rate
UNF = unemployment rate of female
FR = fertility rate
ENRL = primary and secondary ratio of female

For empirical purpose, all data have been converted into econometrics from while including error term in the model. This error term incorporates impacts of all other relevant variables which have not been taken into model. The econometric form of the model is as followed:

$$\mathbf{FLFP_t = \alpha_1 + \alpha_2 FDI_t + \alpha_3 TOP_t + \alpha_4 GII_t + \alpha_5 PCI_t + \alpha_6 CPI_t + \alpha_7 UNF_t + \alpha_8 FR_t + \alpha_9 ENRL_t + \varepsilon t \ldots\ldots (2)}$$

Where = α_1 is intercept and, α_2, α_3, α_4, α_5,α_6,α_7,$\alpha_{8,\text{ and }}\alpha_9$ are the coefficient of economic globalization, Gender Inequality Index, per capita income, inflation rate , unemployment rate of female, fertility rate and primary and secondary enrolment ratio of female respectively whereas εt is residual term.

ARDL Model Estimation

Numerous empirical researches exist that have used Ordinary Least Square (OLS) method for estimating long run relationship for time series data. However, the assumptions of OLS show that all variables are integrated at level and error term is normally distributed with zero mean and constant variance. Without testing stationary of time series data through various unit root tests, OLS gives vague and spurious results which cannot use for forecasting and future policy analysis.

ARDL stands for Autoregressive Distributive Lag which has gained valuable importance in recent time for time series data analysis. In 1999, Pesaran and Shin introduced ARDL model that further extended by Pesaran, Shin and Smith, (2001). As compared to other traditional techniques and methods of co-integration, ARDL has many benefits due to which this method is preferred. Traditional methods such as Ordinary Least Square and Johansen Co-integration test require that all variables must have same order of integration either I(0) or I(1). However; if variables are not integrated at same order of integration then ARDL is a most appropriate method to estimate model. therefore; ARDL method do not require pre-testing of stationary of data and it can be used with mixture of I(0) and I(1). ARDL approach to co integration identifies co-integrating vector(s) therefore; each taken variables represent as a single long-run relation equation. Once co-integrating vector is identified, the ARDL model of the co-integrating vector is re-parameterized into error correction model (ECM) for short run relationship (Nkoro & Uko, 2016).

Results and Discussion

Table: 1
Statistical descriptive

	FLFP	FDI	TOP	ENRL	FR	GII	UNF	Log(PCI)	CPI
Mean	13.97214	14.79452	8.896405	35.38881	5.225714	134.8862	4.779429	2.125815	9.576667
Median	13.55000	10.33000	7.096112	34.28250	5.565000	135.6500	5.000000	2.145504	8.550000
Maximum	25.27000	45.56000	36.48515	44.00600	6.610000	149.1300	7.800000	3.284664	26.70000
Minimum	6.570000	1.030000	3.443478	25.24900	3.120000	121.6714	2.500000	1.064711	2.900000
Std. Dev.	5.636444	13.03765	6.253565	5.770828	1.269613	8.110281	1.617309	0.524290	5.286018
Scenes	0.533390	1.250965	2.589117	0.029959	-0.337964	-0.005931	0.372090	-0.011512	1.442612
Kurtosis	2.201559	3.191470	10.70737	1.651542	1.494148	1.801271	1.910638	2.848098	5.116003
Jarque- Bera	3.107173	11.01854	150.8809	3.188376	4.767820	2.514912	3.045899	0.041308	22.40347
Probability	0.211488	0.004049	0.000000	0.203073	0.092189	0.284377	0.218068	0.979558	0.000014
Sum	586.8300	621.3700	373.6490	1486.330	219.4800	5665.221	200.7360	89.28422	402.2200
Dev Sum Sq..	1302.550	6969.197	1603.390	1365.401	66.08863	2696.843	107.2433	11.27010	1145.622
Observations	42	42	42	42	42	42	42	42	42

Source: Author estimation

Table 1 shows statistical descriptive of all variables where the mean values of FLFP, FDI, TOP, ENRL, and CPI are more than median values which indicates tendency toward positive skew whereas the mean value of FR, GII, UNF, and LOG(PCI) are less than median value which shows negative skew.

Table: 2
Philips-perrson unit root test

	I(0)		I(1)	
	T-Statistics	Prob- values	T -Statistics	Prob- values
FDI	-1.018202	0.9302	-6.377197	0.0000
TOP	-5.581057	0.0002	------	-----
LOG(PCI)	-2.946193	0.1594	-5.384385	0.0004
CPI	-3.259067	0.0876	------	------
ENRL	-3.368598	0.0698	------	------
FLFP	-1.805841	0.6836	-7.972700	0.0000
FR	-2.323259	0.4126	0.489737	0.9989
GII	-3.117709	0.1158	-6.803862	0.0000
UNF	-2.238806	0.4564	-5.706417	0.0002

Source: Author Estimation

Philiphs-Perron(PP) test is also used to check the trends in time series data. Table 2 shows PP test at level and 1st difference with trend and intercepts. The Philiphs Perrson test proved that TOP, CPI and ENRL are integrated at I(0) whereas FDI, PCI, FLFP, GII and UNF are integrated at I(1) with 1%, 5% and 10% level of significance. However; in PP test except FR is insignificant at level and first difference both. But the results of ADF proves that FR is integrated at level.

Table: 3
ADF unit root test

	I(0)		I(1)	
	T-Statistics	Prob- values	T -Statistics	Prob- values
FDI	-1.031102	0.9282	-6.377574	0.0000
TOP	-5.579254	0.0002	------	-----
LOG(PCI)	-2.872591	0.1816	-6.91986	0.0000
CPI	-3.259067	0.0876	-----	------
ENRL	-3.183487	0.1019	-6.508042	0.0000
FLFP	-2.046113	0.5594	-7.578842	0.0000
FR	-3.350411	0.0754	-------	-------
GII	-3.029136	0.1370	-5.978322	0.0001
UNF	-2.238806	0.4564	-5.735576	0.0001

Source: Author Estimation

ADF unit roots test is also used to check stationary in time series data. Table 3 describes ADF test at level and 1st difference with trend and intercepts. The ADF test proved that TOP, CPI and FR are integrated at I(0) whereas; FDI, PCI, ENRL, FLFP, GII and UNF are integrated at (1) with 1 % level of significance. Unit root tests provide enough justification to apply ARDL technique for the estimation of results.

For generation estimates, we have applied ARDL approach to co-integration through Microfit 4.0. On the basis of unit root test, it has been proved that main assumption of ARDL has been fulfilled and variables are integrated at level and first difference both. In the first step, we have selected lag length of F-statistic for co-integration which is sensitive to the lag length. After selecting of lag length, we have obtained ARDL model while normalizing FLFP

Table: 4
Autoregressive distributed lag estimates

Estimated Model FLFP = f(TOP, FDI, ENRL,FR, GII, UNF, PCI, CPI)
Lag length (2,2,2,0,2,1,2,2,1) based on AIC
Dependent variable is FLFP

Regressor	**Coefficient**	**Standard Error**	**T-Ratio[Prob]**
FLFP(-1)	-.13651	.16318	-.83653[.415]
FLFP(-2)	-.82164	.16381	-5.0159[.000]
GII	-.43538	.12528	-3.4752[.003]
GII(-1)	.17301	.13661	1.2665[.223]

GII(-2)	-.32602	.12727	-2.5617[.021]
ENRL	-.41432	.10772	-3.8463[.001]
ENRL(-1)	-.30040	.12859	-2.3361[.033]
ENRL(-2)	-.39169	.10445	-3.7502[.002]
FR	-.10178	.70613	-.14414[.887]
TOP	.020269	.023051	.87932[.392]
TOP(-1)	.050533	.021047	2.4009[.029]
TOP(-2)	.087803	.021721	4.0423[.001]
FDI	.13290	.050030	2.6564[.017]
FDI(-1)	.12875	.043710	2.9455[.009]
UNF	-.23910	.15606	-1.5321[.145]
UNF(-1)	.38079	.18953	2.0092[.062]
UNF(-2)	-.37371	.18107	-2.0639[.056]
CPI	.020189	.044509	.45360[.656]
CPI(-1)	-.031200	.036201	-.86186[.401]
CPI(-2)	.13805	.031302	4.4103[.000]
LOGPCI	8.5900	2.8932	2.9690[.009]
LOGPCI(-1)	-5.5679	2.9553	-1.8840[.078]
C	102.1340	28.8431	3.5410[.003]
T	.41340	.16936	2.4410[.027]
R-Squared	.99687	R-Bar-Squared	.99238
Mean of Dependent Variable	14.3368	S.D. of Dependent Variable	5.52 58
DW-statistic	2.6043	F-stat. (23, 16)	221.7597[0.000]

Source: Author's estimation

Table: 4 describe the ARDL regression analysis, gender inequality is negative and significant at current and second lag level however, it is insignificant at first lag. There is negative and significant relation between female enrolment ratio and female labour force participation rate with current, first and second lag. Our core variables are foreign direct investment and trade openness which have been taken for measuring the tendency of economic globalization. Result supports that there is positive and significant association between FLFP and trade openness at first and second lag although result is insignificant at current year. Whereas, FDI has also positive link with FLFP at current and first lag. Coefficient of fertility rate has although negative sign but due to insignificant p-values there is no relationship between FLFP and fertility rate. Unemployment rate of females shows dramatic results. There is no relation at current lag however positive and significant association at first lag however; negative and significant relation at second lag. Inflation rate has no relation in current and first lag however; there is positive and significant association between inflation rate and FLFP. Per capita income shows positive and significant relation with female labour force participation in current lag while negative and insignificant association at first lag.

Table: 5
Diagnostic tests

Test Statistics	*LM Version	*F Version
A:Serial Correlation	*CHSQ(1) = 7.3800[.007]	*F(1,15) = 3.3936[.085]*
B:Functional Form	*CHSQ(1) = 1.4588[.227]	*F(1, 15) = .56774[.463]*
C:Normality	*CHSQ(2) =1.0169[.601]	* Not applicable *
D:Heteroscedasticity	*CHSQ(1) = 1.3094[.252]	*F(1,38)= 1.2861[.264]*

Source: Author's estimation

We have applied number of residual diagnostic tests for estimation of consist and unbiased estimation of coefficient. The results of tests prove no evidence of serial correlation functional form error, Heteroscedasticity and normality in the model.

Table: 6
Long run estimation using the ARDL approach

Estimated Model FLFP = f(TOP, FDI, ENRL,FR, GII, UNF, PCI, CPI)
Lag Structure (2,2,2,0,2,1,2,2,1) selected based on AIC
Dependent variable is FLFP

Regressor	Coefficient	Standard Error	T-Ratio[Prob]
GII	-.30048	.071502	-4.2025[.001]
ENRL	-.56503	.063714	-8.8683[.000]
FR	-.051979	.36070	-.14411[.887]
TOP	.080997	.021727	3.7279[.002]
FDI	.13362	.019621	6.8099[.000]
UNF	-.11849	.12263	-.96622[.348]
CPI	.064878	.025652	2.5291[.022]
LOGPCI	1.5434	1.0494	1.4707[.161]
C	52.1584	15.6412	3.3 347[.004]
T	.21112	.088696	2.3802[.030]

Source: Author's estimation

Table 6: represent the long run estimation of the study using ARDL approach to co-integration. The findings shows that gender inequality, foreign direct investment, trade openness and inflation have more impact on raising FLFP in long run at 1% and 5% level of significance. In long run, if Pakistan moves towards economic integration with more trade and FDI significantly expand employment opportunities for females in formal and informal sectors both (Mujahid, Shabbir and Shahbaz, 2016; Meyer, 2003). Moreover, in our study, we have found no evidence of any significant relation between FLFP and fertility rate, unemployment rate of female and with per capita income.

Table: 7
Short run estimates with error correction model

Estimated Model FLFP = f(TOP, FDI, ENRL,FR, GII, UNF, PCI, CPI)
Lag structure (2,2,2,0,2,1,2,2,1 based on AIC
Dependent variable is dFLFP

Regressor	Coefficient	Standard Error	T-Ratio[Prob]
dFLFP1	.82164	.16381	5.0159[.000]
dGII	-.43538	.12528	-3.4752[.002]
dGII1	.32602	.12727	2.5617[.017]
dENRL	-.41432	.10772	-3.8463[.001]
dENRL1	.39169	.10445	3.7502[.001]
dFR	-.10178	.70613	-.14414[.887]
dTOP	.020269	.02305	.87932[.388]
dTOP1	-.087803	.021721	-4.0423[.001]
dFDI	.13290	.05003	2.6564[.014]
dUNF	-.23910	.15606	-1.5321[.139]
dUNF1	.37371	.18107	2.0639[.050]
dCPI	.020189	.044509	.45360[.654]
dCPI1	-.13805	.031302	-4.4103[.000]
dLOGPCI	8.5900	2.8932	2.9690[.007]
dC	102.1340	28.8431	3.5410[.002]
dT	.41340	.16936	2.4410[.023]
ECM(-1)	-1.9582	.22630	-8.6530[.000]

Source: Author's estimation

Table 7 depicts the findings of error correction model (ECM) for short run estimation. For ECM, two criteria should be checked such as the coefficient value of ECM should be negative and significant that proves convergence of variables towards long run from short run paths if any shocks occur. The coefficient value of ECM (-1) is -1.9582 which is negative and highly significant which illustrates the high rate of adjustment from short run equilibrium to long run equilibrium.

Conclusions and Policy Recommendations

The empirical evidence of long run as well as short run association between economic globalization and female labor force participation in Pakistan has been presented in this study while covering the period of 1974 to 2014. At first step, we have used ADF and PP unit root test in order to check stationary of the data. The results of both test proved that all selected variables are integrated at level and first difference which justifies the application of ARDL method. The finding of the study proves significant and positive association between economic globalization and FLFP in Pakistan.

More economic integrations through trade and FDI will open new entrance for job opportunities in labor market especially for females. Increase in exports of agriculture and textile product will also increase female labor force participation in those sectors which requires unskilled and cheap labor force. Even cheap labor force is an important factor for FDI although, it requires skilled labor. More export-oriented trade policies and facilitates for skilled labor can be helpful in encouraging female participation. This will further help in reducing gender gap in labor market while providing better opportunities of jobs, education and health. Meanwhile, multinational firms offer employment opportunities for females without discrimination between male and female because they work in competitive environment. It encourage females to find jobs (Kaur, 2018).

Pakistan is a highly populated country whereas females are 48% of total population and moving toward open economy with more financial and trade liberalization have significant and positive impacts on female labours. The policy makers must focus on narrowing down gender wage gap in formal sectors between male and female in urban and rural region both. The supply side reforms need to improve infrastructure, skill and education in order to creation of new jobs which enables more females to enter in labor market. Whereas; higher investment in human capital can also lead to increase female participation in labour market. Even education of female should be compulsory at least middle level which will improve female ability and skills in the long run and compete with newly skilled based competitive world. The government should ensure safe and profitable business environment that can help in creating jobs opportunities. Furthermore, both demand and supply side factors should also considered in order to raising FLFP through education, training, child care facilities at work place, assurance of legal and institutional polices in order to share burden on domestic duties of females. There is also a need of enhancing safety of females and involvement of private sectors in industries that may bring more opportunities for female to work in formal sector in Pakistan.

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An Analytical Study Of The Nature And Issues Of Beggars In Karachi

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Abstract

Begging is a phenomenon that attracts global attention, particularly when it comes to children, because of their vulnerability and negative side effects on their personalities. The age of a child places him/her at a disadvantage and one of the most humiliating profession for a child is begging. According to the defining characteristics of the ILO, child begging is a form of forced child labour. By using quantitative research method researcher has analyzed different factors and circumstances which these beggars are experiencing, and the universe of population for this study is chosen as metropolitan city Karachi of Sindh, Pakistan. Whereas, convenience and purposive sampling techniques of non-probability sampling method are used in order to collect the data by two hundred and sixteen (216) respondents from various areas of Karachi city. The current study focuses on the socio-economic issues related to girls and boys beggars living in Karachi. Beggar children beg on the streets, but they build some relationships with people whom they meet on a daily basis, e.g. shopkeepers, street vendors, criminals and etc. These relationships define their behaviour and attitude, which may be positive or negative and they get acquainted with them and get involved in different activities.

Keywords: Beggar Children, Unemployment, Poverty, Socio-Economic Problems.

تلخیص

گداگری ایک ایسا فعل ہے جس نے دنیا کی توجہ اپنی جانب مبذول کروائی ہے خاص طور پر بچوں کے حوالے سے کیونکہ بھیک مانگنے سے بچوں کی شخصیت متاثر ہوتی ہے۔ کم عمری میں بچے بھیک مانگنے کی وجہ سے اکثر بے عزتی بھی سہتے ہیں۔ آئی ایل او کے مطابق بچوں کا بھیک مانگنا بچہ مزدوری کی ایک قسم ہے۔ موجودہ تحقیق میں کمیتی تحقیقی طریقہ کار استعمال کیا گیا ہے تاکہ بھکاریوں کو پیش

آنے والے مسائل کا احاطہ کیا جاسکے۔ آبادی کے طور پر پاکستان کے صوبہ سندھ کے شہر کراچی کا انتخاب کیا گیا ہے۔ جبکہ غیر امکانی نمونہ بندی کی سہولتی اور پہلوئی نمونہ بندی کے طریقے کو استعمال کرتے ہوئے کراچی شہر سے ۲۱۶ جواب دہندگان سے معطیات جمع کئے گئے ہیں۔ اس تحقیق میں بھکاری بچے گلیوں میں بھیک مانگتے ہیں مگر ساتھ ساتھ یہ متعدد لوگوں سے تعلقات بنالیتے ہیں جیسے کہ دکاندار، چھابڑی والے اور مختلف جرائم میں ملوث افراد۔ ان افراد سے تعلقات کی بنیاد پر ان بچوں میں منفی یا مثبت رویئے تشکیل پاسکتے ہیں۔ ان لوگوں سے تعلقات کے باعث یہ بچے مختلف سرگرمیوں میں ملوث ہو جاتے ہیں۔

کلیدی الفاظ: بھکاری بچے، بے روزگاری، غربت، سماجی و معاشی مسائل۔

Introduction

Begging represents a very complex and intricate array of relationships and discourses. In general, this research has focused on beggar children who are one of the most vulnerable segment of the society. The emphasis is on their welfare, and the focal point of this study is the life of the children on the streets. Therefore, children who are involved in begging activities are mainly classified as street children and this is the worst forms of child labour (Save the Children, 2011). Though beggar children beg on the streets, but they build some relationships with people whom they meet on a daily basis, e.g. shopkeepers, street vendors, criminals and etc. These relationships define their behaviour and attitude, which may be positive or negative and they get acquainted with them and get involved in different activities (Weiss, 2007). In addition, only few researches have been conducted, but they have focused adult beggars only and child beggars have been totally ignored (Kassah, 2008).

Begging is a phenomenon that attracts global attention, particularly when it comes to children, because of their vulnerability and negative side effects on their personalities. The age of a child places him/her at a disadvantage and one of the most humiliating profession for a child is begging (Mace, 2016). The younger children are more vulnerable physically and psychologically than the older ones (Kaushik, 2014). A research conducted at international level reveals certain hazardous and difficult situations in which these children work as beggars (Nwazuoke & Igwe, 2016). Surprisingly, despite all these difficulties which are associated with begging like humiliation and exploitation, the children continue to beg, because it is usually not their choice; therefore they have to continue to beg in order to earn money.

According to the defining characteristics of the ILO, child begging is a form of forced child labour (IPEC, 2015). Milne believes that the issue of begging is a global issue and none of the nation across the globe has found the effective solution of the problem yet (Milne, 2015). IPEC quoted that according to the estimates of the ILO, in 2012, around

168 million children were involved in such inhumane form of work (IPEC, 2015). The majority of these children belong to third world countries and due to unemployment and poverty they are forced to adopt it as a profession and for having no choice they continue to beg at the cost of their childhood (Mace, 2016).

Many factors are considered as potential factors in enhancing the social evil of global child begging or begging at all, but the major factors are religion and poverty because it influences human behaviour (Zoumanigui, 2016). Bukoye reported that, when parents send their children for education away from home, then these children are sometimes forcefully incorporated into begging, some say that begging has taken the form of an industry now (Bukoye, 2015). Similarly, Magashi pointed out that among all the contributing factors of begging, poverty seems to be the most common and vibrant factor (Magashi, 2015). According to many national and international agencies and organizations believe that child begging can be referred as child abuse and it is a clear violation of child's rights. Some organizations strongly recommend that violation of child's rights lead to the exploitation of human rights as well. Every child has the right to enjoy childhood and to receive quality life by getting proper education, proper potential growth, physical and mental development, access to basic rights and having the liberty to make certain decisions on their own (UNICEF, 2004).

In 1989, after the enactment of the Convention on the Rights of the Child, the issue was raised at international level and the entire world realized the intensity of the issue. Though the issue gained the attention at the international level, but still no significant results are achieved yet. This is a complete policy document which is responsible for ensuring the safety of all children around the globe (Okyere & Ansell, 2014). Article 18(b) of the Convention stipulates that the governments should assist parents in nurturing their children. Article 28(a) argues that the governments should provide free and basic compulsory education to every child, since it is their birth right. In addition, Article 32, states that governments have the obligation to defend children from economic burden and their engagement in hazardous forms of work, which can endanger their life, health and can deprive them from getting the education, besides that some other risks like harassment and abuse are also involved in harming them physically, mentally, psychologically, spiritually, morally or in their social development needed (UNICEF, 1989).

In July 1990, the African Charter on the Rights and Welfare of the Child (ACRWC) was approved, just after one year of the UN General Assembly Convention. Article 11 of the Charter stipulates that all children in African countries must participate in basic education, which should be free of charge by allowing children to actively participate in education without getting involved in economic activities. In addition, Article 15 states that children should be protected from any form of economic exploitation and they should not be engaged in hazardous forms of work, which may interfere with their physical,

psychological, spiritual, moral or social development. Article 31 stipulates that African children are very respectful toward their parents and elders, and they protect and reinforce African traditional values in their relations with other community members (UNICEF, 1990). However, it must be noted that this article was only found in ACRWC, but it was not found in other child's rights documents.

Although children begging, is a kind of economic activity, wherein both boys and girls under 18 are begging, and mainly they go through physical and psychological oppression (Save the Children, 2011). UNICEF reported that, the worst thing is that 13% of beggar children are trafficked in South Eastern Europe, where they are incorporated into forced begging. Forced begging is usually imposed by family members, because children cannot deny what their parents ask them to do (Ryan, 2007). These children are left with no choice except fulfilling the bidding of their family members (Aronowitz, 2009). It is not only the parents who force them to beg, in fact, there is a begging mafia who use these children through the contract system for begging. Police has reported that there are gangs who kidnap children, either they train them as beggars or traffic them. The World Bank claims that this practice is very common in Europe, Latin America, South and Central Asia, Middle East, West Africa and the Caribbean countries (Nelen & Siegel 2017). Some researchers have found that begging is a money making profession; in fact, easy money making type of work. Sometimes the contractor (thekedaar) gives incentives to those children who bring the heavy amount earned through begging to motivate them to bring more money.

UNICEF, reports that child beggars have no hope of their better future and they are not even aware of their rights, which cause exploitation to its extremes. Due to lack of awareness regarding health these children are prone to HIV infection also (Alayarian, 2017). Begging conditions expose these children to verbal and physical abuse, which includes: harassment and violence even by police. Human Rights Watch has shown that beggar children are exposed to the risks having no safety and shelter, food or health care. In addition, they become drug addicts or gets involved in criminal activities (Kaushik, 2014).

Poor families force their children to beg to earn money, because they are unable to feed them and to fulfill their needs. Beggar children are left alone to beg and they keep roaming all day on the streets and these streets are very cruel and dangerous for a child who cannot even protect himself (Pachauri, 1999), and these children face poverty, loneliness, sexual and physical abuse. They lack love, care, and protection. Government should sort these issues which are projecting our youth vulnerable to threats, which they are unable to recover from (Dabir & Athale 2011). This could be possible only if the government takes effective measures and for that purpose, actual facts and figures should be conceived in order to develop adequate laws and policies. Unfortunately, we do not have systematic information regarding beggar boys and girls.

Rather than looking for previous data, which is no more effective now, we should collect sex aggregated data based on new and circumstantial evidence in order to curb down the abusive relationship of various social elements with children. Media regularly publishes the current status of child related issues, for example, about child labour, child beggars and beggar mafia and their operational setup. They work in a very organized manner and uses children and adults as their labour force on the streets. Police system also needs amendments to make this law and order system more effective rather than supporting criminals they should facilitate the victims and this can be done easily by making effective policies and its strict implementation (Room, 1990). The stories of beggar mafia, which are published through the media, sometimes are organized and manipulated by the police. The media is mislead by police by giving false statements by saying that the children who are kidnapped and are used as beggars are already disabled, but on the other hand who has given them the right to abduct even disabled children and make their life more miserable (Aslam, 1995).

In Pakistan, people's views regarding beggars and begging are a combination of many aspects, like morality, religion, and social ethics. Civil society and the government have not studied the question thoroughly that who begs, why and under what conditions? People encourage them by giving money, especially on religious occasions and in the month of Ramadan; because it is a common thinking that this way we are giving Zakat or Alms and Charity. But these beggars are working as an employee for the contractor thus, this does not appear to be giving Zakat or Alms and Charity, we are actually promoting it in a way. Since beggars work in a network, therefore, they adopt ways to beg, which can melt our heart and we give away money instantly. Here we need to realize the fact that these people are working as mafia, they are not needy persons; in fact, they are stealing the right of needy people. Begging is potentially linked with an organized crime and illicit activities. Since these beggars work for the contractor (thekedaar); therefore, they cannot keep their earned amount to themselves; it is taken from them by their contractor (Shah, 2004).

Karachi is plagued by many social ills, among which beggary is a continuously increasing problem. The centre of activity for the beggary is the mosques, business areas and traffic signals. These beggars change their appearances to gain commiseration. There are people out there, who are really needy and they rely on charities. However, there is a group of professional beggars on the streets of the city, who frequently trouble people and sometimes they even paralyse the situation. According to reports, some beggar groups abduct children and make them disabled physically and leave them to beg on the streets. It has turned into a very profitable business. It is one of the most stigmatizing occupations, because they are humiliated and also face the embarrassment. It requires great audacity and patience to accept humiliation, hatred, insult and abuse by others and that too throughout the day and daily. They have become human parasites in society and they know very well how to play with

their human psychology to gain their benefit. These guts and skills are transferred from generation to generation (Afzal, 2011). They know how to manipulate and stimulate emotions and get the most out of people. The current study focuses on the socio-economic issues related to girls and boys beggars living in Karachi.

Review Literature

Previously, the expression of beggar was linked with an individual who has entered into old age and undergoes certain physical sickness; they usually wear rags, dirty and smelly clothes. They maintain their filthy appearance with unshaved face and grubby physique (ACHPR, 2011). Previously the perception regarding beggars was that old and sick people usually beg to manage their life and due to sickness they are unable to earn money through work i.e., being economically weak they have no other choice than begging. As a result the society is considered responsible to provide better living to these powerless people without criticizing them. But people who beg even after being healthy are considered shameless; these perceptions portray the thinking of previous cultures from ancient societies. Other than old and powerless people, some young able bodied people are also engaged in begging (ACHPR, 2005).

In ancient times it was observed that men used to beg more than women, and if women were into begging then, they were supposed to accompany their male partner. This proves that in early societies men were idlers and they used to earn through begging. But in the present world a large number of young able bodied males and females both are involved in begging and they also adopt untidy appearance to gain sympathy by showing their muddy and grimy look (ACHPR, 2005).

Street Begging in the Contemporary World

In third world countries practices street begging and it is one of the oldest profession adopted by the powerless social element. Various researches have concluded that in third world countries begging is not considered as social ailment or odd profession. In fact, it is an urban practice globally, for example in United States, Mexico, Shangai in China and Johannesburg; South Africa (Arbeiter, 2007). In recent years in many cities of UK and India begging is a common phenomenon and is a profession of a huge number of poor populations. Like ancient societies street begging is not very common in the present societies and beggars are considered as worthless people (Ariong, 2016).

Unlike ancient societies the proportion of child beggars is constantly increasing, which was not the ancient scenario. Mothers in begging profession force their children to beg, because they earn more money than adults by seizing people's attention more than adults by gaining people's sympathy. Now begging has become more socialized and organized

phenomena. Now they beggars beg in the form of large and organized groups unlike previous times. Contractors hire people to beg and earn money for them and they have fixed places where they beg separately or in groups (Atkinson, 2004).

Reasons for Street Begging

People get involved in begging due to many reasons; either they have a motive of their own or to support their families. They argue that they have no other option than begging to survive. People believe that giving money to these beggars is counted as giving charity, which is also a concept of Buddhism. That is giving money to needy people as alms in the form of food, money, clothes and other stuff. In Buddhism it is believed that man is born in rich or poor family without his/her choice therefore, it is not their fault. Thus, one should not treat them heartlessly and cannot send them without giving food or their required stuff, and if they do so then it is clearly mentioned that they commit sin by disgracing them. The Buddhism followers therefore, treat beggars kindly with tolerance (Bird, 2007).

In contemporary societies begging is not an acceptable profession and beggars are not seen as social fits. This perception has changed the social attitude towards beggars. These beggars are seen mostly around mosques, markets and public places. During holy month of Ramzan beggars seek to gain sympathy to earn more money. They try to exploit people at holy occasions to get alms and charity. No religion has ever allowed begging, it is always condemned. This attitude has raised many queries that why people adopt this profession when it is not accepted by the society. These questions show the social negligence towards the helpless and powerless people (Boateng, 1983).

The findings of various researches show that a large proportion of beggars are either handicapped or sick. Many people have varied perception that their illness cannot be a reason for them to beg, as many sick and handicapped people earn through work with honour. Therefore, the social idea is changed regarding the previous concepts of begging. Some studies have been carried out on child begging in Asia, Europe, South America and Africa (Chandra, 2005). The all-encompassing discourses in the literature point to how the privileges of these broods are abused which is connected to parental carelessness, poverty and looking for of holy information.

Children are overstated intellectually as a result of their connection in child labour or begging. Also in Africa, studies show progenies, notably between them are street children, who are beggars and whom the *United Nation's International Children Emergency Fund (UNICEF)*, categorizes as *"broods of the street"* and *"children on the street"*. The *"progenies of the road"* are those who beg in the streets all their life. They have no household associates and are consequently to fend for themselves on the roads by appealing in all kinds of unskilled jobs comprising begging. The *"on the lane children"* on the other hand, have sturdy family bonds and stay with their paternities who support their begging. Occasionally however, it is done out of the youngster's own decision all in

an effort to complement the family's income (ILO/ACHPR, 2009). Whilst the NGOs and child rights activists do not favor the sending of the children by the parents for begging, the parents are of the opinion that they are performing in the best concern of the children. Even when illustrations are involved, scholars understand social standing of a child to unearth their furtive worlds. Still knowing such facts, a usual understanding is that there is not much research done on the subject (Institute for Intersectionality Research and Practice, 2012). The coping policies these child beggars trust upon to survive in spite of these difficulties have not been given much. Furthermore, there is a gap in the literature of a hypothetical description of what makes the beggar children cope and from the standpoint of Muslim children who are continuing with their parents (Jentoft, 2003).

Theoretical Framework

This study was framed within two theories namely childhood and social exclusion theories. The two theories were used to complement each other. They helped to illuminate issues under investigation and guided the study.

Childhood Theory

Johann Amos Comenius (1592–1670) and David Locke (1632–1704) created this theory and are called the founder of childhood theory. This theory identifies that the childhood age concept is socially constructed phenomenon, which can be differentiated on the basis of social, cultural and economic understandings. These theories actually focus on basic definition of childhood and the meanings of children (Bass, 2004), which includes: rights of children, access to education, protection against all odds and their respect as a child (James & Pront, 1997). Whereas, Skovdal (2009) has also urged that to differentiate between good or normal child years in contrast to bad or abnormal child years we need to explore all its dimensions. And this idea is used to identify the perturbing circumstances of child beggars (Holland**,** 2009). A man is compelled to come into the regular limitations of incongruous and confusing tumult of impetuses, which occasionally evoke stiffness within the being. The researchers have clarified the life as reasonable and a willingness to move along successfully with an adverse impel that is a big challenge (Kabiza, 2017).

Every individual who is born in a society has to face certain difficulties although most of his needs are fulfilled. The difficulties of the individual are not the same and similar with others. It may overlap with each other depending upon their nature and profession etc. The beggars constitute the lowest strata of the society, and their problems are many and distressing. There problems differ from one another depending upon their age, health, sex, place of shelter, place of begging, mode of begging, income, expenditure, saving and socio-economic background, etc., as a whole. In the present study, information has been collected from the various categories of beggars regarding their problems which reveal the important aspect of their life. The problems of the able-bodied beggars are different from the problems of disabled and ill beggars which also include the lepers. Likewise, the problems of the street beggars who have no permanent place of shelter differ from the beggars residing in the colonies. A list of problems has been prepared in this study which the beggars.

1. Physical and Biological problems.
2. Social' problems.
3. Economic and Financial problems
4. Problems of food
5. Problems of education
6. Political problems
7. Problems of housing & accommodation.
8. Demographic problems
9. Psychological problems
10. Religious problems.

Methodology

Methodology is a process which is based on certain approaches and principles for doing something in a proper way, for example carrying out research from the initial stage. It is the process which is used for accumulating information and figures for the rationale of making final conclusion (Derniame, Kaba, & Wastell, 1999). This study focuses on the emphasis is on the welfare of beggars, and the focal point of this study is the life of the children on the streets. Therefore, children who are involved in begging activities are mainly classified as street children and this is the worst forms of child labour. Therefore, the study focused on collecting data regarding their socio-economic issues by using quantitative research method in order to get accurate facts regarding the issue. Convenience and purposive sampling techniques of non-probability sampling method are used in order to collect the data by two hundred and sixteen respondents from many areas of Karachi city. Selected methodology is used to get the insight and exact situation about the socio-economic issues of beggars, to highlight the effects on their lives and its impact on their health.

Results and Discussion

This segment includes quantitative data and findings along with the discussion.

Table: 1
Distribution of respondents according to their age group

Age in Years	Frequency	Percentage
Less than 10 Years	107	49.54%
11 – 14 Years	95	43.98%
15 – 18 Years	14	6.48%
Total	**216**	**100%**

Data clearly shows the age of the respondents which says that 49.54% falls in the age group of less than 10 years, while 43.98% were in the category of 11 – 14 years of age group, and 6.48% children falls in the category of 15 – 18 years of age. This data shows that majority of the children who were engaged in begging falls in the category of less than 10 years. All

of them were professional beggars and their entire family was engaged in earning through begging. There are many contributing factors which forced them for begging.

Table: 2
Distribution of respondents according to their gender

Gender	Frequency	Percentage
Boy Child	165	76.3%
Girl Child	51	23.7%
Total	**216**	**100%**

This data indicates the gender of the respondents which clearly states that 76.3% boy child whereas 23.7%were engaged in begging. They find no other way out except begging and earn something for themselves and for their families as well. They all were professionals and engaged in street begging.

Table: 3
Distribution of respondents according to their educational qualification

Educational Qualification	Frequency	Percentage
Illiterate	181	83.80%
Literate	18	8.33%
Madrasah (Religious Education)	7	3.24%
Primary	9	4.17%
Secondary	1	0.46%
Total	**216**	**100%**

In this table educational qualification of the respondents have revealed the fact that majority of them (83.80%) were illiterate, whereas 8.33% were those who called themselves literate can read and write their names and read Urdu newspapers, 4.17% were primary pass, while 3.24% were going to madrasahs' for religious education, and according to 0.46% respondents they were secondary pass.

Table: 4
Distribution of respondents according to do you want to get education

Do You Want to get Education	Frequency	Percentage
Yes	129	59.72%
No	87	40.28%
Total	**216**	**100%**

While asking them about do they want to get education 59.72% respondents showed their interest in getting education but at the same time they do not want to give up begging as it is an easy way of earning money, while 40.28% were not interested in getting education

at all as all of them belong to the poor families where education has no importance and do not think begging is a crime or social evil as well.

Table: 5
Distribution according to why do you think why people are begging so much

Reasons of begging	Frequency	Percentage
Due to poverty	139	64.35%
Due to un-employment	25	11.57%
No other opportunities for Survival	33	15.27%
Un-equal distribution of resources	11	5.09%
Social un-justice	8	3.70%
Total	**216**	**100%**

When asked them the reason that why people are begging so much data indicates that majority of the respondents i.e. 64.35% said that due to poverty people are forced to do begging as they have no other choice, they were illiterate and do not have any professional skills which helps them in getting any job so they found it easier to beg for fulfilling their day to day needs instead of doing any tedious and demanding labour work, whereas 15.27% respondents said that they found no other opportunities for their survival, 11.57% said that due to un-employment they started begging, while 5.09% said un-equal distribution of resources forced them to indulge in begging, and 3.70% said that they saw social un-justice in every walk of life and find begging as a trouble-free and effort less work so they adopted begging as their profession.

Table: 6
Distribution according to what problems do you face during begging

Problems Faced during begging	Frequency	Percentage
Police stops from begging	61	28.24%
Face accident	38	17.59%
Transgender annoys us	47	21.76%
Face no problem	19	8.80%
Newcomers annoys	11	5.09%
Do not allow to come near shops	28	12.96%
People scolds	6	2.88%
People give less money	6	2.88%
Total	**216**	**100%**

Data has shown that while telling about their problems which they face during begging 28.24% respondents said that policeman stops them from begging and also asked them for bribes, 21.76% said that transgender also annoys them as on major streets, roundabout and signals they claimed their authority and said that it is their territory so they tease them to leave there are where they were begging, 17.59% respondents said that sometimes they faced accidents on streets or roundabout while chasing the cars for begging, 12.96% said that shopkeepers misbehaved with them and do not allow them to come near to their shops, 8.80% said that they never faced any sort of problems, while 5.09% sad that newcomers in this field also annoys them, and 2.88% each respondents

said that people scolds them badly which as a human hurts them a lot and people also give them very less amount.

Table: 7
Distribution of respondents according to how much you earn daily through begging

How Much You Earn through Begging	Frequency	Percentage
Less than 100 Rs.	30	13.89%
101 – 150 Rs.	31	14.35%
151 – 200 Rs.	56	25.93%
201 – 250 Rs.	35	16.20%
More than 250 Rs.	64	29.63%
Total	**216**	**100%**

This table shows the earning trend of the beggars, it indicates that 29.63% of the respondents said that they earn more than 200 Rs. daily, 25.93% said that they earn in between 151 – 200 Rs. daily, 16.20% said that their daily earning is in between 201 – 250 Rs. While 14.35% said that they get in betwwn101 – 150 Rs. On daily basis, and 13.89% earned less than 100 Rs. on daily basis.

Table: 8
Distribution according to your reaction in terms of no earning through begging

Your Reaction in Terms of No Earning through Begging	Frequency	Percentage
Curse people for not giving money	72	33.33%
Abuse them	15	6.95%
Spit on them	6	2.78%
Becomes aggressive	81	37.5%
Keep silent	42	19.45%
Total	**216**	**100%**

When asked the respondents about their reaction in terms of when they earn no money through begging, 37.5% said that they becomes aggressive when earn nothing in a day, 33.33% said that they started cursing people for not giving them money, while 19.45% said they keep silent what else they can do, 6.95% said that they abuse the people who refused to give them money, and 2.78% said that they spit on them or on their vehicle when someone refused them for giving money.

Table: 9
Distribution according to in your opinion who earns more in begging boys or girls

Who Earns More in Begging	Frequency	Percentage
Boys	86	39.81%
Girls	130	60.19%
Total	**216**	**100%**

Data has revealed that while answering the question about who earns more in begging 60.19% respondents said that normally girls earn more in begging rather than boys while, 39.81% give their opinion that boys earn more money than girls in begging as they know the tricks how to grab their client and how to gain their sympathy.

Table: 10
Distribution according to how do you feel about this profession regarding peoples' attitude

How Do You Feel	Frequency	Percentage
Feel humiliation	74	34.25%
Feel ashamed	36	16.16%
Want to live a content life	40	18.51%
No respect in this society	66	30.55%
Total	**216**	**100%**

Data has shown the feeling of the respondents that 34.25% people said that they feel humiliation while people refused them or scolds them for not giving money, 30.55% said that society do not give them respect, while 18.51% said that they also want to live a content life, and 16.16% said that they feel ashamed when people abuse them or exploit them.

Conclusions

This research is a gender based analytical study which explains the nature and issues of beggars in the metropolitan city of Karachi. Major findings of the study highlights that majority of the beggars were less than of ten years old and 76.3% were boy child and majority of them which is 83.80% were illiterate. The findings of this study also reveal that due to poverty, un-employment, un-equal distribution of resources and unjust social behaviours forced them for begging because they do not find a respectable way out for them. People usually treat them very badly and use abusive language and scolds them while they asked them for money for their survival. There are multiple socio-economic factors which determine that how and when someone turns to begging, these factors limits their opportunities for progress. In Pakistan, popular perceptions of begging are linked with different moral and religious views and first-hand experience. None of the researches have developed deeply into the issue that who begs and why they beg, and what are the circumstances under which they forced to beg. Begging is seen as a sign of growing poverty or deprivation due to high inflation growth in the country, un-employment, but on the other hand potentially linked to growing street crime rates and illicit activities. It is generally accepted and understood that beggars work in groups and under organized mafia who not only exploits them but keep control on them because they are unable to keep their earnings for themselves. According to the research study conducted by SPARC in 2009 states that child begging is not only a result of poverty but it is an easy way of getting money, and parents usually from poor families forced their kids to adopt begging in urban areas specially in the mega cities like Karachi, Hyderabad,

Sukkur, Lahore, these children are trained by their parents and mafia groups for earning money. They teach them the tricks that how to grab attention and seek sympathy of a common man. Karachi is a economic hub of Pakistan where people belong to all walks of life are living and earn their bread and butter. There might be some needy people who genuinely need and depends on charity, but there is a gang of professional beggars who are on the main streets and roundabouts of the city, creating all sorts of problems for people who often get irritated after being annoyed by these beggars. This study found that the main reason for begging was very low literacy rate, un-employment, day by day growing high inflation rate, low purchasing power, and prevailing un-just in the society. This study concludes that as these beggars are also humans who have their daily need, have also the right to live with respect and dignity, help these people to get education and get job in productive works as per their skills and potentials rather than abusing them, scolding them and giving them cash amount to get rid of them.

Recommendations

Following are the recommendations of this study:

1. Government should introduce effective education system for child beggars so that they can feed their families along with their education
2. State should monitor that no one can exploit children at any level and they could stop working as beggars.
3. State should regulate proper laws and policies for health and education of children on priority basis.
4. Work place laws and child protection laws should be implemented so that children especially girls cannot be exploited.
5. Government should formulate laws which can protect rights of children
6. Raising awareness of the illegitimacy of child beggars will also helps to curb down this activity. Parents should be made aware that forcing their children to work has legal consequences and that if they are found to assist and support the abuse, then the law will play its role.

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Empowering Women For Sustainable Development Through Active Participation In Social Enterprise's Sector In Pakistan

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Abstract

Women are around 51% of the total population of Pakistan, and they can do miracles through their active participation in economic activities of the country. Empowering women means accrediting half of the population for sustainable development. The aim of this paper is to examine and analyze the impact of active women participation in the social enterprise sector for their empowerment, and its subsequent consequences in creation of social value in society. For this purpose, primary data has been collected through random and snowball sampling to gain insight into female practitioner's perspective. The paper highlights women empowerment as a multi-dimensional phenomenon based on four dimensions: psychological, social, economic and political empowerment. It prime focus on active participation in the social enterprise's sector may lead to increase in enablement of women, the data shows that majority of female entrepreneur responded that they feel psychologically empowered and have financial contribution in household expenses and in community welfare. Secondly, the paper identifies the major challenges including concern of safety and security, lack of access to financial opportunities and social acceptance of the project that restrict women entrepreneurs from progress and creation of social value. Thirdly, it intends to construct framework for recommendations to promote women social enterprises in Pakistan for sustainable development as a whole.

Keywords: Women Empowerment, Sustainable Development and Social Enterprise.

تلخیص

پاکستان کی ۵۱ فیصد آبادی خواتین پر مشتمل ہے۔ وہ ملک کی اقتصادی سرگرمیوں میں بھرپور شرکت کرکے اپنا فعال کردار ادا کرسکتی ہیں۔ خواتین کو بااختیار / طاقتور بنانے کا مطلب یہ ہے کہ نصف آبادی کو پائیدار اور مستحکم کرنا ہے۔ اس مطالعے کا مقصد جانچ پڑتال اور تجزیات کے ذریعے سماجی تنظیموں کے شعبہ جات میں بااختیار / طاقتور خواتین کے اثرات کا جائزہ لینا ہے۔ اور اس کے نتیجے میں معاشرے کی سماجی قدروں میں تبدیلی آتی ہے۔ اس مقصد کے لیے تدریجی نمونہ بندی کے تحت

مصاحباتی شیڈول کے ذریعے ان بااختیار خواتین سے مواد اکٹھا کیا گیا ہے۔ خواتین کو بنیادی طور پر ان چار چیزوں جن میں نفسیاتی، معاشی، سیاسی اور سماجی طور پر خواتین کو بااختیار / طاقتور بنانے پر زور دیا گیا ہے۔ یہ بات توجہ طلب ہے کہ سماجی تنظیموں کے ارادوں میں ان کی بھرپور شرکت کی وجہ سے ان کی صلاحیتوں میں بھرپور اضافہ ہو گا۔ اعداد و شمار سے پتہ چلتا ہے کہ کاروباری خواتین کی اکثریت نفسیاتی طور پر خود کو بااختیار محسوس کرتی ہیں اور گھریلو اخراجات اور معاشرے کی فلاح و بہبود میں بھی مالی تعاون کرتی ہیں۔ مطالعے کا دوسرا مقصد یہ ہے کہ ان مسائل کی نشاندہی کرنا ہے جن سے ان کی حفاظت اور تحفظ کو تشویش کا سامنا ہے۔ جن منصوبوں میں کاروباری خواتین کی ترقی کو روکنے اور مالی مواقع کی کمی کے لیے سماجی اقدار محدود ہیں۔ تیسرا مقصد یہ ہے کہ پاکستان میں خواتین کے سماجی اداروں کو فروغ دینے کے لیے سفارشات کے لیے لائحہ عمل طے کرنا ہے۔

کلیدی الفاظ: بااختیار خواتین، پائیدار ترقی، سوشل انٹرپرائز

Introduction

"*There is no tool for development more effective than the empowerment of women and girls*," UN Secretary General Kofi Annan at the sixtieth anniversary of the Commission on the Status of Women said (Press Release, UN, 2006).

The World Bank officially identified empowerment as a major concern to reduce poverty in its World Bank Development Report 2000 – 01; the report defined empowerment as the "*capacity to make effective choices"*(Alsop & Heinsohn, 2005) Consequently, 'Women empowerment' has been a serious concern for countries around the world to the point that it has been ranked third in the Millennium Development Goals (MDG)[1] where member countries pledge to, "*promote gender equality and the empowerment of women as effective ways to combat poverty, hunger and disease and to stimulate development that is truly sustainable"*(UNFPA , 2000).

The need for empowerment and enablement of women grew as societies became more industrialized; stimulating economists and social scientists to identifying ways to fulfill the human capital deficits in social and economic progress of countries. They recognized that women are often restraint to explore their potential as significant social units and undermined their intellect and abilities to perform due to their limited exposure in the economic activities within their communities. The situation remains low in developing economies where women population is tangled in cultural and religious norms and familial responsibilities most often discouraged to perform actively in societal growth and national development.

This research paper aims to highlight the tools of empowerment through active participation of women in social enterprise's sector for sustainable development in the country. The topic of research has been chosen due to women changing lives in last 30 years as they become more emancipated as never before (Safavian & Haq, 2013). It is also observed that women economic participation increasing but still women are facing many problems due to existing socio-economic problems (Cheng, 2018). It is believed that women participation in economic activities could have positive impacts, which can enhance the status of women in the society and bring positive development in their personal lives and society as a whole. As the research has prime focus on the inclusion of female into social enterprise's sector of Pakistan, so it also a point of focus that male dominancy can only be reduced through female financial stability, and for that reason women's economic liberation is necessary, which could be proven as concrete step for achieving women empowerment. It could lead to pave way in decision making of private or public spheres, which enables women to lead within their communities.

It is acknowledged that women empowerment has few major components which could be developed through entering women into social enterprise's sector; firstly, it enhances the sense of self-worth (Hunt & Samman, 2016), a right to have control their lives (Morgan, 2014), and can influence on bringing social change (Stongol, 2016) in order to build just society. The paper also identifying the challenges faced by women entrepreneurs, as it is observed that there are many interrelated and interdependent socio-economic and political dimensions which hinders women from further development of their enterprises.

There is also one of prime objectives is to enlighten the role of female entrepreneurs and a connection between enablement of women while thriving the social values. As in previous literatures, it is highlighted that by nature women are nurturing, and they have demanded fundamental rights for all sexes on equality basis. Due to such reason, it is envisaged that women can foster patriotism, human dignity, sacrifice, democracy and can bring societal unbalanced behaviors on right path in many ways. The paper also found some similar facts related to support in social development which are evaluated in later part of data analysis and discussion.

It can be said that for overall sustainable development growth; foremost thing is that every developing and under developed country has to strengthen and should invest in their human capital without any discrimination among sexes while delivering education and facilities of primary healthcare. These timely and ultimate measures would have positive impacts on psychological, social, economic and political empowerment of women, which increases self-confidence to perform well and to evaluate their self-worth

through the inclusion in social enterprises. And then move forward to achieve social and economic development at national level, which helps nations to bring at par with the developed economies of the world.

Literature Review

Social scientists have attempted to explain women empowerment as a social phenomenon that is developed through three interrelated dimensions (1) *access to resources* – such as education, vocational training, financial support and mentorship (2) *agency* – stimulates the confidence to make independent purposive choice (3) *achievements* – are the positive outcomes of purposive choices that enable women to play a significant role in their personal development and in social development agency (Kabeer, 1999). The model requires progress in all dimensions to fully implement women enablement, lacking in anyone area may cause the theoretical model to exhibit ineffective or insignificant results. Most research in this field has been conducted for the economic empowerment of women while implying that such form of agency and achievement would vastly contribute to self-development and self-confidence. However recent research signifies that women development is a relative term that exhibits varying concepts and practices in different cultures and regions around the globe. Therefore, it feasible to establish a wide pragmatic spectrum that encompasses desired behavioral responses and events that defines the scope of empowerment while also identifying the extent of liberation among women. These include (a) perceived increase in self-worth and individual dignity; (b) perceived safety of living environment (c) choice of education and career (d) right to reproductive health (e) economic status (f) bodily integrity (g) control and influence over household and public resources (Kantor, Women Empowerment Through Home-based Work: Evidence From India, 2003)(h) influence over decision making (Kantor, Women Empowerment Through Home-based Work: Evidence From India, 2003)(i) emotional health (j) notion of social acceptance etc.

Dimensions of Women Empowerment

It is evident that women liberation and empowerment is a process rather than one single event or behaviour and is spread over a wide spectrum of indicators that define women empowerment in a specific culture or situation. Therefore, we can further acknowledge that women empowerment is not just enablement to make purposive economic choices, rather it's more of a holistic development through sets of behavioural changes in four major dimensions:

(1) **Psychological empowerment –**degree of perceived increase in self –worth and self-respect that further enhances the ability of women to *achieve* desired

outcomes and bring sustainable development through positive social change (Sharma, 2017).

(2) **Social empowerment –** refers to the extent of liberation from restrictive social norms and socially acceptable behaviours. It also includes increase in favourable individual and collective responses in social relationships (Calás, Smircich, & Bourne, 2009). Such favourable responses would construct a positive environment for women to take advantageous decisions.

(3) **Economic Empowerment** – refers to enhanced access to economic opportunities to work and utilize their skills and capabilities in return for consummate financial benefits. Thus economic empowerment would lead to direct impact on national progress at all levels: (1) micro-level – significant rise in self-believe and individual achievements (2) meso level –increase in purposive and informed responses and choices for family and community (3) macro level – increase in agency in broader societal context (Huis, Hansen, Otten, & Lensink, 2017). Economic empowerment remains the most significant dimension that facilitates in establishing the other dimensions as well(Kantor, Determinants of Women's Microenterprise Success in Ahmedabad, India: Empowerment and Economics, 2005).

(4) **Political empowerment**– This dimension of empowerment enables women to make meaningful choices in voicing their opinion, active participation over elected seats and influence political agenda, policy development and policy implementation as active agents of change(Luke, 1974; Cingranelli & Richard, 2010).

Women Development in Pakistan

Despite substantial efforts women development is in a tragic state of affairs in Pakistan mainly due to the failure of governance in reducing the widened gap between policy development and policy implementation. Among 149 countries around the globe, the World Economic Forum has ranked Pakistan as the second worst country in terms of gender equality and lowest in South Asian Region, in Global Gender Gap Index 2018[2] (Ahmed, 2018). According to the United Nations Development Program - Pakistan, the country has a Gender Inequality Index (GII)[3] value of 0.541. It roughly loses 3.73% of the HDI value due to gender inequality indicating alarming low values for all three dimensions of human development: (1) education - expected years of schooling for women is 7.8 years against 9.4 years for men (2) health – access to health facilities is lower as compared to men (3) employment – represent 24.9% of workforce as compared to 82.7% for men (UNDP-Pakistan, 2018). While the Women, Peace and Security Index 2017[4] ranks Pakistan as 4th amongst countries that are deemed worst for women in terms

of their peace, security, inclusion, and justice (ExpressTribune, 2017).This projects an alarming situation for almost half the population in the country. In their traditional roles as efficient contributors to management of domestic affairs, women frequently exhibit hard work, commitment, skill, innovation and intelligence; restraining them from progressing as a human being and denying them equal and fair share of opportunities, indicates towards waste of human capital that amplifies into a huge loss to economic development. A recent research by the International Monetary Fund (IMF)[5] calculates that Pakistan can improve its GDP by a phenomenal 30% if it enables and empowers its female population to explore avenues for education, engagement and employment (IMF, 2018).

Enabling and Empowering Women Through Social Entrepreneurship

Social entrepreneurship is a budding concept in Pakistan (Asif et al., 2018), it is conceptualized as a business solution to address a social dilemma. The phenomenon is often referred for sustainable development to attend to social needs especially at the community level.

The notion of women's empowerment is based on a double facet prognosis of (i) social justice and (ii) women's empowerment as means to ends; therefore it is advocated that empowered women perform as '*active subjects and agents of social change* '(Chaudhry, Chani, & Pervaiz, 2012). Social entrepreneurship is a unique platform that may engage women in community development and social welfare while benefiting them with financial returns (Opati, 2014). Female social entrepreneurship has gained much attention in recent years owing to its positive outcomes of women enablement, financial stability and active women participation in community welfare thus creating a significant impact on their self-respect and personal development (Farhan, 2017) (Coughlin & Thomas, 2002).

A comprehensive report released by British Council in 2017 regarding prospects of women empowerment through social entrepreneurship highlights that in Pakistan 20% of social enterprise are led by females while 37% of workforce comprises of women. The report reveals that 62% females associated with SEs reported an increase in self-worth, 71% identified increase in confidence, 43% admitted to receiving respect in families while 58% admitted that their respect increase from other members of the community (British Council , 2017). Women in Pakistan face immense social and religious pressure in their struggle to achieve equality in rights and access to opportunities including access to education, mobility constraints, gender discrimination, gender labels, limitations in access to financial resources and a substantial fear of safety

and security; these serve as huge barriers to women development (Syed & Ozbilgin, 2015). The government of Pakistan has taken initiatives in terms of policies for women development and protection; however due to lack of sincere efforts for policy implementation by civil forces and weak legal frameworks, women mostly remains deprived of their right to justice and progress. Through education, vocational training and income-generating opportunities women may overcome socio-cultural and economic constraints and are enabled to exercise control over human, material and intellectual resources (World Bank, 2012). Research suggests that women social enterprise enables women to contribute to community development; such form of work is seen as respectful and socially acceptable because of its beneficial social outcomes for the community and is also approved by local religious influencers due to its charitable nature. "Promoting women's engagement and leadership in the social enterprise sector could help shift the perception of women as beneficiaries of assistance, to promote them as agents of positive change" (Akhtar, 2017).

Social enterprise engages women to promote feasible, inventive business solutions to social issues such as education, health, job opportunities, civic engagement, advocacy, environment etc to stimulate positive social change (Branzei, 2012) (Lekoko, 2015). Our study intends to explore the potential in the question '*whether social entrepreneurship can play a significant role in empowering women in Pakistan.*'

Research Objectives

- To comprehend the trends of women empowerment in Pakistan
- To enlighten the association between social entrepreneurship, enablement of women and social value
- To identify the challenges that restrict women in participating in the social enterprise sector in Pakistan
- To recommend ways to promote social entrepreneurship among women and efficiently increase their participation

Methodology

The study constructs that women who are engaged in social business would experience four dimensions of empowerment: (1) psychological empowerment – personal development and increase in confidence to make independent choices (2) social empowerment – confidence to break restrictive social norms and increase in positive responses from family and community (3) economic empowerment - improvement in living conditions (4) political empowerment - advocacy on various social issues and

active participation in community / national politics. This substantial change in behaviour and attitude of societal members around women thus creating positive social value at individual, community and societal levels. The research also identifies significant challenges as perceived by women social entrepreneurs that restricts efficiency and effectiveness in their progress.

The data for research analysis has been extracted through two methodologies – 'questionnaire survey' and 'review of existing literature'. For the purpose of this research, 20 women social enterprise located in various areas of Pakistan (see table 1) have been selected through random and snowball sampling to gain insight into female practitioner's perspective on (1) extent of empowerment and (2) challenges confronted as social entrepreneurship as a promising sector for women empowerment and development.

Data Analysis and Discussion

Data collected from survey (see Table 1) revealed that 100% female social entrepreneurs have experienced an increase in self-worth and self-confidence, 60% females have admitted to increased autonomy in taking decisions in personal and professional life, and 80% of respondents have informed that it increases their financial independence. Therefore, reflecting a significant increase in the indicators for psychological empowerment.

Subsequently, after establishment of their own enterprise, 50% of women social entrepreneurs admitted that the inclusion increased in decision making matters related to family and community issues, and 60% experienced and increase in positive and inclusive behaviours/responses from family and community in social gatherings. Thus, reflecting a significant increase in the indicators for social empowerment. It further probed that social enterprise are strongly advocating women liberation, empowerment and freedom of choice, and however women enterprises are often faced with criticism from society due to prevailed patriarchal norms in the Pakistani society. However, female social enterprises with welfare objectives that do not challenge the patriarchal norms, through socially accepted and encouraged.

Furthermore, 50% female oriented social enterprises admitted that their autonomy increased while taking financial decisions in personal and professional life, while 100% females admitted that they are contributing in financial matters of household expenses, and 100% females revealed that they contribute financially towards various forms of welfare and charity work in their communities. This clearly exhibits that economic empowerment of women would have direct and significant impacts on improving the living standards and for community development; however, even with this noticeable impact 50% of females are dependent on their male family members for financial decision even on their self-earned income from their enterprises.

About 20% female entrepreneurs response towards political situation has been increasing, while 30% females also identified significant change in their voting behaviour after establishment of their own SE, and 20% women experienced increased advocacy towards social and governance issues over established local, national or international platforms. Most women notified a comparatively lower response towards the indicators of political empowerment. Further investigation has found that here are few females who avoid political engagement of any form due to several reasons (in order of priority) -(1) social acceptance (2) lack of trust in government (3) concerns for safety and security (4) do not have an interest in national politics (5) feel that their opinions do not matter.

Table: 1
Perceived change in behavioural responses after establishment of own social enterprise

Dimension of Women Empowerment	Perceived Change in Behavioural Responses after Establishment of Own Social Enterprise	Response Rate*
Psychological	Increase in self-worth and self confidence	**100%**
	increased autonomy in taking decisions in personal and professional life	**60%**
	Increase in financial independence	**80%**
Social	Increased inclusion while decision making for family and community issues	**50%**
	increase in positive and inclusive behaviours/responses from family and community in social gatherings	**60%**
Economic	increased autonomy in taking financial decisions in personal and professional life	**50%**
	Financial contribution towards any household expenses	**100%**
	Financial contribution towards any form of community welfare work	**100%**
Political	increased response towards political situation in the country	**20%**
	Significant change in voting behavior	**30%**
	Increased advocacy towards social and governance issues over established local, national or international platforms	**20%**

*Response rate in the *highly significant* and *significant* categories of the survey questionnaire.

The above discussion clearly reflect that social enterprise's sector is empowering women in psychological and economic perspectives; however women still feel lesser empowered in social and political perspective.

Women have been facing several barriers that restrict them from enablement and empowerment. While conducting this research women SEs identified the challenges that confront them on a regular basis and negatively impacted the sustainability of their social venture included:

- Lack of access to financial resources: 70% identified access to financial resource as a significant challenge. Women are often not able to explore financial avenues due to their limited education, gender stereotypes that women are unable to make profitable financial decisions and restrictive loan policies from banks and other financial institutions.
- Gender discrimination: surprisingly only 20% females identified gender discrimination at workplace as a challenge. On further investigation, it was revealed that most social enterprises founded by females are deliberately constructed for comprising only for all-female organizational structure with minimum intervention and participation from males. Therefore, gender discrimination is hardly noticeable in such social enterprises.
- Gender stereotyping: 70% females experienced gender stereotyping as a challenge on daily basis. They are often considered lesser capable of making reasonable choices and profitable decisions, expected to leave work after marriage and children, unable to seriously passionately commit to have long term business ventures.
- Restrictive Mobility: While females are working hard to establish their own social enterprise, they are often restricted to domestic or international travelling independently. 50% females identified restrictive mobility as a challenge to their progress, although they admitted that they might be allowed to travel, for business purposes, to other cities/ countries if accompanied by a family member.
- Social acceptance of the project: Social acceptance of working women, no more remains a challenge in Pakistan from industry to agriculture women are contributing in their limited capacities. However, 70% women social entrepreneurs are still confronted with the problem of social acceptance, it was identified by the respondents that it was mainly due to their commitment to women liberation and enablement or involvement in support of other programs such as transgender rights, female reproductive rights or increasing mental health issues.
- Concerns for safety and security: safety and security remained the highest challenge for females and therefore 100% of them accepted that they experienced

concern over their safety and security especially after the alarming increase in crime against women such as acid attacks, rape, domestic abuse and sexual harassment at workplace etc.

- Restrictive access to education and training opportunities for women entrepreneurs: 60% females admitted to have limited or no access to education and training opportunities for improving their ventures. This challenge becomes increasingly apparent when the social enterprise has successfully completed the initial stage of implementation and progresses to the level of sustainable development. For sustainable development, the organization requires capacity building in terms of human, material, financial and technological resources while they also experience the need for mentorship, training and education specifically in management of these resources effectively (OECD, 2001) (Pandey & Indrakanti, 2017).

Table: 2
Significant challenges identified by women social entrepreneurs

significant challenges identified by women social entrepreneurs	Response Rate*
lack of access to financial opportunities	**70%**
Gender discrimination at workplace	**20%**
Gender stereotypes in society	**70%**
Restrictive mobility	**50%**
social acceptance of the project	**70%**
concerns for safety and security	**100%**
restrictive access to education and training opportunities for women entrepreneurs	**60%**

*Response rate in *highly significant* and *significant* categories of the survey questionnaire

Conclusions

The data has reflected a positive significant impact of social entrepreneurship in empowering and enabling women. From the in-depth discussion on women social entrepreneurs' responses on various dimensions in the earlier section, it is safe to conclude that social entrepreneurship can be utilized to enable female population in Pakistan. The data reflects social enterprise's sector is contributing more to the psychological and social empowerment of females as compared to their social and political empowerment. Women also identified various challenges that significantly affected the sustainable development of their projects the most prominent being concern for safety and security, lack of access to financial resources, lack of access to education

and training for sustainable development of their venture, restrictive mobility and gender stereotypes.

It is evident that empowering women through active participation in the social enterprise sector can be an immense contribution in managing sustainable development.

Recommendations

Social enterprises sector can effectively contribute to women empowerment and development in Pakistan; however, it is crucial that women are encouraged to explore business solutions to social issues and provided with a conducive environment to implement social ventures for sustainable development.

1. The Ministry of Women Development may be directed to take a keen interest in supporting women entrepreneurs through devising a legal and social policy framework. Such a framework would protect women owned SEs and contribute towards sustainable development.
2. Community influencers such as social media influencers and religious community leaders can also be deliberately mobilized by the government to increase awareness and encourage females towards the social enterprise's sector.
3. It is evident that the financial dynamics of the social enterprises' is a serious concern without which it becomes challenge for women social entrepreneurs. There are several ways through which the financial opportunities can be enhanced for these budding entrepreneurs including angel investment and crowd funding, cross-sector public private partnership to pool funds for facilitation of women owned SEs, increasing in number of micro-financing institutions, government grants, private funding and venture philanthropy.
4. It is also critical that young females are made familiar with the concept of social entrepreneurship and social innovation from early years of education and training so that they are more aware of its positive impact on psychological empowerment and community development.

End Notes

1. The United Nations Millennium Development Goals are eight goals that all 191 UN member states have agreed to try to achieve by the year 2015. For further description visit https://www.un.org/millenniumgoals/ last accessed on June 10, 2019
2. The Global Gender Gap Index 2018 was developed based on 4 criteria – economy, education, health and politics
3. For further details on GII visit http://hdr.undp.org/en/content/gender-inequality-index-gii; last accessed on June 8, 2019

4. The Women Peace and Security Index is presented by Georgetown Institute for Women, Peace and Security. For details visit https://giwps.georgetown.edu/country/pakistan/ ; last accessed on June 8, 2019
5. Report available athttps://www.imf.org/~/.../pp053118pursuing-womens-economic-empowerment.ashx ; Last accessed on June 8, 2019

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Violence Against Women: A Gender Issue And Role Of Educational Institutions At Secondary Level In District Mardan

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Abstract

Domestic violence, war against woman and gender inequality is the gender issues faced by both males and females. It is the phenomenon that not only dividend the home but also cultural, social, economic and political implications on human life. Education always plays a lucrative role in the eradication of social evils. This study was aimed to explore the root causes of domestic violence and gender inequality and the role of educational institutions in eradicating domestic violence. 200 teachers from government secondary schools were interviewed in which there were 120 male and 80 female. Informal interview was used as in-depth information was needed for the phenomenon. Modified analytical induction approach was applied according to the nature of the study. Themes and patterns were drawn from the interviews and conclusion was made. The study revealed that gender discrimination existed in the field of education**,** health, cultural, political, social and economic spheres of life in society. The study found out that male-dominant society, poverty, illiteracy, child issue, culture issue, morality, and psychological feelings were the factors responsible for domestic violence. Recommendations to eradicate this problem were made in the light of research findings.

Keywords: Gender, Domestic Violence, Inequality, Role of Education.

تلخیص

گھریلو تشدد، عورت کے خلاف جنگ اور صنفی عدم مساوات وہ صنفی مسائل ہیں۔ جو مرد اور خواتین دونوں کو درپیش ہیں۔ اِس رجحان نے نہ صرف گھریلو زندگی کو تقسیم کیا ہے۔ بلکہ اِنسان کی ثقافتی، معاشرتی، اقتصادی اور سیاسی زندگی پر گہرے اثرات مرتب

کئے ہیں۔ اِس کی وجوہات کیا ہیں؟ یہ سوال بہت اہمیت کا حامل ہے۔ کیا تعلیم اِس برائی کے خاتمے میں مدد دے سکتی ہے؟ اِس مطالعہ کا مقصد گھریلو تشدد اور صنفی عدم مساوات کے وجوہات کو معلوم کرنا اور اسکو جڑ سے اکھاڑ پھینکنے میں تعلیمی اداروں کے کردار کا پتہ لگانا تھا۔ اِس مقصد کیلئے ۲۰۰ ثانوی سرکاری سکولوں کے اساتذہ کو انٹرویو کیا گیا۔ جس میں ۱۲۰ مرد اور ۸۰ خواتین اساتذہ شامل تھے۔ اِس مقصد کیلئے غیر رسمی انٹرویو کو استعمال کیا گیا کیونکہ اِس کے لئے وسیع (گہری) معلومات درکار تھیں۔ مطالعے کی نوعیت کو مدنظر رکھتے ہوئے ترمیمی تجزیاتی انضمام کا طریقہ کار استعمال کیا گیا۔ انٹرویو سے حاصل شدہ مواد کی تدوین اور ترتیب کے بعد نتائج مرتب کئے گئے۔ اِس مطالعہ سے پتہ چلتا ہے۔ کہ معاشرے میں تعلیم، صحت، ثقافت، سیاسی، سماجی اور معاشی شعبوں میں صنفی تضاد موجود ہیں۔ اس مطالعہ سے یہ بھی پتہ چلتا ہے کہ پدرشاہی معاشرہ، غربت، ناخواندگی، بچوں سے متعلق مسائل، ثقافتی مسائل، اخلاقیات اور نفسیاتی احساسات ایسے عوامل ہیں جو گھریلو تشدد کا سبب بنتے ہیں۔ نتائج کی روشنی میں سفارشات مرتب کئے گئے۔

کلیدی الفاظ: جنس، گھریلو تشدد، عدم مساوات، تعلیم کا کردار

Introduction

Violence against woman is convoluted issue having diverse dimension to comprehend. A meticulous organized, synchronized and persistent effort is needed to combat domestic violence. It is an important social matter of concern that demanded extraordinary attention because it has ruthless social, emotional, psychological and physical consequences (Ali & Gavino, 2008). It is considered the most prevalent and invasive problem including physical, psychological, sexual and economic abuses whose prevalence is regardless of age, space, culture and race. Gender violence is committed at various levels .i.e. family, community and national having diverse appearances. In a report of United Nation Millennium, Goal (2011) stressed and advocated for "promoting gender equality" but the situation remained same and the target is far away to be accomplished, particularly in south Asia. Domestic violence, gender inequality, gender disparity and war against the women are the terms use for the issue. WHO (1999) expressed in its press release that the modern society failed to recognize the role of house-wife and it's devaluing is increasing. Various forms of the abuses like physical, psychological, economic, disrespect, breaking of trust, separation, and mauling are there in the form of domestic violence. A survey conducted by WHO (2009) whose findings revealed that physical or sexual abuse by the husband or partner was 15 % to 71 % while 4% to 12% were abused during their pregnancy. The survey also reported that about 5,000 women lost their lives every year in the name of honor killing around the world. UNIFEM (2011) expresses, "Violence against woman is the breach of human rights. These are taken in the form of psychosomatic, corporeal and also geographical. It has no limits; it is beyond the race, cost, chronological age, culture and wealth. These violent

actions are taken place everywhere in houses, in streets, workplaces, fields, farms and even in educational institutions. It happens on refugees' camps and in war and calamities. These are of various forms ranging from domestic and sexual threat to harmful practices, i.e. honor murders, pregnancy abuse and other brutal actions".

Gender Differences and Domestic Violence

Gender differences are considered the real distinction between male and female in terms of sense or capability or any other distinctive characteristic of behavior. Generally, gender disparity is meant when there is gap between male and female or favoritism shown between male and female in any walk of life. Woman is the threaten character in this burning issue and found everywhere and in different forms. Coomaraswamy (2005) stated that there are various types of violence which are persisted in social setting and commune i.e. burning of bride, murder for prestige, different kinds of harassment such as street and forced sex, childhood marriage etc. All these threats and violence are not independently exit. It is related to political and social environment, technological revolutions; emergence of new trends in social setup and many other factors linked to it.

Domestic violence or threats are actions that are based on daunt frightful actions which terrorize, make pressurize, scare and other coercive behaviors that makes other hurt or injured physically or mentally. The most common term used for this kind of violence is domestic violence. Some time it is also called family or partner violence. Various organizations, states agencies use the terms according to their own. But at the end interpretation is the same; abuse of power and woman is victim. According to Zaman (2007), violence in home is often observed committed by man against woman. This is also known as domestic violence, possibly underreported offense against woman and next to the rape case which is always overlooked by the community. According to Pakeeza (2015), it is a social problem and considered it very hard to comprehend because of various reasons. Various researches all over the world show that it is social issue and needed exceptional and distinctive focus because of the attachment of social, emotional, physical and psychological penalty and cost. Sometimes domestic violence is considered abusive behavior which is most often conduct by an individual in relation to control other person. It is a kind of insulting and offensive actions taken to establish power or gain power to control the other family member. The abusive behavior started delicately, propelled and pushed way the survivor from the family, as time passed it heat up and appear harmful. According to the concluding remarks of Khan et al. (2014), it is existed in every culture, religion and society but third world country suffering more than developed countries. It is observed that controlling behavior of husband and mother-in-law is also very important factor. The educated and professional women are facing the same violence as the uneducated and poor.

According to World Bank (2003), there is common acceptance in the developed commune that the development plan and action failed to address the discrimination between male and female which has serious cost repercussion. Gender inequality or discrimination has multiple directions and related to the various field of life. It included social, economical, demographical and political fields. The heaviest cost is observed in the field of production due to lack of involvement in formal work, education and economical activities (Sajid, 2014). According to WEF (2010), the basic areas of gender discrimination are:

Educational field: It related to the attainment of basic and higher education level or other learning academies.

Economic field: It is related with the participation and providing opportunities for woman in the field of economy i.e. in salaries, level of participation and access to skilled employment.

Political field: It is concerned with the representation of woman in decision making process and all other such public and political activities.

Health: Health is another important area where women are ignored.

For holistic development, gender equality is necessary. It has social, political and economic benefits. WHO (2012) reported that greater the gender equality, the greater will be the productivity. It causes improvement in the outcomes and makes the institution healthy and representative (Sajid, 2014). According to Word Bank (2012), if the disparity between male and female is reduced, the productivity level can be increased. For example, education has impact upon the growth (Klasen, 2002) and access to equal opportunity in economic and working increases growth (Klasen & Lammana, 2008).This will ensure to get their talent and skill employed in productivity (World Bank, 2012).Victimization of the women is called gender violence. According to UNDP (1995), in all culture and working groups, woman and girls are subjected to victims and violence because of the gender discrimination. Corporal and verbal mugs, emotional and sexual torture, sterilization and forced abortion are the forms of violence and victimization of the woman. According to Beijing Declaration (1995), reports objectives of the achievements of equality, peace and progress has been obstructed by the violence against woman. It says that any corporal, psychological, sexual victimization are violence against woman. Acts like forceful deprivation of liberty and other such coercive forces in public or private are considered as violence against woman. WHO (2009) reported that there are different forms of gender violence such as emotional abuse, physical abuse, sexual abuse and other types of threats i.e. dowry threats, intimate partner, sex and forced labor threats are the forms of gender violence.

Causes of Violence

There are two types of violence in the term of occurrence not causes i.e., self-tortured and other tortured. The causes may be different in each and every case but apparently, the

actions show only the occurrence of the violence. There are cases in which the women victimize themselves which are in the forms of self-burning, self-poisoning or other harmful actions done by the bride. Other causes are depression, low self-esteem, infertility of woman for children and suicide or homicide actions. There are causes of victimization of woman conducted by others. It may include killings for honor, forced marriage against the wishes of woman, forced pregnancy, and woman trafficking. Other abuses such as *Satti* i.e. burning alive, sex related cases like different types of rapes in one or other forms persist in society as well.

Chaudhry (2004) categories causes of violence into general and specific as:
General Causes: The general causes included poverty, lack of education in whole family, especially ignorance of Islamic values, frustration of wife or husband due to various internal or external factors cause of such violence. Dowries, demanding of separate homes, mother in law or sister in law attitudes are causes of victimization. Sometimes culture, customs and tradition create space for violence.

Specific Causes: Specific causes related to causes or events that lead toward the gender violence are the suspected or illicit relation of the husband or wife, second marriage of the husband and lack of understanding between wife and husband. Other causes are the reciprocal based marriage, specific health problems, drug addiction of husband and child issues.

The Perpetrator

Feeling of anxiety and glumness are most often arises due to tussle and quarrels with husband or other relative of in-laws. Taket et al. (2003) have the opinion that abuses are mostly occurred on their own. Controlling the power of other is the main issue between them; most often the male partner is considered the culprit. Who are responsible for the creation of these things, the question is of millions importance.

Zaman (2007) suggested following valuable elements that may be the perpetrators of all these burning issues:

Intrapersonal: The intrapersonal factors responsible for these issues are anger, power controlling, intimated fear, hostility, feelings of low self-esteem, stress tolerance, minimization, anxiety and despair.

Interpersonal: Factors like jealousy, suspiciousness of partner, weak communication between the partner, verbal aggression, belligerent and negative attitude towards the woman are the interpersonal aspects that create the issues.

Environmental: The environment is also responsible for this problem as a tradition. Sometimes violence in family is already existed, the use of various kinds of drugs or addiction, unemployment etc.

Psychological Factors: Many psychological factors involved in the eruption of violence i.e. isolation, separation, non-socialization, alcohol drinking, dependency, aggressiveness in behavior and emotional control.

Historical and situational factors: Abused childhood by parents, harsh and ruthless spousal behavior, arrests, availability and frequent use of weapons, divorce cases, child dispute, hostile attitudes and other such situations create violence.

Pakistani Society and Gender Problems

Pakistan possesses plural culture having diversification in norms and values which don't set well the existing laws. There are force marriages, silence towards woman abuse, reluctance to raise private matters in public, rape etc (Rashid, 2016). According to UNISON (2008), research exposed that in Europe about 50% of the women employees in the European Union Countries are the victims of sex harassment. If the civilized world is suffering with this issue with so heated intensity then what will be the position of the third world. The answer is clear; the more intensity will be expected.

According to the Global Gender Gap Report (2013), it is the dilemma of the third world countries and Pakistan is one of them which are suffering from gender discrimination and inequality. It is on the top of the list and rank on 135th out of 136 states for this issue. Saghir et al. (2013) in his concluding remarks stated that women in Pakistan are mostly victimizing in the rural area and low class in home, at farms and outside the home. He believes that women should be respected according to the spirit of Islam and their due status should be given to them in all walk of the life. Fikree & Bhatti (1999) expressed that women faced ill-treatment regularly due the social and cultural tradition of Pakistan. It has been reported that woman in Pakistan faced huge sufferings against the women violence. The main factor is the continuous repression of the rights of women which spoil their social position (Bettencourt, 2000).

Role of Education

Learning and education starts from cradle and ends to the grave. When Black Box (Cognitive learning) opens or Tabula Rasa (Behaviorist learning) starts working, learning process begins. Education is the right of every human being since born. Although a child learns from his environment informally yet formal education is the significant contributor in his growth and development. A systematic education provides and creates

opportunities for children to be developed intellectually, physically, emotionally, aesthetically and socially fitted. Above all education is a complex process of formatting and developing the human personality to all its perfection. Education and learning promote social equity, empathy, commiseration and human rights and responsibilities. It promotes harmony among the cultures, environmental, personal care and peace, and to ward off the war and aggression (Reynaldo, 2011; University of Peace, 2011). Education is the powerful changing behavioral tool. Gender issues are also created by the behavior and have to be resolved by the behavior.

The success of student is depending upon the performance of a teacher. The aim is to know about the growth and learning performance of the students to plan strategies for the students' achievement targets (GaDOE, 2012). In the light of the importance of the role of education, every successive government gives priority to education system in Pakistan and takes steps to improve and provide more opportunity to its people (Zaman, 2007). Every nation beyond its status tries to improve its education system. But unluckily, due to some specific religion and other theological aspirations, the gender disparity aspects are given little attention so far, especially in Muslim states. This survey study was aimed to understand the burning issue of gender violence or gender discrimination in one form or in other. Woman of the day is being considered as victim by the society especially in the third world countries. The problem is significant because it not only destroys the domestic peace but has far-reaching effect on the life of humanity.

Methodology

Participants, Data Collection and Analysis

It is a qualitative and phenomenological study in which qualitative and phenomenological methods were used. As a result, the researcher gets themselves aware of the participant's points of view and developed assumption on observation rather than pre made hypothesis (Merriam, 2001; Palys, 2003). The main focus of this kind of study is to investigate things or events from the lens of veteran and experience people. In-depth and inside prospect of the phenomenon was needed to be understood that why this approach was applied (Conrad, 1987). The aim is to gain insight into the phenomena and provide plenty of stuff for description of lived practices and experiences. The main objective of the current study under investigation was to make aware the educators about the gender issues i.e. domestic violence, gender inequality and war against woman. It also objects to explore the root causes of gender inequality, gender violence and role of educational institution regarding domestic violence.

The study was conducted in district Mardan, one of the central districts of Khyber Pakhtunkhwa, Pakistan. All the teachers working at government secondary and higher

secondary levels in Mardan district constituted the population of the study. According to the Annual Statistics of Government Schools issued by Elementary and Secondary Education Department Khyber Pakhtunkhwa, there were total 185 secondary and higher secondary schools in Mardan district in which 101 schools were for boys and 84 for girls. In these schools, there were total 2855 teachers in which 1836 males and 1019 females (EMIS, 2015).

Interviews, observation and reviews of the documents are the main source of data collection the qualitative study (Creswell, 2009; Locke, Silverman, & Spirduso, 2010). Plays (2003 said that interview facilitate and assist the researcher to understand the phenomena, events, and experiences of the participants. According to Merriam (2001) interview is the most suitable instruments to obtain in-depth and rich information about the phenomenon. In the current study, an informal interview was used as instrument for data collection as in-depth information was needed for the research study. 200 government schools' teachers were interviewed in which 120 were male and 80 were female teachers. Interviews were conducted by two interviewers. From the male respondents, the data was collected by the researcher himself and from the female teachers; data was collected by an expert female teacher as per the instruction provided by the principal researcher. Modified analytical induction approach was applied according to the nature of the study. The collection of data began from a specific question and identified all the causes of this phenomenon in the context of investigation. The iterative process of data collection has been applied to be focused on specific outcomes. The collected data was organized, categorized, codified for searching and locating commonalities, relationship and theoretical constructs (Mills et al., 2010). So, accordingly themes and patterns were drawn from the interviews and codified separately by both the interviewers. At the end of refining process of the raw data, the findings of the both interviewers were unified and the conclusions were drawn.

Findings

The purpose of the study was to explore and understand the domestic violence and role of education in eradicating the domestic violence and gender discrimination. The study was descriptive in nature as modified analytical induction approach was applied and interviews were conducted to seek the responses of the participants regarding gender discrimination, domestic violence and role of education in its eradication. The findings of the study can be demarcated into areas i.e., Areas of discrimination, domestic violence and their causes; and Role of the education.

Areas of Discrimination

The main findings of the study were categories into the following areas:

*Education***:** Both of the respondents i.e. male and female agreed that there is discrimination or difference in the educational field.

Cultural: It was found that in culture especially in Pakistani culture women are devalued. In Khyber Pakhtunkhwa, the situation is more intense than other province of Pakistan.

Political: Differences are observed in the political field and women are given very little opportunities and importance in politics.

Social: Most of the respondents opined that women are given very little opportunities in the social activities. Sometimes, they differed in the social field and they are considered non-social especially in the rural areas.

Economical: Gender inequality is seen in the field of economics as well. Being considering a weak figure, they are provided or permitted very little opportunities to take part in the economic activities.

Domestic Violence and Causes

The study found that the domestic violence as different forms. It may be in the shape of physical beating, threaten, emotional torture, different types of banes, sexual harassment and assault in different places such as in workplaces, in educational institutions, even is streets. The study found out some factors that are responsible for the causes of gender or domestic violence which are:

The research revealed that in the male dominant society, male wants to be superior, control wife using force and if wife denied doing so, it leads to tussle. Most often in the joint family system, sometimes the relative in-laws trying to establish their dominancy by force that leads to the tussle in home. Poverty breeds strife, to get employment in Pakistan is big problem. Poverty leads to tension and tension leads to emotional disturbance and ultimately war in home begins. Tussle on dowries, demanding separate home by woman and poor health care issues related to poverty. So, economic problems are one of the factors in this issue. Low level of education among the masses is also one of the sources of violence in Pakistan. Lack of understanding, self-esteem problems are raised due to lack of understanding.

The study revealed that reciprocal based marriages, sometimes leads to violence and creates domestic violence. A sort of revenge erupted when situation aggrieved in one side then the second side automatically suffered one suffer other suffer. It was revealed from the interview that the illicit relations of man or woman become the source of violence. The husband or wife suspected of the illicit relations or disloyalty and betrayal of one another or the other person of the family suspected of these relations. According to the research, odd cases of such relations sometimes proved true and it caused the base of violence or threat. Morality of the people has been going down, the home culture which

was once safe for woman now replacing in strife and tiffs. According to the respondents' views, the technological revolution is one of the great sources of this disturbance. For example, the mobile technology and dish television degrade the morality of the new generation. Misuses of mobile create many problems in homes, and some of television channels broadcast illegal contents that ultimately hit the morality of the society.

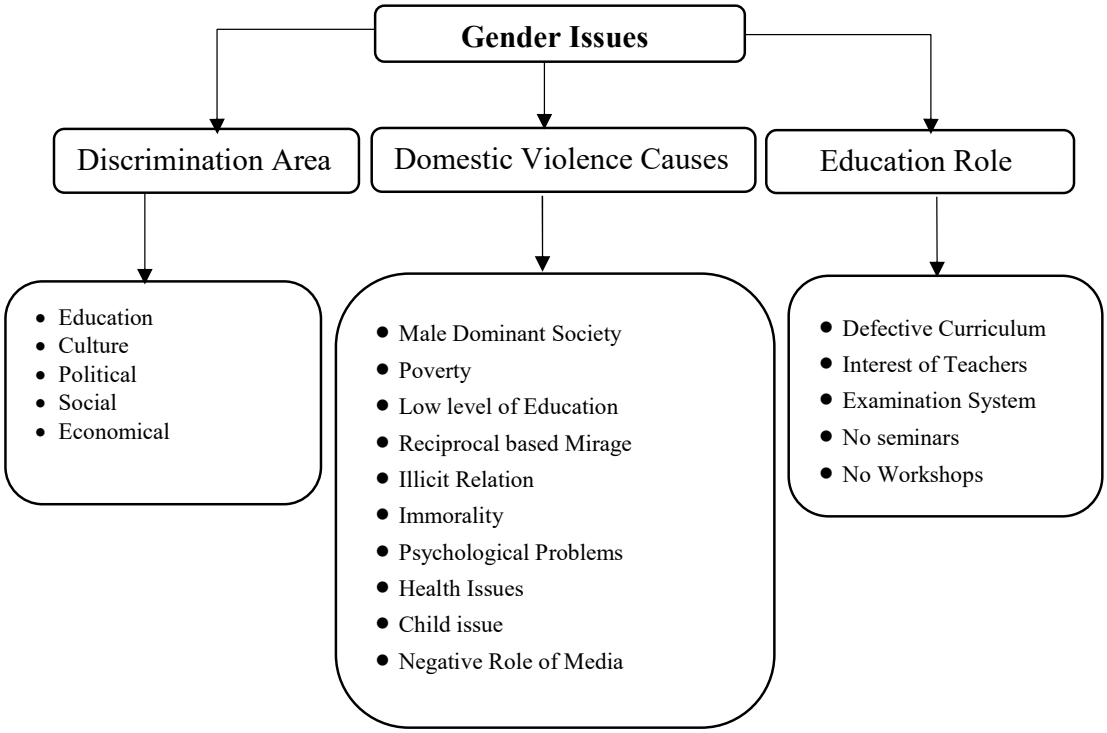
The study investigated some psychological and health problems that lead to violence. Anger management of one or both of the partners in homes, drug abuse or eating of addictive things, poor communication between the partners, and emotional control are the factors that cause such violence. The study also investigated that there are issues such as child issue becoming the source of victimization. The family members want that someone should the heir of the parent but due to health or some other problems, woman is unable to give birth to the babies and it becomes the source of victimization in home. It was investigated that some cultural issues like second marriage of the husband, joint family system, restriction of woman in homes and such other things lead to the issue. Love affair in Pakistani culture (illegal affairs) in the Muslim society and especially in Pakhtun culture is considered sin and most of breeds' violence. The study revealed that role of media is not positive. Due to lack of education and non-socialization especially in rural area, it affects badly the young generation. Mostly they present the foreign culture and in some cases, it is directly against the cultural norms which cause violence in society.

Role of Education

It was found that as far as formal system of education is concerned at secondary level there is neither separate nor integrated approach applied in the curriculum for gender education. However, at university level, there is gender education as subject or discipline started. But at lower level i.e., secondary or higher secondary level, the curriculum is looking silence. There is very slice of gender rights which is the part of the religion or culture taught to the students. The education department not conducting any seminar, workshop or provides any such practical training to the teachers about the gender education. If, by chance they did so only the high ups attend the workshops or seminars, get the remuneration and that's all.

Teachers are not interested or have no sufficient time to teach them about the gender equality personally because of lack of interest or being over burden. They teach them only the topics that are related to the assessment process i.e. annual exam etc. Teachers opined that education can play better role in the removal of gender related problems. There are so many problems that are directly or indirectly related to gender issue. Education is the behavioral change and moral, emotional, economic problems can be addressed through education if proper focus may be given to the gender education especially at secondary level.

Figure 1 Shows the Summary of the Findings



Gender issue is not an isolated issue; it has a cause and effects relation. It is deep rooted in culture, it has social and economic roots, and it has psychological roots. It is rooted in health; it is rooted in the hierarchy of the family. Progress towards gender equality plays an important and lucrative role to meet global goals and to eradicate poverty and to eliminate hunger and malnutrition. However, in Pakistan the gender equality that is unequal access to the productive resources, including land services and input, training and access to the market and other institution fettered the realization of the woman's human and productive prospective (FAO, 2017). According to Bunch (2004), security of women should be the basic concern in public and private sphere of life because it is the integral part of sustaining the security of the whole population. It was found that in each case, the responsibility is different. However, culture norms, weak position of woman, literacy rate, non-socialization, religion and societal set up were the main factors that lead to discrimination. According to Nasrullah & Bhatti (2012), despite of the efforts, Pakistan has faced challenges in respect of gender inequalities and there is ample gap existed between male and female. This inequality can be seen in employment opportunities, paid work, health etc. It is deep rooted in Pakistani society. Culturally, right from the birth, Pakistani women are discriminated and it is the life time issue with women.

Unequal power relation between man and woman is the root cause of the gender based violence. There are factors at the family level, community level, society level and individual level that contribute to raise the probability of violence. Gender based violence has far-reaching effects and extended beyond the personal level to the family and ultimately to whole society. The most effective thing is the strong social response needed for common understanding of the nature and cause of gender violence. It can be settled from all sides via contribution of various sectors and the involvement of whole community (Human Rights, 2003). Gender discrimination, gender violence or domestic violence is a serious issue and it should be solved. Different organizations public or private, national and international, regional and local are trying to calm down the intensity of the problem. The study revealed the elements and causes that originate the issue. All over the world consensus on the one point that women are the victims and man is the perpetrator of this issue. Some questions arise here:

Is it natural occurrence? Is it war against woman? Is woman should be set free of the issue? What is the cultural role and what it does say? What is the role of the religion? Is there religion imposed any sanction on woman? Can we blame both are responsible? How to nip this evil in bud? Education is the most powerful tool of changing the behavior. The gender issue whether it is restricted to discrimination or victimization and use of violence of woman is related to the behavior of the individual. The role of education in Pakistan is not up to the mark. Right up to the secondary level, the students are totally unaware of the issue. Neither in the curriculum there is any stress on the matters related to the issue, nor the teachers focusing the gender issue. The teachers are interested only in those areas of the curriculum that is the part of the annual examination because the government is interested only in passing of the students not in the quality of education. The teachers are always focusing on the marks and grading of the students because their performance is always measured in the terms of passing ratio not of changing the behavior of the learners. So, a strong and quality system of education is needed to developed understating and comprehension of the problem and make out ways and means to solve the problems.

Recommendations

Based on findings and conclusions, the following recommendations were made:

1. It is necessary for educational institutions to apply strategies to prevent and respond to domestic violence through educational process. Institutions need to actively promote gender equality and non-violent domestic culture. For this purpose, at each level, curriculum should be reviewed and restructured in the light of strategies to eradicate gender inequality, discrimination and violence.
2. Educational Institutions are required to play an indispensable role in eradicating gender discrimination and violence through ensuring awareness among teachers,

students, parents and other personnel. The students may play a potential role as agents of change which provide one of the greatest hopes for achieving the social transformation necessary to root up gender based violence and discrimination.

3. Media should play encouraging and constructive role in the eradication of violence against women by adopting guidelines which ensure sensitive coverage of the issue and avoid the perpetuation of stereotypes.
4. Comprehensive, practicable and effective laws and policies should be formulated to prevent gender discrimination and violence. Specific, enforceable and accountable regulations and measures should be ensured to prevent gender-based violence; to expedite the launching of new law and policies on preventing gender-based violence; to review, improve and augment the enforcement of existing laws and policies, and to conduct monitoring and evaluation of this enforcement; to promote good practices and the multi-sector intervention model; to modify positively the attitude and behaviors of perpetrators through education and community services.
5. Recognize the important role and experiences of civil society organizations, especially women's NGOs, and help publicize their good practices and their participation as equal partners of multi-sector collaboration to discourage violence against women.

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Hali's Poetic Endeavors to Change the Perception of Society About the Indian Widows

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Abstract

This paper attempts to address a very sensitive social issue that concerns the status of a widow in the society of the Sub-Continents. The purpose of this paper relates to the period of undivided India. However, the theme takes into its fold the widows also of the present time. Keeping in view the status of women, widows still face many problems as they suffered at classical epic period. The social norms and practices in those days (and even at present) are not much different about widows. In some societies, remarriage of the widow did not allow once their husbands die. This situation is a highly sensitive social issue concerning the rest of the life of the widow who is in many cases is young and has usually many years to live ahead. The social practices and traditions refuse to allow her to live another wedded life which leaves her in a prolonged misery till her death. A widow is generally looked down upon by even her own relations and in-laws. For this reason, Altaf Hussain Hali is found to be the most prominent among the scholar and poet worked for women reforms and had realized the rights of women, especially their right to acquire education. Hali's prominence is that he wrote a poem 'Manajaat-e-Bewah' (Hymn of the widow) and described the pains and grief a young widow has to go through after the sudden death of her husband. The qualitative method was applied and discourse analysis approach was also used to understand the women's experiences. This paper analyses the prominent role of Hali on this important social issue which remained ignored for centuries and which needs to be addressed forcefully even in present times.

Keywords: Urdu Fiction, Social Beliefs, Social Traditions.

تلخیص

زیر نظر مقالہ برصغیر کے معاشرے میں بیوہ خواتین کے مقام و حیثیت جیسے اہم سماجی مسئلے کو بیان کرنے کی کوشش کر رہا ہے۔ اس مقالے کا مقصد تقسیمِ ہند کے دوران خواتین کے حالات کو اُجاگر کرنا ہے۔ تاہم موجودہ دور میں بیوہ خواتین کے حالات پر بھی نظر ڈالی گئی ہے۔ بیوہ خواتین آج کے ترقی یافتہ دور میں مسائل کا شکار ہیں جس طرح قدیم سنہرے دور میں بیوہ خواتین مسائل کا شکار رہیں۔ سماجی روایات اور رسومات بیوہ خواتین کے لیے اِس دور میں بھی اُس دور سے مختلف نہیں تھے۔ کچھ معاشروں میں اگر شوہر کی وفات ہو جائے تو اس کی بیوہ کو دوبارہ شادی کرنے کی اجازت نہ تھی۔ یہ ایک حساس سماجی مسئلہ ہے کیونکہ اکثر کیسز میں خواتین اپنی جوانی میں بیوہ ہو جاتی ہیں اور وہ ساری زندگی اسی طرح گزار دیتی ہیں۔ سماجی رسومات اور رواج انہیں دوبارہ شادی شدہ زندگی گزارنے کی اجازت نہیں دیتے نتیجتاً یہ خواتین اپنی موت تک ایک طویل مشکلات سے بھرپور زندگی گزار دیتی ہیں۔ ایک بیوہ

عورت کو نہ صرف اس کے سسرال والے بلکہ اس کے اپنے خاندان کے لوگ حقارت سے دیکھتے ہیں۔ یہی وجہ ہے کہ الطاف حسین حالی نے خواتین کے لیے سماجی اصلاحات پر کام کیا اور اپنی شاعری کے ذریعے خواتین کے حقوق کے متعلق احساس بیدار کیا۔ حالی نے خاص طور پر خواتین کی حصولِ تعلیم پر کام کیا، حالی نے بیوہ خواتین کے لیے ایک نظم "مناجاتِ بیوہ" تحریر کی اور اس کے ذریعے ایک جوان بیوہ کے دُکھ اور درد کو بیان کرنے کی کوشش کی ہے جو اپنے شوہر کی اچانک موت کے بعد گزر رہی ہے۔ کیفیتی طریقہ تحقیق کا استعمال کرتے ہوئے مکالماتی تحقیق کے ذریعے خواتین کے تجربات کو سمجھنے کی کوشش کی ہے۔ یہ مقالہ صدیوں سے نظر انداز کیے گئے اس سماجی مسئلے پر حالی کے کردار کا تجزیہ کرتا ہے جسے موجودہ دور میں بھی بیان کرنے کی ضرورت ہے۔

کلیدی الفاظ: اُردو افسانہ، سماجی عقائد، سماجی روایات

Introduction

In a male centric culture, this frequently implies a male have a special existence where he is believed to be the standard for human experience and the female lead an oppressed, subservient life in which she is characterized uniquely in association to male counterparts. It likewise influence people to encounter life just from their perspective as men or women, not as individuals. For the perception of the world and life literature found the gender roles as persist and experience of women's lives far uniquely in contrast to men and endure as a result of it (Lange, 2008).

Until relatively in the recent years, most of writers were men and the depiction of women in writings was unavoidably uneven. In the earlier ages proficiency and education was seriously restricted for women, and most of the individuals who could compose were male. Although, the commitment of women to oral culture ought not be thought little of – in folklores, stories and nursery rhymes, a custom which in the end encouraged into composed culture (Portrayal of women in literature., n.d.).

Each generation face particular challenges and issues. The women played throughout the role of reproduction, production and community management. When analyzed women they are continuous powerless element of society and subjugated to violence. She maintain the colonial impact and constructed kinships and roles (Narula, 2005).

Issues like veiling, , widow remarriage, child marriage, polygamy, reproduction and health issues, domestic role, and so on equally gave value by the reformers have not been getting sufficient space in the current historiography. So as to have a far reaching image of the social change development associated with women, one needs to give due consideration to every one of these issues and treat them as commonly interconnected.

Here under is introduced the change endeavors of different Muslim male social reformers. Uncommon accentuation is laid on their view of the job of ladies in family and society and their representation of a new Muslim woman". Truly, by the late nineteenth century, reformist plan, for example, ladies' training, disallowance of tyke marriage; widow remarriage and widow's welfare - included upper standing white collar class ladies as colleagues to the male reformers who spearheaded changes (Chakravarti & Gill, 2001).

Widowhood often marks the onset of pivotal changes in older adults' social and economic support arrangements. While this is primarily valid point in any society, widowhood transitions are particularly consequential and fraught with risk in developing countries where pension and other social welfare systems are weakly developed and older adults are highly dependent upon children and other close kin to provide not only instrumental and emotional, but also economic, support (Postan & Duan, 2000).

Another fascinating advancement was the eminence and development of bilingual journals in the late nineteenth century United Provinces. A few papers both in Hindi and Urdu had dissemination going between 200 to 900 duplicates each (Narain, 1998). By the 1930s these restricted bilingual journals and writings to be a basic vehicle for reformist and patriots having ideas of nationalism. A few only women journals mushroomed and met with incredible achievement (Premnath, 1997).

Sisir Kumar Das has stamped three particular yet interrelated segments of women issues in Indian literature. The first was the depiction of females inside the domestic domain. The subjection and abuse of women inside the chain of command of family unit was exposed. The second part was the custom. The portrayal of the females challenging the male centric structures was started by the rise of AIWC in 1927 and the political development propelled by Gandhi. Das presumes there was a 'breakdown of the women's reality limited to the local dividers' and the 'political development lashed on the stone of customary orthodoxies with the speed of the tempest and it started an adjustment in the role of women in public life .The third part is the new picture of the Indian women required by education, effect of western information and the socio political development (Das, 1995).

Numerous social reformers, who paid attention to up the women's question, utilized the mode of print to contact the larger group of spectators and educate them on women's issues. Aside from the dedicated reformers, there were other Muslim scholars who were not women's rights activists in their public lives but rather utilized the weapon of print for talking about the issues of females in their works. Various men delivered gigantic writings managing women's issues. As time passed women began to raise voice themselves through their texts. The two classifications of writing are critical. The text written by men aimed to reform the women's attitudes and behaviors. For example, the books of Nazir Ahmad, Maulana Altaf Hussain Hali, Maulana Rashid ul Khairi, and so

on which, in a more extensive sense, examined the issues of women. These were comprehensively gone for overall population for establishing elective good examples of women (Vaerio, 2004).

Hali, emerged as "utilitarian" man to some way and accelerating the decrease of the human character. What broke into pieces from the approach of Hali was the reasoning. Unquestionably this procedure was not constrained to only him but rather had just pervaded the entire society. Researches of writings work just as verse that showed up in Hali's poetry period. Hali's ghazal was the outcome of Love and affection while the nazm (poems) was the result of his logical reasoning. His later poetic ideas deal with political, good, and reformist thoughts. No hint of the man who is obvious in Hali's ghazal is to be found in his poems. Rather we discover him being a logical person as "utilitarian" and "reformist" man. The whole poetic piece of this period is loaded with these components, for this was the most dormant and fake time of the advanced nazm. Very little can be offered from verse to make up for its general sterility other than a solitary sonnet "Munajat-e Bewa" ("Supplications of a Widow") by, amusingly enough, Hali himself (Ahmed, 1984).

The social norms were nearly completely dormant about the miseries of the widows who were not only rejected by their own families but also by the families of their in-laws. The customs and norms prevailing in the Indian society also firmly restricted widows from remarriage. People were not used to think about such social issues, or perhaps it may be true to say that people did not even bothered to take it as a social issue. When look a glance at the life of a widow several centuries back and compare with her situation with the present times, it can be realized that the realities and facts authored by Hali stand true even for today as far the life of a widow concerns.

Altaf Hussain Hali who was very much inspired from Sir Syed Ahmad Khan on of the reformer of 18th century. Sir Syed Ahmed Khan featured the spiritual world which women are enjoying Islamic law. When the question rises regarding why women in the developed states getting privileges over the Muslim women in South Asia in spite of the way that Islam allowed equal rights to them, he gave two potential explanations behind the offensive situation of Indian Muslim ladies. The first was that men in India did not treat women well both at home and in the public arena. They were not considered equivalent by men to partake in the midst of satisfaction and distress. Indian men were additionally not used to appearing and love towards ladies, which the men in the edified nations did. The second was that Muslims in India did not carefully pursue the genuine soul Islam, which brought about their gracelessness (Sir Syed, 1871).

Hali has a great contribution in Urdu literature and reforms for Muslim Men and women. The most essential contribution of Hali was about raising the exploitations and used as strong instrument. He wrote many poems against social issues such as Shikwa-e-Hind in

1887 and Munajat-e- Bewa in 1886, aimed to bring a socio political change throughout Subcontinent. Munajat-e- Bewa (The Widow's Prayer) is concerned to the Vidyasagar's writings about widow remarriage written in Bengali and many other reformers' writings wrote about the sufferings of women and widows (Das, 2015).

Methodology

The discourse analysis method was applied along with qualitative method. The study analyzed the secondary data about the poetic history of Maulana Altaf Hussain Hali: the great leader and reformer of Pakistan Movement. This study is primarily focused on his reformed idea about widows of Subcontinent. Following study analysed Manajat –e-Bewah pertains the period from recent years to several decades back, and it supports the view that Hali did a magnificent service for the neglected segment of the society, the widows, which in present times has emerged as an important part of women's rights and human rights. The review has been very helpful in aiding the theme of this paper. Discourse analysis is used to qualitatively and deeply understand the human experience in social context (Salkind, 2010).

Literature Review

In spite of all the consciousness with respect to gender parity and human rights, widows are as yet living miserable lives in numerous South Asian states. Actually, Pakistan is not the one where widows' status lowers down. Most South Asian nations, for example, Afghanistan, Nepal and India treat widows as curse of society and do not give equal position with other women. Be that as it may, the circumstances in India due to old custom are exceptionally more awful and worse than generally nations. India is one of the country where widows endure the most. Approximately more than 15,000 widows from various regions of India are compelled to live in Ashrams as many widows are excluded from society and are denied of their rights to remarry and be the owner of property (Mirza, 2012). Pakistan Demographic and Health Survey 2017-18 estimated 96% of married women in which 3% are of ever married widows and 2%are divorced. Men are more likely to remarry than women as 98% are ever married and very few men remain widower and divorced (National Institute of Population Studies (NIPS) & ICF. 2018).

That widowhood is an exceptionally gendered experience and given women moderately more prominent future, just as inclinations of remarriage and morms which result in higher remarriage rates for men than ladies. This imbalanced involvement of women widowhood ought not clear our understanding of how changes into widowhood may have various impact on males and female (Knodel and Ofstedal 2003). Very few studies about the matter have conducted which explored the effects of widowhood on mothers and fathers (Kalmijn 2007).

Since the twentieth century, their status in the civilized societies has improved significantly. In the underdeveloped countries, especially in the Sub-Continent India and Pakistan including Afghanistan, Bangladesh and several countries of South East Asia and Africa, the life of women is miserable while life of a widow in these countries is far worse. Several decades ago, in India, some kind-hearted literary personalities started making mention of the worries and grief of widows in their literary work including poetry. Since the twentieth century, their status in the cultured social orders has improved altogether. In the less developed nations, particularly in the Sub-Continent India and Pakistan including Afghanistan, Bangladesh and a few nations of South East Asia and Africa, the life of widows are hopeless while life of an individual woman in these nations is far more suffered by patriarchy. Quite a few years prior, in the region like India, some activists began talking about the stresses and distress of widows in their scholarly work including verse. Famous scholar Maulana Thanvi also took up the issue of widow remarriage and discussed the matter towards which the Ashraf families had a contemptuous attitude. To make an understating about legitimize widow remarriage, he put references of Prophet's Life and sunnah and the lives of Prophet's spouses, who were all widows, except Hazrat Aisha, before their marriage with the Prophet. As Muslims held a negative disposition towards widow remarriage as the outcome of impact of Hinduism (Ansari, 2010).

The nineteenth century is marked with the beginning of the movements for the social freedom and education of women all around the world. Inspired by the rest of the world, several societies like Brahmu Samaji, Arya Samaji and Theosophical society came into existence with the basic aim and determination to raise voice against the backwardness of women in their social role and the excesses and cruelties exercised against this poor segment of the society. These societies attracted the attention of the scholars and thinkers of the time (Jones, 2006). In the Sub-continent, Sir Syed Ahmed Khan and other scholars Moulvi Nazeer Ahmed, Moulvi Zakaullah, Maulana Shibli Noumani and Abdul Haleem Shararworkesd on women's behaviors and issues. These personalities were great supporters of women's right especially of education for women. However, among these the most prominent personality was that of Altaf Hussain Hali who was the follower of Mir and Ghalib, and also benefited from Sheeftah. The changes in the social, political and economic spheres influenced the entire India and the life of the Indians. At this important phase of change in social scenario, Hali considered it important for the scholars and the thinkers to work for the solution of women's place and their issues by coming out of the world of fantasy and dreams, and face the challenges of the real life. Hali remained related with the battle of Sir Syed Ahmed Khan and chose to play out some imaginative work for the ladies' training, advancement and strengthening. He was resolved to do endeavor to remove ladies from their poor and uninvolved status in the general public. As indicated by Farzana Nasim that Hali looked at women denied of her rights and education can neither raise her generation appropriately nor can such country advance. Henceforth

Hali set himself to assume up the liability to get all rights for women identifying with humankind, religion and equity. As it were he assumed the liability of social change (Quarterly Jamnight, 2005).

The main concern of Hali for women issues was to educate women, as in *Mjalis un Niswan* was established to educate girls to make them better wives and good mothers and, most importantly, thrifty managers of the household. Such qualities make Hali‟s women perfect who perform the action of reforming agents within *Ashraf* families (Minault, 1998).

Notwithstanding, Hali did not recommend Madrasa Education for young females and girls, holding the benefit just for young men who were urged to seek after further examinations in subjects like Medicine (Tibb), Geometry, Geography, History, Shahnama (Persian) Sikander Nama, Ain-I-Akbari and English language (Hali, 2012). Apart from instruction, Hali talked about different issues identified with ladies. He communicated his dispute against the underhanded practices of not permitting the widows from remarrying regardless of the nearness of a reasonable direction to support its in the Islamic scriptures. He committed a different ballad, Munajat-e-Bewa for widows, featuring their unfortunate conditions (Minault,1998).

Hali gigantically understood the backwardness of women in the Indian culture. Hali was the first to raise his voice with all intensity for the rights and arousing of women after hardship of these rights for so long occasions. It was Hali who bolstered the perspective of Sir Syed that women ought to be given rights equivalent to those of men. As indicated by Sultan Najam about women, examined that during a similar time the poor condition, weakness and backwardness in the field of education for women pulled out in Hali's literature and approaches whose thoughtful and sympathetic heart was profoundly softened at the savageries practiced with this innocuous animal. He felt that an Indian women likewise retain a similar respect, regards and better treatment but men had confined for themselves alone. In this sense Hali is discovered unmistakable among his peers that he utilized his pen to create mindfulness in the general public about the difficulties looked by women (Quarterly Jamnaight, 1989).

Before the period of Hali and notwithstanding during his time women were viewed as men's property, and their duties were constrained to family units and childhood and care of youngsters. At that point society around then had not given the woman the reasonable space and the status in the general public that she merited. She one hand would bear the heartlessness of man and on the other she was uninformed about her rights and about the job that could empower her offer her commitment to the society. She had taken it her destiny to remain substandard compared to man until the end of time. Hali was the main individual who roused these ladies to make some move for activity. He had detected that men's self-centeredness was a hindrance in the instructive advancement of ladies. Harm

of a female character, her mistreated status and corruption of her life contacted Hali's heart and this was the point that he begun to utilize his pen against this frame of mind for the ladies. During his stay in Lahore Hali exhibited the point of women's education at 'Ladies' Meetings' which contained two sections. In the initial segment the significance and need of instruction for young ladies was featured portraying the manner in which young ladies could be taught and prepared. The subject of the subsequent part depicts that mother's lap is the essential and primary place of preparing a youngster and the mother can sustain the essential preparing and training to her child. Understanding the estimation of this issue, Lord Northbrook gave a money grant of four hundred Rupees to Maulana Hali on the event of an instructive festival, and furthermore included 'Ladies' Meetings' (Majaalis-un-Nisaa) (Sagheer, 2018). Majaalis-un-Nisaa that is women's meetings contains advice of courage for women getting education rather than disappointment. These works of Hali made it clear that society will progress as time pass.

Hali has once again highlighted the significance of women's education. He observes that: "Those Muslim women who are somewhat educated, their education is religious sort of instruction learned by old methods. Such education developed to some extent the ability to learn Urdu writing and its benefits or the matters acquainting them with the knowledge relating to prayers and fasting etc. As for the conceptions set in their male relatives about reform of social norms and traditions, these women are as ignorant and alien as just other ignorant women (Maqalaat-e- Hali, 1934).

The poetry of Hali is the beginning of a new era which is reflective of the style and ideas rebellion to the old traditions. Hali had a focus on social issues included the significance of women's education. He saw that Muslim women who were somewhat educated, their preparation is religious kind and offered an incentive to the customs. Such preparing made to some degree the ability to learn Urdu poetry and writing. Regard to the beginnings set in their male relatives about difference in social gauges and shows, these women were as absent. The lyrics of Hali is the beginning of some other time which is canny of the style and musings rebellion to the old traditions (Qureshi, 1983)

Hali considered that literature describes life. He used poetry as source of expressions and sentiments. Hence he raised voice in the support of women; he conveyed his poetic ideas to his readers in a very effective manner. 'Chup ki daad, Betiyon ki Nisbat, Manajaat-e-Bewah' are such poems expressing Hali's ideas about women's education and life. In 'Chup ki Daad' there is mention of the greatness, services, devotion and sacrifice of woman. This poem was published in the December 1905 Issue of Ali Garh in which he offered tribute to woman in a way the precedent of which is not found in the Urdu poetry prior to that. In this poem he declares woman as a being full of patience, compromise and loyalty and also adornment of the world and honor of nations (Minault, 1981).

(Translation):

> "O' mothers, sisters and daughters, world is adorned because of you
> You are the existence of countries, honor of nations is because of you
> You are reflection of virtue, you are the source of chastity
> You are the safeguard of the faith, faith is secure because of you

Hali was irritated to observe that the society kept you under pressure and consciously deprived you (women) of the rights offered to you by the religious laws, and you were kept completely ignorant about such rights and so it led to exercise of continued oppression on you (Minault,1981).

(Translation of a poem):

> 'Alas, you were dealt with cruelly in the society; you always faced loss of your rights and unkindness;
> You got wedded at an age when you did not even know what wedding means, and you were bound in a relationship that was very weak;
> You kept on passing through difficult tests, but to no avail, and you even sacrificed your life but still were termed unfaithful;
> Than Hali goes on to say that now it was the time that the society was accountable for the violations of your rights;

(Translation of couplets):

> 'Now the time of justice and accountability has approached close and the people will have to answer for the violations of your rights;
> Your silence touched the hearts of those who cared about you, it is true that patience with silence gets rewarded one day (Minault, 1981).

Sagheer (2018) analyzed that 'Chup Ki Daad' is a natural attributed poem about women and described her complete personality into folds of praising her love, affection, chastity, shyness, patience and compromise, the value of her position and high status is discussed. This poem shows the societal facts about women. Hali asks why a woman face unkindness and indifference when she is the cause of kindness and love in the world, and nations stand honorable because of the women of their families.

In his poem 'Manajaat-e-Bewah' (Hymn of the Widow) written in 1886 in which Hali expressed the sentiments and feelings of a young widow. This poem is a self-story of that widow. The society in which we live shows that the whole life of a woman revolves around her husband. She lives all her life for him and dies for him which the impact of Hindu society. If her husband dies, the society rejects her badly and hence she become victimized by the sense of deprivation and helplessness. On the other side, she also suffer exploitation. In both cases, she fails to meet the standards set by the so-called society.

According to Ibadat Brelvi (1952) this is the poem a widow pleads before God and a widow is such a creature whose life is full of grief. This Indian widow describes in detail her mental condition, her problems, worries, the basic issues of her widowhood and her helplessness in the society.

Translation:
'O' the most powerful , the most wise and the strongest Ruler,
I am the one rejected by her own relations and the others, I am considered a burden on my parents and on my in-laws
I have suffered the freedom, I have lost any interest in my life and the world;
My sisters and friends who played with me in my childhood, could not meet me openly and whenever they had the chance to meet me, they were sad to see my condition
They returned crying, disappointed and anxious
Now I suffer tortures and pains from dusk to dawn, I have no idea who will I pass this widowed life
I am tired of bearing sufferings, my tears have dried
No one could see my agony and no one cared about me
The pleasant moonlit nights of the summer, the rainfalls full of desires; who should I tell how I passed them; I suppressed all my desires, these time passed by anyhow
I passed the days of my full youth and adulthood as a bird passes its life in a cage; I can't describe how heavy and torturing it was to pass my night as a widow.

In these simple and fascinating words Hali describes those facts of a widow. Hali had not said a single coupled all his life except "Aik Bewah ki Manajaat", even so this would be sufficient for his whole life to be recognized as reformer as he described a truth from the core of his heart. The way Hali depicted the helplessness of the Indian women, its example is too hard to find. In 'Manajaat' he describes the aggrieved heart of the Indian widow and the pains and sorrows at the sudden death of her husband in a way that she has lost all the hopes. The widow is strongly tied up in the cruel social restrictions like ban on her second wedding. These traditions reveal that the poor widow is victimized by the cruel society and its merciless norms where her status is no more than a simple toy (Daryabadi, 1936).

According to Shujaat Ali Sandelvi (1960) the author of 'Manajaat-e-Bewah' wanted to bring out reforms for women despite the fact Hali did not written a poem about women. This poem comprised of every artistic technique of the author who depicted the feeling of pain, connotation, decent and fascinating way of description, depiction of the cruelty of the society, true expression of a widow's sentiments and the terrible traditions and norms. The Urdu poetry has not been able to present such another piece of poetic expression again. Similarly, Hali produced another literary piece about women's reforms, poem titled "Betiyon Ki Nisbat" carries extraordinary importance for women's status and

describing the dark ages. Hali said that it was customary before the Islam that Arab bury their daughters alive after their birth but in our time the situation is even worst as described in many literature and need to be reformed.

Discussion and Conclusions

Hali has highlighted the issues of the women of the South Asian Society Muslim and Hindu women through his poetic literature. These issues were badly damaging the whole society. He tried to awaken our collective consciousness and raised the voice against the cruelties of women. This magnificent person not only worked for women's better status but also developed his literary services for raising awareness in the society about these important issues.

Maulana Altaf Hussain Hali gets an exceptionally conspicuous place among those Muslim researchers and scholars of the nineteenth century who raised their voice for the raising the women's status. Hali is eminent about featuring the miserable and suffering life of women particularly widows. He wrote about the life of a young widow whose faced disregards and rejection throughout her family and inlaws after her husband's death. Hali portrayed the account of a young widow whose human rights and common human needs are totally neglected.

As Ahmed (1994) & Daryabadi (1936)mentioned that Hali wrote in his sonnet 'Manajaat-e-Bewah' on a genuine human right which in his contemporary period was not intricate to expressed on perspective of unfolding issues, considerations, convictions and the customs of the Indian culture. Indeed, even today, educated persons and people want to get knowledge look at this sonnet as a masterpiece. It is not just a ballad yet a reformer's struggle for women's questions and particularly widow's rights in the social orders of this region. Hali's Manajaat shows up completely relevant even today since this lyric portrays the truth of life. Fictions can be overlooked yet the truth not.

It isn't hard to envision what kind of mental and physical torment these windows must bear for a mind-blowing remainder. It was additionally standard to overlook this significant social angle because of traditionalist reasoning and obliviousness. It isn't the religious convictions that confine widows from remarrying and beginning indeed a wedded life however it is the man-made customs and practices that deny the widows of this personsal right yet making customary and perceptional leaps in the method for their future life. As indicated by Hali and a few researchers supporting him in the writing, common privileges of ladies including her instruction, decent status and the privilege to remarry after the passing of her significant other or after division for reasons unknown, should be comprehended and kept up on the grounds that this worries human rights. It is important to understand that women can survive male while this approach is prevail that

women cannot do ant thing without men and continue to lead a respectable life. There are very much num of women leading suffering life specifically widow and single women suffer more and society need to be workon future generation bring a positive and constructive change in society.

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An Analytical Study On Women Working Conditions In Health And Local Government Department Of Karachi

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Abstract

This research has examined the existing status of working women, their problems while performing jobs, working condition and measuring the decision making status at workplace and in their household economy. The study is also analyzed the awareness about pro- women laws, rules, Acts, commitments and conventions signed by Government of Pakistan for empowering women. This research has taken sample of about 117 working women from two public sector departments including health department and local government department in Karachi. The study revealed that most of working women were found in small grade jobs such as nurses, however few were doctors and surgeon. Similarly, majority of them are working in small grade jobs where they earned less as compared to women working at higher posts. It is also observed that women who are educated want to become independent economically, and want to increase their standard of living. It is concluded that they all have been working according to choice and even they do not have any hindrance while performing job, even families are supporting women to work in such departments. In addition, there are very few women who have little knowledge regarding "Protection against Harassment of Women at Workplace Act-2010". Whereas the problems such as lower wage, harassment at work place, supremacy of men do not observed in such governmental departments. The study suggested that there must be provision of facilities to the lower staff or lower grade working women to ensure equality at all levels.

Keywords: Working Women, Local Government System, Pro-Women Laws.

تلخیص

اس تحقیق میں پیشہ ورانہ خواتین کے موجودہ مقام کی جانچ کی گئی ہے اس کے علاوہ ان کی ملازمت سے متعلق مسائل، ان کے کام کے دوران پیش آنے والے حالات، فیصلہ سازی کا اختیار اور خواتین سے متعلق قوانین اور معاہدوں کی آگہی کا احاطہ کیا گیا ہے۔

موجودہ تحقیق میں حکومتِ پاکستان کے بنائے گئے وہ تمام قوانین بھی زیر بحث آئے جن میں خواتین کو خود مختار بنانے کے لئے اقدامات کئے گئے ہیں۔ اس تحقیق میں ۱۷۱ پیشہ ورانہ خواتین کا نمونہ لیا گیا ہے جو کہ کراچی کے دو نجی شعبوں، ادارہ صحت اور بلدیاتی حکومت کے شعبے پر مشتمل ہیں۔ نتائج سے ثابت ہوتا ہے کہ پیشہ ورانہ خواتین کی اکثریت چھوٹے درجے کی ملازمتوں سے منسلک ہیں جیسے کہ نرسز وغیرہ جبکہ کچھ ڈاکٹرز اور سرجن بھی ہیں اسی طرح بلدیاتی حکومت کے شعبے میں اکثر چھوٹے درجے کی ملازمت کرتی ہیں جہاں ان کو اعلیٰ درجے پر ملازمت کرنے والی خواتین کے مقابلے میں کم تنخواہ دی جاتی ہے۔ اس کے علاوہ یہ بات بھی مشاہدے میں آئی ہے کہ پڑھی لکھی خواتین معاشی طور پر خود مختار ہونا چاہتی ہیں کیونکہ وہ محنت سے کام کرتی ہیں جبکہ کچھ خواتین اپنا معیار زندگی بلند کرنا چاہتی ہیں۔ نتائج سے اخذ کیا گیا ہے کہ خواتین اپنی خواہش سے کام کرتی ہیں اور ان کو کام کے دوران کوئی بھی رکاوٹ پیش نہیں آتی۔ جبکہ ان کے خاندان والے بھی ان کی حوصلہ افزائی کرتے ہیں۔ ایسی خواتین کی تعداد بہت کم ہے جن کو کام کی جگہ پر ہراسگی ایکٹ ۲۰۱۰ء کے بارے میں معلومات نہیں ہیں جبکہ ان حکومتی شعبوں میں کم تنخواہ، کام کی جگہ پر ہراسگی اور مردانہ برتری جیسے مسائل نہیں ہوتے۔ اس تحقیق میں یہ تجویز کیا گیا ہے کہ کم درجے پر ملازمت کرنے والی خواتین کو ہر سطح پر سہولیات فراہم کی جانی چاہئیں تاکہ ان کا معیارِ زندگی بلند ہو سکے۔

کلیدی الفاظ: ملازمت کرنے والی خواتین، بلدیاتی نظام، خواتین سے متعلق قوانین۔

Introduction

Women economic participation ultimately has positive impacts on achieving gender equality, poverty eradication and of course towards inclusive economic growth. Women are key agents for transformational economic, environmental and social changes required for sustainable development. It also refers to the ability for women to have control over their resources, assets, income and improve their economic status as a whole.

The economic participation of women is recognized globally as essential for the progress of a national and growth of its economy. Indeed this has been recognized in the Government of Pakistan's principal planning documents Vision 2025. The concept of women's economic empowerment (WEE) is a multilayered and complex one that is rooted in context and circumstances. In Pakistan, it is more complex due to the humanitarian crises and complex emergencies that have characterized over past two decade (Women's Economic Participation and Empowerment in Pakistan Status Report, 2016).

As per Global Gender Gap Report 2017 of World Economic Forum has Pakistan is at 143 rank out of 144 countries and found the second worst country in terms of gender parity. The report emphasizes and highlighted on the areas of Global Gender Gap Index

including economic participation and opportunity, educational attendant, health and survival and political empowerment (World Economic Forum, 2017).

Women in the workforce hold the key to a vibrant economy. Though, Pakistan has seen a turnaround in economic stability, without women's participation in the workforce, the targeted growth will not be achieved. Despite a slow increase in the last 16 years, a mere 22 percent of women (compared to 67.8 percent for men) officially participate in the economic activities. This is the lowest rates of female labour force's participation in the region, however, Afghanistan is standing at second; whereas; women are less in labour force. Similarly, in Vietnam and Bangladesh, the female labour force participation rate is 73 percent and 36 percent, respectively, and women are recognized as a key economic force (Illango & Caren, 2017).

Similarly, the Sustainable Development Goals (SDGs) adopted by the UN General Assembly in September 2015 recognized the importance of empowering women and said in its goals 5 that there must be equality among all the genders and women or girls should be empowered through delivering basic rights. The targets for this goal aspire to end all forms of discrimination, eliminate violence against women and girls in all its manifestations, ensure health and reproductive rights, ensure political, social and economic participation of women. Targets 5.4, 5a and 5b1 are of particular importance for enabling women's economic empowerment as they relate to acknowledging the value of unpaid care work and domestic work, encourage women's access to land and physical assets and information and communication technology (Alkitkat, 2017).

In addition, Pakistan is signatory of many ILO conventions such as those on equal wages and remuneration, standards of work etc. (*Pakistan Decent Work* Country Profile 2014). Yet Pakistan does not show good graph on global indicators for women's in economic participation. The Global Gender Gap Report 2015 ranks Pakistan at 143 in economic participation and opportunities, and ranks 135 in educational attainment. These situations, at the bottom of all countries occur despite Article 38 of the Constitution of Pakistan that guarantees citizens the right to pursue economic opportunities irrespective of sex, caste or creed and related labour laws (Women's Economic Participation and Empowerment Status Report, 2016).

It also a bitter reality that the system of male domination over women generates and maintains the social and institutional conditions of male supremacy. Lack of educational development of women produces moral insecurity that makes them psychologically dependent on males, and it causes the feeling of inferiority which further prevents girls from getting education.

It is further elaborated that the subordination of women in all segment of the society causes the psychological problems among women and girls and is accompanied and

strengthened to material conditions as well, because lack of access to education among women's is hindering towards acquiring paid jobs in the mainstream economy. This would help women to stable economically to become independent and abolish the patriarchal structures of the society (Toossi, 2002).

But even within regions where overall female labor force participation rates are low, there is considerable diversity. In South Asia, female participation rate is about 45%, almost 20% in Pakistan and 80% in Nepal, which can be explained by differences in social and economic factors (Antecol, 2000). For instance, women in Nepal are less constrained by social norms, though they work mostly in subsistence agriculture, which is driven more by poverty than by choice. Bangladesh is one of few countries in South Asia that has experienced a rapid increase in women's participation in employment, due to growth in the readymade garment industry and a rise in livestock rearing (linked to access to micro-credit). Despite strong improvements in social indicators, female labor force participation rates in Sri Lanka, a middle-income economy, have remained fairly stable, averaging around 33% over the decade 2003–2012 (Kolas, 2017).

In Pakistan, women are confronting with four major challenges which includes: increasing literacy among women, access to employment opportunities, promoting changes in the perception of women's role and status and getting public service, in this scenario it is need of time for the government to evaluate concrete measures to enhance the participation of women in work force/employment and by enhancing quota, number of reserved seats, national, international commitments enactment of pro-women laws/acts (National Commission on the Status of Women, 2016).

As far as consequences are concern then most of women are subordinated and tutored by men and lacks in personal and economical autonomy. It is observed that males, husbands, parents or siblings are usually holding the position of head of the family (Charles, & Grusky, 2005). The World Bank said that it is impossible for most of women to find a job. Around 21 percent percentage of women is under ages of 15 and above are working in paid jobs in different sectors of the economy. According to statistic, about 72% of women are engaged in agricultural work, 15% in the service sector and 12.5 % in the industrial sector. Whereas; about 84 percent of males are working in paid work who falls in the age category of above 15 years. The data shows massive discrimination while acknowledging the economic contribution (Roxburgh, 2006).

However, the Government of Pakistan has taken numerous steps and measure for the development and empowerment of women specially for working women, so that they could effectively participate in the mainstream of the economy. In this regard, the government has passed various pro-women Laws, to enhance the job quota of women in all sector, increased number of women seats in National Assembly, Senate and Provincials Assemblies. Number of seats for women is increased in the local government

system and special seats for women also reserved in local bodies (Maliha, 2013). The government has implemented the "Protection Against Harassment of Women at Workplace Act, 2010" approved by the National Assembly and the government has further taken appropriate actions for implementation of the Act (Khan & Ahmed, n.d.).

Moreover, the Government of Pakistan is also signatory of several international declarations i.e. Universal Declaration of Human Rights (UDHR), Convention on Elimination of all forms of Discrimination against Women (CEDAW), Millennium Development Goals (MDGs) and other ILO conventions 2000-2002, National Policy for Development and Empowerment of Women which formulated and initiated "Gender Reform Action Plan (GRAP)" and now government is very much committed to get the Sustainable Development Goals and Goal five specially related to gender equality (Kabeer, 2012).

The study is primarily focusing on present provision of gender equality available for various national and international commitments and laws passed by the government for providing the gender equality especially for women. Secondly, how many working women are aware about available laws including Constitution of Pakistan, national and international commitments, women quota in jobs, laws and acts passed by the National and Provincial assemblies, number of seats available for women in Senate, National and Provincial Assemblies.

Review of Literature

The participation of women in labour force remains low which is at 26% and the ages fall between 15-64 years, currently women population comprised of approximately 14.4 million in the country. About 41 million women in this age group remain out of the labour force, accounting for 36% of the entire population (women and men) in the 15-64 age brackets. The percentage of women already employed is highest in the age brackets of 25-59 years at 70% is highest, equivalent to approximately eight million women, leaving large numbers of women in this lower age group out of the labour force (Pakistan Economic Survey, 2009-2010).Around 26% of women are involved in the workforce and in fact they are married; 24% of these have at least one child less than age three. More women are employed in rural areas than in urban areas, notwithstanding the higher levels of education and presumably better opportunities for work available in towns and cities. About 32 percent of women in the labour force have a college degree or higher, while a similar proportion of women have no education (Majid, 2017). Gender segregation has been observed in occupations with critical mass of 30% considered to be the tipping point for women in every sector. Women comprise of 39% of the labour force in the agriculture, forestry, hunting and fishing sector, 22% in the community, social and personal services sector and 20% are involved in manufacturing sector. Women working in agricultural

sector are concentrated in animal production (47%), followed by mixed farming (23%) and growing non-perennial crops (18%) (PSLM, 2014-2015).

Within occupations, the share of women's employment is high in the category of skilled agriculture and fishery workers (38%), professionals (30%), elementary occupations (21%) and crafts and related trades (18%). Women in skilled agriculture are concentrated in the sub-category of livestock and dairy producers. Women are concentrated in teaching in primary and secondary education. Few are in the fields of science, technology, engineering or mathematic (STEM). Fewer women found in senior management positions (0.3%) or owners of private enterprises (12%) (Abbas, 2015).

It is available in research data that about 30% of women and 3% of men are home-based workers and they have earned total wages of Rs. 400 billion per annum around the globe. Both the genders have contributed about 3.8% of share in the GDP through the home-based work. It is also observed that home-based workers are engaged in low paid work, without any regulatory framework. In fact there are no benefits healthcare, however; proven productive for the economic growth of the country (Sarim, 2018).

As it is observed that government is signatory of many of the gender equality conventions to overcome discrimination against women, which is considered helpful in attaining sustainable development in the country as a whole. Women representation in public sector departments shows that government is working for ensuring the right of women through giving equal opportunities like men. It is observed that Pakistani women have more presence in politics as compared to other countries of South Asia (Ahmad, 2018).

It is acknowledged that Pakistan has 64th rank in Inter Parliamentary Union's, which highlights that more women have participated in national parliaments which includes senate and provincial assemblies in the country, Pakistan standing at quite better position as far as women political participation is concerned in democratic countries. There are about 342 seats in the national assembly and at present, women comprising of 70 seats in the parliament and 17 percent seats in senate (The Nation, 2016).

The government of Pakistan has also signed and ratified the Convention on Elimination of All Forms of Discrimination against Women (CEDAW) and promised to comply with its provisions and ensure its implementation to secure women rights. It is also said that to strengthen financial status of women, there is a dire need to provide them monetary assistance in a way to empower them. In this regard, Nawaz Sharif government had allocated around 50 percent of loans for women under Prime Minister Youth Loan Scheme, for giving opportunity to work in the mainstream economy of the country and reduce economic imbalances in the country (Hamid, 2018).

It is important to mention that government is intended to attain gender equality and women empowerment which is one of the Millennium Development Goals for the overall development in social and economic structures of the country. The government is aiming to ensure that women should have presence in all segments and should be sound in all governmental institutions including in judiciary and in the civil services of the country. Women should participate in the private sector of the economy, in order to become a part at business associations to influence the decision making and urged the government to make appropriate gender sensitive policies to ease women in doing business as well. It will have positive impacts in almost every segment of the society.

Unlike many countries Kosovo Police service introduced gender responsive training in their curriculum in 2006, the title "*Gender and Border Management"* and have team leaders and commanders for the supervision. The training aims to enable security providers to link gender and its matters in daily practices. Training for gender equality is an integral part and should provide at multiple levels and make their presence in the security system for both males and females in all ranks and levels. Trainings also highlighted the gender issues; and had awareness campaigns about sexual harassment at work places faced by women. The training also discussed various issues such as domestic violence, human trafficking, sexual and reproductive health. Such training programs are important to aware women about their due legal rights; as they can have justice through proper procedures including parliamentarians, judges, lawyers, prison personnel, prosecutors and non-governmental organizations. For effective results gender based trainings need assessments to acknowledge the change through such measures. High ranking personnel also provide capacity building programs and share their valuable experiences for providing guidance for gender awareness and for ensuring gender equality (Mackay, 2008). The reason for mentioning this example of KOSOVO of police service efforts is because we can also initiate such kind of practice in Pakistan to command women that how they can survive or deal with the issues happens at workplaces with women.

It is also a significant point that equality in legislation and national programmes apparently played an effective part in starting and encouraging gender equality activity at the workplace. It is critical to give organizations with chances to share experiences, and in addition to promote, and this should keep continue for further support . As the gender equality plan extends to incorporate race, age, sexuality and religion, there is a risk that diverse disparities may end up stressed as politically essential at various circumstances, to the disadvantage of others. The equality is very important at workplaces as it contributes to ethical, lawful or moral values (Galian & Etta, 2002).

It is witnessed that gender equality and women empowerment are considered worldwide issue; for this affirmative action numerous formal and informal strategies have been framed around the world. As many studies have revealed the reality in spite of the way that there has been betterment in the status of women as they have become educated and

working in the economy, but still there are various problems in which violence against women still exist throughout the world. Despite the fact that laws are framed against violence such as imprisonment and fines, but so far no single law is implemented in its true sense (Lather, 2009).

Meanwhile, the MDG's Achievement Fund (2013) had conducted 13 joint programs for Gender Equality and Women's Empowerment and was intended to address the gender issues in wide and all-encompassing way. Generally, the joint programmes have contributed towards the understanding of the common, political, social, and economical privileges and status of women to achieve the MDGs. The programs were conducted in different nations with differing degrees of neediness, poverty and levels of improvement, and also political and socio-economic conditions. The United Nations Development Assistance Framework (UNDAF) organized various program at national and international level for the development of women. However, women empowerment and equality in terms of gender is still very challenging in many countries. In this manner, it is also analysed that cultural and social settings should be altered in the regions for programming with effective mechanism. In several parts of the world, women have no access to resources, rights and privileges as men are entertaining. Around nine joint programs have been conducted for strengthening political and economic empowerment of women For example in Bolivia, e the program concentrated on expanding the financial strengthening which is the most hindering factor for impoverished females, enhancing the lives of an expected 4,640 females by expanding their earnings, and empowering them to help their families and achieve a specific level of financial autonomy. The program emphasized on women's access to resources, economical and educational right, decision making and confidently access to market as entrepreneurs (Rios-Kohn, 2013).

To gain equality in all aspects of life by individuals is actually a fundamental right of every human being which creates civilized societies and ends all forms of oppression against genders in the world. Especially women is considered the most deprived gender in all the segments of life; as they do not have equal access of getting education, suffering from malnutrition as lacking health care facilities, as there are lesser opportunities of work in the labour force for women. However if they have been given equal rights in all such mentioned sectors then she can be able to take part in politics and may also economically active in the country. As education and employment will restore their confidence and as it is a general perception that person dominates when they start earning and also gain power so, they will also become a part of decision making process at national levels. The country has signed various developmental projects of the United Nations, one of them is Sustainable Development Goals (SDGs) in a way to bring gender equality and focus on delivering equal rights for improving women socio-economic conditions.

In addition country's National Plan of Action, National Policy for Development are emphasizing to empower women with their consistent efforts as trying to comply with

international gender commitments. For last 18 years, several legislations have been made against gender-based violence in Pakistan. In fact different schemes have been evolved to facilitate women under such policies which are as under:

- 'Youth Business Loan Scheme' has reserved and allocated 50% of loans for women.
- 'Minister's Youth Skill Development Scheme' trained women through vocational trainings and skills, however around 800 million rupees have been allocated by the government under this scheme.
- At present 'Sindh Government's Landless Haris Project' beneficiaries are most of women, which is about 70.6 percent of land titles given to women living in rural areas.
- The federal government has fixed 10 percent of quota in civil services for women.
- The Punjab government has launched a project 'Punjab Fair Representation of Women Act 2014'which is allocated around 33% of representation in all statutory or public organizations of the country.
- Women desks have been set up at federal and provincial level for implementing the harassment act by all means possible, even various workshops and seminars were conducted to aware women about preventive laws from violence.
- To empower women economically around 2.7 billion rupees are projected to be allocated; while explain eleven year program (Pakistan Economic Survey, 2016-17).

Objectives of the Study

- To observe the problems faced by women at workplace in public sector institutions, Karachi (in health and local government department).
- To find out ways for improving the existing working condition for women in public sector institutions.
- To highlight existing laws which are framed for the protection of working women in governmental sector.
- To find out whether working women are aware about national and international commitment, legislations signed by the government for their protection.
- To find out what facilities are available for working women in health and local government departments.
- To find out gender biasness in the promotion of male and female worker.
- To identify social, and cultural, challenges faced by professional women.
- To find out whether working women are aware about national and international commitment, legislations signed / passed by Government from time to time for their protection.
- To acknowledge that women are getting benefit from these laws in governmental institutions.

Methodology

This research is carried out in two governmental sectors of Sindh i.e. health public institutions and local government body. The research highlights employment patterns (position/post) of women, and their improvement in their standard of living and human development ratio in such organizations. This research has examined the problems of working women in two government department and their level of awareness about various initiatives taken by government for betterments of working women; as stable economic conditions for women not only to stable their families' income but also to contribute to the national economy. The present research is a descriptive research and highlights the existing and laws regarding working women in the country and its implementation. The research has used quantitative methods and has conducted a survey in health and local government departments, where the sample size of working women is one hundred and seventeen (117). Interviews were used as a tool for data collection from working women of two government departments in Karachi: The universe or population was taken from local government bodies which are as under: Secretariat, Directorate of Local Government, Field Offices, Karachi Metropolitan Corporation (KMC), District Municipal committees (DMCs), District Council Karachi, Union council and union Committees). Health department includes the following hospitals: Secretariat, D.G office, Directorate, Civil Hospital Karachi, Sindh Government Hospital Liaqatabad and Sindh Government Qatar Hospital Karachi.

Results and Discussion

The Government of Pakistan as well as the Government of Sindh has recognized the present position of women in the public sector and also targeting to achieve Sustainable Development Goals especially gender equality, and on cross cutting themes, to give more employment opportunities in various sectors i.e. women in informal sector, enhance the quota of women in all types of employment, and women in agriculture. As various agricultural policy have been framed, wherein women are given special attention, home-based workers for which labour department, Government of Sindh with the approval of Chief Minister Sindh announced the first ever home-based women workers policy for women in business especial loan through commercial and non-commercial banks and institution, as the mark up over loan is on very low rate for women and other bills like equal pay for equal work has also passed; these efforts made by the government and various NGOs, though the participation of women in workforce is still far behind.

The research data is analysed the problem of working women in two government department in terms of their ages, work experiences, salary, marital status, family structure, available facilities, and their level of awareness about various initiatives taken by the government for their betterment. The study has combined both governmental departments' women workers data to analyze women's work profile, awareness of laws, and women working conditions of the research sample.

Demographic Profile

Table: 1
Distribution of respondents according to their designation

Designation	Frequency	Percentage
Nurse	62	52.90%
Teacher	4	3.41%
Senior Women Medical Officer/ Doctor	18	15.38%
Receptionist	10	8.54%
Lab attendant / Radiographer	10	8.54%
Medical Assistant	1	0.85%
Aya	10	8.54%
Surgeon	1	0.85%
Director Information	1	0.85%
Total	**117**	**100%**

The above table shows the designation of the respondent that there are about nine different category of designation from *Aya* to medical surgeon. The largest respondent are nurses which comprising of 52.9%, about 15.38% are doctor or senior women medical officer and 8.54% respondents are receptionist/*Aya* and lab attendant. In this study most of women are engaged in nursing profession, as nursing is most respectful job for female and it is a dignified job, as nurses are devoted and provide better services to patient besides, they have middle level education, therefore 52% of female are in nursing field in total sample of the study.

Table: 2
Distribution of respondents according to their organization/ institution

Organization	Frequency	Percentage
KMDC Hospital Local Government	10	8.54%
Civil Hospital /Dow Medical University	61	52.13 %
Jinnah Hospital	4	3.41%
Welfare Organization	1	0.85%
Sindh Govt. Hospital Liaquatabad	24	20.51%
Sindh Government Qatar Hospital	10	8.54%
Monitoring & Evaluation Cell Local Government Sindh	2	1.70%
Sheikh eye Hospital	1	0.85%
School KMDC Local Government	4	3.41%
Total	**117**	**100%**

The table shows that 52.13% of respondents working in Civil/Dow Hospital, 20.51% in Sindh Government Hospital Liaquatabad and 8.54% in Sindh Government, Qatar

Hospital and KMDC Hospital in local government. There are very few women working in local government department at highest post including Secretariat, Directorate and its field offices level. Therefore only 3.4% women respondents in this survey have taken from schools in local government and around 1.7% are from monitoring and evaluation cell of local government department Sindh.

Table: 3
Distribution of respondents according to their age group

Age	Frequency	Percentage
20-30 Years	26	22.22%
31-40 Years	33	28.20%
41-50 Years	27	23.07%
51-60 Years	30	25.64%
60 and above	1	0.85%
Total	**117**	**100%**

The above table describing the age of respondents in which the majority of working women in the local government and health sector are in age group of 31-40 years which contain 28.20% of total respondents, 25.64% are falling in 51-60 years category and 23.07% are of 41-50 years of age. Most of the respondents are of 31-40 years of age because these age people apply for more job. Since the study conducted in government sector, only 0.85 % of women are of 60 years and above, as old age people do not get jobs easily.

The research also revealed that women of age group 20-30 are only 22.22%, in fact their appointment are in process and working women are available almost with equal proportion (22% to 28%) in all age groups. However, government should increase the female appointments on vacant posts and encourage female to join the government sector through evolving massive opportunities.

Table: 4
Distribution of respondents according to their family structure

Family Structure	Frequency	Percentage
Nuclear	40	34.18%
Joint	77	65.81%
Total	**117**	**100%**

Family structure played vital role for both men and women throughout their lives on their social and economic life. Mostly men and women commonly live with their parents until they get married, and even after marriage they continue to live in the joint family system, i.e., with the husband's family. Despite of many changes occur, the institution of the

family (*Khandan)* plays a very important role for women and especially for working women either lives in urban or rural area. In the present study, the family structure of working women in two government department are also studied which reveals that 65.81% of working women mostly married and unmarried and preferred to live in joint family system while 34.18% are living in nuclear family system. Most of the respondents want to live in joint family system, as in joint family especially when women is under employment could share most of their domestic work, caring of children and adult.

Table: 5
Distribution of respondents according to their marital status

Marital Status	Frequency	Percentage
Single	26	22.22%
Married	81	69.23%
Widowed	7	5.98%
Divorced	3	2.56%
Total	**117**	**100%**

The above table showed the marital status of working women interviewed during the study. As marital status is the most important aspect which has increased the responsibilities for working women. In our culture married women are prefer to work at home and doing their domestic chores besides single, widow or divorced women manage to work in order to earn and to contribute in their family income. But this study sample shows very different results as 69.23% of total women are married whereas 22.22% single, 2.56% of divorced and 5.98% widowed women. The data shows that the respondents who work in local government and health sector are mostly married due to facilities of governmental jobs women are preferred to continue their job even after their marriage. It is recorded that total 91 women respondents have children in the sample, in which 61.5 % women have 3-4 children, 21.9 % have 5-6 children and 10.9 % have 1-2 children. It is observed that birth of children did not create any hindrance for women to get out of jobs because families and spouses are supporting and willing that they should continue government jobs. Besides this, women responded that few challenges they have to face in form of double burden in a way to work in private and public life, but anyhow they manage their work and life, and also added that their income supports to have better education for their children and for raising their living standards. It reflects from respondents opinions that in these two sectors married women are easily manage their household responsibilities with the support of family and in laws as well.

Women's Work Profile

Table: 6
Distribution of respondents according to their work experience

Duration	Frequency	Percentage
6 months to 5 years	24	20.51%
6 years to 10 years	30	25.64%
11years to 15 years	32	27.35%
Above 15 years	31	26.49%
Total	**117**	**100%**

The survey observed that the majority of working women have 11 to 15 years of experience which contained 27.35%; while 26.49% are working for last 15 years and more. Around 25.64% of women are working in hospitals and government department for 6 to 10 years. Most of the respondents work for many years as compared to other in order to fulfil their financial needs. The table further showed that in all categories of working experience the gap is very narrow; women are continuously entering into new jobs in government sector on regularly basis.

Table: 7
Distribution of respondents according to their monthly income

Monthly income	Frequency	Percentage
1000-10,000	40	34.18%
10,001- 20,000	9	7.69%
20,001- 30,000	12	10.25%
30,001-40,000	10	8.54%
40,001-50,000	12	10.25%
50,001-60,000	2	1.70%
60,001-70,000	2	1.70%
70,001-80,000	15	12.82%
80,001-90,000	7	5.98%
90001-100,000	3	2.56%
100,001 & above	5	4.27%
Total	**117**	**100%**

The data shows that the monthly income of the working women respondent is started from Rs 1000-10,000/-and with the difference of Rs 10,000/- ended at Rs 100,000/- and more. The problems of working women are covered from *Aya*, attendant to surgeon and director therefore, variations and vast difference in monthly pays also noticed in the study. The table mentioned that 34.18% of working women are earning Rs 1000 to 10,000,

about 12.82% are earning Rs 70,001 to 80,000 monthly and around 10.25% earn 20,001 to 30,000 and 40,001-50,000. While only 4.27% women get monthly income Rs.100,000 and above. It is very much obvious that mostly working women in government jobs are working on small scale / grade / positions and very low percentage of women are working in higher positions.

Awareness about Legislations

Table: 8
Distribution of respondents that they aware about national and international legislation for protection of working women

Aware about legislation	Frequency	Percentage
Yes	24	20.51%
No	93	79.49%
Total	**117**	**100%**

The Government of Pakistan has taken measure for the development and empowerment of women; as country is signatory of several international declarations and treaty i.e. Universal Declaration of Human Rights, signatory to ratification of Convention on the Elimination of all forms of Discrimination against Women (CEDAW), Millennium Development Goals and other ILO conventions 2000-2002, and now government is very much committed to get the Sustainable Development Goals 'five'. Several laws passed by federal and provincial government which are directly related to working women i.e. "Protection against Harassment of Women at Workplace Act, 2010" Women Pregnancy Leave Act 2015 and others. In addition, the current survey in governmental departments showed that about 79.49% of respondents are not aware about any of such legislation and commitment of government and 20.51% are known about few legislations. Majority of the respondents do not aware about legislation because lack of education and interest.

Table: 9
Distribution of respondents that they aware about Harassment Act 2010

Aware about Act	Frequency	Percentage
Yes	30	25.64 %
No	87	74.35%
Total	**117**	**100%**

The Government of Pakistan has approved the Act titled, "Protection against Harassment of Women at the workplace Act, 2010. The purpose of this Act is to provide safe and secure working environment to women at workplace. To ensure implementation of this Act in its true spirit government has made its mandatory for all public and private sectors including educational institutions to adopt the "code of conduct" in the institution to

comply with the Act. "Protection against Harassment of Women at Workplace Act, 2010". The intention of the law is to provide an opportunity to all organizations, institutions, public, private and civil society to develop a self-regulatory mechanism whereby organizations / institutions can handle the problems related to sexual harassment internally. Implementation of this code has become mandatory for all organizations / institutions.

In Sindh, the law is enacted and a separate office of ombudsperson has been established. More than 2500 enquiry committees are established throughout the province. Above table shows that 74.35% of respondents are not aware about the Sexual Harassment Act 2010 and 25.64% are aware about this Act. Majority of the respondent don't know about harassment act, as in hospitals there is no enquiry committee against harassment if faced by any of women.

Table: 10
Distribution of respondents that required training regarding for improvement of their work

Training	**Frequency**	**Percentage**
Yes	59	50.42%
No	58	49.57%
Total	**117**	**100%**
Capacity building already taken		
Yes	22	18.80%
No	95	81.19%
Total	**117**	**100%**

In order to improve the job skills and to enhance the capacity of employees on job training or training at workplace are provided to employees or workers. Theses training not only enhance their knowledge and skills, but also essential to perform adequate performance on the job.

Job training is also one of the major steps for specific posts in health and local government department, Karachi. Health department required time to time job trainings by officer and official in managerial/administrative field for better administration while doctors, nurses, technician, and other Para-medical staff consecutively needed capacity building skill and improvement in handling new technologies at hospitals. In local government department, officer and official field staff, data processing assistant and others are obliged to perform training as per their job requirements.

The data revealed that around 50.42% of respondents is required training for improvement at their workplace and 49.57% have informed that no training required for making improvement in their existing performing task.

It is also observed that health and local government departments have spent huge amount for capacity building training for employee in order to improve their performance and professional skills. But the result in the present study is varying that about 18.30% said that government has provided training program/workshop for capacity building of working women while 81.19% of respondents does not received any kind of training by governmental departments. Even the majority of women responded that they do not know about any of governmental plans for capacity building for working women.

Women Working Conditions

The research paper has explored women working conditions on the basis of reasons why women are working, facilities they get at workplace, do they pressurise for performing job, women working grades and cadres in public sector jobs, assess the condition whether timely promotions given to women or not, or to observe the discrimination on such grounds.

Table: 11
Distribution of respondents according to their reason of work

Reason of work	Frequency	Percentage
Wanted to be independent	26	22.22%
Wanted to lead a purposeful life	10	8.54%
Wanted to achieve a status	3	2.56%
Just to full fill passion / wish	20	17.09 %
Have nothing better than this	13	11.11%
Govt. Job/ Financial problem	45	38.46%
Total	**117**	**100%**

The above table briefly explained reason of work among women in two of government sector i.e. health and local government department in Karachi. Around 38.46% of working women stated that they are doing this job because they have government job and they are receiving the benefits of leave and security, however their guardians husband / father and other family member feels that government job is respectable and safe place for job, and have other reasons like to support their families, around 22.22% of women doing work as they wanted to be independent and 17.09% work to fulfil their passion /wishes while 11.11% responded that they have nothing better than doing work. Around 8.54% of the view that they want to spend a purposeful life. Lastly 2.56% women want to have high standard of living.

Table: 12
Distribution of respondents what facilities they get at workplace

Facilities	Frequency	Percentage
Medical	15	12.82%
Residence	4	3.41%
Conveyance	8	6.83%
All Allowances	16	13.67%
Uniform	15	12.82%
Lunch	4	3.41%
Not aware about Facilities	10	8.5%
None	45	38.46%
Total	**117**	**100%**

The available facilities for the working women in two government sector i.e. health and local government department in Karachi at their workplace with regards to medical, residence, conveyance , allowance, uniforms, lunch and other. It is mentioned that in government jobs all allowance are provided with salaries therefore, mostly employees are not known whether they get any facility or not; about 38.46% respondents answered that they do not get any facilities and 8.5% sated that they do not aware about any facility. On the other hand 13.67% admitted that they get all the allowances. In government departments uniforms are provided to the lower officials including *Aya* and nurses i.e. 12.82% especially in health department. About 12.82% respondents agreed they have medical facilities. Whereas 6.83% said that they get conveyance facilities, 3.41% get lunch facilities at their working place while some working women also have residence facilities (3.41%).

Table: 13
Distribution of respondents regarding father/brother/husband/pressurize to do work

Pressure	Frequency	Percentage
Yes	70	59.82%
No	47	40.17%
Total	**117**	**100%**

In current economic situation both men and women have to play its role in contributing family income. In some cases wives or daughters realized that if families are facing financial hardship then females decide to perform job and provide supplement to their family income. In some families especially in civilized societies where daughters are given equal opportunities of education then after completing education; fathers, brothers and husbands sometime give equal chances to do work / job or pressurize women to do some job and contribute to the family income. Above table shows that 59.82% of

respondent's father/ brother/ husband pressurize them to do work and 40.17% do not pressurize them to do work.

Table: 14
Distribution of respondents they think that workplace conditions are suitable for women in formal sector

Working conditions	Frequency	Percentage
Yes	47	40.17%
No	70	59.82%
Total	**117**	**100%**

Although the study has been conducted in the formal sector of two government department i.e. health and local government department in Karachi, but majority of women are not satisfied with working environment. The above table shows that 59.82% of respondents do not satisfied with their working conditions, and informed that condition is not suitable for them even in formal sector and about 40.17% of respondents stated that their working conditions are suitable for women as working in the formal sector of the economy. It was observed during the study that basic facilities are available for female staff in higher grades i.e. lady doctors, executive staff, but not for nurses, midwives, and *Ayas*. Facilities include separate common room, washroom, prayer room and others.

Table - 15
Distribution of respondents according to the grades of total vacancies of male and female in local government department of Sind

Grade	Male		Females		Total		
	Frequency	Percentage	Frequency	Percentage	Total	Male %	Female %
1-5BPS	2000	27.68%	125	38.94%	2125	94.448	5.882
6-10 BPS	1900	26.305%	46	14.33%	1946	97.636	2.364
11-15 BPS	1524	21.09%	100	31.15%	1624	93.842	6.158
16-20 BPS	1800	24.91%	50	15.49%	1850	97.297	2.703
Total	7224	100%	321	100%	7524	96.013	4.266

(Data compiled by the author)

Above table shows that 27.68% vacancies for males is of 1-5BPS, 26.30% is of 6-10 BPS and 24.91% is of 16-20BPS. However, around 38.94% females vacancies is of 1-5 BPS, 31.15% is of 11-15 BPS and 15.49% is of 16-20 BPS in Local Government Department of Sindh.

In total women are higher ration in BPS (1 to 5) which constitute 5.88% while in BPS (16-20) Women are only 2.7% in all grades women in local Government 4.2% in the above table result shows that vacancies for females are very less as compare to males. This shows that women are discriminated in all the grades as in Local Government Department of Sindh.

Table-16
Distribution of respondents according to their post's promotion on next Cadre

Promotion on next Cadre	Frequency	Percentage
Yes	89	76.06%
No	28	23.94%
Total	117	100%

The table shows the case of two government departments in health and local government department where women respondents working on promotional post where mostly promotions in next cadre /grade has been provided without any discrimination as above table shows that 76.06% respondents have post for promotion on next cadre and 23.04% are not working on promotion posts.

Table-17
Distribution of respondents do they feel their male colleague promoted early

Male Colleague Promotion	Frequency	Percentage
Yes	24	20.52%
No	93	79.48%
Total	117	100%

The above table indicated the gender balance situation while have promotions as 79.48% respondent's think that their male colleague does not get promotion early and 20.52% get promotion early because of various reasons such as they are more competent, hardworking and having good relation with their bosses.

Conclusions

The conclusion has been drawn on the basis of acquired results, which shows that numbers of women are found in public sector jobs including local government and health sectors as government jobs are providing several facilities to their employees. It is observed usually traditional societies do not allow women to work for earning income to keep women suppressed so that men can maintain their dominance in the society. But now due to the changing economic trends, the women workers informed that their male counterparts allow them to work, and about quarter of them responded that they are

pressurized not to leave government jobs. It is very unique kind of information explored from this study that these women manage household economy also, in addition supporting their family financially as well. However, another significant point highlighted that educated families want to make their women economically independent.

According to women respondents they are working in very good condition, as there are no incidents of harassment recorded, or any favours asked by the male bosses from their female workers, even majority of female employees agreed that they get promotions easily and further admitted that if males are getting promotions earlier so, they are competent and have capabilities to perform well. In fact, there are no pay gap issues found in public sector employment among men and women.

But under such positive scenario, few thing are found discriminatory, which are that is glass ceiling among female government employees, as the high ratio of women is found in lower grades and cadres as compared to the higher posts. Whereas, female respondents believed that women cannot contest for the male posts due to many reasons including paternal and benevolent system of our society. On the other hand, it is also very bizarre that majority of females are unaware about national and international pro-women laws in a way to demand their due rights. However, if women are aware about all the laws related to women, then only women can move forward to achieve higher levels of development in the economy.

Recommendations

- Government should ensure implementation of Sexual Harassment Act 2010 at all workplaces to ensure violence free working place for women.
- The basic facilities should be given to the lower staff as well including to nurses, midwives, and *Ayas*, as other upper strata of the staff is availing.
- The Government of Sindh Labour Department has passed Pregnancy leave Act which should be used effectively and strictly by the employees.
- Government should make necessary measures for the publicity and awareness of pro-women laws/acts in general public so that more women could be benefited and take part in economic activities of the country.
- There must be massive advertisements for women employments in local government system, to encourage and bring women out from stereotypical jobs.
- The training programs at various cadres and post required, which should be given to women before hiring as they can become professionally skilled and would give maximum output at the workplace.

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The Assesses Impact Of Motherly Awareness On Pediatric Vaccine Uptake

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Abstract

Pediatric vaccination is the greatest instrument for children' health. It avoids infection and viruses of under 2 years of children. Numerous nations are appearing unwilling for pediatric immunization. There is a vital barrier to pediatric vaccination, which is associated with the lack of maternal awareness (line remove)The current study is designed to evaluate the childhood vaccination-related diseases, mother's awareness, practice, perception and these impact on the pediatric vaccination status, additionally, to know the children's health conditions level in Gadap town, Karachi Pakistan. This study assesses the impact of childhood vaccination as protecting shield which associated with the mother's awareness, practices as well as the mothers' perception. Evaluate the childhood immunization's benefits and health risk for not choosing vaccination of their children and its effect on childhood vaccination status. In this study purposive technique of non-probability sampling is used to select sample of mothers whose children age up to 2 years. This selection is done by keeping in mind the objective of the research. The total sample was 280 who were under two years of children's mothers. The research design was qualitative and quantitative, furthermore, the exploratory design was used, and the in-depth interviews have been conducted from each mother. The research instrument has personal information, pediatric vaccination status, pediatric vaccine practice, mothers awareness about benefits, health risk, vaccine-preventable diseases related information, additionally, know the mother's Perception regarding the pediatric mortality and morbidity ,furthermore, the level of motherly awareness and pediatric vaccination practice which were scored according to mother's answers.

Keywords: Assesses, Motherly, Awareness, Pediatric, Vaccine.

تلخیص

حفاظتی ٹیکے بچوں کی صحت کے لئے سب سے اہم ذریعہ ہیں۔ اس سے ۲ سال کے بچوں کو انفیکشن اور وائرس سے بچایا جاتا ہے۔ کئی قومیں بچوں کی حفاظتی ٹیکوں کے لئے ناپسندیدگی ظاہر کرتی آرہی ہیں۔ ماؤں کی بچوں کے حفاظتی ٹیکوں کے بارے میں شعور کی کمی ایک اہم رکاوٹ ہے۔ موجودہ مطالعہ اس بات کو مد نظر رکھتے ہوئے تیار کیا گیا ہے تاکہ ماؤں کو بچوں کے حفاظتی ٹیکوں سے متعلقہ بیماریوں کا شعور، طریقہ کار، خیالات اور حفاظتی ٹیکوں کی حیثیت پر ان کے اثرات کی آگہی دی جاسکے اور اس کے علاوہ، گڈاپ

ٹاؤن، کراچی پاکستان میں صحت کی حالت کا جائزہ لیا گیا۔ یہ مطالعہ بچوں کے حفاظتی ٹیکوں کے اثرات کو بیان کرتا ہے جو بچوں کے لئے ڈھال کی طرح ہے جس کا تعلق ماؤں کے شعور، طرز عمل اور خیالات پر ہے۔ بچوں کے حفاظتی ٹیکوں کے فوائد اور بچوں کے حفاظتی ٹیکوں کے تحفظ کو اہمیت نہ دے کر صحت کے خطرے کو مول لینا اور حفاظتی ٹیکوں کی حیثیت پر ان کے اثرات کا جائزہ لینا ہے۔ یہ مطالعہ پیدائش کی عمر سے دو سال کے بچوں کی ماؤں پر مشتمل تھا، غیر امکانی نمونہ بندی کی تکنیک، پہلوئی نمونہ بندی کا استعمال کرتے ہوئے کُل آبادی میں سے اُن ماؤں کا انتخاب کیا گیا جن کے بچوں کی عمر ۲ سال تک ہے۔ یہ انتخاب تحقیقی مقاصد کو مد نظر رکھتے ہوئے کیا گیا۔ کل نمونہ ۲۸۰ تھا موجودہ تحقیق میں کیفیتی اور کمیتی طریقہ کار کے ساتھ اکتشافی خاکے کو استعمال کیا گیا ہے اس کے علاوہ ہر ماں سے تفصیلی انٹرویو کیے گئے۔ انٹرویو میں ذاتی معلومات، بچوں کے حفاظتی ٹیکوں کی حیثیت، بچوں کے حفاظتی ٹیکوں کی مشق، فوائد کے بارے میں ماؤں کی آگاہی، صحت کے خطرے، بچوں کے حفاظتی ٹیکوں کی بیماریوں سے متعلق معلومات، بچوں کی اموات اور بیماریوں کی شرح مزید ماؤں کی آگاہی کی سطح اور ماں کے خیال کو جانا ہے جو کہ ماؤں کے جوابات کے مطابق تھی۔

کلیدی الفاظ: تشخیص، ماں، بیداری، بچے، حفاظتی ٹیکے۔

Introduction

According to the World Health Organization (1947) Pediatric health means that the children ought to be well physically, psychologically and particularly in the absence of wellness (WHO, 1979). Children are the upcoming part of each state and therefore, the main concern of all the countries, communities and humanities ought to be safeguarded for his or her healthy progress and physical development (Tomes & Rickel, 1996). Children infections bring diseases and germs and viruses instigated from the infection (Holdsworth & Robinson, 2008). It is observed that zero to 2 years of children get affected earlier as well as the deaths in the newborn period are frequently caused by diseases, mother's malnutrition, absence of mother's awareness, Mother's wrong perception, difficulties in children's delivery plus tetanus, pediatric low immune and illnesses are also influencing factors of children morbidity and mortality. Mention in the "The Convention on the Rights of the Child" the articles relevant to the right of the family life tells the convention validates the association between the right to family life and all other fundamental principles about child rights. According to (CRC, Art. 27) "Parties have positive duties to take appropriate measures to assist parents (and others responsible for the child) in providing an adequate standard of living for their children (Chernyshov, 2012). Every year, nearly 10 million zero to 2 years of children's are dying globally, moreover, in the world 42 republics are dealing with zero to 2 years of the child's death. Unambiguously South Asia and Sub-Saharan Africa encountered inconsistency in the death of under 2 years of children and these rates are growing every year (Rudan1, 2013). Globally, the zero to 2 years of children's death occurrence is 41 deaths per 1,000 live births in the years of 2016 (UNICEF, March 2018). According to WHO (2019) Pakistan comes in low-income regions, it is going through the poverty and illiteracy (WHO, 2019). However, healthiness system has been failed, especially, among the 2 years of children

(Afzal, Yusuf. 2013). Furthermore, according to the UN it has unsuccessful to attain two key target sets in all South Asian countries, one is "Health for all" in 2000, 2nd "Millennium Development Goals" in 2015 (United nation, 2015 & WHO, 2013).

These mortality rates were because of pediatric vaccine-preventable diseases. The child mortality rates were EURO (European region) was 33%. WPRO (Western Pacific) was 34%. Additionally AMRO (American region) was 38%, moreover, EMRO (Eastern Mediterranean region) was 62%, and SEARO (South East Asia region) was 56%, AFRO (African region) was 73%, The, AFRO SEARO, and EMRO were the three regionsin the world which highly contributed the highest rates of child mortality (Nizar, Chagani, 2016). Pakistan is one of those counties, who has the 2 years of pediatric mortality higher than others country (UNICEF, 2018). Pediatric under 2 years of deaths because of measles disease is the main children's enemy as well as the killer, but degenerated almost 85 % internationally, additionally nearly 89% in the important region, sub-Saharan Africa in the years of 2000(World Health Organization. 2010). Then nearly 14 main countries removed maternal as well as neonatal tetanus disease and tetanus casualty rate was 70% in newborns. Receiving percentage of pediatric pertussis, diphtheria, and tetanus vaccine (DTP) usually is the pointer of countries who are giving pediatric vaccines. In the year of 2017, the total global pediatric vaccine coverage rates of the 3rd dose of the pediatric (DTP3) got 85 % and got upgraded by 72 %the years of 2000, additionally 21%in the year of 1980.But, progress needs to improve, almost 71 countries have not achieved the Global Vaccine Action Plan (GVAP). Internationally 19.9 million Pediatric of 1 year haven't received the all 3 doses of the DTP in the year of 2017, furthermore, 20.8 million children of 1 year have unsuccessful to take a single dose of the pediatric vaccine measles. Almost 123 million world's children were vaccinated in the year of 2017, however, many millions of children are still unvaccinated and suffering from mortality and morbidity. Around 40 %which were nearly 8 million of the unvaccinated 1 year of children are living in low income setting, 10 countries have only 50 %pediatric vaccine rate of DTP3 vaccine and similar measles vaccine, which are from, Central African Republic, Angola, Equatorial Guinea, Chad, Guinea, Ukraine, South Sudan, Nigeria, Syrian Arab Republic and Somalia. As well as a half % of children unvaccinated for DTP3 were living in these five nations which were: Pakistan, India, Indonesia, Nigeria and Ethiopia (Jennifer, Liang, 2018).

Literature Review

A study finding showed that there were great differences in mother awareness and the practice of Pediatric routine vaccination (UNICEF 2017). The Centers for Disease Control and Prevention (CDC) showed the study results on the National Immunization Safety which exposed that award mothers who supposed children vaccines were harmless more possible to get their children inoculated as related to mothers who were supposed that vaccines were unsafe (CDC, 2000). The research results explored in 2 countries, Pakistan and India there were the big misunderstanding and mothers were frightened vaccinations and doubtful regarding the ingredients (Benin, Wisler-Scher, Colson & Shapiro, 2006).

Children health Influences to increase acceptance of Pediatric vaccination against diseases (Payne, Townend, Jasseh, Lowe Jallow & Kampmann, 2014). Mothers should be assured that children are not in danger and other children were securely immunized, outcomes of the awareness regarding the vaccination give the children faintness and the consequence get diseases, in many countries usually in mother's belief the natural immunity and retrieval after infections are healthier than the vaccination. Additionally, Worries about the vaccination reliability of source information about immunization and mothers don't believe in vaccine safety and afraid of life risks like death and disability (Wiysonge, Uthman, Ndumbe, & Hussey, 2012).

Children's fully vaccination status in low-income countries are actually low (Rutherford, Dockerty, Jasseh, et al, 2009). It is esteemed 54.5 million children expire every year and 1 among eight of those dies following within the age of 02 (WHO, 2010). UN agency admissions up to a pair of 2.5 million expiries of under two years of children globally, whereas the vaccination rate obtaining the higher against infectious diseases (WHO, 2016) it confirmed that the children get appropriately immunized in early ninth months, they are safer than those children who don't vaccinate in that period. Creation's $1/5^{th}$ of neonatal which an estimated 19.5 million doesn't seem to be immunized. Yearly about 1.5 million died against the vaccine-preventable diseases. (WHO. 2018). In the year of 2016,nearly 4.2 million children have expired in one year of a child's life (UNICEF, 2017). Furthermore, Pediatric vaccination standing is rising day by day. Globally consistently the blow 2 years of child death rates have gotten a decrease. 1990 the infant death rate was the 37 within the 1,000 live childbirths, in the year of 2016 this rate was down 19 within the1, 000 live childbirths globally(End Polio Pakistan, 2019)in the year of 1990, the neonatal mortality rate was 64.8, within the 1,000 live childbirths, as well as getting down from 30.5 within the1, 000 live childbirths in the year of 2016 globally (The World Bank, 2017). Equally, globally throughout the year of 1990, five years of children's expiry rates were93%within the1, 000 live births which got down to 2016, 41 within the 1,000 live childbirths. However, in 1990 under 1 year of children' death rate was as high as 8.8 million, then globally reduced as low as 4.2 million in the year of 2016 (The World Bank, 2017).

The population, urban center, Karachi city is 14,910,352 in line with 2017 Asian country Pakistan census (Revolvy, L. (2018). About half the population of the Karachi survives in rural areas (Revolvy, L. (2018). The blow five years of children's expiry rates in the rural areas is 2.5 quite alternative cities rates (WHO, 2017). Individuals living in rural generally live missing with basic necessities and community facilities, lack of maternal healthcare practice, an absence of maternal awareness low level of awareness. Typically, mother's wrong perceptions about regular vaccine information are incorrect, lack of Expended Program of Immunization distribution facilities, poverty, illiteracy and robust ethical beliefs. All of those influences boost high Pediatric diseases and mortality rate (Nizar, Chagani, 2016, Ansari, 2015, Mathers, Lopez, & Murray, 2006).

Globally, these low rates reporting the childhood vaccination decreased status, on the other hand, it has continually kept on high in Pakistan (Lorenz, Khalid 2012 & Encyclopedia, 2007). It means the healthcare situation of children, morbidity and death rate got higher in the rural areas of Karachi, Pakistan (Nizar Chagani, 2016).

In Pakistan, the Expanded Program on Immunizations was started in the year of 1978. The Pakistan federal Government is answerable of the vaccine in provision level, needles, cool chain tools, transportation, and health awareness material and vaccine awareness campaigns.[38] Expanded Program on Immunization vaccines preventable diseases are one of the key purposes of high Pediatric diseases and death rates. Evidence proved that great Infant death rates found in low-income states. In Pakistan, the Expanded Program on Immunizations Pediatric vaccine coverage is still under below in contradiction of a child's immunity. According to the WHO procedures, the Pakistan health department makes available the vaccination schedule. The Expanded Program on Immunizations is sponsored by via the United Nations International Children's Fund. All health Services and Vaccines provide free in every district across Pakistan (Daily mail TV programe, 2018).

Hurdles in Pediatric Vaccination

This research study recognized the hurdles of Pediatric vaccination, access the mother's wrong perception, awareness, knowledge level of Pakistan vaccine-preventable diseases and mothers vaccination practices associated with the absence of Pediatric vaccination activities contribution of Gadap town.

This research study was to assess the mother's awareness about childhood vaccinations, access the mother's wrong perception, vaccines preventable diseases, vaccines benefits, leading cause of infant morbidity, knowledge of most common reasons for infant health risk, Pakistan childhood vaccination knowledge related disease, Consequences for not choosing childhood vaccination as health care, disease is the leading cause of infant morbidity in the area, knowledge of the Pakistan Expanded Program on Immunization, results of the vaccination status in the Gadap town. The research was conducted Age 0 to 02 children's mothers, this study was comprised the childhood routine vaccination schedule which suggested from the Pakistan EPI against vaccines preventable diseases such as tetanus, diphtheria, pertussis DTP, Haemophilus influenza type b (Hib), polio (OPV) IPV, hepatitis b, meningitis, measles, TB. The Pakistan vaccination schedulehas 3 doses of DTP, 3 doses Hib, 3 doses OPV doses, 3 doses pants, and 3doses PCV doses. 2 doses measles (Vander Stoep & Johnston, 2009).

Study Area

This study's research area is Gadap town. It is the main town of Karachi and its population is about 289,564 with the 8 union councils conferring from the census of Pakistan 1998.

[41]additionally, UC 1 with the name of Murad Mammon Goth and its population is approximately 37, 888, UC 2 Darsana Chana its population is exactly 30, 470, UC 2 Gadap UC 3 with the population of 30, 294, Gujro UC4 its population is 49, 161 then UC 5 Songal with the population of 29, 540, then UC 6 Maymarabad and its population is 33, 739, UC7 Yousuf Goth population is 42, 387 and then UC 8 Manghopir with a population of 36, 253, The Gadap town is least developed town of Karachi and its poverty and illiterateness both are the fecund and health facilities are absent (PBS, 2017 & PBS, 2018).

Objectives

- To assess the mother's practices of 0-2 years of Pediatric vaccination.
- To know the mother's awareness about Pediatric vaccination.
- To analysis the mother's perception regarding Pediatric mortality and morbidity.

Research Methodology
Research Design

In order to assesses impact of motherly awareness on pediatric vaccine uptake the qualitative and qantitative research design have taken, the exploratory research helped to have the better understanding of the current research problem and explore the research topic with varying levels of indepth, moreover, this study adopted the primary data collection to gather information about the pediatric vaccination and mother awareness and associated factors affecting the pediatric vaccination status. The universe is Gadap town 8 union councils, 0 to 2 years of mothers were the population. Which nominated from the purposive sampling. The sample size was 280.Interviews have been taken with the open and closed-ended taller made questionnaire which included mothers' awareness about childhood vaccinations, access the mother's wrong perception, vaccines preventable diseases, vaccines benefits, leading cause of childhood morbidity, knowledge of most common reasons for children health risk, Pakistan childhood vaccination knowledge related disease, Consequences for not choosing pediatric vaccination as health care, disease is the leading cause of childhood morbidity in the area, knowledge of Pakistan. This study used statistical package for Social Sciences (SPSS) for data analysis and get considerable results.

Results and Findings

The results and research findings contributed chiefly understand the pediatric vaccination status and related factors like mothers' awareness about childhood vaccinations, vaccines preventable diseases, vaccine's benefits, a leading cause of childhood morbidity, knowledge of the most common reasons for children health risk, Pakistan childhood vaccination knowledge related disease. The study has used the descriptive statistics of understanding the level of pediatric vaccination status and related factors.

Table: 1
Pediatric vaccination status

	Vaccinated		**Unvaccinated**		**Partially Vaccinated**	
	F	**%**	**F**	**%**	**F**	**%**
Have your zero to two years of children been vaccinated?	90	32.14%	120	42.85%	70	25%
Total	**280**		**100%**			

Above table 01 maximum children 120 (42.85%) were unvaccinated. While 90 (32.14%) of the children were vaccinated. Though, 70 (25%) of the children were partially vaccinated.

Table: 2
Pediatric vaccination awareness

	Yes		No		Don't know	
Do you know about pediatric vaccination?	130	46.42%	67	23.92%	83	29.64%
Do you practice pediatric vaccination?	86	30.71%	194	69.28%	280	100%
Total	280		100%			

	Yes		No		
	F	%	F	%	Total
Do you know the benefits of immunization?	91	32.5	122	43.57	280
Do you know about the Pakistan Expanded Program on Immunization (EPI)?					
Understanding about the EPI	F		%		
Yes No Don't know	31 63 186		11.07 22.5 66.42		
Total	280		100%		
	Yes		No		
Do you know about the zero to 2 years of pediatric-related diseases?	29	10.35%	251	89.64%	280 100%
If yes, then what disease is the leading cause of childhood morbidity?					
Leading Cause of pediatric morbidity	F				%

Poliomyelitis	29			13.67
Neonatal Tetanus	16			7.54
Measles	19			8.96
Diphtheria	03			1.41
Pertussis	04			1.88
Hepatitis B	25			11.79
Hib Phenomena	23			10.84
Meningitis	00			0.00
Childhood Tuberculosis	12			5.66
Jaundice	09			4.24
Diarrhea	29			13.67
Malaria	14			6.60
Others (Specify)	29			13.67
Total (There is a possibility of multiple)	212			100%
	Yes		No	
Do you know in Pakistan Pediatric vaccination been carried out for which disease?	63	22.5%	217	77.5%

Table.02 confirm that mother had the Pediatric Vaccination awareness asked to indicate the awareness of the benefits of pediatric vaccination.

Mothers have awareness about Pediatric vaccination. Mothers 130 which was (46.42%) had awareness about vaccination, followed by 83 (29.64%) said they don't want to tell whether they have the awareness or not. Though, 67 (23.92%) mothers said they didn't have awareness of pediatric vaccination. Though those mothers who were practice pediatric vaccination 86 (30.71%) while 194 (69.28%) did not practicing pediatric vaccination.

The maximum number of mothers 122 which was (57.27%) award regarding the benefits of pediatric vaccination. Though, 91 which was (42.72%) of mothers haven't the awareness. While the highest mothers 186 which was (66.42%) haven't any awareness regarding the Expanded Program on Immunization additionally, 63 which was (22.5%) said "No". Though 31which was (11.07%) said that they have awareness regarding the EPI. But about the zero to 2 years of pediatric-related diseases mother awareness 29 which was (10.35%), while 251 mothers which were (89.64%) haven't got awareness about the zero to 2 years of pediatric-related diseases. Furthermore,212 mothers who had the awareness about pediatric related diseases asked to specify the leading cause of pediatric morbidity, 29 which were (13.67%) said Polio, followed by another 29which was (13.67%) selected 29 (13.67%) were responding as others, e.g. Fever and Flu. 25 was (11.79%) Hepatitis B, 23 was (10.84%) Phenomena. 19 (8.96%) Measles 16 (7.54%)

Neonatal Tetanus. 14 (6.60%) Malaria 12 (5.66%) pediatric Tuberculosis. 9 (4.24%) Jaundice. 4 (1.88%) Pertussis, While 3 (1.41%) Diphtheria was the leading cause of pediatric morbidity.280 respondents who had the awareness in Pakistan Pediatric vaccination been carried out for which disease asked to indicate the 63 which was 22.5% had the awareness followed by 217 which was 77.5% said they hadn't got awareness.

Table: 3
Knowledge of pediatric health risk

	Yes		No	
	F	%	F	**%**
Do you know about the common reason for Pediatric health risk?	71	25.35%	209	74.64%
What is the most common reason for Pediatric health risk?				
Pediatric health risk Reasons	F		%	
Polio disease	03		1.07	
Tetanus disease	00		0.00	
Measles disease	03		1.07	
Diphtheria disease	01		0.35	
Pertussis disease	01		0.35	
Hepatitis B disease	01		0.35	
Hib Phenomena disease	06		2.14	
Meningitis disease	01		0.35	
Tuberculosis disease	02		0.71	
Jaundice disease	04		1.42	
Diarrhea disease	07		2.5	
Malaria disease	02		0.71	
Malnutrition relate disease	25		8.92	
Mothers awareness	71		24.90	
Medical infrastructure	18		6.42	
Low immunity	71		25.35	
Social barriers prevent access to basic medical resources	58		20.71	
Birth defects	00		0.00	
Preterm birth	00		0.00	
Respiratory and cardiovascular disorders	02		0.71	
Age of mother at birth	04		1.42	
Total	280		100%	
	Yes		No	
Do you know which diseases are currently the most common among Pediatric mortality?	29	10%	251	90%

Vaccine Preventable Disease	F	%
Vaccine Preventable Disease Polio	03	10.34
Vaccine Preventable Disease Tetanus	00	0.00
Vaccine Preventable Disease Measles	03	10.34
Vaccine Preventable Disease Diphtheria	01	3.44
Vaccine Preventable Disease Pertussis	01	3.44
Vaccine Preventable Disease Hepatitis B	01	3.44
Vaccine Preventable Disease Phenomena	06	20.68
Vaccine Preventable Disease Meningitis	01	3.44
Vaccine Preventable Disease Tuberculosis	02	6.89
Vaccine Preventable Disease Diarrhea	13	44.81
Total	29	100%

Table.03 shown that 71which was (25.35%) mother had the knowledge about the common reason for Pediatric health risk, while 209 which was 74.64% mother hadn't the knowledge. Additionally, the maximum mothers 71 which was (25.35%) had the knowledge and said low immunization against the infectious diseases was the common reason for pediatric health risk. Though 58which were (20.71%) said social barriers prevent access to basic medical resources.50which were (17.85%) mothers said the mother's level of educations. 25 which was (8.92%) said Malnutrition. 21which were (7.5%) Environmental conditions. 18 which was (6.42%) said the Medical infrastructure. 7which were (2.5%) said Diarrhea. 6 which was (2.14%) Hib Phenomena. 4 which was (1.42%) said Jaundice. While 4 which were (1.42%) said the age of the mother at birth, 3 which were (1.07%) Tetanus, Another 3 which were (1.07%) said Measles. 2 which were (0.71%) said Tuberculosis. 2 which were (0.71%) Malaria. But 2 which were (0.71%) said respiratory and cardiovascular disorders. But then again 1 which were (0.35%) said Diphtheria. 1 which were (0.35%) said Pertussis. 1 which were (0.35%) said Hepatitis B. Whereas 1 (0.35%) of the mother answered with Meningitis as the most common reason for pediatric health risk.

280 mothers had the knowledge about diseases are currently the most common among Pediatric mortality29 which was 10% said they had the knowledge while 251 which was (90%) hadn't got knowledge. Asked to indicate the most common disease among the Pediatric mortality 7 which was (24.13%) Diarrhea, 6 (20.68%) Pneumonia, 4 (13.79%) Jaundice. 3 (10.34%) Poliomyelitis. Another 3 (10.34%) answered Measles, 2 (6.89%) Malaria. Another 2 (6.89%) said Tuberculosis. 1 (3.44%) said Diphtheria. 1 (3.44%) said Pertussis 1 (3.44%) Hepatitis B. While another 1 (3.44%) of the responded as Meningitis as the most common disease in pediatric mortality.

Table: 4
Perception regarding pediatric mortality and morbidity

	F	%	F	%
Do you think Pediatric vaccination prevent diseases?	125	44.64%	155	55.35%
If no, then what is the cause?				
Causes	**F**		**%**	
I believe	60		48	
Listen to someone	27		35.06	
elder/Forth father/ head of the family	29		37.66	
neighbours/Friends and relatives	09		11.68	
Masjid-e- Imam	00		0.00	
Local Community leaders	00		0.00	
Total	125		100%	
In your opinion what is the common result of not decide to pediatric vaccination?				
Consequences	F		%	
Death	15		5.35	
Disease	108		38.57	
Handicap	07		2.5	
Don't know	150		53.57	
Total	280		100%	
	Yes		No	
	F	%	F	%
Are pediatric vaccination prevent diseases caused by your family child mortality?	09	3.21%	271	96.78%

Table.03 shown that out of the total mothers 125 (44.64%) said that Pediatric vaccination prevents diseases. But 155 (55.35%) said that the vaccination didn't prevent diseases. While 57.1 out of the 77 mothers who thought Pediatric vaccination doesn't prevent diseases asked to indicate the reasons for their statement. 29 (37.66%) heard from forth fathers, elders or head of the families. 27 (35.06%) have heard from someone, 12 (15.58%) have self-belief. However, 9 (11.68%) of the mothers were following their friends, neighbours and far relatives. Also, in mothers opinion common result for not decide to pediatric vaccination, ask to indicate in the mother's opinion the common result for not decide to pediatric vaccination. The maximum mothers 120 (53.57%) said that don't know, while 108 (38.57%) said that diseases could be the result. Furthermore, 15 (5.35%) said death. However, 7 (2.5%) of the mothers said that the result could be the handicap as the common result for not decide to pediatric vaccination.

The mothers were asked to indicate pediatric vaccination caused by your family child mortality. 271 (96.78%) mothers said that none of their child mortality occurred because

of vaccination prevent diseases. Though, 9 (3.21%) mothers said they have lost their family's children because of different diseases.

Hypothesis

Null Hypothesis: There is no relationship between the mother's awareness of and Pediatric routine vaccination status of children.

Alternative Hypothesis: There is a relationship between the mother's awareness of children and Pediatric routine vaccination status of children.

Contingency Table

Mother's Awareness Vaccinated	**----------**	**Total**
Yes	**No**	
Yes	**29** (9.3)	**61** (80.7)	**90** (90)
No	**0** (19.7)	**190** (170.3)	**190** (190)
Total	**29** (29)	**251** (251)	**280** (280)

The results of Chi Square statistics are 68.29 and the P value is <0.0010.
It is significant
$X^2 = 68.29$
df = 1

The value of X^2 with the 1 degree of freedom, the significance level in the 0.05 is 3.84.
The calculated value is bigger than the tabulated value i.e.68.29 >3.841, the research hypothesis is "There is a relationship between mother's awareness of children and Pediatric vaccination status." accepted and the null hypothesis" There is a relationship between the mother's awareness of children and Pediatric vaccination status of children is rejected.

Findings of Statistical Analysis of Hypothesis

1st hypothesis Results are Significant strong associations were found in between the Pediatric vaccination status and the mother'sawareness. Only 90 (32.14%) of the children were vaccinated. While only 30.71% of mothers were practising of Pediatric vaccination. Pediatric Vaccination coverage was lower among mothers who got scores below the mother's awareness.

Discussion

Pakistan is struggling in under 2 years of childhood vaccination. Mothers should understand that their children have to vaccinated against vaccine preventable diseases which only prevented via timely vaccination. There are so many reasons that may delay availing the health care for their children. Such barriers include low education, and lack of awareness, wrong perceptions and low health services (Pappas, Akhtar, Gergen, Hadden & Khan, 2001).

In the current research these more question asked to the respondents

*There are Respondents profile by the under-two year's children***,** *The total household's under-two years children were 692 from which the highest number of children 373 (53.90%) were female children and 319 (46.09%) were male children.*

Means female children are facing more problems in health in gadap town.
Respondents profile by the last child morbidity were asked, The Majority of the respondents, 57.85% of children got ill this month. This shows the health condition and sanitation condition of the areas.

Gadap is a rural, non-develop community of Karachi, Pakistan where paucity of oral and over-all health facilities are not succeeds. This study has been carried out to explore health status in the Gadap –low awareness association of child morbidity**.**

Respondents profile by the causes of child morbidity, Most of the respondents, 18.92% had the child morbidity due to Diphtheria

Majority of deaths and diseases occurred in the neonatal period, which enhances the importance of antena-tal care in the first month after birth. Infant/Child mortality in gadap can be reduced by improvement in the health care system at peripheral level.

Respondents profile by the children morbidity period were asked, Most of the respondents, 36.07% of children have felt physical pain, fever or discomfort every month. Respondents profile by the causes of child mortality, The Majority of the respondents, 44.44% of children died due to Hib Pneumonia.

Twenty polio cases have been occurred in Gadap's UC-4 during the past decade, with at least 10 of them having confirmed in the last five years. This shows the health conditions of the children of Gadap (Bhatti, 2018).

Respondents profile by children given health facilities, the highest number of respondents, 27.14% of children were getting treatment from the quake. The shows the unavailability of health facilities in the area.

The 38 health facilities in Gadap Town are in limbo, Sindh General Hospital Murad Memon Goth, which was inaugurated by Chief Minister Murad Ali Shah, it started appealing patients but there is no preparation currently available to provide to inpatients due to a lack of doctors and staff and a non-functional operation theatre (The express Tribune 2017).
Respondents profile by the knowledge of infant-related diseases, The Majority of the respondents, 89.64% had no ideas about infant related diseases. This shows the unawareness level of the respondents.

The importance of the awareness level of health, awareness of Pediatric vaccination coverages have been shown in numerous reports (Luman, McCauley, Shefer, Chu. 2003 & Prislin, Dyer, Blakely, Jonson, 1998). Current results show that mother's awareness and vaccination coverage level of children were more than the results.

Respondents profile by the most common reasons for infant health risks, Most of the respondents, 25.35% responded with low immunization against infectious diseases as the most common reason for infant's health risk.

The research found that mothers with lower levels of awareness. Two Studies done in the United States (Heininger, 2006 & Benin, Wisler-Scher, Colson, Shapiro, Holmboe 2006). Results found that mothers with low awareness levels are less concerned about vaccine safety (Chen, Hibbs 1998).

Respondents profile by the most common disease in infant mortality, Most of the respondents, 24.13% said that Diarrhea was the most common disease in infant mortality.
Different researches carried out in many nations, those children hadn't vaccinated(Stampi, Ricci, Ruffilli, Zanetti 2005&Taylor, Darden PM, Slora, Hasemeier, Asmussen, Wasserman ,1997).we found that out of 280mothers' 194 children which were (70%) hadn't vaccinated. Furthermore, 150 which was53.56 % of mothers weren't in practices against pediatric vaccine-preventable diseases which already included in the Pakistan Pediatric routine vaccine schedule.

The lower mother awareness result found in the Spanish research and the results found 98.94% low pediatric practices (Luman, Cauley, Shefer, Chu 2003). Furthermore, numerous mothers think that they did not have enough information or that awareness was not strong or right. However, the mothers have the doubts and supposed that the Pediatric vaccines could be dangerous, the high percentage of the mothers hadn't practiced Pediatric vaccination.

As results have shown the lower vaccination coverage levels and the wrong perception of the pediatric health could have influenced changes in practices and awareness of the mothers.

Conclusions

The results of this study highlight the mother's awareness level furthermore, low awareness related to pediatric vaccine-preventable diseases. Low pediatric vaccine status and the responsible factors such as mother's perception, practices and associated with the low vaccination coverage. Therefore. The result also showed high rates of pediatric mortality and morbidity. The high rates of pediatric morbidity describe the perception and awareness of mothers. The pediatric health condition has been overlooked and it needs to progress.

It is essential to acknowledge that, the researchers measured the pediatric vaccination status which was associated with factors. The results showed that the pediatric vaccine status was low which shows that the practice, awareness, perception were responsible factors for the health condition of children and the occurrence of pediatric mortality.

The numerous studies had been conducted in many countries result that shows due to the mother's education the childhood vaccination status has upgraded and that is also an indicator of the children's health condition. Also, show that the majority of the mothers, had no idea about the health risk, benefits of vaccination, consequences, also, mothers hadn't comprehensive awareness about childhood vaccination. Additionally, mothers who didn't know about vaccine-preventable diseases.

On the other hand influences factors recognized by the researcher, that fully vaccinated children's status was low, the factors associated with low pediatric vaccine status mother's decision.

The results of the research also show that the morbidity rates of the children were high, These results showed that the children of Gadap Town are getting more ill frequently and the reasons for their morbidity has been shown was Diphtheria, Hib Phenomena, Measles, Diarrhea Meningitis, Pertussis, Hepatitis B, Jaundice, Tetanus and Malaria.

Recommendations

In line with the above conclusion, these written recommendations influence the children's health condition, additionally, increase the Pediatric vaccine status, and mother awareness level.

The research variables of awareness and practice were associated with children's incomplete vaccine status. Henceforth, government and all private health providers have to work together with NGO's for the mother's awareness to enhance their awareness and upsurge their vision and clear perception health prevention exactly on the vaccine-preventable diseases, its efficiency common risk factor and benefits. Health ministry should make extra efforts to promote the vaccines and underscore the problems of none Pediatric vaccination.

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Sociological Analysis Of Domestic Child Labor

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Abstract

A large number of children are engaged in child labour as domestic worker and this trend is common in developing countries. Child domestic labor is usually practiced in rural and urban areas across Pakistan. Even educated and well-to-do people frequently engage young children to work in their homes as domestics, kitchen assistants or baby-sitters. In worse forms, child domestic labor takes place over very unfair tools, counting child trafficking and bonded labor. The aim of the present study is to examine the Socio-economic characteristics of respondent's causes of child domestic labor. Universe of the study was Quetta city and 120 respondents were selected through snow ball sampling. According to findings of the study the child laborers work for longer hours on low wages. They often face physical abuse and some time sexual abuse by their employers. The need is to implement the labour laws so that children can be protected from domestic labour.

Keywords: Child Labor, Child Domestic Labor.

تلخیص

دنیا بھر کے بہت سے غریب ممالک میں بچوں کا دوسروں کے گھروں میں کام کرنے کا رجحان بڑھتا جارہا ہے۔ گھریلو مزدور بچے عام طور پر پاکستان بھر میں دیہی اور شہری علاقوں میں کام کررہے ہیں۔ یہاں تک کہ تعلیم یافتہ لوگوں کے گھروں میں بھی نوجوان بچے گھریلو کام، باورچی یا بچے کی دیکھ بھال کے طور پر کام کرنے میں مشغول ہوتے ہیں۔ گھریلو مزدور بچوں کے ساتھ بہت غیر منصفانہ سلوک کیا جاتا ہے جیسے اسمگلنگ اور جبری مشقت۔ موجودہ مطالعہ کا مقصد بچہ مزدوری سے جڑے بچوں کی مزدوری کے سماجی واقتصادی وجوہات کی جانچ پڑتال کرنا ہے۔ مطالعے کی کائنات کوئٹہ شہر تھا جس میں تدریجی نمونہ بندی کے ذریعے ۱۲۰ جواب دہندگان منتخب کیے گئے تھے۔ نتائج سے معلوم ہوا کہ زیادہ تر بچے کم اجرت کے عوض زیادہ وقت کام کررہے ہیں۔ اس کے

علاوہ بہت سارے بچوں کو جسمانی تشدد جبکہ کچھ بچوں کو جنسی تشدد کا بھی سامنا کرنا پڑتا ہے۔ ضرورت اس بات کی ہے کہ مزدور قوانین کے عملدرآمد کو یقینی بنایا جائے تاکہ بچوں کو کم عمری میں مزدوری سے بچایا جاسکے۔

کلیدی الفاظ: بچہ مزدور، گھریلو بچہ مزدور

Introduction

Child Domestic Labor (CDL) refers to circumstances where children accomplish domestic responsibilities, not in their own home but rather in the home of an outsider or 'business' under abusive conditions. These children work away from public scrutiny in the protection of individuals' homes, this absence of perceptibility extraordinarily builds the probable for mistreatment and misuse (Maia & Cal, 2014). When a child is inside a business' home, s/he is viably escaped opinion; bosses have all out command over their lives. This is a high-hazard circumstance for the child. Violence and misuse (of various sorts) could occur in secret, ignored by the external world. Further recently, child domestic work is measured in numerous pieces of the world as a most exceedingly terrible type of child work, characterized by the ILO Convention 182. The Government of Pakistan confirmed Convention 182, in 2001. This ties the legislature to handle the matter of child work by overhauling enactments and creating fitting approaches and plans (d'Souza, 2010).

In South Asia, child domestic labor (CDL) is socially acknowledged and normally drilled. CDL alludes to circumstances where children are locked in to do domestic undertakings in the home of an outsider or manager. Where child domestic labor is abusive and incorporates dealing, servitude, or performs like subjugation, or work that, by its tendency or the conditions in that it is done, is dangerous and prone to hurt the wellbeing, security, or ethics of the child, it comprises a worst type of child labor as characterized in the International Labor Organization (ILO) Worst Forms of Child Labor Convention (Matsuno & Blagbrough, 2006).

The Convention on the Rights of the Child perceives in Article 32 the privilege of the child "to be shielded from monetary abuse; and from some effort that is probably going to interfere with the child's exercise, or to be dangerous to the child's welfare or corporeal, psychological, ethereal, decent or communal development (Alderson, 2008). In actualizing this article, the CRC indicates that States ought to have "respect for the significant arrangements of other worldwide instruments," which alludes especially to the International Labor Office Conventions and Recommendations regarding the matter. In doing as such, the CRC hosts animated many State gatherings to likewise endorse the ILO Conventions on child labor and take authoritative activities so as to keep children from financial misuse (Thompson, 1992). Be that as it may, while laws managing the work of children have changed, change of labor arrangements has just tended to the circumstance of children working in the formal area. Change of labor arrangements has

deserted the most undetectable child specialists: child domestic specialists. Since child domestic specialists are utilized inside a casual family condition they are not typically coordinated as a professional gathering inside conventional working frameworks since such reconciliation would assume an acknowledgment of the possibility of child domestic labor. In the meantime, since they are left without lawful insurance, it is hard to battle child domestic labor (Van Walsum, 2011).

In Pakistan, Child work is a genuine child rights just as an advancement matter. Child domestic work is rising as a progressively pervasive type of child work and is deceptive because of its imperceptibility. Children keep on being a wellspring of shabby work for families the nation over. This supposed commonly gainful plan has offered approach to commercialization of children's work and a progressively manipulative type of subjugation(Ali, Shahab, Ushijima, & de Muynck, 2004). In a nation with 30% populace living underneath neediness line and a deprived open division training framework CDL will undoubtedly increment except if quick advances are occupied to reduce the issue(Bittman, England, Sayer, Folbre, & Matheson, 2003). CDL is understood both in elite and non-elite homes and henceforth its developing inescapability. Anyway in Pakistan it has not been recognized as a most exceedingly awful structure in the rundown of 29 dangerous kinds of WFCL (annex) (Dennis, 1999). This is essentially because of the disposition of social acknowledgment of this type of child work whereby bosses deliberate and see it as a demonstration of kindness, however no alleviation counting instruction openings and diversion are accessible to these children. This public acknowledgment to CDL as a 'big-hearted' act to balance 'destitution' aggravates the issues and brands mediations hard to actualize and furthermore to continue. Also grown-up domestic work is substituted with CDL which is undeniably increasingly sensible and unquestionably less expensive (Sadruddin, 2011).

Besides, the objective of widespread proficiency stays subtle and school dropout rates stay huge. In a perfect world, Pakistan ought to have a law overseeing domestic child labor, however domestic labor when all is said in done (Akhtar & Razzaq, 2005). Tragically the Service of Children Act 1991 does not cover domestic child labor. Our politicians must demonstrate this will to act and take domestic child labor inside the domain of the law (Basu, 1999).

Child labor is a genuine child rights just as an improvement issue in Pakistan. Child domestic labor is rising as an increasingly pervasive type of child labor and is slippery because of its intangibility. Children keep on being a wellspring of modest labor for families the nation over. This supposed commonly valuable course of action has offered approach to work and a progressively unfair type of subjugation (Javaid, Arshad & Khalid, 2011). In a nation with 30% populace existing beneath destitution line and a poor open division instruction framework CDL will undoubtedly increment except if quick advances are engaged to shorten the issue. CDL is realized together in tip top and non-world class homes and henceforth its developing inescapability. Domestic Child Labor dwindling

under the particular circumstances depicted in ILO Convention No.182 is measured inside the Worst Forms of Child Labor (WFCL). Anyway in Pakistan it has not been recognized as a worst structure in the rundown of 29 perilous kinds of WFCL (add). This is for the most part because of the frame of mind of social acknowledgment of this type of child labor whereby bosses consider and see it as a demonstration of consideration, however no alleviation including training openings and amusement are obtainable to these children (Sadruddin, 2011). This communal acknowledgment to CDL as an 'altruistic' demonstration to check 'neediness' intensifies the issues and brands intercessions hard to execute and furthermore to continue. In addition grown-up domestic labor is relieved with CDL that is unquestionably increasingly reasonable and certainly less expensive. An incredible correspondence procedure for CDL in Pakistan need to be considered in total relations of infringement, that have a penchant to change from low power maltreatment to great force brutality(Fassa, Facchini, Dall'Agnol, & Christiani, 2000).

Anyway substantial number of children from age five to fifteen is observed to be engaged with domestic child labor in Pakistan. As indicated by the overview of Federal Bureau of Statistics in 1996, all out number of children laborers is 3.3 million. Tragically these children are presented to perilous working conditions having no entrance to fundamental human needs like wellbeing, instruction and different offices (Chaudhary & Khan, 2002). Child Domestic Labor (CDL) is additionally one of the worst sorts of child labor. Indeed, wonder of Child Domestic Labor (CDL) is that of the imperceptible type of child labor (Federal Bureau of Statistics 1996).

Objectives of the Study

1. To study the Socio-economic characteristics of respondents.
2. To highlight the problems faced by child domestic labor.
3. To offer recommendations to overcome the issue of child domestic labor.

Literature Review

Child domestic laborers (for example children in domestic labor) are individuals younger than 18 who work in families of individuals other than their nearest family doing domestic tasks, thinking about children, consecutively shops and in some cases serving the business to run private ventures from home (Parreñas, 2000). This incorporates children who are paid for their work, just as the individuals who are not paid or who get in kind advantages, for example, sustenance and sanctuary (Labor, 2004). Child domestic specialists involve the biggest populace of transient. They are likewise for the most part young ladies. Children as youthful as seven years of age are routinely squeezed into domestic administration, and notwithstanding would like actually, most are denied of the chance to go to class. Child domestic laborers are secluded from their families and from chances to make companions and are under the absolute control of businesses who don't really have their best enthusiasm as an essential concern (Blagbrough, 2008).

Child domestics are children who are engaged with work as housemaids, babysitters, house-young men or 'pony young men's inside private family units. Young ladies are employed to do family unit tasks. The protection of the work makes them imperceptible laborers. Their dispersal among different family units, the absence of lawful acknowledgment for the work, its nonappearance from precise research, and from official insights, all consolidate to fortify its intangibility (Akhtar & Razzaq, 2005). The passive consent of general society everywhere to the work in Pakistan is by all accounts as a result of customary socialization, which gives the feeling that domestic work is ladies' predetermination; something that they were destined to do and in this way, domestic work can't be hurtful to children. Some will in general view it as a superior option in contrast to poverty and dejection, and in this way businesses are playing out a social commitment (Bryant, 2010).

The issue of child domestic labor is extremely perplexing and hazardous. Domestic child laborers are among the most imperceptible child laborers. The quantity of children abused in private family units is obscure as a result of the concealed idea of the work(Basu, 2000). A considerable lot of these children are young ladies and in numerous nations domestic administration is viewed as the main business choice a young lady may have. Children misused in domestic administration are paid close to nothing or nothing, are malnourished, are truly helpless against further maltreatment and abuse, and don't go to class (UNICEF., 2005). In any case, since child domestic specialists are utilized inside a casual family condition, they can't be coordinated as a professional gathering inside conventional working frameworks on the grounds that such reconciliation would assume an acknowledgment of the possibility of child domestic labor. In the meantime, without lawful activities, it is hard to battle child domestic labor. Moreover, the terms, standards and gauges to control the work of children are missing in light of the fact that children work in a to a great extent undetectable space outside law and the open circle and their domestic labor can't be incorporated under typical labor laws(Devereux & Sabates-Wheeler, 2004).

One essential motivation behind why child domestic labor is considered so risky is on the grounds that powerless children are set in a work environment another person's home that remaining parts avoided general visibility or any type of labor reviews. A huge number of family units around our very own nation don't mull over utilizing youthful children to work in their homes. One considers what number of families utilizing children remember such preconditions, including the guideline expressing that by no means should children younger than 14 be employed as laborers (Hungerland, 2007). A huge pay distinction between the child laborer and another talented laborer is generally in charge of child labor, and a similar motivating force appears to remain constant for domestic child labor. Realize that poverty might be a noteworthy reason for child labor, however poverty is additionally brought about by child labor(Edmonds & Pavcnik, 2005). A child who neglects to go to class will finish up working in modest occupations without adapting any significant aptitudes for his entire life and will thus stay poor. In any case, there is adequate motivation to trust that the marvel of domestic child labor won't finish individually accord at any point in the near future (Matsuno & Blagbrough, 2006).

According to Federal Bureau of Statistics (1996) In Pakistan expansive number of children from age five to fifteen is observed to be associated with domestic child labor. As per the study of Federal Bureau of Statistics in 1996, complete number of children specialists is 3.3 million. Tragically these children are presented to perilous working conditions having no entrance to fundamental human needs like wellbeing, instruction and different offices. Child Domestic Labor (CDL) is likewise one of the worst sorts of child labor. Truth be told, marvel of Child Domestic Labor (CDL) is that of the imperceptible type of child labor (Ghayur, 1996).

As per ILO in South Asia, child domestic labor (CDL) is socially acknowledged and usually polished. CDL alludes to circumstances where children are locked in to perform domestic undertakings in the home of an outsider or business. Where child domestic labor is exploitative and incorporates dealing, servitude, or practices like bondage, or work which, by its temperament or the conditions in which it is done, is perilous and prone to hurt the wellbeing, security, or ethics of the child, it establishes a worst type of child labor as characterized in the International Labor Organization (ILO) Worst Forms of Child Labor Convention (No. 182) (Boateng, 2017).

In accordance domestic service is an important source of wage employment for unskilled women and children belonging to low income households in urban areas. The majority of domestics have no special skill or training apart from experience gathered in the household or in their own homes (Kaur, 2007). Women and children worker in this sector, usually employed in poorly paid menial jobs such as sweeper, wane women and maids, are not protected by any contractual obligation, their service is insecure and possibilities of exploitation are high as there is usually no limit to hours of work. Working hours can be exceedingly long for domestic workers residing in the employer’s house since they undertake all types of household’s duties (Weiner, 2016). While the extent of women’s employment in domestic service is not known, however some insight into their economic situation is provided by a survey of 680 working women in Karachi including 470 women in low income occupation of factory workers, home based workers and women who worked outside the home in the informal sector mainly as domestic servants. The findings indicate that domestic servants were the most economically vulnerable group. Their monthly wages earnings of home based workers. However, in terms of total household income they belonged to the poorest families. The importance of women’s earning to family income was especially marked in the case of this group where on average their income comprised more than half of total household earning. The majority would have preferred to work in formal sector either in factories or in government organizations but their lack of education and knowledge of job opportunities relegated then to the least preferred option of domestic service (Galli, 2001).

Domestic work is often viewed as a part in which laborers are very helpless against pressure and misuse. Domestic work has included unpredictability that the working environment is somebody's home, not normal for work that happens in a perceived "work environment" condition, domestic administration happens in a situation that is probably

going to be set apart by very customized relations among business and worker(De la Luz Ibarra, 2000). Formal laws, just as casual social standards administering manager, worker relations, may have less essentialness than customary and comfortable standards of conduct within the private area (Javaid et al., 2011). The labor in undocumented and untaxed, it is outside the domain of the state. The authoritative understanding, quite often between the business and the worker or managers family, is unwritten, non-official and vigorously one-sided for the business. Domestic administration is just accessible to the first class of a given network, be it a town, town or urban neighborhood and the specialist organizations are among the least fortunate and most helpless in rustic and urban culture domestic laborers close have no instruction and make no venture to enter this profession and the abilities required to perform it successfully require no formal preparing (Mantouvalou, 2006).

According to the report girl domestic servants have not yet been able to become the center of attention and recognition. A little is known and discovered about this segment of child labour population which is usually dominantly influenced by the male members of the family. In spite of hard work and labour they are not provided even sufficient food, education, health and general care in the family (Lobstein, Baur, & Uauy, 2004). On the other hand, girl domestic servants in the household employment are entirely at the mercy of the householder and granted no security or protection(Anderson, 2000). Die socio economic circumstances of the families having more girls force this vulnerable group of seed financial assistance under any conditions. Subjugation of the girl within family due to boy importance in some instances and lack of educational facilities and selfishness of the parents, sometime pave the way for domestic labour. Migration from rural areas to the cities, growth of “Katchi Abadies” and slums with increased population and large family size as well as limited resources and insufficient support by male children, force families to put their female children in to vulnerable situation for economic gains. Although work performed to earn a living is justified for girls whose relatives are not in a place to aspect afterward them due to certain reasons but it may interfere with their normal development and their earnings would be insufficient to support themselves and their families. Girl domestic servants are supposed to have no feelings, recognition and requirements by the employers and as a result of differential treatment from the children of the household, they suffer from a number of emotional and psychological problems(Hines, Brown, & Dunning, 2007). They feel unhappy, tired and depressed all the times, have frequent headaches, eating, sleeping problems, and lose interest in playing etc. Girl domestic servants, staying with their employer, leaving familiar home environment, may find more emotional problems than those who are living with their families (Lopez, 2006).

Research Methodology

Methodology is an understanding of obvious principles and systems on which research is rooted and beside that assert for wisdom are evaluated. The idea, structures, tackles and procedures that are used to contemplate scientific scholars are allude as reasonable technique. Methodology fundamentally offers a rule for the researcher whereas conducting the research and moreover fills in as instrument for the measurement of latest information. The present study was quantitative in nature. The universe of the study was Quetta city.

The target population of the study was domestic workers under the age of 18 years. In the study a sample size of 120 respondents was drawn through snowball sampling technique. Out of total respondents, 60 male and 60 female respondents were selected. In the present study, the data was collected with the help of interview schedule because domestic child might not be able to read and understand the questions themselves. The data were analysis through Statistical Package for Social Sciences (SPSS).

Result and Discussion

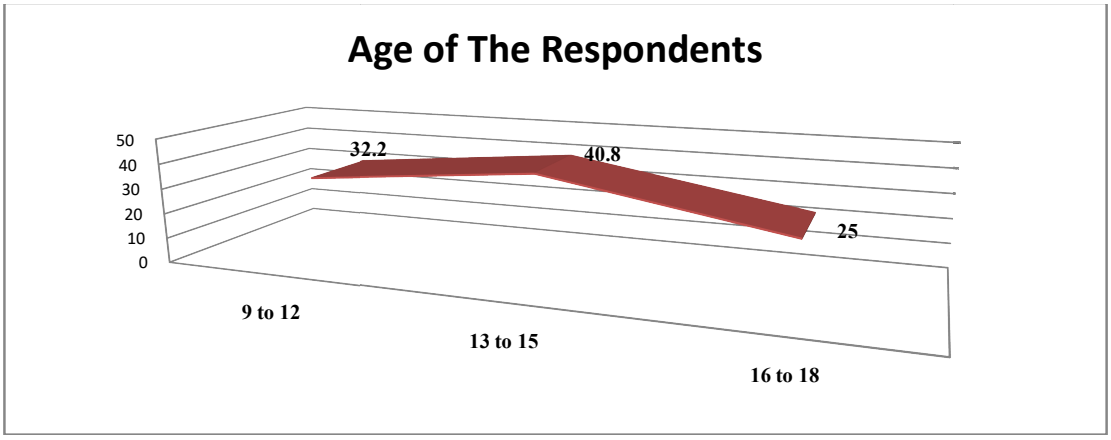

Figure 1 show the age of the respondents. Data displays that 40.8 % of the subjects of the study were in the age group of 13 to 15 years while 32.2 % of the subjects of the study were in the age group of 9 to 12 years. Data further shows that 25 % of the subjects of the study were in the age group of 16 to 18 years.

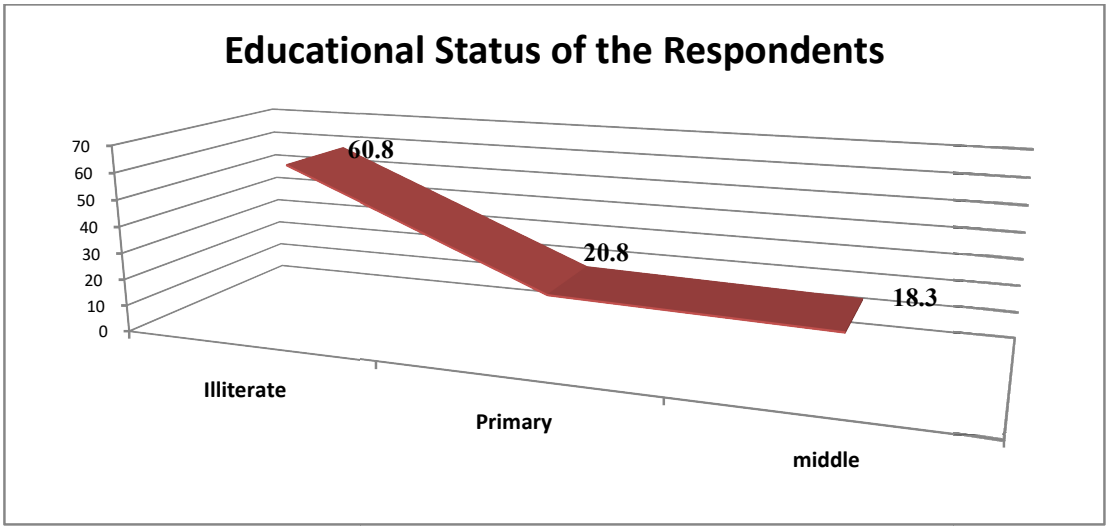

Figure 2 Shows the Educational Status of the subjects of the study. Data shows that majority 60.8 % of the subjects of the study were Illiterate where as 20.8% of the subjects of the study were having Primary education. Data further shows that 18.3% of the subjects of the study were having Middle education.

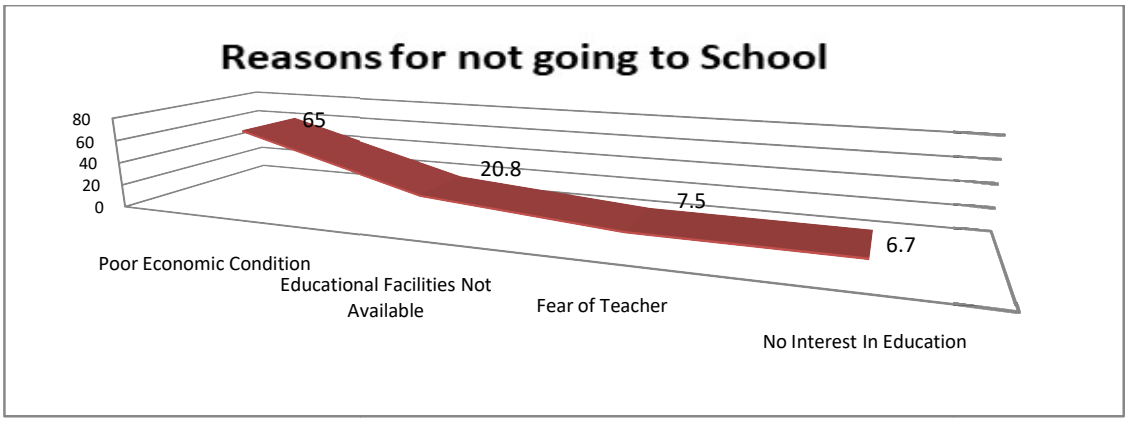

Figure 3 Shows data regarding the reasons for not going to school. Data shows that majority 65% of the respondent was not going to school due to poor economic condition while 20.8 % of the respondents were not going to school due to the unavailability of educational facilities. Data further shows that 7.5 % of the respondents were not going to school due the fear of teacher where as 6.7 % of the respondents were not going to school due the lack of interest in education.

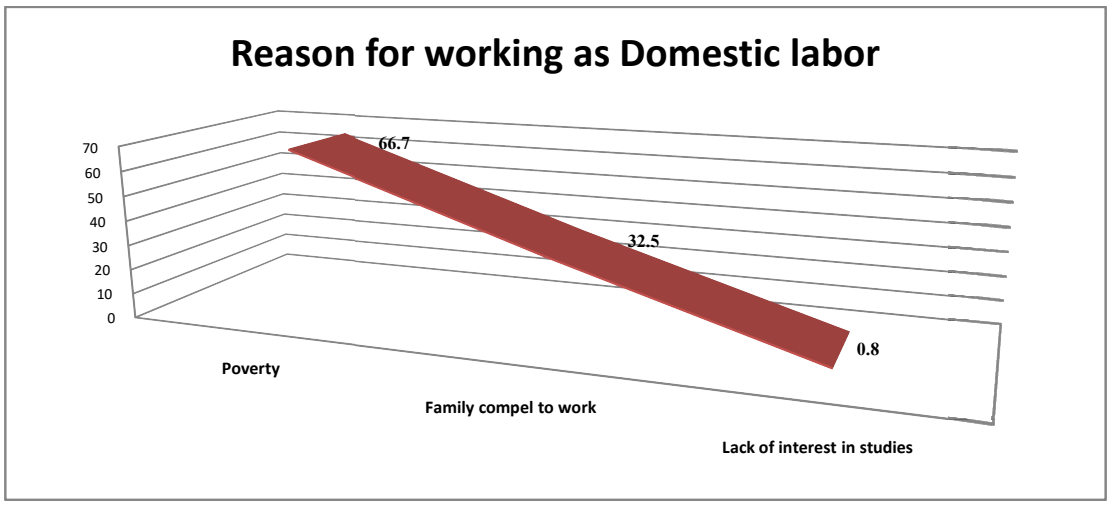

Figure 4 Shows data regarding the reason for working as domestic labor. Data illustrates that majority 66.7 % of the subjects of the study were working as domestic labor due to

poverty while 32.5 % of the subjects of the study were working as domestic labor due to compulsion of their family. Data further shows that only 0.8 % of the subjects of the study working because of lack of interest in studies.

Association between the age of the respondents and Average monthly income of respondents

Daily working hours of the respondents

	Observed N	Expected N	Residual
3-4	31	40.0	-9.0
4-5	50	40.0	10.0
6-7	39	40.0	-1.0
Total			
	120		

Average monthly income of respondents

	Observed N	Expected N	Residual
500-1000	2	19.8	-17.8
1001-1500	14	19.8	-5.8
1501-2000	32	19.8	12.2
2001-2500	26	19.8	6.2
2501-3000	40	19.8	20.2
ABOVE 3001	5	19.8	-14.8
Total	119		

Test Statistics

	Daily Working Hours	Average monthly income of respondent
Chi-Square	4.550	58.731
DF	2	5
Significance Level	.103	.000

A 0 cells (.0%) have expected frequencies less than 5. The minimum expected cell frequency is 40.0.

b0 cells (.0%) have expected frequencies less than 5. The minimum expected cell frequency is 19.8.

Majority (41.7 %) of the respondents were working 4 to 5 hours daily, 32. 5 % of the respondents were working 6 to 7 hours and 25.8 % of the respondents were working 3 to 4 hours daily.

Majority (33.3 %) of the respondents' monthly income was 2501 to 3000 rupees, 26.7 % of the respondents' monthly income was 1501 to 2000 rupees, 21 7 % of the respondents' monthly income was 2001 to 2500, 11.7 % of the respondents monthly income was 1001 to 1500 rupees, 4.2 % of the respondents monthly income was above 3000 rupees and 1.7 % of the respondents monthly income was 500 to 1000 rupees.

Conclusions

Domestic child labour in Pakistan is a thoughtful problem that desires immediate solution. Children working as domestic labour in Quetta mostly belong to poor socio-economic background. Most of them were from rural zones of the Balochistan. They are illiterate, untrained children who don't have any other choice of employed. Most of the respondent's parents were illiterate and doing daily wages job and their salaries do not fulfill the expenditure of their houses so their children were doing such type of jobs. Some of the children were employed in three to four houses because of less payment from the employer though several of them were working full time in one house. Most of they don't the facility of their own house so it is very difficult for them to pay the rent of house. Although they belonged to deprived families some of them were forced to work as domestic labour.

The findings of the study also shows that child domestic labour has also low salary even not paid the salary in time. They are doing different type of task at house of employer. Several of them are working 6 to 7 hours daily. They are completely on the sympathy of their employer. Several of them are not allowed a single holyday in month throughout the work. They do all type of boring, difficult and unwanted works in the employers' house. Domestic child labour is often victims of physical and psychological abuse form their employer. Mostly employers have rude behavior if they commit mistake and majority of the domestic labour are verbally because of invisibility of the workers no one in the society. It is fact that no one in the society gives respect to domestic labour because of their poor family background. The findings of the study are also supported by literature review as mention in the above literature that poor socio- economic family background of the respondents and level of education are associated with child domestic labour.

Recommendations

The basic purpose of the study is to acquire knowledge regarding domestic child labour to focus their problems and suggest phases for the solution of the problems of domestic child labour that need immediate actions.

- Child labour is one of the severe types of social exploitation it need to be forbidden.
- Pakistan had signed the ILO charter which prohibits the employment of children in hazardous work and also regulate the circumstances of work in convinced other employment where the employment is not prohibited it is essential be tilled exactingly.

- Establishment of free and compulsory education and beginning fences to girls education. Bothe male and female children should be assumed equal chances of receiving education.
- Raising public awareness to tackle child labour in all level of the humanity. There should be community consciousness criticize in public level.

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Socio-Cultural Determinants Affecting Political Participation And Satisfaction Of Women Councilors In Faisalabad

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Abstract

Women encountered various challenges in political participation such as social, cultural, political and economic that hinder their empowerment. Women wellbeing are attained on social, economic and cultural grounds when they were politically empowered. This current study deals with the socio-cultural determinants and women councilors satisfaction via political involvement during session 2008-2010. The researcher employed the quantitative approach and selected 352 women councilors via systematic sampling technique from three different levels of councils in district Faisalabad. In this study, 83% of the sample was drawn from union council, 8.5% from the town/tehsil and district council. The data were analyzed through SPSS version 20. The findings revealed that most of the women were politically participated in different developmental activities and having a membership of monitoring committee. Most women representatives frequently responded to community problems. However, they encountered obstacles like lack of funds, non-payment of honorarium, salary problem, freedom of choice, mobility and health problems, lack of financial authority, educational attainment, decision making disengagement, separate washroom and waiting room. Bivariate analysis conducted between socioeconomic background of women councilors and political participation. Results indicated that women were more politically groomed and have political opportunities such as affiliation with political parties, having close relatives in politics and having knowledge about Local Government ordinance were more incorporated in political participation. In crux, higher education, professional training, provision of honorarium and freedom of decision making enhance women participation in political activities.

Keywords: Political Participation, Satisfaction, Women Councilors, Political Development.

تلخیص

زیر نظر مطالعہ سماجی، ثقافتی تعینات اور ۱۰۔۲۰۰۸ء سیشن کے دوران خواتین کونسلروں کی سیاسی وابستگی کے ذریعے حاصل ہونے والے اطمینان سے عبارت ہے۔ محقق نے کمیتی اپروچ کا استعمال کرتے ہوئے باقاعدہ نمونے کی تکنیک کی مدد سے ضلع فیصل آباد

کی تین مختلف سطحوں کی کونسلوں سے ۳۵۲ خواتین کونسلروں کا انتخاب کیا۔ اس مطالعے میں ۸۳ فیصد نمونے یونین کونسلوں جبکہ ۸ء۵ فیصد نمونے قصبہ / تحصیل اور ضلع کونسل سے حاصل کیے گئے۔ نمونوں سے اخذ کردہ اعداد و شمار کا تجزیہ شماریاتی پیکج برائے سماجی علوم، ورژن ۲۰ کے ذریعے کیا گیا۔ نتائج سے پتہ چلا کہ خواتین کی اکثریت نے مختلف ترقیاتی سرگرمیوں میں شرکت اور نگران کمیٹی کی رکنیت حاصل کی۔ اکثر نمائندہ خواتین نے کمیونٹی مسائل کے حوالے سے فوری ردِ عمل کا اظہار کیا۔ تاہم انہیں فنڈز کی کمی، اعزازیہ کی عدم ادائیگی، تنخواہ کے مسائل، انتخاب کی آزادی، نقل و حرکت اور صحت کے مسائل، مالیاتی اختیار سے محرومی، تعلیم کے حصول، فیصلہ سازی میں عدم اتفاق، الگ واش روم اور انتظار گاہ نہ ہونے جیسی مشکلات کا سامنا کرنا پڑا۔ تجزیے میں خواتین کونسلروں کے سماجی و اقتصادی پس منظر اور سیاسی وابستگی کا تقابل کیا گیا۔ نتائج سے ظاہر ہوتا ہے کہ وہ خواتین جن کو سیاسی جماعتوں سے وابستگی، سیاست میں قریبی رشتہ داریوں اور مقامی حکومتوں کے آرڈیننس سے آگہی جیسے مواقع دستیاب تھے۔ سیاسی شراکت کے عمل میں رچ بس گئی تھیں۔ مختصراً یہ کہ اعلیٰ تعلیم، پیشہ ورانہ تربیت، اعزازیہ کے حصول اور فیصلہ سازی کی آزادی سے خواتین کی سیاسی سرگرمیوں میں شرکت میں اضافہ ہوتا ہے۔

کلیدی الفاظ: سیاسی شرکت، اطمینان، خواتین کونسلر، سیاسی ترقی

Introduction

Women are an integral part of society and make almost half of the globe. The pragmatic role of women has complemented the canvas of men's success almost in every field of life. All religions show high reverence to women but Islam gives more value to the position of females in a community. The law of Pakistan promises the same rights for both genders. Women status in Pakistan has improved somewhat (higher literacy rate of 47% in 2011-12 and lower unemployment rate of 1.18% in 2010-11 (ECOSOC,2010; & GoP, 2013); however, women still do not hold equal power to make decisions about their own lives, in their households, in the workplace and broader political issues of the country (Mahmood, 2002 & Ali, 2010).

The social and political status of the women in Pakistan always is considered as a matter of discussion at domestic and international levels. It is a fact that women's status in Pakistani society is low by all social, economic and political benchmarks. Due to this place of women in society has become a subject of great concern. In the patriarchal system, men shape the political relationships of women. The subordinate position of women thwarts their participation in all areas of their lives is it in the home or in the public area. In the developed countries women's participation in politics is visibly apparent so is their progress and participation in those countries (Tariq, 2002 & Repila, 2013).

Women can achieve politically empowered status when they set full representation on central and parliament level. Women are given liberty to take their decision regarding their personal matters then she is considered empowered. The traditional notion and

patriarchal society hindered the women political participation at the local and global level (Sohail, 2014 & Latif et al., 2015).

Cultural perceptions, social prejudices, and financial shortcomings are the key obstacles that impede the participation of women in politics. While taking an account of both the genders. Men were more active participants of parliamentary and political activities than women. It is also observed that domestic responsibilities hindered women political involvement. It was acknowledged that there are some economic, social, moral and political transformations which have gradually transmuted the patriarchal order of the Pakistani society. The precarious situation of Pakistani women in politics was alleviated to challenge the existing bottlenecks in politics in Pakistan (IPU, 2015; Kiev, 2011; Tahri, 2003; UNDP report, 2000 & Latif et al., 2015).

National Commission on the status of women (2010) found that female participation in politics was minimal before the military government 2002 elections at three levels. PILDAT (2004) reported that women representation was increased to 33% at the local level under military rule 2000. In Pakistan National Assembly only 3% seats are assigned to women (7 out of 217), In Senate, there are 2.3% seats for women (2 out of 87) and the overall ratio of a seat in the four provincial assemblies is (2 out of a total of 483). While in Punjab local bodies system, 12.5% seats are allotted to women, while in Baluchistan assembly the ratio is up to 27.6%. Women in Pakistan are always been active in participating in politics as candidates, voters and political activist, in spite of this progress we are unable to produce a large number of female leaders of high caliber. The reason behind the fact is the male dominance and patriarchal uprightness in the political structure which hinders women's progress. Women in the political parties are not awarded a decisive status within the parties and are often not emerged as competitors during elections considering them devoid of political insight. The nature of political parties and the lifestyle of dissipation pervade in society. The fear of character termination effectively becomes a barrier in the participation of females (Latvia, 1995 & Awan, 2016).

Khan (2009) identified that women quota enhanced in 2002 & 2008 elections. Mode of election and women's presence in the parliament play a crucial role in politics. Indirect mode of election in Pakistan influenced the women's participation in the patriarchal scenario of Pakistani society.

National Commotion on the Status of Women (NCSW, 2009) proposed an idea, that in spite of joining the field of politics, women are not very independent and active in their activities and concerns. It is due to the fact that they are brought to the field of politics by men, but they are not given a proper environment to flourish as independent politicians as the patriarchal orders remain the same. The robust hegemonic rule, overwhelming influence, and strong patriarchal notions haven't lessened the female politician's precarious plight. The structures of inequality remain the same. This dilemma is the

foremost hindrance to bring some transformation in the patriarchal culture of the Pakistani society (Shirkat Gah, 2009; Tabassum & Afzal, 2015).

Parpart *et al.* (2003) argued that struggles to get chances for frequent participation in the field of politics, culture, and decision making the role of institutions is quite necessary for women empowerment. The women empowerment on an economic level is considered as a necessary factor for palpable development (betterment in education, sanitation, health problems) i.e. as it would enable the women to fight against the economic hurdles which may come during their journey of political participation.

A study deducted in remote areas of district Pishin and Mustang of Baluchistan province reported that the social and cultural values are considered as prominent obstacles for women's passive involvement in the activities related to their economic position. Those women that belong to the rural areas prefer their domestic earning activities which provide them small financial support for household as compared to out of a home-based income generating activities (Khan, 2000& Bayeh, 2016). The current study aims to explore the councilor's socio-cultural determinants influence political participation. The researcher identifies threats and opportunities encountered in the way of political activity.

Literature Review

The main concern of this research study about the political empowerment of women. There are three levels of empowerment discussed at the intercultural level namely; the individual, the group and the conceptual. The first level of empowerment can be achieved through attaining skills by developing consciousness and by participating in networks or decision-making process. The second level of empowerment is at the local, national and global levels; where a group of people gains power through collective action. Finally, the third level of empowerment is called conceptual empowerment, which is considered as a process as well as the consequence of it. It includes power relations at all levels of society (Kabeer, 1999). A study conducted in rural areas of district Pishin and Mustang of Baluchistan province reported that the social and cultural factors are considered as major barriers for women passive participation in the financial activities. Women belonging to the rural areas prefer their domestic earning activities which provide them small financial support for household as compared to out of a home-based income generating activities (Khan, 2000).

A study conducted on women's involvement in politics reported that by facilitating female's active participation in politics and improving their position socially and economically, the state can increase their visibility in governance. This helps in achieving women rights and women's equality in society. Women's empowerment is quite necessary for improving all aspects of women's empowerment (Inayatullah, 1999; & Girls, 2014).

Role of Women Councilors

During the Pakistan movement, the leader of the Muslim nation, Quaid-e-Azam Muhammad Ali Jinnah encouraged women's prominent involvement in the freedom struggle. While addressing the processions on many occasions, he stated that the victimization of Muslims is not possible if they are involved in this struggle as same as men (Saiyid, 2006). Quaid-e-Azam; the father of the nation said that women should not confine themselves to the culturally assigned roles as a housewife (Samar, 2008). The military government of General Pervaiz Musharaf reserved 33% quota for increasing involvement of women in politics at a provincial, domestic and national level. The purpose of reserving a quota of 33 percent is to establish equality on political grounds for women as guaranteed in the constitution. This generated interest among women at the grass root level.

Political Participation of Women Councilors

Women participation in politics aims to increase the number of females in politics, to enhance their effective participation in taking a decision. The national awareness campaign is framed by the government, NGOs, academics, researches, and agencies working for the social welfare of women and highlighted the vital role of women as role models at political, historical, artistic and scientific forums. Capacity building of women representatives should be initiated. The importance of capacity building can be judged from the fact reported by NRB (2004) that before the training programs started, the Nazims or the other male councilors used to say that women councilors could not contest. But the training program improved their understanding to a great extent and they began to perform their role in a better and effective manner. The capacity building of women councilors also includes teaching the rules and regulations and requirements outlined by the social safety net for extending financial assistance to poor people. The capacity building sessions should also involve women who are active in formal and informal political structure for incorporating their input and suggestions as there is no match for the personal experience (Drage, 2001).

The socio-cultural studies explored that various dimensions of participation of women in politics introduced, that such participation is generally asserted to be very overwhelming at the local level (Poland, 1997; Blair, 2008). In Bolivia, a law of equal participation came into practice in 1994 and in India under 73rd and 74th amendments in the constitution, exercise of authority at the local level organizations (Panchayats) were given more power and number of quota of 33% and resources were reserved for representation of women in this level of governance. In Pakistan too, the reservation of 33 percent quota in local self-government during 2000 proved a revolutionary step to ensure women's enrolment in politics at a local level. These local politics serves as the first training step for the women who want to be exposed to a vast public life (Esteva & Parkash, 1997; Sachs, 1997). The studies while emphasizing the importance of females' role at the

domestic level also directed that such politics also presents its own contest for women. Women are living in a village that is not a place of liberty or social security. In these villages, women experience culturally validated oppressions, exclusions, violations and surveillance at an extremely high level. Here most of the women population is living a miserable life and demands that democratic struggle should be organized to minimize the sufferings of the women (Stienstra, 2000; Liebowitz, 2002; Sawer, 2003; Staudt, 2003).

Dahlerup & Freidenvall (2003) highlighted three arguments in accordance with women's participation on an equal level in formal politics; justice argument, the experience argument, and the interesting argument. The justice argument says that women are one of the two parts of the population and therefore deserve to be represented. The experience argument states that women's experiences differ from male experiences and should be involved in the discussion, dialogue, and debates for women-friendly policy-making and implementation. The last and third argument, interest argument, emphasized that the interests of males and females are quite different and this demands women reasonable representation in political institutions to articulate the interests of women.

Research Methodology

Quantitative approach and descriptive research design utilized, in addition, data was collected by self-administrated survey method. The universe of the study was limited to district Faisalabad of the Punjab province during session 2008-2010. A questionnaire with five points Likert scale utilized in this research. The multistage sampling technique used to locate the eligible respondents such as women councilors at three levels namely union council, town council, and district council. The total sample size comprised of 352 women councilors. In this study, 83% of the sample was drawn from union council, 8.5% from the town/tehsil council and 8.5% from the district council. At the third stage of the sampling, respondents were selected by employing a systematic random sampling technique. The questionnaire was distributed in all levels and dully filled and collected back. There was no missing data were located in question because the researcher administered this survey process. Data were analyzed using through SPSS version 20. Univariate data analysis showed in the tabulated form with frequency and percentage indication. Hypothesis testing is done with the help of a cross tab to check the effect of socioeconomic background on women's political participation.

Results and Discussion

This section elaborates the general description of socio-economic, cultural and political participation and empowerment of respondents (women councilors). Both Univariate and bivariate analysis incorporated in this section. In this analysis frequency distribution and percentages are presented to explain the different socioeconomic, demographic and political factors studied for this research.

Table: 4.1
Socio-economic background of the women councilors

Variable	Frequency(%age)	Variable	Frequency (%age)
Area of residence		**Family Type**	
Urban	187(53.1%)	**Nuclear**	188(53.4%)
Rural	165(46.9%)	**Joint**	164(46.4%)
Status of councilors' residence		**Marital status of the women councilors**	
Own house	293(83.2%)	**Married**	330(93.5%)
Rented	40(11.4%)	**Widow**	22 (6.5%)
Free of cost	19(5.4%)	**Educational attaints of the women councilors**	
The current age of women councilor at time of interview		**Illiterate**	130 (36.9%)
Up to 34	37(10.5%)	**Primary**	30 (8.6%)
35-44	109 (31.1%)	**Middle**	62 (17.6%)
45-54	137 (38.9%)	**Matric & Above**	130 (36.9%)
55- and above	69(19.6%)	**On which seat you were elected?**	**Frequency**
On which seat you were elected?			
General seats	162(46%)	Minority seats	21(6%)
Reserved seats	33(9.4%)	Special seat	28(8%)
Peasant and worker seats	104(29.5%)	Town member	4(1.1%)
Total	**352 (100)**		

The study shows that mainly (53.1%) of the women councilors were living in urban areas, nuclear family system (53.4%) and has their own houses (83.1%). The study indicated that majority 38.9% women were in the 45-54 years age group and 93.5% were enjoying the family life (married) while 6.5% were living without their husbands as either their husbands died or they were separated. This study revealed that 36.9% of women councilors were illiterate, while 17.6% got education up to primary level. Similarly, 17.6% got education up to middle level while 36.9% were either matric or above matric. This study narrated that majority of the respondents were illiterate due to lack of facilities. These illiterate women councilors may be elected at the union council level. The study revealed that slightly less than half (46%) of the women councilors were elected on general seats, 9.4% on reserved seats, 29.55% on peasant and worker seats, 6% on minority seats, 8% on special seats and about 1.1% on town member seats.

Mosel and Jackson (2013) reported that Pakistan is amongst one of the top South Asian countries where the majority population living in urban areas for better facilities and can afford their own house due to government housing schemes (Alam, 2012). Khan *et al.* (2010) reported that a woman becomes empowered as she matures and it may be the reason that the majority of women councilors were aged. Pattan Development Organization (2001) & Asifa (2006) reported that most women that entered in politics at

the local government level belonged to low-income strata of the society. The recent study confirmed this finding.

Table: 4.2
Women close relative in politics, the attitude of male councilor/nazim, political background, and affiliation with political parties

Close relative in politics	**Frequency(%age)**	
i. Yes	123 (34.9)	34.9
ii. No	229 (65.1)	65.1
If yes, explain the relation		
i. Family member	21(17.7)	17.07
ii. Parents family	77(62)	62.60
iii. In-laws family	18(14.6)	14.63
iv. Others (councilor)	7(5.7)	5.69
Politically affiliated with some party in the past?		
i. Yes	136(38.6)	38.6
ii. No	216(61.4)	61.4
Would you like to contest the election in favor of that party?		
i. Yes	136	38.6
ii. No	216	61.4
An attitude of male councilor/Nazim		
i. Democratic	312	88.6
ii. Authoritative	40	11.4
Would you like to contest election again?		
i. Yes	241	68.5
ii. No	111	31.5
If yes, for which position		
i. Local Council	138	57.26
ii. District Council	74	30.71
iii. Provincial Assembly	20	8.30
iv. National Assembly/ Senate	9	3.73
Total	**241**	**100.00**

The study approximately one third (35%) have close relatives already active in politics while the majority (65.1%) of them have no close relative in politics. Moreover, 17.07% of women councilors have their close relatives from the family while 62.60% from their parent's family. Only 14.63% of the women councilors have their in-laws family members in politics, while 5.69% of the women councilors have relative in politics. The study thus indicated that more than 60% of women councilors have close relatives from their parent family. In earlier studies, Bari (2001) and Yazdani (2003) also reported that the most women councilors who involved in the local government had full support and

appreciation from their families who encouraged them to participate actively in politics through the local government system.

This study indicated that 38.6% women councilors were politically affiliated with political parties in the past and they agreed to contest election in favor of that party while 61.4% have no affiliation with any party in the past and they did not contest election in the favor of any party. Moreover, 68.5% of women councilors were ready to contest election again while 31.5% were not interested to contest election again. Among the women councilors who agreed to contest election again, 57.26% were willing to contest at local council level, 30.71% at the district level, 8.30% at the provincial assembly level and 3.73% at national assembly or Senate level.

Table: 4.4
Problems faced by women councilors while performing their duties

Problems	Not at all		To some extent		To a great extent	
	Frequency (%)		Frequency (%)		Frequency (%)	
Lack of funds	47	13.3	47	3.3	258	73.3
Negative attitude of males	157	44.6	111	31.5	84	23.9
Non-payment of honorarium	78	22.2	85	24.1	189	53.7
Ineffective political role	76	21.6	132	37.5	144	40.9
Salary problem	25	7.1	86	24.4	241	68.5
Lack of proper guidance	70	19.9	130	36.9	152	43.2
Separate washroom	91	25.9	64	18.2	197	56.0
Separate waiting room	105	29.8	50	14.2	197	56.0

This study indicated that majority of women councilors (73.3%) have faced problems of lack of funds to a great extent, while some women councilors (3.35%) have faced this problem to some extent. However, 13.35% of women councilors have never faced the problem of a lack of funds during the performance of their duty. Likewise, 29.3% of women councilors reported that male attitude towards them was negative to a great extent, while 31.5% claimed that male attitude was negative to some extent. However, 44.6% said that male attitude was not negative. Moreover, the majority of women councilors (53.7%) to a great extent claimed that honorarium was not paid to them, while 24.1% claimed about the nonpayment of honorarium. However, 22.2% said that honorarium was paid to them. This seems to be due to system inefficiencies or likes and dislikes which need to be corrected.

This study also deals with the ineffective political role that is faced by the women councilors in society. Our findings showed that 49.9% of women councilors faced this problem to a great extent, 37.5% to some extent, while 21.6% of women councilors have never faced this problem. Another problem faced by the women councilors in society is the salary for their services. They are paid so less that they feel dissatisfied with the amount received in return of the laborious and arduous efforts done for the public service.

This is the problem due to which they do not perform their duties with full dedication and responsibility. Mostly women councilors (68.5%) were facing a salary problem to a great extent, while 24.4% were facing this problem to some extent. Only a few women councilors (7.1%) have never suffered the problem of payment of salary to them. Lack of proper guidance is also a problem for women councilors who faced these problems while performing their duties. A higher number of women councilors (43.2%) were facing this problem to a great extent, while 36.9% were facing this problem to some extent, while 19.9% women councilors never faced this problem. Other problems faced by women councilors are the separate washroom and waiting room. Majority of the women councilors (56%) claimed that they suffer the problem of the separate washroom to great extent, 18.2% suffered this problem to some extent, while 25.9% women councilors said that separate washroom was not a problem.

The majority (56%) of women councilors argued that availability of separate waiting room was a problem for them to a great extent, 14.2% claimed that this was a problem to some extent, while 29.8% said that separate waiting room was not a problem. This study indicated that women councilors face a large number of problems viz. lack of funds, negative attitude of males, salary problems, ineffective political role and lack of proper guidance, separate washroom, and separate waiting room. These problems must be addressed by the concerned authorities to improve the working efficiency of the women councilors. Zulfiqar (2001) also suggested that women councilors were not given allowances across provinces while most of them belonged to the low-income group.

Testing of Hypothesis

The bi-variate analysis deals with the testing of the hypothesis. It explores the relationship between predicting and response variables through tables corresponding to each hypothesis. The nature and strength of the relationship is examined through the application of Pearson Chi-square, and gamma statistics.

Hypothesis 1: Political affiliation of the respondents with parties has an association with their satisfaction in politics as women councilors

Politically affiliated with a party?	Satisfied with their participation in politics as women councilors			Total
	Low	Moderate	High	
Yes	12	64	60	136
	8.8%	47.1%	44.1%	100%
No	52	90	74	216
	24.1%	41.7%	34.3%	100%
Total	64	154	134	352
	18.2%	43.8%	38.1%	100%
Chi-square = 13.36	P-value = 0.001**		** = Highly significant	
Gamma = 0.277	P-value = 0.002**		df = 2	

The relationship between political affiliation of women councilors with political parties and their satisfaction as women councilor. Chi-square value (13.36) shows a highly significant association between political affiliation of women councilors with political parties and their satisfaction as women councilor. The gamma value shows a positive and highly relationship between these variables.

Bennett, L. (2002) reported that women affiliated with an institution had good mental satisfaction than those having no affiliation. These findings confirmed that the affiliation of women with political parties was an essential element for empowering them. Furthermore, our findings of the study suggested that affiliation with political parties improve women to establish a network of social connection with the other members of that party.

Hypothesis 2: Higher the decision making the power of the respondents, more will be the satisfaction with participation in politics as women councilors

Decision-making power	**Satisfied with their participation in politics as women councilors**			**Total**
	Low	**Moderate**	**High**	
Low	41	60	21	122
	33.6%	49.2%	17.2%	100%
Medium	13	62	84	159
	8.2%	39.0%	52.8%	100%
High	10	32	29	71
	14.1%	45.1%	40.8%	100%
Total	64	154	134	352
	18.2%	43.8%	38.1%	100%
Chi-square = 50.23		P-value = 0.000**		** = Highly significant
Gamma = 0.382		P-value = 0.000**		df = 4

The results indicate that the power of decision making and their satisfaction as women councilor. Chi-square value (50.23) shows a significant association between the decision-making power of the respondents and their satisfaction as women councilor. The gamma value shows a highly significant positive relationship between these variables.

In our current party structure, women are not given chances to involve in the decision-making process within the group which lowers their satisfaction to participate in politics. In a study, the women councilors reported that they were given more respect by their families after their political participation and male family members started them to involve them in the decision-making process at a family which further increased their satisfaction with participation in politics as women councilor (Bari, 2009). Drage (2001) stressed that there was a need to adopt specific strategies to promote the involvement of women in decision making.

Conclusions

Women being half of the world population cannot be secluded from the process in decision making for the development of their societies and nations. Now in the twentieth-century women themselves are aware of their rights, are struggling hard to get equality for women in all walks of life. In spite of all the hurdles and obstacles women are gathering momentum and are raising voice for their rights.

Empowerment of women is directly involved in the participation of women in political activities because a powerful and trained woman is more capable of changing the fate of society. In Pakistan, the dream of democratic and harmonious society cannot flourish without the equal participation of women in the whole process of development. To achieve the proper status of women in society, it is very essential for Pakistani women to take an active part in political organization.

It was observed during the research that most of the women councilors included in the study sample were residing in urban areas, living in the joint family system, having low family size; moderate age, high education, satisfied with their monthly income, political participation and their political involvement in developmental activities. Similarly, women councilors having affiliation with political parties, having knowledge about LG ordinance and monitoring committee, having close relatives in politics and given more chances to speak, felt more satisfied with political participation and made more development through political involvement.

In crux, higher education, professional training, decision making in family matters increase women participation, satisfaction, and development in political involvement. Moreover, the respondents' husband education, the democratic attitude of male councilors, positively affected the participation of women councilors in politics. Providing incentives like payment of honorarium, daily allowance, training allowance, and transportation charges increase women's participation in politics related professional activities, their satisfaction, and development through political involvement.

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Strategizing Public Sector Hospitals In Megacity Karachi: A Case Study On Gender Based Healthcare Facility Selection Criteria And Concerns (From Demand And Supply Perspective)

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Abstract

Karachi is the most populous city in Pakistan and it plays an important role in urban demography of Pakistan. It is growing rapidly, as every fifth urban citizen lives here. This urbanization creates serious challenges for all sectors of Karachi. Especially the health sector, from demand and supply view point is facing serious challenges in terms of non-availability of qualified doctors, specifically female doctors, medicines, latest equipment, poor infrastructure, and patient's queues belonging to other rural areas because of the lack of quality healthcare facilities, makes the public hospitals crowded and overburdened. Like all over Pakistan, public sector hospitals are very much neglected in Karachi also and needs special consideration. The focus should be on developing patient oriented supply chains for efficient patient's care and healthcare facilities. Moreover, the case study of Qatar hospital a part of our basic research study also highlighted the depriving condition for women patients' in Emergency Department, because only male doctors are there but female doctors are not available. Although we observed that the gender wise daily patient flow was consist of 65% females, whereas only 35% male patients. The study suggests that there is an urgent need of women doctors and paramedics staff in the public sector hospitals of suburbs of Karachi. This paper presents a synoptic view of concerns of the residents of Karachi, and identification of their selection criteria of health care facilities. The study also aimed to provide solutions and recommendations for the improvement of these facilities. Cross sectional questionnaire and random sampling with two stage clusters sampling was used to record the responses of 1991 households, 46% respondents were female and 54% were male. Among the total of 11127 respondents, only 580, (5.2 %) sought treatment in public health hospitals and, 2440 (21.9 %) visited private hospitals. Research results shows that Cost is the only significant factor because of which people opt for treatment at public healthcare facility.

Keywords: Megacities, Karachi, Pakistan's Health Sector, Health Care Facility Selection Criteria, Concerns of People, Demand Side, Supply Side, Gender.

تلخیص

کراچی پاکستان کے گنجان آبادی والے شہروں میں سب سے بڑا شہر ہے جو شہری مردم شماری میں انتہائی اہم کردار ادا کرتا ہے حق– ایم، ۲۰۱۱ کے مطابق اندازاً پاکستان کے شہری رہائیشیوں میں ہر پانچواں شہری کراچی میں رہتا ہے اور اس کی آبادی روز بہ روز بڑھتی جارہی ہے کسی بھی بڑے شہر کے مسائل کی طرح کراچی کے موجودہ مسائل کے لئے بھی بڑھتی ہوئی آبادی بوجھ بن رہی ہے اور شہر کے مختلف حصوں کے لئے چیلنج بنتی جارہی ہے۔ کراچی میں صحت کا معاملہ خاص طور پر طلب و رسد کے حوالے سے سنجیدہ مسائل کا شکار ہے۔ مثلاً سرکاری ہسپتالوں میں اہل ڈاکٹروں خصوصاخواتین ڈاکٹروں کی کمی، ادویات اور جدید آلات کی عدم دستیابی خراب انتظامی ڈھانچہ، گنجائش سے زیادہ دیہی آبادی کے مریضوں کی قطاریں اور حفظان صحت کے حوالے سے معیاری سہولیات کا فقدان۔ نہ صرف کراچی بلکہ پاکستان کے تمام علاقوں میں عوامی شعبے میں حفظانِ صحت بہت زیادہ نظر انداز کیا گیامعاملہ ہے۔لہذانہ صرف موجودہ مسائل کو حل کرنے کے لئے بلکہ مریضوں کی بڑھتی ہوئی ضروریات کے لئے معیّنہ سہولیات کی فراہمی کے سلسلے پر توجہ مرکوز کرنے کی بھی سخت ضرورت ہے۔ مزید برآں، یہاں قطر ہسپتال کی کیس اسٹڈی کا تذکرہ جو کہ ہماری بنیادی تحقیق کا حصہ تھا بہت ضروری ہے جہاں خواتین بڑی تعداد میں فوری طبی امداد کے شعبے میں آتی ہیں لیکن خواتین ڈاکٹروں کی تعداد بہت کم ہے اور زیادہ تر مرد ڈاکٹر موجود ہوتے ہیں، جبکہ وہاں آنے والی خواتین کی تعداد تناسب کے لحاظ سے ۶۵ فیصد اور مرد مریضوں کی تعداد ۳۵ فیصد ہے۔ ہماری تحقیق کے مطابق کراچی کے نواحی علاقوں کے سرکاری اسپتالوں میں خصوصاخواتین ڈاکٹروں اور معاون طبی عملے کی انتہائی سخت ضرورت ہے۔ اس مقالے کا مقصد ہے کہ کراچی کے شہریوں کے تحفظات و خدشات سے ہم آہنگ ہو کر حفظانِ صحت کی سہولیات کا جائزہ لیا جائے اور وہ جس معیار پر حفظانِ صحت کی سہولیات چاہتے ہیں ان کے لئے تجاویز دی جائیں۔ محتاط طریقے سے تیاری کردہ عمودی تراش کے سوالنامے کے ذریعے بے ترتیب نمونوں کے طریقہ کار سے ۱۹۹۱ گھرانوں سے دو مرحلوں میں جوابات حاصل کئے گئے ہمارے مطالعے میں ۴۶ فیصد خواتین اور ۵۴ فیصد مرد حضرات شامل ہوئے۔ سماجی آبادیات کے مطابق ۱۱۱۲۷ جواب دہندگان میں صرف ۵۸۰ (۵ء۲ فیصد) عوامی شعبے اور ۲۴۴۰ (۲۱ء۹۷ فیصد) نجی شعبے سے حفظانِ صحت کی سہولیات حاصل کرتے ہیں۔ تحقیقی نتیجے سے ظاہر ہوتا ہے کہ صرف "لاگت" ہی وہ سبب ہے جس کی وجہ سے لوگ صحت کی سرکاری سہولیات تلاش کرتے ہیں۔

کلیدی الفاظ: شہر کلاں (بڑا شہر) کراچی، شعبہ حفظانِ صحت پاکستان، معیار برائے سہولیات حفظانِ صحت، عوامی خدشات، فراہمی کی طلب، رسد، صنف

Introduction

The world's urban population is growing at an ever faster rate, giving rise to the growth of mega cities on the globe. A megacity, by definition is an urbanized area with a population of at least 10 million (UNCHS, 1996). According to UN Habitat, two-third of the world's population is likely to live in cities until 2030. As estimated by World Urbanization

Prospect 2014, there will be an increase in number of megacity by 2030, (Fig 1), the megacities listed by the UN already have reached a total population of 280 million and are considered the growth engines of their relevant national economies. But with this rapid growth there is also a rapid growth in the challenges megacities are facing. The major key issue of this exceptional growth of population in megacities is on the city's infrastructure. Urban residents need and deserve essential and basic necessities of quality living such as clean drinking water, stable electricity, transportation system and most importantly a better healthcare system with cost-effective quality care and easy access to healthcare facilities.

Megacities are a new spatial urban form with important implications for public health (Pappas G. 2011). Healthcare structures in megacities are at crucial point due to significant demographic and epidemiological changes (New Cities Foundation 2013).The major reason behind this is the phenomenon of rapid urbanization i.e., the rapid rise in population mainly in the form of internal migration from rural to urban areas of the country. This new reality poses serious concerns and unprecedented pressure on health support systems in (Nasir, F., Herani, G.M & Nazwaz, A. 2012) developing countries, especially in megacities like Karachi which are already overburdened and constrained by limited resources. Particularly healthcare services in the public sector are an ignored and mistreated area and hence needs to be taken under special consideration. The major reasons for this are financial limitations and restrictions, and the socio-cultural feature of high, low income demand for public sector hospital services (Chisolm et al., 2010).

Pakistan's public healthcare sector is riddled with numerous problems, constraints, challenges and contradictions that obstructs the smooth functioning of the health care system & service delivery, especially, in Karachi (Zaidi, S.Akbar, 1986). Megacity Karachi- the capital city of the province of Sindh and the only mega city of Pakistan with an estimated population of over 22 million, ranked as 7th largest mega city in the world as compared to other mega urban cities is greatly neglected in Health sector (Shaikh B.T., 2011). Healthcare in Karachi is deeply entrenched in corruption, shortage of qualified doctors and paramedics in public hospitals, unavailability of medicines and poor quality of infrastructure and health facilities accessibility. As our research show, the people of Karachi have, in general, little or no access to healthcare facilities in public hospitals.

Comparison of public (Pub)h and private (Pvt.)h on accessibility of healthcare facility(N- 11127)

Variable	Score	Df	Sig.
Easy Access (Pub)h	4.507	1	.034
Easy access (Pvt)h	12.36	1	.000

Source: Burney ,S , Iraqi ,Khalid ,2015 results generated under the project of 'Managing Mega-Cities A case study of -Karachi' survey in George Mason University-USA – University of Karachi Partnership program.

Consequently, the burden of health facilities has shifted to the private sector, thus adding financial stresses to people across the city. This paper examines the concerns of the people related to health and how these concerns are influencing the behaviour of people with the help of Quality Index development using the data of Karachi megacity survey conducted in 2015 and it also examines people criteria of selection of healthcare facilities. As Patient's choice of health-care services depends on two important factors, primarily on patients' characteristics and on the features available at the health-care facilities (Karkee, R. & Kadariya, K. 2013). The results reported inform policy recommendations and strategies for managing the problems of health sector in Karachi.

Following this introduction to the research theme, Section 2 puts forward a discussion on the health care structure of Pakistan and health issues with special reference to megacity Karachi and identifying areas that need special considerations of healthcare facility administrators Section 3 discusses in particular a case of Karachi 's healthcare facilities Section 4 describes the research design in detail comprising of four different sections related to research instrument designing and methodology ,Section 5 presents the results of the survey research analysis and reports responses of the sample residents of Karachi along with interpretive analysis section 6 concludes the study and Section 7 proposes policy recommendations for bringing improvements in Healthcare infrastructure of Karachi with emphasis on improvement in healthcare service efficiency , as grounded through the expectations of the patients.

Literarture Review

Pakistan's health care system consists of a three–tiered health delivery system, including primary, secondary and tertiary care. This healthcare facilities structure consists of Basic Health Units (BHU), Community Health Care Services through Lady Health Workers, Rural Health Centres, Tehsil hospitals, Dispensaries, District hospitals and well equipped Tertiary level teaching hospitals. Despite Karachi's extensive health care infrastructure, it is un able to deliver optimal health services and care as a consequence number of issues and challenges that the health sector of Pakistan specifically Karachi is facing, including lack of motivation among members of the healthcare workforce due to lack of career prospects, deep-rooted corruption, uneven distribution of resources, lack of medicines and the latest diagnostic and treatment equipment, and overall unsatisfactory health infrastructure (World Health Organization, 2004). Moreover, Pakistan spends an exceptionally low percentage of its Gross Domestic Product (GDP) on health, only 0.5%. This is leading to further inefficiency with the government's ability to cope up with the growing needs for required medicine and laboratory support resulting in an out-of-pocket expenditure on health of around 80%. According to World Bank (2010) Pakistan is still striving to achieve most health-related Millennium Development Goals MDGs. Though there has been an improvement in the MDGs of education sector, the Health sector still

remains on the margins of the development landscape (World Bank, 2010). Thus Pakistan is facing a number of major challenges in improving health outcomes. Keeping in view the current level of government expenditure on health, achieving an improvement in this sector seems doubtful. To improve health sector in Karachi, requires strengthening four important domains of the health care system. i.e. health care delivery, public health, personal health management, and health-related research (Detmer, D.E. 2003).

The quality of healthcare services in public hospitals is showing a downward trend and the rapid growth in population due to immigration and births is imposing increasing pressure on public hospitals. This is shifting the burden onto the private sector to meet the needs and to bridge the gap between increasing demands and public provision of health. The role of the private sector in providing up to standard facilities is increasing and because of poor public sector performance, public sector health facilities role is diminishing as survey conducted by (Jannati, A., Bahrami, MA., Gholizadeh, M., Alizadeh, L. & Khodayari, MT. 2013) also highlighted that today's patients are more sensitive in selection of their healthcare facility than before and are more concerned about their health than previously. Moreover, the total expenditure of health care in Pakistan is Rs 185 billion, of which the private sector spends Rs 121 million while public sector only shares Rs 59.5 million (Ahmed, S., Khan, A.A. & Khan, A. 2011). To provide quality patient care and performance improvement, Hospitals have now realised the importance of application of performance management tools like ISO 9000 certifications, TQM, Benchmarking, Balanced Scorecard (BSC) and other tools to enhance the performance of health service capacity, quality and service delivery in hospitals. According to (Rabbani F. 2011) a research conducted at an ISO certified hospital in Karachi also showed positive performance indicators after successful implementation of BSC.

Pakistan and particularly Karachi is facing serious health issues while going through epidemiological transition and demographic changes. In this context the public health service delivery presents an uneven distribution of resources with unsatisfactory performance. After the 18th amendment to the constitution responsibility for the health sector has been devolved to the provinces yet responsibility for distribution and revenue generation sources still remain unclear between the different tiers. For achieving significant improvements in the health sector, it is important to frame the development and maintenance of health structure in a way that keeps consideration focused not only on short term health outcomes but is also able to address and improve the long-term health status of the population

Karachi, a megacity with an estimated population of more than 23.7 million (PPI, 2015) has three established and running tertiary-care public hospitals, i.e., Jinnah Postgraduate Medical Centre (JPMC), Civil Hospital Karachi (CHK) and Abbasi Shaheed Hospital (ASH). Nearly 75 percent of households in Karachi fall in the lower-middle and low income brackets with an average monthly income PKR 15,000 (Pakistani Rupee) (Khan

Amina, 2014) varying significantly across the upper and lower income categories. Keeping in view the large income gap of the city's population, access to a private healthcare facility puts considerable financial strain. Still, the private sector dominates the health sector of Karachi despite their high cost of treatment and facilities as the state run healthcare facilities have failed. There is a dire need to work on the improvement of Public healthcare facilities in Karachi to make it efficient enough to address the needs of lower income patient' needs & health care. The basic objective of this research study is to identify the factors that people in Karachi consider while selecting a healthcare facility and to examine the concerns of people, while selecting healthcare facility in Karachi.

Research Methodology

Both Qualitative and quantitative research tools are used in this research to gain understanding of healthcare facility selection criteria residents of Karachi uses to select healthcare facility. Furthermore this study also explores gender based demand and supply facilities in public sector hospitals of Karachi. This study is based on a cross-sectional survey that was carried out from December 2015 till January 2016 from total sample of 13,233 households, Megacity Karachi was categorized into 18 administrative towns and 6 cantonment areas. 1% sample blocks are taken from each strata through systematic random sample. In all blocks every 15 samples of household were selected through Simple Random Sampling with random starting point for interview. Total 1980 household were visited for interview. 11127 individuals were interviewed, selected through systematic random sampling from 132 blocks.

A well structured survey questionnaire was designed by researcher and the survey was carried out by Karachi office of the Pakistan Bureau of Statistics under the project of 'Managing Mega-Cities A case study of -Karachi' in George Mason University –under state deparment's University Partnership program. A two stage stratified sampling technique was employed to draw sample.

Case Study of Qatar Hospital is also included in our research work to study the real time data in terms of gender wise distribution of supply side facilities (i.e. Doctors and paramedics staff available in hospitals) for patients arriving in hospital for treatment.

Research Instrument Development

The major data is derived from a cross-sectional household survey's section on the utilization of healthcare facilities A questionnaire is used to obtain information on household members in the following areas(i)Socio demographic characteristics; (ii) Health problems in the year prior to the interview; (iii) Type of healthcare facility chosen in the first instance; and (iv) Reasons for the choice of a healthcare facility (v) Factors giving rise to health issues in Karachi(vi) Administrative issues that are weakening the public health infrastructure of Karachi.

The questionnaire was translated into Urdu and was pretested on 25 households. The results of this pilot questionnaire were used to make the questionnaire more locally contextualized. This research focuses on the studying the healthcare facility selection criteria using following hypothesis:

H1: Availability of specialized doctors impacts the selection of a healthcare facility.
H2: Cost of care impacts the selection of healthcare facility.
H3: Cleanliness and hygiene are significant factors on the selection of a healthcare facility.
H4: Quality of treatment a patient receives at a hospital has an impact on the selection of a healthcare facility.
H5: Proximity has an impact on selection of healthcare a facility.
H6: Behaviour of medical practitioners has an impact on the selection of a healthcare facility.
H7: There is an impact of availability of medicines on the selection of a healthcare facility.

Research Model

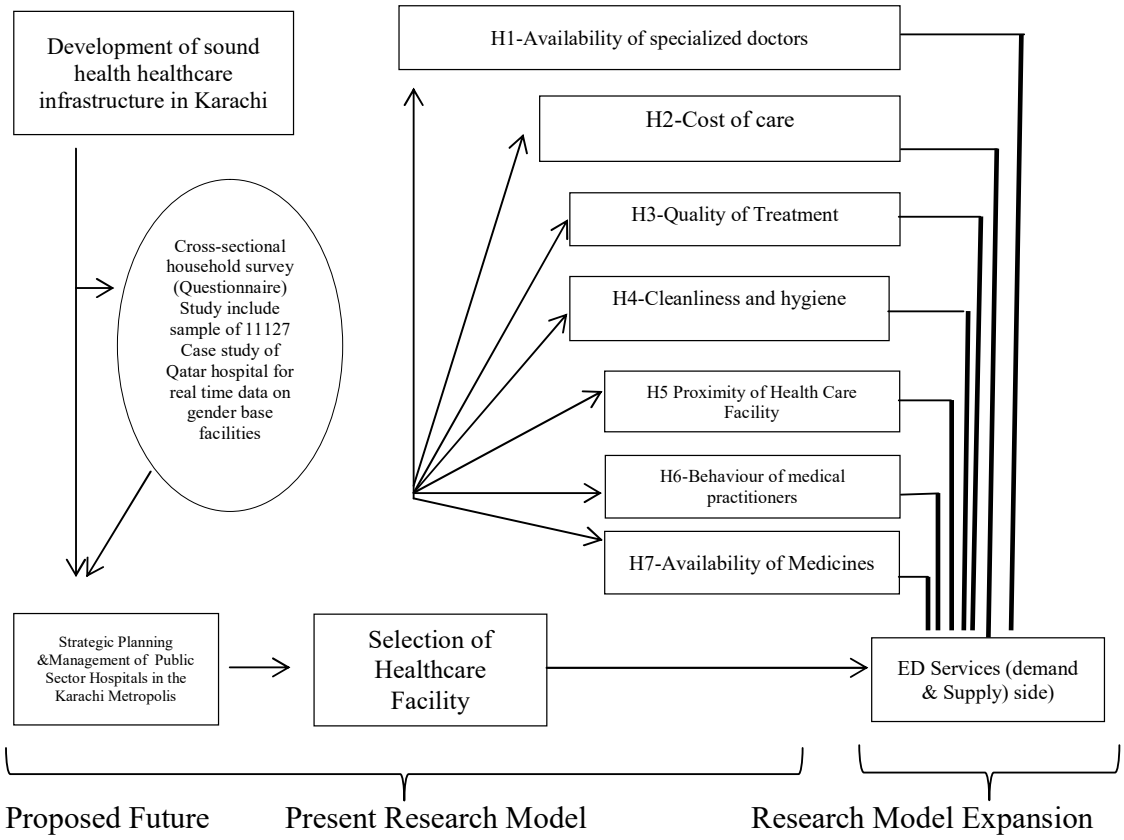


Figure 1: Shows present and proposed future Research Model adopted in this study

The current study investigated the concerns of people when selecting health care facility in Karachi along with the identification of selection criteria that the residents of Karachi use to select Healthcare facility. This study aims at providing solutions and recommendations for the improvement of Health care facilities in Karachi with special reference of gender based demand and supply facilities in hospitals. Thus the study is limited to megacity Karachi only; in future similar methodology can be adopted to expand the ambit of research to other cities as well. Moreover, the proposed model in the study can be extended to include Emergency department services and patient satisfaction level as shown in proposed study model above and we have focused on this in our future research study. Methodologically, the future studies can consider the role of supply chains and more specifically patient oriented supply chains in making health service sector more efficient.

Definitions and Classification of Variables

Public Health care facilities are those state owned facilities that are run and financed by government. Whereas other non- state healthcare facilities are categorized as Private healthcare facilities.

The concerns of people while choosing healthcare facilities were assessed with the help of Index development, in which five variables were used i.e. Age, Level of Education, district of residence, Income and Language (Urdu). The result of concern shows that the more educated a person is the more concerned he/she is about quality of a healthcare facility.

The reason for choosing healthcare facilities both for public and private health care facilities is assessed by use of seven different variables that residents of Karachi keeps in mind while selecting healthcare facilities, these variables are (1) Cost of care (2) Quality of treatment (3) specialised doctors (4) cleanliness/hygiene (5) Availability of medicine (6) Quality of health personnel behaviour and (7) Easy access. However, it is strongly felt that emergencies services management is also of immense importance in many cities like Karachi both from supply and demand viewpoint and needs urgent attention. The research model above conceptualizes comprehensive approach to all such aspects. Patient satisfaction is an important factor for measuring quality of care and services delivery in megacity -Karachi in the Emergency departments of Tertiary care hospitals of Karachi. Patient surveys are carried out to measure the efficiency of ED worldwide.

The education status was classified into three different categories (1) Middle (up to 5 years of education in school) (2) Secondary & High (from 6 years to 12 years of education (3) B.A. & Above (14 years and above).Variable Urdu is classified as Urdu and No Urdu speaker.

During case study observation at Qatar hospital, our focus was on both demand side variables (i.e. Gender wise patient flow) and supply side variables (i.e. Doctors, nurses, paramedical staff and equipment) based on observation and expert opinion.

Research Limitations

This study is partially supported by quantitative analysis. As such it provides insight into the views of representative patients who avail healthcare facilities, basic health issues of Karachi but lacks information from policy makers' points of view.

The sample covers only one city; hence there is a limitation of generalizability to the entire health management plan of the country and to healthcare issues faced by megacities in general. Also, since it is one-time survey, it will not be able to predict the trends of the health sector. However, it will definitely provide a basic framework or model that can be further implemented in other cities. For example, working hypotheses can be developed based on the Karachi research which can be the focus of future research that can be conducted with a methodology that enables generalizations to other megacities in developing countries.

Case Study Analysis

Karachi's public Sector Hospital is taken as a case study to collect and understand the real time data on the gender wise patient flow in a public sector hospital and the reason of visiting the selected healthcare facility. During study, patient's flow was observed in a hospital. Following chart represents the patient's flow on the basis of observation and expert's opinion taken during in-depth interview. The findings shows that 65% female patients visits hospital daily, which shows that there is an urgent need to enhance the gender wise ratio of Doctors and paramedics staff in the hospital, as there is a lack of Female doctors in hospital.

Gender Base Patient Flow ED of Public Sector Hospital	
Female Patients arrived	65%
Male Patient arrived	35 %

Figure 2: Represents gender base patient flow in ED of public sector hospital

The selected public sector hospital provides free of cost treatment to patients and is the only hospital providing medical care to all local residents of Orangi town and nearby population. The doctor and patient ratio was observed approximately 1:10 patients, which shows that there is an urgent need to increase the number of both male and female doctors and staff in hospitals to deal with female patients. Pakistani society is patriarchal in nature, where generally females suffer discrimination in every walk of life (Ali, S. Mubashir, 2000). Likewise is observed in selected, public sector hospital as only male

doctors and staff was available in hospital's ED. Moreover, there is also an immense need to enhance the infrastructure, equipment and latest medical care facilities in hospital.

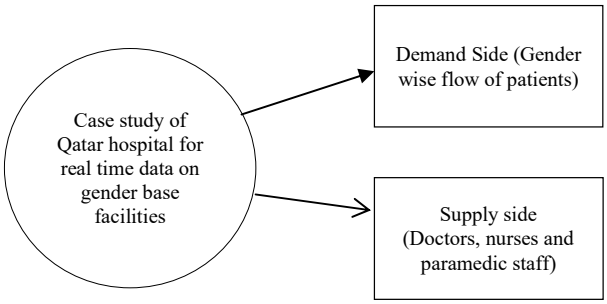


Figure3: presents Case study Research Model under study

Study Area and Socio-Demographic Characteristics of Respondents

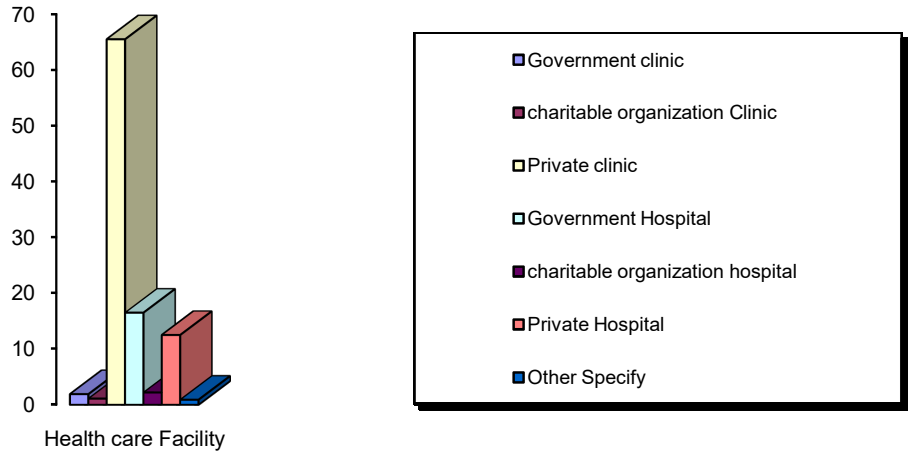
Megacity Karachi, known as" city of lights" is the capital of the Sindh province and is the main seaport, financial and economical centre of Pakistan. According to Demographia World Urban Areas report, Karachi's population has shown an estimate of 80.5% increase in the last decade and is ranked as the 7th largest mega city of the world. Karachi has total population of 22 million (estimated). For this study we categorized Karachi into its 18 administrative towns and 06 cantonments. Data analysis is done using SPPS version 24.

Table: 1
Socio Demographic Characteristics Of The Respondents
(N= 11127)

Variables	N(%)
Gender	
Male	54%
Female	46%
Education	
No School	17.4%
Middle	37%
Secondary & High	30.4
B.A. & Above	15.2
Age Group	
Below 40	75.1%
40-59	19.3%
60 –above	5.6%
Ethnicity	
Urdu	67.4
No Urdu	32.6

Table 1 presents the Socio- demographic characteristics of the respondents. Among the total of 11127 respondents, Gender is one of the organizing principles of Pakistani society (ADB, 2000) .54% of respondents were male and 46% of respondents were Female. Most of the respondent were aged below 40 (75%) only 30% of the respondents were literate and 37% of the respondents were only Middle pass. This data includeall respondents who had visited Public or Private Healthcare Facility, in last 12 months prior to the survey was conducted to seek medical treatment either for themselves or for the family members. Choice of healthcare facility was recoded in analysis as 1 Public healthcare facility and 0 for private healthcare facility as 0 in order to identify the number of people.

Following graph shows the percentages of visits people did to different type of health care facility during the past 12 months, Out of the sample of 11127, only 3150 responded and 7977 were missing. Only 1.9% visited government clinics and 1.1% visited clinics operated by charitable organizations. Most of the respondent i.e. 65% visited private clinics and only 16.5 % visited Government hospitals while 2.2% visited hospitals operated by charitable organizations. While 12.2 % respondent visited private hospitals.



Survey Results

The paper presents following important findings and data from this study. Table 2 presents the results of logistic regression model A, for reasons of selection of Public Healthcare facility (Pubh), Variables used to measure choice of public healthcare facilities were Cost, quality, hygiene, availability of medicines & access criteria.

Among the total number of respondent 580, (5.2 %) of total 11127 respondents) who used public healthcare facilities said that the only significant factors/reasons of choosing public Health is Cost of care (.000) and cleanliness/hygiene (.034).

Table: 2

Variables	Model A Public health care Facility (Pubh)		
	Df	Sig.	Exp(B)
Cost of care	1	.000	1.954
Quality of treatment	1	.820	1.093
Specialized doctor	1	.266	.834
Cleanliness / hygiene	1	.034	8.489
Availability of medicine	1	.078	1.922
Quality of health personnel behaviour	1	.469	.872
Easy access	1	.111	2.556
Constant	1	.000	.001
. a. variable(s) entered on step 1: cost, quality, hygiene, meds, paramed, haccess			

Whereas Quality is the least preferable factor (.820) for those who visited public healthcare facility. Our research result shows that it is highly predictable that respondents do not prefer public healthcare facility at first instance.

Model Summary –Pubh			
Step	**-2 log likelihood**	**Cox & Snell R Square**	**Negelkerke R Square**
1	4418.542	.006	.017
a. Estimation terminated at iteration number 8 because parameter estimates changed by less than .001			

Logistic regression model summary of Pubh model shows that there is a 6% (.006) to 17% (.017) variation is observed, hence the week results shows that very few people support the idea of visiting public healthcare facilities at first instance.

Table: 3

Variables	Model B Private health care Facility (Pvth)		
	Df	Sig.	Exp(B)
Cost of care	1	.000	.130
Quality of treatment	1	.011	1.612
Specialized doctor	1	.000	1.972
Cleanliness / hygiene	1	.007	2.550
Availability of medicine	1	.054	1.500
Quality of health personnel behaviour	1	.003	.673
Easy access	1	.044	1.722
Constant	1	.000	.072
a. variable(s) entered on step 1: cost, quality, hygiene, meds, paramed, haccess			

Table 3 infers the results of logistic regression of Model B- Pvth, for those who visited Private Health care Facilities, Same variables were used as in Model A –Pubh for private health care facilities responses also. From the total of 11127 respondents, 2440 (21.9 %) Respondents visited private healthcare facilities. The results shows Cost of care (.000) , quality of treatment (.011) specialized doctors (.000) ,cleanliness/hygiene (.007) , Quality of Health Personnel (.003) and easy access(1) (.044) as significant factors/reasons for choosing private healthcare facility. Only Availability of Medicines i.e. availability of medicines (.054) doesn't have much impact on selection criteria.

Model Summary –Pvth			
Step	**-2 log likelihood**	**Cox & Snell R Square**	**Negelkerke R Square**
1	9617.223	.153	.234
a. Estimation terminated at iteration number 6 because parameter estimates changed by less than .001			

The following model summary of Pvth explained range of variation in the dependent variablefrom15.3 % (.153) to 23.4 % (.234). From model summary it is concluded that all the variables under study are having a positive impact on the selection of the private health care facility.

Recommendations For Policy Makers

From our analysis discussed above we concluded that People are visiting private healthcare facilities because they are receiving good cost of care, Specialised doctors and paramedics/Health Personnel are aimed to provide good & quality treatment to patients, there is an availability of medicines & pharmacy facility within health care facility and above all private healthcare facilities have easy accessibility. All these efforts of private healthcare facilities led the private healthcare facilities to continuously strive for and enabling them to bring process, system& quality improvements in their healthcare facilities.

While the results for Public healthcare facilities shows poor quality of public healthcare services to patient in terms of cleanliness &hygiene, non- availability of medicines, absence of specialized doctors, lack of female doctors and other paramedical staff and the inequitable distribution of public healthcare facilities in the city, which in return is making public healthcare services inefficient and unable to provide quality services to people. Karachi's healthcare crises persist despite a lot of genuine efforts by private healthcare facilities to provide good quality healthcare services. In the light of above analysis following recommendations to policy makers can be proposed.

1. Government & Health Ministry should immediately plan well equipped and state of the art public healthcare facilities (hospitals) in Karachi as the three major tertiary care hospitals Jinnah Postgraduate Medical Center (JPMC), Civil Hospital Karachi (CHK) and Abbasi Shaheed Hospital (ASH) were established years ago and at that time population was not that much high as it is now.
2. Furthermore, Karachi having six districts and 18 towns, have the right to claim the demand of establishing one general tertiary care hospitals in each of its town so that people can have an easy access to the hospitals in case of emergency or low for price treatment. As study conducted by (Khan, S.R. and S. Kazmi. 1998) also cited access / distance as one of the major reason for not visiting public healthcare facility. Therefore, If the funding are not sufficient to meet the expenses of one hospital in each town, government should work on establishing at least one hospital for two towns.
3. Though Government has taken few steps to equalize the gender imbalances in the health sector. But still there is a dire need to bring gender equality in supply side of hospital service supply chain, especially there is a need to appointment more female doctors, nurses and paramedics staff in public sector hospitals of suburbs of Karachi.
1. 4. Health department must revisit, review and reprioritize the allocation of existing resources in order to make public healthcare facilities more responsive and efficient towards patient's needs. It is important while reprioritization of resources focus should be on both achieving short term &long term health outcomes and at the same time is able to achieve the long term outcome of population's health status.
4. Innovation in Healthcare is the need of an hour , The areas like Orangi, New Karachi, Gadap and Bin Qasim, lyari where doctors are not available or are reluctant to go because of accessibility concerns ,Government should work to setup E-Health clinics so that their residents can easily connect with doctors for general routine checkups.
5. As our results shows that cost is the only significant factor that is making people visit public healthcare facilities, other than costly treatment at private healthcare facilities, there is an immediate need to address and work on making public healthcare facilities more cost effective for low income patient's needs & healthcare by providing them free of cost treatment like other megacities of the world (UK, US etc.).
6. Training programs should be launched by the government for the trainings of para medical staff, nurses, doctors etc. So that they will be able to deal with patients in a more efficient manner as Patient-centered care is critical for care quality (Anhang Price R, N. Elliott M, M. Zaslavsky A et al., 2014).

7. Furthermore, to manage patient flow in ED efficiently and achieve patient satisfaction, public sector hospitals needs to work on different dimensions of Service Supply Chain Management both from demand and supply perspective as previous researches have highlighted that there is a significant impact of supply chain management dimensions on the quality of health care services (Raeeda, et al. 2013).

Conclusions

This research paper presents the research finding of a cross sectional survey capturing the perceptions & opinions of the citizens of Karachi regarding public and private healthcare facilities. This paper also attempts to study the gender wise ratio of patients in a public hospital of Karachi to identify the supply side facilities required in hospital to provide efficient patient care to female patients. A total of N=11127 representative sample was taken to gauge perceptions of residents of Karachi about healthcare facilities, their health care facility selection criteria & concerns of respondents while selecting healthcare facility. The results of a survey provide a precise replication of citizen's opinion about both public & private healthcare facilities. From our survey results and discussion, the empirical findings and survey results: it is evident that private healthcare facilities are providing better healthcare services and contributing a major role in lowering the burden of public sector healthcare facilities. This further endorses our research rationale that in Karachi, more and more people are visiting private healthcare facilities and that the public sector healthcare facilities are inefficient in performing their due role in providing better and efficient services to people. Moreover patient's realization & concerns for quality further drives a greater portion of residents towards getting treatment in private healthcare facilities. Hence it can said that private sector healthcare facilities are making far more better efforts as compare to private sector healthcare facilities. Thus in the light of above analysis following recommendations can be given for strengthen public sector hospitals.

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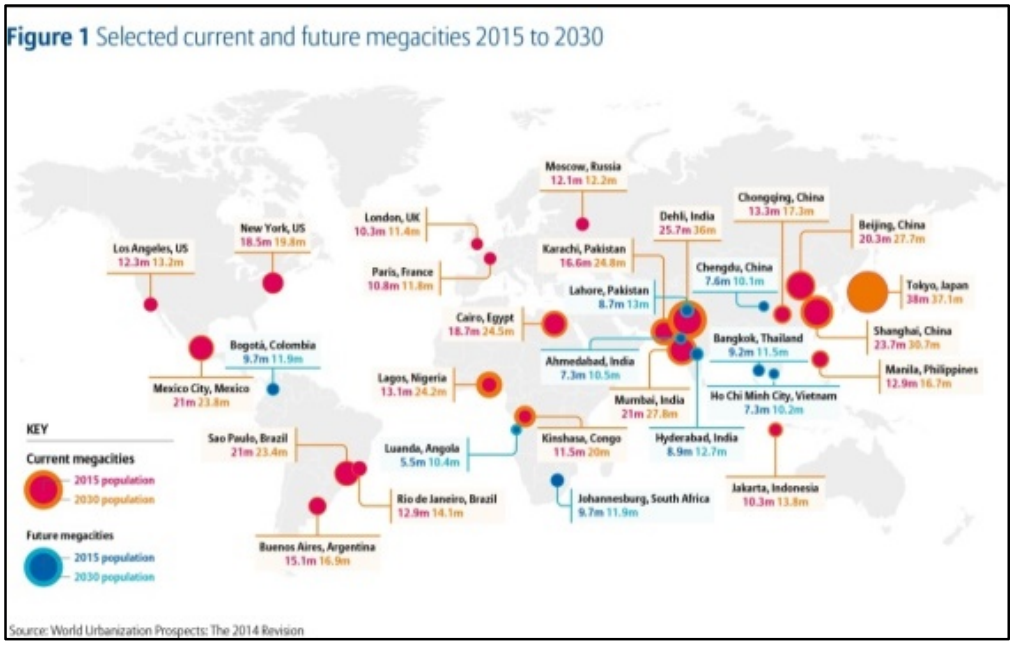
Figure



Source: World Urbanization prospects 2014 (revision of 2013)

Annexure

Model Summary				
Model	**R**	**R Square**	**Adjusted R square**	**Std Error of the estimates**
1	.143[a]	.020	.017	.50113
a. Predictors: (Constant), Urdu, HH3-Age of the Household member, income3, District of Residence, Level of Education recorded				

Coefficients[a]		
Model		Sig.
1	Constant	.000
	HH3-Age of the household member	.274
	Level of education Recoded	.000
	District of Residence	.023
	income3	.351
	Urdu	.100
a. Dependent Variable : QC_concern2		

This is an Extended Research of Research Idea Presented at AICSSH 2017, ST. ANNS College, Oxford University.

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Work-Life Conflict and Organizational Commitment: A Study Of Female Faculty In Higher Education

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Abstract

This study was conducted to discover the impact of work-life conflict on organizational commitment of female faculty at private universities in Karachi, Pakistan. To test association between the two variables, correlation was used. The results were further corroborated by the use of contingency table. The target population was permanently employed female faculty of private universities. The study was done through interviews and questionnaire survey. The method employed for this purpose wast-test of correlation and chi-square test of association. The study revealed that faculty members at private universities in Karachi had time-based conflict but they did not have strain-based and behaviour-based Conflict. The female faculty were committed to their organizations and the affective commitment showed higher result than continuance and normative commitment. The study reveals that there exists a weak association between two critical variables i.e. work-life conflicts and organizational commitment.

Keywords: Work- Life Conflict, Organizational Commitment, Female Faculty.

تلخیص

یہ تحقیقی مطالعہ کراچی پاکستان کی نجی جامعات کی خواتین اساتذہ کے کام، زندگی اور اس کے ان کی تنظیمی وابستگی پر اثرات کا جائزہ لینے کے لیے کیا گیا ہے۔ ان دونوں متغیر کے تعلق کو جانچنے کے لیے ارتباط کا استعمال کیا گیا ہے۔ نتائج کی مزید تصدیق کا ٹیبل کے ذریعے کی گئی ہے۔ تحقیق کی ہدف آبادی نجی جامعات کی مستقل طور پر ملازمت پیشہ خواتین اساتذہ تھیں۔ تحقیق کے لیے مذکورہ ملاقات اور معاناتی سوال بند کا استعمال کیا گیا ہے۔ اس تحقیق سے ثابت ہوا ہے کہ کراچی کی نجی جامعات کی خواتین کو وقت کی بنیاد پر کام، زندگی تنازعہ درپیش ہے۔ گو کہ کشیدگی اور رویے کی بنیاد پر یہ تنازعہ موجود نہیں پایا گیا۔ خواتین اساتذہ اپنے جامعات سے

تنظیمی وابستگی رکھتی ہیں اور اس ضمن میں مؤثر وابستگی معیار بند وابستگی اور جاری وابستگی سے برتر پائی گئی ہے۔ اس تحقیق کے نتیجے سے دونوں متغیر کے درمیان کمزور تعلق دیکھنے میں آیا ہے۔

کلیدی الفاظ: کام، زندگی تنازعہ، وابستگی، خواتین اساتذہ۔

Introduction

Women are the pillars of every society and contribute equally in the progress and development of any nation. Labor market trends in developing countries have revealed a rising diverse force, showing an increased number of women (Silver and Cynthia, 2000). As per Pakistan's Population Census Organization, females comprise about 49 percent of the total population, of which around 16 percent are a part of country's labor force (2017).Despite working equally with their male counterparts, women around the world still bear the main responsibility for household activity and family care (Greenhaus & Parasuraman, 1991; Demo & Acock, 1993). It is essential to understand the work problems that women face as these can have a strong impact on their performance, self-esteem and job satisfaction. For instance, stress is one main outcome of work-life conflict and is negatively associated with absenteeism and dissatisfaction, whereas positively linked to undermine productivity (Tausig, 1999). When a working woman spends more time on paid work, she has to sacrifice time spent on household work and vice versa, resulting in work-life conflicts. Therefore, organizations are developing policies to help employees balance their work-life responsibilities. Parenting is one of the most important activities performed by married working women where as in case of unmarried women in Pakistan, care giving to elders is a core value. Hence, it may be said that work-family conflicts are on-going issues for career-oriented women (Wentling, 1996), and therefore, much research on work and family has been focused on married men and women living with a partner and having children (Parasuraman & Greenhaus, 2000).

The objectives of this study were to examine the impact of different kinds of work-life conflicts (identified by Netemeyer et al.1996) on types of organizational commitment (defined by Allen and Mayer, 1990) of women in all private universities of Karachi, Pakistan. It also tried to answer which type of conflict has the highest effect on employee commitment, and which type of commitment is stronger among female employees in educational institutes. Another purpose was to find out how strongly work life conflicts are affecting organizational commitment among female employees.

Work-Life Conflict

This trend of more working women in the workforce has created challenges for both employees and organizations. It has given rise to work-life conflicts. Greenhaus &

Beutell (1985) has defined work-life conflict as "A type of inter role conflict in which pressures of one role disturb the balance to perform the other role effectively". It is a multidimensional model comprising of time-based conflict, strain-based conflict and behavior-based conflict. Study revealed that women experience greater distress than men (Menaghan & Elizabeth, 1989). Studies also show that the number of hours spent on work per week is positively associated with work-family conflict (Burke et al. 1980). As compared to unmarried people, married people experience more work-life conflict and it is anticipated that parents will experience more work-life conflict as compared to those having no children (Herman & Gyllstrom, 1977). Likewise, studies also show that parents having younger children show more work-life conflict as compared to those parents having older children (Greenhaus & Kopelman, 1981). Another study revealed that married women employed part-time were likely to have more work life conflict as compared to those who are employed full-time (Hall & Gordan. 1973). A key determinant of work-life conflict is work stressor. Indications of strain-based conflicts include anger, tension, fatigue, depression and anxiety. When strain is caused at work, it makes it difficult to create harmony at work. Study reveals a positive relationship between conflict at work and work-life conflict (Jones and Butler, 1980).Psychological and physical work demands are also positively associated to work-family conflict (Pleck et al., 1980). Differences in attitudes between husband's and wife's attitude towards wife's employment can also produce stress (Eiswirth-Neems & Handal, 1978). Behavior-based conflict is faced when behavior required at one role is shown in another role also where it is not required. Theory proposes that a male employee exhibiting a particular behavioral style at work might be showing the same behavioral style at home which might not be required by members at home (Bruke & Bradshaw, 1981).

Organizational Commitment

Organizational effectiveness depends on employee commitment towards goal attainment (Barnard, 1938). Organizational commitment is defined as a psychological bonding between an employee and his organization that makes it difficult for the employee to quit the organization (Allen & Meyer, 1990). Various studies have been carried out to examine the determinants of organizational commitment and their impact on organizational outcome. Studies indicate that teachers with increased level of commitment outperform their counterparts who lack commitment (Chughtai & Zafar, 2006). It has been observed that employers who provide flexible sick leave and child care assistance experience reduced turnover (Baughman et al. 2003). Studies also show that female employees encompass higher levels of continuance commitment than men (Stewartet al. 2007). Literature also reveals that those women who perceive that their organizations are offering flexible timing exhibit higher level of organizational commitment (Scanduraet al. 1997). Studies conducted to examine the impact of gender differences on employees' organizational commitment show that women demonstrate

greater level of normative commitment compare to male employees (Khalili & Asmawi, 2012). In order to cater to such problems and to improve employee commitment, organizations provide family-friendly benefits such as child-care facilities, flexible work schedules and other benefits through which they can balance work and life (Dessler & Varkkey 2009; Geisel, 2004; Hannay & Northam, 2000). Family-friendly benefits may improve performance of those employees who face work-family conflicts, leading to anger among employees which can affect employee performance (Lambert, 2000; Judge et al. 2006). It has also been noted that organizations which offer friendly benefits experience a significant reduction in employee turnover (Baughman et al, 2003).

Pakistan's Situation

Growth in labor force participation of women is a major cultural trend in Pakistan. However, the percentage is not encouraging, as the male to female worker ratio in Pakistan is 4:1. According to World Bank report Female Labor Force Participation (FLFP) is lowest in Pakistan as compared to developed and South Asian countries. Over the last several years, Pakistan is facing inflation although it is decreasing (Social Policy Development Centre, 2017).One significant reason for the increase in FLFP is high inflation that cannot be managed by a single earner in the family. Pakistan is a developing nation with a distinct culture, and the people are bound to follow their core values. Husband and wives are strongly dependent on each other and major decisions are still taken by the male head of the family. Being a male dominant society, hence the main responsibility of running home affairs lies on a woman and hence she faces more difficulty in balancing professional and personal life.

Literature Review

Bhagat and Chassie (1981) identified that the best predictor for organizational commitment is satisfaction whereas stress is the second best; however, it is negatively related to organizational commitment. Cockrum & White (1985) suggested that a higher recognition and legitimization of the single lifestyle would help in eliminating some of the obstacles to social and personal interaction. Trovato & Vos (1992) examined the relationship in 1971 and then again in 1981, when cultural conditions were significantly different. They tested two hypotheses. One for the year 1971, related to increased suicidal rate among male and female due to married female labor participation, and the other for 1981, related to decreased suicidal rate among male and female due to married female labor participation. The hypotheses were tested using multiple regression (log-linear model) and were proved to be statistically significant. The study indicates that when women take on a more dominant role in the economy, there is less psychological distress among husbands and wives. MacDermid et al. (1994) examined relationship between work-family tension and working conditions by using Ordinary Least Square. Result

indicates that compared to women in large organizations, the women in small organizations perceived their jobs with more demanding work schedules and significantly lower salaries but unexpectedly greater benefits. Hence, it is suggested that in small organizations the employees are no less in need of help managing work and family demands than large business employees are, and they also experience equal work-family tension. Browne (1998) analysed an evolutionary explanation of women's workplace status through secondary research. It is concluded female are biologically different and so are their characteristics. They have dissimilar priorities from their jobs and so they are rewarded with what they struggle for. Employers prefers employees who work for longer hours, freely travel, and can smoothly move on their career advancement path without extended absences for childbirth. Mothers have stronger bonding with their children as compare to fathers, which suggest that policy makers must keep this tip in mind and so modified benefits need to be provided at work. Konrad & Mangel (2000) showed that firms employing females in a higher proportion have a strong positive relationship between work-life programs and productivity. The study suggests that organizations that employ higher number of professional/women may benefit from adopting work-family programs. Lamsa & Sintonen (2001) suggest that new discussions are needed which could challenge the current male dominant discourse that exists in managerial and organizational practices and this requires further study. Schieman et al. (2003) examined if home-to-work conflict is associated with anxiety & depression, and if those affects are moderated by work qualities. It was also attempted to reveal the variation among those patterns by gender. It is also found that in more noxious work environment, the relationship is stronger and positive between home to work conflict and depression for men. The study also shows that work-to-home conflict has a stronger effect on anxiety than has home-to-work. Lingard & Lin (2004) explored the relationship between organizational commitment (OC) and its determinants being job career, family, and work setting variables among women in Australian construction industry. Organizational commitment is significantly related to the variables understudy, including satisfaction with career progression, job involvement, career choice commitment, supervisory support and perception of the organizational diversity climate. There was no evidence of any demographic or family variable being correlated with OC. The study also suggests that OC doesn’t differ significantly for women, with or without children. Hence, it suggests that such organizations should make sure that women have access to career development opportunities and their processes for reward allocation are fair. Lambert et al. (2006) studied the impact of work-life conflict on employees' job satisfaction and organizational commitment using OLS regression for social and human service workers. It reveals that time-based conflict tends to be highest followed by work-role behavior, strain-based, and then family-role behavior conflict. Work-role behavior conflict also significantly affects job satisfaction and organizational commitment. Mohamed et al. (2006) studied the relationship between employee organizational commitment, intend to quit, and environment. There exists a negative relationship between affective commitment and

intend to quit, and a positive relationship between supportive environment and affective organizational commitment. Scandura & Lankau (1997) studied a matched sample of male and female managers and revealed that women in those organizations which offer flexible work hours show greater level of organizational commitment and job satisfaction than those who are not offered such benefit. Study also shows that women with families show higher organizational commitment when offered flexible work hours. Chiu & Ng (2001) examined the impact of work oriented and family-oriented women friendly policies on their job and organizational behavior. It is observed that single female employees show higher affective commitment in the presence of work-oriented policies whereas presence of family-oriented policies showed positive association with continuance commitment. Hence, the study suggests examining the demographics of workforce for development of effective HR policies for working women.

National Perspective

Bashir & Ramay (2008) investigated the relationship between career opportunities, work-life policies job characteristics and organizational commitment among IT professionals in public and private sectors. The study indicated a significant positive relationship between career opportunities, work-life policies and organizational commitment but no significant relationship between job characteristics and organizational commitment was found. Age and tenure showed weak and insignificant relationship with organizational commitment. Nadeem & Abbas (2009) observed the association among work-life conflicts and job satisfaction of employees in Pakistan. The findings depict that there exists a negative relationship between stress and job satisfaction and between work to family interference, family to work interference and Job satisfaction. However, workload is positively but insignificantly linked to JS, suggesting that that workload doesn't affect Job satisfaction of employees in Pakistan. Khan et al. (2010) investigates the association between organizational commitment and employee Job performance. Study revealed that commitment has significant effect on job performance. The study also reveals that males are higher performers' vis-a-vis female in Pakistan's private sector. Malik et al. (2010) examines to what extend teachers in public universities are satisfied with their jobs and committed to their universities. The study indicates that university teachers are highly satisfied with their job dimensions (salary, coworkers, quality of supervision, opportunities for promotion, etc.). It is concluded from the findings that significant predictors of organizational commitment in Pakistani public universities include nature of work, quality supervision and salary satisfaction. The study suggests that to make employees highly committed and satisfied, organizations should provide intrinsic and extrinsic job rewards. The findings of Abdullah and Ramay (2012) revealed that employees with higher tenure and age show greater organizational commitment. The study of Ahmad et al. (2011) shows that the effect of conflicts arising from work-life balance has severe mental and physical consequences for working women. The study by

Alam et al.(2011) suggested that there might be other factors such as job satisfaction, organizational commitment and organizational citizenship behavior which might have significant relationship with work-life conflicts. Literature also shows that there exists no significant difference between male and female employees in terms of their work-life conflicts (Chaudhry et al., 2011). Rehman & Waheed (2012) inspected the impact of work-family conflict on organizational commitment among faculty members in private and public universities of Pakistan. ANOVA results revealed that compared to single, married teachers had high work-family conflict. In respect to work-family conflict among male and female employees no significant differences found. Another study was conducted by Saher et al. (2013) which concluded that working women, despite having work-life conflicts, are successful in managing it. However, a study by Batool & Raza (2013) revealed that there is a significant negative relationship between job stress and organizational commitment. However, the relationship between job stress and affective commitment is very weak and statistically insignificant. There is no relationship between job stress and normative commitment and there is insignificant relationship between job stress and continuance commitment. The thorough review of literature reveals that women face different problems due to their dual commitment in balancing work and life. However, as far as the effect of problems on organizational commitment is concerned, it showed mixed results. These results cannot be generalized for every country, industry, or organization. The literature review also identifies different predictors of work-life conflicts and organizational commitment. Hence, there exists a strong need to conduct country-specific and industry-specific research to explore relationships between the main variables i.e. work-life conflict and organizational commitment. Review also indicated that much research has not been done on the two variables.

Hypotheses

H_1: Time based conflict has significant effect on women employee affective commitment in private universities of Pakistan

H_2: Time based conflict has significant effect on women employee continuance commitment in private universities of Pakistan

H_3: Time based conflict has significant effect on women employee normative commitment in private universities of Pakistan

H_4: Strain based conflict has significant effect on women employee affective commitment in private universities of Pakistan

H_5: Strain based conflict has significant effect on women employee continuance commitment in private universities of Pakistan

H_6: Family based conflict has significant effect on women employee normative commitment in private universities of Pakistan

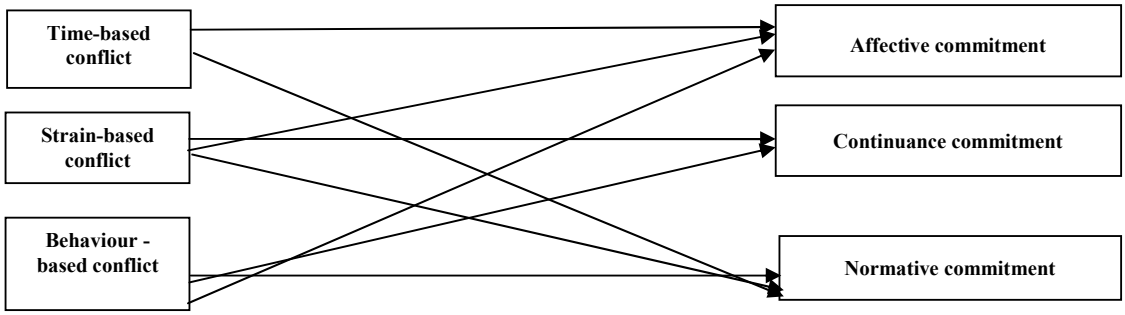
H_7: Behavior based conflict has significant effect on women normative employee commitment in private universities of Pakistan

H_8: Behavior based conflict has significant effect on women affective employee commitment in private universities of Pakistan

H_9: Behavior based conflict has significant effect on women continuance employee commitment in private universities of Pakistan

Figure 2.1 Conceptual Framework

Dependent Variables Independent variables



Research Methodology

It is a descriptive, quantitative and cross-sectional study. The reason for selecting quantitative research design was to present the data numerically for the purpose of statistically describing the data gathered. Quantitative research design is suitable for testing of hypothesis, as we wanted to explain whether there is an association between work-life conflicts and organizational commitment. Two focus group interviews were conducted at a private university to identify the reasons behind the results obtained through survey. A questionnaire was designed, and the data was collected in five months starting from Nov 2012 till March 2013 targeting 20 private business universities based in Karachi. A total of 200 questionnaires were distributed in the private universities of Karachi, out of which 127 questionnaires were received, having a response rate of 63.5 percent.[1] Three types of organizational commitment ("affective commitment, continuance commitment and normative commitment") were studied; each type was measured through 6 questions in this section. It was developed using revised organizational commitment scale developed by Allen and Meyer (1991). Allen and Mayer's organizational commitment questionnaire has become a widely used instrument to measure the three types of organizational commitment, namely affective, continuance and normative organizational commitment (Smeenk et al. 2006). The second section measured work-life conflicts among permanent female faculty at business universities in Karachi. Three types of work-life conflicts ("time-based conflict, strain-based conflict and behavior-based conflict") were measured through the use of 9 items in this section. Each type of conflict was measured by the use of 3 items. It was developed using Carlson et al. (2000) Scale. Third section was designed to identify the

demographic variables of the respondents consisting of ten items, including marital status, family system, age, academic degree acquired, organization, designation, tenure with the organization and description about children, if any. Permission was requested from the concerned authorities at all targeted universities. 15 of the 20 universities granted the permission to collect the data from their universities. Using personal references, resource persons were identified at each university who helped in getting the questionnaires filled at their respective campuses. An average of three visits were made at almost all universities. Normality of the data was checked for the constructs with the help of PP plot, histogram and measures of shapes which are namely Skewness and Kurtosis. Data was entered in Statistical Package for Social Sciences (SPSS), version 16.0 and then statistically analyzed. Correlation was used to check the association between two variables. The results were further corroborated by the use of contingency table. T-test of correlation and chi-square test of association were utilized. Multi-item scale was tested for the consistency of items through Cronbach alpha. Mean and standard deviation were used for quantitative data.

Statistical Analysis

The Cronbach alpha level for affective commitment as shown in Table-1 was 0.88, for continuance commitment it is 0.68 and for normative commitment the level is 0.73. All the constructs are having the Cronbach alpha more than 0.65, showing that all the constructs have inter-item consistency.

There were 66 (52 percent) of respondents who were married and 61 (48 percent) of the respondents were unmarried. 53% of married respondents lives in joint family system and 47% of married respondents lives in nuclear family system. 106 (83.4 percent) respondents had a Masters degree, 12 (9.45 percent) respondents had M-Phil/MS degree and 9 (7.09 percent) had PhD degree. Respondents working as lecturer in private universities were 94 (74.02 percent) of the total respondents, 30 (23.62 percent) were working as assistant professors and 3 (2.36 percent) were working as associate professors in private business universities in Karachi.

Table: 1
Cronbach alpha coefficient of organizational commitment scales

Construct	Cronbach's Alpha	No. of Items	Scale
Affective Commitment	0.88	6	1-5
Continuance Commitment	0.68	6	1-5
Normative Commitment	0.73	6	1-5

The level of Cronbach alpha for Time-based conflict is 0.69 as reflected in Table-2. The level of Cronbach alpha for Strain-based conflict is 0.86 and the Cronbach alpha for Behavior-based conflict is 0.62 showing that all the constructs have inter-item consistency.

Table: 2
Cronbach alpha coefficient of work-life conflict scales

Construct	Cronbach's Alpha	No. of Items	Scale
Time-based Conflict	0.69	3	1- 5
Strain-based Conflict	0.86	3	1- 5
Behavior-based Conflict	0.62	3	1-5

The correlation matrix presented in Table-3 shows that time-based conflict has a weak negative relationship with affective commitment (- 0.097) and normative commitment (- 0.08), whereas it has a weak positive relationship with continuance commitment (0.073). Strain-based conflict has a weak negative relationship with affective commitment and continuance commitment (-0.061 and -0.071) and had a weak positive relationship with normative commitment (0.05). Behavior-based conflict has a weak negative relationship with affective commitment (-0.098) and normative commitment (-0.06) and a weak positive relationship with continuance commitment (0.071).

Table: 3
Correlation matrix for Organizational Commitment and Work-Life conflict

Variables		2	3	4	5	6
Behavior-based conflict (1)	Pearson Correlation	0.293	0.365	-0.098	0.071	-0.06
	Sig. (1-tailed)	0	0	0.137	0.212	0.264
Time-based conflict (2)	Pearson Correlation	1	0.599	-0.097	0.073	-0.08
	Sig. (1-tailed)		0	0.14	0.209	0.183
Strain-based conflict (3)	Pearson Correlation		1	-0.061	-0.071	0.05
	Sig. (1-tailed)			0.247	0.214	0.271
Affective Commitment (4)	Pearson Correlation			1	0.061	0.49
	Sig. (1-tailed)				0.246	0
Continuance Commitment (5)	Pearson Correlation				1	0.02
	Sig. (1-tailed)					0.414
Normative Commitment (6)	Pearson Correlation					1
	Sig. (1-tailed)					

**. Correlation is significant at the 0.01 level (1-tailed).

The same reality was tested using chi-square. Data was converted into dichotomous (agree and disagree). The variables were found not to be associated with each other. Association between time-based conflict and affective commitment was checked through chi-square. They were found not to be associated at 5 % significance level ((P (0.247)> 0.05 (α)). Correlation between Time-based conflict and continuance commitment was tested using chi-square, which explores no association between the said variables. At5 % significance level, they were found not to be associated (P (0.715)> 0.05 (α)). Time-based

conflict and normative commitment were also not associated when tested using chi-square at 5 % significance level (P (0.347) > 0.05 (α)). At 5 % significance level Strain-based conflict and affective commitment were found not to be associated with each other using chi-square (P (0.351) >0.05 (α)).Strain-based conflict and continuance commitment were also tested through chi-square and found not to be associated with each other at 5 % significance level (P(0.752) >0.05 (α)). Strain-based conflict and normative commitment were not associated at 5 % significance level of 5 % (P (0.874) >0.05 (α)). Association between Behavior-based conflict and affective commitment when tested through chi-square revealed that there exists no relationship among them at 5 % significance level (P (0.496) >0.05 (α)). There exist no association between Behavior based conflict and continuance commitment when tested through chi-square at 5 % significance level (P (0.326) >0.05 (α)). Association between Behavior based conflict and normative commitment was also tested using chi-square but exposed no association between them at 5 % significance level (P (0.257) >0.05 (α)).

Results and Discussion

It was expected that working women would be experiencing different types of conflicts, particularly time-based and stress-based conflicts, as they have less time for children and undergo physical and mental stress due work overload (London et al. 2004). These conflicts were assumed to have a negative effect on employees' commitment types discussed here. However, the results achieved are different for this study. The study reveals that majority of female faculty has continuance commitment. As many of our respondents comprised of married women this might concur with the previous literature showing that working women wife's increasing income increases the likelihood of a happy married life and their well-being (Rogers & DeBoer, 2001). The same is further corroborated with the fact that working women increase income of family, social ties, independence feeling and high self-esteem and self-sufficiency values for their children (London et al. 2004). It is also revealed that these working women trade off their time between weekdays and weekends, as working mothers spend more time with their children on weekends than mothers at home (Booth et al. 2002). It has been revealed during the study that female faculty at private universities have affective, continuance and normative commitment. This result is not as expected. It was assumed that working women in private universities do not show such commitments with their organization, but the unusual results suggest that one reason might be that these working women have some help at their homes which helps in continuance commitment. This is keeping with the Sasaki (2002) study which says that employed women are more educated and are more likely to co-reside than full-time housewives. However, Ritcher (1996) suggests that living separately is more closely related to women's job status. The study reveals that female faculty with children shows higher affective and normative commitment.

This result is supported with the study that women with families show higher organizational commitment when offered flexible work hours (Scandura & Lankau, 1997). However, it contradicts with Lingard & Lin (2004) saying that demographic variable doesn't show any evidence of correlation with organizational commitment and so it does not differ significantly for women with or without children. Faculty living in joint families faces all types of conflicts and their conflicts are higher than those living in nuclear families. They possess both time-based and strain-based conflicts. It is supported by Lambert et al. (2006) that time-based conflict tends to be the highest followed by strain-based conflict. They show higher affective commitment; the reason can be the supporting environment, as employees feel obliged to somehow return for the support and hence show their affection with their organization (Mohamed et al. 2006). A strong reason of having organizational commitment might be flexible work hours and relaxed environment in universities as compared to the corporate world. Employees show greater level of organizational commitment and job satisfaction than those who are not offered such benefits (Scandura & Lankau 1997). The results suggest that unmarried faculty have more affective and normative commitment in contrast to married faculty members. However, this contradicts with some studies as single female employees show higher affective commitment in the presence of work-oriented policies whereas presence of family oriented policies showed positive association with continuance commitment (Chiu & Ng, 2001). Study indicates that female faculty bearing no children has more time-based conflicts as compared to those bearing children. This contradicts the previous study highlighting that parents had greater work-family conflicts than non-parents (Bragger et al. 2005). One reason for this can be that those faculty bearing no children are more career-focused and into acquiring their professional qualification; hence, they show time-based conflict, as in universities achieving higher education is becoming extremely critical. However, the difference between their responses is negligible.

Conclusions

The exhaustive study is an attempt to contribute to the existing literature on work-life conflicts and organizational commitment. The study reveals that faculty at private universities have mainly time-based conflict whereas they have almost negligible strain-based and behavior-based conflict. Through focus group interviews, it has been revealed that female faculty at private universities have affective, continuance and normative commitment. It has been observed that the mean value of the construct measuring organizational commitment clearly shows that affective commitment is highest in contrast to continuance and normative commitment among female faculty. The prime reason of affective commitment being highest in contrast to their

continuance and normative commitment is relaxed work environment in the education sector. The interview also unveils that majority of female faculty has continuance commitment and its reason is high inflation that makes essential for both the educated partners to work for bearing the high cost of living. Female faculty shows a normative commitment with their organization that satisfies their social need. By socializing with their colleagues at universities, they form a special kind of bonding with them at work and share their joys and sorrows with each other. Unmarried faculty has more affective and normative commitment in contrast to married faculty members; however, continuance commitment remains same for both groups. Affective commitment of employees increases with the increase in number of years spent in organization. However, the time-based conflict decreases while behavior-based conflict increases with the increase in tenure spent at organizations. Results also show that with increasing age, affective commitment increases while behavior-based conflict decreases. It has also been explored that faculty in the highest age category has the highest level of continuance commitment. Studies indicate that there exists a positive relationship between age and organizational commitment (Banai & Reisel 1993; Jans, 1989). In terms of educational qualifications of female faculty it is noticed that those with highest level of education (Ph.D) do not possess any type of conflicts and they have the highest level of affective as well as normative commitment. Those who have earned Masters degrees have the highest level of continuance commitment. Female faculty with children shows higher affective and normative commitment. Faculty living in joint families possesses all types of conflicts and their conflicts are higher than those living in nuclear families. Affective, continuance and normative commitment increases with higher designations. Work-life conflicts when tested among faculty members at different designations showed that those who are working at lower designations have time-based and strain-based conflicts, but these conflicts decline at higher levels.

Recommendations and Future Directions

Universities should come up with policies offering flexible working hours to overcome time-based conflict. Further studies should be carried out to find out the relationship between the said variables in terms of gender. Research is to be carried out to find out the relationship between said variables at different industries throughout the city and country. Such studies will indicate the conflict types among employees in all fields across country. Comparative studies can be conducted to test the conflict types and commitment levels of employees working in different departments within and across different organizations. To study if work-life conflicts and organizational commitment changes with increase of age, designation, degrees earned and other personal characteristics, longitudinal studies must be carried out. To support the results of this study and for an in-depth reasoning of the findings, qualitative studies can be carried out.

End Notes

1. Higher Education Commission (HEC) recognized 20 private management science universities were targeted, however respondents from 15 universities' permanent female faculty members filled and returned the questionnaires. Assuming the population was around 200, our sample size was 127 which is 63.5 percent of the total population.

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Challenges And Pressures Of Mediated Images: Exploring Representation Of Postmodern Women In The Leading Magazines Of Pakistan And Understanding The Discourses Of Working Women

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Abstract

The study deals with the media representation of women in the post-modern era and the pressures they face by such mediated images. The study has explored the nature of identities being represented for women in magazines and has also discussed the challenges and pressures that are being faced by women in building and maintaining their own social identities. The critical issue of the feminist research has rectified the appropriateness between the constructed images of a woman, and the challenges and pressure of a working woman she faces in real. Both qualitative and quantitative aspects of media representation of women have been observed through content analysis. Thechallenges and pressures of women have been interpreted by interviewing working women. The thematic analysis of data has shown a visible difference in the mediated images of an empowered woman, and the real discourses of a working woman.

Keywords: Post-Modern Women, Challenges and Pressures, Discourse of Working Woman, Pakistani Magazines.

تلخیص

یہ تحقیقی مقالہ بعد از دورِ جدیدیت ذرائع ابلاغ میں خواتین کی نمائندگی اوراس سے درپیش خواتین پر دباؤ کو بیان کرتا ہے۔ یہ مطالعہ میگزین میں خواتین کی شخصی نمائندگی کی نوعیت اور ان کو اپنی سماجی شناخت بنانے اور برقرار رکھنے میں درپیش مشکلات پر مبنی ہے۔ فیمنسٹ تحقیق نے ذرائع ابلاغ میں ملازمت پیشہ خواتین کی شناخت اور ان کو حقیقی طور پر درپیش دباؤ اور مشکلات کی اہمیت کو اجاگر کیا ہے۔ اس تحقیق میں خواتین کی ذرائع ابلاغ میں نمائندگی کو کیفیتی اور کمیتی دونوں طریقوں سے تجزیہ مشتملات کے ذریعے جانچا گیا ہے، جبکہ انٹرویو کے ذریعے ملازمت پیشہ خواتین کو درپیش مسائل کو تفصیل و توضیع سے بیان کیا گیا ہے۔

تحقیقی مقالہ نے نظریاتی تجزیے کے ذریعے یہ ظاہر کیا ہے کہ ملازمت پیشہ خواتین کی ذرائع ابلاغ میں نمائندگی اور ان کے حقیقی مسائل میں واضح فرق موجود ہے۔

کلیدی الفاظ: خواتین اور بعد از دورِ جدیدیت، دباؤ اور مشکلات، ملازمت پیشہ خواتین کے حوالے سے مباحثہ، پاکستانی میگزین

Introduction

In the modern era media has materialized as a powerful tool in structuring and restructuring the ideologies, which in turn define social identities. After the three waves of feminism from 1970 to 1980, a visible change has come to fore regarding woman representation in the media (Sarkar, 2014). Media has a decisive role in distorting the social identities of the women folk as a perfect woman through the postmodern feminist media. Media is a powerful element and it reflects the dominant attitudes and shapes the approach as well (Yasmin & Mangario, 2015). A woman has been systematically subordinated and the victim of complex structures of patriarchy (Zoonen, 1996). The media research regarding feminism has turned out to be a lexicon in the social sciences.

Media works as an influential force and has strong effects in shaping the minds as it cultivates the ideologies and has cognitive effects. Media is playing central role in shaping identities particularly gender roles regarding female identities. Our minds are injected continuously with such contents of media (Cashmore, 2005; Belton, 2000; Singrolli, McLeod, and Healy, 1994). The discourses of media dominate the attitudes and ideas of an individual in the society and also construct the approach and behaviours. Woman in the media is of keen interests of the communication studies researchers. Women generally represented as wife, mother and sex object (Obrach, 1978; Macrobbie, 2004; Beryl and Meyer, 1999) in media whereas she had to have an attractive personality. Media construct certain perfect images of female body and gender roles are socially constructed and reformulated (Spender, 2001; Waland Shruti, 2001; Wales, 2003; McRobbie, 2004). These socially constructed gender roles by dominant media demonstrate stereotypes in the society. Zawisza (2011) defines stereotype as the process to represent something with some specific meaning. Hall (1997) argued that the representations are the production of the concepts of our minds and languages. In advertising the woman is represented young, slim, and break stereotypes through visual images which is also a form of language and construct meaning (Gevogyen,2016) whereas women body is objectified to sell the products in adverting (Yang,2010). The ideal doll like looks of women in magazines are unrealistic and making it normal for viewers to time up with ideal. The stereotypes of beauty are generally associated with women and their plastic surgeries to become the ideal woman are the pressures that women face (Sarkar, 2014; Gerber, 2009; Dittamer, 2004). Harper and Tiggman (2008) narrate in their theory of self-objectification that magazines are promoting self-

objectification and women are being exploited as a commodity by media owners. Media owners takes heavy amount from advertisers to run their channel or setup and advertisers sell their goods through misrepresentation of women in media in a sensual way not by narrating the characteristics and quality of goods (Shani, 2017).

Here this study tends to explore the representation of woman in the leading magazines of Pakistan. It also attempts to understand the challenges and pressures faced to women due to these mediated images of a woman in the postmodern era. The study also analyses the role of mediated identities in highlighting the discourses of the working women.

Objectives

1. To explore the nature of identities portrayed in leading magazines of Pakistan.
2. To understand the pressures and challenges faced by working women in building their own social identities.
3. To analyse whether mediated images and the pressures faced by a woman in real life are compatible.

Literature Review

Projection of women in magazines whether in advertisements or in text with images are creating mediated unrealistic identities as reality and appearances have become one which is distorted realities. Pictorial images have great effect in constructing identities (Hundley,2012 and Jain, 2011). Pictures in the magazines are edited and construct realities. Manipulation of the images in fashion magazines women is ideally resized in order to produce an ideal body (Harris and Lester, 2001; Elloit, 2003). Media characterises women in multiple roles and engenders symbolic inhalation. Many of the studies have argued that media not only shape the minds but also projects towards the adoption of celebrity culture. Significant studies showed the admirer and celebrity relationship that change their personalities according to the celebrities (Garner, 1980; Tuchman, 2000; Gorgan, 1999). These objectified mediated images attract as feminine qualities. The creative department in the women magazines is still under the control of men who present woman more seductively. Advertisements promote sexism and woman without good looks have no fame (Nagi, 2004 & Bebrick, 2010). Woman have decorative roles, most of celebrities are known for their ideal body images which is creating identity crises for other women (Yang, 2010). Media plays a central role in maintaining social inequalities and effectiveness of womanhood lies in the cultural ideal of thinness (Eisend, 2010; Tscihla and Zoto, 2013; Devereux, 2003).

Mediated images have created so many challenges and have constructed certain social roles for women in the society. Women are managing with multiple roles in acquiring the

excellent and outstanding status in the society. There are lot of pressures faced by women in maintaining balances in the social structures of the society (Buzzanell & Liu, 2005). Flawless woman is the image of contemporary era. The mediated images of women in the magazines have created the myth that what to do and what not to. This formulation of flawless women by the media is big challenge for the working women in real who is coping with and want to attain these constructed images. The description of mediated images and the deconstruction of these images create discourses how an image works and create ideologies, thus promote a particular construction of the reality (Brumet, 1984 and Hall, 1997). The zero error women of media has forced women to full fill lot of social expectations. Employed women have to attain their status where expectations are over loaded. The deconstruction of realities is focus of work life learning. This socio economic state of women leads to tension, depression and anxiety in the personal and family lives of women along with physical problems (Duffy and Lilly, 2006; Muthusamy, 2009 & Sundarsan, 2014).

The world of mass media has created a new woman. The symbolic use of a woman in the media is distorting realities of the feminine issues. Feminist critiques argue that the portrayal of a woman in the media is detached from reality, for example, the physically attractive models used in advertising produce consumer expectation of trustworthiness. Due to the excess in the glamorization and commercialization, a woman has become mandatory part for advertising. The mass media had not fulfilled its duty as an effective instrument in the process of addressing the challenges and pressures faced by a working woman (Yin, & Pryor, 2012). The postmodern era see the modernized and upgraded standards of living in all spheres of social life. The expansion of media brought substantial and insubstantial changes in the structures and standards of the society. The cultural materialism redefined the social structures, and created challenges and pressures for women through the portrayal of mediated identities of a woman by post-feminist media particularly magazines. A gap is identified here in the existing body of literature on the paradox of women representations in media and the real life pressures and challenges faced to women due to mediated images so this study evaluated the delicate difference between the representation of postmodern woman and what is required to present by media and interpreted how these mediated identities create challenges for the working women in hybrid, fragmental, hyper mediate context of the postmodern era. Keeping in consideration the identified gap in literature this research study focused on following queries:

1. What are the most likely predominant identities represented by magazines of Pakistan?
2. Do the narratives and appearance of women in the text and pictures of magazines create any social expectations from them?

3. Whether the media narratives of women are creating challenges in the lives of working woman in maintaining their own social identity?

Theoretical Implications

Social Identity Theory, by Henri Tajfel and John Terner prominently absorbed in 1980s, strongly focuses on how the social context of individual affects the intergroup relations (Hornsey, 2008; Stets & Burke, 2000; Hogg, Terry & White, 1995). Social identity theory argues that the social context of an individual defines the one's concept of self that is achieved through social comparisons. The social context or category provides the attributes to the member of the group to think, feel and behave in certain ways. It also suggests that individuals drive for positive identity by social comparisons. Whereas, Goldman (1992) argues that main economic and social institutions uphold cultural hegemony and provide us socially constructed ways of seeing and making sense of society. Identities are narratives of the self in the society. The roles and modes of behaviour have transformed from previous generations. Previous generations are considered as customary so human action is limited to those values of pre modern times. Modernism, traditions, religion science and technology are the influential factors to human identity in postmodern era. These narratives usually challenged and replaced by new cultural self-consciousness (Lyotard, 1979). Self-identity, associated with self-understanding, involves self believe that is "narratives of the self" (Gauntlet, 2002). These narratives are on-going construction process which cannot be created early in our lives and these identities need to be creating and continuously maintained. In postmodern culture identities of an individual are highly influenced by media in popular culture (Lull, 2000). Realities are stimulated by constitutive forces which are the reason in the simulations of identities (Baudrillard, 1994).

Media, as an important and dominated institution of the society, plays a central role in the construction of women identities as providing narratives for the self-understanding of women. The structures developed by media are internalized by the individuals. Media, operationalized here as magazines, narrate women in a way with multiple identities which is a continuous process of redefining the role of women in the society. Foucalt (1990) indicates that there is a transition in the social procedure from linear to interrelated parts of the society that constructs knowledge socially. Postmodern introduces shift from linear causality to interrelated parts which promote behaviour and thinking in circular patterns. The transitions in the content of the magazines define and redefine women identities in the patriarchal postmodern era. Postmodernism also operated that there is no single view holds much truth and focus on presenting the realities in which one could be presented (Becvar, & Becvare, 2006). Media builds and rebuilds the identities of women and that continues the process of production and reproduction of self-understanding for the women. And ultimate narrating a self (self-identity) is the discourse of the others (Gergen, 2003).

Social Expectation Theory attempts to explain how social expectations are created through portrayals of roles of women in the media content. In the postmodern societies what audience experiences and have expectations are defined by the media (Baudrillard, 1994).

Social expectation theory provides the frame work for this research in terms of how the mediated identities of women create expectations from women to fulfil. The women are expected to meet and maintain certain standards which create exceeding pressures for woman of postmodern era. The women are expected how she should look like and how to behave. The mediated images of perfect ideal women, beauty myths and ideal body shapes and sizes for women specifically creates lots of expectations from the women that ultimately brings lots of pressures and challenges in the real lives of women to meet. The unrealistic beauty myth of media for women has created an image of women as female hero. The ideal representations of women in the magazines create a hyper realityand expectations of super women.

Methodology

Quantitative content analysis has been conducted to explore the representation of women in magazines. Universe of the study comprised of monthly English leading fashion and lifestyle magazines of Pakistan of last two years from January 2016 to December 2018. Units of Analysis include articles and pictures related to women. Three top circulated and readership magazines, 'Hello', 'She' and 'Woman Owns, have been selected by random Sampling.

Operationalization of Categories

Units of analysis	Main Categories	Sub Categories	Operationalization
Articles	Appearances	Customary	Continued practices which are considered conventional in social system are customary. Women conventional appearance is coded under customary appearance.
		Non Customary	Non- customary appearances are coded under the explosive, bold advents of women in the articles of selected magazines.
		Neutral	The articles which do not lie under the categories of customary and non-customary are coded as neutral.
			Narratives of empowered women are

	Narratives	Empowered	considered as who transform their identities and engage in postmodern global values with identifiable striking looks, derives a sense of super women, perfect energies and are financially empowered.
		Oppressed	Oppressed women are operationalized as who are unprivileged, facing prejudices, domestic pressures, work place challenges and fail to manage the life effectively.
		Others	Others are considered as a neutral representation of women not establishing them as empowered nor oppressed.
Pictures	Camera Angling	Close-Up	Pictures with close ups representing women explicitly and intimately by showing the specific parts of women body.
		Medium Shot	The pictures with the half body image of women.
		Long Shot	Long shot is the complete and full picture of the women.
		Others	The pictures which do not come in the categories of close-ups, medium shot, and long shot are considered as others.

In-depth interviews have been conducted from working women to understand the challenges and pressures of mediated images of magazines. Ten women, conveniently sampled, from top five professions of Pakistan, medicine, teaching**,** law**,** banking and information technology (Suleman, 2018), while two from each profession had been interviewed. The research opted for narrative analysis of interviews, so unstructured interviews were conducted. In this case, the interviewer attempted to obtain a detailed story from the subject about a specific event or aspect of the women life. Data was collected in face to face interviews and were recorded. The demographics of participants included age group of 30-40 and all living in Lahore.Every single interview has been denoted as transcript fromT1 to T10 adopted from (Guest, Bunce & Johnson, 2008).

Quantitative Findings

Table 1(a): Articles and Pictures published in 'Women's Own' magazine

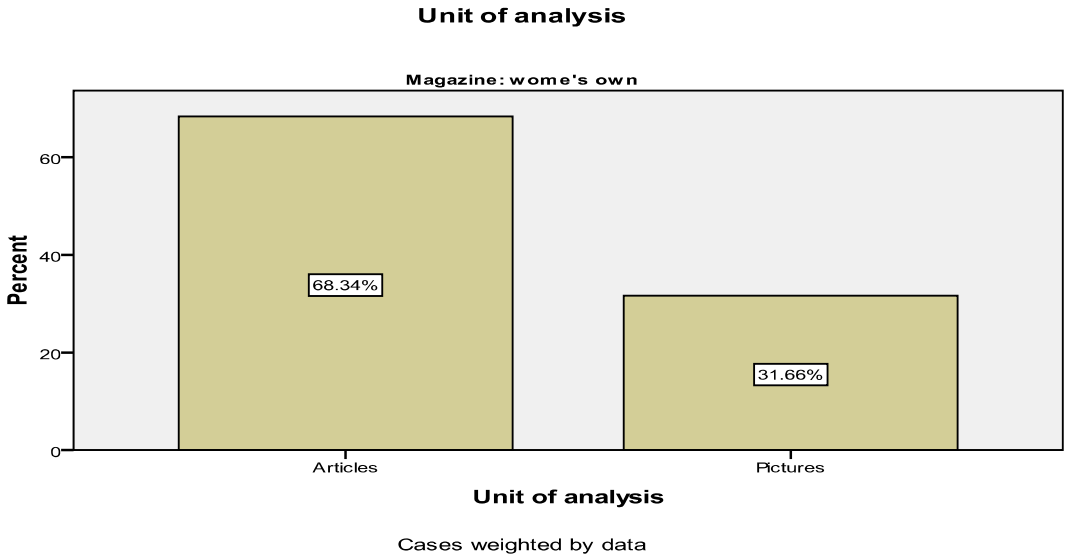

Table 1(a) shows that there are 464 articles which are 68.3% and 215 pictures which is 31.7% of the data related to women has been published in women's own magazine.

Table 1(b): Apperances, Narratives and Camera angles of 'Women's own' magaznine

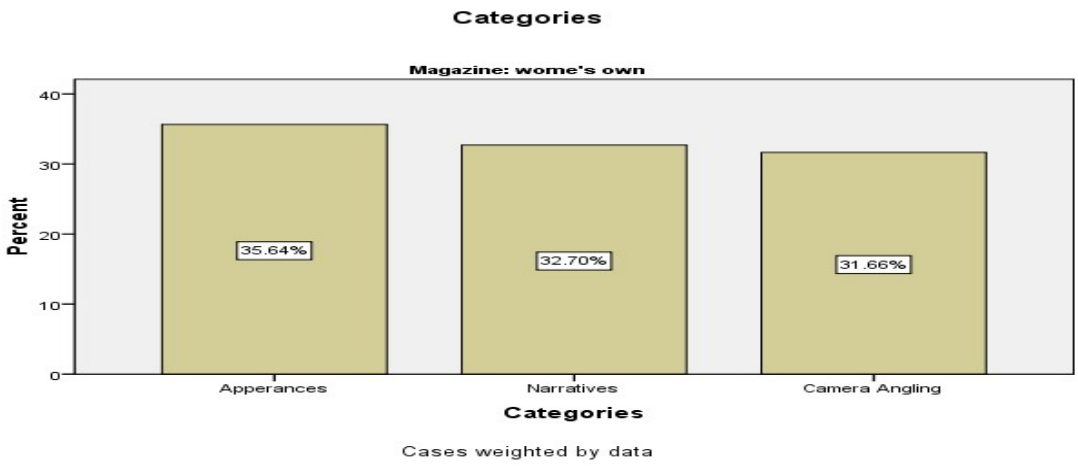

Table 1(c): Sub-categories of apperances, narratives and camera angles of 'Women's own' magaznine

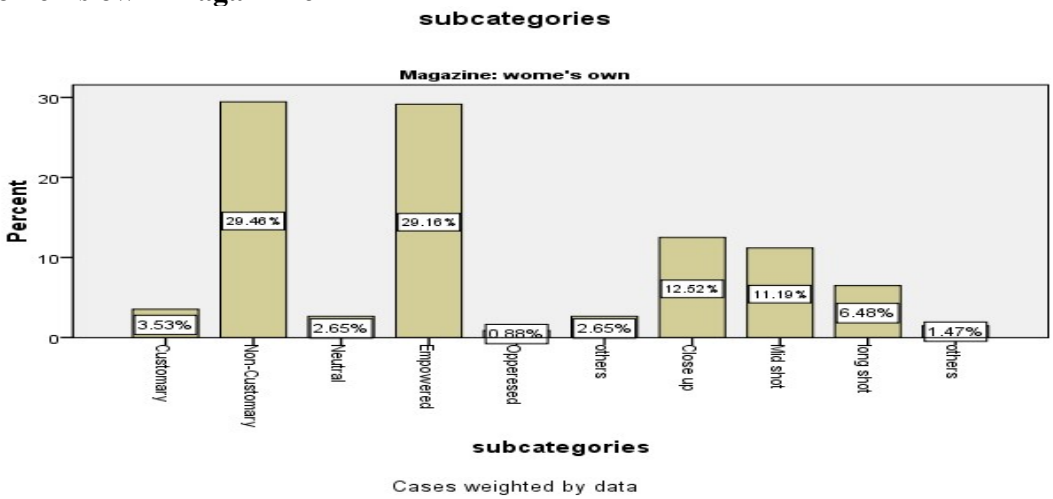

Table 1(c) shows appearances, narratives and camera angling of women's own magazine. Under the main category appearances total 242 which are 35.6% articles has published. 24 customary which are 3.5%, 200 non-customary which are 29.5% and 18 neutral articles which are 2.7% have published. Under second key word narratives total 222 which are 32.7% articles have published. 198 empowered which are 29.2, 6 oppressed which are .9 % and 18 others which are 2.7 articles have published in women's own magazine. In camera angling there are total 215 which are almost 31. 7% articles with 85 closes up which are 12.5 %, 76 mid sot which are 11.2 %, 44 long shot which are 6.5% and 10 others which are 1.5% have published in women's own magazine.

Table 2(a): Articles and pictures published in 'Hello' magazine

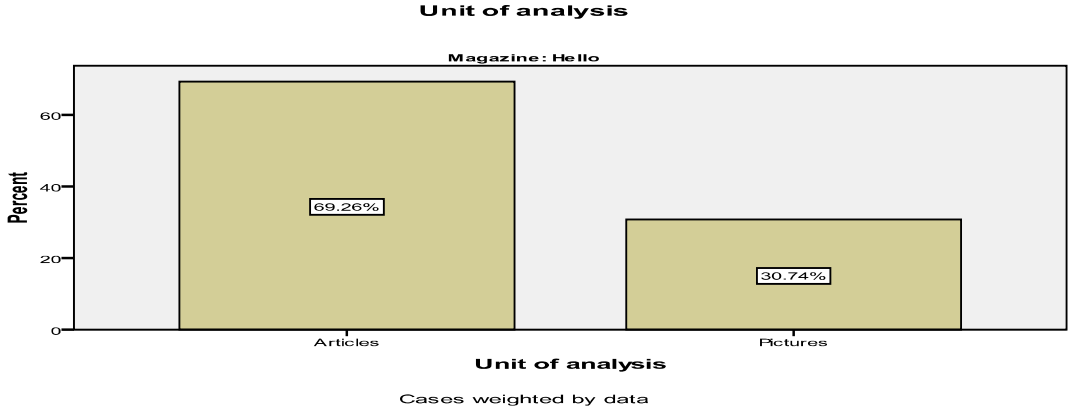

Table 2(a) of articles and picture published in "Hello" magazine shows that there are total 1259 unit of analysis including 872 which are almost 69.3% articles, including 387 pictures which are almost about 30.7% has published in Hello magazine.

Table 2(b): Appearances, Narratives and Camera Angling of 'Hello' magazine.

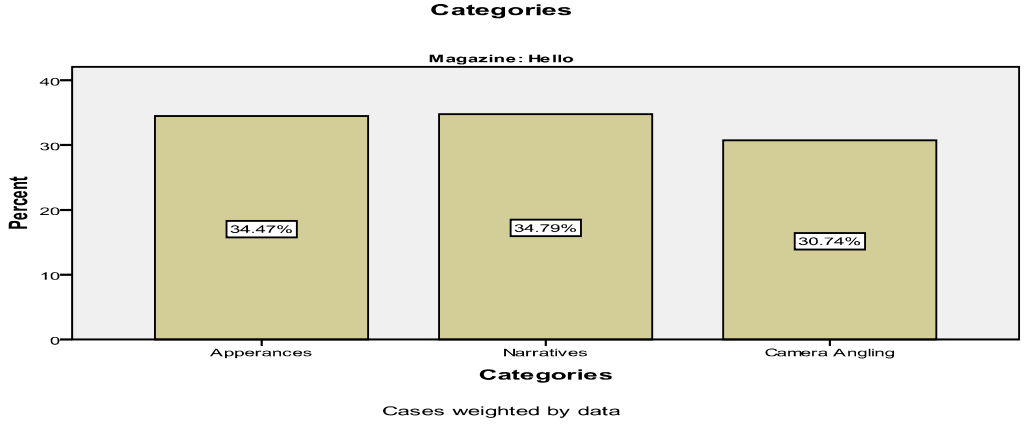

Table 2(c): Sub categories of Appearances, Narratives and Camera Angling of 'Hello' magazine.

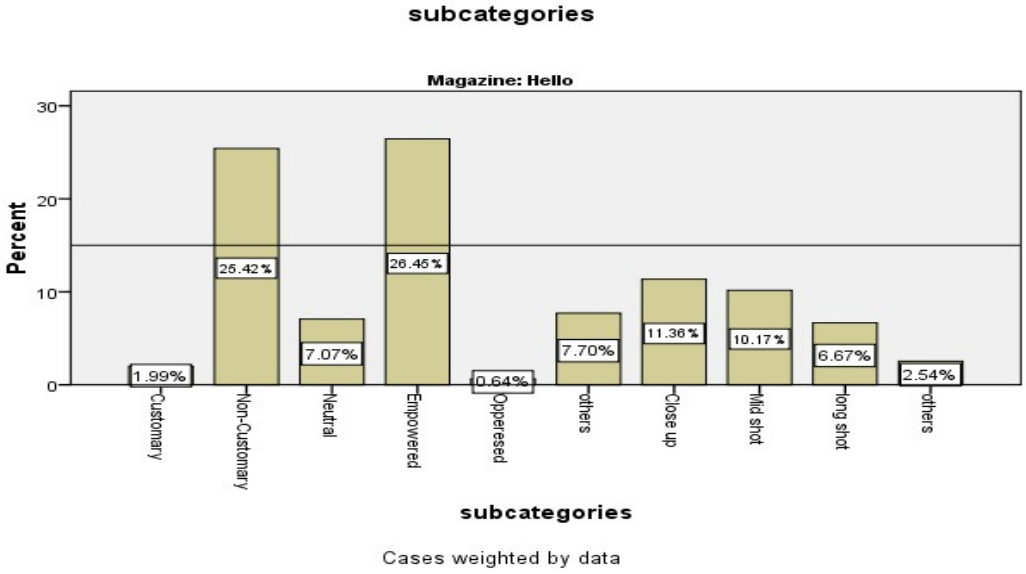

Table 2(c) of sub categories published in 'Hello' magazine show appearances, narratives and camera angling of Hello magazine. Under the main category appearances total 434 which are 34.5% articles has published, 25 customary which are 2 %, 320 non-customary which are 25.4% and 89 neutral articles which are 7.1%. Under second key word

narratives total438 which are 34.8% articles have published. 333 empowered which are 26.4%, 8 oppressed which are, 6 % and 97 others which are 7.7 %articles have published in Hello magazine. In camera angling there are total 387 articles which are almost 30. 7% with 143 closes up which are 11.4 %, 128 mid shot which are 10.3 %, 84 long shot which are 6.7% and 32 others which are 3.5% have published in Hello magazine.

Table 3(a): Articles and pictures published in 'She' magazine

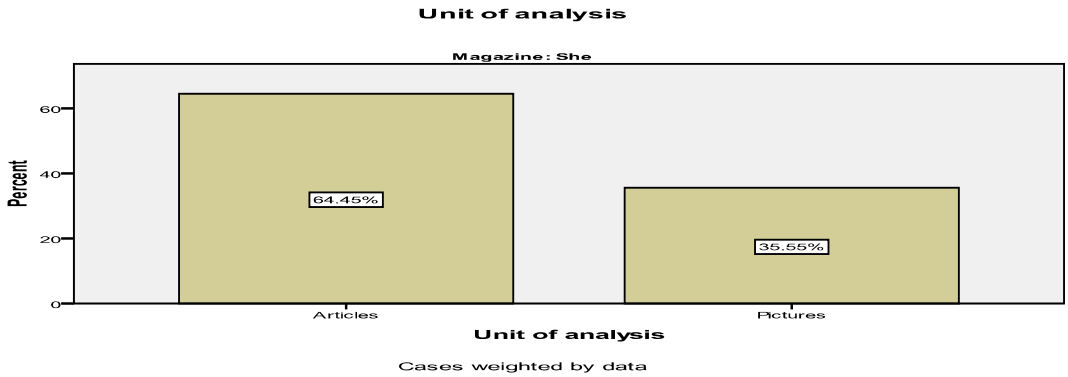

Table 3(a) of published article and pictures in 'She' magazine shows that there are total 1114 unit of analysis including 718 which are almost 64.5% articles, including 396 pictures which are almost about 35.5% has published in She magazine.

Table 3(b): Appearance, Narratives and Camera Angling of 'She' magazine

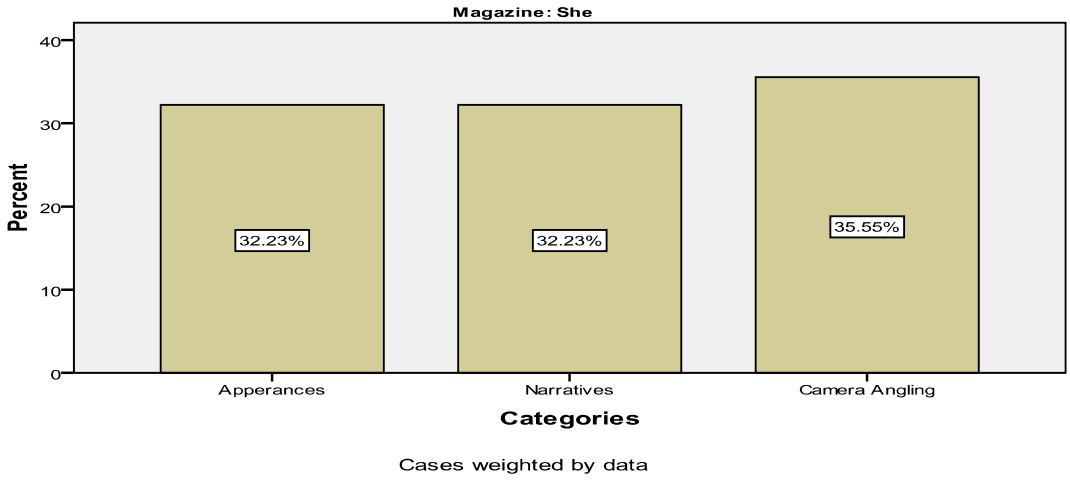

Table 3(c): Sub-categories of Appearance, Narratives and Camera Angling of 'She' magazine

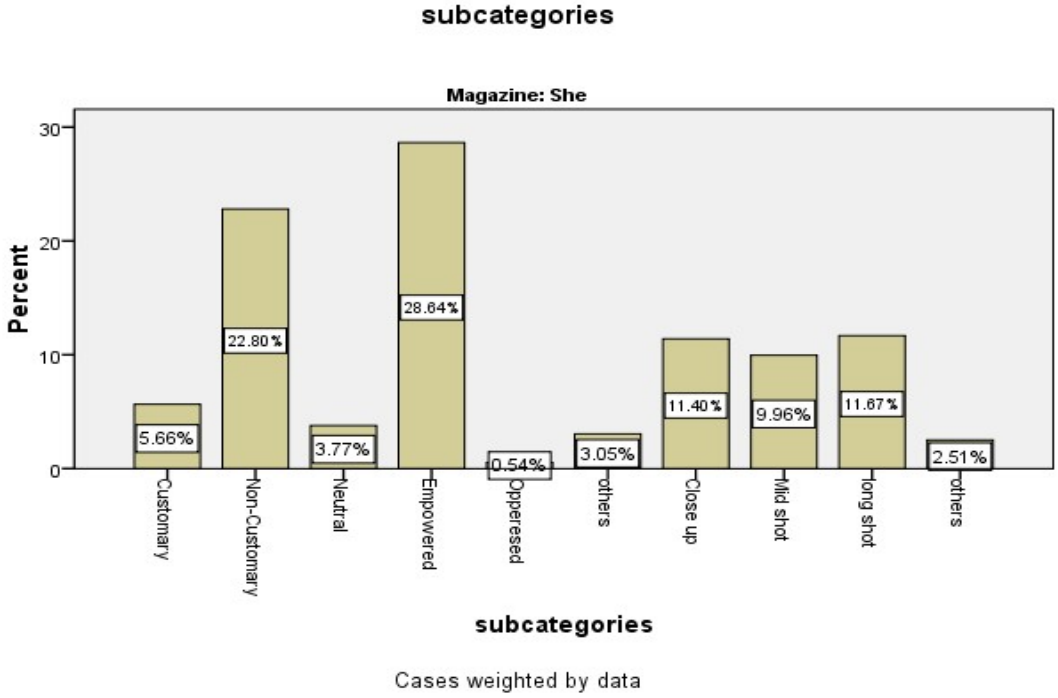

Table 3(c) of sub categories of magazine "She" shows appearances, narratives and camera angling of pictures published in 'She' magazine. Under the main category appearances total 359 which are 32.2% articles has published. 63 customary which are 5.7 %, 254 non-customary which are 22.8% and 42 neutral articles which are 3.8% have published. Under second key word narratives total 359 which are 32.2% articles have published. 319 empowered which are 28.6%, 6 oppressed which are 5 % and 34 others which are 3.1 %articles have published in 'She' magazine. Under third category camera angling total 396 which are almost 35.5% articles with 127 closes up which are 11.4 %, 111 mid sot which are 10.0%, 130 long shot which are 11.7% and 28 others which are 2.5% have published in She magazine.

Thematic Interpretation of In-Depth Interview

Role of Media towards Women

The respondents argued that media is not playing any significant role at all. Magazines are portraying women for marketing purposes and to raise sales not to raise women issues. Two of the respondents argued, "If we talk about media in general it plays a significant

role but particularly magazines are not playing any significant role as it is just about fashion." Whereas, four respondents said that magazines don't have any purposeful role, on the contrary newspaper articles are significant in highlighting the issues of women.

Appearances of Women in Magazines

Three of the respondents said that magazines have bold appearances to women depiction as narrating, "Appearances of women in magazines are not according to rituals and not confined with our traditions. Whereas three of them shared that magazines have unrealistic appearances of women as, "appearances for women are very happy, sexy and empowered. Magazines are nor representing traditional looks being very bold and sensual. Women are being represented as seductive in magazines and the real image of a woman is missing".

Images of Women in Magazines Influence the Life of Women

All the respondents admitted that these mediated images are influencing their lives drastically. The images are of women are making them much conscious about their looks and they feel persuaded by these images. One of the respondent replied, "I consider the packages in magazines for dressing and spas. I want to look nice and gorgeous like women of these magazines and want to look young and smart. Another respondent said, "I also want to be an empowered woman who can manage everything. I want to be a super mother of my kids." Yet another relied as, "I feel being persuaded by these magazines. As a lawyer I like to see the empowered images but magazines are representing erotic images of women as empowered that is objectification."

Images of Real Life Issues of Working Woman in Magazines

Magazines are not portraying women of our society. A respondent replied, "We have some traditions and values in our society. Have we ever seen so eccentric woman around us? No, this is the business of media's owners. Many respondents commented that images of working woman in magazines and woman in reality are different and reality behind the mediated images is unseen. Two of the respondents argued, "These images have visible contrast with real images of women. There are much differences in these mediated images of magazines and real image of woman. Another respondent replied, "There is text for women in magazines showing how woman is handling with her perfect picture and what is behind the text that is unseen". One on the respondent said, "The real lives of working and domestic women are miserable. Magazines are portraying the women of elite class setting the standards for others".

Magazines Represent Women as a Beauty Icon

The magazines are representing women as a symbol of beauty. One of the respondent said, "Women have become commodity for magazines so they are using their bodies as an object to sell their magazines". Another replied, "Due to change in the time and necessity, the magazines are representing woman as beauty icon".

Magazines Defining and Redefine the Role of Woman

Many of the respondents agreed that depiction of women in the magazines as flawless women is redefining the role of woman in society and adding more tasks in the existing roles and responsibilities. Four respondents replied, "Magazines are constructing a flawless genius woman, possessing expertise in every aspect of life that is adding various tasks in her life". Five of the respondents highlighted the issue that media is streamlining the woman's role in the society and defining the role of women both domestically and officially that raise the expectations from women.

Expectations of males from women both professionally and domestically: All the participants agreed that due to mediated images of women the perceptions have been changed and males whether they are husbands or bosses, expect much more from a woman. A woman should be having qualities of multi-tasking who can move round the clock. The concept of wife is blurring with girlfriend and an image of super women is being emerged. Two of the respondents said, "The concept of wife is blurring and when the perceptions change the expectations changes accordingly." "Now the husband needs a perfect wife".

Women in Mental Pressure and Confronting Challenges

Majority of the respondents argued that as working women they have lot of pressures due to ideal mediated metaphors. They feel fatigue and more frustration due to such pressures. The women of the contemporary era are expected to have to perform in their best and expected to manage all the aspects of their lives well. One of the respondent said, "I have pressures in my life and to keep balance between work and home is big challenge." Another replied," I feel pressures from my work place so try to give my best to complete and side by side to remain fresh and active for family." Four of the respondents said that married working women do not find enough time for the children that is the biggest pressure.

Unaddressed Issue and Suggestions

Majority of the respondents were of the opinion that the reconstructed images of women in media are causing conflicts and leading to more divorce rates in society. The respondents argued that the real challenges of working women are ignored, depiction of women in magazines is beyond reality. A few of the respondents asked for the need of responsibility from media and suggested to play its part to strengthen the women.

Discussion and Analysis

Media as a powerful tool have influences on the consumers and structures the opinions in the globalized world. Magazines not only provide a range of information but also constructs and redefines the identities of women and particularly making the narratives for the images of perfect woman. Social identity theory argues that the social context, to which an individual feels to be the part and belongs to, defines the one's self concept of being. The social context or category provides the attributes to the member of the group to think, feel and behave in certain ways. The comparisons within group or out of group determine the bases for self-regulation of individuals. The members of any social group are very active and motivated to adopt the behaviours and strategies to achieve and maintain in group and out group comparisons that ultimately favour the members and thus helps to define the concept of one's self. The theory posits self-categorization and self-enhancement as the processes involved in defining self. Theorizing the above assumptions from social identity theory (SIT) to implement in the context of mediated images of women it can be argued that media images serves as the context for the women to define and redefine their own concept of self. The mediated images of perfect and ideal women (mostly beautiful super women) narratives of magazines set the attributes for them to adopt. As the theory argues that women become the active members who compare theme selves within their own context and with the out-group members (the mediated images of women). This comparison results in the self-regulation of the women who find the ways and attributes from the media to define and redefine themselves. Referring to Lull (2000) the identities of an individual are highly influenced by media in postmodern era.

Magazines mostly show the images of idealist empowered women that contradict the real life practices of women. On the other hand, the idealist women images with perfect body shapes create a lot of challenges to women and they feel pressurized to meet the expectations from others. The images of women identified for them in magazines provide a viewpoint to think about themselves and thus helping to define and redefine their own identities. As social identity theory argues that social institutions uphold cultural hegemony and provide us socially constructed ways of seeing and making sense of society. Self-identity, associated with self-understanding, involves self believe that is

narratives of the self. So magazines set the narratives for women to see themselves in certain ways. These constructed narratives for women set the standards in the social context that leads towards the expectations from society towards women. The women who include themselves among the part of constructed images of media are considered as in the group. Groups are socially constructed to maintain identities. Identity construction and representation of women in the magazines is the discourse of dominating powers in which women are revealing themselves at every moment. Narrating a self is the discourse of others (Gergen, 2003), this discourse created through social comparisons and over expectations from postmodern women.

Theorizing social expectation theory it can be argued that the mediated identities of women create expectations from women to fulfil. The women are expected to meet and maintain certain standards which create exceeding pressures for woman. The women are expected how they should look like and how to behave. The mediated images represent a glamorous picture of a female hero with huge of duties and expectations to meet all with perfection. The mediated concept of empowered women creates social expectations. In the interviews of women it was revealed that these expectations create family disorders. Husband wants a thin ideal wife who must be excellent in domestic duties and must be presentable socially. The narrative and the appearances in the magazines are creating challenges and pressures for working women in maintaining their own identities. Magazines have made the women an object/beauty icon for client's and customers' attentions and to fulfill their dreams of women too who wants to be alike. Media is littered with unrealistic standards making it normal for woman to live up this ideal which is a direct cause of psychological anxiety among the societal layers which is again fabricated by male inherited society (Dittmar et al 2004). Anxiety and depression are created by magazines. The mediated empowered women are much far from empowered women in real. The working women in the magazines don't exist in real. Even woman's insecurities are alarming as media have made the woman a beauty icon, sexual object and a business commodity. The alienation of postmodern women assisted with technological techniques where the power constructs the women identities globally. These globally constructed identities have produced a web of challenges for working women which are not being addressed in the contents of magazines.

Conclusions

The study comes up with the conclusion that the discourses of mediated images in the magazine are creating unrealistic images of women. The mediated images of magazines and the real life issues and status of women are quite different. The mediated images show women in the terms of ideal super women who should meet certain standards set by media itself and that create challenges and social pressures for women in their real life. Crisell (2002) argued that images of media teach us to feel not to think and we accept the

images as reality. This unseen difference between appearance and reality is creating judgments and social comparisons in lives of working women which is ignored area in the research of this domain. The media is streamlining the roles for women that are having influences on the lives of women. The representations of women in magazines are creating an illusion of idealist women, whereas postmodern feminist believed the survival of women in better ways not oppressed or exploited one.

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Appendices

Appendix-I Coding Sheet

Topic: Challenges And Pressures of Mediated Images of Women: Exploring Postmodern Women's Representation in Leading Pakistani Magazines in Highlighting Discourses of Working Women

Year: ----------

Magazine: ----------

Units	Categories	Sub Categories	January	February	March	April	May	June	July	August	September	October	November	December	Total
Article	Appearances	Customary													
		Non Customary													
		Neutral													
	Narratives	Empowered													
		Oppressed													
		Others													
Pictures	Camera Angling	Close-Up													
		Med Short													
		Long Short													
		Others													

Appendix-II Questionnaire of the Qualitative In-Depth Interviews

The following 1-12 open-ended questions for interviews were mainly developed.

i. Does the media play a significant role for women in the society?
ii. Which type of appearances of women do you see mostly in magazines specifically?
iii. How do these images of women in magazines influence your life? (Probing: How and why? Feel inspiration or persuaded? Idealise the images?)
iv. Are these images of magazines representing the real lives of women in the society?
v. Are magazines representing women as beauty icons?
vi. Are these images of women in lifestyle magazines defining and redefining the role of women in the society?
vii. Does the erotic representation of the working women in lifestyle magazines shaping male's perception about women in the society?
viii. Do you feel that males are expecting more from women at workplace and at the domestic level (Probing: What kind of expectation?)
ix. What kind of pressures do you feel psychologically and physically from your boss, husband kids or peers?
x. What kind of challenges do you feel in maintaining your status?
xi. Do fashion and lifestyle magazines describe issues of the working women?
xii. What are unaddressed issues in the presented images of magazines?

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Gender Disparity And Women Leadership In Educational Institutions

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Abstract

Since the world has rapidly turned into the global village in very short span of time by entering into the 21st Century. The advanced communication has made everything available at the door steps. Huge developments in every sphere of life have been taken place despite human beings have still been accomplishing much-more out of which the inequity and gender disparity is one of those concerns being faced by the world. Now days mostly Pakistani women are active to take part in every field like health, politics even in labor and especially in education sector from lower to higher education. Pakistani women are also playing the important role in the field of education specifically in educational administrative positions from lower to higher education. This research study intended to measure the magnitude of gender disparity in educational institutions of District Shaheed Benazirabad (SBA) of Province Sindh, Pakistan. This research study was quantitative by method and descriptive in nature. The population of this research study was, those women leaders working in educational institutions of District Shaheed Benazirabad, and were performing leadership role in one or other way. The sample of this study was 48 women leaders having proportion of seventy percent of the total population. The data was analyzed through SPSS software, 22 version. This research study found that women leaders working in higher educational institutions have least career related opportunities, they are also put on distance to possess managerial and administrative opportunities and have least support from their high ups and stakeholders as compare to their counter gender in higher educational institutions of District Shaheed Benazirabad. This research study recommended that the women leaders might be given career, managerial and administrative related opportuinities and support and encouragement from their high ups and stakeholders for carrying out their leadership responsibilities.

Keywords: Gender Disparity, Women Leadership, Educational Institutions, Modern Development, Administrative Opportunities.

تلخیص

اکیسویں صدی میں داخل ہونے کے ساتھ ساتھ بہت مختصر عرصے میں دنیا گلوبل ولیج کی شکل اختیار کر چکی ہے۔ ترقی یافتہ ذریعہ مواصلات نے ہر چیز کو ہمارے دروازے تک پہنچادیا ہے۔ زندگی کے ہر شعبے میں زبردست جدید ترقی نے انسان کو بہت آگے بڑھادیا ہے۔ اس کے باوجود صنفی تفریق زندگی کے ہر شعبے میں موجود ہے جبکہ دونوں اصناف میں برابری جدید ترقی کے لیے ضروری ہے۔ مردوں اور خواتین میں صنفی برابری اور انسانی حقوق کی مساوی تقسیم جدید ترقی کے لیے بنیادی حیثیت رکھتی ہے۔ زندگی کے ہر شعبے میں ترقی کے لیے دونوں اصناف میں برابری اور مساوی حقوق لازم وملزوم ہیں۔ آج کل زیادہ تر پاکستانی خواتین صحت، سیاست اور محنت کے شعبے میں بہت بڑھ چڑھ کر حصہ لے رہی ہیں اور خصوصی طور پر شعبہ تعلیم میں پرائمری سطح سے اعلیٰ تعلیمی سطح سطح تک بہت سرگرم ہیں۔ پاکستانی خواتین شعبہ تعلیم بالخصوص تعلیمی انتظامی اُمور میں پرائمری سطح سے اعلیٰ تعلیمی سطح تک بھرپور حصہ لے رہی ہیں۔ یہ تحقیقی مطالعہ ضلع شہید بے نظیر آباد، صوبہ سندھ پاکستان کے تعلیمی اداروں میں صنفی امتیاز کے متعلق آگاہی فراہم کرنے کی کوشش ہے اور یہ تحقیقی مطالعہ کمیتی طریقہ کار اور بیانیہ نوعیت کا ہے۔ ضلع شہید بے نظیر آباد کے تعلیمی اداروں میں کام کرنے والی خواتین قائد جو کسی نہ کسی طور پر قائدانہ صلاحیتوں اور کارکردگی کا مظاہرہ کر رہی ہیں ان کو اس مطالعہ کی آبادی کے طور پر منتخب کیا گیا ہے۔ اس مطالعے کا نمونہ ۳۰ خواتین قائد جو کُل آبادی کا ۶۰ فیصد حصہ ہیں کی تحقیق پر مشتمل ہے۔ یہ نمونہ سادہ اتفاقی نمونہ بندی کی تکنیک کے ذریعے منتخب کیا گیا۔ اس تحقیق میں خود ساختہ سوالنامہ پانچ نکاتی لکرٹ اسکیل پر مبنی ہے جو آلہء تحقیق کے طور پر استعمال کیا گیا۔ اس میں معطیات کا تجزیہ ایس پی ایس ایس سافٹ ویئر ۲۲ ورژن سے کیا گیا ہے۔ اس تحقیق سے ظاہر ہوا ہے کہ وہ خواتین قائد جو اعلیٰ تعلیمی اداروں میں کام کرتی ہیں انہیں مستقبل میں ترقی کے کم مواقع حاصل ہیں اور انہیں انتظامی معاملات سے بھی دور رکھا جاتا ہے اور انہیں اعلیٰ حکام کی سرپرستی بھی حاصل نہیں ہوتی۔ مقابلتاً مخالف صنف کے جنہوں نے بے نظیر آباد کے اعلیٰ تعلیمی اداروں میں زیادہ مواقع حاصل کیے ہیں۔

کلیدی الفاظ: صنفی امتیاز، خواتین کی قیادت، تعلیمی ادارے، جدید ترقی، انتظامی مواقع

Introduction

Sen & Mukherjee (2014) highlighted that the Millennium Development Goal three and four were two of the eight internationally agreed MDGs regarding gender equality and empowerment, and elimination of gender disparity in educational system, to achieve those MDGs the dead line was set up to the end of the 2015.The entire world tried to meet the millennium development goals' dead line set by UNESCO, by reconsidering their policies and educational planning and Pakistan did so as well, but unfortunately the goalswere not fully achieved and still endeavors were being made to achieve them (DIRGHA, 2006). Pakistan is still far away from achieving that particular task, but endeavors are being made to come to close the target but seems yet to be accomplished. Achieving gender parity in leadership is, first and perhaps most important matter of fairness (Blackmore, 2006; Poliner & Stefkovic, 2016).

According to Cheng (2004), leaders are powerful, so when women are excluded from top leadership, they are denied power to make a difference in the world. Leaders enjoy high status and privilege, and leadership in one area opens doors to other opportunities, which further amplifies the perks of and for leadership, (Cheng, 2004). In most of the organizations, the top leader is also the most highly compensated individual, because the managers and supervisors tend to have higher salaries than workers who are not in leadership roles. The gender inequality and gender disparity are most immediate discussions in the circles of the researchers, (Smulders, 1998; UNESCO, 2002). The world, globally is a man dominated society, it spares least opportunities for their opponent gender, which leads towards gender disparity, (Blair, 2002; Doob, 2015). The gender disparity is found all over the world at different extents. Number of the countries though have encountered the issue but yet they have to accomplish the target. The gender disparity prevails in Pakistani educational institutions as well, (Khalid, 2011). Pakistan and Samoa, countries where women are very under-represented in positions of power, have made marginal gains by installing minimal quotas. In Punjab province, Pakistan, the quota of women increased from 5% to 15% in 2016/7, (Agha, 2016).In 2013, the Samoan parliament passed an act that required 10% of parliamentarians to be women. However, given that parliamentarians must hold a title of leadership (Matai) in their village, and that only 11% of people with this title were women, more needs to be done to expand access for women. Batool & Sajid, (2013), who conducted a research study on women's' representation in higher educational management in Pakistan, found that some of the structural factors such as mentoring, networking, selection and promotion practices and gender equity and inequality were the barriers to the career advancement of the women. In spite, women in education leadership positions provide role models that can help encourage female student retention, (Kagoda, 2011). According to Hird, (2004), the natural biological differences in human beings decide the masculine and the feminine identity. The harmonic changes and the body structure and physical appearances differ in masculine and feminine physic. The feminine is supposed as a weaker than the masculine structure. These biological differences have become the basis of proposition that feminine cannot perform as effective as masculine can perform. From the very beginning masculine used to perform and fulfill those responsibilities which needed much power and severness of physic. The case with women in this regards was adverse, (Hird, 2004). Biologically women tended a soft structure which made man to make decisions. This authority of the man is bestowed by Almighty Allah, we call biological differences is being misused by man. It is why, the socio-cultural roles and the responsibilities are made by man or socially and culturally are man dominated in the world. In the man dominated society it is decided by the masculine to what to do either by him or by opposite sex, whereas no feminine is given the right to its needed extent to make decisions for masculine sex, is known as gender disparity (Clerkin, 2017). The male dominancy snatched out the rights of the feminine in number of ways. Inequality can be defined as "lack of evenness or social disparity". It can also be defined as treating individuals

unequally on the basis of their gender. It occurs from different socially assigned gender roles, (Huma, 2016). In mid-1960's gender disparity appeared to narrow. In 1965, 5% of students in professional programs were female. In 1985 this number increased to 40% in law and medicine, above 30% in dentistry and business school. There are few women in boards of directors and in senior positions in the private sectors. Despite female leaders influences the extent of emphasis placed on gender equality in policy and practice, (Catherine & Grossman, 2008). Women in leadership positions tend of favor the equitable redistribution of resources, and legislatures with a higher share of women on an average tend to support health, education and social welfare spending at the expense of defense spending. Across 103 countries, countries that mandated a percentage of women in their legislatures spent 3.4 percentage points more on social welfare than those that did not, (Morley & Crossouard, 2015). But the continuing dominance of men in decision-making posts limits women's voice in and ability to influence policy design at international, central and local government levels, as well as at level of schools and communities.

The situation in the educational institutions in District Shaheed Benazirabad of province Sindh of Pakistan has no exception. Especially in the higher educational institutions the women being in smaller proportion have been deprived of their opportunities. In this research study an attempt is made to measure the extent of gender disparity in educational institution of District Shaheed Benazirabad. The prime focus of this research study was to measure the extent of gender disparity in timely discussion of abroad and local scholarship opportunities encouragement to women leaders to avail those opportunities with equal proportion, their equal participation in continuous professional development trainings/ programs, to have say about their career opportunity concerns, equal nomination for managerial and administrative responsibilities, having equal opportunities of becoming heads of institutional committees, encouragement and support to them from their high-ups& stakeholders and a feeling of confidence to discuss matters with masculine high-ups& stakeholders in their institutions.

Research Objectives

1. To study the gender disparity in Career related opportunities to the women leaders as compare to their counter gender in educational Institutions.
2. To study the gender disparity in managerial and administrative opportunities available to the women leaders as compare to their counter gender in educational institutions
3. To study the support given by high ups& stakeholders to the women leaders as compare to their counter gender in educational institutions.

Research Questions

1. What kind of gender disparity incareer related opportunities are faced by the women leaders as compare to their counter gender in educational Institutions?
2. To what extent the managerial and administrative opportunities are available to the women leaders as compare to their counter gender in educational institutions.
3. To what extent thehigh ups & stakeholders are supportive to the working women as a leadersas compare to their counter gender in educational Institutions.

Literature Review

According to Huma, (2016) gender refers to social roles to women and men. According to her, gender also refers to the behavior attitude and characteristics for man and women. According to the Williams, (2004), which referred world health organization (WHO), sex refers to the biological and physiological characteristics which define masculine and feminine whereas gender is referred to socially assembled and erected responsibilities and roles, behaviors, activities and attributes that a particular society set fit for men and women, (Devineau, Couvry, Feliu, & Renard, 2018). Gender inequality or disparity is referred to masculine and feminine are not equal, (Cubillo, 2003; Asya, 2007; Rostron, 2009). Gender affects ones' actual involvement. Such differences arise from variation in biology, psychology and cultural norms, ((Funk, 2004; Devineau, Couvry, Feliu, & Renard, 2018). The biological study suggested that the natural differences exist between the sexes based on such factors, mostly on their reproductive roles. It further suggested that related to physical strengths the sexes also differ, whereas the extent of differences are unpredictable, (Devineau, Couvry, Feliu, & Renard, 2018). The study of human psychology suggests that, from their birth, the feminine and the masculine are exposed differently and have different environments during the journey of their entire life, the both male and female are treated differently and have different path until they become able to make choices by their own which deciders, sociologically are differentiated for their social responsibilities known as gender, (Devineau, Couvry, Feliu, & Renard, 2018). The research studies depict that the world is a man dominated (Madhani, 2007) to make decisions for both genders. Even in the closer relationships, the gender equality is under discussion, wherein the authority lies in the hands of the male, (Devineau, Couvry, Feliu, & Renard, 2018). According to Sen & Mukherjee, (2014), the millennium Development Goal three which was about the gender equality and empowerment and the fourth is about the elimination of gender disparity in educational system, the dead line set for achieving those millennium goals was up to 2015. The entire world tried to meet the dead line by reconsidering their policies and educational planning and Pakistan did so as well but unfortunately the goal is no accomplished. Pakistan is still far away from achieving that particular task, but endeavors are being made to come to close the target but seems yet to be accomplished. All along with other challenges women face personal challenges to

encounter at first before intending to possess leadership positions for better performance. The one of the double burden syndrome responsibility which makes Asian and African women bound to perform dual responsibility at office and at home to manage office and house hold affairs and activities, (Lerner & Keltner, 2001). According to the research study conducted by Madhani, (2007), who narrated that the leaders identity was dependent upon the logic of purposes, which results how much a leader is effective when carrying out goals. It further narrated that because of the sense of purpose leaders will to challenge the status quo, this requires a leader should be decision maker, assertive and independent, where as an assumption suggests that the women are supposed to be friendly, caring and selfless so that they do not handle the leadership roles effectively, which also leads towards the gender disparity. The gender biasness creates obstructions for women and causes man to prefer those that are similar to them, which result of masculine dominancy over feminine to keep women away from leadership roles. According to Devineau S. C., (2018), globally women leaders face challenges at their work place either holding key positions or otherwise. According to their research study the women did not possess enough space on leadership responsibilities in educational or other institutions or organizations. They identified that the women do not equal opportunity of availing education or are employed as compare to the counterparts. The same prevails in educational institutions as well. The institutions being man dominated, women lake support from their male counter parts which shakes their confidence level. Which ultimately results sharing and discussing issues with counterparts or even with high ups for solutions. According to a research study conducted by Catherine & Grossman, (2008), found out that women leaders do face gender biasness for their promotions on leadership positions, when their performance is being evaluated for such positions. A proposition according to the DDI reveals that it was assumed that women did not perform as better as their counter gender, which ultimately limits the leadership opportunities for women leaders at every level and in every organization or institution. A study conducted by Çobanoğlu, (2018) in Turkish higher education determining proportion of female academicians found that the women had decreased as the demands of the degrees increased, they further found that the women leaders were not given equal opportunity in decision making framework even though they had fulfilled required conditions. Their study further found that as the academia increases, the rate of the women at leadership positions decreases (Çobanoğlu, 2018). The operational stages for promotional process identified by Çobanoğlu, (2018) show five very crucial stages such as undergraduate studies graduate studies, post-doctoral fellowship, assistant professorship and tenured professorship, their study identified that the women section quits their journey somewhere in that operational process, this may be because of fear of least support to them. Their study further found that the women leaders have little visibility on high leadership positions at organizational level. All along with other barriers, the barrier for women was their role in their society, it is described as, and that how much time the women section can spare from their own family life, their role and

responsibilities related to their social life erects barriers to possess a leadership responsibility in an organization (Çobanoğlu, 2018). Their study found that the women were shown in inequality, whether the rate of the women leaders was increasing or not, in educational institutions in Turkey (Çobanoğlu, 2018). A research work conducted by Karadağ, (2018) and earlier identified by UNESCO, (2002), wherein the researchers have found that the leadership role has reflections on their family life, ultimately making them to keep themselves away from leadership role, the study further found that the female leaders had have to handle and fulfill dual responsibility, in their workplace and at home and supported to the previous study conducted by, (Chege, 2006). They further found that the work place practices and culture, the behavior of colleagues, other leaders and social biases which makes them hesitant to work and perform their leadership role effectively (Karadağ, 2018). They further found that the bureaucratic behavior of upper level leadership, lack of support in official financial matters, and least mentor ship was also a kind of gender disparity (Karadağ, 2018). According to the research study of Sales, (1999) Karadağ, (2018) the female leaders in educational institutions found facing some perceptional and attitudinal disparity behavior such as the female leaders described that they had have defensive exposure, selflessness, no wish to deny man imposed authority to shake their self-confidence and work appreciation. According to the Bush, (2007) and Devineau, (2018) ones's work autonomy in academic and leadership endeavors when challenged, has become inconsistent leadership role, such resistance from immidiate surrounding has been the norm of the academic universe. A study conducted by Bolden, (2004) in his research report and Shaukat, (2014), on Gender Discrimination in Education in Pakistan, concluded that the gender discrimination was found in capacity building trainings and ICT trainings, availability and use of resources at high range. They further concluded that the gender disparity was found in the areas such as, in decision making, policy formulation, professional development, academic affairs, particularly in the curriculum evaluation, making availability and utilization of resources, (Shaukat, 2014). A research study conducted by Rarieya, (2017) identified that the women had to continuously prove themselves capable at their work places as compare to their counter gender. The gender biasness remains in search to find out the weaknesses for criticism and shaking of confidence of women leaders according to the research study which was conducted on leadership in Pakistan and Kenyan educational institutions identified that men do not spare themselves to create difficulties for women working as a leader, their research identified that women are harassed and shouted at by counter gender, and even the parents of the students take women leaders very light and show dominancy simply thinking that the opposite gender is weaker than them. Their study also found that the opposite gender when comes into contact with them felt uncomfortable seeing a women on leadership position, their male subordinates felt difficulty to obey their instructions, (Rarieya, 2017). The recommendations of the research study conducted by Stephen ,et al., (2012), suggested that educational disparity included which overlap with social class, biased and indifferent treatment in educational system and reciprocal differences in

educational system. A study conducted by Karadağ, (2018) showed gender inequality in their self-representation. Clerkin, (2017) in their research study revealed that diversity in an organization made institutions a better work place, it also helped employees' retention in an organization. Batool & Sajid, (2013), who conducted a research study on women's' representation in higher educational management in Pakistan, found that some of the structural factors such as mentoring, networking, selection and promotion practices and gender equity and inequality were the barriers to the career advancement of the women. According to the Sen & Mukherjee, (2014), the women encounter household and organizational barriers which are in larger magnitude in private sector educational institutions. According to Ministry of Planning and Development, (2015) equity by 2015, Pakistan aimed to achieve Millennium Development Goals as well as eradicate gender disparity at all levels. Ministry of Pakistan had submitted education for all review report 2015, in the perspective of World Education Forum 2015. That report was submitted in response to invitation from UNESCO to their member States to calculate progress made since year 2000 (Ministry of Planning and Development, 2015). The report was published in 2015, depicted that the Pakistan education sector was facing different challenges and among them were the gender access and equity at all levels, (Baluch, 2009; Huma, 2016).

Research Methodology

The most of the research studies were found conducting such type of research studies by applying qualitative research methodology (Khalid, 2011) and (Suleman, 2015). Whereas all along with qualitative researches, the researchers have also conducted such type of researches by applying quantitative research methodology (Efeoğlu, 2017; Karadağ, 2018). In this research study the researchers have applied quantitative research method. The population of this research study was those women leaders, who were working in educational institutions of District Shaheed Benazirabad, and were carrying out leadership roles in one or other way. The sample of this study was 48 women leaders having proportion of seventy percent of the population. The sample was selected through simple random sampling technique. The tool was a self-designed questionnaire on five point Likert scale, containing fifteen statements. The validity and reliability of the tool was ensured after discussion with three women leaders working at three different educational institutions. Furthermore the tool was piloted on five percent of the sample and was found valid and reliable. After ensuring the validity and reliability of the tool, it was administered on sample for data collection. The collected data was analyzed through SPSS software, 22 version. The results were drawn in mean scores and standard deviation. The number of researchers in one or the other way agreed on mean scores, (Sullivan, Anthony , & Artino, 2013; Kostoulas, 2013; Mahmutovic , 2015). On the other hand number of researches had relied upon mean score such as Organization of Economic and Cultural Development (OECD) in 2009 had conducted a research in twenty three countries under TALIS had also relied upon mean scores (OECD, 2009). Mehmood , (2011) who wrote his Ph. D thesis relied upon mean score of the Likert scale while

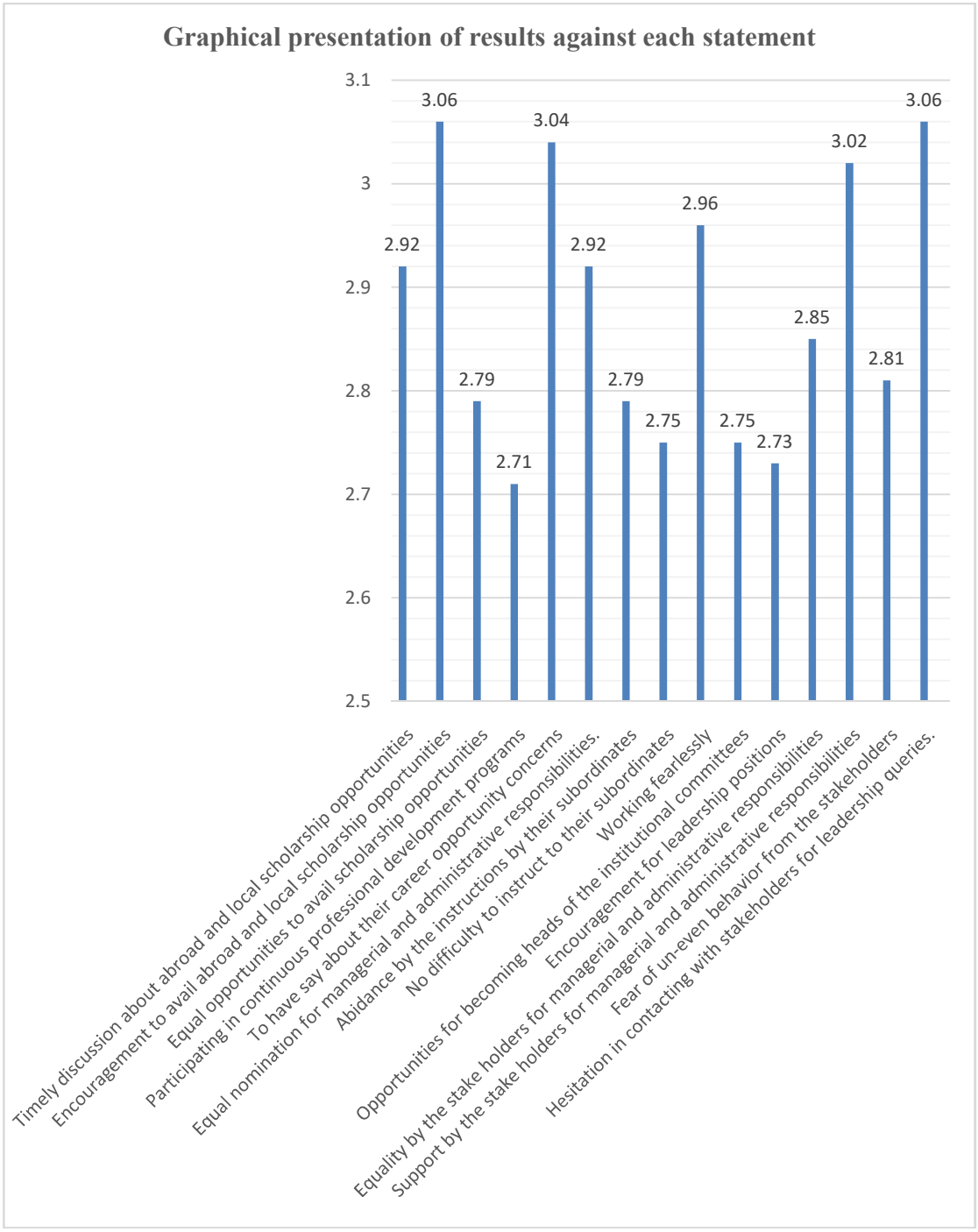
conducting research study on impact of administrative styles of secondary school Head Masters on teachers performance in the than NWFP and now KPK. It is why the mean statistics had relied upon in this research study as well.

Data Analysis

Table: 6.1
Tabulatory presentation of mean scores for each statement

Statements	Mean	Std. Deviation
Timely discussion about abroad and local scholarship opportunities	2.92	.846
Encouragement to avail abroad and local scholarship opportunities	3.06	.836
Equal opportunities to avail scholarship opportunities	2.79	.849
Participating in continuous professional development programs	2.71	.771
To have say about their career opportunity concerns	3.04	.743
Equal nomination for managerial and administrative responsibilities.	2.92	.846
Abidance by the instructions by their subordinates	2.79	.798
No difficulty to instruct to their subordinates	2.75	.729
Working fearlessly	2.96	.771
Opportunities for becoming heads of the institutional committees	2.75	.812
Encouragement for leadership positions	2.73	.707
Equality by the stake holders for managerial and administrative responsibilities	2.85	.899
Support by the stake holders for managerial and administrative responsibilities	3.02	.838
Fear of un-even behavior from the stakeholders	2.81	.867
Hesitation in contacting with stakeholders for leadership queries.	3.06	.810

Graph 6.1 Item Wise Results

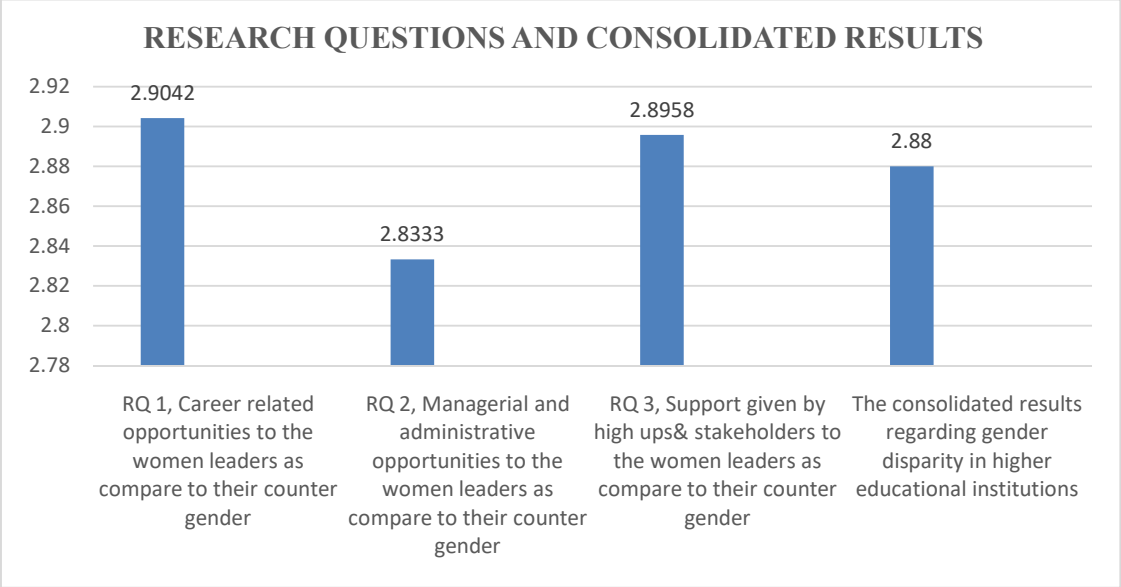


Analysis: The above table and graph shows that the timely discussion of the abroad and local scholarship opportunities were timely discussed with women leaders show slightly diverted towards disagreement as the mean score stood 2.92 and the standard deviation become .846. The results regarding encouragement to avail abroad and local scholarship opportunities show slightly diverted towards agreement where in the mean score is 3.06 and the standard deviation .836. The results regarding equal opportunities to be availed by the women leaders show diverted towards the disagreement where in the mean score stands 2.79 and the standard deviation .849. The results regarding participating in continuous professional development programs, the diversion is again towards the disagreement where in the mean score is 2.71 and the standard deviation is .771. The results regarding to have say about their career opportunity concerns show slightly diverted towards agreement where in the mean score is 3.04 and the standard deviation .743. The results regarding equal nomination for managerial and administrative responsibilities, the diversion is again towards the disagreement where in the mean score is 2.92 and the standard deviation is .846. The results regarding abidance by the instructions by their subordinates, the diversion is again towards the disagreement where in the mean score is 2.79 and the standard deviation is .798. The results regarding no difficulty to instruct to their subordinates, the diversion is again towards the disagreement where in the mean score is 2.75 and the standard deviation is .729. The results regarding working fearlessly, the inclination is again towards the disagreement where in the mean score is 2.96 and the standard deviation is .771. The results regarding opportunities for becoming heads of the institutional committees, the inclination is again towards the disagreement where in the mean score is 2.75 and the standard deviation is .812. The results regarding encouragement for leadership positions, the inclination is again towards the disagreement where in the mean score is 2.73 and the standard deviation is .707. The results regarding equality by the stake holders for managerial and administrative responsibilities, the inclination is again towards the disagreement where in the mean score is 2.85 and the standard deviation is .899. The results regarding support by the stake holders for managerial and administrative responsibilities, the inclination is again towards the undecidedness where in the mean score is 3.02 and the standard deviation is .838. The results regarding fear of un-even behavior from the stakeholders, the inclination is again towards the disagreement where in the mean score is 2.81 and the standard deviation is .867. The results regarding Hesitation in contacting with stakeholders for leadership queries, the inclination is slightly towards the agreement where in the mean score is 3.06 and the standard deviation is .810.

Table 6.2
Research questions and consolidated mean score results and analysis

Theme 1 RQ1	Mean	Std. Deviation
Career related opportunities	2.9042	.34019
Theme 2 RQ2		
Managerial and administrative opportunities	2.8333	.31779
Theme 3 RQ3		
Support from High ups/ Stakeholders	2.8958	.37129
Consolidation		
Consolidated results	2.88	.195

Graph 6.2 Research Questions and Consolidated Results



Analysis: The results of research question one which was regarding career related opportunities to the women leaders as compare to their counter gender covering sub areas such as, timely discussion of abroad and local scholarships, encouragement to avail those opportunities, participation in continuous professional development programs and have say about their career opportunity concerns, the above table and graph show that the respondents were inclined towards the disagreement where in the mean score is 2.9042 near to undecidedness and the standard deviation is .34019, which depicts that the women leaders have lesser career related opportunities in their educational institutions.

The results regarding the research question two which was regarding managerial and administrative opportunities to the women leaders as compare to their counter gender having sub areas such as equal nomination for managerial and administrative responsibilities, abidance by the instructions by their sub-ordinates, having no difficulty to instruct their sub-ordinates, having fearless working environment and opportunities for becoming heads of the institutional committees, the above table and graph show that the respondents were inclined towards the disagreement where in the mean score is 2.8333 and the standard deviation is .31779.

The results regarding the research question three which was regarding support given by high ups& stakeholders to the women leaders as compare to their counter gender having sub-themes such as encouragement for leadership positions, equality by the stake holders for managerial and administrative positions, support by the stake holders for managerial and administrative responsibilities, un-even behavior from the stakeholders and hesitation in contacting with stakeholders for leadership queries, showed undecidedness which revealed that the women leaders did not decide that whether the high ups& stakeholders support the women leaders or not as compared to their counter gender. The results regarding Career related opportunities and managerial and administrative opportunities to the women leaders as compare to their counter gender, the results suggest disagreement that the women leaders avail equal carrier opportunities, where in the mean score is 2.8958 and the standard deviation is .37129. These results resonate with assumptions and future concerns which were narrated by AAUW, (2016), where in it was dipcted that the statusco was a barrier without questioningneitherbeneficial norinevitable,

The consolidated results regarding gender disparity in higher educational institutions, according to the above table and graph reveal that the respondents were inclined towards the disagreement where in the mean score is 2.88 and the standard deviation is .195. The entirety of the results in consolidation showed inclined towards disagreement which revealed that gender disparity prevails in educational institution. These results also confirm the results of (Karadağ, 2018). The results of research report by Clerkin, (2017) do not resonate with curent research study. The research report of the Clerkin, (2017) showed 45:55 ratio of oppertunities for each feminine and musculine gender and showed workplace satisfaction of the surveyed respondents. The results of the current research study resonate with the assumption of AAUW, (2016), wherein, it was narrated that the gender parity was the most important for meeting the fairness at leadership levels, they further narrated that because of the male dominancy female are deprived of their chances at leadership levels and it was because, according to them the leaders avail greater status and honor which defers female leaders from such oppertunities, these results resonate with the reseach findings of (Shaukat, 2014).

Conclusions

On the basis of the results of current research study, it is concluded that women leaders working in higher educational institutions have least career related opportunities, they are also put on distance to possess managerial and administrative positions and have least support from their high ups and stakeholders to work as a leader, as compared to their counter gender in higher educational institutions of District Shaheed Benazirabad.

Recommendations

This research study on the basis of its findings, recommended that the women leaders are equally beneficial for their institutions as was suggested by Thayer-Bacon, (2011) and AAUW, (2016) that the gender parity and equality was the most important for meeting the fairness at leadership levels. It is recommended that the women leaders might be given career and managerial and administrative related oppertuinities and support and encouragement from their high ups and stakeholders for carrying out their leadership responsibilities. The equalilty in gender related oppertuninties might work as a motivational factor for female literacy and their higher education as was found by (Malik, 2011; Clerkin, 2017).

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- Paper must have at least 32 to 35 references of books and research papers published in journals.
- Conclusions and Recommendations must be mentioned in separate headings.
- An abstract of the paper no more than 200 words must be submitted along with the paper. The abstract should be followed by key words. **Abstract and Keywords must be in English and Urdu both.**
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