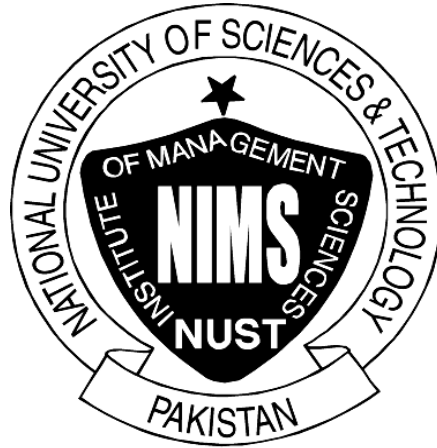


# **FEMALE LABOR PARTICIPATION IN PAKISTAN**



**Thesis Report  
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By**

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## **Introduction**

Woman is an integral and indispensable segment of human society. They make almost half of the globe. They have literally complemented man in every civilization. One can hardly ignore the multi-dimensional role of women in every society. She commands respect and honors in all religions.

Islam is very particular about her significant status and role in the society. It is the first ever religion, which accorded respect to her but also her due share in inheritance. However the ground realities are quite opposite to the religious teachings in many countries including Pakistan. Pakistan is an Islamic state, where people take pride in strictly adhering to the Islamic values and sacrifice their loved belongings for the glory and sanctity of Islam. Islam has accorded a highly venerated social position to women. Islam acknowledges the rights and privileges of the women in society. Likewise, Islam does not impose any restrictions that may hamper the social growth and development of the woman. A woman is equally important member of society. The woman plays a vital role in building the society on healthier and stronger foundations

The status of woman in Pakistan is a source of enormous domestic and international interest, as well as a Social & Political controversy. The fact that women's status is low by all social, economic, and political indicators has made it a subject of a great concern. In Pakistan's policy-making on women, problem identification is clear and strong but policy formulation is negatively influenced by macro-level political pressures, limited resources, and limited conceptual understandings. Micro-level implementation and evaluation are extremely weak.

Hence, the pattern of decision-making on women, which becomes identified as a policy when it unfolds, appears inconsistent.

The women in Pakistan have been isolated from the mainstream of society. They feel disillusioned on being maltreated by the male-oriented set up in Pakistan. They strongly believe that if they are given a chance, they can contribute more positively towards the development of all social aspects. However the Pakistani society usually adopts a hostile attitude towards the women. Their development in society is hindered due to many factors. Particularly the rural woman has to sustain, sometimes, unbearable dominance by the other sections of society.

Numerically the women in Pakistan are almost equal to men. They are equal in potential as the men. The Pakistani women live in the most diversified location of the tribal, feudal or urban environments. She can be a highly qualified and self-confident professional or a diffident peasant toiling along with her men folk.

Another of the challenges faced by Pakistani women concerns their integration into the labor force. Because of economic pressures and the dissolution of extended families in urban areas, many more women are working for wages than in the past. But by 1990 females officially made up only 13 percent of the labor force. Restrictions on their mobility limit their opportunities, and traditional notions of propriety lead families to conceal the extent of work performed by women.

Usually, only the poorest women engage in work--often as midwives, sweepers, or nannies--for compensation outside the home. More often, poor urban women remain at home and sell manufactured goods to a middleman for compensation. More and more urban women have engaged in such activities during the 1990s, although to avoid being shamed few families willingly admit that women contribute to the family economically. Hence, there is little information about the work women do. On the basis of the predominant fiction that most women do no work other than their domestic chores, the government has been hesitant to adopt overt policies to increase women's employment options and to provide legal support for women's labor force participation.

Women make a large and generally unrecognized contribution to the economy. The labor force participation rate for women is under-reported in official data. The recent labor force survey cited the refined activity rate for women at 13.6 percent and 70 percent for males, while the crude activity rate was 9 percent and 47 per cent respectively<sup>9</sup>. Female

labour is overwhelmingly concentrated in the agriculture sector, which employs 79 percent of the female labor force as compared to 57.3 per cent of that of males. In urban areas more than three quarters of economically active women are employed in the informal sector. Female workers in the informal sector, especially home-based piece-rate workers, work longer hours for lower wages than men under conditions of job insecurity. Social policies designed to protect female workers and promote workplace equality have controversial effects on labor market outcomes. Working-hour restrictions and mandated maternity benefits help to safeguard women's family responsibilities and ensure their physical security, but these regulations can raise the cost to firms of hiring women. Equal pay and equal opportunity measures potentially increase women's relative earnings and reduce occupational segregation, but they are difficult to implement and enforce. Finally, although not explicitly designed to target women's well-being or equality, seemingly "gender-blind" policies can also yield different outcomes for men and women. This study presents a theoretical context for understanding the impact of these various labor market policies on women's employment, wages, and working hours. Existing empirical evidence of policy effects and current policy incidence are both reviewed. The study concludes by reporting new empirical evidence from three developing country case studies.

It is impossible to describe that composite of various averages, the Pakistani woman, for the simple reason that like all other stereotypical 'the's' that pass for reality, she does not exist. In Pakistan as in other third world countries it is perhaps even more difficult to identify the average woman than in the industrialized countries because the uneven penetration of firstly colonial rule, and subsequently, capitalist mode of production, have meant that a Pakistani woman's life can have remained petrified for centuries, or have been radically altered by the cataclysmic events of her people's history. Depending on her geographical location a Pakistani woman can find herself in a tribal, feudal or urban environment. She can be a highly qualified and self-confident professional, or self-effecting peasant toiling alongside her men folk; she can lead a cloistered life cut from all decisions and information in the urban lower-middle class ghettos of respectability or in

the wide expanse of nomadic regions, or she can be a central figure of authority in the limited circle of influential women in government and business circles

Women are affected in unique ways by current forms of global economic integration. Their experiences, concerns and needs must be a central part of the groundwork for understanding and transforming this global economy.

Very rarely, if ever, did development policies address a basic fact: More than half a century of strategies to develop the Third World present overwhelming evidence that economic policies affect women in very different, often detrimental ways. It comes as no surprise, then, that the current global economic integration, based on the neoliberal (so-called "free market") policies dominant since the 1970s, contrary to raising global living standards for most, threatens to literally exploit them to death.

## **Executive summary**

This study covers the female labor force participation in Pakistan. The nature and sphere of women's productivity in the labor market is largely determined by socio-cultural and economic factors. Women do not enter the labor market on equal terms vis-à-vis men. Their occupational choices are limited due to social and cultural constraints, inherent gender bias in the labor market, and lack of supportive facilities such as child care, transport, and accommodation in the formal sector of the labor market. Women's labor power is considered inferior because of employers' predetermined notion of women's primary role as homemakers. As a result of discrimination against female labor, women are concentrated in the secondary sector of labor market in Pakistan. Women play a vital role as farmers, workers in the informal sector, as employees in the manufacturing industries, and in the service sector. Women are an integral part of the economy: their problem is not of exclusion, but of invisibility, and a disadvantaged position. They are not represented in economic decision-making forums, and their access to credit, formal labor markets and land ownership is constrained by social and economic factors. These include the existing inequities in education and skill levels social constraints to women's mobility, and attitudinal and institutional barriers.

There are considerable differences in women's and men's access to and opportunities to exert power over economic structures in their societies. In most parts of the world, women are virtually absent from or are poorly represented in economic decision-making, including the formulation of financial, monetary, commercial and other economic policies, as well as tax systems and rules governing pay. Since it is often within the framework of such policies that individual men and women make their decisions, inter alia, on how to divide their time between remunerated and unremunerated work, the actual development of these economic structures and policies has a direct impact on women's and men's access to economic resources, their economic power and consequently the extent of equality between them at the individual and family levels as well as in society as a whole.



In many regions, women's participation in remunerated work in the formal and non-formal labor market has increased significantly and has changed during the past decade. While women continue to work in agriculture and fisheries, they have also become increasingly involved in micro, small and medium-sized enterprises and, in some cases, have become more dominant in the expanding informal sector. Due to, inter alia, difficult economic situations and a lack of bargaining power resulting from gender inequality, many women have been forced to accept low pay and poor working conditions and thus have often become preferred workers. On the other hand, women have entered the workforce increasingly by choice when they have become aware of and demanded their rights. Some have succeeded in entering and advancing in the workplace and improving their pay and working conditions. However, women have been particularly affected by the economic situation and restructuring processes, which have changed the nature of employment and, in some cases, have led to a loss of jobs, even for professional and skilled women. In addition, many women have entered the informal sector owing to the lack of other opportunities.

Discrimination in education and training, hiring and remuneration, promotion and horizontal mobility practices, as well as inflexible working conditions, lack of access to productive resources and inadequate sharing of family responsibilities, combined with a lack of or insufficient services such as child care, continue to restrict employment, economic, professional and other opportunities and mobility for women and make their involvement stressful. Moreover, attitudinal obstacles inhibit women's participation in developing economic policy and in some regions restrict the access of women and girls to education and training for economic management.

The third world countries and especially the neighboring countries face the same dilemma as women in Pakistan. They are meagerly paid for their contribution and suffer immense barriers while joining the workforce. Over the past years their participation has been far less than members as is the case in our country.



## Literature Review

A lot of material has been written on female labor force in Pakistan. Most of the articles address issues in specific sectors e.g. agriculture and technology. These articles and studies will provide a base to the research being undertaken, further elaboration on specific topics will be carried out. The subject under discussion will be supported with the relevant material written by learned authors.

### **FEMALE LABOR FORCE IN AGRICULTURE, TEL MED PAK-(2003)**

*-This article analyses the position of women within the labor market with special reference to the women in Pakistan. As their sisters in other parts of the world, Pakistani women have worked constantly and continuously. They worked as mothers, household laborers and as social production workers.*

### **FEMALE LABOUR FORCE IN AGRICULTURE BY ZAFAR IMRAN I.Z (2003)**

*-This article analyses the position of women within the labor market with special reference to the women in Pakistan. As their sisters in other parts of the world, Pakistani women have worked constantly and continuously in agriculture.*

**-Women in Urban Credit (WUC) (2002):-** *This is the website of Women in Urban Credit (WUC), a project of the UNDP and the First Women's Bank Ltd. Pakistan. Through five modules, it explains the concept and the steps taken to develop and replicate the model throughout Pakistan*

**-Women in Technology (WIT) (2002):-** *Women in Technology (WIT) promotes the use of technology as a means for uplifting Pakistani women's social and financial status by facilitating women's growth as a skilled workforce and mobilize them as a resource in Pakistan's development*

**-Pakistan Women Lawyers' Association (PAWLA) (2002):-** *The Pakistan Women Lawyers' Association (PAWLA) is an NGO delivering professional legal services and*

*economic counselling to Pakistani women by networking with legal bodies, the government, donors and other NGOs*

**-Women's Autonomy and Employment: Individual and Community Level Evidence from India and Pakistan (2001):-** *This is a paper by Sharon J. Ghuman of the University of Pennsylvania. Using survey data collected from married women aged 15-39 from 19 communities in India and Pakistan; she examines the association between employment and at the individual level, and whether this relation varies by community context across 19 areas in India and Pakistan.*

**-ADB'S STRATEGY (2002):** *ADB's strategy is based on Pakistan's development goals and priorities for poverty reduction as articulated in the Government's Perspective Plan and Poverty Reduction Program, and ADB's long-term strategic framework.*

**-Impact of female activism on economic growth  
By Ahmad Mushtaq M.A (2000)**

*The political history of Pakistan, particularly of the last 15 years, provides an answer to the above question in the affirmative. For instance, female participation in the first-ever direct elections in FATA was essentially matching, and even more in some areas, as compared to male participation*

**-BBC NEWS ONLINE (2001)**

*Women are finally making their mark in the workplace in Pakistan.*

### **-Putting women in the Picture (2002)**

*This book provides data on population and other social and economic variables generally vary according to the nature of their source. The present publication is an endeavor to present as many facts about the female population of Pakistan as are considered relevant and trust worthy. This being the first edition, it contains only the bare statistics.*

*The ministry of women development, social welfare and special education being the focal machinery for the advancement of women, it is tasked for the promotion, implementation, coordination, monitoring and evaluation of gender policy, program and projects. In addition it is responsible for social welfare and issues. In pursuance of its tasks, it continues its efforts to disseminate knowledge about female population.*

*The publication is the result of the untiring efforts of Dr. Abdul Hakeem, Director, National Institute of Population Statistics (NIPS) and his colleagues and Mrs. Suhela Asif.*

### **National Plan of Action:**

#### **Ministry of Women Development (1999)**

A process for developing a National Plan of Action (NPA) for women was initiated by the ministry of Women Development (MoWD), and supported and facilitated by donors. This book provides insight about government's objectives to increase women participation in the economy.

### **-Women Workers**

#### **By Susannah Price in Islamabad**

*There are several obstacles to increasing the number of working women, including the low rate of female literacy and the threat of a backlash from hard-line Islamic groups.*

## **Economic progress through women's uplift**

**By Aftab Ahmad (March 8, 2003)**

*This article discusses discrimination against women. Domestic violence and crimes against women is a common feature almost everywhere in the world. However, governments population, in order to create a conducive atmosphere that could pave the way for rapid and sustained economic progress. Apart from illiteracy and poverty (resulting inter-alia from unemployment), women in Pakistan had been victims of domestic violence, honor killings and other crimes. Even the rights allowed to them in Islam such as share in inheritance, payment of dowry ('Mehr') at the time of marriage and the right to exercise their choice for marriage had often been denied to them. As a result, an overwhelming majority of the female population in Pakistan had no role to play in the country's development and it was forced to lead a secluded life in the industrialised countries had tried their utmost to protect women's rights and provide equal opportunities to their entire population including the female*

## **-Hard work at bottom of the job market**

**Low status and poor pay**

**By Vikram Dodd**

**Tuesday June 18, 2002**

*This article covers issues on female workers in the third world countries. It specifies their contribution and their empowerment at work.*

## **Projects with Women in Agriculture**

**Mrs. Nancy Tesha**

**Ministry of Community Development (1998)**

*In this paper there is discussion on the problems of rural women in developing countries. Women are in most cases engaged in agriculture and the challenges facing them especially those of Asian countries are similar comprising mainly social deprivation, economic exploitation and denial of basic human rights.*

**-World Bank (2003)**

*The World Bank site has provided the latest data on female labor force participation in the Asian countries. Data sources for Gender Stats include national statistics, United Nations databases, and World Bank-conducted or funded surveys.*

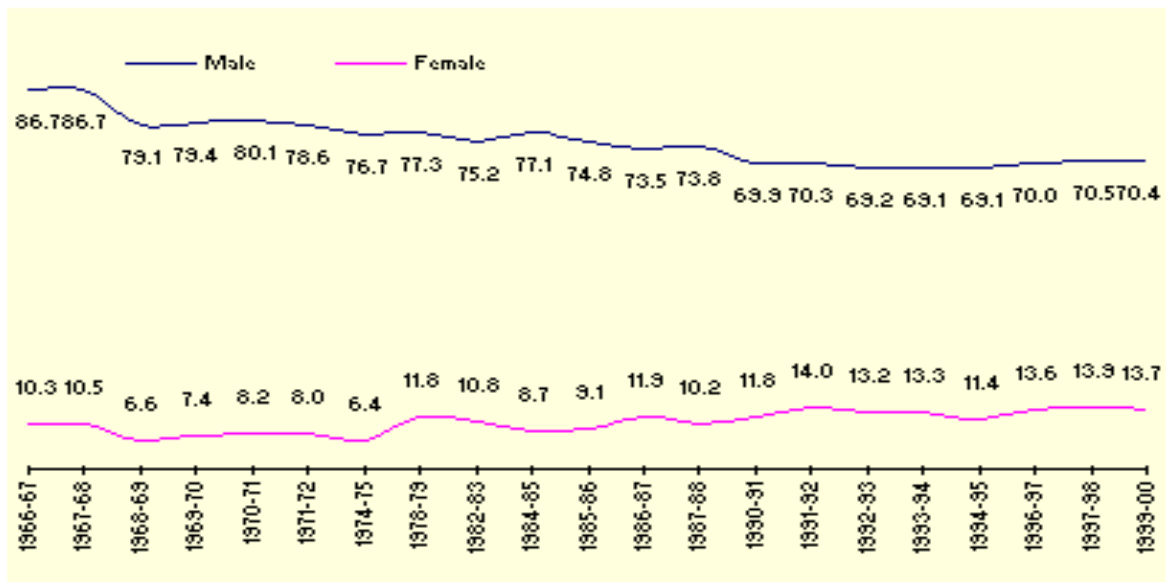
## Women in the Workforce

In this chapter a thorough analysis will present the situation of female labor force participation in Pakistan. Pakistani women have worked constantly and continuously. They worked as mothers, household laborers and as social production workers. But unfortunately the economic and social values of their work have frequently been under-recorded and underestimated. Therefore, in order to understand the factors, which determine when and where women are employed, one has to study the changing pattern of employment of men as well as women in our rural and urban economy.

**Table 1. Labor Force Participation Rates By Area and Sex** (percent)

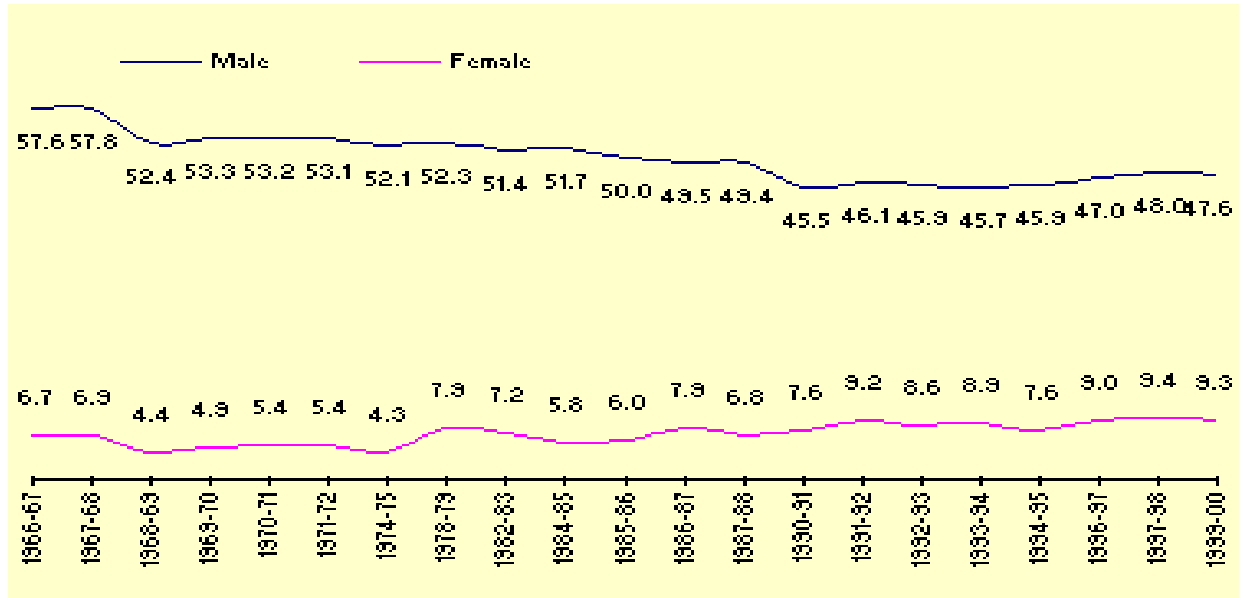
Year	Crude Activity Rate(CAR)			Refined Activity Rate(RAR)		
	Pakistan	Rural	Urban	Pakistan	Rural	Urban
<u>1999-2000</u>						
Both Sexes	29.0	29.8	27.1	42.8	54.1	38.1
Male	47.6	48.2	46.5	70.4	73.1	65.0
Female	9.3	10.7	6.3	13.7	16.1	8.8
<u>1997-98</u>						
Both Sexes	29.4	30.6	27.0	43.3	46.4	37.7
Male	48.0	48.4	47.1	70.5	73.4	65.2
Female	9.4	11.5	5.3	13.9	17.4	7.4
<u>1996-97</u>						
Both Sexes	28.7	29.4	27.1	43.0	45.1	38.9
Male	47.0	47.2	46.5	70.0	71.8	66.5
Female	9.0	10.5	5.9	13.6	16.3	8.4
<u>1994-95</u>						
Both Sexes	27.5	28.0	26.1	41.2	43.1	37.0
Male	45.9	46.0	45.7	69.1	71.3	64.3
Female	7.6	8.7	4.9	11.4	13.2	7.0

Source: Labor Force Surveys of respective years.



**Figure 1: Trend in Refined Activity Rates by Sex, 1966 to 2000, Pakistan**





**Figure 2: Trend Crude Activity Rates by Sex, 1966 to 2000, Pakistan**

From the figures above it can be seen that there is a large gap between female and male labor participation. In our economy, the male members are given preference over the female member in attaining a job. There are certain drawbacks a woman faces in our society in being an active member of the labor market. These drawbacks will be discussed in later chapters.

In the case of refined activity rate (Figure1) female participation has been fluctuating in the past decade. On the other hand, male participation has been on the decline. This can be due to many reasons namely political and social. The investment in the past decade has been far less than the amount people are equipped to work, therefore the unemployment rate has also increased in the country. Women are still lagging behind due to our culture and beliefs. Women also lack education and training.

In the case of crude activity rate, female participation has increased but at a decreasing rate. The marginal rate has been decreasing. As for the male member the participation rate has decreased in the last decade and has maintained a balance since.

**Table 2. Percentage Distribution of Population by Gender and Nature of Activity, Pakistan 2000**

Nature of Activity	Percentage Distribution of Population		
	Pakistan	Urban Area	Rural Area
<b>Civilian Labor Force</b>			
Female	4.52	3.01	5.22
Male	24.45	24.13	24.59
Both Sexes	28.97	27.14	29.82
<b>Employment</b>			
Female	3.74	2.12	4.49
Male	22.96	22.33	23.26
Both Sexes	26.7	24.45	27.75
<b>Unemployment</b>			
Female	0.78	0.89	1.11
Male	1.48	1.8	2.02
Both Sexes	2.27	2.69	3.13

Source: Economic Survey 1999-2000

In the civilian labor force female participation is far less compared to the male participation in the year 2000. In urban areas it is 3.01% compared to rural which is 5.22%.

In the case of total employment women comprise 3.74% which is far less compared to 26.7% male. In total employment female participation is again higher in rural areas than in the urban areas. This is because a large part of the population resides in the rural areas and they equally participate in the chores of the farm, livestock and fisheries. In the urban areas the education rate is higher 59.6%, than the rural areas 20.6% but still urban female participation is half as compared to the rural women. This is where the household factors come into play which will be discussed in detail in the following chapter.

As for unemployment, women want to participate in the labor force but due to some drawbacks are unable to find employment. The level of unemployment for male and female is very low. However, for most of the population are not willing to participate in the economy.

Table 3

Percentage Distribution of Employed Persons by Employment Status and Gender, Pakistan 1999-2000

Employment status	Both Sexes	Male	Female
Employer	0.78	0.76	0.02
Self-employed	42.23	39.9	2.33
Unpaid Family Helper	21.41	14.39	7.02
Employee	35.58	30.94	4.64

Table4.Labor force participation Rates by Gender and Rural/Urban Areas, Pakistan, 2000

Labor Force Participation rate				
Area	Female	Male	Both Sexes	
Pakistan	13.72	70.39	42.8	
Rural	16.1	73.11	45.13	
Urban	8.84	65.04	38.14	

Source: Labor force survey 1999-2000

Women as employers are 0.22 which is far less than average and. Most of the women employers reside in the urban areas. They can be designers; Principals of schools, beauticians, Caterers, wedding planners etc. their business is of a small scale and they employ women. As for the male employers their percentage is very low.

There are very few self-employed women in Pakistan as can be seen from table 3, their percentage is 2.33%. In rural areas women comprise 16.1% compared to urban female labor participants which are 8.84% (table4). Urban women generate income through various non-farm activities. Weaving cloth and rugs, sewing, stitching and embroidery constitute important components of rural women's non-routine tasks. Rural women in Sindh are skillful in producing Rilee (hand-made bed sheets) and Sindhi Topees (caps), etc. Women also generate cash income through the sale of livestock products. In the

urban areas, women have set up boutiques, beauty parlors, flower shops and other inconspicuous businesses. Women have also set up schools, taking for example Beacon House School System, City School, Forebels International and Lakas are owned and governed by women. Apart from owning and governing they are committed to their women and have excelled in their abilities. There are a number of training schools for cooking and sewing. The PAF finishing school established in 1996 is also owned by a woman. Women are active participant in writing articles and books e.g. Noor-Ul-Huda Shah and Fatima Suriya Bajya have made a name for themselves in the recent years. Directing and producing programs has also become a woman's profession in recent years. As for the unpaid family helpers, rural women participate in all operations related to crop production such as sowing, transplanting, weeding and harvesting, as well as in post-harvest operations such as threshing, winnowing, drying, grinding, husking and storage (including making mud bins for storage). Rural Women in Pakistan carry out these tasks in addition to their normal domestic chores of cooking, taking care of children, elderly and disabled, fetching water and fuel, cleaning and maintaining the house as well as some of its construction. . Pakistani girls and women spend long hours-fetching water, doing laundry, preparing food, and carrying out agricultural duties. Not only are these tasks physically hard but also demanding. In the urban areas, women help at home or resort to social work. The program SOS is run by a woman in Islamabad.

As employees, although they have made some inroads in non-traditional areas such as engineering, banking and law, their numbers remains limited in urban areas. The increases have been largely confined to the traditional teaching and medical professions. In the rural areas women are either employed in cottage industries or work as maids.

In recent years women have made their name in certain walks of life. They have been respected for their abilities and efforts. On the other hand, their participation in the labor force is highly underreported.

Table5.  
Percentage Distribution of employed persons by Major Occupation Groups and Gender,  
Pakistan 2000

MAJOR INDUSTRY DIVISION	All Areas		Rural Areas		Urban Areas	
	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE
Agriculture Forestry, Hunting & fishing	66.39	40.69	79.91	57.27	7.170	5.550
Mining and Quarrying	-	0.120	-	0.100	-	0.140
Manufacturing	9.960	11.28	7.120	6.720	21.91	20.94
Electricity, Gas and water	0.070	1.120	-	0.750	0.400	1.910
Construction	0.520	7.720	0.460	7.970	0.400	7.170
Wholesale and Retail Trade and Restaurants and hotels	2.750	16.45	1.830	10.93	6.770	28.15
Transport Storage and Communication	0.370	6.540	0.270	4.830	0.800	10.13
Finance, Insurance, Real Estate and Business Services	0.070	1.130	-	0.37	0.40	2.740
Community, Social and Personal Services	19.93	14.90	10.32	11.02	62.15	23.11
Activities not adequately described	0.070	0.050	-	0.020	-	0.110
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

Source: Labor Force Survey 1999-2000

### Agriculture:

The biggest industry in Pakistan is the agriculture industry. Agriculture occupies a strategic place in Pakistani economy. It directly supports three-quarters of the population, employs half the labor force and accounts for one-quarter of Gross Domestic Product (EIU, 1997).

Pakistani women play a major role in agricultural production, livestock rising and cottage industries. Women often devote more time to these tasks than men do. They participate in all operations related to crop production such as sowing, transplanting, weeding and harvesting, as well as in post-harvest operations such as threshing, winnowing, drying, grinding, husking and storage (including making mud bins for storage). Rural Women in Pakistan carry out these tasks in addition to their normal domestic chores of cooking, taking care of children, elderly and disabled, fetching water and fuel, cleaning and maintaining the house as well as some of its construction.

Obviously, these women work longer than men do. Surveys have revealed that a woman works 12 to 15 hours a day on various economic activities and household chores (ESCAP, 1997). Women, from an average farm family remain extremely busy during the two farming seasons in sowing and harvesting. In some ethnic groups, especially in the southern regions of Pakistan, a husband may marry more than one woman to supply additional farm labor (PARC, 1988). In Barani (rainfed) agriculture, where crop production is not sufficient to meet subsistence needs of the households, men have traditionally sought employment in the non-farm sector. As a result, women have to take over a substantial burden of the work in agricultural production. Moreover, dramatic growth rates in cotton production have generated tremendous demand for female labor. There is evidence of an increasing involvement of women in the agricultural work force over time. Certain developments, particularly the out-migration of men to the Gulf states and in-country urban areas, as well as the result of men diversifying into other non-farm occupations in the rural areas, have led to this increased participation of women. Further, cotton performs well; in the absence of any significant mechanization of harvesting operations, is likely to have caused a tremendous increase in the demand for female wage labor, since cotton picking is done entirely by women.

Table 5 A Crop production

<b>Gender roles in upland crop production</b>			
Tasks	Female	Male	Both
Land preparation		x	
Applying manure	x	xx	
Applying fertilizer		x	
Weeding/hoeing			x
Harvesting			x
Husking/threshing	xx	x	
Drying			x
Storing	x	x	
Preparing storage	x	x	
xx/x	=	relative	involvement
<i>Source: ESCAP, 1996</i>			

From the table above it is obvious that women are active participant in the agriculture industry. In the rainfed areas of Punjab, women contribute to almost all crop tasks with the major contribution to seed preparation, collection and application of farmyard manure, husking maize and storage (Freedman and Wai, 1988). Men's involvement is higher in the early stages of cultivation such as field preparation. Men also monopolize mechanical work. For example, they carry out mechanical threshing (with animal or fuel-powered machines), while hand-threshing is a women's domain of task. Driving tractors and watering the fields are also men's job. Food processing and storage is an area where women's participation is considerably higher than men's (Mumtaz, 1993).

In Pakistan, women participate extensively in the production of major crops, but the intensity of their labor depends on both the crop in question and the specific activities related to that crop. Women's participation is particularly high in cotton, rice, pulses and vegetables (Mumtaz, 1993). Rice and cotton cultivation in Sindh jointly account for more than one-third of women's annual agricultural activities (Quadri and Jahan, 1982). Similarly, women's participation is the highest in cotton production in Punjab. Picking cotton is exclusively a women's task. Their participation is the lowest in sugarcane production (Zaman and Khan, 1987).

### Other industries:

Mining and quarrying is a difficult task and most of the work is undertaken by men. However women participation in manufacturing, the percentage of women in urban areas is higher. This is because women participate in the textile industry. They work in the weaving and spinning departments. Even in the rural areas women are equal participants e.g. in the cottage industry. As for electricity, gas and water women and men, are equally fewer participants. In case of construction, this job is exclusively for men in our culture. Women are far less in Wholesale and retailing and Community, Social and Personal Services than male members of the economy. Transport, storage and communication are government utilities and they preference of hiring basically favors the male members. As for the finance sector, women participation is on the increasing side but the industry is not developed and most of the projects are underway.

Table 6. Distribution of employed persons by Major Industries and Gender, Pakistan 2000

EMPLOYMENT STATUS	All Areas			Rural Areas			Urban Areas		
	TOTAL	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL	FEMALE	MALE
Total	100	14	86	71.03	11.49	59.5	29	26.46	2.51
Legislator, Senior Officials and Manager	11	0.32	10.7	4.55	0.19	4.36	6.45	0.13	6.31
Professional	2.21	0.33	1.88	0.96	0.05	0.91	1.25	0.28	0.97
Technical and Associate Professionals	4.17	0.89	3.28	2.11	0.33	1.77	2.06	0.56	1.51
Clerks	1.56	0.03	1.52	0.47	0.01	0.47	1.08	0.03	1.06
Service Workers & Shop, Market Sales Workers	4.58	0.06	4.52	2.13	0.02	2.12	2.44	0.04	2.4
Skilled Agriculture & Fishery Workers	40	7.9	32.1	38.68	7.76	30.9	1.35	0.14	1.2
Craft Related Trade Workers	15.1	1.35	13.7	6.83	0.65	6.18	8.21	0.7	7.52
Plant and Machine Operators and Assemblers	3.28	0.03	3.25	1.72	0.02	1.72	1.54	0.01	1.53
Elementary (unskilled) Occupations	18.1	3.09	15.1	13.55	2.47	11.1	4.58	0.62	3.96

Source: Labor Force Survey 1999-2000

In the service sectors women are fewer in number. From the table above it can be seen that there are more professional women in the urban areas than in the rural areas. In the urban areas total female labor participation is 26.46% compared to rural areas which is 11.49. That is because the educational facilities are higher in the urban areas, there are more job opportunities and there is an infrastructure that supports women advancement. On the other hand, in the rural areas the unskilled female worker % is higher compared to the urban.



**Table 7.Health:**

Number of medical professionals by Gender in Pakistan, 1999-2000

Types of Medical Professionals	1990			2001		
	Female	Male	Both Sexes	Female	Male	Both Sexes
1.Registered Doctors:						
(a) Specialists	1005	4462	5467	2659	11200	13859
(b) Doctors MBBS	13029	39695	52724	31566	65197	96763
2.Registered Dentists:						
(a) Specialists	9	56	65	51	218	269
(b) Dentist (BDS)	430	1637	2067	1640	2962	4602
3. Nurses (registered)	16948		16948	37623		37623
4. Lady Heath Visitor	3106	-	3106	5619	-	5619
5. Mid-wives	15009	-	15009	22528	-	22528
6. Family Health workers	NA	NA	NA	57300	700	58000

Source: Pakistan Medical and Dental Council, Islamabad and Economic Survey 2000-2001.

According to this data, female doctors are very few compared to male doctors. However by the year 2001 the number has doubled. Male Dentists are far more than females but the number has increased five folds in a decade. Most of the women are nurses, health visitors and mid-wives. The number is increasing over the years.

There are a number of medical colleges in Pakistan and their teaching is known to be world class. Certain number of quota has been kept for female participants e.g. Army Medical College has 375 seats reserved for girls.

There are a large number of nurses because in Pakistan nursing is known to be a respectable job. Women earn a substantial amount and can easily manage a household. Secondly nurses are provided with many facilities e.g. transport, medical and housing. After nurses retire they are given a pension every month.

According to the press release, "The PMDC (Pakistan Medical and Dental Council) is making efforts for the promotion of medical education and the certificates issued by the council are acknowledged by contemporary medical councils in England, Ireland, Australia, USA and other countries,"

It said: The council provides guidance and consultancy to all the medical and dental teaching institutions at the graduate and postgraduate levels to maintain standard of education on a par with that of reputed international medical, dental and research institutions.

Table 8.

**Distribution of Teachers by Gender and type of Educational Institutions,  
Pakistan 1990-2000**

Types of institutions	Female		Male		Both Sexes	
	1981	2000	1981	2000	1981	2000
Primary School	48700	137900	101300	236000	150000	373900
Middle School	15200	50300	37000	45800	52200	96100
high schools	20200	80400	45700	143600	65900	224000
Art and Science College	3544	10347	8840	16595	12384	26942
Secondary Vocational Institutions	711	1766	2460	5296	3717	7062
Professional Colleges	463	1639	2880	6350	3343	7989
Universities	395	1174	2788	4740	3183	5914
<b>Total Teachers</b>	89213	283526	200968	458381	290181	741907

Source: Economic Survey 1990 and 2000

### Teachers:

Since 1981 to the year 2000 the number of female teacher has increased three folds. Most of the employed women in Pakistan are teachers. Looking at the table it can be analyzed that women teachers are mainly in the primary, middle and high schools. This is because most women in Pakistan gain education up till the intermediate and are only capable of teaching children. In case of professional colleges and universities the number of teachers is not even half that of male members.

Why do women want to be teachers? There are certain benefits associated with being a teacher:

- The working hours are less than the normal 9-5
- Apart from working they can also manage their household chores
- Mothers prefer to go to school with their children and be back with them
- Children's fees are subsidized if mother are teachers

- Transport problem is eliminated as most teachers use the school bus
- In our culture and society, teaching is a respectable profession

The presence of women teachers boosts parents' confidence, encouraging them to send their daughters to school, especially in conservative areas. Numerous studies of south Asia have shown that enrolment rates for girls improve and dropout rates reduce significantly with female teachers in schools.

However, Pakistan has among the lowest representation of female teachers in south Asia. An interesting note is that even if every single new teacher was a woman, overall women would still make up only 45 percent of teachers in the primary teaching corps. This calls for other measures to raise the number. One solution is to give preference to female teachers in replacing existing male teachers who either retire, leave the country or the profession.

Of course, one of the major challenges in increasing the number of women in Pakistan's teaching corps is how to teach would-be teachers. This requires a special effort especially in Pakistan's rural areas, where the number of educated women is limited.

## **Barriers Faced by Women in the Workforce**

Women are an integral part of the economy: their problem is not of exclusion, but of invisibility, and disadvantaged position. They are not represented in economic decision-making forums, and their access to credit, formal labor markets and land ownership is constrained by social and economic factors. These include the existing inequities in education and skill levels, social constraints to women's mobility, and attitudinal and institutional barriers.

### **Data Collection:**

Most official data sources, including the Population Census and Labor Force Surveys, are known to greatly underestimate the extent of female work participation. The under-enumeration of female employment is due largely to inappropriate definitions of economic activities, which lay stress on recording a single main activity, as well as unsuitable methods of data collection, where both the enumerators and respondents are males. In Pakistan, where men perform multiple tasks and there are cultural inhibitions to admitting to the fact that women work for remuneration, these information-gathering methods are not likely to yield accurate data.

The labor force participation rate of urban women is considerably lower than for rural women, and is estimated at 16.1percent in 2000. Urban women now comprise a growing proportion of the occupational category of professionals. Although they have made some inroads in non-traditional areas such as engineering, banking and law, their numbers remain limited. The increases have been largely confined to the traditional teaching and medical professions.

The overwhelming majority of women workers, more than three-fourths of the economically active women in urban areas, are employed in the informal sector: on a piece-rate basis, as unpaid family helpers, or as self-employed workers. It is precisely these women who are likely to get excluded from official labor force statistics.

## Labor Market:

Factors which have worked towards the expansion of informal activities have affected women more severely than men. In an environment of low levels of labor absorption in the modern sector, such as exists in Pakistan, women find it very difficult to enter the formal sector, due to various barriers. These include: discriminatory attitudes towards female employment, the perception of males as primary bread winners, lower educational and skill levels of women, limited mobility of women due to cultural restrictions on mobility, and the heavy requirements of their reproductive and domestic roles.

On the demand side, by keeping women out of the regular workforce, manufacturing companies can circumvent labor regulations on wages and working conditions, enabling them to lower their costs and to maintain flexibility in the size of their work force. Thus, although women's real contribution to the national economy is now widely acknowledged, much of the increase is taking place outside the formal sector.

In the public sector, women comprise less than 5 percent of public sector employees, and are mainly concentrated in departments related to the social sectors, such as Education and Health. The representation of women at higher levels of the government administrative hierarchy is negligible. In the private sector, women's share of managerial occupations is not only extremely low but has shown no significant improvement since the mid-eighties.

The poor labor market prospects for women, especially those most dependent on cash assistance, are obvious when one considers their child-rearing responsibilities, low educational attainment and standardized test scores, health limitations, problems with transportation, and lack of work experience. Evidence in each of these areas suggests that many women would face serious problems in finding and holding steady jobs. The socialization process gender differences from childhood, and together with the early age of marriage, early and frequent pregnancies, large family size, and the perception of the limited reproductive and domestic roles of women place restrictions on their mobility and participation in the productive process and decision-making.

## Property and Ownership:

In the context of ownership of assets, theoretically, women have legal and religious rights to own, administer, sell or buy property on their own, and under the Islamic laws in Pakistan, men and women inherit fixed shares of the property of deceased family members, based on a set formula of their relationship with the deceased person. The female share in property, according to these laws, is less than male entitlement. However, in actual practice, women seldom get their due share of property, and these rights are severely curtailed by misinterpretation, as well as selective co-application of religious, traditional, tribal and local laws. Even where legal ownership is vested in women, in practice they have little control of the property. All decisions related to the use, sale, and transfer of such property are usually made by male members of the family.

## Society:

The status of women in Pakistan is not homogenous because of the interconnection of gender with other forms of exclusion in the society. There is considerable diversity in the status of women across classes, regions, and the rural/urban divide due to uneven socioeconomic development and the impact of tribal, feudal, and capitalist social formations on women's lives. However, women's situation vis-à-vis men is one of systemic subordination, determined by the forces of patriarchy across classes, regions, and the rural/urban divide. Gender is one of the organizing principles of Pakistani society. Patriarchal values embedded in local traditions and culture predetermines the social value of gender. An artificial divide between production and reproduction, created by the ideology of sexual division of labor, has placed women in reproductive roles as mothers and wives in the private arena of home and men in a productive role as breadwinners in the public arena. This has led to a low level of resource investment in women by the family and the State. Thus, low investment in women's human capital, compounded by the ideology of purdah (literally "veiled"), negative social biases, and cultural practices; the concept of honor linked with women's sexuality; restrictions on women's mobility; and the internalization of patriarchy by women themselves, becomes, the basis for gender discrimination and disparities in all spheres of life. Although the government has attempted to bring more women into the workforce, several Islamic fundamentalist groups pressure women not to work outside the home.

Women make up less than 20% of Pakistan's salaried labor force. Although women's participation in the workforce has increased, reports of sexual harassment at work have increased as well.

### Culture:

In the cultural context of Pakistan, women's wage work is considered a threat to the male ego and identity and women's engagement in multiple home-based economic activities leads to under remuneration for their work. Pakistani girls and women spend long hours fetching water, doing laundry, preparing food, and carrying out agricultural duties. Not only are these tasks physically hard and demanding, they also rob girls of the opportunity to study. The nature and sphere of women's productivity in the labor market is largely determined by socio-cultural and economic factors. Women do not enter the labor market on equal terms vis-à-vis men. Their occupational choices are limited due to social and cultural constraints, inherent gender bias in the labor market, and lack of supportive facilities such as childcare, transport, and accommodation in the formal sector of the labor market. Women's labor power is considered inferior because of employers' predetermined notion of women's primary role as homemakers. As a result of discrimination against female labor, women are concentrated in the secondary sector of labor market.

### Household Factors:

Some key findings of this paper are that the women economic participation is significantly influenced by factors such as their age, education and marital status. The employment status of the head of the household (generally a male), presence of male member, and children of ages 0-5 are also important variables that significantly affect women's participation in economic activities.

It has been identified that, women's age positively influences the possibility of their involvement in economic activity. Marital status of women is another factor affecting the decisions of women in economic participation. In Pakistan, married women are less likely to participate in economic activities. The opposite is true for the widow or divorced women. Results indicate that married women are less likely to participate in economic activity. However, divorced women are more likely to participate in economic activities.



Being a divorcee is also another significant factor, which positively increases the possibility of women's economic participation.

Education plays an important role in women's decisions of economic participation. Education qualifications enhance the job prospects of all individuals, and also for women. Generally, for women as the education level increases the economic participation increases.

Patriarchal family structures and values are common in Pakistan. In order to understand the participation decisions of women, the characteristics of the head of the household, who are typically males, has to be considered. It has been observed that in the households with illiterate heads, women are more likely to participate in economic activities. This could be because the employment prospects of illiterate male head of the households are dim and in such households the women are forced to work outside the house. This is also the case where the head of the household have low human capital and can only find jobs in the category of family helpers.

The economic status of the household is another factor indicating the need for additional economic resources in the household. When the household heads are employer or employee, women are less likely to participate, respectively, in economic activities. However, when the household heads are unpaid family helpers, women are more likely to participate in the economic activities. On the other hand, female-headed households; women would be more likely to participate in economic activities.

Financial difficulty is another reason usually having a negative relationship with women's economic participation. Higher economic needs drive more women in the economic activities where in households with higher incomes women are less likely to participate in economic activities.

Age has a positive and significant effect on women's decision in both cases either when she decides herself or with the consultation. Education is an important factor in determining the amount of decision-making powers with the women concerned. As educational level increases, the women have greater chance to decide on their own. It has been observed that being below Matric level does not have any effect on the decision power of women. However, education above Matric level renders more power to the women in her decision.

This reinforces the claims that with university education the likelihood of a woman being in the labor force increases around three times more than the likelihood of a man's [Kozel and Alderman (1990)].

In Pakistan women are less likely to decide their employment decisions by themselves and are more likely to be consulted by the other members of the household in making their employment decision. In Pakistani society husbands have 'a say' in their spouse's decision to enter the work force especially if it conflicts with their roles as a wife or a mother. It is generally accepted that in Pakistani society, the husband's approval or disapproval is an important factor in whether a wife will perform a certain activity or not [Shah, (1986)].

In Pakistan, the place of residence matters a lot, because of the traditions and customs that prevail especially in the rural areas. People can not be against these circumstances although having education or other exposure.

Socio-economic status of the household is also an important factor in determining women status among the households. It is generally believed that women's decision to enter the work force is caused by a low level of income available to them [Hamid, (1991)] and their entry into the labor force is necessitated by their lack of income.

Other reasons preventing women to seek paid employment include lack of job opportunities in the region where they live; lack of awareness regarding employment opportunities, or if they are too old or incapable to work.

Looking at the decision-making process related to labor force participation, it is found that women who are older, better educated, female head of the household, or coming from smaller better off urban families are more empowered to take decisions on their own about whether to get a job or not. In contrast, younger, poorly educated women who are from larger families enter the labor market not out of their own choice. Decisions whether they go out and get a job are made by other members of the households at times even without their consultation.

Although taking a cursory look at reasons that prevent women from entering the labor market, we find that the existence of patriarchal relations is dominant. Almost half of the women indicate that they are not allowed to work because their husbands and/or fathers do not want them to work outside the house.

According to the report, the division of time between work and family is probably the most significant gender issue of all. "Time-use studies show that women work longer hours than men in nearly every country."

## **Education and Basic Skills**

The high rate of illiteracy is a severe impediment to the advancement of women. Inequalities exist at different levels of education, with the gender gap increasing with each additional level. Opportunities for female education and training have been far more limited than for males. During the last decade, women have achieved only marginal gains in education, and continue to be disadvantaged at all levels of education and training.

The persistence of tribal, feudal and patriarchal structures has perpetuated the culture of stereotyped roles for girls and women.

High inflationary trends, high population growth rates, environment degradation, and structural adjustment policies are contributing to the increasing feminization of poverty. For poor families the choice of educating the girls has to be balanced against survival strategies and most often the decision on who educate is made in favor of the boy.

Women in particular have limited opportunities to acquire higher education and attain professional or technical degrees. This is due to the cultural prescription of gender roles and inadequate number of vocational training and professional institutions for women.

## **Major issues**

Overall major issues in the education system in Pakistan include:

- (i) Shortage of teachers—presently, 40,000 teachers are needed annually while only 15,000 are produced;
- (ii) Poor quality of curriculum and teaching;
- (iii) Irrelevance of education to the market—because of the mismatch between technical vocational education and market demand, 63 percent of the graduates from these institutions do not find employment;

(iv) Commercialization and unplanned growth of private sector education—although legislation for regulating the management of private schools has been enacted by all provinces, enforcement to control the quality and fee structure of private educational institutions remains illusive; and

(v) Perpetuation of class distinctions through English and Urdu mediums of education. Children of the elite and upper-middle classes—because they can afford the high cost of education—are sent to English medium private schools. Official correspondence, civil service exams, and business transactions are mostly carried out in English. This perpetuates the domination of the upper classes in the job market and leads to their continuing hold over resources.

### Health Limitations:

Health problems impede women from joining the labor force. The health problems are frequent pregnancy and malnutrition many women suffer serious psychological problems which include depression and drug dependency. The stresses that women already face under our feudal, tribal and patriarchal culture have multiplied in present day conditions. It is estimated that two-thirds of the psychiatric patients at any hospital or clinic are women. These problems limit women's capacity to work. The long term health problems of dependent children represent a less serious obstacle to work. Evidently, it is the health of the mother rather than that of the child that is the most important determinant of a mother's work capacity.

### Transportation:

Transportation can represent a serious hurdle to employment for women who live in isolated areas, such as the countryside or small towns. Women are the main transporters but men are the main users of intermediate means of transport. Gender-related constraints often limit women's access to local transport solutions for trade, production and domestic activities.

## Work Experience and Earnings:

Previous work experience is an important qualification for future employment, but many women especially young ones and those with long spells on welfare, have only limited work experience. Until very recently, only a small percentage of women reported any current wage income at all. The low educational attainment and limited skills of women restrict the types of jobs they can hold.

## Wage Levels and Jobs:

The low educational attainment and limited skills of women restrict the types of jobs they can hold. Women who find employment often end up in jobs that pay very meager wages, e.g. stitching and sewing. In sum, women face a variety of obstacles to finding and holding jobs, especially well-paying jobs. In a few cases the obstacles may be insurmountable; therefore women with serious disabilities or with very young children may find it difficult or impossible to hold a job. In most cases, however, women are capable of holding jobs, even if the jobs are not particularly well paid. The skill limitations of most recipients suggest that the wages most of them can earn will be low.

## Gender Inequalities at the workplace

Gender inequality within the workplace is the core reasons why women's jobs often have lower pay and status. Women are less likely than men to hold higher-paying professional, technical, and managerial jobs. Women usually have a much higher representation in secretarial, sales, and service positions. The most frequently cited problems of women in the workplace are low wages, differentials in fringe benefits, "dead end" jobs, sexual harassment, lack of child care, stress over multiple roles, and lack of leisure time.

Another problem is the segregation of women into the "pink-collar ghettos" of secretarial and clerical work.

Among the gender inequalities within the labor force:

1. **Job Tenure.** Women often have part-time and temporary jobs while men hold more of the well-paid and secure jobs. Part-time work for women is often triggered by motherhood, while for men it occurs more often in conjunction with entering or exiting the labor market.
2. **Pay Differential.** Although the principle of equal remuneration for work of equal value has been incorporated into the labor legislation in Pakistan, pay differentials continue to be one of the most persistent forms of gender inequality.
3. **Glass Wall and Glass Ceiling:** The corporate world is still erecting the infamous "*glass ceilings*" that keep women from receiving top-level positions. Many corporations also construct what she calls "*glass walls,*" wherein a woman "has difficulty networking horizontally when her male co-workers bond over stereotypical male activities. Glass Wall is the extent of sex-based occupational segregation among managerial personnel. Drawing on arguments by Lowi (1985) and Newman (1994) we contend that the extent of sex-based occupational segregation (i.e. glass walls) will vary depending on whether state agency policy missions are distributive, regulatory, or redistribute. An example of Glass Ceiling would be that men still get the lion's share of top jobs and fattest paychecks in Pakistani companies, and often women executives aren't in posts that lead to the top.



## **The Role of Government of Pakistan**

Social customs and traditions, literacy, limited facilities of technical and vocational training and lack of employment opportunities have historically hampered integration of women in the mainstream of development activities in Pakistan. Despite the convincing evidence of strong links between women's progress and national development, successive government did little for improving the status of women in the society.

For most part of five decades women development suffered mostly due to a lack of political commitment as well as to growth oriented, rather than equity oriented economic policies coupled with the implementation of a set of law, highly discriminatory against women.

At the global level, Pakistan has signed several international commitments to protect basic human rights and ensures gender equality. These include:

- The National Universal Declaration of Human Rights (UDHR)
- The Forward Looking Strategies for the advancement of Women (FLSAW)
- Program of Action agreed at the International Conference on Population and Development (1994)
- Education for All (1990)
- World Summit on Social Development (Copenhagen 1995)
- Platform of action signed at the fourth world Conference (Beijing 1995)
- Pakistan acceded to the to he convention on the elimination of discrimination against women (CEDAW)



## The Ministry of Women Development

The Ministry of Women Development as the national machinery for the Government of Pakistan has the primary responsibility for the integrated and comprehensive implementation of the national plan of action. It also has the lead role in coordinating, monitoring and evaluating progress and advancement of women. The ministry of Women Development was established especially to uplift the rights of women. Their aim is to facilitate women's participation in all spheres of life. The Ministry has made some efforts in terms of women in the economy:

### **Education:**

In the context of social and economic rights, education is receiving priority attention. As a matter of policy, there is no gender stereotyping in programs, curricula or textbooks in schools, colleges or universities. Nevertheless the Government is undertaking extensive reform of the syllabi to familiarize students with the norms upheld by the Constitution and other international instruments in favor of women and their role and contribution in the family and the economy.

Special seats have been reserved for women in professional institutions such as the Medical Colleges and Agricultural, Law and Engineering colleges and universities. Women are already performing better in such institutions and are also generally scoring better grades in the entrance examinations to open seats in such institutions.

An effort is being made to involve the community to increase female literacy and to overcome hurdles posed by the scarcity of resources. The first example is the Baluchistan community school program, under which 250 schools have been opened through community and government partnership. The success of the approach can be seen from the fact that the dropout rate has been negligible, staff absenteeism has decreased and female enrollment rates have improved significantly.

## **Economy:**

In terms of employment, women make up 12.8% of the labor force of Pakistan. The Constitution forbids discrimination in employment on grounds of sex. The Government is an equal opportunity employer. However since 1989 it has maintained a 5% quota for women in public service. A 5% quota is also fixed for women in the judicial services. All allowances and other benefits are extended to Government of Pakistan employees regardless of gender.

Similarly there is no gender discrimination in social security arrangements or distinction among women according to their marital status. Women are entitled to three month's paid maternity leave at every confinement and have the possibility of unpaid leave for upto five years.

The situation in the private sector is less satisfactory. Efforts are being to ensure that women enjoy the same level of equal opportunity that they enjoy in government service. However this is not an easy objective to achieve as outlined in great detail in the ILO's 1999 World Employment Report. Nevertheless the Government is working actively to ensure the empowerment of women through employment. A special bank has been established solely to cater to women and with the express aim of providing prospective female entrepreneurs with easy credit. It has so far disbursed Rs. 144.13 million to prospective female entrepreneur.

## **Access to Credit**

The ministry is making efforts in the following areas:

- Providing women easy access to micro-credit especially through available windows such as Pakistan Poverty Alleviation Fund (PPAF); Rural Support Programmes (RSPs); First Women Bank (FWB); Agricultural Development Bank (ADB); Khushali Bank.
- Ensuring that women in general and female headed households, women bread earners, and women with disability in particular, have priority in accessing credit

on soft terms from FWB and the Khushali Banks and other financial institutions for setting up their business, for buying properties, and for house building.

## **Remunerated Work**

Increasing women's capacity to earn by improving

1. Access to sources of livelihood, particularly in agriculture and livestock production.
2. Providing equal opportunities for women in remunerated employment which also accommodate women-oriented work patterns.
3. Improving facilities for the education, training and skills development for women, to enter and re-enter the labour force, including special arrangements, as specified in the draft Labour Policy for women relatives of workers.
4. Ensuring appropriate legislation, including the following measures as proposed in the draft Labour Policy.
5. Give effect to the ILO Convention 100 ratified by Pakistan in 2001 by enacting a law to ensure equal remuneration for men and women for work of equal value.
6. Undertaken measures to make work places conducive for women workers so they can work without fear of discrimination and harassment.
7. Enacted a law and guidelines to provide protection against sexual harassment at the workplace and relief/remedy in cases where it occurs.
8. Providing special courses for women in entrepreneurial skills to assist and engage them to establish their own small-scale enterprises.

## **Women in the Rural Economy and Informal Sector**

1. Recognizing, counting and making visible women's real economic contribution and productivity in both the formal and informal sectors of the economy in national economic indicators.
2. Formally recognizing women working in the rural economy and the informal sector as workers and taking measures to ensure healthy and safe conditions of work.

## **Sustainable Development**

Maintaining natural resources to sustain livelihoods is the fundamental principle of sustainable development. Pakistan's natural resource base is rapidly depleting due to poor management and overuse and negatively impacting women in the process, particularly rural women, who depend on the available natural resources (water, fuel, fodder, herbs) for fulfilling their families livelihood needs. Urgent measures are therefore required in this area:

- a. Including women from the tiers of local government to the national level in key decision-making bodies pertaining to the environment specially the Pakistan Environment Protection Council.
- b. Mandatory assessment of the impact of development and environment projects, programmes and policies on women.
- c. Providing training, skills and information to women in natural resource management including soil conservation, water, forestry, mangroves and rangeland management.
- d. Affirming and supporting the policies and principles related to women enunciated by the National Conservation Strategy and sthe Provincial Conservation Strategies of NWFP and Balochistan.

- e. Highlighting the close link between women and the environment through supporting and initiating research in order to develop appropriate programmes and policies to address women's needs in this sector.
- f. Conserving women's indigenous knowledge related traditional medicines, natural resource management practices, local foods and food preservation techniques.

### **Labor Policy 2003**

In the Labor Policy 2003, certain policy measures were made in favor of female labor force participants. The following policies have been made for women in agriculture, formal and informal sectors.

1. The work places will be made conducive for women workers. The principle of equal pay for work of equal value has been adopted with the ratification of ILO Convention 100, to promote gender equality in terms of the pay/wage system.
2. About one half of the employed labor force is engaged in the agriculture sector. An inter-ministerial committee shall be constituted to formulate a package of labor welfare measures for the employees in the agriculture sector. The committee shall make recommendations, in the first instance, for provision of certain benefits to the workers in corporate agriculture farming.
3. About two-third of the non-agriculture employed labor force in Pakistan is in informal sector. A large number, especially women are engaged in home-based work. Currently, the labor in the informal as well as the home-based sector is not covered by any labor welfare legislation. The Labor Policy aims at gradual extension of coverage of labor welfare laws to the workers of the informal/home-based sector.



## **Government Support for Women:**

- 1. Five percent quota for women has been allocated for employment in provincial and federal government autonomous bodies and attached departments.*
- 2. Industrial homes have been established to impart training of traditional skills to women.*
- 3. Export trade houses have been established in major cities to involve in productive economic activities.*
- 4. The ministry has provided a credit line of Rs. 48 million to the first women bank to facilitate banking and micro-credit schemes for women.*
- 5. The ministry has established workingwomen hostels with a view to solving the accommodation problems of women.*
- 6. Establishment of 175-day care centers for the benefit of working women.*
- 7. Separate enclosures for women in open markets have been set up in weekly bazaars for economic empowerment of women and to encourage women entrepreneurs to undertake income-generating activities for their betterment.*
- 8. In the Ninth five-year Plan (1998-2003), the Government commits itself to promote women's employment by creating more opportunities for them. The specific sector programs include education, training, and skill development of women; promotion of*

*female labor-based industries (i.e., ready-made garments, and electronics, pharmaceutical); and credit provisions for self-employment.*

Conclusively it can be identified that women have been given a right to education and health services by the government. However the incentive for labor participation's is not very bright and inviting. The urban explosion and rapid emergence of large cities has opened floodgates for the exploitation of women. Drove of them have come out of homes to work as domestic help. Younger educated women have come into the labor market due to economic compulsions. Higher education has made a large number of women to join professions, and they have mostly proven their mettle. This has helped remove the stigma attached to female employment, and make it an acceptable norm in the urban areas. But vast majority of them still remains unaccounted and unlisted as labor force participants; this is especially true for domestic help and menial employees of small private establishments. They have no security of service, no regulations, no rights and no facilities.



## Female labor Force in the third World Countries

This chapter reviews the evidence on female labor force in developing countries to see how it has evolved in recent years. According to (Table 11) in 1997 the percentage of female workers has increased in Asia. There are at least three factors that explain this trend. With economic development and the ensuing shift of population from rural and agricultural sectors, more women choose to participate in the labor force. Studies on migration and urbanization in several countries suggest a higher rate of participation for women. Second, with higher education, women tend to participate in greater numbers in order to capture returns on their investment. Third, falling real incomes of households and rising poverty in certain countries seem to have persuaded women to participate in the labor force in greater numbers. In addition to the above a variety of other factors including secular changes in the attitudes of women, values of the societies and institutional constraints are believed to have played a vital role too in bringing about a change in the female labor force participation in these countries.

Generally speaking there are relatively more women in agriculture than men. (Table 12) Since productivity in agriculture is low compared to non-agriculture, this means *more women in Asia are in informal employment*. Relative importance of manufacturing, trade and services in female employment shows substantial variations across regions.<sup>i</sup> Within non-agriculture, a substantial part of female employment is in services. Manufacturing has also been an important source of additional jobs for women. Trade provides more employment for women than either manufacturing or services in East Asia. Concentration of women in trade and services implies that much of their employment is informal because these sectors account for much of self employment. (See discussion below) It is also worth noting that female involvement in mining, utilities, transport and construction - all of which are mostly formal and account for a quarter of male employment - is virtually zero. This suggests that *women's access to formal employment has been relatively limited*. With rapid economic growth one should expect further decline in the share of female employment in agriculture in all regions; if however growth is slow, as has been the case in parts of Asia in recent years, the shift to non-agriculture of women

would be slowed down too. Whether the resulting increase in non-agricultural employment among women led to an improvement in the quality of female employment is a moot question pending.

## Labor Force:

Data has been collected of five countries in Asia\_ India, Bangladesh, Nepal, Srilanka and Afghanistan. According to the data female labor force has been steady in Bangladesh till the year 2000 though the population has increased. On the other hand the agriculture participation of women has decreased immensely in the past twenty years. This states that most of the women have moved towards the formal sector.

In Afghanistan the female labor force is very low and has been nearly the same since 1980. Looking at the situation in Afghanistan no data has been provided in terms of agriculture for the year 2000 this is because of the Taliban Regime. Data reveals that female participation rate in agriculture in the years 1980 and 1990 was 86 and 85 percent respectively which is more than male participation. From the data it can analyzed that most of the females are active in the agriculture sector.

In Nepal the female Labor force has increased however no data has been provided for agriculture.

In Indian the female participation rate is steady but the population rate has increased immensely. It can be concluded that no efforts have been made in the last twenty years to uplift the status of women. No data has been provided in terms of agriculture.

In Srilanka the female labor force participation has increased. However the participation rate in agriculture has decreased indicating that women are moving towards the formal sector.

## Education:

In India, the percentage of teacher for the primary and secondary lie between 26-32. However the percentage has increased since 1980 but it is far below average. India is a

big country with a large population. Female teachers in India are therefore less compared to their demand.

In Srilanka, by 1995 there are 86 % teachers for the primary school. This is a very high percentage. On the other hand for secondary school the participation is 62% till the year 1995.

In Afghanistan the situation is deplorable as the percentage is very low 38%. This can be lack of infrastructure and resources for female teachers. this data was taken during the Taliban regime.

As for Nepal, female teachers are far less in number, they account for 10 % which is very low.

Pakistan is in the same category as these third world countries. There is a lot of room for improvement. The education level is very low and the female labor force participation is increasing but at a decreasing rate.

Increasing rate of participation of females in the labor market is also reflected in the changing *sex composition* of the total labor force. A rise in the fraction of females in total labor force would suggest that the female labor force is growing faster than that of men. It also estimated that the share of females in total labor force has been *falling*, at least for the sample of countries studied. It does not mean that the female labor force is decreasing in absolute terms; it simply says that it is growing at a rate smaller than that of male labor force. This fall in the *overall average* is attributed to data deficiencies such as changes in census definitions in certain countries, notably that of India which accounts for a large share of population. But according to another study the share of females in total labor force increased during the 1990s in at least half the developing countries because female participation rate increased relative to males (Table 11 and 12). Only in 14 percent of the developing countries did female rates fall or remained constant while that of males increased. It is therefore plausible that in general *women increased their share in total labor force* in recent years.

Female employment growth noted above could in part be also the result of globalization of the world economy. Export-led industrialization and relocation of industries from

developed to developing countries through the multinational corporations, for instance appear to have increased the *volume* of female employment in several countries, notably in the east and Southeast Asia (Korea, Hong Kong, Singapore, Malaysia, Philippines, and Thailand), south Asia (India, Pakistan, Srilanka).

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<sup>i</sup> But if agriculture is excluded then there are some similarities in female employment structure

## **Recommendations**

Women are active participants in the productive process. They play a vital role as farmers, workers in the informal sector, as employees in the manufacturing industries, and in the service sector. Women are an integral part of the economy: their problem is not of exclusion, but of invisibility, and a disadvantaged position. They are not represented in economic decision-making forums, and their access to credit, formal labor markets and land ownership is constrained by social and economic factors. These include the existing inequities in education and skill levels, social constraints to women's mobility, and attitudinal and institutional barriers as discussed earlier.

Most official data sources, including the Population Census and Labor Force Surveys, are known to greatly underestimate the extent of female work participation. The under-enumeration of female employment is due largely to inappropriate definitions of economic activities, which lay stress on recording a single main activity, as well as unsuitable methods of data collection, where both the enumerators and respondents are males. In Pakistan, where women perform multiple tasks and there are cultural inhibitions to admitting to the fact that women work for remuneration, these information-gathering methods are not likely to yield accurate data. The overwhelming majority of women workers, more than three-fourths of the economically active women in urban areas, are employed in the informal sector: on a piece-rate basis, as unpaid family helpers, or as self-employed workers. It is precisely these women who are likely to get excluded from official labor force statistics.

The government of Pakistan should compile the data accurately so that the information may serve to make accurate policies and decisions concerning women in the economy.

Labor legislation in Pakistan provides comprehensive benefits for female workers, whereby they are entitled to maternity leave with full wages; child care facilities; separate washrooms; etc. but a large number of firms do not comply with these requirements.

Female labor force participation is far less than male members. The Government of Pakistan has taken certain initiatives to increase the role of women in the economy. Firstly changing the mind set of the people of our country is prior. Most of the people are still living in the dark ages of yesterday and hold rigid attitudes against women.

To eliminate such misconceptions providing education is the solution. Pakistan is one of the world's nine most populous countries with very low overall literacy rates and even more glaring gender disparities. The attainment of literacy and basic education is a human right, and the linkages between education, decreased fertility and improved health, have made education a necessity for the success of national development programmes. The persistence of tribal, feudal and patriarchal structures has perpetuated the culture of stereotyped roles for girls and women. The socialisation process creates gender differences from childhood, and together with the early age of marriage, early and frequent pregnancies, large family size, and the perception of the limited reproductive and domestic roles of women place restrictions on their mobility and participation in the productive process and decision-making. More specifically, they inhibit the participation of girls and women in education and training programmes. The high rate of illiteracy is a severe impediment to the advancement of women. Inequalities exist at different levels of education, with the gender gap increasing with each additional level. Opportunities for female education and training have been far more limited than for males. During the last decade, women have achieved only marginal gains in education, and continue to be disadvantaged at all levels of education and training.

In rural and low income areas, the opportunity costs of educating girls are very high. High inflationary trends, high population growth rates, environment degradation, and structural adjustment policies are contributing to the increasing feminization of poverty. For poor families the choice of educating the girls has to be balanced against survival strategies and most often the decision on whom to educate is made in favor of the boy. Educational institutes suffer from a lack of physical infrastructure and facilities. Combined with the long distance girls and female teachers have to travel to reach school, these impact negatively on their enrolment at the primary level. This affects the participation of women at other education levels.

Recruitment of female teachers is critical for increasing the access of girls to education and training at all levels. The proportion of female to male teachers is not only low but the gender gap in the availability of teacher's increases with each level of education. Improving the quality and motivation of teachers is not sufficient for reaching the goal of

universal primary education in Pakistan. There is a critical need to increase the number of teachers in Pakistan, especially female teachers. To achieve universal primary education by 2003, the number of working teachers must be increased by 36 percent. In addition, there must be a 144% increase in the number of female teachers. Currently in Pakistan, 75 percent of primary school teachers are men. Teacher training institutes graduate some 25,000 people each year. However, the current goal requires at least 36,000 new teachers each year. The need for more female teachers in this regard cannot be underestimated. The presence of women teachers boosts parents' confidence, encouraging them to send their daughters to school, especially in conservative areas. Numerous studies of south Asia have shown that enrolment rates for girls improve and dropout rates reduce significantly with female teachers in schools.

However, Pakistan has among the lowest representation of female teachers in south Asia. An interesting note is that even if every single new teacher was a woman, overall women would still make up only 45 percent of teachers in the primary teaching corps. This calls for other measures to raise the number. One solution is to give preference to female teachers in replacing existing male teachers who either retire, leave the country or the profession.

Of course, one of the major challenges in increasing the number of women in Pakistan's teaching corps is how to teach would-be teachers. This requires a special effort especially in Pakistan's rural areas, where the number of educated women is limited

Following are certain recommendations which could encourage and support women in the workforce:

Teachers:

- ◆ Train female lead trainers by ensure that the number of female lead trainers are doubled by providing them benefits e.g. transport and increased security in the field. To encourage teachers and boost their confidence their training should take place every year so that they feel competent.
- ◆ Lift age barrier for teachers and female students and develop procedures for rejoining service under special considerations in formal system in rural and peri-urban areas. This can be done by carrying out affirmative measures. The government of Pakistan can also introduce Legislation Circulate notification.
- ◆ Make School Management Committees effective by ensuring women's participation. Involve parents, especially mothers in the committees Training so that women are encouraged in the field of education.
- ◆ When drawing up a program to encourage female teachers the government should, take into consideration anything that could motivate girls e.g. accommodation facilities and transport and integrating the traditional knowledge of women and the concerns of girls;
- ◆ Encourage young women to choose a career as teachers by carrying out awareness programs in universities and colleges. A body of qualified teachers should carry out seminars to encourage girls to become teachers.
- ◆ Multiply the means of support and encouragement for girls choosing to be teachers (scholarships, grants, etc.);
- ◆ Create special regional funds for female teachers especially in the rural areas.
- ◆ Promote women teachers in decision-making spheres; promotion and transfers can enhance the moral of teachers.



- ◆ Promote studies and research on any factors blocking women's access to education and teaching profession and culture and target institutions capable of implementing the necessary changes;
- ◆ Spotlight women teachers and trainers by bestowing awards and featuring them on radio and television and in newspaper articles, etc. so that they act as models for girls, thereby nurturing an educational environment.

### Agriculture

- Enhance, at the national and local levels, rural women's income- generating potential by facilitating their access to and control over productive resources, land, credit, capital, property rights, development programmes and cooperative structures; so that women can independently earn their living and are recognized for their contribution in the agricultural sector.
- ◆ To make this agricultural environment effective and operational, government should support the institutional level through decentralisation and democratisation processes. This would involve the restructuring and creation of private and public institutions in the areas of: rural banking (micro-finance); training and research institutions which follow a curriculum and agenda responsive to farmers needs; and infrastructure (mainly rural roads).
- ◆ In supporting agricultural development, greater focus should be placed on farmers (females) as managers and decision-makers. To facilitate these roles and upgrade skill education and information are required as well as support for farmers to develop effective, viable and representative organisations. Government support should be directed towards the creation of an enabling environment. This environment will provide options for the farmers in terms of technology, education/training, commercial services and infrastructure. Farmers' organisations should take a leading role in determining the operation of field level research and extension and in setting priorities. To meet the needs of farmers, public extension

and research systems will need to be re-oriented to be more client responsive with emphasis on generation and testing of appropriate technology, in the training of farmer organisation extension workers, poverty alleviation and national programmes.

- ◆ Create and modify programs and policies that recognize and strengthen women's vital role in job security and provide paid and unpaid women producers, especially those involved in agriculture production, such as farming, fishing and aquaculture, as well as urban enterprises, with equal access to appropriate technologies, transportation, extension services, marketing and credit facilities at the local and community levels;
  
- ◆ Mobilize the banking sector to increase lending and refinancing through incentives and the development of intermediaries that serve the needs of women entrepreneurs and producers in both rural and urban areas, and include women in their leadership, planning and decision-making;
  
- ◆ Support the economic activities of indigenous women, taking into account their traditional knowledge, so as to improve their situation and development;

#### Female in Medical profession:

- ◆ Flexible timing should be made for female doctors. In this way women are encouraged to carry out their careers as doctors and maintain their duties at home.
  
- ◆ The nurse's remuneration should be increased as presently it is very meager in the Government hospitals.

- ◆ Most of the nurses and female doctors come from the outskirts of the city and their fore their transport cost is expensive. The hospital should provide transport facilities.
- ◆ Hostels should be made for all the female doctors and nurses. The hostels should be secure and near the hospitals.

Other recommendations for Female Labor force:

- ◆ The government should encourage all enterprises to adopt HR practices. A proper compensation package should be made for women according to their contributions. They should not be disregard as second class citizens. Their promotion should be on the basis of their skills and abilities.
- ◆ Create non-discriminatory support services, including investment funds for women's businesses, and target women, particularly low- income women, in trade promotion programmes;
- ◆ Disseminate information about successful women entrepreneurs in both traditional and non-traditional economic activities and the skills necessary to achieve success, and facilitate networking and the exchange of information;
- ◆ Promote and support women's self-employment and the development of small enterprises e.g. boutiques, beauty parlor and handicrafts. by strengthen women's access to credit and capital on appropriate terms through the scaling-up of institutions dedicated to promoting women's entrepreneurship, including, as appropriate, non-traditional and mutual credit schemes, as well as innovative linkages with financial institutions;
- ◆ Promote and strengthen micro-enterprises, new small businesses, cooperative enterprises, expanded markets and other employment opportunities and, where

appropriate, facilitate the transition from the informal to the formal sector, especially in rural areas;

- ◆ Establish appropriate mechanisms and encourage intersectoral institutions that enable women's cooperatives to optimize access to necessary services;
- ◆ Take measures to ensure equal access of women to ongoing training in the workplace, including unemployed women, single parents, women re-entering the labour market after an extended temporary exit from employment owing to family responsibilities and other causes, and women displaced by new forms of production or by retrenchment, and increase incentives to enterprises to expand the number of vocational and training centres that provide training for women in non-traditional areas;
- ◆ Provide, at the national, regional and international levels, training in a variety of business-related and financial management and technical skills to enable women, especially young women, to participate in economic policy-making at those levels;
- ◆ Develop programmes that provide training and retraining, particularly in new technologies, and affordable services to women in business management, product development, financing, production and quality control, marketing and the legal aspects of business;
- ◆ Integrate a gender perspective into all economic restructuring and structural adjustment policies and design programmes for women who are affected by economic restructuring, including structural adjustment programmes, and for women who work in the informal sector;
- ◆ Adopt policies that create an enabling environment for women's self- help groups, workers' organizations and cooperatives through non-conventional forms of support and by recognizing the right to freedom of association and the right to organize;

- ◆ Promote gender equality through the promotion of women's studies and through the use of the results of studies and gender research in all fields, including the economic, scientific and technological fields;
- ◆ Provide business services, including marketing and trade information, product design and innovation, technology transfer and quality, to women's business enterprises, including those in export sectors of the economy;
- ◆ Promote technical and commercial links and establish joint ventures among women entrepreneurs at the national, regional and international levels to support community-based initiatives;
- ◆ Strengthen the participation of women, including marginalized women, in production and marketing cooperatives by providing marketing and financial support, especially in rural and remote areas;
- ◆ Implement and enforce laws and regulations and encourage voluntary codes of conduct that ensure that international labour standards, such as International Labour Organization Convention No. 100 on equal pay and workers' rights, apply equally to female and male workers;
- ◆ Adopt policies to ensure the appropriate protection of labour laws and social security benefits for part-time, temporary, seasonal and home-based workers; promote career development based on work conditions that harmonize work and family responsibilities;
- ◆ Ensure that full and part-time work can be freely chosen by women and men on an equal basis, and consider appropriate protection for atypical workers in terms of access to employment, working conditions and social security;
- ◆ Improve the development of, and access to, technologies that facilitate occupational as well as domestic work, encourage self-support, generate income, transform gender-prescribed roles within the productive process and enable women to move out of low-paying jobs;

- ◆ Adopt appropriate measures involving relevant governmental bodies and employers' and employees' associations so that women are able to take temporary leave from employment, have transferable employment and retirement benefits and make arrangements to modify work hours without sacrificing their prospects for development and advancement at work and in their careers

## Conclusion

After analyzing the situation of working women in Pakistan, it can be concluded that women are still covered by dark clouds and are unable to make their contribution to the economy. They are facing immense barriers ranging from household factors to culture and social hindrances. While comparing their situation with the male members, female participation rate is far less. Women in Pakistan are mainly employed in agriculture and since a decade their participation rate has been steady. As their sisters in other parts of the world, Pakistani women have worked constantly and continuously. They worked as mothers, household laborers and as social production workers. But unfortunately the economic and social values of their work have frequently been under-recorded and underestimated. After analyzing the position and participation rate of women in labor market over the years in Pakistan over the last decade agricultural and rural populations in the developing world have become more extensively and directly affected by several new processes in a rapidly changing global context. Concentration of female workers is in the education and medical field. In the comparative study it can be concluded that women contribution to the economy in the third world countries is also meager. By looking at the situation in India, Afghanistan and Srilanka it can be assessed that women are facing many hurdles and basically women lack proper education to enter the formal sector. In Pakistan the government is making immense efforts. The Women Ministry has laid down a certain plan of action and is working towards its fulfillment. To conclude women have a long way to go to achieve equal opportunity as male members in our society.

## Appendix:A

### Labor force

Table 1

	Bangladesh				South Asia		Low income	
	1980	1990	1995	2000	1980	2000	1980	2000
<b>Population aged 15-64 (millions)</b>								
Male	23	31	35	38	265	423	454	734
Female	21	29	32	39	246	395	442	714
<b>Labor Force</b>								
Total (millions)	40	51	59	69	389	602	710	1,113
Female (% of total)	42	42	42	42	34	33	38	38
<b>EMPLOYMENT</b>								
<b>Agriculture</b>								
Male (% of male labor force)	..	54	54	52	..	..	..	..
Female (% of female labor force)	..	85	78	48	..	..	..	..

Table 2

	Afghanistan				South Asia		Low income	
	1980	1990	1995	2000	1980	2000	1980	2000
<b>Population aged 15-64 (millions)</b>								
Male	4	5	6	7	265	423	454	734
Female	4	5	6	7	246	395	442	714
<b>Labor Force</b>								
Total (millions)	7	7	9	11	389	602	710	1,113
Female (% of total)	35	34	35	36	34	33	38	38
<b>EMPLOYMENT</b>								
<b>Agriculture</b>								
Male (% of male labor force)	66	63	..	..	..	..	..	..
Female (% of female labor force)	86	85	..	..	..	..	..	..



Table 3.

	Nepal				South Asia		Low income	
	1980	1990	1995	2000	1980	2000	1980	2000
<b>Population aged 15-64 (millions)</b>								
Male	4	5	6	7	265	423	454	734
Female	4	5	5	6	246	395	442	714
<b>Labor Force</b>								
Total (millions)	7	8	9	11	389	602	710	1,113
Female (% of total)	39	40	40	41	34	33	38	38

Table 4.

	India				South Asia		Low income	
	1980	1990	1995	2000	1980	2000	1980	2000
<b>Population aged 15-64 (millions)</b>								
Male	204	261	290	324	265	423	454	734
Female	190	243	270	301	246	395	442	714
<b>Labor Force</b>								
Total (millions)	300	361	403	451	389	602	710	1,113
Female (% of total)	34	31	32	32	34	33	38	

Table 5.

	Sri Lanka				South Asia		Lower middle income	
	1980	1990	1995	2000	1980	2000	1980	2000
<b>Population aged 15-64 (millions)</b>								
Male	5	5	6	6	265	423	492	721
Female	4	5	5	6	246	395	472	693

<b>Labor Force</b>								
Total (millions)	5	7	7	8	389	602	810	1,143
Female (% of total)	27	34	36	37	34	33	42	43
<b>EMPLOYMENT</b>								
<b>Agriculture</b>								
Male (% of male labor force)	44	..	36	38	..	..	..	..
Female (% of female labor force)	51	..	42	49	..	..	..	..

**Source: World Bank**

## Education:

Table 6.

	India				South Asia		Low Income	
	1980	1990	1995	2000	1980	2000	1980	2000
Public expenditure on education (% of GNI)	3	4	3	3	2	2	3	3
Expenditure per student (% of GNI per capita)								
Primary	..	..	8	7	..	7	..	..
Secondary	15	14	11	23	16	..	..	..
Female teachers (% of total)								
Primary	26	29	32	..	24	33	31	39
Secondary	..	..	..	34	..	36	..	..

Table 7

	Bangladesh				South Asia		Low Income	
	1980	1990	1995	2000	1980	2000	1980	2000
Public expenditure on education (% of GNI)	1	1	2	2	2	2	3	3
Expenditure per student (% of GNI per capita)								
Primary	..	..	..	7	..	7	..	..
Secondary	9	15	..	14	16	..	..	..
Female teachers (% of total)								
Primary	8	19	..	34	24	33	31	39
Secondary	7	10	..	14	..	36	..	..

Table 8

	Sri Lanka				South Asia		Lower middle income	
	1980	1990	1995	2000	1980	2000	1980	2000
Public expenditure on education (% of GNI)	3	3	3	3	2	2	4	5
Expenditure per student (% of GNI per capita)								
Primary	..	..	..	..	..	7	..	..
Secondary	..	..	..	..	16	..	..	..
Female teachers (% of total)								
Primary	..	80	83	..	24	33	47	57
Secondary	..	59	62	..	..	36	27	49

Table 9

	Afghanistan				South Asia		Low income	
	1980	1990	1995	2000	1980	2000	1980	2000
Public expenditure on education (% of GNI)	2	..	..	..	2	2	3	3
Expenditure per student (% of GNI per capita)								
Primary	11	..	..	..	..	7	..	..
Secondary	47	..	..	..	16	..	..	..
Female teachers (% of total)								
Primary	21	59	38	..	24	33	31	39
Secondary	..	44	34	..	..	36	..	..

Table 10	Nepal				South Asia		Low income	
	1980	1990	1995	2000	1980	2000	1980	2000
Public expenditure on education (% of GNI)	2	2	3	4	2	2	3	3
Expenditure per student (% of GNI per capita)								
Primary	..	..	10	14	..	7	..	..
Secondary	..	8	11	16	16	..	..	..
Female teachers (% of total)								
Primary	10	14	16	25	24	33	31	39
Secondary	9	10	..	10	..	36	..	..

**Table 11****Women's share of the labor force has increased almost everywhere**

Percentage of labor force who are women

			1980	1997
<b>Asia</b>				
Eastern Asia			40	43
South-eastern Asia			41	43

Southern Asia			31	33
Central Asia			47	46
Western Asia			23	27
<b>Oceania</b>			35	38

Table 12

**In most regions, the employment of women and men is concentrated in the services sector**

Percentage distribution of the labor force, each sex, 1990/1997

	Female labor force			Male labor force		
	Agriculture	Industry	Services	Agriculture	Industry	Services
<b>Asia</b>						
Eastern Asia	14	23	63	11	33	56
South-eastern Asia	46	13	41	45	20	35
Southern Asia	66	18	15	54	13	32
Central Asia	42	14	43	39	24	34
Western Asia	21	16	63	17	33	50

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