

Female labor force participation and women empowerment in KPK, Pakistan according to 21st century

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Abstract: - This essay's goal is to shed light on the variables that affect married women's decisions to enter the workforce in KPK, Pakistan. This empirical study on the PDHS for the years 2017–18 uses binary logistic regression (1973 sample size). The findings show that while women's age and place of residence have a positive but slight impact on empowerment, women's education, occupation, wealth index, and husband's education all have a positive and statistically significant impact. A socioeconomic policy can be created for a developing area like KPK, Pakistan, on the basis of this research. On the basis of this research, a development policy can be created to improve human resource development for a developing and traditional economy like Pakistan, with a particular focus on gender issues. Researchers, decision-makers, and social scientists can all benefit from the conclusions of this work since it will raise the bar for social welfare and equity.

Keywords; employment; KPK; binary logistic regression; developing countries

1 Introduction

In Pakistan, a developing nation, women's status in the social, economic, and political spheres of life is inferior to that of men. In accordance with UNDP (2016), Pakistan's Gender Inequality Index score is 0.546. UNDP uses this score to compare the gender relations in various nations throughout the world. Out of 159 countries in the world, the nation is rated in number 130. The same scenario is also shown by other development indicators that are gender specific. Women's literacy rates in 2014 were 49 percent compared to men's literacy rates of 70 percent, while girls' net primary enrollment rates were 53 percent compared to boys' enrollment rates of 60 percent (GOP, 2015). The nation with the lowest fifth participation rate in the world also has a sizable gender difference in labor force participation (World Economic Forum, 2016). In 2014, the rate of female labor force participation in crude operations was 15.8% and in refined activities was 22.2%, whereas the rate for male labor force involvement in crude activities was 48.1% and in refined activities was 67.8%. (GOP, 2015). The gender gap in labor force participation demonstrates that Pakistan places limitations on women's access to paid employment. Cultural and societal standards are the cause of these limitations. In addition, women participate less in social activities than males do in politics and other spheres of public life. Women have less access to healthcare, food, and education. They have less opportunities to make money, less control over resources, and less freedom to make their own decisions. It is a sign that the country's condition with regard to gender disparity has gotten worse (Jejeebhoy and Sathar, 2001; Sathar and Kazi, 2000). Women's access to resources has been restricted by gender inequality in addition to other although it has the potential to improve society, it has also slowed down the nation's economic progress (Pervaiz et al., 2011).

In Pakistan, numerous public initiatives have been developed to increase women's empowerment. Various initiatives have been taken, including the National Plan of Action (NPA) 1998, the National Policy of Development and Empowerment of Women 2002, and the Punjab Protection of Women Against Violence Act 2016. the government has taken steps to increase women's empowerment, but there are still issues, and it is important to solve them (Bushra and Wajiha, 2013; Khan, 2010). Numerous social and cultural factors may influence the decision-making autonomy of women. various elements, including the education of women and their involvement Their age, place of residence, the number of male children, the husband's educational level, the gender of the head of the household, and their wealth status as shown by

the possession of assets, real estate, and land can all have an impact on their empowerment in economic activities (Frankenberg and Thomas, 2001; Jejeebhoy, 2002; Kabeer, 1997; Ahmad and Sultan, 2004; Anwer et al., 2013).

The most important elements in this regard may be women's employment and educational status. These elements may improve the status of women in society and may boost their predisposition to take part in domestic decision-making. It can also empower women by giving them more control over resources and raising understanding of their rights, which can assist to lower rates of infertility, child mortality, poverty, and gender inequality (Chaudhury, 1978; Lupri, 1969; Mukherjee, 1975; Ridley, 1959; Jejeebhoy, 1995; Acharya et al., 2010). The educational success of women, their improved health, their independence in the economic sector of life, and their awareness of their rights can all contribute to their empowerment in society (Chaudhary et al., 2012). In contrast, uneducated women are economically less productive and have less influence over household and societal decisions (Mariam, 2012). Education of women is a significant factor that can lower the prevalence of infertility and infant death. It can boost the use of contraceptives, raise the educational levels of children, protect women from violence, aid in the reduction of poverty, and strengthen the autonomy of women's decision-making both inside and outside the house. Women's educational attainment is thought to be strongly correlated with their ability to access resources, their awareness of their rights, their capacity to pursue equal employment opportunities, and their ability to support the growth of the economy (Bushra and Wajih, 2013; Sathar and Kazi, 2000; Sathar, 1987; Sathar et al., 1988; Mahmood, and Ringheim, 1993). The decision-making autonomy of women within the home is increased by their job outside the home and participation in paid economic activities (Roy and Niranjana, 2004; World Bank, 1995). Paid work reduces their need on social assistance and boosts their confidence (Khan, 2010). In this case study of Pakistan, a developing nation, we want to understand how empowerment might be impacted by education and work position.

The unemployment rate is 7.3 percent, with the overall labor force participation rate being 42.7 percent. Agriculture accounts for 31.7% of all employment, with the share of industry at 26.6 percent. 42.4 percent of all jobs is in the service sector.

Women's standing in developing countries is defined by systematic gender relegation due to their social structure, however this varies greatly among regions, social classes, and industries. From a worldwide perspective, women's empowerment is a crucial issue for societal advancement. Although it has various components, it is closely related to a number of areas, including social and economic (Malhotra et al., 2002). Jejeebhoy and Sathar (2001) define women's empowerment as having the same voice as their spouses in family matters that have an impact on their day-to-day activities and decision-making. They have also suggested additional factors, such as awareness and various sorts of knowledge, which will support the authority's ability to make autonomous decisions and mobility autonomy. The process of strengthening a person's capacity to make independent decisions and then translate those decisions into results was characterized as empowerment by the World Bank in 2002. According to empowerment, Moore and Dyson (1983) identify private and associated concerns and gather the relevant knowledge. Similar to this, Keller and Mbewe (1991) noted a process whereby women gained the capacity to increase their independence, emphasize and regulate their earnings, and thus question and remove their subordination.

The foundation of empowerment is the transfer of authority to a disadvantaged group, like women. Its ultimate objective is to deal with problems related to women's health, equality for women and lower status (Mathur & Agarwal, 2017). Women in particular and society at large are impacted by gender equality. Women's empowerment has recently taken center stage in the fight for gender equality. Numerous national development goals now place a greater emphasis on the inclusion of women and their participation in the economy. The ability to make decisions in the social, economic, and political spheres of life is referred to as women's empowerment (Mokta, 2014). There are several ways to do it, such as through education, employment, and the exercise of their legal, social, and political rights (Ghosh, 2019;

Tabassum et al., 2019). Making decisions and having a paid employment are both crucial components of economic gender equality (Noureen, 2015).

2 Literature review

Making decisions about things like marital preferences, childbirth preferences, freedom of mobility, jobs, and the significance of life growth is another facet of empowerment. This dimension was not employed in this instance, and Kabeer (2001) defined empowerment as having more choices in one's life. To get these options, she offered three interrelated dimensions. Almost all structures for women's empowerment follow the same route to communicate the idea of women's empowerment. Studying these systems offers a guide for a fully thought-out and logical notion of empowerment, on the other hand. According to various groups or combinations of the aforementioned paradigm, empowerment is largely the building of trust in the ability, strength, and collectivity of individuals or groups to change their environment. By characterizing empowerment as the development of resources and skills (Bennett, 2002). Self-awareness, self-esteem, self-confidence, and agency are all considered components of female empowerment (Kabeer, 1999). Similar to this, empowerment calls for health, awareness, opportunity, and resource management (UNICEF 1994). The concept of wellbeing in this context refers to contentment, visibility to awareness, possibilities to simple resource accessibility, and control states to resource utilization. According to Keller and Mabwewe (1991), empowerment is a process that enables women to organize themselves in order to strengthen their autonomy, assert their decision-making authority, and manage resources in order to challenge and end their subservience. According to UNDP, women are the ones who gauge how empowered women are in their homes, workplaces, communities, and when it comes to participating in socioeconomic and political life (2015). Empowerment has been calculated using indirect elements in numerous studies, one of which looked at the problems faced by women (proxy variables). Age, age at marriage, the age difference between the wife and the husband, education, and employment position are the most often used indicators in these studies (Mason, 1986).

3 Methodology

This study relied on survey data from Pakistan's 2017–18 Demographic and Health Survey. This information relates to all areas and sectors of Pakistan, but for our current study, we solely used KPK data. We chose this area because it lacks adequate facilities and has less empowerment of women than other parts of Pakistan. They find it difficult to shift from one location to another. Everything pertaining to their personal and charitable endeavors need their authorization.

We used this model for analysis

$P(1/p)$

$=b_0+b_1age+b_2res+b_3edu+b_4H.edu+b_5Account+b_6BISP+b_7emp+b_8violence+b_9P.Media+b_{10}E.Media+b_{11}No\ of\ sons+b_{12}F.pref + b_{13}wealth\ s + b_{14}\ prop$

Dependent variable is women empowerment and independent variables include age of respondent, residence of respondent education of both husband and respondent, BISP and media with the same time properly and wealth index, number of sons

The empowerment of women is our dependent variable which contains four proxies of decision making including:

- Health care
- household purchases
- Visit to family
- Spending on husband's earnings

Results and discussions

For this analysis we used KPK data and detail is below

3.1 Khyber Pakhtunkhwa (N= 1973)

Participation of women in decisions related to health in KPK

Socio-economic characteristics of respondent	Beta	Significance	Odds	95% C.I.for EXP(B)	
				Lower	Upper
Age in 5-year groups					
15-19	Ref				
20-24	.206	.585	1.229	.587	2.572
25-29	.554	.132	1.740	.846	3.578
30-34	.618	.105	1.855	.879	3.915
35-39	.513	.198	1.671	.765	3.649
40-44	.761	.103	2.141	.857	5.347
45-49	.578	.423	1.783	.433	7.343
place of residence					
Rural	Ref				
Urban	.164	.183	1.179	.925	1.501
The highest educational level of respondent					
No education	Ref				
Primary	-.250	.179	.779	.541	1.121

Secondary	-.105	.485	.900	.669	1.210
Higher	-.103	.564	.902	.635	1.281
Bank account					
No	Ref				
Yes	1.311	.000	3.711	1.976	6.968
Husband education					
No education	Ref				
Primary	.225	.303	1.252	.817	1.918
Secondary	.592	.000	1.808	1.309	2.496
Higher	.723	.000	2.062	1.450	2.930
Respondent currently working					
No	Ref				
Yes	.398	.097	1.489	.930	2.383
BISP					
No	Ref				
Yes	.376	.071	1.457	.969	2.191
Print media					
No	Ref				
Yes	-.007	.978	.993	.619	1.594
No of sons					
No sons	Ref				
One son	.150	.396	1.161	.822	1.641
Two sons	.136	.487	1.146	.780	1.684
Three sons	.455	.033	1.576	1.037	2.395

Four sons	.651	.023	1.917	1.094	3.361
Above four sons	.408	.198	1.505	.808	2.801
Domestic violence					
No	Ref				
Yes	-1.145	.000	.318	.248	.409
Fertility preference					
Have another	Ref				
Undecided	-.325	.091	.722	.495	1.053
No more	.450	.001	1.569	1.204	2.044
Electronic media					
No	Ref				
Yes	.162	.207	1.176	.915	1.511
Wealth status					
Poor	Ref				
Rich	.693	.014	2.000	1.149	3.480
Own a property					
Does not own	Ref				
Own	.235	.462	1.266	.675	2.371

Although age is unimportant, it is more likely to influence healthcare decisions. Women who are 40 to 44 years old are twice as likely to make decisions as males. Compared to rural women, urban women are one time more likely to make decisions. Women with higher levels of education are less likely to make important decisions. Three times as many women than those without bank accounts are likely to make judgments. Education of the husband is significantly related. Women whose husbands hold advanced degrees are twice as likely to participate in decision-making. Media exposure has a negligible correlation in province KPK. One time more likely to make decisions are the ladies who favor having no more children.

3.2 KPK, Participation of women in decisions related to household purchases

Socio-economic characteristics	Beta	Significance	Odds	95% C.I.for EXP(B)
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of respondent				Lower	Upper
Age in 5-year groups					
15-19	Ref				
20-24	-.349	.390	.706	.319	1.561
25-29	.188	.627	1.207	.565	2.576
30-34	.658	.098	1.932	.886	4.212
35-39	.249	.552	1.283	.564	2.917
40-44	.897	.062	2.453	.956	6.297
45-49	.649	.374	1.914	.458	8.008
place of residence					
Rural	Ref				
Urban	.053	.701	1.054	.806	1.379
The highest educational level of respondent					
No education	Ref				
Primary	-.134	.510	.875	.588	1.302
Secondary	-.174	.303	.840	.603	1.170
Higher	-.104	.601	.901	.610	1.330
Bank account					
No	Ref				
Yes	1.064	.001	2.899	1.551	5.416
Husband education					
No education	Ref				
Primary	.252	.287	1.287	.809	2.048
Secondary	.452	.012	1.572	1.106	2.234

Higher	.482	.015	1.619	1.099	2.385
Respondent currently working					
No	Ref				
Yes	.694	.004	2.001	1.242	3.224
BISP					
No	Ref				
Yes	.222	.316	1.249	.809	1.929
Print media					
No	Ref				
Yes	.433	.078	1.542	.953	2.493
No of sons					
No sons	Ref				
One son	-.168	.397	.845	.573	1.247
Two sons	-.119	.586	.888	.579	1.361
Three sons	.334	.148	1.397	.888	2.199
Four sons	.561	.061	1.752	.974	3.150
Above four sons	.482	.139	1.620	.855	3.068
Domestic violence					
No	Ref				
Yes	-1.098	.000	.333	.252	.442
Fertility preference					
Have another	Ref				
Undecided	-.398	.069	.672	.437	1.032
No more	.423	.004	1.527	1.140	2.045

Electronic media					
No	Ref				
Yes	.381	.007	1.464	1.109	1.932
Wealth status					
Poor	Ref				
Rich	.550	.067	1.733	.962	3.121
Own a property					
Does not own	Ref				
Own	-1.119	.024	.327	.124	.862

The following factors strongly influence decisions: place of residence, education, BISP, and number of boys. The others are strongly related. Wealth status has a strong correlation with wealth in KPK, and wealthy women are 1.733 times more likely to make decisions than those without it. The likelihood of making decisions is likewise highly correlated with property ownership, but it is lower than for people who do not own property.

3.3 KPK, Participation of women in decision making related to visit to family

Socio-economic characteristics of respondent	Beta	Significance	Odds	95% C.I.for EXP(B)	
				Lower	Upper
Age in 5-year groups					
15-19	Ref				
20-24	.124	.753	1.132	.524	2.446
25-29	.652	.087	1.919	.910	4.045
30-34	1.025	.009	2.786	1.293	6.002
35-39	.800	.050	2.225	.999	4.956
40-44	1.406	.003	4.079	1.620	10.267
45-49	1.462	.026	4.316	1.187	15.689

place of residence					
Rural	Ref				
Urban	-.015	.904	.985	.771	1.259
The highest educational level of respondent					
No education	Ref				
Primary	-.142	.448	.868	.602	1.252
Secondary	.120	.422	1.127	.841	1.511
Higher	-.115	.531	.891	.622	1.278
Bank account					
No	Ref				
Yes	.206	.519	1.229	.657	2.299
Husband education					
No education	Ref				
Primary	.232	.271	1.261	.835	1.904
Secondary	.279	.084	1.322	.963	1.813
Higher	.228	.205	1.256	.883	1.788
Respondent currently working					
No	Ref				
Yes	.816	.000	2.263	1.431	3.577
BISP					
No	Ref				
Yes	.037	.859	1.038	.687	1.569
Print media					
No	Ref				

Yes	.769	.001	2.158	1.374	3.390
No of sons					
No sons	Ref				
One son	-.021	.904	.979	.692	1.384
Two sons	-.081	.681	.923	.628	1.355
Three sons	-.094	.667	.911	.594	1.395
Four sons	.467	.095	1.595	.923	2.758
Above four sons	.041	.894	1.042	.570	1.906
Domestic violence					
No	Ref				
Yes	-.995	.000	.370	.288	.475
Fertility preference					
Have another	Ref				
Undecided	-.254	.187	.776	.532	1.131
No more	.500	.000	1.649	1.262	2.154
Electronic media					
No	Ref				
Yes	.440	.001	1.552	1.204	2.001
Wealth status					
Poor	Ref				
Rich	.753	.010	2.122	1.201	3.750
Own a property					
Does not own	Ref				
Own	-.347	.337	.707	.347	1.437

The likelihood of visiting family or relatives is greatly influenced by factors such as age, employment status, media exposure, domestic violence, and wealth level. Women who are wealthy are twice more likely to visit decisions. The correlation between BISP, bank account, and education is negligible.

3.4 In KPK, Participation of women in decisions regarding spending on husband's earning

Socio-economic characteristics of respondent	Beta	Significance	Odds	95% C.I.for EXP(B)	
				Lower	Upper
Age in 5-year groups					
15-19	Ref				
20-24	-.282	.433	.754	.373	1.526
25-29	.181	.600	1.199	.609	2.361
30-34	.288	.425	1.334	.658	2.704
35-39	-.028	.941	.972	.458	2.063
40-44	.263	.570	1.300	.525	3.218
45-49	.528	.448	1.696	.433	6.647
place of residence					
Rural	Ref				
Urban	-.062	.636	.940	.728	1.214
The highest educational level of respondent					
No education	Ref				
Primary	.086	.645	1.090	.755	1.574
Secondary	.024	.878	1.025	.751	1.399
Higher	-.043	.820	.957	.658	1.393
Bank account					
No	Ref				
Yes	.775	.015	2.170	1.165	4.040
Husband education					
No education	Ref				
Primary	.396	.081	1.486	.953	2.317
Secondary	.493	.005	1.638	1.162	2.309
Higher	.726	.000	2.067	1.427	2.995
Respondent currently working					
No	Ref				
Yes	.754	.002	2.126	1.332	3.392
BISP					
No	Ref				
Yes	-.021	.929	.979	.622	1.541
Print media					
No	Ref				
Yes	-.061	.808	.941	.574	1.542
No of sons					
No sons	Ref				
One son	.154	.410	1.166	.809	1.680
Two sons	.033	.875	1.033	.687	1.554

Three sons	.368	.103	1.445	.928	2.249
Four sons	.656	.026	1.928	1.081	3.438
Above four sons	.264	.437	1.303	.669	2.538
Domestic violence					
No	Ref				
Yes	-.909	.000	.403	.310	.524
Fertility preference					
Have another	Ref				
Undecided	-.212	.289	.809	.547	1.197
No more	.490	.001	1.633	1.234	2.161
Electronic media					
No	Ref				
Yes	.340	.012	1.405	1.078	1.831
Wealth status					
Poor	Ref				
Rich	.568	.051	1.765	.997	3.123
Own a property					
Does not own	Ref				
Own	-1.276	.009	.279	.107	.729

Spending on the husband's income, age, and likelihood of outcomes all have minor roles in choices. Compared to rural women, the function of urban women is less likely and unimportant. Women's education levels are unimportant, but those with a primary or secondary education are twice as likely to make decisions as those without one. Husband's education and bank account are strongly correlated. In comparison to unemployed women, employed women are twice as likely to make decisions. Those who get BISP are less likely to do so than women who do not. In comparison to other women, those who have sons are more prone to make decisions. Although less likely to influence purchasing choices, home ownership is highly connected with spending on the husband's earnings.

4 Results and discussion

The table displays the decision-making involvement of women in regard to personal health care, significant household purchases, visits to family members, and spending on their husband's income. The results show that factors such as the age of the woman, the area, the respondent's residence, their highest level of education, their bank accounts, their husband's education, the BISP, media exposure, the number of sons, domestic violence, fertility preferences, wealth status, and property ownership have an almost significant impact on empowerment. It employs binary logistic regression. Below is a thorough explanation of the effects of each variable.

5 Conclusion and Recommendation

Important knowledge regarding women's empowerment in Pakistan and its many variables has been made available through this research. The conclusions are supported by a sizable, generalizable body of data that repeatedly forecasts a positive association between the demographic, economic, and social factors studied and women's empowerment. The results of this study highlight the significance of passing laws to reduce girl-child marriages, which have a detrimental effect on girls' social and reproductive health. Focused action is necessary to combat feminized poverty in Pakistan, particularly in KPK and rural areas where women's rights are abused. Most people are not allowed to access information, jobs, or inheritance.

As part of a national development strategy to raise the socioeconomic status of women, it is believed that women's education and employment require gender-based equal opportunity inventiveness. As a result, further efforts are needed to improve women's access to work and educational possibilities in Pakistan, which is still undeveloped. There is also a critical need to modify community norms and attitudes that discriminate against women through mass communication and education efforts. These movements must emphasize women's potential contribution to the general well-being of their families and society.

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