Skills Mapping of Rural Women in Southern Punjab: An Anthropological Perspective

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Abstract:
Women when it comes to family are supposed to go beyond extent to sacrifice for the sake of the family. Women generally in all sphere of life are striving for getting recognized. Women being the half of population are not just the half of inhabitants rather it is half of the labor force, half of the developmental human resources that is stuck in a black hole without realizing that pushing women to the back stage means pushing our development in backyard. It is not reducing the competition; it is fixing a time bomb in the foundations of our society that will totally collapse the developmental efforts. Despite all cultural stereotypes, women are indulged in all spheres of life and contributing without desirous of being recognized.

Keywords: Training, Self Employment, Spatial Mobility, Health Status, Family Income, Economic Activities.

I. Introduction
Women usually are graded as the lowest of the social quartile in our society. A creatures that is only considered as a commodity to be killed in the name of honor, to be exchanges to bury down the disputes, a competitor on the death of father, a burden after marriage upon the parental family, a liability on sons after death of husband, a shame for the family after getting divorced, an evil sign if the husband dies in young age, worse than a piece of soil if not able to bear children, but does this really mean that women as a folk is not socially desirable. What really is wrong with this folk that all ancient religions condemned the women as being the carrier of evil eye. Only the advent of Islam brought women a sigh of relief when they were firstly recognized as human and were given all the rights that were only specified and particularized for the so called men folk. Islam broke the chains of slavery of women from fathers, husbands, brothers and sons.

II. Review of Literature
Women play important role in prosperity of society, although their rights have been masked by male members of society. It is said that women empowerment means empowerment of nation. It is necessary to educate women, aware them with their rights but unfortunately they are ignored with their social and political rights in Pakistan.
Nowadays women are in professions which were once considered as male professions. They are supporting their family as well as contributing to nation’s income and prestige. Regarding various aspects of the study, the research also went through several academic and professional references and studies already conducted. A brief literature review is given below;

**Female Labor Force and Factors influencing them**

Malik et al. (1994) has investigated the factors, which influence female labor force participation in economic activities. He has explored that women's age, education and the number of dependents do not significantly determine market time. Azid et al. (2001) have studied the factors influencing female participation in cottage industry of Pakistan. It concluded that number of children, age of the females, education, poverty status have a positive and significant impact on female labor force participation. Kazi (1999) says that women’s labor force participation in rural areas has increased, as reflected in the increase in their participation in agriculture. Reasons for this include male out-migration to the Gulf and urban areas and the growth of cotton production.

**Impact of Women Economic Contribution on Household & Familial Response**

Khan et al. (2005) have focused on hazardous nature of home-based work of women and children. They have investigated the contribution of women and children to the total family income and the impact of increased income on raising household nutrition, health and education. He concluded that household size is significantly and positively influencing the decision of household to engage in home-based work while living condition index inversely.

Syal (2004) disclosed that in Pakistan male members of rural households feel ashamed of acknowledging women contribution in family income and they have full control over women’s labor power. Male households are also feared of rebellion by educating their daughters and sisters.

**National and International Picture**

Some positive initiatives have been launched to protect the poor, including the SAP launched in 1992 to improve the quality of and access to basic social services with special focus on women. Other initiatives include the Pakistan Poverty Alleviation Fund to address income poverty, Public Works Program, Small Farmer Based Agriculture, Employment/Credit Facilities, Training and Credit for Women, Land for Landless, and Food Stamps Program, along with traditional Islamic safety nets for the poor, like Zakat and Bait-ul-Mal. There is a pressing need to sharpen the focus and efficiency of these poverty reduction efforts to reach women who are the poorest of the poor.

The International Fund for Agriculture Development has also recommended gender analysis for designing, guiding and making a frame work to promote rural women in civil society (Anon. 2004.). Antrobus (1987) explained that economic systems propagate oppression. The production-oriented approach to rural development is flawed failing to address women's lack of access to land, credit, training and new technologies.

Education and employment among women are both strongly linked with household socio-economic conditions and, therefore, are not totally independent determinants of women’s status (United Nations, 1993).
Moore (1988) is of the view that women all over the world are engaged in productive work both inside and outside the home. The exact nature of this work can be classified under four headings; agriculture, commerce, household and wage labor.

Social Pathology associated with Women Work

Higginbotham and Romero (1997) discuss that women of different status do not face the similar problems as the class differences between the women are highly significant. The problems faced by professional and managerial women are simply not the same as those experienced by women in low-wage, low prestige work, even though both groups may encounter sexism in their lives.

Ennis (1981) talking about “Women’s Fight Back” remarked that a working woman gets only half the average man’s wage. The married women at a hard day at work return home only to start another job, housework.

Mumtaz (1987) Pakistani society is a male dominated society where women are the centre of attention and life, but also considers women as secondary citizens which is perhaps due to the traditional norms prevailing in the whole society. The role and status of Pakistani women in all walks of life has been highly undermined. However, over the years this scenario has changed and the awareness of woman’s abilities, her rights and her status has reached almost all parts of Pakistan which is an underdeveloped country.

Hemalata (2006) observed that a large number of women workers complain of frequent headaches, back pain, circulatory disorders, fatigue, and emotional and mental disorders. Poor nutritional status, anaemia due to poverty and the cultural practices where women eat last and increased workload due to domestic responsibilities, lead to fatigue among women.

Ferdas (2005) while looking into the “Changing Role and Status of Working Women in Pakistan” observed that there were deep-rooted prejudices against women taking paid jobs in most of the conventional families. A woman taking a job was not only disapproved but also strongly discouraged.

Manzoor (2002) major reasons for the involvement of women in outdoor work are the disintegration of the family system and economic crisis. The economic crisis has given a heavy blow to the conservative and traditional thinking pattern, which confined women in houses.

Satisfaction Level of Working Women

Mumtaz (1999) said that women have specific problems which must be catered for. Not just the question of discrimination in the workplace, lower rates of pay on grounds of sex, lack of rights, etc., but also questions related to maternity, pregnancy, etc. The role of women as child bearers raises the need for special rights to protect pregnant women and mothers. The introduction of only formal equality does not solve the fundamental problem of women.

Ferdas (2005) said that the increasing numbers of women are entering the labor force in Pakistan, yet the quality of their jobs is often below the “threshold of decency”. This often entails long hours of work in addition to women’s unpaid household duties,
low pay, job insecurity, unhealthy and dangerous conditions, sexual harassment and a lack of social protection, representation and a say in decision-making.

**Issues of Women Empowerment**

Women are not just one group amongst several disempowered subsets of society (the poor, ethnic minorities, etc.); they are a cross-cutting category of individuals that overlaps with all these other groups. Secondly, the variety of definitions regarding the concept of empowerment shows that it varies from region to region and culture to culture, so its determinants and measuring methods must also be varied. And thirdly the household and interfamilial relations are a central locus of women’s disempowerment in a way that is not true for other disadvantaged groups. This means that efforts at empowering women must be especially cognizant of the implications of broader policy action at the household level. Lastly, several authors argue that women’s empowerment requires systemic transformation in not just any institutions, but fundamentally in those supporting patriarchal structures.

Some of the women entrepreneurs complain that government clerks and private dealers harass them. As a result, many women entrepreneurs undertake a “comfort zone movement”. A more extensive network is lacking and expansion into a larger scale is not considered with enthusiasm.

**III. Materials and Methods**

A brief discussion below describes the tools used to gather data from the field.

**Interviewing Schedule**

An interviewing schedule was designed which concentrated on different aspects of the study. The part I included the bio statistical portion containing information on the general socio-economic condition of the respondents. Part II contained questions for the stakeholders from both public and private sectors on solution to gather information to raise the income generation activities to support household economy. Part III comprised information from beneficiaries to see impact of training upon the welfare of the females themselves and their families. Part IV included information regarding stakeholders and their views regarding the potential role of local support networks in general welfare of women folk and their families. Part V contained the suggestions gathered from the respondents to make the process more responsive to the demand of the hour.

**Observational Method**

To collect information from the respondents, the research team was well-trained on rapid assessment technique.

**Socio-Economic Survey Method**

This type of research is called a census study because data is gathered on every member of the population. Salkind (1998) throws light on the utilities of Survey Techniques that “Collecting survey data is hard work. Public records are easy to check to confirm such facts as age and party affiliation. Respondents can even be interviewed again to confirm the veracity of what they said the first time. (Salkind: 218)
Focused Group Discussions

The research team conducted one FGD per district that involved stakeholders from both public and private sector also including the NGOs staff. The importance of Focus Group Discussion is also stated by Dick (1998) in the lines below:

“Focus groups are a method particularly suited to preliminary research where some time-economy is a need, and where a more structured approach may be premature. Focus groups are a method of group interviewing for obtaining qualitative data. It is not so much a research design as a data collection method” (Dick, 1998).

This method served four important functions listed below:

i. Firstly identification of the respondents who had been involved in similar activities;
ii. Secondly, the preference was given to respondents, who were somehow involved in skills trainings or knowing the importance of the process;
iii. Thirdly, the necessity of knowledge about development and community organization in their local terms; and,
iv. Fourthly, their willingness to share their experiences was the basic condition during core group operation.

Sampling Methods

“The use of sampling allows for more adequate scientific work by making the time of the scientific worker count. Instead of spending many hours over the analysis of a mass of material from one point of view, he may use that time to examine a smaller amount of material from many points of view or, in other words, to do a more intensive analysis of fewer cases. (Goode and Hatt, 1981)

The sample was divided in two parts. Firstly, stakeholders who again were divided into two sub parts. One portion contained representatives of the governmental departments and secondly consisted of the private sector. Second half of the sample was the beneficiaries.

The respondents’ allocation to the sample was systematic that was 1:3. A total population of four hundred was selected for the sample. Out of the four hundred respondents, 300 were the beneficiaries and one hundred was the stakeholders. This was done with a purpose in mind that the complete understanding of the issue would be sought.

IV. Results of Beneficiaries Analysis

Training

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Description</th>
<th>Frequency</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>1</td>
<td>Formal</td>
<td>61</td>
<td>20</td>
</tr>
<tr>
<td>2</td>
<td>Non Formal</td>
<td>239</td>
<td>80</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>300</td>
<td>100</td>
</tr>
</tbody>
</table>

Out of 300 females respondents, 61 had formal whereas 239 had non formal training regarding the cadres mentioned in table below.
Trade / skills

51 did sewing, 112 embroidery, 4 knitting, 23 silma sitatra, 5 fabric & color paint, 14 khussa making, 15 Hand Fans and Chattai, 10 beautician, 4 basket making, 18 carpet weaving, 17 interior decoration, 7 gindi making, 8 fanoss making, 8 tandor making and 4 pottery making. Details are shown in graph below.

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Description</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Middle man give work on low wages</td>
<td>57</td>
<td>19</td>
</tr>
<tr>
<td>2</td>
<td>Financial</td>
<td>61</td>
<td>20</td>
</tr>
<tr>
<td>3</td>
<td>Mobility</td>
<td>50</td>
<td>17</td>
</tr>
<tr>
<td>4</td>
<td>Marketing</td>
<td>40</td>
<td>13</td>
</tr>
<tr>
<td>5</td>
<td>Family restriction</td>
<td>12</td>
<td>4</td>
</tr>
<tr>
<td>6</td>
<td>Shortage of work (People did not trust)</td>
<td>21</td>
<td>7</td>
</tr>
<tr>
<td>7</td>
<td>No Problem</td>
<td>59</td>
<td>20</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>300</td>
<td>100</td>
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</tbody>
</table>
Since the female worker started their work, these respondents categories their initial problems. 57 persons said the middlemen managed to purchase goods on cheap rates and sold it on high and better price in the cities. 61 said that the financial crisis in the beginning was felt alarming. 50 females told that initially they faced mobility issues. 40 replied that they faced marketing hurdles in the sense that they did not know the suitable place to sell their products. 12 females recalled that their families restricted them to move outside home for their professional tasks. 21 females revealed that in initial days the customers did not trust them due to which they were facing problems in getting work. 59 respondents were of the view that they faced no problem what so ever.

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Description</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Husband</td>
<td>28</td>
<td>9</td>
</tr>
<tr>
<td>2</td>
<td>Parents</td>
<td>28</td>
<td>9</td>
</tr>
<tr>
<td>3</td>
<td>Family</td>
<td>123</td>
<td>41</td>
</tr>
<tr>
<td>4</td>
<td>Herself (by Saving)</td>
<td>40</td>
<td>13</td>
</tr>
<tr>
<td>3</td>
<td>Relatives &amp; Friend</td>
<td>16</td>
<td>5</td>
</tr>
<tr>
<td>4</td>
<td>Problem not solved</td>
<td>65</td>
<td>22</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>300</td>
<td>100</td>
</tr>
</tbody>
</table>

Out of the total sample of 300 respondents, 28 respondents said that their husbands helped them; another 28 said that parents provided a support. 123 opted for siblings’ support. 40 people aid that they self supported themselves by saving their money and controlling extravagance spending. 16 said that their friends and extended family was a source of help whereas 65 said their problem persists. This question also attempted to see whether any governmental organizations or any other NGOs approached to help these people but the result was nil and only social ties and social bonds turned out to be helpful for these trainees.
Major reasons for not resolving hurdles/problems

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Description</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Nobody Support / No effort</td>
<td>53</td>
<td>18</td>
</tr>
<tr>
<td>2</td>
<td>Financial</td>
<td>44</td>
<td>15</td>
</tr>
<tr>
<td>3</td>
<td>Mobility</td>
<td>46</td>
<td>15</td>
</tr>
<tr>
<td>4</td>
<td>Low Income</td>
<td>73</td>
<td>24</td>
</tr>
<tr>
<td>5</td>
<td>Poverty &amp; Inflation</td>
<td>50</td>
<td>17</td>
</tr>
<tr>
<td>6</td>
<td>Marketing</td>
<td>34</td>
<td>11</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>300</td>
<td>100</td>
</tr>
</tbody>
</table>

Regarding different questions in the interview schedule that revealed that female trainees are still striving to establish their economic chores. The research team interacted and asked the respondents that why they have not been able to resolve their problems regarding their economic crisis. 53 responded that they want to excel but there is nobody in the family who has knowledge to support or even willingness to contribute in their activities. 44 said due to the financial compulsion they cannot extend their work to the level they thought of. 46 said due to the issues of mobility they cannot work as per their intentions. 73 respondents said that expenditures exceed the profit margin therefore they were not in a position to bear loses. 24 respondents said that poverty and inflation is the main reason due to which they were not able to excel. 34 respondents said that they faced problems regarding the marketing of their products due to which this shortcoming debarred them to get profitable margins.

Knowledge about the government institution or NGO as Support Network

The respondents were asked about their knowledge regarding any institution that can be helpful for them to progress further in their profession. The question checked the information level of the female beneficiaries that after receiving training how could they better utilize their training for their professional growth and thus general welfare of their families. This question was also designed with the purpose that it would inquire the
respondents that if they want to extend their work, what possible measures they would adopt. 112 respondents gave answer in positive whereas 188 respondents denied that they had no information about the support structure in public or private sector.

![Bar chart showing Yes and No responses]

### Changed Status and Effect on Family Status

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Description</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>To greater extent</td>
<td>36</td>
<td>12</td>
</tr>
<tr>
<td>2</td>
<td>To small extent</td>
<td>196</td>
<td>65</td>
</tr>
<tr>
<td>3</td>
<td>To lesser extent</td>
<td>64</td>
<td>21</td>
</tr>
<tr>
<td>4</td>
<td>No change</td>
<td>4</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>300</td>
<td>100</td>
</tr>
</tbody>
</table>

Out of 300 respondents from the beneficiary side that their training and their small scale economic activities really turned out to be beneficial. 36 respondents said to a great extent family status embraced a positive change. 196 favored that good effect was casted on family status to a small extent. 64 voted for change at lesser extent with only 4 respondents said that no change was observed.

![Bar chart showing distribution of responses]
Impact of Training on Family and Economic Activities

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Description</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Health Status Improved</td>
<td>112</td>
<td>37</td>
</tr>
<tr>
<td>2</td>
<td>Education Improved</td>
<td>48</td>
<td>16</td>
</tr>
<tr>
<td>3</td>
<td>Social Status Improved</td>
<td>36</td>
<td>12</td>
</tr>
<tr>
<td>4</td>
<td>All of Above</td>
<td>82</td>
<td>27</td>
</tr>
<tr>
<td>5</td>
<td>No Change</td>
<td>22</td>
<td>7</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>300</td>
<td>100</td>
</tr>
</tbody>
</table>

112 respondents clearly marked that due to their economic activity, the health components was improved. 48 out of 300 beneficiaries said that due to their economic chores, their family education component was enhanced. 36 favored an increase in social status in the community. 82 respondents said that due to their economic mobility, their family income raised that brought substantial increment upon three of the domains discussed above. Whereas, 22 said that there was no change due to women’s involvement in economic activity.

Family income raised

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Description</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>No increase</td>
<td>14</td>
<td>5</td>
</tr>
<tr>
<td>3</td>
<td>Increase up to Rs.3000</td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>4</td>
<td>Increase up to Rs.5000</td>
<td>264</td>
<td>88</td>
</tr>
<tr>
<td>5</td>
<td>Increase up to Rs.10000</td>
<td>17</td>
<td>6</td>
</tr>
<tr>
<td>6</td>
<td>Increase up to Rs.20000</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>7</td>
<td>Above this level</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>300</td>
<td>100</td>
</tr>
</tbody>
</table>

Out of the sample of three hundred beneficiaries, 3 respondents added that there monthly income rose to three thousand. 264 told the interviewing team that their
economic mobility and efforts for the economic move facilitated an increment of up to five thousand monthly. 17 respondents said their income has been raised to ten thousand monthly. 2 respondents revealed their income up to twenty thousand and no respondents said more than twenty thousand without specifying the exact figure. Similarly, 14 people said that no increase was observed in their family income.

Impact of Beneficiary's health status

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Description</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>To greater extent</td>
<td>38</td>
<td>13</td>
</tr>
<tr>
<td>2</td>
<td>To small extent</td>
<td>198</td>
<td>66</td>
</tr>
<tr>
<td>3</td>
<td>To lesser extent</td>
<td>57</td>
<td>19</td>
</tr>
<tr>
<td>4</td>
<td>No change</td>
<td>7</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>300</td>
<td>100</td>
</tr>
</tbody>
</table>

38 respondents said their personal health status was improved due to their economic mobility that further brought awareness and more control over their lives. 198 said there was change but to small extent but surely for the increase in awareness level and sensitization regarding personal hygiene. 57 favored an increase to lesser level and 7 interviewees said there is no improvement.
Impact on Beneficiary's family health status

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Description</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>To greater extent</td>
<td>28</td>
<td>9</td>
</tr>
<tr>
<td>2</td>
<td>To small extent</td>
<td>218</td>
<td>73</td>
</tr>
<tr>
<td>3</td>
<td>To lesser extent</td>
<td>48</td>
<td>16</td>
</tr>
<tr>
<td>4</td>
<td>No change</td>
<td>6</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>300</td>
<td>100</td>
</tr>
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</table>

28 out of three hundred people out of beneficiary class said not only their personal health rather improvements were brought in the family health status. 218 persons favored improvement to a small extent whereas 48 people were of the notion that the change was of less extent. Only 6 people said that family’s health status was not improved.
Income contributed in beneficiary's education

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Description</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>To greater extent</td>
<td>10</td>
<td>3</td>
</tr>
<tr>
<td>2</td>
<td>To small extent</td>
<td>64</td>
<td>21</td>
</tr>
<tr>
<td>3</td>
<td>To lesser extent</td>
<td>39</td>
<td>13</td>
</tr>
<tr>
<td>4</td>
<td>No change</td>
<td>187</td>
<td>62</td>
</tr>
<tr>
<td></td>
<td><strong>Total</strong></td>
<td>300</td>
<td><strong>100</strong></td>
</tr>
</tbody>
</table>

The sample of respondents comprised 300 beneficiaries. 10 said that with improved income their education was also improved. 64 said that education was improved to a small extent whereas 39 told that to a lesser extent education was improved. 187 respondents came up with reply in denial.

Income contributed in the education of beneficiary's family

<table>
<thead>
<tr>
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<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>To greater extent</td>
<td>55</td>
<td>18</td>
</tr>
<tr>
<td>2</td>
<td>To small extent</td>
<td>182</td>
<td>61</td>
</tr>
<tr>
<td>3</td>
<td>To lesser extent</td>
<td>34</td>
<td>11</td>
</tr>
<tr>
<td>4</td>
<td>No change</td>
<td>29</td>
<td>10</td>
</tr>
<tr>
<td></td>
<td><strong>Total</strong></td>
<td>300</td>
<td><strong>100</strong></td>
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Regarding the query that income increment raised family education, 55 respondents gave very encouraging response that their family income directly contributed towards raising the family education. 182 people said that increase is there but to a small extent whereas 34 said that the increase was to a lesser extent. Only 29 respondents said that there was no change.
12 persons said that with economic activity there was an improvement in their spatial mobility. 126 respondents said though there was an improvement but to a small extent. 140 said favored lesser extent and 22 people said no spatial mobility was observed due to the trainings and subsequent economic activity.

<table>
<thead>
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</tr>
</thead>
<tbody>
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<td>1</td>
<td>To greater extent</td>
<td>12</td>
<td>4</td>
</tr>
<tr>
<td>2</td>
<td>To small extent</td>
<td>126</td>
<td>42</td>
</tr>
<tr>
<td>3</td>
<td>To lesser extent</td>
<td>140</td>
<td>47</td>
</tr>
<tr>
<td>4</td>
<td>No change</td>
<td>22</td>
<td>7</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>300</td>
<td>100</td>
</tr>
</tbody>
</table>

Need to move frequently to native place for sale of products

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Description</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>To greater extent</td>
<td>5</td>
<td>2</td>
</tr>
<tr>
<td>2</td>
<td>To small extent</td>
<td>83</td>
<td>28</td>
</tr>
<tr>
<td>3</td>
<td>To lesser extent</td>
<td>141</td>
<td>47</td>
</tr>
<tr>
<td>4</td>
<td>No change</td>
<td>71</td>
<td>24</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>300</td>
<td>100</td>
</tr>
</tbody>
</table>
As regards the frequency of mobility, it was intended to ask that how many times the respondents have to move for the sale and purchase of goods from the nearest town or the city. Moreover, it was also to seek information on how many times people have to travel regarding the business. 5 respondents were of the view that they had to travel frequently to other places, whereas 83 persons revealed that they travel but not frequently. Similarly, 141 respondents had to travel only occasionally whereas only 71 persons denied any considerable mobility regarding their business chores.

![Graph showing frequency of mobility]

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Description</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>To greater extent</td>
<td>57</td>
<td>19</td>
</tr>
<tr>
<td>2</td>
<td>To small extent</td>
<td>106</td>
<td>35</td>
</tr>
<tr>
<td>3</td>
<td>To lesser extent</td>
<td>38</td>
<td>13</td>
</tr>
<tr>
<td>4</td>
<td>No change</td>
<td>99</td>
<td>33</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>300</td>
<td>100</td>
</tr>
</tbody>
</table>

As regards this query, the reason of asking this important question was to see that if in case the women are economic empowered after receiving specific skills based training then how many women they guided to overcome the economic burdens through the same channel they had adopted. This query basically managed to see the snow ball effect on the need of more training to be provided to potential beneficiaries. 57 women answered this question in a highly positive manner that they also guided women to see impact of training so that their life may also get better. 106 said that they gave consultations to other women folk but not frequently. 38 were telling that they give advice if somebody may come for guidance. Only 99 people denied this possibility.
The female respondents were inquired that since they received training on various skills, how many times they applied for loan to extend their business. This question was an indicator to show the brilliance of their business. 19 women answered that they applied for loans. Important thing to be kept in mind was that this loan was not made specified from any bank or any institutions. All informal loans were also included like borrowing money from family relatives of friends. 281 replied in denial. Mostly people in this category were the late majority or laggards who due to one fear or other refrained from borrowing money from any source. One thing worth interesting was that people preferred borrowing money from informal mean as they feared not being able to return the loans and then getting bankrupt.
Family’s satisfaction with work?

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Description</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Yes</td>
<td>300</td>
<td>100</td>
</tr>
<tr>
<td>2</td>
<td>No</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td><strong>Total</strong></td>
<td><strong>300</strong></td>
<td><strong>100</strong></td>
</tr>
</tbody>
</table>

Regarding the work of women, the respondents were asked about the response of their respective families. As a matter of fact, all respondents in the sample gave a positive reply. They were of the view that due to the pressing economic situation the families really appreciate that women are also contributing in the household income.

V. Discussion of Results

In theory, Pakistan being a Muslim country has double legal bindings to decorate its citizens with rights as enshrined in Islam as well as in constitution of Islamic republic of Pakistan. What goes in real is basically the duality of cultural mindset and practices. Not only local legal framework, at international level human rights treaties, mechanisms and instruments have also addressed the issue of women’s access to and control over economic and financial resources.

The Convention on the Elimination of All Forms of Discrimination against Women requires States parties to take all appropriate measures to eliminate discrimination against women and ensure the practical realization of the principle of the equality of women and men in the political, economic, social, cultural and any other fields. States are obligated not only to refrain from engaging in acts of discrimination, but also to eliminate discrimination against women by any person, organization or enterprise.

The Convention covers women’s right to equality and non-discrimination in the areas of employment and economic life, as well as in civil matters, such as the conclusion of contracts and administration of property. But still women were facing discrimination and it was studied by the research team that the Status of women as second class citizen was reinforced by narrow vocational opportunities available to them.
The women were exploited in the family as second sex and in the labor market as less paid labor force. Moreover, different problems like attitude of society members’ prejudices and unrecognizing which the working women encountered with regard to their status and role in economic life adversely affected the utilization of their talent and working capabilities. This situation had led to the social and economic dependence of women that becomes the basis for male power over women in all social relationships. In short, unequal social status and power of men and women were the main enabling factors of men to control their labor which defines women’s status as subordinate, dependent and inferior in the labor market.

As a qualitative technique, FGDs were conducted in which stakeholders and potential beneficiaries as well as the trainees were invited to discuss the issue in a more professional and fruitful fashion. The FGDs effectively brought on scene the issues involved as problems in the process as discussed below:

The Stakeholders revealed that majority of females face marketing problem because of male dominance and unavailability of local markets.

i. Middle man exploits & having negative role.

ii. Mobility & Transport is problem.

iii. They spend more on a single product material but often, they do not get a better return.

iv. They do only work when they have order.

NGOs representative disclosed problems of rural skilled women workers. They said that major problems are:

i. Transport.

ii. Marketing.

iii. Illiteracy.

iv. Ignorance

v. Unawareness of parents and the male members of family.

vi. Difficult access within in places of district

vii. Non availability of training centers / display centers.

viii. Misconception about NGOs

ix. Females should keep pace with the new trends.

x. Females should be provided opportunities for the promotion of their business.

xi. They have to face difficulty for moving regarding their business due to the critical remarks of their community and relatives.

xii. Transportation is also the crux of the matter which plays a pivotal role for the promotion of business.

xiii. A skilled worker told that access to market is a problem and she doesn’t know how to deal business matters.

xiv. Another worker told that she is facing financial problems that cannot afford to buy product material.

xv. People buy products at low price prices.

xvi. They have ignorance about the demands of makers that’s why they become victim of low purchasing level or low demanding level
There are many problems which skilled women face in rural areas as revealed by the women folk including beneficiaries and potential beneficiaries. The problems identified by them were as under:

i. Social norms and custom are a big problem in the way of women improvement.

ii. Many of them are illiterate so they don’t know about the trends of market.

iii. Over work is also a problem.

iv. People pay them very low wage but the work is too much.

v. Lack of resources and Poverty is a major problem.

vi. Lack of awareness about micro finance.

vii. Traders exploit them.

viii. Lack of communication skills.

ix. Lack of awareness about new fashion, trends and Color scheme.

x. Lack of coordination among different organizations and institution is also a problem.

xi. Access to training centre is also difficult which is at district level.

VI. Conclusion

Women in Pakistan confronted high levels of socio-economic problems in their life cycle. Their exploitation started from the family as second sex and goes till labor market as less paid labor force as the present study was focused on working laborers problems and it was noticed by the researcher that they were discriminated at all levels like recruitments, wages, and maternity leaves and other related issues. Another explanation of gender inequality and male dominance focuses on its economic causes. This explanation is more materialistic than the explanation centering on biological differences between the sexes. According to this explanation, economic dependency is the main factor of women’s subordinate position in the family and in the society and only economic independency.

During research it was noticed that female workers were exploited badly by their superiors and they were facing inequality and discriminations at workplace by their management. Workers were getting unequal wages as compared to their male colleagues, there was much workload on these women and they were not paid accordingly. Discrimination against women workers was also found at the level of recruitment and selection for skilled jobs and promotions. The employers were prejudiced against employing women, especially in jobs where workers had always been men. The employers also felt that the women were likely to leave after marriage and if they did not leave, then the employers had to give them paid maternity leave and other benefits. There was also a perception among employers that women workers responsibilities at home make them more prone to absenteeism. Working women were considered inferior and second class citizen by the society members and were not given the respect. It was noticed in present study that workers job was not secure they were terminated without any reason. Women workers had to face ridiculed behavior of supervisors and male colleagues which created psychological and emotional disturbance and oppression in these women. It was depicted by the researcher that working women were facing basically three types of harassments mental harassment, physical harassment and sexual harassment. It was observed that Workers were subjected to verbal, sexual and physical harassment. According to researcher ninety nine percent of the total respondents agreed that they had to face harassment problem at workplace.
Though more and more women are coming out of home in search of paid employment and their families also need their income, therefore attitude towards women and their role in family has not undergone much change. Women are continued to be perceived as weak and inferior, second class citizens. Most of the women had to face criticism from their family or in laws because they were afraid of losing their morals and became too independent that they had forgotten their actual status. Despite all, they were asked to continue job for the fulfillment of family needs. This attitude of the family created mental tension and also increased the worked load on them as they had the responsibility of care taking of their children and husband. Because of this situation, women had to shoulder the entire burden of domestic chores, which they tried to complete before leaving for work, with a little help from other family member. Many women had reported not to have a proper meal before leaving for work and this insufficient dietary intake along with heavy work resulted in nutritional disorders. In addition, this perception that they were only responsible for the domest work, created a feeling of guilt when they were not able to look after the family or children resulted in emotional disorders.

References


