

EMPOWERING WORKING WOMEN IN THE MALE DOMINATED SOCIETY: A CROSS-REGION ANALYSIS OF PAKISTAN

¹**Dr Sadaf Mubeen**

Assistant professor, Department of Economics, University of Education Lahore,

Email: sadaf.mubeen@ue.edu.pk

²**Dr Arifa Saeed**

Assistant professor, Economics and finance, Greenwich University Karachi

Abstract

The study analyzes the complexities of women's empowerment and labor force participation in Pakistan's service sector, as well as the regional inequalities of regional areas in a male-dominated patriarchal wellbeing. The study uses quantitative methodology, specifically PDHS survey data (2017-18), and applied binary logistic regression analysis to assess decision-making in four types, health care, household purchases, visiting the family, and husband's money. The study finds that a variety of social-demographics, such as age, education, the wife and husband's employment status, education, access to media, and other factors, determines women's empowerment. Overall, it finds that women obtain more autonomy from decision-making in urban areas as compared to rural areas, particularly urban areas in Punjab. Women from tribal regions once adjunct underdeveloped regions, e.g., FATA and Baluchistan respectively, dominate decision-making. The study illustrates the influence of sociocultural norms, regional differences, and economic factors can help conceptualize limitations of women's agency in the domestic, and public realm. The study concludes with targeted recommended policy solutions, such as considering regional differences when planning policy solutions, increasing educational opportunities for women, safety nets such as legal protection, and intervention using media promotion to promote gender equality and women's empowerment related to the women's participation in Pakistan's changing economy.

Keywords: PDHS, service sector, empowerment, gender quality, female labor force.

INTRODUCTION

Women's economic empowerment and labor force participation are strongly related and have a big impact on one another. Giving women the power to choose and take charge of their lives is referred to as "women empowerment." which includes having access to opportunities for economic opportunity, health care, education, and involvement in the decision-making process?

The value of gender equality and women's empowerment is increasingly clear in today's environment of fast change. Despite the fact that much progress has been achieved toward gender parity, many cultures, like Pakistan, are still battling deeply rooted gender inequities. Pakistan, a nation in South Asia, offers a distinctive case study because of its diverse cultural heritage and intricate socioeconomic structure (Gupta, L. etal., 2023: Zandi, G.,etal., 2022)

The purpose of this study is to explore alternative empowerment measures and offer insight on the difficulties working women in Pakistan, particularly those who live in male-dominated environments, experience (Ibourk, A., & Elouaourti, Z. (2023). We can better comprehend the differences in gender dynamics throughout the nation's regions by doing a cross-regional analysis and identifying the elements that either impede or support women's participation in the workforce. Since Pakistani society has historically been dominated by men, women have had fewer opportunities and access to resources. As a result, there is a substantial gender gap in a number of areas, including politics, work, and education. Women have frequently been restricted to the private sphere by cultural conventions and conventional roles, which reinforce gender stereotypes

and prohibit them from fully engaging in public life (Salahuddin et al., 2021; Mubeen et al., 2021). However, it is crucial to understand that the environment is changing and that there have been positive developments. Women in metropolitan areas have started to dismantle barriers, advance professionally, and question the status quo (Jones et al., 2021; Mubeen et al., 2022). In several parts of Pakistan, grassroots groups and advocacy projects have also emerged to advance gender equality and empower women (Mubeen et al., 2022).

One of the most significant indicators of economic growth and development is the participation rate in the labor force. Even though economic development depends on the effective use of production factors, the distribution of labor force factors the most crucial of these variables is hampered by gender inequality (Khan et al., 2022; Mubeen & Quddus (2021). Women around the world have unequal participation rates in the labor force, which are crucial economic preventive measures (Jackman, 2022). Despite the fact that rising economic activity around the world has expanded chances for engagement in school and employment, women still participate in the labor market at a lower rate than men, particularly in developing countries (Kooli, 2023). Women may make up half of the labor force because they make up half of the world's population.

However, overall, women's participation in the labor market has decreased by more than 27% compared to men's (Hupkau & Ruiz-Valenzuela, 2022). Despite the fact that women predominate in almost every nation on earth, female participation in the labor force has trailed behind male participation from antiquity to the present. Since the 1750s, women have played a significant role in production outside of the labor market. With the Industrial Revolution, they have started working for money (Mubeen et al., 2021). Women, on the other hand, have historically been considered to be a cheap work force. Despite the fact that women's labor force participation has steadily increased from the past to the present, the rate of increase varies significantly between nations and even between regions of the same nation, depending on elements like societal norms, religious beliefs, and economic status (Macias-Alonso et al., 2023; Abbas et al., 2022).

According to Pakistan's 2017 census, the country's population is projected to be 212,742,631. 51.46% of the population is male, compared to 48.54% of the population being female. Males have a life expectancy of 65.8 years, while women have a life expectancy of 69.8 years. But compared to the male population, women have lower levels of schooling. In comparison to men, who have a literacy rate of 71%, just 47% of women in the overall female population are literate. In underdeveloped nations, female education is essential for eradicating poverty and fostering long-term development. As a result, the promotion of female education needs to receive special attention if structural transformation and economic growth are to be achieved. Education of women also lowers fertility rates and population growth (Ojo, 2023; Al-Kassem et al., 2022; Mubeen et al., 2022). Large-scale cultural, social, and economic changes that have recently taken place in North African and Middle Eastern nations have given women new options in socioeconomic life. The position of women in a particular area affects the participation of women in the work force. The rate of female labor force participation in developing nations is complicated by a number of factors, including multifaceted regional influences (Fapohunda, 2023; Mubeen et al., 2022).

Indeed, there are substantial regional differences in Pakistan when it comes to empowering working women in a culture where men predominate. The nation's many cultural, social, and economic environments create unique opportunities and obstacles for women's empowerment in the workforce. Women's engagement varies greatly among regions due to a variety of factors, including cultural norms, educational opportunities, economic conditions, and awareness of gender equality (Singh et al., 2022; Mubeen et al., 2022).

Urban Centers: There is typically more exposure to modern ideas, education, and work prospects in significant urban centers like Karachi, Lahore, and Islamabad. Because of this, working women in these locations frequently have greater access to professional positions and are freer to question conventional gender roles. Women may still experience prejudice and gender bias, nevertheless, especially in industries with a male preponderance of leadership positions.

Rural Areas: In contrast, rural Pakistan has a tendency to preserve traditional patriarchal values that restrict women's mobility and access to employment and education. Here, women are frequently restricted to domestic duties and encounter major obstacles when trying to enter the workforce. The gender gap can be made worse by cultural norms and a lack of resources, making it more difficult for women to become economically independent and take part in decision-making.

Tribal and distant Regions: Some tribal and distant regions, especially in the provinces of Baluchistan and Khyber Pakhtunkhwa, may uphold deeply ingrained cultural traditions that further limit the rights and opportunities for women. Women's employment opportunities may be significantly constrained in certain places, and their access to healthcare and education may be severely restricted.

Provincial Disparities: Punjab, Sindh, Khyber Pakhtunkhwa, and Baluchistan are Pakistan's four provinces, and each has a different level of development and gender standards. For instance, Punjab and Sindh, which are more developed and urbanized than Khyber Pakhtunkhwa and Baluchistan, often offer more prospects for women's empowerment.

Impact of Religious and Cultural Practices: In some areas where there are rigid tribal traditions or conservative religious beliefs, women's freedom, education, and employment possibilities may be more severely restricted. Working women may find these procedures more onerous, which may limit their capacity to engage in the formal labor force.

Role of Local Leadership: Local leaders' and community influencers' support for women's empowerment has a big impact on how others think about it. Progress is frequently more pronounced in areas where local officials promote gender equality and support women's employment in the workforce.

Literature review

This survey of the literature attempts to give a broad overview of the current research and scholarly works on empowering working women in Pakistan's male-dominated culture. This review analyzes cross-regional studies to determine the difficulties and opportunities experienced by women in various regions of the nation and to investigate viable tactics for advancing gender equality and women's empowerment in the workforce (Boukhabza & Ouhadi, 2023).

Pakistan is a developing nation where women make up about half of the population. But regrettably, in Pakistan, a woman's possibilities for a fulfilling life are restricted to taking care of her home and her children; she can only support her family financially by doing sporadic jobs in the agricultural industry in rural areas. Her life's ultimate goal is to get married and have kids. Consequently, it is thought that a girl's education is not necessary. (Ashraf, 2018) one of the major variables influencing the expansion and development of an economy is education. One of the most significant indicators of economic growth and development is the participation rate in the labor force. Even though economic development depends on the effective use of production factors, the distribution of labor force factors the most crucial of these variables is hampered by gender inequality. Women around the world have unequal participation rates in the labor force, which are crucial economic preventive measures. Despite the fact that rising economic activity around the world has expanded chances for engagement in school and employment, women still participate

in the labor market at a lower rate than men, particularly in developing countries (Akhtar et al., 2023). Women may make up half of the labor force because they make up half of the world's population. However, overall, women's participation in the labor market has decreased by more than 27% compared to men's (Couch et al., 2022)

Despite the fact that women predominate in almost every nation on earth, female participation in the labor force has trailed behind male participation from antiquity to the present. Since the 1750s, women have played a significant role in production outside of the labor market. With the Industrial Revolution, they have started working for money (Sachdeva, 2023). Women, on the other hand, have historically been considered to be a cheap work force. Despite the fact that women's labor force participation has steadily increased from the past to the present, the rate of increase varies significantly between nations and even between regions of the same nation, depending on elements like societal norms, religious beliefs, and economic status (Xie et al., 2022). According to Pakistan's 2017 census, the country's population is projected to be 212,742,631. 51.46% of the population is male, compared to 48.54% of the population being female. Males have a life expectancy of 65.8 years, while women have a life expectancy of 69.8 years. But compared to the male population, women have lower levels of schooling. In comparison to men, who have a literacy rate of 71%, just 47% of women in the overall female population are literate (Hasan, 2023).

Khan et al (2018) did a qualitative study to examine how cultural norms affect women's engagement in the workforce in Punjab's rural areas. The study brought to light how patriarchal expectations and deeply ingrained gender stereotypes restrict women's ability to become economically independent and advance in their careers. The importance of culturally sensitive empowerment efforts was highlighted by the identification of cultural norms like purdah and watta satta as important impediments. Ahmed et al (2019) looked into the financial difficulties working women in urban areas like Karachi and Lahore experienced. Even after accounting for education and experience, the study found that there are still gender salary discrepancies. Women's job advancement in male-dominated industries is hampered by a lack of financial resources, the high cost of childcare, and occupational segregation (Halliday et al., 2022).

Amber & Chichaibelu, (2023) investigated the link between education and women's employment in various Pakistani locations. The study found regional differences in females' access to quality education, with fewer resources available in rural areas. It underlined the need of raising girls' school enrolment and retention rates for promoting female emancipation and enhancing career possibilities. (Ali, 2020). Critically examined Pakistan's current legal system with regard to women's rights in the workplace and gender equality. Inconsistencies and implementation issues in laws designed to shield women from harassment and discrimination at work were brought to light by the research. Increased public awareness efforts and stricter enforcement were suggested as ways to improve working women's legal protections. (Saud & Ashfaq, 2022) investigated the contribution of NGOs and government initiatives in advancing gender equality in different Pakistani regions. The study discovered effective programs that emphasized entrepreneurship education, skill development, and microfinance assistance for women. The study emphasized the significance of neighborhood involvement and teamwork in empowering working women. The analysis of the literature shows that empowering working women in Pakistan's male-dominated society is a complex issue with regional variations. Cultural standards, economic inequalities, educational access, legal protections, supportive programs, and role models all play crucial roles in determining how many women choose to enter the profession. The research under examination

make it clear that a comprehensive strategy that takes into account tactics unique to the region is required to close the gender gap and advance women's empowerment in Pakistan.

RESEARCH METHODOLOGY

We used PDHS data 2017-18, for this purpose we used binary logistic regression.

Logistic Regression Model

$P(1/p) = b_0 + b_1 \text{age} + b_2 \text{residence} + b_3 \text{edu} + b_4 \text{h.Edu} + b_5 \text{account} + b_6 \text{bisp} + b_7 \text{employment} + b_8 \text{violence} + b_9 \text{p.Media} + b_{10} \text{e.Media} + b_{11} \text{no of sons} + b_{12} \text{f.Preferences} + b_{13} \text{wealth status} + b_{14} \text{property} + \mu$. Here p is the likelihood of the characteristic of interest being present. The logit transformation is the logarithm of the ratio of the odds:

$\text{Odd} = p/1-p$ = probability of the presence of characteristics/ probability of absences of characteristics.

$\text{Logit}(p) = \ln(p/1-p)$.

Pakistan's service sector (N = 159)

The largest and fastest-growing sector of the global economy, the service sector accounts for the majority of overall production and employment in most industrialized nations. In low-income nations, the average GDP proportion of the service sector is 47%; in middle-income nations, it is 53%; and in high-income nations, it is 73%. By developing knowledge-based and skill-oriented operations, the growing tendency in the service sector is anticipated to continue gaining significance (2011) Ahmed et al.

Worldview of the Services Sector

With services making up 69% of global manufacturing, 35% of jobs, and over 20% of global trade, they are the sector of the global economy that is expanding at the quickest rate. Between 1975 and 2005, the values of services exported to the world increased by 41.7% while the value of products only climbed by 35.5%. The growth of Pakistan's economy is strongly influenced by the service industry. Over the past few decades, Pakistan's economic structure has seen significant changes. According to Pakistan's robust industry, industrial share increased from 15.6 percent in 1960-61 to 25.2 percent in 2009-10, while agricultural share progressively declined over time from 43.6 percent of GDP in 1960-61 to 21.5 percent in 2009-10 (Pakistan Economic Survey 2011-2012). With a sort of sinking curvature in the middle, the proportion of services in all jobs increased from 36.6 percent in 2006-07 to 38.6 percent in 2017-18. It is predicted that the male share increased from 41.5 % in 2006-07 to (44.4 %) in 2017-18, while remaining in the center. The comparable shares of women fall in the years 2006-07 (16.0%) and 2014-15 (13.6%), but increase in 2017-18 (17.3%). (Bureau of Statistics of Pakistan, 2018). Every economy grows with the help of women. The most notable change in the second half of the 20th century is the dramatic rise in women's engagement in wage-earning activities in both established and emerging nations. The structure of female labor force participation has received a lot of attention recently, both internationally and in Pakistan. One of the important features of the recent evolution of emerging economies is the rising proportion of women in a variety of work sectors on the labor market. Nevertheless, increasing female labor force participation and job possibilities remain significant policy priority in the majority of developing nations, including Pakistan. (Elveren et al., 2022) the majority of their operations are conducted in the unorganized sector. They also conduct a number of covert actions that are not often classified as economic activity. A woman with more education might choose to work for pay in the official sector. 13.29 million Women in Pakistan, out of the country's 57.24 million workers, are in the labor force (Labor Force Survey, 2010-2011).

Methodology

Logit model

$$P(1/p) = b_0 + b_1 \text{age} + b_2 \text{regions} + b_3 \text{residence} + b_4 \text{edu} + b_5 H.\text{edu} + b_6 \text{Account} + b_7 \text{BISP} + b_8 \text{violence} + b_9 P.\text{Media} + b_{10} E.\text{Media} + b_{11} \text{No of sons} + b_{12} F.\text{preferences} + b_{13} \text{wealth status} + b_{14} \text{property} + \mu$$

Here p is the probability of the presence of the characteristic of interest. The logit transformation is defined as the logged odds.

$\text{Odd} = p/1-p$ = probability of the presence of characteristics/ probability of absences of characteristics
 $\text{Logit}(p) = \ln(p/1-p)$

As we have used four different variables as a proxy for women's empowerment, hence we will use four following econometric models.

Classification of variables

Variables	Description of variables
Dependent variable	
WE=women empowerment	Four proxies of decision making measure women Empowerment 1, health care decisions 2, major household purchases 3, visit family or relatives 4, spending on husband earnings
Independent variables	
Age of the respondent	1, 15-19 2, 20-24 3, 25-29 4, 30-34 5, 35-39 6, 40-44 7, 45-49
Education of the respondent	0, Uneducated 1, Primary 2, Secondary 3, Higher
Regions	0, Islamabad 1, Punjab 2, Sindh 3, KPK 4, Baluchistan 5, GB 6, AJK 7, FATA
Employment status	0, Unemployed 1, Employed

Wealth status	Women's household wealth status was calculated using radio, TV, refrigerator, bicycle, motorcycle, car/truck. The women's having these facilities is considered rich, and deprivation from these is measured as poor.
Husband education	0, Uneducated 1, Primary 2, Secondary 3, Higher
Ownership of property	Having House or land alone or jointly is categorised by 0, No 1, yes
No of sons	0, No son 1, one son 2, two sons 3, three sons 4, four sons 5, above four sons
Fertility preferences	0, Have another 1, Undecided 2, No more
Exposure of media	It is categorized into two variables 1, Print media (newspaper or magazine) 2, Electronic media(Radio, TV) further it is divided into 0, No 1, yes
Domestic violence	0, No 1, yes
BISP	0, No 1, yes
Bank account	0, No 1, yes
Sectors	0, Unemployed 1, Professional/technical/managerial 2, Clerical 3, Sales 4, Agricultural - self-employed 5, Agricultural – employee 6, Household and domestic 7, Services 8, Skilled manual 9, Unskilled manual Further, they are divided into three sectors 1, Agriculture 2, Industrial 3, Service
Place of residence	1, Rural 2, urban
Bank accounts	0, No

	1, yes
--	--------

Statistical Analysis:

Women's Participation in Decision making regarding health care in the service sector of Pakistan

Table:1

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	-1.779	.236	.169	.009	3.197
25-29	-.840	.569	.432	.024	7.804
30-34	1.254	.434	3.503	.152	81.009
35-39	-.186	.908	.830	.035	19.825
40-44	.877	.679	2.403	.038	152.605
Regions					
Islamabad	Ref				
Punjab	-1.163	.338	.312	.029	3.380
Sindh	-.618	.726	.539	.017	17.033
Kpk	-3.348	.040	.035	.001	.856
Baluchistan	-2.656	.033	.070	.006	.811
AJK	-2.240	.103	.106	.007	1.576
FATA	-5.129	.001	.006	.000	.127
place of residence					
Rural	Ref				
Urban	.167	.849	1.182	.211	6.619
The highest educational level of respondent					
No education	Ref				
Primary	-1.241	.132	.289	.057	1.454
Secondary	-1.425	.293	.241	.017	3.429
Higher	-2.224	.049	.108	.012	.990
Bank account					
No	Ref				
Yes	-.208	.743	.812	.234	2.821
Husband education					
No education	Ref				
Primary	2.021	.032	7.549	1.196	47.640
Secondary	2.185	.056	8.886	.949	83.204
Higher	-.242	.847	.785	.068	9.127
BISP					
No	Ref				
Yes	3.848	.000	46.896	5.373	409.328

Print media					
No	Ref				
Yes	-1.131	.315	.323	.035	2.934
No of sons					
No sons	Ref				
One sons	1.919	.078	6.812	.805	57.673
Two sons	-1.455	.199	.233	.025	2.148
Three sons	1.096	.372	2.993	.269	33.265
Four sons	-.638	.645	.528	.035	7.977
Domestic violence					
No	Ref				
Yes	-1.242	.136	.289	.057	1.476
Fertility preference					
Have another	Ref				
Undecided	-.815	.495	.443	.042	4.612
No more	-.010	.990	.990	.197	4.979
Electronic media					
No	Ref				
Yes	1.675	.040	5.337	1.076	26.460
Wealth status					
Poor	Ref				
Rich	-.672	.452	.511	.089	2.945
Own a property					
Does not own	Ref				
Own	.169	.903	1.184	.079	17.829

Sindh women have more control over healthcare decisions than women in Islamabad. The 30- to 34-year-old female population is more autonomous. In their choices, they are 3.4 times more likely. Their decisions are positively influenced by urban ladies. While the husband's education, finances, and access to electronic media have a big influence on their choices, the respondent's education has a negative effect. Women who own property make decisions with a 1-time higher likelihood. However, the choice to have children has little bearing on medical choices.

Women's Participation in Decision making regarding major household purchases in the service sector of Pakistan

Table:2

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	-2.137	.110	.118	.009	1.620
25-29	-2.886	.032	.056	.004	.785

30-34	-3.057	.028	.047	.003	.722
35-39	-2.438	.085	.087	.005	1.395
40-44	-4.508	.004	.011	.001	.238
Regions					
Islamabad	Ref				
Punjab	-.532	.595	.587	.082	4.184
Sindh	-4.258	.001	.014	.001	.190
Kpk	-1.037	.254	.355	.060	2.102
Baluchistan	-3.502	.002	.030	.003	.284
AJK	-1.921	.092	.146	.016	1.366
FATA	-2.309	.079	.099	.008	1.306
place of residence					
Rural	Ref				
Urban	.438	.441	1.549	.509	4.713
The highest educational level of respondent					
No education	Ref				
Primary	-1.538	.016	.215	.061	.755
Secondary	-.724	.387	.485	.094	2.502
Higher	-.808	.321	.446	.091	2.196
Bank account					
No	Ref				
Yes	.078	.888	1.081	.365	3.199
Husband education					
No education	Ref				
Primary	.437	.501	1.548	.433	5.525
Secondary	.417	.530	1.518	.413	5.579
Higher	.474	.626	1.606	.239	10.771
BISP					
No	Ref				
Yes	1.396	.017	4.039	1.281	12.728
Print media					
No	Ref				
Yes	.556	.516	1.744	.325	9.346
No of sons					
No sons	Ref				
One sons	1.482	.056	4.403	.960	20.192
Two sons	.593	.443	1.810	.398	8.237
Three sons	-.413	.642	.661	.116	3.784
Four sons	1.732	.138	5.652	.572	55.840
Domestic violence					
No	Ref				
Yes	.207	.718	1.230	.400	3.787
Fertility preference					

Have another	Ref				
Undecided	-1.365	.122	.255	.045	1.441
No more	1.378	.032	3.968	1.128	13.960
Electronic media					
No	Ref				
Yes	-.557	.334	.573	.185	1.773
Wealth status					
Poor	Ref				
Rich	-1.383	.047	.251	.064	.984
Own a property					
Does not own	Ref				
Own	.545	.582	1.724	.248	11.969

In major household purchases, age is playing a significant impact in their decisions. Punjab women are more independent in their decision. In the case of fertility preference, no more; BISP and wealth status are significantly associated with decisions.

Women's Participation in Decision making regarding a visit to family or relatives in the service sector of Pakistan

Table:3

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	-.721	.499	.486	.060	3.935
25-29	.873	.416	2.393	.292	19.602
30-34	-.269	.805	.764	.091	6.424
35-39	-.801	.489	.449	.046	4.345
40-44	-.202	.873	.817	.068	9.748
Regions					
Islamabad	Ref				
Punjab	1.907	.031	6.734	1.185	38.267
Sindh	.207	.853	1.230	.136	11.094
Kpk	1.420	.150	4.137	.598	28.630
Baluchistan	1.432	.117	4.186	.698	25.094
AJK	-.407	.699	.666	.085	5.225
FATA	1.183	.315	3.265	.325	32.805
place of residence					
Rural	Ref				
Urban	.328	.606	1.388	.399	4.821
The highest educational level of respondent					
No education	Ref				

Primary	-1.928	.002	.145	.043	.491
Secondary	-1.582	.060	.206	.040	1.066
Higher	-2.031	.016	.131	.025	.681
Bank account					
No	Ref				
Yes	-.677	.172	.508	.192	1.342
Husband education					
No education	Ref				
Primary	-.798	.240	.450	.119	1.705
Secondary	-.452	.503	.636	.170	2.389
Higher	-.112	.899	.894	.159	5.033
BISP					
No	Ref				
Yes	1.154	.043	3.172	1.038	9.698
Print media					
No	Ref				
Yes	1.034	.188	2.812	.603	13.102
No of sons					
No sons	Ref				
One sons	.274	.720	1.315	.294	5.883
Two sons	.561	.470	1.753	.383	8.031
Three sons	.812	.379	2.252	.369	13.731
Four sons	1.725	.105	5.611	.697	45.173
Domestic violence					
No	Ref				
Yes	.455	.404	1.577	.541	4.597
Fertility preference					
Have another	Ref				
Undecided	2.269	.042	9.672	1.084	86.281
No more	1.044	.088	2.840	.856	9.416
Electronic media					
No	Ref				
Yes	.238	.660	1.268	.440	3.659
Wealth status					
Poor	Ref				
Rich	.856	.182	2.354	.669	8.279
Own a property					
Does not own	Ref				
Own	1.019	.315	2.769	.380	20.186

In case of a visit to family or relatives, Punjab women are more empowered. Educations, fertility preference, BISP, are significantly associated with their decisions.

Women's Participation in Decision making regarding spending on husband's earning in the service sector of Pakistan

Table:4

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	.163	.870	1.177	.167	8.280
25-29	1.184	.220	3.267	.493	21.630
30-34	1.301	.216	3.672	.467	28.854
35-39	1.672	.121	5.320	.641	44.129
40-44	2.471	.046	11.833	1.045	134.015
Regions					
Islamabad	Ref				
Punjab	-.486	.635	.615	.083	4.584
Sindh	-2.259	.049	.105	.011	.988
Kpk	-.965	.269	.381	.069	2.108
Baluchistan	-1.418	.148	.242	.035	1.657
AJK	-.969	.380	.379	.044	3.295
FATA	-1.763	.114	.171	.019	1.531
place of residence					
Rural	Ref				
Urban	.631	.259	1.879	.628	5.621
The highest educational level of respondent					
No education	Ref				
Primary	-.815	.206	.443	.125	1.565
Secondary	-.618	.435	.539	.114	2.542
Higher	-1.889	.031	.151	.027	.844
Bank account					
No	Ref				
Yes	-.600	.284	.549	.183	1.645
Husband education					
No education	Ref				
Primary	-.239	.702	.787	.231	2.684
Secondary	.562	.445	1.754	.415	7.410
Higher	-.250	.783	.779	.131	4.610
BISP					
No	Ref				
Yes	1.351	.015	3.861	1.300	11.472
Print media					
No	Ref				
Yes	-.766	.314	.465	.105	2.064
No of sons					

No sons	Ref				
One sons	1.464	.078	4.325	.850	22.007
Two sons	.774	.340	2.169	.441	10.658
Three sons	-.009	.993	.991	.153	6.426
Four sons	.640	.539	1.896	.246	14.605
Domestic violence					
No	Ref				
Yes	-1.040	.060	.353	.120	1.046
Fertility preference					
Have another	Ref				
Undecided	1.527	.078	4.602	.844	25.108
No more	.961	.113	2.615	.795	8.599
Electronic media					
No	Ref				
Yes	1.246	.030	3.477	1.129	10.708
Wealth status					
Poor	Ref				
Rich	-.608	.348	.544	.153	1.938
Own a property					
Does not own	Ref				
Own	-2.823	.003	.059	.009	.379

Age is more likely to play a role in their decisions when it comes to spending a husband's earnings. Punjabi women have greater decision-making power. Their judgments are more likely to be influenced by factors such as residence, husband's degree, and number of sons, fertility aspirations, and electronic media. But the possession of property has a big influence on their choices.

CONCLUSION

The study comes to the conclusion that female labor force involvement has a considerable negative influence on Pakistan's GDP. This is because of our religious respect for women as well as sociological and cultural traditions. As a result, when the country's GDP is high, a sign of prosperity, women's participation in the labor force has decreased. This is because in Islamic countries like Pakistan, women only leave the house to work when there is a pressing need in the family. The majority of Pakistani women, who labor outside the home, such as in farms, fields, cottage industries, etc., are uneducated. Most girls also choose not to pursue employment after completing their secondary education, which explains why the GDP of our nation's female secondary enrollment is negatively correlated with female secondary enrollment. However, female education helps the nation flourish by teaching the next generation, which cannot be disregarded given that female enrollment in primary and secondary schools has been shown to have a beneficial impact on GDP.

To formulate targeted policies and actions that respond to the special problems of working women in every region, recognizing these regional differences is essential. Achieving significant advances towards empowering women within a patriarchal society throughout Pakistan would demand an overall strategy that addresses the unique cultural context and local peculiarities. In order to build a more equal and just society for everyone, this

strategy entails engaging with local communities, promoting education, creating economic opportunity, and challenging traditional gender conventions.

POLICY IMPLICATIONS

To make serious progress on these critical issues, an integrated approach can be taken that engages policymakers, NGOs and community leaders to address regional inequities and customize empowerment initiatives to women's specific needs in different regions across the country. If Pakistan were to put in place policies based on the data becoming available and to promote an inclusive work culture, it would be able to generate favorable conditions for gender equality, economic development and social progress. It will be important to consider further research and data collection on regional specific issues in order to invigorate focused efforts for sustainable change for women engaged in the workforce. The Government should seek to improve women's literacy rates particularly in rural settings. The safe working conditions should provide women with better employment opportunities receiving equal pay with men. Governments and NGOs should conduct campaigns to raise awareness in women about their rights. The media, too, could seek to change society's outdated perspectives on women's education and social roles, as well as provide gender equity. Women's participation in the workforce should be respected; work is not merely a hobby or pastime for the vast majority of women.

REFERENCES

- Abbas, S., Hye, Q. M. A., Rehan, R., & Mubeen, S. (2022). Do Globalization, Technology Adoption and Economic Development Influence Income Inequality in Developing Asian Nations?. *Asian Journal of Economics and Empirical Research*, 9(2), 83-90.
- Al-Kassem, A. H., Mubeen, S., Shahid, M. H., Iqbal, M. S., Sahawneh, N., & Inairat, M. (2022, February). Is there any Impact of Money Supply and Exchange Rate on Agricultural Prices?. In *2022 International Conference on Business Analytics for Technology and Security (ICBATS)* (pp. 1-9). IEEE.
- Ashraf, M. A. (2018). Use of bounded rationality theory to understand participation of women in Islamic microfinance. *Enterprise Development & Microfinance*, (3), 186-208.
- Akhtar, R., Masud, M. M., Jafrin, N., & Shahabudin, S. M. (2023). Economic growth, gender inequality, openness of trade, and female labour force participation: a nonlinear ARDL approach. *Economic Change and Restructuring*, 56(3), 1725-1752.
- Amber, H., & Chichaibelu, B. B. (2023). Narrowing the gender digital divide in Pakistan: Mobile phone ownership and female labor force participation. *Review of Development Economics*.
- Ali, M. (2020). The Landscape of Gender in Pakistan University Libraries: An analysis of Sustainable Development Goal-5... *Pakistan Library & Information Science Journal*, 51(4).
- Boukhabza, S., & Ouhadi, S. (2023). Women in family business succession: a systematic literature review and future research agenda. *Management Review Quarterly*, 1-34.
- Couch, K. A., Fairlie, R. W., & Xu, H. (2022). The evolving impacts of the COVID-19 pandemic on gender inequality in the US labor market: The COVID motherhood penalty. *Economic Inquiry*, 60(2), 485-507.
- Elveren, A. Y., Moghadam, V. M., & Dudu, S. (2022, September). Militarization, women's labor force participation, and gender inequality: Evidence from global data. In *Women's Studies International Forum* (Vol. 94, p. 102621). Pergamon.

- Fapohunda, E. R. (2023). Female and male work profiles. In *Female and male in West Africa* (pp. 32-53). Routledge.
- Gupta, L., Singhanian, S., & Shrivastav, R. K. (2023). Status of Gender Equality in the Northeastern States: A Pathway Towards Achievement of Sustainable Development Goal. In *Sustainable Development Goals in Northeast India: Challenges and Achievements* (pp. 257-274). Singapore: Springer Nature Singapore.
- Hupkau, C., & Ruiz-Valenzuela, J. (2022). Work and children in Spain: challenges and opportunities for equality between men and women. *SERIEs*, 13(1-2), 243-268.
- Hasan, A. (2023). IMPACT OF FEMALE LABOR FORCE PARTICIPATION IN ECONOMIC DEVELOPMENT OF PAKISTAN. *Reviews of Management Sciences*, 5(1), 78-91.
- Halliday, C. S., Paustian-Underdahl, S. C., Stride, C., & Zhang, H. (2022). Retaining Women in Male-Dominated Occupations across Cultures: The Role of Supervisor Support and Psychological Safety. *Human Performance*, 35(3-4), 156-177.
- Ibourk, A., & Elouaourti, Z. (2023). Revitalizing Women's Labor Force Participation in North Africa: An Exploration of Novel Empowerment Pathways. *International Economic Journal*, 1-23.
- Jackman, M. (2022, January). The effect of tourism on gender equality in the labour market: Help or hindrance?. In *Women's Studies International Forum* (Vol. 90, p. 102554). Pergamon.
- Jones, M. W., Abatzoglou, J. T., Veraverbeke, S., Andela, N., Lasslop, G., Forkel, M., ... & Le Quéré, C. (2022). Global and regional trends and drivers of fire under climate change. *Reviews of Geophysics*, 60(3), e2020RG000726.
- Khan, S. A. R., Ponce, P., Yu, Z., & Ponce, K. (2022). Investigating economic growth and natural resource dependence: An asymmetric approach in developed and developing economies. *Resources Policy*, 77, 102672.
- KHAN, R. E. A., KHAN, T., & BIBI, S. (2018). WOMEN EMPOWERMENT AND HOUSEHOLD WEALTH: Implication for Child Health-Care. *Pakistan Journal of Applied Economics*.
- Kooli, C. (2023). Challenges of working from home during the COVID-19 pandemic for women in the UAE. *Journal of public affairs*, 23(1), e2829.
- Mubeen, S., Shahid, M. H., Sahawneh, N., Al-Kassem, A. H., Ahmad, A., & Naseer, I. (2022, February). Education, Employment and Women Empowerment in an Agrarian Economy: A Case Study. In *2022 International Conference on Business Analytics for Technology and Security (ICBATS)* (pp. 1-9). IEEE.
- Mubeen, S., Hye, Q. M. A., Shahid, M. H., & Rehan, R. (2022). The nexus among family business, household finances and women empowerment: Evidence from PDHS 2017-18. *Nurture*, 16(2), 90-102.
- Mubeen, S., Shahid, M. H., & Hye, Q. M. A. (2022). The relationship between the empowerment of women and preferences related to fertility in Pakistan. *Journal of Social Economics Research*, 9(2), 121-136.
- Mubeen, S., & Quddus, M. A. (2021). Gender Equality but Never-Ending Inequity in FATA, Pakistan. *Journal of Business and Social Review in Emerging Economies*, 7(2), 375-388.
- Mubeen, S., Shahid, M. H., & ur Rashid, H. H. (2021). Association of Temperature and Humidity with COVID-19 Transmission in Punjab, Pakistan. *Audit and Accounting Review*, 1(2), 52-70.

- Mubeen, S., Shahid, M. H., & Khan, M. K. (2022). Role of Islamic Credit Availability for Women Entrepreneurship Rural Areas of Punjab, Pakistan. *PAKISTAN ISLAMICUS (An International Journal of Islamic & Social Sciences)*, 2(01), 01-14.
- Mubeen, S., Quddus, M. A., & Shahid, M. H. (2021). Women entrepreneurship and problems of rural women entrepreneurs in Punjab Province of Pakistan. *GCU Economic Journal*, 1(2), 105-120.
- Mubeen, S., Shahid, M. H., & Saeed, A. (2022). WOMEN AT WORK: LABOR FORCE PARTICIPATION AND EMPOWERMENT IN KPK, PAKISTAN. *Women (1997-2032)*, 14.
- Macias-Alonso, I., Kim, H., & González, A. L. (2023). Self-driven Women: Gendered mobility, employment, and the lift of the driving ban in Saudi Arabia. *Gender, Place & Culture*, 1-20.
- Ojo, T. A. (2023). Gendered Narratives on Financial Inclusion: Global and Continental Context. In *The Politics of Financial Inclusion of Women in South Africa: Evolution and Lessons* (pp. 95-127). Singapore: Springer Nature Singapore.
- Salahuddin, A., Mahmood, Q. K., & Ahmad, A. (2021). Breaking second glass ceiling: lived experiences of women entrepreneurs in Pakistan. *Quality & Quantity*, 1-12.
- Singh, P., Tabe, T., & Martin, T. (2022, January). The role of women in community resilience to climate change: A case study of an Indigenous Fijian community. In *Women's Studies International Forum* (Vol. 90, p. 102550). Pergamon.
- Sachdeva, G. (2023). Indian Women's Entrepreneurship: A Study of Issues, Opportunities, and Development. In *Female Entrepreneurship as a Driving Force of Economic Growth and Social Change* (pp. 184-200).
- Saud, M., & Ashfaq, A. (2022). NGOs schools are promoting education for sustainable development in rural areas. *Globalisation, Societies and Education*, 20(5), 682-694.
- Xie, X., Ren, K., Zhou, Z., Dang, C., & Zhang, H. (2022). The global, regional and national burden of peptic ulcer disease from 1990 to 2019: a population-based study. *BMC gastroenterology*, 22(1), 58.
- Zandi, G., Rehan, R., Hye, Q. M. A., Mubeen, S., & Abbas, S. (2022). Do corruption inflation and unemployment influence the income inequality of developing Asian countries. *International Journal of Applied Economics, Finance and Accounting*, 14(2), 118-128.