
ANALYSIS OF WOMEN DISCRIMINATION: EVIDENCE FROM PAKISTAN'S INFORMAL SECTOR

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ABSTRACT

Gender discrimination is a sensitive problem, especially in the developing countries. The women population in Pakistan is more than 50 percent and the ratio of women's participation in labor force is increasing rapidly due to increasing female literacy rate. Labor policy in Pakistan clearly illustrates equal treatment for men and women in wage and working environment. The purpose of this study is to analyze gender inequality and discrimination in the workplace in informal sector of Pakistan. This study focus on the factors such as equal wage, equal value, and equal facilities sexual harassment of women at workplaces. We analyze the condition of women in Pakistan in the light of the Articles of CEDAW (Committee on the Elimination of Discrimination Against Women est.1982). The evidence shows that despite advancement in fields of technology, knowledge, legislation and media, gender discrimination and harassment are still existing and the law enforcing agencies and regulatory bodies in Pakistan pay less attention to prevent the incidences of gender discrimination.

Key words: sexual harassment, gender discrimination, domestic violence, gender inequality.

Type of Paper: Original research paper

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1.INTRODUCTION

1.1. What is gender discrimination?

Discrimination is defined as “the practice of unfairly treating a person or group of people differently from other people or groups. of people”. In simpler terms, the Gender discrimination is defined as “the biased and prejudiced practice of a group of people based upon their traditional

serotypes of gender roles”. For example: when one employer is treated differently to the other employer. That promotes a position of legal and social equity. Discrimination means that unfair treatment of any person or group of one gender towards other gender. In gender discrimination, women rights are the main concerns of issue of these days as human history clearly indicates women societies through ages feel wretched from Dominance hierarchy. Women rights are actually related to the freedom of women. CEDAW (Committee on the elimination of discrimination against women, 1982) is the special term that explains the women rights. It explains discrimination against women on the basis of sex difference. However, women face significant challenges in Society, economy and justice.

1.2 Types of Discrimination

There are different types of gender discrimination, which are stated briefly in the followings: -

1.2.1 Educational Discrimination

Education is a backbone in a country`s progress to prosperity but specifically education is a handy tool to provide community with new ideas, develop, learn, intervene and adjust to the ever evolving social, economic and cultural environment within living habitat.

1.2.2. Marriage Rights Discrimination:

women have equal rights of Marriage, Divorce and Inheritance.

1.2.3. Work Force Discrimination

In 2010 24.4% females as compared to 82.9% male are participating in labour force in Pakistan. It was less than Indonesia where 52 out of 100 women were in labour force. Annual increase rate in work force of female in Pakistan is 6.5%.

1.2.4. Health Care Discrimination

The gender discrimination against women in health care can be seen in two ways: Active elimination and Passive elimination. Active elimination can be seen in terms of female infanticide and sex-selective abortions while in later, the female is neglected in preventive and curative health care treatment. In Pakistan, we are losing three women per hour because of pregnancy associated complications. More than 30,000 young women die every year in Pakistan which gives maternal mortality rate of 340/100,000 pregnancies.

1.2.5. Direct discrimination

Direct discrimination occurs when an employee gets less favorable treatment from other employers mainly because of their race, sexuality, marital status, religion, disability, pregnancy, maternity and age.

1.2.6 Indirect discrimination

Indirect discrimination is that which cannot directly affected to that person but it gives some disadvantages indirectly, it includes some type of working condition or rule that affected one group of people more than others.

1.2.7 Sexual harassment

Any form of unwanted verbal, non-verbal or physical conduct of sexual nature occurs with the purpose or effect of violating the dignity of a person, in particular when creating an intimidating, hostile, degrading, humiliating or offensive environment. Sexual attendance sometimes becomes the Sexual harassment. Sexual harassment explains as unwanted actions or behavior that causes many problems in the society.

2.LITERATURE REVIEW

Parashar (2005) has explored that women reproductive health/ seeking behavior. It is motivated because health seeking behavior is not only the single problem, but connected with the large no of issues. The behavior of traditional women is response to the violence is due to the fact that their culture taught them to accept the violence with silence.

Hamid (1991) has explained that education is the basic right for both men and women. And education is the first element to entering in the labor market. Higher the women education, higher the women entering the labor market. Household is the actual element that forced the women to enter the labor market.

Sheikh and Hatcher (2004) have explored that health seeking in women becoming the serious problem in Pakistan. These health problems are present in the different circumstances physiological, cultural, and religious and differ in the family sizes are factors that affect the health seeking behavior.

Naqvi and Shahnaz (2002) gives the information that women labor rate is very low in the economy of Pakistan. Even the average labor rate increases day by day due to the increase in education. Education improves the value of women in the economy.

Chhibber (1994) has explored that while many changes take place in the women position in the political participation, but still a large number of women spend their more time at homes. A small number of women participated in the social sector. Males are dominated in every part of world.

Makinnon (2000) has explored that in twenty first century international human rights have combined to change the sexual violence are present in the society and also in law. Sex equity rights are the major one in human rights. CEDAW committee is conduct to explain that men dominance is the real problem for women rights and explored that they do not take their all rights in the past.

Alicia cook (2007) as a student has describes that discrimination is become common on the basis of gender. She focused that from the birth, childhood and adult age women always face discrimination even in their families also. And the main issue is that she tried to decrease that violence against women.

Malik,et al. (1994) found that women's age, education and the number of dependents do not determine the market time. Women and men wages rate same that become the positive impact on the both workers.

Shah (1986) gives the idea to change the women rights in the Pakistani. It includes the Socio-economic status of the family that gives negative response for the women work. Lila Abu Lunhod has explores the need of saving of women. To understand that he compares the American or Islamic culture. Women are in Islam are more unsafe than any other religion. Because they follow some religious limits. And they explain the freedom of women in every sector like political, cultural, ethical issues.

Awan and Zartashia (2015) said that women empowerment is necessary for economic development. Awan and Dharmina (2015) stated that educated mother plays significant role in the academic achievement of her children.

3. RESEARCH METHODOLOGY

We are going to explain the methodology of our non-economic model for women discrimination. A study deigns is the process that guides researchers, how to collect data and where to collect data. This research is qualitative in nature. Main purpose of this study is to explain the women discrimination in Pakistan to solve this issue. Because it directly affected our economy. Mostly people who are related to the informal sector have no education or a little education, their household income is very low and their family size is large, sometimes there's only one

independent, but they don't give the permission to their women to work anywhere, just because of their family setup. Sometime women are remaining illiterate just because that their family male believes that women should live within four walls of home. There is also health discrimination because they don't regard female as important as man and neglect them when they are sick. Living standard of this community is very low. In this study we have used primary data. We have taken our sample randomly and sample size is 130 and collected from rural areas of Bahawalnagar. We use non econometrics analysis in this section we take average values of the variables and percentage of some variables.

4. DATA ANALYSIS

We take average values and percentage of selected variables. We use tables for this purpose. Discrimination against women is actually to violate the human rights. Different articles of CEDAW explains different women rights and nature of discriminations in various fields. We have examined women discriminations in the light of different Articles of CEDAW. We collected data through a questionnaire by using field survey technique. We will first illustrate Article and then develop a question to record the answers of respondents. The detail of Articles, questions and response are given below: -

Part-I

Article 1:-

1st article promotes the freedom of women in every field like social, cultural, economic and political. It means that women have the same rights in the marriage decision. That she enjoys their maternal life freely.

Q. 1 Do you think women have same rights and responsibilities during marriage and dissolution?

Table 1 Women rights

Yes	No
5.4%	94.6%
(N=7)	(N=123)

Data in Table 1 shows that 94% women are disagreed, and only 5.4% are agreeing to the same rights and responsibilities during marriage. Mostly women are disagreed. Women have no rights to take any decision related to their maternal life means that rule is not applied in our study area.

Article 2:-

State parties condemn the discrimination against the women. To control that problem, they agree to decide to save the women rights and have established some policies. To make the equality rights for both male and female in their nation according their law, that means it actually applied in the practical life. To made the legal protection for the women on equal basis. It means that public or private institution where women work is responsible for their protection against any type of discrimination. To made some perfect rules to eliminate discrimination against women by any person or institute. To modify new laws, rights, power for women specially, or modify those old rules.

Q. 2 Are you enjoying legal protection as well as men?

Table 2 Legal protection to women

Yes	No
0% (N=0)	100% (N=130)

100% women are disagreed to the legal protection, 0% agreed.

Article 3

State parties developed and modified economic, cultural, social and political field for the enjoyment of women rights as the human rights. That promotes the freedom of women on the basis of equal rights as men.

Q 3 Are you feeling that our society and cultural should be modified for women?

Table 3 Possibility of modification of culture and social norms

Yes	No
14.6% (N=18)	85.4% (N=112)

85.4% women are disagreed there is no change in our culture for women only 14.6% are agreed.

Article:-4

State parties promote the special equality between women and men. But it does not mean to make such equality for the temporary purpose. These measures should be continued at least achieving the women rights in practical life. The main purpose is to control the maternity issues.

Q. 4 Are you enjoying the rights to bank loan, mortgages and other form of financial services for women as men?

Table 4 Availability of Financial services

Yes	No
20% (N=26)	80% (N=104)

80% of women cannot get the facilities of loan. Only 20% are agreed that financial services are available for women.

Article 5:-

State parties shall take all the appropriate measure to promote the social and cultural pattern for male and female on the basis of inferiority or superiority. To ensure that family education are directly affected on the marriage life. It promotes the proper understanding in the maternity life as a social person. And make easy to understand the responsibilities of men and women in the maternal life.

Q. 5 Is it right that consent before marriage is taken only from boys not from girls?

Table 5 Consent before marriage is taken

Yes	No
32.1% (N=41)	66.9% (N=89)

32.1% women are agreed to consent before marriage to boy, because still they think backward and 66.9% women are disagreed because both male and female have equal rights to take marriage decision.

PART-II

Article 6:-

State parties take all the proper measure to control the discrimination in the politics on the basis of sex. It means that both female and male have equal rights to participate in the election process. It ensures the same rights of voting in the election, participating in the election, make government policies and hold the public sector.

Q. 6 Are you freely participate in election process and cast vote according your own will?

Table 6 Participation on election process

Yes	No
29.2% (N=37)	70.8% (N=93)

70% women are disagreed, they think they have no permission to participate in election voting, 29.2% are freely participated in election voting.

Q.8 Do you think there is gender gap in national election in Pakistan?

Table 7 Gender Gap in election process

Yes	No
50% (N=65)	50% (N=65)

50% women are agreed that there is gender gap in election voting and 50% are disagreed.

Article 7:-

State parties shall take appropriate measure to ensure the participation of women in international government policies on the equal basis of sex without any discrimination.

Q. 8 Do you think women should participate in formulation of public policies?

Table 8 Women participation in election process

Yes	No
81.7% (N=106)	28.3% (N=24)

81.7% women are agreed to participate in international organization and 28.3% women think international organizations are responsibility and women cannot hold it.

Article 8:-

State parties shall take proper measure for women in the equal basis for the change of nationality. According to it marriage women have full rights to change their nationality. Women have same rights with the men for their children nationality.

Q 9. Do you think that laws in Pakistan protecting women properly?

Table 9 Women protection under law

Yes	No
0% (N=0)	100% (N=130)

It simply shows that women law in Pakistan is not protection women as they should.

PART-III

Article 9

State parties shall take proper measure for the education of women without any type of discrimination. They have same rights to take decision for their career. Provide same teaching staff, same education or same schooling facilities. To take some proper setups to promote the study of women and encouraging the Co-education. Same opportunities for scholarships or funds to performing well in studies. Take some proper acting to control increasing ratio of women who left the school prematurely. Facilities of sports are also same for the women because it plays important role in their health.

Q 10. Are you enjoying same facilities of education like teaching staff, examination equipment ,etc as men?

Table 10 Educational facilities for women

Yes	No
0% (N=0)	100% (N=130)

Education facilities are same for male and female but in Pakistan there is discrimination in them. That is clearly shows in our data collection that all 100% are disagreed.

Q.11. Are agreeing to organize the program for girls who left the school without completing education?

Table 11 Organization of programs for left over female students

Yes	No
97.3% (N=126)	2.7% (N=4)

97.3% women are agreed to conduct such type of program that promote girls study or left the school prematurely 2.7% are disagreed.

Article 10

State parties shall take proper measure to eliminate the differences that created in the employment just because of gender. They are totally free to choose any occupation, any carrier and any type of education. Security should be provided them properly to save their lives and to feel them that they have same rights. Take some steps to control the discrimination on the basis of maternity and provide safety during the pregnancy from any type of harm.

Q. 13 Have you enjoying equal rights in your family as your brother or any other male?

Table 12 Equal rights in the family

Yes	No
39.4% (N=51)	60.6% (N=79)

39.4% women are agreed that they have same faculties and rights as their brother enjoys but still 60.0% are disagreed even they bear discrimination in their families.

Q.14 Are you interested in serving in any career field?

Table 13 Career ambitions

Yes	No
40%	60%
(N=52)	(N=78)

40% women agreed to interest in future serving, and 60% are disagreed because they think the environment institution is not suitable for girls.

Article 11:-

State parties shall take all appropriate measures to control the differences that created during the health decision to prefer male to the female. They ensure the safety of women during pregnancy and provide them better facilities.

Q 15 Are feeling domestic violence is common in our society?

Table 14 Domestic violence incidence

Yes	No
100%	0%
(N=130)	(N=0)

Domestic violence is very common in our society our data perfectly agreed it that 100% are agreed with this situation.

Q.16 Do you think people who grow up with domestic violence are more violent citizens?

Table 15 Negative effects of domestic violence on behavior

Yes	No
100%	0%
(N=130)	(N=0)

Family environment are totally effected the person's life as we see 100% women are agreed that domestic life affect the behavior of human being.

Article 12

State parties are tried to change the current situation of economic or social life for the women. And also provided them same rights of education, loans, mortgages, family benefits and sports.

Q. 17 Is the education of boys are more necessary than girls?

Table 16 Is education necessary for Girls

Yes	No
19.5%	80.5%
(N=25)	(N=105)

Getting education is equal right for male and female, 19.5% are disagreed and 10% are agreed.

Article 13

State parties also focused on the needs and rights of the women who are living in the rural areas and also take some proper steps to control the problems that they faced. They ensure them to take same rights of development as the men. And provide the same facilities of schooling, health and family future planning. And provide them social and cultural securities. To develop some programs that supply all the living necessities like electricity, water, machinery, housing schemes and transport.

Q. 18 Have you ever been sexually harassed in your entire life? (by sexual harassment we mean unwanted sexually-oriented comments, advances, or touching).

Table 17 sexual harassment experience

Yes	No
19.3%	80.7%
(N=25)	(N=105)

19.3% women are agreed that they ever sexually harassed in their life, and 80.7% women are disagreed. If so, did you do report the harassment?

Table 18 Reporting of sexual harassment cases

Yes	No
0%	100%
(N=0)	(N=130)

Women who even are harassed but still they do not report it. It seems from our collective data 0% is agreed and 100% are disagreed. The data shows that those who were harassed sexually, did not report the incidence to relevant authorities due to indignity and social insult.

Article 14:-

State parties ensure women rights, before any law for their freedom. It provides equal rights of women in the property. And have full rights of freedom.

Q. 19 Did you get proper share in your forefather's property?

Table 19 Obtaining property from inheritance

Yes	No
32% (N=41)	68% (N=89)

Only 32% of women are getting their rights in their father property and 68% are disagreed that they so far not get any share in the property just because of female.

Article 15:-

Against women that related to all relations like marriage, family relations and coworkers. They have rights to choose, or enter in any family for marriage. They have full rights to select the family name or not. Personal rights are same, it means a wife have same rights and responsibilities as their husband.

Question 20 Have your husband ever pushed you or make fun of you during arguments?

Table 20 Cross-questioning with husband

Yes	No
98.12% (N=127)	1.88% (N=3)

98.12% of women are facing such type of situation, that their husbands make fun of them, only 1.88% are those who have respect in their home.

PART-V

Article 16

State parties shall take all the appropriate measure about the personal life discrimination, that means that women have full rights and freedom in their life either she married or not.

Q. 21. Have you ever seen that is there any kind of person who beats his wife, sister or mother?

Table 21 Observing incidence of beating wife by husband.

Yes	No
78.92%	29.18%
(N=24)	(N=106)

78.92 percent respondents seen beating of women by male members., while 29.18 percent have not such experience.

Q.22 Have you ever been face this kind of situation with you in your family?

Table 22 Facing abnormal situation of domestic violence

Yes	No
80%	20%
(N=104)	(N=20)

As many as 80 percent respondents face domestic violence, which indicates that there are a large number of domestic violence against women in rural areas of Pakistan.

5. FINDINGS AND CONCLUSIONS

In this paper, we have examined the determinants of women discrimination in Bahawalnagar to compare either the rule of CEDAW for woman. Hence, the study concludes that these rules are not applicable in the study area. The main reasons behind all this lack of adaptability to rules of CEDAW is lack of education and health issues that need to be entertained and corrected before our next generations start getting affected. As mentioned, the general literacy gap between male and female students below primary levels are 24 % that is; in the first step of identification, knowledge and character building for a better tomorrow. Twenty-four females are lag behind than their counterpart males in 21st century. Similarly, discrimination between health care availability and facilities are also shocking. We found that 90% of women in Pakistan agreed that they have no proper rights in the society. The main reason of discrimination is the stress that present in our society, and the stress of culture is the main issue. The reason of this phenomenon is lack of confidence among women due to lack of education and awareness about their rights

It is clear from above discussion that women discrimination increasing day by day that is directly affecting our economy. Although Government is taking policy initiatives such as Behavioral Change Communication, Education and research on gender studies, Gender Impact Assessment, Skill development and Day care centers, removal of discriminatory laws and parallel separate courts of women, yet the situation is not improving and women are feeling insecure. Women discrimination is not good for economic growth of the country. The main reasons of women discrimination are lack of proper education, ethical issues and male`s dominance problem in the both urban and rural areas of Bahawalnagar. These differences in priorities and biasness are even present at the time of conception that is even before the birth of a child, and of course the child marriages and inter relative marriage that are very common in our study area as males are considered righteous and head of the family even if they are a burden to a lower or middle class family. In short these discriminative attitudes are more common in poor or middle class group of people as elite families don`t bother much about these inequities. The only inequity visible in the landlord elite families are having no interests in education, heritage or marriage rights for females but these examples are way less to ponder and this simply refers to greediness of human nature.

6.RECOMMENDATIONS

We recommend the following suggestions: -

- It is suggested that educational institutions should be established in rural and urban areas for women.
- The Government. should arrange equal level of health system for women as well as for the men.
- The working women should be provided protection and safe environment in public and private sector so that they may be able to play their due role in economic development.
- There should be awareness and check and balance in society about women rights and integrity.
- The government should create awareness about women rights through social media.

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Contribution of Authors

This research paper is a part of the dissertation written by Qurrat-ul Aan under the supervision of Prof. Dr. Abdul Ghafoor Awan. In this way, it is an original research paper. She chose the title of her paper, collected relevant material and finalized the paper. Prof. Dr. Abdul Ghafoor Awan provided necessary guide in selection of title, relevant material, research methodology and analytical techniques. He also edited the paper, corrected its language, punctuations and made its formatting as per research standards. He has given final shape to this paper as well. Thus, this paper is the joint efforts of both authors.