

ROLE OF WORKING WOMEN IN ECONOMIC DEVELOPMENT OF PAKISTAN

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ABSTRACT- Education plays a key role in human capital formation. The targets of growth and development are attained through educated labor force. The main purpose of this study is to explore the role of working women in economic development of Pakistan. Data is collected from economic survey of Pakistan, Ministry of Finance, SBP and World Bank for the period from 1997 to 2016. Three variables such as female literacy rate, female labour force participation as independent and economic development of Pakistan as dependent variable are included in the study. To analyze the data Multiple regression method was used. The results show that null hypothesis is rejected and alternate hypothesis is accepted, showing that working women does not have significant effect on the economic development of Pakistan. The reason of insignificant result is that the ratio of women participation in labour force is very low.

Keywords: Female labor force participation; Female Literacy rate, OLS technique, Multiple regression model; economic survey of Pakistan

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1.INTRODUCTION

Gender equality and women empowerment are the achievements for women to get access to local and financial economic resources. Economic resources pass on to the direct factors of manufacture such as “immoveable” assets, including housing, land, infrastructure and common pool resources in addition to “moveable” assets, such as technology, productive equipment and livestock. Financial resources mean money-based resources, including private financial flows, government expenditures and official development supporter, as well as income, savings, credit and remittances. Both economic and monetary resources have vital implications for economic roles of women in supporting household livelihoods, in the wider economy and in labour markets.

Labour is the key resource accessible to the huge bulk of people, mainly those from low-income families, and labour markets are the way through which many men and women get their own needs and those of their dependants and invest in the future. Men and women within these families engage in a variety of activities. While these activities are usually labor-intensive, they don't fit efficiently into conformist economic models focused on waged labour. Venerable inequalities in the gender division of resources have positioned women at a drawback than men in their capability to contribute and take advantage from broader processes of development. This has often made them dependent on male to meet the needs of their families.

Policies which get better women's access to economic and financial assets have direct influence on economic empowerment of women and process of development. Placing these policies in a right direction make sure that women's access to resources is component of their entitlements as a member of society and they do not have to be dependent upon male, or state financial assistance.

Despite significant progress on many features of economic empowerment of women through, e.g. increases in educational achievement and share of salaried work deeply ingrained discrimination and inequality endure. The rate of change has been slow and bumpy. Increased contribution in salaried work has not decoded into reduced troubles of unpaid work in the home. Constant violence against female also restricts the potential of many females in all regions to admittance and effectively uses economic and financial assets. Lack of way in to and control over economic assets such as personal property, land, credits and wages, can put female at a greater danger of aggression. There are growing examples of States, corporations, international organizations, labour movements, women's organizations and other parts of civil society taking action to confront inequalities. The world survey on the women's role in development reveals the development made, as well as the barriers that continue to wedge or slow the speed of progress.

There is powerful evidence that recommend that gender equality in the sharing of economic and financial assets not only enhance women's comfort and empowerment, but also have positive effects for a variety of key development aims, including poverty alleviation and economic development. Evidence has also collected on the critical significance of paid and unpaid labour of women, and access to resources, enabling households to improve from the economic disaster.

In the 1970s, research on African farmers shows that development was gender visionless and could damage women. Out of this awareness appeared the Women in Development (WID) process, which built the problem of development as being women's prohibiting from a kind process. Women's subordination was seen as having its origins in their prohibiting from the market domain and their limited admission to, and control, over incomes. The key was then to place women 'in' development by legislatively trying to limit judgment and by stimulating their

participation in education and employment. The economic empowerment of women is a prerequisite for sustainable development.

1.2 Main Research Problem

The main research of problem of our study is “*The role of working women in economic development of Pakistan*”.

We bifurcate our main research problem into following questions.

1. Is female contribution necessary for economic development of Pakistan?
2. Can female play a fundamental role to increase the size of Pakistan's GDP?
3. How can we give significant and diligent position to women in the society?
4. What are the measures necessary to empower women to do jobs?

2. RESEARCH METHODOLOGY

This research analyzed the important structure of working women in Pakistan. The research shows that how a working women can affect the economy of Pakistan? The data was collected from economic survey of Pakistan, World Bank, State Bank of Pakistan, IMF from 1997 to 2016 covering the factors i.e female literacy rate and female labour force participation.

2.2. Data and Type

The data from 1997–2016 is used for analyzing the role of working women in economic development. We used time series secondary data extracted from different authentic sources.

2.3 Sample of Study

In the present study, the secondary data is taken from economic survey of Pakistan. Here the sample consists of 20 years period. This data shows the continuity of last twenty years policies, how they affect the development level of Pakistan.

2.4 Selected variables

There are two types of variables used in this study.

2.4.1 Independent variables

Independent variables are given below

- Female literacy rate
- Female labor force participation

2.4.2 Dependent variables

Dependent variable is economic development of Pakistan.

2.5 Female literacy rate

Pakistan is amongst those countries where literacy rate is very low. Specially, female literacy rate is 45% as compared to male literacy rate that is 69%.The data shows the a depressed literacy rate in Baluchistan where female education is very difficult due to poor law and order situation and anti-female education culture.

2.6 Female labor force participation

The labour force participation rate is planned by way of the labour power separated by the total working-age inhabitants. The working age population is ranged from 15 to 64.

2.7. Hypothesis of study

H_0 =working women has effect on economic development

H_1 = working women has no effect on economic development

2.8 Econometric model

We develop an econometric model with our dependent variable (Economic development of Pakistan) and independent variables (education of women, age of women and marital status). This model is developed to analyze the relationship between dependent and independent variables. After using this model, we will analyze, how much the role of working women affect the economic development of Pakistan. The model is engraved as under: -

$$\text{Eco dev.} = b_0 + b_1\text{FLR} + b_2\text{FLFP} + e$$

Eco dev. = economic development in Pakistan

FLR= female literacy rate

FLFP= Female labor force participation

b_0 = intercept of slope

b_1, b_2 = coefficient of economic development of Pakistan

e = error term

3.EMPIRICAL ANALYSIS

3.1 Regression Analysis

We use Multiple Regression analysis to find OUT relationship between economic development and literacy rate and female labor force participation. Multiple regression is defined as the study of the dependence variable of one variable on two or more than two independent variables with the view of estimating and or predicting the mean or average value of the former in terms of the know or fixed values of the latter. As we have three variables so it is useful to use Multiple Regression method to draw the result. In regression analysis we draw null and alternative hypothesis and use t-statistics to accept or reject null hypothesis.

Table 1 Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients		Sig.	95.0% Confidence Interval for B	
	B	Standard Error				Lower Bound	Upper Bound
(Constant)	.019	.224	.4	.005	.996		
Female Literacy	-.126	.107	-.1129	-1.181	.254	-.360	1.6806
LFP	-.508	.446	-.1088	-1.138	.271	-.60	1.6806

a. Dependent Variable: Eco dev

In the table 1, β is -.019 of constant term, which is negative T statistics is -.005 at .996 significant level. β statistics of female literacy rate is -.1129 and t statistics is -1.181 and its significant level is .254. β of female labor force participation is -.1088 and t statistics is 1.138 at .271 significant level.

3.2 ANOVA

By using Ordinary least square (OLS) technique we will estimate the value of F-statistics. If the value of F-statistics increases, we accept our null hypotheses and our results will be insignificant and we will conclude that role of working women has positive impact on the economic development. But if F-statistics value is less we will reject our null hypotheses and accept alternative hypotheses (H_1) and our results will be significant. We will conclude that working women has not positive impact on economic development. Applig F statistics, we find the following results.

Table 2 ANOVA Results

Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	4.860	2	2.430	.698	.511
Residual	59.16	7	3.480		
Total	64.02	9			

a. Dependent Variable: E.growth

b. Predictors: (Constant), FLFP, F.Litrcy

In above ANOVA table F is .698 at .511 significant level. According to F statistics null hypothesis (H_0) is rejected and accept alternate hypothesis (H_1) that regression is significant. Coefficients are not zero. Alternate hypothesis that female participation has no impact on economic development of Pakistan. Our results are significant.

3.3. R² and Adj R²

R-squared is a statistical quantity of how near the data are to be fitted regression line. It is also known as the coefficient of determination, or the coefficient of multiple determination for multiple regression.

The description of R-squared is properly straight-forward; it is the percentage of the reaction variable difference that is clarified by a linear model. R-squared is every time between 0 and 100%:

- 0% shows that there is variation in dependent variable due to change in independent variables
- 100% shows that there is significant change in dependent variable due to variations in independent variables.

Table 3 Model Summary

odel	R	R Square	Adjust ed R Square	Std. Error of the Estimate	Durbin-Watson
	.276	.076	.068	1.8655	.858

a. Predictors: (Constant), FLFP, F.Litrcy

b. Dependent Variable: E.growth

Table 3 shows that R is .276 and R² is .076, adj R² is -.033. while std error is 1.86551 and Durbin Watson test is .858. The R² value of .076 means that explanatory variables cause 76% the variation in employment generation. It shows the model is goodness of fit.

5. CONCLUSION

We can conclude that working women is the most critical issue at both experimental and theoretical levels. Working women shows significant impact on empirical development. We used time series data for the period of 1997-2016 and assessed the model by using ordinary least square (OLS) method, Multiple Regression and ANOVA method. The results show that role of working women shows no significant effect on economic development in Pakistan. Female literacy rate and female labor force participation shows negative relation with economic development. As we know that the education which is provided to female is not so much productive and ratio of female participation in higher education is very low. This is the reason that women role in economic development is nominal Therefore we can suggest that Pakistan should work to increase productive and market-oriented learning an encourage the participation of women in higher education. Presently, women are working at low paid positions in formal and informal sector.

6. Policy Recommendation

1. Government should frame policies to increase the role of working women in economic development through their maximum participation in labour force.
2. Government should fix quota for women in jobs and also enhance job opportunities for women.
3. Government should create safe working environment for women.
4. Government should take legislative measures to stop violence and discrimination against women.
5. Government should expand financial services and provide loans on concessional rate to promote female entrepreneurship.
6. The legal mechanism should be developed to provide speedy justice to women in case of any grievance or violence.

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CONTRIBUTION OF AHTORS AND CONFLICT OF INTEREST

This research work was carried out in collaboration between two authors.

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