

BARGAD



Repressed Resources

A Research Study on Gender Gap in Labour Market
Issues and Challenges in the Formal Sector

By Nasira Habib



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BARGAD



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Sabika Shaheen
Executive Director

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Introduction

Employment generation has attracted a significant focus within development discourse. The employment debate has largely focused on the needs of potential employees and has assumed employment as a right. Little attention is paid to the employers' perspective in this context who generally complain lack of qualified and willing workers and not lack of work opportunities. Educational and vocational institutions also have very limited interaction with the industry and they do not impart needed skills to their students. As a result, a gap emerges between the demand and supply of job related skills.

While the gap in responding to the knowledge and training needs of the industry exists in the professional education of both men and women it impacts women differently. There is a great number of qualified women professionals who face barriers to enter job market because of negative perceptions about working women in the formal sector. According to Labour Force Survey of Pakistan 2005-06 the ratio of female participation in urban professional force consisting of legislators, civil servants and managers is as low as 2.11%.

The present study undertakes to identify the gaps in demand and supply in terms of educational and management skills and analyze the perceptions of the employers, educational institutions, students and the community about the capabilities of women as managers and also why there is a huge gender gap at those positions.

The district of Gujranwala was selected for the study. It includes a booming industrial city with thousands of industries offering numerous job opportunities to the people of the district.

Methodology

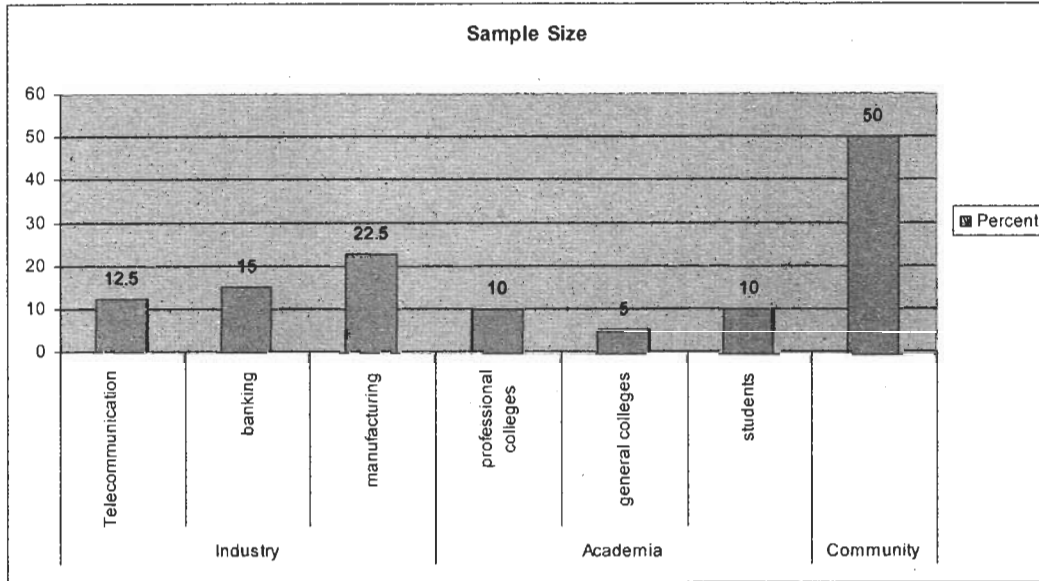
As the interaction of the three stakeholders shape up the policy decisions in the employment market, a selection of industries, educational institutions and community were included in the study.

A sample of 200 respondents of ranging between 20 to 60 years of age was taken.

Manufacturing of various goods is a traditional occupation in the area while presence of banks especially international banks is a relatively recent phenomenon. Telecommunication industry is very new but booming employment market. The assumption behind selecting these sub sectors has been that manufacturing industry is more representative of traditional mindset regarding the employment of women while banking and telecommunication industries have a more progressive view on the subject.

Professional colleges and their students formed the sample from the educational institutions.

The families of the senior students of the professional and general education colleges and woman employees of the industrial sector were interviewed to assess the perceptions of the community.



Given the overall climate of the employment market in the district of Gujranwala it was not possible to have equal gender representation of the respondents. Principals of women colleges imparting general education were included in the sample to bridge the gender gap and to document their experience as managers. For the rest of the sample groups, that is community and students, gender gap was kept at zero. The number of woman and man respondents was 65 and 135 respectively.

A structured interview based survey was conducted; four questionnaires were developed to conduct the survey. In addition, semi structured free flowing interviews were tape recorded in order to have insights into the qualitative issues of perceptions, attitudes and behaviors.

As the target population of the whole sample to be taken consisted of varied ratios in terms of number and gender, purposive and stratified techniques of sampling were adopted.

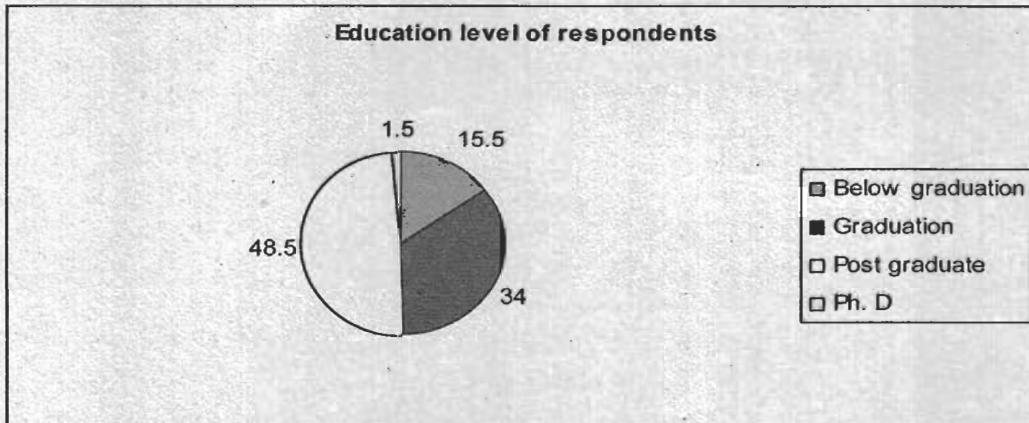
The software SPSS and MS Excel were used to tabulate and analyze the quantifiable data. The qualitative data was processed manually through coding.

The research began with the hypothesis that women are not getting their rightful share in the employment market, not because an unfavorable gap in the education and training of women but because of the negative perceptions about the capabilities, roles and responsibilities and space for women.

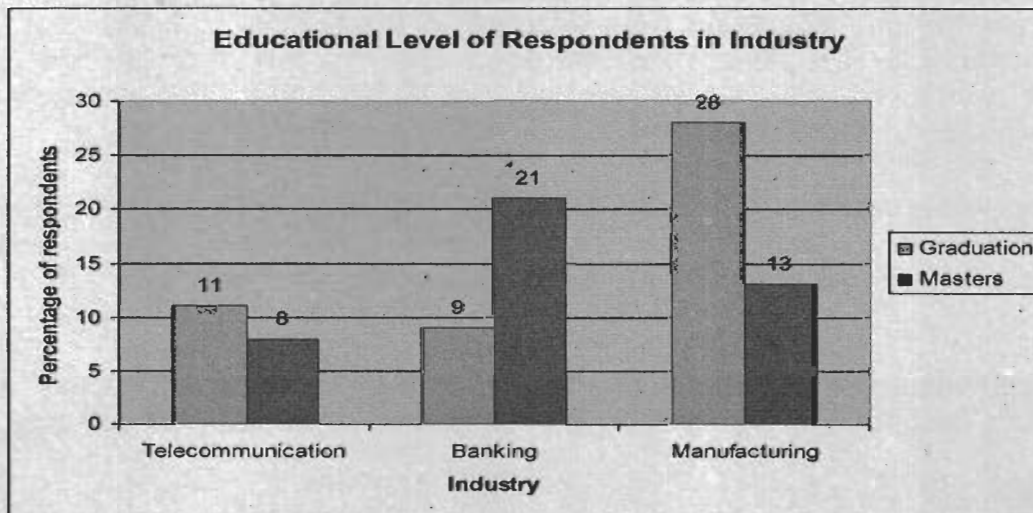
Data Analysis

The Respondents

A majority of the respondents represent the educated community of Gujranwala district. Thirty four percent of the respondents are graduates and forty eight and a half per cent hold post graduate degrees.



Most of the respondents from the manufacturing industries were in policy making position. A big 51 percent of them hold proprietary title and 33 per cent are in senior management positions. It would be interesting to note whether their higher education influenced their thinking in favor of inducting women in managerial positions.



Are Women Capable of Working in Factories and Offices?

Ninety percent of the respondents believe women are capable of working in the factories and offices.

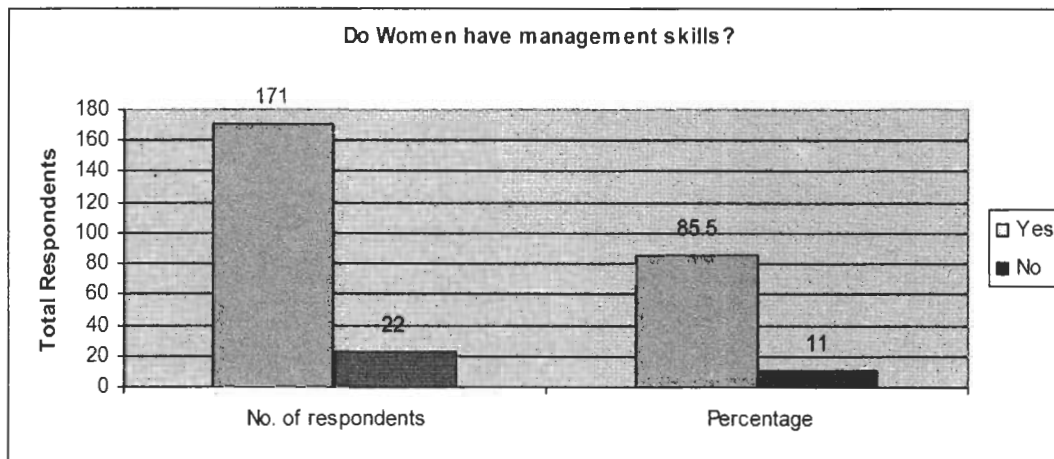
Should Women Work?

If they have the capability then should they work?

An overwhelming majority, that is 91 per cent of the respondents, affirms normatively that women should work in offices and factories which have been seen until recent times a walk of life not suitable for women. This is good news and is an expression of some fundamental change in the objective conditions of the society. Even those people who practically stop the way of women to career development consider it socially and politically incorrect to make statements that indicate gender inequality. A manager of a leading bank in Gujranwala gave statement after statement how eager he was to see women in professions like banking. In the same breath he talked about her only daughter who was married off at the age of nineteen and a half against the wishes of his wife who wanted to make her daughter a pilot.

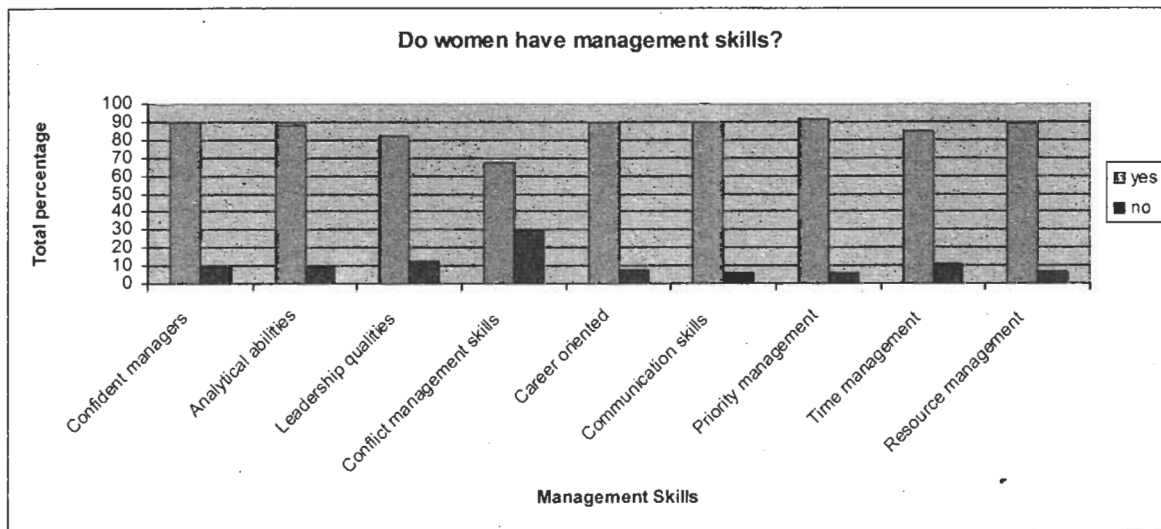
Women have Required Management Skills

There is a resounding yes to the question whether women know the art of management.



Most of the respondents think women undoubtedly have superior management skills. They are managing the households very skillfully and successfully. They do a range of tasks simultaneously. They, therefore, know how to set priorities and manage the time at their disposal. They have hands on experience of managing whatever resources they have. Home is their first school where they not only learn but also vigorously practice these skills. When they enter the job market the management work does not seem to be daunting to them.

The ability of women to manage conflicts received a comparatively skeptical response.



Though nodding their heads in yes that women should work and recognizing their capabilities as managers yet they have serious reservations about working in the industrial sectors under discussion.

But the Work Environment is not Suitable for Women!

The respondents from the manufacturing industry were unanimous in saying that the work environment in their sector was not conducive for women to work in managerial positions.

- The labour working in the factories is illiterate. It is not easy for women to handle them and get work done. The manager have to, at times, be rude and impolite with them.
- Men consider themselves superior to women and find it difficult to listen to them.
- A big percentage of employers are not educated that makes a lot of difference. Education and exposure play a major role in forming the outlook of the employers.
- Work places are not designed to accommodate women. Basic facilities like toilets for women are not there.
- The work involves frequent traveling from place to place for marketing. The dealers they have to deal with are all men.
- Women can not work till late hours.
- Women need to be graduates in engineering in order to understand how the machines work.
- Once they get married they leave the job as their husbands do not allow them to work in the factories.
- In order to recruit women in managerial an alternative work need to be created that is not an easy task.

In comparison banking and telecommunication sectors are receptive to employ women but they also have reservations in hiring them in responsible positions of management. Women are not recruited in field related work i.e. marketing because the work environment is not found favorable for women. Office based jobs are considered more appropriate for them.

Women in Management Positions

Out of 10 banks, 5 telecommunication companies and 15 manufacturing industries interviewed there were 4 banks and 2 manufacturing companies had women working in management positions. The point to note is that the two manufacturing companies had only 2 women managers. Cellular companies have women customer relations officers.

First Women Bank also has women managers but she could not be interviewed as due to other prior engagements she could not spare time.

The above figures show that in the historically local industries which are mainly related to manufacturing of a range of goods there is a very strong pro men mindset as far as the recruitment of employees is concerned. Most of the industries are family run; most of the management positions are occupied by various family members and they do not need to go out and hire management staff. In those instances where they have to solicit services from outside for them the obvious choice is men.

"If a woman applies for a job they prefer men. Why has she come here she should go home and wash dishes", a woman bank manager.

The banking and telecommunication industries show a different trend. Barring PTCL, all cellular companies have women especially in their customer relations departments.

Tayyiba Iram – A Path Breaker

Tayyiba Iram, a graduate in public administration has been working with Sayyed Engineers as In charge Assembling Section for the last seven years. She manages and coordinates the work of one hundred women workers in the factory.

She believes in herself; her potential, abilities and capabilities. She assigns great importance to utilizing one's talent. Self actualization is every human being's need and equally important for women, she asserts. Entering into professional life gives a great boost to a positive self image and a feeling that one is contributing and is a productive part of society.

Women could be better managers as they have better understanding of human psychology.

She believes in creating an environment where co workers feel relaxed and enjoy their work.

She is well aware of the fact that the social milieu is not favorable for women to go out and work in the non conventional sectors of work. In order to prove their mettle women have to be focused and persistent.

Is There Education Gap?

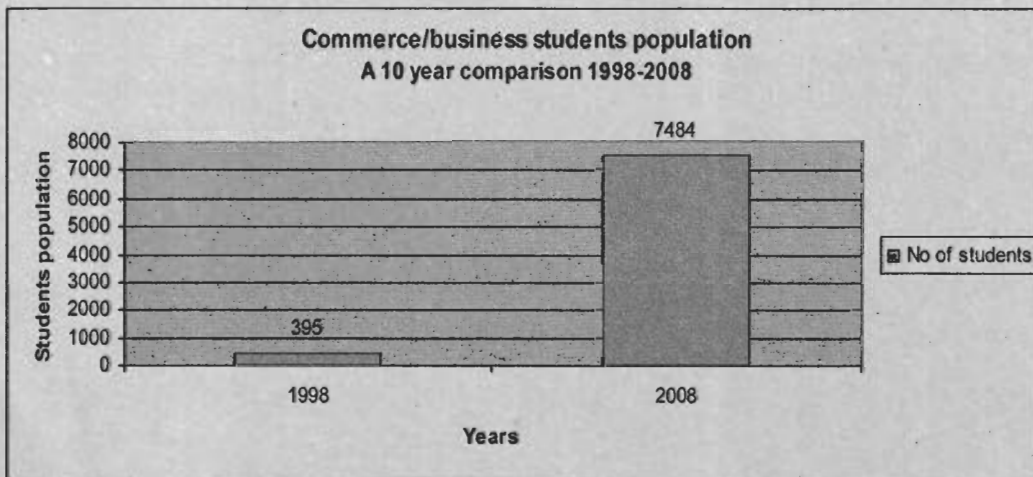
The number of male students in professional colleges is far higher than the girls but as far as the contents of professional education and the quality of education offered to both sexes is concerned there is no difference.

Additionally, when a vacancy is announced, for instance a financial or business management, the same technical and professional education is required of men and women.

Professional Education in Gujranwala District – a question of demand and supply

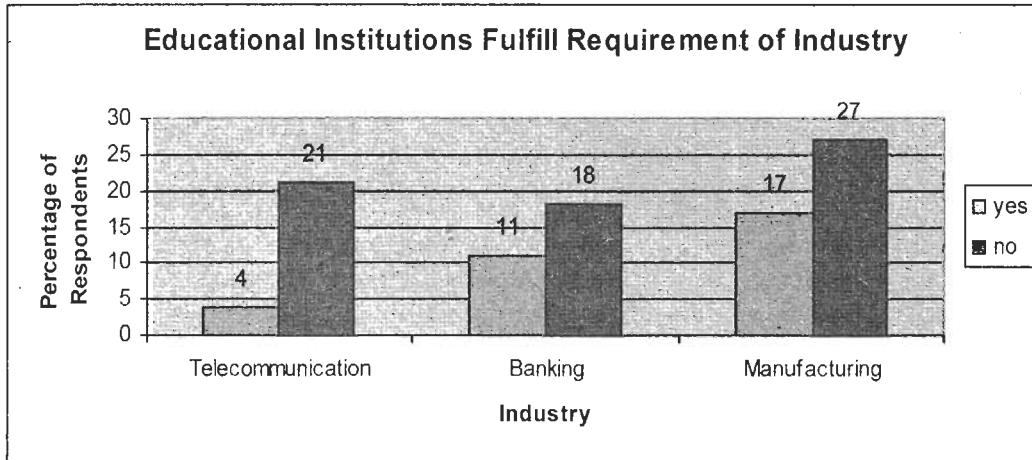
According to the 1998 District Census Report of Gujranwala there were only 234 students studying commerce and business the urban district out of whom 204 were boys and 30 students were girls. While in the rural district the total number of students was 161 all of whom were boys. These figures express near absence of demand of trained personnel in business and commerce in an industrial city of more than twenty thousand small and medium size manufacturing units.

But the last 10 years witnessed a revolutionary change with a mushrooming of professional colleges teaching business and commerce. As against 3 such colleges there is a tall figure of nineteen professional colleges at present teaching 7484 students out of whom 6942 are boys and 542 are girls. This is a huge leap forward reflecting some fundamental change in the commercial circles of Gujranwala. The forces of globalization have lead the manufacturers to go into trading in a big way. Trading at scales needs a workforce of knowledge workers who are well versed in the art of commerce and business and who can deal with the international requirements of documentation.



Does Professional Education Respond to Market Needs?

Majority of the respondents think that professional education currently imparted does not respond to the needs of the industries studied. They offer on the job training to their new employees.



As regards the educational attainment in terms of degrees required to enter in the administrative and managerial work force women do not lag behind men.

Given the general deterioration of the standard of education and the incompatibility of knowledge and skill requirement by the job market and supply of the workers by the academia both men and women suffer equally from lack of skills and competencies.

In fact, if assessed comparatively women's performance is generally better than that of men. They outsmart men by their performance in the academia.

What Women with Professional Education Do?

Ninety five percent of students from professional colleges who participated in the study wish to work after completion of their education. Hundred per cent of girl students from these colleges intend to work and work in professional organizations. But our study does not see corresponding presence of women professionals in the job market. They end up working either in teaching institutions or become a housewife after getting married.

Those who are keen to pursue a career and wish to work in a better professional culture decide to move to Lahore. Lahore is at a very convenient distance from Gujranwala that makes it possible for a big number of women to either commute to Lahore daily or shift their residence there instead of making an effort to make a place for themselves in the hostile working conditions of Gujranwala. This shows a brain drain to the Metropolis that maintains the existing gap in building a bridge of gender equity.

What Makes the Work Environment? – Some Conceptual Links

Environment not conducive for women to work in the industrial sector is the buzz word that echoed throughout study. In order to understand the safety and security issues raised one has to understand the socio-cultural realities of the district and the key issues arising from there.

Gujranwala is situated in a physical proximity of just over 70 kilometers off the metropolis Lahore. Since centuries, Lahore has enjoyed the status of one of the few prestigious learning and cultural centers in south Asia. It remained a cultural favorite of a good number of Indian rulers. Writers, poets and scholars flocked to this legendary city to improve their learning and to polish their skills.

Despite the physical closeness Gujranwala remained shy of taking advantage of the progressive waves emerging from Lahore.

Gujranwala has been a city of small and medium size industries. More than twenty thousand such units are spread in the area. The small manufacturing units have a workforce of up to 10 workers and the medium sized industries have up to one hundred workers. The city's industrial estates are a continuation of traditional manufacturing from iron, brass, copper and other metals which have cutlery, iron safes, copper, brass, and aluminum utensils manufactured there. The metal based manufacturing and heavy machinery work is seen as an expression of masculinity. The heavy machinery based textile mills are also seen as place not appropriate for women.

The population of the district heavily represents the agrarian castes. Jat, Rajput and Arian are the major castes with numerous sub castes like Cheema, Virk, Warraich, Chattha, Tarar, Goraya, Malhi, Kharal, Hanjra, Gondal, Bajwa, Gondal, Bhatti and Chohan. Kashmiris, Mughals and Pathans are the non agrarian castes. The fact that most of the agrarian castes from the district do not allow their women to have their share in the inheritance is a key indicator of the subordinate role assigned to them. Land is the primary form of property and the most valuable productive resource. This dispossession very clearly defines the roles and responsibilities of women. If land is taken away from beneath one's feet then that person is surely pushed towards economic dependence. This is a result of a sophisticatedly woven patriarchal ideology that cleverly plays with the minds of people. The disempowering practice was kept alive despite the clear Islamic instructions of giving women their Quranic share in the inheritance.

The agenda of subordination was reinforced through restrictions on women's mobility and creation of difficult conditions to move in the public arena. These practices are cemented by the concepts of women's honor, legitimate spaces for women and the fate of a woman who has lost her honor. A woman is socialized right from the early days of her life into a culture of fear of men. Going out alone, she is told, would entail dire consequences at the hands of men.

The institutionalization of the significance and need for women to take *permission* from men before venturing out in a range of activities, especially for entering in to the public sphere nourishes a mindset that has a distorted societal view of women's ability to make decisions even about her own self. She is required to have permission from father and brothers even in order to visit her friends. Young brothers also have decision making position and they can effectively stop their elder sisters from going to market place, working in offices and so on. Once she gets married she has to look up to her husband for all major decision making. Most of the working women who leave their jobs after getting married don't do so out of their personal choice but because their husbands feel that with longer hour jobs their family life would be disturbed. Women have to thus make sacrifices for career development and self actualization of their husbands. Here women are not only

denied as fellow human being who have aspirations, desires and ambitions in life and they also need to have support systems to actualize their potential but they are assessed negatively in the employment market.

This intricately woven economic, social, emotional political subordination leaves women with distorted self image and perception of their capabilities, roles, responsibilities and status.

With zero economic resources in hand and a negative self image when a woman enters in the employment market she finds the stage set for a hurdle race. Standing at a bus stand waiting for the bus is the first test of her nerves where she is surrounded by unabashed stares which pierce through her body. They are the men who tirelessly tell their women at home that environment is not favorable for women to go out and they should not. They forget that the unfavorable environment they are so concerned about is their own creation. This intimidation continues with physical molestation and sexual harassment of women. This is how a lesson is taught to those women who dare to come out of their home; that is the only legitimate place for them.

Things are made worse for them when a woman who is molested, harassed or sexually abused is declared a culprit and an outcast instead of a sufferer who is in need societal care and support. The concepts of women's honor and dignity are deeply entrenched in the honor of women. They are burdened with the huge responsibility of protecting the men's honor that lies in an endless list of dos and don'ts for women. Ironically, this responsibility is not reciprocated by men.

The educational institutions can provide a platform for analytical thinking about the human condition but unfortunately they reinforce the stereo types and play an active role in assigning the patriarchal roles assigned to women and men. The subtle portrayal of women in the text books is unconsciously absorbed by the students. Spending huge amounts of funds on establishing separate primary schools for both sexes lays the foundations of separation

The times are changing but the mindset and its fall out continue. The district stills believes teaching as the best suited profession for women.

Conclusion

An overwhelming majority of the sample population of the present study believes that women have the capabilities and skills of working in the industrial sector in managerial positions. A high percentage felt that women have sound and perhaps better management skills as they very fruitfully and successfully run the households. They also don't lag behind in educational qualifications. They were, in fact, believed to be performing better in the academia in professional education as well.

But at the same time there is a reluctance and serious reservations to offer employment opportunities in the industrial sector. There is a token presence of women in the management positions. They are denied opportunities in the name of social traditions and their specific roles and corresponding responsibilities. The environment at the work place

was also found unfavorable for women to come and work. Creation of conducive environment was seen as a challenging and expensive affair. Women respondents felt that the general climate was threatening for women to enter in to the public sphere.

Recommendations

Imbalance in power relations between women and men is revealed in a range of practices and ideas and the ascribing to them of different abilities, attitudes, desires, personality traits and behavioral patterns. This imbalance has severely blocked women's way to economic independence and entering into the public arena of formal economic activity. Changing thinking patterns, attitudes and behaviors requires structural changes and organized efforts. Scattered initiatives of conscientizing would not suffice. Policy decisions need to be taken at the state level. A clear and detailed gender policy on women's participation in the formal and non formal economic sector is the first step. The policy would only then be useful when it is widely publicized in the industrial sector, professional and non professional educational institutions and the public at large. It should also translate into carefully and sensitively designed programs which guarantee personal protection in the public sphere, ensure convenient means of transportation and make the employment sector responsible to ensure a favorable environment. Women's productive roles need to be appreciated and special provisions need to be made to ensure equal opportunities and equal sharing in responsibilities.

Women's participation in the political activity has already been seen as a prerequisite of their development. Allocation of a minimum percentage in political representation has been a positive step. But the effective check on the political imbalance can be ensured through a similar policy of maintaining a minimum percentage of women in the employment sectors. NGOs and economic experts should take a lead in thrashing out a policy and to finalize the rules in the legal sense.

It is not enough to hold scattered seminars and workshops on gender issues. The socialization of centuries presents a mammoth problem. The response, therefore, demands a serious, structured and sustained effort. All educational institutions, especially the professional ones, must have regular courses on gender equity which also dispel stereotypes about women. In addition, the portrayal of women in curricula and text books should be screened and corrective measures should be taken. Seminars and workshops can complement these efforts by highlighting the outcomes and raising the issues.

Women have already proved themselves by superior performance in the academic sphere. They need support and encouragement to unleash their potential in the professional world; serious efforts are required to break the distorted self image women are socialized to have. Initiatives which highlight and recognize the achievements of professional women would help break the social barriers and would be support more women to come forward.

Banks and telecommunication companies are a very powerful evidence of women successfully performing their duties dealing with hordes of people every day. It is important to understand the mechanisms in place there and the good practices can be put in place in other spheres of employment.

Business circles are characterized by their pragmatism. In the era of globalization, we are witnessing fundamental changes taking place in the approach and strategies of running the businesses. Working with the international business community has resulted in happenings which are not in line with the social traditions of the city. The presence of women in cellular companies dealing with an array of customers is one example. This has been quietly accepted. These women are the path breakers and paving a way for others. We need to take a clue from there and to develop strategies for women's effective and meaningful presence in economic sphere.

We need to engage in a sustained dialogue with policy makers in the industrial sector to pave a way for women to enter in to the jobs hitherto closed to women. During the process of conducting the present study this strategy was found working.

The present study is a pioneering effort. More studies spread over different geographical areas are required so that deeper insights could be gained and more meaningful and concrete strategies could be developed to address the issue.

Appendices

Note: The following English translation of questionnaires is just indicative and does not convey the exact questions asked in Urdu.

Annex 1

Job Opportunities for Women in Managerial Positions in District Gujranwala Questionnaire for Manufacturing Industry

Q1. Should women work in offices and factories?	Yes	No
Reasonable conveyance facilities are available to women	Yes	No
Work place has day care center for the children of working women	Yes	No
Office environment is favorable for women.	Yes	No
Q2. Can women work as managers in factories/offices	Yes	No
Women have required professional abilities.	Yes	No
Women are confident managers.	Yes	No
Women have analytical abilities.	Yes	No
Women have leadership qualities.	Yes	No
They have conflict management skills.	Yes	No
They are career oriented.	Yes	No
They have effective communication skills.	Yes	No
They know priority management.	Yes	No
They know how to manage time.	Yes	No
They are good resource managers	Yes	No
Q3. Is equal educational qualification required of men and women to get a job?	Yes	No
Q4. Are educational institutions respond to the needs job market?	Yes	No
Do you have liaison with educational institutions?	Yes	No
Do you offer internship to students in your organization?	Yes	No
Should industry invest in professional and technical education?	Yes	No
Does your organization give on the job training to the newly recruited employees?	Yes	No
Do you find any difference between the work environment of Gujranwala and Lahore	Yes	No
Do you have a woman manager in your organization?	Yes	No
Is performance of working woman satisfactory?	Yes	No

Annex 2

Job Opportunities for Women in Managerial Positions in District Gujranwala Questionnaire for Educational Institutions

Q1. Should women work in offices and factories?	Yes	No
Reasonable conveyance facilities are available to women	Yes	No
Work place has day care center for the children of working women	Yes	No
Office environment is favorable for women.	Yes	No
Q2. Can women work as managers in factories/offices	Yes	No
Women have required professional abilities.	Yes	No
Women are confident managers.	Yes	No
Women have analytical abilities.	Yes	No
Women have leadership qualities.	Yes	No
They have conflict management skills.	Yes	No
They are career oriented.	Yes	No
They have effective communication skills.	Yes	No
They know priority management.	Yes	No
They know how to manage time.	Yes	No
They are good resource managers	Yes	No
Q3. Do you satisfy the educational need of job market?	Yes	No
Have you conducted any survey to know the demand of job market?	Yes	No
Is your institution linked with job market?	Yes	No
Do you send students for internships in the job market?	Yes	No
Is the number of girl students increasing in your institution?	Yes	No

Annex 3

Job Opportunities for Women in Managerial Positions in District Gujranwala Questionnaire for Students

Q1. Should women work in offices and factories?	Yes	No
Reasonable conveyance facilities are available to women	Yes	No
Work place has day care center for the children of working women	Yes	No
Office environment is favorable for women.	Yes	No
Q2. Can women work as managers in factories/offices	Yes	No
Women have required professional abilities.	Yes	No
Women are confident managers.	Yes	No
Women have analytical abilities.	Yes	No
Women have leadership qualities.	Yes	No
They have conflict management skills.	Yes	No
They are career oriented.	Yes	No
They have effective communication skills.	Yes	No
They know priority management.	Yes	No
They know how to manage time.	Yes	No
They are good resource managers	Yes	No
Q3. Do you want a job after completing your education?	Yes	No
Do you intend to pursue a career?	Yes	No
Would you like to work in the industries like telecommunication, banking and manufacturing?	Yes	No
Do you find it difficult to work with the opposite sex?		

Annex 4

Job Opportunities for Women in Managerial Positions in District Gujranwala Questionnaire for Community

Q1. Should women work in offices and factories?							Yes	No
Reasonable conveyance facilities are available to women							Yes	No
Work place has day care center for the children of working women							Yes	No
Office environment is favorable for women.							Yes	No
Q2. Can women work as managers in factories/offices							Yes	No
Women have required professional abilities.							Yes	No
Women are confident managers.							Yes	No
Women have analytical abilities.							Yes	No
Women have leadership qualities.							Yes	No
They have conflict management skills.							Yes	No
They are career oriented.							Yes	No
They have effective communication skills.							Yes	No
They know priority management.							Yes	No
They know how to manage time.							Yes	No
They are good resource managers							Yes	No
Q3. Who makes the final decision whether women should work or not?								
Brother	brother in law	Father	mother	maternal/ paternal uncles	husband	others		
In what matters women have to seek permission from men of the family?								
Education	treatment	visiting friends	entertainment	visiting relatives	traveling	job	others	
Which factors have adverse influence women's right to work?								
Caste	religion	income	neighborhood	family traditions	others			

Annex 5

List of Manufacturing Industries Interviewed

1. Prince Metallizing Company
2. Clath weaving Factory
3. Tariq Industries
4. Bajwa Industry(Magna)
5. Climax
6. Akram Silk factory
7. Nobhar Biling Company (Pepsi)
8. Bless Engineering Company (Belvin)
9. Awasia Industry
10. Latif Brothers(Alco)
11. Anwar Industries
12. Pak Silk Factory
13. Rashid Steel Industries
14. Ashraf Industry

15. EMSA
16. Butt Silk Mills
17. Super Asia
18. Boss Plastic Industry
19. Fico Engineering
20. Fasial Industry
21. Sayyed Engineers
22. Coca Cola
23. Sonex
24. Fasial Sanitry
25. Master Ballpoints
26. Rizwan Industry

Annex 6

List of Telecommunication Companies Interviewed

1. PTCL
2. Warid
3. Ufone
4. Mobilink
5. Telenor

Annex 7

List of Professional Colleges Interviewed

1. GIFT University
2. Shiblee Group of Colleges
3. Punjab College of Commerce
4. Gujranwala College of Commerce
5. Govt. College of Commerce
6. Royal College of Commerce
7. City Science College Wazirabad
8. Micro World Computer College Kamoky
9. Superior Science College
10. Asian College of Commerce

Annex 8

List of Women Principals of Colleges Interviewed

1. Govt. Post Graduates College for Women Satellite Town, Gujranwala
2. Govt. College for Women Model Town, Gujranwala (ex principal)
3. Govt. College for Women Model Town, Gujranwala (present principal)
4. Govt. Degree College for Women Noshhra Virkan
5. Govt. Degree College for Women Wazirabad

6. Govt. Degree College for Women, People's Colony, Gujranwala
7. Govt. Degree College for Women Rahwali
8. Govt. Degree College for Women Kamoki
9. Shiblee College for Women
10. City Science College Wazirabad

Annex 9

About BARGAD

Vision	Politically aware, democratic, responsible and prosperous youth communities can guarantee respect, freedom, equality and harmony
Mission	To promote peace, justice and cooperation among literate youth in Pakistan.
Thematic Areas	Peace, Democracy, Gender and Alternative Education
Beneficiaries	Literate youth, with a focus upon girls, are the primary target group of our work. This includes college/university-going students, community youth and those affiliated with religious seminaries. The age bracket for the youth is 18-28 years as adopted by the Pakistani government. To facilitate youth development programmes, BARGAD also undertakes activities with faculty members, parents, community elders, elected and non-elected officials, and policy makers.
Key Qualification	BARGAD has a long-standing in working with literate youth. It is the only youth-focused organization in Pakistan that can take pride in its youth-led initiatives to link youth with development since 1997 and which has been working with more than 800 youth volunteers. The core groups of its young volunteers participate in all aspects of project planning and implementation. The alumni of BARGAD, are currently also running two resource centres: Akath Youth Resource Center for Boys and Ratti Jinnah Youth Resource Center for Girls in Rahwali – Gujranwala that operate on daily basis. BARGAD has established institutionalized relationship with universities, higher education authorities and education and youth ministries in Pakistan – again unparalleled in the civil society organizations in the country. BARGAD's head-office is in district Gujranwala. Here the organization is working with over 25 mainstream educational institutions and 12 religious seminaries for girl students in both rural and urban areas. On national level BARGAD is collaborating with more

	<p>than 30 higher education institutions. On Regional level BARGAD has partnered with three universities of India and two of Afghanistan.</p> <p>BARGAD was also the leading organization to advocate for a national youth policy in 2006 and its members contributed to the review of successive education policies in non-academic/ social aims of such documents under the federal education policy.</p>
<p>Gender and Female Youth Actions</p>	<p>Gender has been a cross-cutting theme of BARGAD's all work through out these years. BARGAD has also been part of the project-based network created by partners of the Gender Equality Project managed by the British Council and funded by DFID.</p> <p>Six of the organization's projects are directly related with gender and female youth. These include:</p> <ol style="list-style-type: none"> 1. <u>Connecting Female Youth with Development</u> 2. <u>Women in Student Politics in Pakistan</u> 3. <u>Bridging Skill and Perception Gap in Women Employment</u> 4. <u>16 Days of Youth Activism against Gender Violence</u> 5. <u>Youth Activism on Gender Violence</u> 6. <u>Organizational and Mobilization of Youth for Gender Equality in Gujranwala District (2 Years)</u> <p>The organization has inculcated confidence, communication skills, and will to free inquiry among young girls, mostly coming from lower middle class families, in Gujranwala district which is thought to be conservative and severely opposed to the idea of women speaking for their rights in public.</p> <p>BARGAD has been a principal force to mobilize female youth and give them confidence to publically come out and share their views on sensitive issues like Street Harassment, Gender Equality, Domestic Violence, Equal Education Opportunities irrespective of gender considerations, etc.</p> <p>Thousands of female youth have participated in BARGAD's surveys and other activities on the above-mentioned themes. This is unusual and thought to be against the cultural tide. These girls were reluctant to talk openly but because of the BARGAD's work they have gained confidence and volunteer themselves to speak about their rights in the public i.e. radio and TV programmes, media coverage etc.</p> <p>Hundreds of girls only in Gujranwala district have learnt how to manage events, plan campaigns and projects, coordinate activities, conduct social research, stage theatre plays and other activities to promote gender equality.</p>

	<p>Due to BARGAD's training in rights, more than 30 female students of suburbs of Gujranwala have been employed by various public and private sector organizations.</p> <p>From organizational resources, BARGAD has been practically providing free of cost placement and job-referral services to youth volunteers to enter into the non-governmental sector. Given resistance to women's public visibility and economic empowerment this is a big achievement.</p> <p>BARGAD's work has imparted group formation skills in girls; which has been a major source to run campaigns on women's access to justice, electoral engagement of women, participation in local development, public utility issues, etc. The establishment and operations of the Ratti Jinnah Youth Resource Center for Women is also an expression of this faculty groomed by BARGAD.</p>
<p>Research Work on Female Youth</p>	<p>BARGAD has obtained female youth analysis in the form of 4 research studies (entitled, Repressed Resources: A Research Study on Gender Gap in Labour Market – Issues and Challenges in Formal Sector, Oct 2008; Skills Gap in Labour Market: A Gender Perspective, Oct 2008; Skills Research on Opportunities and Gender Discrimination among Students of Gujranwala, Jan 2004; Research study on Harassment and Discrimination against young girls, Dec 2004), 1 survey (Need Assessment of Girls of Religious Seminaries, Jan-March 2004) and innumerable dialogues (i.e. On Proposed National Youth Policy, April 2004; Gender Discrimination Focusing Harassment at Work Place, May 2004; Dialogue on Street Harassment, 14 Nov 2003; Dialogue on Gender Discrimination, Nov 2, 2003; Role of Youth in Social Activism 7 April and 10 June, 2003).</p>
<p>Partners of BARGAD</p>	<p>Heinrich Boll Foundation (HBF), United Nations Development Programme (UNDP), British High Commission (BHC), Law and Justice Commission of Pakistan (LJCP), Election Commission of Pakistan (ECP), ActionAid Pakistan, Gender Equality Project (GEP-DFID), MamaCash, Netherlands, Urgent Action Fund (UAF), Church World Service (CWS), South Asia Partnership Pakistan (SAP-PK), Environment Protection Department (EPD), Govt. of Pakistan and The British Council, etc.</p>

Annex 10

Research and Publications of BARGAD

	Publication	Date
RESEARCH STUDIES	Repressed Resources: A Research Study on Gender Gap in Labour Market – Issues and Challenges in Formal Sector	2008
	Skills Gap in Labour Market: A Gender Perspective	2008
	National Survey on Student Politics	2008
	Youth Networking & Group Cohesion: A Comparative Study of Mainstream and Faith-based Youth Groups in Lahore	2006
	Alternative Youth Policy	2005
	Research study on Street Harassment against Girls in District Gujranwala	2004
REPORTS	Project Report: Youth Action for Voters Mobilization in districts Gujranwala and Mandi Bahauddin	2008
	Project Report: Youth for Electoral Engagement	2007
	Project Report: Youth Action for Development in District Gujranwala	2007
	Project Report: Organization and Mobilization of Youth to Challenge the Threats of Globalization and Power Imbalances in Pakistan	2006
	Project Report: Organization & Mobilization of Youth for Gender Equality in Gujranwala District	2005
	Youth Activism against Gender Violence	2005
	Project Report: Promotion of Liberal and Democratic Values Among Youth Through Capacity Building	2004
	The Role of Youth in Local Development	2004
	The Role of Youth in Social Activism	2003
	Project Report: Capacity Building Through Alternative Education	2003
	Impact of Militarization on Youth	2002
	Project Report: Capacity Building and Research	2002
	Reports of first, second, third, fourth and fifth Regional Dialogues on Peace and Youth Cooperation In collaboration with HBF	
OTHERS	Employers Directory for Young Graduates in District Gujranwala By Ali Salman	2008
	Booklet on Legal Literacy (Family Laws, Land Acquisition, FIR Registration)	2008
	Resource Booklet: Third Regional Dialogue on Peace and Youth Cooperation	2005
	Handbook of Resume Development & Cover Letter Writing By Iqbal Haider Butt	2003
BARGAD MAGAZINE: SPECIAL NOS.	In Search of Lost Horizons: An In-depth Analysis of Post 1965 Education Policies (2007); Our Education Policies: Where is the Fault Lines? (2007) Student Organizations (2005). Student and Politics (2005); Getting Married a Dilemma (2004); The Youth (2004);	Classism in Campuses (2003); Higher Education Reforms (2003); Peaceful Society (2002); Punjab University (2002); Globalization (2002); Democracy (2001); Women in Politics (2001); and Violence at Campuses (2001).

REPRESSED RESOURCES A Research Study on Gender Gap in Labour Market Issues and Challenges in the Formal Sector has been undertaken in one of the booming industrial hubs of Pakistan, Gujranwala. This survey research demonstrates an overwhelming majority of the selected industrialists, educationists and community members normatively affirms that women should work in offices and factories which have been seen until recent times an arena unsuitable for women.

REPRESSED RESOURCES A Research Study on Gender Gap in Labour Market Issues and Challenges in the Formal Sector identifies the gaps in demand and supply in terms of educational and management skills and analyzes the perceptions of the employers, educational institutions, students and the community about the capabilities of women as managers and why there is a huge gender gap at those positions.

REPRESSED RESOURCES A Research Study on Gender Gap in Labour Market Issues and Challenges in the Formal Sector also offers detailed recommendations as well to cope with the issues and challenges of women employment in the formal sector. It is hope that results of study will pave ways for linking education with labour market for inclusion of an emerging female youth workforce in Pakistan

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She has extensively contributed to women issues in agriculture and is the architect of an innovative Alternative Adult Education Programme with focus upon women literacy promoting alternative approaches to applied education.

She has been recipient of Food and Agriculture Organization (FAO) Medal (1998) for services in agricultural extension. Her professional memberships include Punjab Chief Minister's Task Force on Livestock, Steering Committee of Pesticide Action Network – Asia & Pacific – Malaysia, and Advisory Committee International Water Management Institute (IWMI).

She is a celebrated author of "Invisible Farmers" and "Women's Wisdom", both published from Malaysia.

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