

Women Empowerment: A Comparative Analysis of Women Empowerment Working in Public and Private Organizations of Sargodha District

Muhammad Javed Amjad

MPhil Student in Social Work

Dr. Mumtaz Ali

Assistant Professor, Dept. of Social Work, University of Sargodha

Alia Shaheen

Social Welfare Officer, Government of Punjab

Irum Sultana

MPhil Student in Social Work

Irfan Nawaz

Social Welfare Officer, Ministry of Human Rights,

Email: irfannawazawan@gmail.com

DOI: 10.6007/IJARBSS/v7-i11/3460 URL: <http://dx.doi.org/10.6007/IJARBSS/v7-i11/3460>

Abstract

The purpose of the study was to find out variations in socio economic empowerment between working women of public and private organizations. The locale of the current study was Sargodha district. Working women of private and public sector were taken as population of the research. The sample size was 200 working women equally from public and private sector. An Independent Sample t-test was applied to know whether there is significant difference in Household empowerment between women working in public organization and women working in private organizations. It was found that there is significant difference in Household empowerment between women working in public organization ($M=6.23$, $SD=.514$) and women working in private organizations ($M=.063$, $SD=.694$; $t=179$, $p=.04$). Then, there was insignificant difference in Social Empowerment of women working in public organizations ($M=4.94$, $SD=.574$) and women working in private organizations ($M=.049$, $SD=.649$; $t=208.2$, $p=.07$). Moreover, Results showed that there was significant difference in Economic empowerment of women working in public organization ($M=-4.23$, $SD=1.06$) and women working in private organizations ($M=1.06$, $SD=.248$; $t=150.5$, $p=.00$). Consequently, it was concluded that women who were working whether in public or private organizations were empowered any way but the variation

in their empowerment is largely based on the type of organization they are working with, and areas they belong.

Keywords: *Women Welfare, Working Women, Women Empowerment*

Introduction

Women empowerment had been remained a key concern of the feminist scholars in last few decades. The more emphasis is given to remove gender inequality through empowering woman for the socio-economic development. These contributions drew attention to unequal autonomous powers which blocked woman's capacity to influence, to participate and in overall development (Kabeer, 2008). The aspect of women's empowerment is mandatory for the socio-economic development of any country. In this regard, eradication of gender inequality is a primary concern for improving autonomy and independence among women. Moreover, gender discrimination and gender inequality are the constraints to the empowerment of women (Zeba et al, 1994). Discrepancies between women and men are noticed at large in the developing countries (Sharif, 2009). Women have less resources and opportunities to improve themselves in many parts of the globe. They are restricted in almost all spheres of life, such as, education, financial opportunities, ownership of property and decision making (Mikkola & Carrie 2007). There is a difference of women status in Pakistan compared to the western countries. Women are considered second class citizens due to socio-economic and cultural constraints. Half of the population is women folk but they are not empowered. However, the patriarchal social system is dominant that favors male dominancy and controls women's liberty in the way of progress. Women are urged for domestic skills such as child rearing, looking after the aged members and house management (Naz and Ahmed, 2012).

The Inter-American Development Bank (2010) defined women's empowerment in terms of "expanding the resources, capacity and rights of women for making decisions and to act independently in social, political and economic spheres. "With regard to working women, mostly women are recruited in informal and unorganized sectors where they cannot progress in well manner. The ruthlessness of situation is that women strive for empowerment even working in NGO sector who is primarily concerned with women empowerment; women are confronting pay discriminations, promotion issue, and constraints in opportunities to progress more. Furthermore, working women are carrying dual burden as they are responsible for household affairs also (Kandpal, 2012).

Organizations are often governed by strict norms where women are treated with traditional values. Although, woman empowerment has been recognized through various laws, however, they have to face different problems such as strict rules and policies even in uncertain cultural and physical conditions of women. Particularly, Pakistani culture has recently adopted women discretion to hold jobs but the policies are not according to the newly occur social change. Most of the private organizations have created social stigma for these working women due to anti socio-cultural activities. Moreover, public sector is also not realizing the family background of the working women and their traditional cultural traits (Bhattacharya, 2014).

Social stigma is still associated with working women even in the families of urban areas therefore, access to education and birth control tactics are prohibited. Women no matter

working or house holders are under the direct or indirect control of male members of the society especially in families (Mason and Herbert, 2003). In this context, women are assumed as class in the gender stratification that is controlled by pre-dominated norms and values. Siddiqui & Nasir (n.d) found that females comprise of 3/5 of the poor population of the world. This rate of poverty is higher than the males due to gender disparities in acquiring jobs, education and decision making powers. Women are mostly isolated into occupations that pay less comparatively men. Even in the United States, women make 0.72\$ comparing to the 1.00\$ of a man. Men are tend to initiate a slightly higher rank jobs with handsome amount and are more likely to be promoted whereas, they are less likely to take time for family. On the other hand, women are more likely to hold moderate paying jobs and are forced to hold job without demand for promotion or salary increment. Specifically, in the private sector women are pressurized and excessive work is taken with low wages. Beside this, limited fields are recognized for women due to cultural bindings of the patriarchal societies like Pakistan. Women are less likely to hold land, lower legal support for justice and equality and little opportunities to grow up socially and economically. Education, nursing and childcare is thought to be a good role for females however; minor space is available for women to be dominated in finance, business and construction. They are suppressed under socio-cultural barriers and considered as tool for breeding kids, looking after the family and giving them passionate pleasure. Women even hardly find time to think about themselves therefore, they loss their individuality while serving others (Lakshmi, 2004). Moreover, numerous researchers show that loyalty traits for organization are more common in working women due to enthusiasm of nurturing and keen involvement in work. It has been proved that average woman can make a significant amount less than the average man during her lifetime span (Bhattacharya, 2014).

Objectives of the Study

This study was designed keeping in view the following objectives.

- To find out variations in socio economic empowerment between working women of public and private organizations.
- To analyze the current independency of working women in the socio-economic context.
- To suggest suitable measures for eradicating differences of working women in public and private sectors.

Rationale of the Study

This research has significant worth in the field of women welfare because a little work has been done on the working women of public and private sectors. However, it is a pioneer research with this outlook in the Sargodha district. Moreover, it is a gate way for other researchers to work out on working women issues especially in the private sector. Besides, this research is twofold such as differences of socio-economic empowerment of public and private sector as well. The evidence at micro level will be obtained on selected research problem. However, in the long run other researches can be conducted at micro and macro level as well regarding working women empowerment.

Literature Review

Doepke and Tertilt (2011) conducted an exploratory research on the statement that “does female empowerment promotes economic development.” The authors suggested on the bases of empirical analyses that finance controller mothers give benefits to the children. This research established a pattern of non cooperative family’s model to evaluate what type of resistances can rise to observe an empirical relationship.

Duflo (2011) examined women’s empowerment and economic development, under the National Bureau of Economic Research Cambridge. The study revealed that inter relationships of empowerment and development are very poor for self sustaining that is needed continuous policy commitment equally for the men and women to bring positive changes in the society.

The large text is available regarding women access to the employment increases their household bargaining power (Anderson and Eswaran, 2009; Rahman and Rao, 2004). Agarwal (2001) stated that in the developing countries women can gain empowerment only in a case when they have ownership of assets. Additionally, various studies have revealed that having access to credit programs whether through rotating saving or microfinance organizations positively influence female empowerment (Anderson and Baland, 2002; Hashemi, Schuler and Riley, 1996).

Literature has found positive relationship between contraceptive use and empowerment, as well as women influence to resources allocation and social status of her family (Quisumbing and de la Briere, 2000). In addition, the more the education of woman and her father than her husband leads to more empowerment. Physical mobility of relatives is also one of the determinants of autonomy, it creates outside employment opportunities for woman (Hashemi, Schuler and Riley, 1996).

The study about the determinants of women’s autonomy in India explored that educated woman has greater bargaining power due to physical mobility and opinions about allocation of household resources (Rahman and Rao, 2004). The same study regarding cultural influence to autonomy described that culture provides more opportunity to increase bargaining power than religion and caste. Furthermore, strong positive correlations have been found between female education and freedom of movement and better maternal health as bargaining power outcomes (Malhotra, Pande and Grown, 2003).

The studies demonstrate that women have less bargaining power if the husbands are relatively older (Caldwell, Reddy and Caldwell, 1983; Kantor, 2003). In this regard, access to marriage is depended on the numbers of men and women available in the market. In result, the sex ratio works through the age of spouse that influence marriage market and besides bargaining power in household affairs (Neelakantan and Tertilt, 2008).

Methodology

The locale of the current study was Sargodha district. Working women of private and public sector were taken as population of the research. The sample size was 200 working women equally from public and private sector. The data was collected through interview schedule. By using simple random sampling three private and three public organizations were selected and then by using convenience sampling working women were interviewed. The researchers used

personal resources to approach organizations and the data was collected on the bases of professional communication skills of the researchers.

Analysis and Discussions

Table No:01 Percentage and Frequency distribution of the respondents as per age

Age	Frequency	Percent
Below 25 years	59	29.5
26 to 50 years	101	50.5
more than 50 years	40	20.0
Total	200	100.0

The above table shows that majority of respondents N=101(50.5%)were of age 25 to 50 years, N=40(20%) women were more than fifty years of age and N=59 (29.5%) women were below the age of twenty five years.

Table No:02 Percentage and Frequency distribution of the respondents as per locality

Locality	Frequency	Percent
Rural	100	50.0
Urban	100	50.0
Total	200	100.0

Table No. 02 shows that N=100 (50%) female employers were from rural and N=100 (50%) female employers were from urban localities.

Table No:03 Percentage and Frequency distribution of the respondents as per job experience

Job Experience	Frequency	Percent
less than 1 years	63	31.5
one to two years	87	43.5
more than 2 years	50	25.0
Total	200	100.0

The above table shows that majority of respondents N=87 (43.5) had one to two years of job experience whereas third forth N=50 (25%) of total respondents had more than two years of job experience. At the end, less than one third N=63 (31.5%) of total respondents had less than one year job experience.

Table No:04 Percentage and Frequency distribution of the respondents as per organization she belongs

Organization	Frequency	Percent
Public	100	50.0
Private	100	50.0
Total	200	100.0

This table shows that N=100 (50%) female employers were from public sector and N=100 (50%) female employers were from private sector.

Table 04: Means, Standard Deviations, Independent Sample t-test between empowerment and organization female belongs

<i>Socio-economic Empowerment</i>	<i>Mean</i>	<i>SD</i>	<i>t</i>	<i>Sig. (2 tailed)</i>
Household empowerment				
Public organization	6.23	.514	179	.047*
Private organization	.063	.694		
Social Empowerment				
Public organization	4.94	.574	208.2	.071
Private organization	.049	.649		
Economic empowerment				
Public organization	-4.23	.754	150.5	.000**
Private organization	1.06	.248		

* $p > .05$, ** $p > .01$

Hypothesis

H₁: There is significant difference in Household Empowerment between women working in public organization and women working in private organizations.

H₂: There is significant difference in Social Empowerment between women working in public organization and women working in private organizations.

H₃: There is significant difference in Economic Empowerment between women working in public organization and women working in private organizations.

Interpretation

An independent sample t-test was applied to know whether there is significant difference in Household empowerment between women working in public organization and women working in private organizations. It is found that there is significant difference in Household empowerment between women working in public organization ($M=6.23$, $SD=.514$) and women working in private organizations ($M=.063$, $SD=.694$; $t=179$, $p=.04$). Then, there is insignificant difference in Social Empowerment of women working in public organizations ($M=4.94$, $SD=.574$) and women working in private organizations ($M=.049$, $SD=.649$; $t=208.2$,

$p=.07$). Moreover, Results showed that there is significant difference in Economic empowerment of women working in public organization ($M=-4.23$, $SD=1.06$) and women working in private organizations ($M=1.06$, $SD=.248$; $t=150.5$, $p=.00$). Consequently, it can be said that women who are working whether in public or private organizations are empowered any way but the variation in their empowerment is largely based on the type of organization they are working with. In line with the above findings, Sen (2001), and Agarwal (2002) supported the notion that employment improves women position and this improvement leads towards better position in household. Moreover, many development organizations believed that women employment provides foundation stone for income generation as well as social development of women that are perquisite for women empowerment (Azid et al, 2001; Sen, 2001; Agarwal, 2001; World Bank, 2005).

Suggestions and Recommendations

- A monitoring cell should be made for examining each organization that should monitor working environment in both public and private sectors so that women empowerment can be increased.
- Women should be educated to speak for their rights in any discriminatory environment.
- Women should have equal opportunities to work in all fields rather restricted in few fields.
- Rules and legislations are available for women empowerment but no proper implementations are observed. Hence, legislation must be properly implemented.

References

- Agarwal, B. (2002). Bargaining and legal change: towards gender equality in India's inheritance laws, in IDS Working Paper 165. Institute of Development Studies Brighton, Sussex, England.
- Anderson, S., and Baland, J.-M. (2002). The Economics of Roscas and Intrahousehold Resource Allocation." *The Quarterly Journal of Economics*, 117(3): 963-995.
- Anderson, S., and Eswaran, M. (2009). What Determines Female Autonomy? Evidence from Bangladesh." *Journal of Development Economics*, 90(2): 179 - 191.
- Azid, T., Aslam, M. And Chaudhry, M.O. (2001). Poverty, Female Labour Force Participation, and Cottage Industry; A case study of Cloth Embroidery in Rural Multan. *The Pakistan Development Review*, 40 (4), 1105-1118.
- Bhattacharya, S. (2014). Status of women in pakistan. *Journal of the Research Society of Pakistan*, 1.
- Caldwell, J., P. R., and Caldwell, P. (1983). The Causes of Marriage Change in South India." *Population Studies*, 37(3): 343-361.
- Duflo, E. (2011). *Women's Empowerment and Economic Development*, National Bureau of Economic Research, Cambridge.
- Hashemi, S., S. S., and A. Riley. (1996). Rural Credit Programs and Women's Empowerment in Bangladesh." *World Development*, 24(4): 635- 653.

- Inter-American Development Bank (2010) Operational Policy on Gender Equality in Development Washington: Inter-American Development Bank
- Kabeer, N. (2008) Paid work, women's empowerment and gender justice: critical pathways of social change Pathways Working Paper 3. Brighton: IDS
- Kandpal, E. (2012). Empowering Women through Education and Influence: An Evaluation of the Indian MahilaSamakhyaProgram. *IZA Discussion Paper No. 6347*
- Kantor, P. (2003). Women's Empowerment Through Home-based Work: Evidence from India. *"Development and Change, 34(3): 425-445.*
- Mason, K. O., and Herbert L. S. (2003). "Women's empowerment and social context: Results from five Asian countries", *Gender and Development Group, World Bank, Washington, DC*
- Mikkola, A. & Miles, A. C. (2007). Development and Gender Equality: Consequences, Causes, Challenges and Cures. *Discussion Paper No. 159 ISSN 17950562 HECER-FINLAND*
- Rahman, L., and Rao, V. (2004). The Determinants of Gender Equity in India: Examining Dysonand Moore's Thesis with New Data." *Population and Development Review, 30(2): 239{268.*
- Sen, A. (2001). The Many Faces of Gender Inequality. *The New Republic, 17, 35-38.*
- Sharif, I. C. (2009). The Impact of Gender Inequality in Education on Rural Poverty in Pakistan: An Empirical Analysis. *European Journal of Economics, Finance and Administrative Sciences ISSN 1450-2275 Issue 15*
- World Bank (2005). Pakistan Country Gender Assessment: Bridging the Gender Gap, Opportunities and Challenges, Report No.32244-PK
- Zeba A. S. and Cynthia B. L. (1994). "Who Gets Primary Schooling in Pakistan? Inequalities among and within Families." *Pakistan Development Review 33, no. 2: 103-34*