

# **Women's Disempowerment and Parity in rural Pakistan**

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# Definition of Empowerment

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Women's status in the literature has been associated with women's **'autonomy, power, empowerment,** authority, valuation, and position in society, and also simply with women's well-being.

We define it as: access to resources and agency



# Why should we worry about women's Empowerment?

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- **Under-investment in women often restricts economic growth and poverty reduction in developing countries (World Bank 2010; UNDESA 2009).**
- **Countries with greater women empowerment tend to have a lower incidence of poverty and rank higher on the UN human development index**

# Literature

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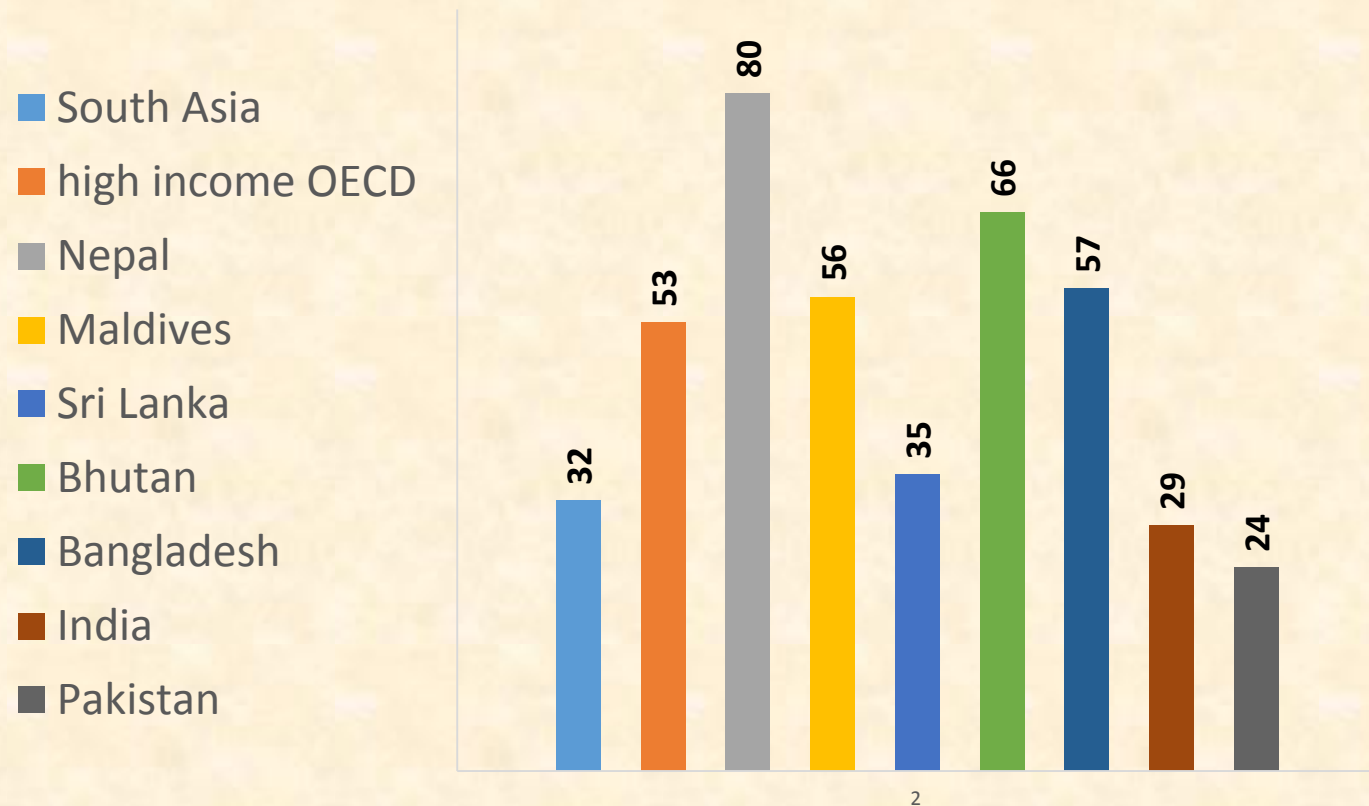
- **women's income can contribute to household expenditures and keep households out of poverty through higher consumption especially in the poor households**
- **women have greater control over resources, more resources are allocated to food and to children's health, including nutrition**
- **increased resources in the hands of women has a positive effect on women's earnings and decision making ability, child nutrition and education outcomes**
- **disempowerment limits women's ability to work outside the home, as well as control over their fertility decisions**
- **as the main caregiver women can influence child nutrition directly through better care practices and through improvement in their own nutrition**

# Women's empowerment in agriculture

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- **In most developing countries whose economies are driven by agriculture, there is recognition of the role of women in the sector as they improve both productivity and efficiency.**
- **For example according to the FAO “closing the gender gap in agriculture is essential to increasing agricultural productivity, achieving food security, and reducing hunger” (FAO 2011). *WDR 2012: Gender Equality and Development* emphasizes the significant role of women's empowerment on efficiency and welfare outcomes of policy interventions**

# Female Labor force participation rate (% of female population aged 15+)



Source: World Development Indicators, World Bank, 2012

# Women in Agriculture in Pakistan

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- **39 percent of the labor force in agriculture compared to 10 percent in non-agriculture employment**
- **75 percent of total female employment depends upon agriculture**
- **84 percent of the women employed in the country are in the rural areas (GOP 2013)**



# Gender Gaps in Pakistan

Indicators	Female to male ratio	Rank (out of 136 countries)
Labor force participation	0.27	135
Wage equality for similar work	0.55	131
Literacy rate	0.59	131
Representation in legislature and management	0.03	113
Professional and technical workers	0.28	108
Healthy life expectancy	0.98	132

Source: World Economic Forum 2013



# Data

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- **Gender disaggregated data from the RHPS for PSSP (2011 and 2014)**
- **2090 households**
- **3526 women (upto 3 from each household-head or spouse of the head, eldest and youngest over 15 years)**
- **one female and one male from each household (1674)**



# Average Daily Wage by Agricultural Season and Gender (PKR/day)

<b>Activity</b>	<b>Males</b>	<b>Females</b>
Livestock	124	65
Sowing- <i>Kharif</i>	250	167
Weeding- <i>Kharif</i>	242	166
Harvesting- <i>Kharif</i>	258	193
Sowing- <i>Rabbi</i>	240	176
Weeding- <i>Rabbi</i>	233	163
Harvesting- <i>Rabbi</i>	311	212

**Source: Authors' calculations from the 2012 RHPS (IFPRI/IDS 2012).**

**\* T-test results show average male female wages are significantly different for all activities**

# Women's decision making in household (percentages)

Decisions	Herself	Jointly with Husband	Husband	Others
Land	9.4	41.6	7.0	42.1
Daughter's Education	15.6	35.8	41.6	7.0
Daughter's Marriage	0.5	2.3	0.4	96.7
Family Planning	19.0	37.9	40.0	3.2
Everyday Purchases	35.3	7.2	27.8	29.8
Purchases (Small Durables)	23.7	14.4	30.9	31.0
Large purchases	6.8	20.9	37.5	34.8

Source: Author's calculations from the 2012 RHPS (IFPRI/IDS2012)

# Calculating Disempowerment

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- **measures the roles and extent of women's participation in 5 dimensions**
- **Based on two sub indices:**
  - **women's empowerment index (1-disempowerment in 5 domains)**
  - **the gender parity in empowerment within a household (GPI)**
- **$[(0.90 * \text{index1}) + (0.10 * \text{index2})]$**

# Domains, Indicators and Weights for Calculating Disempowerment

Domains	Indicators	Indicator Weights	Domain Weights
Production	Input into production decisions	1/10	1/5
	Autonomy in production	1/10	
Resources	Ownership of major assets	1/20	1/5
	Purchase, sale, or transfer of assets	1/20	
	Savings	1/20	
Income	Control over Income earned	1/20	1/5
	Control over use of income	1/20	
	Decisions regarding expenditures	1/10	
Autonomy	Household decisions (reproductive decisions )	1/10	1/5
	Mobility	1/10	
Time	Workload /time burden	1/5	1/5

# Disempowerment

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- **individual is considered empowered if adequate in 3 out of 5 domains**
- **gender parity is attained if the woman is empowered and has higher or equal empowerment score as the man in household**
- **individual not empowered is disempowered**

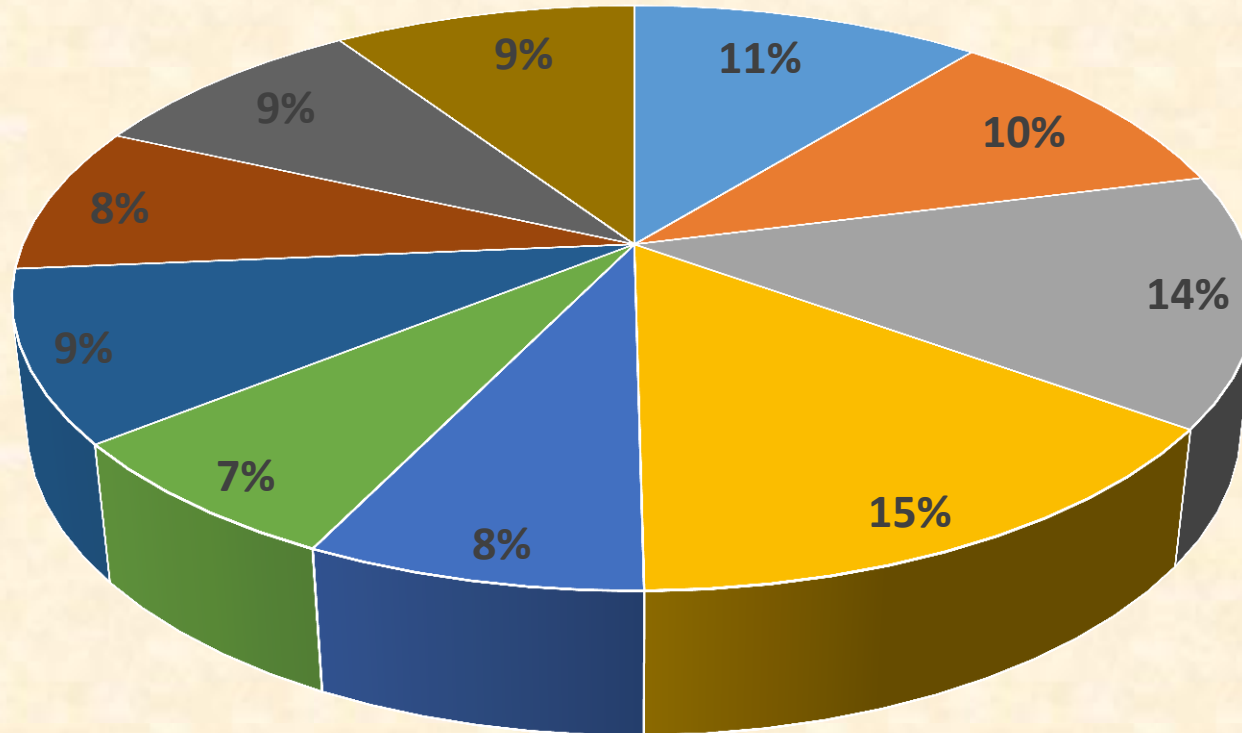


# Disempowerment Headcounts

	Adult Females	Principal Female	Principal Male
<b>PRODUCTION</b>	<b>80</b>	<b>76</b>	<b>27</b>
Input in productive decisions	68	65	19
Autonomy in Prod.	64	59	12
<b>RESOURCES</b>	<b>92</b>	<b>96</b>	<b>59</b>
Ownership of Assets	87	95	60
Control over transfers	93	96	59
<b>INCOME</b>	<b>52</b>	<b>40</b>	<b>5</b>
Control	93	94	46
Control over use	87	86	46
Expenditure decisions	59	46	9
<b>AUTONOMY</b>	<b>69</b>	<b>67</b>	<b>8</b>
Decision-making	51	48	8
mobility	55	41	0
<b>TIME BURDEN</b>	<b>29</b>	<b>36</b>	<b>21</b>



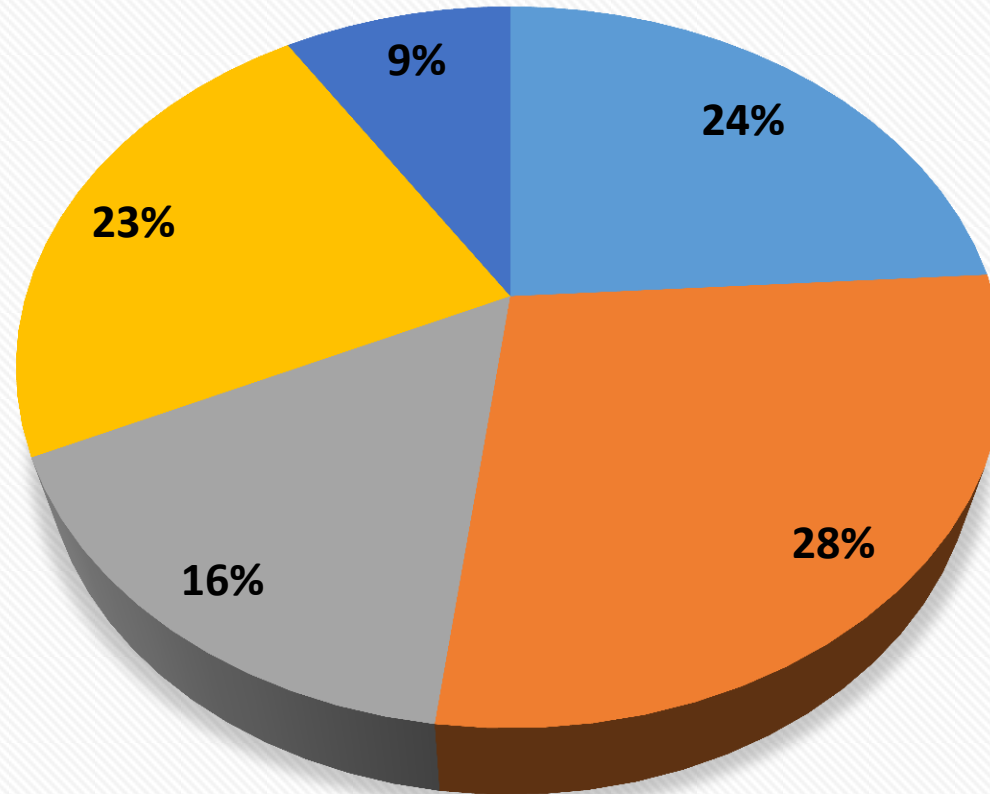
# Contribution of Indicators to Women's Disempowerment



- Input in productive decisions
- Ownership of assets
- Control over income earned
- Decision regarding expenditures
- Mobility
- Autonomy in production
- Control over purchase, sale of assets
- Control over use of income
- Decision making
- Work load -time burden



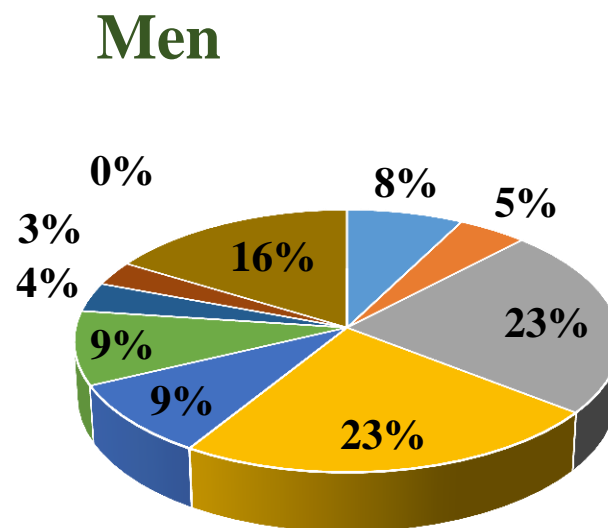
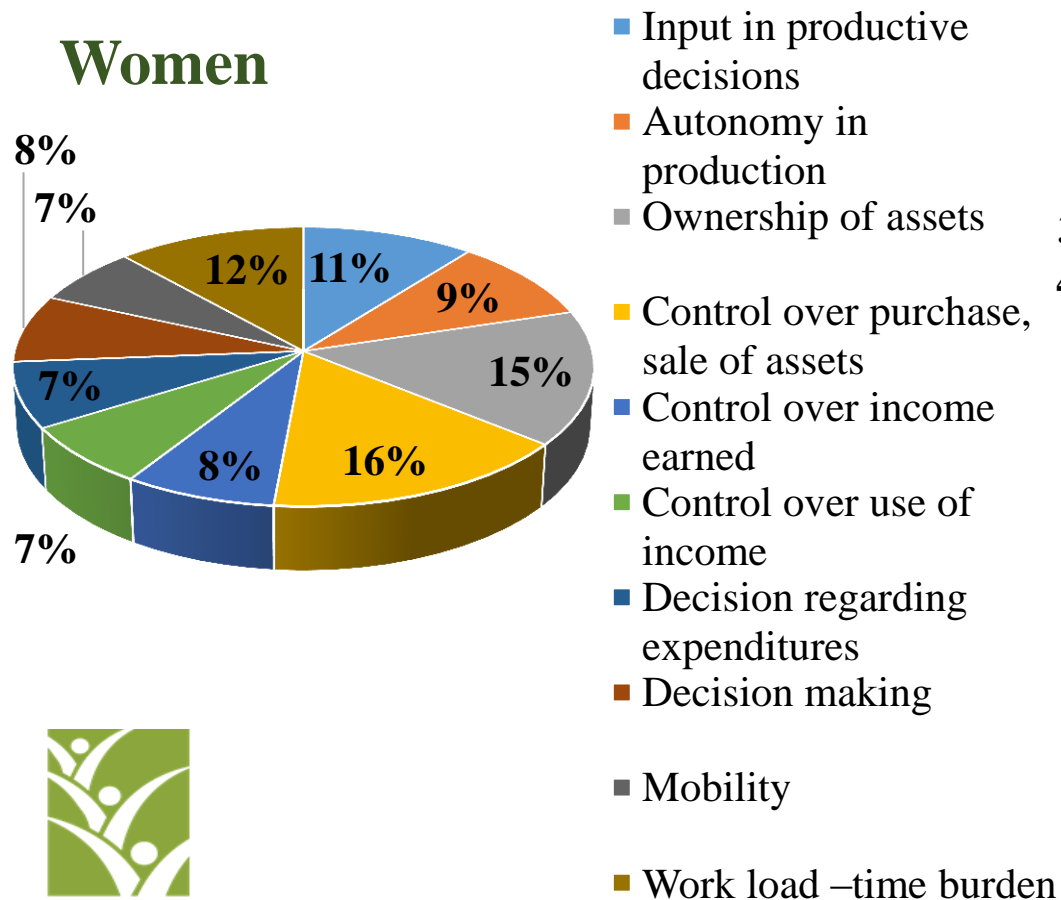
# Contribution of Domains to Women's Disempowerment



■ Production ■ Resources ■ Income ■ Autonomy ■ Time

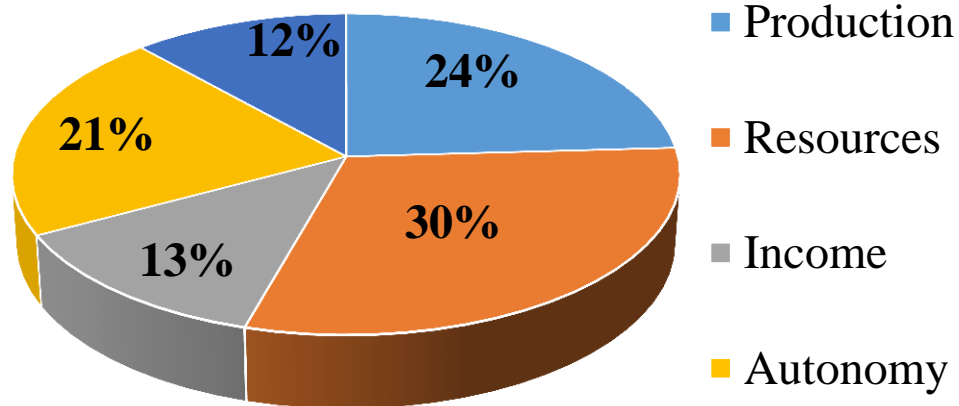


# Contribution of Indicators to Disempowerment by Gender

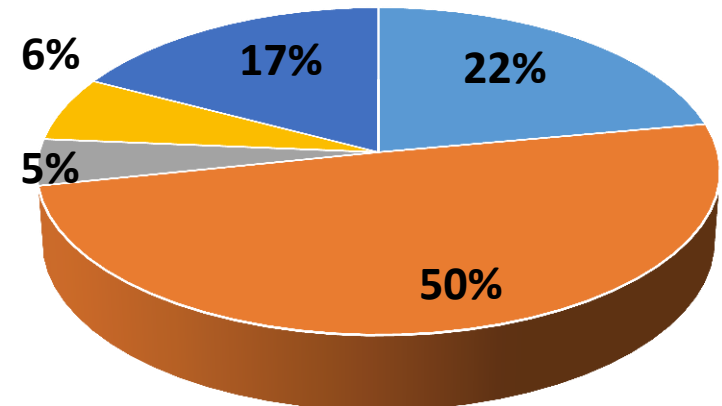


# Contribution of Domains to Disempowerment by Gender

## Women



## Men





# WEI and Gender Parity

<b>Women with no gender parity</b>	<b>79%</b>
<b>Average Empowerment Gap</b>	<b>46%</b>
<b>WEI</b>	<b>0.47</b>
<b>HH -both woman and man are empowered</b>	<b>17%</b>
<b>HH-both woman and man are disempowered</b>	<b>8%</b>
<b>HH-woman disempowered; man empowered</b>	<b>73%</b>
<b>HH-man disempowered; woman empowered</b>	<b>2%</b>

# Policy Implications

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- **Low access to productive assets and control over them contribute most to disempowerment- social protection program interventions alone will not be sufficient to turn the tide in Pakistan**
- **investment in rural business and enterprise development services for women can be a good use of funds earmarked for private sector development**
- **business and enterprise development in the area of livestock may be a key**
- **Investment in labor saving devices may free up women's time for productive activities**

# Policy challenges

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- **Additional attention needs to be given to exploring alternative interventions that affect intra-household parity and power structures within the household to bring about change.**
- **This will require investing in efforts to change laws and regulations that discriminate against woman, and campaigning to change social and cultural norms that affect a woman's position in the household**
- **It will also involve introducing gender-sensitive labor market regulations that encourage greater male participation in the care and support of young and elderly dependents in the household**
- **Many of these issues continue to receive marginal attention in policymaking**

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*Thank you*

# Further Research

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- **measure time use**
- **causality**
- **intra-households bargaining power-  
allocation of resources**





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**THANK YOU**

