

## "People's Perception about the Effectiveness of Punjab Govt' Package for Women Empowerment " (A Study of Working Women of District Sargodha & M.B.Din)

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Doi:10.5901/ajis.2013.v2n3p523

### **Abstract**

There are a lot of problems and issues regarding women, in many other developing countries, a new approach has been developed to deal with women. It is based on gender empowerment, which means the control over resources and proper share in decision-making process. To deal the matter of women empowerment in the context of changing circumstances, different kinds of parameters have been adopted through the different agencies (governmental, non-governmental organizations). So this research was conducted to review the problems and barriers which are against women empowerment in Pakistan. The purpose of this research was to check the effectiveness of a Package announced for women empowerment by the Chief Minister of (Punjab) Pakistan, 2012. The main purpose was also to make sure that would this Package will prove fruitful or would it be a political announcement only. Another important feature of this research was to analyze those traditional and fundamental structures of our society that are responsible for gender discrimination and women disempowerment. Thus the research mainly, grows around the social, political and economic structures of society vis-a-vis the matter of women empowerment. To analyze the different levels of the structure of empowerment, various kinds of sources have been used. The multistage sampling technique was used and by simple random sampling the population of 150 working women, belonging from two different districts (M.B.Din, Sargodha) had been taken for the research purpose. 75 respondents were taken from M.B.Din, 35 respondents were from Private sector and the rest 40 were from Govt. sector. Similarly 75 respondents were selected from Sargodha, in which 35 respondents were from Private sector and the rest 40 were from Govt. sector. The main objectives of this study were to check the knowledge of the people about women related issues, to check the perception of people about woman empowerment, to look over the knowledge, perception and implementation of Women Empowerment Package 2012, and to examine the social and cultural barriers in the way of women's empowerment. At the end results show that majority 58.0 percent of the respondents know that C.M has announced a Package for women empowerment and 42.0 percent of the respondents did not know about this so there should be awareness raising sessions in all public and Govt. offices to make aware these 42% working women about a package which addresses their all human rights. There are 26% working females who do not feel comfortable while working with their male co-workers; so there should be a suitable and friendly environment for women. Majority of the respondents say that harassment is a common problem for all working women; so there should be some harassment committees in all public offices. C.M has enhanced female job quota from 5% to 15%, so all the line departments should be sensitized for the implementation of this quota.

**Keywords:** C.M Package, Women Empowerment

## 1. Introduction

Despite numerous national and international commitments to ensure gender equality in the past, Pakistan has made no sufficient progress regarding the issue of women empowerment. Instead, a Pakistani woman is always the one compromising in terms of health, education and employment benefits. A society where the youth population is more than 60% and women population 52% is large as compared to other age groups we should realize the fact that women who are mothers and guardians play a vital role in the development and growth of the young generation. In order to have a more responsible and nurtured youth, the government of Pakistan as well as our society should focus more on the issues concerning women. Even meeting their basic educational and health requirements can lead this country to substantial progress and development. So the purpose of this research according to this proverb is: "Empowering the Women, Empowering the Nation" ; it is badly need of the hour to empower the women of Pakistan because there are a lot of problems and challenges regarding women which are the major hurdle for the development of our homeland. Women are the trainers in educating the younger generation .It can be safely said that women participation in almost all sectors can gear up total economy of a country in many ways. "Women Empowerment" that under the contemporary history, world-politics has discussed and debated an issue with highest volume is the issue of gender inequality and women empowerment. In third world countries women are described much lower in social and economic spheres. Male dominance in Pakistan has hindered in women growth, development and empowerment in numerous ways. Yet many of Pakistani females are under the shadow of traditional taboos, religious bindings and male dominance which is still restricting its empowerment and economic liberation. (Talbia Mehdi, 2011)

People need a sense of security that would come only through enabling them to become self-sufficient to contribute equal to their household, to be financially empowered and aware of their basic rights. Keeping in view the national and international commitments and for achieving the MDG's Pakistan Govt. is striving its best efforts especially on women empowerment. Federal Govt. Of Pakistan has passed different legislations and acts on women issues. Pakistan is signatory of national and international commitments that have to achieve MDG's till 2015 because it is 3<sup>rd</sup> millennium development goal to empower the women and now it is 2012 going to be end but we cannot get visible progress which is required for the development of Pakistan. (Rind, 2011)

Keeping in view the dire need to achieve these commitments Govt. of the Punjab has launched Punjab Women Empowerment Package 2012. Government of the Punjab has also emphasis on these specific issues, and introduced a Women empowerment package-2012, which covers the different dimensions to promote the women folk and to address the issues of women. (Women Empowerment Package, 2012)

It is often argued, by some women as well as men, that these International Rights agreements are somehow 'unislamic'. This justification of inequality in terms of religious precepts, 'culture' or tradition is by no means confined to Islam. Powerful interests in most religions and cultures have referred to 'tradition' to justify maintaining gender and other inequality. Islam grants many rights to women which are currently ignored. To argue that Muslim women should not be granted their human rights is to wrongly argue that under Islam women are less than equal. This is totally against the most fundamental teachings of Islam. "The empowerment of women is an essential precondition for the elimination of world poverty and the upholding of human rights. The purpose to ensure the women's empowerment and gender equality are actively pursued in the mainstream of all development activities." 'Individuals acquiring the power to think and act freely, exercise choice, and to fulfill their potential has fallen equally to members of society.' Women's empowerment is therefore more than simply marginal increases in incomes: it requires a transformation of power relations. This means that enterprise development must take into account not only income levels, but also power relations within households, markets, communities and national and international economies. (Voula Papas, 1949)

Education is one of the most important means of empowering women with the knowledge, skills and self-confidence necessary to participate fully in the development process. Education is important for everyone, but it is especially significant for girls and women. This is true not only because education is an entry point to other opportunities, but also because the educational achievements of women can have ripple effects within the family and across generations. Investing in girls' education is one of the most effective ways to reduce poverty. Investment in secondary school education for girls yields especially high dividends. Girls who have been educated are likely to marry later and to have smaller and healthier families. Educated women can recognize the importance of health care and know how to seek it for themselves and their children. Education helps girls and women to know their rights and to gain confidence to claim them. However, women's literacy rates are significantly lower than men's in most developing countries. (Heise L. 1994)

Violence against women narrows women's options in almost every sphere of life, public and private at home, in school, in workplace and in most community spaces. It limits their choices directly by destroying their health, disrupting

their lives and constricting the scope of their activity and indirectly by eroding their self-esteem and self-confidence. In all of these ways Violence hinders women's full participation in society, including participation in the full spectrum of development. (Bunch & Reilly, 1994)

Violence about women is not about sex, it is not about conflict. It is about control. It is an extension of the ideology that gives men the right to control women's behavior, their mobility, their access to material resources and their labor, both productive and reproductive. (Heyse, 1992)

Hassan, (1995) explained that few women outside of the larger cities have any hope of financial independence. Although in big cities, women face less economic problems, they are still dependent on males. Thus, when men give them food, home, clothes, they spend their lives according to the orders and will of their men, whether he is a father, brother or husband. It will be difficult for women to think independently, unless they get economic independence. How will they get this? It remains a challenge in this patriarchal society, where most women working in public offices are harassed in different ways by their male colleagues. Less income, more work, lack of proper transport and health facilities, and abusive behavior from people are some major problems being faced by the working women in Pakistan?

Frank Dobbin, et al. (2007) explained sexual harassment is defined as "unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature such that submission to or rejection of this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment." Sexual harassment does not necessarily have to cause economic suffering or threats/acts of firing. The behavior of the harasser must be unwelcome. Sexual harassers can be women or men and do not have to be of the opposite sex. The harasser can be the victim's supervisor, subordinate, a co-worker, a client, a supervisor in another area, or a non-employee. The victim does not need to be the person to whom offensive behavior was directed, but could be someone else affected by the offensive behavior.

Qudrat Ullah, (2012) reported that C.M women empowerment package is protecting the rights of women, redressing their social and legal grievances and expanding opportunities available to them has been at the heart of the Government of the Punjab's commitment to the people. Throughout its tenure the Government has responded to the call of aggrieved women against social injustices. In the course of exercising its executive functions, the Government has become acutely aware of inherent imbalances in our legal, social and economic structures that discriminate against women. These impediments are either embedded in our legislation, rules and procedures or in the social norms and attitudes that are followed in the society and together these work to the disadvantage of women.

The present government strongly believes that status quo should not prevail in maintaining systems that do not address women's core issues. It resolves that such anachronisms, that work to the detriment of women in the society and the economy need to go. In the countdown to the International Women's Day on 8<sup>th</sup> March, 2012, the Government has decided to announce a comprehensive package of measures-"Punjab Women Empowerment Package 2012" that corroborates the government's firm commitment to addressing the social and economic rights of women who make up half of the population of Punjab. In recommending these measures, the Government has examined social and economic issues faced by women and announces legislative responses to critical areas (such as ensuring the right of inheritance for females, violence against women, etc), new initiatives and other instruments that are expected to have a transformative effect on the lives of women in Punjab.

## 2. Conceptual Framework

Background variables	Independent variable	Dependent variables
Age	Effectiveness of C.M Empowerment Package	Women Empowerment
Gender	Women Harassment	
Education	Gender Discrimination	
Occupation	Women Employment	
Family Structure	Women Violence	

## 3. Methodology

### 3.1 Research Methodology

Research methodology is the systematic knowledge of "logic in use" of the ways, procedures and techniques to have enough knowledge about the topic you are going to study".

"Sociologists often rely on quantitative method of social research because these methods can describe the large or general patterns, while the qualitative approaches can help to understand how individuals respond to those changes" (Neuman, 2001).

For caring out this research it was felt that the data would be collected through such techniques from which maximum information without hurting the persons respect and identity would be used the various qualitative and quantitative method used. All the original research was conducted using English and Urdu language. The researcher used quantitative research method to explore, "The Effectiveness of C.M Punjab Package for Women Empowerment."

### 3.2 Universe

For undertaken a scientific study, selection and specification of universe is the first important step. "Universe is defined as the total number of people living with in specific areas" (Neuman, 2001).

The universe of the study was selected from Sargodha & Hafizabad Districts". Over all 150 respondents had been interviewed through well structured questionnaire. Frequency distribution analysis was carried out by using statistical package for social sciences (SPSS) and obtained information will be presented in the form of M.Sc. thesis. The recommendations are made to ensure and check the effectiveness of C.M Package for Women Empowerment, 2012.

### 3.3 Sample Size and Technique

Sampling is another important tool used in the collection of data. It is defined as the smaller representation of a larger whole. It is minimum picture of the entire group of population. So sampling is the process of selecting a part from the whole, population or universe in order to make simple and easier the whole study. So 150 respondents had been selected for this research.

"A sample refers to a smaller representation of a large whole." (Good & Hat, 1952)

Sample is defined as "the subset of whole population" (Neumann, 2001).

### 3.4 Simple Random Sampling

A type of random sample in which a researcher create a sampling frame and uses a pure random process to select cases, each sampling element in the population will have an equal probability of being selected. (Neuman, 2004)

### 3.5 Justification of Simple Sampling Random

In this sampling method, a researcher develops an accurate sampling frame, select element from the sampling frame according to a mathematically random procedure than locates the accurate element that was selected for insertion in the sample (Neuman, 2004).

By simple random sampling the population of 150 working women, belonging from two different districts (Hafizabad, Sargodha) had been taken for the research purpose. 75 respondents were taken from Hafizabad, 35 respondents were from Private sector and the rest 40 were from govt. sector. Similarly 75 respondents were selected from Sargodha, in which 35 respondents were from Private sector and the rest 40 were from govt. sector.

### 3.6 Survey Method

"A research design in which sample of subject is drawn from a population and studied (usually interviewed) to make inferences about the population is the survey method" (Neumann, 2001).

The survey is the most widely used for data gathering technique in sociology. Survey produced quantitative information about the world. The surveys asked people about their beliefs, opinions, characteristics and present or past experiences.

### 3.7 Data Collection

For the purpose of data collection, researcher collected the data from Sargodha & Hafizabad Districts through questionnaire using simple random sampling technique.

### 3.8 Field Experience

For conducting any social research some difficulties are often faced by each researcher at the time of data collection as social researcher studies the human beings and human behavior. Human beings are the master of their own will; they may or may not respond in a desired manner. Same was the case in this study. The respondents were hesitant to give information about their knowledge, thus researcher have to do extra effort to

## 4. Results & Discussions

**Table 1:** Distribution of the respondents according to their age

Statement	Frequency	Percentage
18-22	21	14.0
23-27	55	36.7
28-32	56	37.3
33-37	18	12.0
Total	150	100.0

Table 1 indicates that majority 56% of the respondents were lying in the age group of 28-32 and 55% respondents were in the age of 23-27 years. So the table results that majority of the respondents were enough mature to take their own decisions.

**Table 2:** Distribution of the respondents according to their marital status

Statement	Frequency	Percentage
Married	111	74.0
Single	39	26.0
Total	150	100.0

Table 2 shows that 74% majority of the respondents was married and 26% respondents were unmarried. So this table results that maximum respondents were experienced a lot as compared to unmarried respondents.

**Table 3:** Distribution of the respondents according to their Education

Statement	Frequency	Percentage
F.A	37	24.7
B.A	88	58.7
M.A	18	12.0
M.PHILL	7	4.7
TOTAL	150	100.0

Table 3 shows that majority 58.7% of the respondents had graduation education while 24.7% of the respondents completed their education till F.A. And 12% respondents got their master's education and only 4.7% respondents reached to M.PHILL studies, so majority of the respondents had sense of their decision making.

**Table 4:** Distribution of the respondents according to their occupation

Statement	Frequency	Percentage
Govt. Employee	80	53.3
Private Employee	70	46.7
Total	150	100.0

According to table 4 majority of the respondents 53.3% were working as govt. servants. And 46.7% respondents were working in private sector. So the results show that majority of the respondents belongs to govt. sector.

**Table 5:** Distribution of the respondents according to their family structure

Statement	Frequency	Percentage
Nuclear	66	44.0
Joint	84	56.0
Total	150	100.0

Data shows that majority 56 percent of the respondents belong to joint family system while only 44 percent of the respondents belong to nuclear family.

**Table 6:** Distribution of the respondents according to their perception about women violence/ sexual harassment at work place

Statement	Yes	No	Mean	S.D
	Percentage			
Do you know about harassment	18.0	82.0	2.060	.812
Do you feel harassment is a common problem for working women	58.0	42.0	2.940	1.585
Do you feel it is a major problem that needs to be addressed	40.0	60.0	3.120	1.710
Have you ever been the recipient of unwanted physical contact at work place	54.0	46.0	1.600	.491
Do you have some harassment committee available in your department	80.0	20.0	1.460	.500
Have you ever had rumors of a sexual nature spread about you	86.0	14.0	1.200	.401
Would you feel ashamed to report sexual harassment	52.0	48.0	1.140	.348
Have you ever taken any legislative action when someone has harassed you	8.0	92.0	1.480	.501
Do you have the knowledge about violence of acid throwing	8.0	92.0	1.9200	.27220
Are you sure that is there any legislation against the offence of acid throwing upon women	6.0	94.0	1.9400	.23828
After the protection bill are women facing the harassment at work place	20.0	80.0	1.8000	.40134
I suppose that women protection bill will be beneficial for women	14.0	86.0	1.8600	.34815

Table 6 shows the perception about women violence/ sexual harassment at work place. The statement knowledge about harassment indicates that majority 82.0 percent of the respondents did not know about harassment while only 18.0 percent of the respondents have knowledge about this. Mean value of the response which is 2.060 with the standard deviation .812.

The statement harassment is a common problem for working women indicates that 58.0 percent of the respondents respond in yes that they feel harassment is a common problem for working women while 42.0 percent respondents respond in no to the statement. Mean value of the response which is 2.940 with the standard deviation 1.585.

Third statement that harassment is a major problem that needs to be addressed indicates that majority 60.0 percent of the respondents feel that harassment a major problem that needs to be addressed while only 40.0 percent of the respondents respond in no to the given statement. Mean value of the response which is 3.120 with the standard deviation 1.710.

The statement about problem of unwanted physical contact at workplace shows that majority 54.0 percent of the respondents respond in yes to the statement while 46.0 percent of the respondents respond in no to the statement. Mean value of the response which is 1.600 with the standard deviation .491.

The statement about harassment committee available in the respondents department indicates that majority 80.0 percent of the respondents have some harassment committee available in their department while 20.0 percent respondents did not have any committee in their department. Mean value of the response which is 1.460 with the standard deviation .500.

The statement about rumors of sexual nature spread against the respondent indicates that majority 86.0 percent respondents respond in yes to the statement while only 14.0 percent of the respondents respond in no to the statement. Mean value of the response which is 1.200 with the standard deviation .401.

The statement about feeling shameness for reporting sexual harassment shows that majority 52.0 percent of the respondents respond in yes to the statement that you feel ashamed to report sexual harassment only 48.0 percent of the respondents respond in no to the statement. Mean value of the response which is 1.1400 with the standard deviation. 34815.

The statement about taking any legislative action against harassment shows that majority 92.0 percent of the respondents responds in no to the giving statement while 8.0 percent respondents respond in yes to the statement that have you ever taken any legislative action when someone has harassed you. Mean value of the response which is 1.480 with the standard deviation. 501.

The statement of knowledge about violence of acid throwing indicates that majority 92.0 percent of the respondents have the knowledge about violence of acid throwing and 8.0 percent of the respondents have no knowledge about this. Mean value of the response which is 1.920 with the standard deviation. 272.

Tenth statement legislation against the offence of acid throwing upon women indicates that majority 94.0 percent of the respondents are sure that is there any legislation against the offence of acid throwing while only 6.0 percent of the respondents respond in no to the statement. Mean value of the response which is 1.940 with the standard deviation. 238.

The statement after the protection bill are women facing the harassment at work place in the table shows that majority 80.0 percent of the respondents respond in no to the statement while 20.0 percent of the respondents respond in yes that women facing the harassment at work place after the protection bill. Mean value of the response which is 1.800 with the standard deviation. 401.

Last statement women protection bill will be beneficial for women indicates that majority 86.0 percent of the respondent respond in no to the statement that women protection bill will be beneficial for women and 14.0 percent of the respondents respond in yes to the statement. Mean value of the response which is 1.860 with the standard deviation. 348.

**Table 7:** Distribution of the respondents according to their perception about gender discrimination

Statement	Yes	No	Mean	S.D
	Percentage			
Do you know about gender discrimination at work place	34.0	66.0	1.660	.475
Do you face any gender discrimination at your work place	76.0	24.0	1.240	.428
Do you feel comfortable while working with male workers	74.0	26.0	1.260	.440
Male job quota is much higher than females, is it not gender discrimination	78.0	22.0	1.220	.415

Statement	Strongly agree	Agree	Some how	Strongly disagree	Disagree	Mean	S.D
	Percentage						
Do you agree that nations can never progress unless gender disparity is removed from the society	0.0	80.0	0.0	0.0	20.0	1.200	.401
Do you agree that women can never gain recognition or rewards for their tireless efforts	0.0	74.0	0.0	0.0	26.0	1.260	.440

Table 7 has two parts. Part one contains four questions and part second contains only two questions. From part one the statement knowledge about gender discrimination at work place indicates that majority 66.0 percent of the respondents did not know about gender discrimination at work place while 34.0 percent respondents know about gender discrimination at work place. Mean value of the response which is 1.660 with the standard deviation. 475.

Second statement shows that majority 76.0 percent of the respondents respond in yes to the statement only 24.0 did not face any gender discrimination at work place. Mean value of the response which is 1.240 with the standard deviation. 428.

Third statement comfortable feelings while working with male workers indicates that majority 74.0 percent of the respondents feel comfortable while working with male workers while 26.0 percent of the respondents respond in no to the statement. Mean value of the response which is 1.260 with the standard deviation. 440.

In part one last statement shows that male job quota is much higher than females, is it not gender discrimination. Majority of the respondents respond in yes to the statement while 22.0 percent of the respondents responded no to the statement. Mean value of the response which is 1.220 with the standard deviation. 415.

From part two first statement nations can never progress unless gender disparity is removed from the society indicates that majority 80.0 percent of the respondents agree with the statement, 22.0 percent of the respondents disagree with the statement, 0.0,0.0 percent respondents strongly disagree and somehow respectively while 0.0 percent of the respondents strongly agree with the statement. Mean value of the response which is 1.200 with standard deviation.401.



Last statement women can never gain recognition or rewards for their tireless efforts shows that majority 74.0 percent of the respondents agree with the statement, 26.0 percent of the respondents disagree with the statement, 0.0,0.0 percent respondents strongly disagree and somehow respectively while 0.0 percent of the respondents strongly agree with the statement. Mean value of the response which is 1.260 with standard deviation.440.

**Table 8:** Distribution of the respondents according to their perception about women empowerment

Statement	Yes	No	Mean	S.D
	Percentage			
Do you have the knowledge about different types of violence against women	8.0	92.0	2.860	1.690
Do you know that Govt. is taking some steps for women empowerment	30.0	70.0	3.300	1.669
Do you know that C.M has announced a Package for women empowerment	42.0	48.0	2.560	1.543

Statement	Strongly agree	Agree	Some how	Strongly disagree	Disagree	Mean	S.D
	Percentage						
Do you agree that C.M Package is effective for women development?	14.0	40.0	6.0	8.0	33.0	1.840	1.068
Do you agree that C.M Package is providing comprehensive legislation to female victim of violence?	6.0	60.0	2.0	2.0	30.0	1.440	.607
Do you agree that this package is protecting all women rights?	0.0	56.0	0.0	0.0	44.0	1.440	.498
Do you agree that women are facing some cultural hurdles in being empowered?	0.0	74.0	0.0	0.0	26.0	1.260	.440
Do you agree that females are facing social barriers to achieve empowerment?	0.0	44.0	0.0	0.0	56.0	1.560	.498

Table 8 has two parts. Part one contains three questions and part second contains five questions. From part one first statement indicates the knowledge of the respondents about different types of violence against women. Majority 92.0 percent of the respondents respond in yes that they have enough knowledge about the given statement while only 8.0 percent of the respondents have no idea about this. Mean value of the response which is 2.860 with standard deviation 1.690.

The statement that Govt. is taking some steps for women empowerment indicates that majority 70.0 percent of the respondents respond in no that Govt. is taking some steps for women empowerment while only 30.0 percent of the respondents respond in no. Mean value of the response which is 3.300 with standard deviation 1.669.

The statement that C.M has announced a Package for women empowerment shows that majority 48.0 percent of the respondents know that C.M has announced a Package for women empowerment and 42.0 percent of the respondents did not know about this. Mean value of the response which is 2.560 with standard deviation 1.543.

The statement that C.M Package is effective for women development indicates that majority 40.0 percent of the respondents agree with the statement, 33.0 percent of the respondents disagree with the statement, 14.0 percent respondents strongly disagree and 6.0 percent answer in somehow while 8.0 percent of the respondents strongly agree with the statement. Mean value of the response which is 1.840 with standard deviation 1.068.

Second statement C.M Package is providing comprehensive legislation to female victim of violence indicates that majority 60.0 percent of the respondents agree with the statement, 30.0 percent of the respondents disagree with the statement, 6.0 percent respondents strongly agree and 2.0 percent answer in somehow while 2.0 percent of the respondents strongly disagree with the statement. Mean value of the response which is 1.440 with standard deviation. 607.

The statement that this package is protecting all women rights indicates that majority 56.0 percent of the respondents agree with the statement, 44.0 percent of the respondents disagree with the statement, 0.0,0.0 percent respondents strongly disagree and somehow respectively while 0.0 percent of the respondents strongly agree with the statement. Mean value of the response which is 1.440 with standard deviation.498.

The statement women are facing some cultural hurdles in being empowered indicates that majority 74.0 percent of the respondents agree with the statement, 26.0 percent of the respondents disagree with the statement, 0.0,0.0 percent respondents strongly disagree and somehow respectively while 0.0 percent of the respondents strongly agree with the



statement. Mean value of the response which is 1.260 with standard deviation .440.

Last statement females are facing social barriers to achieve empowerment indicates that majority 56.0 percent of the respondents disagree with the statement, 44.0 percent of the respondents agree with the statement, 0.0,0.0 percent respondents strongly disagree and somehow respectively while 0.0 percent of the respondents strongly agree with the statement. Mean value of the response which is 1.560 with standard deviation .498.

**Table 9:** Distribution of the respondents according to their knowledge about women empowerment

Statement	Strongly agree	agree	Some how	Strongly disagree	Disagree	Mean	S.D
	Percentage						
Do you agree that Government is taking steps against imbalances in our social, legal and economic structures that discriminate against women	8.0	26.0	40.0	12.0	16.0	3.220	1.752
Do you agree that women empowerment is a compulsory element and a pre-request both communal and national development	6.0	40.0	12.0	12.0	30.0	2.160	1.409
Do you agree that inheritance laws can be empower the women	0.0	66.0	0.0	0.0	34.0	1.340	.475
Do you agree that there is need to be some measures to overcome these issues of violence and harassment	0.0	56.0	0.0	0.0	44.0	1.560	.498
Do you agree that these types of laws can protect the women and empower them	0.0	60.0	0.0	0.0	40.0	1.400	.491
Do you agree that workplace environment for women, is better for them	0.0	76.0	0.0	0.0	24.0	1.240	.428
Do you agree that harassment act is implementing	0.0	38.0	0.0	0.0	62.0	1.620	.487

In table 9 first statement that Government is taking steps against imbalances in our social, legal and economic structures that discriminate against women indicates that majority 40.0 percent of the respondents answer were in somehow to the statement and 26.0 percent of the respondents agree to the statement while 16.0 percent of the respondents disagree with the statement, 12.0 percent of the respondent strongly agree with the given statement and 8.0 percent of the respondents strongly agree with the statement. Mean value of the response which is 3.220 with standard deviation 1.752.

The statement women empowerment is a compulsory element and a pre-request both communal and national development indicates that majority 40.0 percent of the respondents agree with the statement, 30.0 percent of the respondents disagree with the statement, 12.0, 12.0 percent respondents strongly disagree and somehow respectively while only 6.0 percent of the respondents strongly agree with the statement. Mean value of the response which is 2.160 with standard deviation 1.409.

The statement inheritance laws can be empower the women indicates that majority 66.0 percent of the respondents agree with the statement, 34.0 percent of the respondents disagree with the statement, 0.0,0.0 percent respondents strongly disagree and somehow respectively while 0.0 percent of the respondents strongly agree with the statement. Mean value of the response which is 1.340 with standard deviation .475.

The statement there is need to be some measures to overcome these issues of violence and harassment indicates that majority 56.0 percent of the respondents agree with the statement, 44.0 percent of the respondents disagree with the statement, 0.0,0.0 percent respondents strongly disagree and somehow respectively while 0.0 percent of the respondents strongly agree with the statement. Mean value of the response which is 1.560 with standard deviation .498.

The statement types of laws can protect the women and empower the women indicates that majority 60.0 percent of the respondents agree with the statement, 40.0 percent of the respondents disagree with the statement, 0.0,0.0 percent respondents strongly disagree and somehow respectively while 0.0 percent of the respondents strongly agree with the statement. Mean value of the response which is 1.400 with standard deviation .491.

The statement workplace environment for women, is better for them indicates that majority 76.0 percent of the respondents agree with the statement, 24.0 percent of the respondents disagree with the statement, 0.0,0.0 percent respondents strongly disagree and somehow respectively while 0.0 percent of the respondents strongly agree with the statement. Mean value of the response which is 1.240 with standard deviation .428.

Last statement harassment act is implementing indicates that majority 62.0 percent of the respondents disagree

with the statement, 38.0 percent of the respondents agree with the statement, , 0.0,0.0 percent respondents strongly disagree and somehow respectively while 0.0 percent of the respondents strongly agree with the statement. Mean value of the response which is 1.620 with standard deviation.487.

**Table 10:** Distribution of the respondent according to their knowledge about job quota and female friendly environment

Statement	Yes	No	Mean	S.D
	Percentage			
Do you know that there is 5% job quota for women in public service employment	70.0	30.0	1.300	.459
Do you know that C.M has enhanced this job quota from 5% to 15%?	28.0	72.0	1.720	.450
According to C.M Package would the job quota for women in public service employment be ensured from 5% to 15%?	100	Nil	1.000	.000
If women get success to achieve 15% job quota, would it sufficient for their economic and social development?	68.0	32.0	1.320	.468
Is one billion interest free loan scheme will be enough for 52% of Pakistani women	56.0	44.0	1.440	.498
Do you know that C.M Package is much effective rather than other initiatives taking for women empowerment	56.0	44.0	1.440	.498
Do you have the knowledge that according to the announcement of C.M Package, 15% job quota for females is implementing now?	54.0	46.0	1.460	.500
Do you have the knowledge about inheritance laws	68.0	32.0	1.320	.468

Table 5 indicates the knowledge of female students about new job quota according to CM package. First statement in the table shows that majority 70.0 percent of the respondents have knowledge about CM package and 30.0 percent of the respondents have no knowledge about this. Mean value of the response which is 1.300 with the standard deviation .459.

The statement about knowledge that C.M has enhanced the job quota from 5% to 15% shows that majority 72.0 percent of the respondents respond in no that they know that C.M has enhanced this job quota from 5% to 15% while only 28.0 percent of the respondents know about this. Mean value of the response which is 1.720with the standard deviation .450.

The statement "according to C.M Package would the job quota for women in public service employment be ensured from 5% to 15%" shows that 100.0 percent respondents respond in yes to the statement that According to C.M Package would the job quota for women in public service employment be ensured from 5% to 15% while 0.0 percent responds in no. Mean value of the response which is 1.000 with standard deviation .000.

Next statement if women get success to achieve 15% job quota, would it sufficient for their economic and social development indicates that majority 68.0 percent of the respondents respond in no to the statement and 32.0 percent respondents responded in yes to the statement. Mean value of the response which is 1.320with standard deviation.468.

5th statement indicates that 56.0 percent of the respondents responds in yes to the statement that Is one billion interest free loan scheme will be enough for 52% of Pakistani women and 44.0 percent of the respondents respond in no to the statement. Mean value of the response which is 1.440 with standard deviation .498.

Next statement indicates that C.M Package is much effective rather than other initiatives taking for women empowerment majority 56.0 percent of the respondents respond in yes to the statement and 44.0 percent of the respondents respond in no to the given statement. Mean value of the response which is 1.440 with standard deviation .498.

Second last statement according to the announcement of C.M Package, 15% job quota for females is implementing now, shows that majority 54.0 of the respondents respond in yes to the statement and 46.0 percent of the respondents respond in no to the given statement. Mean value of the response which is 1.460with standard deviation .500.

Last statement indicates that 68.0 percent of the respondents have knowledge about inheritance laws while 32.0 percent of the respondents have no knowledge about the statement. Mean value of the response which is 1.320 with standard deviation .468.

## 5. Conclusion

Men and women are pillars of society; without their equal participation in all spheres of life, no society can progress. As far as the capabilities of women are concerned, they are no less than men. They are performing their role as doctors,

teachers, lawyers, and many other fields of life but still society is not giving them their legitimate status and working women are facing a lot of problems in Pakistan. They are ignored in all decision making process and they are not promoted to higher positions even if they deserve to be. Women in Pakistan also face problems like sexual abuse and physical harassment. There has been recent legislation that has afforded them protection but it has not implemented properly. Women will not be able to utilize their talents properly if they do not feel safe in their workplace. An attitude change is needed across the board and a good first step to affect that would be to implement existing women-friendly legislation in letter and spirit.

## 6. Recommendations and Solutions

Following recommendations were made on the basis of present findings:

- As majority 48% of the respondents know that C.M has announced a Package for women empowerment and 42 % do not know about this; so there should be awareness raising sessions in all public and Govt. offices to make aware these 42% working women about a Package which addresses their all human rights.
- 26% working females do not feel comfortable while working with their male co-workers; so there should be self motivated male workers be recruited and a friendly environment be provided to female workers.
- As majority 92% of the people have knowledge about offence of acid throwing, so there should be some precautionary measures to stop this violence against women.
- Majority of the respondents say that harassment is a common problem for working women; so there should be some harassment committees in all public offices.
- C.M has enhanced female job quota from 5% to 15%, so all the line departments should be sensitized for the implementation of this quota.
- By supporting women's education, training them as business leaders, equipping them to become better farmers and aiding those displaced by conflict, the Women's Empowerment Fund is giving WFP and its supporters a new way to help them do that.
- As mothers, farmers, teachers and entrepreneurs, a great deal hinges on their success. Evidence shows that with equal access to education, training and means, women can raise the living standards of their families and inject new life into the local economy.
- "People often ask me, what can be done to defeat hunger? If you had all the resources in the world to end hunger, what would you do? My answer is simple: empower women, because women are the secret weapon to fight hunger."
- The empowerment of women has a direct impact on the implementation of the Millennium Declaration in all areas, including development, security and human rights, and particularly in relation to poverty eradication. The situation of rural women should be given explicit attention in the context of the High-level Plenary Meeting of the sixtieth session of the General Assembly and in the integrated and coordinated follow-up to major conferences and summits.
- Ensuring attention to women's needs and contributions, including through enhanced consultation, and their full participation in the development, implementation and monitoring of macroeconomic policies and programmes and poverty reduction strategies, including poverty reduction strategy papers based on the Millennium Development Goals;
- Promoting and protecting women's equal rights to property and inheritance through legislation, promotion of legal literacy and legal assistance to rural women, awareness-raising campaigns and training of government officials.
- Promoting women's participation in decision-making, including through affirmative action, and support for women's organizations, labor unions or other associations and civil society groups promoting rural women's rights.
- Promoting gender-sensitive budget initiatives at the national and local levels that support the allocation of resources for the benefit of women in all areas.
- Improving availability, access to and use of critical rural infrastructure, such as energy and transport, and public goods such as water and communal resources, as well as access to reproductive health services.
- Supporting formal and non-formal education and training to build the capabilities of girls and women in areas and eliminate gender stereotyping.

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