Determination of Influential Factors on the Women Employment status in South Punjab Economic Growth

Lubna Tubbassum[1], Waqas Ameer[2], Arslan Afzal Ansari[3], Kamran Javed[4*]

[1]Banking Service Manager, Allied Bank Ltd. Bahawalpur, Pakistan, [2]Assistant Professor, NCBA&E, Dept. of Economics, Bahawalpur, Pakistan, [3]Deputy Registrar, NCBA&E, Lahore, Pakistan, [4]PhD Scholar, Dept. of IoT, Hohai University, Nanjing, China
Email: lubna852008@hotmail.com, waqas.usm@gmail.com, arslanansari@hotmail.com, Kamran.javed86@hotmail.com

Abstract
Participation of women in the emerging industry throughout the world is appreciated and enlivening. At the same time it is most discussed topic especially in the human right circle in the developing countries. Though the participation of the women towards the betterment of the economy of any country is pleasant but it is still affected by the internal and external deriving forces. In the previously held researches and studies it is widely discussed that the family background was the main factor in discouraging women participation. However, the researches held in the recent year shows nepotism is also an external force that have impacts on the women employment along with the favoritism. Considering these two external forces results are depicting that these two though have pessimistic impact on the economic situation, but have optimistic impact on the feminine employment. This study discussed different factors and their impact on the women empowerment and employment through BLM (Binary Logit Model). The relationship of education in family unit and employment of the women are very significant and positively placed. The women empowerment and employment is highly effected and affected by the family background and directed by the all factors linked to the household. However, cronyism or favoritism rooted in the private sector elevates the employment status as in this case, family terms overwhelmed the merit.

Introduction
In developing countries the empowerment and elevation of the women employment to participate in the economic growth of the country is suppressed due to multiple factors. Some of the significant factors create the potholed and irregular distribution in the socio-economic setup like, rural and urban division, class difference, uneven religious understanding and territorial differences. Also, women from clannish and ethnic oriented backgrounds like

feudalism and capitalism social settings have irreparable impact on their lives. In such settings the participation of the women in labor force in the emerging world is limited and discouraged by the predecessor of such culture and family backgrounds (Qadir & Afzal, 2019; Young, Hassan, & Hatmaker, 2019; Masengeli, Kiragu, Kamau, 2018). Moreover, these factors also deprived the literacy of the women, which limits the participation of the women even in household decision making and domestic contribution to the society that also affect their contribution in employment and other related activities. These traditional, conventional and unadventurous environments and gender discriminative setting norms hold back and restrain the feminine capabilities to participate in the society actively thus, creating a remarkable difference in the women employment than in the developed countries (Malik, Tariq, Begum, & Jan, 2016; Osundina, 2019; Shaheen, Shabir, Faridi, & Yasmin, 2015; Kavita & Hassan, 2018). However, according to the scope of this study, women in Pakistan are working as a laborer which has no economic value and no contribution to the growth of the country's economic development. Women in Pakistan are working in unofficial and informal way for instance in agriculture fields, housewives and on daily wages. This includes no weight in economic measurement indicators such as per capita income, as this is strictly domestic and conservatively personal efforts to support their households, however in many studies it is indicated that the women in handling the household expenditures is more expert and active than their men. Similarly, in other countries where economic and cultural situations are somehow identical have no contribution of women in the economic growth, which is evident from the reports of World Economic Forum, indicated that Pakistan is one of the lowest ranked countries in terms of women contribution to the economy of the country. These differences in the employment and opportunities available to the women to contribute positively in the economic growth of the country make Pakistan to flash at 123rd rank in terms of inequality between men and women which depicts that Pakistan has awfully low empowerment of women. The factors deriving this situation include the domination of male members in decision making, employment and literacy rate. The literacy rate of women in Pakistan is not even comparatively, very low which is suppressing women abilities to emerge in the society. After Afghanistan, Pakistan in the region flashes very low rate of women contribution in employment and workforce with figures of 22% whereas men employment and workforce contribution is measured as 68%, keeping in view that women population in Pakistan is increasing in the last two decades i.e. 48.7% of total. In the same course, the women who have bank accounts are noted below 5%, which shows that how less women is financially empowered. Against men, only 3% women are honorably reached to the formal employment status, the difference is big because of considerably large difference in the salaries, perks and privileges. Equality in education and minimizing the difference of job offerings regardless of urban/rural backgrounds can solve the issue in longer run.

Corruption in the developing countries likewise in Pakistan is the major issue which is giving birth to the nepotism. Meritocracy in such countries is the salient feature that is most neglected in the developing countries due to which favoritism and status quo is form of utter nepotism. Although, the developed countries also are not completely pardoned from the nepotism, but in case of developing countries where corruption is already a cancerous problem, nepotism can give the shallow wound to the country's economy. However, researchers have indicated different shapes of nepotisms present in Pakistan, includes, generation based nepotism in which only family members are given preference over merit noticed mostly in private sector and family owner businesses, paired employees which means both husband and wife share the same workplace. There is one more complex form of

nepotism is in discussion from last few years, that is, cronyism, which refers to hiring the employees due to political association or pressure. In this case the favorites of the politicians are to be hired in the government and private sector overwhelming candidates with merit.

Methodology
Collection of the data is accomplished through interviewing females from distinctive backgrounds and also by using precisely designed questionnaire. Remarkably, backward and neglected area of Pakistan is chosen to collect the data i.e. south Punjab, Bahawalpur district. Remote tehsils were chosen to select the 450 respondent females including yazman, Ahmed pur east and hasil pur. Equivalent numbers of females were chosen from each of the tehsil as illustrated in table I.

Table I
Sample Size from different Tehsils

TEHSIL	SAMPLE SIZE
Yazman	150
Ahmed pur east	150
Hasil pur	150

Binary logit model as discussed earlier is used in this study to evaluate the dependant variable which can take only binary value 0 and 1 for being jobless or job holder respectively. The binary logit model is given as:

$$\text{Logit } E[Y_i/Y_x] = \text{Logit } (P_i) = Ln[P_i/1-P_i] = \beta_i X_i + e \text{ ---------- 1}$$

Where, P denotes probability of job holder, and e denotes the exponential value. However, probability that a female is doing the job or not can take only 0 and 1 value as depicted earlier. As the dependant variable in this study is assumed to be dichotomous and can take only binary value due to which logistic regression formula is to be used in order to explain the correlation among the dependent and nominal independent variable. The logistic regression model according to selected variables can be given as in eq.2 and is illustrated in details in Table II.

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + \beta_5 X_5 + \beta_6 X_6 + \beta_7 X_7 + \beta_8 X_8 + \beta_9 X_9 + \beta_{10} X_{10} + \beta_{11} X_{11} + \beta_{12} X_{12} + \mu \text{ --- 2}$$

Table II
Variables of Study

Y/X	Variables	Description of Variables
Y	Employment Status	Job holder=1, else 0
X_1	Region	Urban = 1 else 0
X_2	Age	Years
X_3	Education	Schooling years
X_4	Marital Status	Single = 1, else 0
X_5	Education of Family Head	Schooling years
X_6	Number of Family members in Public Sector	No. of members
X_7	Number of Family members in Private Sector	No. of members
X_8	Number of close relatives in Public Sector	No. of members
X_9	Number of Close relatives in Private Sector	No. of members
X_{10}	Less Experience	$X_{10}= 0 \{ X_{10} \leq 2\}$ and $X_{10}=1 \{ X_{10} \geq 2\}$
X_{11}	More Experience	$X_{11}= 0 \{ X_{11} \leq 3\}$ and $X_{11}=1 \{ X_{11} \geq 3\}$
X_{12}	Political affiliation	1 for ruling party, else 0

Result Discussion

The data collected in the form of questionnaire shows the results of the ratio of females in urban and rural females having employment. The total respondents from rural areas were 266 from which 134 were job holders and 137 were jobless. From the urban areas there were total 184 respondents from which 88 were job holders and 96 were jobless. According to this data total jobless females from rural and urban areas were 230 and total employed females were 225 as depicted in Table III.

Table III
Respondents Distribution according to Region

Region	Unemployed	Employed	Total
Urban	96	88	184
Rural	137	134	266
Total	233	222	450

The data shows that in urban areas 52.17 percent females are unemployed and 47.82 percent females are employed. While in the rural areas the situation is quite different, 51.50% females are unemployed and 50.37% females are employed.

In terms of qualification the data shown that there are 46% jobless females having qualification of 14 years and 53.4% are job holders. While the females having 16 years of education are 48.63% are jobless and 51.37% are employed. Females having 18 years of education 48.94% are employed and 51.06% females are unemployed. This data is illustrated in table IV.

Table IV
Respondent Distribution according to No. of Education Years

Years of Education	unemployed	employed	Total
14	80	92	172
16	119	126	245
18	17	16	33

The data is also analyzed based on the marital status of the female that what is ration of employment of married and unmarried females. The data shows that the ration of employed married females is less than the married unemployed females. While in unmarried females unemployed females are less than the unmarried employed females as shown in the Table V.

Table V
Respondents Distribution according to marital status

Marital Status	Jobless	Jobholder	Total
Married	68	62	130
Unmarried	152	168	320

The results shows that 52.3% married females are jobless and 47.69% are employed while in unmarried females the 47.5% females are unemployed and 52.5% are employed.
The collected data is also analyzed on the bases of variable X_6 that depicts the no. of family members in the public sector, table VI shows the employment ratio of the females in accordance with the mentioned variable.

Table VI
Family members in Public Sector versus Female Employment Status

Family member in Public Sector	Jobless	Job holder	Total
0	107	146	253
1	45	35	80
2	37	28	65
3	25	10	35
4	9	4	13
5	2	2	4
Total	225	225	450

The vivid investigation of the study is expressed in Table VII in which column 1 depicts the variable, 2nd column shows the sample size. Column 3 shows the minimum value while column 4 shows the maximum value, and column 4 and 5 shows the mean deviation and standard deviation respectively.

Table VII

Statistics of Variables used in the study

Variables	N	Minimum	Maximum	Mean	Std. Deviation
Y	450	.00	1.00	.5000	.50056
X_1	450	.00	1.00	.4311	.49578
X_2	450	16.00	35.00	25.8956	3.66653
X_3	450	14.00	18.00	15.3822	1.20157
X_4	450	.00	1.00	.7111	.45375
X_5	450	.00	18.00	9.3222	5.60390
X_6	450	.00	5.00	.8600	1.18470
X_7	450	.00	5.00	1.2244	1.27187
X_8	450	.00	10.00	2.2733	2.66687
X_9	450	.00	10.00	3.2933	3.20331
X_{10}	450	.00	3.00	.2200	.43566
X_{11}	450	.00	1.00	.1365	.34270
X_{12}	450	.00	1.00	.4356	.49638

However, beside all these factors there is one more factor in the women employment is Age. In many countries the age limitations for women are considerably different than the male age limits. This factor cannot be neglected as it makes remarkable difference on the employment of the women regarding employment and household activities. Similarly, the females with the education shows more interest to be employed and have higher ratio in the employment industry than others. The more is the qualification the higher is the interest to participate in the economic growth of the country. The employment of female is indirectly and female education is directly influenced by the decision of the family heads. As the results in subsequent table VIII shows that the marital status also shows positive correlation with employment status, the unmarried females are more interested in the economic activities, thus jobs, than the married females, as they have more responsibilities on them to run the household and look after their children.

Table VIII

Factor's statistics affecting Women Employment

Variables	B	Std. Error	T	Sig
Constant	.111	0.311	0.358	0.721
X_1	-0.26	0.044	-0.587	0.558
X_2	0.001	0.007	0.089	0.929
X_3	0.010	0.018	0.563	0.574
X_4	0.049	0.058	0.847	0.398
X_5	0.005	0.004	1.200	0.231
X_6	-0.049	0.018	-2.670	0.008***
X_7	0.003	0.017	0.163	0.871
X_8	-0.017	0.009	-1.872	0.062*
X_9	0.020	0.007	2.662	0.008***
X_{10}	0.380	0.064	5.981	0.000***
X_{11}	0.254	0.081	3.116	0.002***
X_{12}	0.098	0.043	2.254	0.025***

Where:

R	=	0.518	sig.	=	0.000
R square	=	0.268	F statistic	=	13.335
Adjusted R Square	=	0.248			

* and *** indicated the significance at 10 and 1%

However, the less number of married females in the employment is also subjected to the family norms and regulation of the in-laws family and restrictions from the husband also have impacts. However, it also depends on the educational background of the family and education of the family head. If the decision maker of the family is educated then it will become easy and obvious for the females of the family to go out, get higher education and to be employed to contribute and participate in the economic growth of the country. However, on the other hand it is also analyzed that if the male member of the family have jobs in public sector and they are earning well to support their family then they will not let the females of the family to take part in employment activity. While, our results shows that if the male members of the family are employed in private sector then it will have positive impact on the employment of the women. Normally, in the employment dynamics of the Pakistan, people in private sector are not earning enough to support the family expenditures effectively, so they will let their females to take part in the employment activity to share the load. Family member in the public sector have negative but non-significant impact in contrast of private sector jobholders as they prefer their own family members to get job than others. However, if the family members are related to public sector then it has positively significant impact on the female employment. The nepotism effect thus can be noticed in private sector as female members from their own family are being preferred to take part in the economic activities (Amore, Caselli, Colla, & Corbetta, 2019; Kelleci, Lambrechts, Voordeckers, & Huybrechts, 2019; Georgia & Alexandra, 2018); Mahto, Vora, McDowell, and Khanin (2020). However, females with job experience can easily get jobs in the market than the other females who have less than 2 year of experience or no experience at all.

The same way influence of the political affiliations also have positive impact on the employment of females though this positive impact is in the bad of the country situation and merit system because for now the country situation is utterly affected by the political influence, nepotism and status quo. In such scenario, females with political affiliation to the ruling party can easily enter into the employment market.

Conclusion

This study was conducted to determine the factors that are influencing the female employment status in comparatively backward area of south Punjab in Pakistan. It is concluded that number of factors are positively and significantly effecting the female employment such as, family background of the women, matrimonial status of female and education of the household head. Women employment also shows positive results under nepotism and cronyism in Pakistan, as the prospection of the women employment increase with more number of family members in public sector and also the families that are politically associated with the ruling party. Though cronyism and nepotism ironically negate the meritocracy in Pakistan in public and private sector but it is favorable for the women employment empowerment. The government of Pakistan must take essential steps to increase the contribution and participation of the women in workforce while minimizing the damage to meritocracy with the help of increasing female education in areas with stunted

economic growth. In today's world competition it has become unavoidable to neglect the women education and women employment in order to make growth in economic activity.

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