

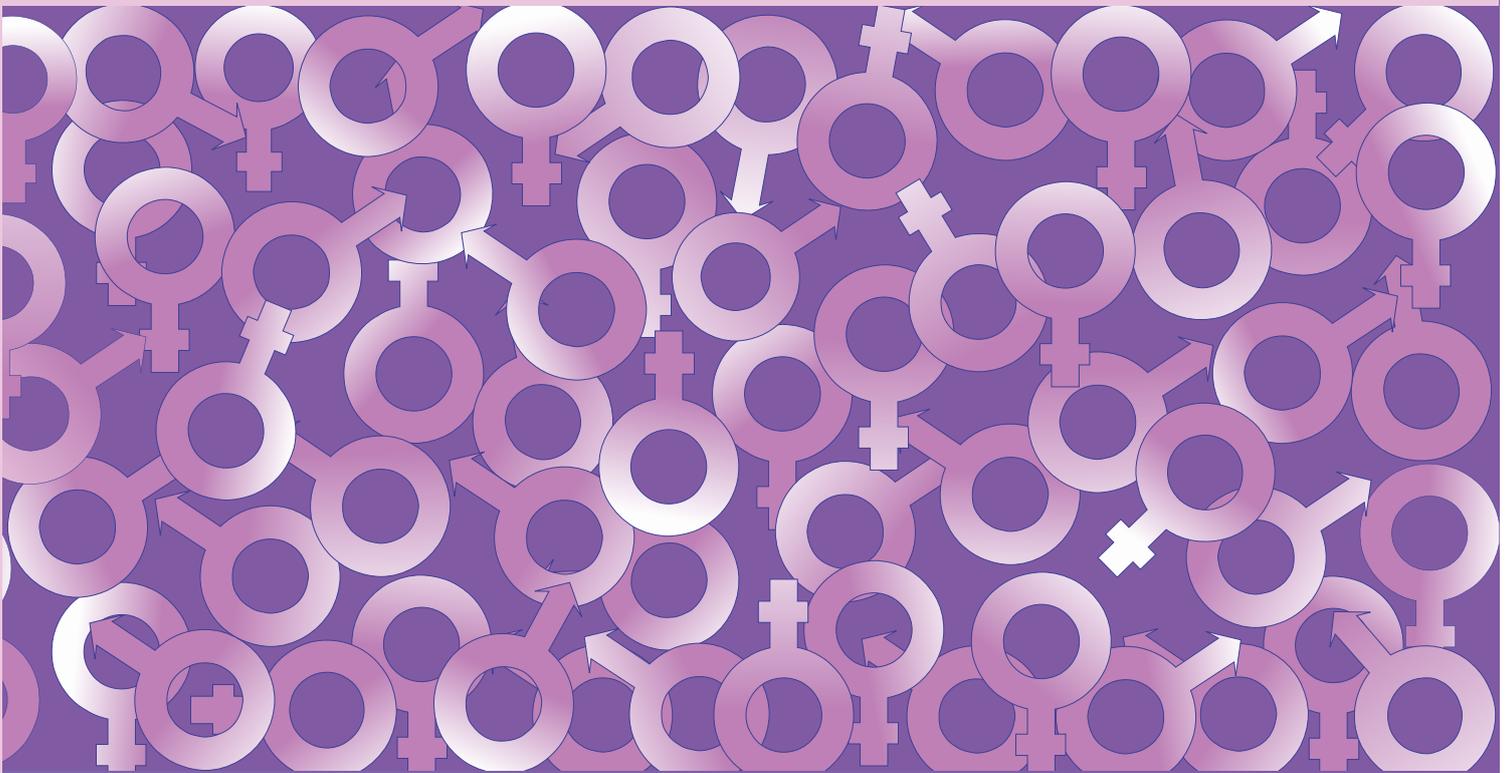
STUDY GUIDE

GENDER AND DEVELOPMENT

Code No 4651/9160

Units 1-9

3 Cr.H.



DEPARTMENT OF GENDER AND WOMEN' STUDIES
FACULTY OF SOCIAL SCIENCES AND HUMANITIES
ALLAMA IQBAL OPEN UNIVERSITY
ISLAMABAD

GENDER AND DEVLELOPMENT

CODE No.4651/9160

UNIT 1-9



**Department of Gender and Women Studies
Allama Iqbal Open University, Islamabad**

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ALLAMA MAL OPEN UNIVERSITY, ISLAMABAD
DEPARTMENT OF GENDER AND WOMEN'S STUDIES

Dear Students,

Welcome to the course, "Gender and Development" (9160) offered for BS program in Gender & women Studies. This book is the study guide for this three credit hours course.

Introduction the Course

The course is a study of foundational concepts; approaches used in gender and debates related to theory and practice of gender and development in a national and international development planning and practice in a national and international context. Along with the historical context and theoretical approaches to gender and development, the course also focuses on development theory, feminist critiques and gender analysis and mainstreaming approaches. This course aims to examine the disparate lives of men and women's in less developed countries and the impact upon them as a result of development and incorporation into global, economic and political systems. The significance of Gender and Development as an approach to eradicate gender inequality has been best described by a work renowned human development expert Dr. Mahbub-ul-Haq, as 'Development if not engendered is endangered'.

Course Objectives

After completing this course, you should be able to:

1. Understand the historical context, concepts, approaches and debates related to theory and practice of gender and development in a national and international context.
2. Apply and critique the various frameworks in gender and development planning as used within the international development agencies, non-governmental organizations, governmental agencies and community-based organizations.
3. Examine and apply the principles and techniques of gender analysis and gender mainstreaming in the process of sustainable human development.
4. Identify the contributions of the governmental and non-governmental organizations for incorporating the gender agenda into development planning.

How to Study

The study guide comprising of nine units, spreads over nine topics. Each unit or chapter provides a basic explanation of the topic as well as reading

references for further detailed study. Each unit requires two week's study. If you spend two hours daily to study your course, you can complete the course in eighteen weeks. In mid of the study period a online or face to face workshop will also be held which is an effort to help you to prepare for examinations and interact with your peer group and listen to the subject experts and exchange knowledge.

Please do not confine yourself to the materials, which are being uploaded by the university for your study on the AIOU's website. To enhance knowledge, the students are expected to extensively use library and the internet for latest educational resources.

Tutors Guidance

In distance learning system basically the students have to study on their own. However, the university does appoint a correspondence tutor, who not only evaluates your assignments, but also provides guidance related to the course contents. The university organizes online and face to face workshops which the students need to attend regularly to enhance their understanding of the subject and prepare for the final examination. You will be informed regarding the tutor allocation, courses workshops and online assignment submission by the university.

Assessment and Evaluation

According to university system your performance in the course will be evaluated through two modes that is:

- ▶ Home Assignments
- ▶ Final Examination

You will be required to prepare two assignments for this course. The assignments are spread over course units and are to be submitted online it, the allocated tutor for checking assignments to the schedule provided by the university.

The main objective of the assignment is to encourage you to study and appraise your performance. The tutor's assessment will guide you for the preparation of your next assignment.

The marks obtained in assignments add up to the final examination. The papers for final examinations are prepared based on the complete course. The final examinations are held in specified examination centers. For passing a course one has to pass both the components of assessment that are take home assignments and final examination.

MARIA MUSTAFA MALIK
Course Coordinator

TITLE OF THE UNIT

1. The Concept of Development
2. Development for Women
3. Themes of Development and Women (International Context)
4. Strategies of Development for Women
5. Strategies of Development for Women (Pakistani Context II)
6. Role of Women in Family Development
7. Women's Movement and its Origin in Pakistan
8. Role of Women in Development of Pakistan
9. Impediments in Women Development

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Unit – 1

THE CONCEPT OF DEVELOPMENT

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Introduction

The following unit attempts to explain the concept of development. This unit also explains the concept of development to its fullest, covering, all aspects. The concept of development is taken to mean different things in different perspectives. It then attempts to explain what development of women means. Understanding the concept of "development" will help in understanding the various aspects of development in terms of governance and enactments of policy and practice. The unit further attempts to explain the concept of human resource. Appropriate management of human resource can boost the development process manifolds.

Objectives

The unit aims to cover the followings:

1. To introduce the meaning of development.
2. To trace the global history of development to the present day concept.
3. To provide knowledge about different ways that development takes place in.
4. To identify and signify the importance of women and development.
5. To understand how human resource plays an important role in the development of a nation.

1.1 Definition of Development

The word development is believed to have an origin in Economics, especially since it is usually meant to represent the concept of 'growth' and 'expansion'. Literature relating to the development paradigms put a lot of emphasis on the role of economic forces in bringing about the development of a society. It follows that development (the term in general) and economic developments are regarded as synonymous.

For quite some time, it was the norm to use economic development interchangeably with economic growth. This gave rise to a situation where a small and backward country could overnight become rich and 'developed' if it was fortunate in having a raw material such as petroleum that, as a result of a sudden upward change of price, became a tremendous earner of foreign exchange¹. Part of the reason why it is necessary to define the word clearly, is also the change in its real conceptual meaning over the time. It was in 1969 that experts conceived the idea that development involves not only economic growth but also other conditions. They realized the fact that economic development has to be incorporated with development of the citizens. Reviewing of the concept of development in 1977, experts asserted that they had left out one essential element, which must be added and that essential element was self-reliance. According to them, the addition of this new element entails that the main emphasis in development would no longer be on overall growth rates or on patterns of distribution.

1.1.1 Development as Economic Growth

In the economic literature of the early, post-Second World War period, development was defined as:

'A rapid and sustained rise in real output per head and... (Corresponding to development of)... the Technological, Economic, and Demographic Characteristics of a society.' (Mabogunje, 1980)

This definition of development asserts that development in a country is dependent upon its technological and other economics related attributes, development in itself MUM nothing. Studies and experiences have shown that real output per head rises on a self-sustained basis with certain changes 1p the technology available to the society.

¹ *Embedded into the stage theory of economic growth, which believes that the "underdeveloped" nations were at a struggling stage. And it was a matter of achieving salient goals of economic growth and that they could become developed with the provision of resources. That is to say they can achieve their goals with taking short cuts.*

1.1.2 Development as Modernization

The excessively narrow economic interpretation of development under the banner of economic growth came later to be tempered by the need to incorporate social, psychological and political issues in the process, thus the economic growth paradigm of development was modified to include new ideas and concepts. Development, still in the sense of economic growth, came to be seen as part of a much wider process of social change described as modernization. The whole idea is summarized in the excerpt below:

The emphasis in development as modernization is thus on how to inculcate wealth oriented behavior and values in individuals, it saw a new concentration in many developing countries on the building of schools and colleges, expansion of enrolment at all levels of education and In adult education, extension of the coverage of mass media particularly through radio and television, growth in three number of health centers and medical establishments, provision of better housing and recreation facilities, and new Interest in youth and youth activities. This form of development was, however, less critical of content than of form. In a situation of changing social conditions, it continued to educate, to inform and to minister to health needs through processes reminiscent of the period of colonial tutelage of procedures borrowed directly for the advanced industrial countries.

(Haq, 2000)

1.1.3 Development as Distributive Justice

By the end of the 1960s, it was becoming clear that neither of these definitions of development were having a wide-ranging effect on the standards and conditions of living, especially in the Third World countries: The relative position of the masses worsened in comparison with that of the elite. Widespread poverty and destitution became visible, tangible and compelling. Development came to be seen not simply as raising per capita income but more important, of reducing the poverty level among the masses or, as it was more pleasantly put, satisfying their 'basic' needs.

Interest in development as social Justice brought to the front three major issues: the nature of goods and services provided by governments to their populations (otherwise referred to as public goods), the question of the accessibility of these public goods to different social classes; and the problem of how the burden of development (defined as externalities) can be shared among these classes (Moser, 1993).

1.1.4 Development as Socio-economic Transformation

Scholars of the Marxist philosophical orientation argue that the questions of distribution and social justice cannot be considered or resolved independently of the prevailing mechanisms governing production and distribution. Thus it gives the institutional mechanisms' a vital role in the development of economy of a country. And without making institutional changes, every developmental strategy would rather be self-defeating. They point to numerous countries, mostly in the advanced capitalist industrial world, which have attempted various forms of redistribution of real income or undertaken antipoverty programmes, with rather indifferent multi. The reason for failure, they claim, is obvious: 'programmes which seek to alter distribution without altering the capitalist market structure within which income and wealth are generated and distributed, are doomed to failure' (Moser, 1993).

1.1.5 Development and the Gender Question

This approach was introduced under the banner of the United Nations human development charter. The 1005 IMP Human Development Report changed the debate on development issues. The report innovatively discussed the idea that in order to develop a well grounded and practical theory of development, gentler needs to be given special importance Mahbub ul Haq², believed that:

"... Women have greatly expanded their capabilities over the last few-decades through a liberal investment in their education. At the same time women are acquiring greater control over their lives through dramatic improvements in reproductive health. They stand ready and prepared to assume greater economic and political responsibilities."

He also believed that technological advances and democratic processes are on their side in this struggle³. Progress in technology is already overcoming the handicaps women suffer in holding jobs in the market, since jobs in the future industrial societies will be based not on muscular strength but on skills and discipline. All the democratic transition that are sweeping the globe will make sure that women exercise more political power as they begin to realize the real value of the majority votes that they control.

² *Creator of the human development report for United Nations development program and a renowned economist.*

³ *The quote of Dr. Mahbub ul Haq has been borrowed from the foreword of the document: Hay, K. (2000). Human Development in South Asia 2000: The gender question. Islamabad: oxford press (p. 5).*

Self-Assessment Questions:

1. Differentiate between development as modernization and development as socio-economic transformation.
2. Development has been discussed as a gender issue. Identify the issues that you believe will come up under this paradigm.

1.2 Theories of Development

Theories are organized frames or a system of ideas or concepts that are developed to help us understand, explain and change a certain phenomenon or concept. It provides a systematic way of examining social issues and providing recommendations for change. Theories of development focus on various approaches. In fact the theories Development of women have borrowed from different developmental paradigms. One is the economic paradigm (Encarta, a.d). The other perspective is based or feministic paradigm. The theories in second list are given importance for their roles in enhancing the concept of women and development. They are also responsible for integrating the prestige of women in the concept of development (See Figure below).

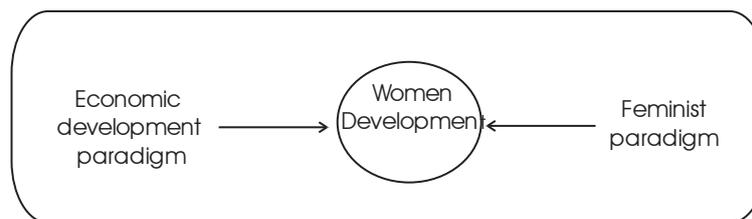


Figure 1: Paradigms Lending Theories for the Development of Women.

1.2.1 Economical Development Paradigm⁴

On the whole, the concept of development has been adopted from the economical paradigm. With passage of time, i.e. from 1930's it has shifted to accommodate the trends of investing in the whole world. The planners and strategy makers have manipulated the trends in development according to the paradigm they believed in the economical paradigm is concerned with understanding and predicting the best possible mechanism for economic progression. It may relate to a nation or it may relate to the world. The economical development paradigm aims to address to the various issues that arise

⁴ *The economic development theory is heavily embedded into the economics and developmental economics. A very brief view is given here to the readers of the unit may not get confused or overly concerned with understanding the totalistic concept. The author attempts to highlight important turn in theorizing leading towards the developmental concepts related to women.*

during the course of development. Various theories have been proposed that address and explain various issues related to development (Encarta n.d.) A brief introduction of each theory is presented below:

1. Theory of Economic Development

The concept of economic development gained momentum in 1030's, when economic realized that no economy could thrive unless their citizens are able to maintain livable conditions of living. Their main concern was the reconstruction but the efforts were later extended to other continent of the world. Alto the economic development theory underwent many changes in approaches. Though the main concur in all the approaches was the development of not only the standard of living of people but also to develop institutions and mechanisms that could help in maintenance of these standards of living: Initially it equated development with the concept of industrialization: Accordingly, the main aim of projects during this era was:

- a. The economy should provide opportunities for worker & this could be done by industrialization and utilization of the resources of the country.
- b. Enabling the workers to enhance their standards of living.
- c. Enabling the governments of respective countries to adopt strategies that would help to sustain such changes.

Thus education and training were considered to be the corner stones of development. It was advised that women needed to be included in the work force of a country. This was not in relation to emancipation of women but they were considered as important and trainable worker. Emphasizing the increase number of workers and not the enhancement of woman and their status, women workers were incorporated into the task force without altering their social and domestic roles and without formulations of formal pay structures.

The economic development concept was based on capitalistic concept. It divided the whole world into the developed and the under developed. There was growing dissatisfaction that the whole development process was based in relation to the more industrially sound countries of the world. Thus the non-industrialized nations were seen to be striving to reach the potential of the industrialized countries. Emergence of more humanistic approach towards social processes and policy making gave a new angle to the theory.

2. Theory of Human Capital Concepts

The paradigm then shifted itself from the enhancement of physical aspect of development towards the need to emphasize the need for "*Human Capital Development*" can be defined as:

"Human capitalistic concept is based developing the concept of material material defined as manufactures commodity that can be used in producing other goods and services. For example, equipment and buildings are considered material capital because they are manufactured commodities that can be used in producing various goods and services such as garments, other machinery, shoes housing services and others used by human beings".

(Encarta, n.d)

This paradigm holds that everything related to human life should be valued to its relation with the economy. Thus promotion of projects and development schemes were directly related to financial gains. That is only way that one can not only enhance standards of living but also produce a kind of economic growth system that is easy to-maintain: Therefore education and training were given importance but only those kinds of cadres were encouraged that could enhance the level of the average worker in the assembly lines (Schalkwyk, 2006). This also gave rise to increased use of machines and tools in production. Thus increasing amount of production per worker per day. Therefore the amount of work that was completed workers in a week could la completed in less than a week by the use of tools. Human capital was different from material capital from the standpoint of processing. That is the earlier concept used things and raw materials already available by nature. The human capitalistic approach believed in investing in the human capabilities. For example the kind of knowledge that a surgeon of any other professional acquires is the essence of this approach. The knowledge could be used to treat other people. Mold existing things into more usable forms etc.⁵

Since major industries were of goods that could be used in daily life, there was a mixed impact on women. The local markets were bombarded with excessive consumer goods. Goods related to women (sanitary products, luxury items, clothing, perfumes, and beauty products) were marketed. Therefore there was a social enhancement of the status of women, but serious endeavors to truly uplift their roles in society were ignored. The whole emancipation concept was limited to the privileged class of society. Those fighting poverty were greatly ignored.

3. Theories of Human Capabilities

Sometimes also referred to as the 'sustainable human development', the paradigm gives importance to human side of the story. That is education is considered important because it would benefit the lives of people. This view was later molded into a more human centered process by Seers in 1969. He proposed

⁵ *As it has been pointed out earlier that the economical theories of development were basically aimed at re-establishing society.*

that the process of development was a complex one and that it needed to incorporate all aspects of human life. The concept of elimination of poverty unemployment and inequality were also important. 'This emphasizes the role of education and health in enhancing human capability, i.e the role of man as a tool in the human benefit as an objective.' The concept of human development centered on the gender perspective by Mahbub-ul-Haq was also related to this, concept.

1.2.2 Feminist Paradigm

Feminism is a movement that challenges the traditional role of women and their image in society. They argue that women and men should be granted equal rights. Feminist theories are an extension of their complaints with the existing system. They address the low status of women in society. And argue that women should not only be granted a respectable place in society but that they should also be incorporated into the development paradigm. 'The feminist frameworks each rely on a unique assumption about the basis for women's subordination; each raises unique questions and provides unique concepts for examining women's inequality; and each suggests' quite unique strategies for change'. The feministic theories are responsible for formulations of two important concepts related to women and development. The concepts of WID and GAD are centered on the feministic dissatisfaction with existing development paradigms. In particular three types of feministic theories have been proposed (IDRC 2000).

1. Theories of Difference

Theories of difference propose that men and women are different. They attempt to study and identify factors that cause men and women to behave differently. Subsequently, it takes into account the biological, sociological and institutional mechanisms that play important roles in the development of men and women. They believe that differences in men and women exist because we raise them in different ways. It's almost like they are brought up in different cultures. It maintains that gender-specific socialization of boys and girls leads to, different masculine and feminine roles and expectations. These communities represent different cultures i.e. people who have different ways of speaking, acting, and interpreting, as well as different values, priorities, and agendas. According to the different cultures thesis, masculine and feminine modes of thinking, speaking, and interpreting represent stylistic differences; not functional differences. Each community is held to develop its own characteristic styles of addressing communication goals. These expectations then get embedded into inequalities. Affecting not only the society but relations in it also.

2. Theories of Inequality

These theories are based on inequality in the status of men and women. Women are considered inferior because they are responsible for taking care of domestic affairs; the woman is seen as the guardian of the house, entrusted with the responsibility of raising the man's children, keeping his house clean and delivering all of his needs. Men on the other hand are seen as the breadwinners of the family. A superior and advantaged status is associated with men of the family. These theories are a reaction to the patriarchal system of society. More so it emphasizes that men and women aren't different. Disparities in their status are a direct result of unequal distribution of opportunities, resources and expectations between the two genders.

Feminists believe that women have the same potential as men. Both are born equal. But the process of socialization affects the two genders very differently. Boys are pushed towards more masculine tasks. And women are pushed towards subjugation and obedience. Thus the differences that we see in the genders are due to the upbringing rather than being natural processes. 'Feminist' theory inquires legitimacy of the view that there are certain roles set for women and certain roles set for men',

3. Theories of Gender Oppression

Theories of gender oppression have been formulated in direct response to the power and dominance of men towards women. The fact that women are considered the property of men, their symbol of respect. Oppression relates the worst kind of treatment that women suffer at hands of men. Domestic violence and abuse mark the extreme of oppression of women, Controlling and directing the lives of women form the less extreme angle. Oppression refers to violation of basic human rights of women. Failure to recognize the human value that belongs to the girl child. They are considered to be domestic helpers.

These appropriate, focused and well oriented theoretical paradigms gave rise to concepts of Women in Development (WID), women and development (WAD), Gender and Development (GAD) and Women and Environmental Developmental (WED). These are progressive concepts that were formulated one after the other and build upon the strengths of the previous concept. Fortunately for women, development process now is centered on integration of majority of the population into the work force through a proper and well chalked out plan. And campaigners of development of women are dedicated and committed to the cause of women and development.

Reading 1.2 (b)

Visvanathan (1997) Introduction to part I. In L. Duggan, L. Nisonoff, N. Wiegiersma, & N. Visvanathan (Eds.), *The women, gender and development reader*. London: Zed Books (pp.17-61).

Self-Assessment Questions:

1. Identify the basic idea that theory of human capital concepts covers.
2. Write the basic concept of the feminist paradigm

1.3 Concepts and Views about Development

Concepts and views of development have undergone elaborate changes through the years, Theorists, practitioners and activists involved in both women's movements and women's studies around the world have developed a set of terms and concepts, however, specialists and non-specialists alike often use these terms in ways that confuse important practical and theoretical distinctions. This discussion may relate to women all around the world, but here we shall discuss the concept of development keeping the Asian women in view⁶. South Asian women are primarily conceived of as-wives, mothers and homemakers, and their responsibilities within this realm define the notion, of 'women's issues', Thus 'women's issues' continue to be primarily located within the social sector, with health-especially reproductive and child health and girls' education as the centre of attention, Incidents of physical violence against women are increasingly mentioned in the media, but rarely within the context of latter processes of gender discrimination.

The importance of closing the gender gaps in health and education is not forgotten, as these gaps are an affront to women's most basic rights as human beings. There can never be significant alleviation of the widespread poverty that pervades the subcontinent when a significant proportion of the population is Systematically denied the opportunity to contribute constructively to the development of their families, communities, economies and societies.

1.3.1 Cultural Considerations in Development

The term culture refers to the collective beliefs and practices of a particular society or region. Developmental theorists coined a comprehensive definition of culture and is used in. discussions on culture and development. Culture according to them, is "the whole complex of distinctive spiritual, material, intellectual and emotional features that characterize a society or a social group. It includes not

⁶ *The use of the label "Asian women" is to highlight the cultural and ethnical legacy of the Asian women. And is not intended to be discriminatory.*

only arts and letters, but also modes of life, the fundamental rights of the human being, value systems, traditions and beliefs" (Schalkwyk, 2000). The concept of gender is also very intricately woven with the beliefs and practices of society. It describes what a man or a woman incapable of, can do or should be expected to behave in a certain manner. Gender identities and gender relations are critical aspects of culture because they shape the way daily life is lived in the family, but also in the wider community and the workplace. Gender (like race or ethnicity) functions as an organizing principle for society because of the cultural meanings given to being male or female.

Cultural considerations are given importance when we are discussing development with reference to women. Cultural indoctrinations are usually strictly imposed on women. They are expected to follow the norms of society and adhere to strict rules and practices of the family. Therefore, all attempts that are aimed at development of women needs to incorporate the cultural element.

1.3.2 Women Empowerment

Women's empowerment is central to human development. Human development, as a process of enlarging people's choices, cannot occur when the choices of half of humanity are restricted. Targeted actions aimed at empowering women and righting gender inequities in the social and economic sphere, as well as in terms of civil and political rights, must be taken alongside efforts to engender the development process. Refer to the following summary of the concept of empowerment of gender. The summary is based on the concepts of Batliwala (1993).

Reading 1.3

Batliwala (1993). Empowerment of Women in South Asia: Concepts and Practices. (Second draft) Study sponsored by Asia-Pacific Bureau of Adult Education and FAO's 'Freedom from Hunger Campaign/Action for Development'. (pp. 2-9)

1.3.3 Women in Development

The original women in development approach introduced in the decade for women were initially conceived as an equity approach. This approach recognized women's active role in the 'development process as reproductive, productive and community workers, and emphasized the fulfillment of their strategic needs through direct state intervention. Due to its political nature, this approach was not very acceptable to governments, and was soon replaced by an antipoverty approach, focused on practical needs surrounding women's productive role.

1.3.4 Gender and Development

Gender and Development (GAD) approach came into existence when policy makers and proponents of Feminist Movement adopted the equity approach; the basic principle was that both the genders should be given equal importance in policy and planning for development. A rights-based approach sets the achievement of human rights and the creation of an enabling environment in which human rights can be enjoyed as the main objectives of people - centered sustainable development, as well as the means to achieve it. A rights-based approach transcends sectoral concerns, and can encompass the concepts of

- ◆ Welfare,
- ◆ Anti-Poverty,
- ◆ Equity And
- ◆ Empowerment

While the achievement of human rights is as considered an important means to other developmental ends within the rights based approach, because human rights are the ultimate objective of all development processes, the efficiency argument is not often employed in rights-based approaches.

In the Asian context, the forging of links between women's rights and human rights movements has been hindered somewhat by the belief that 'Asian values'-based upon community rights and individual responsibilities are incompatible with Western notions of individual rights. Further, 'countries with a strong religious tradition that is integrated into state administration and governance often perceive human rights as a secular ideology antagonistic to religion and cultural traditions' (ESCAP 1999).

And as such this approach tried to remove the general concept that women have to be incorporated into development (the women in development approach). That a special effort was being made to incorporate them into a system that did not recognize them as worthy of specific and need centered rights. Thus GAD specifies that gender (both men and women are being taken into consideration while planning for development.

Mainstreaming gender refers to the process of institutionalizing a commitment to gender analyses throughout policies, programmes and organizations, rather than locating all the responsibility for monitoring the gender implications of policy within a separate body, such as a Women's Ministry or Gender Unit, Mainstreaming requires that each government ministry or NOO programmes undertakes gender analyses as part of its normal operations,

1.3.5 Gender Mainstreaming

Gender mainstreaming means being deliberate in giving visibility and support to women's contributions rather than making the assumption that women

will benefit equally from gender-neutral development interventions. Policies and programmes that ignore differential impact on gender groups are often gender-blind; potentially harmful for human development, Gender mainstreaming requires a focus on results to improve the well being of poor women.

Gender mainstreaming is "the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, [...] making women's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes [...] so that women and men benefit equally"

(Haq, 2000)

- In the planning stage, gender mainstreaming means being explicit about the different needs and experiences of men and women, making space for all stakeholders, giving voice and visibility to women's as well as men's perspectives, and ensuring that the design is informed by gender-disaggregated data. It means asking both women and men what they themselves see as the most pressing issues.
- In the implementation stage, it means making sure that both men and women are participating equally in the decision-making process and are treated with equal respect.
- In monitoring, it means tracking indicators that measure the differential impact of interventions by gender group.
- In evaluation, it means making sure that both women and men take part in determining the evaluation criteria, that gender equality is explicitly assessed, that the evaluation team is gender balanced and gender sensitive.

Activity

Identify the merits and demerits of the approaches towards development, which approach do you think would be applicable in your geographical area?

Self-Assessment Questions

- 1 Can you identify the core concepts of welfare and equity approach of gender in development?
2. Enlist the practices that come under the umbrella of women empowerment.

Gender main streaming lead towards efforts that aimed at balancing gender in the work force, It laid the foundation of other approaches to come, For instance the next shift in the conceptualization of development was titled 'Women and development'. It entailed developmental projects and thinking that hypothetically

speaking had safeguarding of women rights as their primary agenda. It entailed the provision of maximum facilities and provisions to women.

1.4 Women Resource Development

Human resource can be ordinarily called the work force or the labor force. The term pertains to the capabilities, knowledge and skill enhancement of the humans. The essence of this concept is the utilization of the human capabilities, both natural and nurtured ones in economically constructive ways. It recognizes that the "human" factor is central to development. The process of development is aimed at developing the people. Therefore it could be envisioned as a two way process. The govt. and other responsible agencies work for the development of people and the people themselves strive for the betterment of their lives.

A concise yet generic description of the term human resources is provided:

Reading: 1.4 (a) Online Encyclopedia Retrieved on September, 9, 2005, from http://encyclopedia.laborlawtalk.com/Human_resource.

Human resource development is an active process. The following areas are given importance when we talk about the development of the human resource⁷:

- i) Health and nutrition
- ii) Education
- iii) Employment
- iv) Environmental development
- v) Political development
- vi) Economical development

Good health is a requisite of human resource development. Malnourishment or undernourishment is a threat to health. And this issue is central for a well functioning labor. Every individual has the right to food, clean water and sanitary conditions for living. Only when people are free from malnutrition and crippling diseases, they can work to their potential. Governments need to ensure that people are provided with basic necessities of life. And it is not necessary that the development should take over night. Rather a consistent approach needs to be taken. And betterment of existing resources is also an option. Rather than importing machinery and technologies from foreign countries, the existing machineries and institutions should be augmented. Education is the formal root of development his almost akin to improvement. It could relate to improvement of mind, abilities, and intellect or on a broader level, life.

⁷ *Since separate units are dealing with the issues in detail, only an introduction has been included.*

Employment refers to the hiring and placement of people into jobs. It is related to assessment of the trained individuals, selection on merit and placement in conditions that are conducive to the talents of the individual. Placement also pertains to matching the skills of the person and the requirements of the job/occupation. Employment is also a channel for people to develop their talents and energies to the fullest, to contribute to society and to realize their full potential. Utilization of skills and expertise of the trained and educated populace is the next important human resource energizer. With appropriate employment talent and abilities will go to waste. Employment is also important for the development of the country. Until and unless adequately qualified and deserving individuals are placed in appropriate positions not much development can take place. Thoughtless appointments and favoritism is detrimental to the process of development. An under qualified and misplaced person is not only a hindrance in the job related environment, he/she is also likely to cause problems in the smooth running and production of a company.

A high quality environment is another requirement for human development. This includes both housing and the natural environment of a person. It exerts influence on a person's life. It is the "standard" that one compares one self to. Political freedom is the ability to have some say in the political processes in the country. People usually pay attention to such matters if they were sure that their voices would be heard. Development is stagnated or dysfunctional when the needs and problems of the common man are not considered. Unequal political participation gives rise to segregated and uneven development. Sections of society who are politically active get their rights delivered.

Growth and economic development go hand in hand. It is difficult to say what precedes the other. Good economic conditions give rise to new ideas, development and prosperity. Prosperity is closely associated with the increase in standards of living. Standards of living improve health conditions of the people. Infact, the whole process of development gets a boost with increased budget allocation for the welfare of the people. Welfare of the human resource is therefore directly related to economic development.

The following reading titled human resource development is specifically related to the case of South Africa. The text attempts to explain the relationship of human resource with that of development. But the author feels that similar trends (of human resource) are widespread in Pakistan.

Reading 1.4 (b)

Anonymous Building a new South Ova: Vol 4, text, relieved September 10th 2005, from http://illdro.taiftlev.82690.201.1.DO_TOPIC.htm

Activity

Visit a lower socioeconomic community and interview 54 people to identify areas that need the attention for better development.

Self-Assessment Questions

- Q.1 After a thorough reading of the unit, write a definition of development.
- Q.2 What do you understand by the concept of WID?
- Q.3 Differentiate between WID and GAD:
- Q.4 Human resource development is important for a country's development. Discuss.
- Q.5 Why do you think that women need to be included in the process of development? Please support your answer with arguments.

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Unit – 2

DEVELOPMENT FOR WOMEN

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Introduction

Traditionally, it was thought that the development process affected men and women in the same way. Productivity was equated with the cash economy and most of women work was ignored. When it became apparent that economic development did not automatically eradicate poverty through the trickle down effects, the problems of distribution equality of beliefs to the various segments of the population became major importance in development theory. Research on women in the third world countries challenged the most fundamental assumptions of international development, added a gender dimension to the study of the development process, and demanded a new theoretical approach (Mishra, n.d). This unit explains how the concept of development got incorporated into the world agenda. It outlines the historical events and policies that helped integration of women into sustainable development. It explores how development was conceptualized by the agencies that introduced the very concept.

Objectives

The present unit centers on a more narrowed approach to definition of the development process. The process of development took a special meaning when theorist realized that women need to be incorporated into the process of economic development (sometimes also referred to as 'cash economics'). Policy framing and implementation served as a second, bigger challenge for the world leaders and economists. Therefore, an effort was made to explain in explicit (obvious) term what it meant to develop a nation or a country while keeping women in the center. The following objectives are achieved by the unit:

1. To trace the changing trends in the concept of development.
2. To highlight when the development process accepted the need to incorporate women to the process of development.
3. Understand the role of western institutions and policies on development in the third world.
4. To enable the reader to comprehend how and why foreign agendas fuse in with the indigenous ideologies.

2.1 Conceptualization of Development

Traditionally development has been visualized as either historical processes or as reflecting individuals values. Charlton (1984) has defined the two conceptualization as:

"The historical perspective implies a notion of change derived from Western European secular and scientific thought... development is, by definition, a historical process, so one presumes direction in this process. Thus, study of history is an essential source of information on the changes countries have gone through as they have developed."

In relation to the science, human needs and human wishes, Charlton believes that:

"... development assumes the human ability to influence and control the natural and social environment..." (p.8).

Charlton believes that development has four important clusters of issues, when viewed in reference to women. The issues are:

1. The role of ethical and moral choice in development,
2. The role of the international system in the late twentieth century,
3. The influence and domination of western norms in development concepts and policies, and
4. The political control of development.
5. Development is the process of systematic change. Every stage or new step is based on the previous one. But it either builds upon the conditions and circumstances provided by preceding levels of development, or it slides down from that level, usually, when discussing development of women, we mean the upward progressive development. The stage one of development is usually related to an understanding by a single person or a single community that some change is needed. Or those conditions are perceived to be bringing a change. These individuals then pair up with leaders and make up a new or modified course of action. The effectiveness and success of the course of action is directly related to its applicability and acceptability. The concept of development is one such example, It started off with the United Nations' Commission on Elimination of Discrimination against Women (CEDAW, 1979). This commission envisioned that in order to eliminate the oppressive policies towards women four steps have to be followed.
6. Thus the concept of development was based on a systematic and step by step process. It started of by addressing the concept of raising the issue of development at individual (national) levels. Then it aimed at taking steps that would develop mechanisms and state institutions to provide sustainable

human development, please read the following text to understand the concept of sustainable human development.

2.1 (c)	Anonymous	SHD makes Human Beings the Purpose and Means of Development. [article I Retrieved September 09, 2005 from http://wwwv.iordandevnet.orgishd/artiele.php?id=1
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2.2 Women and Development: A Historical Perspective

The history of women and development (WAD) is usually interwoven with the history of policy making and implementation with reference to the third world countries. In actual the concept of development dates back to the 1930's (Connelly, Li, MacDonald, & Parpart, 2000; Momsen, 1991; Savitt, & Bottorf, 1995). Let us trace the historical processes that defined and shaped development over the decades:

1930's

The era forms the earliest mobilization of capabilities for development. Though the term was not envisioned at that time. It did not see much activity in terms of implementation. But it formed the impetus for later activity. The planning of the Bretton Woods institution started during this era. The United Nations was initiated during this era also.

1940's and 1950's

The Second World War during this era was the most influential historical process/event on the course of development. Development after the war, rebuilding of the tarnished nations and a need to avoid such damaging conflicts as the World War I gave rise to planning for development. The earlier part of the 1940's was devoted to the development of individual nations and colonies. This was also in view of the destruction caused by the second world war. The colonized nations were provided with financial aid to develop national machineries, to exploit natural resources. The later half the 1940's saw the break of the colonial rule. This lead to visualization of providing sustainable means to the new, free nations, The newly independent governments invited the developed world to provide them assistance in establishment of democratic electoral process. The modernization theories of development were implemented, the major player in the planning of the development process was the United States of America, Though concept of women and development (WAD) was not explicitly stated.

The 1950's are remembered as the welfare era of development (Momsen, 1991), Development planning was still based on Improving the industrial and economical' conditions, Women were given importance, but due to their domestic and reproductive roles, De main purpose Was to enable women to be better mothers, This approach took very strong hold of the development planning and reigned for around-two decades:

1970's

The early part of the 1970's were dominated by the equity approach, This approach demanded that men and women be granted equal and comparable status inside and outside the home, They were seen as the active members of the development process, This era can be called the major determinant of the course of development planning, The major events that happened during this time period include:

In 1970, a book by the title of WOMEN'S ROLE IN ECONOMIC DEVELOPMENT was written by Ester Boserup (Connelly et, al., 2000), It investigated the impact of development with reference to women of the third world, He outlined the need to understand how women are "excluded" from development planning, Illiteracy and lack of technological skills were identified as the reason for this exclusion, He challenged the argument that general development in society would inevitably develop women also.

- The feminist movement that were on the rise and prospering in the United States of America also played their part in raising the issue of women and development. They were the first to use the term "women in development". They also challenged the assumption that modernization of the state will result in modernization of the women of the state. They believed that women were under threat of being ignored even more if development was not centered on them and their issues.
- 'Donor agencies and Bretton Wood institutions started aid system that forced the aid receiving agencies to plan development for women, The Canadian, Dutch and Nordic donor agencies were the fore runners in this field. They tried to bring changes in the process of development planning. WU) was incorporated into the national agenda(s) for development'.
- The United Nations decade for women was initiated during this era (i.e. from 1975-1985). It outlined the agenda for development. It established the goal of integrating women into development processes, governments were forced to develop separate ministries that would handle the affair of women and monitor their development. International agencies also refined their procedures and concepts related to women in development.

- Nongovernmental Organizations also gained impetus during this era. They rose with the realization that most developing nations did not have enough resources to support women centered projects. The NOOs initiated a wide variety of activities to support the WID projects. The projects were outside4nited, small grass root level, worker based, service oriented, research based, and specific issues coalitions, The Marxist paradigm shifted its focus from class discrimination to development discrimination, This gave use to the social-feministic movement. They crusaded against the patriarchal societies. Arguing that political measures should be taken to remove the 'shackles' of patriarchy, They sought to develop 'women only' projects instead of integrated development projects. This approach is sometimes referred to as the Woman and development approach or WAD, But not much emphasis has been laid on this approach, Because countries which were already unable to meet the needs of their people, who were struggling with WM, approach, were unable to withstand the demands of the WAD approach to development.
- The international donor agencies like the International Monetary Fund (IMP) and the World Bank also changed their style of helping in the development process, Influenced by the emergence of NOO sector and socio -feminism, the institution waged war against poverty and decided to work for provision of basic human needs. Thus Poverty Alleviation became the basic approach of the WID movement.

1980's

This era has given new twist to the Women in development or the WM approach. The 1980's were generally a bad decade for the process of development. Political conservatism dominated the western institutions. Therefore the donor agencies found themselves in a conventional role. The global recession, brought about by two oil crisis and huge international debts hit developing countries very hard. Consequently most events that took place during this era were based on the revival of under developed or struggling countries. The following measures were taken:

- Structural-adjustment programs (SAPs) were developed. They were designed to increase the productivity of the nations. The expenditures of the state were reduced and their efficiency was increased. This approach believed that general prosperity would translate to prosperity of women.
- Feminists and certain thinkers developed serious doubts about the effectiveness of this approach towards women. They were doubtful that this 'trickle down' policy would have any profound effect on women.

- An organization 'development alternative with women for a new era' (DAWN) was launched at the Nairobi International NGO forum under the banner of UNO. They launched the concept of GAD. Theorist turned away from the WID and WAD movement and gave the concept of GAD. Translated to 'Gender and Development', GAD focused on global and gender inequalities in development. It argues that women's life circumstances are greatly affected by their place in society. Which in turn is affected by their position in the national, regional and global economies. And that these positions originate, are established and maintained through the social and cultural 'whole'.

1990's

Though the GAD approach was very well presented and well organized approach on development, the WID approach still remained the preferred paradigm of development during the nineties. The NGO's and other Community Based Organizations (CBOs) played their part in the development of woman during this era. They forced governments to take women issues seriously and to address their concerns.

Activity

Classify the common themes in the concepts of development that are part of each decade of development.

Self-Assessment Questions

1. Identify the concept of development in the 1930s.
2. What were the similarities and differences in the development concepts of 1970s and 1980s.

2.3 Western Influence on Development of Women

The international community was quick to respond to the crisis of incorporating women into the work force. When the theorists and researchers gathered enough evidence in favor of women and development, the inclusion of women was rapid. The western influence on the development of women in the developing countries has been two folds. On one hand, they served as the corner stone of the woman and development movement (WAD). On the other hand, their insistence on following their own agendas without understanding the ground realities of those obtaining the assistance.

2.3.1 The Bretton Woods Institutions (The positive influence)

Western theories have contributed a great deal to the cause of women and development. In fact it won't be wrong to say that the whole concept of women and development (WAD) has its roots in western theories and policy of development. The concept of women and development (WAD) originates from the crossing over of the developmental studies and women studies. The Bretton Woods institutions were the key western influence on the process of women and development. They can be credited with providing great support to the projects centered on women development. As already outlined in the historical section, these institutions were developed to provide aid and financial support to developing nation and they have paid great services to the cause of women. They not only supported ongoing projects, but actively sought to implement projects that centered on enhancing development of WAD and GAD based projects¹.

The process and aims behind the Bretton Woods institutions are given below:

Reading 2.3 (a)

North South Roundtable (1993) The United Nations and the Bretton woods institutions: New challenges for the twenty-first century. [report]. New York. pp. 1-23

Critical understandings of the role of the important Bretton Wood institutions have been outlined by Mahbub-ul-Haq in the following reading; also read the effects of such institutionalized development on women:

Reading 2.3 (b)

Haq & Haq .The UN and the Bretton Woods Institutions: New challenges for the twenty-first century. New York: MACMILLAN. pp. 26-33, 157-163

2.3.2 The Dependency Theory (The Negative Influence)

The Dependency Theory² was developed in the late 1950s. The reason behind was the fact that the originator of the theory felt that economic growth in

¹ *Please keep in mind that the process of development has largely been a historical process. Many events and institutions played their role in its inception, maintenance and delivery of desired goals. But the most salient contribution is that of the Bretton woods institutions. Because financial assistance has the vital issue in all activities related to development. The writer does not wish to ignore the contributions of numerous WOs, NGOs and CBOs. They have also heavily influenced 'Y the development process.*

² *The dependency theory was developed by Raul Prebisch, the Director of the United Nations Economic Commission for Latin America in 195s.*

the advanced industrialized 'countries did not necessarily lead to growth in the poorer countries. Dependency accordingly is:

...(a) ... condition which shapes a certain structure of the world economy such that it favors some countries to the detriment of others and limits the development possibilities of the subordinate economies...a situation in which the economy of a certain group of countries is conditioned by the development and expansion of another economy, to which their own is subjected" (Santos, 1971, p. 226).

This definition points out that:

1. The dependent nation seems to (or is bound to) uphold two sets of agendas. In fact Ferraro (1996) states that the recipient nation exists in a state which can be 'variously described as dominant/dependent, center/periphery or metropolitan/satellite'. The 'dominant' and 'advanced' are usually the industrial, economically sound countries. Whereas the recipient countries are those 'which have low per capita Great National Products and which rely heavily on the export of a single commodity for foreign exchange earnings'.
2. The agenda or the timetable of action is usually dictated by the dominant partner. Since they are providing the resources and they are coming to the aid of the underprivileged, their say is more important. The level of expertise and knowledge base would also reside with the central party. The recipient nation thus becomes the periphery. This imbalance in power usually sets the pattern of interaction. These external forces include multinational corporations, international commodity markets, foreign assistance, communications, and any other means by which the advanced industrialized countries can represent their economic interests abroad.
3. More importantly the 'dominant and dependent states' play remain vigorous because the interactions between the two sets of states tends to reinforce and reinforces the unequal patterns (Santos, 1970). The two reasons for that are:
 - a. The funding and the input into the project is always based on the rules of the dominant partner. The recipient partners then serve to fulfill the charter of the organization and gain personal development. Diffusion of responsibility results in pursuits of personal interests. Which further fuses and disturbs the balance of input and output. Thus the amount of money put into achieving the desired change may just be channeling into superficial and symbolic measures.
 - b. The host company brings in the concepts that are worthy of recognition by the members of their own parliaments and funding agencies. This could be

understood in light of an example. For example, European and International agencies propagate the need to free the women of Pakistan (along with other Muslim states) from the shambles of 'purdah'. It is assumed that the Pakistani woman wants to get rid of 'purdah'. That she wants to live a moderated and a liberated life like the women of the west. Thus efforts are made to bring about a change that may not be needed in the first place.

2.4 Role of Women in Development: A Global Perspective

The global decade for women, from 1975-1985 addressed issues related to the invisibility of women and their work. A balanced picture of development was envisioned. In which women were to be incorporated into all forms of development planning and processes. Its objective was to 'locate women in the web of economy, polity and culture'. These three aspects were seen as the determinants of development processes. Its secondary aim was to understand the roles that women could play in the process of development (Savitt & Bottorf, 1995).

Role of women is directly related to the fact that women play a fundamental role both inside and outside the home. They also play a pivotal role in the economic development, "as producers of food, managers of community resources and transmitters of culture and values, women play a determinant role in the success and sustainability of development' (Savitt & Bottorf, 1995). One set of role is related with the status of women in the family. That is her domestic duty. Not only is she responsible for supporting the existing labor force, she is entrusted with the provision of sound and trained labor in future. Secondly, women have a central role in development as a contributing, active member of the labor force herself.

The following reading deals with the concept of women and development (WAD) ' in detail. Please read the text keeping in mind that development has so far been defined to the fullest. And women have been important in it's envisioning. It is also important to note that more emphasis is laid on the need to develop women in the third world.

Globally, the women themselves were enabled to contribute to the process of development. It gave rise to numerous women movements, organizations, and non- governmental organizations. A contemporary commentary on the issue is provided in the following reading:

Activity

Make a flow chart or diagram to identify the factors that affect the process development.

Self Assessment Questions:

1. What is meant by global perspective?
2. When was the global decade for women celebrated and who called for it?
3. Can you explain the 'dominant/dependent' state of relationship?

2.5 Exercises

- Q.1 Discuss the influence of different development approaches on the women in third world countries.
- Q.2 Write a comprehensive essay on the role women can play in the process of development.
- Q.3 Please write brief notes on any three Bretton Woods Institutions.

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Unit - 3

**THEMES OF DEVELOPMENT
AND WOMEN**

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Introduction

In Pakistan, we have had about 8 decades of planned economic development. Ironically though, we are still trying to tackle the basic needs for a minimum standard of living such as a living, shelter, sanitation and employment. Not much success has been achieved on the poverty alleviation front. In all these and many other essential aspects of economic development women have been left far behind.

Feminist activists and organizations argue that international and political institutions must be sensitive to gender differences and consider it as a problem of justice between the two genders. Moreover, they say that it is expected from feminist organizations and development planners that they must focus on the problems of the women in general and the 3rd world women in particular.

Though women focused programmes/projects of the 1970s and early 1980s formulated with WED approach, appeared to improve women's condition in some instances, it did not really materialize into changing the position of women. In many instances these programmes/projects further burdened women with added workloads and extra responsibilities deteriorating their condition and position. The WID researches revealed that focusing on women only without considering their relationships to men within the family, in wider community/society and the greater political-economic system would not lead to desired development for the women and by the women. So, a paradigm shift occurred in WID termed as "gender and development" (GAD). GAD instituted a gender perspective bringing under scrutiny the whole range of difference in power, legal rights, roles, constraints, opportunities and needs of women compared to men. GAD is to bring women into the center stage of development, so that the existing gender relations may be re-examined and restructured. This unit also examines the theme of development for women (gender) with the same perspective.

The unit will look into the ways in which women's lives have been affected by political and economic development and structural changes in many less developed areas of Asia and Africa. This unit will also discuss different kinds of issues which are imperative part of women development. The impact of development with reference to Structural Adjustment Programs (SAPs) will also be discussed. An exploratory effort will be made to bring forth the missing components of these programs which instead of benefiting women from development have made women's lives worst after the implementation.

There are many important aspects of gender development which are discriminatory and thus mitigate any positive the effect of development on women to the extent that in some cases anticipated efforts are totally reversed. Usually development programs rest on the development planning which looks for the needs and interests of gender while planning for the success of development

projects, Gender analysis and some of its prevalent frame works have been discussed in detail in order to provide sufficient understanding of the process of gender planning. Gender planning has been described as a process which identifies clearly what women /men needs are in the immediate future for development.

Objectives

After studying the unit, you will be able to:

1. Discuss the principal theme of gender development
2. Identify the impact of gender development with reference to development programs initiated by international agencies
3. Explain the process of development planning for gender and identify crucial components and issues in development planning for gender.
4. Analyze and describe discriminatory factors in gender development planning.

3.1 The Principal Theme of Gender Development

Previous units must have acquainted you with two main development approaches, which were used for women development all over the world. These two approaches are touched here briefly in order to relate them with the contents of this unit.

The first approach MD originated in the early 1970s and developed throughout the United Nations Decade for Women (1975-1985). WED recognizes that women are active though often unacknowledged participants in the development process, providing a critical contribution to economic growth. This approach argues that women, as an untapped resource, must be integrated into the development process. Initiatives emerging from this approach have tended to target women specifically to increase their access to basic needs and social services, reduce their work burdens, and enhance their productive capacity and economic independence. Out of a growing recognition of the limitations of focusing on women in isolation, and highlighting the importance of considering how the social relations between the genders, within the broader socio-economic and political context in which they live, shapes both women's and men's ability to participate in and benefit from the development process led to the emergence of the other approach Gender and Development (GAD). GAD recognizes that both men and women are key actors in the development process and therefore should have access to corresponding decisions, resources and benefits. This approach, therefore, calls for overall development strategies, which respond to the specific needs of men and women, and support actions, which ensure their access to and control over the resources and benefits of development.

Efforts have been made to introduce integrated, multifaceted development approaches (I.e. WID and GAD) all over the world. These approaches were intended to permit closer- to -real life development in developing countries with special emphasis on women. Still, however, there remained the inevitable need to implement gender justice with reference to access to power resources and Opportunities between men and women.

The 1970s strategies of integrating women into development by establishing separate women programs within state and development institutions had made slow progress by the mid 1980s. In light of this fact, the need was identified for broader institutional change. Adding women specific activities at the margins was no longer seen as sufficient. Most development organizations and many governments have adopted "gender mainstreaming" as a strategy/theme for moving towards gender equality in relation to women/gender development. With a mainstreaming strategy, gender concerns are seen as important to all aspects of development, for all sectors and areas of activity, and a fundamental part of the development planning process.

Mainstreaming is concerned with the integration of a gender dimension in all analysis, policy development and decision making processes, as a routine consideration. Mainstreaming has usefully shifted the debate from one of women's issues to issues of gender. It is concerned with men as well as women; the relationship between men and women, the differences between the genders, and the difference within the genders.

Mainstreaming is seen as a mechanism for valuing difference in a socially and culturally diverse society. It depends on a firm legislative base to handle discrimination and positive action to remedy specific disadvantage. Gender mainstreaming has become a recognized strategy to achieve equality for development.

The European commission defines mainstreaming as "the systematic consideration of differences between the conditions, situations and needs of women and men in all community policies, at the point of planning, implementing and evaluation". Further, Gender mainstreaming is the (re) organization, improvement, development and evaluation of policy processes, so that a gender equality perspective is incorporated in all policies at all levels and at all stages, by actors normally involved in policy-making".(98).

In other words mainstreaming is "to promote equality between women & men in all activities and policies at all levels. This involves not only restricting efforts to promote equality to the implementation of specific measures to help women, but mobilizing all gender policies and measures specifically for the purpose of achieving equality by activity and openly taking into account at the planning stage their possible effects on the respective situation of men and women (gender perspective)"COM (96) 67 Final.

Gender mainstreaming is a strategy adopted by majority of the international institutional bodies like UNDP, IMF and World Bank (Vs/13) and all their development partners to strengthen the impact of their policies on the situation of women and on overall gender equality. The term serves to highlight that significant change cannot be achieved by adding marginal programmes for women to development activities. Rather it is required that this change must be included in all mainstream planning, policies and accordingly resources allocations to the interests and views of women as well as men. Gender mainstreaming is a principal theme of women/ gender and development

A mainstreaming strategy both presupposes and promotes societal and organizational change in direction of equality, democracy, effective use of resources, based on human rights and human resource development. The process of mainstreaming has two forms.

- The agenda - setting approach to mainstreaming seeks to transform the development agenda itself while prioritizing gender concerns.

- The 2nd one is more politically acceptable integrationist approach which brings gender concerns into all of the existing policies and programs focusing on adopting institutional procedures to achieve this goal.

In both cases, political and technical skills are essential to a mainstreaming strategy. Any approach to mainstreaming requires sufficient resources, high level commitment to women/gender concerns and the authority to execute power for implementation of the policies. A combined strategy becomes particularly powerful for implementation of development projects. The combined efforts both within government institutions and women's organizations are crucial for success. Gender mainstreaming requires certain tools for operating development polices in favor of gender equality and development. These tools include gender training and the development of gender specific operational tools such as checklists and guidelines.

The term "Gender mainstreaming" is now being used in connection with several thematic priorities of UNDP and other international agencies for development. For example in UNDP, a gender mainstreaming approach involves ensuring that the outcomes of gendered approach is part of all decision making processes and the implementation of all the policies around the world. They focus on decision making as the object of a mainstreaming activity instead of project design, which is generally a common focus of gender related strategies. UNDP policy makers imply attention to the ways in which decision are made , decision making process and control over the policies that guide them is the focal point of the organization and culture of UNDP. For UNDP a mainstreaming strategy involves attention both to the decision makers and the organizational procedures through which decisions are taken, implemented and sustained.

For more detail please read the following material:

Reading 3.1

(1999) Vivien Taylor Gender Main streaming in Development Planning: A Reference Manual for Governments and Other Stakeholders, Commonwealth Secretariat, London.

Self Assessment Questions

1. Define the concept of gender mainstreaming.
2. Identify the two forms of gender mainstreaming process.

3.2 Gender Development Planning

Once adequate information is available on the different roles and needs of women and men, equality concerns are integrated into any development program, objectives, outputs and activities. Following the gender analysis, gender planning consists of development and implementing specific measures and

organization arrangements for the promotion of gender equality ensuring that adequate resources are allocated. This means identifying how to mainstream i.e. incorporate gender concerns into activities to deal effectively with the obstacles faced by women in participating from these activities. It may include means such as women specific activities and or positive action if imbalances exist between the position of men and women.

Gender planning should not be seen as a separate parallel process to main stream development planning, but instead of should transform mainstream development planning g as such which must address the needs of women and poor people generally through an economically, socially and environmentally sustainable process (Gender Mainstreaming in Development Planning manual, 1999:6). It involves a critical analysis of the gaps between women's and men's access to economic, social, political and cultural resources. This analysis enables the development of policy initiatives to correct the imbalances including cases where men are not benefiting equally from the development planning approaches which are currently in use.

The purpose of gender planning is to ensure gender-sensitive policy outcomes through a systematic and comprehensive way. Moser (1993) in her famous book "Gender Planning and Development" describe these terms and claims that gender planning is a new tradition whose goal is to ensure that women through empowering themselves achieve equality and equity with men in developing countries. Gender planning and development focuses on the interrelationship between gender and development, the formulation of gender policy and implementation of gender planning practice (Moser, 1993).

Gender planning rests on the needs and interests of men and women. Without identifying and recognizing the needs and interests of both genders, it becomes hard for development planners t have positive outcomes of any project. There is a variety of gender planning frameworks based on different approaches to gender analysis, each with its own planning principles and tools. Before we discuss these different approaches to gender analysis, it would be practical, if we are clear about what gender analysis is:

For more detail pl. read the following material:

Reading 3.2 a

Planning from a Gender Perspective: by. In the Women, Gender and Development Reader (Eds) Nalini Visvanathan, Lynn Duggan, et al (1998), Zed Books Ltd. London. 366-374.P

3.2 (b)(Case Studies:

(a) The Grameen Bank Story: Rural Credit in Bangladesh: by M. Yonus P;9-24

- (b) The Orangi Pilot Project: Uplifting Periurban settlement near Karachi, Pakistan: by Akhter Hameed Khan. P: 25-40. In Reason of Hope: Instructive experiences in rural Development. (1977) (ed) A. Krishna and et al, Vistaar Publications, New Dehli.

Self Assessment Questions

1. What is meant by gender development planning?
2. What is the purpose of gender planning?

3.2.1 Gender Analysis

Gender analysis can be described as the systematic gathering and examination of information on gender differences and social relations in order to identify understand and redress inequalities based on gender.

In other words, gender analysis means a close examination of a problem or situation in order to identify the gender issues, that is, it helps to bring into focus the roles, resources, responsibilities and needs of women and men within the system under analysis. It refers to a systematic way of looking at the different impacts of development on women and men. Gender analysis of a development program involves identifying the gender issues within the problem which is being addressed and in the obstacles to progress, so that these issues can be addressed in all aspects of the program - in project objectives, in the choice of interventions and in the methods of program implementation and evaluation.

Gender analysis requires separating data by sex, and understanding how labor is divided and valued between genders. Gender analysis is done at all stages of the development process; one must always ask how a particular activity, decision or plan will affect men differently from women. It is a valuable description tool for development planners and is crucial to gender mainstreaming efforts. The methodology and components of gender analysis are shaped by how gender issues are understood in the institution concerned.

Miller and Razavi (1998) renowned gender analysts, analyze gender situation in many policies and programmes of the different agencies. They were of the opinion that gender analysis once confined to the margins of development theory, has over the last ten years penetrated in both the thinking and the operation of international development institutions (1998:4)

A thorough gender analysis is a critical starting point for any programme or project that aims to be more gender-sensitive. Questions such as the differences in impacts of the policy/programme on women and men; the advantages and disadvantages; roles and responsibilities; who does what, who has what, who needs what; strategies and approaches in closing the gaps between what men and women need; etc are important for program planners. These questions need to be

asked and analyzed in building a comprehensive development program and policies for development.

Activity

Visit any library and study national development plan or any policy document. Keeping in mind importance of gender analysis in development plans and policies, analyze the document and point out gender disparities if any.

3.2.2 Why Gender Analysis?

As mentioned earlier in this section that several different gender analysis frameworks exist today. They are step-by-step tools for carrying out gender analysis, which help to raise questions, analyze information, and develop strategies to increase women's and men's participation in and benefits from programmes. Gender Analysis is concerned with:

1. The development context or patterns in an area, answering the questions what is getting better? What is getting worse?
2. Women's and men's activities and roles in the development sectors, answering the questions who does what?
3. Women's and men's access to and control over resources, answering the questions. Who has what? Who needs what?
4. The development Programme actions needed, answering the questions what should be done to close the gaps between what women, and men need? What does development deliver?

Gender Analysis can be used for example in the following situations:

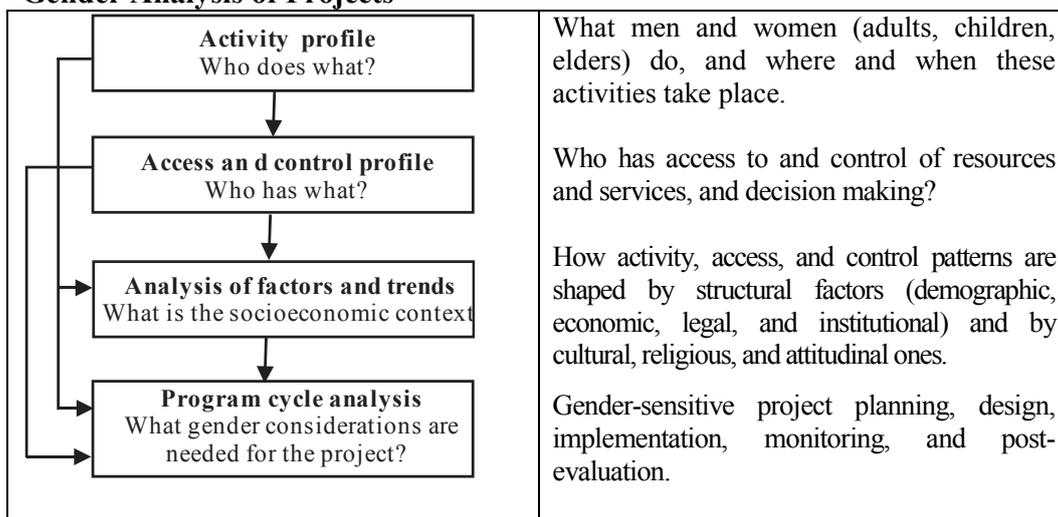
- Development of village level project management plans to ensure that the contributions of both women and men are adequately recognized in determining access to and control over resources
- Development, or review, of policy to ensure sustainable development through equitable participation of all stakeholders
- Restructuring of the any development sector to ensure equitable participation at all levels and in a diversity of functions by both women and men.
- Development of criteria for training selection or recruitment to ensure that women and men have equal opportunities to progress in their career and that there are both women and men working in diversity of capacities in the sector to work with the women and men of the other stakeholder groups.
- (Source: FAO, "Gender issues in the Zambia Forestry Action Programme" (1997).

3.2.3 Parts and Steps of Gender Analysis

The gender analysis framework has four parts and is carried out in two main steps. First, information is collected for the Activity Profile and the Access and

Control Profile. Then, this information is used in the analysis of factors and trends influencing activities and access and control, and in the project cycle analysis.

Gender Analysis of Projects



A. Activity Profile

Activity Profile	What men and women (adults, children, elders) do, and where and when these activities take place.
Who does what?	

The planner needs to know the tasks of men and women in the population subgroups in the project area to be able to direct project activities toward those performing particular tasks. Therefore, data must be gathered on women's and men's involvement in each stage of the any development project cycle, on their shared as well as unshared tasks, and on the degree of fixity of the gender division of labor. The objective is to ensure that women are actively included in the project and are not disadvantaged by it.

The Activity Profile usually considers all categories of activities: productive, reproductive, community-related service. It identifies how much time is spent on each activity, how often this work is done (e.g., daily or seasonally), which periods are characterized by a high demand for labor, and what extra demands the program inputs will make on women, men, and children.

The Activity Profile also identifies where the activities take place, at home or elsewhere (the village, marketplace, fields, or urban centers), and how far these places are from the household. This information gives insights into female and

male mobility, and allows an assessment of the impact of the program on mobility, method of travel, travel time for each activity, and potential ways of saving time.

Issues considered under Activity Profile include:

- Production of goods and services
- Reproductive and human resource maintenance activities
- Community work
- Community organization and activities.

B. Access and Control profile

Access and control profile	Who has access to and control of resources, and decision making?
Who has what?	

The Access and Control Profile considers productive resources such as: land, equipment, labor, capital and credit, education, and training. It differentiates between access to a resource and control over decisions regarding its allocation and use. It enables planners to consider whether the proposed project could undermine access to productive resources, or if it could change the balance of power between men and women regarding control over resources.

The profile examines the extent to which women are impeded from participating equitably in projects. For example, if women have limited access to income or land, they may be unable to join groups, which provide production inputs and commercial opportunities, or to become independent commercial producers. In some groups, even men may also suffer the same disadvantage.

Program management mechanisms (e.g., the creation of groups or cooperatives) may determine who has access to and control over productive resources and may change existing gender relations.

C. Analysis of factors and trends

Analysis of factors and trends	How activity, access and control patterns are shaped by structural factors (demographic, economic, legal and institutional) and by cultural, religious and attitudinal ones.
What is the socio- economic context?	

This analysis considers the structural and socio-cultural factors that influence the gender patterns of activity and access and control in the project area:

- demographic factors, including household composition and household headship;

- general economic conditions, such as poverty levels, inflation rates, income distribution, internal terms of trade, and infrastructure;
- cultural and religious factors;
- education levels and gender participation rates; and
- Political, institutional, and legal factors.

The analysis considers the following:

Which policies and programs aimed at ensuring women's participation could affect the project?

Which community norms and beliefs could influence women's participation in the project's activities?

Are there laws or regulations that could affect women's participation in the project or their access to its benefits?

D. Program Cycle Analysis

Program cycle analysis	Gender-sensitive project planning, design, implementation, monitoring and post evaluation.
What gender considerations are needed for the project?	

This analysis will indicate if and where the objectives and methods proposed for the project should be modified to improve the chances that the project will succeed and to minimize the likelihood that women will be disadvantaged as a result of it.

Some questions that may need to be considered in this analysis deal with production processes, training, information, participation, access, institution building, project framework, etc.

Particularly within the project framework, the following issues need to be considered:

- Do the planning assumptions (at each level of the planning framework or logical framework, for example) adequately reflect the constraints on women's participation in the program?
- Do project performance indicators identify the need for data to be collected, disaggregated by gender? Will changes in the gender division of labor be monitored? Will data on women's access to and control over resources be collected during the project?
- Can the project meet both practical gender needs (supporting and improving the efficiency of women's and men's productive roles) and strategic gender needs (improving gender equity through women's participation in the project)?

- Do the goals, purposes, or objectives of the program explicitly refer to women or reflect women's needs and priorities?
- Do the project inputs identify opportunities for female participation in program management, in the delivery and community management of goods and services, in any planned institutional changes, in training opportunities, and in the monitoring of resources and benefits? Will the project resources be relevant and accessible to poor women in terms of personnel, location, and timing?
- Does the project include measurable indices for the attainment of its GAD objectives, to facilitate monitoring and post-evaluation?
- (Source: Adopted from ADB 2002, "Gender Checklist — Agriculture")

Self -Assessment Questions

1. Enlist the steps and parts of gender analysis.
2. Why the roles of men and women are important for gender analysis?

3.2.4 Some Principles of Gender Analysis: Implementing Gender Equality in Organizations

An analysis of gender equity policies in an organization and elsewhere has resulted in the conclusion that, while no single defined set of principles exists, the following are important elements of a conceptual framework:

1. **Accountability:** From a management point of view, accountability tends to revolve around different processes. In a mature equity culture, accountability for equity issues is not singled out for attention. However, the culture to date tolerated comments of the kind that "it is someone else's responsibility" or "that's what the gender unit is for". Until there is more mainstreaming of responsibilities accompanied by accountability, only the committed few will fully carry out those responsibilities, and only restricted outcomes will be possible. In order to overcome this difficulty, a wider framework for gender equity responsibilities across an organization needs to be established to promote stronger forms of accountability. It is also essential that staff in management and supervisory roles accept responsibility for gender equity policies and practices within their units.
2. **Comparability:** While there are no gender equity absolutes, comparison is a strong mechanism to lift the performance of alike institutions. The benefit arises from sharing statistical data, policy and practices. The adoption of this principle involves policy and best practice at other organizations and comparative data analyzed. Benchmarking with other organizations, particularly in terms of staffing profiles, can be a valuable tool in assessing progress in various areas. Gathering information on policy and practice elsewhere is likely to assist, for instance, in

identifying successful ways of increasing the number of women on committees and enhancing the career prospects of women.

3. **Networking:** The absence of an effective internal gender equity network can result in two undesirable consequences. Firstly, inequities due to lack of knowledge about opportunities can flourish and secondly, the effectiveness of the system in drawing the organization's attention to such inequities is diminished. Networking within the organization can therefore be enhanced with the aim of furthering staff awareness, understanding of, and commitment to, gender policies, principles and practice. This can include an organization-wide information data base, the establishment of communications mechanisms to ensure that the organization is aware of, and responsive to the needs of its staff.

4. **Cultural Values:** This is probably the most important and wide-ranging of the principles. By focusing on its cultural values, the organization can have the opportunity to identify possible improvements. It is only by addressing cultural values that the core business of the organization will be seen from an equity standpoint. Policies, procedures and education programs need to be developed, implemented on an integrated basis and evaluated to promote workplace attitudes towards gender equity. Diverse issues in relation to gender equity needs to be examined in consultation with all staff and information on best practice promulgated. One strategy can be to include gender equity in the terms of reference of the organization's reviews.

5. **Strategies:** The four areas listed above constitute major focal points for considering the health of the organization with regard to gender issues. In strategies, a fifth principle is added. This captures the organization's commitment to developing knowledge and understanding of how the system can be changed in order to meet overall equity objectives. Under this, members of the organization are empowered through knowledge of existing strategies. New programs which identify and address inequalities, special needs and the status of women in relation to employment at all levels also need to be established and evaluated.

(Source: The ANU Gender Equity Plan).

Activity

Study any development project and assess whether it qualifies the four parts and two steps described above.

For more clarity please read the following allied material:

Reading 3.2.4 (a).

Gender Analysis and Poverty. In, *Methods for Development Work and Research. A Guide for Practitioners: (1997)* by Britha Mikkelsen. Sage Publications, London. P: 145-155.

3.2.5 Gender Analysis Frame works

There are number of different approaches to gender analysis. Such as Gender Roles Framework, Social Relations Analysis, Moser/DPU Framework, The Longman Method/Women Empowerment Framework, Levy's Web of Institutionalization , etc .

In this unit we will discuss only three frameworks of gender analysis which are mostly used in development program and projects.

(a) The Gender Roles Framework / Harvard Framework

Gender roles framework, as evident from its name, is based on the gender roles of men and women ascribed in any society. Gender roles may be defined as the socially determined ideas and practices which define what roles and activities are deemed appropriate for women and men. In the same way, gender division of labor tends to be seen as natural and immutable. Infact these ideas and practice are also socially constructed and result in specific patterns of who does what and hOw their work is valued in the societies.

The roles typically designated as female are usually less valued than those designated as male. Women are generally expected to fulfill the reproductive role of bearing and raising children, caring for other family members, and household management tasks, as well as home base production of goods and work. Men tend to be more associated with productive roles, particularly paid work, and market production.

Historically, women's productive role have been ignored or undervalued, particularly in the informal sector and subsistence agriculture. This has led to misconceived development projects; for example, in 1970s the services of extension agents and agriculture inputs have been targeted at men. Because women's labor is undervalued, it is often assumed by mainstream development policies to be indefinitely elastic. For example, policy makers expect that women can take on role previously fulfilled by public services such as care for sick and elderly people, when cutbacks on money are made. The formal documentation and recognition of women's roles and related time burden is crucial for gender-sensitive development programmes.

The Gender Roles Framework (Harvard frame work) focuses on describing women's and men's roles and then relative access to and control over resources. This analysis aims to anticipate the impacts of projects on both productive and

reproductive role. It takes the household rather than the institutions as the unit of analysis and tends to assure that women are a homogeneous category.

(b) Social Relations Framework

This framework is based on the relationships between woman and man. It is evident that relationship between the two genders is unequal. Hierarchical relations of power between women and men generally tend to disadvantage women. These gender hierarchies are often acceptable as 'natural' but are socially determined, culturally based, and are subject to change over time. They can be seen in range of gendered practices such as division of labor and resources and gendered ideology, such as accepted behavior for women and men.

Analysis which focuses on gender relations differs in emphasis from those who take gender roles as a starting point. Gender relation frame work gives more importance to connecting of men and women' lives and also to the imbalance of power embedded in male and female relations. They also emphasize the interaction of gender relations with other hierarchical social relations such as class, caste, ethnicity and race.

Gender relations constitute and are constituted by a range of institutions such as family, legal system and or market. They are the resource centres which daily reinforce or redefine the rules, norms and practices which govern social institutions. Since historically women have been excluded from many institutions or their participation was limited, they often have less power to affect change in these institutions.

Hierarchical gender relations constrain development efforts. For example, poverty reduction efforts are hampered where men use their authority to control over the resources targeted at women. Development strategies need to be up dated by an analysis of gender relations in order to support women's own attempts to change the rules and practice which reinforce these gender hierarchies.

The social relation framework seeks to expose the gendered power relations that perpetuate inequalities. This analysis moves beyond the household to include the community market and state institution and involves collecting data at all these levels. It uncovers differences between women divided by the aspects of social differentiability such as class, race and ethnicity.

The aim of this framework is to understand the dynamics of gender relations in different institutional contexts and thereby to identify women's bargaining position. It also formulates strategies to improve gender relation. It has proved quite challenging to adopt this approach in operational work.

This approach differs in its focus on power in gender relations. This approach uses an institutional framework for the analysis of gender inequalities as a tool for gender awareness planning. It recognizes that the means through which

needs are met is as important as the planned ends of any development program. The planning process is conceived as participatory and constituted by an analysis and evaluation of causes and effects.

(c) Moser/DPU Framework

Caroline Moser (1993) a social policy specialist in World Bank developed a gender planning framework consisting of gender planning tools, gender planning procedures and components of gender planning practice. The gender planning tools include gender roles identified; gender needs assessment, and the collection of disaggregated data at the household level. The development procedures involve the estimation of the gender problems, formulation of gender objectives, procedures for monitoring and evaluation, gender based consultation, participation and identification, strategies to be implemented. The final aspect, practice identifies the needs to institutionalize gender planning and to operationalize gender planning through recognized procedures. Building capacity amongst planners is necessary to ensure that policy is transformed into practice with the minimum change.

For further detail pl. read the following allied material:

Reading 3.2.5 (a)

Gender Analysis: Alternative Paradigm: Carol Miller and Shahra Razavi,(1998).<http://www.sdn.org/gender/resources/mono6.html>.

Self Assessment Question

1. How many types of gender analysis frame works are?

3.3 Discrimination in Gender Development Planning

According to Baden and Revees (2000) gender discrimination may be defined as the systematic, unfavorable treatment of individuals on the basis of their gender, which denies them rights, opportunities or resources.

Across the world, women are treated unequally and less value is placed on their lives because of their gender. Women's differential access to power and control of resources is central to this discrimination in all institutional shares, i.e. the house hold, community, market, and state.

Within the household, women and girls can face discrimination in the sharing out of household resources including food, sometimes leading to higher malnutrition and mortality. At its most extreme, gender discrimination can lead to son preference, expressed in sex selection abortion or female infanticide.

In the labor market, unequal pay, occupational exclusion or segregation into low skill and low pay work limits, women's earning in comparison to those of

men of similar education levels. Women's lack of representation and voice in decision making bodies in the community and the state perpetuates discrimination, in terms of access to public services, such as schooling and health care or discriminatory laws.

The laws are assumed to be gender neutral when in fact it may perpetuate gender discrimination, being a product of culture with oppressive gender ideologies. Even where constitutional or national laws uphold gender equality principles, religious or other customary laws that privilege men may take precedence in practice. However, the law if combined with other strategies including capacity building may overcome barriers and women may claim their rights.

The Convention on the Elimination of all form of Discrimination against Women (CEDAW) in 1979 brought into international focus the rights of women as human beings including the right to be free from discrimination. During preparation for the world conference on Human Rights in Vienna (1993), women groups were mobilized around the slogan of "Women's rights are human rights" which signified indivisibility of women's rights from universal human rights. Participants in the UN Beijing Women conference (1995) continued with this call, attempting to broaden the conception of rights to include social, economic and cultural rights as well as reproductive and sexual rights put on the agenda at the 1994 Cairo population conference. All these efforts were made to incorporate women needs and interests into major development programs at international and national levels. It is a reality that equality between women and men is an important development goal. Sustainable development can only be achieved by the active participation of all members of community. Providing equal rights and access to resources and opportunities to women and girls is crucial to reducing poverty, illiteracy, and disease. Achieving gender equality requires a focus on both women's and men's roles and interests. After realization of gender roles, needs and interests, planning and policies are made. The policy which acknowledges goals and priorities for tackling gender equality may vary from country to country, but must have gender- sensitivity against gender discrimination.

Equality of men and women is an integral part of universal human rights. This means that women and men are given equal access quality education, health and nutrition. This also means that the barriers to equal participation to political and economic life are removed so that the women are able to share equally with men the opportunities and benefits of development.

The active participation and cooperation of all members of the community is at the heart of development. The goal and objectives of gender and development policy must recognize that development programs cannot be

successful if the people- men and women —affected don't participate in and support them.

It is the responsibility of the planners and policy makers that they must consider interests of both genders and their policies must be without any discrimination against any gender.

There are certain indicators for example , education , employment, access to resources and opportunities, access to health care facilities, prevention of domestic violence , or any other form of violence against women etc, that reflect gender discrimination in over all policy of any country. By eliminating those factors and improving women situation after incorporating gender- sensitive policy measures into the development planning, discrimination against women may be eradicated. A gender sensitive program reflects the need for an approach that must be practical and forward looking in development planning. They are:

- To improve women's access to education and health care by supporting initiatives which provide basic education particularly literacy programs for women and girls as well as vocational, technical and tertiary education: and which provide basic health care services, particularly maternal and child health, primary health and disease control.
- To improve women's access to economic recourses by supporting those policies which promotes women's equal access to capital, including land, forest, marine and other natural resources, as well as credit and saving programs and which improves financial, professional and technical skills of women.
- To improve women's participation in decision making at all levels by Supporting those development planning and policies which encourage and support participation and representation of women in public positions; by supporting and strengthening networks and organizations which give women a more effective voice; and assisting women in training for leadership roles.
- To promote human rights of women and assist efforts to eliminate discrimination against women. Policies and planning should be made in such a way that they support the legal reform program for advancement of women. Providing training and information to overcome discrimination under the law and in the wider community; supporting institutions and community initiatives, which address violence against women; and providing the basic needs of women in crisis situations.

These are some of the policy and planning measures which must be taken into account while eliminating all forms of discrimination against women. For more detail please study the following material:

Reading 3.3

Gender Discrimination and its indicators: A Research Agenda Swapna Mukhopadhyay and Ratna M. Sudarshan www.isst-india.org/GPNWP1.pdf.

3.4 The Impact of Development on Women

For many developing countries, Structural Adjustment Programs (SAPs) designed and implemented by the World Bank and International Monetary Fund (IMF), have been lauded as the key to boost national economies. These strategic plans were designed to make the countries more competitive in global market economy, promoting growth and reducing poverty by eliminating large external debts through massive cuts in state spending and privatization.

Basically, the changes in economic policies represent an ideological shift from a state centred system focused internally towards providing some social services to its people, as well as agricultural and industrial production for local and regional needs, to a market-oriented economic system focused externally towards foreign investment and non-traditional exports production. Increased emphasis on producing agricultural and industrial exports has led to a loss of local control and self sufficiency, because many consumer goods that were at one time produced locally must now be imported. The result has benefited national elite and transnational corporate interests at the expense of less powerful, particularly women.

Structural Adjustment Programmes (SAPs), were originally designed to stabilize developing country economies. Instead, they have imposed harsh economic measures which deepen poverty, undermine food security and self-reliance and lead to unsustainable resource exploitation, massive environmental destruction, and population dislocation and displacement. Given the factual evidence, developing countries reconsidered the appropriateness of using their lending and aid programmes to support the structural adjustment regimes of the World Bank and IMF.

(a) What are SAPs?

Structural adjustment" is the name given to a set of "free market" economic policies imposed on countries by the World Bank and International Monetary Fund (IMF) as a condition for receiving financial assistance. SAPs are designed to improve a country's foreign investment climate by eliminating trade and investment regulations, boosting foreign exchange earnings by promoting exports, and reducing government deficits through cuts in spending. The kind of structural adjustment programmes referred to here are programmes developed by the World Bank and International Monetary Fund (IMF) in the early 1980s. These programs attach a number of stringent conditions to cash transfers. They have offered the

World Bank and the LMF a means of gaining stronger influence over the economies of debt-strapped governments in the developing countries of Africa and Asia. New loans and aid are given only if the debtor nation implemented IMF/World Bank-sanctioned reforms. In order to continue receiving funds, countries already devastated by debt obligations have little choice but to adhere to conditions mandated by the IMF and World Bank. In addition, most donor countries will not contribute bilateral assistance to any developing nation unless that country has accepted these conditions and adopted structural adjustment programmes.

Main features of the SAPs are as under

- a shift from growing diverse food crops for domestic consumption to specializing in the production of cash crops or other commodities for export;
- abolishing food and agricultural subsidies to reduce government expenditures;
- deep cuts to social programmes, usually in the areas of health, education and housing, and massive layoffs in the civil service;
- currency devaluation to make exports cheaper but imports more expensive;
- liberalization of trade and investment and increases in interest rates to attract foreign investment;
- Privatization of government-held enterprises.

(b) The Argument for SAPs

The World Bank and IMF argue that SAPs are necessary to bring a developing country from crisis to economic recovery and growth. They believe economic growth, driven by foreign investment, to be the key to development. The resultant wealth, they claim, will eventually "trickle-down" or spread throughout the economy and eventually to the poor. SAPs are not designed to achieve social well-being; multilateral agencies and other donors simply hope that applying free market principles to a developing economy will improve social welfare in the process. This process of adjustment, as described by many World Bank and IMF officials to developing countries, is one of "sacrifice," of "present pain for future hope."

(c) Arguments against SAPs

The following arguments were made against implementation of SAPs in developing countries by women organization, trade unions and other activist groups.

1. SAPs hurt the poor disproportionately through deep cutbacks in social programmes. Poverty alleviation programmes designed to support the effects of adjustment cannot reverse the impact that SAP policies have played in contributing to the general decline in the social sector. Women are particularly affected by cutbacks to social programmes. User fees, privatization, heavy loans and cutbacks of social services have led to intensifying malnutrition, hospital closures, and deepening poverty;
2. SAPs rely too much on investment that is short-term, concentrated in the export sector, neglecting and even undermining food security and self-reliance;
3. They imposed currency devaluations which radically weaken the buying power of local people's wages, sometimes from one day to the next, so that many basic necessities become inaccessible.
4. SAPs, as designed and implemented, violate the UN Convention on the Rights of the Child, the UN Declaration on the Right to Development, and Convention of the Elimination of Discrimination against Women.

(d) SAPs and Their Ecological Consequences

Despite the claim that SAPs are environment friendly programs, the World Bank and IMF have paid little or no attention to the environmental impact of SAPs. A number of comprehensive studies have clearly demonstrated how SAP policies have led to increased environmental destruction, dislocation and displacement. SAP policies call for increased exports to generate foreign exchange to serve debt. Developing countries' most important exports, including timber, oil and natural gas, minerals, cash crops, and fisheries, are all derived from natural resource extraction. The resulting acceleration of resource extraction and commodity production is not ecologically sustainable. Deforestation, land degradation and desertification, soil erosion and salinization, biodiversity loss, increased production of greenhouse gases, increase in water-borne disease, the flooding of immense tracts of productive land, and air and water pollution are but a few of the long term environmental impacts that can be traced to the imposition of SAPs. In addition, SAP induced government cutbacks mean less money for enforcement of environmental regulations.

(e) Gender and SAPs

Most studies conclude that women are bearing a disproportionate share of the burdens imposed by SAPs. The macro-economic thinking on which SAPs are based takes little account of the sexual division of labor, of resources within the household, and how shifts in entitlements and incentives have a dramatic impact on women's labor. Women, primarily responsible for child-rearing, are heavily

dependent on health services; this, combined with their very limited access to productive resources, places them at a particular disadvantage when public spending on health is reduced. The introduction of user fees in hospitals and clinics has cut attendance at such facilities. As a result, maternal and infant mortality rates have risen sharply. SAPs promote the production of export-oriented crops; these tend to be grown by men. This leaves women with little support and marginal land and fewer resources to grow food crops for their family's consumption. Compensatory programmes have been put in place recently as an attempt to alleviate the impact of SAPs on the poor, but they tend to bypass women. Most structural adjustment programs, in fact, are designed around the assumption that women (and children) are dependents of men. Since compensatory programs are based on existing channels of distribution within communities and households, and since these channels often discriminate against women, they will never have any real access to any new resources received through them.

(f) Towards an Alternative of SAPs

There have been alternatives to SAPs put forward in 1989, The African Alternative Framework called for "adjustment with transformation" which called for a reduction in the continent's reliance on external trade and financing, for the promotion of food self-sufficiency and for greater popular participation in economic planning and decision-making. Following are the main points,

- Promoting diversification in the products that developing countries export and increasing processing capacity, This would coincide with the recognition of providing some protection to infant industries and the promotion of greater regional trade;
- Economic policies and planning which include a gendered analysis of the various options;
- Policies that take into account environmental impacts and include sustainable natural resource use that benefits local communities;
- An emphasis on non-price structural reforms such as land reform, institutional reforms to increase democratic practice and accountability;

At the international level, these alternatives provide measures to reduce the debt problems of poorer countries regulate capital markets and address unfair trading practices. What is urgently required is an opening up of the political and economic space so that alternatives, such as those listed above, can be seriously considered and implemented. The greatest obstacle to this continues to be the control over the development debate currently exercised by the World Bank and IMF with the blessing and support of developed countries.

For more information pl. read the following allied material:

Reading 3A (c)

Gender and Structural Policies: Evidence from Pakistan, Rehana Siddique, Shahnaz Hamid, Rizwana. http://www.idrr.org/en/ev-58038.201.1- DQ_TCPI.html

Self Assessment Questions

1. What is meant by SAPs?
2. Enlist positive and negative points of SAPs.

3.5 Exercises

1. What is the main theme of development? How it may help any developing country in it's over all development?
2. Discuss the role of the mainstreaming strategy in development planning?
3. Does gender inequality cause inefficiency and reduce productivity in development programs?
4. Describe gender planning in detail. How it affects the development programs?
5. Discuss in detail what Gender analysis is? How development projects should do gender analysis for positive outputs? Describe in detail.
6. Why it is essential for any development project to exercise gender analysis before implementing that project?
7. What are the different approaches to gender analysis? Compare them with each other in detail.
8. What are SAPs and how they affect women and over all development of developing countries. Give a detail account.
9. What is discrimination in development planning? Explain how it works and persists in developing countries?

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Unit – 4

**STRATEGIES OF DEVELOPMENT
FOR
WOMEN INTERNATIONAL
CONTEXT**

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Introduction

*"To awaken the people, it is the women who must be awakened.
Once she is on the move, the family moves and the nation moves."*

Jawaharlal Nehru

The prosperity and growth of a nation depends on the development of its citizens. The development plans and strategies take on a special meaning when they undertake the concept of gender equality. Logically speaking, women constitute nearly half the population of a country. And directly or indirectly influences the growth of the remaining half. The development programmes created for women are usually aimed at two major areas of strategies, i.e. Those related to improving women participation and those related to ensure benefits for women.

Women's development spells development of society in general. This follows the fact that women constitute as the center or nucleus of the family. She is not only the better half of a man; she is also responsible for rearing and caring of the future generation of the family. Taking the example of a plant, until the soil that the plant is implanted in, is not rich enough, rightly prepared or in good conditions, no amount of external provisions (in the shape of good weather, amount of watering etc) can ensure the development of a healthy seedling. For the same reason women-focused development programmes are considered more cost-effective as well. They yield dividends not only to women themselves, but their children, men folk and the community at large¹.

The word strategy is an umbrella term. It may mean anything from a 'proposed set of actions' for implementation or it could mean a proposed theory that some individuals or organization coins on its own to explain their views on actions that will lead to better plan formulations and better implementation by effective machinery. Strategies are of many kinds, they could be related to developmental aspects, Specific Economic Strategies or any other aspect of the lives of the target population. Every strategy then goes into the crux of the matter and identifies the factors and practices that need to be altered. For example, specific economic strategies of the organizations may work in five basic areas of problem. It may tackle financial interventions (increased access to credit), enterprise development (increased access to skills/business/management training and improved technologies/production packages), marketing strategies (increased

¹ For a detailed understanding of the areas that relate to strategies for the development of women please see [online] <http://www.un.org/womenwatch>

access to markets), bargaining (for higher wages/better working conditions/job security) or socio-political strategies².

The discussion in this article is based on the strategies that have been developed for women development. A lot of research work has already been done on women's programmes or development programmes meant exclusively for women during the past decade. This unit will also indicate those strategies that need to be adopted and the issue that still need to be incorporated into the human development forum.

Objectives

The objectives of the current unit are:

- Get to an understanding of why gender issues are important in making policies for development.
- To study various strategies that can be followed to incorporate gender into development.
- Recognize the role that human rights bodies have played in making the gender issue visible at developmental planning level.
- To attempt ascertain the aims and objectives of women organizations.

² *McCarr, Chen, and Jhabvala, (1996). Speaking out: Women's economic empowerment in South Asia. Canada: IT SRP Exeter. pp193-200*

4.1 Concept of Development

Development is a concept that is central to humans. As humans grow, they evolve and move ahead. Though it may differ in quantity and quality, but humans usually aim to enhance their abilities. All humans grow to achieve a better position in life that is different from their present condition. Part of the reason why it is necessary to define the word clearly, is also the change in its real conceptual meaning over the years. Initially, experts conceived of development as involving not only economic growth but also conditions in which people in a country have adequate food and jobs and the income inequality among them is greatly reduced.

The major ideology of change was brought out about the theory of social equality by Karl Marx. He was of the opinion that women need to be granted rights equivalent to that of men. They should be given the right to vote, the right to use their names and to be granted the status of an independent citizen of a country. The 1995 UNDP human Development Report gave the term development another meaning. The question of Development of gender was introduced for the first time. Mahbub-Ul-Haq³, believed that the twenty first century needs to accept the capabilities and vast amount of resources that are associated with women. Increased education and health awareness is raising the levels and quality of lives of women all around the world. He further asserted that women are on the verge of taking over economic and political challenges and possess the ability to play their roles in the technological struggle. The only point in consideration should be aimed at identifying and eradicating factors that hinder their (women's) inclusion into the development processes⁴.

A related concept is available at:

Self-Assessment Questions

1. What is the definition of development in simple terms?
2. Why does culture affect concept of development?

4.1.1 Important Terminologies Related to Development

A review of literature related to development strategies that incorporate women, yields a novel vocabulary. Experts, over the years have coined terms that

³ the person who introduced the concept of development of gender.

⁴ Haq, K. (2000). *Human Development in South Asia 2000: the gender question*. Islamabad: oxford press. P. V.

relate to phenomena of women development. But with the passage of time, most of these terms are used commonly by both social scientists and layman⁵. Thus, before undertaking any analysis of 'women's position' or 'the gender question', it is important to discuss what we mean by these terms, and develop working definitions of key concepts.

4.1.2 Gender Mainstreaming

Gender mainstreaming means adopting strategies that give importance to women's contributions rather than making the assumption that women -will benefit equally from programmes that are for both the genders, Policies and programmes are often gender-blind, Le, they that ignore the varied impacts on gender groups; Gender mainstreaming requires a focus on results to improve the well-being of women,

Gender mainstreaming is "the process of assessing the implications for women and men of any planned action, including legislation, policies or programs, (...) making women's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes (.,,) so that women and men benefit equally"

(Haq, 2000).

- In the planning stage, gender mainstreaming means being explicit about the differing needs and experiences of men and women, making space for all stakeholders, giving voice and visibility to women's as well as men's perspectives, and ensuring that the design is informed by gender-disaggregated data. It means asking both women and men what they themselves see as the most pressing issues,
- In the Implementation step, it means making sure that both men and women are participating equally in the decision-making process and are treated with equal respect.
- In monitoring, it means tracking indicators that measure the differential impact of interventions by gender group,
- In evaluation, It means making sure that both women and men take part in determining the evaluation criteria, that gender equality is explicitly assessed, that the evaluation team is gender balanced and gender sensitive.

⁵ Haq, K. (2000). *Human Development In South Asia 2000: the gender question*. Islamabad: oxford press. P. 24.

See also Moser, O.C.N.(1993). *Gender, planning and development: theory policy and training*. (1st ed.), New York: Routledge.(37-79)

For an understanding of the strategies that are recognized in Pakistan for mainstreaming women read:

Reading 4.1.3

Pakistan National Report, (1995), Fourth World Conference on Women Beijing, Government of Pakistan Ministry of Women Development And Youth Affairs

4.1.3 Women Empowerment

Women's empowerment is central to human development, Human development, as a process of enlarging people's choices, cannot occur when the choices of half of .humanity are restricted. Targeted actions aimed at empowering women and righting gender inequities in the social and economic sphere, as well as in terms of civil and political rights, must be taken alongside efforts to engender the development process⁶.

4.1.4 Women in Development

The original Women in development approach ushered in during the Decade for Women were initially conceived as an equity approach. This approach recognized women's active role in the 'development process as reproductive, productive and community workers, and emphasized the fulfillment of their strategic needs through direct state intervention. Due to its political nature, this approach was not very acceptable to governments, and was soon replaced by an antipoverty approach, focused on practical needs surrounding women's productive role.

4.1.5 Gender and Development

Gender and Development or the GAD approach came into existence when policy makers and proponents of feminist movement adopted the equity approach; the basic principle was that both the genders should be given equal importance in policy and planning for development.

A rights-based approach sets the achievement of human rights and the creation of an enabling environment in which human rights can be enjoyed as the main objectives of people - centered sustainable development, as well as the means to achieve it. A rights-based approach transcends sectoral concerns, and can encompass the concepts of

- Welfare

⁶ For a better understanding of the concept related to mainstreaming please refer to (online]; http://www.unifentorgiincion.php?f.page_piciR188

- Anti-poverty
- Equity and
- Empowerment

This approach tried to remove the general concept that women have to be incorporated into development (the women in development approach). That a special effort was being made to incorporate them into a system that did not recognize them as worthy of specific and need centered rights. Thus GAD specifies that gender (both men and women are being taken into consideration while planning for development).

Self-Assessment Questions

1. What is the difference between women and development and gender and development?
2. Equity approach focuses on which approach of development planning?
3. Define the concept of empowerment.

4.2 Role of Government in Development

The extent to which the state mediates relationships not only between state and civil society but also with in the family , between men and women and children, has critical implications for the identification of the "room to maneuver" to address Strategic gender needs.

The last decade witnessed an important expansion of research on the state and the extent to which it liberated controls the lives of women through diversity of social, economical, political and legal policies. In different context, marriage laws, legal provisions regarding rape and abortion and population control policies control female sexuality and fertility. Similarly the state laws governing wages, taxation and social security benefits have combined to reproduce gender divisions of labor within the family.

A government, no matter democratic or otherwise, aims at improving the conditions of its citizens. Although various strategies have been outlined and are suggested in literature on developmental planning, certain core principles that should be followed by a policy making body include⁷:

- The systematic integration of the respective situations, priorities and needs of women and men into all policies
- This should be done with a view to promote equality between women and men

⁷ *These strategies have been compiled from various sources. They have been conceptually linked together with respect to the aspects of development that the writer wanted to highlight.*

- Mobilizing general policies and measures specifically for the purpose of achieving gender equality
- Actively and openly taking into account, at the planning stage, their effects on the respective situations of women and men in implementing and monitoring
- Providing just and effective aid and finances for developmental projects.
- Ensure proper distribution and access to resources and services, for both men and women.
- Give proper importance to the concept and requirements of a rapid effects of Globalization
- Consider women's human rights and their right to have control over their own life decisions
- Provide ample services and subsidized health care to women especially, including environmental health
- Aiming to reduce levels of poverty and making efforts to raise the living standard of the general public.

Self Assessment Questions

1. Why is the government believed to have an important role in taking initiatives for development of women?
2. Enumerate the strategies that can be devised by government to initiate development projects.

4.3 NGO and Community Based Organizations.

The mid-1980s saw a mushrooming of donor, government and NGO-sponsored credit programmes. Women's credit and/or savings programmes were started by as the women's component of integrated development programmes. Other programmes added plans for women onto existing micro-finance services. Some credit cooperatives attempted to target women more effectively. In some places federations of women's thrift and credit cooperative groups were set up.

Non-governmental organizations (NGOs) and communities based organizations have become fashionable in the world of policy. The view that NGO participation is essential to good policy-making and implementation is widely accepted and has been institutionalized in international agreements. In some cases this view is framed by anti-states policies that support NGOs as part of an overall strategy towards non-state delivery of development; in others it is framed by those concerned with facilitating access of the poor and powerless. The recognition of the importance of NGOs does not, however, always extend into national acceptance of NGO influence in policy and implementation, nor to the existence of NGOs that are able to play this role effectively.

Non-governmental organizations come in many shapes and forms, with differing goals and activities. Some relate themselves directly or indirectly with policy; others do not. The concept of NGO is here applied specifically to non-profit organizations rather than civil society in general. In addition, it does not include popular movements or community-based organizations. Rather, it describes that grouping of organizations that function between state and community. Where some are at local level while others at regional or national levels.

Many NGOs are primarily concerned with poverty or disaster alleviation, while others focus on local-level development projects, usually filling gaps-government services have not met. A third type of NGO strategy can be described as 'sustainable systems development'. It is this type of NGO that is most likely to facilitate change at the level of policy or implementation. It is not just the existence of NGOs, alone, that facilitates policy change. NGOs operate within a political, economic and social context that may be more or less favorable to change. This context substantially influences NGO goals and activities.

Policy changes are decided on the basis of a rational assessment of possible options, given existing human and economic resources. This perspective is particularly espoused by those most directly responsible for policy development that is government technocrats, who define themselves as those with the technical expertise to advise government. Likewise many transnational put money into research for policy, and argue policy perspectives on the basis of research or international experience. This approach, described by policy analysts as a 'rational' approach, formed the basis for early frameworks for understanding the policy process. Initially articulated by Laswell, in the 1950s, it presents a chronological set of decision-making stages or phases that usually include identification of the policy problem. Agenda-setting, formulation of policy proposals, adoption of policies, implementation and, lastly, evaluation. Policy analysts recognize that there is a wide range of forces that influence the process of decision-making around policy, in which the rationality of research findings may carry little weight. For this reason, today it is accepted by policy analysts that while all the various 'stages' must occur, the phases may occur simultaneously (as cited by Klugman 2000).

4.3.1 Goals of NGOS and Community Organizations

Gender discrimination, unequal access to resources and opportunities, violence, lack of basic services, women's paltry representation in politics and business, and the power imbalances that characterize personal relationships between men and women hamper the progress of not just women but of society at

large. It is clear that holding hostage the talents, energies and aspirations of half the society impedes human development.

4.3.2 Engendering NGO Agenda

Most NGOs and community organizations have made the deliberate choice not to establish a separate practice area for gender equality, but to pursue the goal through gender mainstreaming. Mainstreaming is not a license for inaction, but includes the responsibility to ensure that the organization's activities and policies are fully in line with that objective.

Despite believing otherwise, most policies identify that compartmentalization does not entrench the marginalization of women's concerns. For mainstreaming to be meaningful and credible, it must show that vulnerable and disadvantaged women benefit from poverty reduction, from environmental sustainability, from HIV reduction, from decentralized and democratic governance, from conflict prevention or recovery, and from access to information and communication technology.

4.3.3 Training in Gender Awareness

To demystify the concept and to raise the level of gender-responsiveness has been conducted across the organization. Many tools and resources are accessible online in the dedicated gender resource corner.

As an illustration, UNDP has set up an effective system that help around 400 employees share ideas, good practice and strategies for effectively addressing gender equality through the electronic knowledge network. While it is true that gender analysis and gender studies need more attention, it is equally true that there are many experienced colleagues who can provide valuable gender expertise.

4.3.4 Universal Goals of NGOs and Community Based Organizations

Gender is increasingly viewed and treated as a cross cutting issue in many nongovernmental interventions. Through technical support and policy dialogue, most countries have adopted an inter-sectoral approach to gender equality and established links between gender, poverty, governance and some important health issues, like HIV/AIDS.

4.3.4.1 Poverty Reduction

Poverty and gender discrimination are closely intertwined. Of the nearly 1 billion adults in the world who cannot read, two thirds are women. Girls are often the first to be pulled out of school when the family can ill afford school fees. They are also the last to be taken to the health centre when they need medical attention.

Gender mainstreaming in poverty reduction strategies is critical because poverty impacts women and men differently, in particular when coupled with crisis and health issues. (like AIDS/HIV). Also critical is the need to value women's own strategies and to trace how gender discrimination often widens when poverty deepens.

Investing in poor women means recognizing these gaps. Participatory approaches can produce more gender-sensitive budgets, that MDG monitoring must make an explicit distinction by gender groups, and that national capacity for gender disaggregated analysis needs deliberate support. UNDP is increasingly supporting gender-sensitive budgeting initiatives to promote equitable distribution of resources, particularly to reach the poor and the vulnerable, the majority being women.

4.3.4.2 Crisis Prevention and Recovery

Women bear the brunt of physical and psychological suffering during and after crisis situations. An estimated 80 per cent of the world's 35 million refugees and displaced persons are women and children. Moreover, even as women seek respite following the acute phases of conflict and crisis, they often remain targets of violence, both as they flee and while they live in refugee camps. However, they have emerged as sole managers of broken families and effective leaders in peace processes. Crises can break down social barriers and loosen traditional holds on power, thus providing windows of opportunity for the reconstruction of a more just society and the formation of new structures and laws that promote women's political, economic, social and cultural rights. In countries undergoing a transition phase, UNDP can foster the nascent dynamism for social change, engage national stakeholders, in particular local women's associations, in the planning and execution of institutional reforms to empower women, respect their human rights and promote gender equality.

4.3.4.3 HIV/AIDS

The pandemic is among the greatest impediments to human development in the world today. Its spread is increasing among young girls and women because of their vulnerability and their lack of power and means to protect themselves from unsafe sexual relations. Studies in Africa show that teenage girls are 5-6 times more likely to be infected by the HIV virus than boys of their age.

Strategies must address women's and girls' vulnerability to HIV/AIDS as well as mitigate the socio-economic impact on women caretakers. Promoting the use of participatory methods and tools for changing gender relations and enhancing women's control of their lives is the key. Equally, discrimination against people living with HIV and AIDS has exacerbated gender inequalities.

4.3.5 Planning for Development

Planning usually marks the beginning of any step taken towards the implementation of a plan. The term planning process is used generally to identify a definite order of action that are integrated and should occur in an integrated manner. The stages can be identified as:

Trends in Policy While Planning for Women

Five trends have been identified by Moser that have persisted in third world countries policy approach. Three of these approaches were identified and defined by Buvnik, 1986, (cited by Moser 1993.). And two more recent have been added by Moser himself.

Welfare

This approach originated in the model of social welfare that was vastly prevalent in the colonial administrations. The researchers and planners adopted it when the economic development in the third world picked up. It was most popular between 1950 -1970. But some people believe that it is still popular with third world development planners. The purpose of this approach was to bring women into development as better mothers. This was seen as their most important role in development.

This approach tended to believe that meeting the practical gender needs of the women was important. It related particularly to food aid, malnutrition, and family planning. The role that was recognized for women was necessarily a reproductive one. On analysis of this approach women were seen as passive beneficiaries of development with focus on their reproductive role. Non-challenging, therefore widely popular, especially with governments and traditional NGOs.

Equity

The original women in development concept approach generated and thinking that women can develop only if they are given equal partnership in all fields of life. Thus, recognizing women as equal and as responsible as men. This approach was popular during the women decade that lasted a span of ten years from 1975 to 1985. Attempts were made to adopt it during the women's decade. The purpose of the approach was to gain equity for women in development process. Women were seen as active participants in development. This approach accepted and focused to meet strategic needs of women in terms of recognizing triple roles. It was thought that these could be achieved only through the direct through state top-down intervention, giving political and economic

autonomy by reducing inequity with men. It managed to identify subordinate position of women in terms of relationship to men, challenging, criticized as western feminism, considered threatening and not popular with government.

Antipoverty

This approach was also identified by the Women in development approach. It linked to redistribution with growth and basic needs. It was most popular during the 1970's and onwards. But Moser believed that it still has limited popularity. The purpose of the approach was to ensure that poor women increase their productivity. Women's poverty was seen as a problem of under development and not of subordination as previously believed. This approach propagates to meet practical gender needs of women in terms of productive role, to earn an income, particularly in small scale income generating projects. Poor women isolated as separate category with tendency to recognize productive role. Reluctance of government to give limited aid to women did not let this approach develop to the fullest. This approach found popularity at small scale NGO level.

Efficiency

This was the most important school of thoughts generated by the women in development approach. It was generated by the deterioration of the world economy. It inducted the thought that policies of economic stabilization and adjustment rely on women's economic contribution to development. It was introduced in the 1980's and the years following that. It is believed to be the most popular approach even now. Its purpose was ensuring that development is more efficient and most effective. Women's economic participation seen as associated with equity. Women were seen entirely as in terms of delivery capacity and ability to extend working day. This approach was most popular with both governments as well as multilevel agencies.

The efficiency approach, currently the most popular, focuses on the practical needs of women in all three of their roles. More pertinently, however, it seeks to enhance women's contribution to the development process in order to ensure the efficiency and effectiveness of project interventions. While recognizing the validity of the claim that a Country's development prospects largely depend on women's full participation in social, Political and economic life, Moser points out that the efficiency approach tends to assume that women's time and energy are elastic.

Empowerment

This is the most recent approach. It arose out of failure of equity approach. Third world women feminist writings and grass root organization tend to focus on

this approach. Growing steadily throughout the late 1970's, this approach accelerated during 1980's.

The term 'empowerment' has come to mean many different things to different actors in the development field. Empowerment could also be comprised of increased power in the economic (material), social, political, and/ or psychological realms, and consider this in conjunction with people's identification of their own problems and needs.

Empowerment can be considered a change in the context of a woman or man's life that enables her/him increased capacity to lead a fulfilling human life, characterized by external qualities such as health, mobility, education and awareness, status in the family, participation in decision making, and level of material security as well as internal qualities such as self-awareness and self confidence

Its purpose is to empower women through greater self-reliance. Women's subordination seen not only as problem of men, but also of colonial and neo-colonial oppression. It proposes that it is necessary to meet strategic gender needs of women. . It believes that the triple roles of women should be met with.. This can be done indirectly through bottom up mobilization around practical gender needs as a means to confront oppression.

Activity

Can you make list of Strategic Gender. Needs and Practical Gender Needs that relate to you?

Self-assessment Questions

1. The term NGO stands for?
2. What is meant by the writer when she uses the term "Agenda of NGOs".
3. Do National and International NGOs have same goals?

Organization of Implementation

Experts believe that the presence of institutional arrangements is central in implementing a planning component for women. It is crucial in translating the goals set out in the planning and expenditure of the original planning document. A number of Asian governments have set up national level bodies to oversee women's concerns. In the absence of any clearly articulated mechanism for operationalizing the plans for women in these countries, what is attempted here is an evaluation of the role of the machinery of government to oversee and initiate programmes for women. (UN, 1992).

The Women's Division was itself established in 1979 and was upgraded to a full Ministry in 1990. It was meant to play the role of catalyst and coordinator for

women's programmes in the development effort, while running its own programmes. It currently presides rather loosely over 13,000 schemes, most of a rather minuscule nature. Its control over most such schemes thus are best are mainly notional (World Bank, 1989b)

Most such schemes are in the areas of training through craft centres, vocational training schools and polytechnics. Attempts are made in the centres to upgrade traditional skill such as poultry rearing and handicrafts and to develop new skills for women in electronics and as garment workers, medical technicians, and computer programmers. Other programmes for women include legal aid centres, through this at an official level seems to have had rather limited impact. Instead, advocacy against the discrimination thrust upon women in Pakistan by the Hudood ordinance appears largely to have been taken up by NGOs and voluntary civil rights groups.

Development efforts for women in Pakistan have been most conspicuously manifested in the development of physical infrastructure.

Then Women's Division between 1979-80 and 1985-86 funded the building of

- 373 centres for rural activities
- Home economics laboratories in 22 girls' high schools
- 138 units for community development
- 5,815 units in education
- 44 units in health\59 units in industry
- 1,915 units in social welfare (a total of 8,344 units)

There is no information available on use or even the quality of services rendered through these physical facilities. It is indeed unclear what this variety of schemes and physical facilities have actually yielded for women.

Implementation and Monitoring

According to international standards (set by United Nations women watch), most plans in Asia are weak when it comes to implementation. There appears to be lack of adequate external resources available for most plans. The major reason for this may be that the societies are predominantly male oriented. Not only are the policy makers men, but the intended beneficiaries are also usually men. With these constraints, provisions need to be made to give priority to women's concerns.

In such instances, the best solution is commitment from the top in the government. If and when the higher ups demand a greater participation of women, or realistically a gender balance in planning, only then would the machinery deliver it. More so, if chief executives, women or men, are committed to changing the circumstances of women, then they will have to use their power to empower a coordinating agency.

Certain strategies have been suggested that may help the implantation and monitoring of gender equality in prospective development planning:

- Placing women at the top
- Building cadres
- Institutional reforms
- Improving working conditions for women
- Creating an enabling socio-economic environment
- Investing in human resources development
- Macroeconomic policies for women
- The political support base for planning for women
- Enfranchising women

Training

Every institution usually desires to have a staff that is highly trained and sensitized to the issue that they deal with. For example an organization working on women abuse expects its staff members to be gender sensitized, know the various form abuses, be able to identify what constitute abuse and what does not, to understand the degrees that abuse exists in society and be aware of the strategies to counter action. They prefer to train their employees and program officers. Similarly community organizations usually aim to empower the local people. As such, most of their sensitivity and methodological trainings aim at enabling the localities to identify and alter problematic situations. Although most organizations have their own modes of training their people, a general body of techniques that can be used by agencies for training.

The distinction between different stages in planning process is critical. For instance when there is gender blindness in policy formulation, one of two problems is likely to occur. First women are not recognized as important in development process and simply not included at the level of policy formulation. Secondly, development policy even when aware of the important role women play in the development process because of certain assumptions, often still misses women, and consequently fails to develop coherently formulated gender policy. A report developed by the World Bank (1989), propagates that the development of gender planning as a planning tradition is of critical importance. Probably of greater importance according to the report is the urgent need to inform policy through the formulation of gender policy at international and national and NGO' level, as well as its integration with sectoral planning.

For further understanding of the same topic please refer to:

Self-Assessment Questions

1. What are the considerations that underlie strategies of development and their implementation?
2. What is the role of the trainers in implementation of the strategies of development?
3. What is the reason that strategies overdevelopment fail despite the good intentions of the policy makers?

4.4 World Conferences on Women

The United Nations has so far convened four world conferences on women. With the norm-breaking first world conference held in Mexico City (1975) the Beijing platform for action held in 1995, the women of the world have come a long way.

Each of the UN world conference focused on establishing a global policy document that could alter and enhance the plight of women of the world. They all had specific agendas and goals to achieve and the ultimate goal of the participants was to develop a mutual plan of action⁸. The world conferences on women have always carried a 12 point formula that guide and shape their objectives and actions that should be taken for the development of women:

Poverty: Women make up a disproportionate share of the World's growing poverty. Women now constitute 70% of the world's 1.2 billion poor. All conferences on women stress the need of poverty reduction as a major step in enhancing the status of women.

Education: Although primary enrollment rates are the same among boys and girls, dropout rates are much higher among girls. Over two-thirds of the world's 1 billion illiterate are women. This is considered to be the second most important factor that impedes the development of women. Most agendas directly or indirectly implicate the role of education in establishing a secure social standing for women.

Health: Women are the fastest growing group of HIV infected adults. By the year 2002, more than 2 million women will be infected by the virus. Each year at least half a million women die from complications due to pregnancy and another 700,000 due to unsafe abortions. Additionally according to latest research, up to 2002, about 69.2% of Africa, 2.2% of Europe, 20.4 of Asia and 8.1 % of Americans were suffering from AIDS/HIV positive⁹. Thus reproductive health is

⁸ <http://www.iawn.org/UNConferences2.htm>

⁹ *Despair and Hope (2002). The, HIV/AIDS Epidemic: Washington DC: Population reference bureau.*

considered to an important issue undermining the potentials of women all around the world.

Violence: Violence against women is a global problem. In the US, a woman is physically abused every eight seconds and one is raped every six minutes. In India, five women are burned due to dowry-related incidents every day. According to a survey from Papua New Guinea, 67% of all women were found to be victims of domestic violence. Agendas call for firm legislative actions to stop domestic victimizations of women.

Armed and Other Conflicts: Women often have no decision-making power during global conflicts. All international documentation and case records indicate aversive conditions of women in war areas. They are the victims of torture, disappearance and systematic rape as a weapon of war. Women constitute 75% of the world's 23 million refugees. Women conferences tend to focus on the mental and physical well being of women all around the world.

Economic Participation: Pro-feminine perspectives tend to strongly encourage taking part in decision-making and policy formation processes. Most conferences appreciate potentials of women and encourage the professional development of women in different positions in the economic and financial world.

Power-Sharing and Decision-Making: More than 100 countries have no women in the government. Negative stereotypes contribute to the discrimination that woman face. Women bodies tend to break down such stereotypical ideologies.

National and International Machineries: Women in developing countries often lack the tools that are needed for advancement. Women's voice believe that women need to be educated in how to use technology in order to become introduced into mainstream society.

Human Rights: Women are granted all basic human rights but often lack the ability to exercise them fully. Women's rights are still not secured in countries that haven't adopted the Convention on the Elimination of All Forms of Discrimination against Women.

Mass Media: Very few women work in the world's media. This allows men to reinforce the stereotypes of women that may not necessarily be true. World conferences on women tend to criticize and point out factors that affect women in terms of job opportunities, depiction and highlighting the plight of women all around the world.

Environment and Development: Women, since they are left to be responsible for food and household management, are naturally more concerned about the environment. Experts all around the world aim at identifying the importance of development (personal and social) of women along with the enhancement of their environment.

The Girl Child: In many countries, girl children (also sometimes called the young woman) are discriminated from the day they are born, into adulthood. They are often treated as inferiors. Girls are less likely to be encouraged and supported, thus continuing the cycle of dependency¹⁰. It is an old saying that in order to eradicate wrongs in the world, one needs to nip the evil in the bud. Taking on the same philosophy, the girl child is the prime target of most of reforms, strategic planning for women development and women rights activists.

Self-Assessment Questions

1. What was the purpose behind the World Conferences on Women?
2. What are the areas that are given importance in relation with women?

4.4.1 First World Conference on Women

The first World Conference on Women was held in Mexico City in 1975. The meeting was attended by 185 states of the world.

The meeting decided that action had to be taken to uplift the living standards of the women of the world. It was believed that specific, highly focused action was essential. The areas that were to be emphasized were:

1. Equality
2. Development
3. Peace

The important decisions that were taken by the congregation included the following landmarks:

The conference passed a convention on the Elimination of All Forms of Discrimination against Women. The convention was adopted by the General Assembly in December 1979.

The Convention is known as CEDAW, legally bound 165 states to take immediate steps to come up with a clean bill of rights for women in their respective countries. The countries also under obligation to report back their efforts in one year, and subsequently every four years, on the steps they have, taken to remove obstacles they face in implementing the Convention.

The Government of Pakistan acceded to CEDAW on March 12, 1996. The first National Report on the Implementation of CEDAW is in the finalization stage and will be sent to the UN shortly.

¹⁰ <http://library.thinkquest.org/12336/Beijing.html>

4.4.2 Second World Conference on Women¹¹

The second world conference on women was held in Copenhagen, Denmark. The conference was convened from 14 to 30 July 1980. The conference was attended by 145 Member States, apart from the host country.

The period of ten years, from 1975 to 1985 was declared the decade of women. It was hoped that most of the agendas of the first and second conferences would be achieved by majority of countries round the world.

The presentations and discussions generated by the Conference pinpointed areas which were to be emphasized. These areas were:

Respect of Human Rights

In accordance with their obligations under the Charter to maintain peace and security and to achieve international cooperation in promoting and encouraging respect for human rights and fundamental freedoms, bearing in mind, in this respect, the right to live in peace, States should help women to participate in promoting international cooperation for the sake of the preparation of societies for a life in peace.

Empowerment of Women

Women of the entire world should participate in the broadest way in the struggle to strengthen international peace and security, to broaden international cooperation and develop friendly relations among nations, to achieve detente in international relations and disarmament, to establish a new economic order in international relations, to promote guarantees of fundamental freedoms and human rights.

Safe Guard of Rights

Solidarity campaigns with women struggling against colonialism, neo-colonialism, racism, racial discrimination and apartheid and for national independence and liberation should be intensified; such women should receive all possible assistance, including support from agencies of the United Nations system as well as other organizations.

Incorporation into International Peace Activity

The efforts of intergovernmental and non-governmental organizations to strengthen international peace and security should be intensified in every way. The active participation of women in the activities of such organizations should be supported.

¹¹ [http://www.choike.org/nuevo eng/informs/1454.html](http://www.choike.org/nuevo_eng/informs/1454.html)

Domestic and Sexual Violence

This was the first time domestic violence was explicitly mentioned in an official document. The Legislative Measures section states that the legislation should be enacted and implemented in order to prevent domestic and sexual violence against women. All appropriate measures, including legislative ones, should be taken to allow victims to be fairly treated in all criminal procedures.

Legal Rights of Women

The Conference came to a close with the adoption of a Programme of Action, albeit not by consensus, which cited a variety of factors for the discrepancy between legal rights and women's ability to exercise these rights, including:

- Lack of sufficient involvement of men in improving women's role in society
- Insufficient political will
- Lack of recognition of the value of women's contributions to society
- Lack of attention to the particular needs of women in planning
- A shortage of women in decision-making positions
- Insufficient services to support the role of women in national life, such as co-operatives, day-care centres and credit facilities
- Overall lack of necessary financial resources;
- Lack of awareness among women about the opportunities available to them.
- Ratification and implementation of CEDAW'
- Enact legislation guaranteeing women the right to vote, to be elected or appointed to political office, and to exercise public functions on equal terms with men
- Legislation to accelerate full and equal participation of women and to eliminate existing inequalities between women and men
- Provision of counseling and legal aid for women for effective legal protection
- Distribute information about apartheid and racism and its effects on women in S. Africa in particular, and involve all women in efforts to eradicate apartheid and racism, and to promote and maintain peace.
- Reject as inhuman all policies that perpetuate apartheid, racial segregation, or any other ideologies based on theories that racial groups are inherently superior or inferior.
- Sever all ties with apartheid regimes and widely distribute information on the effects of apartheid.

4.4.3 Third World Conference on Women

The third world Conference on Women¹² was held in Nairobi, Kenya, from 15-26 July 1985. The objective of the report was to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace. The areas that were given special attention were the same as identified by the first conference, 1975.

The third conference on women had great impact as compared to the two previous conferences. It was for the first time that issues related to women were laid down in clear and understandable terms. The conference only dealt with three aspects of women's lives: Peace, equality and development. It outlined the obstacles that were hindering women's development. It recommended strategies that could be implemented to alter the lives of millions of women around the world. The participants of the conference also outlined the target populations that needed to benefit from these strategies.

I. Equality

The conference called for Political commitment to establish, modify, expand or enforce a comprehensive legal base for the equality of women and men and on the basis of human dignity. Legislative changes were called for. It was concluded that legal reforms are relatively more permanent and most effective when made within a supportive framework. It promotes cumulative changes in the economic, social, political and cultural spheres, and helps bring about a social transformation. The august gathering also called for governments to take the relevant steps to ensure that 'both men and women enjoy equal rights, opportunities and responsibilities so as to guarantee the development of their individual aptitudes and capacities and enable women to participate as beneficiaries and active agents in development'. It was projected that changes in social and economic structures would make possible the full equality of women and their free access to all types of development as active agents and beneficiaries.

To promote equality of women and men, Governments were entrusted to ensure equality of both sexes before the law, the provision of facilities for equality of educational opportunities and training, health services, equality in conditions and opportunities of employment, including remuneration, and adequate social security. It was further stressed that measures should be taken to implement the right of men and women to employment on equal conditions, regardless of marital status, and their equal access to the whole range of economic activities.

¹² <http://www.earthsummit2002.org/toolkits/women/un-doku/un-conf/nairobi.htm>

II. Development

The second agenda of the conference was to strengthen the commitment to remove obstacles to the effective participation of all women in development as intellectuals, policy-makers and decision-makers, planners, contributors and beneficiaries. This should be done in accordance with specific problems of women in different regions and countries and the needs of different categories of women in them.

The strategy developers called for taking different socio-economic and cultural conditions are to be taken into account when identifying the foremost obstacles to the advancement of women. Development must be characterized by the search for economic and social objectives and goals that guarantee the effective participation of the entire population, especially women, in the process of development.

The policy makers were of the view that development should be seen not only as a desirable goal in itself but also as an important means of furthering equality of the sexes and the maintenance of peace. Women should be an integral part of the process of defining the objectives and modes of development, as well as of developing strategies and measures for their implementation. The actual and potential impact on women of macro-economic processes operating at the international and national levels, as well as of financial spatial and physical development policies, should be assessed and appropriate modifications made to ensure that women are not adversely affected.

Governments, international and regional organizations, and non-governmental organizations were asked to intensify their efforts to enhance the self-reliance of women in a viable and sustained fashion. Because economic independence is a necessary pre-condition for self-reliance, such efforts should above all be focused on increasing women's access to gainful activities. Grass-roots participatory processes and planning approaches using local talent, expertise and resources are vital and should be supported and encouraged.

III. Peace

The Declaration called for Governments, the United Nations system, non-governmental organizations, relevant institutions and individuals to strengthen women's participation in this sphere and it provides the overall framework for strengthening peace activities. They believed that women should participate fully in all efforts to strengthen and maintain international peace and security and to promote international co-operation, diplomacy, the process of disarmament in the nuclear field in particular, and respect for the principle of the Charter of the United Nations. Additionally the commitments to remove the obstacles to women's participation in the promotion of peace were to be strengthened. Strategies at the national, regional and the global levels should be based on a clear

recognition that peace and security, self-determination and national independence are fundamental for the attainment of the three objectives of the Decade: equality, development and peace.

Women were asked to support and encourage each other in their initiatives and action relating either to universal issues, such as disarmament and the development of confidence building measures between nations and people, or to specific conflict situations between or within States. Recognizing that the obstacles in achieving international peace are the persistent violation of the principles and objectives of the Charter of the United Nations and the lack of political will of Governments of such countries to promote constructive negotiations aimed at decreasing international tension on the issues that seriously threaten the maintenance of international peace and security. Immediate and special priority should be given to the promotion and the effective enjoyment of human rights and fundamental freedoms for all without distinction as to sex.

4.4.4 Fourth World Conference on Women.

The United Nations Fourth World Conference on Women was held in September (4th to 15th) 1995 in Beijing, China. It was titled as Action for Equality, Development and Peace. It was conducted to place the improvement of women's status high on the global agenda.

The Fourth World Conference on Women reviewed the Nairobi Forward-Looking Strategies, assessed the progress of democratization and the increasing incidence of poverty. The two main objectives of the 1995 World Conference were: report on the extent to which the recommendations of the 1985 Nairobi Forward-looking Strategies for the Advancement of Women have been implemented both by individual countries and internationally,

To prepare and promote a Platform for Action for the remainder of the century, focusing on those areas where improvements are particularly needed if the objectives of the Forward-looking Strategies are to be achieved.

Three perspectives were given particular attention:

Empowerment

The Platform for Action is seen as an agenda for the empowerment of women. Empowerment means to actively encourage the participation of women in all aspects of public and private life. The Platform for Action contains strategies in each of the twelve major fields designed to remove obstacles to empowerment.

Human Rights for Women

The Platform for Action stresses the need to promote and protect all forms of human rights and basic freedoms for all women and at all stages of the life cycle.

Partnership Based On Gender Equality

The Platform for Action emphasizes the need for joint efforts based on an equal partnership between men and women to achieve the shared goal of gender equality in society.¹³

The conference in Beijing was groundbreaking in shifting the discourse from Women In Development to Gender And Development. The principles established in the Platform for Action and the Beijing Declaration move away from addressing women's issues in isolation to a more complex discourse affirming that to address the root causes of gender inequality, both women and men have to be involved in the process. These principles were reaffirmed in the final outcomes of the Special Session of the UN General Assembly on Women (Beijing Plus 5 Review) held in June 2000¹⁴.

4.4.5 The Fifth World Conference on Women

Non-governmental organizations community called for a major world conference on women to be organized in 2005. This call received overwhelming support from the NGOs at the 44th and 45th sessions of the UN Commission on the Status of Women(CSW), as well as by the global NGO community gathered in New York during the Special Session on Beijing+5 in June 2000.¹⁴

Self-Assessment Questions

1. When and where were the World Conferences on Women held?
2. What is meant by Beijing⁺⁵?

4.5 THE WOMEN ORGANIZATIONS

The formation of women organizations provided a vehicle to improve their economic position through social organization. Community based organization for women develop special packages for women in their respective areas. Here women play an active role, (like poultry rearing, crop production, vegetable production, handicrafts etc.) These programmes operate simultaneously at three interconnecting levels, the community level, the intermediary level of civil society organizations and the macro decision-making level of policy makers and legislators

¹³ (<http://www.mofa.go.jp/policy/women/l.html>)

¹⁴ <http://www.ykliitto.fawcw2005/5conference.dos>

4.5.1 Goals of Women Organizations

The goals of various women organizations usually centre on the following concerns:

- Assist women to acquire greater control over knowledge, resources, and institutions.
- Facilitate women's greater participation in political processes and governance.
- Transform social attitudes and behaviour for a responsive and supportive social environment to address women's concerns and development.
- Develop an enabling environment with strong civil society organizations to support women at the community level and district levels.
- Undertake advocacy with public servants and public representatives for gender responsive development planning, supportive legislation and increasing women's access to government programmes and services.
- Develop and strengthen networks of civil society organizations for strengthening citizen participation in governance.

4.5.2 Strategies of Women Organizations

Every institution and organization has a certain agenda (plan of action). Then each organization comes up with the certain major programmes that define their work. The programmes are centered on establishing certain fact and figures on key issues and they aim to develop certain strategies to counter and champion their support for certain major programme areas. In general organization that aim to work for women have the following principles. These principles guide their work and underlie their strategies:

- Information to build capacity for decision making and action
- Capacity building of civil society organizations for participation in social change and governance
- Advocacy for developing an enabling environment for women's
- Empowerment and participatory democracy
- Environmental protection
- Economic well-being and other micro financing aids
- Social equity to ensure that women receive same civil and governmental rights as men
- Develop two-way communication with women at the community level
- Strengthen local level support structures to support women's activism and enhance their access to opportunities and facilities and their participation in decision-making, and

- Collaborate with these organizations and citizens' groups in advocacy and action on women's concerns and larger citizens' issues to enable their participation in governance.

According to research carried out by Agha Khan Rural Support Programme (AKRSP) shows that women organizations (WO) are basically successful because of six reasons:

1. The women organizations address a felt need and a common interest. When the villagers share a common problem, which can be best, addressed by collective action they are likely to mobilize internal resources and work with support agencies to change the situation.
2. The benefits of collective action outweigh the costs. Benefits may be economic (savings, income generation, increased production; social formation (increased ability to collectively solve village problems); increased individual capacity (knowledge and skills); psychological (sense of belonging, confidence").
3. Grafting of the policy on the traditional and social economic structures. WOs are most successful when based on existing/traditional social and economic structures.
4. Village level motivator/activists. Honest hard working informed and respected individuals occupying positions as WO managers.
5. Rules and sanctions. All successful WOs are characterized by internal rules and regulations that are known and are abided by all their members.
6. Management structure. Specialized committees are setup to deal with credit, conflict management, education, water supply and sanitation etc.

Self-Assessment Questions

1. What is the meaning of women organization?
2. What do women organizations stand for?

4.6 Exercises

- Q. What do you understand by development strategies? Write a note on strategies that you think should be developed.
- Q. What is the impact of world conferences on Pakistani women?
- Q. Explain the contribution of women organizations working in Pakistan for women's development?
- Q. What changes can be made at social level that aid in empowerment of women? Do you think a change in social set up is linked to development of women?
- Q. How many NGOs are working in Pakistan for women's development? Search and explain.

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UNIT - 5

**STRATEGIES OF DEVELOPMENT
FOR
WOMEN (PAKISTANI CONTEXT)**

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Introduction

Pakistan has just completed 73 years of existence. Reviewing the developmental plans that have so far been formulated and implemented, we discover a distinct pattern. For example the initial plans were designed to stabilize the economy of the country (five year plans from 1955-1978). When national economy reached a stable position, the government expanded horizons of their concerns. Subsequently, the sixth year plan was developed that incorporated the dialogue on the need to engender national planning. The problem that has so far been encountered in the implementation of gender sensitive policies, is the traditional and patriarchal society of Pakistan. Due to its agriculture economy, the widely prevalent social system is feudalistic. So the policies and planning for development of women are usually a result of intellectual and sociological battles that feminist and pro- women liberation bodies have to engage in.

Development of women means literally to give them every opportunity in their own lives, to release them from dependency on others. When this happens, there is bound to be a tremendous unleashing of creativity and human spirit. What makes it more important is that this energy is directed toward solving personal, family and community problems. Women also need economic development. They need to have the means of generating and controlling their own income. This income allows them to improve their children's lives, and finally gives them a voice in the local and national economy.

Almost all efforts that have been initiated for the development of women and uplift of their economic and social status, stress the need to Institutionalize Women's issues in all areas and sectors of development. This implies an effort that will have to incorporate a changed and enhanced status of women into the grass root levels of economy. It also implies legislative changes to ensure gender equality in delivery of civil rights and amenities. Gender equality should become an integral part of the thinking of policy makers. It should be automatic. It should be the rule rather than the exception. Gender mainstreaming should not be an after-thought; it should be the prime and the foremost thought.

Objectives

The present unit is a collection of information related to identification of developmental strategies that have been undertaken for the empowerment and betterment of women. The objectives of the present unit are to help you be able:

- To be acquainted with the concept of women development in Pakistani context
- To assess the role of government in women development
- To identify the various steps that the government of Pakistan has taken to incorporate women into development planning.
- To trace the movement of women through the various twists and turns of Pakistan's history.
- To understand what Non-governmental Organizations are and what functions do they serve.
- To familiarize you with the concept of Community-based Organizations and their function.

5.1 Role of Government for Development

The government of Pakistan is bound to provide equality of rights to all of its citizens, regardless of gender, religion, caste and creed. Subsequently the constitution of Pakistan includes special provisions to protect the rights of women.¹ According to the charter of the world conferences on women, the government of Pakistan is responsible to take special care for providing health facilities and quality life to the girl child. It is also responsible for providing a framework to ensure her, unchallengeable rights to childhood, i.e., to survival, protection and development. There appears to be recognition of the fact that women are citizens of Pakistan and they have rights. An effective framework is needed for the enforcement of these rights².

If the history of development planning is reviewed, it won't be wrong to say that, the initial planning for economic development of Pakistan was aimed at enhancing the standard of the life of people in general³. There were efforts to raise the national income. Subsequently important issues like land reforms, agricultural products and industrialization were of greater importance than gender equality.

A national policy on the question of gender materialized when The United Nations sponsored the first world conference on women (1975). Since then, various elements feministic movements have joined the band wagon. They not only unite their services with other elements but also aid the government in creating awareness about the rights of women or the lack of them. They sometimes also pressurize their respective' governments to raise the living standards of women, to deliver the basic human and civic rights of women, to provide opportunities for women to realize their potential.

In short, the government of Pakistan can successfully achieve its goals by:

- Helping to reduce the heavy workload on women and girls at home and outside, by working with employers and other organizations to set up affordable nurseries and kindergartens.
- Ensuring a role for women in national and international ecosystem management and control of environmental degradation

¹ To see the text of text of constitution please visit [online]: http://www.pakistan.gov.pk/law-division/publications/constitution_of_pakistan.htm

² Quoted and related ideas can also be read from official web site of the national commission on the status of women [online]: <http://www.ncsw.gov.pk>

³ Considering the fact that after partition of 1947, the survival of Pakistan as an independent country was possible only due to a stable economy and a stable national status.

- Providing comprehensive health care, including prenatal care and the opportunity to breast-feed, and information on maternal and child health, family planning and responsible parenthood;
- National programmes are needed to encourage men to share household takes equally with women;
- Provide women with better access to all forms of credit, particularly in the informal sector
- Ensure women's access to property rights, as well as agricultural inputs and implements
- Take all necessary measures to eliminate violence against women, and work to eliminate persistent negative images, stereotypes and prejudices against women
- Develop consumer awareness among women to reduce or eliminate unsustainable consumption, particularly in industrialized countries. This would encourage manufacturers to offer products that are more environmental and social friendly;
- Begin to count the value of unpaid work, including "domestic" work when measuring the state of the economy

Women in the Perspective of Five Year Plans

Ever since the inauguration of the First Five Year Plan in 1955, policy formulation with reference to women has essentially been one of continuity and progression. From the initial Five-Year Plan, undertaken in 1955, to the current one (1998-2003), the successive governments of Pakistan have shown concern for women's specific issues. However, the earlier plans reflected the low priority accorded to women's issues. This resulted in ad-hoc policies, which in turn led to limited and isolated plans that did not throw up integrated solutions or help lay the foundational base to planning for women, as part of the overall national development objectives or planning.

5.1.1 Five Year Plans From 1955 — 1978.

Commonly referred to as the 'In village programmes', envisaged under the First Five Year Plan (1955-60), a beginning was made for the integration of women as agents of change and development at village levels. The first Five Year Plan provided maternity benefits for working women and staffing of primary schools with appropriately trained and educated female teachers.

The Second Five Year Plan (1960-65) and Third Five Year Plan (1965-70) were broadened to cover wider areas of women's lives and activities. At the government levels, there was a greater awareness of women's creative potential and increasing acceptance and recognition of women's demands and aspirations.

Hitherto women in civil service, (women participation in the civil services being confined to Audits and Accounts, Income Tax & Education) were required to resign. In the Third Five Year Plan such discriminatory practices were withdrawn. However, only the few civil services highlighted above remained available for women. The rest were out of bounds till 1973, when all services were opened to women.

5.1.2 The Sixth Five Year Plan (1983 to 1988)

The Sixth Five Year Plan was the first plan in Pakistan, which devoted special attention to women in national economic development. In so far as Planning for Women in Development is concerned, it becomes the base document and the point of reference for future planning. It noted that women were greatly neglected in the sectors of literacy, education, nutrition and maternal and child health facilities for women. The steps that the Sixth Plan took were necessarily ones to help initiate a process, whereby any future planning would perforce, incorporate women-related issues as integral to the overall national development objectives.

The sixth year plan separate allocation of funds to address various pressing issues related to implementation of plans. It proposed a need for strengthening the framework of the non-governmental organizations and other community based organizations. It emphasized the need for exploration and development of underground mineral resources that could benefit women. The plan outlined factors that were necessary for provision of health services and prevention of diseases. along- with the provision of adequate housing/drainage facilities. It proposed to ensure provision of basic services (such as education, drinking water etc.) to the maximum number of population. The plan was much celebrated by the women organizations. It was considered a great success that women-related issues found themselves on the agenda of the main concerns of the nation.

5.1.3 The Seventh Five Year Plan for the Years 1988 to 1993.

The Seventh Plan aimed at reducing Pakistan's dependence on foreign resources by raising domestic savings through incentives, restructuring the capital market, rationalizing pricing policies etc.

The Seventh Plan has declared women's development as "a national imperative". It notes that the Government of Pakistan recognized that in spite of religious, constitutional and legal rights of women, their position remained weak due to an ineffective framework for enforcing these provisions. Women's needs were not reflected adequately in development planning and the planning process remained unresponsive to the development aspirations and needs of women.

The seventh plan researched and came up with factors that were responsible for the downtrodden. It recognized Invisibility of women on national surveys and subsequent planning processes. It recognized that most of efforts and work done by women is Invisible and is not in tangible terms. Gender disparities were accepted in the availability of food, education and employment. Thus it was conceded on a national level that women suffer additional constraints because their mobility is restricted. That they have little control over resources and have limited decision-making power⁴.

The Seventh Plan's priorities included efforts to integrate women more fully in the development process. The first imperative, according to the strategy of the Seventh Plan, was to acknowledge that women have been neglected and this has led to unacceptable costs, both morally and economically. The next imperative was to pledge that special efforts will be made for the uplift of women through equality of opportunities. The third imperative was to create a national awareness of the discrimination women suffer and its economic and social costs. The Seventh Plan stated:

"A major effort must be made to convince people that subjugation of women is not natural but a costly and reversible human choice."

Reading 5.1

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Self-Assessment Questions

1. The role of government is vital in development of women. Why would anyone agree with this statement?
2. How many five years plans have been prepared by the government of Pakistan?
3. What areas were given special importance in reference to the development of women in the five years plans?
- 4.

5.1.4 Ten Year Perspective Development Plan 2001-11

The government of Pakistan accepts that Enhancement of the status of women is essential not only on grounds of equity and human rights but also to meet the goal of sustained growth, human resource development and poverty alleviation.

Evidence for Pakistan indicates that the benefits of investing in women extends beyond their gender, and have important ramifications for the human resource potential of society. In this regard female education is the most cost

⁴ (Seventh Plan: Chapter 33: "Women's development: A national imperative pp. 2 79).

effective route to managing fertility, improve women's own health, improve the chances of child survival, enhance child schooling, and enhance women's access to labor market. Improving employment prospects for women is critical to any strategy for reducing poverty.

Women in Pakistan at present experience problems usually faced by women in other developing countries. These relate to poverty, illiteracy, malnutrition, discrimination and lack of participation in decision making. The overall objective is to solve these problems so that women in Pakistan can become fully productive members of the society. Gender focus is expected to be an important part of the economic development strategies.

5.1.4.1 Perspective Development Plan 2001-11

Women are almost half of the nation's population, a great potential, but in the past this segment of society remained neglected. As such their socio-economic conditions and status of life remained low restricting their role in the activities of socio-economic development of the country. Some important social indicators have been developed to verify the status of women and their contribution towards national development activities. However, there still remains an urgent need for focusing on women's issues at the policy and institutional levels, for moving away from piecemeal, ad-hoc statements, initiatives, programmes or projects at the micro-level for channeling them into mainstream of national development. The objective of mainstreaming gender concerns into the overall planning, implementation and sectoral programming framework for improving the women's status continues to be a challenge.

Emphasis will also be laid on mainstreaming of gender concerns into the overall planning and sectoral programming framework with strengthened capacity of district administration to address gender and development issues.

The plan hopes that:

- By the year 2011, 67% female literacy will be achieved
- Emphasis will be laid on economic and social empowerment of women
- Gender gap particularly in social sectors will be removed and better quality of life for women will be ensured
- Gender equality and empowerment will be promoted to combat poverty, hunger, and disease and to stimulate development that is truly sustainable

5.1.4.2 Issues Related to Strategies of the Programmes

The planned strategy for women's development is to focus on mainstreaming through an integrated approach, to be taken up collectively by all Ministries/Departments. The Ministry of Women Development will act as an advocate and catalyst to ensure that

- (i) Instead of marginalizing and restricting women's participation, they adequately address all women's concerns.
- (ii) To establish and strengthen horizontal and vertical linkagei at all levels and institutionalizing the plan of action for achieving sustainability of women's cause.
- (iii) Attract collaboration of NGOs and the private sector for ongoing and new initiatives.

For integration of salient feature of National Plan of Action (NPA) during the Plan following will be priority areas for advancement of women:

- a. Women, poverty and the Economy
- b. Issues of Rural Women
- c. Education and Training d).Basic and Reproductive Health
- d. 'Women and the Media
- e. Women and the Environment
- f. The girl child, girls and women with disability
- g. Indicators of women's status: empowerment and human rights including political representation and legal issues and violence against women
- h. Institutional mechanisms for the advancement of women focusing on the creation and strengthening of specific national institutions

5.1.4.3 Objectives

The key objectives for women's development are:

- a) To mainstream women's issues by integration into all sectors of national development
- b) To ensure that Government's policies, plans and programmes are properly engendered and that women participate equally in decision making, as well as in the implementation and benefits of national development efforts
- c) To recognize, acknowledge, count and make visible in national economic indicators women's real economic contribution and productivity in both formal and informal sectors of the economy, especially the rural/agriculture sector; and
- d) To ensure women's human rights including legal, political and sociocultural.

5.1.4.4 Key Issues and Challenges

i) Situation of Rural Women

Situation of rural women in Pakistan is far worse than their urban counterparts. They have little or no access to productive inputs. Facilities and opportunities available to rural women are minimal and their status is low compared to urban women.. They suffer due to poverty, lack of basic infrastructure and the limited coverage and poor quality of social services,

especially education, primary and reproductive health care. The literacy rate of rural women is 20.8%, which is the lowest in the world. The main factors of low literacy rate are poverty, domestic and farming responsibilities, lack of access to schools, early marriages and biased socio-cultural attitude.

ii) Women's Education

Despite some improvement over the past decade, there is substantial disparity in the literacy rate of male and female. The Census 1998 indicates literacy rate in Pakistan at 45%, 56.5% for males 32.6% for females. The literacy rate of rural women was only 7.3% during 1981 which now has improved to 20.8%. In 2000-01 participation rate of Girls at primary level is 70 % compared to 96 % of boys. Similarly at elementary level, participation rate of boys is 67 % and of girls 46 %. At the secondary level, the participation rate of boys and girls are 42% and 27 % respectively.

iii) Women's Health

Pakistani women particularly in rural areas suffer due to malnutrition, inadequate primary and reproductive health care services, shortage of female doctors and female para-medical staff, high birth rates, unawareness of health measures, lack of access to family planning services, lack of clean water and sanitation, overburden, violation and poverty. All these factors have negative effect on the health of women. Maternal mortality 400/100,000 and infant mortality at 90/1000 remain high.

5.1.4.5 Implementation of Plan

The key elements of future programmes have already been decided upon. The future programmes will be based on accurate database and baseline survey. This would be supported by advocacy (legal and otherwise), lobbying and political support mechanisms. Involvement of technical, sectoral experts for conceptualization, formulation, implementation, monitoring and evaluation of women's development programmes will have to be ensured. The committees will be aided by adequate research and development support from other mechanisms of the state. High priority will be given to non-formal programmes, especially through Nongovernmental organizations. The Plan proposes to address the concerns of all women and will indicate special low-income woman in urban areas. In addition, relevant sectoral programmes will specifically address problems of women with disabilities. The Plan reaffirms the principle of an integrated approach adopted in earlier plans through incorporating women's concerns in the policies and programmes of each sector. In a departure from past practice specific interventions are included in the sectoral chapters. The focus here is on emphasizing priority areas and cross cutting issues, which are essential to meeting the objectives of women's development.

5.1.4.6 Improving Women's Access to Social Services

The persistence of high levels of fertility and mortality and low levels of female schooling necessitate a special focus on women in the education, health and population sectors. Improving women's access and quality of basic social services is a major objective of the Social Action Programme.

Education

The low literacy rate of women require urgent attention. Non-formal education will form an integral part of education policy particularly targeting women outside the formal system. As NGOs constitute potentially effective means of delivering non-formal education, the government will seek opportunities for greater collaboration with NGOs. The task force on literacy will pay special attention to this aspect

- (i) Scholarship and subsidies for girls education will be provided to low income households, or on a geographical basis in regions with high concentration of poverty to encourage continuation of education beyond the primary level.
- (ii) Other forms of incentives for attracting girls to middle and higher levels of schooling are to link it with further training to become school teachers or paramedics.
- (iii) The content of education will be made more relevant to the practical needs of rural girls through inclusion of subjects such as agriculture, health and hygiene etc. in the curriculum.
- (iv) Gender stereotypes will be replaced by positive portrayal of women in textbooks.
- (v) Facilities for science teaching will be strengthened particularly in high schools in rural areas, which are deficient in this respect, and girls will be encouraged to take science subjects through special scholarships. Increasing the number of girls with a science education is necessary for further training in health services.

Population Policies and Programmes

- (i) Focus on women's reproductive health will be broadened to achieve population reduction targets.
- (ii) Interventions to extend outreach through expansion of village based Lady Health Workers and Family Welfare Workers.
- (iii) These facilities will be better equipped to handle emergency and referral cases related to maternity.
- (iv) Traditional midwives will be trained in hygienic and sound delivery practices and will be provided clean kits.

- (v) Nutritional services, including food supplements as well as iron and vitamins, targeted to pregnant and lactating mothers will be available in primary health facilities and through village based lady health workers.
- (vi) Women will be provided basic health information related to safe drinking water, nutrition, hygiene, immunization, transmission of illness through the media, through community based workers and through inclusion of courses in health education in school curriculum and non-formal education programmes.
- (vii) Since their husbands and families mediate women's choices, the IEC campaigns will be directed at men as well as women.

Awareness Raising Campaign

The media is a powerful instrument of social change and removing attitudinal barriers to women's empowerment. In addition to using the media as a means of education, systematic nationwide media campaign will be launched to

- (i) Raise awareness on women's issues to build public support for full participation of women in all aspects of national life.
- (ii) The social and economic benefits of raising women's status through education, employment, better health, small family etc will be widely disseminated through all means of communication.
- (iii) An important objective of the campaign will be to inform the women, of their legal and political rights and their potential contribution to development and to dispel stereotypes of males as the sole providers which are used to justify discriminatory policies in the labor market.

Self-Assessment Question

1. What are the goals of the ten-year development plan?
2. What are the key issues and challenges that are important in framing strategies for development?
3. What are the awareness raising campaigns and what is the purpose of this?

5.2 Role of International Organizations and Women Development

Involvement of non- governmental organizations to promoting women's development has risen significantly in the past decade. Women-related NGOs have traditionally been urban-based generous organizations; however, since the late seventies, NGOs have emerged with a markedly different point of reference to the earlier reputable organizations. These include community- based organizations with a special focus on women's development, resource and citations centers, as well as activist groups which have been involved in awareness-raising, lobbying and advocacy for empowerment and strengthening the legal and political status of women.

Development planning during the eighties has also increasingly emphasized the role of NGOs in supplementing public efforts. Both the sixth and seventh plans for national development located an extraordinary prominence on NGOs, particularly in the areas of health, reproductive health and women's development. The recently launched social action programmes places great emphasis on institution building at the grassroots level and supports NGO initiatives in developing community organizations.

The Ministry of Women's Development has provided considerable economic aid to NGOs, which previously consisted of grants-in-aid for social interests' work, through the introduction project funding for NGO projects. These shortcomings of the NGO programmes partly reflected the fact that the majority of women-related NGOs are still primarily urban-based welfare organizations, and also underline the need to identify priority areas for assistance to NGOs in keeping with the requirements of an overall policy and strategy for women's development.

For detailed description of NGO's please read the following in the allied material:

Reading 5.2.1

1. Non-Governmental Organizations Available at [online]:
<http://www.bcs.iucnp.org/Chapter-15.pdf>.

A non-governmental organization (NGO) is any non-profit, voluntary citizens' group which is organized on a local, national or international level. Task-oriented and driven by people with a common interest, NGOs perform a variety of services and humanitarian functions, bring citizens' concerns to Governments, monitor policies and encourage political participation at the community level. They provide analysis and expertise, serve as early warning mechanisms and help monitor and implement international agreements. Some are organized around specific issues, such as human rights, the environment or health.

5.2.1 The Rise of Ngo at National Level

The governmental response to consider women's issues arose on account of the pressures of women's groups operating in initial decade after the creation of Pakistan. The All Pakistan Women's Association (APWA) was the foremost amongst them. This association enjoyed governmental patronage at the highest levels, along with a national base. There were, however, many other organizations operating at local levels. Some fizzled out with the passing away of their active volunteers, while others merged into further organizations. However, in

themselves, these early local groupings were carry-over organizations from the days immediately following the creation of Pakistan in August 1947.

The birth of Pakistan was accompanied by a holocaust of human suffering of monumental proportions, when millions of refugees crossed sides, leaving their ancestral homes, to settle down on the other side of the newly demarcated borders. A number of volunteer women's organizations sprang up in Pakistan to assist the government with the massive rehabilitation schemes. One particular section of refugees were displaced women, with no kith and kin left to go to. These were in sufficiently large numbers to require organizations to look into their welfare. Women's volunteer setups were entrusted with the task of establishing homes for these women, training them in skills such as sewing and embroidery, knitting and quilt-making, to make them self-reliant and whenever possible, marrying them off.

Self Assessment Questions

1. What is the role of international organizations in establishment of non-governmental organizations?
2. Who introduces the non-governmental organization on the national platform?

5.2.2 Basic Types of Organizations

5.2.2.1 Non-Governmental Organizations (NGOs)

The NGOs of Pakistan have done commendable work, despite organizational problems due to lack of resources, personnel and infrastructure. Motivational work and volunteer spirit have been the hall mark of the generality of the NGOs functioning in Pakistan. Some pertain specifically to women's issues and have a nationwide network, like APWA, Behbud etc., and a corps of volunteer as well as paid cadres. Others are one person shows of institutional proportions like Edhi Trust, Bilquis Edhi Trust, Ansar Burney Trust, etc. dealing 'With a host of social problems from provision of health services to tracing out runaway or kidnapped children.

To ensure their acceptability to conservative and more resistant opinion, their work must be tied up with the general acceptability that outside donor agencies enjoy in the country. That is to say that at local levels the NGOs would be best portrayed as one of the channels for development, to which even the government bodies go for interaction. The interaction should not only be done but also seen to be done. This would help reactivate some of the existent NGOs which, for a variety of reasons, have been dormant for some time. It would also help 'as an agent of keeping awareness levels high through the cadre of volunteers, and help foster greater motivation. Lastly, the programme/project in

hand would be more effectively implemented, taking some of the burden off governmental shoulders.

The Association of Business, Professional and Agricultural Women (ABPAW) has done useful work in the collection of specific, qualitative data, pertaining to working women. The Women's Legal Aid bodies are now functioning in the bigger cities. The surfacing of such women's organizations are a specific trend of the Seventies, and prove how organized the motivated women sector is. It is a valuable resource for policy planners to draw upon.

There is a need for the NGOs themselves to foster a representative organization so as to exert pressures as a lobby. This should hold seminars/conventions on

specific issues where NGO work and findings could be measured against existent problems on ground. Their findings could serve as useful input for national policy formulations.

Inevitably NGOs have come to play an active part in promoting the role of women in development. Such agencies as the All Pakistan Women's Association (APWA), the Aga Khan Rural Support Program (AKRSP) in Gilget, The Orangi Project (OP) in Karachi and the Sindh Rural Women's Cooperative among others have attempted to integrate training with income earning projects and have yielded rather better results than segmented official training and other endeavors. As an example let us take table of some Non-governmental organizations working in Pakistan. The basic question would be about which NGO receives the project. The project will have a specific Name and Objectives but will be, known as project of the particular NGO that handles the managing of the project. They will hire personnel for the project, they will make demands of finances from the donor agency and they also specify the time period that the particular project/study or report will take. The donor agency just makes sure that the responsible organization delivers what they have been asked to deliver.

The table below shows a list of internally aided projects that are/were functioning in Pakistan (*Development Gateway*).

Activity

Make list of NGO's that are functioning in your area and make a classification of the kind of work they do.

Self Assessment Questions

1. What is meant by Non-Governmental Organizations?
2. How can one differentiate between the different kinds of Non-Governmental Organizations?

5.2.2.2 Community Based Organizations (CBOs)

A community must be considered in terms of a social unit in which there is a transaction of a common life among the people composing the unit. It must be thought of in terms of a social group, functioning with reasonable harmony in promoting the many common interests inherent in society. It may exist in a fairly limited' territory, but more and more the community is characterized by a constantly enlarging geographic expanse.

Our concept of community has changed from the limited view that at a city in its boundary constitutes a - community to a consideration of the interaction in the common activities of life. A few decades ago a single large city was regarded as an independent community. Today we speak of a metropolitan area, implying that the entire area functions as a unified community.

Certainly from the standpoint of health and particularly in the promotion of health it is necessary to think of the areas outside of the legal limits of a city as being an integral part of the total community. Erecting hospitals, establishing clinics, and providing other medical services today require planning based on the use of modern transportation. A suburb adjacent to a large_ city does not erect its own hospital and does not provide for other health facilities. It depends upon the centralized, more complete facilities that are made possible by integrating.

To be brief a community is a group of inhabitants living in a somewhat localized area under the same general regulations and having common interests and organizations. In terms of health promotion it would be unwise to limit the concepts of a community to a city, a village, or even a county. In its broadest sense a community may extend beyond the boundaries of one county and may even completely encompass another county. Not territorial boundaries, but common interests and common action should be the criteria for determining a community in terms of health and health promotion. A community consists basically of a relationship between people who live in an area by virtue of the things they have in common. Physical contours of a human settlement may be the most obvious characteristic of a particular community, but do not fully define that community.

Certain organizations believe that sustainable change can be brought about in society only and only if the people of the local community are empowered to bring change. In such situations, the local people are given training to hold offices and the local knowledge, value and norms are made an inherent part of the organizations modus operandi. Such organizations are called Community Based Organizations or COBs.

Activity

Make a list of the activities carried out by Edhi Foundation. Can Edhi Foundation be classified as a Women's Organization?

Self-Assessment Questions

1. What is meant by a Community Organization?
2. How can a community based organization empower the people of that area?

5.3 Exercises

- Q.1 The Ministry of women development has provided considerable financial support to non-governmental organizations for social welfare. Explain?
- Q.2 After reading this unit compare the work done by the government and NGO's of Pakistan.
- Q.3 What do you know about the non-governmental organizations working in Pakistan?
- Q.4 What are the Strategic Objectives and Action of non- governmental organizations?
- Q.5 What are the Strategic Objectives and Action of Government for women's development?

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Unit – 6

**ROLE OF WOMEN
IN
DEVELOPMENT OF FAMILY**

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Introduction

This unit focuses on different roles of women in development of family. Development process continues throughout the life. It is life long, multidimensional, multidirectional, involves growth, maintenance and regulation. All of us develop partly like all other individuals, partly like some other individuals and partly like no other individuals (Santrock, 2002). Women can play a very positive role in the development of family e.g., family members' physical development, emotional development, moral development etc. but it depends on the personality of women, their attitudes towards their own selves and those who are related to them, their point of view towards life, their self concept and various other factors. Thus, their own development is what is needed prior to determining their role in the development of their families.

It is a woman's social and emotional intelligence that helps her play different roles effectively and in a positive manner. Focus of this unit will be on her parental, conjugal, domestic and kin roles. This unit will not only highlight the significance of role of women in all these areas but will also help you understand how a woman can play a positive and healthy role in development of family. It is of tremendous importance to keep in mind that family is an institution, which can survive only with mutual respect among all the members. It is important to mention here that the unit will only focus on women's role in the development of family and not on the families' role in the development of women as this is not in the scope of this unit.

Objectives

After a detailed study of this unit following objectives are expected to be achieved.

1. To understand that women can play both a positive as well as a negative role in family development.
2. To learn how women can play their role in a positive, healthy and effective manner in family development.
3. To highlight that the women who are playing effective roles, need to be given due respect not by the family members only but also by the society at large.

6.1 Family---A Universal Institution

Family is a social institution and exists in one form or the other all over the globe. Family is the foremost institution playing the most significant role in the development of all the individuals at various levels including: Physical development, social and psychological development, personality development, development of individual's value system etc.

The development of all these individuals makes a good family, good families make good communities and good communities make good nations.

Murdock (1949) defined the family as follows:

"The family is a social group characterized by common residence, economic cooperation and reproduction. It includes adults of both sexes, at least two of whom maintain a socially approved sexual relationship, and one or more children, own or adopted, of the sexually cohabiting adults."

Though the idea of family has different meanings with reference to different cultures and social groups. Usually families perform four essential functions without which society could not continue. These are: Sexual, reproductive, economic and educational functions. The family performs these functions for the benefit of individual as well as society.

Reading 6.1 (a)

Hurlock, E. B. (1976). *Personality Development*. TATA McGraw-Hill Publication Company Ltd. New Delhi.

Reading 6.1 (b)

Persell, C. H. (1987) *Understanding Society: An Introduction to Sociology* (2nd ed.). Harper & Row Publishers, New York. Pp. 294-321

No matter how specialized the structure of family becomes, it will always retain two functions:

1. The primary socialization of children.
2. The stabilization of adult personalities. Every individual internalizes the norms and values of a society.

In Pakistani society, it has been a tradition that men are supposed to earn and women take care of family while spending most of the time at home.

Although, a change has now started coming in this pattern as many women have started working outside their home environment to provide financial support to their families. But still over all responsibilities, of taking care of the family lie

with women. Men are happy that their wives are sharing their economic burden but majority of them have not yet mentally accepted to share the household burden with their wives. The same way, the credit or discredit usually goes to women for the achievements or failures of any kind among family members.

6.2 Significance of Women's Role in Development of Family

The concept of development must have been clear to you by now (after going through the previous units) and you must also be able to link women and development.

There can be various parameters of development and 'development of family' is a very important segment of the process of development. It is important to understand the meaning of role before going ahead with the topic of women's role in the development of family.

Gender roles are the basic patterns of life assigned to the individual by the social group with which he/she is identified. The group prescribes for members of both sexes the approved patterns of behaviors for different ages and under different conditions. These roles are based on the traditional belief that the two sexes differ, and therefore, should learn to play the roles in keeping with the differences (Hurlock, 1976).

As patterns of living change, cultures adopt new gender role expectations. The new roles have been labeled as "developmental," "equalitarian," or "egalitarian." All embody the belief that the differences between the sexes are far less marked than was formerly believed and not particularly important for successful living in the modern urban technological culture (Reimanis, 1965).

Thus the situation can be explained beautifully in these words:

"The more I was treated as a woman, the more women I became."

Women can definitely play various significant roles in the development of family. A few have been discussed in detail in the coming sections.

6.3 Parental Role

A marriage is not only a promise of sexual loyalty between a man and a woman; it is a promise to provide the constant roles of father and mother to their children. Marriage is a commitment to the children by the father and mother to continue their roles together in relation to the children, to keep the family together, even if they don't maintain a sexual or exclusive relationship.

All couples have a moral obligation to take full responsibility for the children born to them whether in or out of marriage that they accept with the

implied contract of intercourse. When two people choose to have intercourse/sexual activity, they choose to take responsibility for the consequences, because their child doesn't have a choice, the choice is made for the child and the couple is therefore morally obligated to follow through with the implied contract with the child to see that the child is born and raised with full, participatory relationships with both parents.

Ideal parents take care of their children more than anything else. Small children need the nurturing care of their parents and specially mother and as the children grow they need motherly consistency and support from a mother who is always there for them. This gives children a great sense of security and well being.

Some men and women commit themselves to a job and give all they have to it, but they won't do the same for their children, their children come second. No wonder that children from such a family have emotional problems and this often leads to negative social behavior, such as; children who grow up to put their jobs and selfish interests first and their children second, and worse problems, drugs, crime and political activists who wage wars of hatred against the family because of their resentment from childhood.

Children need the emotional intimacy of a mother with them in their daily lives. The first three years of life are the most important in personal development and countless scientific studies have shown that children raised in a stable home with the mother at home during the early years of childhood are emotionally and psychologically healthier and more successful later on in life and most importantly they are better able to maintain lasting and meaningful relationships and have better families of their own. Studies have also shown that both the mother and small child, especially newborns, have a physical as well as an emotional need to be near each other and to have physical contact, especially breast feeding. Mothers have a particular feminine quality of relating her emotions in an intimate way through her child's emotions, she seems to extend her emotions through the child as the child plays and meets people, and relates to the world around. The father and other people may be very affectionate with the child but it is the special feminine quality that a mother has of sharing emotional intimacy in relation to the child's whole world Duvall (1977).

The way a mother will give emotional qualities to experiences and even to inanimate objects that the child experiences and teaches the child how to express his or her emotions and how to relate to the people, things or objects around the child. A mother will emotionally animate toys and help the child to develop a

relationship with them through imagination that teaches how the child should express himself or herself and the mother establishes clear roles for the child in relation to others and even to things. This is extended to people the child knows, relatives, friends and strangers the child meets. The child gains confidence and language and communication skills with the emotional support and guidance of the mother. The mother shares the experiences a child has from playful affection to pain, frustration, etc., and reinforces the security of the child's place in the family and the world. A child can't get these things in this way from anyone outside of the family, day care providers can't be a constant source of emotional sharing that shapes the child's emotional expression and gives the child a secure place in the world and role in the family, a day care provider is just a supervisor who watches kids and makes sure they don't do anything they shouldn't, like set each other on fire.

If both father and mother stayed at home all the time that would be an ideal situation where the emotional intimacy of the mother is supported and complimented by the actions of the father in relation to the children. With this the mother and children have more meaningful relationships in that the children see how a husband and wife work together in masculine and feminine roles in everything they do including their partnership in working together in many different areas.

If the father stayed at home and the mother worked away from the home, the children are left without the kind of father or mother they need. Small children physically and emotionally need their mothers and as they grow. If the father stayed at home, if he is a normal man, he would most likely occupy himself with tasks and he would relate to the children by finding some challenge to conquer for them, rather than the close emotional intimacy of a mother who relates her emotions through her children in their daily experiences. It is ideal if both father and mother can stay at or near home. In the past most fathers worked at or near the home. In these cases fathers employed themselves in their vocation while the mother did the housework and stayed close to the children. Men must not do anything that would come between the mother-child relationship, a father should surround the mother and child with loving roles that complement her roles.

In some cases the parents may be able to bring their child to work with them if the environment is suitable, and this would also be very good, may be not as ideal as the home, but it can be very stimulating and along with the support and guidance of the parents it may be an acceptable arrangement if the parents are

able to satisfactorily combine spending enough time with the child with their work.

Babies and small children need their mothers, in all mammals it is the female who gives birth and provides the nurturing that the child instinctively needs, this is a biological need that can only be provided by the mother, if a mother is absent, no one else can replace her. A day care center is an institution, its not a family, and it can't replace the family, and a paid child care worker who watches over a group of kids is not making up for the absence of the parents. When people choose to have children they have an obligation to raise their own children.

When a parent tries to be both mom and dad, the unfortunate child is left without either and the parent, in the attempt, is neither fully one nor the other and the child grows to resent what he or she is missing.

Of course, every good mother wants more than anything to be able to stay home and take care of her child full time, or have her child with her while working if possible. It is the moral obligation of society to help her to do this. First of all it is the moral obligation of her husband to provide for her to allow her the freedom to be a full time mother, then the obligation falls on rest of the family, and after that on society. This fact just cannot be denied.

Self-Assessment Question

1. Suggest some measures of how a workingwoman can manage to spend 'quality time' with her children.

A mother can play a very positive role in the life of her- children by being supportive, encouraging and loving and may instead play a negative role by being over critical, discouraging and indifferent to her children.

Activity

List out a few attitudes of a mother that can contribute negatively in a child's life, discuss with your classmates and then suggest how these could be helped.

6.4 Conjugal Role

"Marriage is that relationship between man and woman in which the independence is equal, the dependence mutual, and the obligation reciprocal."
L. K. Anspacher.

According to (Aldous, 1974:60-89), Marital roles may be defined as the behavioral expectations of husbands and wives.

In an orthodox society, a wife is expected to perform acceptably her roles as housekeeper, shopper, cook, laundress, seamstress, sex partner, confidante, companion, social secretary, and family planner. Her husband, neighbors, and others in the community criticize her if she flagrantly neglects her family. She may be called to account for failure to perform her wifely roles. When she plays her traditional marital roles well, her husband, her family, and their friends approve of her as a good wife.

A married woman occupies a series of positions as wife, mother, mother-in-law, grandmother and widow. Her child-rearing roles as wife-mother-grandmother change as her sons and daughter grow up—from child bearer to infant – caretaker, to young child disciplinarian, to older child guide, to teenager counselor, to young adult emancipator, to interdependent in-law facilitator, and then around the cycle again as her grandchildren arrive. In every role she plays a very significant part in the development of family.

In fact, marital roles are supposed to be reciprocal; each partner has rights and responsibilities that are necessary for the continuation of the marriage. Reciprocity is based on an exchange in which each spouse receives from and gives to the other. The partners monitor each other's role performance, rewarding satisfying service ("A good dinner, dear," or "Congratulations on the raise you earned"); and punishing defaults ("Do you have to be so messy?" or "Don't come near me until you apologize").

Standards of performance vary according to the expectations of the individuals. Perfectionists demand more of their mates than do more easygoing people. Rigid individuals have more difficulty adjusting to crises and change than do those who have more difficulty adjusting to crises and change than do those who have learned to take life philosophically.

Self -Assessment Question

1. Suggest how a woman can maintain a balance between motherhood and her role as a wife in a way that her husband does not feel that he is being ignored.

According to Duvall (1977), husband wife roles vary greatly from marriage to marriage and from time to time. Marital roles are shaped by at least four basic factors:

1. Historical setting (peace or war, economic and social conditions)

2. Socio-economic level (affluent, comfortable, getting-by, poor)
3. Unforeseeable situations and special requirements (special expenses or extraordinary services needed in illness, etc., period of unusual need or of unexpected affluence)
4. Personal aspirations (the wife's wish to continue her education, the husband's wish to change his career, etc.)

All or any of these factors influence what is expected of married people throughout their life together, marital roles are dynamic and ever changing in all but the most stable periods in history.

According to Osmond & Martin (1975), Housewife/ working husband roles are still preferred by millions of today's married couples. A girl has so internalized the homemaker role that she is interested in no other. From the time she played with dolls she has looked forward to having children and taking care of her family. A boy reared by a domestically inclined mother unconsciously looks for "a good old-fashioned girl" when he marries and is content to support her and their children as his part of the bargain, without question. Men and Women College students still are found to hold traditional husband/wife attitudes—members of both sexes accepting a sharp division of labor in marital roles and assigning primary responsibility for home and childcare to the wife.

Some men are so career-oriented that they need full-time wives. Physician, politicians, clergymen, and many small-businessmen count on their wives to keep house, rear the children, serve as hostess, take phone messages, keep the accounts, and help them fulfill their work schedules and obligations. Such a wife is not hard to find among many women who still aspire to the status assured them by the husband's career. As a young woman with this outlook nears the age of marriage, her fear of success interferes with her academic progress (Homer 1971; Deckard 1975). Such a young woman would rather have a man's approval than his job. She prefers running his house to running her own life as an independent woman.

Bott (1957), one of the first sociologists to study the effects of social changes on the roles of husbands' and wives, identified two types of conjugal roles.

1. Segregated Conjugal Roles

These exist when husbands and wives lead largely separate social lives and have sharply differentiated roles within the family.

2. Joint Conjugal Roles

These are characterized by more sharing of responsibilities, decision-making and leisure activities. Husbands and wives' roles are less sharply differentiated.

In Pakistani society, segregated conjugal roles are more popular due to our rigid and inflexible attitudes and gender roles. Most of the time a woman has to play a very well defined role which she can play effectively if she has happily and knowingly accepted that role and if that matches to what her desires are in her life. But if a woman is forcefully made to play such role, she neither would be able to do justice with her role nor be able to attain self-satisfaction, which is a must to live a good life.

Activity

Interview a woman with not more than three children and a woman with more than six children. Analyze and relate the difference in their conjugal role with the number of children they have.

6.5 Domestic Role

Like every other role, a woman has to perform, domestic role which is also very demanding. In this role a woman is responsible for home making and maintaining. A woman who has to play this role very purely is one who is doing every kind of work herself. She is the one who wakes up the earliest in morning and goes to bed the last at night. She has to clean the house, prepare breakfast, help her husband and children get ready for going to work and school respectively. She has to provide them all with well washed and properly ironed dresses. She has to provide them all with healthy, balanced and delicious food. Most of the times she also has to help her children in their studies. She has to wash the dishes and keep the home in such lovely and comfortable manner that her husband and children feel good when they enter their homes. In other words she is a complete facility provider and the best part of it is that all the services are made available without any payment. But for a traditional woman a few appreciating words, caring gestures, and the success of her family members in their fields is what she considers as her best rewards.

Woman who are to enter the domestic role are very rarely trained in Pakistani society to take this responsibility as before her marriage she is not given much independence in decision making. This stops the development of her capability of making independent and responsible decisions. Or the case is just

opposite sometimes as she is very traditionally trained to play this particular role while ignoring the development in some extremely important fields like her education, reading habits etc. What is direly needed is a balanced kind of training as this is the best way of making a woman's future life easier.

A woman's domestic role is actually determined by various factors: the socioeconomic status of her in-laws (in case of joint family system) and her husband (in case of nuclear family system), the attitude and moral values of the people she is living with, her personal skills of home and time management etc. In situations where a woman does not stay home full time but is economically supporting her family through working outside the home, the things get different with respect to her domestic roles. Her life may become interesting for her if she had people to take good care of her home in her absence as well as in her presence and she does not have to bother about home management .She enjoys her job outside the home in this case. There may be a situation just opposite to this that a woman besides working for supporting her family economically, also has to take care of home by herself without any help at all. This woman perhaps makes her life miserable by taking dual responsibility on her shoulders. In the western countries gender roles have changed and when women are supporting their husband financially, the husbands in turn start sharing the burden of their wives while working at home to help the tired woman after day's work at her workplace. But unfortunately, in Pakistan a husband feels relaxed when his wife starts working and supporting him economically but rarely gets ready to help and support his wife in domestic work due to his own rigid gender roles as well as rigid attitudes of his relatives and the society. Thus the life does not remain easy for such a wife. In such situation a woman may become depressed, upset, sick of her life, lose interest in everything or may develop some severe psychological problems if she does not know how she can manage with all the work she has to do. But if a woman is intelligent and logical enough to convince her husband that she needs a balanced division of duties between husband, she may be able to help herself out of a terrible situation save her from becoming miserable. By doing so she does not save her life only but becomes a good role model for other women in Pakistani society, her children and also for men who very selfishly like women to have a shift in their traditional roles because it goes in their interest but are not ready to bring a change in their own traditional and rigid gender roles. Each individual of this society must try to respect women in general and specially those who are playing various useful but difficult roles in life to support her family by supporting all the individual members.

Activity

Make a 24 hour time schedule for a working women who works in the office for 6 hours, including time to be spend with her children exclusively, herself, her husband, 8 hours sleep, time for cooking, household, etc.

6.6 Kin Role

A woman like every other individual in this society has to live with people and maintain a good relationship with them. She first has to maintain a good relationship with her immediate family including parents and siblings and other relative and after marriage in addition to her own relatives she is supposed to maintain good kind of relationship with her husband's family members.

Usually a woman feels comfortable with her own relatives but after her marriage she may face a few problems in developing the relationship first and then maintaining them in good and socially acceptable manner. In Pakistani society two family systems are the most common that is joint family system and nuclear family system. It is better to define these family systems before going into the discussion of relationship with families.

Types of Family

Families are categorized into

1. Nuclear Family

When the husband, wife and children live together on their own depending on no one but themselves, they form a nuclear family. Nuclear families are on the rise due to urbanization and modernization in our society.

2. Joint Family

When the nuclear family lives with grandparent, uncles, aunts and cousins; it is a joint family. The joint family system is on a gradual decline in many Asian countries due to urbanization and modernization.

3. Extended Family

In an extended family, member may live separately or in the same house, in the same city or another city, yet maintain strong ties between themselves. The Asian region has a rich tradition of extended family where mutual support is guaranteed. This is a modified version of joint family system.

A nuclear family lasts only as long as the parents and children remain together. Most people belong to at least two nuclear families at different times in

their lives. They are born into a family consisting of their parents and siblings. When they reach adulthood, they may marry and establish a nuclear family that includes the spouse and eventually the children. Anthropologists distinguish between the family of orientation (the family in which one is born and grows up) and the family of procreation (formed when one marries and has children). From the individual's point of view, the critical relationships are with parents and siblings in the family of orientation and with spouse and children in the family of procreation (Kottak, 2002).

A woman has to live with different situations depending upon the kind of family she is living in. In nuclear family system she has to meet the relatives both hers and her husband's occasionally. These relatives are not all the time in contact with the family and thus interfere less in the family's matters. This decreases the chances of developing conflicts or difference of opinion among the relatives. In this situation, it is easier to maintain good relationship with the relatives.

In case of joint family systems, there is not much privacy in life and independence in daily life decisions due to which various problems may arise. And obviously when many people are living together, there are more chances of difference in opinion, having some complaints against each other, inability of fulfilling everyone's expectations etc. In such situations it is a woman's social intelligence that helps her maintain good relationship with all.

Self-Assessment Question

1. Which family system is better in your opinion for good development of children, nuclear or joint? Give reasons for your preference.

The dilemma of our education system is that we teach our children including girls and boys every kind of knowledge and skill but ignore to teach them how to maintain good and effective social relationships. Our children learn this from the people they are living with and dealing with. While this is a skill that need to be included in the curriculum so that our children learn better how to maintain good relationships with others as being good at mathematics, physics, sociology or computers is not enough to live a successful life.

Activity

Suggest some measures, for a woman who is a full time housewife, of maintaining a peaceful environment in joint family system.

6.7 Future Perspectives and Conclusion

A woman can play very effective role in the development of her family and her nation. She needs to be a self-confident person if she wants to play an effective role. She needs to be physically in good health so that she can play her part effectively in all the expected roles. She needs to be educated as it contributes in shaping up her personality. She needs a certain level of exposure so that she has a broader vision and various experiences, which can enhance her skills. She needs to be well groomed and maintain interest in herself. She needs to be strong enough not to lose her integrity in case of difficulties in her life. She needs to have positive attitude towards life and people. And above all she needs to be supported and encouraged to feel pride in her existence instead of being shameful of being a woman.

6.8 Exercises

1. What is the significance of family in an individual's life?
2. Give your views about this statement: 'Women in Pakistani society have increased the burden on their shoulders while starting working and earning money to support their families and have made their lives more miserable.'
3. What is the importance of kinship? How can women play a significant kin role?

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Unit – 7

**WOMEN’S MOVEMENT AND
ITS
ORIGIN IN PAKISTAN**

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Introduction

Although women's movement was initiated in Western Europe and America but slowly its seeds spread to all the continents. Women of every region, culture, class, age, color have peculiar issues to be tackled hence the discourse of movement varies for every one based on indigenous needs. Throughout the world there are strong networks among the women activists. Besides their common schema that women are marginalized, deprived, oppressed and subordinated they work on their culture specific agenda.

Objectives

After studying this unit you will be able to:

1. trace about the origins of women's movement.
2. describe the growth and direction of different phases of women's movement in Pakistan.
3. recognize the issues dealt by women activists in Pakistan.

7.1 Women Rights Movements: A Historical Background

Throughout the world the overwhelming changes for women that have come about since 1848 till to-date in family life, in religion, in government, in employment, in education - these changes did not just happen spontaneously. Any kind of movement has its links with the social structure when conflicts, inequality, discrimination etc exist then the effort to break through these elements give rise to movements. As women moved in larger numbers into the paid labour force and kept critical wartime organizations such as the Red Cross and Canadian Patriotic Fund running through their volunteer work, they felt their collective power as never before which has been used to demand some important social issues.

Women's social movements made changes happen, very deliberately. Eight generations of women have come together to affect these changes in the most democratic ways: through meetings, petition drives, lobbying, public speaking, and nonviolent resistance. The shape and strength of the movement varied from country to country, and the differences were predominantly due to the different political circumstances in the different countries. Although every nation, society, and culture is at a different stage of changes or attainment of women's rights but it would not be wrong to say that today's women are living in a better world.

7.1.1 First Wave Feminism

The First Wave is generally considered to have taken place from 1848 with the first Women's Rights Convention in Seneca Falls in 1920 with the ratification of the 19th amendment (women's suffrage). Votes of Women First wave feminism arose in the context of industrial and liberal politics but it is connected to both liberal rights and early socialist feminism in the late 19th and early 20th century in the United States and Europe. The first wave feminism in late 19th and early 20th century (1848- 1920) revealed that diverse groups and actions enhance the support for the women's movement. In the first wave claim was made in the name of women as a sex, especially for their rights to control over body regarding sexual relations and reproduction. The logic of first wave claims drew women in to political system managed by male dominated ideologies, these claims involved women self-reorganization and citizenship to achieve their objectives that were different according to their location and society. The first wave feminists of the nineteenth and early twentieth centuries fought for rights we take for granted today. It is hard to believe that these rights were among those once denied to women of every social class, racial category, ethnicity and religion-the right to vote (Suffrage) to own property and capital, to inherit, to keep money earned, to go to college, to become a professionally certified physician, to argue cases in the court etc. In the United States women did not get the right to vote until 1919. Many European countries also gave women the right to vote after World War. One of

the earliest manifestations of first -- wave liberal feminism in Europe by Mary Wollstonecraft's "A Vindication of the Right of Women" was written in the French Revolution, is still read as influential text. A Virginia Woolf's *A Room of one's Own* (1929) and Simone de Beauvoir. *The Second Sex* are centered to the tenet as well. Parallel to this stand of liberal first-wave feminism, a distinct socialist / Marxist feminist developed in Worker union in the United States, in reformist social democratic parties in Europe and during the rise of communism in the former Soviet Union. It was initiated by Rosa Luxemburg (1870-1919) in Germany, Alexandra Kollontai (1873-1952) in Russia, and anarchist Emma Goldman (1869-1940) in the United States. Liberal and Socialist feminist shared a basic belief in equity and equal opportunities for both women and men.

The first wave of feminism in the United States was characterized by the diverse forms of intrusions which are given below:

- The Seneca Falls Convention went back in 1848 in New York, during which more than 300 men and women assembled for the nation's rights convention.
- This declaration was outlined by Elizebeth in (1815-1920) and made the claim for natural equity and the political strategy for equal access to opportunity.
- The reforms movement such as abolition, temperance and initially closely linked with working women.
- National labor union convention in 1968 was a successful effort to organized women.
- Women of colors were also the part of campaigns such as B, Wells (1862-1931) and Mary Church (1868-1954) mentioned the linkages of Sexism and race functioned as the main source of white man dominance but the first wave was consisted of large number of while, middle class women, and the well-educated women as well.

After that the American women worked en route for a variety of issues such as child labor protection, prenatal care for mothers, and peace. While many of these women were activists during the period from 1920 to the 1960s, there was no "single mass-based social movement".

7.1.2 Second Wave Feminism

The rebirth of women's struggle as a "single mass-based social movement" began in the 1960s. The period from late 1960s and 1970s of the **Second Wave movement** was concerned with the issue of economic equality (including the ability to have careers in addition to motherhood, or the right to choose not to have children) between the genders and addressed the rights of female minorities.

In second wave activism, the term, 'The Personal is political' refers mostly to the radical feminism of the women's liberation movement of the late 1960s and early 1970s started and was largely focused on the inclusion of women in traditionally male-dominated areas. This was also the time when greater political action in which civil rights protests, student protests around the world, and women's rebellion against the middle-class housewife's role contributed to this second wave of women's movements. Women's groups discovered discrimination in the workplace, where women received less pay and fewer promotions than men. They also uncovered barriers to women seeking political office and to female students striving for high academic achievement.

Second-wave feminism engaged in consciousness raising groups where women would share personal experience that formed the theoretical foundations of feminism and political foundations as well. The socialist feminism played the vital role for the second wave feminism by both politically and in their own private lives for women/s, right to abortion, divorce, not legislative partnership, and against sexism both in bourgeois and within the social movement. Second wave feminism saw de facto and de jure of unofficial inequalities as inextricably linked. This movement was organized for women to see their own lives in deep perspective and to analyze the existing power structure. Its objective was to foster common female identity. During the second wave major achievements were marked as give below:

- The commission on the status of women was formed; this commission launched a report in 1963 that documented the women discrimination in every walk of life.
- Betty Friedan's Book "The Feminine Mystique" was published in this year.
- Civil right act of 1964, was passed, it was related to the employment discrimination on the basis of sex.
- The raise of radical feminism in 1970s.
- The national organization for women was established in 1966: Its purpose was to function as a legal watch dog for women.
- One debate which was emerged in second - wave feminism was the question of co-education; during the 1960s and 1970s many eminent schools and colleges adopted the co-education policy.
- The equal right amendments which highlighted the girl participation in the sports and athletics.

7.1.3 Third-wave Feminism

Third wave feminism that began in the early 1990's seeks to challenge and expand common definitions of gender and sexuality. It was inspired by the new global world order characterized by the fall of communism, new threats of

religion and ethnic fundamentalism, and the dual risks and promises of new info- and technologies. A common American term for third wave feminism is "girl feminism" and in Europe is known as "new feminism". This new feminism is characterized by local, national, and transactional activism, in areas such as violence women, trafficking, body surgery, self-mutilation, and the overall "personification" in the media. In the third wave 'gender' projects and exploring its implications on law and policies which operate both discourse and social practice. It was important fact that power as an element in social practices and the body in relation to sex and reproduction are taken seriously. Nation state has much in their bodily power to reproduce population as in their culture to reproduce collective identities. Third wave feminism contributes a significant move in both theory and politics towards the "performance turn" believing that negotiation and contradiction of our differences is the main concept of modern feminism requiring us to rethink what our movements and activism look like as our meanings of identity and community. The third wave texts position themselves as criticism of second wave, defining itself against as well as through it, Third-wave feminism purports to encompass young women born in 1960s and 1970s who feel their personal experience of their history set apart from older women.

Power Feminism

In the 1990s new movement emerged which is label as power feminism. It is closely linked to ideology of power that society does not oppress women because women have the power to control what happens to them. According to Shelby Steele (1990s) the reason for women's oppressed status is that they consider themselves as victim.

Suggested Reading: (2.4)

Woo, T.J. 2005. Gendered Lives: Communication, Gender & Culture, Power Feminism. Wordsworth: United Kingdom, Pp 76-77

7.1.4 Fourth-Wave Feminism

The fourth-wave feminism is a feminist movement that began around 2012 and it contends a focus on the empowerment of women, the use of internet tools, and interectionality. The fourth wave seeks greater gender equality also emphasizing the third gender i.e. LGBT, trans-gender etc.

Throughout in the world the contemporary women's movements have had an impact on several levels of society and has changed many people's views about male and female roles. These changes have affected the workplace, the family,

and the way women live their lives. Changing attitudes about the roles of women and men have also affected the way people conduct their everyday lives.

The social change is a slow process but we have witnessed attitudes and values changes in context of women lives. But it appears likely that the blurring of distinctions between women's and men's roles and the trend towards greater equality of the sexes will continue.

Each generation of women activists leaves an unfinished agenda for the next generation. It is for the new generation to identify what they need in order to achieve greater equality. In the globalized world situation keeps on changing therefore women/feminists mold their demands some of which are refined but still these are context based therefore it varies in each community and country.

Suggested Reading:

Please refer to unit no.2 *Historical perspectives on the feminist waves of change* Pg.no21 -30, study guide C-4647, Feminist Debates On Gender Inequalities.

7.2 The Women's Movement in Pakistan

The status of women in Pakistan has always been obscure. In spite of the guarantee of equality of sexes given by the religion of Islam and the Constitution, in practice the upholding of women's rights is far removed from the written word. The relationship between women and the state has been paradoxical. To fully understand the plight of women in Pakistan, it is important to understand the contextual framework of culture, society, religion and politics which constructs their lives.

An historical overview of the dynamics shaping the relationship between women and the Pakistani State is embedded in the politicization of Islam. Pakistani women's activism pre dates the creation of Pakistan and is rooted in its independence movement. The strength of the current women's movement lies in the fact that the situation could have become worst at various levels but because of the struggles, various regressive moves were plugged.

Rubina Saigol (2020) in her book, "Feminism and the Women's Movement in Pakistan" has narrated the relationship between the women's movement and the Pakistani state which has undergone significant shifts, from mutual accommodation and a complementary ethos to confrontation and conflict, followed by collaboration, co-optation and, finally, collusion depending upon transformations in the nature of the state at particular moments in history. Historically there has been consistent and sustained tension between the women's movement/feminism and the state, as well as between the movement and 'civil society' consisting of non-state actors, has resulted from specific articulations of

religion at different times and continues, confronted by the impulse toward a secular ethos.

7.2.1 Linkages of women's movement with independence struggle

In the struggle for an independent state of Pakistan, in spite of social and cultural taboos, women came forward by arranging and taking part in political meetings, processions, fund raising, and creating awareness in the general public, for which some even went to jail.

As the momentum for an independent Muslim state was increasing so did women's participation. They took active part in rallies, conferences, protests, fund raising etc. This was also an opportunity for Muslim women of sub-continent to step into a changed role in the society that was beyond family role.

The Khilafat Movement of the 1920s had been the first instance when Muslim women had made their presence felt when Bi Amma, mother of Maulanas Shaukat Ali and Mohammed Ali took a stand against British imperialism when her sons were in jail. Her daughter-in-law assisted her. During the Khilafat Movement women supporters contributed their jewelry.

On the instruction the Quaid-I-Azam women's wing of the Muslim League was initiated in 1937, there was a recruitment drive through each and every district of India, and women were made two-anna members of the Muslim League. Within two years of the 1938 Patna session political consciousness had begun to spread to all groups and classes of Muslim women, and on March 23, 1940, the women's section of All-India Muslim League held its annual session at the Islamia College for Girls, Lahore.

Two resolutions were passed at this session:

- To increase the membership and help the Party to organize sub-committees in towns and rural areas.
- The second resolution called on Muslim men to help Muslim women get the legal rights which were rightfully theirs under the Shariat, but which they had been denied.

The movement for Pakistan had spread to girls' schools and colleges and got increasingly tied up with Muslim women's demands for the implementation of Shariat, as that would increase their rights under the law. By 1945 the Muslim League movement had become widespread in major towns and cities. For the elections of 1946 Muslim League women organized divisional and district committees. Women Leaguers from other parts of the region, and especially from Lahore, toured the province to mobilize support amongst the women of the Frontier province. The audience contributed Rs 80,000 to the Muslim League fund.

In October 1945 Lady Abdullah Haroon, the President of the All-India Women's Muslim League, led a delegation of Muslim women to the Frontier province. When a meeting was organized under the auspices of the Zenana Muslim League, as many as thousand women attended it. During the Civil Disobedience Movement, women's demonstrations in Peshawar became frequent. They agitated outside the government offices, hoisted the flag on the Secretariat and took out processions. The presence of a large number of women workers from Punjab and other areas of the country helped. The Muslim League won all the Muslim seats to the Central Assembly.

Self Assessment Question:

1. What was Quaid-E-Azam role and motivation for Muslim women to participate in the freedom movement?

7.2.2 Post Independence till Ayub Khan's Military Rule (1947 to 1969)

After the creation of Pakistan in 1947, women's political activism slowed down, as they believed that independence had brought universal franchise and the principle of equality in educational, political and economic participation. Women who had been mobilized during the colonial rule had to concentrate on the rehabilitation of millions of refugees who were pouring in from across the border. They were busy in relief and social work e.g. distributing food, dealing with health problems and providing first aid. This work was being done under the leadership of Begum Rana Liaqat Ali Khan. She formed a Voluntary Service in 1948 and also laid down the foundation of a non-government organization called the All Pakistan Women's Association (APWA).

Her initiatives of a Pakistan Women's National Guard and Pakistan Women's Naval Reserve was not appreciated by the government and came under strong public criticism, particularly by the *maulvi's*) hence, these were disbanded in 1954.

Concurrently, in 1948 another group of women founded *Anjuman Jamhooriat Pasand Khawateen* (Democratic Women's Association), focusing on organizing women at a political level. The group worked on labor issues for women who worked in factories, railways and fisheries. In the later years group's activities and its fate cannot be traced from the available historical records.

The government's discriminatory attitude towards women during this period is best indicated from the evidence, as in February 1949 during the first session of Pakistan's Muslim League, when women's demand to elect a woman for the office of Joint Secretary was turned down, which resulted in a walkout by all women members. In 1955, a United Front for Women's Rights (UFWR) was formed to secure women's economic rights. The Front organized a protest rally,

and thousands of women marched to the assembly chambers in Lahore. With only a handful of women in the Constituent Assembly, they lobbied for their educational and employment rights, though there was an opposition group comprised of conservative women arguing against their demands. In the area of inheritance rights women were suffering under the secular law, and they therefore sought to exercise their rights under Islamic law. The West Punjab Provincial Assembly resisted pressures to adopt the Muslim Inheritance laws. In the landowner dominated Assembly where the majority was from the Muslim League, no one wanted to sacrifice their interests at the altar of religious rectitude. Women protested in front of the Assembly against these delaying tactics. This was the first protest by women in the new state. These were urban educated women who came out in *purdah*, suggesting that they would prefer Islamic right rather than none. As a consequence, the Muslim Personal Law of *Shariat* became effective, thus recognizing women's right to inherit property, including agricultural property. However, another demand for increasing the quota of women reserved seats from three to ten did not materialize.

In 1955 a campaign was initiated against Prime Minister Mohammad Ali Bogra's right to take a second wife. This sparked off agitation by women both inside and outside parliament, against polygamy. In response, the government appointed a seven-member Commission headed by the Chief Justice of the Supreme Court to give women their due right in society. The Commission was assigned the task of examining the existing laws of marriage, divorce, maintenance and custody of children, and determining whether any modification was needed to bring the laws into accord with Islam. The Commission's report was finalized in 1956 but included a lengthy note of dissent from the religious member. In July 1958, APWA along with other organizations held a 'Women's Demand Day' to persuade the government to implement the Commission's recommendations.

The passing of the Muslim Family Law Ordinance (MFLO) in 1961 was the most significant development in relation to women's rights during this period of military rule. The military government of Ayub Khan (1958 - 69) was liberal and progressive in its outlook. The 1961 Family Law Ordinance provisions were based on the recommendations of the 1956 Rashid Commission's report that had been shelved by the previous regime.

Across the country sermons were delivered in which the new Laws were declared to be an attempt to tamper with the *Quran*. To counter this, women retaliated and launched a movement in support of the Ordinance, which they perceived to be a milestone for women's rights. The Family Ordinance emerged as a step towards recognizing women's rights and the positive environment thus

contributed to an increased number of women leaving their homes for education and employment.

Self-Assessment Question:

Can you recall the stance of Ulema's against women issues during the Ayub Khan's period?

7.2.3 Zulfikar Ali Bhutto (1971 -1977)

Z. A. Bhutto's period of government is considered to have a good record in advancing the cause of women through constitutional and administrative measures.

The Bhutto regime in the 1970s recognized women's contribution and advanced their status in many ways. In the 1973 Constitution (Commission of Inquiry Report: 199: x) provision is made for women's equality in Article 25, which states:

- 1) 'All citizens are equal before law and are entitled to equal protection of law.
- 2) There shall be no discrimination on the basis of sex alone.
- 3) Nothing in the article shall prevent the State from making any special provision for the protection of women and children.'

Further emphasis is found in the 1973 Constitution, which contains a number of provisions acknowledging the importance of participation of women in the national spheres of life in Articles 32 and 34.

Another significant achievement during this period was the reservation of ten seats in the parliament for women by constitutional provision for a period of ten years.

The acknowledgement of women's capabilities and potential by appointment to high office was another way of raising their status. For the first time a woman Governor of a Province was appointed. A female Vice Chancellor was appointed in a University and a woman was elected deputy speaker of the National Assembly. All government services were opened to women, including the Foreign Service and district management groups of the Civil Services. The International Year of Women in 1975 was celebrated and to mark this, a Women's Institute was established in Lahore.

Following the Pakistan government's commitment to 1975 as the International Women's Year, a 15-member Commission on Women's Rights (which included nine women) was formed under the Chairmanship of the Attorney General of Pakistan. The Commission's terms of reference were to consider and formulate proposals for law reform, so as to improve the legal and economic condition of women in Pakistan. The recommendations were prepared in 1976, but were never ratified or implemented in any form and were not made

public. The Commission noted the lack of success in the implementation of the Family Law Ordinance and suggested some changes in its provisions as well. In the Commission's recommendations women were to be involved in every aspect of national life, thus pursuing equality between the sexes. The only recommendation that did get attention led to the creation of a Women's Division in 1979 placed in the Cabinet Secretariat of the Government of Pakistan.

For Bhutto's Pakistan People's Party (PPP), women were an important constituency. They opened the political arena for women by setting up an independent woman's wing in the party, as well as branches at provincial and district levels. This new awareness of women's rights brought a new awakening in the politics of the country. During this period some of the NGOs which emerged as strong pressure groups were the Women's Front, *Aurat* and *Shirkat Gah*. These groups started contacting factory workers, squatter settlements, students and other strata of society. This resulted in the establishment of trade unions and student fronts.

Self-Assessment Question:

1. Do you think constitutional rights given to the women of Pakistan have been effective?

7.2.4 Zia's Military Rule (1977 to 1988)

The next ten years under the martial law regime of General Zia-ul-Haq was a period of regression and repression which gave a new zeal to women's activism in Pakistan, ultimately giving emergence to an autonomous woman's rights movement. Women came forward, organized more than ever before, by initiating a reactionary and resistance movement against the so-called Islamization process of General Zia and the religio-political alliance group.

Zia's oppressive policies, directives and laws imbued with Islamic values and patriarchal traditions created confusion and difficulties. Because of complexities and ambiguities, the application of these new initiatives created exploitative and unjust conditions and a breach of the fundamental rights for women. The process of Islamization was a watershed (Khan 1997: 3) in that it significantly downgraded the position of women and minorities. Women's participation in all spheres of life was curtailed and measures were taken to reduce their visibility in public life.

The Islamic Ideology Council was reactivated and the Federal Shariat Council was established. These two bodies formulated the *Hudood Ordinances* (*The Hudood Ordinances (1979) are five laws relating to theft, fornication, adultery and rape, false testimony, prohibition of intoxication (drugs, alcohol etc) and whipping*); and the Retribution and Blood Money Ordinance and Law of

Evidence (*The Law of Evidence stated that in matters relating to financial and future obligations the evidence of at least one man or two women will be required, and through the Retribution and Blood Money Ordinance the blood money given to a female victim will be half given to a man*) which seriously jeopardized the status of women.

Innumerable directives were passed and steps were taken to restrict and control various aspects of women's lives and participation in day-to-day affairs and amendments to the Constitution were related to Family Laws and all measures affecting the rights of women. To add to this, the Ansari Commission (1983) proposed that the office of Head of State be closed for women and that women candidates to the Assembly be above fifty years of age and that they must have the written permission of their husbands to contest seats.

In 1979-80 several petitions by lawyers and a position paper were prepared by APWA against the Ordinance of Retribution and Blood Money. The formation of the Women's Action Forum (WAF) in September 1981 was the result of a court decision to charge a 15-year-old girl, who was subsequently sentenced to flogging for adultery. WAF comprised of broad-based membership which included different groups (with different agendas and ideologies), different generations, middle and upper-middle class, professionals, western educated women, journalists, and academics.

Thus began the long-drawn out and painful struggle against the state apparatus by the WAF and its allied organizations. After the creation of a joint platform, WAF activities turned this previously non-political women's rights pressure group against the government. Its activities took in the form of protests, petitions, fostering public awareness, and lobbying people who could influence government's policies.

To sideline the demands of WAF, the government exploited ideological divisions between the Islamic and secularly oriented women by supporting new groups of women like *Jamiat-i-Tulaba* (Women's party/group at campuses) and *Majlis-i-Khawatin*, an Islamic women's organization. These groups belonged to *Jamiat-e-Islami* (an Islamic political party) and mainly recruited members from campuses and families of *ulema* (religious scholars) or *maulvi's* (clerics) the urban middle-class, first generation educated women who were sometimes foreign-qualified and working outside the home. These groups initiated organized religious preaching called *daras* and institutions like *Madrassah Faisal-al-Banat* in Lahore, Ayesha Arabic Academy in Faislabad, *Al-Huda* in Islamabad and Karachi. By 1990, the *Khawateen Nifaz-e-Sharia Mahaz* (Women's Enforcement of *Sharia* Front) was formed to support the *Sharia* Bill.

To forestall domestic and international criticism, the government, despite its negative legislation and directives undermining women's status, did take some

measures to show that it was sympathetic to women's issues such as: established the Women's Division (1979) in the Cabinet Secretariat, appointment of a woman to the highest echelon of the administrative hierarchy, as Secretary of a ministry and in 1983 a Commission on the Status of Women recommendations of which were never implemented as was the fate of the previous Commissions in Pakistan.

Self-Assessment Question

WAF was a creation of the circumstances created by Zia's military government or the time was ripe for women's activism in Pakistan?

7.2.5 Benazir Bhutto two Tenures and Nawaz Sharif Period (1988 to 1999)

Benazir Bhutto (1988-90) became the first Prime Minister and first woman head of a Muslim State. During her period concrete changes were far less evident than the creation of a general environment supportive of women's participation and greater openness. To the disappointment of the WAF, Benazir Bhutto did not prove to be an advocate of operationalizing measures to uphold women's rights. Despite the Party's pre-election manifesto to repeal the repressive *Hudood* Ordinance and the Law of Evidence, her government did not take serious steps to repeal those statutes.

Some of the positive developments for women during Benazir Bhutto's first tenure were that the Women's Division in government was given the status of a full Ministry. Centers of Excellence in Women Studies were then established at five universities, and also the Women's Bank. Importantly, a five percent quota for women was reserved in various government services. In 1990 at the South Asian Association for Regional Cooperation (SAARC) Ministerial meeting on Women and Development, an eleven point strategy was adopted for facilitating the formulation of a joint approach to integrate women into the development process and to maximize the number of female ministers. The government also tabled the idea of an Islamic Women's Parliamentary Group (which materialized during her second government from 1993-1996).

Following Benazir's first term, after elections, the Muslim League of Nawaz Sharif (1991-93) formed a new government, in conjunction with the Islamic Democratic Coalition. With the support of *Jamiat-e-Islami* this government brought in the *Sharia* Act, which posed a direct threat to women by directing the courts to observe *Sharia* as the supreme law in the decision of cases. In opposition to the bill, WAF generated pressure and support from political parties, media, treasury benches and the public, but passage of the bill could not be prevented as the government gained a majority with support from the religious groups. In 1991 at its 10-year Convention WAF and Human Rights non government organizations (NGOs) declared themselves to be secular considering

that even in a progressive interpretation of Islam the danger of reverting to a more reactionary Islam would always be present. WAF also demanded that Pakistan be considered a secular state although they recognized that the influence of religion could not be completely avoided.

Up until 1993 WAF initiated lobbying with various political parties, participated in policy debates on social issues and active collaboration with the Ministry of Women's Development and became involved in regional and international forums.

On the President's dismissal of Nawaz Sharif's government, in 1993, Benazir Bhutto was then re-elected for a second term (1993-96). During this period she took some constructive steps to address the situation of Pakistani women by appointing a Commission of Inquiry for Women, headed by a judge, to examine discriminatory laws against women. The NGO's of Pakistan were given full representation in the Beijing NGO Forum of 1995, and thus became visible in policy dialogues upon their return to Pakistan. During this period women's organizations entered into active collaboration with the Ministry of Women and Development. It was in response to pressure from NGO's in 1996 that the Government ratified the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). To implement the Beijing Forum recommendations, the Ministry of Women and Development started work on a twenty-year National Plan of Action for Women (NPA) by establishing core groups comprising of NGOs and government officials at the federal and provincial levels (Government of Pakistan, NPA 1998). The appointment of women as Magistrates, Family Court judges and judges in Superior Courts of Justice can also be credited to Benazir's Government. During this period, the Supreme Court started entering public interest cases on issues of human rights, rendering some landmark judgments.

Benazir's government was dismissed on corruption charges in 1996. The caretaker government introduced elections on universal franchise. In 1997 the registered voters with the Election Commission numbered 55, 026, and 324, out of which 55.5 percent were male and 44.5 percent were female. Out of the total registered voters there were six million less women registered to vote compared to men. Despite protests from WAF and some political parties that women's right to vote had been hindered, the government did not denounce the election.

The 1997 national elections resulted in the re-installation of the Muslim League, with Nawaz Sharif as Prime Minister. In the second term (1998-99) of Sharif's government there were seven women members and only two female ministers out of 207 in the National Assembly. At the Provincial level only one female gained a seat out of a total of 460 seats. The Muslim League had included

in their manifesto a promise to restore women's reserved seats, but once in power they avoided fulfilling this promise.

During Nawaz's second term the general political atmosphere perceptibly changed towards a conservative direction. The NGO Bill brought all non-government organizations directly under government control. The privatization of the First Women's Bank, without any safeguards to maintain its character, was another retrogressive step. The introduction of the fifteenth Constitutional Amendment Bill (the *Sharia* Bill) typifies the government's intention of seeking to place absolute power in the hands of the federal government, thus destroying the concepts of a federation, parliamentary democracy, and supremacy of the judiciary, all of which had implications for women and minorities. The Report of the Commission of Inquiry for Women was released in August 1997 but was ignored, as it was an initiative of the previous government, as they did not complement the agenda of Nawaz's government. The promise to increase the number of women's seats in legislative assemblies also proved to be an empty promise.

Self-Assessment Question:

What steps did Benazir Bhutto take to improve the situation of women in Pakistan?

For a detailed review of Benazir Bhutto's and Nawaz Sharif's period read:

Suggested Reading:

Zia, Shahla, (1998) 'Some Experiences of the Women's Movement: Strategies for Success', pp. 371- 414 in Shaheed, Farida (et al) (eds.) *Shaping Women's Lives*, Lahore: Shirkat Gah.

7.2.6 Pervez Musharraf Period (1999 -2008)

In October 1999 the Military ousted Nawaz's Government. General Pervez Musharraf's, government claimed that it will make Pakistan a moderate and progressive Islamic State. The government's broad-mindedness provided a breath of fresh air for women's organizations. Musharraf appointed Shahnaz Wazir an activist as minister of state for education and the social activist Omar Asghar Khan to his cabinet. His government filed Pakistan's first CEDAW report by creating a consensus on key themes to promote women's empowerment by involving all the stakeholders. The picture of positivity emerged as greater numbers of females were being educated, driving automobiles, entering the workforce, and standing for election in local contests. On March 8, 2002—International Women's Day—Musharraf announced the establishment of an

autonomous National Commission for Women to work for the protection of women's rights in the country.

The number of seats reserved for women in national and provincial assemblies were increased by reserving 180 seats for women in national and provincial assemblies, a third of seats in local government elections likewise had been reserved. In all, Musharraf's quotas for government seats amounted to 5 percent for women in government service (now 10 percent), 17 percent for women in national and provincial parliaments, and 33 percent for women in most tiers of local government.

Musharraf's government passed laws to rectify this poor image, including the Criminal Law (Amendment) Act of 2004 (enforced in early 2005)—popularly referred to as the “honor killing law,” as it enhanced punishments for honor killings as a deterrence— followed by the federal government's efforts to modify the Hudood Laws by passing the Protection of Women Act 2006.

The federal government tabled the bill—the Protection of Women Bill 2006—on August 20, 2006. Opposition Islamist political parties, led by the Jama'at-i-Islami, lodged an immediate outcry against the reforms, charging that the Hudood Laws were a viable Islamic document and that the reforms “would encourage adultery in society and would further increase obscenity, vulgarity, and western culture in Pakistan.” A select committee reviewed all thirty clauses of the bill; most political parties supported this, except for the Jama'at and the bill became law in November 2006.

A third initiative on women's rights—the Prevention of Anti-Women Practices (Criminal Law Amendment) Bill 2006—sought to end the “social, political, and religious excesses against women” by banning practices such as forced marriages, marriage in exchange for vengeance, and deprivation of women's inheritance.

Fall 2007 was a politically controversial period in Pakistan due to lawyer's movement to reinstate Chief Justice Iftikhar Chaudhry, then renewed concerns about Musharraf's constitutional legitimacy to contest the presidential election, and the return of both Benazir Bhutto and Nawaz Sharif, leaders of the two largest political parties in Pakistan in advance of the upcoming elections, new initiatives to promote women's rights were set aside.

On November 3, 2007, Musharraf issued a proclamation of emergency and suspended the 1973 constitution. This move proved to be fatal, and then he resigned from the army but retained his position as president. Benazir Bhutto was assassinated the next month, on December 27, leaving a political void and postponing the January 2008 elections to February. Ongoing political crises have important ramifications for promoting laws to ensure women's rights.

7.2.7 Five Year Tenure of Asif Ali Zardari (2008 - 2013)

In February 2008 president Zardari appeared on the scene, his PPP government declared promulgation of a national domestic violence act and address sexual harassment at the workplace. Women's rights activists were heartened when the national assembly passed The Domestic Violence (Prevention and Protection) Bill 2009 on August 4, 2009 but was delayed at senate level, but three years later, in late February 2012, Senator Nilofar Bakhtiar reintroduced the identical bill, now termed the Domestic Violence (Prevention and Protection) Act 2012, and it passed with support from all political parties.

A second initiative, unanimously passed in the national assembly on January 21, 2010, was the Protection against Harassment for Women at the Workplace Act 2009. This law made provisions to protect women against sexual harassment in public spaces. This is being implemented quite effectively. Moreover, an Ombudsperson Office was opened to deal with such issues.

Another bill modified the Pakistan penal code and the code of criminal procedure brought further progress in legally empowering women in Pakistan. Passed in December 2011, the first rectifies the abandonment of the Anti-Women Practices Bill in 2009 by listing specific punishable offenses against compelling women to marry, especially "in consideration of settling a civil dispute or criminal liability," including *wanni* and *swara*, as well as depriving women from inheriting property, facilitating a woman marrying the Qur'an, and other "anti-women practices." Additionally, the bill commonly referred to as the acid-throwing legislation, specifically cites penalties for causing harm or disfigurement by using a "corrosive substance," punishable by long imprisonment and fines of up to a million rupees. Another act of legislation promised to make greatest difference of all to effect women's rights and empower them in the future was the elevation of the National Commission on the Status of Women (NCSW) in 2012. NCSW was given greater administrative autonomy to review laws, make recommendations, liaise with provincial governments, and overall gain greater scope, funding, and effect in redressing violations of women's rights.

The geopolitical situation, widespread terrorism and Tehrik-e Taliban Pakistan's machinations, the social costs of militarism and extensive violence and destruction hindered the development in Pakistan and so was the role of legal reform in ensuring women's rights.

Promoting Women's Rights and Gender-Responsive Policies and Institutions, the true test of commitment to rectifying inequities and injustice comes with the effective implementation pro women law. Pakistan till today is navigating the first phase with mixed results. Women are no longer risked being charged with a crime for being raped, and efforts are under way to ensure that women are granted relatively more access to justice though the rising number of

Gender based violence are challenge for the judicial system and the governments in Pakistan.

The Women in Distress and Detention Fund Act 2011 was promulgated to provide financial and legal assistance to deserving women. Moreover, 26 Shaheed Benazir Bhutto Centers for women were established in various districts to provide immediate relief to female victims of violence. Around one million women received direct assistance under Benazir Income Support Program (which is continuing in the form of EHSAS Program).

7.2.8 Third Tenure of Nawaz Sharif Government (2013 to 2018)

The third tenure Of Nawaz Sharif started in June 2013 and in the year 2018, the Pakistani Supreme Court disqualified him however the PML-N government remained in power till mid-2018. The government under his leadership, also believed that the country could not make progress without providing equal opportunities to women which were half part of society. His government, being a state party to the Convention on Elimination of All Forms of Discrimination against Women (CEDAW), led the government to take measures to ensure women's rights as envisaged in the CEDAW had to take multiple reforms to enable women to participate in all walks of life. Youth Loan was introduced to help the youth of Pakistan build a brighter future for themselves, in which 50 percent of the scheme was allocated to women to help encourage women to setup their own businesses and thus allowing women to have equal rights.

The PML-N got approved the Punjab Protection of Women Against Violence Act 2015 passed unanimously by the Punjab parliament. The Act included to set up a women's force at district level throughout the province, which would respond to women's complaints of physical, financial or psychological abuse and offences including domestic violence, sexual violence, psychological and emotional abuse, economic abuse, stalking and cybercrime. The law was hailed in liberal circles, but 30 religious groups, including all the mainstream Islamic political parties, condemn the law and to warn the Punjab government to withdraw it.

7.2.9 Exploring the Fourth Wave in Pakistan

Since 2018, Pakistan has seen a major shift in the feminist landscape which marks a substantial departure from previous diction of feminist theory and practice. On 8th March 2018, 'Aurat March' inaugurated a new phase in activism that seeks to radically transform the social, economic, political and cultural milieu in which patriarchy is lived and practiced. There were other banners such as 'Hum Aurtein' (We, the Women), 'Aurat Azadi March' (Women's Freedom March) as well. On International Women's Day every year, thousands of women, men and

transgender people of different ages, belonging to varying ethnic, religious, class, sectarian and regional groups, march in several cities and have taken the country by storm. This new trend of “Aurat Marches” tore through the fabric of restrictive and suffocating morality by demanding an overhaul of the fundamental structures that oppress and subjugate women and marginalized sexualities such as trans-genders and minorities in both the public and private domains.

Self-Assessment Question

What is your opinion about ‘Women Marches in Pakistan?’

Suggested Reading:

Saigol, Rubina & Nadia Usman. 2020. Contradictions and Ambiguities of Feminism in Pakistan. FES Publications. Islamabad.

7.3 APWA to WAF

From APWA to WAF, women’s activism may not have made universal strides in improving the status of all Pakistani women, but as women’s rights movement it has made significance gains. After Zia-ul-Haq the high profile of WAF’s activism slowed and many of the WAF members limited their involvement to their projects in individual organizations funded by international agencies. The foreign financial assistance to individual women, women’s organizations and NGO’s further supported the governments’ created impression that these activists were pursuing Western agendas. The movement has gone through a process of continuous metamorphosis in which the issues as well as the vision and aspirations have continued to develop and change. According to some, there is confusion about the direction of women’s activism, and a need for deeper analysis and clarity of thinking. Although WAF might have ceased to occupy center-stage, its activists have played a critical role in the modification, and the prevention of the passage of many repressive decisions, Ordinances and Amendment Bills in Pakistan.

This review of successive periods of governance in Pakistan has shown that any government’s agenda for improving women’s status has been superficial and complicit with the oppressive forces in the society. WAF’s agenda was not owned in any real way by any of the governments, each one considering it not to be representative of the majority of Pakistani women. WAF, as a movement, has come a long way in defining its agenda, but probably now needs fresh zeal and persistent strategies to deal with some of the major issues such as discriminatory laws.

Self-Assessment Question

1. What is your analysis of the role of women's movement of Pakistan in the twenty first century?

An interesting review of the Women's Movement is given in the reading below, it is recommended to re-reading the following unit which is a review of the women's activism in Pakistan till late 1990's.

Suggested Reading

Refer to Unit 5: "Women's Movement" Pg. No. 43-51 in Study guide C-9163 /4654 "Pakistani Perspectives on Gender Studies".

7.4 WAF to Women Marches

WAF's activism remained focused on the state and the public sphere. Despite a strong feminist consciousness, WAF did not openly challenge the private sphere where the rebellious and potentially dangerous body of woman is controlled, sexuality strictly regulated, and patriarchy perpetually produced and reproduced.

Sindhiani Tehreek likewise focused on the public sphere of politics and economics. The main demands of Sindhiani revolved around the return of democracy and maximum provincial autonomy based on the principles of federalism. Patriarchy was challenged in terms of a focus on violence against women in the name of honor and its manifestation in regressive religious practices, but the body and sexuality- as produced by a masculine and statist discourse- remained a jealously guarded sacred terrain that was not to be touched.

Breaking from feminisms of the past, Aurat March introduced 'a critical juncture for feminist struggles around bodily rights and sexual autonomy'. Breaking from feminisms of the past, Aurat March introduced 'a critical juncture for feminist struggles around bodily rights and sexual autonomy'. A large number of placards that mocked real life situations were deemed inappropriate and vulgar by a conservative society and media unprepared for sexual rights and body autonomy asserted openly and unapologetically. Challenging and overthrowing this domination, exercised through the patriarch residing in every home, is the ultimate feminist political act. Therefore, the personal is political.

Consequently, a new wave of feminism has emerged in Pakistan. The participants of Aurat March, therefore, challenged not only patriarchy but political, economic, and religious structures which intersect with and maintain patriarchal controls over women and labor.

(This section is dedicated to late Dr. Rubina Saigol)

7.5 Exercises

- Q.1 What was the main agenda of the women's movement the 1960's onwards?
- Q.2 To what extent would you say that the women participated in the Pakistan movement?
- Q.3 What was the role of Women Action Forum against the actions of Zia's government against women?
- Q.4 What do you think are the current trends in women's movement in Pakistan?
- Q.5. The Pakistani public has been very reactive to the "Women March" movement? Discuss.

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Unit – 8

**ROLE OF WOMEN
IN
DEVELOPMENT
OF
PAKISTAN**

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Introduction

Development refers to historical change that is perceived to be linear than cyclical. It gives direction and identifies the course which a particular country or issue follows.

A political scientist Samuel Beer (1974, p.59) defined development as "The concept of development recognizes the importance of time dimension".

The notion of development assumes human ability to influence and control the natural and social environment. Thus, it is an important concept with reference to identification of changing trends of society. Society is built upon interaction of both men and women. Usually, it is assumed that development mainly effects "men" portion of society. However, impact of development is usually on whole society and similarly development is initiated only if both sectors work in hand-to-hand co-ordination towards achievement of goals.

The history of development reminds us that considerable advances have been made by women in some societies through politics, economy, education, law and rights, technology but women have not gained as men have. This is especially true when we talk about Third World Countries, where women continuously have to suffer as second grade citizens.

Pakistan, being a developing nation, also has its share of problems regarding role that women have to play in development. The major hindrance in this regard is the fact that political and social status of women is secondary to that of men. Although a gradual improvement in this regard is shown but a lot is still to be desired. Since the creation of Pakistan women have engaged in struggles for emancipation at various levels. Whether it is politics, economic or welfare, women have provided a solid impetus to prove their strength and utility.

Objectives

Following are the main objectives of the unit

1. To highlight challenges faced by nations in process of development.
2. To elaborate role of women in political advancement of Pakistan.
3. To evaluate legal system of Pakistan with special emphasis on women's rights.
4. To study economic strategies prevailing for support of women's rights in economic sector of Pakistan.
5. To outline a sketch of women's role in households activities in companion to society.
6. To help the policy makers build a system based on equity and equality with regards to gender.

8.1. Women and Politics

Levitt (1990, p.15) said:

"Development is ultimately--- la matter) of the capacity of a society to tap the root of popular creativity, to free up and empower people."

The political reality of general powerlessness of women has been witnessed throughout. There is no doubt that equity for men and women will come only as the result of combined efforts of progressive men and aggressive women. Men must be progressive in using the skills, authority, and power that are available to them to initiate equity strategies for women, and women must be aggressive in seizing opportunities, in demanding greater choice, more voice and improved vulnerability to internal division, a tendency to reinforce sexual segregation and an inability to penetrate main channels of political power and policy making.

Throughout history, women have demonstrated a capacity for collective action through their participation in movements and organizations for change. Women are not victims of bad policies but actors in their own rights and agents of social change. In all countries women are conditioned to act according to the dictates of the social or economic group to which they belong. The participation of women in the political life of nations has usually been directed by men and been used for their own purpose.

Since creation of Pakistan, women have engaged in struggles for emancipation at various levels. Just as the political history of country is divided into various phases, the women's movement has also undergone several phases'. In Pakistan movement, women literally removed their dupattas and made them in to flags. The Pakistan movement provided them first opportunity for work collectively towards a goal. In elections of 1946, Salma Tassaduk Hussain and Jehan Ara Shahnawaz were popularly elected on general seats. When Muslim league was barred from forming the government, 500 women came out on streets in protest and many were even arrested.

Begum Kamal-ud-Din courted arrest in North West Frontier Province; Fatima Sughra was thirteen years old, when she hoisted the National flag on parliament building. All these incidents are few examples of early political struggle made by women. This is continued till- to- date when women like Benazir Bhutto, Aaila Malik and Zubaida Jalal are still struggling on political platform.

Self-Assessment Question

1. Highlight role women in political struggle of Pakistan.

The first political organization formed by women was Democratic Women's Organization (DWA), which comprised of women belonging from middle class backgrounds. DWA raised issues of equal wages for equal work and issues of non-militarisation and peace.

Around 1950, there was demand for adequate representation of women in government and Constituent Assembly. Begum Jehan Ara Shahnawaz was forefront struggler in this regard. Accordingly in Constitution of 1956, women were given the right of vote. In 1964, Fatima Jinnah fought the election against Ayub Khan and this raised questions for women's right to stand for public office. Jamiat -e- Islami, at that time, supported this cause and raised issue of women's status. In 1975, the first UNWC (United Nations World Conference) on women was held in Mexico. This resulted in formation of National Commission by Government of Pakistan for protection of women's rights. Women Action forum (WAF) was formed in 1984, which became the largest organization working for women's political rights till date.

The women's movement in Pakistan has been a dynamic force in historical and political contexts and is still continuing to promote and promulgate women's through the country.

8.2. Law and Rights

Development encompasses more than income and wealth and more than producing" commodities, accumulating capital and balancing budgets. Development is about people and societies, about quality of life and enlargement of human capabilities and people's choice. These further include political freedom, guaranteed human rights and personal self-respect.

While status can be defined and equality be enforced under the law, social mores continue to govern personal conduct. In Muslim majority countries it has been assumed that the rights traditionally conferred on women are sufficient protection for them. However enforcement of laws and visible respect for rights are matters that have not been given much attention. Most women remain ignorant regarding religious rights that are applicable to them. Such laws have profound effect on civic life of women as well as other economic and social matters. Obviously where knowledge of a right does not exist there cannot be any question of demanding it. In Pakistan this problem is to the extreme, as public is not uniformly and equally protected by existing laws due to economic, social and political distortions in social structures. In regards to equalities in the status of men and women that are inherent in the traditional social structure of Pakistan, today are not based on the religion as much as they are based on custom and traditions peculiar to various religious sects. There exists on one hand the right that women possess by virtue of citizenship and on the other hand there are those rights that they possess by virtue of religious edict. Between these two are rights they enjoy as a consequence of social practice.

In last fifteen years, a great deal of discussion on laws has taken place in Pakistan, The women's movement has also vigorously struggled against discriminatory laws. Laws have been used as instrument of control. Cultural traditions find their way in to legal system as Laws. Religion, also determines the kind of laws that a society makes Laws, thus have an impact on all aspects of our lives (Moghadam, V.M. 1990)

There are only 1 percent women in our National Assembly and Senate and men dominate our law- making bodies. Whenever the rights of women are debated religious parties exert a strong influence through Council of Islamic Ideology and Federal Shariat Court.

Activity

In keeping the historical struggle of Pakistani women in mind, analyze the political struggle of any one of present women leader.

The fact that women are discriminated against in society can be seen by observing some laws enforced in our country concerning status of women.

- Theoretically a man may not marry second time without permission of Union Council contrary to this, if he does so, second marriage is legally accepted and man is fined a few thousand rupees only.
- A woman can legally demand her haq metier but the legal process that she has to go through is so harrowing that she prefers not to.
- A man can divorce his wife at any time without giving any reason.
- A woman would have to ask her husband for right to divorce him.
- A man gets divorce within 90 days whereas woman would have to fight a case.
- As far as custody of child is concerned father is considered a natural guardian.
- Hudood ordinance is unfairly imposed on women in which her testimony is unacceptable even though she is liable to be punished equally. A girl of twelve or thirteen years of age would be awarded lashes if found guilty of adultery but if raped, her testimony is not accepted.
- In Law of Evidence testimony of two women is equal to one man.
- With regards to Labor Laws, no laws are present to protect women laborers either in agriculture or in industrial sector.

Self-Assessment Question

1. Name few organizations that are working for rights of women in Pakistan.

The women's movement continue to struggle for protection of their rights, sometimes, through platform of Women Action forum or All Pakistan Women Association (APWA) .The results are definitely encouraging but a lot is still to be desired.

Reading 8.2

Junaid, S. (1999). The role of women in development. Pp.23-37. Lahore: ASR publications.

8.3. Economy

A major source of discussion all around the world remains whether economic development helps or harms women in developing countries. Four models are popularly being studied to account for women's economic disadvantages.

Status Attainment Model

It assumes that women are less valued because of factors that make them less desirable as employees such as marital status, no. of children etc.

Dual Market Model

It argues that women are slotted in to less desirable secondary labor market, which is characterized by lower wages and less advantages.

Marxist Model

Women's inferior status is due to capitalistic oppression and exploitation. They provide stability to primary sector of men

Marxist Feminism

It links women's domestic labor to class structure and job segregation. Both capitalist and male working class benefits from arrangement of women working in household chores and prefers this non salaried labor.

All these models provide solid basis of why women's economic status is weak and their exploitation is on rise. Throughout the world, a struggle is evident to free women from this economic exploitation.

In Pakistan, the pattern seems to be more complex as women are themselves not aware of their economic rights. They play a very significant role in their homes as well as in national economy. They spend a great deal of time and energy in housework, working in fields and looking after domestic animals. Since this is regarded as part of women's role in family, economic value of their work is overlooked. Men mostly own land and women are either deprived of their share in property or men control their shares. As a result, they cannot use land as collateral to obtain bank loans. Thus, economically they keep on losing benefits. International trade agreements such as GATT and SAP (Khan, N.S. 1995) are potentially disastrous for women. But women's concerns are not only less important to governing bodies but also to women themselves.

Women of Pakistan have traditionally been economically dependent and their condition and status has always remained tied to that of male guardians. This further implies that if only a limited number of opportunities are open to men then opportunities open to women will be more limited. The high level of

unemployment has a direct effect on the condition and status of women. In job market even educated women of equivalent caliber are treated as less preferred group compared to men.

The policy makers must take this fact into consideration that women of Pakistan not only bear pressures of early marriage but also other hidden pressures which prevent them from undertaking productive activity outside home. Such factors can be political, socio-religious, and cultural. It is necessary to consider and evaluate the importance of those particular laws, customs and social practices that prevent women from participating in economic activity. The need of hour is for the national statisticians and planners to recognize economic value of women's labor. They should be included in strategies for development and agriculture. Positive, permanent change in the condition of women can only come about through their active participation in national economic life. Measures must be taken to ease women into the mainstream of national economic life. This is the only way in which the economic isolation of women can be broken.

Activity

Interview one working and one non-working women to observe the status discrimination between them in their homes and society.

8.4. Women's Work

In most of the countries, women are made to assume responsibility for household in addition to full-time employment. A study of women workers and fertility rate in East European countries suggests that many women are working for financial reasons, and that, if given a choice, they would prefer to rely on their husbands income and withdraw from the labor force. In the work place, legal decrees have gone a long way towards reducing inequality between men and women. In home, however it remains similar to that found in past and in other regions of world. In Third World Countries like Pakistan, many policies are there to help women fight against indiscriminate sexual division of labor. But their application is unseen. The major hindrance in this regard is the fact that as long as women are economic dependents on male kin rather than owners themselves of productive assets, they will continue to be devalued (Moghaclam, V.M. 1990).

When employment statistics in Pakistan are calculated, only paid-work or profit oriented activities are included in these statistics. Women who perform household tasks and work in fields are not acknowledged, For example, the statistics of 1981 found that only 176 women are involved in agriculture. Naturally, no national programme would be made of only 176 women.

The fact that women have to perform household responsibility, childbirth and related issues a long with working outside home takes a definite toll on

women's health. Whether we take into account urban or rural population, both women are suffering from continuous discrimination for their true rights. This situation emanates from social practice. Work traditionally performed by women, is not considered work unless it is done outside of a women's own home. Part timework is, however, a category of employment where women are encouraged to engage in. Female workers in part time jobs may perform their tasks competently but are not given the job security and privileges of regular workers, this is a type of discrimination that is practiced throughout the world and appears impervious to change. Another very painful stressful form of employment is the "ad hoc" and "contract" system prevalent in Pakistan, whereby women are given professional jobs for which they are fully qualified on a temporary basis only. Renewal of appointment is at the pleasure of the appointing authority and there is no notice prior to dismissal. The uncertainty of such positions makes nervous wrecks out of women occupying them and certainty does not do anything for their efficiency.

Without exception, the status of women improves within the home, as well as outside it, as soon as they achieve a degree of economic independence. In many areas women have shown their willingness, and ability, to fill the gap. The advantages that accrue to society as a result need to be monitored and studied. The large-scale employment of women needs to be considered and promoted seriously, in a positive manner. More of the accepted professions for women include teaching, medical and managerial positions. They are encouraged, in fact, forced to limit their choices to these professions.

The need of the matter is that women's needs and interests must figure in all government policies and planning. Their work, which is vital for survival of families, should be recognized. There has been definite progress in this direction. Whereas women were completely absent from seventy-five year plan they have been included in eighty-five years plan. It acknowledges that women's participation in development programmes is essential. Thus, a lot of improvement is expected in a decade or so.

Reading 8.4

Ahmed, N. (1995). Rural Women and Agriculture. In Khan and Zia. (Eds). Unveiling the Issues. Pp.33-39. Lahore: ASR Publications.

8.5. Social Welfare

Social policy is an inevitable part of modern life and gender is inscribed in it, either for or against women. Throughout the third world, women continue to suffer high rates of illiteracy and fertility. In many developing countries, social policy inadequately provides health, education and welfare for women.

The 'struggle for social welfare of women in Pakistan began as its formation was finalized. Two women's organization were established namely, Women's National Guard and Women's Voluntary Service. They, then, later came to be known as APWA (All Pakistan Women Association), which raised issues of health education and family laws within the framework of welfare. Several other women's organisations also emerged like Federation of University Women, Nurses Foundation and Family, Planning Association of Pakistan. They were primarily oriented towards raising issues of rights to education and equal employment opportunities for women. In 1967, Behbood Association was founded which along with APWA are working side by side to raise women's status in the country (Haroon, A.1995).

The issues raised by these organisations not only concern welfare of their own community but they condemn any injustice occurring at humanity level. The major social issue regarding Pakistani women's welfare include.

- Role of literacy among rural women.
- Violence against women whether domestic or at work place.
- Sexual harassment.
- Discrimination against women.
- Low wages and fewer facilities given to women.
- Social awareness of rights.
- Media image of women promulgated by both electronic and print media.
- Equality with respect to legal rights.

Segal (1987, p.80) said

"We did want real power, in every sphere. By power we meant not the power to control and dominate others --- but rather the freedom and space to express our own desires, creativity and potential to flourish and find our place in the sun"

As far as women are concerned urbanization, development, social opportunities, educational opportunities and other changes in the status quo often leads to greater personal insecurity as the existing and known patterns and codes of conduct break down. Changes in behaviour patterns and social values also have the same kind of effect on women. Under the circumstances it is not surprising to find women in Pakistan today more fearful and more insecure with regard to their position in society, and more confused with regard to their status in national life, than ever before. Acknowledgement that this situation exists could be the first step towards carving out new pathways for them.

Self-Assessment Question

1. Highlight some of the major social issue regarding Pakistani women's welfare.

8.6. Directives for Policy

Integrating women into development thus remains not only a valid goal but a radical one, as it challenges social and political structures, the distribution of wealth and cultural mores. An effective strategy must integrate economic, political, legal, and cultural aspects at the domestic regional and international levels. The long-term goals of social equity and full participation of women in decision-making processes requires following concrete steps.

- The protection of women's existing sources of livelihood.
- The elimination of discriminatory legislation in ownership and control of productive assets.
- Agricultural incentives.
- The support for extra household forms of organisation of women's labour and assisting with self-employment.
- Improving work conditions of women in formal sector.
- Public work programmes/ Social services.
- Ensuring access to health and education services.
- Awareness on women issues.
- The encouragement of an increased capacity for political empowerment and organisation.
- Action against degradation of women.
- Shifting resources into primary health programmes.
- Improving media image of women.
- Violence should be considered as a gender issue.
- Judicial system must encourage women to fight their rights.
- Women's contribution in mainstream development must be recognized.
- Agricultural sector must introduce proper reforms with regards to women development.
- Increased awareness with regards to educational development of women.
- Gender injustices must be incorporated in the policies.

8.7 Exercises

1. Give the importance of the concept of development in a nation's prosperity.
2. Describe whether feminism and modernism can be co-related.
3. Give various suggestions to improve conditions of women in Pakistan.
4. Discuss in detail various status differences between working women and non-working women.

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Unit – 9

**IMPEDIMENTS
IN
WOMEN DEVELOPMENT**

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Introduction

The word Women¹ is used to define the almost half population of the world. It is the name given to a mother, a sister, a wife, an aunt and so on. Looking for the dictionary definition of the word we would find a slight error in nuance. On one hand, it means an adult of the female race, a wife, and on the other hand it could also be a 'man over-concerned with domestic niceties'. Somehow this definition of women makes one think about the status that people of such description achieve. It does not even come close to paying homage to the contributions of millions and millions of women in the world.

This approach signifies the orthodox mentality of many. It takes away the respect a human being is entitled to. The most important factor that hinders or impedes the improvement in the status of women is this basic factor. Recognizing women as a living being. One, which is entitled to certain privileges, rights and even duties. This article outlines the factors and reasons. that impede the development of women in various aspects of life.

Objectives

This Unit is based on recognizing factors that serve as hurdles that woman have to jump over, in order to achieve their occupational and professional roles. It should enable you to:

1. Describe the manner in which society and cultural values hold women back.
2. Be able to recognize the invisibility of women and their work.
3. Explain the role of women in Agriculture and how 'stereotypes' help in minimizing its importance.
4. Elaborate how laws and regulations continue to aid the factors that hinder the chances of women in developing to their potential.

Interest and endeavors of professional women and men around the world have made the issue of women development an important concern for policy makers and service providers around the world. These include the thousands of networks, government programmes and non-government organizations that are working to help women achieve their rights for justice and independent existence. The result has been the generation of considerable amount of new information.

Despite the advancement, women still cannot be considered completely developed or empowered. Academia and sociologists have come to realize the importance of developing women in order to achieve a balance of gender in the world.

Kazmi, S., 1990, believes that there are factors that underline the non-representation of women at the national level. She believes that education and

¹ *The chambers dictionary, 1994, (ed).Catherine Schwarz (2nd ed). England: The University Press.*

health related issues are the factors that are especially necessary for women. But the planning of these very factors ignore women. Giving rise to planning that is not very suitable for women. Other factors that affect the development of women adversely include:

- 1) Low expectancy of life
- 2) Marriage age
- 3) Low rates of inclusion in the labor force
- 4) Education

9.1 Factors Affecting Women Development

Women constitute one half of the world's population. Empowering women means empowering half of the world's population. Women are central to the development of every family unit, community, society and country. Women may either support a family solely or partly. Therefore, any plan that is initiated to uplift the living conditions cannot ignore the importance of work that women do. Their effectiveness rests upon the extent to which they incorporate women.

Although women are the main providers of basic services in poor settlements, their key role remains largely unrecognized. They are subject to special constraints in obtaining adequate housing and in participating in human settlement development efforts at all levels. Equitable distribution of development benefits is a fundamental principle, hence the need to remove these constraints.

To empower women is to increase their control over the decisions that affect their lives. This is true for both within and outside the household. Within the home, her advice should be given importance. Since women are considered to be homemakers, they should be considered responsible enough to handle matters related to smooth running of the home. Matters related to the upbringing of the family, the health, nutrition or any other decision-making matter related to daily living should be considered the domain of the women of the house. Even outside the home, women should be deemed important enough to see their advice. Women work can be divided into three main categories. Women's roles encompass work in all these categories, and this is referred to as women's 'Triple Role'.

9.1.1 Productive Work

It involves the production of goods and services for consumption and trade (farming, fishing, employment and self-employment). Most people are engaged in productive work. This kind of work includes work that is paid or generates an income. Both women and men are involved in productive activities, but for the most part, their functions and responsibilities differ. This division is due to the gender division of labor.

More often than not, men are held responsible for productive work. But studies have shown that women are equally likely to engage in productive work. But women's productive work is often less visible and thus less valued than men's.

9.1.2 Reproductive Work

Despite the popular belief, reproductive work involves the care and maintenance of the household and its members, including, food preparation, water

and fuel collection, shopping, housekeeping and family health care. Otherwise one usually takes the label 'reproductive work' to mean the bearing and caring for children. This is considered to be the responsibility of the women and girls.

Reproductive work is crucial to human survival, yet it is seldom considered 'real work'. And it usually falls on part of the women. In fact, it is believed to be the moral and obligatory duty of every woman to take care of the domestic front. Terms like obligation and duty remove the need to credit women for their work.

In poor communities, reproductive work is, for the most part, manual-labor-intensive and time-consuming. This holds true for other communities with good resources also. But the tendency to discredit women's contribution is seen with less frequency in the urban setting. But the inclination is still there.

9.1.3 Community work

It involves the collective organization of social events and services, ceremonies and celebrations, community improvement activities, participation in-groups and organizations, local political activities etc. Both women and men engage in community activities, although a gender division of labor also prevails here.

This type of work is seldom considered in economic analyses of communities. However, it involves considerable volunteer time and is important for the spiritual and cultural development of communities and as a vehicle for community organization and self-determination.

Self Assessment Question

1. What are household chores?
2. Does community benefit from the contribution of women?
3. What are the factors that affect women?

9.2. Set Backs to Women Development

An enumeration of the factors that impede women development can be summarized as:

9.2.1 Economic Autonomy

There is an increased perception of women attaining economic autonomy. Governments need to introduce a variety of measures that address women's economic and social rights, equal access to and control over economic resources and equality in employment. Other measures include rectification of international labor conventions legislation to make it compatible with these conventions.

The importance of a gender perspective in the development of macro-economics is still not recognized. Many women work in the rural areas and the

informal economy as subsistence producers, and in the service sector with low levels of income and little job and social security. Many women with comparable skills and experience are confronted with a gender gap and lag behind men in income and career mobility in the formal sector. Equal pay for women and men for equal work, or work of equal value, has not yet been fully realized.

Gender discrimination in hiring and promotion and harassment in the work place persists (Bureau Report, 2002). Progression in professions, in most cases is still more difficult for women, due to lack of structures and measures that take into account maternity and family responsibilities. In some cases, persistent gender stereotyping has led to a lower status of male workers as fathers and to an insufficient encouragement for men to reconcile professional and family responsibilities. Lack of family friendly policies regarding the organization of work increases these difficulties. Effective implementation of legislation and practical support system is still inadequate. The combination of remunerated work and care-giving within families, households and communities still lead to a disproportionate burden for women, as long as there is insufficient sharing of tasks and responsibility by men. It is still also women who perform the largest part of unremunerated work.

9.2.2 Patriarchy

Patriarchal barriers to female work participation predominate in the formal sectors of many economies. The dream of female-based developmental approaches remains in organizing a movement aimed at pushing for governmental recognition and assistance. They want government-based organizations to provide the loans and other (technical support that women need to develop regular businesses. But this dream has failed to come true in most developing countries, like Egypt, much of the Middle East, India and Pakistan.

Patriarchy constrains women in all facets of life. Control of women's productive abilities and sexuality is held in men's hands. Patriarchy limits women's ownership and control of property and other economic resources, including the products of their own labor. Women's mobility is constrained, and their access to education and information hindered. In these ways, patriarchal structures perpetuate the enduring gaps between the opportunities available to South Asian women and South Asian men.

It is important to recognize that not every individual man subscribes to an overt patriarchal ideology, and not every individual woman is in a subordinate position. Yet there is an overall structure of patriarchy, which allows men, in general, more mobility, authority and control, than women, in general. And, while both sexes suffer due to being locked in their rigid and narrowly defined gender roles, it is the women who pay the price in a much more obvious way.

9.2.3 Under Reporting & Invisibility

Most official data sources about women's labor force are however unreliable and implausible. One basic reason for biased statistics is the difficulty in identifying or recognizing the exact nature of the work. Officials hold that most of the work done by women is "invisible". Moreover the cyclical and seasonal variations in demand for female labor are usually not captured.

Second reason for absence of statistics is "Under Reporting". Their work normally centers round household chores and neither men nor the women recognize its importance. Thus most of the work they do comes in to the category of "helping out my husband". This factor may also be further aggravated by the vague and arbitrariness of male enumerators regarding "productivity", "female participation", etc. Despite absence of these figures, the fact is that women are active in the informal economy, and very much so. The problem is underreporting, which is rooted in cultural norms that dictate that women should remain in the home and subordinate to men norms that are particularly strong among the poor. As a result, unless women are formally employed, they tend to deny that they work at all.

- Deepening of poverty levels
- Gender inequalities and disparities in economic power sharing, tr Unequal distribution of unremunerated work between men and women,
- Lack of technological and financial support for women entrepreneurship, la
- Unequal access to, and control over capital, and resources particularly land and credit and access labour markets, as well as all traditional and harmful practices

9.2.4 Education & Training

There is an increased awareness all over the world, that education is one of the most valuable means of achieving equality between the genders. It also is a simple tool in development of women. Measures are taken up by all governments enhance women and girl, child's education and training at all levels.

As per the 1998 census, female literacy rates remain low at 32.6%. Although enrollment of girls has increased at a higher rate at all levels, their participation rate is much lower so that gender gaps continue to persist. And while participation rates of girls in urban areas have increased due to a policy of co-education at the primary level, high drop out rates beyond primary persist as a result of lack of opportunities, mobility issues as well as traditions and cultural norms constraining the access of girls and women (especially in the rural areas), to higher education (Alam, M , 2002 — 2004).

Economic, Social and infrastructure barriers as well as traditional discriminatory practices have contributed to a lower enrollment and retention rates for girl in educational institutions. In fact it would not be wrong to say that the issue is an outcome of an amalgamation of all these issues combined together. Majority of the population of Pakistan lives below the poverty line. Therefore their priorities are dependent upon their financial conditions. Since traditionally, the male child is believed to be the future of a particular family, efforts are usually aimed to give him all the opportunities to grow (physically and professionally). If a family can afford to educate only one of their children, they are bound to choose a male child no matter how undeserving he is of the "honor". The female child is believed to be educated if she is trained in house work and all the other skills needed to make her an ideal wife and a mother in future.

Traditionally assigned gender roles limit women's choices in education and careers and compel women to assume the burden for household responsibilities. A lack of human and Murices hinder initiatives and programmes aimed at women's increased decision making.

9.2.5 Mobility

Women are less mobile as compared to men, they can't travel easily, they can't go out at night, and they can't stay away from home or go on tour, take field trips or work on-site in the way that men take for granted. The restrictions on their mobility adversely affect women's ability to do their work in most professions.

The lack of mobility of women not only limits their output, but their inputs as well. Unlike male workshop owners, women are unable to search for their own raw materials and are forced to depend on their client-stores for supplies. These women usually produce goods in their own homes, making beedies, garments, and artistic products etc. They are paid according to the number, or, weight or size or items they have produced.

The hours of work vary from part timework of tour to five hours to an over extended day of fifteen hours. Their earnings for an 8-hour working day arc not more than RS. 3/- per day as in case of skilled worker in Karachi and as low as Rs. 1/- par day in the market. While cooperation might seem to be a good idea, with some women getting orders, and others filling them, women tend to be competitive and secretive about their clients, and only very close friends and relatives share information for fear of losing what little income they have.

Reading 9.2 (b)

Alam, M. J (2002 — 2004. Women Development, Social Welfare and Special Education Division. Government of Pakistan, Women Division. www.nakistan.gov.nidwomen-development-division/nolicies/nw-policy06.html.

Social scientists use the term "social mobility" to explain the process by which an individual changes status. Mobility can be upward, downward, or horizontal. It means the extent to which an individual can enhance her/his status in life. This can either be done by working according to one's own potential or by availing all opportunities that come one's way. Hassina² for example, bought a sewing machine last year from her aunt after learning the trade at an income-generation project. She sews shirts and pants for a store in Lahore introduced to her by her aunt, but is hesitant to approach other stores by herself. As a result, her earnings follow the store's seasonal gyrations. She gets steady work in August and September as the school year starts, but the orders nearly evaporate by the New Year. With this unreliable income, she still has not been able to pay off her sewing machine.

Reading 9.2 (c)

Liddle, J. & Joshi, R. *Daughters of Independence: gender, caste and class in India.*

Activity

Can you think of careers for women that require mobility and those, which do not require mobility?

9.2.6 Cultural Barriers

The minefield of cultural norms that women must maneuver in order to work creates real impediments and encourages an unhealthy caution, both of which keep them from turning their operations into real, thriving businesses that are capable of fueling development. The need to work in-side or close to their homes, for instance, usually limits women to petty street vending or home-work mainly sewing clothes or assembling simple objects that are sold by others.

Take for example the case study of a nineteen-year-old Naseema, the surrogate mother for her younger brothers and sisters after the death of their mother, started to sew in order to supplement the meager earnings of her elderly and often sick father. She bought a sewing machine which she obtained on a loan. She finds she can only get occasional work from her equally impoverished neighbors. Searching for orders from stores or factories outside her neighborhood, however, is not an option. Her family is very traditional, she explains. "No woman has ever crossed the boundary of the house to earn money, nobody goes out," she says simply. "It isn't possible."

² *A fictitious name, and story has been created using data from other sources.*

Thousands of other women like Naseema who do manage to get outside the neighborhood are often reluctant to fully exploit the advantages of mobility.

9.2.7 Institutional Sanctions

Initiatives and programmes aimed at women's increased participation in decision making were hindered by a lack of human and financial resources for training and advocacy for political careers; gender sensitive attitudes towards women in some cases accountability of elected officials and political parties for promoting gender equality and women's participation in public life; social awareness of the importance of balanced participation of women and men in decision making; willingness on the part of the men to share power, sufficient dialogue and cooperation with women activists/Non Governmental Organizations along with organizational and political structures, which enable all women to participate in all spheres of political decision making.

In many nations progress has been achieved in terms of the Visibility, Status, Outreach, and Co-ordination of activities of National machineries. These machineries have to be instituted or strengthened and recognized as the institutional base acting as "catalyst" for promoting gender equality, gender mainstreaming and monitoring of the implementation of the platform for action. This would lead to eradication of all forms of discrimination against women. Gender mainstreaming should be acknowledged as a strategy to enhance the impact of policies to promote gender equality. The goal of the strategy should be pointed out, for example, that knowledge of women's economic contributions can be useful for human resources planning, agricultural policies, policy on the informal sector, and adjustment and stabilization policies in time of economic crisis. More generally, better gender-disaggregated economic data will improve policy on employment, income distribution, social security, access to credit and training, and other related areas.

Reading 9.2 (d)

Unpublished report, twenty third special session of the general assembly entitled "women 2000: gender equality, development and peace for the twenty first century. Titled: Further actions and initiatives to implement the Beijing declaration and platform for action.

9.3 Socio-Cultural Factors

Society plays an important role in the deciding the role a certain individual is going to play in the development and functioning of the individuals of that society. Our society subtly dictates what it expects. Every society has a certain structure. That is the way in which the society is organized into predictable

relationships, patterns of social interaction (the way in which people respond to each other). These patterns are to some extent independent of the particular individual; they exert a force, which shapes behavior and identity.

Our experience with society begins at birth. As infants other people populate our world, and we are at the mercy of others for our physical comfort or discomfort. Almost every aspect of our world involves other people. Early childhood is influenced mainly by our family, where the socialization process is unintended and takes place informally as a product of social interaction between people in extremely close physical and emotional proximity to one another. Life within the family of orientation usually provides us with a stable-nurturing environment in which the socialization process can flourish.

Activity

Take an interview of a woman, say around 25-35 years of age, married and belonging to the middle class. Make a list of how her manners and attitudes reflect her family values.

Self Assessment Questions

1. What is meant by patriarchy?
2. Make a list of factors that you think impede women development. Can you identify which relate to your life?
2. What is main factor that impedes women development?
3. Should women be given importance when planning for their development?
4. Can you identify a case study where a woman has refused to let social and political factors to impede her development?
5. How can women increase their mobility?
6. How many types of mobility exist for women?

9.3.1 Socialization

Socialization is the process of shaping behavior of the child. It is through socialization that an individual acquires character, attitude, belief patterns and most behavioral traits. Functions of women, and of men, for which the necessary qualification is the sex of the individual.

9.3.1 (a) Socialization by the family

At the birth, a child is only an organism with energy to act but no specific inner direction for the action. Immediately after birth, the family of the child starts to develop a relationship. Which obviously is related to specific positions and roles in the social system of the family.

Through these relationships the social system provides the direction for individual behavior. It provides the patterns that need to be confirmed by the child. The initial contacts of the child are the mothers and the fathers. They not only care for the child, they initiate him/her into the world. It is at this point that the child starts to identify differences in the behavior of both the parents. Initially, the child may only identify the physical differences. Gradually he/she starts to pick up minor differences in behaviors of not only the parents but the adults in the family. This is because fathers and mothers establish different kinds of interaction and relationships with their sons than they do with their daughters. The interaction of a father with his son is of a male in his society and vice versa. Additionally the interaction of the parents is the first step in teaching the little girl/boy the roles associated with genders³. Children playing house provide an example of little boys and girls who have observed the roles associated with mother, father, husband, and wife, and are practicing for the times when they will occupy those positions. This may even involve other parental figures like aunts and uncles, grandparents, elder cousins etc.

Society serves as the natural surrogate parents of the child. Every society has a set of ideas about what people are supposed to believe and how they should Dr. Hafeeze (1993) writes in one of her reports that children in Pakistan are neglected. But this especially strikes the girl child (thus women too). Statistics indicate that the 'girl child is brought up in a continuous process of social discrimination, which is bred and reinforced by socialization at home.... To the extent that discriminatory attitudes are internalized ...as part of culture.' (Hafeeze, 1993, p. 1).

9.3.1 (b) Socialization by the School and Peers

The school also influences the socialization. Its effectiveness is, to a large extent, dependent upon the nature of any prior socialization, which we bring with us. Schooling provides an environment where new and diverse information can be learned and is the place where "specialized skills and linguistic abilities" are taught. School forces us to learn to behave in a group setting by putting our learned patterns of behavior and thinking into practice. We are exposed to teachers who exert a new kind of authority and punitive sanctions to enforce appropriate behavior. As students, we are evaluated on our mastery of this "hidden curriculum" just as we are evaluated on our mastery of the formal syllabus. Schools change individuals, "not simply by adding to their store of knowledge and intellectual skills, but also by inculcating in them attitudes" which are consistent with their future social roles.

³ See material available [online]; <http://www.umsl.edid-rkeel/010/socializ.html>

Socialization largely takes place as an "unintended consequence of the interaction" with peers and teachers. Peer group influences play a large role at this stage and our commitment to educational attainment becomes, to an extent, dependent upon how we see ourselves in relation to our peer group in the system of "symbolic rewards". Within this subculture we become aware of the value of conformity and behavior consistent with that particular group. However, acceptance of alternative ways of behaving does not necessarily mean a total shift away from our internalized value system. Different behaviors are adopted for different situations.

We fit comfortably into the school sub-culture if our values and "cultural baggage" are consistent with those of the school. We feel alienated if the behavior patterns expected in the school are different from those at home. "School not only advances those students who possess 'cultural capital', it also helps to provide it". Family of orientation still plays a part in this secondary stage, but to a lesser extent. It is through these numerous influences and expectations that we are prepared for transition into the next phase of socialization.

The stereotyping of gender roles provides certain clarity of responsibility in day-to-day affairs. However, it exacts an enormous price. Of the various consequences the most important ones may be summarized as

- Societies do not profit from the equal intellectual capacity of women. This is because their potentials get stuck into stereotypical boundaries.
- Men are denied a nurturing role in the family
- Men engage in unhealthy behaviors in attempts to live up to gender stereotypes
- Women are allowed fewer opportunities to develop, and use their intellectual capacity

The disparity in gender roles reflects the subordination of women, which is influenced by women's reproductive role. Because women's reproductive role is invisible and unpaid, it is therefore not valued. As long as it is not valued, women will be seen as inevitably less capable in other roles i.e. those involving productive and community activities. They will be discouraged from participating in/contributing to many tasks, which are typically reserved for men, and they will be seen as needing "guidance" ("control") by men regarding decisions concerning their lives.

Essential in the interacting situation is the identity of each participant, for not everybody is supposed to expect the same thing. In life, very broad positions are first acquired. We begin with a general identity—such as that of class, sex, and family, which will later govern our position in many particular situations. As we go through life we acquire more specific positions that serve to strengthen or modify our initially assigned identity.

Many social scientists share the belief that society is stratified along several dimensions and that this stratification reflects and maintains differences in power. Gender is one powerful line along which society is stratified, and socialization into traditional gender roles ensures that this stratification is maintained over time. Central to gender role identity are scripts and schemas that dictate proper behavior in heterosexual relationships.

Social order is a human product. Or more precisely, an ongoing human production. Man in the course of his ongoing externalization produces it. Social order is not biologically given or derived from any biological data in its empirical manifestations. Social order, needless to add, is also not given in man's natural environment, though particular features of this may be factors in determining certain features of a social order (for example, its economic or technological arrangements). Social order is not part of the "nature of things," and it cannot be derived from the "laws of nature." Social order exists only as a product of human activity. No other ontological status may be ascribed to it without hopelessly obfuscating its empirical manifestations. Both in its genesis (social order is the result of past human activity) and its existence in any instant of time (social order exists only and insofar as human activity continues to produce it) it is a human product.

9.3.1 (c) Social Hierarchy: Class and Caste

Among society specific consideration is given to class and caste. The class structure appears to have been built on the traditional divisions of caste in that the British for administrative posts, and the middle class developed from this group offered education to the upper caste (Saigol, 1995).

The privilege of class precede the subordination of gender to the extent that middle-class women are able to afford higher education, that only women from highest occupational class categories are able to enter the professionals, and such women are able to be economically and socially independent, to have interesting work, and to acquire their own and social status aside from their relation to men. But these freedoms are limited by the ways in which the disadvantages of gender take precedence over the advantages of gender.

The class system retains the hierarchical system of rewards and occupations from the caste structure, which is based on individuals. The class system also retains the idea of middle class women as " stay at home wives" or "home makers."

9.3.2 The Dictates of Culture

The meeting ground of all sociological abstractions is the interacting situation. The essence of any social situation lies in the mutual expectations of the

participants. These expectations rest to a great extent on the norms applicable in the situation. Every culture evolves Folkways and Mores to cover typical situations, thus furnishing a pattern for the mutual expectations of the interacting parties. In this sense almost every situation is culturally defined.

Men are responsible for their family's financial and physical needs and they work outside the home. Pakistani culture defines the role of the man as the primary breadwinner and provider of shelter. Norms of society state that the women need not work if the husband can provide all the necessities of life, home, security etc. Failure to do so is a shame and it is only then that women work. Women usually work only when the primary bread earner is ill has died or is absent. Under normal circumstances a significantly smaller proportion of women do paid work.

The trend is slightly changing in the major cities of the country but people still don't pay proper homage to working women. Only those women who work in teaching line are looked upon as doing something worthwhile, and hence respectful.

Additional understanding of the process of socialization:

Reading 9.3 (b)

Brehm & Kassin. Social Psychology. Dallas. P. 155-168

The above attitude tends to have a spillover effect at work, where male employers regard women as being less capable than men and unfit for responsible positions, claiming that their family obligations should take priority. This negative attitude and traditional stereotype towards women is fairly widespread. It has been seen that almost all societies, be it a third world underdeveloped society or an industrialized society. All tend to violate the rights of women. Some people may even twist and turn the commandments of Religious doctrines to keep women at home. Because the venture of women outside the home is a threat to most men.

The cultural argument suggests that we learn gender appropriate behaviors from those around us, something that is called "conventional wisdom." There are certain unwritten rules that dictate the thinking of the masses of an area. These rules are not abandoned, even in face of valid arguments. A few of the claims that are embedded extensively with culture are:

- That women are the primary caregivers. They can't and shouldn't take on any other role.
- Their intellect and problem solving ability is minimal.
- Women come out of their house to avoid responsibility and have a good time in the office.
- They are on mission to find a good husband for themselves.

9.3.2 (a) Male Domination and Female Subordination

The society in Pakistan is primarily male dominated. There exist a system of male domination and female subordination in economy, society and 'culture. Male domination of Ownership and control occurs at all levels of society, which maintains and operates the system of gender discrimination. The culture of Pakistan is believed to be patriarchal. Patriarchy comes into action on three basic levels of human development,

a. Interpersonal

The elders of the family enforce the interpersonal level. Parental figures, which include both fathers and mothers, tend to be the first teachers of gender roles. One study indicates that parents have differential expectations of sons and daughters as early as 24 hours after birth (Rubin, Provenzano, Az Luria, 1974). Children internalize parental messages regarding adult role differences. One study found that children at two and a half years of age use gender stereotypes in negotiating their world and are likely to generalize gender stereotypes to a variety of activities, objects, and occupations. Children even deny the reality of what they are seeing when it doesn't conform to their gender expectations (i.e., a child whose mother is a doctor stating that only men are doctors).

Sons have a definite edge as far as parental preference for children is concerned. Most parents prefer male children to female children throughout the world. Also, people who prefer sons are more likely to use technology for selecting the sex of their child. This preference for male children is further emphasized by the finding that parents are more likely to continue having children if they have only girls than if they have only boys.

Reasons given by women for their preference for sons are to please their husbands, to carry on the family name, and to be a companion to the husband. Reasons for wanting daughters include having a companion for them and to have fun dressing a girl and doing her hair.

It is usually the maternal figure that initially impedes the healthy development of the girl child. A mother usually dictates the likes and dislikes of the father and thus society to her daughter. Thus limiting her choices in life. Housework is considered extremely important. Education is accepted as long as it doesn't hinder her training in house management. Since the supreme duty of every girl is to get married at a suitable age and be a good wife. Intellectual maturity and development of personality are least thought of issues in the development of a girl.

The society of South East Asia is an orthodox society. It is an absolute not for the parents to be supported by a daughter. Since it is considered a major duty of the son to support his family, he is to be considered the natural successor of the father. Thus when the daughter supports or wishes to her parents, it becomes a source of embarrassment for the parents. It may be acceptable for them if their daughters "contributed" to the finances of the family, which is so in many families. But females being the sole breadwinners of the family is considered to be an indicator of the "uselessness" of the male members of the family.

Secondarily older female relatives also control the behavior of the young girls and teach them "correct" patriarchal norms. The most effective tool used by them is "gossip". The recounting of incidents of women's 'immoral' behavior in the community is a power tool of control. Any encounter with a neighbor or an aunt is laced with anecdotes of the latest in the community. It includes a discussion on the moral and behavioral values that are prevalent in the society and may be followed by talk of the local girl who eloped with her paramour and how the "dishonored" father and brothers beat her up. This kind of gossip serves to instill enough fear in the heart of the young girl to prevent her from ever exercising her legal and political rights in choice of marriage partner or other matters.

b. Institutional

The institutional affiliations of a person exert their pressure by explicit and implicit demands. It relates to the extent one is autonomous in the decision taking in one's own life. And how much assistance is being provided by existing machinery to enable the particular persons to raise their standards of living⁴.

c. Legal

The laws and regulations that are imposed on person formally dictate what status a person may have in a community. This is so because it dictates who can have access to what, what types of facilities can be provided to a person and the pay scale. All this is usually deceived on the base of gender.

9.3.3 Effects of Religions

Although gradually changing among the more educated modern religious societies, conservative societies hold traditional socio-cultural stereotypes and attitudes about the role of women. These conservative and traditional attitudes highlighted in the literature of women in the religious doctrines that portray women's primary role as a wife and mother.

⁴ Please see the following site for further information/discussion:
<http://www.ids.ac.uk/bridge/dzb5.html#key>

All orthodox religions believe that the rightful place of women is in the house. She is to remain at home, fulfill her duties of a good wife, a good mother and a good daughter (Salahi, 1993). And that it is the responsibility of the husband to provide for the wife and subsequent family. Thus ignoring the fact that most religions offer a guideline and not absolute rules.

Women are not looked upon as having the abilities and potential for developing professional careers. They are portrayed as being inferior to men, naturally emotional and unsuitable for leadership positions. Such elements usually look down on the morality of women who may achieve a good career or position in life. Such conservative do not accept the concept of professional working women in traditional societies, the idea of women working is degrading and disgrace to some men who consider that it is their responsibility to provide for their wives and family. Therefore, they maintain that first and foremost, women should prepare themselves for a domestic career of being a wife and mother. Work should only be considered as a last option under extraneous conditions and circumstances⁵.

Some of these deterrents include a generic stereotyping of women reflected by Religious societies. Negative male attitudes also affect professional workingwomen. There is an unspoken "silent" policy of discrimination against women at work, the presence of a "Glass Ceiling" preventing women's accessibility to top management positions, absence of a professional women's network, lack of professional management training programs for women, and lack of affirmative action for promoting and ensuring women's presentation in the labor force as well as in management positions.

9.3.4 Views of Feminists

Feminist Critique of Gender Role Socialization believes that Power and control are the real social motives behind establishment and maintenance of the patriarchal system (Barrett, 1986). That is why there is a division of sex roles. Additionally the belief that these social roles are, reinforced through the division of labor. Not simply differential socialization, the assertion is that there is no motivation for men to relinquish any of their power and control to women (abortion issues, equal pay issues, child care issues). They analyze that: Men have power and privilege by virtue of their sex. Which women do not.

- It is in men's interest to maintain that power. So he has devised means to maintain this power.

⁵ Interesting article available at: <http://www.un.org.pk/library/Women/Biblio/wbabs184.htm>

- Men occupy and actively exclude women from powerful positions (economic and political)
- Feminine roles and cultural values are the product of oppression. Idealization of them is dysfunctional to change And these very feminine roles are being inculcated into the minds of every (young and old) woman.
- Girls are allowed a little inure behavioral flexibility than boys early in life. But in he later half of their lives they are forced into more rigid roles.

Self Assessment Questions

1. What is the meaning of socialization
2. Does socialization affect how we think about ourselves and our actions?
3. Do you think that society influences individual behavior?
4. What is the significance of “pink for girls and blue for boys”?

9.4. Economic Factors

Development experts and economists believe that women in the Third World constitute an untapped engine of development. if women, who represent almost half the population, could be freed from traditional barriers against economic participation, they could help bring their communities' economies to critical mass while simultaneously improving their own status. They believe that patriarchal barriers to female work participation predominate in the formal sectors of many economies; advocates target the informal sector the sector of the self-employed as the proving ground for theory.

Recognizing the truth in this theory, the dream of feminist movements remains in organizing a movement aimed at pushing for governmental recognition and assistance. They want government-based organizations to provide the loans and other (technical support that women need to develop regular businesses. But this dream has failed to come true in most developing countries, like Egypt, much of the Middle East, India and Pakistan.

9.4.1 Women in Pakistan

(a) The Rural Women

In Pakistan about fifty million women live in rural areas. These women contribute a great deal to the economy of the country but still remains statistically invisible in all sorts of planning and development programmes (Ahmed, 1995). Women are not just housewives who also look after a few cows or tend to goats etc. They are involved in making handicrafts, they serve as teachers and many of these are unpaid workers (Rauf, Choudry, & Iqbal, pp. 13-23). They contribute (in a big way) to the rural economy in four sub sectors:

1. **Crop Production and marketing of products**

Women account for almost 39% of total family workers in the farm household sub sectors. Women, also assume responsibility in the operations such as harvest and pre -harvest tasks. Like weeding, transplanting rice, picking cotton, stripping leaves for fodder and postharvest tasks conducted in or near homes (like thrashing, winnowing, drying etc)

80 percent of women involved in the activities work part time. That is they are not involved with the whole process. Whereas about 25% of the women working in the agriculture sector work full time. That is they are entrusted with pre-harvest and harvest time activities.

2. **Live Stock Production**

It has been estimated from various surveys that between 20% to 30% of the average women's day is devoted to livestock related operations.

3. **Cottage Industry**

Sixteen percent of adult women in agriculture households do non' agriculture work wither in their homes or other local establishments for payment. They contribute 69% of the total labor in such own-household work and 10% to such work in local establishment for payment.

4. **House Hold Chores**

Rights and duties. And it is due to this latter reason that laws are detrimental to the development of women.

Political governments of Pakistan have failed to fulfill three of its basic functions, in regards to women. The three basic functions are, Equality (the fat that all citizens are equal before the law), Equity (ensuring that equal opportunities are provided for equality) and Mechanisms of implementation (ensuring that existing laws are effectively and duly implemented). For example, under the Family Law, a man can divorce his wife at any time without giving any reason. He does not have to apply to a court to do so. Unlike a woman, who can attain a divorce only by applying to a court? Or the fact, that the court recognizes the father as the natural guardian of the child, in case of a divorce.

Similarly, in case of the Criminal Law, the Hudood Ordinance is an important injustice to women. The most central of this law being that:

1. A woman's testimony is not acceptable
2. It has eliminated the difference between adultery and rape.
3. It overlooks violence against women (which may or may not be associated with rape).

Law researchers believe that like other Muslim countries, the political atmosphere in Pakistan is marked by different trends in Islam, ranging from very secular to extreme fundamentalist trends. It believed that the contrast between the fundamental approach and modernistic approach has held serious implications for

women. The religion of state and its interplay with other forms of control appears to play an important part in determining the granting of rightful laws to women.

Such activities include gathering of water and wood and producing food for subsistence, cooking and caring for children. On the whole the rural women work longer hours than men. Several studies show that women work about 12 to 15 hours a day on the average

(b) The Urban Women

The informal sector happens to be the primary employer of poor, urban workingwomen. This sector is characterized by a large number of small-scale productions and services are individually or families owned and use indigenous inputs, labor intensive, simple technology. It also covers most of the service sector outside public service. The informal female labor market is organized along different lines, because women's choice of activity is determined by norms of female seclusion. Pakistan's informal labor market is highly segregated. The workers, street vendors, market sellers, carpenters, mechanics and barbers are almost exclusively male or home-based workers.

Self Assessment Question:

1. What are the dictates of different religions about development of women?
2. What is the role of feminism in creating awareness about impediments in women development?
3. What is meant by urban and rural?
4. What are the main daily activities of the urban women?

Activity

Can you list the different factors that affect women in rural areas and not the urban areas?

9.5 Political Factors

A great economist of Pakistan, Mahbub ul Haq once said:

"Those societies which have given equal access to women and men in...political opportunities have progressed much faster than those which have denied such access." (Haq, 2000, p.135)

Despite the efforts of eminent leaderships of women like Benazir Bhutto (Pakistan), Sonia Gandhi (India), Sheikh Hasina (Bangladesh) and Chandra Kumratunga (Sri Lanka), South Asia cannot boast of political liberation of women.

Political factors should be given due recognition for their importance in the functioning of the state. This is more important in the parliamentary form of

government. All leaders of such states and countries are chosen by the political system. Thus the functioning and running of such states is dependent upon mandates that are given to the elected party. The issues that are given importance in the mandate are the ones that each political party gives attention to. And when women and their issue are not incorporated into the political mandate or agenda of any political party, no one is going to give it any importance. Therefore women should take active part in political activities. They should demand that special attention should be given to women issues in the agendas of all political parties. According to a report (Human Development In South Asia, 2000), in the region of South Asia:

- Only 7 percent of women occupy parliamentary seats
- Only 9 percent of the cabinet members are women
- Women in judiciary amount to about 6 percent only. Of the total civil servants, only 9 percent are women; and
- Only 20 percent of the members of local governments are women

When singled out of the rest, it seems that the average Pakistani women has remained shy of entering into politics. Furthermore, their participation, if it can be called that, is restricted to being a supporter or to aid some close authority figure. Participation of women in active politics tends to be concentrated only to some prominent political families. In the local government elections, 2000-2001, a total of 3,844 seats (10.7%) were left vacant out of 36,066 seats reserved for women at the union council level in all the phases. Of these 1,903 were in the general category out of a total 24,022 seats, and 1,941 in the peasant/worker category out of total of 12,044 seats. Despite these figures no substantial role of the newly elected women can be ascertained. Women continue to be underrepresented at the Legislative, Ministerial and Sub-Ministerial Levels as well as highest level of corporate sector and other social and economic institutions (Mirza, 2001, P. 30) Major problems encountered by women in electoral processes are:

1. Unavailability of identity cards which creates a problem for women and poorer sections of society.
2. Lack of knowledge about the election plan and procedures.
3. Lack of clarity regarding women's eligibility to contest elections
4. Lack of trained staff at polling stations.

Even women defy the blocks that are set up in their way to contest elections, hostile, campaigns evolved to deny women their electoral rights in the name of - local traditions and local religious groups. The state usually behaves like a spectator at such developments, refraining from taking sides (Mirza. 20(11. pp.35)

There has been a growing demand for the acceptance of the full participation of women in decision making and power at all levels and in all areas including intergovernmental, governmental and non-governmental sectors.

Acceptance of these factors in society has resulted in an increased number of affirmative* and positive actions. For example "Unilever PAWL", has a woman chairman for the first time in its history.

National mechanisms and machineries for the advancement of women, as well as national and international networks or women politicians, Parliamentarians, activists and professionals in various fields have been established or upgraded and strengthened. Despite 'general acceptance of the need for a gender balance in decision-making bodies at all levels, a gap has persisted. The actual participation of women at the highest levels of national and international decision-making has not significantly improved.

Zia (1995) considers that the government has a responsibility towards welfare of its people laws provide a climate of security for citizens. They differentiate between right and right. They determine the limits and parameters of citizen's rights and duties. And it is due to this latter reason that laws are detrimental to the development of women.

Political governments of Pakistan have failed to fulfill three of its basic functions, in regards to women. The three basic functions are, Equality (the fact that all citizens are equal before the law), Equity (ensuring that equal opportunities are provided for equality) and Mechanisms of implementation (ensuring that existing laws are effectively and duly implemented). For example, under the Family Law, man can divorce his wife at any time without giving any reason. He does not have to apply to a court to do so, unlike a woman, who can attain a divorce only by applying to a court. Or the fact, that the court recognizes the father as the natural guardian of the child, in case of a divorce.

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Law researchers believe that like other Muslim countries the political atmosphere in Pakistan is marked by different trends in Islam, ranging from very secular to extreme fundamentalist trends. It is believed that the contrast between the fundamental approach and modernistic approach has held serious implications for women. The religion of state and its interplay with other forms of control appears to play an important part in determining the granting of rights to women.

Reading 9.5

Shaheed I, & Mehdi, R (1997) Women's law in legal education and practice in Pakistan. North South cooperation. New social science Monograph Copenhagen Denmark. P.24-34

Self Assessment Question:

2. Is Politics is important for development?
3. What is the major political set back to the Pakistani women's development?
4. Can you identify the women political representatives of your district or city?

9.6 Exercises

- Q.1 Write a detailed note on socio-cultural factors you think affect women.
- Q.2 How do women contribute to the agricultural product of a country?
- Q.3 What are the constraints in the rural development of women?
- Q.4 If you were to write essay on things/factors that molded your choices in life what would you write?
- Q.5 Out line factors that hinder women's participation in politics.

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