

WOMEN'S PARTICIPATION IN SOCIAL AND ECONOMIC DEVELOPMENT IN PAKISTAN

By
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About women the Holy Quran says ¹ :

"They are apparel for you and you are apparel for them." ii. 188 (Al-Baqara) Men should have the benefit of that they achieve and acquire and women shall have the benefit of that which they similarly achieve and acquire" ² . The Prophet said: ³ "Girls are models of affection and sympathy and a blessing to the family. If a person has one daughter, - God will screen him from the fire of the hell owing to his daughter, if he has two daughters, God will admit him to paradise: if he has three, God will exempt him from the obligations of charity and Jihad."

According to Abdullah-Ibn-Mas'ud, ⁴ the Prophet is reported to have said, "If a daughter is born to a person and he brings her up, gives her a good education and trains her in the arts of life, I shall myself stand between him and hell fire". (Ibid).

Some provisions relating to women in the constitution of Pakistan 1973 are:

"There shall be no discrimination on the basis of sex alone. No citizens otherwise qualified for appointment in the services of Pakistan shall be discriminated against on the basis of race, religion, caste or sex.

"Steps shall be taken to ensure the full participation of women in all spheres of national life.

"The state shall protect the marriage, the family, the mother and the child".

The Quaid-e-Azam Muhammad Ali Jinnah said about women: "No nation can rise to the height of glory unless your women are side by side with you. We are victims of evil customs. It is a crime against humanity that our women are shut up within the four walls of the house as prisoners."⁵

The Holy Quran further declares that women have been recipient

of special gifts from God so that nothing stands in the way of their reaching the highest pinnacle of spiritual progress. "And We revealed to the mother of Jesus (ii.?) and (remember) when the angels said: O Mary-surely Allah hath chosen thee and purified thee and selected thee (for His special blessing) of all the women of the world (iii. 41)."

Quaid-e-Azam Mohammad Ali Jinnah in his broadcast address said:

"In the great task of building the nation and maintaining its solidarity women have a most valuable part to play. They are the prime architects of the character of the youth who constitute the backbone of the state. I know that in the long struggle for the achievement of Pakistan Muslim women have stood solidly behind their men. In the bigger struggle for the building up of Pakistan that now lies ahead let it not be said that the women of Pakistan had lagged behind or failed in their duty."

Opportunities For Women's Development

A notable feature of the sixth plan is the special emphasis placed on women's development. The plan candidly recognizes that no society can ever develop half-liberated and half shackled. It provides in each sector of economic activity development programmes to integrate women and their concerns in the mainstream of social and economic life, overall development should benefit all sections of society and it is not possible to segregate all the programmes, which will benefit men and women alike. However, since this has been a neglected concern, the programmes in education, health, population welfare and many other sectors have been specially designed to extend socio-economic opportunities to women. Together, these programmes will aggregate to over Rs. 20 million in the sixth plan. Their estimated impact is summarised below. In many sectors women's development is being accelerated to a much faster pace than the national average so that women can rapidly catch up with lost time and opportunities.

Selected Indices Of Women's Development

	1977-78	1983	1987-88
1. Education			
a) % of total literate population	14.0	15.0	48.0
b) % of total primary enrolment	28.8	32.0	37.4
c) % of total secondary enrolment	21.6	25.1	27.0
d) % of college/university enrolment	28.0	30.0	30.0
e) % in vocational training	40.0	45.0	60.0
2. Health			
a) Availability of trained dais (thousand)	10	15	45
b) Children's immunization (million)	n.a.	6	30
c) Reduction in infant mortality (death per thousand)	105	100	60
d) Reduction in maternal death (death per thousand)	6-8	6-8	4-6
e) Population welfare centres (number)	1,003	1,003	1,500
f) Number of births prevented	1.5 million (1978-83)	2.0 million (1983-88)	
3. Employment			
a) % Remuneratively employed	7.6	8.9	12.5
b) % of civil services	n.a.	2.0	5.0
c) Lady doctors	n.a.	1,330	4000
d) Lady health visitors	n.a.	1,940	4500
e) Nurses	n.a.	5,000	10,000

Women's Participation In Social And Economic Development In Pakistan

The socio-economic development of a country depends on its material resources, economic conditions and cultural values of its community. In general, it means the ability of a society to support large number of its people at higher levels of well-being. Islamic ideology is the predominant force to channelise all economic and social forces in Islamic Republic of Pakistan. In Islam men and women have the same rights. The Quran comes out with the plain and unambiguous declaration: "They have rights similar to those against them, in a just manner. (ii 288)"

Muslim history is full of great deeds of Muslim women in almost all spheres of human endeavours. Women's important role in national development is universally recognised. In Resolution No. IV of the United Nations World Population Conference 1974 held at Bucharest, it is stated: ⁷ "We recognise that the promotion of the status of women is an integral factor in the development process".

The interanational conference on population held in Mexico in August, 1984 has also adopted among other things this resolution-wide Recommendation No. 28, wherein it has been stated that "The status of women should be defined and where inequalities exist in their rights, that should be removed".⁸

Participation In Education

Education has always been considered the most powerful factor for national development. Islam bestows upon women full opportunity to equip themselves materially, spiritually and intellectually. The Prophet of Islam (Peace be upon him) proclaimed that "the seeking of knowledge is obligatory upon every muslim man and woman".

Expansion in opportunities in education and training is another input to change women's role and status. The change can be assessed in terms of the extent of women power in various fields.

Definite educational rights are provided for women in the constitution of Pakistan. The number of women benefiting from these opportunities has increased over the years. There has been a favourable change with certain exceptions in the attitude of working class people

regarding sending their daughters to schools.

As one views the progress, which Pakistan has made since the mid sixties, one thing is clear that the present educational plan in the country shows that the gap between the men and women, in the field of education is slowly narrowing. The number of girl students and women teachers in the educational institutions has increased considerably. Enrolment of girl students in vocational and technical institutes is also increasing steadily.

The First Five Year Plan 1955-60 Throwing open existing primary schools for girls wherever possible.⁹

The Second Five Year Plan 1960-65 Provision of enlarged facilities for the education of women to enable them to participate in the national life in increasing numbers.

The Third Five Year Plan 1965-70 Assessment and realization of low rate of women's education at various levels including literacy.

The Fourth Five Year Plan 1970-75 Provision of adequate training facilities for Female teachers. Establishing of 5 Pilot technical high schools specializing in social welfare for girls in each province.

The Fifth Five Year Plan 1978-83 High priority to be given to rapid expansion in girl education; enrolment of girls was expected to increase at the rate of 9.6 percent per annum against 7% for boys.

The ratio of female literacy increased from 7% in 1961 to 16% in 1981. The enrolment rates of females in primary education increased from 13% in 1960 to 31% in 1981 whereas it increased from 46% to 78% for males. In higher education the ratio of women is increasing at 23% of the total enrolment in colleges and universities. A quiet revolution has been taking place over a period of time and this will form the basis for the formulation of strategy for women's development through the sixth plan. For details see Table-I and Table-II.

Women's Participation In Economic Development

In Pakistan, as a rule, there is no bar to women working for financial gains and programmes have been formulated in education, health, population welfare and other related sectors to focus on removing handicaps placed on women and encourage them to fully participate in economic activities of the country. The present day conditions in Pakistan, particularly those of rising cost of living and desire for better life

have forced the society to allow women to undertake income generating activities. Thus the women are coming forward to acquire practical skills to participate actively in economic development of the country. Women now have the opportunity to compete for jobs in the foreign service and are encouraged to compete for senior posts in government ministries as well.

In government service at present less than 3% of employment goes to women; the sixth five year plan 1983-88 aimed at a target of 10 to 15%. The same principle is to be applied to the recruitment of women in industrial establishments.

According to the fifth five year plan (1978-83) the female participation in the labour force was only 6% of the working age population. The plan projected that there would be 36% increase in the female labour force by 1982-1983.

Teachers And Doctors

The two professions which usually attract educated women are teaching and medicine. The number of female teachers in professional colleges has increased over the past few years. The number increased from 12.6% in 1970-71 to 16.5% in 1975-76. In medical colleges their number increased from 15.5% to 23.4% in the corresponding year. In 1980-81 the number of female teachers in primary schools was 49,5000, in middle schools 16,500 and in Secondary Schools, 20,300. The proportion of female teachers at primary, middle and high school levels increased considerably from 13 percent, 7 percent and 12 percent in 1948 to 33 percent, 31 percent and respectively in 1980-81.

Between 20 to 28% of the registered doctors in any given year were female. Nearly a quarter of the registered doctors in Pakistan are women, the total being 20,000. In Sixth Five Year Plan 33% of the seats in the medical profession were reserved for female students.

Nurses, Health Visitors And Mother Child Care Workers(dais)

There are about 5,530 registered nurses in the country. The annual capacity of nursing schools will increase from the present number of 1200 to 20,000 by the end of Sixth Five Year Plan, thus increasing the number of nurses to 10,000. In addition, 10,000 lady health visitors and 30,000 Mother child care workers (Dais) will be trained during the next

five years as compared to 30,000 lady health visitors and 9000 dais working at present.

The women have exceeded men in greater percentages in the nursing profession. According to 1951 Census of Pakistan there were 36.1 percent female nurses and other health related workers against 63.8% males. In the 1961 census the percentage of female nurses emerged to be 78.2% against 11.8% males.

In 1961 census, 11.7% women Physicians, Surgeons, Dentists and medical specialists were cited. In the same year in Karachi 15.6% women in this profession were reported against 84.3 percent males.

Ratio Of Ladies In The Development Of Health Sector 1962 To 1981

Year	Registered Doctors Both Sexes	Nurses Registered	Registered Lady Health Visitors
1962	7,894	2,238	314
1963	8,619	2,472	377
1964	9,418	2,641	501
1965	10,082	2,945	627
1966	10,845	3,183	712
1967	11,732	3,527	848
1968	12,369	3,813	970
1969	13,011	4,123	1,085
1970	14,109	4,543	1,169
1971	14,862	5,075	1,322
1972	15,789	5,504	1,458
1973	16,485	5,751	1,618
1974	17,194	6,040	1,627
1975	17,887	6,144	1,636
1976	18,757	5,685	1,688
1977	19,863	7,186	1,738
1978	20,931	7,768	1,823
1979	21,938	8,382	1,921
1980	23,594	9,098	2,009

Grazing

1981	26,668	9,872	2,171
1982	29,931	10,554	2,368

Source: Health Division, Pakistan Basic Facts 1982-83, 21st Edition, P. 168.

Other Professions

In the 1951 census the number of women and men employed as proprietors, directors, managers, and administrators in commercial, industrial and business offices was reported to be 108 women and 49,406 men (women representing 0.2% of the total) and in the 1961 census 448 women and 89,956 men (women representing 0.5% of the total) were reported. According to administrative reforms of 1972 women got the opportunity to compete for jobs in the foreign service and encouraged to compete for senior posts in Government ministries as well. District management has been opened to women.

In an attempt to assess the current status of women in administrative positions in Pakistan, a study was done in November 1975-May 1976 involving 43 women from senior administrative posts in the government semi government and private organizations in Karachi.

In the Legal Profession, there are few women though their number is on the rise. Now there are Lady Civil Judges and Magistrates. The enrolment in Police Service is also increasing. In Civil Service, at officers level 3% of employees are women.

The percentage of women office workers including clerks and related workers has slightly increased over the years. Only 0.8% women clerks were reported against 99.2% males in the same. However women office workers were much less in percentage than men. In the 1961 census of the whole Pakistan 98.9 percent male clerical and related workers including inspectors and officials against only 1.1 percent women workers were cited.

Women are found in sales and related occupations. In the 1961 census, 1.3% women in these professions were reported against 98.7% males. There has been much increase in number of commercial establishments exclusively managed by women, boutiques, markets, ready made shops in Karachi.

The percentage of women in construction and general labour work has gone up fast as well. In the 1951 Census of Pakistan there were only 0.7 percent female labourers against 2.7% females in 1961. In the same year there were 97.3% males in these occupations.¹⁰

According to the Fifth Five Year Plan (1978-83) the female participation in the labour force was only 6% of the working age population. The Plan projected that there would be 36% increase in the female labour force by 1982-83. Yet another source forecast an increase in female participation in labour force to 8.84% in 1980, and to 9.84% in 1985.

Participation Of Both Sexes In Labour Force 1960 To 1985 In Million Persons

	1960	1965	1970	1975	1980	1985
Female	4.32	5.00	5.90	6.87	8.84	9.84
Male	29.36	32.22	35.46	39.48	44.53	49.87

Within Urban Pakistan, Sindh has the highest percentage of women in civilian labour force: 1.71% against 1.63% in Punjab, 1.60% in N.W.F.P., and 0.95% in Baluchistan.

Percentage Of Population (10 Years And Above) by Economic Categories, Pakistan 1981

Area	Sex	Labour Force	Unemployed
Pakistan	Male	50.6	2.9
	Female	2.1	7.5
Rural	Male	52.8	2.2
	Female	2.0	7.2
Urban	Male	45.2	5.1
	Female	2.4	8.8

Percentage Of Working Population (10 Years And Above) By Employment Status And Rural-Urban Areas Pakistan 1981
Employment Status

Area	Sex	Self Employed	Employed	Unemployed
Pakistan	Male	56.6	26.9	2.0
	Female	33.4	37.7	1.0
Rural	Male	62.0	18.3	1.7
	Female	38.7	22.1	1.0
Urban	Male	41.0	51.5	2.0
	Female	22.3	70.9	0.9

Percentage Of Labour Force By Major Occupations Pakistan 1981

Major Occupations	Both Sex	Male	Female
Professional, Technical and related workers	3.8	3.2	0.6
Clerical/related workers	3.1	3.0	0.1
Sales workers	8.1	7.9	0.2
Service workers	4.1	3.8	0.3
Transport equipment operators and labour	25.0	24.1	0.9
Workers not classified by occupation	4.5	4.2	0.3

Civilian Labour Force Of Pakistan 1978-79 By Province-Sex And Urban/Rural

Area	Both Sex	Male	Female	Both Sex	Male	Female	Both Sex	Male	Female
Pakistan	31.02	27.2	3.79	27.06	25.33	1.73	32.55	27.97	4.58
N.W.F.P.	24.56	23.54	1.02	24.90	23.28	1.62	24.97	23.59	1.38
Punjab	31.12	27.15	3.97	27.30	25.56	1.83	32.30	27.65	4.65
Sindh	32.44	28.64	3.80	27.00	25.36	1.64	30.67	31.29	7.38
Baluchistan	32.34	31.38	0.96	26.04	25.14	0.90	33.71	32.74	0.97

Source: Labour Force Survey 1978-79.

Role Of Ngos

There are a number of Non Government organizations of women working for the welfare of Female Population.

All Pakistan Women Association (APWA) was started soon after partition by Begum Liaquat Ali Khan, and was first known as the Pakistan Women's Voluntary Service. It has an international status and is affiliated to women's organizations in the world.

Pakistan Federation of University Women (PFUW) emerged in 1952 and was registered in 1956. It has ten branches in different cities of the country. This Association is active in the field of education, culture and general welfare of the women of Pakistan. It has published few magazines for children and women.

There are some other organizations which have been working for the social and economic betterment of women in Pakistan e.g. (1) Girl Guides (2) The Business and Professional Women's Club (3) The Family Planning Association (4) Child Welfare Association etc.

Women's Division

To raise the status of women and to eliminate the discrimination against females, women's organizations have been demanding a separate ministry to deal with the special problems of women and commission on the status of women in Pakistan. Women's Division works directly under the President of Pakistan. The main aims of Women's Division are as under:-

- 1) To formulate public policies and laws to meet the special needs of women.
- 2) To register and assist women's organizations.
- 3) To conduct research on the conditions and problems of women.
- 4) To ensure equality of opportunity in education and employment and the fuller participation of women in all spheres of national life.
- 5) To represent the Country in international organizations dealing with problems of women.

National Commission On The Status Of Women

A National Commission on the status of women has been set up by the Government. Chairman of the Commission is an eminent com-

munity women leader. The commission has the specific duty to discuss various problems of women and spotlight the areas where women are suffering from disabilities and inequalities and to suggest remedies for removing their causes.

According to the Constitution of Pakistan women enjoy equal rights with men in all spheres of political, economic, cultural, social and family life, "that, men and women get equal pay for equal work" and that "the state protects the rights and interests of women." All this provides a fundamental guarantee for women to exercise their own rights to the fullest possible extent and to play their own role in the nation's social and economic life.

This commission has to undertake conscious planned intervention to design sectoral programmes for the integration of women in the all development process. It should create the institutional mechanisms essential for implementation of the programme, and it should earmark substantial funds for special programmes related to women's development. The report of the commission is awaited.

Finally, the participation of women in various roles outside home should be encouraged as a stable norm rather than as a temporary zeal or fad. Otherwise, after the initial enthusiasm evaporates, the project could become sterile. It is not mere participation which matters, but the presence of physical social infrastructure, a normative pattern of participation which counts. In the absence of this, the purpose of women's participation—their own development contributing to social development in general and population goals in particular could always remain a mirage.¹¹

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2. IV. 32 (Al-Nisa)
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ENROLMENT IN EDUCATIONAL INSTITUTIONS IN PAKISTAN
By Kind, Level and Sex

Year	Primary Stage I-V		Middle Stage VI-VIII		High Stage XI		X		Secondary Vocational		Agriculture and Science		Professional Colleges		Universities	
	Total	Female	Total	Female	Total	Female	Total	Female	Total	Female	Total	Female	Total	Female	Total	Female
1971-72	4,191	1,118	963	396	366	71	48	12	186	49	61,183	4,978	17,407	5,876		
1972-73	4,430	1,270	1,441	212	399	81	59	16	188	47	31,596	8,439	18,678	4,212		
1973-74	4,878	1,378	1,896	247	418	81	48	14	191	53	42,483	6,383	19,081	4,134		
1974-75	4,980	1,430	1,941	279	462	106	42	14	208	58	44,734	8,096	21,386	4,598		
1975-76	5,130	1,580	1,998	294	493	116	31	89	211	53	36,148	8,783	22,772	5,121		
1976-77	5,293	1,598	1,948	299	503	116	39	88	223	66	36,932	9,541	21,711	6,966		
1977-78	5,928	1,710	1,139	311	518	116	33	88	228	70	62,113	18,786	48,738	9,884		
1978-79	6,178	1,810	1,288	326	528	116	34	89	235	74	67,296	11,988	38,621	9,183		
1979-80	6,670	1,960	1,430	338	548	120	35	93	241	78	72,479	11,286	41,491	9,883		
1980-81	6,990	1,978	1,458	348	488	130	37	11	243	79	77,662	14,436	49,896	11,674		
1981-82	6,857	2,058	1,514	353	500	137	39	12	248	80	82,496	13,448	46,342	18,389		
1982-83	7,224	2,138	1,576	374	620	144	41	13	247	81	84,138	16,478	47,678	11,222		

Source: University Grants Commission, Pakistan Basic Facts, 1982-83 Edition, p.172.

OUTPUT OF EDUCATED PERSONS 1960-61 TO 1979-80

Year	Matriculates		Intermediates		Higher S.A.S.S. (All Subjects)		Master (All Subjects)		U.B.		
	Total	Female	Total	Female	Total	Female	Total	Female	Total	Female	
1960-61	55.4	6.7	14.6	2.5	9.556	1.500	529	151	1,305	226	401
1961-62	50.9	7.6	15.1	3.0	9.713	1.811	552	180	1,593	417	85
1962-63	72.5	11.5	27.1	4.9	12.494	2.093	607	194	2,437	576	801
1963-64	69.7	10.9	24.8	4.3	13.638	2.333	638	179	2,978	708	1,038
1964-65	72.0	11.2	26.3	4.6	14.250	3.278	625	164	3,951	940	1,354
1965-66	83.5	14.1	31.5	5.7	20.259	3.828	796	196	4,651	1,062	1,598
1966-67	88.0	18.1	39.8	7.0	20.426	4.423	440	129	5,800	1,638	1,264
1967-68	105.5	19.4	46.4	10.2	23.464	4.917	606	118	5,978	1,522	876
1968-69	114.8	25.3	51.6	10.8	23.922	5.629	752	190	6,354	1,707	1,080
1969-70	136.1	28.9	62.5	12.5	31.559	8.099	1,012	261	8,493	1,865	1,681
1970-71	159.9	31.2	69.2	13.3	35.185	9.526	942	211	7,345	1,793	1,613
1971-72	144.7	34.3	54.4	13.3	39.052	8.600	1,217	296	8,861	1,972	2,268
1972-73	140.9	35.9	57.8	14.2	34.227	8.376	714	200	9,504	2,355	2,818
1973-74	153.0	36.4	59.2	15.6	26.828	7.282	751	235	6,251	1,303	3,999
1974-75	154.2	38.5	51.8	14.4	30.872	8.062	897	238	7,559	1,844	2,041
1975-76	145.0	40.0	55.2	16.1	32.81	9.063	751	135	7,648	1,879	1,572
1976-77	164.2	42.5	63.2	18.9	53.694	10.918	1,054	256	7,356	1,934	1,727
1977-78	142.1	38.9	46.4	14.9	41.345	14.310	574	155	7,990	2,959	1,942
1978-79	176.4	51.3	68.4	20.6	54.629	10.813	679	175	7,940	2,059	1,739
1979-80	156.9	43.2	58.1	17.6	56.533	11.813	735	213	8,506	2,194	1,837

SOURCE: MINISTRY OF EDUCATION.

NOTE: DATA FOR 1972-73 and onward have been revised.