

## **AN ANALYTICAL STUDY ON WOMEN'S EMPOWERMENT REGARDING DECISION MAKING: A CASE STUDY OF PAKISTAN**

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### **Abstract**

*Pakistan is a country where women are half in population, but women have less opportunity to have empowerment regarding decision making. Women remain under male domination, and various social, cultural and economic disparities. In Pakistan, they are not empowered. Women's involvement in domestic decision-making has recognized for family development. This study was conducted to analyses the women empowerment at social, educational and political level. The objectives were to discern the status of women empowerment in political organizations, to recommend the status of women empowerment, to highlight empowerment of women in educational fields and to investigate women's role in decision making at social level. Research question were, what is women empowerment status with respect to decision making in politics, how to empower women in decision making at social level, how decision making of empowered women influences on the educational institutes and how the women of our society be empowered? Mixed method approach was used to collect the data, survey questionnaire, and interview and document analysis. Sample of the study was 110 working and 110 non-working women, 30 political women. (N=250).*

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*The major findings tell that women's decision-making in urban area is almost equal in household matters. In rural areas, women have a predominant role of husbands and other family members. The result shows that Pakistani women have no right in decision making at different levels. They cannot get their rights. Women should be empowered through rights of education, health, better living standard, security, jobs, skills, decision making authority, and respect.*

**Key words:** *Pakistan, Women empowerment, Decision making, social educational and political empowerment, political organizations, Society, Male Dominancy, Family Development, Proper Education and Role of Media & Rural Areas.*

### **Introduction**

In each general public, family can be produced with the assistance of male and female. Both assume significant parts in family issues. Also, both can buckle down for the support of kids, and other family matters. Both are the solid mainstays of a family, so both ought to bring choices with shared understanding in regards to household and socio-political undertakings.

Man and women are two important characters of human life. Adam was not complete without Eve. Both were life partners. There are different schools of thoughts; some believe that men are superior while others believe that women are equal to men. Nevertheless, they should have equal rights, equal opportunities, equal significance, equal benefits and equal share of responsibilities. Men and women are different on biological, social and on an emotional ground. Women are absent from a position of power, policy and decision making.

Man and women are two vital characters of human life. Adam was not finished without Eve. Both were life accomplices. There are distinctive schools of musings; some trust that men are unrivalled while others trust that ladies are equivalent to men. In any case, they ought to have measure up to rights, parallel open doors, rise to importance, level with advantages and equivalent share of

obligations. Men and ladies are diverse on natural, social and on a passionate ground. Ladies are truant from a place of energy, approach and basic leadership.

Gender orientation parts can be characterized and it fluctuates in various social, social and chronicled settings. They change among various social orders, culture, classes, age and diverse period ever. Gender particular part and duties are regularly adapted by family unit structure, access to assets, and particular effect of the worldwide economy. Men and women react differently in a similar circumstance due to organic characteristics and because of their socio-culture role.

A good example of this can be, in family men are provided with the role of decision maker and women take up the family and child care roles. Male has more power in making decision financially, legally and socially in our society. Modern life can be seen, in which taking decision, respecting each other's views, expressing opinions are crucial. The society defined gender roles are changing with the social change. The role of men and women are influenced by a variety of factors, these factors vary with the region, religion, culture, and climate, historically believes, ideologies and experiences across the globe.

A lot of attention has been given to 'Women empowerment' not only in developed countries, but also in developing countries. New technological advancement, globalization, advancement of media cannot neglect the significance of women empowerment, but still the work is unsatisfactory. The women are subordinate in society, have limited representation in politics, even though, they are half the population of the world. And other financial injustice to them has been apparent in our society. The united nation (UN) has emphasized on advancement of women. Decision making in Pakistan is a male dominant act. Women are largely neglected in economic, social, educational fields, although some progress is apparent. 28% women are present in labor force in Pakistan. As compared to other countries the ratio would be 42% in Bangladesh, 32% in India and 33% in South Asia. Female literacy rate in Pakistan is 25 %. (Shahnaz, L., & Kizilbash, 2002)

The effort of government about women's rights which were regarded legal, economic, political and social was not neglected. Women rights committee 1976

presented detail report about women's situation in Pakistan. In 1997 women's division was set up within cabinet secretariat. The urban women of Pakistan have lots of opportunities as compared to poor women in rural areas (Hafeez, 1981)

In our society women are far away from decision making in every level of life. In our society most of our women are not enjoying their basic rights in decision making, there are the women who are not even aware of these rights. Since the development, educational and socio-political, of a state depends on mutual role of men and women, ignorance to their rights slows down the course of progress. This study was going to conduct to analyses the women empowerment status in Quetta, Pakistan. The result of this study will help to develop a comprehensive perspective of empowered women influence upon society of Pakistan. Women's role is focused on its effect and implication on Pakistan's society. Empowering women is the key of development and in economic race. This study will help us to understand the importance of women for the betterment of state; The result of this study will also support the policy makers to consider the role of women in the economic development of Pakistan; it will also help the women to identify their value and perform different social, political and educational activities with confidence and take initiatives in decision making.

In the Constitution of Pakistan 1973, Article 25 clearly says, —All citizens are equal before the law and are entitled to equal protection before the law: there shall be no discrimination on the basis of sex alone. There are lots of issues in Pakistan like, illiteracy, poverty, instability in governance. These problems generate trust deficit among the people. And result is remained deprived. Women should be empowered in political, social and educational level.

### **Objectives of the Study**

#### **General Objective**

The primary objective of the study is to examine and evaluate the empowerment of women, and to check the impact on Pakistani culture and society. Furthermore it is to investigate its effects on Pakistan's development.

#### **Specific Objectives**

- To discern the status of women empowerment in political organizations

- To highlight empowerment of women in educational fields
- To investigate women's role in decision making at social level
- To recommend the strategies of women empowerment
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### **Research Question**

1. What is women empowerment status with respect to decision making in politics?
2. How to empower women in decision making at social level?
3. How decision making of empowered women influences the educational institutes?
4. How the women of our society be empowered?

### **Literature Review**

#### **Empowerment**

According to Bukhari, S. M. H., & Asim, Empowerment means to increase spiritual, political, educational, gender, economic power of individual and communities (Bukhari & Asim, 2013) Rowlands describes Empowerment is perceived differently in different context. In literature empowerment is shaped in education, social work and feminist's development organization (Rowlands, 1995)

O'Neil, T., & Domingo says that the word empowerment has different meanings in dissimilar socio-cultural and political contexts and does not explain easily into all languages. The word empowerment has different denotations that vary from context to context on account of Socio-political grounds. An assessment of local terms related with empowerment around the world always leads to active discussion. These terms contain self-strength, control, self-power, self-belief, own choice, life of self-esteem in accordance with one's values. One should be capable of fighting for their rights and independence. While making decision they hold complete autonomy.

#### **Leadership**

O'Neil, T., & Domingo also says that Generally Leadership is one's capabilities weather it is individual or collective to mobilize people and resources (economic, political and others) to a particular end (O'Neil & Domingo, 2015). Leadership is

the ability to influence the idea and behavior of others. Leadership is practical skill, an ability of individual or organization to lead /guide other individuals or organizations (Chemers, 1997)

### **Women Empowerment**

These researches of Shoaib (2012) highlighted the issues of women. There are countries that fall into the category of Third and Fourth World i.e. Africa, Southern Asia and Latin America. On one hand, these states are already struggling in Socio-Political affairs in international pool. On the other hand, their gender inequality compounded the issues of poverty and poor economy on account of women's lack of participation in education, health and other legal matters.

The women in rural areas are severely victimized in many aspects, domestically and socially. For the betterment of women in these areas, respective policies and women development programs are supposed to be revised and redesigned. On financial grounds there are countless levels of gender inequalities effecting women. Gender discrimination results poor health and psychological complex for women. The part of empowering women and achieving gender equality in the sustainable development of Ethiopia has been talked about in this clause. Political sphere reserved for humans only. Women's rights are not protected. If women are empowered and gender equality is achieved then women can act their role in economic, social, political, areas properly. This report proposes to empower women and employ all the potentials of the state to bring close to evolution (Bayeh, 2016) The research papers on Woman Employment magnified a socio-economic and demographic aspect that shows women empowerment can reduce poverty. Furthermore, the research paper explained that lower the women empowerment, higher the poverty rate in state.

Research paper on Women' autonomy in Decision making for health care in south Asia, brought out the fact that most of the decisions regarding health care made without women's participation. The utmost necessary participation of women in this regard can only be increased by education and self-awareness. Report proves that women who are educated or employed are much better decision makers as compared to uneducated rural ladies. Acharya et al did a study on Women

autonomy in household decisions, in Nepal. The research explored the position women hold in household matters. Their power of decision making regarding health and other domestic affairs mainly depend on their age, employment and number of children. 47.1% married women take decisions about health matters. (Shoaib et al. 2012)

Women are the most important part of our society but still they don't get their rights. Adult females can be endowed with their rights of education, health, security, jobs, skills, decision making authority, better living standard, and esteem. The finding of this research paper is that adult males want their dominancy upon women. Men and women should play collectively for the prosperity of the company. Women must raise a voice for their rights. Empowering women are too much important for the growth of the economic system. Sohail, M. (2014)

### **Women Empowerment in South Asia**

Bukhari, & Asim tells that South Asian women are very much miserable; the most suffered county is Afghanistan. (Bukhari& Asim, 2013)

### **Women Empowerment at Global Level**

United nation has recognized the rights of women. There is a lot of discrimination on the basis of gender, for example limited opportunities in education, politics and economics, as daughter, mother, wives, etc. They are caught in life's unequal treatment. (Sapru, 1989) Women are half of the world, but their lives are half as privileged as men's. It is men's world and all laws are made by men but now women have won the rights of higher education and economic independence. (Chaudhry, 1987)

'Gender equality 'and 'women's empowerment 'was mobilized by feminists in the 1980s and 1990s.and women got rights. Their efforts can be declared as a success. (Cornwall & Rivas, 2015) Ruth Lister has depicted in second version that citizenship is equivalent for both men and women. This script depicts that how youngsters in Britain see citizenship and their own moves as citizens (Lister, 2003).

### **Women Empowerment at Regional Level**

Women status differs from state to state. There are two different sources of change. The first is policies which increase the accessibilities of opportunities. The second is the fashion which affects the social style of women. Historical and culture values maintain social institution. In the period of 1857 war, women position was to rediscover the identification and freedom. Sir Syed Ahmed gave light to women for modern education. Less-educated and more home bounded women participated in political affairs. After the First World War, Muslim women were driven to the political struggle under Bi Amma, the mother of Ali's brother. It was recognized that role of women is important for political uplift. So, meetings were organized by All India Muslim League. The first association of Muslim ladies was started by the Begum of Bhopal in 1915. She recommended the recognition of political Muslim women, so that British could agree and recognize the rights of women. After the death of Bi Amma, Begum Shahnawaz presented women rights at international level in 1931. In 1940, women were working for national liberation in Muslim league under the guidance of Quaid -I- Azam and his sister.

### **Women Empowerment Idea at Local Level**

The women of Pakistan don't enjoy their fundamental rights. There are those female who are unaware of the rudimentary rights. Women in our society play an important role for socio-political development. Our society is influenced by feudalism and culture bondage. Unawareness of these basic rights slows down socio-political progress. The research can highlight the effect of feudalism and culture boundaries over women empowerment. After the emergence of Pakistan women's struggle entered in new phase, the social and welfare activities were focused by women specially rehabilitation of refugees who were migrated from India.

Anjuman-e-Himayat-I-Islam and YWCA hospital welfare societies were working for the welfare of women. All Pakistan women's association (APWA) was founded in 1949 by Begum Liaqat Ali Khan. Soon many voluntary welfare agencies participated in this struggle, the Child welfare (1957) Blind welfare (1957) The Conference Social Work (1956). Begum Shah Nawaz and Begum Shaista Ikram-ullah were first Representative women in Pakistan's constituent

assembly. Shariat law 1948 was enforced and women became inheritors of property. Special seats were in legislature were allocated to women in 1956 constitution. In 1960s, the women were legally protected. Family laws, ordinance 1961, the West Pakistan family court Act 1964, Social welfare was established in 1964 (Hafeez,s. 1981). The impact women's empowerment in the Lahore district of Pakistan, household decisions: child related, health, social mobility, economic and major household purchase decisions was specifically designed and implemented to explore the link between women's empowerment and microcredit (Asim, 2009)

### **Significance of the Research Article**

Women are the most important part of our society, they are more than 50% of our society, but history shows that majority of the women has no right to take part in decision making. This study was conducted to highlight the reasons and strategies for women empowerment. So its results will be highly beneficial for increasing the role of women in decisions making, which in turn increase the stability of the country. As women produce and guide the generation from the birth.

### **Methodology**

#### **Strategy**

Mixed methods approach has been used to conduct this research study. It is concerned to use secondary sources to require document data which was collect and analyzed to answer the research questions. Data was obtained from following sources.

- A. For discipline of international books are obtained.
- B. Articles and News reports published in national newspapers.
- C. Research papers publish from Pakistan.
- D. NGOs reports and their working papers.
- E. Source of internet

### **Research Tools**

- i. Document analysis of Pakistan politics is done to know the status of women, empowerment.
- ii. A survey Questionnaire, constructed on 5-point Likert scale, to collect the data about the role of women in decision making at social level.

- iii. An Interview protocol was developed to find out the impact of educational decision of the women in educational level and to find out the strategies for effective women empowerment.

### **Population of the Study**

All female educational administrators and working women, household ladies, politicians in Quetta district were the population of this research study.

### **Sample**

Sampling 110 working women, 110 household women and 50 politician women comprises of 250 were selected through simple random sampling technique as a sample for this research study. (N # 250)

### **Research Instruments/Tools**

The documentary analysis was identifying the problems and range and area through text books.

### **Data Analysis**

Data Analysis of demographic characters has been done. And it is discussed in following table in detail.

**Table 1 Descriptive Analysis of Demographic Characters**

<b>Occupations</b>				
<b>Character</b>	<b>Frequency</b>	<b>Per cent</b>	<b>Valid Per cent</b>	<b>Cumulative Per cent</b>
Household lady	116	46.4	46.4	46.4
Government employee	89	35.6	35.6	82.0
political leader	21	8.4	8.4	90.4
private job	24	9.6	9.6	100.0

<b>Age</b>				
<b>Character</b>	<b>Frequency</b>	<b>Per cent</b>	<b>Valid Per cent</b>	<b>Cumulative Per cent</b>
25 or under	72	28.8	28.8	28.8
26-40	127	50.8	50.8	79.6
41-55	49	19.6	19.6	99.2
56 or above	2	.8	.8	100.0
<b>Marital status</b>				
<b>Character</b>	<b>Frequency</b>	<b>Per cent</b>	<b>Valid Per cent</b>	<b>Cumulative Per cent</b>
Single	113	45.2	45.2	45.2
Married	128	51.2	51.2	96.4
Widow/divorced	9	3.6	3.6	100.0
<b>Qualification</b>				
<b>Character</b>	<b>Frequency</b>	<b>Per cent</b>	<b>Valid Per cent</b>	<b>Cumulative Per cent</b>
Matric	33	13.2	13.2	13.2
F.A/ F.Sc	18	7.2	7.2	20.4
B.A/B.Sc.	23	9.2	9.2	29.6
Master	113	45.2	45.2	74.8
Ms/M.Phil. or above	63	25.2	25.2	100.0

### **Inferential Analysis**

One way ANOVA and independent sample t-test was conducted to compare the views of respondents on the basis of their demographic characters in relation to the social, educational and political empowerment.

### **Respondent's Views on the Basis of Occupation**

To analyses the respondents' views regarding social, educational and political empowerment, a one way ANOVA was conducted. Respondents were grouped in four groups on the basis of occupation as: 1 = Household lady, 2 = Govt. Employee, 3 = Private Employees and 4 = Political Leader. Results are presented in the following table.

**Table 2 Responses of the Respondents About, Social Educational and Political Empowerment, On the Basis of Occupation**

		Sum of Squares	df	Mean Square	F	Sig.
<b>Social</b>	Between Groups	7.293	3	2.431	1.466	.224
	Within Groups	408.071	246	1.659		
	Total	415.364	249			
<b>Education</b>	Between Groups	6.711	3	2.237	1.401	.243
	Within Groups	392.765	246	1.597		
	Total	399.476	249			
<b>Political</b>	Between Groups	10.821	3	3.607	1.665	.175
	Within Groups	532.863	246	2.166		
	Total	543.684	249			

The ANOVA results in above table show that there is no statistically significant difference at the  $p < .05$  level regarding social empowerment on the basis occupation,  $F(3, 246) = 1.466, p = .224$ ), there is no statistically significant difference at the  $p < .05$  level regarding educational empowerment on the basis occupation,  $F(3, 246) = 1.401, p = .243$ ) and again it shows statistically insignificant difference at the  $p < .05$  level regarding political empowerment on the basis occupation,  $F(3, 246) = 1.665, p = .175$ ).

#### **Respondent's Views on the Basis of Age**

To analyses the respondents' views regarding social, educational and political empowerment, a one way ANOVA was conducted. Respondents were grouped in four groups on the basis of age as: 1 = 25 or under, 2 = 26 – 40, 3 = 41 – 55 and 4 = 56 or above. Results are presented in the following table.

**Table 3 Responses of the respondents for social, educational and political empowerment on the basis of age**

		Sum of Squares	df	Mean Square	F	Sig.
<b>Social</b>	Between Groups	26.310	3	8.770	5.545	.001
	Within Groups	389.054	246	1.582		
	Total	415.364	249			
<b>Education</b>	Between Groups	.880	3	.293	.181	.909
	Within Groups	398.596	246	1.620		
	Total	399.476	249			
<b>Political</b>	Between Groups	6.041	3	2.014	.921	.431
	Within Groups	537.643	246	2.186		
	Total	543.684	249			

The ANOVA results in above table show that there is statistically significant difference at the  $p < .05$  level regarding social empowerment on the basis age,  $F(3, 246) = 5.545$ ,  $p = 0.001$ ), there no statistically significant difference at the  $p < .05$  level regarding educational empowerment on the basis age,  $F(3, 246) = 0.181$ ,  $p = 0.909$ ) and again it shows statistically insignificant difference at the  $p < .05$  level regarding political empowerment on the basis age,  $F(3, 246) = 0.921$ ,  $p = 0.431$ )

#### **Respondent's Views on the Basis of Marital Status**

To analyses the respondents' views regarding social, educational and political empowerment, a one way ANOVA was conducted. Respondents were grouped in three groups on the basis of occupation as: 1 = Single, 2 = Married, 3 = Divorced. Results are presented in the following table.

**Table.4. Responses of the Respondents for Social, Educational and Political Empowerment on the Basis of Marital Status**

		<b>Sum of Squares</b>	<b>df</b>	<b>Mean Square</b>	<b>F</b>	<b>Sig.</b>
<b>Social</b>	Between Groups	.755	2	.377	.225	.799
	Within Groups	414.609	247	1.679		
	Total	415.364	249			
<b>Education</b>	Between Groups	1.537	2	.768	.477	.621
	Within Groups	397.939	247	1.611		
	Total	399.476	249			
<b>Political</b>	Between Groups	6.699	2	3.350	1.541	.216
	Within Groups	536.985	247	2.174		
	Total	543.684	249			

The ANOVA results in above table show that there is no statistically significant difference at the  $p < .05$  level regarding social empowerment on the basis marital status,  $F(2, 247) = 0.225$ ,  $p = 0.799$ ), there is no statistically significant difference at the  $p < .05$  level regarding educational empowerment on the basis marital status,  $F(2, 247) = 0.477$ ,  $p = 0.621$ ) and again it shows statistically insignificant difference at the  $p < .05$  level regarding political empowerment on the basis marital status,  $F(2, 247) = 1.541$ ,  $p = 0.216$ )

#### **Respondent's Views on the Basis of Qualification**

To analyses the respondents' views regarding social, educational and political empowerment, a one way ANOVA was conducted. Respondents were grouped in five groups on the basis of occupation as: 1 = F.A/ F.Sc., 2 = B.A./B.Sc., 3 = Master 4 = M.Phil. And 4 = Ph.D. Results are presented in the following table.

**Table.5. Responses of the Respondents for Social, Educational and Political Empowerment on the Basis of Qualification**

		Sum of Squares	df	Mean Square	F	Sig.
<b>Social</b>	Between Groups	1.442	4	.361	.213	.931
	Within Groups	413.922	245	1.689		
	Total	415.364	249			
<b>Education</b>	Between Groups	5.768	4	1.442	.897	.466
	Within Groups	393.708	245	1.607		
	Total	399.476	249			
<b>Political</b>	Between Groups	19.815	4	4.954	2.317	.058
	Within Groups	523.869	245	2.138		
	Total	543.684	249			

The ANOVA results in above table show that there is no statistically significant difference at the  $p < .05$  level regarding social empowerment on the basis qualification,  $F(4, 245) = 0.213$ ,  $p = 0.931$ ), there no statistically significant difference at the  $p < .05$  level regarding educational empowerment on the basis qualification,  $F(4, 245) = 0.897$ ,  $p = 0.466$ ) but there is statistically significant difference at the  $p < .05$  level regarding political empowerment on the basis of qualification,  $F(4, 245) = 2.317$ ,  $p = 0.058$ )

### **Document Analysis of Women in Pakistan Political Perspective – An Overview**

Women don't get their legal right since the creation of Pakistan. For Pakistan, Fatima Jinnah role can be neglected. Rana Liqat Ali Khan who was founded of Apwa in 1949 (All Pakistan women Association) she was the wife of Liqat Ali Khan. . Pakistan first legislature assembly Begum Jahan Ara, Shah Nawaz and Begum Shaista Iqram-ullah were there members were best known women who

were upper-class political family. In 1956 and Ordinance 1961 and 1962 accepted rights of women. The Bhutto era is the time when women rights and their status can be recognized. Political parties could no more neglect women and had to formally introduce women's wings in their parties. Dynamic young woman Benazir Bhutto (also known as Daughter of Democracy) despite her young age, she concentrated with full devotion to restore democracy in the country. pervez Musaraf has given a lot of seats to women in legislature assembly.

## **Qualitative Data Analyses**

### **Theme 1**

#### **Meaning of Women Empowerment**

Majority of the respondent responded that, Women empowerment is concerned. It has broad sense it means to provide liberty, human right and power of making decision. It has many ideologies it is considered that women empowering means to have liberty in fashion. But it is the negative aspect of the women empowerment.

### **Theme 2**

#### **The Complex Status of Females**

Female are not given a right of property inheritance and she doesn't have the right of marriages. She can't deny from this duty. She doesn't have their own home where she could live with her own wish desires. First house is parents' house and second one is husband's house where the status is just the servant. She lives with the same circumstances till the children grow up and this point she would get some rights and she participated in taking the decision of children marriage But this is also the house of children. Her home is in the graveyard.

### **Theme 3**

#### **Male Dominating Society**

Women don't have empower and snatch the right by male dominant. Rights of property, rights of husband's earning, 'Nannafkai' (maintenance for food and clothes), children expenses are not provided. There are no rights of making decision just taking the consultation from the women. After the death of husband a women can take decision for her family. 20% rights are given but 80% rights are

snatched in the shape of male dominant society, tribal and feudal society, lack of awareness, poverty, lack of education, superiority complex of man.

#### **Theme 4**

##### **No Rights for Women in Rural Area As Compare To Urban Woman**

Rural women don't have basic right and don't have awareness. Their lives are just like animal's life. House hold ladies have having fewer powers as compared to the professional ladies. Some widow women can take decision due to her husband death in her family matters.

#### **Theme 5**

##### **Cruelty with Females**

If women speak about their rights then acids are thrown upon them and sometimes speak about their loss character, sometime the women are killed by the name of honor.

#### **Theme 6**

##### **Proper Education Brings Positive Change**

Some people think that male dominance could be control through proper education, awareness and better nourishment. Then mind of male could be changed. Change would come through education. Women should get education and skills. She earns money and participate economic growth of home and national effort then confidence come. Moral chapter should be taught than great impact come on society's ideas.

#### **Theme 7**

##### **Role of Media Bringing Revolution**

By the passage of time women are going more empowering through media. Society and people is the major hurdle for empowering women. When girls are immature they are not aware by her rights gradually and slowly she is grown up a lady then she is awarded about her rights. Strong and educated women can change the mentality of male by her good behavior.

**Theme 8****Old Tradition and Cultural Dominancy In The Society**

Pakistani male have limited thoughts because of their culture, wrong values of religion, traditions and old ideas. Women are deprived from education, political activities, having good jobs, higher education, strangle hold of society ideas which damage the mentally and physically health of women.

**Theme 9****Females Participation in Economic Development**

Few women participated in politics and they come for the sack of male benefit. If women are on job she is doctor, teacher, accountant, professor data entry operator. They earn money and help the husband responsibility and economic growth but in our society she is not respected even at home she is consider as a making money maker machine and she should kept at home for sake of money otherwise there is no respect for a wife. She has double responsibility. But these efforts are not recognized and given lots of blames. Mentally tortured women are working day and night with the light of hope.

**Theme 10****Female Acceptance, Based on Their Adjustment**

Some women accept the atmosphere where she has been nourished with mentally and physically and full of torture such women are accepted in society. They keep it as her luck. She has taken the responsibility of children. Some of them want to deny fulfilling the requirements of husband and in-laws work. They are thrown outside with divorce. If rights are required then punishment is given by the male.

**Theme 11****Feudalism and Tribal Society**

Women don't get their right due to feudal impact on rural society of Pakistan .and in Pakistan some tribal chief decide the case of murder and give women for the revenge of murder.it is called in Pakistan's culture 'VANI'

## **Theme 12**

### **Strong Stranglehold of Cultural Barrier**

Pakistan's culture is also strong barriers for the developments of women empowerment. In Pakistan women consider second class of human being. And their due rights are not provided.

### **Discussion**

The data collected from the research made it clear /obvious that mostly the qualified women who played an essential role in their respective fields or organization were rather empowered.

They monetarily bolster their family; strengthening exchanged their comprehension to handle their household issues, the most ideal way imaginable.

They demonstrate to have judicious approach with respect to financial undertakings which assists their male heads in fruitful example of life.

Urban women are provided, the opportunities of better health care, schooling (keeping in view the modern standards) and entertainment for their youngsters.

The children under the supervision of these empowered women tend to be confident and well mannered, but the rural women are not as empowered as urban women.

The finding of research states that these women do not practice any gender difference/biasness among children. Results also showed that where the women were practicing the empowerment, they were playing a role in raising the socio-economic status of women, however, does not affect/harm the existing structure of society.

### **Recommendations**

Women empowerment is vital, for socio- economics aspects improvement for any nation, since women contain half of the number of inhabitants in any country. Women can assume a noteworthy part for financial improvement of any nation if that they are enabled in appropriate way. What's more, social change will be collected by engaging women. Following suggestions are recommended.

- Women are the key advancement of child care and she constructed a character of a youngster. So in the event that she is enabled in great way than her part can give an opportunity to character building of children.

- It is recommended that if empower the women, that they have a privilege to take decision about their kids' care. This strengthening will be brought about building up a decent identity of the offspring of the country, who are the future manufacturers of the country.
- Empower the women to get information, resources and institutions. This demonstration can help to behavioral change, empowering the women to control over their lives and enhance societal states of mind towards women and their issues.
- Policies and development programs should be the key planning strategy for women empowerment, which contribute to the national, social, and economic development of the country.
- It's recommended that along with urban areas, rural areas should be provided better educational opportunities irrespective to the gender difference. Further this will help out men and women to improve their life standard. This will facilitate the communities to deal with gender biasness through better approach.

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