

## **Gendered Division of Paid and Unpaid Work**

Work can be of two types: paid and unpaid work. Paid work is the work or human labour done in exchange of wages. A person doing paid work receives the value of his or her labour as money or in kind. People doing work as garments factory worker, doctor, engineer, teacher, or in any other profession where they are receiving regular and fixed wage in terms of money for their services are examples of paid work. On the other hand, un-paid work is the work done by a person without receiving a wage. The human labour done by a woman to perform domestic chores (e.g. cooking, cleaning, and child rearing) is the example of un-paid work. Sometimes, family women also do unpaid work in family agriculture and business.

The traditional and stereotypical notions about men as breadwinner and women as home maker are at the base of women's segregation in unpaid work inside home for reproduction, child bearing and housekeeping as compared to men's concentration in the paid work outside home. It is observed that, men are more segregated in paid work; where very few of the Pakistani women enter as paid worker by breaking the barriers of the traditional notions and socio-cultural discrimination. At the same time, women and weaker segments of the society (like elderly and children) are more involved in doing unpaid work in home, agriculture, cattle farming and family business.

The gender differentials in paid and unpaid works also led to differently conditioning men and women's economic, social and political standing in society. Women's universally expected involvement in un-paid domestic work leads to feminization of domestic work all over the globe. Even if both the man and woman in a couple work outside home in paid labour market, when return to home, women are expected to perform all the domestic chores. The men helping women in domestic chores of cooking, cleaning and washing is a less frequently occurring phenomenon.

As more and more women are entering the paid labour market, the universally stereotypical division of paid and unpaid work among men and women is leading to double burden or double day for women. The women who works outside home are expected to do all the domestic work after coming back to home or on weekends. The process of modernization that has brought women in paid labour market on the same time has failed to make men conditioned to do the domestic labour and child rearing equally with women. Therefore, women doing work outside home in paid labour market do the domestic chores by themselves within the limited time of a day, thus bearing the burden of double days' work.

### **Women and Paid Work In Pakistan**

The level of women's participation in paid work will be discussed in this section by focusing on women's labour force participation rate, employment rates, participation in different industrial sectors and segregation at different levels of occupational hierarchy in Pakistan.

### **Women's Labour Force Participation in Pakistan**

Labour force participation rate can be defined as the percentage of economically active population to the total population aged 10 years and above. The labour force participation rate is

an important indicator to assess women's empowerment and control over money and resources. The 1998 census showed a total 31.98% labour force participation rate in 1998; including 59.24% for men and 2.23% for women labour force participation rate. It showed a direly low level of women's labour force participation in Pakistan. This labour force participation was further critically low in the case of rural women (i.e. only 1.88%) as compared to that of rural men (i.e. 60.19%). The urban labour force participation rate was 2.89% for women and 57.53% for men at national level in 1998 (Pakistan Bureau of Statistics, 2016b).

There were regional differences in women's labour force participation rates in Pakistan. KPK had overall 29.09% labour force participation of both sexes in 1998. It is 1.64% for women and 55.52% for men in KPK. The labour force participation rate of rural women in KPK was only 1.12% as compared to that of their urban women counterparts of 4.18% in the census of 1998. Punjab had an overall labour force participation rate of 31.98%. It was 2.06% for women and 59.76% for men in 1998. The rural women in Punjab had higher labour force participation rate (i.e. 2.38%) as compared to that of their urban counterparts (i.e.1.90%). Sindh had an overall labour force participation rate of 32.73%. It is 2.96% for women as compared to 58.83% of men in Sindh in 1998. The rural Sindhi women's labour force participation rate was 2.51% as compared to that of rural Sindhi men's labour force participation rate of 59.66%. The urban Sindhi women's labour participation was 3.39%. Baluchistan also shows the similar pattern. Women's labour force participation rate was only 2.07% as compared to 65.88% among men in Baluchistan in 1998. The female labour force participation in rural areas was 2.04% and for women in urban areas was 2.18% in Baluchistan.

Women's labour force participation rate in Pakistan did not progress much till today. According to Labour Force Survey 2013-14, the crude labour force participation rate is 32.2% in Pakistan. The crude participation rate is 48% for men and 15.8% for women (Government of Pakistan, 2014: 76). There are rural and urban difference in the participation rate of women and men in labour force. The crude participation rate in the rural area is 47.1% for men and 20.0% for women. The labour force participation rate observed in urban areas of Pakistan is 49.7% for men and 7.7% for women. The highest crude participation rate is being observed among urban men (i.e. 49.7%) as compared to that of rural men (i.e. 47.1%). On the contrary, the highest crude participation rate in case of women is found among rural women (i.e. 20%) as compared to those of urban women (i.e. 7.7%) in the country. It means that women are more active in economic activity in rural areas as compared to those living in urban areas.

The provincial differences are also important to note. Punjab has the highest crude labour force participation rate (i.e. 35.6%); that is 50.3% for men and 20.9% for women. The highest crude participation rate among women throughout the country is observed among rural women of Punjab (i.e. 26.3%). The crude participation rate among Punjabi urban women (i.e. 10.1%) is also highest one among urban women throughout the country. On the contrary, the lowest crude labour force participation rate among women is observed in the province of Baluchistan (i.e. 5.4%); that is 6.2% for rural women and only 3% for urban women in the province.

Each provincial area has its own rural urban differences in crude labour force participation rate. KPK observes 10.6% rural women's crude labour force participation rate as

compared to that of 39.4% of rural men in 2013-14. The crude labour force participation rate in urban areas of KPK is 6.1% for women as compared to 45.1% for men. The crude labour force participation rate for women in rural Punjab (i.e. 26.3%) is highest among women in all over the country. It is still lower as compared to 50.1% for rural men in the same province. The same rate in urban Punjab is 10.1% for women as compared to 50.6% for men in the year 2013-14.

The province of Sindh has 14.3% crude labour force participation rate of women in rural areas as compared to 47.5% of men. While the same province has only 4.7% of crude labour force participation rate for urban women as compared to 50.1% of men. Baluchistan has the lowest rate of women's crude labour force participation all over the country. The crude labour force participation rate for rural women is only 3% as compared to 42.2% for rural men in Baluchistan. The same rate for urban women is only 6.2% as compared to 41.5% for urban men in the province in 2013-14 (Government of Pakistan, 2014: 76).

The statistics clearly show that irrespective of the geographical differences of rural and urban, provinces or regions, overall Pakistan has women's crude labour force participation as significantly lower than men. Women's labour force participation at national level is sufficiently low. It is shown that men's total crude labour force participation rate in different geographical regions range from 40% to 50% as compared to females total crude labour force participation rate ranging between 10% to little more than 20%.

### **Women's Participation in Paid Employment**

There is gender gap between men and women's chance to get employed in the country. At national level, only 13.04 million of women are employed as compared to 43.12 million of men. The gender gap persist in rural and urban employment rates. In rural areas 11.10 million women are employed as compared to 27.62 million of men. In urban areas 1.94 million of women are employed as compared to 15.50 million of men. The similar gender disparity in employment rates exists in all the provincial territories. The highest number of women as employed is seen in rural areas of Punjab (i.e. 8.43 million) in the year 2013-14. Baluchistan province with the lowest number of employed women had an overall 0.26 million women employed in the province in the same year. Further, only 0.03 million women in urban areas and 0.23 million women in rural areas of Baluchistan are found employed in any work sector in the year 2013-14 (Government of Pakistan, 2014: 80).

Overall Pakistan's situation shows that the number of employed females is three times less as compare to employed male. It shows that 76.78% men as compared to 23.21% women are employed in overall population of Pakistan. It is observed that the employment opportunities are higher for women in rural areas than for women in urban areas. Probably, the main reason of this difference is that rural women are busy in agriculture and livestockes. On the whole, at country level, employed women are less in number than employed men and this situation is also linked with the low literacy rate among women. It highlights the social and cultural barriers in women's social and economic development in Pakistan. The employment rates among men and women further get critical when looked at in the context of different industrial sectors and occupational hierarchy within them, as dealt in detail in the following section.

### Distribution of formally employed persons in industrial divisions (%)

Major Industry Divisions	2012-13			2013-14		
	Total	Male	Female	Total	Male	Female
<b>Total</b>	100.0	100.0	100.0	100.0	100.0	100.0
<b>Agriculture/forestry/hunting/ &amp; fishing</b>	43.7	34.5	75.7	43.2	34.0	73.9
<b>Manufacturing</b>	14.1	15.0	10.7	14.2	14.8	12.4
<b>Construction</b>	7.4	9.5	0.2	7.4	9.5	0.3
<b>Wholesale &amp; retail trade</b>	14.4	18.1	1.5	14.7	18.6	1.6
<b>Transport/storage &amp; communication</b>	5.5	7.0	0.2	5.5	7.1	0.2
<b>Community/social &amp; personal services</b>	13.3	13.9	11.5	13.2	13.7	11.5
<b>*others</b>	1.6	2.0	0.2	1.8	2.3	0.1

\* others (includes mining & quarrying, electricity, gas & water, financing, insurance, real estate & business services and extraterritorial organizations and bodies) Source: (Labour Force Survey cited in Government of Pakistan, 2014: 81)

### Women's Segregation in Different Industrial Sectors

The gender wise proportion of persons engaged in different industrial divisions as formal and informal workers is different. Majority of the women employed are working in agriculture, forestry, hunting and fishing sectors. The gender disaggregated statistics show that 74% of the employed women as formal workers are segregated in these industrial sectors in the year 2013-14. The number of men employed in these sectors is much less than women; as only 34% men are employed in these industries. The number of men is higher than women in manufacturing, construction, wholesale and retail trade, transport, storage and communication, community and social services. Women's employment as formal workers is sufficiently low in construction (i.e. 0.3%), wholesale and retail trade (i.e. 1.6%), and transport/ storage and communication (i.e. 0.2%) in the year 2013-14 (Government of Pakistan, 2014: 81).

The employment as formal worker provides more security in terms of wage, tenure and social security benefits as compared to employment as informal worker in any industry. The gender gap in the number of employed people in different industrial divisions varies in terms of formal and informal workers. The statistics of male and female employment as informal service provider or worker show that majority of women (i.e. 58.6%) are engaged as informal workers in manufacturing industry in the year 2013-14. While only 17% men are engaged in informal service in this sector. The statistics show that more women (i.e. 31.3%) than men (i.e. 13.6%) are involved as informal worker in community and social service industry. The number of men is higher than the women as formal workers in the same sector. Women's employment as informal workers is low in construction (i.e. 1.4%), wholesale and retail trade (i.e. 8.1%), and transport/ storage and communication (i.e. 0.6%) in the year 2013-14 (Government of Pakistan, 2014: 81).

**Distribution of employed persons by occupational groups (2013-2014)**

Major Occupational Groups	Informal sector workers			Formal sector workers		
	Total	Male	Female	Total	Male	Female
<b>Total</b>	100.0	100.0	100.0	100.0	100.0	100.0
<b>Managers</b>	1.9	2.1	0.3	1.7	2.1	0.3
<b>Professionals</b>	3.5	2.7	10.0	4.6	4.1	6.0
<b>Technicians &amp; associate professionals</b>	2.9	3.2	1.2	2.8	3.3	1.2
<b>Clerical support workers</b>	0.4	0.4	0.1	1.5	1.9	0.2
<b>Service and sales workers</b>	34.4	37.1	11.1	16.2	20.4	2.2
<b>Skilled agricultural, forestry &amp; fishery workers</b>	0.1	0.1	-	37.6	30.2	62.1
<b>Craft &amp; related trades workers</b>	28.5	25.1	57.5	14.2	14.9	11.8
<b>Plant/machine operators &amp; assemblers</b>	9.9	10.9	1.2	6.0	7.7	0.4
<b>Elementary occupations</b>	18.4	18.3	18.6	15.5	15.4	15.8

Source: (Labour Force Survey cited in Government of Pakistan, 2014: 83-87)

The statistics on the participation of informal sector workers in different industrial divisions also shows that 57% of the women informally employed workers are engaged in craft and related trades as compared to only 25.1% of the men. Women are again marginally represented (i.e. 0.3%) as managers in the informal service sector.

On the basis of above given arguments and statistics it can be inferred that women in paid employment as formal worker are more segregated in agriculture. Women are segregated in the agriculture and related industry and occupations in Pakistani labour force. Ibraz (1992: 1296) has identified that “[t]he intensive participation of women in the production and processing of crops is productive in that it also saves money that would otherwise be spent in hiring labour. The processed crops not only meet the household consumption needs but are also income generating when sold in the market for cash”. Ibraz (1992) shows division of men and women’s activities in the crop production and processing. Women perform a sufficient work in spreading manure, harvesting, weeding, threshing, winnowing, packing and transporting, collecting chaff and hay, winnowing at home, and storing during the crops of wheat, maize, pulses mustard, Taramira, sesmea seeds, peanuts and fodder or barely, etc. (Ibraz, 1992:1297-1298).

Ibraz (1992: 1299) also identified certain works as specifically women’s activities in cattle farming. They categorized cleaning of cattle shed, disposal of dung, heating milk, churning milk, processing butter into ghee, selling milk and ghee within the village and harvesting fodder as predominantly or exclusively women’s work. Chopping of fodder, preparation of cattle fodder, and feeding in manger are the works done by men and women together. The grazing, bathing and milking are found as the activities performed by men (Ibraz, 1992: 1299).

## Women and Employment Status

As women are least represented at the level of managers, the same gender gap at the level of hierarchy of employment status is visible. The statistics available are showing that only 0.1% of the women are working as employers as compared to 1.4% men engaged as formal workers in the year 2013-14. Only 18.8% women are working as “Own account workers” as compared to 40.6% men engaged as formal workers in the same year. There are 26.5% of the women working as employees as compared to 43.1% men in formal sector workers. Women are less than men as employers, employees, and own account workers. The majority of them is found as segregated in the category of contributing family workers (i.e. 54.6%) as compared to only 14.9% men in the year 2013-14.

**Table 10.9: Share in status groups of wage and salaried employment**

Employment status	2009-2010	2010-2011	2012-2013
<b>Total wage and salaried employment</b>			
Both Sexes	36.5	36.9	39.7
Male	40.7	41.2	43.8
Female	20.8	21.6	24.9
<b>Regular paid employees with fixed wage rate</b>			
Both Sexes	53.2	54.2	50.2
Male	54.3	55.4	51.8
Female	44.8	46.5	39.8
<b>Casual paid employee</b>			
Both Sexes	29.4	28.7	31.2
Male	31.2	30.7	33.5
Female	16.4	15.7	16.8
<b>Paid worker by piece rate or work performed</b>			
Both Sexes	16.8	16.3	18.0
Male	13.8	13.2	14.1
Female	38.7	37.6	42.9
<b>Paid non-family apprentice</b>			
Both Sexes	0.6	0.7	0.6
Male	0.6	0.8	0.6
Female	0.2	0.2	0.5

Source: (Pakistan Labour Force Surveys cited in Government of Pakistan, 2014: 99).

The employment status according to the nature of wage and salary they receive also shows that women are more segregated in the work sectors where the wage and salary conditions are poor and vulnerable. The available statistics in Table 10.9 show that women are less represented than men in the category of total wage and salaried employment. This category is

based on more formal terms and conditions of employment and salary. Only 24.9% women are employed in this group as compared to 43.8% men in the year 2012-13. Women are again less (i.e. 39.8%) in the group of “Regular paid employees with fixed rates” as compared to men (i.e. 51.8%). Women are found highly segregated in the category of the workers who do not find any fix salary rather just earned as “paid workers by piece or work performed”. The statistics show that 42.9% women are segregated in this sector of wages per piece or work performed as compared to only 14.1% men in the year 2012-13 (Government of Pakistan, 2014: 99).

## **References**

Tabassum, N. (2016). Women in Pakistan Status in Socio-Cultural and Politico-Legal Domains. *Islamabad: Higher Education Commission of Pakistan.*